



The Psychology of the Recession on the Workplace



Edited by
ALEXANDER-STAMATIOS G. ANTONIOU
CARY L. COOPER

NEW HORIZONS IN MANAGEMENT
Series Editor: Cary L. Cooper

The Psychology of the Recession on the Workplace

Edited by

Alexander-Stamatios G. Antoniou

Lecturer in Psychology, University of Athens, Greece

Cary L. Cooper CBE

*Distinguished Professor of Organizational Psychology and
Health, Lancaster University, UK*

NEW HORIZONS IN MANAGEMENT

Edward Elgar

Cheltenham, UK • Northampton, MA, USA

© Alexander-Stamatios G. Antoniou and Cary L. Cooper 2013

All rights reserved. No part of this publication may be reproduced, stored in a retrieval system or transmitted in any form or by any means, electronic, mechanical or photocopying, recording, or otherwise without the prior permission of the publisher.

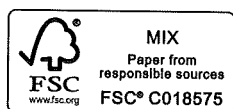
Published by
Edward Elgar Publishing Limited
The Lypiatts
15 Lansdown Road
Cheltenham
Glos GL50 2JA
UK

Edward Elgar Publishing, Inc.
William Pratt House
9 Dewey Court
Northampton
Massachusetts 01060
USA

A catalogue record for this book
is available from the British Library

Library of Congress Control Number: 2012950428

This book is available electronically in the ElgarOnline.com Business
Subject Collection, E-ISBN 978 0 85793 384 3



ISBN 978 0 85793 383 6

Typeset by Servis Filmsetting Ltd, Stockport, Cheshire
Printed by MPG PRINTGROUP, UK

Contents

<i>List of figures</i>	vii
<i>List of tables</i>	viii
<i>List of contributors</i>	ix
<i>Foreword by Lennart Levi</i>	xi
<i>Preface</i>	xiv

PART I INDIVIDUAL HEALTH, STRESS AND WELL-BEING

1	Well-being among Greeks and immigrants before and after the current financial crisis	3
	<i>Alexander-Stamatios Antoniou and Marina Dalla</i>	
2	Socioeconomic adversity and family stressors in relation to school achievement among Greek, Serbian and Albanian students	23
	<i>Alexander-Stamatios Antoniou, Marina Dalla, Ledi Kashahu, Dhori Karaj, George Michailidis and Evi Georgiadi</i>	
3	The impact of the recession and its aftermath on individual health and well-being	42
	<i>Esther Greenglass, Zdravko Marjanovic and Lisa Fiksenbaum</i>	
4	Workaholism and psychosocial functioning: individual, family and workplace perspectives	59
	<i>Diana Malinowska, Monika Trzebińska, Aleksandra Tokarz and Bruce D. Kirkcaldy</i>	
5	The mark of recession in the high-tech industry: high stress and low burnout	89
	<i>Ayala Malach-Pines and Nurit Zaidman</i>	
6	The adverse effects of recession-related events on the health and well-being of individuals	101
	<i>Oi-Ling Siu</i>	
7	Temporary employment, quality of working life and well-being	117
	<i>Alfred F. Wagenaar, Michiel A. J. Kompier, Toon W. Taris and Irene L. D. Houtman</i>	

PART II JOB INSECURITY, JOB LOSS AND
UNEMPLOYMENT

- 8 Economic recession, job insecurity and employee and organizational health 143
Ronald Burke
- 9 The psychology of unemployment: laying off people in a recession 155
Adrian Furnham
- 10 Perceiving and responding to job insecurity: the importance of multilevel contexts 176
Lixin Jiang, Tahira Probst and Robert R. Sinclair
- 11 Unemployment and mental health 196
Howard Kahn
- 12 The effects of not working: a psychological framework for understanding the experience of job loss 209
Ellen I. Shupe and Katelyn A. Buchholz

PART III SPECIFIC ISSUES IN RECESSION

- 13 Effects of the recession on psychological contracts between employers and employees 233
Donald A. J. Cable and Michael O'Driscoll
- 14 The individual afront the antinomies of the contemporary world 250
Menelaos Givalos
- 15 The psychological effects of restructuring 261
Kathleen Otto, Thomas Rigotti and Gisela Mohr
- 16 Social support in times of economic stress 276
Ewelina Smoktunowicz, Roman Cieslak and Charles C. Benight

PART IV WORK-FAMILY BALANCE/CONFLICT

- 17 The dynamism of balancing work and family in a developing society: evidence from Taiwan 293
Luo Lu
- 18 Low income families and occupational health: implications of economic stress for work-family conflict research and practice 308
Robert R. Sinclair, Tahira Probst, Leslie B. Hammer and Meline M. Schaffer

1. Well-being among Greeks and immigrants before and after the current financial crisis

**Alexander-Stamatios Antoniou and
Marina Dalla**

INTRODUCTION

From ancient Greek philosophy to modern day existential and utilitarian philosophy as well as clinical, developmental, humanistic psychology and research, human history has emphasized the pursuit of well-being (for example, Ryff and Singer, 2008). The central role of well-being is provided by Aristotle in Book I of *Nicomachean Ethics* (Aristotle, 1925: 4) which states that: happiness is ‘the highest of all goods achievable by action’ and that it is ‘living well and faring well’. The importance attributed to happiness across cultures and ages is also seen in the *Dhammapada* from India, which describes happiness as independent of material things and sense desires: ‘Let us live happily, without possessions. Let us feed on happiness like the shining gods’ (*Dhammapada*, 2000). However, in the philosophical systems of Confucianism and Taoism personal well-being and happiness consist of pursuing a virtuous life through moral capabilities (Lu, 2001).

Current psychological research has tended to fall into two general viewpoints of well-being (Ryan and Deci, 2001). The hedonic viewpoint focuses on subjective well-being as a ‘relatively stable feeling of happiness one has towards his or her life’ (Oishi et al., 2007: 347), reflecting general perceived life satisfaction and affective balance by the presence of positive affect and the relative lack of negative affect (Diener et al., 2003). According to the hedonistic approach, people around the world tend to reach towards things that bring pleasure and to avoid painful experiences (Oishi et al., 2007), whilst holding the desire to feel positive emotions and to avoid feeling negative emotions (Larsen, 2000). Not surprisingly, over 10000 respondents from 48 nations rate personal happiness as the most important when compared to success, intelligence, knowledge, material wealth, etc. (Oishi et al., 2007); and most people believe that they can move in an

The 'Greekness' of Pontics is part of their acculturation experience and is tightly knitted with a positive position in the ethnic hierarchy of the hosts. They belong to the first accepted ethnic group, as research on the ethnic hierarchy showed (Dalla and Motti-Stefanidi, 2010), although there are no differences in acculturation orientations between Pontics and Albanian immigrants. An important factor in the study of ethnicity, acculturation and psychological well-being in plural societies is the social capital as well as social networks and sense of trust (Heim et al., 2011). However, the presence of group differences on life satisfaction between native and Pontic Greeks indicates that the 'Greekness' appears to have no moderating effect on their psychological health. In this sense, it is important to consider other contextual factors that affect the life satisfaction of Pontic Greeks.

Regarding Albanian immigrants, it seems that the sense of belonging to the heritage group leads to dissatisfaction and feelings of unhappiness. They do not derive life satisfaction from their sense of belonging and sense of inclusion in their heritage country. Support for this finding may result from approach-avoidance conflict theory (Lewin, 1935) that involves two negative threats, fears or frustrations. Such conflicts face immigrants coming from socioeconomically disadvantaged countries and politically unstable regions who may feel uncertainty not only for their adoptive country, but also for their background country (Akhtar, 1999). Albanian immigrants with a high heritage of acculturation have to confront on the one hand, a high heritage maintenance, and on the other hand, the adaptation to their new country, or a high heritage maintenance and the distance from their motherland or their difficulty in returning to their background country, due to economic situations. It is possible that failure to negotiate these representations can result in a problematic conflict described as 'caught between a rock and a hard place'. Because such conflicts are highly stressful, these may result in adverse mental health outcomes and low life satisfaction.

CONCLUSION

This study provides evidence that the life satisfaction of Greek people and immigrants in Greece has decreased as a result of the economic crisis. The findings show several similarities with previous surveys in countries with analogous economic problems (Askatas and Zimmermann, 2011). Relatively few studies have examined the life satisfaction of immigrant groups, especially after economic crisis. The current research indicated lower levels of life satisfaction of Albanian immigrants and Pontic Greeks

versus natives. Ethnic group identification seems to have a negative effect on the life satisfaction of Albanian immigrants. Future studies are expected to reveal how the way immigrants feel about their life in the country of settlement influences their general life satisfaction.

Furthermore, it is important to examine, for example, why Pontic Greeks that are more accepted than Albanian immigrants in Greece show lower satisfaction than natives. In conclusion, future studies are needed to reveal the association of economic crisis with mental health and life satisfaction. The most important concept to keep in mind for future research is that economic crisis is a traumatic transition that is accompanied by the increase in all of the psychological distress indicators, including general health, sadness and anxiety.

REFERENCES

- Akhtar, S. (1999), *Immigration and Identity: Turmoil, Treatment and Transformation*, Northvale, NJ: Jason Aronson.
- Antoniou, A.-S. and M. Dalla (2009), 'Immigration, unemployment and career counseling: a multicultural perspective', in A.-S. Antoniou, C. Cooper, G. Chrousos, Ch. Spielberger and M. Eysenck (Eds), *Handbook of Managerial Behaviour and Occupational Health*, Cheltenham, UK and Northampton, MA, USA: Edward Elgar, pp.311–28.
- Antoniou, A.-S. and M. Dalla (2011), 'Mental health and unemployment: the coping perspective', in A.-S. Antoniou and G. Cooper (Eds), *New Directions in Organizational Psychology and Behavioral Medicine*, Burlington, USA: Gower, pp. 329–55.
- Aristotle (1925), *Nichomachean Ethics*, translation by W. D. Ross, Batoche Books: Kitchener, 1999, accessed 20 December 2012 at <http://socserv.mcmaster.ca/econ/ugcm/3ll3/aristotle/Ethics.pdf>.
- Askitas, N. and K. F. Zimmermann (2011), 'Health and well-being in the crisis', *IZA DP*, no. 5601, IZA and University of Bonn: Forschungsinstitut zur Zukunft der Arbeit (Institute for the Study of Labor).
- Baldwin-Edwards, M. (2005), *The Integration of Immigrants in Athens: Developing Indicators and Statistical Measures*, Athens: UEHR, Panteion University.
- Berry, J. W. (2011), 'Integration and multiculturalism: ways towards social solidarity', *Papers on Social Representations*, **20**, 2.1–2.21, accessed 20 January 2012 at <http://www.psych.lse.ac.uk/psr/>.
- Besevegis, E. and V. Pavlopoulos (2008), 'Acculturation patterns and adaptation of immigrants in Greece', in M. Finklestein and K. Dent-Brown (Eds), *Psychosocial Stress in Immigrants and Members of Minority Groups as a Factor of Terrorist Behavior*, NATO Science for Peace and Security Series, E: Human and Societal Dynamics, vol. 40, Amsterdam: IOS Press, pp. 23–34.
- Bhatia, S. and A. Ram (2001), 'Rethinking "acculturation" in relation to diasporic cultures and postcolonial identities', *Human Development*, **44**, 1–18.
- Boehm, J. K. and S. Lyubomirsky (2008), 'Does happiness lead to career success?', *Journal of Career Assessment*, **16**, 101–116.

- Böhnke, P. (2008), 'Does Society Matter? Life satisfaction in the enlarged Europe', *Social Indicators Research*, **87** (2), 189–210.
- Bonini, A. (2008), 'Cross-national variation in individual life satisfaction: effects of national wealth, human development, and environmental conditions', *Social Indicators Research*, **87** (2), 223–36.
- Bradley, R. H. and R. F. Corwyn (2004), 'Life satisfaction among European American, African American, Chinese American, Mexican American, and Dominican American adolescents', *International Journal of Behavioral Development*, **28** (5), 385–400.
- Bridges, W. (2003), *Managing Transitions: Making the Most of Change* (2nd edition), Cambridge, MA: Da Capo Press.
- Burton, P. and S. Phipps (2010), *The Well-being of Immigrant Children and Their Parents in Canada*, Paper presented at the 31st General Conference of the International Association for Research in Income and Wealth, St Gallen, Switzerland.
- Casey, T. and C. Dustmann (2010), 'Immigrants' identity, economic outcomes and the transmission of identity across generations', *The Economic Journal*, **120** (542), 31–51.
- Celenk, O. and F. J. R. Van de Vijver (2011), 'Assessment of acculturation: issues and overview of measures', *Online Readings in Psychology and Culture*, Unit 8, accessed 18 February 2012 at <http://scholarworks.gvsu.edu/orpc/vol8/iss1/10>.
- Chukanska, M. and D. Comini (2012), *Economy and Finance: EU Remittances Back on the Increase in 2010*, Eurostat, Statistics in Focus, accessed 20 February 2012 at <http://xa.yimg.com/kq/groups/20148511/723726770/name/KS-SF-12-004-EN.PDF>.
- Clark, A. E., P. Frijters and M. A. Shields (2008), 'Relative income, happiness, and utility: an explanation for the Easterlin paradox and other puzzles', *Journal of Economic Literature*, **46**, 95–144.
- Dalla, M. and S. Antoniou (2011), 'Immigration, acculturation and responses to perceived employment discrimination: a study of Albanian and Bulgarian immigrants in Greece', in A.-S. Antoniou and C. Cooper (Eds), *New Directions in Organizational Psychology and Behavioral Medicine*, Burlington, USA: Gower, 385–97.
- Dalla, M. and F. Motti-Stefanidi (2010), 'Sociopsychological predictors of multicultural ideology among Greek students', Contribution to the Symposium of Mutual Intercultural Relations in Plural Societies presented at the XXth IACCP Congress 2010, Melbourne, Australia, 7–10 July.
- Darity, W. A., A. H., Goldsmith and J. R. Veum (1999), 'Unemployment and well-being', in P. E. Earl and S. Kemp (Eds), *The Elgar Companion to Consumer Research and Economic Psychology*, Cheltenham, UK and Lyme, NH, USA: Edward Elgar Publishing, pp. 582–90.
- Dhammapada (2000), translated by J. R. Carter and M. Palihawadana, Oxford, England: Oxford University Press.
- Diener, E., S. Oishi and R. E. Lucas (2003), 'Personality, culture, and subjective well-being: emotional and cognitive evaluations of life', *Annual Review of Psychology*, **54** (1), 403–25.
- Di Tella, R., J. M. Robert and J. O. Andrew (2003), 'The Macroeconomics of Happiness', *The Review of Economics and Statistics*, **85** (4), 809–27.
- Downie, M., R. Koestner, S. ElGeledi and K. Cree (2004), 'The impact of cultural

- internalization and integration on well-being among tricultural individuals', *Personality and Social Psychology Bulletin*, **30**, 305–14.
- Eccles, J. S. and R. W. Roeser (2003), 'Schools as developmental contexts', in G. R. Adams and M. D. Berzonsky (Eds), *Blackwell Handbook of Adolescence*, Malden, MA: Blackwell, pp. 129–48.
- Economy Watch (2012), *Albania Economic Statistics and Indicators*, accessed 5 February 2012 at <http://www.economywatch.com/economic-statistics/country/Albania>.
- EPC (2011), *Stronger After the Crisis Strategic Choices for Europe's Way Ahead Strategy Paper on the 'State of the Union'*, EPC programmes on European Politics and Institutions, European Migration and Diversity, Europe's Political Economy, Europe in the World, accessed 15 March 2012 at http://www.epc.eu/documents/uploads/pub_1300_strategy_paper.pdf.
- European Commission (2009), 'Economic Crisis in Europe: causes, consequences and responses', *European Economy*, **7**, 1–90, accessed 20 January 2012 at http://ec.europa.eu/economy_finance/publications/publication15887_en.pdf.
- European Parliament (2011), *Citizen's Agora, Crisis and Poverty*, Directorate General for Internal Policies Policy Department: Economic and Scientific Policy, PE 451.485, accessed February 2012 at <http://www.europarl.europa.eu/document/activities/cont/201106/20110620ATT21871/20110620ATT21871EN.pdf>.
- Fix, M., D. G. Papademetriou, J. Batalova, A. Terrazas, S. Yi-Ying Lin and M. Mittelstadt (2009), *Migration and the Global Recession: A Report Commissioned by the BBC World Service*, Migration Policy Institute, accessed November 2011 at www.migrationpolicy.org/pubs/MPI-BBCreport-2012.pdf.
- Georgas, J. and D. Papastylianou (1996), 'Acculturation and ethnic identity: the remigration of ethnic Greeks to Greece', in H. Grad, A. Blanco and J. Georgas (Eds), *Key Issues in Cross-cultural Psychology: Selected Papers from the Twelfth International Congress of the International Association for Cross-cultural Psychology*, Lisse: Swets & Zeitlinger Publishers, pp. 114–128.
- Giotakos, O., D. Karabelas and A. Kafkas (2011), 'Financial crisis and mental health in Greece', *Psychiatriki*, **22**, 109–19.
- Gotovos, R. and G. Markou (2004), *Palinmostountes kai allodhaponi mathites stin Elliniki Ekpaidefsi. Teuxos A: Geniki Perigrifi (Repatriated and Immigrant Students in Greek Education. Copy-Book A: General Description)*, Athens: Institute for the Greek Diaspora Education and Intercultural Studies (IPODE, in Greek).
- Gropas, R. and A. Triandafyllidou (2005), 'Active civic participation of immigrants in Greece', *Country Report Prepared for the European Research Project POLITIS*, Oldenburg, accessed 15 July 2011 at www.uni-oldenburg.de/politis-Europe.pdf.
- Haller, M. and M. Hadler (2006), 'How social relations and structures can produce happiness and unhappiness: an international comparative analysis', *Social Indicators Research*, **75**, 169–216.
- Heim, D., S. C. Hunter and R. Jones (2011), 'Perceived discrimination, identification, social capital and well being: relationships with physical health and psychological distress in a UK minority community sample', *Journal of Cross-Cultural Psychology*, **42** (7), 1145–64.
- Hess, C. (2010), 'Post-Soviet repatriation and nationhood in Germany and Greece', *Political Perspectives*, **4** (2), 25–48.

- Howell, R. T. and C. J. Howell (2008), 'The relation of economic status to subjective well being in developing countries: a meta-analysis', *Psychological Bulletin*, **134**, 536–60.
- Immigration Policy Institute (IMEPO) (2004), *Statistical Data on Immigrants in Greece: An Analytical Study of Available Data and Recommendations for Conformity with European Union Standard*, Greece: Mediterranean Migration Observatory UEHR and Panteion University.
- Kasimati, M., V. Kolpeja and D. Hatibi (2009), *Migracioni shqiptar pas viteve 90 dhe ndikimi I tij në jetën ekonomike dhe sociale të fëmijëve të lënë pas (Albanian Migration After 90 Years and its Impact on the Economic and Social Life of Children Left Behind)*, Unicef: Instituti për kërkime urbane, accessed 4 February 2012 at http://www.uri.org.al/uri/pub/raporti_shqip3.pdf.
- Larsen, R. (2000), 'Toward a science of mood regulation', *Psychological Inquiry*, **11**, 129–41.
- Lee, S. L., J. Leung, C. Y. Chiu, P. Magennis (2002), 'Economic adversity and psychological health: does monitoring help?', *Journal of Social and Clinical Psychology*, **21**, 116–28.
- Lewin, K. (1935), *A Dynamic Theory of Personality*, New York: McGraw-Hill.
- Loayza, N. V., R. Ranciere, L. Serven and J. Ventura (2007), 'Macroeconomic volatility and welfare in developing countries: an introduction', *World Bank Economic Review*, **21** (3), 343–57.
- Lu, L. (2001), 'Understanding happiness: a look into the Chinese folk psychology', *Journal of Happiness Studies*, **2**, 407–32.
- Lyubomirsky, S. (2001), 'Why are some people happier than others? The role of cognitive and motivational processes in well-being', *American Psychologist*, **56**, 239–49.
- Lyubomirsky, S., K. M. Sheldon and D. Schkade (2005), 'Pursuing happiness: the architecture of sustainable change', *Review of General Psychology*, **9** (2), 111–31.
- Malkoutzis, N. (2011), 'Young Greeks and the crisis: the danger of losing a generation', *International Policy Analysis*, accessed 20 January 2012 at <http://library.fes.de/pdf-files/id/ipa/08465.pdf>.
- Markoutsoglou, M., M. Kasou, A. Moshotos, Y. Ptohos (2007), *Asian Migrants in Greece Origins, Status and Prospects*, Institute of International Economic Relations, accessed at www.idec.gr.
- Nguyen, H. H. (2006), 'Acculturation in the United States', in D. L. Sam and J. W. Berry (Eds), *The Cambridge Handbook of Acculturation Psychology*, Cambridge, UK: Cambridge University Press, pp. 311–31.
- Nguyen, H., L. Messe and G. Stollak (1999), 'Toward a more complex understanding of acculturation and adjustment', *Journal of Cross-Cultural Psychology*, **30**, 5–31.
- Oishi, S., E. Diener and R. E. Lucas (2007), 'The optimum level of well-being: can people be too happy?', *Perspectives on Psychological Science*, **2** (4), 346–60.
- Pavot, W. and Diener, E. (1993), 'Review of the satisfaction with life scale', *Psychological Assessment*, **5** (2), 164–72.
- Phinney, J. S., G. Horenczyk, K. Liebkind and P. Vedder (2001), 'Ethnic identity, immigration and well-being: an interactional perspective', *Journal of Social Issues*, **57** (3), 453–510.
- Ryan, P. M. and E. L. Deci (2001), 'On happiness and human potentials: a review of research on Hedonic and Eudaimonic well-being', *Annual Review of Psychology*, **52**, 141–66.

- Ryan, R. M., E. L. Deci, W. S. Grolnick and J. G. LaGuardia (2006), 'The significance of autonomy and autonomy support in psychological development and psychopathology', in D. Cicchetti and D. Cohen (Eds) *Developmental Psychopathology: Volume 1, Theory and Methods* (2nd edition), New York: John Wiley & Sons, pp. 295–849.
- Ryan, R. M., V. Huta and E. L. Deci (2008), 'Living well: a self-determination theory perspective on eudaimonia', *Journal of Happiness Studies*, **9**, 139–70.
- Ryder, A. G., L. E. Alden and D. L. Paulhus (2000), 'Is acculturation unidimensional or bidimensional? A head-to-head comparison in the prediction of personality, self-identity, and adjustment', *Journal of Personality and Social Psychology*, **79**, 49–65.
- Ruiz-de-Velasco, J. and M. E. Fix (with B. C. Clewell) (2001), *Overlooked and Underserved: Immigrant Students in U.S. Secondary Schools*, Washington, DC: Urban Institute.
- Ryff, C. D. and B. H. Singer (2008), 'Know themselves and become what you are: a eudaimonic approach to psychological well-being', *Journal of Happiness Studies*, **9**, 13–39.
- Safi, M. (2010), 'Immigrants' life satisfaction in Europe: between assimilation and discrimination', *European Sociological Review*, **26** (2), 159–76.
- Seligman, M. E. P. (2002), *Authentic Happiness: Using the New Positive Psychology to Realize Your Potential for Lasting Fulfillment*, New York: Free Press.
- Sheldon, K. M. and S. Lyubomirsky (2006), 'Achieving sustainable gains in happiness: change your actions, not your circumstances', *Journal of Happiness Studies*, **7**, 55–86.
- Sklias, P. and G. Galatsidas (2010), 'The political economy of the Greek crisis: roots, causes and perspectives for sustainable development', *Middle Eastern Finance and Economics*, **7**, 167–77.
- Tadmor, C. T., P. E. Tetlock and K. Peng (2009), 'Acculturation strategies and integrative complexity: the cognitive implications of biculturalism', *Journal of Cross-Cultural Psychology*, **40**, 105–39.
- Tamir, M. and J. J. Gross (2011), 'Beyond pleasure and pain? Emotion regulation and positive psychology', in K. M. Sheldon, T. B. Kashdan and M. F. Steger (Eds), *Designing Positive Psychology. Taking Stock and Moving Forward*, Oxford: Oxford University Press, pp. 89–100.
- The Economist (2012), *Albanians in Greece. Heading home again. Worried Albanians in Northern Greece Prepare to go Home*, accessed 14 January 2012 at <http://www.economist.com/node/21542818>.
- Verkuyten, M. (2008), 'Life satisfaction among ethnic minorities: the role of discrimination and group identification', *Social Indicators Research*, **89**, 391–404.
- Ward, C., S. Bochner and A. Furnham (2001), *The Psychology of Culture Shock* (2nd edition), New York: Routledge.
- World Health Organization (2011), *Impact of Economic Crises on Mental Health*, WHO: Regional Office for Europe, accessed 20 December 2011 at http://www.euro.who.int/_data/assets/pdf_file/0008/134999/e94837.pdf.
- Van Hoorn, A. (2007), *A Short Introduction Correlates and Policy Issues in Subjective Well Being and its Measurement*, accessed 8 January 2012 at <http://www.oecd.org/dataoecd/16/39/38331839.pdf>.

The Psychology of the Recession on the Workplace

'Two deep human needs are to master the world and to feel safe and secure. The Great Recession thwarted both needs for millions of people around the world. Antoniou and Cooper's global team of scholars address the psychological, economic, social, and other dimensions of our current crisis while charting paths whereby we can again satisfy these needs. Let us rise above the crisis and follow Aristotle's path to living well and faring well. This book offers a plan for doing so.'

– James Campell Quick, The University of Texas at Arlington, USA

An economic recession can affect the aggregate well-being of a population. This highly regarded and timely book shows a significant increase in the mean levels of distress and dissatisfaction in the workplace in recent years.

In particular, increasing job demands, intrinsic job insecurity and increasingly inadequate salaries make substantial contributions to psychological distress, family conflict and related behaviors. The contributors reveal that the recession has fundamentally altered the way employees view their work and leaders. With employers and employees still facing a continued period of uncertainty, a severe impact on employment relations is a continuing reality.

Given the difficult economic times, many people are feeling the pressure to work harder. This book will be valuable for undergraduate students and practitioners in the fields of organizational behavior and human resource management.

Alexander-Stamatios G. Antoniou is a Lecturer in Psychology at the University of Athens, Greece and **Cary L. Cooper CBE** is Distinguished Professor of Organizational Psychology and Health at Lancaster University, UK.

EDWARD ELGAR: A FAMILY BUSINESS IN INTERNATIONAL PUBLISHING

The Lypiatts, 15 Lansdown Road
Cheltenham, Glos, GL50 2JA, UK

Tel: +44 (0) 1242 226934 Fax: +44 (0) 1242 262111

Email: info@e-elgar.co.uk

William Pratt House, 9 Dewey Court
Northampton, MA 01060, USA

Tel: +1 413 584 5551 Fax: +1 413 584 9933

Email: elgarinfo@e-elgar.com

www.e-elgar.com

ISBN 978-0-85793-383-6



9 780857 933836