



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.

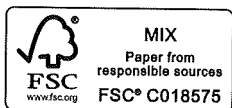
Published by
Edward Elgar Publishing Limited
The Lypiatts
15 Lansdown Road
Cheltenham
Glos GL50 2JA
UK

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

PART III SPECIFIC ISSUES IN RECESSION

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

PART IV WORK-FAMILY BALANCE/CONFLICT

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

- | | |
|--------------|-----|
| <i>Index</i> | 325 |
|--------------|-----|

2. Socioeconomic adversity and family stressors in relation to school achievement among Greek, Serbian and Albanian students

**Alexander-Stamatios Antoniou, Marina Dalla,
Ledi Kashahu, Dhori Karaj, George Michailidis
and Evi Georgiadi**

Poverty is one of the biggest social problems of the 21st century. In the United States, 12.1 per cent of all people live in conditions of poverty or near poverty (Rank, 2005) and the majority of the nation will experience poverty at least once. In the EU in 2006, there were 72 million people at risk of falling into poverty, one in five people living in substandard housing and 10 per cent living in households wherein all members were unemployed (Commission of the European Communities, 2007). The countries with the highest levels of human poverty in the EU are Portugal, Spain, Italy, Greece and Malta (Bubbico and Dijkstra, 2011). In the United Kingdom, the proportion of individuals living in poverty increased from 15 per cent in 1981 to 22 per cent in 2002 to 2003, representing 12.4 million people (Paxton and Dixon, 2004). According to the Child Poverty Act (HM Government, 2011), 22 per cent of children were living in relative poverty in 2008/2009 and 17 per cent of children were living in low income households with material deprivation in 2008–09. In the majority of the EU countries children are at greater risk of poverty than the total population (20 per cent versus 17 per cent) (Eurostat, 2010). Child poverty in Greece is larger than in the EU (Matsaganis, 2010). In Serbia, children aged 6–14 years old are the highest poverty group of the population (Bradshaw and Chzhen, 2009). According to the Albanian Institute of Statistics, 32 per cent of children between 6 and 17 years old in the country have to work due to poverty, their parents' unemployment or migration, a disrupted family environment etc. (ILO, 2009). Poverty rates are higher among households with children and for single-parent families (OECD, 2008).



showing higher school performance (Alton-Lee and Praat, 2001). Within the gender theory, boys are more likely than girls to draw attention to their acceptance from their peer group and to masculinity behaviors regarding authority, autonomy and dominance, while girls emphasize the importance of micro-level factors, such as family and school (Warrington et al., 2000).

CONCLUSION

The present research has revealed that environment affected adolescents' achievement in all three groups. Culture did have significant effects on environment factors that may be indirectly related to individualistic or collectivistic cultural beliefs. For Albanian and Serbian adolescents, school achievement is connected to family functioning. It is possible that a cultural values system emphasizing ties to the family, as well as loyalty and obedience to family members has a positive influence on Albanian and Serbian students' achievement. Pursuing high academic achievement, adolescents may value obligations between family members and harmony within the family. In the Greek sample, adolescents' perception of family cohesion and adaptability was not related to school achievement. This finding does not mean that Greeks' need for family ties is not valued, but that the domain of school achievement can be seen as a kind of adolescent's individuation achieved within the family. To summarize, these three groups may represent two different ideas of school achievement within the family context.

The regression analyses show a different pattern of relationship between the socio-demographic and family variables, and students' school achievement. In general, the influence of parents on adolescents' achievement is not limited to the family functioning, but also extends to the SES, family size and home density. Family SES affects or mediates the relationship between the family cohesion and school achievement of adolescents.

Our study has some limitations. First, we assessed school achievement, socioeconomic and demographic adversities and family cohesion by self-reports completed by the adolescents. It might be useful for future studies to employ other sources of information, such as teachers and parents, and to collect information about the school achievement of students in different waves. The second limitation concerns the limited factors included in the study. Future research can include factors such as individualism/collectivism and interdependence/independence that help to examine these dimensions with family functioning and school achievement.

REFERENCES

- Alton-Lee, A. and A. Praat (2001), *Explaining and Addressing Gender Differences in the New Zealand Compulsory School Sector*, Wellington: Ministry of Education.
- Amato, P. and F. Fowler, (2002), 'Parenting practices, child adjustment, and family diversity', *Journal of Marriage and Family*, **64**, 703–16.
- Antoniou, A.-S., M. Dalla, E. Georgiadi, L. Kashahu and E. Mihailidis (2011), 'The perception of Greek, Albanian and Serbian adolescents regarding the family structure and functioning (in Greek)', Paper presented at 8th Conference of Social Psychology, 8–11 December, Fthiotida, Greece.
- Bradshaw, J. and Y. Chzhen (2009), 'Child poverty in Serbia: analysis of the 2007 living standards measurement study: a report for UNICEF', *Social Policy Research Unit*, accessed at <http://www.york.ac.uk/inst/spru/research/extreme/CP4.pdf>.
- Bradley, R. H. and R. F. Corwyn (2002), 'Socioeconomic status and child development', *Annual Review of Psychology*, **53** (1), 371–99.
- Bronfenbrenner, U. (1979), *The Ecology of Human Development: Experiments by Nature and Design*, Cambridge, MA: Harvard University Press.
- Bronfenbrenner, U. and G. W. Evans (2000), 'Developmental science in the 21st century: Emerging questions, theoretical models, research designs and empirical findings', *Social Development*, **9** (1), 115–25.
- Bronfenbrenner, U. and P. A. Morris (1998), 'The ecology of developmental processes', in W. Damon (Series Ed.) and R. M. Lerner (Vol. Ed.), *Handbook of Child Psychology – Vol. 1: Theoretical Models of Human Development*. New York: Wiley, pp. 993–1028.
- Brown, E. D. and C. M. Low (2008), 'Chaotic living conditions and sleep problems associated with children's responses to academic challenge', *Journal of Family Psychology*, **22** (6), 920–3.
- Bubbico, R. L. and L. Dijkstra (2011), *The European Regional Human Development and Human Poverty Indices*, European Union, Regional Policy, accessed at http://ec.europa.eu/regional_policy/sources/docgener/focus/2011_02_hdev_hpov_indices.pdf.
- Carletto, G., B. Davis, M. Stampini and A. Zezza (2006), 'A country on the move: international migration in post communist Albania', *International Migration Review*, **40** (4), 767–85.
- Commission of the European Communities (2007), *Modernising Social Protection for Greater Social Justice and Economic Cohesion: Taking Forward the Active Inclusion of People Furthest from the Labour Market*, document no.COM (2007) 620, Communication from the Commission to the Council, the European Parliament, the European Economic and Social Committee and the Committee of the Regions, Brussels, 17 October.
- Conger, R. D. and M. B. Donnellan (2007), 'An interactionist perspective on the socioeconomic context of human development', *Annual Review of Psychology*, **58**, 175–99.
- Crosnoe, R. and G. H. Elder (2004), 'Family dynamics, supportive relationships, and educational resilience during adolescence', *Journal of Family Issues*, **25**, 571–602.
- Davis-Kean, P. E. (2005), 'The influence of parent education and family income on child achievement: the indirect role of parental expectations and the home environment', *Journal of Family Psychology*, **19** (2), 294–304.
- Deater-Deckard, K., P. Y. Mullineaux, C. Beekman, S. A. Petrill, C. Schatschneider

- and L. A. Thompson (2009), 'Conduct problems, IQ, and household chaos: a longitudinal multi-informant study', *Journal of Child Psychology and Psychiatry*, **50** (10), 1301–08.
- Deslandes, R., E. Royer, R. Turcotte and R. Bertrand (1997), 'School achievement at the secondary level: influence of parenting style and parent involvement in schooling', *Revue des Sciences de l' Education de MCGILL*, **32** (3), 191–207.
- Eurostat (2010), *Combating Poverty and Social Exclusion: A Statistical Portrait of the European Union 2010*, Brussels: European Union.
- Evans, G. W., H. N. Ricciuti, S. Hope, I. Schoon, R. H. Bradley, R. F. Corwyn, et al. (2010), 'Crowding and cognitive development. The mediating role of maternal responsiveness among 36-month-old children', *Environment and Behavior*, **42** (1), 135–48.
- Fulgini, A. (1998), 'Authority, autonomy, and parent-adolescent relationships: a study of adolescents from Mexican, Chinese, Filipino, and European backgrounds', *Developmental Psychology*, **34**, 782–92.
- Fulgini, A., V. Tseng and M. Lam (1999), 'Attitudes toward family obligations among American adolescents with Asian, Latin American and European backgrounds', *Child Development*, **70**, 1030–44.
- Georgas, J. (1989), 'Changing family values in Greece: from collectivist to individualist', *Journal of Cross-Cultural Psychology*, **20**, 80–91.
- Gutman, L. M., V. C. McLoyd and T. Tokoyawa (2005), 'Financial strain, neighborhood stress, parenting behaviors, and adolescent adjustment in urban African American families', *Journal of Research on Adolescence*, **15**, 425–49.
- Helsen, M., W. Vollebergh and W. Meeus (2000), 'Social support from parents and friends and emotional problems in adolescence', *Journal of Youth and Adolescence*, **29**, 319–35.
- Hill, J., P. Fonagy, E. Safier and J. Sargent (2003), 'The ecology of attachment in the family', *Family Process*, **42**, 205–21.
- HM Government (2011), *A New Approach to Child Poverty: Tackling the Causes of Disadvantage and Transforming Families' Lives*, accessed at http://www.lvstc.org.uk/docs/past_events/110608_DWP_Child_Poverty_Strategy.pdf.
- Hofstede, G. (2001), *Culture's Consequences* (2nd edition), Thousand Oaks, CA: Sage.
- Huston, A. C. and A. C. Bentley (2010), 'Human development in societal context', *Annual Review of Psychology*, **61**, 411–37.
- ILO (2009), *Albania: Decent work country programme document 2008–2010*, International Labour Office, Accessed at <http://www.ilo.org/public/english/bureau/program/dwcp/download/albania.pdf>.
- INSTAT (2004), *People and Work in Albania*, Tirana: INSTAT.
- Kagitcibasi, C. (1996), *Family and Human Development Across Cultures: A View from the Other Side*, Hillsdale, NJ: Lawrence Erlbaum.
- Kagitcibasi, C. (2007), *Family, Self, and Human Development Across Cultures: Theory and Applications* (2nd edition), Mahwah, New Jersey: Lawrence Erlbaum.
- King, G., J. McDougall, D. DeWit, S. Hong, L. Miller, D. Offord, K. Meyer and J. LaPorta (2005), 'Pathways to children's academic performance and prosocial behaviour: roles of physical health status, environmental, family, and child factors', *International Journal of Disability, Development and Education*, **52** (4), 313–44.
- King, R. and J. Vullnetari (2009), 'The intersections of gender and generation in

- Albanian migration, remittances and transnational care', *Geografiska Annaler: Series B, Human Geography*, **91** (1), 19–38.
- Kwak, K. (2003), 'Adolescents and their parents: a review of intergenerational family relations for immigrant and non-immigrant families', *Human Development*, **46**, 15–36.
- Lacour, M. M. and L. D. Tissington (2011), 'The effects of poverty on academic achievement', *Educational Research and Reviews*, **6** (7), 522–7.
- Marteletto, L. (2010), 'Family size and schooling throughout the demographic transition: evidence from Brazil', *Demographic Research*, **23**, 421–44.
- Masten, A. S. and J. Obradović (2006), 'Competence and resilience in development', *Annals of the New York Academy of Sciences*, **1094**, 13–27.
- Matsaganis, M. (2010), *Child Poverty and Child-well Being in the European Union. Policy Overview and Policy Impact Analysis. A Case Study: Greece*, Report for the European Commission DG Employment, Social Affairs and Equal Opportunities, Unit E.2 Volume IV: Country case studies, TARKI Social Research Institute, Brussels.
- Meyer, G. (1891), *Etymologisches Wörterbuch der albanesischen Sprache*, Strassburg: Karl J. Trübner.
- Motti-Stefanidi, F., V. Pavlopoulos, J. Obradović, M. Dalla, N. Takis, A. Papathanasiou and A. Masten (2008), 'Immigration as a risk factor for adolescent adaptation in Greek urban schools', *European Journal of Developmental Psychology*, **5** (2), 235–61.
- Mylonas, K., A. Gari, A. Giotsa, V. Pavlopoulos and P. Panagiotopoulou (2006), 'Greece', in J. Georgas, J. W. Berry, F. J. R. van de Vijver, C. Kagitcibasi and Y. H. Poortinga (Eds), *Families Across Cultures: A 30-nation Psychological Study*, New York: Cambridge University Press, pp. 344–52.
- OECD (2008), *Factbook 2008: Economic, Environmental and Social Statistics*, Paris: Organisation for Economic Co-operation and Development.
- OECD (2011), *Against the Odds: Disadvantaged Students Who Succeed Schools*, Organisation for Economic Co-operation and Development accessed at <http://browse.oecdbookshop.org/oecd/pdfs/free/9810061e.pdf>.
- Olson, D. H. (2000), 'Circumplex model of marital and family systems', *Journal of Family Therapy*, **22**, 144–67.
- Olson D. H., J. Portner, R. Bell and E. E. Filsinger (1983), *Marriage and Family Assessment: A Sourcebook for Family Therapy*, Beverly Hills, CA: Sage.
- Paxton, W. and M. Dixon (2004), *The State of the Nation: An Audit of Injustice in the UK*, London: Institute for Public Policy Research.
- Polovina, N. (2007), 'Family-school cooperation in the context of traumatic transitions in Serbian society', *International Journal about Parents in Education*, **1**, 230–6.
- Pouliasi, K. and M. Verkuyten (2011), 'Self evaluation, psychological well-being, and cultural context: the changing Greek society', *Journal of Cross-Cultural Psychology*, **42** (5), 875–90.
- Rank, M. R. (2005), *One Nation, Underprivileged. Why American Poverty Affects Us All*, New York, NY: Oxford University Press.
- Scholte, R. H. J., C. F. M. Van Lieshout and M. A. G. Van Aken (2001), 'Perceived relational support in adolescence: dimensions, configurations, and adolescent adjustment', *Journal of Research on Adolescence*, **11**, 71–94.
- Steelman, L. C., P. Brian, W. Regina and C. Scott (2002), 'Reconsidering the effects of sibling configuration: recent advances and challenges', *American Review of Sociology*, **28**, 243–69.

- Steinberg, L. (2001), 'We know some things: parent-adolescent relationships in retrospect and prospect', *Journal of Research on Adolescence*, **11**, 1–19.
- Tomanović, S. (2008), 'Families and social capital in Serbia: Some issues in research and policy', *Sociologija*, **1**, 1–16.
- Trommsdorff, G. (1999), 'Person context relations as developmental conditions for empathy and prosocial action: a cross-cultural analysis', in T. A. Kindermann and J. Valsiner (Eds), *Development of Person-context Relations*, Hillsdale, NJ: Lawrence Erlbaum, pp. 113–46.
- Walker, T. M. J., S. A. Wilkins, R. J. Dallaire, M. H. Sandler and V. K. Hoover-Dempsey (2005), 'Parental discussion: model revision through scale development', *The Elementary School Journal*, **106**, 85–104.
- Warrington, M., M. Younger and J. Williams (2000), 'Student attitudes, image and the gender gap', *British Educational Research Journal*, **26** (3), 393–407.

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 Lyptatts, 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