

Succumbing Employees Threatened with Layoffs

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Succumbing Employees Threatened with Layoffs

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Abstract

Introduction: The consequences of termination of employment (layoff) are not only felt by employees who experience layoffs, but the remaining employees also feel worried due to the pressure that comes and repeats until they experience depression because they feel that the pressure they receive is very heavy and then give up and surrender to the situation. **Objective:** This study aims to examine how much impact succumbing arising from the influence of job insecurity felt by employees who are threatened with layoffs.

Method: This research uses quantitative methods with correlational studies and regression analysis. The population involved in this study is Private Airline Company X airline employees who are affected or experience the threat of layoffs as many as 121 people. **Result and Discussion:** The respondents obtained consisted of 49 men and 72 women. Kendall's Tau-B correlation test produces a p value of $<.001$ with the conclusion that there is a significant relationship between variables with a Kendall's Tau-B value of 0.446.

Conclusions: There is a correlation between moderate and positive relationship between job insecurity and succumbing, with the conclusion that the higher the level of employee job insecurity, the greater the perceived succumbing.

Keywords: Layoffs; Employess; Succumbing; Job Insecurity;

Introduction

Termination of employment or layoffs is a common phenomenon carried out by companies that experience difficult circumstances or take efficiency measures for business continuity (Muslim, 2020). But unfortunately, companies sometimes end employees' employment with contractual conditions still ongoing with the aim of reducing the burden of company expenses (Mustofa > Hufron, 2022).

One of the companies most affected by the current uncertain economic situation is a company engaged in aviation transportation services (Soehardi, Siddha, Hardiyono, Siswanti, & Hardipamungkas, 2020). Research from *The Secret and the Devil* (2022) obtained the fact that airline service companies simultaneously carried out efficiency due to economic changes and the impact of the Covid 19 pandemic that can still be felt. Companies that experience difficulties certainly take special decisions and policies such as employee reductions or layoffs (Solichin & Noviana, 2023). In fact, layoffs do not always run smoothly and cooperatively for both parties, the problem of layoffs is more often a conflict between the company and employees and not a few employees are harmed due to layoffs, one of which is the company's unilateral decision in terminating employment relations with its employees (Zulaichah, 2019).

Based on data obtained from the Central Statistics Agency (BPS), the open unemployment rate in Indonesia in 2020 in February was recorded at 05.01% (Juliannisa, Triwahyuningtyas, & Roswita, 2021). Data released by the Ministry of Manpower (Kemnaker) on May 1, 2020, recorded 375,165 workers in the formal sector who experienced layoffs (layoffs) and then in the informal system as many as 314,833 people. Thus, the total number of workers who experienced termination of employment was 689,998 people (The Gift of the Princess et al., 2021). Based on information obtained from the Ministry of Manpower and BPJS Ketenagakerjaan, it was revealed that there were around 2.8 million workers who were directly affected by COVID-19 (Middia Martanti, Magdalena, Ariska, Setiyawati, & Rumboirusi, 2021). However, the company's method and strategy in terminating employment with its employees, whether fairly or unfairly, still has material and non-material impacts.

The impact arising from layoffs has a variety of time periods, some are short but some also feel a prolonged impact. One of the effects is in the form of anxiety and fear. The fear they experience may be influenced by uncertainty about their job security, worry arising from fear of being the next person to be laid off, and experiencing feelings of job insecurity (*job insecurity*) which may adversely affect their state of health (Caroli & Godard, 2021). Research results from Prestiana & Purbandini (2012) explained that workers who feel doubtful about their abilities tend to feel anxious easily and then give up (*Succumbing*) in the face of obstacles. They will not make any efforts aimed at overcoming existing obstacles, because they believe that their actions will not have any impact.

The consequences arising from termination of employment (layoff) are not only felt for employees who have experienced termination of employment, but employees who are still working can also feel worried and afraid of job security. Research results Susi Sulastri

& Dede (2021) Explained that in various psychological literature, it was found that after employees lost their jobs, symptoms appeared in the form of weakening levels of job satisfaction, depression, a sense of defeat, unhappiness, low self-esteem, and even in extreme conditions causing someone to commit suicide. This does occur as a result of decreasing or disappearing sources of income, but there are other factors of work that make a person even more devastated because of the loss of function of work such as social interaction, giving good identity in the community, and affecting the self-confidence of layoff victims.

Other studies conducted by Clainche (2019) resulting in the conclusion that employees remaining from mass layoffs experience adverse effects that greatly affect their mental health. Therefore, studies related to work concerns (*job insecurity*) will be reviewed in this study, especially with regard to the emergence of a sense of succumbing (*succumbing*) As an impact arising from the phenomenon of layoffs which is still minimal discussion and literature and research is expected to answer the question of whether *succumbing* perceived by employees threatened with layoffs and to what extent *job insecurity* affect the level of *succumbing* airline employees of Private Airline Company X threatened with layoffs

Method

The population subjects included in the study were airline employees of Private Airline Company X Jakarta. The respondents involved were 121 respondents who had the characteristics of having or were experiencing the threat of layoffs. The sampling technique used in this study is a *nonprobability sampling* technique with *convenience sampling techniques*. Researchers use the *Google Form* application as a medium in taking questionnaires on respondents. This study uses quantitative data analysis because it is considered to be able to maximally analyze data sources and facts obtained from populations and samples.

In this study, two measurement instruments were used designed by researchers with Likert scale types. Taste measuring instrument scale succumbing (*succumbing*) experienced by respondents using *Patient Health Questionnaire-9 (PHQ-9)* compiled by (Kroenke, Spitzer, & Williams, 2001) consists of 9 statement items with a validity value range of 0.407 – 0.668 and a reliability score of 0.745 This study tries to discuss a sense of defeat (*succumbing*) resulting from work worries (*job insecurity*) employees threatened with layoffs so that scale *job insecurity scale (JIS)* compiled by (De Witte, Vander Elst, & De Cuyper, 2014) Chosen because it is considered the most appropriate. The JIS analyzer contains 4 statement items with a validity value range of 0.782 – 0.888 and a reliability score of 0.862. The results of the next study were analyzed using correlation tests and simple regression tests Data analysis was carried out with the help of applications *Jeffrey's Amazing Statistic Program (JASP)* Version 0.8.5.1 for windows.

Result and Discussion

Result

The respondents obtained in this study amounted to 121 employees consisting of 49 men (40%) and 72 women (60%) with a working period of 1 year to more than 5 years with various ages, ranging from 18 years to more than 40 years as stated in Table 1 and Table 2.

Table 1
 Profile Respond

| | Profile | N | Percentage |
|--------|---------------|------------|---------------|
| Age | 18 - 25 Years | 21 | 17% |
| | 25 - 40 Years | 78 | 64% |
| | Over 40 Years | 22 | 19% |
| Gender | Man | 49 | 40,5% |
| | Woman | 72 | 59,5% |
| | Total | 121 | 100.0% |

Based on the data obtained, respondents in this study consisted of 121 employees, obtained 32 employees (26%) with a working period of 1-2 years, 25 employees (21%) with a working period of 3-5 years and 64 employees (53%) with a service period of more than 5 years.

Table 2
 Differences in demographic profiles

| | <i>Job Insecurity Scale</i> | | | <i>Succumbing Scale</i> | | |
|--------------------------|-----------------------------|--------|-------|-------------------------|--------|-------|
| | Mean | Median | Sign. | Mean | Median | Sign. |
| Period of Service | | | | | | |
| 1-2 Years | 2.5 | 2.6 | <.001 | 0.8 | 0.7 | <.001 |
| 3-5 Years | 2.6 | 2.5 | <.001 | 0.9 | 1 | <.001 |
| More than 5 Years | 2.4 | 2.5 | 0.586 | 0.9 | 0.7 | 0.586 |

Based on the data listed in the table, showing the results after analysis using the t-test or ANOVA there was a significant difference in the group of subjects who had a working period of more than 5 years.

The normality test obtained a significance result (p) of <.001 so that it can be interpreted that the data is not normally distributed because p <.05, therefore the test procedure is carried out using a nonparametric procedure. According to Santoso, (2010) The use of nonparametric procedures allows them to be used on data that is not normally distributed.

A correlation test is performed to measure and evaluate the relationship between two or more variables (Telussa, Persulesy, & Leleury, 2013). Correlation test *kendall's Tau-B* used in this study as listed in the following table:

Table 3
 Kendall's Tau-B correlation test

| Variable | | Job insecurity | Succumbing |
|----------------|-----------------|----------------|------------|
| Job Insecurity | Kendall's Tau-B | | |
| | p-value | - | |
| Succumbing | Kendall's Tau-B | 0.446 | - |
| | p-value | <.001 | - |

Based on the table above, the p-value is <.001 so it can be concluded that there is a significant relationship between *job insecurity* and succumbing. Furthermore, *Kendall's Tau-B value* shows a result of 0.446 which can be interpreted as a moderate relationship with a positive relationship direction. Thus, the conclusion obtained is that higher levels of *job insecurity* correlate with increased feelings of *succumbing*.

The categorization test in this study was carried out to determine the level of respondents' conditions on the measured variables consisting of low, medium and high categories. The categorization test on the *succumbing* variable which is the *dependent variable* can be seen in the following table:

Table 4
 Categorization of *succumbing* variables

| Category | Value Limit | Respond | Percentage |
|----------|------------------------|---------|------------|
| Low | ≤ 6.4 | 53 | 44% |
| Keep | $6.4 \leq x \leq 8.01$ | 22 | 18% |
| Tall | ≥ 8.01 | 46 | 38% |
| Total | | 121 | 100% |

After knowing the categorization score, it was obtained 44% with 53 respondents belonging to the low category, 18% with 22 respondents belonging to the medium category, and then obtained 38% with a total of 46 respondents belonging to the high category. The categorization test on the *job insecurity* variable which is an *independent variable* can be seen as listed in the following table:

Table 5
 Categorization of *job insecurity* variables

| Category | Value Limit | Respond | Percentage |
|----------|---------------------|---------|------------|
| Low | ≤ 3 | 0 | 0% |
| Keep | $3 \leq x \leq 4.2$ | 3 | 2% |
| Tall | ≥ 4.2 | 118 | 98% |
| Total | | 121 | 100% |

After knowing the categorization score, it was obtained 0% with the number of 0 respondents who belonged to the low category, 2% with the number of 3 respondents who belonged to the medium category, and then obtained 98% with the number of 118 respondents who belonged to the high category.

Regression tests are carried out to determine the impact of existing influences (Ancient & Ancient, 2022). The results of the regression tests performed are listed in the following table:

Table 6

Regresi Test

| Model | R | R ² | Adjusted R ² | RMSE |
|----------------|-------|----------------|-------------------------|-------|
| H ₀ | 0 | 0 | 0 | 4.881 |
| H ₁ | 0.576 | 0.332 | 0.326 | 4.007 |

Based on the regression test in the table above, it can be concluded that the R² value is 33.2% with the meaning that every one level in variable X (*job insecurity*) has an influence on variable Y (*succumbing*) by 33.2%. Thus, it can be concluded that hypothesis one (H1) is accepted, namely that *job insecurity* affects the *succumbing* of employees who are threatened with layoffs.

Discussion

The results of this study are a reinforcement of several previous studies that examined the influence of *job insecurity* to variables related to the psychological well-being of employees as has been shown in studies conducted by Nopiando (2012) which explains that high job uncertainty will be accompanied by low psychological well-being conditions of workers and vice versa. Research from Fatmawati and Widyaningsih (2014) Workers who experience career uncertainty will have an impact on decreasing confidence that workers will remain in the same position. The same thing is also explained by Nurani (2017) who obtained the conclusion of the study that employees who experienced the state *succumbing* In the context of work, the effect has a level of *job insecurity* which is high. In other studies from Susi Sulastrri and Dede (2021) Explains in complex terms the fact that after employees lose their jobs symptoms appear in the form of weakening levels of job satisfaction, depression, defeat, unhappiness, low self-esteem, and even in extreme conditions cause someone to commit suicide.

Conclusion

Based on the analysis of data obtained from the series and stages of research carried out, it was found that work concerns (*job insecurity*) Positively affect the sense of defeat; (*succumbing*) In employees who face the threat of layoffs with a moderate correlation, worries about the future of career and work make employees anxious and affect employee performance due to the psychological impact experienced so that laziness and succumbing to circumstances arise as a response to excessive worry due to decreased or lost sources of income, as well as other factors from work that make a person more devastated due to loss of function of work such as social interaction, good identity gives in the community, and affect the self-confidence of layoff victims which ultimately leads to the conclusion of the study that the higher the significantly higher the level of work concern (*job insecurity*) employees then increase the sense of succumbing (*succumbing*) that is felt by the employee.

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