

ACADEMIC WEEKLY DIGEST

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COVID-19-INDUCED REDUNDANCY AND SOCIO-PSYCHOLOGICAL WELL- BEING OF TOURISM EMPLOYEES

This study draws on social and psychological well-being literature underpinned by the concept of resilience to examine the impact of COVID-19 induced redundancy on the socio-psychological well-being of redundant employees. **Dr Albert Kimbu** and colleagues explore the effects on their commitment to work and support recovery in the tourism industry in equally important but often neglected resource scarce tourism destinations.



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COVID-19-INDUCED REDUNDANCY AND SOCIO-PSYCHOLOGICAL WELL-BEING OF TOURISM EMPLOYEES: IMPLICATIONS FOR ORGANIZATIONAL RECOVERY IN A RESOURCE-SCARCE CONTEXT

DR ALBERT KIMBU

The study aims to understand the impacts of COVID-19 induced joblessness and loss of earnings on the social and psychological well-being of tourism employees in sub-Saharan Africa (SSA). To achieve this aim, the study explores the following question: What are the impacts of COVID-19 induced joblessness and loss of earnings on the social and psychological well-being of tourism employees in a resource-scarce context in Africa? This question is explored amongst those employees who had been made redundant (laid-off or working reduced hours) in Ghana's tourism industry because of the COVID-19 pandemic.

Framed through the lens of resilience, the study adopted a quantitative-dominant, concurrent embedded/nested mixed methods consisting of 457 questionnaires, and 15 semi-structured interviews with redundant employees in Ghana between May and August 2020. Results from a binary logistic regression analysis of the survey data supported by qualitative interview analysis indicate that marital status, education, status of dependents, and the types of tourism businesses employed in, significantly influenced psychological well-being while marital status, age, education and rank in the organization influenced the social well-being of respondents.



FURTHER READING:

Kimbu N.A., Adam, I., Dayour, F. & de Jong, A. (2021). COVID-19-Induced Redundancy and Socio-Psychological Well-Being of Tourism Employees: Implications for Organizational Recovery in a Resource-Scarce Context. *Journal of Travel Research*

Link: bit.ly/3rqEnxe

Meanwhile, psychological well-being significantly influenced future work commitment in the industry. Managerial implications for supporting employee resilience, well-being and future recovery strategies are critically examined. This study ergo contributes to enhancing understanding of the characteristics associated with predicting the social and psychological states and wellbeing of COVID-19 induced redundant workers and their readiness to work and/or support recovery strategies in the tourism industry, post crisis.