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Layoff Survivors: The Impact of Layoffs on Employee Motivation & Job Satisfaction



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Introduction:

Layoffs have a considerable impact on the remaining employees job satisfaction, stress levels at work, motivation, and organizational commitment. Phillips (2020) writes, “Paradoxically, declines in engagement and performance come at a time when the demands of the workforce are greater than they were before the layoffs” (para. 3). There are actions that management can take to mitigate some of the negative impacts of layoffs as well as alternative strategies that could be used in place of layoffs .

Methods and materials

Survey Questions (Appendix A)

Primary research was done through a 16 question Google Forms survey. 15 questions were multiple choice, with the final question being open ended. The survey targeted layoff survivors, employees who kept their jobs while others in their companies were laid off. The survey was distributed by social media and through Canvas to Business Students and Professors of Whatcom Community College. The survey had a total of 16 responses with data. There were multiple blank survey responses submitted for a total of 29 responses. The survey’s focus was the difference in employee perception of pre-layoff and post-layoff job satisfaction, motivation, and stress as well asked about employer sponsored counselling and perceived quality of management communication.

Survey Data (Appendix B)

The Google Forms survey data, including the verbatim answers from the open-ended question, can be found in Appendix B. Excel was used to format some of the data into charts that showed the before and after layoffs data side by side.

Secondary Research

To support survey findings, secondary research was done using books, the BUS 310 textbook, online articles from ProQuest accessed through the WCC library and online business articles from Forbes, The Human Capital Hub, and Pathways Consulting.

Layoff Survivor Survey Results

Job Satisfaction

Job satisfaction is defined as “a pleasurable or positive emotional state resulting from, the appraisal of one’s job or job experience” (Black, Bright, 2019, p. 85). Employees with high job satisfaction are happy with their job situation while those with low job satisfaction are unhappy with their job. 29% of survey respondents were very satisfied with their jobs and 41% of respondents were somewhat satisfied with their jobs before layoffs. The job satisfaction rater was significantly lower after layoffs with only 12% percent were very satisfied with their jobs and only 29.4% someone satisfied with their jobs. There was a corresponding increase in job dissatisfaction. No survey respondents were very dissatisfied with their job prior to the layoffs, while that rose to 23.5% after layoffs.

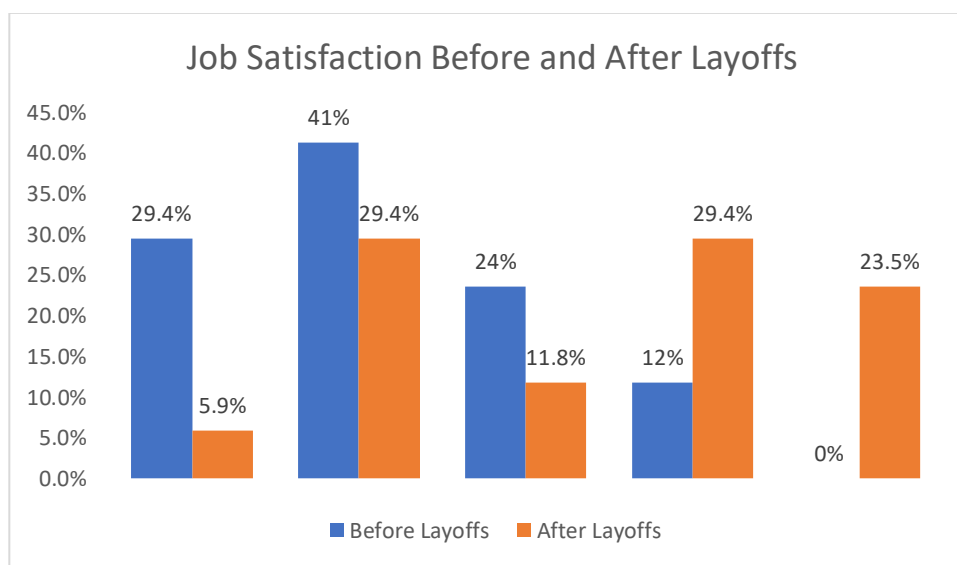


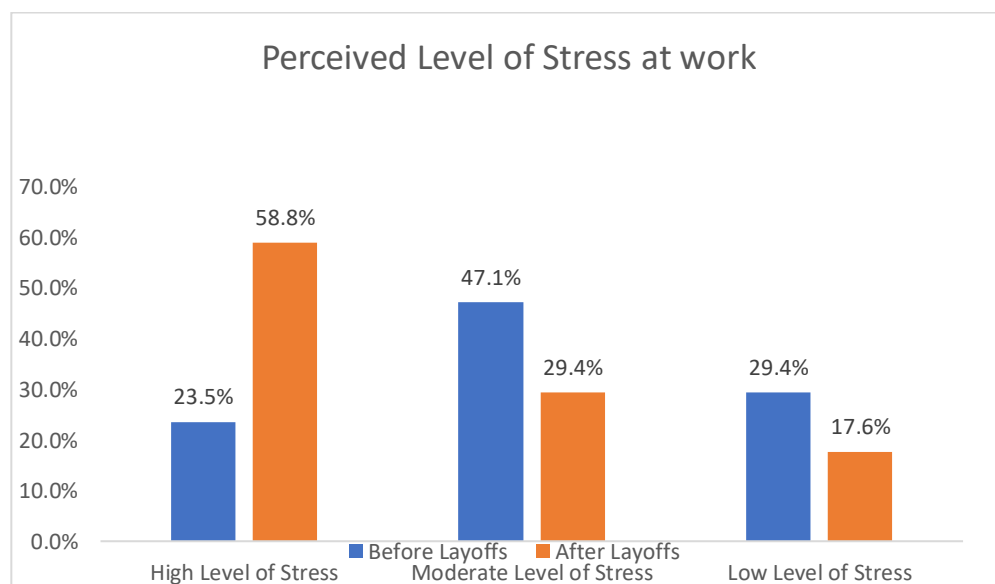
Chart Data taken from survey questions 1 and 2 (Appendix B)

Layoff Survivors

According to Black and Bright (2019), job satisfaction can be an important indicator of organizational effectiveness (p 85). The survey results showed a marked drop in job satisfaction in respondents before and after layoffs and a corresponding increase in job dissatisfaction. The survey data is backed up by other studies. Philip (2020) cited research that found that “after a layoff, survivors experienced a 41% decline in job satisfaction a 36% decline in organizational commitment, and a 20% decline in job performance. Moreover, high performers may simply leave” (para. 2).

Perceived Level of Stress at work

The survey data showed a clear increase in perceived level of stress at work after layoffs. Before layoffs, 23.5% of survey respondents indicated they felt a large amount of stress at work, while after layoffs, 58.8% now perceived a high level of work related stress.



Managers may be concerned about the effects of high stress on their employees’ work performance. Under conditions of high stress, individual performance drops significantly and can lead to increased turnover, absenteeism, alcoholism/drug abuse or even aggression or sabotage (Black, Bright, 2019, pp. 595-597).

Symptoms of Workplace Stress

High levels of job stress over time can lead to physical and mental health issues. According to Black and Bright (2019) “High degrees of stress are typically accompanied by severe anxiety and/or frustration, high blood pressure and high cholesterol levels...high job stress also contributes to a variety of other ailments, including peptic ulcers, arthritis, and several forms of mental illness” (p. 595). The survey results did show a self-reported increase in symptoms of workplace stress.

Notably, after layoffs a full 60% of respondents reported trouble sleeping, up from 28.6% before layoffs. The survey also showed an increase in alcohol/drug use, stress related health issues, anxiety, considering a new job, job burnout, and a small increase in absenteeism.

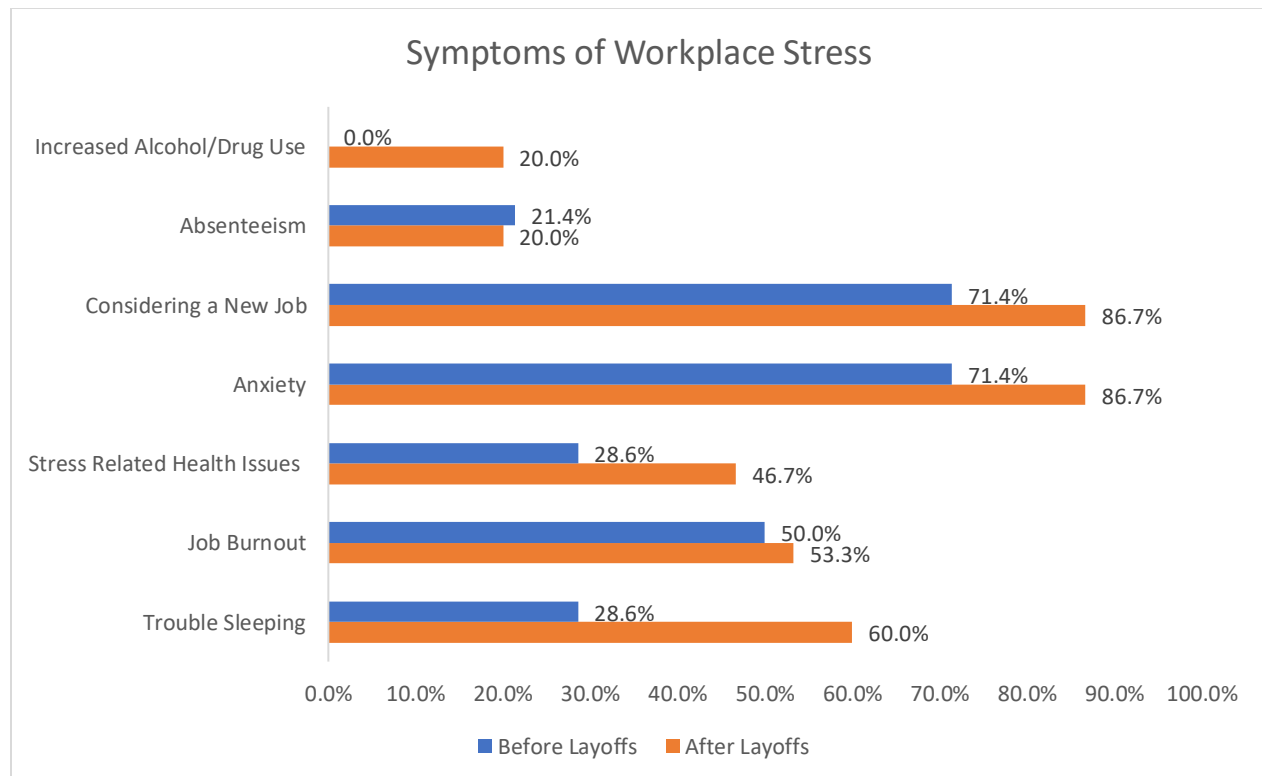


Chart data from survey questions 9 and 10 (Appendix B)

Secondary research supports the survey’s results. According to Cascio (2002) “Among employees who remain after a downsizing, more than half report increased job stress and

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symptoms of “burnout.” The physical toll on workers translates into a financial toll on employers” (Location 677).

One factor that contributes to employee stress after layoffs is role overload. Role overload is defined as “a condition in which individuals feel they are being asked to do more than time or ability permits” (Black, Bright, 2019, p. 586). After layoffs, the remaining employees are often expected to cover the roles and duties of the laid off employees which can cause role overload. “ According to Black and Bright (2019) “role overload can lead to such symptoms as insomnia, irritability, increased errors, and indecisiveness” (p587).

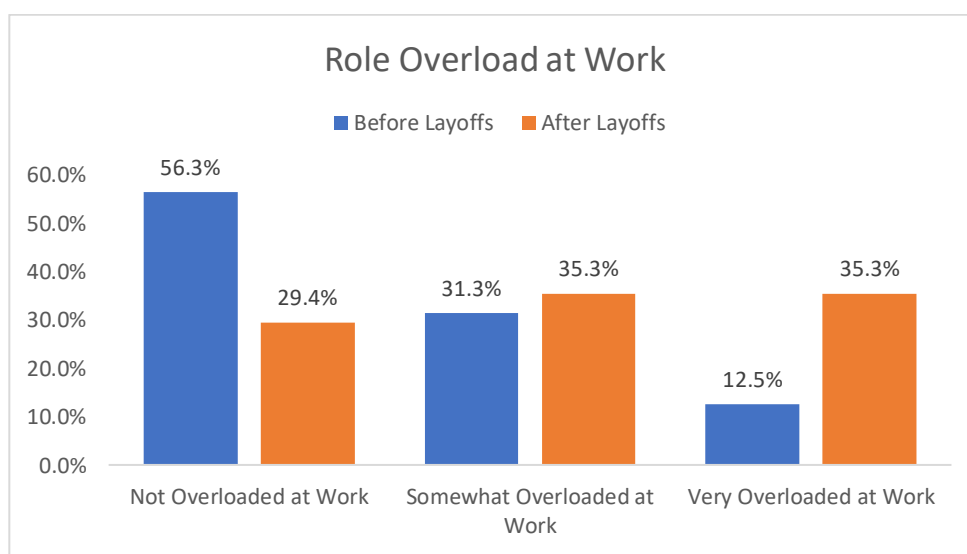


Chart data taken from survey questions 5 and 6 (Appendix B)

The increase in role overload perceived by employees was clearly indicated by the survey results. The percentage of survey respondents who felt very overloaded at work rose from 12.5% to 35.3%. . A survey respondent referenced the stress and role overload that followed layoffs:

“It was super frustrating and came out of nowhere. We were doing fine with the people we had and then all the sudden corporate laid off half of our full-timers. Then a bunch of employees quit because they didn't want to be a part of a company that would randomly lay them off like they didn't matter too. Work became an absolute NIGHTMARE. I stuck

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around for about a year afterwards, but corporate wouldn't let us hire new people, and it became too much for me. I ended up leaving too. I absolutely loved that job and the people I got to work with, so this was basically the worst possible scenario ”

Another employee wrote about being expected to handle the workload of two people:

“My manager never discussed the changes they made to my role because of the layoffs.

They shifted all of someone else’s workload onto me without removing any deliverables. ”

Job related stress and Role overload are clearly issues that impact layoff survivors and their employers in the aftermath of layoffs.

Motivation levels at Work

Layoffs can reduce the remaining employees’ motivation to perform well at work. Work motivation is defined as “the amount of effort a person exerts to achieve a certain level of job performance” (Black, Bright 2019 p. 200). The loss of motivation is evident in the survey results.

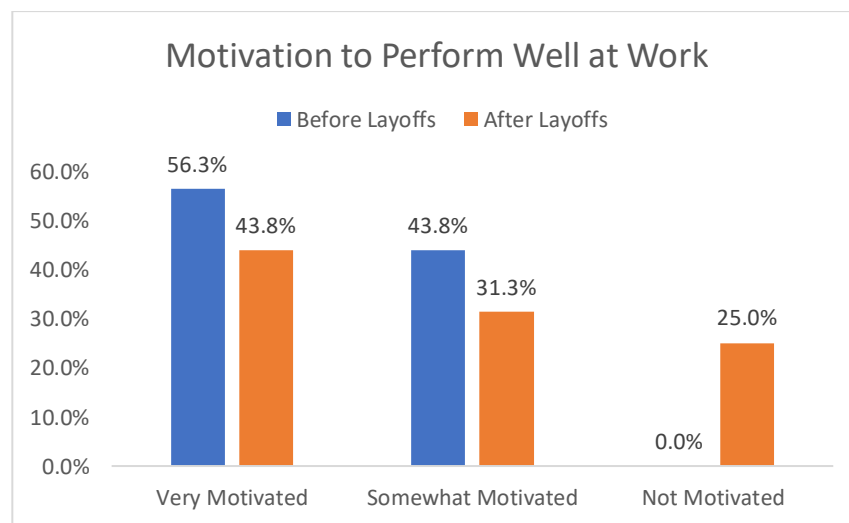


Chart data taken from survey questions 7 and 8 (Appendix B)

Before layoffs, no survey respondents reported they were “not motivated to perform well at work”. After layoffs, 25% of respondents reported not being motivated to perform well at work.

Cascio (2002) states “Survivors,” workers who remain on the job, can be left without loyalty or

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motivation. Their workplaces are more stressful, political, and cutthroat than before the downsizing. (Chapter 1, Location 216).

Employer communication

Employer communication is important to how employees handle the layoffs. Cascio (2002) explains that layoff survivors who were provided explanations for the layoffs had more positive reactions to the layoffs, while survivors who were not provided explanations for layoffs and the process of layoffs tended to perceive the layoffs as unfair and have a more negative reactions to the layoffs. (Chapter 7, Location 1653). The survey results should that a combined 58.9% of respondents had poor or somewhat poor communication from their employer about the reasons for layoffs. One survey respondent wrote:

My employer did not take any personal responsibility for the layoffs, but stated they used an ADP algorithm to determine who would keep their jobs and who would be let go. It was as if they were passing the responsibility to a computer program so that they could keep their hands clean. If a company lays off their employees be honest and transparent about the process"

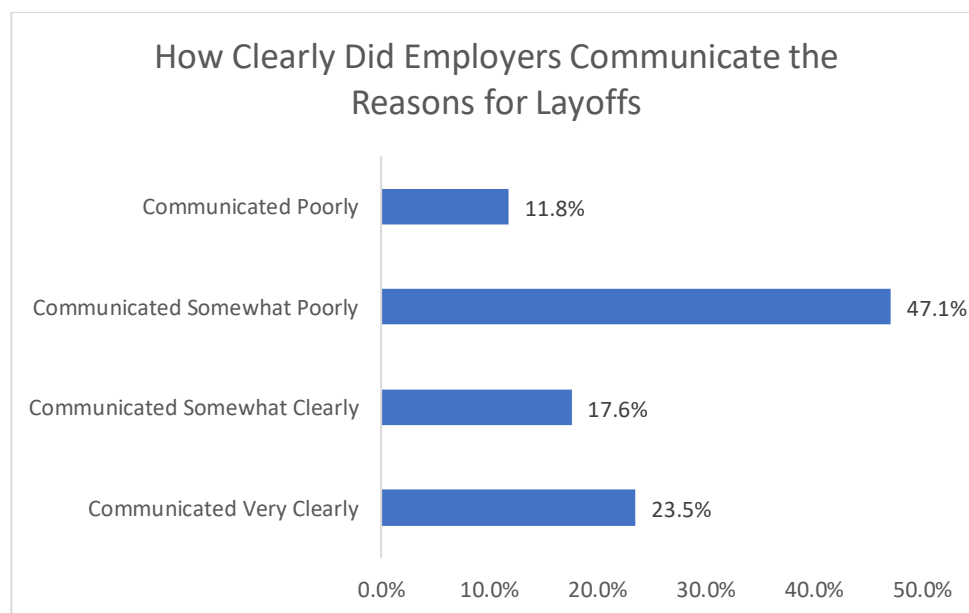


Chart data from survey question 11 (Appendix B)



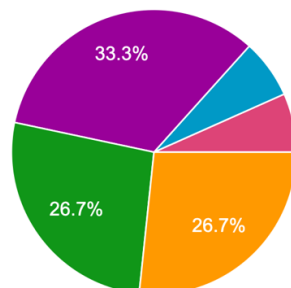
Frankel (n.d.) reminds employers to “be transparent: employees need to believe that decisions that are made are rational, logical and equitable” (para. 8). Layoff survivors need to know how the layoffs were made and that they were made fairly,

Employer sponsored counselling

Many companies today offer some form of employer sponsored counselling or employee assistance plans (EAP). The survey most employers did not offer any form of company sponsored counselling, while the 26.7% whose employers did offer EAP plans or counselling did not use it. An additional 26.7% said they would have used employer sponsored counselling if it was available to them. A larger percentage, 33.3%, would not have used counselling if it was available. This question allowed individual comment and one person respondent commented “*Do not trust employer sponsored counselling as it may be used against me in future layoffs*”.

Did your employer offer counselling/Employee Assistance plan to help remaining employees cope with stress?

15 responses



- My employer offered counselling, I used it and it WAS helpful
- My employer offered counselling, I used it and it was NOT helpful
- My employer offered counselling, I did NOT use it
- My employer did not offer counselling...
- My employer did not offer counselling...
- Do not trust Employer sponsored cou...
- I do not know, as I was not in the sam...

Chart data from survey question 12 (Appendix B)

Searching for another job

Layoffs often prompt remaining employees to start looking for other opportunities. Philip (2020), writes “After a layoff, employees who remain can feel uneasy about their own job security as well as the organization’s future” (para. 12). This uncertainty causes layoffs survivors to start looking for other jobs. While only 31% of survey respondents were looking for a new job before layoffs, that number increased to 81.3% after layoffs. Harvard Business Review (2008) reported that “layoffs targeting just 1% of the workforce preceded on average, a 31% increase in turnover” (para. 3).

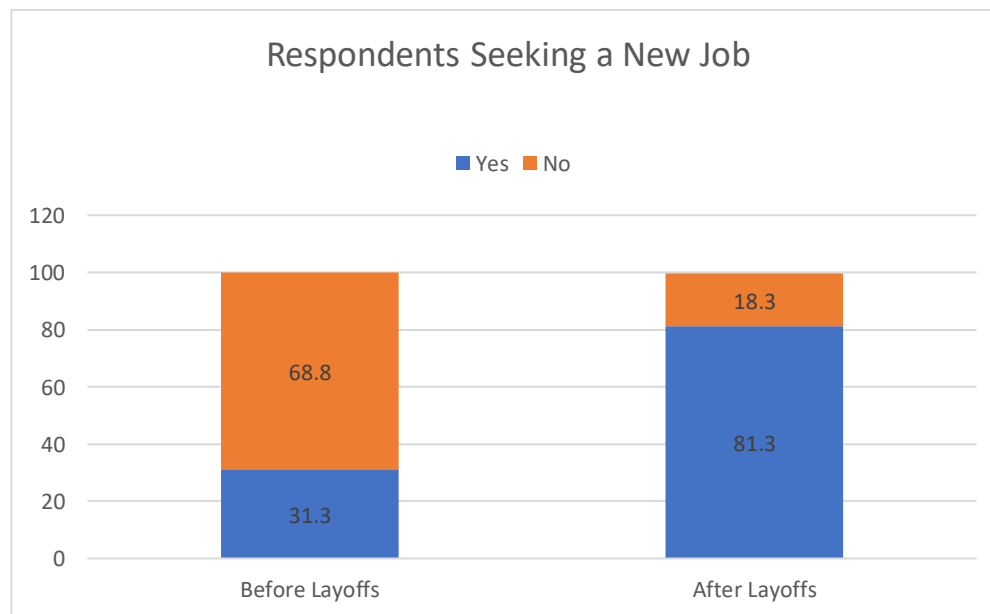


Chart data from survey question 13 & 14 (Appendix B)

Layoff Survivor Guilt

It is common for layoff survivors to feel guilt about keeping their jobs when their co-workers were let go and go through a grieving process afterwards. Dee (2016) explains “surviving a layoff is like living through a car crash where one person survived but others did not. Expect a grieving process to occur amongst those left behind” (para. 3). A full 75% of

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survey respondents reported feeling some level of guilt for having kept their job when co-workers were laid off.

Do you have feelings of guilt about keeping your job when your co-workers were laid off?

16 responses

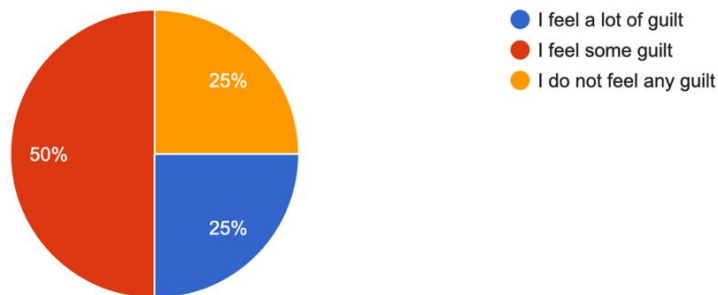


Chart data from Survey question 15 (Appendix B)

Discussion

Survivor Syndrome

The symptoms experienced by layoff survivors are termed “Survivor Syndrome” and include stress, anxiety and reduce motivation. Layoff survivors can lose trust in the organization,

Being the first laid off employee sure beats the anxiety that comes along with waiting to be the last laid off employee of this failing company.



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management and have anxiety about their job and even the company’s future. Dee (2016) explains that “everyone wonders if they will be the next laid off, and how is the company really doing?” (Para. 7)

Noer (2009) explains survivor syndrome as follows:

“Layoff survivor sickness begins with a deep sense of

violation. It often ends with angry, sad, and depressed employees, consumed with their attempt to hold on to jobs that have become devoid of joy, spontaneity, and personal relevancy, and with the organization attempting to survive in a competitive global environment with a risk-averse, depressed workforce” (p. 3).

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The symptoms experience by layoff survivors are often similar to survivors of other traumas and tragedies. Noer (2009) goes on to say, “Although more research is needed, current evidence indicates that layoff survivors are no different from survivors of other forms of tragedy in that their symptoms do not go away unaided” (p. 12). Philip (2020) says that it is important for employers to support those employees who remain and provide “transparent and regular communications from leadership” (paras. 9-10). Layoff survivors struggle with feelings of loss, grief, anxiety and need to acknowledge their feelings before they can move on (Noer, 2009, p. 94).

Organizational impact of layoffs

Layoffs are often done as a cost-saving measure but do not always have the desired results on organizational performance. Noer explains: “Too often organizations institute layoffs to cut costs and promote competitiveness, but afterward, they find themselves worse off than before” (Noer 2009, introduction). In fact, research has shown that employers who do layoffs typically do not improve their financial performance compared to stable employers who did not downsize their workforce. Cascio (2002) studied employers over a 12 year period and reported “We found no significant, consistent evidence that employment downsizing led to improved financial performance, as measured by return on assets (ROA) and industry-adjusted ROA” (Chapter 2, Location 401). Cascio even found that regardless of the size of the layoffs, the performance of employers who downsized always trailed the performance of stable employers. (Chapter 2, Location 417). Cascio (2002) concluded

However, the lesson from our analysis is that firms cannot simply assume that layoffs are a quick fix that will necessarily lead to productivity improvements and increased financial performance (Chapter 2, Location 485).

There are many reasons why layoffs may not accomplish the desired improvements in organizational performance. One is simply that you cannot do as much work with fewer people. Frankel (n.d.) cautions “Remember that you can’t do the same volume and quality of work with fewer people” (para. 12). Many organizations expect the same productivity from a reduce workforce and that is unlikely to happen even without taking into account the impact to the morale and motivation of layoff survivors.

Another factor is the loss of organizational knowledge and personal networking relationship can have a large impact on an organizations post-layoff performance. Jack (2021) notes that “Companies that shed workers lose the time invested in training them as well as their networks of relationships and knowledge about how to get work done” (para.23). Layoffs are often done without advance notice and those team members take with them valuable organizational knowledge and contacts. Clients and suppliers may suddenly have emails bouncing back from their former point of contact. Layoff survivors have additional new responsibilities and may face both role overload and role ambiguity in the aftermath.

Turnover also increases after layoff and companies often do not consider this impact when they are planning their workforce reductions. Harvard Business Review (2008) reports that “ layoffs often prompt demoralized survivors to quit. The resulting unexpected staff shortage can hinder efficiency, and the company incurs costs as it scrambles to find and train new people” (para.1). Even a small layoff can lead to a large percentage of voluntary turnover as remaining employees look for jobs elsewhere. Companies cannot count retention of even the staff they chose retain.

Layoffs can also have a negative impact on a company’s reputation. The damage can be even greater if the layoffs are handled badly. Philip (2020) writes:

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“If poorly done, a layoff can damage the organization’s reputation. Employees who feel that they have been unfairly treated can share their stories with family and friends, with clients, and frequently, with the world online. If the story strikes a chord, the media might pick it up” (para. 14).

Recently, multiple tech companies have been in the news for poorly managed layoffs. One of the recent high profile layoffs is Twitter. After the acquisition of Twitter by Elon Musk, over 50% of Twitter’s employees were let go. Watson (2022) writes about how Twitter is an extreme example of how not do layoffs because some employees only learned they were laid off when they couldn’t access their email. Others were fired publicly on social media for being critical of Elon Musk (paras. 2-3).

Additionally, organizations who rush into layoffs without fully understanding employment law in every market they operate in . In the case of Twitter, many employees were fired in violation of employment laws in their jurisdiction and Twitter is now facing lawsuits in California and may face more in other jurisdictions.(Watson, 2022, paras. 6-7). There are also federal laws and regulations such as the Age Discrimination in Employment Act (ADEA) of 1967 which “protects individuals who are 40 years of age or older from employment discrimination based on age” (Black, Bright, 2019, pg. 551). An employer cannot just choose to layoff only the oldest workers without being in violation. Companies can run into lawsuits for violation of employment law or discrimination, which can add considerable financial cost.

Maintaining employee morale after layoffs

There are steps that organizations can take to help maintain employee morale after layoffs. The biggest one is communication. Noer (2008) says:

It is impossible for managers to overcommunicate during layoffs. Survivors suck up data like desert sand absorbs water. They are information junkies. If they do not get needed information, they go through withdrawal and then guess at what's going on and develop theories, often erroneous, based on fragments of information. If you are a layoff planner, it is extremely important for you to respond to this need. Flood the system with information—oral, written, formal, informal, verbal, and nonverbal; up, down, and laterally—over and over again. You cannot communicate enough. (p. 87)

Phillip (2020) suggests that regular and transparent communications from leadership help avert the proliferation of rumors as well as offer stability and assurance to employees. (Para. 11). It is also important for management to be present and visible during the transition. Noer (2008) emphasizes “employees want to see their leaders face-to-face in troubled times. Nonverbal messages are stronger than words. Bosses must be visible” (pg. 87). Acknowledging the impact of the layoff is important as well. According to Dee (2016),

“If an organization can acknowledge the emotional toll of a layoff, rebuilding after a tragedy/layoff is an opportunity for people to come together and form a stronger team. By being scrupulously honest and direct you will find employees more willing to say, "How can we help?" (Para. 9).

Frankel (n.d.) suggests that managers should “remind them (employees) of whatever EAP services or other supports are available to them and their families” (para. 14). It is unfortunate that so many companies did not offer counselling and so many layoff survivors were not willing to try using an employee assistant plan or employer sponsored counselling as Black, Bright (2019) write that company-sponsored counselling programs can reduce work related stress by providing “the necessary tools for people to cope with stress” (p. 600).

Harvard Business Review (2008) says that having a “fair and just” process for layoffs as well as offering benefits such as flextime, childcare and defined benefits plans can help lower rates of voluntary turnover after layoffs (para. 4).

Clarifying job roles and reducing role ambiguity and help reduce work related stress after layoffs. Frankel (n.d.) emphasizes that it is important to clarify roles and priorities. She suggests performance management meetings with all employees to clarify changed assignments, expectations, priorities and to whom they will be accountable as well as to identify training resources and support that will be helpful for each employee. (paras. 9-11).

Alternatives to Layoffs

Organizations who are financially struggling may wonder what to do if layoffs do not statistically lead to improved financial performance. Cascio (2002) suggests the concept of responsible restructuring instead of downsizing. In his concept of responsible restructuring employees are seen as assets to be developed not costs to be cut. He writes:

The downsizers see employees as commodities—like paper clips or lightbulbs—interchangeable and substitutable, one for another. This is a “plug-in” mentality: plug them in when you need them; pull the plug when you no longer need them. In contrast, responsible restructurers see employees as sources of innovation and renewal. They see in employees the potential to grow their businesses (Chapter 1 location 193).

When downsizing and laying off employees, organizations lose the flexibility to increase their volume of business when demand rises. “Consequently, it may be advantageous to maintain human resources even in slower periods to support flexibility” (Cascio, 2002, Chapter 2,

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Location 595). Organizations who keep their human resources available have the flexibility to take advantage of new opportunities to grow their business.

Dee (2016) suggests the approach of creating self-directed work teams to figure out the most efficient, cost effective way to get the job done. Dee writes

“The organization benefits tremendously by engaging and allowing employees to own their results. Let's face it, we are at our best when we are under stress and aligned as a team and committed to solving a common problem. Getting to that place and creating that type of teamwork is not always easy, but when it happens then it is magical” (paras. 5-6).

There are often ways to reduce labor costs without resulting to layoffs. Cascio (2002) mentions many strategies in a series of case studies. These included offering voluntary days off without pay and offering unpaid leaves of absence, having all the top executives taking pay cuts, voluntary temporary pay cuts in exchange for stock options, voluntary buyout programs, increasing sales efforts and cutting nonessential spending. (Chapter 5). All these options include involving the employees and seeing them as assets, not expense items on a balance sheet.

Conclusion

In summary, the effect of layoffs on remaining employees is termed Layoff Survivor Syndrome and the effects are similar to the survivors of other traumas. Following layoffs survivors have a decrease in job satisfaction and motivation which can lead to turnover as high performers look for other opportunities. The post-layoff decrease in motivation leads to a loss in performance and an increase in absenteeism. Layoff survivors experience a significant increase in workplace stress in the wake of layoffs. Layoff survivors report an increase of stress related health issues such as anxiety, high blood pressure, insomnia and an increase in alcohol and drug use. Often companies expect the remaining employees to take on the workload of those who

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were laid off, resulting in role overload, job burnout and reduced performance. Layoff survivors also struggle with feelings of guilt for being the ones who still kept their jobs.

While organizations often initiate layoffs to cut costs and become more competitive, they can often surprisingly end up in a worse position than they were before layoffs. Companies looking at the short term financial gain of layoffs can fail to consider the impact of organizational knowledge, networks of contacts and the time and expense they put into training the laid off employees. Should market conditions improve, recruiting, hiring, and training more staff can be costly and time consuming.

Layoffs can damage the reputation of an organization. Following layoffs, other stakeholders may lose confidence in the organizations management, direction, and future. It may be harder to attract clients, advertisers, investors or attract top level employees. Organizations who do layoffs without adequate understanding of employment law in each geographic region they operate in can face lawsuits for terminated employees.

Additionally, how management handles layoffs can have a major impact on mitigating the impact on the remaining employees. It's important for management to communicate with honesty and transparency throughout the process. Employees with struggle with survivor syndrome less if they believe that the layoffs decisions were equitable and logical. Companies who have better outcomes after layoffs often use a participative management style and involve the team in the process of restructuring and setting new goals. It is also helpful for a company to offer employer sponsored counseling/employee assistance plans for remaining employees. Finally, layoffs often do not improve organizational performance in the way that they are expected to and how well an organization performs after layoffs can be impacted by how well it handles the layoffs.

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Appendix A- Layoff Survivor Survey

Please take this survey if you have kept your job after a layoff at your place of employment. This part of a research project for my Foundations of Management class. This survey is anonymous, and emails are not collected.

1. Before your company did layoffs, what was your level of job satisfaction?
 - Very satisfied
 - Somewhat Satisfied
 - Neutral
 - Somewhat Dissatisfied
 - Very Dissatisfied
2. After co-workers were laid off, what was your level of job satisfaction?
 - Very Satisfied
 - Somewhat Satisfied
 - Neutral
 - Somewhat Dissatisfied
 - Very Dissatisfied
3. What was your stress level at work before layoffs?
 - High level of stress at work
 - Moderate level of stress at work
 - Low level of stress at work
4. After co-workers were laid off, what was your stress level at work?
 - High level of stress at work
 - Moderate level of stress at work
 - Low level of stress at work
5. Before layoffs, did you feel overloaded at work? Did you feel you had more to do than time/staffing levels permitted?
 - Before layoffs, I felt very overloaded at work
 - Before layoffs, I felt somewhat overloaded at work
 - Before layoffs, I did not feel overloaded at work
6. After layoffs, did you feel overloaded at work? That is did you feel you had more to do than time/staffing levels permitted?
 - After layoffs, I felt very overloaded at work
 - After layoffs, I felt somewhat overloaded at work
 - After layoffs, I did not feel overloaded at work
7. Before layoffs, how motivated were you to perform well at your job?
 - Very motivated
 - Somewhat motivated
 - Not motivated
8. After layoffs, how motivated were you to perform well at your job?
 - Very motivated

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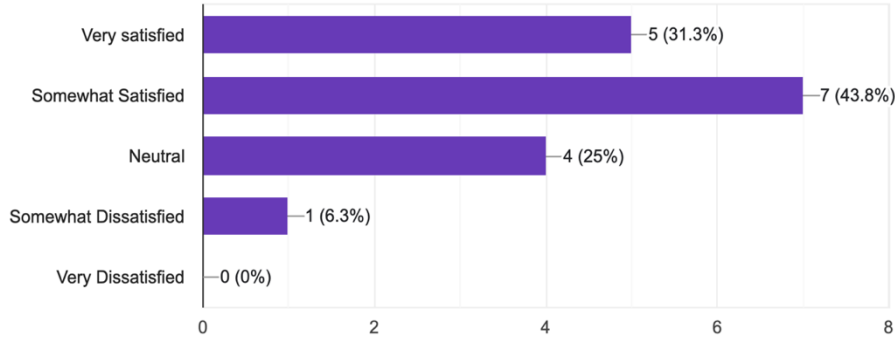
- Somewhat motivated
 - Not motivated
9. Before layoffs did you experience any of the following symptoms of workplace stress?
- Trouble sleeping
 - Job burnout
 - Stress related health issues (High blood pressure, high cholesterol, ulcers etc)
 - Anxiety
 - Thinking about looking for another job
 - Absenteeism (calling out sick without being sick)
 - Increased alcohol and/or drug use
10. After layoffs did you experience any of the following symptoms of workplace stress?
- Trouble sleeping
 - Job burnout
 - Stress related health issues (High blood pressure, high cholesterol, ulcers etc)
 - Anxiety
 - Thinking about looking for another job
 - Absenteeism (calling out sick without being sick)
 - Increased alcohol and/or drug use
11. How clearly did your employer communicate the reasons for the layoffs?
- My employer communicated very clearly
 - My employer communicated somewhat clearly
 - My employer communicated somewhat poorly
 - My employer communicated poorly
12. Did your employer offer counselling/Employee Assistance plan to help remaining employees cope with stress?
- My employer offered counselling, I used it and it WAS helpful
 - My employer offered counselling, I used it and it was NOT helpful
 - My employer offered counselling, I did NOT use it
 - My employer did not offer counselling, but I would have found it helpful
 - My employer did not offer counselling, but I would NOT have used it if they had
 - Other: _____
13. Were you looking for a new job before layoffs?
- Yes
 - No
14. Are you looking for a new job after layoffs?
- Yes
 - No
15. Do you have feelings of guilt about keeping your job when your co-workers were laid off?
- I feel a lot of guilt
 - I feel some guilt
 - I do not feel any guilt
16. Anything you would like to add about your experience with being a layoff survivor?

Appendix B – Layoff Survivor Survey Data

Question 1:

Before your company did layoffs, what was your level of job satisfaction?

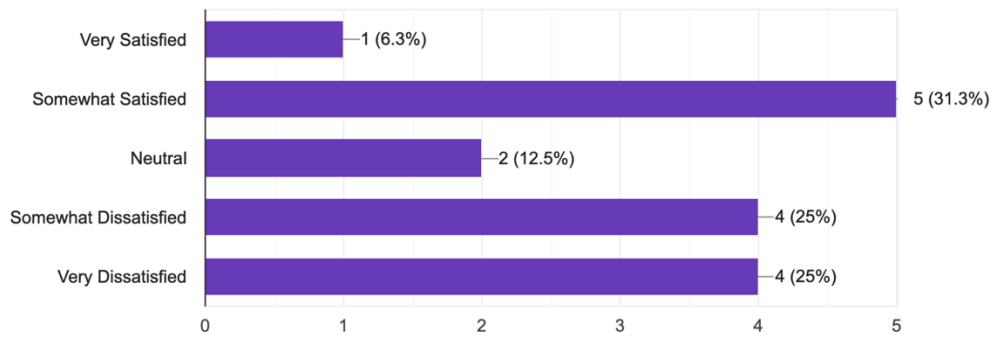
16 responses



Question 2:

After co-workers were laid off, what was your level of job satisfaction?

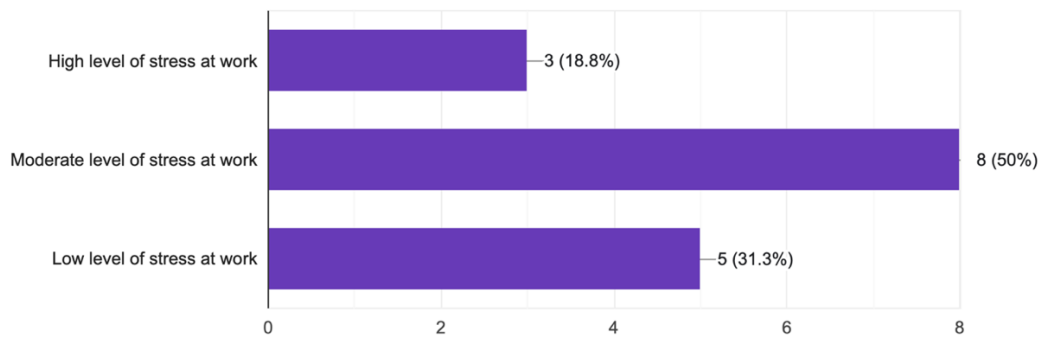
16 responses



Question 3:

What was your stress level at work before layoffs?

16 responses

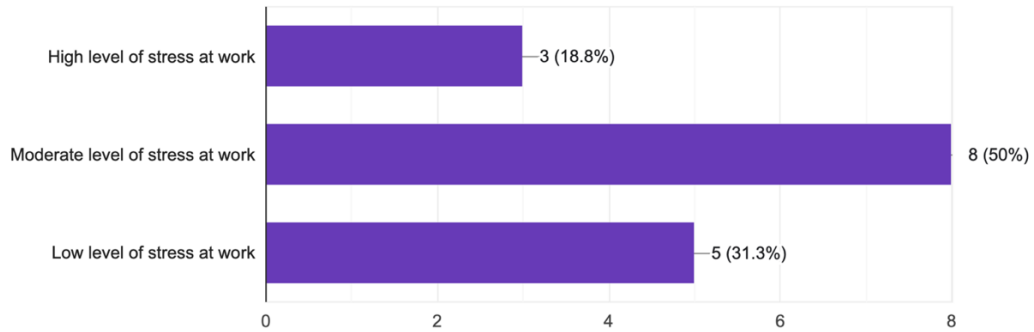


Layoff Survivors

Question 4:

What was your stress level at work before layoffs?

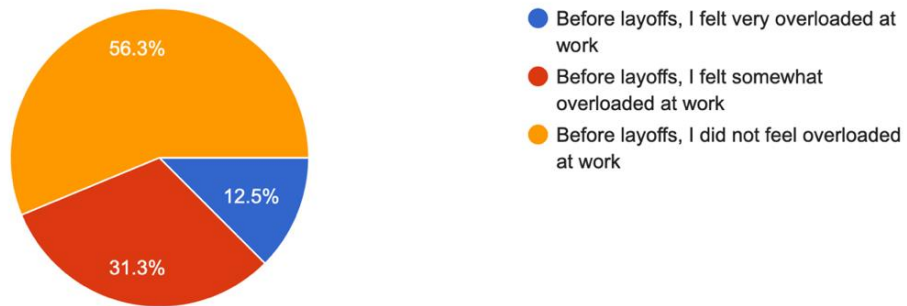
16 responses



Question 5:

Before layoffs, did you feel overloaded at work? Did you feel you had more to do than time/staffing levels permitted?

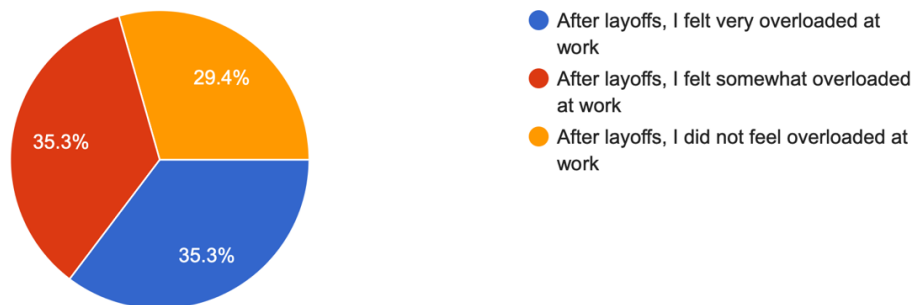
16 responses



Question 6:

After layoffs, did you feel overloaded at work? That is did you feel you had more to do than time/staffing levels permitted?

17 responses

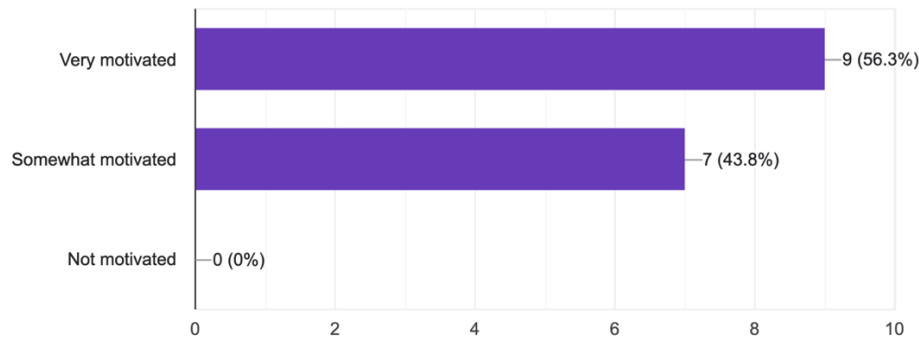


Layoff Survivors

Question 7:

Before layoffs, how motivated were you to perform well at your job?

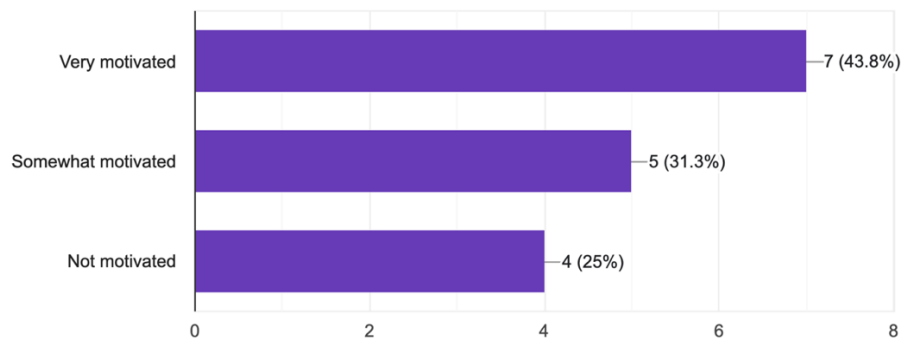
16 responses



Question 8:

After layoffs, how motivated were you to perform well at your job?

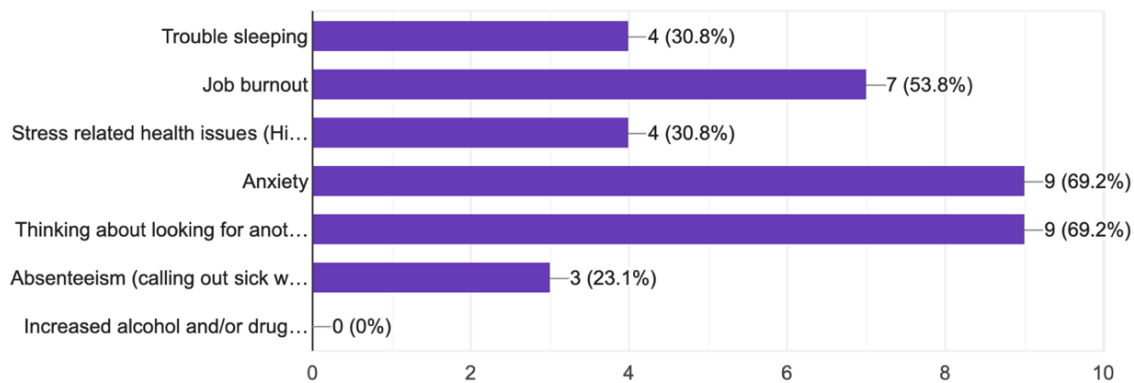
16 responses



Question 9:

Before layoffs did you experience any of the following symptoms of workplace stress?

13 responses

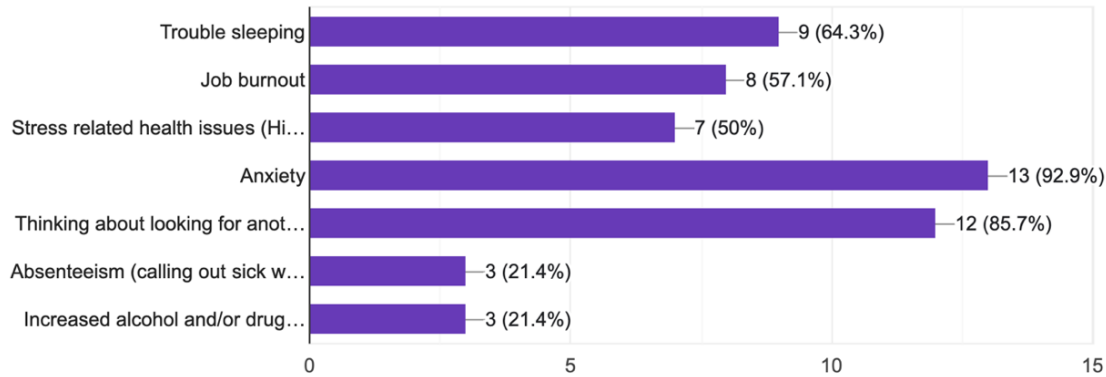


Layoff Survivors

Question 10:

After layoffs did you experience any of the following symptoms of workplace stress?

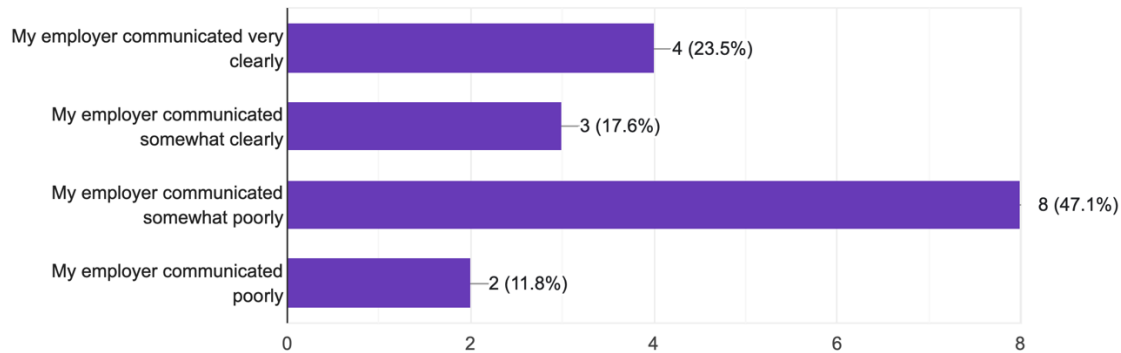
14 responses



Question 11:

How clearly did your employer communicate the reasons for the layoffs?

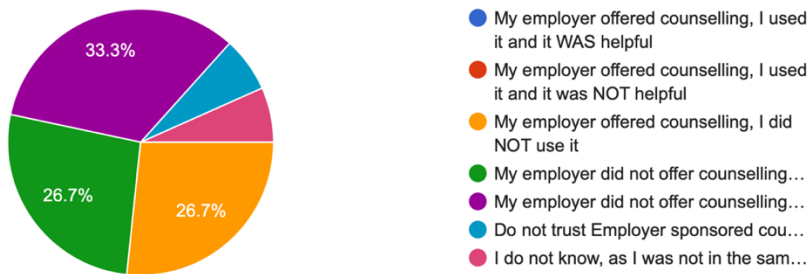
17 responses



Question 12:

Did your employer offer counselling/Employee Assistance plan to help remaining employees cope with stress?

15 responses

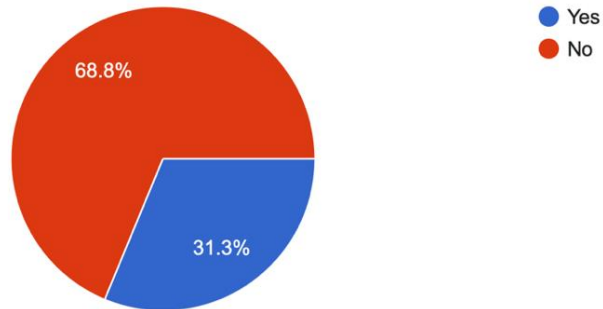


Layoff Survivors

Question 13:

Were you looking for a new job before layoffs?

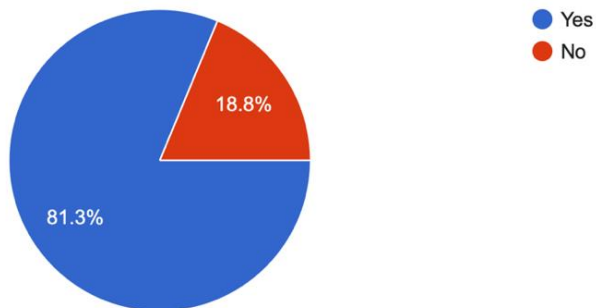
16 responses



Question 14:

Are you looking for a new job after layoffs?

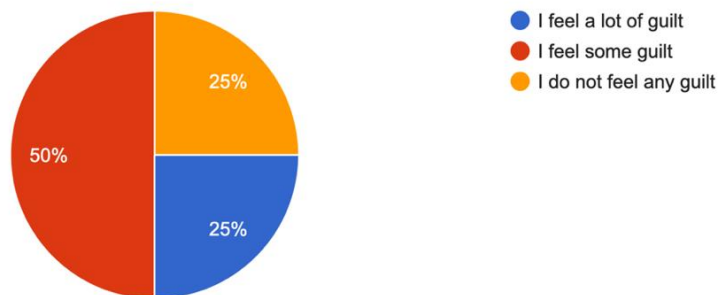
16 responses



Question 15:

Do you have feelings of guilt about keeping your job when your co-workers were laid off?

16 responses



Question 16:

Anything you would like to add about your experience with being a layoff survivor?

12 responses

I'm the only one in my company with 30+ years experience in the VR field (started way back in 1991 with the Visette, from the famous Virtuality system), so they only laid off incompetent millennials that barely had 10 years' experience with the Oculus Rift dk1, if even, so the layoffs were very well justified.

I've been through this a few times and it's always underperforming people or those that had an issue with management that managed to get cut

Shits been rough

My employer did not take any personal responsibility for the layoffs, but stated they used an ADP algorithm to determine who would keep their jobs and who would be let go. It was as if they were passing the responsibility to a computer program so that they could keep their hands clean. If a company lays off their employees be honest and transparent about the process.

I feel threatened and intimidated by mgmt. 's surprise Layoffs.

My company is letting 57 people go and one of them is one of my direct reports. She has the option to work through the end of December and I'm giving her all of the flexibility that she needs to interview, etc. Our whole department is only losing 3 people but it's incredibly hard because they're excellent employees and people. I'm really hoping to be able to keep her on for tax season if I can justify it and she's going to be eligible for rehire. We are a tight knit group so today was a very rough day. The company is doing everything to give everyone as soft a landing as possible and I'm grateful for that.

My employer closed several locations partly because of Covid and partly because of a merger. As a result, several employees were let go since their locations no longer existed (and they couldn't shift to existing locations because of distance).

I found out about the layoffs via the grapevine. When the merger happened, we were all required to re-apply for our jobs, which I did. I don't remember having a new interview, so it's possible anyone who wanted to stay employed could have, assuming they actually lived close enough to a location that was remaining open.

Most of my co-workers and I worked very part-time (under 20 hours per week-I think I worked 12?), so relocating for this job was not an option either for the employee or the employer.

Some coworkers chose to resign for various reasons since the layoffs (November 2020) and we are somewhat short-staffed now. Previous employees have considered rejoining but are resentful of having to go thru the whole official process again, especially since now we've merged with a national corporation that has different policies and procedures.

People in the company, more specifically in my office, were laid off recently. I have less reason to be concerned about my own role because I do not work in the same area of functionality as they did. I'm still scared, but I'm one person in a two person department, so I'm not exactly "excess fat" to be trimmed, as our COO said.

It was super frustrating and came out of nowhere. We were doing fine with the people we had and then all the sudden corporate laid off half of our full-timers. Then a bunch of employees quit because they didn't want to be a part of a company that would randomly lay them off like they didn't matter too. Work became an absolute NIGHTMARE. I stuck around for about a year afterwards, but corporate wouldn't let us hire new people, and it became too much for me. I ended up leaving too. I absolutely loved that job and the people I got to work with, so this was basically the worst possible scenario.

I like to be a manager

Some of these answers are a bit extreme and do not reflect my complete feelings (ex. I am now casually looking for a job)

My manager never discussed the changes they made to my role because of the layoffs. They shifted all of someone else's workload onto me without removing any deliverables.
