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涂乙冬副教授在International Journal of Hospitality Management发表论文

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中心涂乙冬副教授及其合作者在International Journal of Hospitality Management发表论文“COVID-19 induced layoff, survivors’ COVID-19 related stress and performance: The moderating role of social support”。International Journal of Hospitality Management关注酒店业的人力资源管理议题等。该文章讨论了在COVID-19背景下企业裁员对幸存员工的压力与绩效的影响。涂乙冬副教授是本文的第一作者及通讯作者。

Abstract： The COVID-19 pandemic has hit the hospitality industry hard globally, resulting in millions of employees being laid off. Drawing upon the conservation of resources theory, this study aims to empirically examine how and when COVID-19-induced layoff influences employees’ in-role and extra-role performance in the hospitality industry. We tested this model by using field data collected from 302 employees and their supervisors in China across two waves. Results revealed that COVID-19-induced layoff increases survivors’ COVID-19-related stress, which in turn leads to decreased in-role and extra-role performance. The strength of these indirect effects is mitigated by perceived family support against COVID-19. Unexpectedly, perceived organizational support against COVID-19 intensifies these indirect effects. The theoretical and practical implications of this study are further discussed.

Key words: COVID-19-induced layoff; COVID-19-related stress; Job performance; Social support

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