Abstract

The study investigates the emotional costs experienced in the new workplace and general self-efficacy (GSE) as predictors of coping during the first period of reemployment. The study was conducted among 69 unemployed during professional internship. Questionnaires battery was administered in two waves (T1 and T2) within the first two weeks of this kind of reemployment and after 3 months. 35 respondents participated in T2. The results showed GSE and emotional costs as predictors of coping strategies using in the work re-entry phase. Further regression analysis showed a significant relationship between problem solving (T1) and GSE, and emotional costs (T2).

Keywords: emotional costs, self-efficacy, coping strategies, reemployment

Introduction

The current tendencies of the labor market show an emphasis on employment as an obligatory prerequisite for social integration. Individuals who cannot lead a life that meets social standards suffer from lack of material and social well-being. Thus, failure to enter or re-enter the workforce increases a feeling of marginality and being of little value to society (Kieselbach, 2003). Accordingly, the unemployed are a group of particular risk in this issue. In his study, Andersen (2002) shows common problems specified by the unemployed, such as the fear of being outside of society or stigmatization. The anxiety of losing qualifica-