



Universiteit Utrecht

**The Role of Social Support on Complicated Grief Following Job Loss in Turkey and the
Netherlands**

Yağmur Çınar (2335130)

Master's Thesis

Clinical Psychology

Supervisor: Janske van Eersel

October 15, 2021

Word count: 4967

Abstract

It is now known that job loss may cause complicated grief (CG) symptoms. However, the factors which are related to developing CG symptoms following job loss are little known. In order to contribute to the very knowledge, this study explored the relationship between job loss-related CG symptoms (JLCG), social support levels, and culture. Specifically, cultural dimensions of individualism and collectivism were investigated with 70 Turkish and 93 Dutch participants. It was found that there is a significant negative relation between JLCG and social support levels. Also, individualism was found to be associated with lower JLCG, while collectivism was associated with higher JLCG. Moderation analysis revealed that culture has a moderator role in the relationship between JLCG and social support.

Keywords: complicated grief, job loss, individualism, collectivism, social support.

Introduction

There is no doubt that our jobs have a distinctive place in our lives. On average, we spend one-third of our life at work (Gettysburg College, n.d.) basically to make a living and sustain our lives. However, having a job is more than earning money; it also provides social and personal resources like higher social engagement, self-esteem, motivation, and status besides providing the power to construct our future and creates a sense of identity (Borgen et al., 2002; van Eersel et al., 2021). Just like its presence occupies a considerable place in our lives, its absence may create a vast emptiness. Job loss disrupts the daily routine and causes cascading changes in various areas of life, such as reduction in life satisfaction, economic resources, perceived social integration, and decreased mental health (Papa & Maitoza, 2013; Pohlen, 2019). Unsurprisingly, studies found that these changes result in the decreased psychological, social, and physical well-being of individuals who lost their jobs compared with employed individuals (McKee-Ryan et al., 2005; Norström et al., 2014). With a special emphasis on decreased mental health, because losing a job generally requires an emotional adaptation process, it may lead to a temporary grief period (Archer & Rhodes, 1995; Brewington et al., 2004; Climent-Rodríguez et al., 2019).

Complicated Grief Following Job Loss

Bonanno and colleagues found that resilience is the most frequent pattern during bereavement, and about 65% of the individuals show low and stable levels of distress after a negative life event (Bonanno et al., 2002, 2006). Job loss is one of these negative life events that affect each individual in a different direction and at a different level. Even though most people show a resilient response, the significant minority who fail to respond with resilience cannot be disregarded. For these people, grief symptoms do not improve with time but rather continue and evolve to complicated grief (Papa & Lancaster, 2016). There are numerous underlying factors of JLCG. A strong belief in an unjust world, low self-esteem, preference

for maladaptive coping, high attachment to the lost job, and losing a sense of self are some variables that may lead to CG symptoms after job loss (Papa & Lancaster, 2016; van Eersel et al., 2020).

Before exploring the preliminary findings of CG and job loss, it is crucial to understand the meaning of CG after a loss. It broadly means getting “stuck” in the grieving process and developing persistent, disabling, and distressing symptoms of grief (Boelen & Prigerson, 2013; Komischke-Konnerup, 2021). Although CG symptoms may also occur in uncomplicated grief, the distinctive qualifications are the degree of progress, duration of grief reactions, and the degree of suffering (Boelen & Prigerson, 2013). Mounting evidence shows that job loss may lead to CG symptoms (Archer & Rhodes, 1993; Brewington et al., 2004; Papa & Maitoza, 2013; Papa et al., 2014; van Eersel et al., 2020). Individuals experiencing JLCG do not progress in the grieving period, and their conditions get worse over time. In addition, the grieving process gets prolonged, and individuals experience persistent difficulty in their normal functioning (Boelen & Prigerson, 2013; Stroebe et al., 2006). Characteristic symptoms of JLCG are failing to accept the reality of the job loss, thinking about the job all the time, and feeling meaningless and bitterness without the job (van Eersel et al., 2019, 2020).

Job loss not only disrupts the economic resources of an individual it also intervenes with the individual’s status, time structure, and demonstration of competencies and skills (Brand, 2015). Further, besides increased family disruptions (Charles & Stephens, 2004), one’s job loss may even unsettle one’s children’s school life (Stevens & Schaller, 2011). When all these potential disruptions come together with CG symptoms, individuals’ lives become even more challenging. Like a vicious cycle, a combination of life disruptions and JLCG may decrease the probability of finding a new job (Stolove et al., 2017), which may

hinder one's recovery process. Thus, it is crucial to understand further which individuals are at most risk and why, to be able to prevent and effectively intervene with JLCG.

In line with the need above, this study aims to examine the potential effect of social support in the context of JLCG and job loss. It is common knowledge that social support buffers losses and negative life events (Vila, 2021). Surprisingly, it has not been explored in the current context. In a similar vein, it is known that grieving differs across cultures (Stroebe & Schut, 1998). Given that, it is likely that the cultural dimensions of individualism and collectivism may be associated with JLCG. In this framework, the second aim of this study is to explore the relation between culture and JLCG. For the cultural dimension, Turkey will represent collectivism, and the Netherlands will represent individualism.

Social Support

Social support is an exceptional resource to maintain good physical and psychological health (Ozbay et al., 2007). It is a concept that can be defined as the network of social resources that an individual receives. In this network, which is generally composed of family, friends, neighbors, and community members; assistance, guidance, and validation about life experiences are exchanged (National Cancer Institute, n.d.; Zhou, 2014). Mounting evidence supporting social support's distinctive role in our lives shows that high social support suggests lower general distress, depression, anxiety, and higher general psychological well-being (Pinquart & Söransen, 2000; Winefield et al., 1992). The effect of social support can be further explained with Cohen and Wills' (1985) buffering model of social support, which argues that social support may act as a shield against several types of significant stresses (e.g., divorce, financial problems, job loss, losing significant other) and decrease the related negative consequences. Despite some research which are not supportive of the buffering hypothesis (Panayiotoyu & Karekla, 2013), there are numerous evidence that demonstrates

that social support buffers individuals from the deleterious effects of stressful life events (e.g., McGuire et al., 2018; Mensah, 2021; Murayama et al., 2013).

Despite the dearth of research on the interplay between social support and grief symptoms, a few studies support the idea that there is a relationship between social support and job loss. These studies mainly concluded that social support lowers stress levels and positively affect mental health following job loss (Leana et al., 1998; Vinokur et al., 1996). Yet more, Mc-Kee Ryan and colleagues (2005) found that unemployed individuals with greater social support felt psychologically better than those without such support. Furthermore, Janlert and Hammarström (2009) examined explanatory models of the relationship between unemployment and health, indicting social support as fairly good. Brewington and colleagues (2004) assessed social support by dividing the participants into two groups living alone and living with someone, and concluded that social support alleviates the negative impact of job loss. Even though these findings may not be sufficient to make an assertive argument about the relationship between social support and CG symptoms, they support the idea that social support can be a significant protective factor by buffering against grief, and more research is needed to understand its precise role.

Social Support, Individualism, and Collectivism

The effects of living in an individualistic or collectivistic culture after a job loss, and its effects on grief symptoms have received little attention. Undoubtedly, grief reactions are individual and unique; however, grief is also shaped by the social context, and reactions following grief are reflected in social relationships and culture (Rosenblatt, 1988; Rothaupt & Becker, 2007).

The cultural dimensions that Hofstede (2011) suggested as individualism or collectivism are related to social support in cultures. Collectivism is the degree to which people are integrated into groups in a society. Collectivist cultures have cohesive in-groups,

strong ties, and extended families who continuously protect each other, while individualist cultures demonstrate loose ties between individuals who are only expected to look after themselves and their immediate family (Hofstede, 2011).

Looking at culture in terms of job loss shows that collectivists would rely on receiving high social support from their social environment since they define themselves as “we” rather than “I” and feel a less personal responsibility for the loss (Hofstede, 2011; Martella & Maass, 2000). In contrast, individualists would perceive job loss as an individual failure, experience less social support when in need, weak loyalty and integration to their group (Hofstede et al., 2010; Halman, 1996). Therefore, upon finding a relationship between social support and CG, culture may be a factor influencing this relationship. In literature, Paul and Moser (2009) observed differences in unemployment distress between individualists and collectivists, however, the difference was not significant. Mikucka (2013) found that the well-being of unemployed individuals is lower in individualistic cultures, and Martella and Maass (2000) discovered that unemployment has less severe consequences on life satisfaction, self-esteem, and happiness, in the collectivist region of Italy compared to the individualist region. Lastly, Paul (2005) uncovered a negative relation between individualism and the psychological well-being of unemployed people and culture was a moderator of unemployment distress; however, the evidence was not stable.

Neither the findings above are conclusive, nor studies have so far examined social support and culture with regards to grief. Therefore, this paper will try to open a new window to JLCG regarding social support and cultural dimensions of individualism and collectivism.

Present research

This study aims to examine social support and its association to JLCG within the context of culture. Turkey was examined as a collectivistic country and the Netherlands as an individualistic country.

Hypotheses

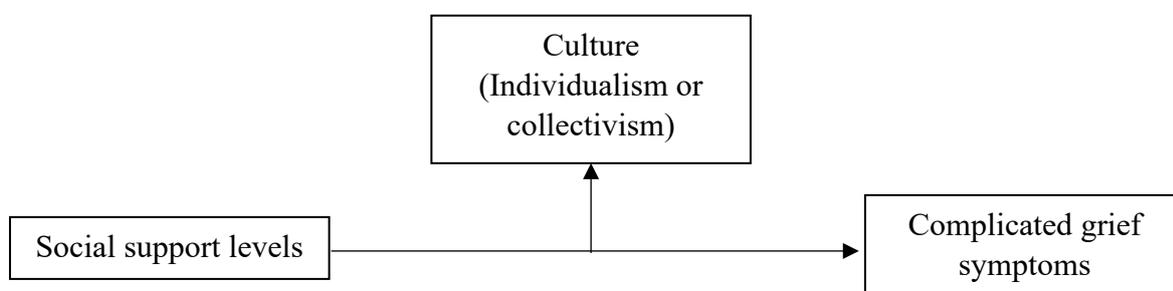
Hypothesis 1: Considering the theoretical background on bereavement research and buffer theory of social support, the first hypothesis is that there will be a negative relation between social support and JLCG. In other words, JLCG are expected to be lower when social support is high since social support is expected to have a buffering effect.

Hypothesis 2: Preliminary literature overall suggests that collectivists can rely on their social relationships more than individualists who may receive less support when in need, and individualist may identify their job loss as an individual failure. In this regard, individualism is hypothesized to be positively related to JLCG while collectivism is negatively related.

Hypothesis 3: The relationship between social support and JLCG will be moderated by culture. Alternatively stated, how and to what extent social support is related with JLCG will depend on culture. It is also expected that social support will have a more significant role for collectivists than individualists regarding the aforementioned literature. The conceptual model of the hypothesized moderation can be further examined from Figure 1 below.

Figure 1

Conceptual Model of Moderation



Besides highlighting the existence of JLCG, this study can contribute to the literature by examining the roles of culture and social support in the context of JLCG. The results can help professionals be aware of JLCG and possible risk groups (e.g., living in an individualist culture, receiving low social support), which may increase the recognition of the symptoms, and lead to an accurate diagnosis. An accurate diagnosis holds pivotal importance since CG requires specific treatment (Shear et al., 2005). Further, professionals can develop psychoeducation programs that can help individuals recognize and acknowledge their thoughts and emotions. This can help individuals be more aware of their own experience, embrace their emotions (e.g., anger), try interventions (e.g., writing a letter), and be receptive to social support from significant others. This study may be instrumental for individuals who are in a search of a means to help friends or family members who lost their job. This study may help increase their awareness to provide social support for their loved ones.

Method

Participants

70 Turkish and 93 Dutch participants ($N = 163$) who lost their jobs involuntarily participated in the study. Seven people who completed the survey were not included because they failed to fulfill the requirements of age and involuntarily losing job. In sum, there were 47 male and 116 female participants. Participants' ages ranged from 18 to 66 years ($M = 45$, $SD = 13$) and had lost their jobs 21 months ago on average (range = 0 - 120, $SD = 21$). The major cause of job loss was reorganization and 41 participants have lost their jobs due to this cause. Table 1 shows further information about sociodemographic and work-related characteristics.

Cross-cultural comparisons

Independent samples t-test and chi-square of independence were conducted to examine potential differences between samples. Independent samples t-tests indicated that weekly working hours were significantly longer in Turkish sample ($M = 42.72$, $SD = 12.39$) than in Dutch sample ($M = 29.66$, $SD = 11.07$), $t(158) = 7.009$, $p < .001$. Participants' age was also significantly different between Turkish ($M = 40.36$, $SD = 11.92$) and Dutch ($M = 48.05$, $SD = 13.43$) samples, $t(160) = -3.791$, $p < .001$. Sum levels of grief were higher for Turkish participants ($M = 81.61$, $SD = 31.42$) than for Dutch participants ($M = 72.78$, $SD = 26.72$), $t(161) = 1.94$, $p < .05$. Chi-square test of independence indicated significant associations between nationality and; education ($\chi^2(1, n = 163) = 188.12$, $p < .001$, Cramer's $V = .941$), and cause of job loss ($\chi^2(7, n = 163) = 65.45$, $p < .001$, Cramer's $V = .569$). Rest of the variables were not statistically significant among the samples.

Table 1

Sociodemographic Characteristics of the Participants

Sample characteristics	<i>Turkish</i>				<i>Dutch</i>			
	<i>n</i>	<i>%</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>%</i>	<i>M</i>	<i>SD</i>
Gender								
Male	24	34.4			23	24.7		
Female	46	65.7			70	75.3		
Education								
Primary					4	4.3		
Secondary	5	7.1			33	35.5		
Higher	65	92.9			56	60.2		
Age			40.36	11.92			48.05	13.44

Sample characteristics	<i>Turkish</i>				<i>Dutch</i>			
	<i>n</i>	<i>%</i>	<i>M</i>	<i>SD</i>	<i>n</i>	<i>%</i>	<i>M</i>	<i>SD</i>
Cause of the job loss								
Reorganization	10	14.3			31	33.3		
Bankruptcy	1	1.4			2	2.2		
Health problems					8	8.6		
Labor conflict	21	30			19	20.4		
Temporary contract					12	12.9		
Company economics	3	4.3			6	6.5		
Corona	10	14.3			14	15.1		
Different	25	35.7			1	1.1		
Weekly work hours			42.72	12.39			29.66	11.07
Employment duration (years)			11.01	37.36			7.57	8.98
Passed time since job loss (months)			21.35	18.91			20.95	22.52
Current employment status								
Employed	39	55.7			48	51.6		
Unemployed	31	44.3			45	48.4		
Actively looking for a job								
Yes	21	30			42	45.2		
No	49	70			51	54.8		

Procedure

Approval from Utrecht University Social Sciences Faculty Ethical Board was obtained (FETC 21-0075). Participants were recruited through social media platforms such as Instagram, Twitter, LinkedIn, and word of mouth. An online and safe platform was used to present the participants with the survey and collect data. Participation was voluntary and anonymous. The requested demographic information could not be matched with the participants' identities. The individuals who volunteered participated by clicking the link provided in the invitation message. Before the survey, participants were presented with an information letter, which provided information about the study in general, what they will have to do, rights to withdraw, and how anonymity will be assured. Individuals who did not agree were directed to the end of the survey and did not further proceed. Individuals who agreed with the consent form proceeded and it took approximately 20 minutes to finish the survey. In the end, participants were offered a psychoeducation video about JLCCG to thank them for their time and participation.

Instruments

Demographic questions

This part of the questionnaire at the outset requested information about socio-demographic variables, namely, gender, nationality, and education level. Secondly, information about work characteristics was asked to the participants. These questions were: cause of job loss, work hours, work duration, time passed since their job loss, current employability, and the current job search status.

Job Loss Grief Scale

Job Loss Grief Scale (JLGS) involves questions aiming to assess JLCCG (van Eersel et al., 2019). For the current study, the original scale was translated to Turkish by the back-translation method, a reliable method that provides the best practice for cross-cultural

adaptation (Caminiti et al., 2010; Tuğsal, 2020). The forward translation to Turkish and back-translation to English was independently scrutinized by two psychologists and two people not from the field of psychology. The participants were given thirty-three statements (e.g., “I feel that life is empty and meaningless without my job.” and “I can’t accept the loss of my job”). They were asked to answer to what extent they experienced the given statement in the past four weeks, by using a 5-point Likert scale which ranged from 1 = *Never* to 5 = *Always*. JLGS is a unidimensional scale with excellent psychometric properties and good temporal stability. Also, it enables examination of CG symptoms with a clear distinction between CG, anxiety, and depression symptoms (van Eersel et al., 2019). Consistently, in this study, both the Turkish and the English versions of the scale were highly reliable since the Cronbach’s alphas were 0.98 and 0.97, respectively.

Brief Form of the Perceived Social Support Questionnaire

Brief Form of the Perceived Social Support Questionnaire (F-SozU K-6) assesses perceived social support (Kliem et al., 2015). The back-translation method was scrutinizingly undertaken by four people, two of whom were psychologists and two of whom were not related to the field of psychology. The questionnaire consisted of six statements about perceived social support. Sample items were “I experience a lot of understanding and security from others.” and “If I am down, I know whom I can go without hesitation.” Participants were instructed to indicate to what extent they agree with the statements using a 5-point Likert scale, which ranged from 1 = *Not true at all* to 5 = *Very true*. F-SozU K-6 has good psychometric properties with a Cronbach’s alpha value of 0.89 (Kliem et al., 2015). In current study, Cronbach’s alphas were 0.83 for the Turkish version and 0.85 for the English version.

Hofstede Insights

Hofstede developed a framework to define cultural differences by categorizing cultures into six categories (Hofstede et al., 2010). In this study, individualism and collectivism framework was used to assign participants to one of the two categories according to their cultures. According to Hofstede Insights (n.d.), Turkey scored 37 out of 100 and was categorized as a collectivistic country while the Netherlands scored 80 out of 100 and was categorized as a highly individualistic country. Hofstede and Minkov (2013) indicated Cronbach's alpha as .77 for the individualism index.

Statistical Analyses

Before data collection, a power analysis was conducted to determine the required sample size. The rest of the analyses were conducted in IBM SPSS Version 25. Before the main analysis, preliminary analyses were conducted to check the data and related assumptions. Also, independent samples t-test and chi-square of independence were conducted to examine potential differences between Turkish and Dutch samples. Bivariate correlation analysis was conducted to understand the relationship between social support and JLCG. Eta squared effect size was calculated and point biserial correlation was examined to explore the relationship between JLCG and culture. Lastly, a moderation analysis with PROCESS tool based on Hayes' (2013) Model 1 was conducted.

Results

Preliminary Results

The assumptions about outliers, multicollinearity, independent errors, homogeneity of variance, linearity, skewness and kurtosis, and non-zero variances were met. Standardized residuals histogram showed that the data was slightly right-skewed. The normal P-P plot of standardized residuals showed that not all points were precisely on the line, but they were close to it. However, Kolmogorov-Smirnov and Shapiro-Wilk tests showed a deviation of

normality ($p < .05$) for the data. Histogram evaluations revealed that social support data was slightly left-skewed while JLCG data was visibly right-skewed. As a result, it is concluded that there is no major violation of the normality of the data.

Main Results

Regarding the first hypothesis, bivariate correlation analysis revealed that social support and JLCG are negatively correlated ($r = -.14, p < .05$). Eta-squared effect size calculation for the relationship between JLCG and culture showed that 2% of the variance in JLCG can be accounted for culture ($\eta^2 = 0.02$). Also, point-biserial correlation indicated a significant negative correlation between culture and JLCG ($r_{pb} = -.151, n = 163, p < .05$).

The hypothesized moderation model was tested to examine whether the relationship between social support and JLCG is moderated by culture. Analysis revealed that the overall model was significant ($F(3, 142) = 4.97, p < .01, R^2 = .10$). Accordingly, social support, culture and their interaction can be accounted for approximately 10% of the variance in JLCG. As Table 2 reveals, the effect of social support on JLCG was negative and significant ($b = -5.52, t(142) = -3.23, p < .01$). The effect of culture on JLCG was also negative and significant ($b = -76.538, t(142) = -3.1564, p < .01$). Further, the interaction between social support and culture was significant ($b = 3.071, t(142) = 2.84, p < .01$), suggesting that culture was a significant moderator of the effect of social support on JLCG following job loss. However, as Table 3 reveals, the moderation effect was not significant for the Dutch sample ($b = 0.62, t(142) = 0.81, p = 0.42$) while it was significant for the Turkish sample ($b = -2.45, t(142) = -3.21, p < .01$).

Table 2*Moderation Model*

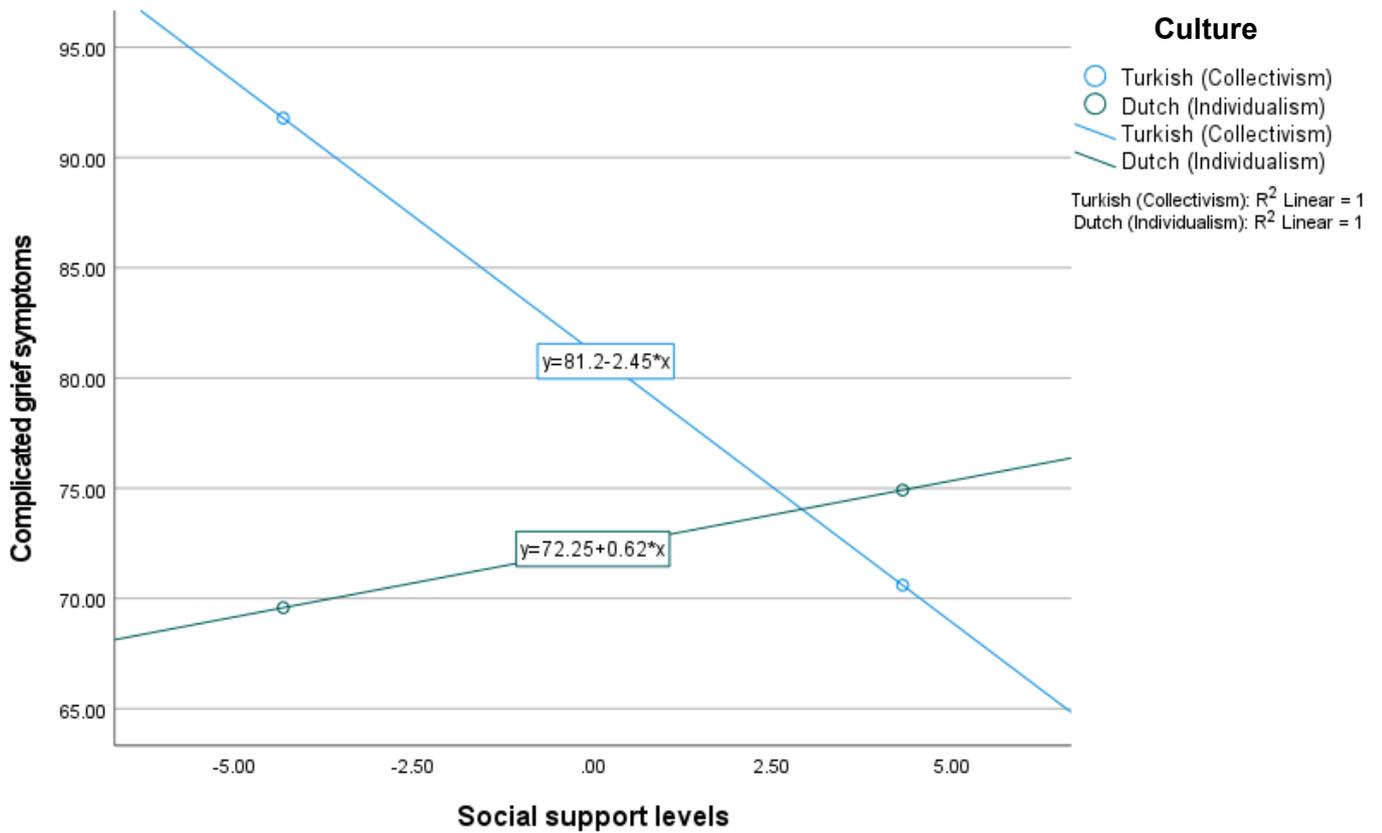
	<i>b</i>	<i>SE B</i>	<i>t</i>	<i>p</i>
Constant	211.72	38.19	5.54	< .001
Social support (centered)	-5.52	1.71	-3.23	< .01
Culture (centered)	-76.54	24.24	-3.16	< .01
Social support x Culture	3.07	1.082	2.84	< .01

Note. $R^2 = .10$

Table 3*Conditional effects of the focal predictor at values of the moderators*

Nationality	Effect	<i>SE</i>	<i>t</i>	<i>p</i>
Turkish	-2.45	.76	-3.21	< .01
Dutch	.62	.77	.81	= .42

Examination of the moderation plot below (Figure 2) demonstrates how culture changes the interaction between social support and JLCG more clearly. A reductive effect of social support on JLCG is observable for the Turkish sample. The plot demonstrates a contrary result for the Dutch sample, showing that JLCG were low when social support levels were low, and JLCG got higher as social support levels got higher.

Figure 2*The moderation plot*

Note. The plot visualizes of the effect of the social support levels (Y-axis) on CG symptoms (X-axis) among Turkish and Dutch participants.

Discussion

The purpose of this study was to gain a better understanding of JLCG. In order to achieve this understanding, the role of social support on JLCG, the role of culture on JLCG, and the moderation role of culture on the relationship between social support and JLCG were examined. The three hypotheses and the main findings of this research will be discussed below.

The first hypothesis was that higher social support would predict lower JLCG. This hypothesis was confirmed with the results showing that as social support increases, JLCG decrease. To the best of my knowledge, no study explored the relationship between social support and JLCG, and the current study is the first to explore and demonstrate a significant relationship between these terms. Several studies which focused on bereavement and CG symptoms are in line with the current finding. In their research about the lack of social support during bereavement, Ott (2003) showed that complicated grievers had significantly lower perceived social support levels than non-complicated grievers. Additionally, Riley and colleagues (2007) found that perceived social support of bereaved parents was associated with fewer CG symptoms. Another study on bereavement due to a natural disaster also revealed a negative association between social support and CG symptoms (Kristensen et al., 2010).

The second hypothesis claimed that individualism and JLCG will have a positive relation, while collectivism and JLCG will have a negative relation. This hypothesis was not confirmed. The first analysis indicated that only a small variability in JLCG can be accounted for culture. Significant negative results of further analyses suggested that lower levels of JLCG are associated with being Dutch, while higher levels of JLCG are associated with being Turkish. This was an unexpected result regarding the hypothesis and prior research. It is necessary to note that all prior research examined individualism and collectivism regarding psychological well-being after a job loss instead of JLCG. These studies showed a negative association between individualism and well-being (Martella & Mass, 2000; Mikucka, 2013).

A possible explanation for this unexpected result could be derived from the literature suggesting that individualists are more likely to share their feelings and seek support (Kim et al., 2006; Mortenson et al., 2009). On the other hand, collectivists may engage in forbearance, which means they tend to suppress their negative emotions and behaviors for the

sake of group harmony (Lin, 2015). Sometimes, the support that a social network provides may fail to match the needs of the individuals (Cohen & Willis, 1985) since it may be different from the support needed (Thoits, 1986). Further, individualists tend to emphasize people outside their families and build themselves a larger social network compared to collectivists who are prone to give importance to their current social groups (Hofstede 1980; Oyserman et al., 2002). It is also known from the first finding that social support is negatively related to JLCG, and analyses show that the mean level of social support is slightly higher for Dutch participants ($M = 22.14$) than Turkish participants ($M = 21.85$). Taken together, collectivists may have failed to share their feelings about the type of support they need, or may not have shared that they needed support to protect the group harmony. As a result, collectivists' JLCG may have been higher than the individualists.

The main hypothesis was that the relationship between social support and JLCG will be moderated by culture. The hypothesis was confirmed since analyses suggested a significant moderation effect of culture. In other words, the effect of social support on JLCG depended on culture. Further exploration of the results showed that higher social support levels indicated a decrease in JLCG for collectivists, namely for Turkish participants. However, social support and JLCG had no relation for Dutch participants. This implies for the Dutch culture, the relationship between social support and JLCG disappeared.

Even though the hypothesis was confirmed about the moderating effect of culture, an insignificant relationship between social support and JLCG for the Dutch sample was not an expected result. Despite mean value of social support of Dutch participants was even slightly higher than Turkish participants, social support was not a significant predictor of lower JLCG for Dutch individuals. Based on Hofstede's theory, a possible explanation might be that the level of perceived social support for Dutch individuals is not as important as it is for Turkish individuals since individualists are only expected to take care of themselves and their

immediate families. It is also important to highlight that individualists rely on social support less than collectivists when coping with life stressors (Taylor et al., 2004). It is plausible for individualists that receiving high social support on average was not a significant aspect for buffering JLCG. Nevertheless, this unexpected finding opens room for further research with different cultural groups and measurements.

Limitations

Although the results support the hypotheses, it is necessary to recognize potential limitations. Firstly, the latest research on internal consistency and validity of Hofstede's Insights shows inadequate results, in contrast to Hofstede and Minkov's (2013) strong consistency value of 0.77 (Blodgett et al., 2008; Gerlach & Eriksson, 2021). This may be problematic for classifying countries purely as collectivist or individualist and the validity and interpretation of the results personally. Second, due to the cross-sectional design, there is no possibility to evaluate causality. Also, JLCG and participants' social support network may have differed in 21 months, which is the average time passed since job loss. For example, a participant who would rank two out of five the question "I know several people with whom I like to do things.," and rank the question "I think about my job all the time" five out of five just after losing his job may meet with a new friend group right before the study and give different rankings during the study. This would not mean that his social support network was always strong and this helped him to get through his grief symptoms. The last limitation is the COVID-19 pandemic and its possible negative effects on participants' psychological well-being. Passed time since job loss varied between 0 - 120 months, meaning that a substantial part of the participants lost their jobs during the COVID-19 outbreak. It is stated that individuals who lost their jobs reported higher levels of depression, stress, and anxiety in comparison to pre-COVID times (Mojtahedi et al., 2021). Presumably, in the current study, participants might have reported more JLCG and less social support than they would have

under normal conditions, since they might have experienced more anxiety about earning a living, and less social support due to social distancing rules and curfews.

Future Research

Further comprehensive research is needed to uncover the relationship between culture, social support, and JLCG. A recommendation might be the examination of the individualism/collectivism levels of the participants individually, rather than classifying according to their nationalities, since national values may not always reflect individual values. Upon acknowledging possible variations in a culture (Hofstede, 1980), future research may explore generational differences of migrant families. For instance, a future study may compare Turkish nationals, Dutch nationals, and second-generation Turkish Dutch nationals. By this way, the influence of being born in an individualist country and raised by a collectivist family may be examined. It would be crucial to understand the potential difference between nationals, immigrants, and second-generation of immigrant families, in order to maximize the effectiveness of psychological interventions.

Implications

The results of this study show that besides the Netherlands (van Eersel et al., 2020) and USA (Papa & Maitoza, 2013), Turkish individuals also may develop JLCG. Consequently, professionals in Turkey should monitor individuals closely and be aware of the risk especially because JLCG sometimes remain unrecognized (van Eersel et al., 2020). Furthermore, results point out that developing JLCG and importance given to social support depend on cultural values. So, the culture aspect should be taken into account to be able to effectively monitor, prevent and develop interventions against JLCG. As a last remark; it is crucial to highlight the role of social support. It must be monitored in terms of quality and quantity, especially for the Turkish population. Mental health professionals may try to

recognize individuals with low social support, so that they can not only screen and monitor, but also intervene rapidly and effectively if needed.

Conclusion

Findings of this study contribute to the unexamined relation between social support, culture and JLCG. The results revealed that higher social support is associated with lower JLCG, especially for Turkish individuals. Also, being Dutch was also associated with lower JLCG. Overall, it has been explored that culture and social support are important aspects for JLCG. These insights can enhance screening of JLCG and provide directions for developing therapeutic interventions like psychoeducation programs for individuals who are at the risk of or experiencing JLCG.

References

- Archer, J., & Rhodes, V. (1993). The grief process and job loss: A cross-sectional study. *British Journal of Psychology*, *84*(3), 395–410. <https://doi.org/10.1111/j.2044-8295.1993.tb02491.x>
- Archer, J., & Rhodes, V. (1995). A longitudinal study of job loss in relation to the grief process. *Journal of Community & Applied Social Psychology*, *5*(3), 183–188. <https://doi.org/10.1002/casp.2450050306>
- Blodgett, J. G., Bakir, A., & Rose, G. M. (2008). A test of the validity of Hofstede's cultural framework. *Journal of Consumer Marketing*, *25*(6), 339–349. <https://doi.org/10.1108/07363760810902477>
- Boelen, P. A., & Prigerson, H. G. (2013). Prolonged grief disorder as a new diagnostic category in DSM-5 In M. Stroebe, H. Schut, J. van den Bout (Ed.), *Complicated grief: Scientific foundations for health care professionals*, (pp. 85-98). Routledge. <https://doi-org.proxy.library.uu.nl/10.4324/9780203105115>
- Bonanno, G. A., Galea, S., Bucciarelli, A., & Vlahov, D. (2006). Psychological resilience after disaster. *Psychological Science*, *17*(3), 181–186. <https://doi.org/10.1111/j.1467-9280.2006.01682.x>
- Bonanno, G. A., Wortman, C. B., Lehman, D. R., Tweed, R. G., Haring, M., Sonnega, J., Carr, D., & Nesse, R. M. (2002). Resilience to loss and chronic grief: A prospective study from preloss to 18-months postloss. *Journal of Personality and Social Psychology*, *83*(5), 1150–1164. <https://doi.org/10.1037/0022-3514.83.5.1150>

- Borgen, W. A., Amundson, N. E., & McVicar, J. (2002). The experience of unemployment for fishery workers in Newfoundland: What helps and hinders. *Journal of Employment Counseling, 39*(3), 117–126. <https://doi.org/10.1002/j.2161-1920.2002.tb00843.x>
- Brand, J. E. (2015). The far-reaching impact of job loss and unemployment. *Annual Review of Sociology, 41*(1), 359–375. <https://doi.org/10.1146/annurev-soc-071913-043237>
- Brewington, J. O., Nassar-McMillan, S. C., Flowers, C. P., & Furr, S. R. (2004). A preliminary investigation of factors associated with job loss grief. *The Career Development Quarterly, 53*(1), 78–83. <https://doi.org/10.1002/j.2161-0045.2004.tb00657.x>
- Caminiti, C., Diodati, F., Filiberti, S., Marcomini, B., Annunziata, M. A., Ollari, M., & Passalacqua, R. (2010). Cross-cultural adaptation and patients' judgments of a question prompt list for Italian-speaking cancer patients. *BMC Health Services Research, 10*(1). <https://doi.org/10.1186/1472-6963-10-16>
- Charles, K. K., & Stephens, Jr., M. (2004). Job displacement, disability, and Divorce. *Journal of Labor Economics, 22*(2), 489–522. <https://doi.org/10.1086/381258>
- Climent-Rodríguez, J. A., Navarro-Abal, Y., López-López, M. J., Gómez-Salgado, J., & García, M. E. (2019). Grieving for job loss and its relation to the employability of older jobseekers. *Frontiers in Psychology, 10*. <https://doi.org/10.3389/fpsyg.2019.00366>
- Cohen, S., & Wills, T. A. (1985). Stress, social support, and the buffering hypothesis. *Psychological Bulletin, 98*(2), 310–357. <https://doi.org/10.1037/0033-2909.98.2.310>
- Gerlach, P., & Eriksson, K. (2021). Measuring cultural dimensions: External validity and internal consistency of Hofstede's VSM 2013 Scales. *Frontiers in Psychology, 12*. <https://doi.org/10.3389/fpsyg.2021.662604>

- Gettysburg College (n.d.). *Andrew Naber: 'One third of your life is spent at work.'* Gettysburg College. <https://www.gettysburg.edu/news/stories?id=79db7b34-630c-4f49-ad32-4ab9ea48e72>
- Halman, L. (1996). Individualism in individualized society?: Results from the European Values Surveys. *International Journal of Comparative Sociology*, 37(3-4), 195–214. <https://doi.org/10.1177/002071529603700301>
- Hayes, A. F. (2017). *Introduction to mediation, moderation, and conditional process analysis, second edition: A regression-based approach*. Guilford Press.
- Hofstede Insights. (n.d.). *Country comparison*. Retrieved February 27, 2021, from <https://www.hofstede-insights.com/country-comparison/the-netherlands,turkey/>.
- Hofstede, G. (1980). Culture and organizations. *International Studies of Management & Organization*, 10(4), 15–41. <https://doi.org/10.1080/00208825.1980.11656300>
- Hofstede, G. (2011). Dimensionalizing cultures: The Hofstede model in context. *Online Readings in Psychology and Culture*, 2(1). <https://doi.org/10.9707/2307-0919.1014>
- Hofstede, G. H., Hofstede, G. J., & Minkov, M. (2010). *Cultures and organizations: Software of the mind*. McGraw-Hill.
- Hofstede, G., Minkov, M. (2013). “*Values Survey Module 2013 Manual*”. <https://geerthofstede.com/wp-content/uploads/2016/07/Manual-VSM-2013.pdf>
- Janlert, U., & Hammarström, A. (2009). Which theory is best? explanatory models of the relationship between unemployment and Health. *BMC Public Health*, 9(1). <https://doi.org/10.1186/1471-2458-9-235>

- Kim, H. S., Sherman, D. K., Ko, D., & Taylor, S. E. (2006). Pursuit of comfort and pursuit of harmony: Culture, relationships, and social support seeking. *Personality and Social Psychology Bulletin*, 32(12), 1595–1607. <https://doi.org/10.1177/0146167206291991>
- Kliem, S., Mößle, T., Rehbein, F., Hellmann, D. F., Zenger, M., & Brähler, E. (2015). A brief form of the perceived Social Support Questionnaire (F-sozu) was developed, validated, and standardized. *Journal of Clinical Epidemiology*, 68(5), 551–562. <https://doi.org/10.1016/j.jclinepi.2014.11.003>
- Komischke-Konnerup, K. B., Zachariae, R., Johannsen, M., Nielsen, L. D., & O'Connor, M. (2021). Co-occurrence of prolonged grief symptoms and symptoms of depression, anxiety, and posttraumatic stress in bereaved adults: A systematic review and meta-analysis. *Journal of Affective Disorders Reports*, 4, 100140. <https://doi.org/10.1016/j.jadr.2021.100140>
- Kristensen, P., Weisæth, L., & Heir, T. (2012). Bereavement and mental health after sudden and violent losses: A Review. *Psychiatry: Interpersonal and Biological Processes*, 75(1), 76–97. <https://doi.org/10.1521/psyc.2012.75.1.76>
- Leana, C. R., Feldman, D. C., & Tan, G. Y. (1998). Predictors of coping behavior after a layoff. *Journal of Organizational Behavior*, 19(1), 85–97. [https://doi.org/10.1002/\(sici\)1099-1379\(199801\)19:1<85::aid-job838>3.0.co;2-y](https://doi.org/10.1002/(sici)1099-1379(199801)19:1<85::aid-job838>3.0.co;2-y)
- Lin, Y. (2015). Forbearance Across Culture. <https://doi.org/https://doi.org/10.25772/SSMX-3K06>

- Martella, D., & Maass, A. (2000). Unemployment and life satisfaction: The moderating role of time structure and collectivism. *Journal of Applied Social Psychology, 30*(5), 1095–1108. <https://doi.org/10.1111/j.1559-1816.2000.tb02512.x>
- McGuire, A. P., Gauthier, J. M., Anderson, L. M., Hollingsworth, D. W., Tracy, M., Galea, S., & Coffey, S. F. (2018). Social support moderates effects of natural disaster exposure on depression and posttraumatic stress disorder symptoms: Effects for displaced and nondisplaced residents. *Journal of Traumatic Stress, 31*(2), 223–233. <https://doi.org/10.1002/jts.22270>
- McKee-Ryan, F., Song, Z., Wanberg, C. R., & Kinicki, A. J. (2005). Psychological and physical well-being during unemployment: A meta-analytic study. *Journal of Applied Psychology, 90*(1), 53–76. <https://doi.org/10.1037/0021-9010.90.1.53>
- Mensah, A. (2021). Job stress and mental well-being among working men and women in Europe: The mediating role of Social Support. *International Journal of Environmental Research and Public Health, 18*(5), 2494. <https://doi.org/10.3390/ijerph18052494>
- Mikucka, M., & Valentova, M. (n.d.). Employed or inactive? Cross-national differences in coding parental leave beneficiaries in European Labour Force Survey data. *Journal of European Survey Research Association, 7*(3), 169–179. <https://doi.org/10.18148/srm/2013.v7i3.5308>
- Mojtahedi, D., Dagnall, N., Denovan, A., Clough, P., Hull, S., Canning, D., Lilley, C., & Papageorgiou, K. A. (2021). The relationship between mental toughness, job loss, and mental health issues during the COVID-19 pandemic. *Frontiers in Psychiatry, 11*. <https://doi.org/10.3389/fpsy.2020.607246>

- Mortenson, S. T., Burlison, B. R., Feng, B., & Liu, M. (2009). Cultural similarities and differences in seeking social support as a means of coping: A comparison of European Americans and Chinese and an evaluation of the mediating effects of self-construal. *Journal of International and Intercultural Communication*, 2(3), 208–239. <https://doi.org/10.1080/17513050902985331>
- Murayama, H., Bennett, J. M., Shaw, B. A., Liang, J., Krause, N., Kobayashi, E., Fukaya, T., & Shinkai, S. (2013). Does social support buffer the effect of financial strain on the trajectory of smoking in older Japanese? A 19-year longitudinal study. *The Journals of Gerontology Series B: Psychological Sciences and Social Sciences*, 70(3), 367–376. <https://doi.org/10.1093/geronb/gbt103>
- NCI Dictionary of Cancer terms*. National Cancer Institute. (n.d.). Retrieved October 12, 2021, from <https://www.cancer.gov/publications/dictionaries/cancer-terms/def/social-support>
- Norström, F., Virtanen, P., Hammarström, A., Gustafsson, P. E., & Janlert, U. (2014). How does unemployment affect self-assessed health? A systematic review focusing on subgroup effects. *BMC Public Health*, 14(1). <https://doi.org/10.1186/1471-2458-14-1310>
- Ott, C. H. (2003). The impact of complicated grief on mental and physical health at various points in the bereavement process. *Death Studies*, 27(3), 249–272. <https://doi.org/10.1080/07481180302887>
- Oyserman, D., Coon, H. M., & Kemmelmeier, M. (2002). Rethinking individualism and collectivism: Evaluation of theoretical assumptions and meta-analyses. *Psychological Bulletin*, 128(1), 3–72. <https://doi.org/10.1037/0033-2909.128.1.3>

- Ozbay, F., Johnson, D. C., Dimoulas, E., Morgan, C. A., Charney, D., & Southwick, S. (2007). Social support and resilience to stress: from neurobiology to clinical practice. *Psychiatry (Edgmont)*, *4*(5), 35–40.
- Panayiotou, G., & Karekla, M. (2012). Perceived social support helps, but does not buffer the negative impact of anxiety disorders on quality of life and perceived stress. *Social Psychiatry and Psychiatric Epidemiology*, *48*(2), 283–294.
<https://doi.org/10.1007/s00127-012-0533-6>
- Papa, A., & Lancaster, N. (2015). Identity continuity and loss after death, divorce, and job loss. *Self and Identity*, *15*(1), 47–61. <https://doi.org/10.1080/15298868.2015.1079551>
- Papa, A., & Maitoza, R. (2013). The role of loss in the experience of grief: The case of job loss. *Journal of Loss and Trauma*, *18*(2), 152–169.
<https://doi.org/10.1080/15325024.2012.684580>
- Papa, A., Lancaster, N. G., & Kahler, J. (2014). Commonalities in grief responding across bereavement and non-bereavement losses. *Journal of Affective Disorders*, *161*, 136–143. <https://doi.org/10.1016/j.jad.2014.03.018>
- Paul, K. I. (2005). The negative mental health effect of unemployment: Meta-analyses of cross-sectional and longitudinal data. PhD thesis, Erlangen-Nürnberg: Friedrich-Alexander-Universität
- Paul, K. I., & Moser, K. (2009). Unemployment impairs mental health: Meta-analyses. *Journal of Vocational Behavior*, *74*(3), 264–282. <https://doi.org/10.1016/j.jvb.2009.01.001>

- Pinquart, M., & Sörensen, S. (2000). Influences of socioeconomic status, social network, and competence on subjective well-being in later life: A meta-analysis. *Psychology and Aging, 15*(2), 187–224. <https://doi.org/10.1037/0882-7974.15.2.187>
- Pohlan, L. (2019). Unemployment and social exclusion. *Journal of Economic Behavior & Organization, 164*, 273–299. <https://doi.org/10.1016/j.jebo.2019.06.006>
- Riley, L. P., LaMontagne, L. L., Hepworth, J. T., & Murphy, B. A. (2007). Parental grief responses and personal growth following the death of a child. *Death Studies, 31*(4), 277–299. <https://doi.org/10.1080/07481180601152591>
- Rosenblatt, P. C. (1988). Grief: The social context of private feelings. *Journal of Social Issues, 44*(3), 67–78. <https://doi.org/10.1111/j.1540-4560.1988.tb02077.x>
- Rothaupt, J. W., & Becker, K. (2007). A literature review of western bereavement theory: From deathtaking to continuing bonds. *The Family Journal, 15*(1), 6–15. <https://doi.org/10.1177/1066480706294031>
- Shear, K., Frank, E., Houck, P. R., & Reynolds, C. F. (2005). Treatment of complicated grief. *JAMA, 293*(21), 2601. <https://doi.org/10.1001/jama.293.21.2601>
- Stevens, A. H., & Schaller, J. (2009). Short-run effects of parental job loss on children's academic achievement. <https://doi.org/10.3386/w15480>
- Stolove, C. A., Galatzer-Levy, I. R., & Bonanno, G. A. (2017). Emergence of depression following job loss prospectively predicts lower rates of Reemployment. *Psychiatry Research, 253*, 79–83. <https://doi.org/10.1016/j.psychres.2017.03.036>

- Stroebe, M. S., Folkman, S., Hansson, R. O., & Schut, H. (2006). The prediction of bereavement outcome: Development of an integrative risk factor framework. *Social Science & Medicine*, *63*(9), 2440–2451.
<https://doi.org/10.1016/j.socscimed.2006.06.012>
- Stroebe, M., & Schut, H. (1998). Culture and grief. *Bereavement Care*, *17*(1), 7–11.
<https://doi.org/10.1080/02682629808657425>
- Taylor, S. E., Sherman, D. K., Kim, H. S., Jarcho, J., Takagi, K., & Dunagan, M. S. (2004). Culture and social support: Who seeks it and why? *Journal of Personality and Social Psychology*, *87*(3), 354–362. <https://doi.org/10.1037/0022-3514.87.3.354>
- Thoits, P. A. (1986). Social Support as coping assistance. *Journal of Consulting and Clinical Psychology*, *54*(4), 416–423. <https://doi.org/10.1037/0022-006x.54.4.416>
- Tuğsal, T. (2020). Translation, adaptation, validity and reliability of the sense-making scale: A cross-cultural evidence from India, Malaysia, Romania and Turkey. *Elektronik Sosyal Bilimler Dergisi*, *19*(76), 1827–1848. <https://doi.org/10.17755/esosder.710803>
- van Eersel, J. H., Taris, T. W., & Boelen, P. A. (2019). Development and initial validation of the job loss grief scale. *Anxiety, Stress, & Coping*, *32*(4), 428–442.
<https://doi.org/10.1080/10615806.2019.1619703>
- van Eersel, J. H., Taris, T. W., & Boelen, P. A. (2020). Complicated grief following job loss: Risk factors for its development and maintenance. *Scandinavian Journal of Psychology*, *61*(5), 698–706. <https://doi.org/10.1111/sjop.12650>

- van Eersel, J. H., Taris, T. W., & Boelen, P. A. (2020). Reciprocal relations between symptoms of complicated grief, depression, and anxiety following job loss: A cross-lagged analysis. *Clinical Psychologist*, *24*(3), 276–284. <https://doi.org/10.1111/cp.12212>
- Vila, J. (2021). Social Support and longevity: Meta-analysis-based evidence and psychobiological mechanisms. *Frontiers in Psychology*, *12*.
<https://doi.org/10.3389/fpsyg.2021.717164>
- Vinokur, A. D., Price, R. H., & Caplan, R. D. (1996). Hard Times and hurtful partners: How financial strain affects depression and relationship satisfaction of unemployed persons and their spouses. *Journal of Personality and Social Psychology*, *71*(1), 166–179.
<https://doi.org/10.1037/0022-3514.71.1.166>
- Winefield, H. R., Winefield, A. H., & Tiggemann, M. (1992). Social Support and psychological well-being in young adults: The multi-dimensional support scale. *Journal of Personality Assessment*, *58*(1), 198–210.
https://doi.org/10.1207/s15327752jpa5801_17
- Zhou, E. S. (2014). Social Support. *Encyclopedia of Quality of Life and Well-Being Research*, 6161–6164. https://doi.org/10.1007/978-94-007-0753-5_2789