



**The Relationship Between Self-Efficacy & Complicated Grief After Job Loss: The
Mediating Effect of Negative Cognitions**

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Abstract

Job loss has been linked with negative emotional experiences, and different types of mental health conditions, one of them is complicated grief. There is an increased number of research that investigates symptoms of job loss-related complicated grief (JLCG). Yet, still little is known about what might have a positive or negative relationship with JLCG symptoms. For this reason, the current study aimed to investigate the relationship between complicated grief symptoms after a job loss, self-efficacy, and negative cognitions. This study will contribute to the knowledge on the potential factors that might be related to the likelihood of experiencing complicated grief symptoms after job loss. The design of the current research was cross-sectional. In total, 91 Turkish participants (35.2% male, 64.8% female) completed the online survey. Results showed that there is a negative significant relationship between self-efficacy and JLCG symptoms. Further, mediation analysis found that the negative cognitions act as a mediator weakening the relationship between self-efficacy and symptoms of JLCG. These results add to the literature by suggesting that there is a negative relationship between self-efficacy and JLCG symptoms, and negative cognitions can associate with JLCG symptoms.

Key words: job loss, complicated grief, self-efficacy, negative cognitions

Introduction

In the 21st century, involuntary job loss can be a turning point for people (Macassa et al., 2021). Even if the unemployment process lasts only for a short time or a new job can be found easily, the involuntary job loss might still have negative consequences (Bejakovic & Mrnjavac, 2019). Because, according to Jahoda (1981), losing a loved and a valued job symbolizes losing a social environment, daily routine, and a social role that one has had. In that sense, losing a job attacks the individual's life in different aspects including the quality of self-relationship and the quality of a person's relationship with family, and friends, and can change the beliefs about one's own social environment (Bubonya et al., 2017). Further, it has an impact on someone's social, professional, and personal life dimensions in which they have invested a significant amount of time, money, and energy (Pohlan, 2019). This might become one of the most frustrating experiences in someone's life and it may not only affect the person economically but also socially (Navarro-Abal et al. 2018). Thinking about financial needs, taking care of a household without any income and financially uncertain future can cause stress and anxiety (Weller, 2012). Furthermore, regarding one's social life, an individual has an increased chance to develop problems not only in family relations but also with close friends (Brand, 2015). Because of these, accepting the loss might be difficult for some individuals and they might respond in a similar way to when they lost someone they loved (Van Eersel et al., 2019).

Numbers of research shows that the after period of job loss may significantly decrease psychological well-being, self-esteem and self-efficacy (Papa & Maitoza, 2013; Borgen et al., 2002; McKee-Ryan et al., 2005). Although self-esteem and self-efficacy are different concepts, both may work in cooperation (Stanley & Murphy, 1997) such as believing one's ability (Brockner, 1988), and they might both decline after a job loss (Shamir, 1986). All things considered, according to Antczak (1999), decreased self-esteem and self-image can

have dramatic consequences on one's mental health. For instance, one can experience frustration, isolation, and depersonalization after job loss. In addition to this, "losing a job" symbolizes the "death of a job" (Antczak, 1999) thus, it can be likely for people to experience grief after losing their occupation. After some time, this period might come to an end; but for some people, it can continue as a complicated grief period (Papa & Maitoza, 2013).

Complicated Grief After Job Loss

After a traumatic event or a loss, most individuals only experience mild symptoms and recover after that (Stroebe et al., 2007). Some of the people can show resilience and not show any negative symptoms (Wittouck et al., 2010). Research shows that only 30% of the people might develop some sort of mental health disorder (Bonanno et al., 2011). Job loss can be assumed as a traumatic event (Byron & Peterson, 2001) therefore if people cannot show improvement after the event, it might lead them to experience JLCG symptoms. (Papa & Lancaster, 2016). The symptoms of JLCG includes overthinking about the job loss and inability to accept the loss and the meaningless feeling of "after" life (Van Eersel et al., 2020).

Symptoms of complicated grief are different from "normal" grieving. In "normal grieving" a person can withdraw from social activities or can constantly think about the loss (Arizmendi & O'Connor, 2015). However, in normal grief, one can learn how to cope with the loss and how to continue (Shear, 2015). On the other hand, complicated grief is described as difficulty in accepting the loss, persistency during the period of loss and separation distress (Van Eersel, et al., 2019). In other words, individuals cannot continue with their daily life, constantly experience the grieving period without any improvement, one can have difficulty functioning and the loss might be seen as unreal (De Stefano et al., 2020). There are different risk factors that might be related to developing JLCG symptoms. For instance, having more

negative cognitions may lead to experiencing complicated grief symptoms after losing a job (Van Eersel et al., 2020), while having higher self-efficacy might be linked to a decrease in JLCG symptoms (Papa & Maitoza, 2013).

Self-Efficacy

The current study investigated the importance of self-efficacy while experiencing JLCG symptoms. High self-efficacy can play a protective role after traumatic life events (Benight & Bandura, 2004). According to Papa and his colleagues (2013), experiencing JLCG symptoms are closely related to one's self-efficacy. In line with this statement, it seems conceivable that high levels of self-efficacy can mitigate the negative impact of job loss (Papa & Maitoza, 2013).

Self-efficacy refers to one's own capability to be successful in achieving a specific goal (Bandura, 1977). In other words, it is the underlying mechanism which controls one's own motivation, behaviour, and cognitions (Cervone, 2000). Research shows that there is an important link between psychological well-being and self-efficacy especially during times of crisis (Bonanno, 2001). Hence, having a high-level of self-efficacy may have a dampening effect when faced with job loss. Previous studies found a significant decrease in the well-being of individuals after job loss; therefore, the decrease in well-being can be explained by low self-efficacy (Papa & Maitoza, 2013).

According to Tentama and Rosandy (2019), self-efficacy provides strength to people when dealing with the difficulties of losing a job and helps them to come through. In line with this statement, higher levels of self-efficacy might suggest successful adaptations and help people to overcome the grief period (Bonanno, 2001). On the other hand, having a lower sense of efficacy is related to experiencing difficulties in dealing with unemployment and can lead to elevated levels of anxiety (Rusu et al., 2013). Because having sense of efficacy means

a person's own beliefs about his capacity to cope with negative situations and if a person has low level of self-efficacy, the after period of losing a job might be difficult (Rusu et al, 2013).

Furthermore, self-efficacy protects the individual from job-insecurity when there is a threat of losing their job (Tentama & Rosandy, 2019). Because according to Tentama & Rosandy (2019) people who have higher levels of self-efficacy have higher tendency to think positively about past, present, and future. This tendency helps them to overcome the negative side effects of job loss. Undoubtedly, this relationship is important to focus on because, one of the consequences of experiencing complicated grief is losing the meaning in life (Van Eersel et al., 2020) and hope for future (Bellini et al., 2018); therefore, high self-efficacy can play a protective factor during JLCG.

Negative Cognitions

Many studies (Boelen et al., 2006; Lobb et al., 2010; Piper et al., 2011; Van Eersel et al., 2020) found an association between complicated grief and cognitions; therefore, it is important to investigate the role of cognitions with the symptoms of JLCG. In this sense, the second goal of this current study is to explore the relationship between negative cognitions and JLCG. According to Shapiro (2019), there are positive and negative cognitions, and they affect the way a person thinks and how that person experiences the life vents. Negative cognitions constitute the maladaptive beliefs and the thoughts that a person has. Negative cognitions can cause negative viewpoints and making poor choices (Shapiro, 2019). With respect to this, as a cognitive pattern, people who have more negative cognitions, tend to believe in an "unjust world" (i.e., a world that is not fair towards people); consequently, this continuous belief on an unfair world might influence the likelihood of having JLCG symptoms (Van Eersel et al., 2020).

Furthermore, research shows that having negative cognitions and lower self-esteem leads to higher psychological distress after job loss period (McKee-Ryan et al., 2005).

Experiencing job loss, might activate the maladaptive cognitions about own self, decrease self-esteem and cause negative interpretations of the world (Van Eersel et al., 2019). In this network, these negative cognitions might be associated to the beliefs about the self as well as the social environment that the person has (Papa & Lancaster, 2016). Additionally, for the recovery period, having social activities and support from others is important but having negative cognitions might block this interaction (van Eersel et al., 2021) and the period of grief might become harder and longer than it already is.

Overall, having higher levels of self-efficacy might play a protective role in people's lives when they experience an unexpected event (Bandura, 1985), such as involuntarily job loss as specified in this study. These types of events affect an individual's self-view (Van Eersel et al., 2020) and having strong positive beliefs about one's own might help overcome stressful challenges about the job (Tentama & Rosandy, 2019) and protect from experiencing complicated grief symptoms. However, having negative cognitions about own self becomes a risk factor (McKee-Ryan et al., 2005) in an event like job loss.

The present study has examined the relationship between JLCG symptoms in relation to self-efficacy and negative cognitions.

Present Study

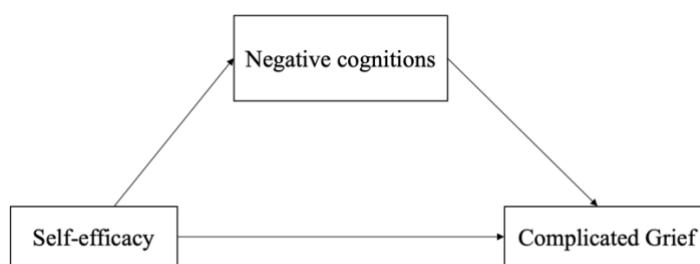
Existing research mostly focused on the relation of JLCG with self-efficacy and negative cognitions separately. Therefore, the goal of the present study was to explore to which extent JLCG, self-efficacy and negative cognitions are associated with each other.

Hypothesis 1: Considering previous information from theoretical background on complicated grief, the first hypothesis is that there will be a negative relationship between self-efficacy and complicated grief. Alternatively stated, self-efficacy is expected to play a protective role thus, JLCG is expected to be lower when the self-efficacy level is higher.

Hypothesis 2: The relationship between self-efficacy and JLCG will be mediated by negative cognitions. In other words, the relationship between self-efficacy and JLCG will be less significant with the addition of negative cognitions. It is also expected that having higher JLCG scores will be related to higher negative cognitions. The general model can be examined in Figure 1.

Figure 1

General Model of Mediation



Furthermore, the current study can contribute to the scientific and clinical field by integrating the roles of negative cognitions and self-efficacy in the context of JLCG. The results can provide evidence about possible risks (e.g., higher negative cognition) and protective (e.g., higher self-efficacy) factors. They can also help clinical professionals during the diagnosis, prevention, and intervention periods. This makes it easier to understand strengths and weaknesses of the patients, which is significantly important. Moreover, these results can help patients to understand their symptoms and the underlying reasons. Finally, this study can help to highlight the importance of cognitions and self-efficacy.

Method

Procedure

Current research has been approved by the Ethical Review Board of the Faculty of Social Sciences of Utrecht University (FETC 21-0075). Data was collected from three

different channels: LinkedIn, Instagram, and Whatsapp. Researchers that were responsible for the data collection from 26.03.2021 until 18.02.2022 were Zeliha Stefanie Roesler and Yagmur Cinar. All data is stored anonymously and cannot be tracked. Before the research, all participants were presented with an information letter and they were informed about questionnaires in general, their right to stop doing the survey anytime without any negative consequences, and the anonymity of collected data. After signing the informed consent, the participants could fill out the survey in a safe online environment, which took approximately 15-20 minutes. If participants did not sign the informed consent, they automatically skipped to the end of the survey and were not able to participate in the study. At the end of the survey, there was a psychoeducation video prepared by Janske van Eersel about Job Loss and Complicated Grief as a thank you for the participation.

Participants

133 participants who lost their jobs participated in this current study. However, 42 participants were excluded: 39 (29.77%) did not finish any survey, and 3 (2.29%) did not hold the Turkish nationality. In total, the final sample consisted of 91 Turkish participants. The age range of the participants was from 20 to 76 years ($M = 39$, $SD = 13$). Labor conflicts were the major cause of job loss in this study's participants and 46.1% of the participants lost their jobs because of this reason. Table 1 provides further details about the sociodemographic characteristics of the participants and information about the causes of the job losses.

Table 1

Sociodemographic Characteristics

		N (%)
Gender	Male	32 (35.2)
	Female	59 (64.8)

Education

Secondary education	9 (9.9)
University or college	82 (90.1)

Marital Status Single	41 (45.1)
Married	50 (54.9)

Characteristics of the job & job loss

		Frequency	%	<i>M</i>	<i>SD</i>
Cause of loss	Reorganization	20	22.0		
	Bankruptcy	3	3.3		
	Labor conflicts	42	46.1		
	Temporary contract	3	3.3		
	Company economics	7	7.7		
	Corona	10	11.0		
Working hour				44.52	30.57
Passed time since job loss				21.89	22.02
Duration of Employment				68.22	74.12
	Total	91	100.0		

Measures

Socio-demographics & Work Characteristics

As for demographic information, participants were asked to provide information about social demographics such as age, marital status, and education level. For the work characteristics of the demographics, participants have answered questions about the cause of the job loss, work hours, work duration, and the time that passed since their job loss.

Job Loss Grief Scale

To measure job loss-related complicated grief (JLCG) (van Eersel et al., 2019), Job Loss Grief Scale (JLGS) was used. The back-translation method (Brislin, 1970) was used for translating the original JLCG scale to Turkish which is a reliable method for translating scales for cross-cultural studies (Gozum & Hacıhasanoğlu, 2009; Tuğsal, 2020). A psychologist from the field was provided the forward translation to Turkish and back translation to English. The participants answered thirty-three statements by using 5-point Likert scale, from 1 (*Never*) to 5 (*Always*). Participants were expected to answer to what extent they experienced the given statement. Sample items were “I can’t accept the loss of my job” and “I feel bitter about the loss of my job.”. JLGS has good psychometric properties proven by prior study (van Eersel et al., 2019). In the current study, Cronbach’s alpha was 0.96 which indicated excellent internal consistency.

General Self-Efficacy Scale

The General Self-Efficacy Scale (GSE) (Schwarzer, 2012) involves questions focused on optimism, work satisfaction and feelings. The GSE was adapted to the Turkish language by using back-translation method (Aypay, 2010). Participants were asked to answer questions as honest as possible and to rate the extent to which they agreed with the scale’s 30 statements with 5-point Likert scale which were 1 (*Totally Disagree*) to 5 (*Totally Agree*). Sample items were, “I can always manage to solve difficult problems if I try hard enough” and “I can usually handle whatever comes my way”. GSE has good psychometric properties with a Cronbach’s alpha value of 0.86 (Aypay, 2010). In this current study, Cronbach’s alpha was 0.83 which indicates good internal consistency.

Beliefs About Loss of Work Scale

The Beliefs About Loss of Work Scale (BLOW) (Van Eersel et al., 2021) involves questions aiming to assess negative cognitions following job loss. The BLOW scale was

adapted to Turkish by using back-translation method, which was undertaken by a psychologist from the field. Negative cognitions were measured with 16-item BLOW (e.g., "Since I lost my job, I think I am worthless."). Participants were asked to which extent they agreed with the statement on a 6-point scale, which was 1 (*Strongly disagree*) to 6 (*Strongly Agree*). BLOW Questionnaire has excellent psychometric properties with a Cronbach's alpha value of 0.91 (Van Eersel et al., 2021). Consistently, in this current study, Cronbach's alpha was 0.91 which indicated excellent internal consistency.

Statistical Analyses

Before data collection, a power analysis was conducted by G*Power (Faul et al., 2009) to specify the needed sample size, which was 78. The current data were analysed in IBM SPSS 28. First, preliminary analyses were conducted to check the sample the outliers and for normality check. Further, for the first hypothesis, linear regression analyses were conducted to understand the relationship between self-efficacy as independent variable and JLCG as dependent variable. Lastly, for the second hypothesis, a mediation analysis in SPSS with PROCESS v4 macro based on Hayes' Model 4 was conducted (Hayes, 2022). It provides a mediation model that can be used to determine not just the relationship between self-efficacy (independent variable) and JLCG (dependent variable), but also the indirect relationship with negative cognitions (mediator). For the indirect effect, 95% confidence intervals were based on 5.000 bootstrapped resamples.

Results

Preliminary Results

The descriptive statistics of the variables can be seen in Table 2. For the preliminary results, the assumptions about outliers, linearity, skewness and kurtosis, and homogeneity of variances were met. Normal P-P Plots of the standardized residuals showed that points were not completely on the line, but close to it. Although, according to the Kolmogorov-Smirnov

and Shapiro-Wilk tests, there was a deviation of normality ($p < .05$). Standardized residuals histogram for the JLCG showed that the data was slightly positively skewed while social efficacy data were symmetrically distributed. It can be the reason for a slight violation of the normality of the data. Overall, it is assumed that there is no major violation of the normality of the data to continue further analyses (Field, 2013).

Table 2

Descriptive Statistics of The Research Variables

	N	Min	Max	<i>M</i>	<i>SD</i>
Job Loss Complicated Grief	91	33	204	98.81	46.769
Self-Efficacy	77	80	135	102.86	10.947
Negative Cognitions	75	16.00	99.00	50.2133	19.66977

Hypothesis 1

The first hypothesis explored the relationship between JLCG and self-efficacy. Linear regression was used to determine the primary direct effect of self-efficacy to JLCG. A significant equation was found for the relationship of JLCG and self-efficacy, $R^2 = .051$, $F(1, 75) = 4.015$ $p < .05$. In other words, self-efficacy interprets 5,1% of the JLCG's variability through regression equation. The regression coefficient ($B = -.99$) indicated that a decrease in one self-efficacy corresponded, averagely, to an increase in JLCG of .99 points. In line with the results, the first hypothesis was confirmed.

Hypothesis 2

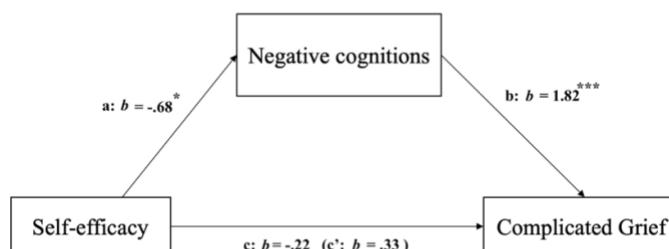
For the second hypothesis, the mediation analysis with sobel test and bootstrap was used to determine whether the relationship between self-efficacy and JLCG is mediated by negative cognitions. In the current analysis, self-efficacy was the independent variable, negative cognitions were the mediator and JLCG was the dependent variable.

First, the direct path from self-efficacy to JLCG was no longer significant (path c' ; $b = .33$, $t(73) = -1.75$, $p = .410$, $p > .001$). In other words, negative cognitions showed a significant mediating role in the relationship between JLCG and self-efficacy. Considering the results of the relationship between JLCG and self-efficacy, and the results for JLCG, self-efficacy and negative cognitions, direct pathways in the mediation model (path c' in the figure 2) becomes weaker with the mediator role of negative cognitions compared to the direct paths in the non-mediation model (path c in the figure 2).

Second, the path from self-efficacy to negative cognitions was negatively significant (path a in Fig.2; $b = -.68$, $t(73) = -3.41$, $p = .001$, $p < .05$). In other words, people scoring higher on self-efficacy are more likely to experience less negative cognitions. The path from negative cognitions to complicated grief is positively significant (path b ; $b = 1.82$, $t(72) = 8.33$, $p = .000$, $p < .001$), indicating persons scoring higher on negative cognitions are more likely to experience complicated grief after job loss. Thus, the second hypothesis was confirmed. The mediation model and its results of it can be examined in Figure 2.

Figure 2

The Mediation Effect of Negative Cognitions in the Relationship Between Self-efficacy and JLCG (job loss complicated grief)



Note. Negative cognition as mediator of the relationship between self-efficacy and complicated grief after job loss (JLCG). The effect of self-efficacy on negative cognition is path [a]. The effect of negative cognition on complicated grief after job loss (JLCG) is path [b]. The effect of self-efficacy on complicated grief after job loss (JLCG) is path [c]. The effect of self-efficacy on complicated grief after job loss (JLCG) after including negative cognitions in the model as a mediator is path [c’].

* $p < .05$., *** $p < .001$

Discussion

Prior research has shown the importance of self-efficacy (Tentama & Rosandy, 2019; Rusu et al., 2013) as well as the possible effects of negative cognitions (Lightsey et al., 2014; Van Eersel et al., 2021) in the context of JLCG. In addition to the previous findings, the current research examined the relationship between self-efficacy, negative cognitions and JLCG. More specifically, the main aim of this study was to provide more information and a better understanding of JLCG, the importance of self-efficacy and the mediator role of negative cognitions. The details of the two main findings will be discussed below.

First, a significant positive relation was found between self-efficacy and JLCG which confirms the hypothesis 1: when the self-efficacy increases, JLCG symptoms decrease. Essentially, current results are in line with prior research on the negative association between self-esteem and JLCG (Papa & Maitoza, 2013; Van Eersel et al., 2020). Since the overlaps of self-esteem and self-efficacy in different situations was already reported (Brockner, 1988; Hajloo, 2014), it may sound reasonable that they both have negative relation between JLCG. The results of the current study can be comparable with the results of Van Eersel and her colleagues’ research. Further, Mc-Kee-Ryan et al., (2005), suggested that there has been a consistency between psychological well-being and self-efficacy. In other words, higher self-efficacy and higher well-being have a positive relation with each other (Mc-Kee-Ryan et al.,

2015). Therefore, it can be assumed that having a higher level of self-efficacy can help to have a better mental state and less JLCG symptoms as self-efficacy can protect someone from psychological distress (Panc et al., 2012). Thus, self-efficacy can also play a protective role while experiencing difficult times like job loss (Samuel & Burger et al., 2020) and negative cognitions might be risk factors (Robinson & Alloy, 2003).

In addition to this, the second hypothesis assumed that the addition of the negative cognitions, will decrease the significance of the previous relationship between self-efficacy and JLCG. This hypothesis was also confirmed according to the non-significant results in the direct path between JLCG and self-efficacy after the mediation role of negative cognitions. The current results showed a positive relationship between negative cognitions and JLCG symptoms. This association can be compared with the results of previous research (Van Eersel et al., 2021), which indicated a link between negative cognitions such as negative beliefs and emotional reactions towards job loss. This can support the important role of negative cognitions in the mediation analysis between JLCG and self-efficacy given that current study also showed a negative relationship between self-efficacy and negative cognitions. A possible explanation for this result might be that, if a person has lower level of self-efficacy, they might have more negative self-beliefs (Rai & Naz, 2017) and negative automatic thoughts (Rudy et al., 2012) and it can be assumed that the addition of negative cognitions may weaken the role of self-efficacy. Further, it can be assumed that having more negative thoughts and less self-efficacy might have a relation with having less meaning in life (Lightsey et al., 2014). Since the meaning in life has an important relationship with one's psychological well-being, if someone has less meaning in life, they might experience poor psychological well-being (Lighthsey et al., 2104). Thus, with the role of negative cognitions, poor psychological well-being can lead to JLCG symptoms. Overall, the pattern between

self-efficacy, negative cognitions and JLCG can be seen, and these significant findings can provide new baselines for future research, which will be examined below.

Limitations

Current study has three main limitations. First, due to the cross-sectional design of the study, it cannot provide a causal relationship between JLCG, self-efficacy and negative cognitions. Current study showed significant correlations between variables however we are unable to clarify if negative cognitions lead to JLCG symptoms or JLCG symptoms lead to negative cognitions. Second, the current sample included mostly women (64.8%) and higher educated (90.1%) population. Therefore, it can't fully represent neither the lower educated nor the male population. This should be an important implication for future research, given that there is a relationship between being female and having higher levels of rumination (Jose & Brown, 2007) which can also be associated with higher levels of negative cognitions (Thomsen, 2004). So being female and highly educated can be associated with having higher negative cognitions, thus having JLCG symptoms might differ in people who are graduated from university and categorized as female. Consequently, the possible differences between gender and education level in terms of negative cognitions still needs future exploration. Third, nearly half of the current sample reported labor conflicts (46.1%) as a cause of job loss. This could be a limitation worth elaborating because the association of other causes with JLCG symptoms might not be fully represented. For instance, losing a job because of corona pandemic might have an association with decreased well-being (Posel et al., 2021) or being unemployed because of bankruptcy which can be related to lower self-esteem (Mohr et al., 2000). However, because of the current small sample size for these categories, it can be valuable to investigate the relation between these categories other than labor conflict and JLCG symptoms in further research.

Future Research & Implications

This study is the first study that examines the relationship between self-efficacy, negative cognitions, and complicated grief after job loss. These preliminary results indicate that self-efficacy and negative cognitions have significant negative relationship. Thus, focusing on this relationship can be important for future research, which is explained in more detail in the following section.

First, self-efficacy seems to play an important protective role in regard to developing complicated grief symptoms after job loss. In line with the current results, this should be taken into consideration while investigating possible future interventions for JLCG because self-efficacy can play a helpful role in one's characteristics while having a treatment by CBT (Zlomuzica et al., 2015). For instance, while developing an intervention programme for JLCG symptoms, positive changes in self-efficacy can be a valuable step for future improvements in one's situation after job loss.

Second, the significant results showed that there is a growing possibility for negative cognitions to play a significant role in the context of developing complicated grief after job loss. Hence, this might open doors to developing prevention programmes for negative cognitions. For instance, prior research showed that using CBT for reducing negative cognitions can be helpful (Freeman et al., 2014) thus, it might be valuable to investigate a CBT prevention programme for the reduction in negative cognitions with the relation of JLCG symptoms. Further, this research investigated the negative cognitions in general. For that reason, the results of the study can provide an opportunity for future studies to focus on more specific aspects of negative cognitions (memory, attention, or thought) and examine the negative cognitions in detail as possible risk factors. Because different cognitions might constitute different risk levels for having poor psychological well-being such as negative thinking (Charoensuk, 2009) and negative memory recall (Gillihan et al., 2007). Thus, examining different sides of negative cognitions can be interesting to explore possible

relations with JLCG symptoms and the results can provide valuable information for people who experience complicated grief symptoms after job loss.

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