



Examining the Impact of Workforce Reduction on Surviving Employees in the Egyptian Organization

Deena Saleh

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Bachelor Thesis from the year 2012 in the subject Business economics - Personnel and Organisation, grade: A+, , course: Human Resources Management, language: English, abstract: This thesis was aiming at examining the impact of workforce reduction on surviving employees in Egyptian organization post 25th January Revolution.

This present study aims at investigating the impact of downsizing on organizational survivors in the Egyptian organization. It aims at unleashing the impact of procedural justice on symptoms of survivor syndrome. It was hypothesized that higher levels of perceived procedural justice leads to higher levels of organizational attachment, less levels of voluntary turnover. To answer proposed research questions, a mix of quantitative and qualitative methods was implemented to determine the impact of procedural justice on symptoms of survivor syndrome. The results obtained from the sample (N=101) survivors supported previous hypotheses and reflected the fact that when survivors perceive layoffs to be unfairly implemented, they suffer from high symptoms of survivor syndrome.

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