

## **Impact of Layoff on Entrepreneurial Intentions and Willingness to Job Application**

### **ABSTRACT**

Many companies are currently stopping and experiencing losses as a result of facing the pressure of the Covid-19 pandemic and also massive competition amidst technological improvements in all sectors. Companies that are not strong enough to face pressure finally use a strategy of massive layoffs to increase business efficiency. In this regard, it is necessary to know the impact of employee layoffs at the end of the Covid-19 pandemic on interest in working again and willingness to apply for jobs. This study is very important to provide implications for the government in providing policies and regulations to reduce unemployment and improve the country's economy. Therefore, a study was conducted by distributing questionnaires to 400 employees affected by layoffs from 10 regions in Indonesia. Analysis using the structural equation model shows that although layoffs have no effect on stress, stress does have an effect on entrepreneurial intentions and willingness to apply for jobs. However, layoffs affect entrepreneurial intentions and willingness to apply for jobs. This study makes an important contribution to the existing literature by empirically examining the relationship between layoffs, stress, entrepreneurial intentions and willingness to job application.