

Developing Employee Personal Resilience at Work During the Corona Crisis – Literature Review and Proposal for Implementation



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During the last year organizations have emphasized the development of employee and organizational resilience in order to maintain effectiveness in light of the lack of clarity about the pandemic and how to treat it, the continuous changes in official guidance and organization process adaptations, and the difficulties associated with employees working from home and/or in small capsules. Individual resilience is related to the ability to address significant challenges, to rebuild and to create something positive from external difficulties. This article summarizes the research about the characteristics of high-resilience employees, the external characteristics that encourage employee resilience and the positive impact this has on their ability to deal with challenging situations at work. It also describes a range of practical activities implemented by organizations to develop and maintain the personal resilience of their employees. This enables the reader to see what can be done to improve an organization's capacity to handle the challenges associated with the pandemic.

Why Will People Donate via Crowdfunding Platforms in Times of Crisis?



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The current COVID-19 crisis has many psychological and behavioral effects, one of the most notable being the transition of many processes to the online world. The world of crowdfunding for social causes (such as donation raising) is an example of such a process. In this paper I begin by describing the unique characteristics of crowdfunding platforms for raising donations. I then review the psychological motivations which may drive people to support social causes in crowdfunding platforms. Finally, based on these overviews I discuss how and why donation patterns in crowdfunding platforms are expected to change during times of crisis, such as the COVID-19 crisis. Specifically, I suggest that while donation amounts may be smaller due to the economic consequences of the crisis, the number of donations may be greater due to psychological motivations to help, such as an increased sense of social responsibility.