

Effect of Employees' Perceptions of Optimism-Pessimism on Life Satisfaction: 2020 Coronavirus Pandemic Sample¹

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Abstract: The extraordinary events occurring today are perceived differently by individuals according to their psychological characteristics. The recent outbreak of Covid19, which has an impact not only on the country but also on the world, is thought to have affected the psychology of individuals in different respects. Based on this perspective, the aim of this research, which was carried out with quantitative research methods, is to reveal the optimism-pessimism situations of working personnel who have been directly exposed to the outbreak or whose lives have been affected by the presence of the outbreak and to reveal how their life satisfaction has been affected. The results of the research indicating how the participants' optimism-pessimism levels affect their life satisfaction levels in the outbreak, revealed that optimism perception in the outbreak environment positively affected life satisfaction, while pessimism perception negatively affected life satisfaction. Contrary to most qualitative studies on the subject, this quantitative study is thought to be a guideline for the outbreak of the period even after 50 years, apart from trying to contribute to the literature by obtaining the most real data on employee psychology.

Keywords: Outbreaks, Optimism, Pessimism, Life Satisfaction, Coronavirus, Covid-19

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Çalışanların İyimserlik-Kötümserlik Algılarının Yaşam Tatminlerine Etkisi: 2020 Koronavirüs Salgını Örneği

Öz: Günümüzde meydana gelen olağanüstü olaylar bireyler tarafından sahip oldukları psikolojik özelliklerine göre farklı algılanmaktadır. Son dönemde meydana gelen ve sadece ülke değil dünya bazlı bir etki yaratan covid19 salgınında bireylerin psikolojisini farklı açılardan etkilediği düşünülmektedir. Bu bakış açısından yola çıkılarak nicel araştırma yöntemleri ile gerçekleştirilmiş olan bu araştırmanın amacı; salgına doğrudan maruz kalmış ya da salgının varlığı ile yaşamı etkilenmiş olan çalışan personelin, iyimserlik-kötümserlik durumlarının ortaya konulmasının yanı sıra yaşam tatminlerinin ne şekilde etkilendiğinin de ortaya çıkarılmasıdır. Salgında, katılımcıların iyimserlik-kötümserlik düzeylerinin yaşam tatmini düzeylerini nasıl etkilediği ile ilgili görüş belirten araştırma sonuçları, salgın ortamında iyimserlik algısının yaşam tatminini pozitif yönde etkilediğini belirtirken, kötümserlik algısının ise yaşam tatminini negatif yönde etkilediğini ortaya çıkartmıştır. Konu ile ilgili çoğu nitel çalışmanın aksine nicel olarak yapılan bu çalışmanın, çalışan psikolojisi ile ilgili en gerçek verileri elde ederek literatüre katkı sunmaya çalışmasının dışında, dönemin salgını ile ilgili bundan sonraki çalışmalara 50 yıl sonra olsa bile kılavuzluk yapacak nitelikte olduğu düşünülmektedir.

Anahtar Kelimeler: Salgınlar, İyimserlik, Kötümserlik, Yaşam Tatmini, Koronavirüs, Covid-19

Introduction

People's perception and interpretation of what is going on in the world and their use in their lives vary according to each other. Some individuals take a more positive approach to events, while others evaluate the same situation with a negative understanding. With this way of perceiving the world, pleasure from life is affected and different levels of satisfaction emerge. The positivity and negativity shown against the situations are expressed as optimism and pessimism. Optimism is always the expectation that good events will happen, while pessimism is the expectation that negative events will occur (Luthans, 2012). Within the framework of optimism, the satisfaction, happiness and satisfaction of the individual in life are expressed through the adequacy of life satisfaction, depending on the pleasure that the individual has received from life (Bekmezci and Mert, 2018).

The state of optimism, pessimism and life satisfaction vary with personal characteristics and environmental effects. No matter how optimistic a personality structure is, there are situations that the individual cannot control, and in these situations, optimism and life satisfaction can change. One of the uncontrollable cases is outbreaks. The Coronavirus outbreak, which originated in Wuhan, China in late 2019 and spread around the world and was also seen in Turkey as of March 2020, has affected all people (T.C. Sağlık Bakanlığı, Halk Sağlığı Genel Müdürlüğü, Covid-19 (Sars-CoV2 Enfeksiyonu) Rehberi, date of access: 6.04.2020). In particular, working individuals have been affected both in terms of the working system, socially and some of them in terms of health aspects.

Because of the general evaluation of the studies, it is necessary to carry out this study in order to raise awareness of the individuals who are fighting this outbreak and to contribute not only to the country but also to the world literature. In this study, in order to better understand their psychology, when collecting data, the researchers were careful to determine their current status during a period when individuals felt problems emerging around the world, not only in the early stages when individuals experienced instant relief from not going to work. This study is important in terms of revealing a multifaceted study by referring to human psychology compared to qualitative studies and ensuring that concrete data can be obtained realistically. Besides, the fact that human psychology in the pandemic process captures the transformation process also reveals different aspects of the study.

Studies that address the issue of optimism, pessimism and life satisfaction individually or in relation to each other are available in the literature (Chen, 2016; Reed, 2016; Heo et al, 2016; Segerstrom et al, 2017; Rezaei and Khosroshahi, 2018; Cabras and Mondo, 2018; Aguirre-Camacho and Moreno-Jiménez, 2018; Tuckwiller and Dardick; 2018; Hoontrakul and Varma; 2019; Piper, 2019; Bailey et al, 2007; Szabo et al, 2019; Yöney and Kılıç, 2020; Işık, 2020; İn and Kula, 2019; Agberotimi and Oduaran, 2020; Jaworski et al, 202; Yaday and Yaday, 2020). However, unlike the mentioned studies, this study has a specific feature because it aims to reveal the psychological status of employees who are directly or indirectly affected by the current outbreak. The study aims to reveal the optimism-pessimism

situations of the employees who live the outbreak entirely or whose lives have been affected by the perception of the outbreak, but also tries to reveal how their life satisfaction has been affected. Extraordinary situations such as outbreaks are generally handled with their health and economic dimension. It is thought that consideration of organizational behavior with its aspect affecting employee psychology will constitute a unique gain to the literature. It also contains archival information for researchers investigating research related to past issues in the coming years.

1. Basic Conceptual Framework

In this section, epidemics, optimism, pessimism and life satisfaction will be discussed.

1.1. Outbreaks

Another important event affecting Kingdoms, societies and people throughout history, apart from earthquakes, disasters, famines and war, is outbreaks. Outbreaks, which cause a great loss of life and property to a large extent affecting both the individual himself/herself and animals, are referred to as situations in which societies are exposed from time to time and have difficulty getting out (Aslan, 2020:59).

In cases where outbreaks, which should be taken seriously, couldn't be prevented, have affected the whole world. Regardless of the reason for its emergence, it has devastated the psychology of states, armies and individuals living in it, causing large numbers of people to die (Yılmaz, 2017: 27; Çalışkan, 2020: 149). As societies developed, economic, political, cultural

communication and interaction with each other increased the rate of spread of existing outbreaks. One of the most important examples of this is the Covid-19 virus, which we have encountered in today's conditions and which affects the whole world due to the aforementioned communication and interaction.

It is widely believed that after the SARS and MERS epidemics in the 21st century, the Covid-19 virus, called the third coronavirus outbreak, originated in the Huanan Seafood Market and spread rapidly throughout the world from then on (Er and Ünal, 2020: 1). The Covid -19 virus is known to have a structure that can only be seen with a microscope and can reproduce inconceivably within seconds after finding an environment in which it can reproduce. It is known to everyone around the world that it is very difficult to fight with this virus because the virus quickly finds an environment in which it can reproduce and it is a small microorganism that can only be seen with a microscope. Since it has targeted everyone living regardless of ideology, religion, socio-cultural structure and it catches the countries around the world unprepared, this virus, which has a shock effect in the economy, health and social life, has started to control their perceptions by affecting human psychology (Alpago and Alpago, 2020: 99). The assumption that as working individuals' psychological perceptions change, their perceptions of optimism and pessimism towards their own lives also change over time due to the mentioned outbreak is emphasized and this is thought to be an issue to be studied with this outbreak.

1.2. Optimism-Pessimism

The concepts of optimism and pessimism are generally referred to as the approach styles shaped by the attitudes of individuals towards the events they experience. Since the reactions of individuals to the events are different from each other, their perceptions of optimism and pessimism also differ. The perception of optimism, which is considered as one of the positive psychological capital dimensions in the literature, is seen as an approach based on individuals' attitudes and reactions to certain situations (Luthans et al., 2007: 542; Luthans et al., 2008: 221).

The concept of optimism is closely related to the fact that people take a positive attitude towards the events they experience. Although this concept is actually interpreted as a personality trait, it has the ability to be acquired later (Rottinghaus et al., 2005). In another definition, the concept of optimism represents the individual's belief that good things will happen in the future (Seligman, 2006; Snyder et al., 1991: 571). Segerstrom (2007: 775) explained the concept of optimism by examining it in terms of employees. According to her, the concept of optimism defines the belief that there will be more good things than bad things in the future, as well as being mentally and physically healthy with its success in achieving superior performance and achieving goals.

Since the concept of pessimism is considered to be the opposite of the concept of optimism, this concept can be viewed as the negative attitudes that individuals take after the events they experienced. In general, the concept of pessimism is called

a generalized state of the probability that individuals encounter negative situations (Luthans, 2012: 213). From another point of view, the concept of pessimism is thought to be related to not expressing what individuals want clearly (Güleri, 1998: 57). Studies state that the source of pessimism is mostly related to economic reasons (Bank and Slawings, 1992).

Scheier and Carver (2009) considered the concepts of optimism and pessimism as a comprehensive form of trust and doubt. It is observed that the individuals who adopt the optimism approach are more stable in reaching the goals compared to the individuals who adopt the pessimism approach. Individuals with an optimistic approach tend to try to overcome the obstacles they encounter while reaching their goals. The underlying reason for this is that their belief for the future is positive (Seligman, 1998). Since the optimism and pessimism perceptions of individuals are thought to affect their life satisfaction levels over time, in this study, it was also explained how Covid-19, which is named as the most important of today's outbreaks, affects employees' perceptions of optimism and pessimism as well as how they affect their life satisfaction levels.

1.3. Life Satisfaction

Life satisfaction, as accepted in the literature, is interpreted as the picture that emerges as a result of comparing the individual's expectations from life with their real situation. The situation that individuals understand for this concept evokes satisfaction from the general life (Aras, 2012: 40). The more compatible the individual's expectations and current situation, the higher the satisfaction received from life is considered.

Neugarten, who is known as a researcher who used the concept of life satisfaction for the first time, stated that this satisfaction depends on various factors such as enjoying the daily activities of the person, having a purpose and positive self-image related to his/her life, and the meaning of life for the individual. It is thought that if the individual depends on these factors, it is inevitable to see himself/herself in a way worthy of living despite all weaknesses (Kaya, 2006: 3; Yöney and Kılıç, 2020: 41). In other words, it can be interpreted that life satisfaction can be affected by many factors that shape the individual's life, such as family, socio-cultural environment, beliefs, expectations, personality and psychological characteristics (Çınar and Özyılmaz, 2019: 540; Işık, 2020: 25; İn and Kula, 2019: 405). In some studies, the political situation in the country, whether the control of life is in the individual or not, the place of the individual in society, the marital status of the individual, social environment, the welfare level of the country and the individual, being psychologically and physically healthy are among the important factors affecting life satisfaction (Çiçeklioğlu, 2016: 50; Yöney and Kılıç, 2020: 40).

One of the important factors affecting life satisfaction is Covid-19, one of the outbreaks of the 21st century, which currently affects the psychology of the individual. Covid-19, which has changed the perception of the individual in a good or bad way since its emergence, and is thought to have an impact on life satisfaction, was especially examined in this study due to the impact of the world.

2. Method

In this section, information about the sample of the research, the measurement tools used, and the models and hypotheses of the research are given.

2.1. Universe and Sampling

The universe of the work consists of blue-collar employees, white-collar employees and the others (except blue-collar employees, white-collar employees) in Turkey. Yazıcıoğlu and Erdoğan (2004: 50) stated the number of samples representing a universe size of 100 million people at the level of 0.05 reliability, and 384 for 0.05 sampling error ($p = 0.5$ and $q = 0.5$). Therefore, our sample number 412 is at a level to represent the universe. The characteristics of the employees in the sample of our research are given in Table 1.

Table 1. Characteristics of Participants

Features		F	%
Gender	Female	281	68,2
	Male	131	31,8
Marital status	Married	154	37,4
	Single	258	62,6
Education	Primary school	8	1,9
	High school	40	9,7
	Associate degree	97	23,5
	License	195	47,3
	Postgraduate	72	17,5
Age	18-25	175	42,5
	26-35	122	29,6
	36-45	64	15,5
	46-55	42	10,2
	56 and above	9	2,2
Income Status	2020 TL. and below	165	40,0
	2021-4000 TL.	101	24,5
	4001-6000 TL.	78	18,9
	6001-8000 TL.	39	9,5
	8001 TL. and above	29	7,0
Status	White-collar	253	61,4
	Blue-collar	75	18,2
	Others	84	20,4

As shown in Table 1, 131 (%31,8) of the participants are male, 281 (%68,2) are female, 258 are single (%62,6) and 154 (%37,4) are married. In addition, 8 (%1,9) of the participants have primary, 40 (%9,7) have a high school, 97 (%23,5) have associate degrees, 195 (%47,3) have a license and 72 (%17,5) have postgraduate education levels. In the distribution of the participants according to the age variable; 175 (%42,5) of them are 18-25 years old, 122 (%29,6) of them are 26-35 years old, 64 (%15,5) of them are 36-45 years old, 42 (%10,2) of them are 46-55 years old and 9 (%2,2) people are 56 years old and above. According to their status, 253 (%61,4) people have white-collar, 75 (18,2) people have blue-collar and 84 (%20,4) the others. According to the income variable, 165 (%40,0) of the participants have 2020 TL. and below, 101 people (%24,5) have 2021-4000 TL., 78 people (%18,9) have 4001-6000 TL, 39 people (%9,5) have 6001-8000 TL. and 29 people (%7,0) have an income level of 8001 TL and above.

2.2. Collection and Analysis of Data

Permission was obtained from the Ondokuz Mayıs University Social and Humanities Ethics Committee for the research with the number of 220 decisions dated 17.04.2020. The data obtained from the internet between 20 April 2020 and 20 May 2020 with the survey method were analyzed with the SPSS 22.0 program for the research. Descriptive statistical methods were used while evaluating the data.

2.3 Data Collection Tool

The questionnaire form used as a data collection tool in the research consists of 3 parts. In the first part of the data collection tool, questions about getting to know the participants are included. In this section, participants were asked to answer questions of gender, marital status, education, age, and employment status.

In the second part of the data collection tool, the Optimism-Pessimism Scale developed by Çalışkan and Uzunkol (2018) is included. The scale used in the research was developed by Çalışkan and Uzunkol for adolescents (11-16 years) in 2018. The scale, consisting of 16 items, consists of two sub-dimensions as optimism and pessimism. Çalışkan and Uzunkol (2018) calculated the Cronbach Alpha reliability coefficient of the optimism dimension as .86 and .82 for pessimism. Günay and Çelik, who used only the optimism dimension of the scale in the sample of university students in 2019, found that the size of the optimism dimension of the Cronbach Alpha reliability coefficient was .81 and showed that the scale was a reliable scale not only for adolescents but also for adults.

In the last part of the data collection tool, the Life Satisfaction Scale, developed by Diener, Emmons, Larsen and Griffin (1985) and adapted in Turkish by Bekmezci and Mert (2018), is included. Cronbach Alpha (α) coefficient of the scale, which has 5 items and 1 dimension in Turkish form, was found to be .876 by Bekmezci and Mert (2018).

2.4. Structural Validity and Reliability Analysis

2.4.1. Optimism-Pessimism Scale

Since different age groups were present in this study sample, the structural validity of the optimism-pessimism scale developed for adolescents was re-examined to determine whether it was suitable for use in adults. Normality analysis was performed to find out whether there is a normal distribution before factor analysis. Since the distortion value (0.083) and kurtosis value (0.752) of the Optimism-Pessimism Scale are between -1 and +1, the data is assumed to be normally distributed (Ak, 2010: 73).

In order to determine the structural validity of the scale, Exploratory Factor Analysis (EFA) was used by using principal components analysis and varimax axis rotation technique. As a result of EFA, Kaiser-Meyer-Olkin (KMO) sample adequacy value was found to be .92 and the sample size was sufficient for factor analysis (Gürbüz and Şahin, 2018: 330). The significance of the Barlett's sphericity test ($X^2(120) = 3666,834, p < .001$) indicates that the correlation relationships between items are suitable for factor analysis (Gürbüz and Şahin, 2018: 330). In EFA, factors are provided to occur if the eigenvalues are greater than 1. As a result of the EFA analysis, a 2-factor result was obtained. Scree plot graphic supported 2-factor result. As a result of the EFA, it was found that the 16-item scale had a 2-factor structure, the factors explained 60,504% of the total variance and the factor loads of the items were above .5. The EFA results regarding the items of the 16-item scale and the loadings of the items on the factors are shown in Table 2.

Table 2. EFA Results of Optimism-Pessimism Scale

Item	Optimism	Pessimism
İ3: I believe that I will be happier more and more.	0,869	
İ4: Whatever happens, everything will be fine in the end.	0,861	
İ2: Every new day means new hope for me	0,840	
I6: I am always optimistic about my future.	0,811	
I1: I hope many things will be better in the future.	0,793	
I5: I believe that I will achieve all my goals in life.	0,755	
I7: Life is full of beautiful surprises for me.	0,728	
I8: I believe I will surely find a way out when I encounter difficulties.	0,602	
K2: I believe almost all mishaps find me.		0,815
K3: Nothing goes as I want.		0,763
K7: Whatever I do, my work will not go well.		0,708
K1: Even if there are good things in life, it won't find me.		0,699
K4: I constantly complain about something.		0,691
K6: I always find something to worry about.		0,673
K5: I can't be happy with anything, I'm a pessimistic person.		0,642
K8: I usually don't expect good things to happen to me.		0,571
Eigenvalues	7,828	2,626
Percentage of explained variance	33,352	27,151
Percentage of total explained variance	60,504	

According to the research findings, since the percentage of total explained variance (%60,504) is higher than 50% (Gürbüz and Şahin, 2018: 321), it is observed that it adequately explains the quality it measures.

After factor analysis, the Cronbach Alpha (α) coefficient was examined to determine whether the scale was reliable. The Cronbach Alpha (α) coefficient of the optimism dimension was found to be .90, and the Cronbach Alpha (α) coefficient of the pessimism dimension was .89. According to these results, Optimism-Pessimism Scale was evaluated as a highly reliable scale (KabakçıYurdakul, 2013: 122).

2.4.2. Life Satisfaction Scale

Since there are many different age groups in this study sample, the structural validity of the life satisfaction scale was re-examined. Normality analysis was performed to find out whether there is a normal distribution before factor analysis. Since the distortion value (-0,197) and kurtosis value (-0,537) of the Life Satisfaction Scale are between -1 and +1, the data is assumed to be normally distributed (Ak, 2010: 73).

In order to determine the structural validity of the scale, Exploratory Factor Analysis (EFA) was used by using principal component analysis and varimax axis rotation technique. As a result of EFA, Kaiser-Meyer-Olkin (KMO) sample adequacy value was found to be .86 and the sample size was sufficient for factor analysis (Gürbüz and Şahin, 2018: 330). The significance of Barlett's sphericity test ($X^2(10) = 697,017, p < .001$) indicates that correlation relationships between items are suitable for factor analysis (Gürbüz and Şahin, 2018:330). In EFA, factors are provided to occur if the eigenvalues are greater than 1. As a result of the EFA analysis, a 1-factor result was obtained. Scree plot graphic supported 1-factor result. As a result of the EFA, it was found that the 5-item scale had a 1-factor structure, the factors explained 65,058% of the total variance and the factor loads of the items were above .7. The EFA results regarding the items of the 5-item scale and the loadings of the items on the factors are shown in Table 3.

Table 3. EFA Results of the Life Satisfaction Scale

Item	Factor
Y4: So far, I've had the most important things I've ever wanted in life.	830

Y3: I am satisfied with my life.	0,825
Y2: My life conditions are perfect.	0,819
Y1: I have a life close to my ideals	0,802
Y5: If I were born again, I wouldn't change almost anything in my life	0,755
Eigenvalues	3,253
Percentage of explained variance	65,058
Percentage of total explained variance	65,058

According to the research findings, since the percentage of total explained variance (%60,058) is higher than 50% (Gürbüz and Şahin, 2018:321), it is observed that it adequately explains the quality it measures. After factor analysis, the Cronbach Alpha (α) coefficient was examined to determine whether the scale was reliable. Cronbach Alpha (α) coefficient of Life Satisfaction Scale was found as .86. According to these results, the Life Satisfaction Scale was evaluated as a highly reliable scale (KabakçıYurdakul, 2013: 122).

2.5 Research Model and Hypotheses

In this study, a relational screening model, two different variables were used: optimism-pessimism and life satisfaction. The effect of optimism-pessimism, which is accepted as an independent variable, on life satisfaction was analyzed.

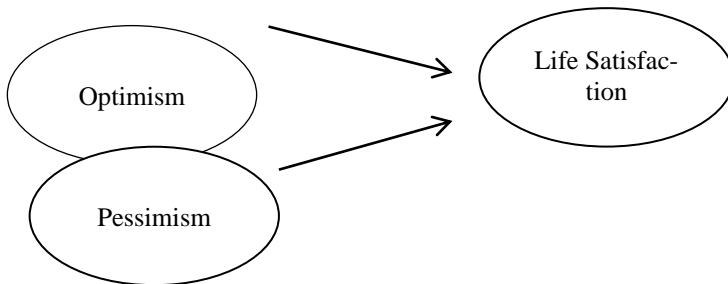


Figure 1. Research Model

H1. Optimism positively affects life satisfaction.

H2. Pessimism negatively affects life satisfaction.

3. RESULTS

In this part of the study, there are numerical results of the levels of optimism, pessimism and life satisfaction in the contagious disease (COVID-19) environment determined in accordance with the answers given by the participants. There are also tables showing the differences in the levels of optimism, pessimism and life satisfaction according to the personal characteristics of the participants, and finally, tables and comments showing the effect of optimism and pessimism on life satisfaction.

3.1. Optimism-Pessimism and Life Satisfaction Levels of Participants

In this section, the numerical results of the assessments of the participants regarding the 8-item optimism, 8-item pessimism and 5-item life satisfaction levels were examined and the results are given in Table 4.

Table 4. Optimism-Pessimism and Life Satisfaction Levels of Participants

	n	Mean	Sd
Optimism	412	3,623	1,011
Pessimism	412	2,367	0,923
Life Satisfaction	412	3,112	0,914

According to Table 4, the average of the participants' optimism in the contagious disease (COVID-19) environment was found to be 3.623 (sd=1,01), pessimism averages were 2.367 (sd=0,92) and the life satisfaction averages were 3.112 (sd=0,91).

3.2. Regression Analysis

A simple linear regression analysis was conducted to examine how much the participants' optimism determines life satisfaction. Regression analysis results are given in Table 5.

Table 5. Optimism and Life Satisfaction Regression Analysis Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Constant	1,160	0,136		8,557	0,000
Optimism	0,539	0,036	0,594	14,945	0,000
Dependent Variable: Life Satisfaction					
F Value: 22,345p:0,00					
R= ,594 R ² = ,353 Adjusted R ² = ,351					

Simple linear regression analysis results are statistically significant [$F(1,41) = 22.345$, $p = .00 < .05$]. The corrected R^2 value is 0.35. According to this value, it is seen that the 35% variance in the level of life satisfaction depends on the level of optimism. Regression equation for the simple linear relationship between variables; life satisfaction = $0,160 + 0,539$. In other words, it is interpreted as "1 unit increase in optimism level increases the life satisfaction level by 0.539 units".

Result: The "H1.Optimism positively affects life satisfaction." hypothesis was accepted.

A simple linear regression analysis was conducted to examine how much the pessimism of the participants determined the satisfaction of life. Regression analysis results are given in Table 6.

Table 6. Pessimism and Life Satisfaction Regression Analysis Results

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Constant	4,180	0,111		37,508	0,000
Pessimism	-0,451	0,044	-0,453	-10,279	0,000
Dependent Variable: Life Satisfaction					
F Value:105,651p:0,00					
R= 453 R ² = 0,205Adjusted R ² =0,203					

Simple linear regression analysis results are statistically significant [F (1,41) = 105,651, p =, 00<05]. The corrected R² value is 0.20. According to this value, it is seen that the 20% variance in life satisfaction level depends on the pessimism level. Regression equation for the simple linear relationship between variables; life satisfaction = 4,180-451. In other words, "1 unit increase in pessimism level decreases the life satisfaction level by 0,451 units".

Result: The "H2. Pessimism negatively affects life satisfaction." hypothesis was accepted.

4. CONCLUSION

Outbreak diseases that cause massive destructions affect countries in many ways. When historical outbreaks are examined, it is seen that radical changes have occurred in all countries where outbreaks have occurred. Countries are affected by all factors, especially economic, sociological, psychological and environmental.

Due to the outbreak, routine activities had to be restricted both in Turkey and around the World. In particular, busi-

ness and social life had to be designed by the public authorities by law.

With the research, the effects of the coronavirus pandemic experienced all over the world and in Turkey were discussed in the context of optimism, pessimism and life satisfaction. It was tried to conclude with the reflections of the effects on the individual in organizational life.

The first main conclusion uncovered in the study relates to how levels of optimism-pessimism in the outbreak affected participants' levels of life satisfaction. Accordingly, optimism positively affects life satisfaction in the outbreak environment, and pessimism affects negatively. The two main hypotheses of the research are thus confirmed.

Studies revealing the effects of outbreaks on humans and the relationship between optimism-pessimism and life satisfaction have not been found because such a pandemic was worldwide and the most recent one occurred about a hundred years ago. However, when other disasters are taken into consideration, there are studies to express their effects on people and organizational life. The results of this research show parallel with the psychological and organizational results that indirectly affect optimism, pessimism and life satisfaction (Gökçe and Yılmaz, 2017; Çelik, 2010; Figley, 1995; Mitchell and Dyregrov). Especially in disasters such as outbreaks, there is psychological and physical ruin suffered by the employees who provide one-to-one services. When this ruin is evaluated as an antecedent, which affects the optimism, pessimism and life satisfaction of the employees, it also meets a common ground with this study

(Pak et al., 2017; Mitchell and Dyregrow, 1993; Yanboluoğlu, 2018).

When the study is evaluated with all its results, it is observed that more than 100 years have passed between the outbreak, where there have been large-scale outbreaks and major losses. In such an outbreak, it is historically worthwhile to measure the levels of optimism, pessimism, and life satisfaction in employees. In subsequent years, it will provide valuable archive information for researchers who want to examine outbreaks, optimism, pessimism, and life satisfaction individually or in relation to each other. In addition, it is thought that revealing the status of the individual in the business and social life, which has changed radically due to the outbreak, will enable us to evaluate what can be done next. In a period when everything is going normally, the feelings of the person in the working life, of course, are important in the psychological and organizational life. However, this situation becomes acute in disasters such as outbreaks and can lead to a crisis that needs to be solved. Therefore, contrary to the qualitative studies, this study, which aims to get down to the psychology of the employee quantitatively with the most real data, is a guide to the literature, science and those who want to study in this field.

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