

*Research paper*

## **Does Post-Event Depression Affect Work Performance? Empirical Evidence from The Eurovision Song Contest**

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### **Abstract**

**Purpose:** This study aims to determine the effect of post-event depression (PED) on employee work performance. Besides, it was intended to reveal the relationship between feeling PED, decrease in work performance, participants' socio-demographic characteristics and engagement with the Eurovision Song Contest (ESC).

**Methodology:** An electronic questionnaire was implemented on ESC fans, who are also members of work-life. The obtained data were evaluated by frequency analysis, cross table analysis and chi-square test.

**Findings:** According to the research results, 79% of the participants felt PED after ESC. Approximately 33% of these employees stated that their work performance decreased. In addition to that, eight of fifteen research hypotheses were accepted. For this reason, there is a statistically significant relationship between feeling PED-tenure, feeling PED-generation, feeling PED-marital status, feeling PED-year of first time to watch ESC on tv, decrease in work performance-tenure, decrease in work performance-generation, decrease in work performance-year of first time to watch ESC on tv, and decrease in work performance-attending ESC in the host country.

**Practical Implications:** This study can be used in scientific studies on PED, work performance and ESC.

**Originality/Value:** In the relevant literature, no studies were found to address PED in terms of management and organizations. Also, the literature on PED was found to be quite limited. For all these reasons, this study will contribute to the development of the relevant literature.

**Keywords:** Post-event depression, work performance, Eurovision Song Contest

### **1. Introduction**

The emptiness, meaninglessness and depression experienced after the end of happy and long-awaited events, have various consequences. One of these consequences might be the decrease in employee performance in the workplace. Inability to concentrate, low energy and easy fatigue, exaggerated self-doubts, indecisiveness, and disturbed sleep are all symptoms of depression that may interfere with work performance (Berndt et al., 1998). The Eurovision Song Contest (ESC) is an important music event for which its

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fans are waiting with excitement and impatience for a year. Therefore, it is crucial to examine the work performance after this big and popular event.

Work performance has been studied for many years by various researchers. Employees' activities, behavior, and outcomes that are connected to and contribute to organizational goals are referred to as work performance (Visweswaran & Ones, 2000). Work performance is affected by numerous factors inside and outside the workplace. Hobbies, events in private life can be seen among the factors that have an impact on work performance. Any employee who is bothered by family issues and mentally distressed cannot work at full capacity (Saeed et al., 2013). Also, depressed people are more likely to miss work and perform poorly at work (Santa Maria et al., 2019). Depression is one of the most frequent mental disorders in the workplace and a significant cause of disability globally (Wisenthal, 2021). In the workplace, employees with depression symptoms might feel more alienated and easily distracted, decreasing their work performance (Parent-Lamarche & Marchand, 2019). From this point of view, it can be stated that the depression experienced after the ESC might also affect work performance.

As a result of the literature review of the ESC; it was found that studies related to politics (Ginsburgh & Noury, 2008; Mantzaris, Rein & Hopkins, 2018), sociology (Spierdijk & Vellekoop, 2009; Charron, 2013) and communication-media (Highfield, Harrington & Bruns, 2013; Skey, Kyriakidou, Mccurdy & Uldam, 2016) were carried out by researchers. However, no studies were found to address this notion in terms of management and organizations. As a result of this research, it can be stated that it is important to inform the employees about these notions who feel PED and their work performance decrease, and the managers in the organizations where these employees are present, to increase their awareness on this issue, and to make suggestions for how they should handle the problem. Also, the literature on post-event depression (PED) was found to be quite limited. The definition of PED was made by the researcher using the few existing news, columns and articles. For all these reasons, it can be stated that this study will contribute to the development of the relevant literature.

The purpose of this study is to see if PED has an effect on work performance. It was also planned to analyze the relationships between PED, work performance, the participants' socio-demographic characteristics and their engagement with ESC. In line with these purposes; "Does PED affect work performance?, Is there a relationship between the socio-demographic characteristics of the participants and feeling PED?, Is there a connection between the socio-demographic characteristics of the participants who feel PED and the decrease in work performance?, Is there a relationship between the participants' interest in ESC and their PED feelings and the decrease in work performance?" were determined as research questions and the hypotheses were formed. Questionnaire technique, which is one of the quantitative research methods, was used in the study. The items forming the electronic questionnaire form were determined by the researcher. This questionnaire was shared on the social media accounts of ESC-related websites, and the SPSS program was used to analyze the data obtained.

In this study; the notions of PED and work performance were defined primarily, then information about ESC was given, and finally the methodology part includes the analysis and interpretation of the data gathered from the questionnaire.

## 2. Literature Review

In the related literature, there are notions that are similar to PED. It is necessary to distinguish between PED, post-traumatic stress disorder and postpartum depression. Because post-traumatic stress disorder (PTSD) occurs after a horrifying and life-threatening event such as sexual harassment during childhood, war, natural disasters, serious road accidents, robbery, mass shootings and its effects can be seen lifetime (Bisson et al., 2015). Someone with PTSD often has nightmares and flashbacks because of the traumatic event, and may experience feelings of isolation, irritability and guilt. They may also have insomnia, and find concentrating difficult. PTSD might develop right after an individual experiences a distressing event, or it might emerge weeks, months or even years later (National Health Service, 2018).

PTSD can be classified into two types: Acute and chronic PTSD. It is termed “acute PTSD” if symptoms continue for less than three months, otherwise, it is called “chronic PTSD”. Acute stress disorder affects between 13 and 21 percent of survivors of car accidents, and between 20 and 50 percent of survivors of assault, rape, or mass shootings. Work-related PTSD can be seen in health and social services, deployers in combat-specific occupations, journalists, police, fire, and emergency service workers (Javidi & Yadollahie, 2012; Torres, 2020). Firefighters in Western Australia were identified as a high-risk category due to high prevalence of PTSD. There was evidence that trauma exposure, social support, and coping style all played a role in the severity of PTSD symptoms (Skeffington et al., 2017). Avoidant emotional coping, greater levels of perceived organizational stressors, intensity of work-related traumatic stressor exposure, and personal trauma history were all revealed as statistically significant risk variables for PTSD in U.S. journalists (Smith et al., 2018). According to DeLucia et al. (2019)’s research on emergency physicians in the United States, the prevalence of PTSD among the participants was 15.8%. The primary predictor of PTSD is having been a victim of earlier trauma or abuse.

On the other hand, postpartum depression (PPD) can be defined as the depression occurring after birth (Brummelte & Galea, 2016). The depression strikes in a woman’s life when she is expected to be as happy as can be (Haga et al., 2013). It’s probable that PPD has an impact on work conditions. PPD, like major depression, has symptoms that make it difficult for a woman to resume normal activities, such as work (Kamau, 2017). In addition to the core symptoms of depressed mood or loss of interest in normal activities, depressive symptoms such as decreased sleep and appetite, loss of energy, feelings of guilt, and suicidal thoughts may be present for at least two weeks (Skalkidiou et al., 2012). Lewis et al.’s (2017) findings support earlier studies showing that employed postpartum women are less likely to experience higher depression symptomatology than unemployed postpartum women. Velankar & Pahuja (2019) revealed that PPD has a major impact on female employees' productivity in India. According to Karl et al. (2020)’s research on 587 employed women in Germany; low or insufficient pay, as well as work-privacy conflict, could be risk factors for PPD. Workplace rewards could be a protective factor against PPD and should be promoted.

In different periods of their lives, individuals intensely make preparations with enthusiasm for the various events that are important for them. After an event that has been planned and prepared for a long time, people are generally expected to feel a sense of relief and relaxation. However, when a big event such as a wedding, holiday, marathon or concert of a beloved singer ends, many people might face a period of sadness and depression (Naftulin, 2018). Even if the event was completely successful, you feel proud of the task you’ve finished, and your customer or organization was

impressed with your work; you can still have this low, empty, and depressed feeling (Snippe, 2018). At this point, the notion of PED comes forward.

PED can be defined as the emotional void experienced after the end of an important event that individuals have been waiting for and planning for a long time. The sudden absence of stress hormones like cortisol from our bloodstreams may explain why, rather than feeling relieved at the return of homeostasis, we feel emotionally drained. (King, 2017). Therefore, it can be mentioned that physical changes in the body affect the emotional consequences of PED.

There are various actions to be taken to overcome PED more easily in which the effects decrease in a few days or weeks. The individual must first become aware and take good care of himself/herself, then eat properly, rest, engage in low-paced sports and reconnect with the people who have recently lost contact to overcome the depression after the event. Also, it is recommended that important decisions should not be made during PED. Following these actions, the body should gradually be accustomed to the daily and weekly work routine. Finally; new goals related to work and life should be determined after the end of the period of depression in which people feel pointless and empty (Kennedy-Moore, 2014; Snippe, 2018). The speed of taking these actions will affect the likelihood of overcoming PED.

It is widely accepted that many members of various professions experience PED after important activities in which they make physical and mental preparations and spend energy. While PED is most commonly associated with athletes following a high-level competition, it also affects musicians, performers, filmmakers, and writers (Snippe, 2018). Employees who spend time and energy in interviews, meetings, presentations in business life and who also have hobbies in social life, and participate in the events, might face PED. It can be mentioned that analyzing the effect of PED on work performance after such events, which occupy a great part in the professionals' lives, will contribute to organizations and employees.

PTSD looks more different and serious than other two notions. In addition to that, this type of disorder has long-term effects. It is widely accepted that PED is substantially temporary. Besides that, individuals experience PED after a happy event. Even though birth is also a happy event, PPD causes more significant results than PED. Individuals may cope with PED more quickly than PTSD and PPD.

Another important variable of this study is work performance. Work performance is determined by each employee's ability and effort in attaining the organization's goals (Al Zefeiti & Mohamad, 2017). Work performance refers to a person's ability to do tasks successfully while working with the resources available (Johari et al., 2018). According to another definition; work performance is the outcome of a person's or a group's work in an organization at a given time, and it indicates how well that individual or group meets the qualifications of a job in achieving the organization's mission (Al-Omari & Okasheh, 2017). It can be stated that work performance affects organizations as much as it concerns individuals. Because high work performance at the employee level leads to success at the organizational level.

In the related literature, work performance has been associated with many variables. Some of those are; burnout and absenteeism (Dyrbye et al., 2019; Juurlink et al., 2020), work engagement, leader-member exchange and organizational commitment (Al Zefeiti & Mohamad, 2017; Cesario & Chambel, 2017; Tanskanen et al., 2019), work environment (Al-Omari & Okasheh, 2017), workload and work-life balance (Johari et al., 2018), work motivation and leadership (Lai et al., 2020; Pancasila et al., 2020),

When ESC related websites, fan groups and social media accounts are followed and observed, a large number of fans claim that they usually suffer from PED. Therefore, the ESC, which is followed by millions of fans every year, who are also parts of the work-life, is considered to be an entirely suitable event for analyzing PED. At this point, it is appropriate to introduce the ESC briefly.

The main characteristics of the ESC are as follows. The ESC, which took place in 1956 in Lugano, Switzerland, with the participation of the seven founding countries The Netherlands, Switzerland, Belgium, Germany, France, Luxembourg and Italy, is one of the longest-running television shows in the world. The contest, which aims to bring Europe together after the Second World War, brought worldwide-famous stars such as ABBA and Celine Dion to the music market. In addition to that, international stars such as Nana Mouskouri, Julio Iglesias, Anna Vissi, Lara Fabian, t.A.T.u., Las Ketchup, Blue, Cascada, Patricia Kaas, Engelbert Humperdinck, Bonnie Tyler and Flo Rida represented their countries in the contest. Riverdance, Justin Timberlake and Madonna appeared on the ESC stage as interval acts. The European Broadcasting Union (EBU) has invited 56 active members to compete in the contest. Several countries on the periphery of Europe have competed, including Israel and Azerbaijan since 1973 and 2008, respectively, while Morocco only competed once in 1980. Australia has competed in the ESC since 2014, first as a guest performer, then as a wild-card entrant, and finally as an official competitor. Each participating broadcaster who represents their country selects their performer (maximum six people) and song (maximum three minutes, never before released) through a nationally televised or internal selection process. Each country has the option of sending their top star or the best new talent they can find. There are no live instruments allowed, and each act must sing live. The song of each country is evaluated by a combination of national juries and public televoting that started in 1997. In the case of a tie, televoting has an advantage over the jury votes. With the voting system put into practice in 1975, each country gives its points to the ten countries with the highest votes, from 1 point to the famous “12 (douze) points” as maximum points. Nine and eleven points don’t exist in the voting. In the final, all participating countries vote, but only the finalists can receive points. One of the most important rules is that you cannot vote for your own country. In 2004, the system of the contest was changed, and the semifinal application was introduced. Countries qualifying from the two semifinals join the host country and the Big 5 countries (Germany, The United Kingdom, France, Italy, Spain) which make the biggest financial contribution to the EBU, to form 26 finalists. The winner performs once again and takes home the iconic glass microphone trophy. The winning country has the honor of hosting the next contest. The ESC has long been regarded as a policy-influential competition, especially due to the disintegration of the western, Mediterranean, northern and Yugoslavia along with the eastern bloc vote. 182 million viewers tuned in to the 2019 ESC and 183 million in 2021. The winning country in 2019, the Netherlands, delivered its largest audience since 2014. Since rejoining the competition in 2011, RAI in Italy has had its second-best audience. In Iceland, RUV had the highest viewing share in five years. The ESC had 40 million viewers on YouTube from 225 territories (Heller, 2007; Blangiardo & Baio, 2014; Jordan, 2014; Budzinski & Pannicke, 2017; Filippidis & Lavery, 2018; Lam, 2018; ESC, 2019; ESC, 2020). These numbers show how big and important the contest is.

Table 1 displays the most successful countries in ESC ranked by the number of victories.

**Table 1. ESC Wins and Countries**

Number of win(s)	Countries
7	Ireland
6	Sweden
5	France, Luxembourg, United Kingdom, The Netherlands
4	Israel
3	Denmark, Norway, Italy
2	Austria, Germany, Spain, Switzerland, Ukraine
1	Azerbaijan, Belgium, Estonia, Finland, Greece, Latvia, Monaco, Portugal, Russia, Serbia, Turkey, Yugoslavia

**Source: ESC, 2018. Updated by the researcher as of May 2021.**

As seen in Table 1, several countries won the trophy in the past, even though there are still many countries yet to win. Filippidis & Laverty (2018) revealed that every ten-place increase in the final ranking of the contest had a relationship with an increase in life satisfaction and just competing at the ESC was associated with higher life satisfaction among the population. From this point of view, success, failure or even participation in the contest might have consequences for personal and work life. It can be mentioned that PED is strongly related both to the contest and organizations.

Despite the fact that it has been used by fans for years, there does not appear to be a clear definition for this notion. The annual disorder known as Post-Eurovision Depression, or PED (just like post-event depression) among fans, manifests hours after the winner is announced and usually strikes in the warm evenings of June (Lewis, 2018). That means PED usually lasts about a few weeks after the contest. There are usually two options to recover from PED. The first one is “Full Eurovision way” which includes watching national selections and previous ESC editions which means more Eurovision for fans. The second option is “Back to reality way”. Big events coming up such as birthday, summer holiday, concerts, World Cup, Olympic games, Christmas or the new year can help fans to overcome the depression (Jensen, 2018).

### 3. Methodology

#### 3.1. Data Collection and Procedure

In this study, the data were obtained by using the electronic questionnaire which is a type of quantitative research methods. The researcher developed the items in the questionnaire. The first part of this questionnaire consists of 21 items that measure the participants' interest in the contest (*How strong are you interested in ESC?, How old were you when you got interested in Eurovision?, How often do you watch ESC?, Have you ever watched ESC live in the arena?...*) and the relationship between PED and work performance (*Do you experience emotional emptiness after Eurovision?, If yes, does PED affect your work performance in a negative way?...*). The second part consists of 7 questions that reveal the participants’ socio-demographic characteristics.

Convenience sampling method was used in the study. Participants who are followers of ESC related accounts on Facebook, Instagram and Twitter form the population of this study. Participants interested in ESC share some common characteristics. They look forward to ESC every year with great excitement, and they watch the contest with passion during the ESC week. In addition, they go to the country where the contest is

held, meet other ESC fans and live the contest spirit together. Since ESC fans are almost equally interested in the contest, all participants who wanted to complete the questionnaire were included in the sample.

The questionnaire was shared on the Facebook, Instagram and Twitter pages of ESC related accounts on May 20, 2019, immediately after the end of ESC. One week later, the sharing was repeated as a reminder, and the number of participants reached 760. The data set was adapted to the analysis with 635 participants by removing the participants who were not working at that time, and students without work experience.

The data obtained from the questionnaire applied to ESC fans were evaluated by using SPSS 22.0 package program, and the results were interpreted. Frequency analysis, cross-table analysis and chi-square tests were used to reach the results.

On the basis of socio-demographic characteristics in the questionnaire, first eight hypotheses were formed. Due to the fact that the notion of PED has not been studied in the related literature yet, and also because ESC has not been researched in the management literature, the hypotheses developed regarding these notions could not be supported theoretically. Table 2 displays the research hypotheses.

**Table 2. Research Hypotheses**

Hypothesis No.	Hypothesis
H <sub>1</sub>	There is a significant relationship between feeling PED and sector.
H <sub>2</sub>	There is a significant relationship between feeling PED and tenure.
H <sub>3</sub>	There is a significant relationship between feeling PED and generation.
H <sub>4</sub>	There is a significant relationship between feeling PED and marital status.
H <sub>5</sub>	There is a significant relationship between work performance and sector.
H <sub>6</sub>	There is a significant relationship between work performance and tenure.
H <sub>7</sub>	There is a significant relationship between work performance and generation.
H <sub>8</sub>	There is a significant relationship between work performance and marital status.
H <sub>9</sub>	There is a significant relationship between feeling PED and year of first time to watch ESC on tv.
H <sub>10</sub>	There is a significant relationship between feeling PED and age of first time to watch ESC on tv.
H <sub>11</sub>	There is a significant relationship between feeling PED and attending ESC in the host country.
H <sub>12</sub>	There is a significant relationship between feeling PED and number of attending ESC in the host country.
H <sub>13</sub>	There is a significant relationship between work performance and year of first time to watch ESC on tv.
H <sub>14</sub>	There is a significant relationship between work performance and age of first time to watch ESC on tv.
H <sub>15</sub>	There is a significant relationship between work performance and attending ESC in the host country.

15 hypotheses were developed in order to reveal the relationship between variables in the study.

#### 4. Findings

The findings obtained as a result of the analyzes are presented with the help of tables. Table 3 shows the participants' socio-demographic characteristics.

**Table 3. Socio-Demographic Characteristics of Participants**

<b>Variable</b>	<b>Frequency</b>	<b>Per cent (%)</b>
<b>Gender</b>		
Female	218	34,3
Male	403	63,5
Unspecified	4	,6
Prefer not to say	10	1,6
Total	635	100,0
<b>Generation</b>		
Baby Boomers (1946-1964)	22	3,5
Generation X (1965-1980)	125	19,7
Generation Y (1981-1999)	408	64,2
Generation Z (After 2000)	80	12,6
Total	635	100,0
<b>Marital Status</b>		
Single	401	63,2
Married	79	12,4
Partnered	145	22,8
Other	10	1,6
Total	635	100,0
<b>Tenure</b>		
Less than one year	162	25,6
One year-5 years	260	40,9
6-10 years	91	14,3
11-15 years	49	7,7
16-20 years	21	3,3
More than 20 years	52	8,2
Total	635	100,0
<b>Sector</b>		
Public	324	51,0
Private	311	49,0
Total	635	100,0
<b>Country of Birth</b>		
Turkey	148	23,3
United Kingdom	84	13,2
Countries Not Included in ESC	45	7,1
Germany	40	6,3
Australia	33	5,2
Spain	27	4,3
The Netherlands	23	3,6
Greece	19	3
France	16	2,5
Ireland	14	2,2
Other Countries Participating in ESC	186	29,3
Total	635	100,0
<b>Country of Residence</b>		
Turkey	140	22,0
United Kingdom	84	13,2
Countries Not Included in ESC	46	7,2
Germany	41	6,5
Australia	41	6,5
Spain	31	4,9
The Netherlands	26	4,1
Greece	20	3,1
France	18	2,8
Sweden	13	2,0
Other Countries Participating in ESC	175	27,7
Total	635	100,0



As shown in Table 3; the majority of the participants are male, generation Y member, single, working in the public sector and having 1-5 years of work experience. In addition, except for the total of the other countries participating in the ESC and countries not included in the ESC (USA, Argentina, South Africa etc.), it was determined that most of the participants were born in Turkey and are living in Turkey.

It is crucial to mention generations briefly as it is one of the socio-demographic characteristics in the table. Four generations take active roles in today's work life. These generations are; Traditionalist Generation born in 1927-1945, Baby Boomers Generation born in 1946-1964, Generation X born in 1965-1980 and Generation Y born in 1981-1999 (Castellano, 2014). In accordance with social changes and birth rates, researchers especially in marketing area tend to start a new type of generation named Generation Z whose members were born after 2000 (McCrindle Research, 2006).

Table 4 presents the participants' engagement with ESC.

**Table 4. Participants' Engagement with ESC**

<b>Variable</b>	<b>Frequency</b>	<b>Per cent (%)</b>
<b>Level of Interest in ESC</b>		
Slightly Interested	3	0,5
Partly Interested	6	0,9
Interested	27	4,3
Very Interested	138	21,7
Extremely Interested	461	72,6
Total	635	100,0
<b>Age of First Interest in ESC</b>		
6-15 years old	511	80,5
16-25 years old	102	16,1
26-35 years old	20	3,1
36 years old and over	2	0,3
Total	635	100,0
<b>First Time to Watch ESC on Television</b>		
The 1960s	11	1,7
The 1970s	47	7,4
The 1980s	69	10,9
The 1990s	105	16,5
The 2000s	297	46,8
The 2010s	106	16,7
Total	635	100,0
<b>Age of First Time to Watch ESC on Television</b>		
5-14 years old	522	82,2
15-24 years old	99	15,6
25 years old and over	14	2,2
Total	635	100,0
<b>Frequency of Watching ESC</b>		
Every Year	627	98,7
Not Regular	8	1,3
Total	635	100,0
<b>Attending ESC in the Host Country</b>		
Yes	212	33,4
No	423	66,6
Total	635	100,0
<b>Number of Attendance in the Host Country</b>		
Once-5 times	173	81,6

6-10 times	25	11,8
11 times and more	14	6,6
Total	212	100,0

As seen in Table 4; the majority of the participants are extremely interested in ESC, got interested in ESC for the first time between the ages of 6-15, watched the ESC on television for the first time in the 2000s and were between 5-14 years old, and watch the contest every year. 33% of the participants stated that they watched ESC live in the contest arena at least once. On the other hand, 86% of the 212 participants who attended ESC live in the host country did not have any difficulties in getting work permits.

In the study, the participants were asked to express three emotions they felt most before and after the ESC. However, some participants expressed their emotions with only one word or two words. Also, the words which have similar meanings in English were combined. Table 5 displays the emotions that participants felt the most before the ESC.

**Table 5. Top 10 Emotions Before the ESC**

Emotion	Frequency	Emotion	Frequency
Excited	513	Enthusiastic	66
Happy	425	Hopeful	45
Nervous	135	Impatient	32
Delighted	92	Live	30
Curious	75	Stressful	20

As shown in Table 5, ESC fans look forward to the contest with great excitement and feel happy to a large extent before the ESC, especially in the Eurovision week. On the other hand, they get nervous and curious because they don't know who will be the next winner or how successful their country will be in the contest.

Table 6 presents the relationship between the pre-ESC period and work performance.

**Table 6. Work Performance and Period Before ESC**

Item	Frequency	Per cent (%)
<b>Reading ESC related news, listening to the songs and/or watching videos at work during the Eurovision week</b>		
Yes	601	94,6
No	34	5,4
Total	635	100,0
<b>Number of hours spent weekly doing these activities at work</b>		
Less than 1 hour	63	10,5
One hour-5 hours	223	37,1
6-10 hours	132	22,0
11-15 hours	80	13,3
More than 15 hours	103	17,1
Total	601	100,0
<b>Effect of doing these activities on work performance</b>		
Reduces my work performance	256	42,6
Does not reduce my work performance	345	57,4
Total	601	100
<b>Effect of a satisfactory song from own/supported country on work performance</b>		
Negatively because I listen to it so many times at work.	25	3,9

Positively because it makes me very happy.	356	56,1
It doesn't affect at all.	254	40,0
Total	635	100,0

Table 6 shows that the majority of the participants read news about the contest in the workplace during the ESC week, listen to the songs and watch videos, and it takes 1-5 hours to do so. 43% of the participants who stated that they do these activities in the workplace, decrease their work performance. On the other hand, the percentage of participants who stated that having a satisfactory song from their own country or the country supported by them has a positive effect on work performance is 56%. More than half the participants get happy and work better when they are pleased with the songs in the ESC.

Table 7 displays the relationship between the post-ESC period and work performance.

**Table 7. Work Performance and Period After ESC**

Item	Frequency	Per cent (%)
<b>Reading ESC related news, watching ESC videos/ listening to ESC songs at work during the year</b>		
Yes	618	97,3
No	17	2,7
Total	635	100
<b>Effect of doing these activities on work performance</b>		
Reduces my work performance	125	20,2
Does not reduce my work performance	493	79,8
Total	618	100,0
<b>The feeling of when your country and/or the songs you like get bad results</b>		
I get sad/disappointed.	517	81,4
I don't get sad/disappointed.	118	18,6
Total	635	100
<b>Effect of feeling sad/disappointed on work performance</b>		
Reduces my work performance	101	19,5
Does not reduce my work performance	416	80,5
Total	517	100,0

According to Table 7; a vast majority of the participants stated that they carry out these activities in the workplace throughout the year as in the pre-ESC period. However, the percentage of participants who think that work performance is negatively affected decreases to 20%. In addition, most of the participants said that they get upset and disappointed when their own country or the songs they support get poor results, but this does not affect their performance so much.

Table 8 presents the participants' most common emotions after the ESC.

**Table 8. Top 10 Emotions After ESC**

Emotion	Frequency	Emotion	Frequency
Sad	389	Pleased	65
Happy	159	Disappointed	56
Empty	158	Relaxed	53
Tired	84	Bored	47
Depressed	74	Angry	40

As shown in Table 8, fans whose own countries or songs they liked got good results, expressed that they were happy after the contest. On the other hand, the fans felt mostly sad and empty after the end of this big event they have been waiting for a year. Therefore, it was found that falling into the void is a crucial feeling affecting ESC fans. In addition to that, they got tired because of the busy ESC week.

Table 9 shows the participants’ responses and the effect of PED on work performance. Participants were asked to choose more than one option for the activities to overcome PED.

**Table 9. Relationship Between PED and Work Performance**

Item	Frequency	Per cent (%)
<b>Feeling PED</b>		
Yes	504	79,4
No	131	20,6
Total	635	100,0
<b>Negative effect of PED on work performance</b>		
Yes	165	32,7
No	339	67,3
Total	504	100,0
<b>Activities to overcome PED</b>		
Watching more ESC related videos	345	30,1
Watching past ESCs	248	21,7
Listening to ESC songs	381	33,3
Working harder	71	6,2
Other	100	8,7

According to Table 9; the majority of the participants stated that they felt PED after the ESC. Approximately 33% of these participants expressed that their work performance decreased due to PED. On the other hand, 26% of the ESC fans who participated in the study said that their performance was reduced due to PED. Watching videos about the contest and listening to ESC songs stand out among the activities to overcome the PED. It is noteworthy that working harder in the workplace was less preferred than the other options.

*Chi-Square Tests and Crosstabs*

The number of categories with expected count less than 5 must not exceed 20% of the total number of categories and this number must be higher than 1 in all categories (Cevahir, 2020); therefore, Pearson chi-square tests could not be implemented for the relationships between feeling PED-gender, feeling PED-level of interest in ESC, feeling PED-age of first interest in ESC, feeling PED-frequency of watching ESC, work performance-gender, work performance-level of interest in ESC, work performance-age of first interest in ESC, work performance-frequency of watching ESC, work performance-number of attending ESC in the host country. For this reason, hypotheses for the mentioned relationships were not developed.

Table 10 presents the results of Pearson Chi-Square Tests.

**Table 10. Pearson Chi-Square Tests**

Relationship	Value	df	Asymptotic Significance (2-sided)
Feeling PED-sector	0,001	1	0,975
Work performance-sector	1,239	1	0,266
Work performance-marital status	5,583	3	0,134
Feeling PED-age of first time to watch ESC on tv	2,378	2	0,305
Feeling PED-attending ESC in the host country	2,954	1	0,086
Feeling PED-number of attending ESC in the host country	1,063	2	0,588
Work performance-age of first time to watch ESC on tv	0,347	2	0,841

According to Table 10; there is no significant relationship between feeling PED-sector, work performance-sector, work performance-marital status, feeling PED-age of first time to watch ESC on tv, feeling PED-attending ESC in the host country, feeling PED and number of attending ESC in the host country and work performance-age of first time to watch ESC on tv.

Table 11 shows the results of the cross-table analysis made to reveal the relationship between feeling PED and the participants' tenure.

**Table 11. Feeling PED and Tenure**

		Tenure						
		Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	+20 years	
<b>Feeling PED</b>	<b>Yes</b>	Count	134	218	68	36	17	31
		% within feeling PED	26,6	43,2	13,5	7,1	3,4	6,2
		% within tenure	82,7	83,8	74,7	73,5	81,0	59,6
	<b>No</b>	Count	28	42	23	13	4	21
		% within feeling PED	21,4	32,1	17,6	9,9	3,1	16,0
		% tenure	17,3	16,2	25,3	26,5	19,0	40,4

There is a statistically significant relationship between tenure and feeling PED with a small effect size (Chi-Square=18,955;  $p < 0,05$ ;  $d = 0,35$ ). 43% of the participants who felt PED have 1-5 years of tenure and almost 84% of participants with 1-5 years of tenure felt PED.

Table 12 displays the relationship between feeling PED and generation.

**Table 12. Feeling PED and Generation**

		Generation				
		Baby Boomers	Generation X	Generation Y	Generation Z	
<b>Feeling PED</b>	<b>Yes</b>	Count	10	91	330	73
		% within feeling PED	2,0	18,1	65,5	14,4
		% within generation	45,5	72,8	80,9	91,3
	<b>No</b>	Count	12	34	78	7
		% within feeling PED	9,2	26,0	59,5	5,3
		% within generation	54,5	27,2	19,1	8,8

There is a statistically significant relationship between generation and feeling PED with a small effect size (Chi-square=26,216;  $p < 0,05$ ;  $d = 0,41$ ). Generation Y members

constitute 65,5% of participants who felt PED. On the other hand, 91% of Generation Z members felt PED.

Table 13 presents the relationship between feeling PED and participants' marital status.

**Table 13. Feeling PED and Marital Status**

			Marital Status			
			Single	Married	Partnered	Other
<b>Feeling PED</b>	<b>Yes</b>	Count	340	52	104	8
		% within feeling PED	67,5	10,3	20,6	1,6
		% within marital status	84,8	65,8	71,7	80,0
	<b>No</b>	Count	61	27	41	2
		% within feeling PED	46,6	20,6	31,3	1,5
		% marital status	15,2	34,2	28,3	20,0

There is a statistically significant relationship between marital status and feeling PED with a small effect size (Chi-square=21,223; p<0,05; d=0,37). According to the crosstab; approximately 68% of the participants who felt PED are single, and approximately 85% of single participants had PED.

Table 14 displays the relationship between participants' tenure and decrease in work performance.

**Table 14. Tenure and Decrease in Work Performance**

		Tenure						
		Less than 1 year	1-5 years	6-10 years	11-15 years	16-20 years	+20 years	
<b>Decrease in Work Performance</b>	<b>Yes</b>	Count	57	74	15	7	4	8
		% within decrease in work performance	34,5	44,8	9,1	4,2	2,4	4,8
		% within tenure	42,5	33,9	22,1	19,4	23,5	25,8
	<b>No</b>	Count	77	144	53	29	13	23
		% within decrease in work performance	22,7	42,5	15,6	8,6	3,8	6,8
		% within tenure	57,5	66,1	77,9	80,6	76,5	74,2

There is a statistically significant relationship between tenure and decrease in work performance with a small effect size (Chi-square=13,730; p<0,05; d=0,33). According to Table 14; approximately 45% of the participants whose work performance decreased after ESC, have 1-5 years of tenure while %42,5 of participants with less than a year of tenure, felt PED.

Table 15 shows the relationship between generation and decrease in work performance.

**Table 15. Generation and Decrease in Work Performance**

		Generation				
		Baby Boomers	Generation X	Generation Y	Generation Z	
<b>Decrease in Work Performance</b>	<b>Yes</b>	Count	0	18	108	39
		% within decrease in work performance	0,0	10,9	65,5	23,6
		% within generation	0,0	19,8	32,7	53,4
	<b>No</b>	Count	10	73	222	34
		% within decrease in work performance	2,9	21,5	65,5	10,0
		% within generation	100,0	80,2	67,3	46,6

There is a statistically significant relationship between generation and decrease in work performance with a small effect size (Chi-square=25,993;  $p < 0,05$ ;  $d = 0,46$ ). 65,5% of participants whose work performance decreased after ESC, are members of Generation Y. On the other hand, 53% of Generation Z members stated that their work performance decreased after ESC.

Table 16 presents the relationship between year of first time to watch ESC on tv and decrease in work performance.

**Table 16. Year of First Time to Watch ESC on Tv and Decrease in Work Performance**

		Year of First Time to Watch ESC on Tv						
		1960s	1970s	1980s	1990s	2000s	2010s	
<b>Decrease in Work Performance</b>	<b>Yes</b>	Count	0	4	12	18	97	34
		% within decrease in work performance	0,0	2,4	7,3	10,9	58,8	20,6
		% within year of first time to watch ESC on tv	0,0	13,8	24,5	24,3	38,6	36,2
	<b>No</b>	Count	7	25	37	56	154	60
		% within decrease in work performance	2,1	7,4	10,9	16,5	45,4	17,7
		% within year of first time to watch ESC on tv	100,0	86,2	75,5	75,7	61,4	63,8

There is a statistically significant relationship between year of first time to watch ESC on tv and decrease in work performance with a small effect size (Chi-square=16,507;  $p < 0,05$ ;  $d = 0,36$ ). Almost 59% of participants whose work performance decreased after the contest, watched it for the first time in the 2000s.

Table 17 displays the relationship between attending ESC in the host country and decrease in work performance.

**Table 17. Attending ESC in the Host Country and Decrease in Work Performance**

		Attending ESC in the Host Country		
		Yes	No	
<b>Decrease in Work Performance</b>	<b>Yes</b>	Count	41	124
		% within decrease in work performance	24,8	75,2
		% within attending ESC in the host country	25,6	36,0
	<b>No</b>	Count	119	220
		% within decrease in work performance	35,1	64,9
		% within attending ESC in the host country	74,4	64,0

There is a statistically significant relationship between attending ESC in the host country and decrease in work performance with a small effect size (Chi-square=5,386;  $p < 0,05$ ;  $d = 0,20$ ). Approximately 25% of participants whose work performance decreased after the contest, attended ESC in the host country.

Table 18 shows the relationship between year of first time to watch ESC on tv and feeling PED.

**Table 18. Feeling PED and Year of First Time to Watch ESC on TV**

		Year of First Time to Watch ESC on Tv						
		1960s	1970s	1980s	1990s	2000s	2010s	
<b>Feeling PED</b>	<b>Yes</b>	Count	7	29	49	74	251	94
		% within feeling PED	1,4	5,8	9,7	14,7	49,8	18,7
		% within year of first time to watch ESC on tv	63,6	61,7	71,0	70,5	84,5	88,7
	<b>No</b>	Count	4	18	20	31	46	12
		% within feeling PED	3,1	13,7	15,3	23,7	35,1	9,2
		% within year of first time to watch ESC on tv	36,4	38,3	29,0	29,5	15,5	11,3

There is a statistically significant relationship between year of first time to watch ESC on tv and feeling PED with a small effect size (Chi-square=29,043;  $p < 0,05$ ;  $d = 0,43$ ). Approximately half of participants who felt PED, watched ESC on tv for the first time in 2000s. On the other hand, almost 89% of participants who watched the show for the first time in the 2010s, felt PED.

## 5. Discussion

ESC, which is of great importance for its fans, can be considered as an event that might cause symptoms of depression after it ends. After the contest, ESC fans might face



problems from social relations to work performance due to PED. According to the results of this study, which aimed to reveal the relationship between PED and work performance, 43% of the participants stated that doing ESC-related activities in the workplace before/ or in ESC week reduced their work performance, 20% of the participants mentioned that doing the said activities after ESC had a negative impact on work performance, and 79% of the participants felt PED. In comparison, 33% of those think that PED decreased their work performance. This is equal to almost 26% of total participants. Even though it doesn't constitute the majority, it is still significant for organizational performance. On the other hand, only 6% of the participants work harder as an option to overcome PED which means they don't want to do work related activities after the contest ends.

According to Pearson chi-square tests; H1, H5, H8, H10, H11, H12, H14 were rejected. In this context, there is no statistically significant relationship between feeling PED-sector, feeling PED-age of first time to watch ESC on tv, feeling PED-attending ESC in the host country, feeling PED-number of attending ESC in the host country, decrease in work performance-sector, decrease in work performance-marital status, and decrease in work performance-age of first time to watch ESC on tv. Eight (H2, H3, H4, H6, H7, H9, H13, H15) of fifteen research hypotheses were accepted according to chi-square tests. For this reason, there is a statistically significant relationship between feeling PED-tenure, feeling PED-generation, feeling PED-marital status, feeling PED-year of first time to watch ESC on tv, decrease in work performance-tenure, decrease in work performance-generation, decrease in work performance-year of first time to watch ESC on tv, and decrease in work performance-attending ESC in the host country.

In line with these results; it might be mentioned that participants with 1-5 years of tenure, Generation Y members and participants who watched ESC for the first time on tv in the 2000s constitute most of the participants who felt PED and whose work performance decreased after the contest. It seems logical as these categories form most of the participants. Besides that, being single seems like a factor in feeling PED. Married and partnered participants might overcome PED with the help of their wives/husbands/ partners.

## **6. Limitations and Recommendations**

This study has various limitations that prevent us from the most accurate results as with any scientific research. The main limitation of the study is that the research was conducted only on ESC fans. Besides that, research results could not be compared to other research results or could not be discussed as there were no studies found related to PED and ESC in management and organization literature. In addition, due to the limited literature especially on PED, some references that should not have been in a scientific paper had to be used. The lack of a PED-related scale and the fact that work performance was not measured with a scale, the questionnaire was only conducted online, and the research results are shaped only by the answers given by the participants can be counted among the other limitations.

Since these notions are thought to affect the work-life and employees, it is important to carry out the relevant studies. In future researches, it is crucial to expand the sample size, implement the questionnaire on a larger sample, try to reach the whole population, make more detailed analysis, make online or face-to-face meetings with ESC fans, use a work performance scale, develop a scale related to PED and investigate its possible relationships with other notions. Also, it will be beneficial for organizations if the

managers notice the notion of PED and take steps to improve employee performance during and/ or after PED.

In addition, employees who are ESC fans can join work related trainings and courses suitable for the areas of their interests. It is also important to be interested in hobbies such as taking walks, participating in sports activities, traveling, watching TV series and movies. During meetings with ESC fans, it was found that they come together with other fans, discuss the contest and share their feelings. This option can be very reasonable to overcome PED. Also they make hotel and flight reservations for next year's ESC. In this way, they can count down for a future event instead of getting stuck in the past event.

On the other hand, future studies may reveal how ESC fans felt after ESC 2020 was cancelled due to COVID-19 and how this situation affected their work performance. Also, future research should address ESC fans' post-contest mood in 2021.

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