**Participant 1 Transcript**

| Demographic Information | |
| --- | --- |
| Age Group | (6) 56 - 65 |
| Gender | (2) Female |
| Organisational Level | (1) Employee in non-managerial role |
| Familiar with retrenchments | (2) Yes |
| Currently a survivor of retrenchments | (2) Yes – Initially impacted but company helped to secure a job internally. |
| Aware of company wellness programme | (2) Yes |

| Time | Interviewer /  Participant 1 | Question/Response |
| --- | --- | --- |
| 0:0:0.000 --> 0:0:2.000 | Interviewer | Hi there. How are you? |
| 0:0:2.440 --> 0:0:4.910 | Participant 1 | Hi. Candice. Good thanks and yourself. |
| 0:0:5.530 --> 0:0:38.960 | Interviewer | I am good. Thank you. Alright. So, I just wanted to first and foremost thank you so much for your time and for accepting to participate in my study just to, before I carry on. I just wanted to let you know that the interview is being recorded. This is just so that I have a point of reference to go back onto when I am transcribing the interview. Just in case I've missed anything. And I will also be taking notes during the interview as well. So, I just want to ask you for your permission, is it okay for me to record this interview? |
| 0:0:39.600 --> 0:0:41.250 | Participant 1 | Yes, I'm comfortable with that. |
| 0:0:41.840 --> 0:0:50.970 | Interviewer | Great. Thank you so much. And then before I go further, I just want to confirm that you are still willing to participate in the study? |
| 0:0:52.130 --> 0:0:54.720 | Participant 1 | Yes, I am. I'm quite happy too. |
| 0:0:55.380 --> 0:4:10.230 | Interviewer | Great. Thank you so much. So, I just want to also let you know that should anything go missing or you know if I need further clarification on something I can e-mail you or just have another short discussion just to get further clarification if there is no need then I won't be bothering you after this interview again. So, just to give you a brief overview of my study. The study is basically about the recent retrenchments that have happened or taken place last year at your company. And the topic is about the survivors of the retrenchments. So usually, a lot of attention is given to the victims, so those people being well, actually being retrenched and often we find that there's minimal attention given to those who are classified as survivors. And those people are the people who remain within the company after a retrenchment. And those are the people that still need to drive the company forward. So I think my study is aimed at understanding the experiences and the emotions and how you know, the survivors have coped with everything post retrenchments. So that's just my study in a nutshell. And then obviously the study is focused on the chemical industry and that is due to very minimal if hardly anything, hardly any research actually being done on the chemical industry in terms of retrenchments. So yeah, I just want to thank you once again for agreeing to participate. So what I'm going to do is, I just also need to let you know you are welcome to also you know, exit this interview at any point if you feel like you do not want to continue with it, you are welcome to say, look, I don't think that I want to continue with this anymore or if I do ask you a question and you do not want to answer, do you also are welcome to you know, not answer a particular question if you if you don't feel comfortable with sharing that information give obviously given the sensitive nature of the topic as well. And then finally obviously all responses will be confidential, so no one will know who you are, you would just be a participant number, so your name will not be included at all or responses are 100% confidential. Umm alright, so before I get into questions I just want to ask a couple of demographic questions.  So I just want to confirm your age. And not a particular age. I'm going to give you options. So there's an option for 18 years or younger, 19 to 20, 26 to 35, 36 to 45, 46 to 55, 56 to 65, 65 to 75, or 75 and over. Which group would you fall into? |
| 0:4:11.20 --> 0:4:15.270 | Participant 1 | The 56 to 65. |
| 0:4:15.790 --> 0:4:22.800 | Interviewer | OK, great. Thank you so much. And then in terms of gender, what gender do you identify yourself as? |
| 0:4:23.630 --> 0:4:24.260 | Participant 1 | Female. |
| 0:4:25.340 --> 0:4:35.50 | Interviewer | Right. And then in terms of organisational level, are you, uh, do you identify yourself as an employee in a non-managerial role or a managerial role? |
| 0:4:35.650 --> 0:4:36.760 | Participant 1 | Non managerial. |
| 0:4:37.360 --> 0:4:46.810 | Interviewer | All right. Thank you so much. Alright. So I'm going to go ahead with the questions and the first question would be, are you familiar with retrenchments? |
| 0:4:49.360 --> 0:4:53.80 | Participant 1 | It's sorry, ever been previously retrenched? |
| 0:4:55.150 --> 0:5:0.640 | Interviewer | No. So, the first question is, are you familiar with retrenchments and you know what a retrenchment is? |
| 0:5:1.0 --> 0:5:1.860 | Participant 1 | Yes, I am. |
| 0:5:2.430 --> 0:5:11.900 | Interviewer | And then are you currently a survivor of retrenchments? And just to reconfirm, a survivor is anyone that has remained in the company post retrenchments? |
| 0:5:12.460 --> 0:5:15.110 | Participant 1 | Yes, thank heavens, I am a survivor. |
| 0:5:16.560 --> 0:5:26.490 | Interviewer | Yes, and then tell me, are you aware of the employee wellness program offered by your company? So that, from my understanding is ICAS. |
| 0:5:27.360 --> 0:5:32.250 | Participant 1 | Yes, yes, definitely. And you know, being in my particular job function, yes. |
| 0:5:33.80 --> 0:5:35.760 | Interviewer | Alright, great. Is this something that you've used? |
| 0:5:36.870 --> 0:5:37.740 | Participant 1 | Yes, I have. |
| 0:5:38.530 --> 0:5:49.940 | Interviewer | That is great, and is that specifically, you know, did you use it in terms of the retrenchments or, you know, was it just like general employee Wellness during your career at the company that you work for? |
| 0:5:50.600 --> 0:6:0.170 | Participant 1 | OK, it was used as part of a retrenchment and then also as a personal issue that I needed advice on. |
| 0:6:0.940 --> 0:6:43.170 | Interviewer | OK, great. That's perfect. Yeah. So, I think it's just important for me to highlight that you know, after these recent retrenchments, there's a lot of emotions and a lot of feelings that employees do go through. And you know, it's just important for me to make sure that I am referring, you know, employees to this employee Wellness program, should they require further, you know, emotional support or coping support as such. All right. So I'm going to move on to the more perspective or personal perception questions. So yeah, it goes back to the question that you asked me, was have you ever been a victim of retrenchments? And would that also be, you know, of the current retrenchments? |
| 0:6:44.310 --> 0:7:7.360 | Participant 1 | Previously no. So this would have been my first. This has been my first encounter and my first experience. No, I was on the retrenchment list. I actually got my section 189A. |
| 0:7:9.490 --> 0:7:17.280 | Interviewer | And then tell me, you know, since you are still in the company, what was actually done to, you know, help retain you as an employee? |
| 0:7:18.670 --> 0:8:41.950 | Participant 1 | Three positions would remain safe here in South Africa, not move to the hub. And the one position was similar to what I was doing before and they went, in terms of they, the GB management team, did put it out to advertise and recruit somebody. And obviously applied for it, but at the same time the position involved more than 75% of what this position uh was gained to encounter all the roles and responsibilities of the position. And so I put that forward to management just to say, you know, in the situation where the current role is 75% more than what the position involves. The new position involves that it shouldn't actually go out to be advertised. So that's just the background of it and a decision was made through management and at the time the attorneys that were dealing with the retrenchments. It went to discussion to them. |
| 0:8:42.860 --> 0:8:51.60 | Interviewer | Right. So you feel as though you know the company at least made an effort to try and find an alternative role for you within the company? |
| 0:8:52.170 --> 0:9:55.700 | Participant 1 | Yes, they did. You know the process was we had to apply for positions whether they were a similar role or were a completely different role within the company. So the company did try to assist in finding alternative employment within the company. And I think just in this situation, and the third position that would remain here in South Africa and should not really have gone out to be advertised. In terms of working with the committee we were as GB affected employees. We were part of a committee and we had somebody headed the committee that gave us advice and the advice given was that the role remaining should not have been advertised. I should have been considered for that position right up front. |
| 0:9:56.740 --> 0:10:31.440 | Interviewer | OK, great. Thank you for that. Alright, so you know alternatives were considered for you. But I mean, you know, given you know, the retrenchment itself. I'm sure that you know, maybe you can elaborate on some of the experiences and you know some of the emotions that you were feeling during that whole process. Yeah. If you could just elaborate on that and then maybe just tell me what you did in your personal capacity to actually cope with all these feelings and emotions and just everything that was going on at the time. |
| 0:10:32.830 --> 0:13:57.180 | Participant 1 | I'm going to go back to when we received our section 189A's, so that was 18 months prior. And once we got our section 189A's, we were encouraged to remain with the company for the next sort of 18 months to two years. So in the beginning there was almost a sense of relief on my side that I still had some time to first of all to process the fact that I was getting to be part of the retrenchment process. And then the sense that there were still going to be some time to make other plans. And I think also the fact that I wasn't singly or individually affected, that I was a part of a team that we are going through the same retrenchment process that I was and outside of our team that there were many others from other business units, other service functions that we're going through. I think I felt that I was able to better cope with the situation because I wasn't going through it on my own. And through the committee, I think there was a lot of support that we were able to share our stories. I think also being in the position that I am dealing with and those that are affected by the retrenchments, it almost became sort of a support role to others. So it was actually more of a coping mechanism that, and you know, a part of what I do is actually to support and to help other people and there would definitely be turns where the uncertainty was quite overwhelming. I think if we take it outside the workplace and you have a family and part of my situation is that I really am the breadwinner of the family. And so these, the sense of being so responsible of what's going to happen next financially, really took it, took its toll. And that was quite a lot that I had to work through. So the ‘what if’ you know the what if I really would come to the end which was going to be in October last year, where am I going to do, you know also in the age group we're finding alternative employment is not as easy. And so, yeah, I think that emotionally there were some really tough, tough times and a lot of the time I felt, and although that there was many others going through the same situation, there were many times I actually did feel quite alone and that I couldn't really talk to many of my colleagues about it and in that it's quite difficult to express that you know you feel how you feel and really, what can your colleagues do to help? Especially when some of them are going through the same experience. But uh, thank heavens that ended well. |
| 0:13:59.50 --> 0:15:10.990 | Interviewer | No, at least you know something was done and you know alternative arrangements were made. I can't imagine, you know, having to deal with such a process. And I mean, just given your situation as well, I can just imagine it must have been very, very daunting. So I'm so sorry for that experience. And but I think going back to, you know you mentioned that you know there was this committee in place. And you know, that was one of the coping mechanisms that, you know the company has arranged specifically for, you know, the victims as such. Was that the only coping mechanism other than ICAS that's available? Were there any other coping mechanisms that the company put in place specifically for, you know, whether it was, you know? The victims or like in your situation at the time, the victims, who were, you know, going to be saved at the end of the day, but also more specifically, were there other coping mechanisms that you know of by any chance that were put in place for people who were under safe list from the get go? |
| 0:15:12.590 --> 0:15:20.900 | Participant 1 | Sorry, I just want to make sure I understand your question. So, with the coping mechanisms for those that were safe or for those that were affected. |
| 0:15:22.240 --> 0:15:35.940 | Interviewer | Yeah. So I'm specifically speaking to those who were safe from the get go. Were there coping mechanisms that you are aware of that were given to those employees who are not going to be impacted at all. |
| 0:15:37.840 --> 0:16:38.920 | Participant 1 | No, I can't think of any. I think the focus is really on those that were affected and, you know, if I just take from within our own team, I don't recall any of the team knowing that they were safe. And there were two people that were safe, but they exited the company. So there was a lot of uncertainty around that at the time. And you know, besides having regular updates from what we call the global business team based in Berlin of what is happening and what are the next steps. But to my knowledge, there weren't any additional coping mechanisms or ways of assisting those that were safe. And I can only talk from within the team that I'm part of. |
| 0:16:45.800 --> 0:17:44.390 | Interviewer | Okay and then in terms of, you know, after the retrenchments have, you know, taken place and those who were impacted have now left, there are some certain experiences that these survivors go through after these retrenchments. And based on literature for example, that would talk to for example increased workload or you know just, you know the feeling of not having the old colleagues who were previously there, were there some discussions or coping mechanisms put in place once the retrenchments were finalised so that these employees could you know just air their frustrations or, you know, reach out to someone and say, look, you know, this is now overwhelming. I've got increased workload, for example. “I need help.” Was there anything in place in terms of that? |
| 0:17:46.80 --> 0:20:5.950 | Participant 1 | So I'm going to give you an answer in this way, I think that those that remained that were safe felt immense relief and gratitude if I can use that word that they had a job. I think feedback to a management or to whoever we would report into has been minimal in that the feeling that we should be thankful and we are thankful that we have our jobs and there were a series of follow up and what we call like town hall meetings or team meetings just you know just to really to start to bring the teams together to say, you know, obviously the organisation has gone through retrenchments, there's been many, many changes. And now that we've completed the retrenchment process and those that were affected have exited, now it’s time to rebuild. So that is the only way that I can say the encouragement or you know, it's time to get back to business. It's time to rebuild. It's time for us to engage. It's time for us as teams to now start to collaborate. But to say, you know, has there been workshops or have workshops now been implemented? Are we able to sit around a table and tell one another how we feeling though? No, I think it's been, “let's get back to business and start to rebuild again.” Should we need help, we are constantly reminded and that we have ICAS available and there is now talk of implementing a Wellness Program through Market Area Africa and to look at mental health and to look at you know, what are we doing outside of our work environment or do we have the work life balance in place. But if we refer specifically to the retrenchment process, no. No. |
| 0:20:5.640 --> 0:20:38.720 | Interviewer | Alright, so just to confirm, so there was no opportunity for, you know, survivors to actually go say for example to the manager or to HR and say you know, just sit down with it was a one-on-one or a team call as you said where they could, I think more specifically like a one-on-one because I think that's where you can really you know. Be more personal about it.There was no point where you could actually go to someone and say look and sit down and talk? |
| 0:20:40.770 --> 0:21:33.510 | Participant 1 | Yeah, I think that really depends on the kind of relationship that you have with your line manager or your relationship that you have with, say, a human resource business partner. And so if I can interpret what you asking, will we be encouraged to go and talk, will we be encouraged to maybe go and sit with HR, the business partner or a line manager. I would say no, no. But I think if you have a very good comfortable relationship with the person that you report to that you can walk and close the door and have a good cry. Offload. I don't know if there was many of that. I really don't know. |
| 0:21:34.500 --> 0:21:43.770 | Interviewer | And by any chance, you know, maybe employee surveys that were distributed that you know spoke to like, where are you at? How are you feeling? Was it anything like that? |
| 0:21:44.230 --> 0:22:36.980 | Participant 1 | No. What we did have and during the course of say perhaps the quarter two and quarter three and quarter four is that we had a survey about culture. Company culture and what we feel the company culture is but specifically in terms of a survey to say how are we feeling? No, that's still coming up. And it's a survey that will be coming out probably in the next two months where it's quite general. You know, how do we feel about our job? How do we feel about the culture of the company? How do we feel? You know, it's just normal. It's just a survey about an employee. How do we feel about a number of issues or topics that are work-related? |
| 0:22:43.140 --> 0:23:4.580 | Interviewer | Thank you for that. And so I'm going to move on to the feelings that you had and the emotions that you went through in terms of, you know, the victims of the retrenchments. So if you could maybe just give me an idea of how you felt about your colleagues or just employees in general that were impacted by the retrenchments? |
| 0:23:6.560 --> 0:24:51.520 | Participant 1 | OK, so I can without sounding dramatic, absolutely heartbroken. And having to come into the office and to be strong, to be supportive. And each colleague that was affected by the retrenchment. And all had their own stories. And share their personal stories and you know, start going into too much detail. And some of them, this was the only form of employment that they had. Financially, they would have to support themselves or a family member, or they had a spouse that was terminally ill and they had been with the organisation for something like 20-25 years service and knew that this was really going to be the end of the road for them because they had nowhere. They weren't at an employable age. And so, you know, there were just so many stories and the standings of people's personal situations, and so at times I have to say I did go home and really just have a good cry because it is it. It was so heartbreaking and then you know, for somebody to sit down with you in the office and say to you, I'm so scared. I don't know what I'm going to do and then they would start crying and they felt desperate. And yeah, it was. It was really tough, very, very tough. |
| 0:24:54.130 --> 0:25:14.540 | Interviewer | And then tell me you know and I know you mentioned this before that you know for example the two colleagues that did leave or exit the company, but you know some of the impacted colleagues were some of them you know your actual colleagues that you worked with in a team, how strong would you say were your relationships with these people? |
| 0:25:16.790 --> 0:25:18.440 | Participant 1 | Would you just repeat that question? |
| 0:25:19.140 --> 0:25:38.150 | Interviewer | Sorry, so you know, I know you mentioned that two of the impacted employees that exited the company before the retrenchments officially took place but you know where there other colleagues within your team that were impacted and how strong were your relationships you know with these people? |
| 0:25:38.880 --> 0:27:0.10 | Participant 1 | OK. So the two that exited were actually safe. They weren't impacted by the retrenchment at all. And, but an answer to the second part of your question. And the relationships with the impacted colleagues and I would say were really good and I think that as a team, we held together and just realised that, you know we've got a job to do and until such time that we know what's going to happen, we just got to keep working together and keep the team together. And I wouldn't say there was any conflict or with, you know, perhaps colleagues turned against each other and in hoping you know that their job would have eventually become safe and we had colleagues that took up positions at the Hub in Berlin. So you know there was always that closeness of them just to support them and making that kind of decision. But I'd say generally our team relationships are post our colleague one-on-one relationships were great and the team dynamic was good. It was positive. |
| 0:27:1.970 --> 0:27:10.970 | Interviewer | And then tell me you know the impacted employees and you know that they're gone. Are you still in contact with some of these employees or you know, those colleagues? |
| 0:27:12.940 --> 0:28:21.250 | Participant 1 | Some of them, yes. So from within the team that I am, no, not really. But if I look at outside, so I go, I look at the finance team, definitely, yes, they still quite a lot of communication and interaction with them because as they go through registering with the Department of Labor and having to get all the UIF documents in place. So they're still quite a lot of support at the moment and there's a lot of interaction with them. And if you’re talking in terms of on an outside of the professional environment, yes, from time to time they are called to say how you, how things going. And you know, can we can, can we support in any way? Then, you know, internal vacancies of positions come up. We are, uh, advising those that have left, that were retrenched from the organisation that they are positions that are coming up, that they should apply for. |
| 0:28:22.110 --> 0:28:53.80 | Interviewer | Yeah, that's good. That's great. And then looking at, you know the present and now specifically referring to you, how do you think the retrenchment impacted on your work as it is? So do you feel, you know whether you've got greater workload, how are you just feeling in general towards your job now that everyone or you know the colleagues have been retrenched and we're now in the present? |
| 0:28:53.820 --> 0:30:33.790 | Participant 1 | OK, so definitely there is an increase in workload. And there is trying to create collaboration with our colleagues in Berlin and it has been a challenging process is to really just collaborate, try and build a team. There's still a lot of support from my side to the team based in Berlin, so it is time consuming. Although we've gone through a process of knowledge transfer and job shadowing, it is going to be an ongoing process. I imagine at least for the next 12 months, so that it is time consuming, the workload within the team just continuously increases. There are so many initiatives and projects and rebuilding from within the organisation that falls within the scope of my job. So I would say definitely it's a situation of we have a lot more to do and at times it is quite overwhelming and I think at the moment we are just feeling, I'm feeling overwhelmed because there's just so much, and I could say almost every week, there is something new that is added to the list of what we what we need to do and timelines and date lines. |
| 0:30:38.690 --> 0:30:55.930 | Interviewer | Alright. And then tell me you know, looking at the retrenchment and you know the reasoning behind it, would you say you know the retrenchment at all is benefiting the company as it is or do you foresee it benefiting the company in the future? |
| 0:31:0.90 --> 0:32:45.800 | Participant 1 | Right now and feedback is employees are questioning it because processes efficiencies are not yet happening from the hub perspective. And I think, maybe with time it'll happen. That is what has been planned and anticipated. That is going to happen from the hub, so how the hub is going to service and all the different company sites. And I think it's going to be, we need to give it some more time to see that it's going to happen. You know there are new teams and the hub, so they still learning, they are still needing to find their own feet, they are still needing to learn processes and I think you know from our side, we were so used to our own processes and systems and getting things done. And I'll give you an example if we needed something paid, we would just really walk across the room, go to the person that was sitting at the desk, say to them we need an urgent payment done and it was done. Now we are having to wait a long, quite a long time for something to be done because these are processes and these are a policy. And there's something in place that prevents the efficiency happening as it did here initially. So we've got to be patient. |
| 0:32:48.380 --> 0:33:21.710 | Interviewer | And then just from your personal perspective, if you look at the company as it is now, what would you say are some of the observable after effects of the recent retrenchments? So you know whether that's morale commitments, you know, the emotions that that people are dealing with, whether it's psychological changes, just general well-being. What would you say are some of those observable impacts of the retrenchments on the people that have remained behind? |
| 0:33:24.580 --> 0:35:20.600 | Participant 1 | I wouldn't say morale is a problem and I think that it's the feeling of being work-overwhelmed that there is just the extra workload and we just need to get on with it. I think, you know, that's just the feeling that we just got to get on with it. We'd survived. We've got a job to do and we have a new hit of our particular service function and that really is encouraging the team to rebuild and. That there is the open door to come and discuss. We need to, oh, when I say, discuss. So if we've got a work related problem come and let's see how we can be more efficient, how we can define the process. And but I wouldn't say morale is down and I wouldn't say there is negativity at all. And I just think that everybody just understands that there is work that's got to be done and we've got to get on with it. So that's within our team. And if I look at the other teams. And well, you know, the one team is completely, has been moved. You know, the entire team, it no longer exists and now sits in the hub. So it's difficult if I take individuals, there are some that are now saying they are not coping with the workload and they want to take a severance package. They want to exit and they just can't cope anymore. Have I answered your question? |
| 0:35:21.170 --> 0:35:39.300 | Interviewer | Yes, yes. Perfect. Thank you so much for that.  And then we don't have many more questions. Sorry, I know this is taking a little bit longer than expected. What is your understanding of the labour legislation pertaining to retrenchments? So your section 189’s? |
| 0:35:38.750 --> 0:36:1.120 | Participant 1 | I would say it's pretty good. It's better you know where I was. Yes. |
| 0:35:58.510 --> 0:36:3.610 | Interviewer | Alright, so you were at least informed, you know, in terms of how the process actually works? |
| 0:36:2.410 --> 0:36:46.140 | Participant 1 | Yes. And we did have a legal representation. So we had a department of Labour provide some sections in terms of what it's all about, what our rights are. But you know in terms of what we would be entitled to. And then there was an external legal company that came in and did sessions, one-on-one sessions with each employee that was impacted that they fully understood what was happening, and what it meant, you know, section 189 a what it all meant. |
| 0:36:47.400 --> 0:36:53.700 | Interviewer | Right. And then in your opinion, do you think you know the whole retrenchment process was procedurally fair? |
| 0:36:58.550 --> 0:37:8.180 | Participant 1 | I would say give it probably a 90% fair. |
| 0:37:9.390 --> 0:37:14.700 | Interviewer | All right. And why do you feel that way? What do you think the company could have actually done better? |
| 0:37:16.930 --> 0:38:51.600 | Participant 1 | I believe that there were too many delays and communicating to the impacted employees. And so when it came to the actual retrenchment packages then they would have negotiations between the impacted employee, committee,and the legal representation that the company had in terms of exactly what the retrenchment packages would look like. So if you left within a certain timeline of the retrenchments, you would only get X, if you stayed on after a certain timeline, it would improve and you would get X. If you stayed right until the very end and exited the company by the due date that your retrenchments would come to an end then there would be X. So that communication was poor. Includes honesty. Didn't know where they stood and when they would be leaving, and when they should leave, because, financially, would it be viable or feasible for them? And yeah, I'd say that's that. Those are the main points. |
| 0:38:53.360 --> 0:38:57.530 | Interviewer | And then in your opinion, what do you think the company actually did well in terms of this whole process? |
| 0:39:6.470 --> 0:39:45.160 | Participant 1 | I think that they really did try and help impacted employees find alternative positions. So you know where a position became vacant within the organisation, preference was given to impacted employees to apply for the position to be considered and as a priority candidate for the position. It also, you know, outside the organisation. So we have another organisation that is still being integrated and those positions that came vacant with shared services. |
| 0:39:47.920 --> 0:39:55.710 | Interviewer | Good. And then two more questions. What would you say is your level of commitment to the company as it is today? |
| 0:39:56.170 --> 0:39:56.620 | Participant 1 | High. |
| 0:39:57.530 --> 0:40:27.380 | Interviewer | Okay. And then tell me your level of trust in management because and the reason why I asked this is based on you know literature, when these retrenchment processes happen, you know there's a break in the psychological contract and that refers to the expectations and obligations between the employee and the employer. So would you say that that was by any chance broken, or do you feel like you can still trust the employer? |
| 0:40:29.930 --> 0:40:52.920 | Participant 1 | I think that's going to be a process because initially being impacted, the trust, there definitely was a break in trust. And I think that definitely needs to be a rebuild, the honesty, and the transparency needs to be rebuilt. |
| 0:40:56.130 --> 0:41:6.850 | Interviewer | Great. So that's all the questions that I have for you. Is there anything else that you maybe want to just add on that I haven't touched on or are you happy? |
| 0:41:7.230 --> 0:42:31.210 | Participant 1 | No, but I think it would be really interesting. And to relook this probably in about 12 months time to really see where those that survived are. And because I think that, you know, things are still very raw. This happened in December, we only now in the middle of March. So there’s are a lot of settling in, there’s still a lot of change taking place, they still possibly and certainty because the company is still talking about global retrenchments taking place, so not necessarily here in South Africa will be affected. But I think there are still elements of uncertainty of ways of the company going forward and what is going to happen 12 months down the line?  And what is the picture of the organisation is going to look like? You know, in 2024? Yeah. |
| 0:42:9.460 --> 0:42:35.190 | Interviewer | Yeah, absolutely. You're 100% correct and it is still early days and you know, hopefully if I am lucky to continue with studies next year, this is probably something I could, you know, tap into for my next research paper. Given that, you know, the company obviously is willing to do so. But I think that would be very nice to see just as a build on to what I've currently done so far. I think that's a really great suggestion actually. |
| 0:42:36.380 --> 0:42:37.690 |  | Yeah, it would be interesting. |
| 0:42:36.600 --> 0:42:42.610 | Interviewer | Even if not, you know, just do something small. On the side, I guess. |
| 0:42:40.520 --> 0:42:44.710 | Participant 1 | Yes, yes, just as a follow up survey. |
| 0:42:50.440 --> 0:42:53.440 | Interviewer | And is that it? Do you want to add anything else? |
| 0:42:53.960 --> 0:42:55.190 | Participant 1 | No, no. |
| 0:42:56.130 --> 0:43:1.420 | Interviewer | Right. Right then, thank you so much for your time. |