

Project Title How can students navigate the COVID-19 Pandemic by turning to the arts?

Sargam Garg (Ph.D., Rutgers University, 2017) is an Assistant Professor in the College of Business at California State University, Sacramento. Her research focuses on studying exceptions in the workplace in the form of unique HR practices. She is on a mission to draw from poetry and other arts to enrich management research and education.



Project Objective/Research Question

The specific objective of this project was to answer the following research question: How can student engagement with the arts during the COVID-19 pandemic lead to resilience?

Project Description

This is a conceptual piece. I did extensive review of the current literature on the impact of COVID-19 pandemic on individuals. For which I turned to news, articles, and books in the field of management, psychology, arts, and medicine to read the current narratives and findings in empirical work. I focused on some constructs that I used in my theoretical model and deliberated on the linkages between them.

Why focus on the arts and resilience?

Resilience “the developable capacity to rebound or bounce back from adversity, conflict, and failure or even positive events, progress, and increased responsibility” (Luthans, 2002:702).

Arts Creative processes are about constantly imagining what can be (Ippolito & Adler, 2015). There have been calls to draw from the arts to inform management scholarship, and teaching (Adler, 2015; Bartunek & Ragins, 2015; Bartunek, 2007; Taylor & Ladkin, 2009).

COVID-19 Pandemic Related Stress

(e.g. due to sense of loss – loss of loved one(s), loss of routine, loss of job, loss of identity, loss of social support, etc.)



Engagement with the Arts

- Creation of new art
- Immersion in existing art



Meaning Making Process

Impact

- Cognitively
- Affectively
- Behaviorally



Resilience

Project Results and Summary

- I discussed this work as a panelist in the One World Initiative moderated panel discussion (open to public) on **Stories and Strategies of Resilience**. The One World Initiative, Office of Undergraduate Studies, California State University, Sacramento, April, 2021.

Contributions

- This theory paper makes three contributions to the management scholarship literature.
- First, it develops a theoretical model and explores how engagement with the arts relates to resilience. In doing so it opens up new avenues for research that focuses on the value of arts in management scholarship and practice.
 - Second, this work expands research on resilience by identifying multi-level factors that can act as antecedents in the development of resilience.
 - Finally, the proposed model has implications for work on student and employee well-being where arts can play an influential role.

Future Work

In the future I plan to conduct an empirical study (with a student sample) using the ideas I have developed while working on this conceptual paper.