



RESEARCH PAPER

A Study on Impact of Employees during Covid 19 Lockdown Period

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ABSTRACT

Impact on employees in the context of Covid -19 by seeing the present scenario taken place . As we can see that so many things are changed due to this pandemic . People were affected physically and mentally there is imbalance in the life suddenly .

They all are totally disturbed and financially as well . Many of the employees lost their jobs during this pandemic .

And some of them do not get the proper guidelines that how to manage all these things. So keeping in mind the things I thought of doing this study as it would happen in future and our future generation could take benefit of the study . Take 67 respondents from different organizations . To know what were the challenges they have faced and what were the solutions that would use to tackle it .

The study was taken place by reviewing many books and online sites . so in the concept was written by referring my article throughout .

In this fast changing world the younger generation need much guidance and support for solving the problem. So I would like to give my study as they could be helped in some of the other way.

Introduction

Today the enterprise setup is transferring on the subject of the global epidemic of Covid-19. Organizational dedication with inside the place of business is the relationship of an worker's involvement with their enterprise. Individuals who're dedicated to their enterprise commonly experience an affiliation with their enterprise. Individuals experience that they match withinside the enterprise and additionally experience they understand the goals of the enterprise. Committed personnel are continually tending to be extra decided of their paintings and that they display pretty excessive performance and productivity. Organizational dedication explains the involvement of an worker with a specific enterprise. Organizational dedication is characterised with the aid of using 3 factors, that is, perception withinside the enterprise and reputation of the desires and values of the enterprise; readiness to rent sizable effort; and a advantageous aspiration to hold with the enterprise. An organizational dedication manner a mental kingdom that attaches the person to their enterprise. Organizational commitments have 3 labels, that is, affective dedication, continuance dedication, and normative dedication. All the 3 constructs are related to turnover. Thus, organizational dedication is associated with the worker involvement and attachment to the enterprise. If they may be now no longer dedicated to their enterprise, they may depart the enterprise. So this idea is likewise associated with turnover. The version of organizational dedication explains that dedication to an enterprise is a mental kingdom, and that it has 3 dimensions, that is, affective, normative, and continuance dedication that have an effect on how personnel experience approximately the enterprise that they paintings for.

The first aspect of organizational dedication is an affective dedication, which shows the person's emotional attachment to the business enterprise. Affective dedication is the employee's emotional attachment and involvement withinside the business enterprise. Organizational members, who're devoted to an business enterprise on an affective basis, maintain operating for the business enterprise. Affective dedication measurement of organizational dedication is a work-associated mind-set of personnel' high quality emotions towards their respective business enterprise.

Human Resource managers are constantly evolving innovative, creative, and powerful methods to fulfill the personnel in a more fit manner at some stage in this tough time. Organizations continually do not forget that personnel who're happy with corporation will result in productiveness withinside the place of business and it generates a better consumer pride and unconditionally progresses in income and affords earnings withinside the company. Job pride which means defined via way of means of as how a good deal human beings like or dislike their jobs. Job pride is a nation of thoughts

decided via way of means of the extent to which the character perceives her or his task associated desires to be being met. A nation of melancholy is gift withinside the younger instructors who're taking on-line lectures due to the Covid-19 Pandemic situation. Further end result discovered that instructors who're of younger age organization and additionally married they may be having excessive possibilities of having depressed due to own circle of relatives and task responsibilities. The examine discovered better task pride in phrases of relationships with colleagues, anti-epidemic paintings fulfillment, and paintings recognition. Further outcomes decided that personnel confirmed decrease pride in phrases of anti-epidemic paintings intensity, salaries in comparison with the workload and running surroundings, and conditions. Education, paintings experience, anti-epidemic paintings duration, day by day sleep duration, and the shape of participation had been elements influencing their task pride. Schools need to undertake extra powerful techniques to enhance college instructors' expert identification and task pride that allows you to lessen the sensible troubles of task burnout, make sure the effectiveness of on-line teaching, and hold the sustainable improvement at some stage in the epidemic.

1) **OBJECTIVE OF THE STUDY**

- 2) OT study that how the current situation of employees is differ from earlier days due to Covid -19 pandemic
- 3) To know whether the concept of Work from Home seek the correlation and analyse its suitability in the Indian Work environment
- 4) To know whether the physical well- being and mental well- being are affected by the virtual employment practice.

METHODOLOGY

Data was collected from google form and data was collected from paushak and pidilite company .

UNIVERSE:

Total population of the company is 70

SAMPLE SIZE

The total number of respondent are 61 employees

SAMPLING METHOD

Simple Random sampling method

RESEARCH TOOL FOR DATA COLLECTION

The tool used for data collection is questionnaire. The tool work as a questionnaire where people were ready to fill it on their own at their own convenience but within the time limit set by the organization

LIMITATION OF THE STUDY

- 1) The researcher has to rely upon the information shared by the respondents. the validate cannot be verified.
- 2) Sample selected was very small as compared to population of group so it may not be more representative.
- 3) The time for conducting study, was also very limited.

FINDINGS

The research reveals some important aspects related to the employees who are doing work from home . These are the major findings which are find out.

We have analyse that most of the respondent belongs to the age group of 20 to 25 who have done working from home during the pandemic that is 65%.

Secondly 18% of the respondents who belong to the age group of 25 and 30 and after that 7% of the respondents who belong to the age group of 30 to 35.

There are total 34 respondents who are male who face the impact of covid -19 that is 60.7% and there are total 22 respondents who are female who face the impact of covid-19 that is 39.2%.

We have also compared that how respondents feel about doing work from home during covid-19 pandemic. Most of the respondents express that they feel good about doing work from home during pandemic that is 35.7%.

We have also compared that 12% of respondents said that they feel average about doing work from that is 21.4% and at last only 1 person opt for poor that is 1.81%. The difference between the excellent and good is because of negative impact of work from home during pandemic.

We also find that if they have work life balance while doing work from home during pandemic or not . 21 respondents said that yes they have work life balance during work from home that is 37.5%. 11 respondents said that they are not sure about the situation that is 19.6% and at last 3 respondents opted for all that is 5.4%.

SUGGESTIONS

1. Set clear milestone : - Setting clear milestone is important in both personal and professional life. As human beings , we have a habit of shooting for the stars and the same reflects in the goals we set. By setting up clear milestone it help us to do better work. Setting goal is often an overwhelming process. So what you need to do is break your big personal and professional projects into smaller chunks and set your goals accordingly. Doing this will help you stay motivated and keep your energy level up throughout the journey.
2. Allowing you to celebrate every small victory you achieve. While setting milestone , keep the following tips in mind :
 Keep your eye on the deadline
 Save all the important dates on an online calendar
 Improve your project evaluation skills
 Treat every milestone as a learning experience.
3. Plan and prioritize : If it seems like you ve heard this point before, you re right. Organizing ,planning and prioritizing are a crucial part of our daily routine. In fact , there are several articles over the internet that provides valid reasons for the same. These are some simple workplace habits and time management tips that help you get things done in time and improve your overall work performance.
4. Plan your meetings well : Meetings are powerful , but they are widely misunderstand . planning and scheduling meetings is a common practice in almost every workplace . That why it is important to carefully plan each meeting in order to make it most effective .
5. Communicate better : Communication is a two way street. Effective communication is a practice that makes you certain about things at work, learn new and improved ways to achieve better results and finally, improve overall work performance .Remember , every opinion matter and it can certainly help you take your work performance to a new level.
6. Conquer difficult tasks first : This point is directly related to our above point “ plan and prioritize . Obviously , you can t do every task or activity at the same time. That why it is important that you figure out what tasks should be completed first and what tasks can be postponed or delegated during the project planning stage.

CONCLUSION

As we all know that covid -19 pandemic affect the world wide. It also made adverse affect on the economy . The consequence of the covid -19 pandemic on economic activity, employment ,and our way of working have been far reaching . In turn , all of these shocks have the potential to substantially impact subjective well being . Due to all these problems employees start working from home they are doing online work attending online meetings taking sessions . And by doing online working it will directly affect on their health and mental well being . There are two behavioural aspects from the employees that is positive and negative .

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