



GRATIFICATION OF WORK AND MENTAL HEALTH

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ABSTRACT

Many workers cannot continue their job as normal as before, many of them even lost their jobs during the pandemic of covid 19. Generally, employees have difficulty in accepting the demands of their officials to work at home, popularly known as work from home. In such scenarios, they all should continue their work in their respective offices. While paying attention to health and the official guidelines released by the government and this affects the mental health of the employees and their job satisfaction in a study it was found that it is all creating a bad impact on employees' mental health and making them stressed and unsatisfied from the job. So this is all the problem in front of us and here the role of the counselor is addressed to solve the problem of mental health of the employees and also a counselor to make the employees know their job gratification so that the employees can work hard and make their company best and achieve the greater mark.

1. INTRODUCTION

Recently we all have addressed the crisis of covid 19 whose only responsibility is Wuhan, China, starting from January 7 2020 when the first case of this deadly virus was found and then the whole world suffered from that everything has affected by that viral disease the government declared lockdown resulting the loss in economy, many small businesses lost their journey, daily wage workers starved from one-time meal even and most important Lives, millions of peoples lost their life due to that.

Firstly let us talk about what the virus is, in the year-end of 2019 in Wuhan, China an unknown virus attacks the respiratory system and immunity of human beings which is turned out to be the season of death for many people, adults and teenagers are having serious threat to get infected through this virus (Kobayashi et al., 2020). this virus is called severe acute respiratory syndrome coronavirus-2 (SARS-coV-2), which is more commonly known as covid 19. this virus proved to get viral through human contact. In this case, more people are infected without any symptoms than infected cases, with as much as a 2.0% death rate while the SARS mortality rate reaches 10% and this justifies that it can be controlled with the help of all civilians by keeping them all in their houses, shutting the market, and every public places where the crowd gathers at a time including malls, theaters, parks, etc with all this crisis many lives are lost, but the bigger issue is the people those who didn't get affected by covid 19 are also not lucky, most of them have many physical burdens and mental as well of their works, in short, we can say that it affects everyone globally because this pandemic has changed the life and everybody covid 19 infected patient have to live in a self-quarantine even far from their family just to get isolated and don't put anyone's life in danger as this virus can be viral by body contact. people are experiencing much social change and getting emotional stress continuously which results in an impact on mental health and the overall stability of the economy. Society has faced certain deaths which are caused by infected people who don't have any symptoms moving outside and this all results in a bad effect on mental health.

So nowadays we are observing that companies are getting difficulties in maintaining the quality of their products and from the sector but also the job gratification from their employees and how to continue to survive the threat of COVID-19. In this case, many people have shifted to the method of work from home which simply means that the work which was done before in this office it's going to be done in-home so that in this method the people doesn't need to be in the office and the work will be completed while sitting at home so the problem of work is somehow solved but the problem which is commonly found during the people work from home is they are getting mentally ill the mentally ill personality can't give his best to his work. Other than the Indian population 50% of young people do not work because now after the pandemic country is facing an economic crisis. every country is trying to rebuild their economy and boost employment for the young people after this crisis and also they provide career counsel for such minds who are not doing any work right now this program includes motivation for them to move them to do something great in their career and what they should choose the same program is going to be organized to motivate the employees to refresh their minds and to provide them job gratification and willingness to start their work again.

2. WORK PRESSURE AND JOB GRATIFICATION

Work stress hampered employee performance during covid 19 partial lockdown, maintaining satisfactory levels of employee performance is an important area of concern for many organizations The current study examines the relationship between work stress due to covid 19 and employee performance.

A sample of 213 bank employees was collected using a convenience sampling method. Data were analyzed using stepwise linear regression and process macro by Hayes hurts task and contextual performance and a positive impact on adaptive performance similarly the prevalence of safety culture significantly moderates the stress and performance relation.

3. METHODOLOGY

Procedure and Search Strategy: The literature review took place during the last weeks of May 2020 and focused mainly on the Web of Science (WOS) database, using Scopus and Dialnet as support. The topic considered for the selection of articles was the one related to the global pandemic caused by COVID-19 and how it has affected psychologically and motorically children up to 12 years old. The following keywords were used: "COVID-19" and "children" and the Boolean operator "and." After this first search and taking into account only the works published in 2020 (since that is when the pandemic occurred), 837 scientific documents were obtained. By restricting the search to only journal articles, the documents were reduced to 576 articles, after which the language filter was applied, selecting only those papers published in English and Spanish, leaving a total of 537. Since the pandemic started in China, the initial search was also done in that language, not find any related articles. The articles signed by researchers of Chinese nationality are written in English. Finally, the following areas of research were chosen: "Psychology," "Sociology," and "Education Educational Research," finally limiting the search to 48 scientific articles, which make up the sample of this study.

4. LITERATURE REVIEW

On December 31, 2019, the China Health Authority alerted the World Health Organization (WHO) to several cases of pneumonia of unknown etiology in Wuhan City in Hubei Province in central China. The cases had been reported since December 8, 2019, and many patients worked at or lived around the local Huanan Seafood Wholesale Market although other early cases had no exposure to this market. On January 7, a novel coronavirus, originally abbreviated as 2019-nCoV by WHO, was identified from the throat swab sample of a patient. This pathogen was later renamed severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2) by the Corona virus Study Group and the disease was named coronavirus disease 2019 (COVID-19) by the WHO. As of January 30, 7736 confirmed and 12,167 suspected cases had been reported in China and 82 confirmed cases had been detected in 18 other countries. On the same day, WHO declared the SARS-CoV-2 outbreak as a Public Health Emergency of International Concern (PHEIC).

According to the National Health Commission of China, the mortality rate among confirmed cases in China was 2.1% as of February 4 and the mortality rate was 0.2% among cases outside China. Among patients admitted to hospitals, the mortality rate ranged between 11% and 15%. COVID-19 is moderately infectious with a relatively high mortality rate, but the information available in public reports and published literature is rapidly increasing. This review aims to summarize the current understanding of COVID-19 including causative agents, the pathogenesis of the disease, diagnosis, and treatment of the cases, as well as control and prevention strategies.

5. DISCUSSION

Warm wishes to everyone whose reading my paper all my gratitude towards you all. covid 19 is not easy for everyone, but for some parts, it's easy for those who get income. In this multi-phased cross-sectional study of HCWs in Ghana and Kenya, we found that more than a third of providers in Ghana and Kenya were dissatisfied with their jobs during the pandemic. Reported levels of job dissatisfaction during the pandemic were greater than before the pandemic. But job dissatisfaction was higher in the early phase of the pandemic than in the latter. There were, however, no significant differences between the providers in Kenya and Ghana around the same period in the later phase. Additionally, over two-thirds of providers had low perceived preparedness, moderate to high stress, and low to high burnout. Consistent with our hypothesis, we found that higher perceived preparedness was associated with higher satisfaction, while high stress and burnout were associated with lower satisfaction. The effect of satisfaction mediated by stress and burnout was however not statistically significant. Other factors associated with current satisfaction were satisfaction before the pandemic, perceived appreciation and communication from management, and support of family. Fear of infection was associated with lower satisfaction.

6. CONCLUSION

Lastly, understand that any type of change takes time. Just as the causes of mental health decline can be insidious and happen slowly, improving your wellness doesn't happen overnight. There isn't a single solution, but rather, many small actions you can take to build better habits for improved remote working and mental health experience. Adjust your daily workflow and practices to match your lifestyle and stay the course. Remember to prioritize your mental health and to keep chipping away at negative thought processes. When you're aware of the causes, it's much easier to address and fix the issues impacting your happiness in your remote role.

7. REFERENCES

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