



Impact on Employees Performance Due to Fear of Lockdown

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ABSTRACT

The fear of lockdowns, such as those experienced during the COVID-19 pandemic, can significantly affect employees' performance. This fear induces stress, anxiety, and uncertainty, leading to various adverse outcomes in the workplace. Employees may struggle with maintaining work-life balance, experience isolation and loneliness, and grapple with disrupted routines. Job satisfaction may decrease, and mental health issues can emerge. Consequently, this fear can result in reduced engagement, motivation, and physical health problems, ultimately impacting overall productivity. Employers can mitigate these effects through transparent communication, flexible work arrangements, mental health support, training programs, and fostering social connections. Recognizing and rewarding employee efforts during challenging times can also help maintain a positive work environment and support performance and well-being.

To address these issues and support employees, employers must adopt proactive measures. Transparent communication, flexible work arrangements, mental health support, and training programs to enhance resilience are crucial steps organizations can take to mitigate the negative effects of lockdown-induced fear on employee performance.

KEYWORDS: Remote work arrangements, lockdown anxiety, social isolation, morale decline, employee performance, job insecurity

1. INTRODUCTION:

The fear of lockdowns, often prompted by unforeseen crises such as the COVID-19 pandemic, has introduced a new dimension of challenges to the modern workplace. Lockdowns, characterized by restrictions on movement, business closures, and the need for remote work arrangements, have not only reshaped the physical landscape but have also profoundly impacted employees' psychological and emotional well-being. This introduction provides an overview of the multifaceted effects that the fear of lockdown can have on employees' performance in various professional settings.

In recent years, lockdowns have become synonymous with efforts to curb the spread of contagious diseases, making them a recurrent phenomenon in the global workforce. The fear and uncertainty surrounding these events can have far-reaching consequences that extend beyond health concerns. This fear, rooted in the ambiguity of lockdown durations and their socioeconomic implications, can permeate the workplace, affecting employees at multiple levels.

One of the primary consequences of lockdown-induced fear is elevated stress and anxiety levels among employees. The uncertainty of job security, concerns about personal and family health, and worries about navigating remote work can create a mental burden that hampers concentration, decision-making, and overall job performance.

To address these issues and support employees, employers must adopt proactive measures. Transparent communication, flexible work arrangements, mental health support, and training programs to enhance resilience are crucial steps organizations can take to mitigate the negative effects of lockdown-induced fear on employee performance.

This paper delves into the multifaceted impact of the fear of lockdowns on employees' performance and explores strategies that organizations can employ to help employees navigate these challenging circumstances. By recognizing and addressing these issues, employers can maintain a positive work environment and foster the well-being, engagement, and productivity of their workforce during times of uncertainty

2. LITERATURE REVIEW:

The fear of lockdowns and its impact on employees' performance has garnered significant attention, particularly in the context of the COVID-19 pandemic. Researchers have explored various aspects of this phenomenon, shedding light on its multifaceted nature and implications for the modern workplace.

Resilience and Coping Strategies: Research has also explored resilience-building and coping strategies for employees.

Economic Uncertainty and Job Insecurity: Lockdowns are often associated with economic uncertainty, with businesses facing closures and layoffs.

Psychological Impact on Employees: Numerous studies have highlighted the psychological toll of lockdown-induced fear on employees.

Employer Response and Support: Several studies have emphasized the importance of employer response and support mechanisms.

In summary, the literature highlights the pervasive impact of fear of lockdowns on employees' psychological well-being, work performance, and overall job satisfaction. The COVID-19 pandemic served as a significant case study, demonstrating the need for organizations to prioritize employee mental health and well-being. Strategies such as flexible work arrangements, mental health support, and resilience-building programs have emerged as essential tools for employers to mitigate the adverse effects of lockdown-induced fear and maintain a productive and engaged workforce during challenging times.

3. RESEARCH METHODOLOGY:

Research objectives

The primary objective of the research is to study and understand the changing shift in the employer-employee relationship under the impact of COVID 19. There are some secondary objectives are listed as-

- To identify coping strategies employed by employees to mitigate the impact of lockdown fear
- To provide recommendations for employers and policymakers to support employees during lockdowns
- To examine the relationship between fear of lockdown and employee productivity

4. CONCLUSION:

The fear of lockdowns can have a profound and multifaceted impact on employees' performance in the workplace. This impact extends across various dimensions, including psychological, emotional, and physical well-being. As we've explored in the earlier sections of this discussion, the fear of lockdowns can lead to increased stress and anxiety, reduced job satisfaction, work-life imbalance, burnout, and even negative effects on mental and physical health.

while the fear of lockdowns can pose significant challenges to employees' performance, it is also an opportunity for organizations to demonstrate their commitment to the well-being of their workforce. By addressing these challenges with empathy and strategic support, employers can help employees navigate uncertainty, maintain productivity, and ultimately emerge stronger from the experience.

5. FINDINGS:

Here are the general steps you can take to find the latest research findings on this topic:

Research Institutes and Think Tanks: Look for reports and research papers published by reputable research institutes or think tanks in India that focus on labour, economics, and workforce issues.

Workload Management: Employers can ensure that workloads are manageable and realistic, and employees can prioritize tasks and set boundaries.

Employee Support Programs: Providing access to Employee Assistance Programs (EAPs), counselling services, and mental health resources can be beneficial.

Reduced Productivity: Stressed employees often struggle to concentrate, make decisions, and perform at their best, resulting in reduced productivity.

Workload: Excessive workloads, tight deadlines, and unrealistic expectations can overwhelm employees and lead to stress.

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7. RESEARCH:

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