



DETERMINANTS OF COVID 19 AND ITS IMPACT ON ATTITUDE OF EMPLOYEE TOWARDS WORK FROM HOME

Management

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ABSTRACT

The Novel Coronavirus changed everything overnight, the lockdown was enforced, and social distancing became the new norm. People are staying connected with friends and family through video calls and schools have started giving online classes on video conferencing apps. With the lockdown in place, more than 3 billion people, excluding the essential workers like defense and healthcare officials, have been pushed to work from home. In India, various states have been exposed to a situation of complete lockdown which has led employers to ponder upon how they can keep their people safe, contain the spread of the virus and continue their operations effectively during this unprecedented crisis. This aims to present a deeper insight to analyze the impact of COVID -19 in work and life domains during this period of adversity and what all measures are required by employers and HR personnel to be taken into consideration for proper organizational functioning as well as normalcy of life to get over the current situation of COVID -19 crisis or in any adversity.

KEYWORDS

COVID -19 in work and life domains, Mental Attitude of people, Motivation, Social distancing.

INTRODUCTION

On 12 January 2020, the World Health Organization (WHO) affirmed that a novel corona virus was the reason for a respiratory sickness in a bunch of individuals in Wuhan City, Hubei Province, China, which were accounted for to the WHO on 31 December 2019. The main instance of the 2019–2020 crown infection pandemic in India was accounted for on 30 January 2020, beginning from China. Corona infection is a group of infection or irresistible maladies that can cause various kinds of disease among humans including basic cold to sewer perilous. We called it a crown infection since its shape resembles a crown.

"Work from Home" is not a new term to use nowadays. It has been around for longer than 10 years. The COVID- 19 pandemic has prompted the greatest number of representatives comprehensively bound to work remotely. Work from home is useful for conveying work life parity to the representative, and furthermore parallel causes the organization to complete the work. Work from Home facilitates flexibility in the working hour and working environment. O. Driscoll (1996) identified various advantages and dis-advantages of work-life balance for both employers and employees. Pandita and Singhal (2017) investigated the relationship between employee engagement in the IT sector with work-life balance.

OBJECTIVES OF THE STUDY

- To study the changes in attitude of people due to the pandemic situation
- To analyze the factors affecting work from home for employees.
- To understand how people are willing to adapt to changes and usage of technology for work
- To understand the physical and mental attitude of people in the pandemic phase.
- To examine the impact of COVID -19 on work performance of employees when working from home

RESEARCH METHODOLOGY

The study is conducted to find out determinants of COVID 19 and its impact of employee attitude towards work from home. The dependent variable used in this study is attitude of employee. To measure the dependent variable, employees were asked questions related to different dimensions of Employee job performance on a Five-point Likert Scale. The independent variable is determinants of COVID 19 and it is further subdivided into six factors based on the major roles and key responsibilities. The sub factors are: Work from home, Technology Work environment, Work load and Work life balance.

Hypothesis 1

H_0 = Work from home not to be seen as a hindrance to the work life balance of employees.

H_1 = Work from home seen as a hindrance to the work life balance of employees.

	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.030 ^a	.094	.085	.473

Hypothesis 2

H_0 = There is no significant difference between employee productivity during this COVID -19 and WFH

H_1 = There is significant difference between employee productivity during this COVID -19 and WFH

ANOVA					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	14.230	4	3.558	6.860	.020
Within Groups	48.747	94	.519		
Total	62.977	98			

- The significant difference is obtained from the analysis is 0.020 is less than 0.05. Hence the null hypothesis is rejected. That means as a conclusion we can say that during this pandemic era all the employees have a difference in their productivity.

Hypothesis 3

H_0 = Employee do not have technical insecurities during this work from home situation

H_1 = Employee have technical insecurities during this work from home situation

The significant difference obtained from the analysis is 0.025 is less than 0.05. Hence the null hypothesis is rejected. That means all the companies adapted work from home facility due to COVID -19 and have technical insecurities during this work from home situation.

Hypothesis 4

H_0 = There is no significant difference between employee's attitudes towards work during COVID 19.

H_1 = There is significant difference between employee's attitudes towards work during COVID 19.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.0358 ^a	.233	.227	.46519

The sig. obtained from the analysis is 0.035 is less than 0.05. Hence the null hypothesis is rejected. That means there is significant difference between employee's attitudes towards work during COVID -19

Findings:

The study concludes that the COVID-19 Pandemic has certainly created a panic and fear among people including the high level of stress and challenges while working from home (WFH).

From the companies' side they take all possible measures to make work from home more effective they are:

- Due to this COVID -19 all the companies spend extra bugs for the employees to make their work environment more comfortable
- In IT industry companies provided best practices and training to make work from home environment more adaptable
- Companies has taken efforts to enlighten me about the dangers of COVID 19, and adopted various measures to safeguard all the employees and their family.

- Companies are willing to transfer their work force to the work from home scenario was very fast and the research findings about employee attitude about this work from home scenario are:
- The he overcrowding of network has negatively affect working efficiency of employees
- Depending completely upon technology and personal networks, work from home made employees feel unsafe to deal with confidential affairs of the company
- Due to lack of technological equipment's, High speed data transfer and peer to peer encouragement, most of time employee feel each new task is more challenging
- Work from home made employees to spending more time online, handling work affairs, and thereby spending comparatively less time with family
- Unable to leave job thoughts even at home, employees feel more suffocated and needs much more psychological support than before
- Working from an office is always beneficial for the overall improvement and growth of the employment skills of the individuals
- WFH created an opportunity for employees to take care of their family during the pandemic era compared to work at office
- As the pandemic rages in, WFH is inevitable. But most employee, prefer working in an office environment which will substantially help the growth of the employees and the company as well.

Recommendations

All the industries especially in the IT industry all companies adopted work from home scenario as their working strategy to compensate with the new normal of COVID -19. The attitude of employees toward work from home is some way positive and negative. Most of the companies adapted new methods and technologies to make all the employees work from home more effective and smooth.

- To identify each employee's family situations and surroundings and give support to make sure that the all are mentally and physically relaxed to do their task
- Arrange weekly meetings with interactive sessions it will help them for mental health and it will help to increase their productivity
- Arrange each job in a flexible time Employees want to setup dedicated office space
- Create a clear and specific work plan
- Be ensure that the amount of work for the employees is comfortable and convenient
- Give all the technical support for the employee it will help to increase their productivity

CONCLUSIONS

This study is conducted on the topic DETERMINANTS OF COVID 19 AND ITS IMPACT ON ATTITUDE OF EMPLOYEES TOWARDS WORK FROM HOME. This study helps to identify different factors that's appears on the work environment of employee in the IT industry due to this COVID -19 pandemic and how this factors affect the attitude of employees towards work during this work from home scenario. The attitude of employees towards work from home is mixed. The traditional office as we once knew it is no more. The COVID-19 pandemic was a catalyst for many societal sea changes and on the jobs front, remote work suddenly proved itself to be a far more viable option than corporations had ever considered it. this time work load is more for all the employees but they can manage work life balance very well. If companies give some more mental and physical and also better technical support for the employees, then work from home will be more effective and productive. From this analysis all the employees and the companies are expecting and prepared for work from home for past years.

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