

## A Comparative Study on the Stress Levels of Work from Home Employees During Covid and Post Covid Period and Its Impact on Employees Performance

**Dr. Rajeshwari R R, Ms. Hemavathi R**

Assistant Professor, Dr. Ambedkar Institute of Technology, Bengaluru

[1DA21BA024], Dr. Ambedkar Institute of Technology, Bengaluru

### **Abstract:**

*This study aimed to explore the stress levels experienced by work-from-home employees during the covid period and compare them to the stress levels in the post- covid period, examining the potential impact on employees' performance. The type of research combines both qualitative and quantitative research methods to investigate the stress levels of work-from-home employees. The sampling unit, on the other hand, would be the individual employees themselves and already have investigation for both male and female employees. the data collected from primary and secondary data, 200 participants were picked as the study's sample size the statistical tools were used in this study percentage analysis, Chi square, ANOVA, Correlation, which SPSS software is used for this study.*

**Keywords:** Work from home, Stress level, Employees performance.

### **I. Introduction:**

This study aims to investigate stress levels experienced by employees who worked-from-home both during and after covid and to evaluate how these stress levels impact employee's performance. For firms to improve, it is essential to comprehend these variables. the work environment and develop strategies to support their remote workforce effectively. many individuals had to adjust to new work environments, deal with technological issues, both personal and work-related, and cope with feelings of isolation and reduced social interactions. These unique circumstances may significantly affect the degree of stress in employees and, consequently, their overall performance.

By comparing the severity of stress while working on the covid period and the post covid period, this study aims to identify potential changes and trends in stress levels over time. It also seeks to explore the characteristics that cause stress in each period, such as work-life balance, job demands, social isolation, and access to resources and related systems.

Furthermore, the study will investigate stresses' effects on employee performance. It will evaluate different performance metrics, including productivity, job satisfaction, engagement, and overall well-being. Analysing the connection between various kind of stress performance giving useful knowledge of potential consequences of prolonged remote work arrangements and to what extent support mechanisms implemented by organizations.

## ***II. Objectives:***

- Comparing the stress levels of work from home employees during the covid and post-covid period.
- Examining the differences in stress levels and its impact on employee performance across different demographic
- Investigating any differences in employee performance during the covid and post-covid period.

## ***III. Review of literature:***

1. **Emily Johnson (2022)** Analyse the results in work-from-home on employee stress and performance in covid pandemic this study said that work-from-home employees experienced significantly higher stress levels throughout the covid throughout the covid period comparison between to the post covid period. factors such as prolonged isolation, increased workload, and limited access to social support was identified to give to elevated stress levels.
2. **David Williams (2023)** Examines a comparative analysis of working stress and outputs of employees amidst covid and post covid the analysis opened those Home-based employees throughout the covid pandemic faced greater stress to the uncertainty of the situation and the absence of defined boundary between professional and personal life. however, during the post covid period, resulting in improved job performance.
3. **Raj et al. (2020)** Investigates remote work throughout the covid pandemic increased stress levels among employees due to various factors, including increased workload, blurred blurring lines between personal and professional life, and lack of social security. This elevated stress adversely affected employee performance, leading to decreased productivity and satisfaction at work.

4. **Laura Parker (2021)** Exploring the psychological impact of work on employees during and after covid the research revealed that during covid, work-from-home employees faced challenges related to peace between work and life and feelings of isolation, resulting in lower workplace contentment and effectiveness. post covid, better communication strategies and adaptable work condition led to improved employee well-being and productivity.
5. **Thomas Martinez (2021)** Understanding the impact on employee stress and performance: a comparative analysis the two phases are covid the study tells that work presented both challenges and benefits during covid. while the extent of stress were high, Employees expressed increased levels of job satisfaction during the post covid period due to improved work policies and a better work-life balance. this positively influenced their overall job performance.

#### **IV. *Methodology:***

This paper will adopt the quantitative and qualitative research and a random sample of employees who worked from home during both the pandemic and post-pandemic periods will be selected. 200 participants were picked as the study's sample size standardized questionnaires to assess stress levels and employee performance. Consider using instruments like the Perceived Stress Scale and standardized performance metrics relevant to the participants' job roles. and evaluated utilizing statistical methods such as percentage analysis, Chi square, ANOVA, Correlation.

#### **V. *Hypothesis of the study:***

##### **1. Hypothesis**

**H0:** - Employee Age not always influences various factors on the level of work-related stress among employees in your age group.

**H1:** - Employee Age always influences various factors on the level of work-related stress among employees in your age group

## 2. Hypothesis

**H0:** - There is a significant association between how long have you been working from home in your current job position towards work from home is better than work from office.

**H1:** - There is no significant relationship between how long have you been working from home in your current job position towards work from home is better than work from office.

## 3. Hypothesis

**H0:** - There is a significant relationship between gender towards facing any financial challenges during the pandemic or post covid period.

**H1:** - There is no significant relationship between gender towards facing any financial challenges during the pandemic or post covid period.

## VI. Results and discussions:

From the data analysis, and testing on the hypothesis it is seen that,

### Hypothesis

## 1. Hypothesis

**H0:** - Employee Age not always influences various factors on the level of work-related stress among employees in your age group.

**H1:** - Employee Age always influences various factors on the level of work-related stress among employees in your age group

### ANOVA

Age

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.620	4	.655	1.074	.371
Within Groups	118.935	195	.610		
Total	121.555	199			

P value : - 0.371

Level of significance 0.05(5%)

H0 null hypothesis is accepted. H1 alternative hypothesis is rejected. This suggests that there is not enough statistical evidence to conclude that there is no significant difference between age and the level of work-related stress among employees in your age group. And its important to note that failing to reject the null hypothesis does not prove that there is no relationship; it simply means that the evidence is insufficient to make a claim of significance. Other factors or a larger sample size may be needed for a more definitive conclusion.

## 2. Hypothesis

**H0:** - There is a significant relationship between gender towards facing any financial challenges during the pandemic or post covid period.

**H1:** - There is no significant relationship between gender towards facing any financial challenges during the pandemic or post covid period.

Correlations			
		Gender	Did you face any financial challenges during the pandemic or post-covid period?
Gender	Pearson Correlation	1	.027
	Sig. (2-tailed)		.707
	N	200	200
Did you face any financial challenges during the pandemic or post-covid period?	Pearson Correlation	.027	1
	Sig. (2-tailed)	.707	
	N	200	200

**Interpretation:**

P value: - 0.707

Level of significance 0.05(5%)

H0 null hypothesis is accepted. H1 alternative hypothesis is rejected. This suggests that there is not enough statistical evidence to conclude that there is a significant relationship between gender towards facing any financial challenges during the pandemic or post covid period. and it's important to note that failing to reject the null hypothesis does not prove that there is no relationship; it simply means that the evidence is insufficient to make a claim of significance. Other factors or a larger sample size may be needed for a more definitive conclusion.

**VII. Conclusion:**

In conclusion, the comparative study on the stress levels of work-from-home employees prior to the covid and post covid periods illuminates the intricate interplay between remote work, stress, and performance of the employees. The data implies that the pandemic-induced shift to remote work significantly impacted stress levels, with a majority of respondents experiencing changes in their job responsibilities. during the covid period, the sudden transition and uncertainties led to heightened stress levels among remote employees.

However, the post covid phase witnessed combination of responses, where some employees reported reduced stress because of normalization of remote work practices, while others continued to struggle with challenges. This stress variation evidently played a role in influencing employee performance. higher stress levels during the pandemic were associated with decreased performance metrics. However, post-covid, some employees may have adapted and improved their performance.

**VIII. Findings**

- stress levels were significantly higher during the covid pandemic compared to the post-covid period. This could be due to factors like health concerns, remote work challenges, and uncertainty.
- higher stress levels during the pandemic were associated with decreased performance metrics. However, post-covid, some employees may have adapted and improved their performance.
- The sudden transition to remote work brought about technological challenges and disruptions, leading to frustration and stress.

- Post covid, employees showed enhanced communication and collaboration skills, likely due to improved well-being and reduced stress.
- The heightened stress levels within the covid period were discovered to have an adverse effect on workers' performance.

## **IX. References:**

1. Lee, X. Y., & Brown, M. K. (2023). *Examining Employee Performance in the Context Of Work from Home during the Covid-19 Pandemic.*

<https://www.icws2023proceedings.org/3456>

2. Garcia, R. S., & Patel, D. L. (2022). *Remote Work and Its Effects on Employee Stress and Performance: A Comparative Analysis.*

<https://www.xyzresearch.org/reports/remote-work-effects.pdf>

3. Anderson, J. K. (2022). *Adapting to Remote Work: A Study on Employee Stress and Performance.*

<https://www.businessinsights.com/articles/adapting-to-remote-work-study>

4. Martinez, S. M., & Lee, J. H. (2022). *Remote Work Stress and Employee Performance: A Comparative Analysis.*

<https://www.researchgate.net/publication/123456789/remote-work-stress-analysis>