

# A STUDY ON IMPACT OF LOCKDOWN ON EMPLOYEE WORKLIFE AT HARISH FOOD ZONE, VELLORE

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## Abstract

The COVID-19 pandemic lead to severe crisis all over the world and has created severe several impacts on the life of people as the lockdown was imposed at most of the nations in order to avoid the spread of the contagious virus among people. This lockdown has created a huge impact on personal and social life and affected the physical and mental health of humans. It also imposed shutdown of some work to prevent the employees from this spread of virus which in turn created unemployment for some specific span of time. This study examines the impact of COVID-19 lockdown on employee's worklife. The study was done in Harish Food Zone at Vellore. This study was done in order to handle some unpredictable challenges like lockdown on employee's worklife at future.

**Key Words:** Work life, employee stress, pandemic, lockdown, unemployment, physical & mental health.

## 1.INTRODUCTION

The COVID-19-induced lockdown is an unprecedented event. It has rendered millions of people unemployed for an extraordinarily long period in the interest of saving lives from an uncontrollable virus. The lockdown began slowly and hesitatingly in mid-March as many state governments announced local lockdowns till the end of March. But, the nation-wide lockdown that began on 25 March was unparalleled. It was severe, prolonged, confusing and unpredictable in multiple ways.

The situation is not only affecting the physical health of employees, it has an adverse impact on their mental health too. The current pandemic situation has severely hit various aspects of businesses and economy. Surely, it appears that during a pandemic flare-up, particularly on account of an obscure new infection, people's emotional well-being issues can, in some cases, be generally neglected. However, the most ignored part is the mental health of employees, who are actually running the business operations and economy of a country, and they are treated as "human capital." Under this situation, the involvement of employees should be a

prominent concern for every organization. Keeping the employees' morale high, and to maintain the level of productivity, is a quite challenging task for every employer. As employees are struggling with their mental status, employees' mental health should be a matter of concern for every organization.

A **lockdown** is a restriction policy for people or community to stay where they are, usually due to specific risks to themselves or to others if they can move and interact freely. The term "stay-at-home" or "shelter-in-place" is often used for lockdowns that affect an area, rather than specific locations.

## EMPLOYEE'S RESPONSE TO COVID-19:

With the latest government guidelines giving employers wide discretion on where work should take place, employers should take the initiative to consult more widely with employees about their plans. That consultation should include whether work that is being done in the normal workplace could be done remotely – currently, 21% of those attending their normal place of work disagreed that their job couldn't be done remotely.

The changes brought about in the life style of people due the pandemic were;

- Global/ National/Local -Lock down
- Housework
- Health and Hygiene consciousness for building immunity
- Social distancing
- No domestic help
- Responsibility sharing
- No external walks, and exercise
- Time to do office work
- Space for office work
- Skill up gradation
- Dependence on digital modes for work

## 2. REVIEW OF LITERATURE

Dr Rashmi Gharia, Dr Rekha Narang, Mr Pranay Karnik entitled "IMPACT OF COVID 19 LOCK DOWN ON THE EMPLOYEES' WELL-BEING". The results of the study show that the respondents consider factors like intrinsic motivation, safety and security and belongingness to be more important in jobs as compared to factors like autonomy and job control and anxiety.

Aisha Sarwar, Usman Maqsood, Bahaudin G. Mujtaba entitled "Impact of Job Insecurity due to COVID-19 on the Psychological Wellbeing". The findings suggest that job insecurity due to COVID-19 decreased an employee's well-being via financial stress. Moreover, resiliency played a buffering role in mitigating the damaging impact of job insecurity on financial stress. Theoretical and practical implications are included in this paper.

Isaacs (2016) explained work-life balance in terms of control. If a person is able to control his work then it is assumed that he has control over his personal life and professional life. He also suggested improving your quality life then adding a word 'NO' in your vocabulary.

Sheppard (2020) The current crisis of the new coronavirus pandemic initiated dramatic changes around the world. In this context, both companies and customers switched instantly to digital models. The Covid19 has intensified digital transformation for companies, and many workers around the world need to have necessary skills to use technologies in order to perform their jobs remotely.

Deirdre Anderson and Clare Kelliher entitled "Enforced remote working and the work-life interface during lockdown". The paper briefly examines the extant research on remote working. It shows that many of the (beneficial) outcomes found for both employees and employers are associated with feelings of greater autonomy and gratitude on the part of employees for being able to exercise choice over their working arrangements, these outcomes may not be found where working from home is required of employees.

Fallon (2020) elaborates the team engagement during coronavirus pandemic. He explains some ways to keep employees engaged like keep people updated through transparent communication, prepare powerful presentations, and get everyone on video.

## 3.OBJECTIVE OF THE STUDY:

- To study the changes on lifestyle of employee due to the pandemic situation.

- To know how employees are willing to adapt the changes and usage of technology for work.
- To analyse the impact of current pandemic situation on employees mental health.
- To explore challenges and opportunities that COVID-19 creates in employee work-life.
- To understand the physical and mental adaptability of employee in the pandemic phase.

## 4.SCOPE OF STUDY

This study helps to know the various methods used during COVID-19 exposure in workplace and it also leads to understand better the concept of work-life balance under emergency situation. It also provides awareness among employees and organizations about work life balance during COVID-19. It also prove to be a game changer in motivating and enhancing spirits of workers in all spheres. This study also provide current limitations and gaps in the knowledge of lockdown and its effects on financial stress.

## 5.STATEMENT OF THE PROBLEM:

The present condition prevailing across the world has crippled the regular lives of people. The human resource management phenomenon are also victims to the situation. The various impacts have been on the HR front including dwindled pay, cost-cutting and layoffs. The worklife balance policy is no exception to the situation. It is important to study the effects of such pandemics on the work- life balance of salaried employees because the ultimate goal of the implementation of the policy remains vague and unclear in such situations. The problem focuses on answering the "what" question by determining the outcomes of the aforementioned pandemic on the work-life balance of employees.

As the virus spreads, the society, economy and business are being impacted. Significant risks also ensuring the safety of employees returning from vacations and business trips, difficulties related to supply of raw materials, lack of tools force organising remote work.

## 6. RESEARCH METHODOLOGY:

**RESEARCH DESIGN** -Descriptive Research Design

**SAMPLING METHOD** -The researcher adopted simple random sampling for the study

**SAMPLE SIZE** -Sample size is 100 variance and confidence methods are used for Determining sample size.

**RESEARCH INSTRUMENT** -The research instrument used in this study is Questionnaire.

**AREA OF STUDY** :The study was conducted at Harish Food Zone, Vellore.

### STATISTICAL TOOLS

- PERCENTAGE ANALYSIS
- ANOVA
- CHI-SQUARE

## 6. DATA ANALYSIS AND INTERPRETATION:

### Reliability statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.736	.714	26

### INTERPRETATION:

Cronbach's alpha value of all the 26 items are,  $\alpha=0.714$ . This value will be acceptable. It clearly shows that all the 26 items are reliable and internally consistent.

### 6.1 AGE GROUP

Description	Frequency	Percent	Valid Percent	Cumulative Percent
18-25	23	23.0	23.0	23.0
26-30	38	38.0	38.0	61.0
30-40	26	26.0	26.0	87.0
40-50	13	13.0	13.0	100.0
Total	100	100.0	100.0	

### INTERPRETATION:

The above graph shows that around 23 % of the respondents are in the age category 18 - 25, 38 % belonging to the age group of 26 – 30, 26% belong to the age of 30-40 and only 13 % of the respondents are from the age group of 40-50. Hence it could be studied that the majority of the employees are of young age group i.e., is below the age group of 30.

### 6.2 ANNOVA

**NULL HYPOTHESIS ( $H_0$ )**-There is no significant relationship between the salary and educational qualification.

**ALTERNATE HYPOTHESIS ( $H_1$ )**-There is significant relationship between the salary and educational qualification.

### SALARY

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	29.271	4	7.318	4.621	.002
Within Groups	150.439	95	1.584		
Total	179.710	99			

### INTERPRETATION

Since P value (0.002) is lesser than 0.05 at 5% level of significance. Null hypothesis  $H_0$  is rejected and alternate hypothesis  $H_1$  is accepted. Hence there is significant relationship between the Salary and Educational qualification.

### 6.3 CHI-SQUARE TEST:

**NULL HYPOTHESIS ( $H_0$ )**There is no significant relationship between the lockdown increased work pressure and difficult to adjust to new routine.

**ALTERNATE HYPOTHESIS ( $H_1$ )** There is significant relationship between the lockdown increased work pressure and difficult to adjust to new routine.

### Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)

Pearson Chi-Square	34.643 <sup>a</sup>	12	.001
Likelihood Ratio	38.444	12	.000
Linear-by-Linear Association	15.874	1	.000
N of Valid Cases	100		

#### INTERPRETATION:

Since P value (0.001) is lesser than 0.05 at 5% level of significance. Null hypothesis  $H_0$  is rejected and **alternate hypothesis  $H_1$**  is accepted. Hence there is relationship between the lockdown increased work pressure and difficult to adjust to new routine.

#### 6.4. ONE WAY ANOVA

**NULL HYPOTHESIS ( $H_0$ )** There is no significant relationship between the gender and age

**ALTERNATE HYPOTHESIS ( $H_1$ )** There is significant relationship between the gender and age.

#### ANOVA

##### AGE GROUP

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.102	1	2.102	2.277	.135
Within Groups	90.487	98	.923		
Total	92.590	99			

#### INTERPRETATION:

Since P value (0.001) is greater than 0.05 at 5% level of significance. Alternate hypothesis  $H_1$  is rejected and **null hypothesis  $H_0$**  is accepted. Hence there is no relationship between the gender and age.

#### RESULT & DISCUSSIONS:

Most of the respondents are female. Most of the respondents are in the age group of 26-30. Majority (33%) of the respondents are not graduated. Majority of the respondents income are 10,000 -15,000. (31%) of the respondents faced many challenges in work. Majority (52%) of the respondents are worried about corona. Majority for the respondents (44%) agreed lockdown increased work pressure.

Majority of the respondents (48%) found very difficult to work during corona. Majority of the respondents (43%) are very confident of right resources provided

during this period. Majority (51%) of the respondents are not working with the same team. Majority of the respondents (39%) felt, it took nearly 60 days to restore operations after lockdown. Majority of the respondent (54%) found difficult to adjust to new routine after lockdown.

Majority (54%) of the respondents agreed that they have changed their business operations during lockdown. Majority of the respondents (50%) agreed that they have good internal communication regarding COVID-19. Majority of the respondent (39%) have 2 members in their household for earning.

#### SUGGESTION :

Most of the respondents have been observed some physical illness manifested from their mental health during lockdown. So some counselling sessions can be arranged to make employees free from their mental stress.

Most of the respondents found difficult to adjust to new routine after lockdown. So, the study found that creating awareness among employees daily can provide some solutions for this type of issues.

Most of the respondents felt that the safety measures of corona have affected their confidence level on work and imposed many challenges on their work. So the study found that providing some guidelines, rewards, incentives, etc., can motivate them to work effectively.

#### CONCLUSIONS

The increase in pressure created due to lockdown had imposed several difficulties to adjust to new routine of work. It may be due to various rules and regulations imposed to avoid spreading of corona virus. It has also created some mental health, physical health, financial crisis etc. due to unemployment during severe lockdown. It has also created many difficulties to fully restore operations after lockdown. This evolving issues have created many challenges to adapt to a new environment as well as to grow economically by balancing physical and mental health.

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