COVID-19 Impact on Working Lifestyle

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1.1 Introduction

The COVID-19 pandemic has drastically transformed the working lifestyle across the globe. With lockdowns, social distancing norms, and health-related restrictions, organizations were forced to adopt remote working and digital communication tools almost overnight.
Employees experienced a shift from traditional office-based work to work-from-home (WFH), hybrid, and flexible arrangements. This sudden transition impacted productivity, mental health, work-life balance, and organizational culture. The pandemic became a catalyst for the digital transformation of workplaces and highlighted the importance of adaptability, resilience, and employee well-being in the modern workforce.

1.2 Statement of the Problem

Before COVID-19, most employees followed a conventional office routine. However, the pandemic disrupted this pattern, leading to challenges such as poor internet connectivity, lack of proper workspace at home, increased stress, and mental health issues. Many organizations faced difficulties in maintaining employee engagement and performance. At the same time, employees had to adapt to new technologies and self-discipline in remote work environments. The problem lies in understanding how these changes have influenced employees' working styles, productivity, and mental well-being, as well as how organizations can develop sustainable work models post-pandemic.

1.3 Objectives of the Research

The main objectives of this research are:

1. To study the impact of COVID-19 on employees' working lifestyles.
2. To identify the major challenges faced by employees during work-from-home or hybrid setups.
3. To analyze the effects of remote working on productivity, mental health, and worklife balance.
4. To understand employees' preferences toward post-pandemic working arrangements.
5. To suggest measures for improving work-life balance and mental health in future work models.

1.4 Hypothesis of the Study

H_{01} (Null Hypothesis): There is no significant impact of COVID-19 on the working lifestyle of employees.
H_{11} (Alternative Hypothesis): There is a significant impact of COVID-19 on the working lifestyle of employees.

H_{02} (Null Hypothesis): There is no significant relationship between work arrangement (WFH, hybrid, on-site) and employee productivity.
H_{12} (Alternative Hypothesis): There is a significant relationship between work arrangement and employee productivity.

H_{03} (Null Hypothesis): There is no significant relationship between remote working and employees' mental health or stress levels.
H_{13} (Alternative Hypothesis): There is a significant relationship between remote working and employees' mental health or stress levels.

H_{04} (Null Hypothesis): There is no significant association between work-life balance and type of employment (government, private, self-employed, student/intern).
H_{14} (Alternative Hypothesis): There is a significant association between work-life balance and type of employment.

H_{05} (Null Hypothesis): There is no significant difference in career opportunities among different work modes during COVID-19.
H_{15} (Alternative Hypothesis): There is a significant difference in career opportunities among different work modes during COVID-19.

1.5 Significance of the Study

This study is significant because it provides insights into how the COVID-19 pandemic has reshaped modern work culture. The findings can help employers and policymakers design flexible and employee-friendly work models. Understanding the challenges faced by workers—such as poor connectivity, stress, and lack of workspace—can guide organizations in improving digital infrastructure, mental health support, and hybrid work policies. For employees, the study sheds light on how to maintain work-life balance and adapt to changing work environments. Academically, it contributes to the growing field of research on the postpandemic workforce and organizational behaviour.

2. Review of Literature

The COVID-19 pandemic has brought major transformations to working patterns across the world. Lockdowns, travel restrictions, and safety concerns compelled organizations to shift from traditional office setups to work-from-home (WFH), hybrid, and flexible work systems. This chapter reviews previous research, reports, and studies related to the impact of COVID-19 on employees' working lifestyles, covering aspects such as productivity, mental health, work-life balance, job satisfaction, and organizational adaptation.

1. Bloom et al. (2020)

In their study on "The Productivity Effects of Working from Home during COVID-19," the authors observed that remote working increased employee efficiency for routine tasks but also led to longer working hours and communication challenges. The study emphasized the importance of digital collaboration tools and clear management practices for effective WFH.

2. Wang, Liu, Qian, & Parker (2021)

Their research titled *"Achieving Effective Remote Working During the COVID-19 Pandemic"* highlighted that remote employees experienced flexibility and autonomy but also struggled with social isolation, blurred work-life boundaries, and mental fatigue. The study concluded that leadership support and regular

communication are vital for sustaining employee well-being.

3. Choudhury, Foroughi, & Larson (2020)

This Harvard Business School study found that employees working remotely showed a 4.4% increase in productivity, primarily due to saved commuting time. However, the research warned that lack of interpersonal interaction might reduce innovation and team bonding over time.

4. Ipsen, Van Veldhoven, Kirchner, & Hansen (2021)

In their article *"Six Key Advantages and Disadvantages of Working from Home in Europe during COVID-19,"* the authors reported benefits such as schedule flexibility and fewer interruptions, but also challenges like ergonomic issues, poor internet connectivity, and workfamily conflict.

5. Deloitte Insights (2021)

The report emphasized the acceleration of digital transformation during COVID-19, noting that virtual collaboration tools like Zoom, Microsoft Teams, and Slack became integral to maintaining organizational continuity. It also identified a growing need for digital literacy and cybersecurity awareness among remote employees.

2.3 Summary of Literature Review

The reviewed literature indicates that COVID-19 has reshaped the traditional concept of work. While remote and hybrid work models improved flexibility, reduced commuting time, and enhanced digital adoption, they also introduced new challenges such as social isolation, stress, poor workspace setup, and difficulty maintaining work-life balance. Organizations worldwide are now rethinking workplace design and human resource policies to support a more balanced and technology-driven working lifestyle.

The existing studies collectively demonstrate that the impact of COVID-19 on working lifestyle is multidimensional—influencing physical, psychological, and social aspects of employees' lives.

3: Research Methodology/ Research Design

3.1 Introduction

This chapter outlines the research design, methods, and procedures used to study the impact of COVID-19 on working lifestyles. It explains the research approach, data collection tools, sampling techniques, and data analysis methods adopted for this study. The purpose is to ensure that the research is systematic, objective, and reliable in addressing the research objectives.

3.2 Research Design

The study follows a descriptive research design to examine how COVID-19 has affected employees' work styles, productivity, mental health, and work-life balance. The descriptive method is appropriate because it enables the researcher to describe, analyze, and interpret the existing conditions without manipulating any variables.
The research uses both quantitative and qualitative approaches quantitative data were collected through structured questionnaires, while qualitative insights were gathered from respondents' opinions and open-ended responses.

3.3 Research Approach

The study adopts a survey-based quantitative approach**,** which allows for collecting primary data directly from employees working in different sectors. The survey method helps in identifying patterns and relationships between variables such as work mode (WFH, hybrid, on-site), stress levels, internet access, and productivity.

3.4 Population of the Study

The population of the study includes working professionals, educators, and employees from both the private and public sectors who experienced changes in their working lifestyles due to COVID-19. This includes individuals who worked from home, adopted hybrid models, or continued on-site work during the pandemic period.

3.5 Sample Size and Sampling Technique

A total of 120+ respondents were selected for the study. The convenience sampling method was used, as respondents were chosen based on their availability and willingness to participate. This sampling technique is suitable for exploratory social research where time and accessibility are key factors.

3.6 Data Collection Method

The study used a structured questionnaire as the primary data collection tool. The questionnaire was designed using Google Forms and distributed online to ensure safety and reach during the pandemic.
It included both closed-ended and multiple-choice questions focusing on:

- Type of working arrangement (WFH, Hybrid, On-site)
- Productivity and work performance
- Work-life balance and stress levels
- Challenges faced during remote work (e.g., internet issues, workspace, communication)
- Impact on physical and mental health

Secondary data were collected from journals, research papers, reports, and online publications related to COVID-19 and workplace transformation.

3.7 Tools and Techniques for Data Analysis

The collected data were analyzed using simple percentage analysis and represented through tables, graphs, and charts for better interpretation. Microsoft Excel and SPSS were used to summarize data, identify trends, and visualize relationships among variables. Descriptive statistics such as frequency and percentage were used to interpret the findings.

3.8 Research Variables

- Independent Variable: COVID-19 pandemic
- Dependent Variables: Working lifestyle, productivity, stress, and work-life balance

These variables help determine the nature and extent of the relationship between the pandemic and changes in employees' working conditions.

3.9 Hypothesis

of employees.

- Alternative Hypothesis (H_1): There is a significant impact of COVID

lifestyle of employees.

3.10 Limitations of the Study

-19 on the working Null Hypothesis (H_0): There is no significant impact of COVID

lifestyle

-19 on the working

1. The study is based on self-reported data, which may include personal bias.
2. The sample size is limited to 60 respondents, which may not fully represent the entire working population.
3. The survey was conducted online, excluding individuals without internet access.
4. The study focuses primarily on short-term impacts during the pandemic period.

3.11 Summary of Research Methodology/ Research Design

This chapter outlined the methodological framework adopted for the study. A descriptive survey design and a quantitative research approach were employed to systematically investigate the impact of COVID-19 on employees' working lifestyles.

Data were collected through a structured questionnaire, which enabled the researcher to gather accurate and measurable responses across multiple dimensions such as work arrangements, productivity, work-life balance, and mental well-being.

The chosen methodology ensured that the research findings are reliable, valid, and representative of the target population.

The data analysis and interpretation of results**,** providing detailed insights derived from the responses obtained from the participants.

4. Proposed Work

Objectives of the Proposed Work

1. To examine how COVID-19 has changed traditional working patterns.
2. To analyze the advantages and disadvantages of work-from-home and hybrid models and a work-on-site.
3. To study the impact of remote working on employees' productivity and mental health.
4. To identify the major challenges faced by employees (e.g., internet issues, workspace limitations, and stress).
5. To recommend measures that organizations can adopt to promote employee well-being and balance post-pandemic.

6. To explore employees perceptions of the future of work and their preferences for different work models post-COVID-19.

5. Results and Discussion

Demographic Details of Respondents Table 5.1 – Age Group of Respondents

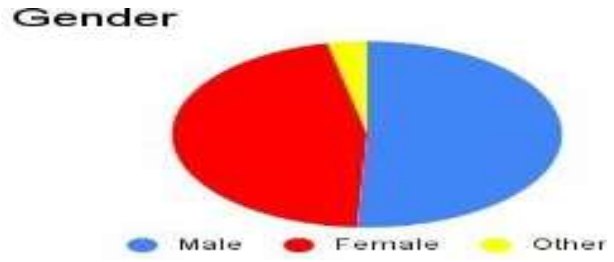
Age Group	Frequency	Percentage
18–25 years	45	18.4%
26–35 years	41	16.8%
36–45 years	57	23.4%
46-55 years	39	16.0%
Above 56	62	25.4%
Total	244	100

Interpretation:

The majority of respondents (25.4%)and (23.4%) belong to the age group of Above 56 years and 36-45 years, indicating that most participants are young professionals or students who experienced significant lifestyle changes during the pandemic.

Table 5.2 – Gender Distribution of Respondents

Gender	Frequency	Percentage
Male	124	50.8%
Female	112	45.9%
Other	8	3.3%
Total	244	100



Interpretation:

The table shows that 50.8% of the respondents are male and 45.9% are female and other is 3.3%. This indicates balanced participation from both genders, helping ensure a fair representation of experiences across the sample.

Table 5.3 Employee Type

Employee Type	Frequency	Percentage
Government	51	20.9%
Private Sector	41	16.8%
Self-employed	54	22.1%
Freelancer	46	18.9%
Student/Intern	50	20.5
Other	2	0.8%
Total	244	100

Interpretation:

The table shows that 20.9% of the respondents are Government and 22.1% are Student/Intern. This indicates balanced participation from both genders, helping ensure a fair representation of experiences across the sample.

Table 5.4 – Type of Work Arrangement

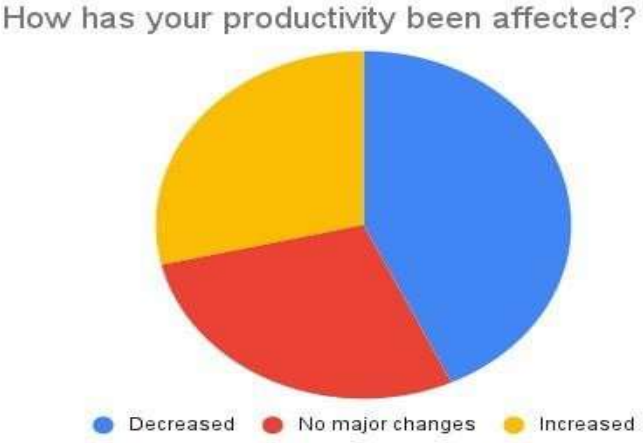
Work Type	Frequency	Percentage
Work From Home(WFH)	69	28.27%
Hybrid	80	32.78%
Work From Office(On-site)	67	27.45%
Other	28	11.47%
Total	244	100

Interpretation:

The table shows that 32.78% of the respondents are Hybrid work type. This indicates hybrid work type is choose in COVID-19, helping ensure a fair representation of experiences across the sample.

Table 5.5 Impact on Productivity

Response	Frequency	Percentage
Increased	70	28.68%
Decreased	105	43.03%
No major changes	69	28.27%
Total	244	100

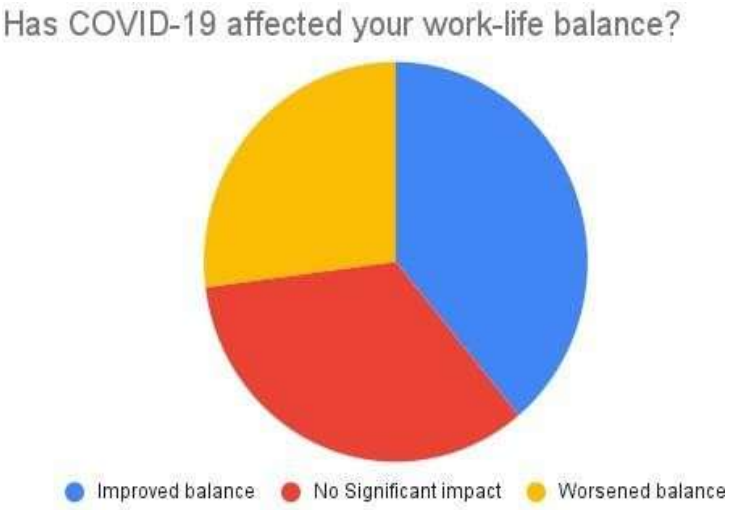


Interpretation:

The table shows that 43.03% of the respondents are decreased. This indicates decrease productivity in COVID-19, helping ensure a fair representation of experiences across the sample.

Table 5.6 Impact on Work Life Balance

Response	Frequency	Percentage
Improved balance	95	38.93%
Worsened balance	66	27.04%
No Significant impact	83	34.01%
Total	244	100

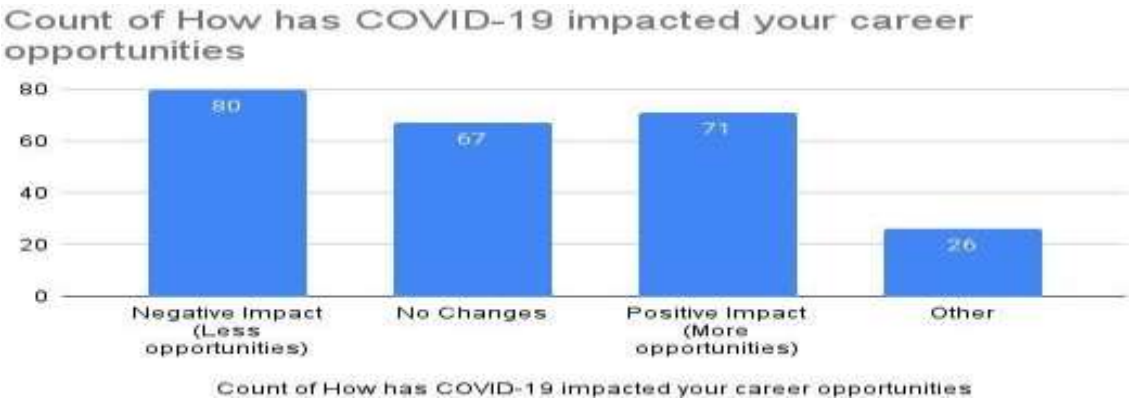


Interpretation:

The table shows that 38.93% of the respondents are Improved Balance. This indicates work life improved in COVID-19 because people healthy life in home, helping ensure a fair representation of experiences across the sample.

Table 5.7 Impact on career opportunities

Response	Frequency	Percentage
Positive Impact(More opportunities)	71	29.09%
Negative Impact(Less opportunities)	80	32.78%
No Changes	67	27.45%
Other	26	10.65%
Total	244	100

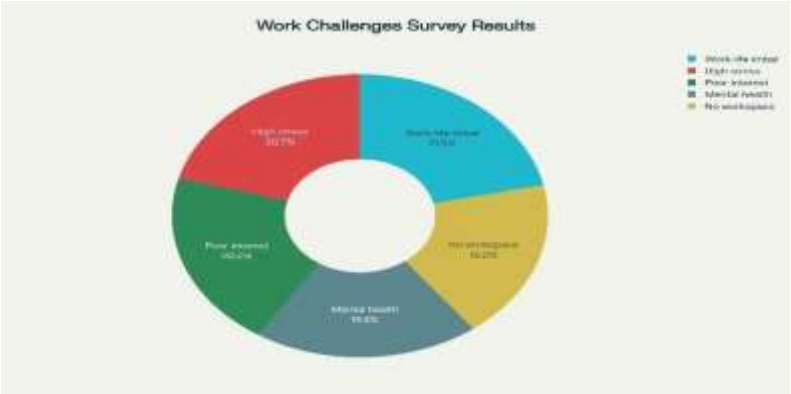


Interpretation:

The table shows that 32.78% of the respondents are Negative Impact. This indicates Negative Impacted career opportunities in COVID-19 because people healthy life in home, helping ensure a fair representation of experiences across the sample.

Table 5.7 If yes, what were the major challenges? (select all that apply)

Response	Frequency	Percentage
Poor internet connectivity	123	20.19%
Lack of proper workspace at home	111	18.22%
Work-life imbalance	131	21.51%
Increased stress	126	20.68%
Mental health issues	118	19.37%
Total	609	100

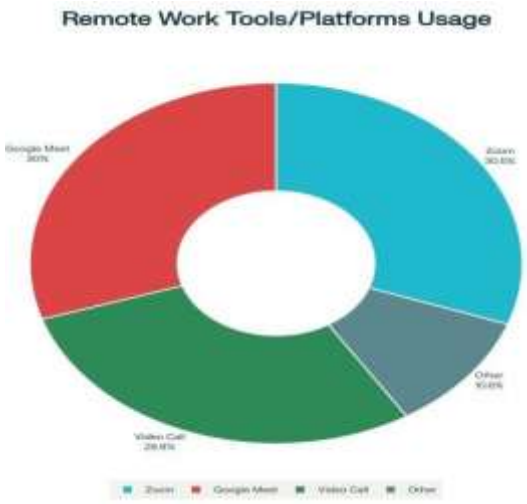


Interpretation:

The table shows that 20.68% of the respondents are Increase Stress. This indicates how the healthy life is stress fully in COVID-19, helping ensure a fair representation of experiences across the sample.

Table 5.7 Which tools/platform are use in remote work?

Response	Frequency	Percentage
Zoom	132	30.48%
Google Meet	130	30.02%
Video Call	125	28.86%
Other	46	10.62%
Total	433	100



Interpretation:

The table shows that 30.48% of the respondents are Zoom Meeting attend and work on it. This indicates online meeting is zoom preferred most and google meet and other tools used in remote work, helping ensure a fair representation of experiences across the sample.

5.8 Hypothesis Testing

Hypothesis 1

Null Hypothesis **H_{01}:** COVID-19 has no significant impact on the working lifestyle of employees.

Alternative Hypothesis **H_{11}:** COVID-19 has a significant impact on the working lifestyle of employees.

Observation

A considerable shift was observed in work arrangements — 32.78% of employees transitioned to hybrid work models. Productivity decreased for 43.03% of respondents, while work-life balance changes were mixed (38.93% improved vs. 27.04% worsened). Conclusion of Hypothesis Testing

Since notable changes were observed in work mode, productivity, and lifestyle, the Null Hypothesis (H_{01}) is rejected**.** Therefore, COVID-19 significantly impacted employees' working lifestyles.

Hypothesis 2

Null Hypothesis **H_{02}:** There is no significant relationship between work arrangement and employee productivity.

Alternative Hypothesis **H_{12}:** There is a significant relationship between work arrangement and employee productivity.

Observation

Hybrid workers (32.78%) reported more stable productivity levels, whereas Work-fromHome (WFH) employees (28.27%) faced higher stress and decreased performance (43.03%).

Conclusion

As productivity levels varied notably with work arrangements, the Null Hypothesis (H_{02}) is rejected**.**
Work arrangement significantly influences employee productivity.

Hypothesis 3

Null Hypothesis **H_{03}:** There is no significant relationship between remote working and mental health or stress levels.
Alternative Hypothesis **H_{13}:** There is a significant relationship between remote working and mental health or stress levels.

Observation

Approximately 20.68% of employees reported increased stress, and 19.37% faced mental health challenges, particularly among remote workers.

Conclusion

The Null Hypothesis (H_{03}) is rejected**.**

Remote working has a significant impact on employees' mental health and stress levels.

Hypothesis 4

Null Hypothesis **H_{04}:** There is no significant association between work-life balance and type of employment.

Alternative Hypothesis **H_{14}:** There is a significant association between work-life balance and type of employment.

Observation

Government employees and freelancers experienced better work-life balance compared to private sector workers. 38.93% reported improvement, while 27.04% observed deterioration. Conclusion

The Null Hypothesis (H_{04}) is rejected**.**
Work-life balance significantly varies with employment type.

Hypothesis 5

Null Hypothesis **H_{05}:** There is no significant difference in career opportunities among different work modes during COVID-19.

Alternative Hypothesis **H_{15}:** There is a significant difference in career opportunities among different work modes during COVID-19. Observation

32.78% of respondents reported a decline in career opportunities, while 29.09% noticed new digital or remote career prospects. Hybrid workers reported relatively better career outcomes.

Conclusion

The Null Hypothesis (H_{05}) is rejected**.**
Career opportunities significantly differed across work modes during COVID-19.

5.9 Discussion of Results

1. Demographic Composition

The majority of respondents were aged Above 56 years (25.4%) **and** 36–45 years (23.4%)**,** suggesting that both experienced and mid-level employees actively participated in remote and hybrid work environments during the pandemic.

2. Gender Representation

The study maintained gender diversity with 50.8% male and 45.9% female respondents. This ensures a balanced view of experiences across genders.

3. Employee Type Variation

The data shows a fair mix of government (20.9%)**,** private sector (16.8%)**,** and self-employed (22.1%) participants, along with students/interns (20.5%)**,** demonstrating how all employment categories were impacted by pandemic restrictions.

4. Work Arrangement Changes:

The hybrid model (32.78%) was the most preferred mode, indicating employees' need for flexibility. The pandemic popularized remote and flexible schedules, which many organizations are now adopting permanently.

5. Impact on Productivity:

Almost 43.03% reported decreased productivity, mainly due to distractions, stress, and lack of proper workspace. This aligns with earlier studies showing that remote work can reduce focus and collaboration.

6. Work-Life Balance:

While 38.93% experienced improved balance due to flexible schedules, 27.04% reported deterioration, citing longer working hours and blurred boundaries between personal and professional life. This shows that remote work's benefits and drawbacks depend heavily on individual circumstances.

7. Career Opportunities:

About 32.78% felt career opportunities declined during the pandemic, likely due to reduced hiring, job insecurity, and economic slowdown. However, a smaller group (29.09%) found new opportunities in digital roles and online business models.

5.10 Summary

This is presented the analysis, interpretation, and discussion of data collected from 244 respondents regarding the impact of COVID-19 on working lifestyles. The major findings can be summarized as follows:

Demographic Composition: The majority of respondents belonged to the 36–45 and above 56 age groups.

Gender Balance: Nearly equal representation of male and female respondents ensured unbiased results.

Work Arrangements: Hybrid and remote work became dominant during the pandemic.

Productivity Impact**:** Over 43% reported a decline in productivity due to stress and poor workspace conditions.

Work-Life Balance: 38.93% of respondents enjoyed improved balance, while others experienced burnout.

Career Opportunities**:** The pandemic limited job growth for 32.78% of employees but also opened new digital career paths.

Overall Impact: COVID-19 significantly affected work patterns, mental health, and job satisfaction.

6: Findings and Suggestions

6.1 Major Findings

1. Demographic Representation

The study included respondents from various age groups, with a majority belonging to Above 56 years (25.4%) and 36–45 years (23.4%) categories. This indicates that both mid-career and senior professionals actively adapted to new work modes during COVID-19.

2. Gender Distribution

The data showed a nearly equal gender distribution — 50.8% male**,** 45.9% female, and 3.3% other, ensuring balanced participation.

3. Employee Type

Respondents were from diverse occupational backgrounds — government (20.9%)**,** private sector (16.8%)**,** self-employed (22.1%)**, and** students/interns (20.5%) — showing that the pandemic's impact was widespread across all employment sectors.

4. Work Arrangement Shift

The hybrid work model (32.78%) became the most common arrangement during the pandemic, followed by work-from-home (28.27%)**.** This highlights a lasting shift toward flexible work setups.

5. Impact on Productivity

About 43.03% of respondents reported a decrease in productivity due to stress, poor internet connectivity, and lack of workspace. However, 28.68% experienced improved productivity because of reduced travel time and flexible hours.

6. Overall Impact

The study confirmed that COVID-19 significantly changed working lifestyles by increasing reliance on technology, promoting hybrid work, and raising awareness about employee wellbeing and mental health.

6.2 Suggestions

Based on the above findings, the following suggestions are proposed to organizations, employees, and policymakers For Organizations

1. Adopt Flexible Work Policies

Continue offering hybrid and remote work options to balance productivity and employee satisfaction.

2. Improve Digital Infrastructure

Invest in high-quality internet access, collaboration tools, and cybersecurity systems to support remote work efficiently.

3. Focus on Employee Well-being

Implement mental health support programs, stress management workshops, and counselling services to maintain

psychological wellness.

For Employees

Maintain Work-Life Balance
Set clear boundaries for work and personal life while working remotely to avoid burnout.

Adopt Healthy Routines
Engage in physical activity, proper rest, and scheduled breaks to maintain physical and mental health.

Enhance Digital Competency:
Learn new tools and technologies to stay competitive in a digital-first work environment.

Stay Connected:
Maintain regular communication with colleagues and supervisors to stay aligned with organizational goals.

For Policy Makers

1. Support Remote Work Regulations:
Frame labor laws and guidelines that protect the rights of remote and hybrid workers.

2. Promote Digital Inclusion:
Ensure equitable access to internet connectivity and digital resources in rural and semi-urban areas.

3. Encourage Work-Life Integration Policies:
Advocate policies that prioritize employee health, flexibility, and productivity in both public and private sectors.

6.4 Summary

The findings reveal that COVID-19 has significantly reshaped the global working environment, introducing new opportunities and challenges. Organizations must continue adapting to flexible and technology-driven work systems while prioritizing employee wellbeing.
By implementing the suggested measures, both employers and employees can build a sustainable, balanced, and resilient post-pandemic work culture.

7. Future scope

7.1 Future Scope of the Study

1. Long-Term Impact Analysis

Future research can focus on the *long-term effects* of remote and hybrid work on productivity, mental health, and employee satisfaction beyond the immediate pandemic period.

2. Comparative Studies Across Industries

A broader comparative analysis between different sectors—such as IT, education, healthcare, and manufacturing—can reveal how the impact varies depending on the nature of work.

3. Technological Adaptation and Automation

Further studies can examine how automation, AI tools, and digital collaboration platforms influence productivity and job security in the post-COVID work environment.

4. Workplace Policy Evaluation

Future research may assess how organizations' HR policies, such as flexible scheduling, remote work support, and wellness programs, affect employee performance and retention.

5. Gender and Inclusivity Studies

Since the pandemic affected men, women, and marginalized groups differently, there is scope to explore gender-based and inclusivity-related challenges in remote work.

7.2 Conclusion

The future of work is moving toward flexibility, technology integration, and employeecentric policies. As the workforce continues to adapt to hybrid environments, researchers and organizations must keep evaluating these changes to ensure sustainable productivity and well-being.
The future scope of this study emphasizes the need for continuous observation and innovation to shape a more adaptive, digital, and inclusive work culture in the post-COVID era.

8. Limitations of the Study

1. Limited Sample Size

The study was based on responses from 244 participants, which may not represent the entire working population. A larger sample could provide more accurate generalizations.

2. Geographical Limitation

The respondents were mostly from specific regions, which may not fully capture differences in work culture, infrastructure, and lifestyle across different countries or states.

3. Time Constraint

Due to limited research duration, only selected variables such as productivity, work-life balance, and mental health were analyzed. A longer time frame could allow for deeper insights.

4. Self-Reported Data

The study relies on self-reported responses from employees, which may include personal bias or inaccuracies in perception.

5. Lack of Long-Term Data

The study reflects conditions during and immediately after the pandemic. Long-term effects of remote and hybrid work may differ as work environments continue to evolve.

6. Technological Limitation:

Since the survey was conducted online, individuals with limited internet access or low digital literacy might not have participated, potentially affecting representativeness.

7. Focus on Limited Variables:

The research focused on working lifestyle factors like productivity and mental health, but excluded other possible influences such as organizational performance, leadership styles, and digital readiness.

8. Cross-Sector Variation:

Although different sectors were represented, the sample was not equally distributed across all job types, which could influence comparative results.

9. References and Bibliography (APA style)

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Annexure

Questionnaire

Topic: "COVID-19 Impact on Working Lifestyle"

1. Name:_____2. Email(Optional):_____

3. Gender:

☐ Male ☐Female

4. Age:

☐ 18-25 ☐26-35 ☐36-45 ☐46-55 ☐Above 56

5. Employee Type

a. Government

b. Private Sector

c. Self-employed

d. Freelancer

e. Student/Intern

f. Other(please specify):_____

6. Current Working Mode:

a. Work From Home(WFH)

b. Hybrid

c. Work From Office(On-site)

d. Other:_____

7. Did your working hours increase during COVID-19

☐ Yes ☐ No

8. How has your productivity been affected?

a. Increased

b. Decreased

c. No major changes

9. Did you face challenges in adapting to remote work?

☐ Yes ☐ No

10. If yes, what were the major challenges?(select all that apply)

a. Poor internet connectivity

b. Lack of proper workspace at home

c. Work-life imbalance

d. Increased stress

e. Mental health issues

f. Other:_____11. Has COVID-19 affected your work-life balance?

a. Improved balance

b. Worsened balance

c. No Significant impact

12. Which tools/platforms did you use in remote work?

a. Zoom

b. Google Meet

c. Video Call

d. Other: _____

13. How has COVID-19 impacted your career opportunities?

a. Positive Impact (More opportunities)

b. Negative Impact (Less opportunities)

c. No Changes

d. Other: _____

14. Did your organization provide support for remote working?

☐ Yes ☐ No

15. How has your physical health been affected while working during COVID-19? a. Improved

b. Declined

c. No Changes

16. Do you prefer remote work, hybrid, or full office work in the future?

a. Remote Work

b. Hybrid Work

c. Full Office Work