



A Study on the behaviour of IT Employees during the COVID 19 Pandemic with special reference to Bangalore

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ABSTRACT

COVID 19 an issue which the whole world is talking about and the world is looking out for a solution to come out of this pandemic situation. During this pandemic situation, a lot of industries and individuals are effected by means of mental and financial pressure. One such industry that got effected is the IT industry. The paper deals with the issues faced by IT employees during this pandemic situation. The researcher highlights the issues and challenges faced by the IT employees and suggestions are given on how to overcome the issues and the researcher has collected the sample from 50 respondents. The paper is empirical in nature and depends on the primary data. The respondents were administered a questionnaire comprising the statements addressing the challenges and issues. Various statistical tools like correlation and regression analysis have been carried on to test the relation between the COVID effect and the reduction in salary. From the statistical results, it becomes evident that IT employees are undergoing tremendous pressure.

Keywords: Financial Pressure, Mental Pressure, Pandemic, Issues, Challenges

1. INTRODUCTION

Coronavirus disease 2019 (COVID-19) is an infectious disease caused by severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). It was first identified in December 2019 in Wuhan, China, and has since spread globally, resulting in an ongoing pandemic. As of 17 May 2020, more than 4.63 million cases have been reported across 188 countries and territories, resulting in more than 311,000 deaths. More than 1.69 million people have recovered.

The virus is primarily spread between people during close contact, most often via small droplets produced by coughing, sneezing, and talking. The droplets usually fall to the ground or onto surfaces rather than travelling through air over long distances. Less commonly, people may become infected by touching a contaminated surface and then touching their face. It is most contagious during the first three days after the onset of symptoms, although spread is possible before symptoms appear, and from people who do not show symptoms. The standard method of diagnosis is by real-time reverse transcription polymerase chain reaction from a nasopharyngeal swab. Chest CT imaging may also be helpful for diagnosis in individuals where there is a high suspicion of infection based on symptoms and risk factors; however, guidelines do not recommend using CT imaging for routine screening.

The COVID-19 crisis is expected to wipe out 6.7 per cent of working hours globally in the second quarter of 2020 – equivalent to 195 million full-time workers. According to the new study, 1.25 billion workers are employed in the sectors identified as being at high risk of “drastic and devastating” increases in layoffs and reductions in wages and working hours. Many are in low-paid, low-skilled jobs, where a sudden loss of income is devastating. At least 469 persons working in eight IT companies in Bengaluru have lost their jobs or forced to resign while the salary of several others in some other firms have been slashed after COVID-19 lockdown was enforced in the country.

1.1 Objectives of the study

- To study the attitude of the employees during the COVID 19 pandemic.
- To study the physiological aspects of an IT employee during the pandemic situation.
- To highlight the difficulties faced by the employee during this pandemic situation.

1.2 Hypothesis

Ho1: There is no impact of COVID 19 on the IT employee's salary during this pandemic situation.

Ha1: There is an impact of COVID 19 on the IT employees salary during this pandemic situation.

2. METHODOLOGY

The study is empirical in nature and is based on both the primary and the secondary data. Secondary data was collected from various sources such as; the websites, books and journals, while primary data is collected through structured questionnaire (Through Google forms) from 50 personnel based on Convenience sampling. The data were analyzed and interpreted with the help of SPSS software. Statistical tool is Factor analysis, Regression and Correlation.

3. STATEMENT OF THE PROBLEM

The research is undertaken to understand the COVID 19 impact on the IT sector employees. COVID 19 being an unexpected crisis which has shaken the entire world. Though we have been hearing about the work from home concept, a lot of the IT sector employees have been left with no job. There was huge lay off which took place during this pandemic situation. The paper also highlights the physiological behaviour of an IT employee during the pandemic situation, the employees works on a full time with a lot heavier work load than the usual. A handful of employees have been providing the allowances needed for the employee. The certain sectors in the IT where the work from home concept cannot be implemented are been affected with huge Cut Offs. The paper highlights these following issues.

4. ANALYSIS AND INTERPRETATION

4.1 Correlations

		Due to the COVID 19 PANDEMIC is there any reduction in your salary	Respondent Impacted because of COVID 19
Due to the COVID 19 PANDEMIC is there any reduction in your salary	Pearson Correlation	1	.289
	Sig. (2-tailed)		.002
	N	50	50
Impact of COVID 19	Pearson Correlation	.289	1
	Sig. (2-tailed)	.002	
	N	50	50

The correlation between two variables impact of COVID 19 and Due to the COVID 19 PANDEMIC is there any reduction in your salary, there is moderates positive correlation the values .302 between COVID 19 PANDEMIC and reduction in your salary, level of significance .002 i.e.,.002<.01 Hence it can be said that theirs enough evidence to suggest that the correlation observed does exit in the population and theirs Correlation between COVID 19 PANDEMIC and reduction in your salary

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.614
Bartlett's Test of Sphericity	Approx. Chi-Square	422.481
	df	66
	Sig.	.000

Here KMO=0.614>0.6 and Bartlett's Test of Sphericity reject the null hypothesis that the variables are not correlated significantly. Hence, it is appropriate to carry out factor analysis. The communality values of all the factors are more than .4 which means all the factors are significantly contributes to the data. The extracted factors are Personality Traits of an employee, Flexibility of work , Work Pressure, Accessibility . Extracted factors are find out on the basis of Eigen value and total variance explained. Total variance explained = 61.4 (>60) and Eigen values of that factors are more than one

Rotated Component Matrix^a

Factors		Component			
		1	2	3	4
Personality Traits of an employee	Is there any effect on employee productivity and promotion	.894			
	Do you face any health issues working from home	.894			
	Colleagues and teams being siloed from each other	.720			
Flexibility of work	Flex time and work-from-home options are given by the management		.947		
	Are the required facilities provided from the management for work from home		.938		
Work Pressure	Are you comfortable working from home			.861	
	Do you have mental pressure working during this COVID 19 Pandemic			.847	
	Is there any increase in the work load			.658	
Accessibility	Is there any pressure from the management to complete the work in a stipulated time				.832
	Are you getting family time during this pandemic situation				.661
	Do you have full access to technology platforms				.590
	Feelings of isolation among remote employees				.556

Regression Table

Dependent Variable	Impact of COVID 19
Predictors(Independent Variable)	Personality Traits of an employee, Flexibility of work, Work Pressure, Accessibility
R Square Value	.725
F value of the model	4.221
Significance	0.001

In the above table R Square Value = .725 which means 72.5 percentage positive impact of COVID 19 on salary . The F value of the model = 4.221 and significant value =0.001 which is less than .05 so the researcher reject the null hypothesis and accept the alternative hypothesis.

H1	Ho1	There is no impact of COVID 19 on the IT employees during this pandemic situation.	-Rejected
	Ha1	There is a impact of COVID 19 on the IT employees during this pandemic situation.	-Accepted

5. FINDINGS

- The COVID 19 pandemic has been affected the IT employees by salary cut offs, in the analysis done above with the help of Correlation the finding is that there is a reduction in the salary of the employees.
- This pandemic has caused a change in the physiological behaviour of the employees most of the employees have an increase in the stress level and feel more work pressure during this pandemic situation.
- The employees promotion is been affected during this pandemic situation as the company’s revenue is been affected.
- As the employees are working from home there is a huge effect on their health as they do not have proper amenities as such in available in office.
- Most of the employees feel an isolation at home without their usual peer group to work.

6. SUGGESTIONS

- A lot employees have been effected with layoffs, even the government has requested the companies not to remove their employee’s .Like the Uber which removed the employees over one zoom call .The government has to take strict initiative over the companies which are not following the norms issued by the government.
- The government has used a lot of methods to irradiate these issues which is good imitative .Since most the companies are Multinational companies not much decisions can be taken by the government.
- The companies can create a favourable situation for the employees to work and reduce the work pressure and conduct sessions so that the employees are relieved during the pandemic situation.
- The companies can give the employees internet allowance as a huge cost is relieved for the employers in form of maintenance of the company such as maintenance of the building, Labour charges, electricity and transportation.

7. CONCLUSION

The COVID 19 pandemic has been a roller-coaster ride for the entire world where there is no solution for the problem very soon. The stock market being hit with a huge crash and the economy going completely low. It’s a difficult situation for both the employer and the employee .The employer without a revenue it is difficult to pay the employees the complete salary hence a lot of employees have been taking harsh decisions in the recent times .In the employees point of view where there is no other source of income other than depending on the employer for a living .And there is no option for the employee to find a another new job .The behaviour of an individual during the pandemic situation is a another topic to be highlighted ,here an employee is been effected by the isolation from work or rather can spend a quality time with the family ,nor has the proper facilities for a work from home situation .Being a place with the highest number of IT companies in the nation .Bangalore is a place where a lot of people come to survive here due to the huge IT companies available here. Hence Bangalore and Mumbai are the most affected places in the nation

8. REFERENCES

[1] <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/events-as-they-happen>
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