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Effect of COVID-19 on employees' work-life balance at Swastik pulp and paper mill

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ABSTRACT

In this report we have researched how the employees have balanced their work as well as their routine life as we know situation was very worst but earning was also essential, therefore the company has given work from home to many employees. In work from home many employees have enjoyed as they can do work at any time and they can enjoy other activities as well side by side. But because of that the output was very much less as compared to work from office and many employees were bored as well because they have to work from one place only and they don't have to go to anywhere. So sometimes they were also mentally pressured.

Keywords: Covid-19, Physical Wellbeing, Pandemic, Mental Wellbeing, Employee, Work From Home

1. INTRODUCTION

There are various pros and cons because of the work from home criteria during corona pandemic. In the report, we can see that as the economy of our nation had to face a major downfall the varied companies also faced crisis as a result it allowed the employees to work from home. At first, people thought it is a good way to balance their work-life as well as personal life and so in the beginning they enjoyed it but as the period of working from home got increased and become burdensome for every individual. As, the efforts in order to balance was getting tough. The companies were unable to get their targets completed on time and so in the end paying to their workers was affected. The work from home strategy lead a major impact on the thought process of people along with many changes. Till now, though the impact of corona has decreased but still the employees and the employers of all organizations have not yet received a proper momentum which was before the corona pandemic.

2. LITERATURE REVIEW

Ramakrishnan (2020), During the covid-19 emergency situation, many people in the world were forced to work from home. Initially, there were observed some certain expectations about the possibility of working from home as a positive factor that will promote work-life balance. However, also negative trends appeared, as employees were only one call or message away from the employer, and it was therefore expected that the employee would work outside working hours and would also be available outside working hours. Uncertainly and spending time with family often caused more stress. As many organizations and individuals were not ready for this sudden change, many mistakes were made, which further raised the issue of work-life balance. At the same time, the COVID-19 emergency situation has provided valuable lessons. The public is offered the opportunity to think about what cooperation means in reality and how it can improve collaboration between companies and employees. Employers are facing new challenges; and it is essential to ensure both the economic growth of companies in the future and to create praxis supporting the work-life balance of employees. Work-life balance, especially for an indefinite time, such as caused by COVID-19, is essential for employee growth, personal happiness and company retention. When employees receive support to find a positive work-life balance, they are usually more motivated to do the job qualitatively.

Sanfilippo (2020) Work-life balance is achieved when a person's priorities are balanced between the demands of his or her job and the demands of his or her personal life. Greater responsibility for work obligations, working longer hours, increased duty for housekeeping, and for employees with children are the most typical reasons for an imbalance between work and personal life. As a result, a healthy work-life balance reduces employee stress, lowers the risk of burnout, and improves over all wellness. Not only does this benefit the employee, but it also benefits the employer.

ILO (2020), Perhaps of concentrating on the number of hours or particular work schedules, a strategy that supports employee work-life balance and provides for organizing and assessing remote working based on the outcomes should be encouraged. Employees are better prepared to manage their time and responsibilities, such as family responsibilities. The conflict between work and private life, which people view as a blurred border between work and private life, is one of the most serious challenges experienced by employees working remotely during the pandemic. In the case of remote working, defining the lines between business and personal life is always a popular issue, but it's more difficult because to the lack of physical contact.

Cartmill, 2020; Galvez et al., 2020; Uresha, 2020, Working remotely during the covid-19 pandemic was more difficult than working remotely under normal conditions because it was mandatory rather optional, and it was usually full-time rather than part-time or casual. Moreover, surveys done as past of several research indicate that working remotely from home might be a positive experience.

Jaiswal and Arun (2020) Another research was conducted to see how working from home affected employees during the lockdown. The inquiry looked into the nature of the present labor issue as well as employee work-life quality. In this study, 24 middle and senior-level managers from the manufacturing and technology-enabled service industries in India were interviewed in depth. According to the study, the level of productivity has declined and the level of stress has grown as a result of long work hours for the work from home idea. Aside from that, sparks of inspiration from the staff are also missing during this period of seclusion. The researchers concluded that organizational leaders should reconsider work-from-home rules and other theoretical contributions as a result of the study. The quality of work-life is getting hampered; this should be improved during the pandemic.

3. OBJECTIVE OF THE STUDY

- To observe the modification on life-style of human beings because of the pandemic situation.
- To recognize how human beings are will to conform for modification and utilization of technology for work.
- To recognize the physical and intellectual adaptability of human beings in the pandemic phase.

4. RESEARCH METHODOLOGY

For the research survey from employees of Swastik Pulp and Paper Mill Pvt. Ltd. has taken to find out effect of covid-19 on employees work-life balance. The primary data collected through structured questionnaire. The sample size was 32 employees of the organization. The sample area is Sinnar, Nashik District.

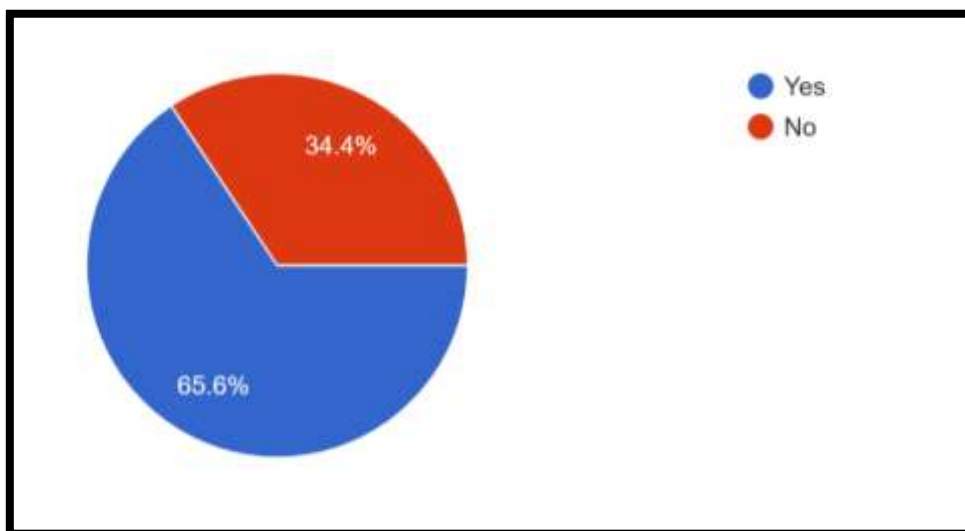
5. LIMITATIONS OF THE STUDY

- The survey for this research is oriented on a specific industry.
- The study is based on the assumption that all respondents were completely truthful when answering the questions.
- Because of their massive routine activity, officials were often unable to deliver information.
- Due to business confidentiality, some needed information could not be gathered.

6. DATA ANALYSIS AND INTERPRETATION

Have you found any positive impact lockdown?

SR NO.	PARTICULARS	PERCENTAGE
1	Yes	65.5%
2	No	34.4%

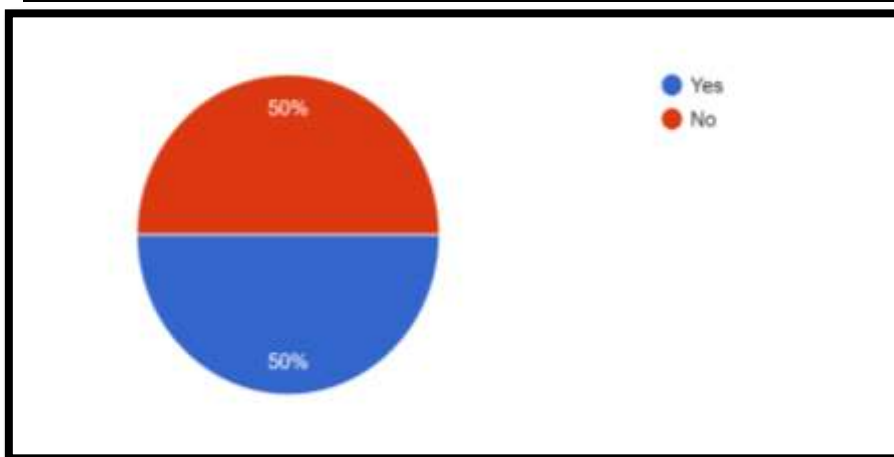


Interpretation:

As shown in above data 65.5% employees found positive impact of lockdown and 34.4% employees found negative impact of lockdown.

Are you satisfied with your work schedule during lockdown?

SR NO.	PARTICULARS	PERCENTAGE
1	Yes	50%
2	No	50%

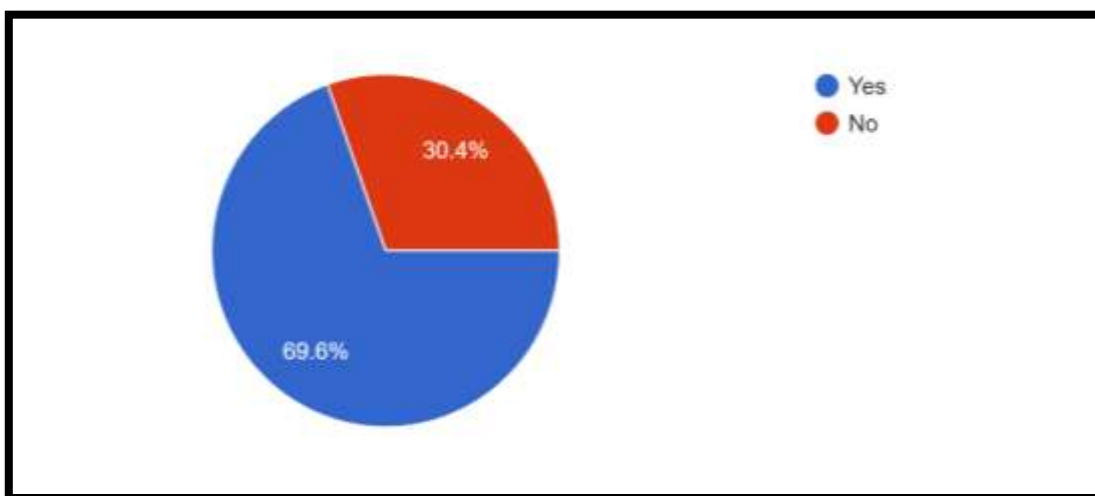


Interpretation:

As shown in above data 50% employees were satisfied with their work schedule during lockdown and 50% employees were not satisfied with their work schedule during lockdown.

Do you think your employer has provided you sufficient tools to enable remote working?

SR NO.	PARTICULAR	PERCENTAGE
1	Yes	69.6%
2	No	30.4%

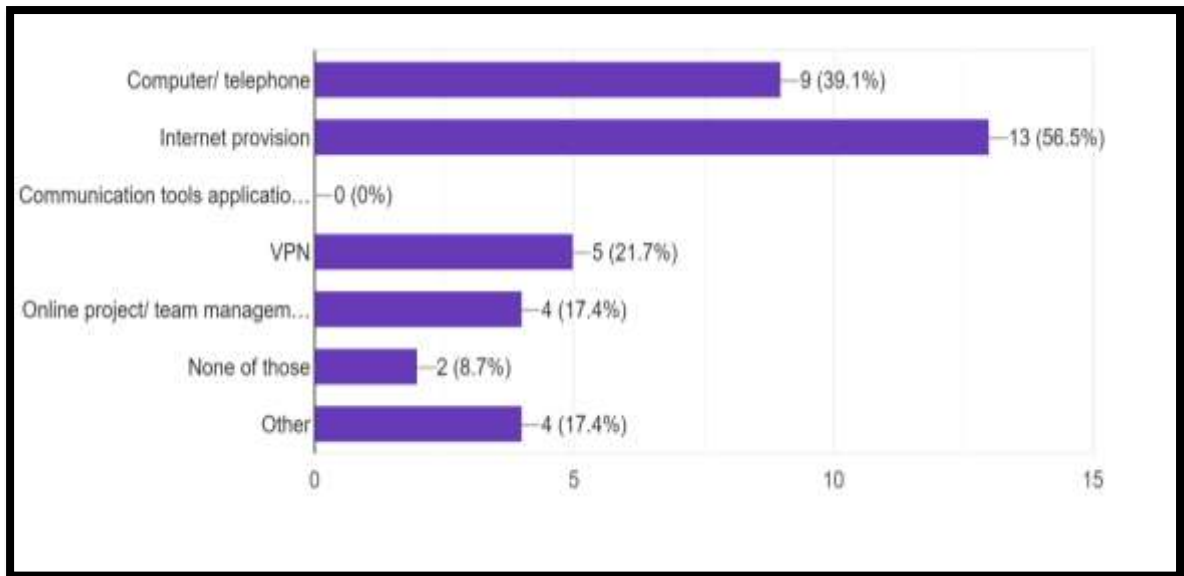


Interpretation:

As shown in the above data that, 69.6% employees think that employer has provided sufficient tools to them for working remotely and 30.4% employees think that employer has not provided sufficient tools to them for working remotely.

Which missing tool do you think is critical to complete your work?

SR NO.	PARTICULARS	PERCENTAGE
1	Computer/ telephone	39.1%
2	Internet provision	56.5%
3	Communication tool application	0%
4	VPN	21.7%
5	Online project/ team management tools	17.4%
6	None of those	8.7%
7	Other	17.4%

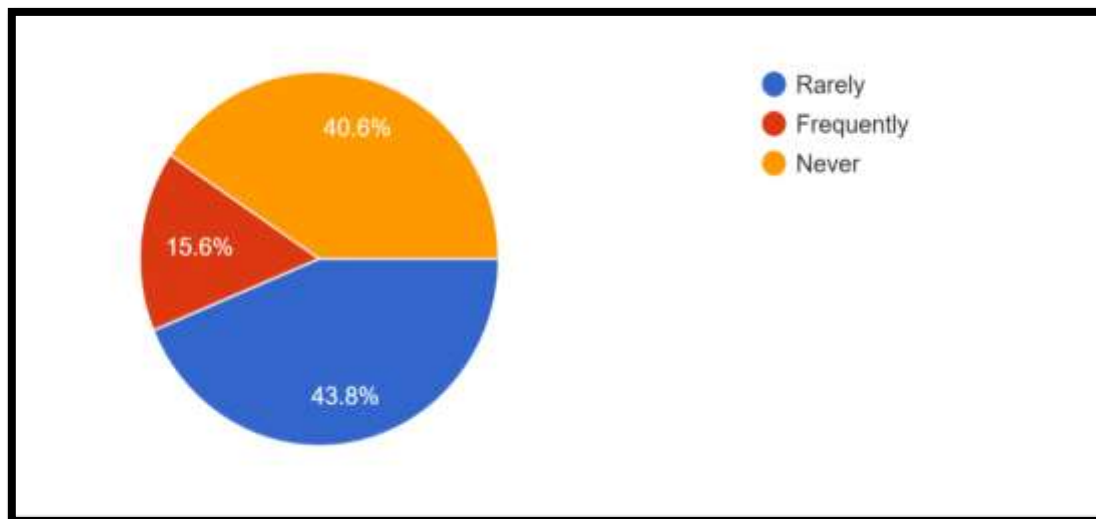


Interpretation:

As shown in the above data 39.1% employees think that computer/ telephone is not given to them so it becomes critical to accomplish the task, 56.5% employees find difficulty in accomplishing the task because proper internet provision is not provided to them, 21.7% employees says that VPN is not provided to them, 17.4% employees face difficulty in accomplishing the task because of an inadequate online project/ team management tools, 8.7% employees said that none of the above mentioned tools is not provided to them and 17.4% employees find difficulty in accomplishing the task because appropriate tools is not provided to them.

How often do you work overtime during lockdown?

SR NO.	PARTICULARS	PERCENTAGE
1	Rarely	43.8%
2	Frequently	15.6%
3	Never	40.6%



Interpretation:

As shown in above data 43.8% employees rarely worked overtime during lockdown, 15.6% employees frequently worked overtime during lockdown and 40.6% employees never worked overtime during lockdown.

7. FINDINGS

Many employees of the company have worked remotely during pandemic.
 Many employees think that their employer has not provided sufficient tool to them while working remotely.
 Biggest post pandemic concern of the employees is loosing their job and financial stagnation.
 Majority employees are satisfied with their current working hours.
 More number of employees found positive impact of lockdown.

8. SUGGESTION

From our final research finding both the researcher found that company should provide all the necessary tools to their employees while working remotely. An adequate training should be given to the employees so it becomes easy for them to work remotely.

9. CONCLUSION

The current research contributes to our understanding of the COVID-19 crisis effect on work and personal life. In German and Swiss working populations, it provides evidence on the variables of a more negative/positive perceived impact, as well as the relationships with MWB and SRH. Employees whose employment contracts were impacted by the crisis appear to have suffered the most detrimental effects on their work lives. This emphasizes the critical significance of employment in a crisis, as employment is linked to a number of health-promoting elements that cannot be replaced by other means. Furthermore, social isolation has had the most damaging impact on the private lives of employees who live alone. As a result, psychological first aid, which is also available online, should be designed specifically for these vulnerable people.

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