



A COMPARATIVE STUDY OF JOB PERFORMANCE OF EMPLOYEES' ANXIETY, STRESS AND ATTITUDE OF PRIVATE SECTOR

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ABSTRACT

COVID-19, a respiratory syndrome corona virus, produced a pandemic that required great physical and mental effort from private sector personnel from a variety of organisations. The goal of this study was to look at anxiety, attitude, and stress among private-sector employees, as well as the effect of expressive work flexibility and context sensitivity in interpreting the conditions. During the most crucial months of the COVID-19 outbreak, private sector employees were subjected to increased workloads as a result of the emergency, with unclear mental health repercussions. During the COVID-19 epidemic, this study found a significant frequency of felt stress, anxiety, and depression among private employees, which affected all workers independent of socio-demographic variables. They are surrounded by a great deal of terror. Fear and dread of future epidemics is emerging as a complicated problem affecting society as a whole, rather than just a medical concern. In comparison to stress encountered in regular life, the new epidemics also induce acute stress, which is pervasive and uncontrollable. As a result, new epidemics have the potential to wreak massive damage to countries, corporations, and individuals on a variety of levels. As a result, it is necessary to comprehend the concept and characteristics of infectious disease exposure by determining the risk perceived by private sector employees and investigating how the associated stress impacts the company's direct performance as well as their job security.

KEYWORDS: anxiety, COVID 19, Lockdown, WFH (Work from Home), Pandemic, organizational culture, Stress.

INTRODUCTION

The COVID-19 disaster has drastically altered people's lives and livelihoods.

COVID-19 has not only upended conventional work routines, but it has also expedited trends regarding the movement of workers to the online or virtual mode,

which were already ongoing. The pandemic has aided in the transition from a physical work environment to a work-from-home environment. This big transition, along with the widespread epidemic, has the potential to negatively impact work performance and cause psychological discomfort. COVID-19 has completely transformed the workplace. The majority of businesses have been compelled to transition from a physical office to a Work from Home environment. COVID- the 19 crisis is unparalleled in terms of infectiousness and the speed with which the virus swept across countries, wreaking havoc on the global economy. In terms of knowledge, resources, and capabilities, not all businesses are prepared to deal with the pandemic. Managers and human resource professionals must devise inventive strategies to keep operations running while protecting the safety of their personnel, Novel virus outbreaks, such as the COVID-19 pandemic, may cause frontline workers to experience increased psychological discomfort. Psychological anguish can lead to poor performance, inability to find work, and even burnout, Fear of job loss, wage cuts, layoffs, and reduced benefits can make employees question the company's and their own jobs' futures. For others, the prospect of losing their jobs has already become a reality. Furthermore, in times of economic crisis, finding work with other organisations and institutions might be challenging.

OBJECTIVES

- To analyse the effectiveness of job performance in both situations
- To study the anxiety and stress on job security faced during lockdown period.
- To examine whether there is any reduction in the compensation made by the employer during the pandemic period.

METHODOLOGY

For this study, an exploratory research approach was used, as well as a cross-sectional temporal horizon. This indicates that the study captured a specific group of people at a certain period in time, Calicut city only. For the study, both primary and secondary data and information were acquired.

Secondary data and information were gathered through a review of existing research material published in peer-reviewed journals and books, as well as news media, websites, and other sources. As part of the study's aims, primary data and information were collected through a well structured questionnaire.

STATEMENT OF THE PROBLEM

Many people throughout the world were obliged to work from home during the COVID-19 emergency scenario. Initially, there were some expectations that working from home would be a beneficial feature that would help people achieves work–life balance. However, while employees were merely a phone call or message away from the employer, negative habits emerged over time, and uncertainty and leisure time with family often added to stress. Many mistakes were made as a result of many businesses and individuals being unprepared for this abrupt transformation, which exacerbated the issue of work–life balance. How employees' family life influenced their ability to complete job duties, whether they had any additional housework responsibilities, and how their workload altered in terms of housework amount throughout COVID-19. COVID-19 has presented human and humanitarian issues that have never been seen before. Many businesses around the world have risen to the challenge, responding quickly to protect employees and transition to a new way of working that even the most comprehensive business continuity plans had not anticipated.

NEED OF THE STUDY

The goal of this study is to learn more about the effects of the COVID-19 pandemic on employee job insecurity, stress and anxiety, downstream consequences, as well as how organisations might assist mitigate these negative effects. Employees' perceived COVID-19 event novelty and disruption were positively related to their job insecurity, which in turn was positively related to their emotional exhaustion, organisational deviance, and saving behaviour, according to the findings of a two-wave lagged survey study. Furthermore, COVID-19 event novelty and criticality were minimised by organisational adaptation measures.

SAMPLING

For this study, the total sample consists of 120 private sector employees from various

organisations such as IT sector, communication, insurance etc are coming under this group.

LIMITATIONS

This study is confined to Calicut city only and the respondents are actually working across the boundaries of Calicut city and they are obliged to WFH due to the drastic situation of the COVID pandemic. The study is based on the real life situation that was experienced recently and some of the respondents are reluctant to answer the questions focussed on this study.

Tools for analysis

Percentage analysis

T test

ANALYSIS AND INTERPRETATION

TABLE 1. Table showing Gender of the Respondents

Sl. No	Gender	No. Of Respondents	Percentage
1	Male	72	60
2	Female	48	40
	Total	120	100

Source: Primary data

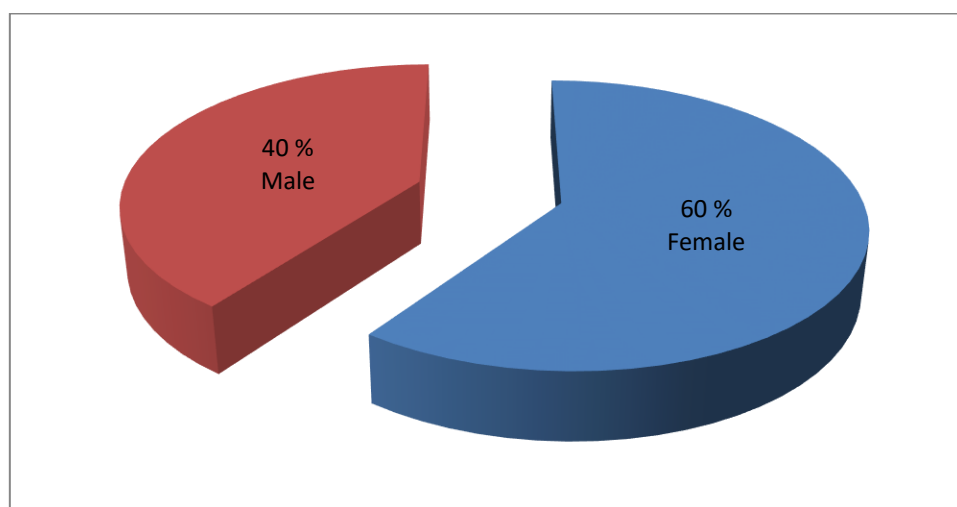


Figure 1. Chart showing gender of the respondents

TABLE 2. Table showing, whether the respondents faced any dissonance regarding WFH environment as compared to normal work life situations.

Sl. No	Variables	No. of Respondents	Percentage
1	Yes	84	70
2	No	36	30
	Total	120	100

Source: Primary data

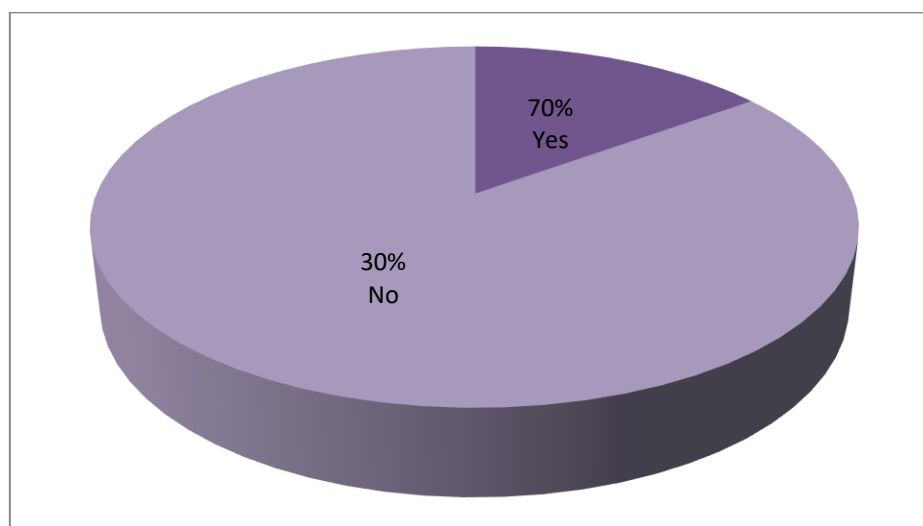


Figure 2. Chart showing dissonance response

TABLE 3. Table showing the responses of whether any difference in your income level during this COVID-19 Pandemic as compared to the normal level.

Sl. No	Variables	No.Of Respondents	Percentage
1	Yes	42	35
2	No	78	65
	Total	120	100

Source: Primary data

TABLE 4. Table showing whether the employees face any threat in relation to job security during the lockdown period

Sl. No	Variables	No.Of Respondents	Percentage
1	Yes	18	15
2	No	102	85
	Total	120	100

Source: Primary data

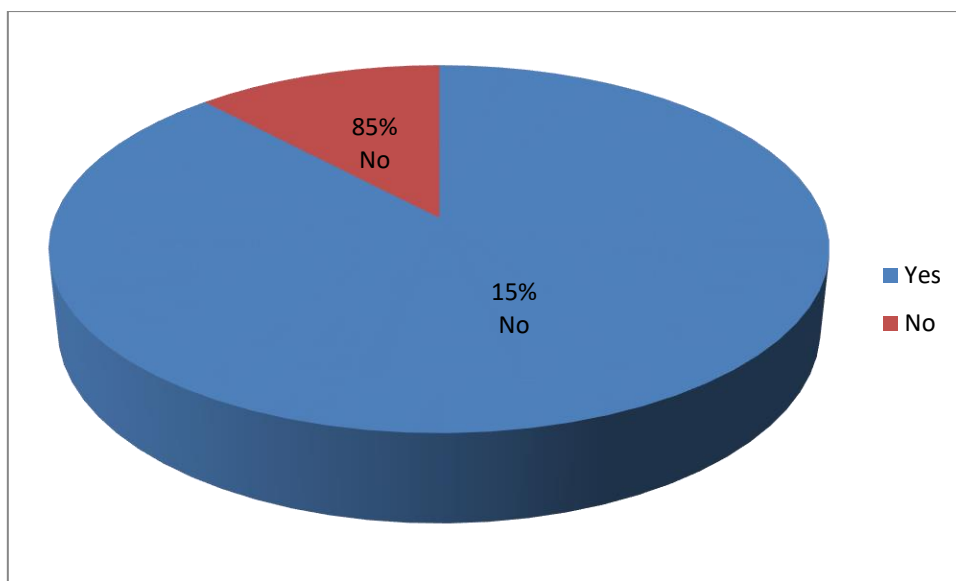


Figure 3. Chart showing threat regarding job security

TABLE 5. The respondents were asked whether they experienced any particular difficulty WFH Environment during this COVID- 19Pandemic period as compared normal on-site work environment.

Sl. No	Variables	No.Of Respondents	Percentage
1	Yes	105	88
2	No	15	12
	Total	120	100

Source: Primary data

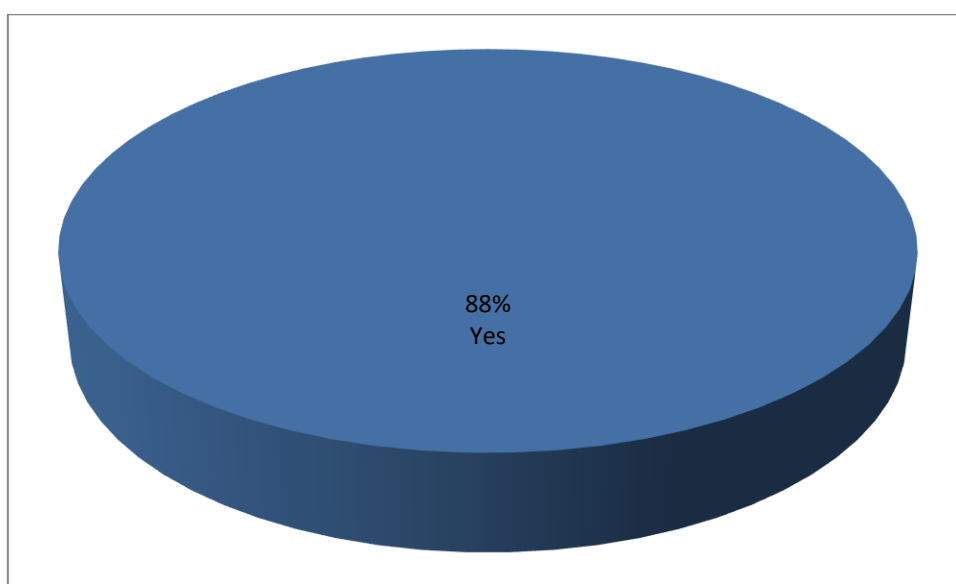


Figure 4. Chart showing the difficulty faced in WFH environment

TABLE 6. Table showing the type of difficulty faced in both situations (Before and During COVID)

Sl. No	Variables	Before COVID	During COVID	Total	Percentage	
1	Long working hours	65	55	120	54	46
2	Satisfaction	100	20	120	83	17
3	Mental Stress	10	110	120	8	92
4	Physical wellbeing	40	80	120	40	60
5	Working atmosphere	115	5	120	4	96
6	Lack of Team spirit	10	110	120	8	92
7	Support from employer	60	60	120	50	50
8	Lack of Confidence	15	105	120	13	87

Source primary data

The respondents' job performance has been tested using t Test with paired sample and the result is obtained.

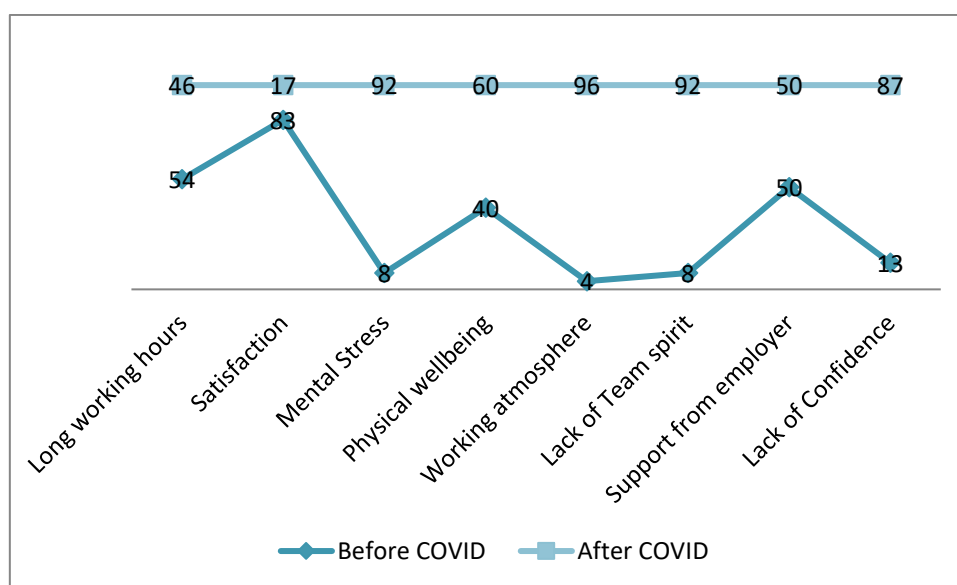


Figure 5. Chart showing f difficulty faced by the respondents before and during COVID (in %)

The respondents' job performance has analysed and tested using t test; the result obtained is as follows

Hypothesis

Ho: There is no significant difference in job performance before and during COVID

TABLE 7. Table showing the job performance before and during the COVID lockdown period

Variable	Status	Mean	SD	Mean Difference	t Value	P value
Job Performance	Before	2062	0.745	0.83	0.905	0.376
	During COVID	2065	0.787			

Source primary data

INTERPRETATION

The mean values are 2.62 and 2.65 for before and during COVID pandemic. The mean difference is 0.03. As the mean values are different, the statistical significance of the mean difference is examined. The significant value is 0.376. Therefore, the null hypothesis is rejected.

FINDINGS

- 60% of the respondents are Male and 40% are female.
- Majority (70%) of the respondents having dissonance regarding WFH environment.
- Only 42% of the respondents faced reduction in their compensation package.
- 85% of the respondents are relaxed regarding their job security and the threat associated with.
- The significant value is 0.376. Therefore, the null hypothesis is rejected.
- From the study, it is identified that Most of the employees experienced problems such as long working hours, lack of team spirit, lack of confidence, mental stress etc during the WFH environment.

CONCLUSION

The COVID-19 epidemic has triggered a global emergency in less than a few months. This infectious virus has produced a number of psychiatric and mental

illnesses in addition to raising worries about public health. It also has an impact on work life, job security, pay, and job satisfaction, among other things. Physical activity, food consumption, communication with co-workers, children at home, interruptions while working, modified work hours, workstation set-up, and contentment with workspace interior environmental variables were all linked to decreased overall physical and mental well-being after WFH. The common opinion before to the pandemic was that offices were crucial to productivity, culture, and winning the struggle for talent. Companies competed fiercely for prime office space in key global cities, with many focusing on solutions that were perceived to enhance collaboration. Many people were shocked by how fast and efficiently videoconferencing and other types of digital cooperation were adopted during the pandemic.

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