JOB SATISFACTION AND WELLBEING OF EMPLOYEES WITH WORK FROM HOME DURING COVID-19 PANDEMIC: AN EMPIRICAL STUDY IN TELANGANA

Dr. Veerabhadram Bhukya[1], Vorem Anil Kumar[2], Achukatla Sudhapriya[3], Jimmidi Biksham[4], Kummara Yerri Lakshmi[5], Halavath Gangabai[6],

Article History: **Received:** 08.05.2023 **Revised:** 20.06.2023 **Accepted:** 15.07.2023

Abstract

Job satisfaction is one of the major aspects of brand promotion and the reputation of the company recognition from their employees, local community, customers, and stakeholders. In this study, an attempt has been made to examine the level of job satisfaction and well-being with working from home (WFH) during the pandemic covid-19. For the present study, the descriptive research design was adopted. The sample of 120 employees was drawn using a convenience/accidental sampling techniques procedure used to choose respondents based on convenience. Several scales have been adopted to measure Job satisfaction, safety at worksites, and work from home during the pandemic covid – 19 among employees. For descriptive statistics, mean, standard deviation (S.D), correlation, comparison mean, ANOVA, and Kolmogorov-Smirnov[a] Shapiro-Wilk test were used to analyze data in the present study.

Keywords: Job Satisfaction, Well-Being, Covid – 19, Pandemic, And Work from Home

[1*]Assistant Professor & Chairperson Board of Studies Department of Social Work, Telangana University, Telangana State, India
[2,3,4]Research Scholar, Department of Social Work, South Campus, Telangana University, Telangana State, India.
[5]Research Scholar, Department of Social Work, Sri Padmavati Mahila Visvavidyalayam, Tirupathi Andhra Pradesh, India**.**
[6]Freelance Scholar**,** Telangana State, India

Corresponding Email: **[1*]**veerabhadram.bhukya@gmail.com
ORCID: https://orcid.org/0000-0003-3634-4481

DOI: 10.31838/ecb/2023.12.s3.695

1. Introduction

The Global pandemic covid-19 has given enormous experience and challenges to firms concerning workplace safety measures, raw material management, production, marketing, human resource management, work from home, job satisfaction, work-life balance, and so on. The global pandemic has directed widespread physical distancing to encompass the feast of the virus (Bick et al., 2020). Many business firms ascended back or stopped the action in the regular workplace because of government has made obligatory closures and stay-at-home orders for the health of their employees. The prerequisite to social and physical distance during a pandemic situation has led to rapid transformation even human relationships in general, especially at the place. The background of social distance gave rise to the concept of working from Home (WFH) for business firms to keep the spirit of the employees alive (Kaushik & Guleria; 2020, Shafiuddin;2022). Many sectors have enforced executive and implemented the working from the home mode for their employees. This has led to a positive transformation and a negative effect on well-being and work-life balance. Indeed, this had been beneficial in some points but also has major drawbacks too. The present context of the COVID-19 pandemic experienced and forced us to re-think, re-design, think out of the box, and bring the best practices for running different sectors (Kaushik & Guleria; 2020). Job satisfaction and well-being of employees working from home during the pandemic covid-19 revealed significant aspects in this difficult situation for the organization's success in the present circumstances. Job satisfaction refers to a collection of positive or negative feelings that an individual holds toward hir/her job (Singh & Jain;2013). Whereas individuals who have a higher job satisfaction are usually less absent, less likely to leave, more productive, more likely to display organizational commitment, and more likely to be satisfied with their lives (Lease, 1998). It is a multidimensional concept and it is shown as a necessary function to investigate its different facets and their unique consequences. Therefore, job satisfaction refers to employee satisfaction with work-related factors, and is deemed "subjective happiness at work", and Job satisfaction can also be said to be a kind of subject to well-being at work (Choudhary. G.Saini;2021). Subjective well-being is the main research focus in positive psychology, which includes happiness, life satisfaction, and positive emotions. The impact of traumatic events such as a pandemic on people's mental health increases employees' job stress, which in turn affects their job satisfaction. Therefore, to effectively overcome and interventions may be carried out to minimize the business problem such as negative psychological consequences caused by COVID-19, companies could recruit new employees with resilience that improves the overall organizational environment (Shao-Cheng Cheng and Yu-HuanKao; 2022).

In the present context, many companies were experienced and been affected at a global level. These kinds of difficult conditions and sudden situations were given tasks to firms to overcome regarding maintaining their quality, reputation, safety, healthy environment, and so on at the workplace but also a level of job satisfaction from the employees and how to continue to survive the threat of the pandemic COVID -19. Indeed, the sudden pandemic has given a task to employees and employers, they faced many challenges and threats however at the end of the show they maintained a healthy and safe environment work culture, and Flexible Working Hours (FWH). The origin of social distance gave rise to the concept of working from Home (WFH) was connected to a modern remote working "telecommuting" in 1973 developed by Jack Nilles NASA engineer before the days of Skype and Zoom calls. Based on the novel survey work from home increased sharply and persistently after the outbreak of COVID-19 with potentially more permanent changes to work preparations and arrangements in some occupations. Therefore, consistent WFH adoption increased, and employees higher expected to WFH in the future also (Bick et al., 2021). The application and adoption of Flexible Working

Hours (FWH) for employees can also benefit and be better for the company itself and its employees. Therefore, it is essential for a firm to always work and pay attention to the needs of employees (Wanger S, et. al., 2021). During the novel pandemic, COVID-19 leads to many disturbs created and generated either it may directly or indirectly at the workplace such as mental and social disorders, emotional, and health risk factors, psychological trauma, anxiety, distress, even human relationships, and so on. Accordingly, there is a signification connection and relationship between the role of the employees and satisfaction with the work-from-home, environment, culture, safety, well-being, mental health, and so on. In general, any organization cannot expect output/results/reputation/brand promotion without the job satisfaction of employees, if the firm fails in the expectation of employee job satisfaction it would lead to many crushes on the firm's reputation, brand promotion, and so on at the competitive edge. The present purpose of the study is to discuss and know the relationship between job satisfaction and working from home with the effects of the novel pandemic COVID-19. How it was affected and the difficulties dealt excepted as a professional practitioner/trainee in particularly addressing this matter. The persistent curiosity to know and analyze the extent to which the influence of job satisfaction on employees faces the novel pandemic COVID-19 working from home.

Importance of the study

The need of the study is to know the pros and cons of job satisfaction and work from home (WFH) during novel pandemic COVID-19 in Telangana. There is a numerous research studies conducted and available on it whereas these studies also try to explore exclusively in the aspects of work from home (WFH) of employees and significant role of Human Resource Management (HRM) to sustaining to employees and organization reputation during pandemic in in Telangana. The human resource management must be viewed through the prism of overall strategic goals for the organization instead of a standalone tint that takes a unit based or a micro approach. The practices of human resource management need to be interrelated with the overall strategy to ensure the effective use of employees and provide better returns to the organizations in terms of ROI (Return on Investment) for every rupee or dollar spent on them. Unless the HRM practices are designed in this way, the firms stand to lose for not utilizing human resources to their optimum level best and this does not bode well for the success of the organizations. The practices of HRM make the firms unique and successful. Organizations where employees are satisfied with their jobs, role, and work environment those organizations have satisfied customers because satisfied employees manage the better relationship between the customers and organizations. This study is useful to identify the relationship between the COVID-19 working environment and job satisfaction among the employees of the service sector in Telangana. It would evaluate the impact of the positive and negative aspects of the novel pandemic COVID-19 job environment satisfaction of employees of the service sector in Telangana. There are many studies underlined that the impact of COVID-19 brought some new adoption and the use of technology has increased. It promotes digital means of communication like contactless delivery, contactless provision of services to consumers and customers, robotic management of warehouses, and automation in food services. The pandemic COVID-19 also focused on flexible working such as working from home and flexible working hours. In this way, the pandemic COVID-19 outbreak has pros and cons and its impact on human relationships and well-being. This study would explore the satisfaction level of employees with the learning opportunities they are finding during corona outbreak.

The problem of the study/statement of the problem

There is a highly uncertain condition among the employees of various organizations in the present context and they have different issues regarding their job environment such as COVID-

19-related health risk factors if they are working in a physical environment. They are at high risk of transmitting corona virus in their body. People who are suspected to be unemployed in future they have job insecurity and dissatisfaction. In spite of all these issues of people also suitable circumstance in their jobs like flexible working hours, work from home and chances of learning the latest scientific technology. Based upon the present study would explore and describe the pros and cons of the working environment and well-being during the pandemic COVID-19 on job satisfaction. In other words, the number of software employees is an indication of the revenue of the organization. Human Resources is the life and blood of software companies, it has skilful talents are the sources of competitive advantage in these companies. The dynamic nature of the software industry due to the innovative methods of work culture like virtue office and virtual migration shows the need for different from other sectors as there is a high attrition rate, lack of job satisfaction, job hopping of the employees, flexibilization, and individualization is a common phenomenon in the ITeS industry which is a major concern for the ITeS companies.

2. Research Methods, Tools, and Procedures

The research framework and aspects of the research methods, tools, and procedures have played very significant roles and contributions to the process of the research work or studies.

Research Objectives of the study

1. The study about significant factors affecting job satisfaction of the employees.
2. To find out the level of job satisfaction and working from home (WFH) during the COVID-19 pandemic.
3. To know the pros and cons during the COVID-19 pandemic on job satisfaction and working from home (WFH).

Hypotheses of the Study

After formulation of the research objectives, statement of the problem, and based upon existing research studies, the following hypotheses have been formulated.

1. **H_1:** There is a significant relationship between job satisfaction and the company's preventive measures during the Covid-19 pandemic.
2. **H_2:** There is a significant variance between job satisfaction and working from Home (WFH) during the Covid-19 pandemic.
3. **H_3:** There is a significant relationship between job satisfaction and workplace policies implemented by the company.

Description of the instrument, and Sources of Data

This study involves both primary and secondary sources. The primary source is from structured questionnaire collected from the participants of the survey and it is based on questionnaire having items related to dependent and independent variables. Secondary sources include books, articles, journals, newspapers, web sources, annual reports and so. The empirical data is collected through self-administrated questionnaire distributed online from 120 respondents belong to service sector in Telangana. A five-point Likert scale is adopted to analyze the answers ranging from strongly disagree, disagree, neutral, agree, and strongly agree. The demographic aspects of the questionnaire consist the questions regarding age, gender, marital status, educational qualification, and length of experience while the other aspects have close-ended questions related to all variables used in the present study such as the job satisfaction scale index (Brayfield, A.H., & Rothe, H.F. (1951), Fear and job insecurity (Lippens, Moens, Sterkenes, Weytiens, and Baert; 2020), and Flexible Working (Majella J Albion, 2004). The

reliability and validity of the questionnaire are checked and verified through suitable SPSS tools.

Determine the Sample Size and Data Collection

This study specifically selected the service sector professionals as the sample for this research limited to twin cities in Telangana. The following major service sector firms have chosen such as IBM, TCS, Wipro, Cognizant, and Accenture were chosen in twin cities in Telangana. A total of 165 sets of questionnaire surveys were communicated and dispersed to the service sector professionals through the mail, out of which seventy-three percent i.e., only 120 could be finally considered and selected for this study. This study based on a non-probability sample method with convenience sample techniques is used to select the respondents based on the convenience aspect.

Method of Data Analysis

This research is quantitative in nature and it is a cross-sectional analysis and interpretation of the data. A mono-Method of data collection was adopted in which questionnaires were applied from various sources regarding variables that researchers to measure. All variables chosen continuous forms accordingly regression is a reliable technique to find the relationship.

3. Results and Discussions

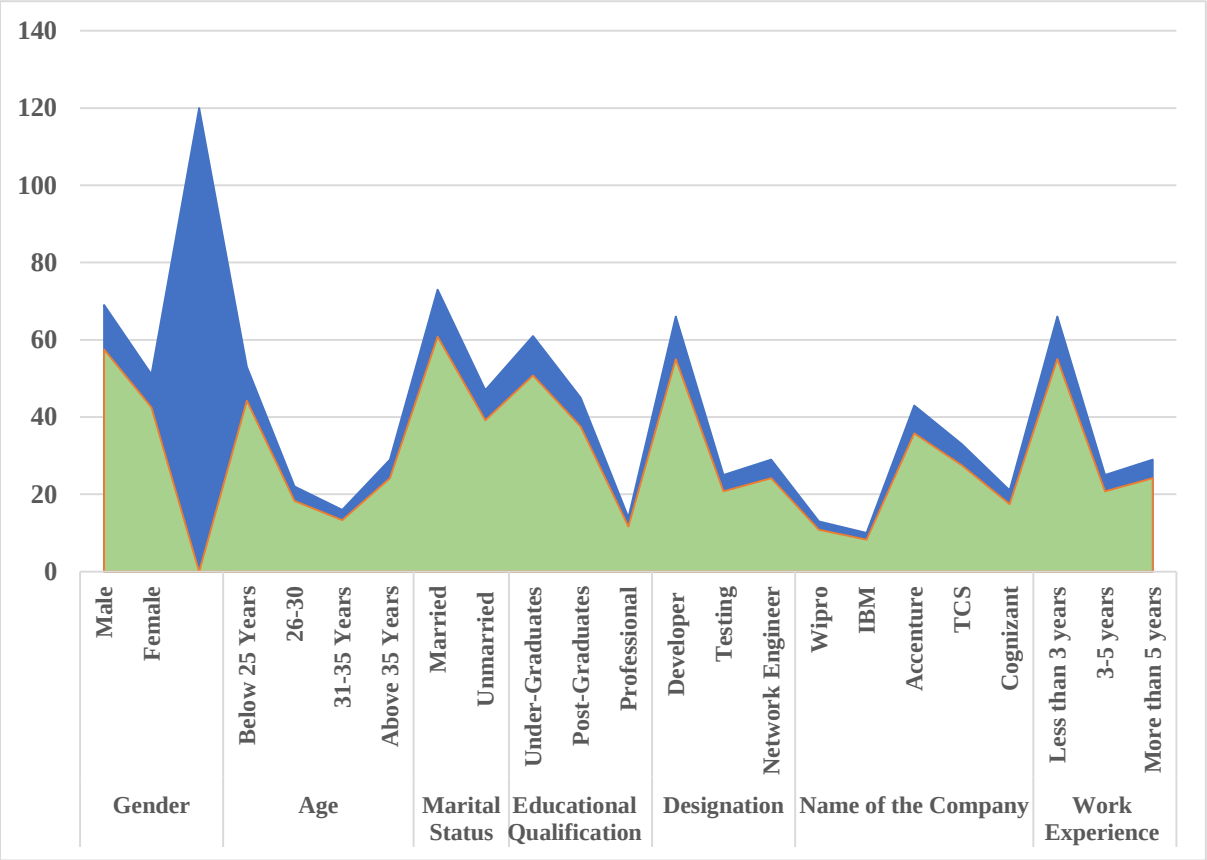
The following results explore the profile of the respondent, reliability and validity outputs, correlations analysis, and other aspects of the study to test various variables in the explore and describe of the present study.

3.1. Profile of the Respondents: In the following table reveals the background of the responds. Table.3.1

SI.No.	Name of the Variable	Distribution of Respondents	
		Frequency	Percentage
I	**Gender**		
1	Male	69	57.5
2	Female	51	42.5
	N	**120**	**100.0**
II	**Age Group (In years)**		
1	Below 25 Years	53	44.2
2	26-30	22	18.3
3	31-35 Years	16	13.3
4	Above 35 Years	29	24.2
	N	**120**	**100.0**
III	**Marital Status**		
1	Married	73	60.8
2	Unmarried	47	39.2
	N	**120**	**100.0**
IV	**Educational Qualification**		
1	Under-Graduates	61	50.8
2	Post-Graduates	45	37.5
3	Professional	14	11.7

	N	**120**	**100.0**
V	**Current Position (Designation)**		
1	Developer	66	55.0
2	Testing	25	20.8
3	Network Engineer	29	24.2
	N	**20**	**100.0**
VI	**Name of the Company**		
1	Wipro	13	10.8
2	IBM	10	8.3
3	Accenture	43	35.8
4	TCS	33	27.5
5	Cognizant	21	17.5
	N	**120**	**100.0**
VII	**Work experience**		
1	Less than 3 years	66	55.0
2	3-5 years	25	20.8
3	More than 5 years	29	24.2
	N	**120**	**100.0**

Profile of the Respondents Chart.3.1



The above table and area chart (3.1) clearly shows the profile of the respondents, with regard to gender majority of the respondents 69(57.5 percent) are male remaining 51(42.5 percent) female. The majority of the respondents 53(44.2 percent) are aged below 25 years followed by

29(24.2%) of respondents are aged above 35 years, 22 (18.3%) are age group of 26-30 years remaining respondents 16(13.3%) are age group between 31-35 years. Marital status of the respondents shows that, the majority 73(60.8 percent) of the respondents are married and remaining of the respondents 47(39.2 percent) are unmarried. Educational qualification calculated among the respondents reveals that the majority of the respondents 61(50.8 percent) are completed undergraduates followed by 45 (37.5 percent) who have attained postgraduates and the remaining 14(11.7 percent) are professional degrees like MBA, MSW, and so on. With regard to the present position (Designation) of the respondents, the majority of 66 (55.0 percent) are developers followed by Network Engineers 29(24.2 percent) than remaining 25(20.8 percent) took Testing roles and responsibilities in the organizations. With regard to the name of the company, the majority 43 (35.8 percent) of the respondents are working with Accenture company followed by Tata Consultancy Service (TCS) 33 (27.5 percent) and 21 (17.5 percent) respondents are working with Cognizant company and 13 (10.8 percent) working with Wipro company, the remaining respondents 10 (8.3 percent) are working with IBM. According to the working experience analyzed that the most 66(55.0 percent) of the respondents experienced less than 3 years followed that 29(24.2 percent) of respondents who experienced more than 5 years and the remaining respondents 25(20.8 percent) are having experienced 3-5 years.

3.2. Reliability of the Study: the following table shows the reliability output of the present study. Table No. 3.2

Variables	**Cronbach's Alpha**	**N of Items**
Job Satisfaction during Covid-19	.795	9
Safety Measures	.808	10
Work from home	.836	10

From the above table (3.2) shows the reliability statistics of the study, the Cronbach's alpha value for Job Satisfaction during Covid-19 is .795, Safety measures is .808 and Work from home is .836 which shows high level of stability for all the variables. Therefore, based the on results of the study its revels that all aspects and formulated variable shows the standardized stability and reliability of the present study.

Normality of Test of Job Satisfaction During Covid-19, Safety Measures and Work from Home (WFH): the proceeding tables shows the normality distribution of the data and its significance values in the present study.

Normality of Test of Job Satisfaction During Covid-19
Table No.3.3

Name of the Variables	**Kolmogorov-Smirnov[a]**			**Shapiro-Wilk**		
	Statistic	Df	Sig.	Statistic	df	Sig.
Satisfied with my work during the Covid-19 pandemic period.	.242	120	.000	.861	120	.000
Satisfaction has increased during the Covid-19 when compared to the pre-pandemic period.	.222	120	.000	.832	120	.000
The company provided needed extrinsic motivation for me.	.262	120	.000	.838	120	.000

The company provided needed intrinsic motivation for me.	.224	120	.000	.869	120	.000
The company provided opportunities for my personal & career development.	.237	120	.000	.855	120	.000
Able to balance work and life perfectly.	.256	120	.000	.847	120	.000
Good professional relationships with my colleagues and superiors.	.247	120	.000	.818	120	.000
Satisfied with the workplace policy.	.262	120	.000	.813	120	.000
Satisfied with the workplace culture.	.253	120	.000	.828	120	.000
a. Lilliefors Significance Correction						

The above table (3.3) presents the result of the normality test, the test shows clearly normally distributed all the variables regarding Job Satisfaction during Covid-19 in the present study were highly significantly distributed of all variables.

Normality Test of Safety measures
Table No.3.4

Name of the Variables	**Kolmogorov-Smirnov[a]**			**Shapiro-Wilk**		
	Statistic	Df	Sig.	Statistic	df	Sig.
Abided the rules & regulations of the government enforced during Covid-19 pandemic period.	.262	120	.000	.810	120	.000
Formulated a special workplace policy for safety measures during the Covid -19 pandemic period.	.256	120	.000	.831	120	.000
Organized screening of the employees to check for symptoms.	.275	120	.000	.828	120	.000
Enforced physical distancing during the Covid-19 pandemic period.	.272	120	.000	.860	120	.000
Functioned with only half of its strength during the Covid-19 pandemic period.	.212	120	.000	.824	120	.000
Organized awareness programs before and after the contraction of the Covid-19 virus.	.245	120	.000	.850	120	.000
The company eased the procedure for insurance during the Covid-19 pandemic period.	.261	120	.000	.837	120	.000
The company arranged sanitizers and mask dispensers at various locations inside the company.	.249	120	.000	.841	120	.000
The company introduced a separate support system for the employees to clear doubts regarding the Covid-19 pandemic.	.245	120	.000	.827	120	.000

The company conducted meeting regularly to monitor the physical and mental health of the employees.	.274	120	.000	.825	120	.000
a. Lilliefors Significance Correction						

The above table (3.4) presents the result of the normality test, the test shows clearly normally distributed all the variables with regard to safety measures during Covid-19 in the present study were highly significantly distributed of all variables.

Normality Test of Work from Home
Table No.3.5

Name of the Variables	**Kolmogorov-Smirnov[a]**			**Shapiro-Wilk**		
	Statistic	df	Sig.	Statistic	df	Sig.
The company introduced the "Work from home" policy during the Covid-19 pandemic period.	.237	120	.000	.856	120	.000
The company provided the necessary equipment for "Work from home".	.243	120	.000	.846	120	.000
The company engaged the WFH employees with regular meetings.	.217	120	.000	.840	120	.000
The company allowed WFH employees to work at flexible times.	.250	120	.000	.842	120	.000
The company took an effort to maintain a good professional relationship with WFH employees.	.235	120	.000	.852	120	.000
The company organized workshops, and seminars to explain the process of WFH.	.256	120	.000	.849	120	.000
The company introduced a separate support system to help the WFH employees with their grievances or issue.	.264	120	.000	.833	120	.000
The company gave immediate attention and arranged a special technical team to address the issue of WFH employees.	.237	120	.000	.852	120	.000
The company respected my personal and family time and didn't disturb me during those hours.	.258	120	.000	.851	120	.000
The company made constant communication with me to update the latest happening in the company and with my colleagues.	.220	120	.000	.880	120	.000
a. **Lilliefors Significance Correction**						

The above table (3.5) presents the result of the normality test, the test shows clearly normally distributed all the variables with regard to work from home (WFH) during Covid – 19 in the present study were highly significantly distributed of all variables.
Finally, it concluded that clearly shows the results of the normality test with regard to Job satisfaction during Covid – 19 the company sustained safety measures at worksites highly were

significant, and during Covid – 19 employees have been highly satisfied with working from home (WFM).
Further, it proceeds to test the correlation analysis between job satisfaction among employees during Covid – 19 with regard to Safety Measures and Working from Home (WFH).

Correlation Analysis: the proceeding tables show the correlation analysis of job satisfaction among employees during Covid – 19 with regard to Safety Measures and Working from Home (WFH of the data and its significance values in the present study.

Correlation analysis Table No.3.6

Name of the Variables		**Job Satisfaction During Covid-19**	**Safety Measures**	**Work from Home (WFH)**
Job Satisfaction during Covid-19	Pearson Correlation	**1**	.841**	.809**
	Sig. (2-tailed)		.000	.000
	N	120	120	120
Safety Measures	Pearson Correlation	.841**	**1**	.813**
	Sig. (2-tailed)	.000		.000
	N	120	120	120
Work from Home (WFH)	Pearson Correlation	.809**	.813**	**1**
	Sig. (2-tailed)	.000	.000	
	N	120	120	120
**** Correlation is significant at the 0.01 level (2-tailed).**				

From the above table (3.6) correlation analysis, the r value and significant value shows there is a highly positive correlation with all variables: Job Satisfaction during Covid-19, Safety measures, and Work from home.
Therefore, it concluded that there is a significant relationship between job satisfaction among employees with regard to safety measures and working from home (WFH) during the pandemic Covid – 19 taken care by companies.
Further, to test all the variables of job satisfaction and work experience and age of the employees in the company during Covid – 19 with regard to safety Measures and Work from Home as a measured comparison of descriptive analysis.

Comparison between Job Satisfaction during Covid-19, Safety Measures and Work from Home with the experience Table No.3.7

Descriptive									
		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Job Satisfaction during Covid-19	Less than 3 years	66	3.48	.809	.100	3.28	3.68	2	5
	3-5 years	25	3.75	.881	.176	3.39	4.11	2	5

	More than 5 Years	29	3.68	.851	.158	3.35	4.00	2	5
	Total	120	3.58	.836	.076	3.43	3.74	2	5
Safety measures	Less than 3 years	66	3.48	.822	.101	3.28	3.68	1	5
	3-5 years	25	3.74	.891	.178	3.38	4.11	2	5
	More than 5 years	29	3.64	.838	.156	3.32	3.96	2	5
	Total	120	3.57	.840	.077	3.42	3.72	1	5
Work from Home	Less than 3 years	66	3.42	.847	.104	3.21	3.63	2	5
	3-5 years	25	3.84	.763	.153	3.53	4.15	2	5
	More than 5 years	29	3.53	.966	.179	3.16	3.90	2	5
	Total	120	3.53	.869	.079	3.38	3.69	2	5

The above table (3.7) clearly illustrates the mean and standard deviation of the variables of job satisfaction and work experience of the employees in the company during the pandemic Covid – 19 with regard to safety Measures and Work from Home as a measured variable.

Further, to measure an ANOVA test of all variables with significance and F values.

Table No.3.8

ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
Job Satisfaction During Covid-19	Between Groups	1.672	2	.836	1.201	.305
	Within Groups	81.451	117	.696		
	Total	83.123	119			
Safety Measures	Between Groups	1.439	2	.720	1.019	.364
	Within Groups	82.600	117	.706		
	Total	84.039	119			
Work from Home (WFH)	Between Groups	3.204	2	1.602	2.162	.120
	Within Groups	86.722	117	.741		

	Total	89.927	119			

From the above ANOVA table (3.8), the F value and significant value for Job Satisfaction during Covid-19 is F (2,117) =1.201; p>0.05; Safety measures is F (2,117) =1.019; p>0.05 and Work from home is F(2,117)=2.162; p>0.05; Therefore, there is no significant relationship between Job Satisfaction during Covid-19, Safety measures and Work from home with the experience. Based on their working experience (Less than 3 years, 3-5 years, and more than 5 years) all the respondents are satisfied during covid-19, the safety measure provided to the respondents, and work-from-home facilities.

Comparison between Job Satisfaction during Covid-19, Safety measures, and Work from home with the Age Table No.3.9

Descriptive									
		N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
						Lower Bound	Upper Bound		
Job Satisfaction during Covid-19	Below 25 Years	53	3.49	.839	.115	3.26	3.72	2	5
	26-30 Years	22	3.59	.832	.177	3.22	3.95	2	5
	31-35 Years	16	3.49	.886	.222	3.02	3.97	2	5
	Above 35 Years	29	3.81	.804	.149	3.50	4.11	2	5
	Total	120	3.58	.836	.076	3.43	3.74	2	5
Safety Measures	Below 25 Years	53	3.49	.865	.119	3.25	3.73	1	5
	26-30 Years	22	3.49	.816	.174	3.12	3.85	2	5
	31-35 Years	16	3.47	.871	.218	3.00	3.93	2	5
	Above 35Years	29	3.85	.774	.144	3.56	4.15	2	5
	Total	120	3.57	.840	.077	3.42	3.72	1	5
Work from Home (WFH)	Below 25 Years	53	3.44	.888	.122	3.20	3.69	2	5
	26-30 Years	22	3.55	.820	.175	3.18	3.91	3	5
	31-35 Years	16	3.56	.825	.206	3.12	4.00	2	5
	Above 35 Years	29	3.67	.918	.171	3.32	4.02	2	5
	Total	120	3.53	.869	.079	3.38	3.69	2	5

The above table (3.9) clearly illustrates the mean and standard deviation of the variables of job satisfaction and age of the employees in the company during the pandemic Covid – 19 with regard to safety Measures and Work from Home as a measured variable.

Further, apply an ANOVA test of all variables with significance and F values.
Table No.3.10

ANOVA						
		Sum of Squares	Df	Mean Square	F	Sig.
Job Satisfaction during Covid-19	Between Groups	2.077	3	.692	.991	.400
	Within Groups	81.047	116	.699		
	Total	83.123	119			
Safety Measures	Between Groups	2.986	3	.995	1.424	.239
	Within Groups	81.053	116	.699		
	Total	84.039	119			
Work From Home (WFH)	Between Groups	1.007	3	.336	.438	.726
	Within Groups	88.920	116	.767		
	Total	89.927	119			

From the above ANOVA table (3.10), the F value and significant value for Job Satisfaction during Covid-19 is F (2,117) =.991; p>0.05; Safety measures is F (2,117) =1.424; p>0.05 and Work from home is F (2,117) =.438; p>0.05; Therefore, there is no significant relationship between Job Satisfaction during Covid-19, Safety measures and Work from home with the Age. Based on the respondent's age (Below 25 Years, 26-30 Years, 31-35 Years, and Above 35 Years) all the respondents are satisfied during covid-19, the safety measure provided to the respondents, and work-from-home facilities.

Comparison between Job Satisfaction during Covid-19, Safety Measures, and Work from Home with the Gender Table No.3.11

Group Statistics					
	Gender	N	Mean	Std. Deviation	Std. Error Mean
Job Satisfaction during Covid-19	Male	69	3.60	.868	.105
	Female	51	3.57	.798	.112
Safety Measures	Male	69	3.60	.875	.105
	Female	51	3.54	.798	.112
Work from home	Male	69	3.54	.853	.103
	Female	51	3.52	.899	.126

The above table (3.11) clearly illustrates the mean and standard deviation of the variables of job satisfaction and gender of the employees in the company during the pandemic Covid – 19 with regard to safety Measures and Work from Home as a measured variable.

Further, to test the independent Sample test of all the variables.

Table No.3.11

Independent Samples Test										
		Levene's Test for Equality of Variances		**t-test for Equality of Means**						
		F	Sig.	T	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
									Lower	Upper
Job Satisfaction during Covid-19	Equal variances assumed	2.164	.144	.175	118	.861	.027	.155	-.280	.334
	Equal variances not assumed			.178	112.493	.859	.027	.153	-.276	.330
Safety measures	Equal variances assumed	1.043	.309	.372	118	.711	.058	.156	-.251	.366
	Equal variances not assumed			.377	112.848	.707	.058	.154	-.246	.362
Work from Home (WFH)	Equal variances assumed	.042	.839	.106	118	.916	.017	.161	-.302	.336
	Equal variances not assumed			.105	104.608	.917	.017	.162	-.305	.339

From the above table (3.11) independent sample t-test table, the t value, and significant value for Job Satisfaction during Covid-19 is t (118) =.175; p>0.05; Safety measures is t (118) =.372; p>0.05 and Work from home is t (118) =.106; p>0.05; Therefore, there is no significant relationship between Job Satisfaction during Covid-19, Safety measures and Work from home with the gender. Based on the respondent's gender (Male and Female) all the respondents are satisfied during covid-19, safety measures provided to the respondents, and work-from-home (WFH) facilities.

Summary and Conclusion

The main objective of this study was to examine the job satisfaction and well-being of employees during the Covid-19 pandemic. This study was based on empirical data analysis during the Covid-19 pandemic condition with pros and cons with regard to job satisfaction and well-being of employees. As this was not a longitudinal study, there is a potential hindrance that employees could have distorted views and subconsciously answer the questions depending on how they currently feel rather than their previous feelings on the matter. After conducting the analysis, the findings support this hypothesis with the pandemic having an adverse impact on both job satisfaction and the well-being of employees. This study is connected and supported by other researchers, who identified the effect of the pandemic on employees' mental health, well-being, and ability to work effectively (Trougakos et al., 2020; Iybijaro et al., 2020; Grossman et al., 2021; Burn and Mudholkar,2020). Overall employee's satisfaction has decreased significantly, taking into account the findings of other scholars, who suggest a strong relationship between job and life satisfaction (Judge, T.A & Watanabe. S 1993), it is impossible to separate the overlapping effects of forced remote working and the pandemic on people's satisfaction. Distinguishing the main driving force behind it is out of the scope of this study and would require a different research approach. The results and findings of the study is also indicated that having a dedicated room for work has a positive effect on job satisfaction. The findings are similar to other authors who state that having no dedicated workspace lacks a distinction between work and personal life (Griffis, 2017). However, the potential health benefits of a properly set up workspace (Allen et al., 2015) were not observed as the group with a dedicated desk did not report higher job satisfaction than those without one. The findings in terms of the level of distractions are congruent with the results on job satisfaction. The better the setup employees have the less distraction they report. This is in line with other researchers who reported the same outcome (Shellenbarger,2012; Allen et al., 2015).

The findings of this study also suggest saving time on commuting has an effect on job satisfaction. They are in accordance with other studies, which point out a decrease in time spent on commuting as one of the major benefits of remote working, impacting employee happiness (Mustajab et al., 2020). The results also imply that the more time workers save on commuting, the higher the increase in job satisfaction is. This statement is supported by Bai et al., (2021) who point out growing life interference with longer commuting times. The second part regarding working hours also indicates an effect on job satisfaction depending on workday length. While the expected outcome was that employees, whose working hours increased are less satisfied and those with decreased hours are more satisfied (Wanger, 2017), this was only partially supported by the results. Employees who worked long hours during the pandemic indeed reported lower job satisfaction but paradoxically so did the respondents saving a lot of time since undertaking remote work. There are a few potential explanations for this outcome. On one hand, the question might not have been set clearly enough and respondents either answered incorrectly or considered commute time as part of their working hours. On the other, it is possible that employees no longer work 100.0 percent with a reduced salary. As the questionnaire does not evaluate what employees used to do before the pandemic and are now saving time on are not considered in the questionnaire, for example, preparation time in the morning before getting to work. The results on employee expense support an increase in their job satisfaction and the impact is particularly strong if the expense increase or decreases by 15.0 percent or more. The higher job satisfaction in respondents with reduced expenses e.g., commute cost or take out for lunch and highlight as one of the benefits (Ingraham, 2016; Pelta, 2020; Deverter, 2020).

The study also explored the area of increasing expenses due to remote working which is not a commonly explored research field. Those respondents reported a lower level of satisfaction with their jobs, potentially stemming from considering a raise in expenses as an indirect form of lower net payment. This is supported by Borghans et al. (2007), who state that a decrease of salary has a demotivating effect on workers. According to the study of Shilpi Aroara in 2020 that in the information technology sector, maximum job satisfaction is found among employees of 26-30 years of age during the COVID-19 pandemic, there is no significant impact of job satisfaction among the employees of FMCG sector during COVID-19 pandemic as t=0.880 and P>05 because the most frequent age group in this study is 25-34 years but these results are not supported by Jenna M.Wilson (2020) as their study revealed that due to global unemployment current employees are insecure about their jobs which lead to increased depression and anxiety and decreased job satisfaction. Simla Karimi (2018) found that there is a positive impact of employee training courses on Job satisfaction and performance. The same results have shown in this study that there is a positive and significant impact of employee training opportunities on job satisfaction as t=6.618 at P<05. Organizations must arrange training programs to improve the technical knowledge of employees which they can use during the critical working condition during the COVID-19 pandemic. Mudor, H., and Tukson (2011) also supported the results of their study to explore the relationship between training and the job performance of employees and concluded that job satisfaction is highly influenced by organizational training and development programme. Training is considered an important variable to evaluate employee job satisfaction.

4. Discussion

Anxiety and depression are perceived by people globally due to the new evolution that hit the world. At the end of the year, 2019 a new virus attacked the breathing in humans that caused death. The virus is called Severe Acute Respiratory Syndrome Coronavirus-2 (SARS-CoV-2) or better known as COVID-19, which was first identified in Wuhan, China. This case increases very quickly day by day and updates the information from minute to minute of the COVID-19 pandemic. There are several problems often encountered by employees that will impact the satisfaction of one's work that is a) personal problems. Personal problems are often a problem that may arise in the problem of employees; the problem can be a mind that has not been able to cope with the workforce, physically and mentally, and others. b) Relationship Problems. The relationship problem can happen between himself/ herself and the other employees, himself/herself with her boss or herself with other people outside of work that makes her feel annoyed to work. c) Work stress problems. This problem of occupational stress can be caused by the mental burden he/she suffered during work. the demands of the work are endless so that he feels dissatisfied about the results he/her gained. d) Marriage problems. for married or family employees, many problems arise that affect their work and can cause problems. e) Family problems. The problem of family difficulties, e.g., parents who are sick and hospitalized with burden their minds for employees so that they are vulnerable to problems in their workplace when the brand cannot control. The data from previous sources state that employee's satisfaction is essential to continue to provide the best for the company. If the employees feel fast to his/her jog, he/her demonstrate his/her loyalty to the company. These findings are consistent with the results obtained, which determines the work satisfaction factor depends on the intensity of communication between employees and inter-employer. The employees will be satisfied when they are granted autonomous rights to decide the company the appropriate salary. In India, the IT sector plays an important role in GDP contribution in providing employment and in the development and in development of the economy. According to the Indian Brand and Equity Foundation 2019, the IT sector contributes 7.7 percent to the country's

GDP and provides employment to 27.0 percent of the population. It has become the hub for digital capabilities in the world with around 75.0 percent digital talent presence. All these factors make it important to analyze the impact of COVID-19 on it. Arora & Vyas (2020) conducted a study on 2907 IT employees of Pune, Mumbai, Bengaluru, and Gurugram to know the factors impacting their job satisfaction during COVID-19. Working conditions, chances to try their own methods of doing the job, and relationships with co-workers were the major factors in influencing employee job satisfaction during COVID–19. Whereas employment security was the major factor causing dissatisfaction, which can be due to fear of job insecurity arising extrinsic satisfaction factors were found positive during COVID-19. Moreover, Intrinsic factors call for the management attention to work on it to increase employee job satisfaction. It also shows different satisfaction levels for different gender and managerial and non-managerial group. Similarly**,** Deepanshi & Arrawatia (2020) conducted a study on IT employees of HCL, TCS, and found that employees were satisfied while working from home because they were able to spend some time with their family and feel little safe during such critical time but the major factor influencing their satisfaction was internet connectivity, too much distraction and communication with co-workers is hard. Other minor factors were, the difficulty following routine at home, excessive workload, poor body posture caused body pain, and giving time to both home and household work caused stress. The management is required to give proper Dongle for smooth functioning of internet, proper furniture facilities to reduce body ache and balanced work which can be managed.

5. Conclusion

Over the past few decades, remote working and its consequences have become the focus of interest for many researchers. In general, there was no unified outcome as to whether it is positive or negative for the employees. Under normal circumstances, voluntary remote workers are prepared for the situation and the advantages outweigh the disadvantages, allowing them to balance their work- and personal life better. However, the situation changes substantially for mandatory remote workers for whom the negative impacts are more intense. Job satisfaction is one of the main aspects of employees' work, it influences their productivity, motivation, and commitment. This all reflects on companies' performance and overall profits, making the effects of remote working of great interest to them as well. Overall, it is important to mention that employee’s job- and life-satisfaction levels have decreased significantly since the beginning of the Covid-19 pandemic. The factors which positively impact employees' job satisfaction are living with children, having a dedicated room for work, saving time on commuting, and a decrease in expenses. Living with another adult, however, was the only factor that reported an increase in life satisfaction. It can be concluded that many of the observed factors affect the satisfaction of employees as proposed. Those which were not, like the positive effect on children, might be a result of the unique situation brought about by the pandemic. The study also shows a clear connection between life and job satisfaction. Most factors identified as impactful on job satisfaction in either a positive or negative way had a similar kind of effect on employees' life contentment. In addition, the study shows that workers with a dedicated place for work are reporting lower levels of distractions. However, no connection was found between having children and not being able to perform work duties. Work stress experienced by employees because of facing a situation due to the COVID-19 pandemic makes the employees uncomfortable in the environment where it works. Consequently, their work satisfaction factors declined. The purpose of this manuscript is to analyze the job satisfaction of employees during COVID-19 pandemic and what a counselor can do in addressing this issue. The results show that workers or employees need training services to help develop the potential owned by each worker. Significantly, workers or

employees feel satisfied when given the training to improve their skills or abilities. These findings are essential because counselor provide the ease for employees or workers to consult the sophistication of existing technologies and social media, making it easier to communicate and improve employees' work satisfaction. To conduct training directly will require the association of people in this Work from Home (WFH), it is impossible to conduct training directly, for that counselor provide services through technology and social media. These results show that employee satisfaction is paramount to support the company's advances and will determine the quality of services or goods produced. The essential factor for the company to maintain the work satisfaction of its employees is always to maintain the intensity of good communication. The essential communication consists of between superiors, counsellors, and employees to maintain job satisfaction and loyalty from workers and counsellors to understand the problems of the workers. Hence, they feel they do not feel overwhelmed and affect the stress of work. Researchers in the future must include the steps the counselor should take to improve employees' work satisfaction. Thus, it will be more apparent the influence of the ride or the call of workers' job satisfaction in the face of the COVID-19 pandemic and what the employees need.

6. Reference

1. Alexander Bick Adam Blandi and Karel Mertens (2021), Work from Home Before and After the COVID-19 Outbreak, working paper (2017, Revised February 2021) published by the Federal Reserve Bank of Dallas, https://doi.org/10.24149/wp2017r2.
2. Allen T. D., Eby L. T. (2012). The study of interpersonal relationships: An introduction. In Eby L. T., Allen T. D. (Eds.), Society for industrial and organizational psychology frontiers series. Personal relationships at work: The effect of positive and negative work relationships on employee attitudes, behavior, and well-being (pp. 3–13). New York, NY: Taylor & Francis.
3. Allen, T. D., Golden, T. D. and Shockley, K. M. (2015) 'How effective is telecommuting? Assessing the status of our scientific findings', Psychological Science in the Public Interest, 16(2), pp. 40-68, Business Source Ultimate. doi: 10.1177/1529100615593273.
4. Bai, B., Gopalen, N., Beutell, N. and Ren, F. (2021) 'Impact of absolute and relative commute time on work-family conflict: Work schedule control, child care hours, and life satisfaction', Journal of Family and Economic Issues, pp. 1–15, MEDLINE doi: 10.1007/s10834-021-09752-w.
5. Borghans, L., Cörvers, F., Kriechel, B. and Montizaan, R. (2007) 'Productivity, reward and the participation of older employees in labor', Maastricht University, Research Centre for Education, and the Labour Market, (ROA) ROA Report 005. doi: 10.26481/umarep.2007005.
6. Brayfield, A.H. & Rothe, H.F. (1951) An index of job satisfaction, Journal of Applied Psychology, 35(5), 307-31. https://doi.org/10.1037/h0055617.
7. Ingraham, C. (2016) The astonishing human potential wasted on commutes. https://www.washingtonpost.com/news/wonk/wp/2016/02/25/how-much-of-yourlife-youre-wasting-on-your-commute/ [Accessed 10 November 2020].
8. Judge, T. A., & Watanabe, S. (1993). Another look at the job satisfaction-life satisfaction relationship. Journal of Applied Psychology, 78(6), 939–948. https://doi.org/10.1037/0021-9010.78.6.939.
9. Majella J. Albion (2014), A measurement of Attitudes towards Flexible Work Options, Austrian Journal of Management, vol.29, issue2, 275-294.

10. Mudor,H. and Tooksoon,P.(2011). Conceptual framework on the relationship between human resource management practices, job satisfaction and turnover. Journal of Economics and Behavioral studies2(2), 41-49.
11. Mustajab, D., Bauw, A., Rasyid, A., Irawan, A., Akbar, M. A. and Hamid, M. A. (2020) 'Working from home phenomenon as an effort to prevent COVID-19 attacks and its impacts on work productivity', The International Journal of Applied Business, 4(1), pp. 13-21, Directory of Open Access Journals. doi: 10.20473/tijab. V4.I1.2020.13-21.
12. Shao-Cheng Cheng and Yu-HuanKao (2022), the impact of the COVID-19 pandemic on job satisfaction: A mediated moderation model using job street organizational resilience in the hotel industry of Taiwan, Heliyon Cell Press, Volume-8, Issue – 3, March 2022, e09134. https://doi.org/10.1016/j.heliyon.2022.e09134.
13. Shellenbarger, S. (2012) 'Working from home' without slacking off. Available at: https://www.wsj.com/articles/SB10001424052702303684004577508953483021234 [Accessed 2 November 2020].
14. Shilpi Arora et al. (2020) Job Satisfaction at the time of COVID-19: An investigation of information technology sector in India. Mukt Shabd Journal. ISSN NO :2347-3150.
15. Simla Karimi (2018) The effect of organizational training on Job satisfaction and individual performance of Ahwaz Oil Company Employees. Revista Publican do, 5 No 15. (2).2018, 385-401.ISSN 1390-9304.
16. Spector. (1997) Job satisfaction: Application, assessment, causes and consequences, Thousand Oaks, CA. Inc (Vol 3) Sage publication. State statistical Office (SSO). (2009) Employee satisfaction survey 2009. Retrieved 2013).
17. Steven W.schmidt. (2007) The relationship between satisfaction with workplace training & overall Job Satisfaction. Human Resource Development Quarterly.18 (4):481-498.
18. Trougakos, J. P., Chawla, N., & McCarthy, J. M. (2020). Working in a pandemic: Exploring the impact of COVID-19 health anxiety on work, family, and health outcomes. Journal of Applied Psychology, 105(11), 1234–1245. https://doi.org/10.1037/apl0000739.
19. V. Choudhary, G.Saini (2021); Effect of job satisfaction on moonlighting intentions: mediating effect of organizational commitment, European Research on Management and Business Economics, 27, Issue 1, (2021), p.100137.
20. Wanger, S. (2017) 'What makes employees satisfied with their working time? The role of working hours, time-sovereignty and working conditions for working time and job satisfaction' IAB Discussion Paper 201720, Institute for Employment Research, Nuremberg, Germany: www.semanticscholar.org/paper/Whatmakes-employees-satisfied-with-their-working.