A STUDY OF IMPACT OF COVID – 19 PANDEMIC ON EMPLOYEES – CASE STUDY OF SHANKAR PACKAGINGS LIMITED

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Abstract: During the pandemic period, all industries, mills, trade-business affect widely and suffer great loss of economy and facing money crisis. Lots of people have lost their job and had to work under payments. The Pandemic has already affected lives of millions across the globe, but because of this pandemic & Lockdown Job loss is the most severe immediate impact of COVID-19 crisis while lower economic growth and rise in inequality would be the long-term effects, according to a survey by the Indian Society of Labor Economics (ISLE), apart from this, several negative impacts on employees we can see: Pandemic has increased their stress levels, Pandemic has increased their workload, Pandemic can trigger their depression and other mental Health Problems. Their general duties to require due care for the health safety and wellbeing of their workers et al. aren't relaxed thanks to current crisis. Many of them are experiencing such as depression, obsessive compulsive disorder being exacerbated by the current condition.

Key words - COVID-19, Employees, Work from home, Working hours, Salary, Job stress.

I. INTRODUCTION

21st century is considering as a computer era. We all are using high speed machines, latest technology etc. Human being has invented so many devices-equipment's, but other side we are helpless against NATURE or ALMIGHTY. Now a day we are facing the worst circumstances of epidemic COVID-19. Due to this pandemic virus, we are in a great trouble. The whole world is under the threat of CORONA that affects our Economy and has changed everything around us.

Most companies did a really effective job of addressing their employees' basic needs of safety, stability, and security during the primary phase of the COVID-19 crisis. Many other businesses have voluntarily closed to guard their employees and therefore the public as an entire. Those exposed to the virus are being advised to self-quarantine for a minimum of 14 days presenting financial challenges for workers without paid leave. Employees has to do double work due to reduce staff and he or she under fear of losing job. Hospital fees is highly charged and government has not announced any relaxation for the employees who victims during work. Government has declared not to reduce or cut off the given salary yet they have not been paid enough salary and employees have to work with half salary. They exploit their employees and put them in trouble. Any epidemic features a large impact on the economic environment globally. Government has kept rules and regulations for the companies during pandemic for the safety of employees that cannot be fulfilled so they denied re-opening their workplace and who ready to work without terms will allow in the jobs. During this year, 1/3 of employees lost their jobs. The government employees also facing the problems of reduce salary. No employees are safe from duty and covid. Each man is looking for safe area. Many of them have to do another job or work that is not proper to them.

Covid-19 impact on employees like., Salary Reduction, Increase Working Hours also impact on employee mental health and their Work life. Technology issues, Communication issues, Virtual meeting issues, Lack of social interaction, Boredom, Difficulty collaborating with colleagues, not enough face-to-face time with team, Loneliness, Difficulty accessing company resources, Difficulty balancing family and work responsibilities, Meetings have been unproductive, Difficulty stepping away from work, Inadequate workspace, Colleagues contacting me outside work hours that types of problems employees faced while working from home.

II. OBJECTIVES

- To get the information about the issues facing by employees and to find a better and stable solution.
- To find out the effect of Covid-19 on the employees of Shankar Packagings Limited.
- To know which factors, affect the employees of Shankar Packagings Limited.

III. PROBLEM STATEMENT

- As the covid crisis were uncertain for to world and no one was prepared for it which includes all the establishments as well as industries. The purpose to take this topic was to know the situation and its effect on the packaging industry employee as this industry is related to all the major industry for their supply, import and export.
- By this research will be define the effect faced by the employee of packaging industry due to covid and justify whether it was positive or negative for them.

IV. LITERATURE REVIEW

Tracey Crosbie & Jeanne Moore (2004) studied on Work-Life Balance and Working from Home. This study concluded that home working was not panacea for modern working life. Careful consideration should tend to aspirations and personality skills of these who are thinking of performing from home. Those who have tendency to figure long hours outside the house might which home life is even further marginalized by work life.

Teresa Amabile & Steve Kramer (2013) studied on Working from Home: A Work in Progress. This study concluded that work from home is helping the employees to balance and differentiate their office work with their routine work. The study also added that employment from home saves time, increases the productivity, finishes the targets on time and also helps the workers to offer time for his or her personal life.

T. Alexandra Beauregard & Kelly Basile (2013) studied on Home is where the work is: A new study of home working in Acas & Beyond. This study concluded that mobile workers and partial home workers performance is higher to some extent and they are highly satisfied and engaged with their jobs than any of other workers. Their study also revealed that workers perform best once they achieve good work life balance and are less stressed. It was reported within the study that Mobile workers and residential workers miss informal interaction and emotional support from their co-workers more frequently than partial home workers.

Rachel Go (2016) studied on Disadvantages of Working from Home. This study concluded that major failures and dark side of work from home, the cultural differences faced during webinars by the employees. Work from home creates an enormous gap in communication between superior and therefore the subordinates.

Salima Hamouche (2020) studied on in COVID-19 on employee's mental health: stressors, moderators and agenda for organizational actions. This study concluded that there is a negative impact of COVID-19 on individual's mental health. Perception of safety, threat and risk of contagion, info besity versus the unknown, quarantine and confinement, stigma and social exclusion as well as financial loss and job insecurity are major stressors.

Meenakshi Pandey (2020) studied on Employee relations during COVID-19. This study concluded that every single individual, directly or indirectly, fighting for the betterment in the relations surroundings. So, it's the responsibility of all the persons (employees and employers) to offer the simplest to take care of harmony and peace within the organizational relationships for the graceful running of business activities.

Joel B. Carnevale & Isabella Hatak (2020) studied on Employee adjustment and well-being in the era of COVID-19: Implications for human resource management. This study concluded that therefore, our focus should be on the generalized wellbeing of the employees laying more stress on the mental wellbeing. COVID – 19 has brought uncertainties in all walks of life. It has brought into focus, the new horizons which we had not thought about which need to be researched by scholars and practitioners alike.

Dr. Shareena P. & Mahammad Shahid (2020) studied on Work from home during COVID-19: Employees perception and experiences. This study concluded that respondents working from home will be willing to work if they are having good and supportive environment to work from home. Understanding the needs of employees provides employers with an opportunity to help their employees setup a supportive and controlled work environment.

Mamidipalli Sai Spoorthy (2020) studied on Mental health problems faced by healthcare workers due to the COVID-19 pandemic–A review. This study concluded that health workers have reported distress, symptoms of depression insomnia, anxiety symptoms.

Rubin & Wessely (2020) studied on Perception of safety, threat and risk of contagion. This study concluded that during pandemic, fear and panic set in. In this situation individuals are afraid about their own health and anxiety may increase.

Cai et al. (2020) studied on Covid-19, the workplace and employee's mental health. This study concluded that psychological distress and major depression that can result from a pandemic or an epidemic outbreak.

V. RESEARCH METHODOLOGY

The data needed for the study is collected from the top performing employees, by using descriptive methodology (i.e., questionnaire).

Data Source

Primary data will be obtained from the selected employees of Shankar Packagings Limited to accomplish all the objectives.

Population:

3000 Employees of the Shankar Packagings Limited.

Data Collection Method:

Data is going to be collected through questionnaire. A questionnaire consists of number of questions related to the effects of Strategies implemented by Shankar Packagings Limited to retain their employees.

Data Collection Instrument:

Questionnaire survey among employees of the Shankar Packagings Limited.

Sample Size:

50 employees have been selected as a sample size.

Sampling Method:

Convenience sampling

VI. LIMITATIONS

- The result of the study is limited because only 51 samples have been selected for the study from Shankar Packagings Limited.

- As the data is collected through the questionnaire on online mode there may be possibility of, they may not fully loyal in answering the questions.
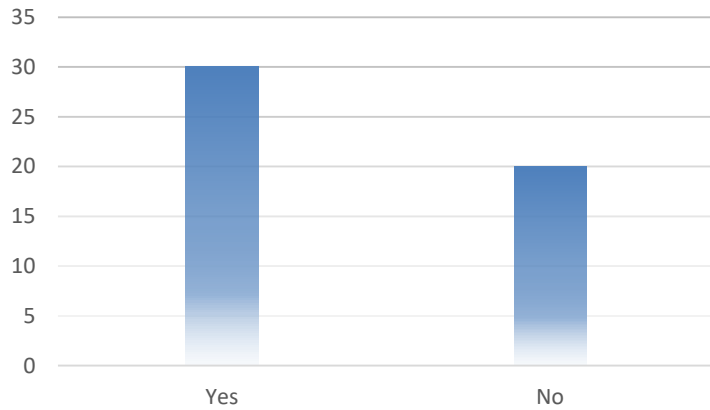
- This method is time consuming.

VII. DATA ANALYSIS AND INTERPRETATION
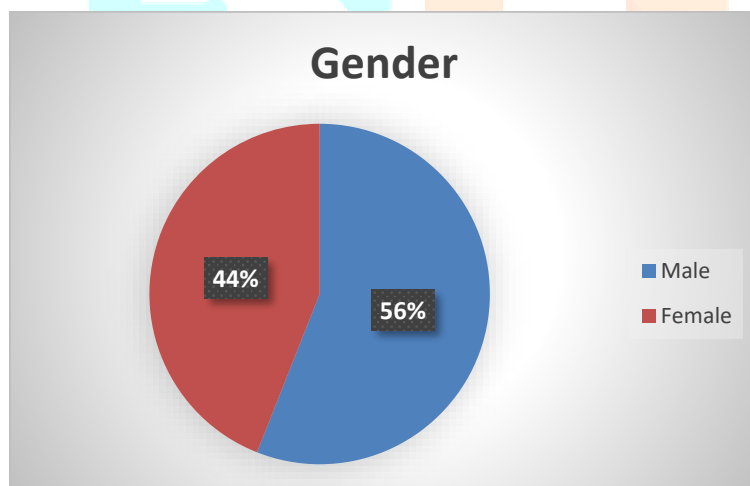
Out of 50 respondents 56% are male and 44% female working out there.
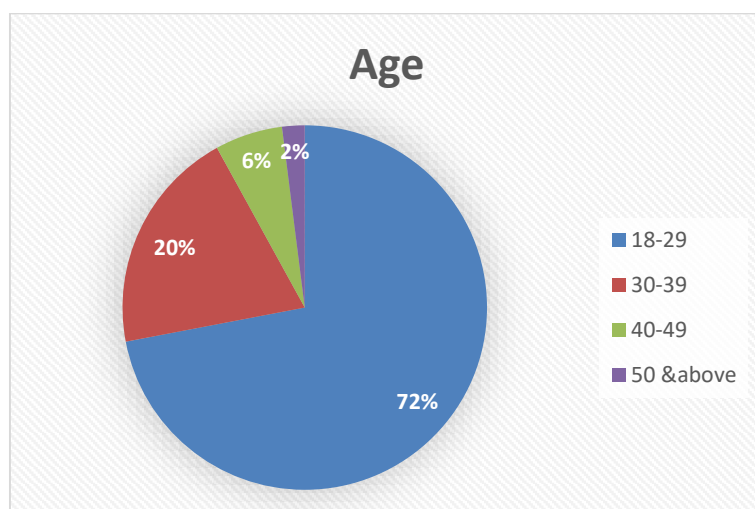
Out of 50 respondents 72% people are in age group of 18-29 years, 20% people are in age group of 30-39 years, 6% people are in age group of 40-49 years and 2% people are in age group of 50 years & above.

WORK FROM HOME BEFORE PANDEMIC

Out of 50 respondents 20 employees have worked from home before pandemic and 30 employees have not worked from home.

Enjoy working from home
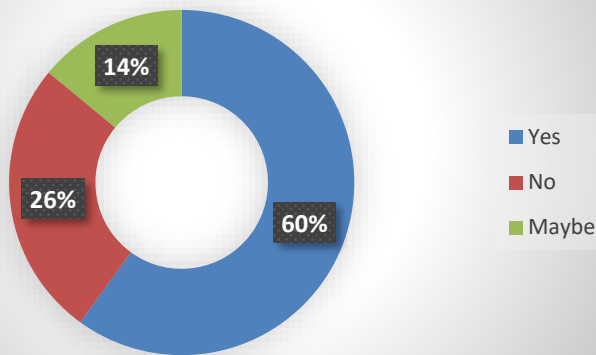
Out of 50 respondents 60% employees enjoy their job when they worked from home, 14% employees of them are not enjoyed and 26% employees neither enjoying nor disliking.

Taking Taining/guidelines for work from home
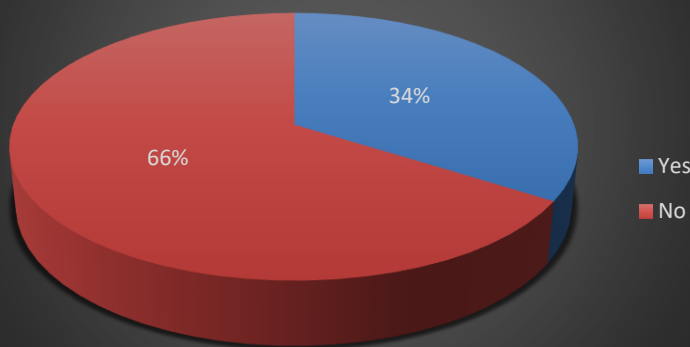
Out of 50 respondents 17 employees have got training/guidelines for work from home and 33 employees of them have not got training/guidelines.

ESSENTIALS PROVIDE BY THE ORGANIZATION UNDER COVID-19
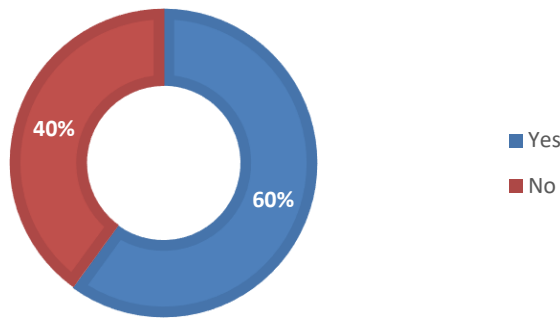
Out of 50 respondents 30 employees have got safety instruments and 20 employees of them have not got safety instruments.

Change in working hour during Covid-19
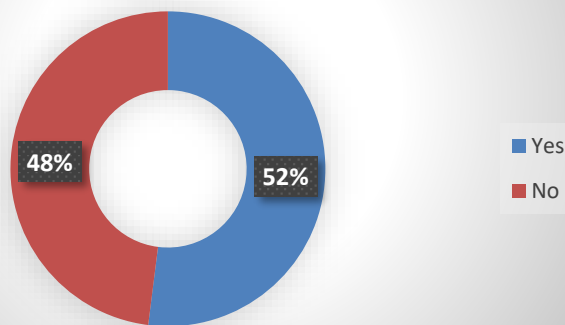
Out of 50 respondents 26 employees faced change in working hours by organization under Covid-19 safety instruments and 24 employees didn't faced.

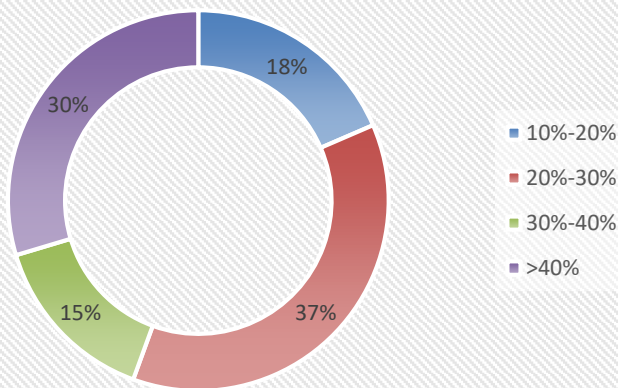**% of employees receving or not salary during the lockdown**

Out of 50 respondents 56% employees got their salary during the lockdown and 44% employees didn't get their salary.
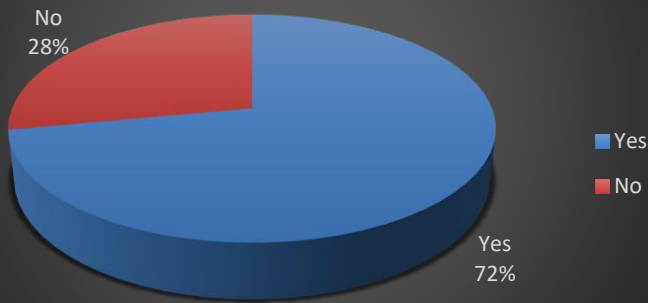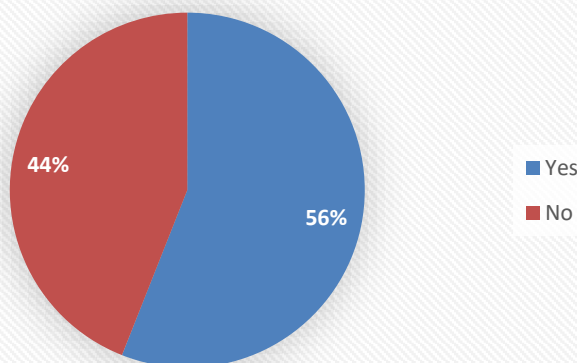
Out of 50 respondents 36 employees faced difference between their salary before and after lockdown and 14 employees got same salary.

Out of 36 respondents who faced change in their salary, 25% employees got <10%, 13.9% employees got 10%-20%, 27.8% employees got 20%-30%, 11.1% employees got 30%-40%, and 22.2% employees got >40% less than their salary during the lockdown.
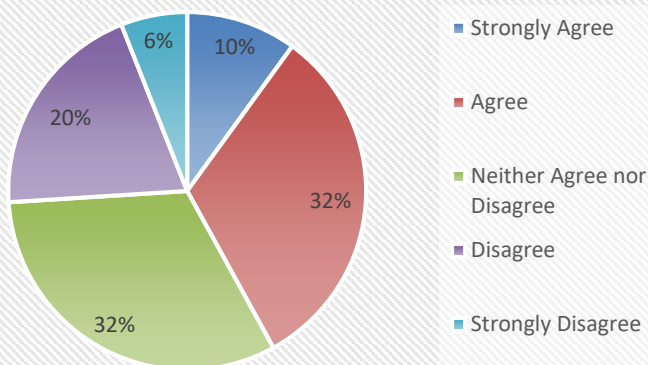

Out of 50 respondents 56% employees said that working from home affected their productivity and 44% employees said that working from home doesn't affected their productivity.

Employee response upon over-worked during lockdown

- Strongly Agree
- Agree
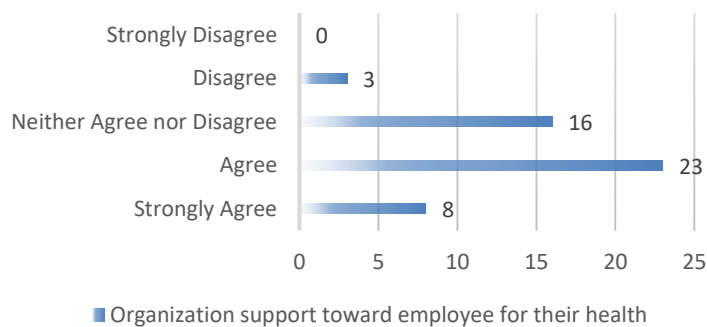- Neither Agree nor Disagree
- Disagree
- Strongly Disagree

Out of 50 respondents 10% strongly agree on this, 32% agree on this, 32% neither agree nor disagree on this, 20% disagree on this and, 6% strongly agree felled over-worked in the lockdown.

Employees response under-worked during lockdown

- Strongly Agree
- Agree
- Neither Agree nor Disagree
- Disagree
- Strongly Disagree
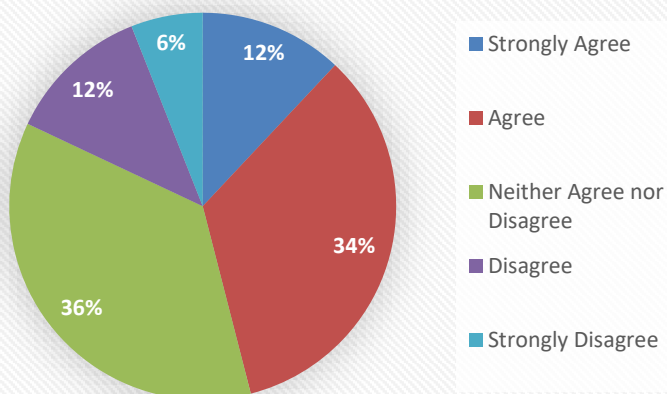
Out of 50 respondents 12% employees strongly agreed, 34% employees are agreed, 36% employees neither agreed or disagreed, 12% employees disagreed and, 6% employees strongly disagreed felled under-worked in the lockdown.

ORGANIZATION SUPPORT TOWARD EMPLOYEE FOR THEIR HEALTH

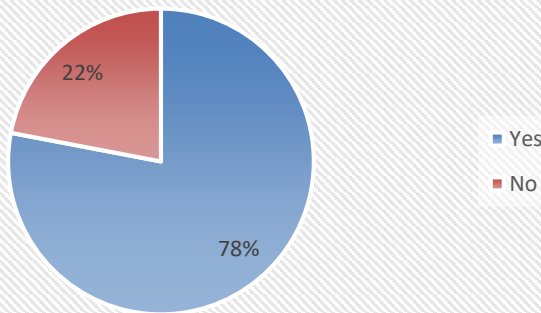Organization support toward employee for their health

Out of 50 respondents 16% employees are strongly agreed, 48% employees are agreed, 32% employees are neither agree or disagree, 6% employees are disagreed, and 0% employees are strongly disagreed felled over-worked in lockdown.

% change in HR policy during pandemic situation
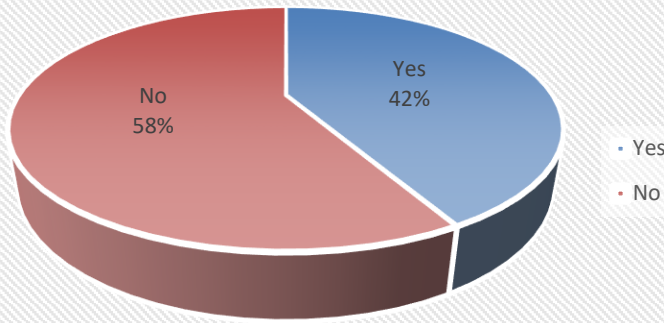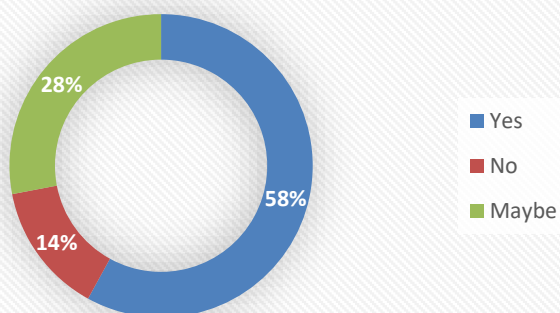

Out of 50 respondents 21 employees said that their HR policies changed and 29 employees said that their HR policies didn't changed.

**Organization support toward employees**

Out of 50 respondents 78% employees said that their organization support them to balance their work responsibilities effectively and 22% employees said that their organization doesn't support them to balance their work responsibilities effectively.

**Employees response upon good work life balance**

Out of 50 respondents 58% employees said that they feel they have a good work life balance, 14% employees said that they feel they don't have a good work life balance and, 28% employees said maybe on this.

Emoloyee feels upon supportive work culture
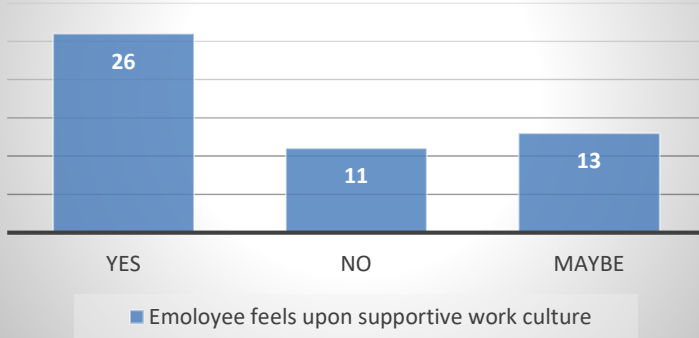
Out of 50 respondents 52% employees said that they feel they have a supportive work culture, 22% employees said that they feel they have a supportive work culture and 26% said maybe on this.

Availability of tools to do job properly
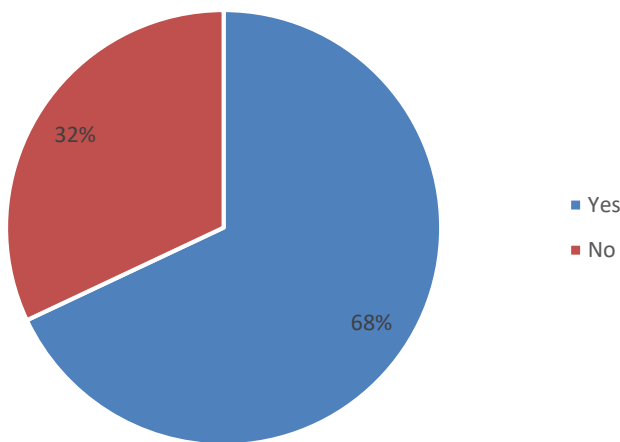
Out of 50 respondents 68% employees feel that they have necessary resources to do their job properly and 32% employees feel they have necessary resources to don't their job.

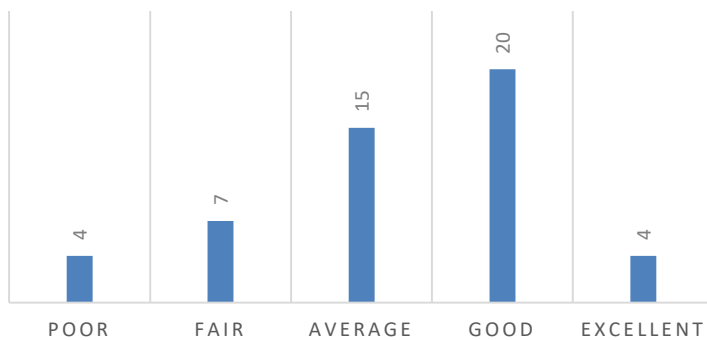## Medical Facility provided by the organization under the pandemic
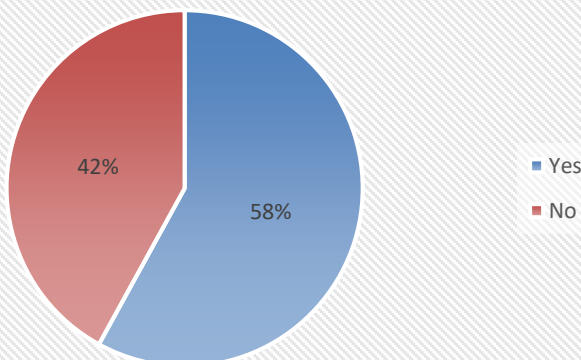
Out of 50 respondents 58% employees said that they got the medical facility and 42% employees said that they not got the medical facility by the organization under the pandemic.
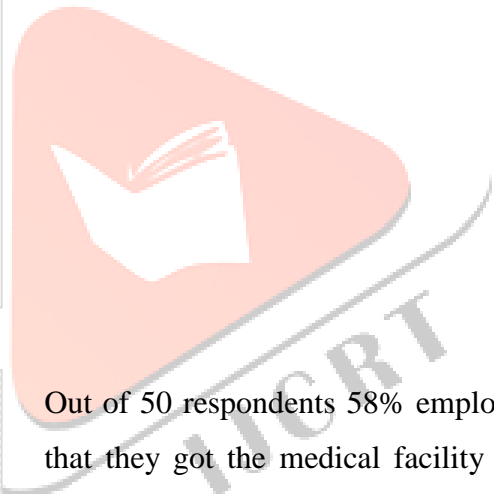
OVERALL EXPERIENCE WORKING FROM HOME

■ Overall experience working from home

		20		
		15		
4	7			4
POOR	FAIR	AVERAGE	GOOD	EXCELLENT

Out of 50 respondents 8% employees rated poor, 14% rated fair, 30% rated average, 40% rated good and 8% rated Excellent for their overall experience for working from home.

VIII. FINDINGS

- Most of the employees have not worked from home before.
- Most of the employees were enjoying work from home.
- Many of the employees not got training/guidelines for work from home by the organisation.
- Most of the employees got safety instrument like mask, sanitizer when they started work in organisation physically.
- Half of the Employees faced change in their working hours under covid-19.
- Half of the employees got salary during the lockdown with some % difference in their salary after and before lockdown.
- Most of the employees said that working from home affected their productivity.
- Most of the employees said that in their organisation HR policies not changed.
- Most of the employees said that their organisation supports them to balance their work responsibilities effectively.
- Most of the employee feel that they have a good work life balance in organisation.
- Employees feel that they have supportive work culture.
- Most of the employees feel that they have necessary tools to do their job properly.
- Most of the employees got medical facility by their organisation under the pandemic.

IX. CONCLUSION

As per the survey, we conclude that Covid-19 has impacted our lifestyle in many ways. We all have to live and work with corona virus. Covid-19 impact on employees like., Salary reduction, Increase working hours, Employees mental health and their Work life. When there are any new rules or any changes imposed within the organization employees had to simply accept those changes. Sometimes employee agree on that and sometimes they don't.

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