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## A STUDY ON WORKING LIFE-STYLE OF EMPLOYEES DURING COVID- 19 SITUATION IN PHARMACEUTICAL INDUSTRY

<sup>1</sup>Prachi Parekh, <sup>2</sup>Bhavika Bhagchandani, <sup>3</sup>Dr. Sapna Chauhan

<sup>1</sup>MBA Student, <sup>2</sup>MBA Student, <sup>3</sup>Assistant Professor

<sup>1</sup>Parul University,

<sup>2</sup>Parul University,

<sup>3</sup>Parul University

### Abstract -

Based on the dynamic nature of pharmaceutical industry and due to COVID-19 Obstruction, this research seeks to investigate the effect associated with the sudden change in the pharmaceutical industry and in implication as a whole. We base on our outcome which is limited to pharmaceutical industry's which are located in Vadodara, Gujarat in India.

### KEY WORDS:

COVID 19 Obstruction, Effect on Pharmaceutical Industry

### INTRODUCTION:

The COVID-19 outbreak starting from March 2020, the deadliest global pandemic has changed, the world and the way people used to live dramatically, and most likely forever. For all of us there will be a pre- and post- COVID-19 world.

And healthcare and pharmaceutical industry have undergone and are still experiencing convulsive changes. The sector's old business model is being transformed. Where once there was cut –throat competition to discover, develop and market medicines at the same time now firms in the sector have had to accept disruption to ongoing clinical trials, redeploy hundreds of key staff so as to focus urgently on COVID-19 and try nevertheless to continue researching and producing treatments and medicines, new and proven, for other life threatening diseases. Global supply chains have also undergone through huge disruption like delays, stock outs, etc.

Therefore, employable workforce needs to be specifically skilled in pharmaceutical industry in manufacturing processes. It will also mean that existing pharmaceutical sector employees will need to show a broad range of skills and be flexible in the role/ function that they are deployed, leading to more 'multi-skilled' workers, rather than narrow 'single-skill' workers.

## OBJECTIVES OF THE STUDY:

1. To figure out the effects of this ongoing COVID-19 situation on the employees working in the organization.
2. To know what are the drawbacks of working remotely in the pharmaceutical industry.
3. To take an overall review on what all challenges the employees face in this difficult situation.

## Literature Review:

1. After the intervention, there are significant differences between the quality circles and control groups in the scores linked to the domains of work and total space of life use and development of capacities and the total score of quality of work-life. (Hosseiniabadi 2012)

2. The actual range score of the current study was 45 to 218 that is lower than the average score of Brooks' scales. This result indicated that the respondents were dissatisfied with their work life. (Almalki 2012)

3. The quality of work life was inversely related primarily to the lack of recognition, the lack of time, the poor consideration for patients and their families, the lack of training and the lack of collaboration (Pronost et al, 2012)

4. Consideration had consistent positive effects on idiosyncratic deals regarding both professional development and working time flexibility. These two types had differential effects on two indicators of the quality of working life. Development related positively to work engagement; flexibility related negatively to work-family conflict (Hornung 2011).

5. The quality of working life among the nurses in Taiwan, in their study about the dimensions of the hospital nurses' quality of working life. The dimensions of quality of work life identified included socioeconomic relevance, demography, organizational aspects, work aspects, human relations aspects and self-actualization. Various issues like managing shift work within the demands of family life, accommodation, support resources, and nurses' clinical ladder system and salary system were also given emphasis in this study. (Hsu M Y, 2006)

6. The quality of work life among the hospital employees in Tehran University of medical sciences to provide an insight into the positive and negative attitudes of their quality of life. Stratified random sampling method was used to select the respondents from the nursing, supportive and paramedical groups. The study revealed that majority of the employees was dissatisfied with their occupational health and safety, income, and inadequate time to spend with family. The study further indicated that their work was not interesting and were dissatisfied and that the work life quality of the employees was poor. The suggestions include providing more training and education to managers on quality of work life issues and also viewed quality of work life should be a comprehensive program designed to improve the employees' satisfaction. (G Nasl Saraji, 2006)

7. Flexible working is considered the most practical solution to establishing an effective work life balance. This covers home working, part time working, compressed working weeks, annualized hours, and job sharing creating an environment in which staff who opt to work flexibility and those who raise work life issues will require a cultural shift in many organizations, backed by senior level support (Handelman, 2009).

8. When work interferes with family and relationships there is a higher absenteeism rate and turnover than when the individual is able to balance family needs with the support of organizational programs. In addition interpersonal relations with supervisors and managers is an important aspect of conditions of work. For employees to perform and continue working for an organization there should be a culture that encourages positive attitude to work and promoting interest and excitement in the jobs they do. (Hogarth and Dean, 2008).

## RESEARCH METHODOLOGY

COVID-19 has completely affected the working life-style of the employees in pharmaceutical Industries as it has affected every other sector employer in some or the other way. As the companies are facing a lot of loss as a cause of lockdown due to this pandemic, the employees of the pharmaceutical Industries also faced a lot of layoff and the existing employees of the company faced cut-offs.

### **Research Design:**

Descriptive research design.

### **Sources of Data:**

**Primary data:** To generate the framework for the primary data we will gather the information from the employees in the form of questionnaires.

**Secondary data:** the research has provided an in-depth use of varying data from newspapers, articles and other related websites.

### **Data Collection Method:**

Data collection is going to be with the help of simple survey among the employees of the organization.

### **Population:**

Population is mainly going to be the employees of the organization and from Baroda itself and the number of data that is to be collected may vary on the basis of number of employees (minimum 30).

### **Sampling Method:**

The sampling method will be based on random sampling method.

### **Sampling Frame:**

Sampling frame is going to be the study of employees from the organization which is in Baroda, Gujarat.

### **Data Collection Instrument:**

The data collection instrument is mainly going to be Google Forms in which we'll collect data of the employees in the form of Questionnaires.

## DATA ANALYSIS

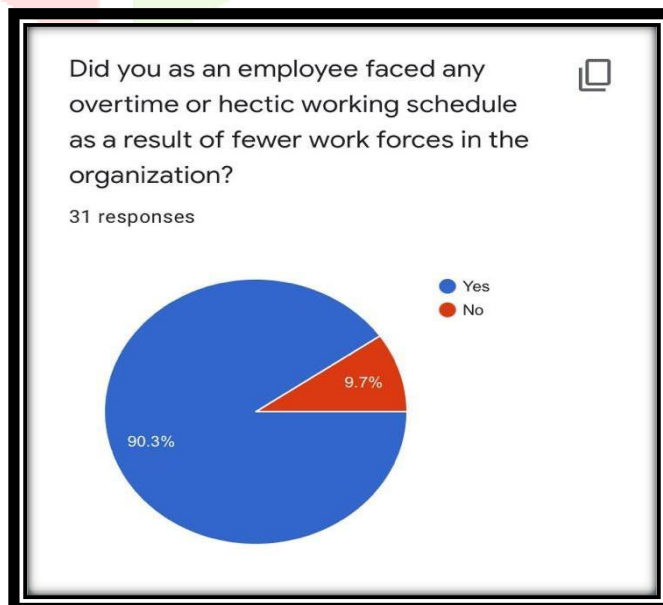
1. From how long-time have you been working in the Pharmaceutical sector?



### Interpretation

Out of 31 responses 64.5% employees worked more than 3 year in pharmaceutical sector, whereas 19.4% employees worked less than 1 year in pharmaceutical sector and rest 6.5% & 9.7% employees worked less than 6 and 3 months in pharma sector.

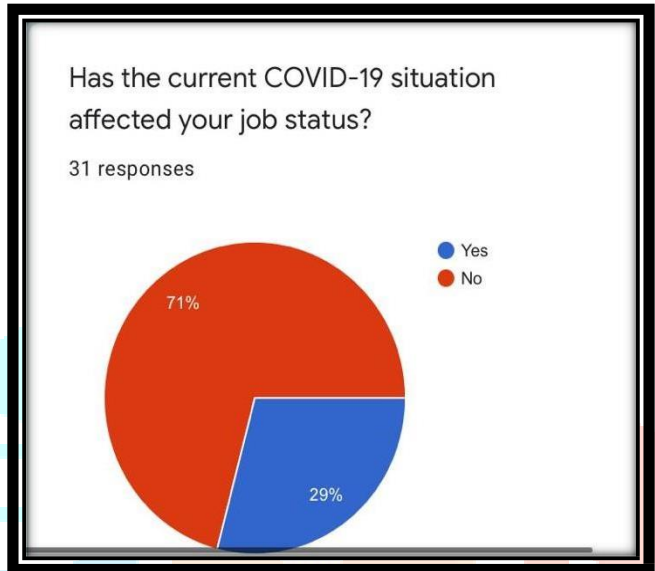
2. Did you as an employee faced any overtime or hectic working schedule as a result of fewer work forces in the organisation?



**Interpretation**

Out of 31 responses 90.3% employees faced hectic working schedule whereas rest of the employees haven't faced any hectic schedule during pandemic period.

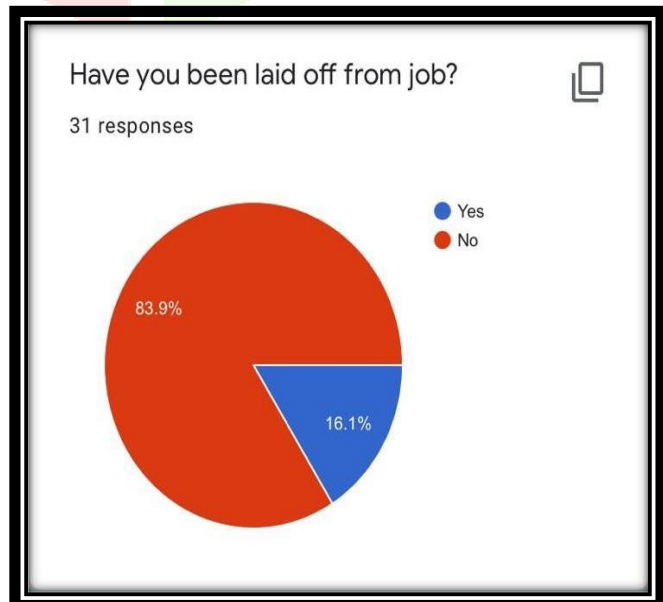
3. Has the current covid-19 situation affected your job status?



**Interpretation**

Out of 31 responses 71% of the employee's job status has not been affected by covid situation rest 29% of the employee's job status has been affected due to covid situation.

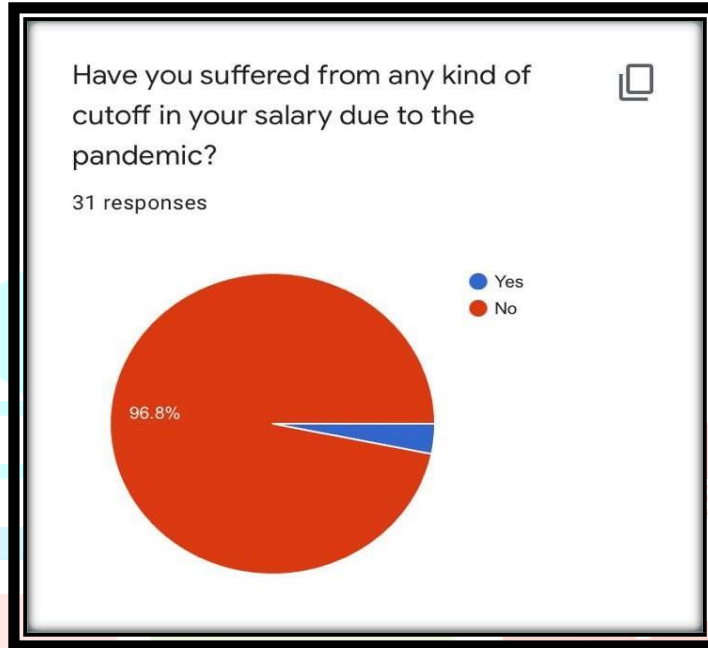
4. Have you been laid-off from job?



**Interpretation**

Out of 31 responses 83.9% employees’ job was secured rest of the 16.1% employees’ job was unsecured.

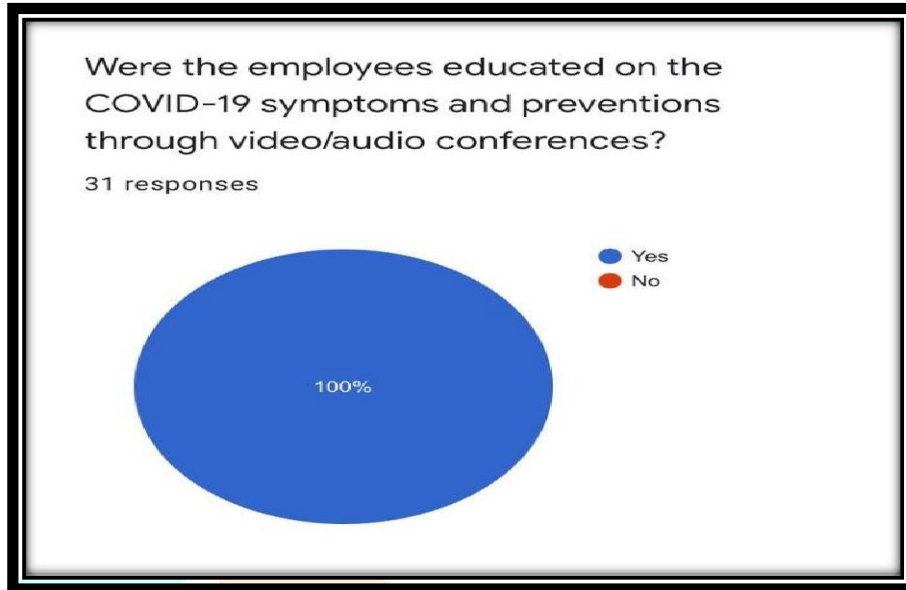
5. Have you suffered from any kind of cutoff in your salary due to the pandemic?



**Interpretation**

Out of 31 responses 96.8% of the employees haven’t face any kind of cut-off whereas rest 3.2% of the employees faced cut-off.

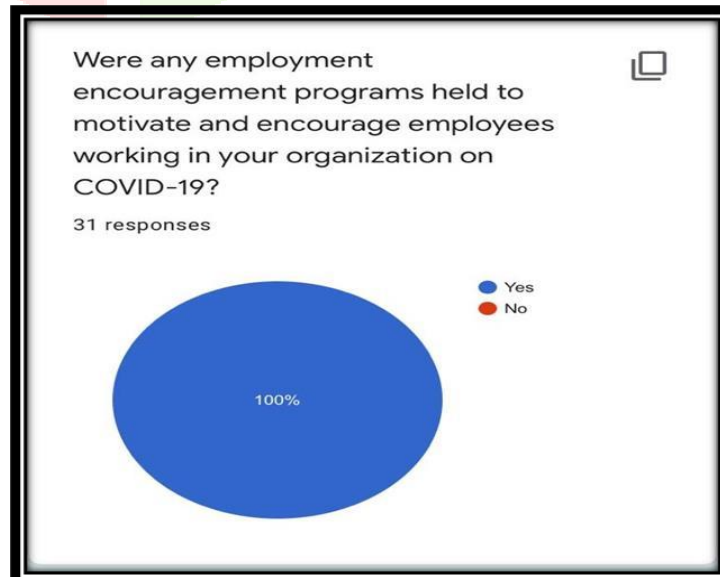
6. Were the employees educated on the covid-19 symptoms and preventions through video/audio conferences?



**Interpretation**

Each and every employee has been educated about how to take precautions during pandemic situation.

7. Were any employment encouragement program held to motivate and encourage employees working in the organization on covid-19?



**Interpretation**

Each and every employee of the company has attended the motivational program which was organized by the company.

8. Were the on-site employees provided the masks, sanitizers and other benefits by the company?

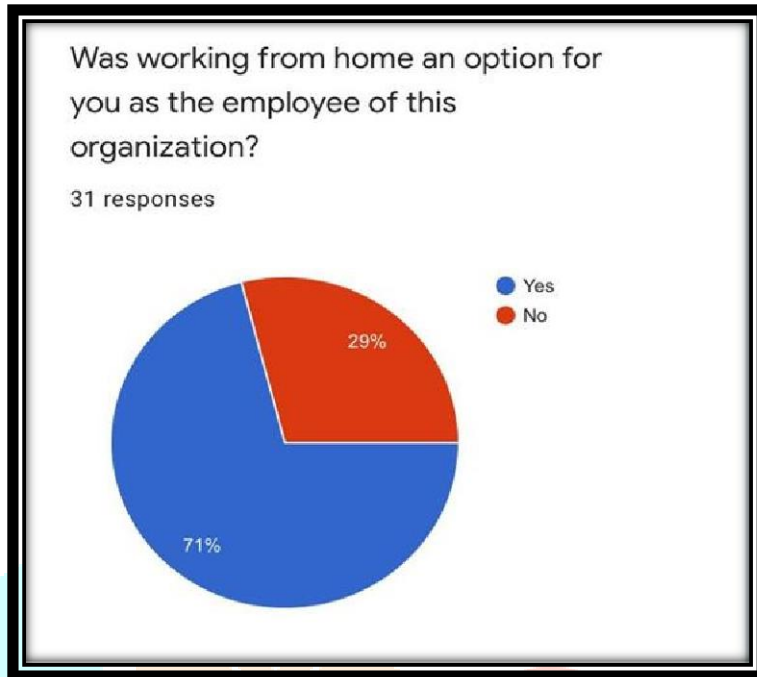


**Interpretation**

All the employees were provided masks, sanitizers and other benefits by the company.

9. Was working from home an option for you as the employees of the organization?

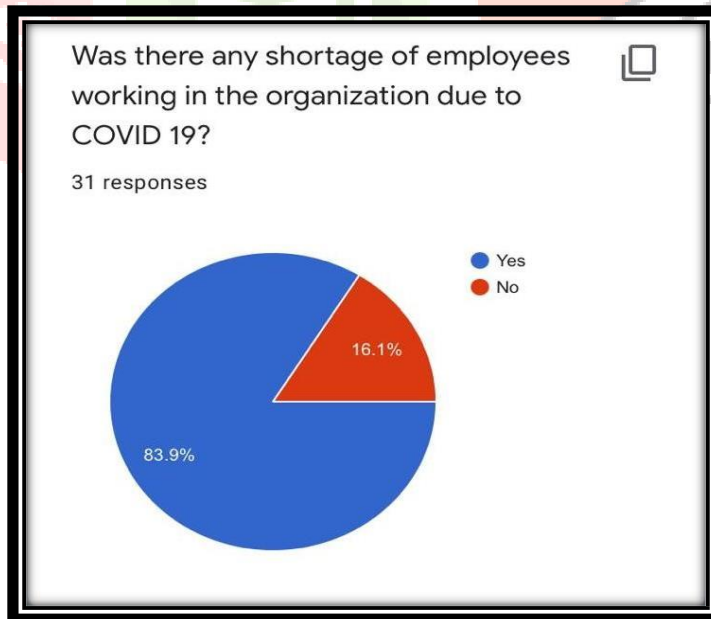




**Interpretation**

Out of 31 responses 71% of the employees got the option of work from home whereas rest of the 29% of employees haven't got the option work from home.

10. Was there any shortage of employees in the organization due to covid 19?



## **Interpretation**

Out of 31 responses 83.9% of the employees say there was a shortage of employees, rest of the 16.1% of the employees use to deny their wasn't any shortage of the employees in the organization.

## **Findings:**

1. This has been a employee friendly organization throughout the challenging times of pandemic as none of the employees were laid off nor there was any kind of cutoff faced by the employees. Being in pharmaceutical industry the authorities of the organization were responsible enough to educate the employees much on the symptoms and prevention of COVID-19, and also held encouragement programs to motivate and encourage employees
2. As a result of which the employees had to face overtime as well as hectic working schedule.

## **Suggestions:**

1. It would have been more preferable for the organization as well as the employees if the parallel task of hiring employees would have been taken into consideration as the migrant employee were quitting their jobs.
2. The organization should conduct frequent survey if the employees are facing any kind of stress due to this pandemic and hectic working schedule.
3. Policies on flexible working arrangements should be taken into more consideration.

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