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Challenges faced by employees in private sector during the pandemic: A qualitative study

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ABSTRACT:

COVID-19 pandemic has not only resulted in the loss of human lives but also distressed economies. The government is taking measures to handle this crisis, nobody can be sure if these measures are adequate, as this will depend on how soon the spread of the virus is contained in the country. However, understanding the depth of the impact of COVID-19 pandemic on the Indian economy is vital to formulate the policy and measures to contain this economic impact. This paper attempts to understand the impact of COVID-19 pandemic on the private sector of India by employing a qualitative research design, based on sentiment analysis to understand maximum opinions, concerning the socio-economic impact of COVID-19. The study makes a theoretical as well as applied contribution to the field of study. While theoretically, it contributes to the field of pandemic research, public health management, and disaster management.

INTRODUCTION:

- India faces multiple major challenges on the COVID-19 front. It is densely populated (464 people/km²). The emergence of the novel corona virus has brought a series of “black swan” events to the entire private sector industries. As it turns out, many companies has faced challenges and various problems based on the safety, stability and security of their employees. This paper attempts to understand the impact of COVID-19 pandemic on the Indian private sectors by analyzing the interviews of policymakers and experts on the Indian economy. Through a qualitative analysis of these interviews, we attempt to assess their responses on the fiscal and monetary space for handling this crisis; measures implemented or planned; India's response in comparison with

developed countries; and long-term effects of COVID-19 pandemic on the Indian private sectors. The crises have already transformed into an economic and labour market stock, impacting not only supply but also demand. Disruptions to production, initially in Asia, have now spread to supply chain across the world.

LITERATURE REVIEW:

- The immediate effect of the ongoing covid-19 pandemic can be seen on service based business and informational economy leading to sharp spike in unemployment. Covid-19 has emerged at a time when the global economy is more interconnected than ever before. Interconnected not only lead to rapid spread of the virus across the global but has also triggered a chain reaction of economic disruption. However, the sector like tourism, restaurant and aviation's are suffering the most due to lockdown in different countries and reduce the public movements. The covid-19 outbreak is caused by the servery and accurate respiratory syndromes SARS-COV-2 virus that firstly manifested in December-2019 in which city in Hubei province of china and to 24 other countries. Research based on the surveillances and control of infectious disease, as well as their impact on economic developments has recently gained momentum. Thus, Globalization has increased the chances of infectious disease to spread from one country to another. The COVID-19 pandemic is an unprecedented event with severity of global impact. There are many direct and indirect channels through which an infectious disease outbreak influences the economy but such economic effects do not fit into the standard approach of measuring the economic cost of disease. The outbreak SARS which started from Guangdong provides of china between 2002 and 2003 infections some 10,000 individuals, killing around 1,000 people which is quite low in the economy. The outbreak of covid-19 India economy was already suffering with slow growth to 4.7% last year. Further the unemployment was at 45 years high and the Indian industries output for eight core sectors fall by 5.2% last year. The covid-19 shock was changed the scenarios with the forecast for 2020 beings revised downward for instant Indian GDP forecast to 3.6%

from 5.5% for financial year 2020-2021. Despite the limited room for policies, there is wide share of exceptions that things would gradually improve in 2021, led by the board set of emerging economic with a return to potential growth by 2021 and united nations conference on trade and developments. The gap between the reality on the ground, calling for bold and concentrated policy measure and a persistent belief in a self- correcting world economy, stigmatized suggestions of a need for more impactful policy interventions, instead of conducting to monetary tweaking and structural reforms. In early 2020 all organizations were facing such a crisis and the need to address the urgent concerned of various categories of workers of the industrial sectors. The company has taken the precautions to ensure a safe and healthy workplace at their offices globally, while maintaining an open channel of communication & updates with the employees.

Our study makes a noble contribution to the body of knowledge in two ways. By answering our research questions as mentioned in the previous section of the paper, we firstly make a theoretical contribution to the body of knowledge in the field of public health management, pandemic research, and disaster management; and secondly, an applied contribution by informing the policymakers in India and other developing nations of the world for tackling this crisis.

METHODOLOGY:

We employ a qualitative research design, based on sentiment analysis to understand the industry expert's opinion concerning the economic impact of COVID-19 and the measures that can be taken to prevent it. The qualitative data analysis software, is used for processing and categorizing the opinions expressed during the interviews and live conferences conducted by the news agencies, business organizations, and other sources.

For the study we referred to 15 semi structure interviews including three top level managements officially named as Mr. Rajesh Dumpala, Mr. Viraj Kadam, Mr. Shaunak Amni, Vivek Nikita Shah Sen, Swaminathan Ayer.

• **RESEARCH DESIGN:**

This particular chapters deals with the research tools used in the present study. Data collections method, choice of the study area, design of the questionnaire and sampling procedure are the part of research methodology.

• **TYPE OF RESEARCH:**

- The study encompasses the exploratory & Descriptive research aims at gaining familiarity with the concept of the cross culture effective management at their work place and explore further in to them of the study through descriptive research.
- The study experience both Qualitative & Quantitative research.
- The observation on literature review based on the pandemic situations of covid-19 and various problem faced for employees in private sectors.
- Primary data collections based on the questionnaire.
- Analysis of the data collected through secondary and primary sources.

❖ **Sources of data**

- **Primary data:** - The primary data is collected through the survey on the particular private company's and take the review from the employees those are working in the alembic pharma pvt ltd.
- **Secondary data:** - The data was been collected through the online research paper and websites and references.

Data collections method:

- **Questionnaire**

Population:

Almost on an average 70 samples we are being target and take the review of the employees.

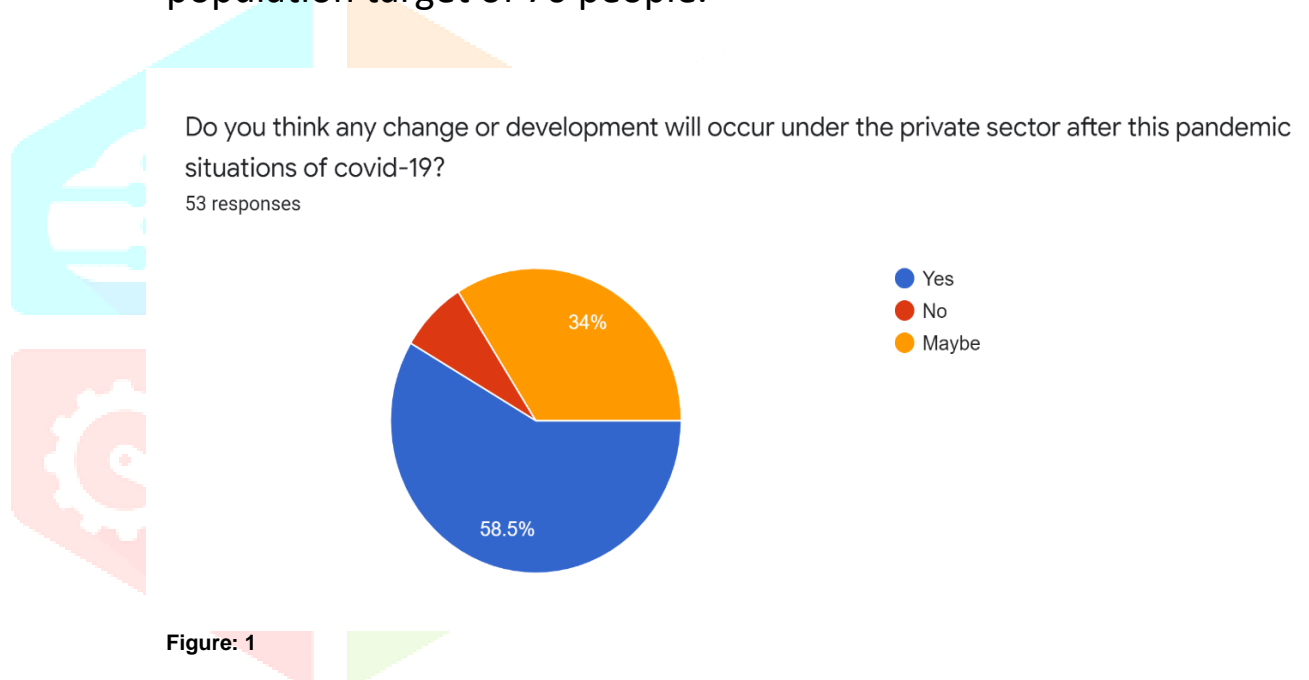
Sampling method:

The probability sampling technique is in cooperated for data with special attributes from random sampling through various method as mentioned in data collections instruments.

Sample size:

We received 53 Respondents in total out of over

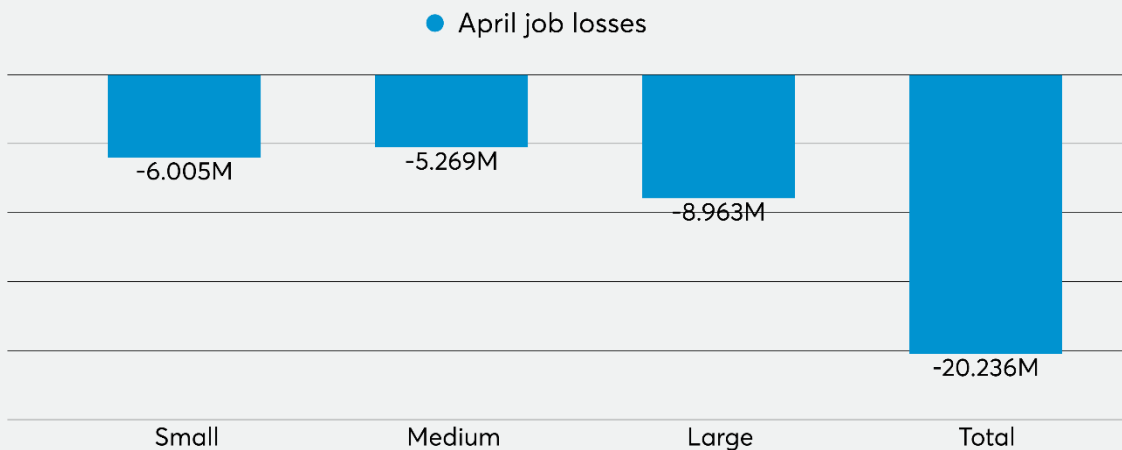
population target of 70 people.



FINDINGS:

We begin by conducting a survey analysis of the interviews used for this paper. There were 53 responses in total for the survey. The analysis (Table:1) clearly shows the cut in the level of unemployment in the month of April 2020 in the private sector with small, medium and large units. The spread of the virus has already disrupted the working conditions of the workplace and the employees. The duration and depth of the crisis depend on how fast the virus spreads (which is also contextual with the lockdown period), how long before the vaccine is found, and how effectively the policymakers can mitigate the damage to the economic health and well-being. The consensus view is that the shock has the potential to disrupt the otherwise well-aligned global recovery that had set during late 2017. Forty-three percent of the experts have a negative opinion about the impact of COVID-19 on small businesses and daily wage earners in India as the lockdown, and further quarantine measures have left the lower-level workers and daily wage earners with no job and income (BBC News, [2020c](#)), resulting in hundreds and thousands of migrant workers desperately trying to return to their hometowns (BBC News, [2020c](#)). Additionally, the government's proposal in the form of an economic package of distributing free food and Rs. 500 per month to each account held by women is also criticized for being insufficient (Business Line, [2020a](#), [2020b](#)). The crisis has already transformed into an economic and labour market shock, impacting not only production and supply of goods and services but also demand (consumption and investment). Travel bans, border closures, and quarantine measures have resulted in job-less workers with no-incomes. Sustaining business operations in such scenarios is particularly tricky, particularly for the Small and Medium Enterprises (SMEs). Regarding the strategy of a lockdown period, citizens might be willing to tolerate such surveillance if they believed it was temporary. Otherwise, such suppression strategies may work for a while but then eventually require an exit policy. If the government imposes huge social and economic costs and the virus affects a huge proportion of the population, then such a situation may turn out to be very harsh on the government officials and politicians. Further, we recommend such policies derived from the matters less catered to, which may assist in designing significant measures, and also direct attention towards relevant issues. The survey analysis (Figure:1) shows different opinions of the respondents for the enquiry of the upcoming changes or development in the private sector after the pandemic, in which 58.5% of the people has responded positively, 8.5% negatively, and 34% in the favour of both. This clearly has an effect on the working style, safety, security and stability of the employees.

COVID-19 caused massive job cuts at businesses of all sizes



Source: ADP National Employment Report, April 2020

Table:1

CONCLUSION:

The study makes a theoretical as well as applied contribution to the field of study. While theoretically, it contributes to the field of pandemic research, public health management, and disaster management; in an applied sense, we propose a set of measures for the policymakers based out in India, as well as in other emerging nations of the world. Such measures shall help deepen our understanding of the links between infectious diseases, individual choices and behaviour, public health policies, and the economy and further provide ways to improve public health policies to sustain the economic well-being of the society ultimately.

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