

Physical, Mental And Financial Health Of The Employees Working From Home Amidst Covid-19 In Bangalore.

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Abstract: *COVID-19 has affected each and every section of society in terms of working norms and Mental state and Physical wellbeing of each and every Individual of the society. This paper attempts to find out the experience and changes happened in Mental, Physical and financial state of the employees in working from home when compared to working in office. The Study reveals that, pain, self-reported health, safety, well-being, stress, depression, financial condition quality of life, strain and happiness are strongly influenced by the degree of corporate support, connectivity from outside of work and family conflict.*

Keywords: *Covid19, Mental state, physical state, financial state, stress, quality of life*

1. INTRODUCTION

The Pandemic COVID 19 has effected each and every section of the society .The current Corona Virus Disease (COVID-19) is similar to a contagious viral infection, the virus uncontrollably spread due to the extensive movement of people across the globe .Due to which most countries has to put lot of lock down norms to curb its spread ,which effected he way of working of people across the globe.

The current global outbreak is different from the outbreaks of the past as it is among the rest to emerge in the backdrop of unprecedented advancements in information and communication technology). Leveraging the communication and technological revolution, industries could function to varying degrees by using facilities such as remote access and online communication, even as factories were are largely shut and there were prolonged restrictions in physical movement. While urging employees to work from home was the only viable option for organizations to function.

COVID-19 pandemic has enforced the concept of 'Work from Home' into an officially mandated, strictly enforced rule. Now, WFH concept is emerging from all sectors, from Information technology sectors to teaching sectors. WFH concept is new to majority of the employees, as the COVID 19 has forced almost all the employees of all the sectors to work from home for the first time. As the employees are experiencing new environment, This paper attempts to find out the experience and changes happened in Mental ,Physical and financial state of the employees in working from home when compared to working in office. The Study reveals that, pain, self-reported health, safety, well-being, stress, depression, financial

condition quality of life, strain and happiness are strongly influenced by the degree of corporate support, connectivity from outside of work and family conflict.

Employees working in virtual environments have reported Mental State of professional and social isolation due to a lack of sense of belongingness, trust, and camaraderie that engenders during physical presence and interpersonal interactions. Employees also shared the Financial effects due to work from home due to Covid.

2. LITERATURE REVIEW

Cummins et al., 2015; Drapeau et.al; 2011; Marchand, 2004, focussed on Psychological distress and depression are the results of an intense or a continuous stress which has not been managed, mainly due to the individual 's difficulty to cope with stressful life events. The current pandemic is a source of intense stress for the whole world population. The Covid-19 Pandemic can be related to many stressors that may brain employee's mental health, during and after this pandemic.

Mirowsky & Ross, (2003), In this section, focussed , it has made the distinction between the stressors during the coronavirus pandemic and those that can evolve after this pandemic. The distress that can evolve after this pandemic. The distress that an individual feels is not the problem. It is rather the consequence of the problem. Therefore, it is important to understand the problem in order to be able to identify solutions which will help employees and organisations to reduce the risk of mental health issues. This is the main objective of this article.

Amabile and Kramer, (2013) found that work from home is quite comfortable and it helps employees to balance their life and also differentiate their job work and routine work. This study found that work from home helps to improve employee's productivity, save time for family, finish work on time.

Beauregard, (2013) revealed that employees performance depend upon their good work life balance. So it found that work from home employees miss an emotional support and informal integration from their office employees and subordinate.

Go, R., (2016) found many dark side of work from home, it create massive gap in communication between subordinates and superior. During the webinars, a hug cultural difference experiencing by the employees so employees usually don't like work from home that's much. This study highlight disadvantage of work from home such as cultural differences, communication difficulties, less reliability and retention, difficult to maintain accountability, issues with payment, low of productivity, security concern.

Richardson and writer (2017), concluded that work from home is the outcome of the advanced technology which is the outcome of internet usage and web conferencing, mailing which help to make work easier. This study found positive and negative sides of the work from home. Employees start their work from their convenience this is the biggest positive side of the work from home. Delay in work and late work submission are the negative side of the work from home.

3. RESEARCH OBJECTIVES

1. To assess the willingness of respondents to work from home Post COVID
2. To know the opinion of respondents towards Productivity and Stress level on them due to work from home.
3. To assess the financial Impact on respondents due to work from home amidst pandemics.
4. To Assess the Physical and Mental health on female employees during pandemic

HYPOTHESIS

1. There is no significant relationship with Gender, work experience and Physical Exhaustion at work from home during Covid-19.
2. There is no significant relationship with Total Family Annual income, work experience and Mental health at work from home during Covid-19.
3. There is no significant relationship between Total Family Annual Income and Manage their debts during pandemic.
4. There is a positive significant effect on total work experience and increment and deduction in salary during covid-19.

5. RESEARCH METHODOLOGY

Sample Size

In this study, the sample size is 58. This study totally depends on the responses of 58 employees those are working from their home during covid-19 pandemic.

Data Collection methods and Techniques

Primary and Secondary data collection method used in this research. With the help of online survey created google form and using interview through telephones primary data collected and through journals, articles, work sheets, articles, web sites secondary data collected.

In this research, to analyse the statistical tools and techniques percentage and Chi Square Test applied and with the help of SPSS Software this test performs.

DATA ANALYSIS:

Demographical Representation of the Data ender

Gender	%	Work Experience	%	Total Family Income	%
Male	81%	0-8 years	20.7%	Below 5,00,000	27.6%
Female	19%	9-20 years	41.4%	5,00,000-10,00,000	12.1%
		Above 20 years	37.9%	10,00,000-20,00,000	15.5%
				Above 20,00,000	44.8%
Total	100%				

In this study, 81% of male employees and 1% of female employee's responses included.

In work experience factor, employees' categories in 3 groups. 20.7% employees are from 0-8 years of work experience 41.4 % employees are from 9-20 years' work experience. 37.9 % of employees belonging to the work experience of above 20 years.

This study revealed that total family income is around 27.6% (Below 5,00,000) employees, 12.1% (5,00,000-10,00,000) employees, 15.5% (10,00,000-20,00,000) employees and 44.8% (above 20,00,000).

Physical Exhaustion

		PE			
		Yes	No	NA	
Gender	Female	5	5	1	11
	%	45.5%	45.5%	9.1%	100.0%
Total	Male	25	18	4	47
	%	53.2%	38.3%	8.5%	100.0%
Total	Total	30	23	5	58
	%	51.7%	39.7%	8.6%	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	.222 ^a	2	.895
Likelihood Ratio	.221	2	.895
Linear-by-Linear Association	.145	1	.703
N of Valid Cases	58		

The researchers try to find out whether the significant relationship between gender and physical exhaustion. The researchers found from the hypothesis testing that, p value obtained is .895, which greater than 0.5 ($p > 0.5$), hence the null hypothesis is accepted and alternative hypothesis is rejected. Physical Exhaustion is not dependent on gender of the respondents

Physical Exhaustion						
			PE			Total
			Yes	No	NA	
Total Work Experience	0-8 Years		5	5	2	12
		%	41.7%	41.7%	16.7%	100.0%
	9-20 Years		12	11	1	24
		%	50.0%	45.8%	4.2%	100.0%
	Above 20 Years		13	7	2	22
		%	59.1%	31.8%	9.1%	100.0%
	Total	Total	30	23	5	58
		%	51.7%	39.7%	8.6%	100.0%

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	2.522 ^a	4	.641
Likelihood Ratio	2.479	4	.648
Linear-by-Linear Association	.992	1	.319
N of Valid Cases	58		

The researchers try to find out whether the significant relationship between work experience and physical exhaustion. The researchers found from the hypothesis testing that, p value obtained is .641, which greater than 0.5 ($p > 0.5$), hence the null hypothesis is accepted, and alternative hypothesis is rejected. Physical Exhaustion is not dependent on work experience of the respondents.

Mental Health

		MH				Total
		Very stressful	Less stressful	No stress/ Comfortable	NA	
Total Family Annual Income	Below 5,00,000	9	3	2	2	16
	%	56.2%	18.8%	12.5%	12.5%	100.0%
	5,00,000-10,00,000	3	2	2	0	7
	%	42.9%	28.6%	28.6%	0.0%	100.0%
	10,00,000-20,00,000	3	2	3	1	9
%	33.3%	22.2%	33.3%	11.1%	100.0%	
Total	Above 20,00,000	9	10	7	0	26
	%	34.6%	38.5%	26.9%	0.0%	100.0%
	Total	24	17	14	3	58
% within TFAI		41.4%	29.3%	24.1%	5.2%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.129 ^a	9	.521
Likelihood Ratio	9.338	9	.407
Linear-by-Linear Association	.205	1	.651
N of Valid Cases	58		

The researchers try to find out whether the significant relationship between total annual family income and mental health. The researchers found from the hypothesis testing that, p value obtained is .521, which greater than 0.5 ($p > 0.5$), hence the null hypothesis is accepted, and alternative hypothesis is rejected. Mental health is not dependent on total family income of the respondents.

Mental Health

		Mental health				Total
		1	2	3	4	
1	Count	5	5	0	2	12
	% within TWE	41.7%	41.7%	0.0%	16.7%	100.0%

Total Work Experience	Count	13	5	6	0	24
	% within TWE	54.2%	20.8%	25.0%	0.0%	100.0%
3	Count	6	7	8	1	22
	% within TWE	27.3%	31.8%	36.4%	4.5%	100.0%
Total	Count	24	17	14	3	58
	% within TWE	41.4%	29.3%	24.1%	5.2%	100.0%

Chi-Square Tests

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	11.857 ^a	6	.065
Likelihood Ratio	14.721	6	.023
Linear-by-Linear Association	1.150	1	.284
N of Valid Cases	58		

The researchers try to find out whether the significant relationship between total work experience and Mental Health. The researchers found from the hypothesis testing that, p value obtained is .065, which greater than 0.5 ($p > 0.5$), hence the null hypothesis is accepted, and alternative hypothesis is rejected. Mental health is not dependent on total work experience of the respondents.

Debts

		MD			Total
		Yes	No	NA	
Total	Below 5,00,000	3	7	6	16
	%	18.8%	43.8%	37.5%	100.0%
Family Annual Income	5,00,000-10,00,000	4	2	1	7
	%	57.1%	28.6%	14.3%	100.0%
Total	10,00,000-20,00,000	6	2	1	9
	%	66.7%	22.2%	11.1%	100.0%
Total	Total	21	2	3	26
	% within TFAI	80.8%	7.7%	11.5%	100.0%
Total	Count	34	13	11	58
	% within TFAI	58.6%	22.4%	19.0%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	16.527 ^a	6	.011
Likelihood Ratio	17.546	6	.007
Linear-by-Linear Association	11.551	1	.001

N of Valid Cases	58		
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The researchers try to find out whether the significant relationship between total family annual income and manage their debts. The researchers found from the hypothesis testing that, p value obtained is .011 which greater than 0.5 ($p > 0.5$), hence the null hypothesis is accepted and alternative hypothesis is rejected. Total Family annual Income is not dependent on their debts of the respondents.

Increase/deduction of salary

		Received	No	Deductio	Deductio	No salary	Total
		Incremen	Change	n upto	n above	received	
		t		30%	30%		
1	Below 5,00,000	0	3	2	6	5	16
	%	0.0%	18.8%	12.5%	37.5%	31.2%	100.0%
Total	2 5,00,000- 10,00,000	0	3	0	3	1	7
family	%	0.0%	42.9%	0.0%	42.9%	14.3%	100.0%
Annual	3 10,00,000- 20,00,000	0	3	2	3	1	9
Income	%	0.0%	33.3%	22.2%	33.3%	11.1%	100.0%
4	Above 20,00,000	3	18	4	1	0	26
	%	11.5%	69.2%	15.4%	3.8%	0.0%	100.0%
Total	Total	3	27	8	13	7	58
	%	5.2%	46.6%	13.8%	22.4%	12.1%	100.0%

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	26.535 ^a	12	.009
Likelihood Ratio	32.140	12	.001
Linear-by-Linear Association	20.912	1	.000
N of Valid Cases	58		

The researchers try to find out whether the significant relationship between total family annual income and increase/ decrease of salary The researchers found from the hypothesis testing that, p value obtained is .009 which less than 0.5 ($p < 0.5$), hence the null hypothesis is rejected, and alternative hypothesis is accepted. Salary increase/decrease is dependent on total family annual income of the respondents.

6. SUMMARY AND CONCLUSION:

The present study addressed a need in the current literature to understand the physical, mental and financial health of the employees work from home during covid-19 for the first time and

to found that three out of every five respondents who were working from home expressed that they were physically exhausted. However, half of the respondents could balance their work and family life though they were physically felt stressed. The Study reveals that, pain, self-reported health, safety, well-being, stress, depression, financial condition quality of life, strain and happiness are strongly influenced by the degree of corporate support, connectivity from outside of work and family conflict. This study also found that female employees with lower annual income were more likely to report two or more physical and mental health issues than employees who earned better salaries, while having a pet had no impact on one's wellbeing.

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