

Change Of Work Culture During Covid-19

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Abstract: *During this COVID-19 many changes that took place around the working culture. This paper contains the employee's perspective about the changes in the working culture and analysis done through different statistical charts and tools.*

The impact of COVID-19 has completely changed all the sectors in the economy. Many industries have voluntarily winded up their industries. Due to this there is no job security and guarantee for the employees. Certain measures are been taken by the organization in order to protect the interest of the employees.

COVID-19 has been a global crisis. Everyone has been affected one or the other way. In order to draw conclusions for this crisis, everyone has to take their own measure by following the strict regulations implemented by the government.

KeyWords: *COVID-19, working culture, leadership and management competencies, employee's perspective.*

1. INTRODUCTION:

COVID-19 is a huge global crisis and almost not every industry is an immune. The only main aim of the organization and the universe is to protect their people. But even the companies and industries are dealing with the impact of COVID-19, their main aim is they need to protect their employees as well as their longevity of their business. The impact of COVID-19 has changed the work culture drastically. Travel and Tourism companies are not working due to COVID-19. Retailers and consumers are facing shortages in supply of goods and services. As the production delays, the market environment has drastically fallen down. All the events, gatherings, conferences are being postponed or cancelled entirely due to the pandemic.

To protect their people, organization has also come up with certain measures to improve their standard of living among the work culture. The businesses has to forecast the future by opting a right decision and to set up a strong foundation how they operate in future.

2. LITERATURE REVIEW:

WILLIAM DIETZ (2020) and CARLOS SANTOS-BURGOA discussed about the implications of work culture during the pandemic. An ongoing JAMA perspective in regards to fatalities in Italy connected with the COVID-19 pandemic neglected to make reference to heftiness as one of the pre-existing infections related with death. It appears to be likely that the expanded commonness of corpulence in Italy more seasoned grown-ups contrasted with China may represent the distinctions in mortality between the two nations. Moreover, the rising pervasiveness of corpulence in the US and related knowledge of the effect of heftiness

on mortality from H1N1 Influenza should build the affectability of clinicians thinking about patients with stoutness and COVID-19 to the requirement for forceful treatment of such patients.

R.P.RAJKUMAR (2020) conducted a review on COVID-19 and its effect on mental health. He wrote on the COVID-19 episode relevant to psychological well-being was recovered by means of a writing search of the PubMed database. The articles were divided and grouped based on the general topics and summed up. Fundamental proof recommends that side effects of uneasiness and melancholy (16—28%) and self-detailed pressure (8%) are basic mental responses to the COVID-19 pandemic, and might be related with upset rest. Various individual and basic factors moderate this hazard. In arranging administrations for such populaces, both the requirements of the concerned individuals and the vital preventive rules must be considered. The accessible writing has risen up out of just a couple of the influenced nations, and may not mirror the experience of people living in different pieces of the world. Taking everything into account, subsyndromal psychological wellness issues are a typical reaction to the COVID-19 pandemic. There is a requirement for progressively delegate research from other influenced nations, especially in weak populaces.

3. METHODOLOGY:

DESCRIPTIVE RESEARCH:

It describes the outcome of the number of employees who are able to work and who are not able to work accordingly. It is dynamic in nature.

4. STATEMENT OF THE PROBLEM:

During this pandemic, every sector has been facing with one or the other problems. In order to overcome this problem the government has to jointly work and draw a conclusion in order to reduce the pandemic.

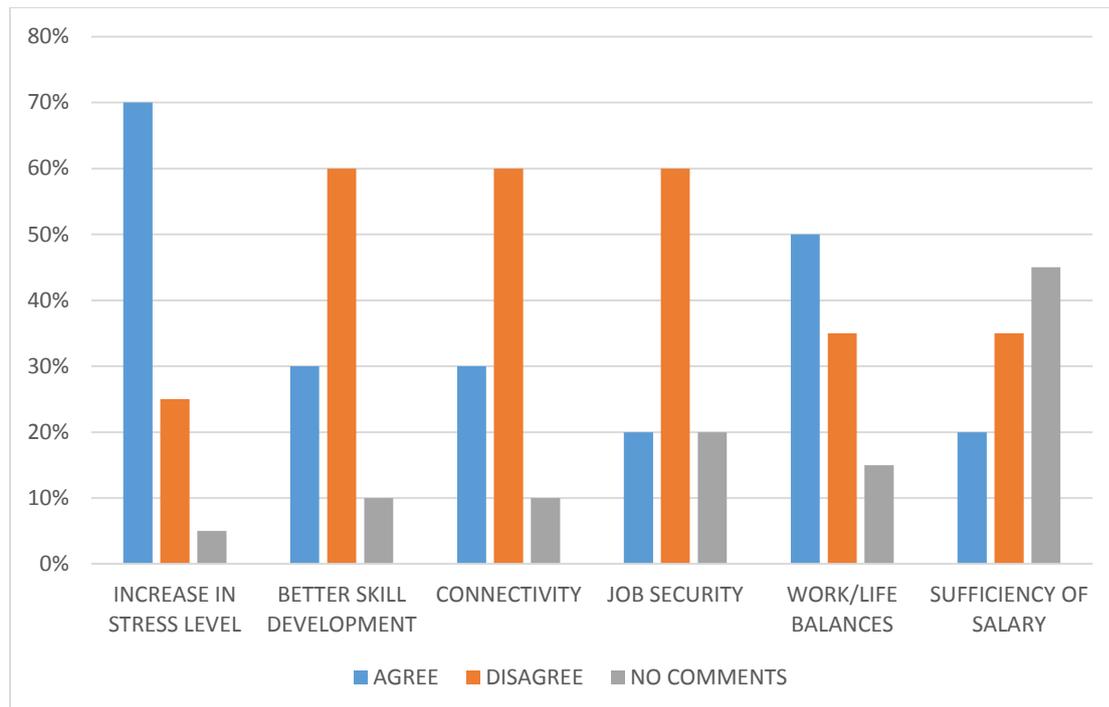
5. OBJECTIVE OF THE PAPER:

- To protect the interest of the employees in the organization.
- Empowering women's in their work life balance.
- Reskilling and Up skilling the powers of employees in the organization.
- Managing both leadership and management competencies.
- Providing security to the employees and helping out their needs.

6. ANALYSIS AND DISCUSSION:

Employees Perspective

In this paper, the analysis is done from EMPLOYEES PERSPECTIVE.



In this chart the increase in stress level varies from employees working position in the company.

Better skill development like improvement in the technologies skill.

Connectivity like availability of network connections.

Job security is of guaranteeing whether they are going to work in a company.

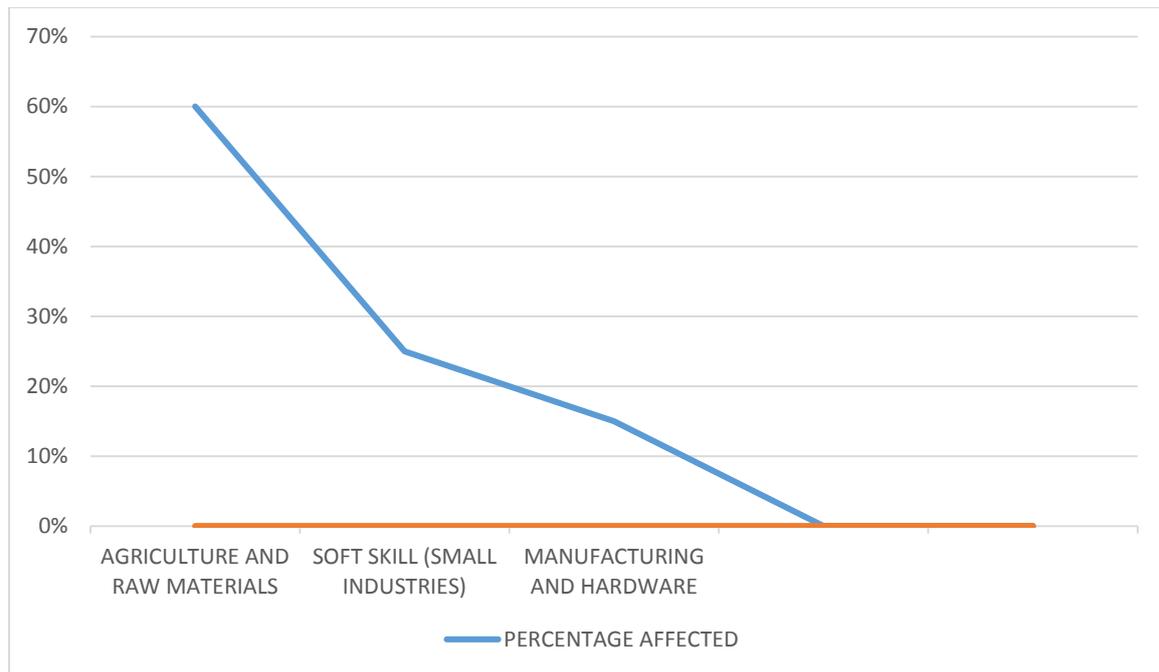
STATISTICAL TOOLS USED: PERCENTAGES, AVERAGES AND CHARTS.

7. SECTOR WISE EMPLOYIBILTY CHALLENGES:

Following are the sectors where there is more number of challenges:

- IT sector
- Automobile
- Marketing and sales
- Financial institutions
- Research and development
- Technology
- Agriculture and raw materials
- Manufacturing and hardware
- Soft skill
- Import and export

AFFECTED SECTORS IN THE ECONOMY



In the above line graph, the most affected sector due to the pandemic is the agriculture and raw materials sector followed by the soft skill and manufacturing and hardware sector.

STATISTICAL TOOLS USED: PERCENTAGES, AVERAGES AND LINE GRAPH
 PROFIT MAKING SECTOR

During this pandemic and lockdown only these sector has been earning profit .

8. THEORETICAL FRAMEWORK:

In order to have continuity in business during the COVID-19 these are the actions taken:
 The main priority of the business is to help employees adapt to remote working and optimize the experience to maximize productivity

Increase the usage of collaboration tools inorder to connect to the remote working place the collaboration tools has to be available in plenty so that all the employees can access it.

Organizing an elastic digital work place.

THE ORGANIZATION HAS TO HAVE A STRONGER FOUNDATION.THESE ARE THE THREE MAIN FOUNDATIONAL STEPS THAT IS CONSIDERED AS A MAIN POINT:-

1. Protecting and Empowering the employees in the organization.
2. Providing all the necessary core to the customers.
3. Having a longevity in the business

HOW COVID-19 CHANGED LEADERSHIP AND MANAGEMENT COMPETENCES?

Some changes are enforced due to COVID-19.In this case,the working culture and manager has to reinvest in the future for better outcome.ew technologies out just because to improve and encourage the new skills of the employees.Employees are taught to act dynamically according to the management and organization.Since it is a benefit given to the employees.

These are some of the changes that took place:-

1. Drastic change in the Reskilling and Up skilling : The employees should be taught about the new technologies so that it becomes easy for them to use during the pandemic. This improves the skills of employees in the organization. Reskilling and upskilling helps the employees to encourage and build themselves. This improves the efficiency in the organization. This is the main concept that helps the employees to move from one business to another in a superior manner.

2. Leadership and Management Competency changes: Due to the Digital skills and improved infrastructure in the organization, helps the organization grow in a different manner. Leadership qualities among the employees in the organization changes the managerial activity in the economy.

3. Trust, Transparency and Openness Culture among the employees and the organization: Those periods the trust built one another in the organization is the main cause of openness culture. Due to the pandemic social distance is maintained. Supportive sense is the main part to survive in an organization for a long time. Being social and trust helps one another to work efficiently beyond which the main aim was to achieve the targeted goal.

4. Individual and Social Wellbeing: In this COVID-19 and lockdown pandemic many employees are pressurized with burdens of work. Due to this many employees are not able to test their wellbeing and private lives.

Many companies are rebalancing themselves in providing necessary infrastructure to the employees.

5. Working in a place where we can move in a quick manner:

At this point we are not able to travel to the offices and work accordingly due to the lockdown. Sudden change the companies has brought a culture "working from home". This concept has helped the employees to have agile and work in a place where they are comfortable. Therefore the working culture has shifted from work from office to work from home.

9. EMPLOYEES PERSPECTIVE:

The Employees thought to get relaxed during this lockdown but the companies are imposing huge burden of work to the employees. When they were working in office the employees had timing sense. Then need to work accordingly to the time. But now, due to this lockdown the employees do not know what time they are logging in and logging out. The time has been stretched and the employees are given too much of work loads. The employees are getting more better skills and improving themselves in their standard of living. In this, the efficiency of the work also improves. Employees want to work from home but companies are unlikely dragging the employees towards the office. Employees get stressed and cannot focus on the family and even cannot give time to them also.

These are some of the problems faced by the employees. They are as follows:

1. Stress: Work given to the employees are too much and they get stressed working from a long time and have burden of workloads.
2. Connectivity: If there's a network problem around them they couldn't concentrate in their work this has become one of the major problem to them.
3. Salary: Though the timings have changed the salary part is not sufficient for the employees, since their working hours is also changed.

4. Job security: Many of the industries are voluntarily winding themselves due to the pandemic because of this many employees are even facing no employment. Some employees don't even have security for their job.

5. Work-Life balance: some employees are not able to handle both office work as well as household work, this usually applies to the women's who are not able to handle both due to this they don't have balance in their life as well.

10. SPECIAL CHALLENGES FOR WOMEN'S:

As a result of coronavirus, women's are affected by both mentally as well as physically. Women's are not able to co-up with the work loads. Office work and household work have given them a huge burden in their life. Both the works are really hectic to them. They need to allocate time to their family also but due to COVID-19 work loads they are not able to spend time with their families. Some middle age group women's like 30 to 40 years old women's are not able to connect to the new technologies implemented by the companies.

These are some of the problems faced by the women's during lockdown and COVID-19 pandemic. They are as follows:

1. **WORK PRESSURE:** Women's are too much pressurized with their office work as well as the household work. Due to this women's are affected both mentally as well as physically.
2. **CONNECTIVITY:** Some women's who are in the age of around 30-40 years don't have patience to co-up with the new technologies. Therefore they couldn't connect to the new technologies that are implemented by the companies.
3. **JOB SECURITY:** Due to this COVID-19, so many industries are voluntarily winding themselves therefore there is no job security to the women's as well as other employees.
4. **WORK/LIFE BALANCE:** There is no proper balance between the work as well as life. Both are pressurized with one or the other work.

11. CONCLUSION:

Due to the COVID-19 pandemic and lockdown all the people has suffered a lot. The most obvious part is that people to people culture, travel exchanges, isolating sentiment almost everything is restricted and changed.

After we overcome the pandemic everything will change, which will surely happen. Everyone wants to turn the new page of COVID-19 which is told that it doesn't exist. Almost everything which was offline becomes online and everything will be handled from home itself.

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