

IMPACT OF ECONOMIC IMBALANCE ON WORK LIFE BALANCE AND MOTIVATION OF WORKFORCE IN POST PANDEMIC

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Abstract

The problem of finding out how to maintain a good balance between one's personal and professional life is one that each and every one of us must face individually. The capacity of workers to successfully juggle their professional, familial, and personal commitments is an essential factor in determining the prosperity of their companies and the security of their families. Because to the issue caused by COVID-19, a lot of individuals had to do their tasks from a distance. In the beginning, it was seen that some people had preconceived beliefs about how working remotely may influence their ability to strike a good work-life balance. This was due to the fact that they had not experienced working remotely before. Despite this, there have been certain undesirable developments that have occurred throughout the course of time. For instance, workers were never more than a message or phone call away from their bosses. In addition, variables such as a lack of free time and unpredictability contributed considerably to the employees' high levels of stress. As a consequence of many businesses and people being taken aback by the speed with which this change occurred, they committed a number of errors that made the already difficult task of establishing a healthy balance between their professional and personal lives that much more difficult. The objectives of the study were to determine whether or not workers from different socioeconomic backgrounds in Latvia were able to adapt to the emergency situation brought on by the COVID-19 virus in the spring of 2020, to examine how employees' personal lives impacted their ability to do their jobs, to determine whether or not workers had any new housework responsibilities, and to assess how their workload changed in relation to the amount of housework they were expected to complete, and to examine how employees' personal lives impacted their ability to do their jobs.

Keywords: Work life balance, Employee motivation, Post Pandemic, Analysis of variance

Introduction

In the early 2020s, a new coronavirus known as COVID-19 was responsible for causing a crisis in India's healthcare system. The concept of "work-life balance," which may be described as "a condition of equilibrium when a person's professional and personal commitments are equal," has been the focus of previous investigations concerning the potential repercussions of a pandemic (Lockwood, 2003). Finding a balance that satisfies both their paid employment and their other passions is, in most people's eyes, the single most important thing in their lives. The new work-life balance simply as a technique of assisting individual workers with concern for delivering obligations to recognise their involvement to organisational performance and employee dedication is an important paradigm shift that is still "in process." This change is an important part of a larger shift that is still "in process." The modern era's complex and

multifaceted stress between work and home responsibilities can be traced back to a confluence of demographic and workplace shifts. These shifts include more women entering the workforce, new models of family organisation, a backlash against the culture of working longer hours, and the rise of information and communication technologies. In addition, the modern era's stress can be traced back to the rise of information and communication technologies (Prasad, 2020). Every worker has to figure out how to balance their personal and professional life well in order to be successful in their jobs. It is essential for individuals to be able to strike a healthy balance between their personal and professional life in order to be beneficial to both their families and the companies for which they work. The capacity to keep one's personal life and one's professional life in a healthy equilibrium is what is indicated by the phrase "work-life balance," which was coined by psychologists. It's not only about finding a good balance between your job and your free time (Kaushal, 2021).

Research, both theoretical and empirical, suggests that working from home can help achieve a better work-life balance. Nevertheless, it is essential to keep in mind that the COVID-19 emergency scenario disrupted the typical private life, responsibilities, and free time of employees who had young children at home. It is essential to allow and maintain work-life balance for workers, regardless of the job type or form of working hours, since the emergency situation is promoting remote work, which has the potential to rise. This scenario also has the potential to develop.

The objectives of the study are to determine whether or not employees from a variety of socioeconomic backgrounds in Chennai will be able to maintain a healthy work-life balance during the COVID-19 emergency situation in the spring of 2020; to investigate the impact of employees' personal lives on their ability to do their jobs; to determine whether or not employees will be expected to take on additional housework responsibilities; and to calculate how their workload will change as a result of the emergency situation. The evaluation of the responses was based on age, gender, and whether or not there were young children living in the family with the respondent. As a result of the emergency scenario brought on by COVID-19, a great number of individuals all around the globe were compelled to carry out their day-to-day activities from the privacy and safety of their own homes. In the beginning, it was seen that some people had preconceived beliefs about how working remotely may influence their ability to strike a good work-life balance (Jain, 2020). This was due to the fact that they had not experienced working remotely before. On the other hand, pessimistic attitudes started to develop as a result of the popular idea that workers would keep working late hours and would be readily reachable by phone or email. When many individuals were forced to spend time with their families or cope with the uncertainty, they experienced a spike in their levels of stress. As a consequence of many businesses and people being taken aback by the speed with which this change occurred, they committed a number of errors that made the already difficult task of establishing a healthy balance between their professional and personal lives that much more difficult.

Corporations are facing new problems, and it is essential to ensure both their long-term

economic success and the adoption of policies that safeguard workers' rights to a work-life balance. This is because there are new obstacles for companies. When efforts are required over a prolonged period of time, such as is the case with COVID-19, it is extremely important for employees to maintain a good work-life balance in order to ensure their progress, contentment, and continued employment in their current positions. It may be possible to enhance morale and productivity by assisting people in establishing a healthy balance between their professional and personal lives.

Literature Review

In the latter part of 2019, the outbreak of the coronavirus pandemic began in the city of Wuhan in China. This potentially fatal virus was found for the first time in Wuhan, and from there it progressively spread over the rest of the globe. Additionally, it has put a number of companies and people in peril. As a result of the cessation of all foreign activities, the whole population of the country is required to remain inside, which is very hazardous to the health of each and every person. Because of the epidemic, businesses have been forced to adjust their ways of doing business, and workers have been required to become familiar with and use new forms of technology in order to maintain their employment. The epidemic is having a negative impact on people's physical and mental health, as well as making them sluggish, since transport has been completely shut down and everyone is required to remain inside their homes (Shah, 2020). In Wuhan, China, the coronavirus outbreak didn't officially start until the end of 2019, however. This potentially lethal virus was found for the first time in Wuhan, and from there it slowly spread to the rest of China and eventually the rest of the globe. Additionally, it has put both persons and companies in jeopardy. Because any activity with outsiders is prohibited, the residents are compelled to remain indoors, where they are exposed to significant health hazards. Because of the pandemic, businesses have been forced to make adjustments to the way they conduct their operations, and individuals have been required to update their skill sets in order to maintain their employment. Because of the virus, people's physical and mental health are deteriorating, and because of the suspension of all kinds of transportation, everyone has been forced to remain inside their houses (Ahmed, 2020).

Since the discovery of the country's first positive case of the virus in March of 2020, there is no question that India has been impacted in some way by this virus. 2020 According to the findings of several writers. Since then, the number of patients that tested positive for Corona virus has soared, making it more difficult for the nation's healthcare system to make necessary improvements to its infrastructure (such as its systems, beds, sanitizers, and corona testing). Everyone in the country, but particularly those working in healthcare, has been instructed to take preventative measures against the virus (Garcia, 2018).

As the number of verified cases of coronavirus continued to rise, the government was compelled to enact a lockdown in an attempt to prevent the virus from spreading any further and save the population that was still alive. In addition, the COVID-19 pandemic has led to a condition of hopelessness, homelessness, malnutrition, and mass migration as a consequence of the fact that migrant workers and employees have been compelled to return to their home countries and continue to be jobless (Singh and Kumar, 2020). As the urban regions come to a

standstill, tens of thousands of employees and migrant labourers, accompanied by children and family members, make their way back to their villages via national highways and roads (Joshi et al. 2020). People in rural regions are forced to search for employment in metropolitan centres since the local economy is unable to sustain them and provide for their needs (Dwivedi, 2020). Review The majority of individuals who are employed struggle to maintain boundaries between their personal and work life. Burnout is a condition that's characterised by great weariness on both the physical and mental levels, and it's possible that this might eventually lead to it. It was revealed that home workers who had children of preschool age saw the most detrimental influence of their profession on their ability to maintain a healthy work-life balance in the early years of parenting. Depending on the specific circumstances surrounding its use, the phrase "work-private life balance" may mean a wide range of various things. Previous research on the subject of work-life balance has often focused their attention on the congruence that exists between one's personal and professional spheres (Del Boca 2020). People often use phrases such as "work-life balance" and "work-personal life reconciliation" to emphasise the importance of finding a way to reconcile one's professional and personal responsibilities with those of their family, faith, community, and education. These are all important aspects of an individual's life that require their attention. The workplace will seem more apart from the rest of your life as a result of this (Chauhan, 2020).

It is considered that a person has attained work-life harmony when they are able to successfully strike a healthy balance between the demands of their professional lives and the demands of their personal lives. Longer responsibility for employment commitments, increased working hours, increased domestic responsibilities, and employees with children are the most common factors that contribute to a work-life imbalance (Singh, 2020). A better work-life balance is beneficial to employees in terms of reducing stress, preventing burnout, and improving their overall health (Schieman, 2021). Both the corporation and the employee come out ahead because to this arrangement. When the positive benefits of work-life balance on social and economic sustainability are taken into account, the concept of work-life balance may be viewed in a more expansive framework (Anwer, 2020). Efforts to enhance work-life balance have an effect on higher-level goals, including but not limited to: expanding labour market participation; assuring gender equality; and resolving demographic challenges. These efforts also have an influence on the work-life balance of individuals. The requirements of the aged, as well as those who are responsible for their care, continue to expand throughout time. In addition, a good balance between work and personal life is becoming an increasingly important factor (Yunus, 2020).

Before the turn of the century, having the option to work from the comfort of one's own home was hailed as a major step forward in maintaining a healthy work-life balance. It is useful for many families to have the option to work from home since it frees up parents to do things like nurse their children, respond to ill children, or keep a watch on younger siblings over the summer. In addition, working remotely on a regular basis provides a number of advantages, including a reduction in the costs associated with the job (such as travel fees) and a reduction in the amount of time spent commuting to and from work.

Research Hypothesis

There is no mean difference between economic imbalance and spending more time on work which impacts work life balance

There is no mean difference between economic imbalance and higher level of exhaustion among individuals due to increased targets

There is no mean difference between economic imbalance and fear of dismissal from current profession impacting work life balance

Research Methodology

The descriptive research technique was chosen for performing the study, because the authors intend to conduct the research using a quantitative methodology, they obtained material for the study from a variety of primary and secondary sources. The study is involved in understanding the work life imbalance and motivation of employees post pandemic situation. The data were collected from 152 respondents who are the employees working in private organisation, convenience sampling is used to collect the data.

Data Analysis

This section provides a critical analysis of the data collected from the respondents, the researchers uses IBMSPSS data package for making the analysis, the major statistical technique applied for the study is percentage rate analysis and analysis of variance

Table 1: Influence of family life in performing work responsibilities

Working remotely	Frequency	Percent
Strongly Disagree	15	9.9
Disagree	4	2.6
Neutral	17	11.2
Agree	49	32.2
Strongly Agree	67	44.1
Total	152	100

The first question was directed in understanding the responses from the sample population that “When working remotely did you feel that family life influences work responsibilities”, based on the output from Table 1, it is noted that 44.1% of the respondents has strongly agreed that there is a influence, 32.2% have agreed to the statement.

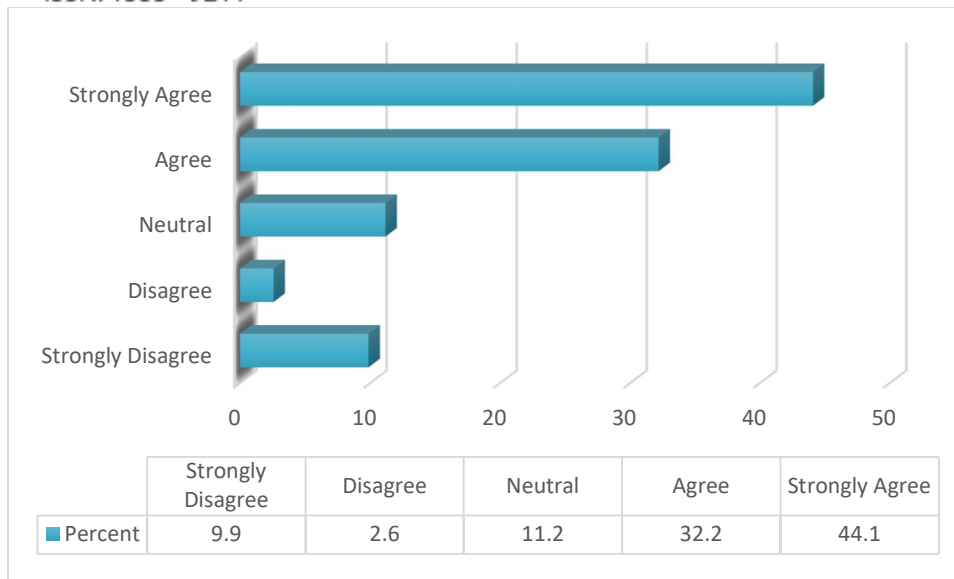
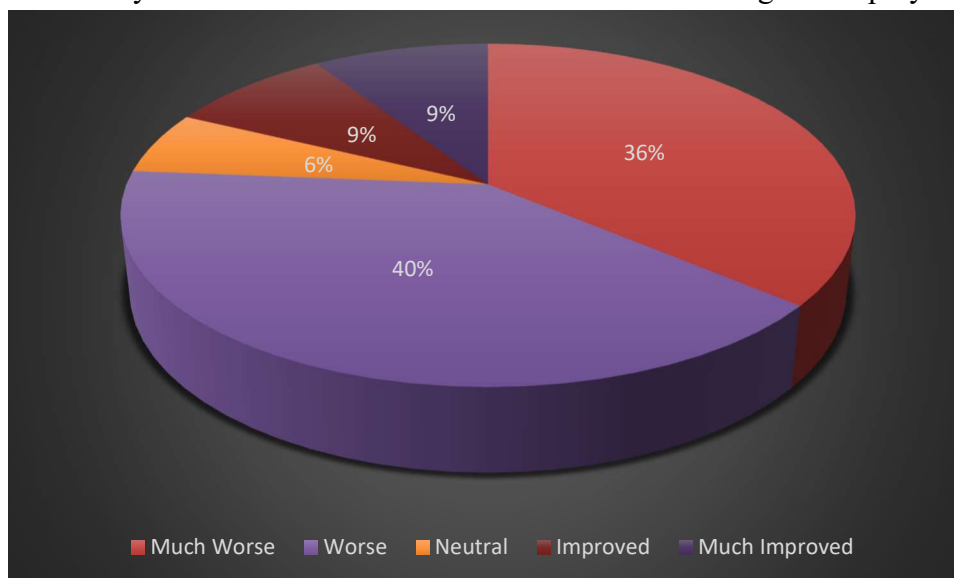


Table 2: Work life balance has changed

Work life balance has changed	Frequency	Percent
Much Worse	55	36.2
Worse	61	40.1
Neutral	9	5.9
Improved	13	8.6
Much Improved	14	9.2
Total	152	100

The next question is directed towards the evaluation of how work life balance has changed post pandemic, from the analysis of table 2 it is noted that 36.2% of the respondents has stated that the work life balance has worsen much, 40.1% has stated that the work life balance is worse, this clearly shows that there is a work life imbalance among the employees.



Regression analysis

The second part is to understand the nature of relationship between the variables, hence regression analysis is applied

Table 3: Regression analysis

Coefficients	B	t value	P
(Constant)	1.22	1.02	0.12
Spending more time on work	0.706	2.874	0.00
Higher level of exhaustion	0.692	3.314	0.01
Fear of dismissal from job	0.559	0.669	0.02
F value	206.22	Sig	0.00
R val	0.826	R sqd	0.792

From the above table, it can be stated that the p value is less than 0.05 for all the independent variables, hence it can be stated that there is a significant relationship towards the dependent variable: economic imbalance. The respondents mentioned that the economic imbalance has impacted the individual towards work life balance and affects the motivation of the individuals. The regression analysis shows that the value of R^2 is 0.79, which shows that the data is reliable and valid. Also, from the table 2, the regression equation can be formed as follows:

Economic Imbalance = 1.22 + 0.706 x Spending more time on work + 0.692 x Higher level of exhaustion + 0.559 x Fear of dismissal from job

Analysis of variance

A statistical analysis method known as ANOVA, which distinguishes between systematic and random components, may be used to provide an explanation for the apparent aggregate variability that exists within a data set. According to statistical analysis, the data set that was provided is influenced more by systematic factors than by random occurrences. When conducting a regression research, analysts will utilise the ANOVA test to determine the extent to which each independent variable influences the dependent variable.

H0: There is no mean difference between economic imbalance and spending more time on work which impacts work life balance

Table 4: ANOVA test 1

Spending more time on work	SS	D.F	Mean2	F val	P val
Among Gps	154.809	4	38.702	190.265	0.00
Within Gps	29.902	147	0.203		

The ANOVA analysis states that the F value is at 190.26 with significance at 0.00 which is > 0.05, hence it can be specified that there is a mean difference between economic imbalance and

spending more time on work which impacts work life balance

H0: There is no mean difference between economic imbalance and higher level of exhaustion among individuals due to increased targets

Table 5: ANOVA test 2

Higher level of exhaustion	SS	D.F	Mean2	F val	P val
Among Gps	148.672	4	37.168	151.609	0.00
Within Gps	36.038	147	0.245		

The ANOVA analysis states that the F value is at 151.61 with significance at 0.00 which is > 0.05, hence it can be specified that there is a a mean difference between economic imbalance and higher level of exhaustion among individuals due to increased targets

H0: There is no mean difference between economic imbalance and fear of dismissal from current profession impacting work life balance

Table 6: ANOVA test 3

Fear of dismissal from job	SS	D.F	Mean2	F val	P val
Among Gps	146.53	4	36.633	141.04	0.00
Within Gps	38.18	147	0.26		

The ANOVA analysis states that the F value is at 141.04 with significance at 0.00 which is > 0.05, hence it can be concluded that there is a economic imbalance and fear of dismissal from current profession impacting work life balance

Conclusion

According to the results of the analysis it is noted that the COVID-19 emergency scenario did not assist employees in achieving a good work-life balance. Every citizen in the nation has been affected by the COVID-19 outbreak, which has had repercussions on a worldwide scale. Because of the widespread outbreak, all commercial activity has come to a standstill, which has a disastrous effect on the economy. People all across the world are taking stock of their life and gaining new skills as a direct result of the worldwide pandemic. Some of these new abilities include learning how to make ends meet while concurrently enjoying their leisure time. In addition, the pandemic has had an effect on the country's overall employment rate. Maintaining a healthy balance between your professional and personal life is essential to your health and the health of your colleagues. It makes people happier and more involved in their job, and it also decreases stress and other bad feelings, so it's a win-win..

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