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POST PANDEMIC OFFICE LIFE - EMPLOYEES VIEWS

Mrs. Jayalaxmi

Poornaprajna College, Udupi.

*Corresponding Author: jaibhat72@yahoo.com

ABSTRACT:

The World Health Organization (WHO) declared COVID-19 as a "pandemic" on March 11, 2020.The outbreak and the rapid spread of COVID-19 has sent shock waves across global markets. It has disrupted supply chains, leading to the closure of several manufacturing facilities globally; serious disruption of air and sea traffic and closure of vital air routes. This turn has led to the collapse of markets around the world, leading to the loss of billions of dollars, which got wiped out in a matter of days. A combination of all these factors has led to a decline in the overall volume of global economic activity, forcing the world economy towards a possible recession. All sections of society – including employers and employees – should play a role to protect themselves and each other and help prevent further spread of the disease. WHO is providing advice and updated information on COVID-19, and on how employers can protect their employees, what measures they should take in the workplace and other related factors.With this objectives a survey was conducted to collect the opinion of employees working in different offices of organizations. Information is collected from 50 employees working in different jobs like data entry, clerical dept. etc., through a well-structured questionnaire and personal interview. Simple statistical tool percentageanalysis is done. Suggestions are taken by the employeesand conclusion drawn.

Key words: Pandemic, recession, global market, world economy, personal interview

INTRODUCTION:

COVID-19 spread is passionately challenging for many people, changing day-to-day life in exceptional ways. In just a few weeks, the way most people work completely changed as authorities around the country issued stay-at-home orders and locked everything but essential businesses to help stop the spread of COVID-19. From small firms to Fortune 500 companies, business leaders quickly motivated to operate with their workforces almost entirely remote.The very concept of the modern office -- lots of people freely flowing in an open space for hours sharing desks and other facilities -- which seemed so normal just weeks ago now appears adverse to safety and productivity in the pandemic age. Planning how to best manage office operation in a way that members of your organization stay healthy, can be a challenging task, but having the right information and data on how your offices are being used is a great first step in making better judgments when it comes to workspace planning for a post pandemic world of work.The pandemic has been a technological equalizer of sorts, she says, where people previously unaccustomed to using tech tools in the workplace have had no choice but to adapt. And in some cases, workers are becoming more efficient. "Our lives have changed as a result of COVID-19, including how we work," said Paul McDonald,

OBJECTIVES OF THE STUDY:

1. To study the problems, fear and anxieties the employees are facing

2. To evaluate the.expectations of employees in their office in Post pandemic days

3. To study and analyze the measures an employer can implement in the office to make the employees free from tension and fear.

4. To know the expectations of employees from the employer to meet the emotional challenges

RESEARCH METHODOLOGY:

Primary Data: 50 employees selected in convenient sampling method. Questionnaires are distributed to the respondents and opinions

are taken. Simple percentage analysis is made to satisfy the objectives. A survey was conducted to collect the opinion of employees working in different offices of organizations. Personal interview also was conducted through telephone and opinions are taken.

Secondary Data: Previous papers are referred and used as evidence to support the findings of this study.

Findings:

Out of 50 employees majority of the respondents 80% , were responded that Pandemic is causing fear and anxieties., that brings drastic changes in office life and in their personal life also. 20% of them responded that they feel office life becomes usual and majority 80%, responded that life becomes unusual.

70% of the respondents gave their opinion that they got more opportunities to learn at home, 65% of the respondents gave their opinion that they realize that their job is more comfortable at home than office, and they are more comfortable using technology now75 % of the respondents gave their opinion that their work-life balance is improved due to reduced commitments, 60% of them responded that they have developed social contacts more and 80% of them happily said that they got more time to spend with their family.

Majority of the respondents i.e.75% gave their opinion that they are worried about being close to employees, 70% of them said that they would like to work remotely. Equal number of respondents responded that it is vert difficult to build relationship with colleagues and 60% of them said that there arises a communication gap between employees.

All of them are aware of stopping the shaking of hands. More than 80% of the responded that they can execute a plan to schedule few people in in-person meeting, they want to spend less time in common areas, and they suggested to

reduce the number of in-person meetings and team building activities.

90% of the respondents suggested that employers can arrange better cleaning procedures and can conduct online meeting and training to the employees. All of them suggested to make the wearing of mask mandatory. 75% of them suggested to make possible changes in the office layout. More than 85% of them are expecting work from home opportunities more frequently.

95% of them gave their opinion that employers must update all the changes and information with notifications and directives, 80% of employees are expecting few positive steps for promoting good workplace and hygienic work place.

These expectations are balanced by a recognition among employees that it would require them to participate in efforts that employers take to make their health a priority. Eight in 10 respondents said that they would agree to participate in measures that require them to be monitored,

SUGGESTIONS :

1. Avoid non-essential travel.
2. Practice universal screening at the gate.
3. Keep a track of foreign tour, restrictions and guidance.
4. Better to prevent the employee to come to office if any symptoms of COVID-19 exists.
5. Motivate the employees to workin fear free environment.

CONCLUSION :

It is too early to jump into any sort of assumption as to what an office will look like in the future, perceptions are changing so fast," SundarNagarajan, the head of consulting at commercial real estate firm JLL, told ABC News. "If there was a recommendation we would make to our clients, it would be to reimagine, as a

narrative, as to what you want your office to be and what function does it provide?"That way, those requirements can then be manifested as a physical space or digital space in the future," he added.. Responsibilities doesnot end as communities come together to flatten the curve. There is no doubt that as the period of self-isolation ends and workers return to the workplace, society will enter a new routine.Along with it comes lessons and experiences which will not soon be forgotten. "People have been more patient in learning new technologies and engaging with them, simply because they've had to," Yousif says. "I think those best practices will live on. I think we're all developing new muscles to work virtually."To that end, expect a generally more agile way of working and communicating with colleagues: More meetings will become emails, and more emails will become instant messages.

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Table1. Showing the opinion regarding problemsthe employees are facing

Responses	Percentatge of opinion	Percentatge of opinion
1. Pandemic is causing fear and anxieties	Yes: 80%.	No. 20%
2. How do you feel office life in Post Pandemic days	Usual : 20%	Unusual 80%
3. Is there any change you felt in office?	Yes 80%	No 20%
4. Do you felt great changes in you?	Yes 80%	No 20%

Source: Survey

Table 2 Sshowing changes in employee's life in Post Pandemic

Responses	Yes	No
1. I got more opportunities to learn at home	70%	30%
2.I realize my job is more comfortable at home than office	65%	35%
3.My work-life balance is improved due to reduced commitments	75%	25%
4.I am more comfortable using technology now	65%	35%
5.I have developed social contacts more	60%	40%
6.I get more time to spend with my family	80%	20%

Source: Survey

Table 3. How do you feel while going back to your workplace?

(Respondents opinion)

Responses	Yes	No
1. I feel worry about being close to employees	75%	25%
2. I would like to work remotely	70%	30%
3. Very difficult to build relationship with colleagues	50%	50%
4. Facing communication gap between employees	60%	40%

Source: Survey

Table 4. What precautions do you want to take in office?

(Respondents opinion)

Responses	Yes
1. Stop shaking hands with others	100%
2. Execute a plan to schedule few people in in-person meeting	85%
3. Want to spend less time in common areas	80%
4. Reduce the number of in-person meetings	80%
5. Reduce the number of team building activities	75%

Source: Survey

Table 5. Which of the following measures do you think, your company needs to take in COVID 19 Pandemic?

Responses	Yes
1. Work from home opportunities more frequently	85%
2.Arrange better cleaning procedures	90%
3. Conduct online meeting and training	90%
4.Wearing mask should be made compulsory	100%
5. Make possible changes in the office layout	75%

Source: Survey   ***Multiple responses permitted***

Table 6. What you expect from your employer to ensure safe and healthy work environment?

Responses	Yes
1. Stay updated with notifications and directives in official websites	95%
2. Take steps for promoting good workplace and hygienic work place	80%
3. Conduct awareness and training for precautionary measures to the employees	80%
4. Keep communication lines open	90%

Source: Survey.   ***Multiple responses permitted***