

CORONA VIRUS PANDEMIC AND IT'S IMPACT ON ACADEMICIANS PERSONAL AND PROFESSIONAL LIFE

Sweta Tanwar, Research Scholar, Jayoti Vidyapeeth Women's University, Jaipur
Dr. Mini Amit Arrawatia, Professor, Jayoti Vidyapeeth Women's University, Jaipur

ABSTRACT

In the times of COVID-19 where home and workplace have transgressed boundaries is an imperative precursor for the well-being of an individual. This paper investigates how in this pandemic phase, the working from home aspect faced by the academicians has now penetrated their personal and professional space. Thus, the present study analyses the effect of COVID-19 based on the 5 parameters 1) Work-Life Balance 2) Stress 3) Financial Ability 4) Productivity /Performance 5) Work From Home and induced stressors (role overload, lifestyle choices, family distraction, and occupational discomfort) on employees' distress levels and job performance. Subsequently, the impact of such distress and job performance on the employees' life satisfaction is analysed during the lockdown period.

INTRODUCTION

Global pandemics are unparalleled event which has transformed the working of the organization globally. In this pandemic situation balancing work-life balance is the major challenge faced by the employees globally. Due to lock down constraint which leads to shut down of institutional facilities and general day-to-day facilities, working from home becomes obligatory which has proved challenging in maintaining work-life balance.

This pandemic has transformed the education system as it shifted from physical learning to online learning which leads to various challenges for both students and lecturers. Creating stress due to the lockdown of the institution facilities including laboratories, libraries, and archives, and stopped fieldwork activities have been suspended. Academics had to learn to shift their mode from physical learning to online learning to collaborate and supervise students making them familiar with a new way of teaching and learning.

Academics during lockdown has gone through many challenges, planning new session and simultaneously making changes as per government revised guidelines. Also, concerning the shortfall of admission due to this pandemic situation. Academicians have to deal with their workload and also satisfy their family commitment. Universities are also focusing on maintaining the mental health of students by offering them time-to-time counselling sessions.

WORK-LIFE BALANCE OF ACADEMICIANS DURING LOCKDOWN

Work from home has created pressure in the life of academicians in various forms as they are also getting familiar with new technology as they shifted from physical to online classes. Lockdown has added pressure in the life of academicians as they find difficulty in balancing work and life as they have to manage increased workload with family responsibilities that include children and teens, healthcare professionals, and pre-existing mental health conditions.

Universities are trying their best to deal with such situations by allowing academicians to manage their workload simultaneously satisfying family commitment. Academics committee trying to make and implement new work from the home policy so that they can maintain the decorum of the teaching and administrative level by supervising online class whenever possible, by maintaining staff salary, redressing student complaints, and also dealing with the technological and network-related issues. Universities are also considering the mental health of their student and staff. Academics have set up virtual communities, trying to keep in touch with their students and fostering international research networks.

OBJECTIVE OF THE STUDY

To study how the personal and professional life of the academicians has been impacted during the COVID pandemic.

LITERATURE REVIEW

A Aristovnik, D Keržič, D Ravšelj, N Tomaževič, L Umek - Sustainability, 2020 in their research paper **“Impacts of the COVID-19 pandemic on life of higher education students: A global perspective”** explained how in early 2020 COVID impacted the various aspects of student lives globally. With a sample of 30,383 students from 62 countries. The sample data comprise of the student above 18 years of age which was collected through convenient sampling through questionnaire filling. The covered various aspects of student's life like academicians online work Sustainability and life, social life, emotional life, personal circumstances, change in habits, the roles and measures of institutions, as well as personal reflections on COVID-19. For analysis various test was used like independent samples t-test, ANOVA, chi-squared with the Holm–Šidák pairwise comparison method to draw the relationship between various elements of student life.

ADITI JOSHI¹, SHIVANI GOUR in their research paper **“A STUDY OF WORK-LIFE BALANCE DURING COVID-19”** examined what are the various problem faced by the employees during the pandemic and their attempt to balance their personal and

professional life while working from home. The sample was collected through Online Quantitative Questionnaire Survey Method which consists of 18 questions which focused on personal information, experience and various problem faced during this pandemic. For analysis various statistical tools like simple Percentage Analysis, Likert Scaling Technique, Chi-Square, Independent Sample T-Test were used. The result showed that 35% unable to balance their personal and professional life. while 75% felt satisfied while working from home and rest felt feel pessimistic about working from home and the major challenge faced by the employees was the irregular schedule.

Z Krisjane, E Apsite-Berina, M Berzins, T Skadins(2020) in their research work “**Work-life balance during the COVID-19 outbreak: the case of Latvia**” explored how the COVID-19 influenced the work-life balance and type of employment in early 2020. The study used a mixed-method approach, first it carried out the analysis of officially available statistical data. Secondly exploits the data from a survey carried out in mid-2020. The study also uses a unique dataset obtained from a survey of 1473 respondents. Through a questionnaire which consisted of questions related to the behaviour and attitude of the employees. For data analysis, descriptive statistical methods were used. For the evaluation in various groups, Chi-square tests and non-parametric Kruskal Wallis tests were used. The result showed that the balance between work and single life proves to be the most challenging to achieve, and there remain several groups of individuals such as parents, people living alone, and seniors who are more predisposed to the risks described above.

P. Naidu, N. Azamin their research paper “**Embracing the new norm; challenges faced by lecturers post Covid-19: A focus group study of lecturers in Malaysia**” examined the various challenges during the coronavirus era by an academicians in private universities. The study used qualitative methodology focus group method was used forming group interview. After the analysis, they found that there are various challenges like Inconsistency quality of online teaching, Socio-emotional competence issues, Mental health issues, Decrease in the publication of the lecturers .The research paper showed how the lecturer's performance declined. Future research could also explore other areas of the education industry such as the facilities and the services provided by non-academic staff to the students.

Kiran Waghchoure1, Tanaji D.Dabade in their research paper “**Study of Challenges Faced by Academicians in COVID-19 Pandemic Period**” investigated various challenges faced by an academicians in the education sector during the pandemic period all over Maharashtra. The study is based on primary data collected through a structured questionnaire which was responded to by 62 academicians through email and Google form various educational establishments. The data was analysed simple percentage method. it was found that various difficulties data and network connectivity, student , infrastructure

and IT support , and lack of organization support, etc. Hence there are positive and negative aiming at positivity all academicians are trying their best possible to deliver maximum student-centric education besides all situations .Both students and academicians need to match the speed of the revolving techno-savvy world.

I Sharma, A Khurape – 2020 in their research on “**How Academicians Journey Mapping Can Bolster Their Transition From Pre-COVID–Post-COVID?**” explored the journey on academician on achieving work life balance from PRE COVID-19 journey to POST COVID-19 .The study adopted the design thinking approach for carrying out the qualitative research . The data accumulation has been done by academicians from interviews, questionnaire, artifact analysis, and observations. After analysis it was discovered that the academician has gone not only physicals but also emotional experience during the transformation time . The study discovered various touch points like time, Technology (information–communication Technology),Supportive and collaborative Networks both at work and at home, Mindfulness-Body-Mind and Soul wellness during the transition from PRE -COVID to POST COVID in attaining work life balance . Research interpreted that in precovid male academician experienced very positive reflection towards all the Touch points. During post covid period both males and female had negative reflection for time management concerning time management . Post covid both gender have neutral look toward time and technology .

Dr. A. Deshpande* Mr. P Salunke Ms. T Joshi (2020)** in their research paper ‘**Work Life Balance In The Phase Of Pandemic**’ explored how the lifestyle of the people has changed during COVID , how they adapted to these changes and its impact on their physical and mental health of the employed people .For the study sample of 200 employees was collected through Google form .After analysis it was found that certain changes took place like socialize restriction ,hectic work routine ,connectivity issues no traveling , and work from home were restricted to the limited sector only making work life balance difficult to maintain, and low productivity was witnessed. The study showed that employees experienced symptoms of anxiety, panic, and distress affecting their mental health . The research concluded that in these challenging times taking proper precautions and yoga can help to maintain mental health.

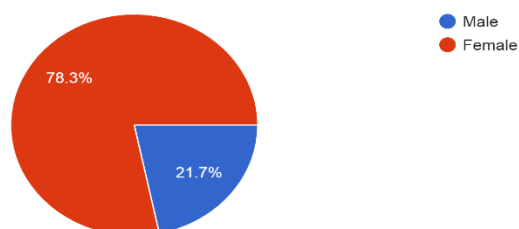
RESEARCH METHODOLOGY

In this historic phase of COVID-19, the pandemic has brought amaze change in once life. The research paper has studied the impact of the pandemic on professional and personal life in education sector , Due to this pandemics the education sector has saw shit from physical to online learning . The survey aim to analyze how the life of the academicians has been affected during the lockdown period.

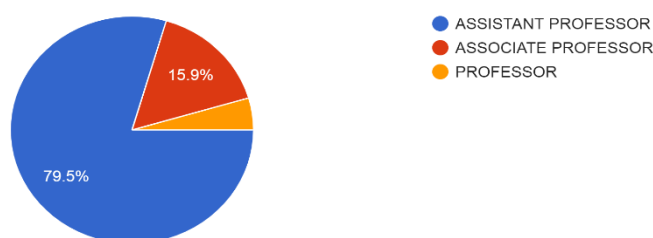
The data was collected through Google form (5 point likert scale) . The survey is anonymous and consists of five parts apart from demographic and professional information and it focus on 5 parameters to analyze the impact .1) Work Life Balance 2)Stress 3) Financial Ability 4)Productivity /Performance 5)Work From Home .The survey was responded by 46 academicians.

FINDINGS

GENDER
46 responses



DESIGNATION
44 responses



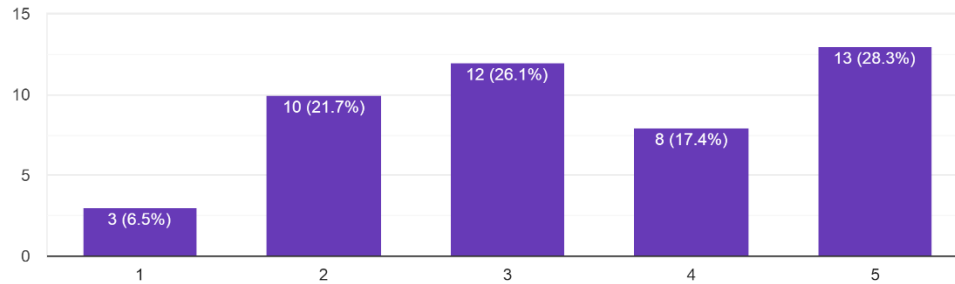
The 46 respondents were demographically collected with 78.3 % female and 21.7% male. Out of which 79.5% are assistant Professors ,15.9% Associate Professors and 4,6% were professors . 43.5% of respondents fall under the income slash of 3 lakh ,39.1% between 3-6 lakh , 8.7 % between 6-10 Lakh and the remaining 8.7 % more than 10 lakh.

Focusing on the 5 parameters the study analysis showed that –

WORK LIFE BALANCE

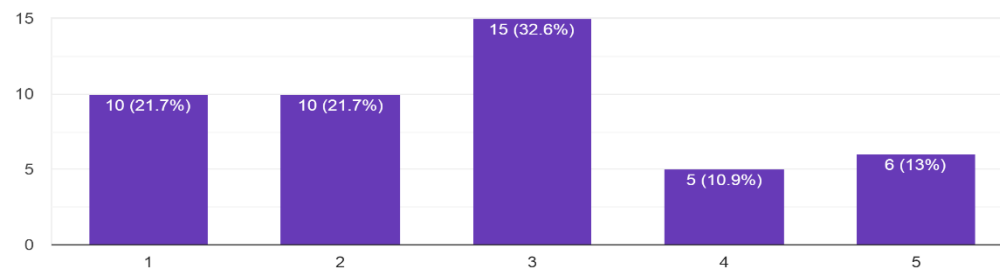
My work affects my personal life in a negative way

46 responses



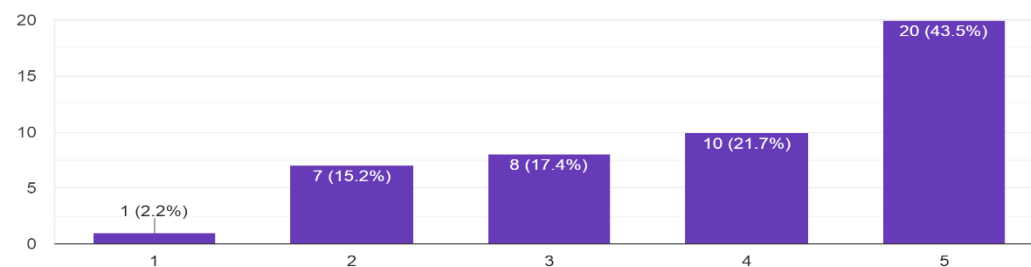
I usually get quality time with family after work gets over

46 responses



My work suffer because of my personal and family commitments

46 responses

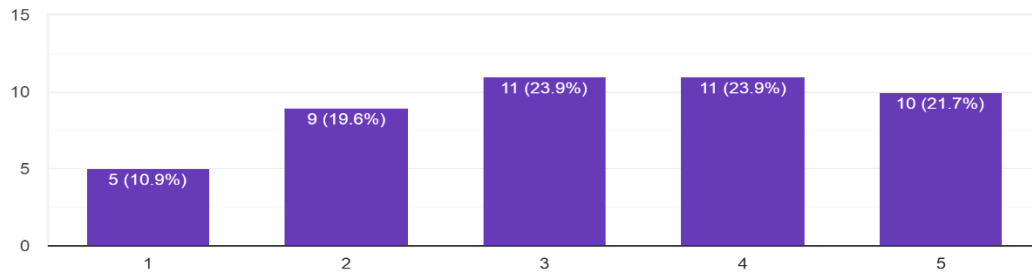


Since the emergence of COVID-19 forced many people to stay at home and reorganize their lives since the home turned into a workplace, school, playground, family sanctuary, and entertainment center. Regarding Work Life Balance , participants mainly focused on quality of life, and their personals life was not that much affected during this pandemic time. They

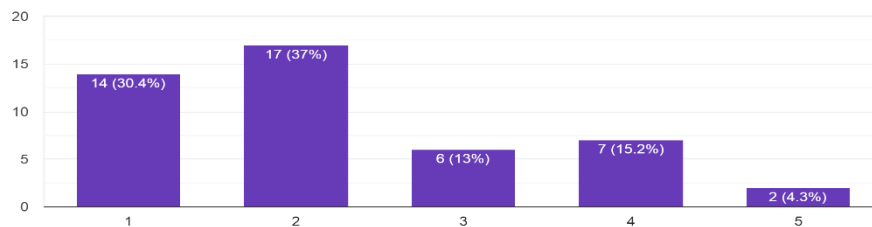
can manage some quality time with their family . As per the respondent, their work hardly get affected due to their personal and social commitment

STRESS

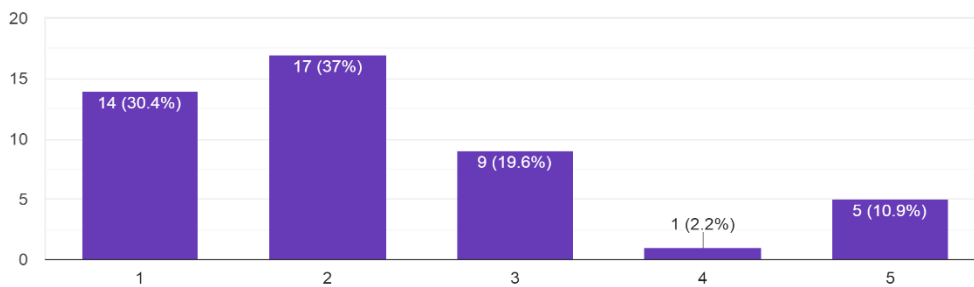
There is an insecurity of getting laid off
46 responses



Usually get unplanned additional task other than regular duty
46 responses



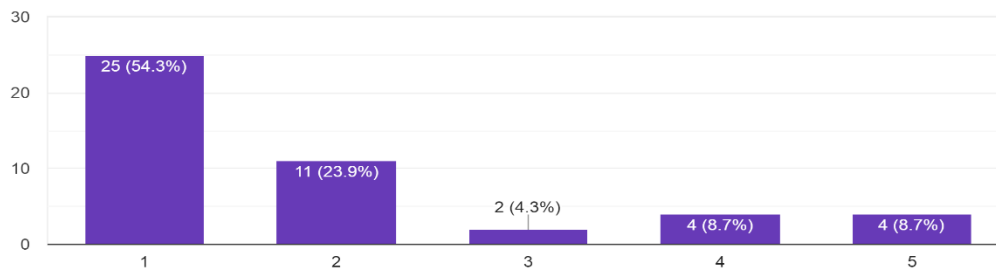
I am able to adapt the change from physical to online teaching methodology
46 responses



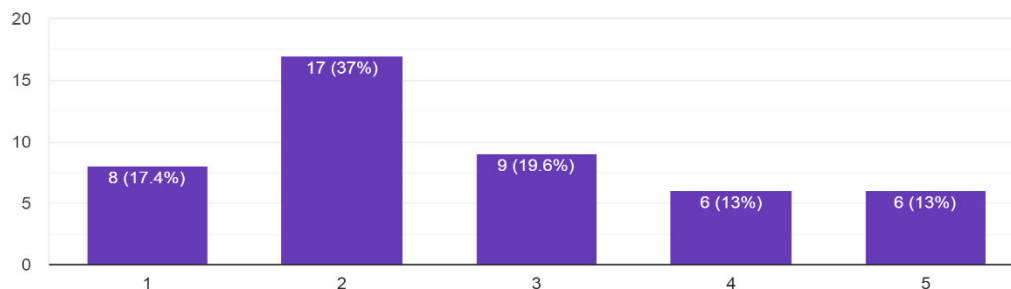
This pandemic also came up with many issues there was a shift from physical to online classes. Like any other sector education sector also faced a reduction of human resources since with the limited financial resource institute and universities was not able to manage their expenses. During the lockdown, the respondent had a mixed feeling of job insecurity. As per the respondent to not to get laid off, fulfilling the additional workload or duty was an obligation to them. They use to get unplanned additional work other than teaching and administrative duties. Spontaneously in the lockdown situation, the dependency on digital platforms has increased, academia were able to manage to upgrade their skills and adopted the changes to get used to the new software to perform their duty efficiently and effectively.

FINANCIAL STABILITY

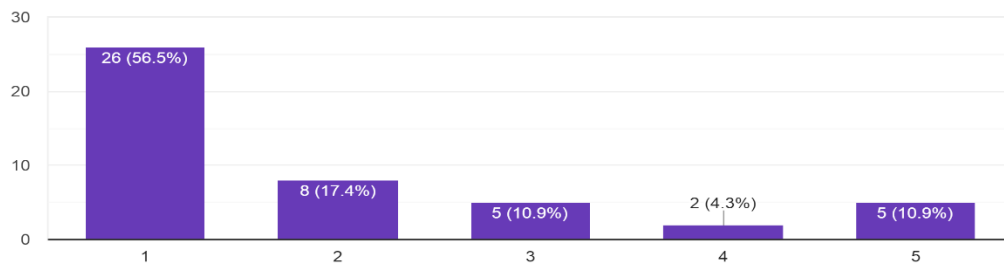
There is deduction in the salary due to COVID 19
46 responses



I am able to manage my finances during this crises
46 responses



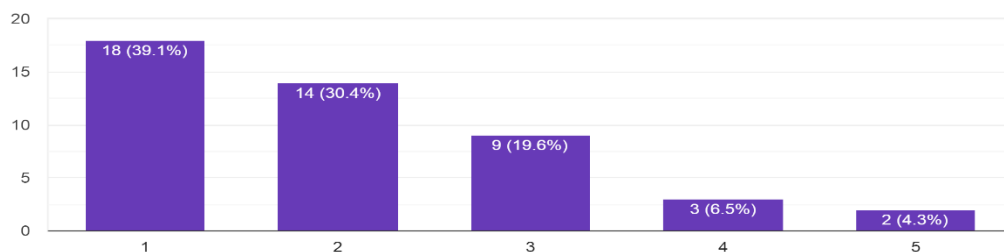
Deduction from the salary affects my savings
46 responses



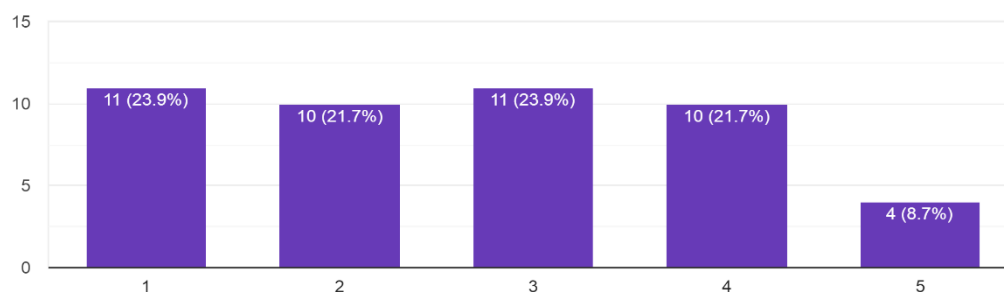
Financial stagnation/recession was the most frequent post-pandemic concern As this lockdown came up with deduction in the salary which was faced by maximum faculty . As the budget of universities and research institutes has limited funds to manage the human resource and infrastructure instead of this the institute was deducting the fund through the salary from the employee .Some of the respondents were able to manage their finances which directly hampered their savings and future scope of investment.

PRODUCTION /PERFORMANCE

Have additional work load other than the normal work load
46 responses

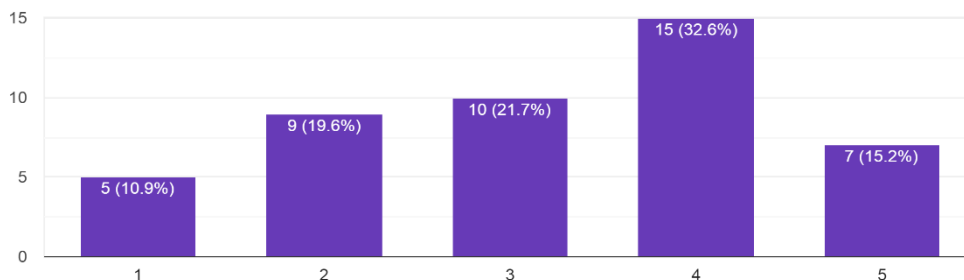


My productivity is higher in this pandemic than the normal working days
46 responses



My institution is providing the proper recourses/tools to enhance performance

46 responses

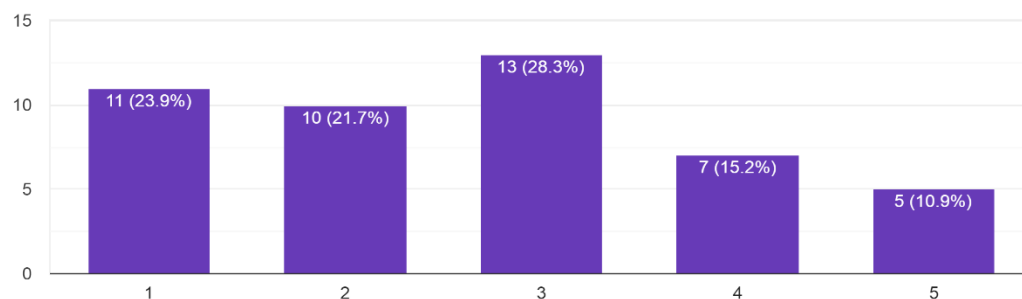


Since a highly engaged employee and productive workforce is a critical need of the moment . As the dependence on digital platforms increased skills had to be upgraded of people to adapt themselves to use the software's required to do their jobs .In lockdown the employee had dual responsibility to perform including taking care of the family and working side by side .Its is seems that the respondent getting an additional workload than the regular days which added more pressure in their life since they have to put extra efforts to complete these extra responsibilities in a given time frame which indirectly hampered their performance .As the academicians also adopting the new way of teaching , were lacking the proper resources like tools software , connectivity issues, and support from the organization as they have to manage on their own which resulted in their slow productivity.

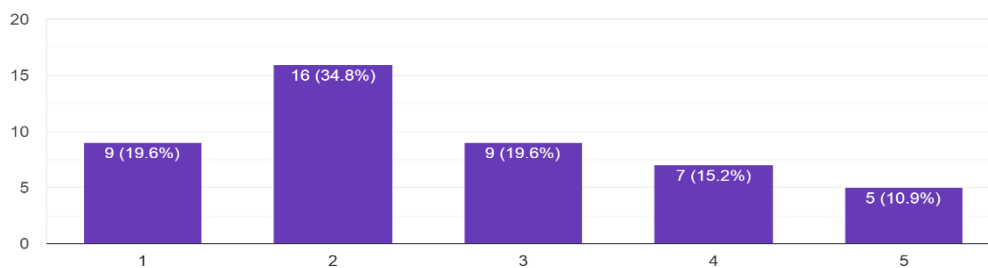
WORK FROM HOME

Working from home is a good experience.

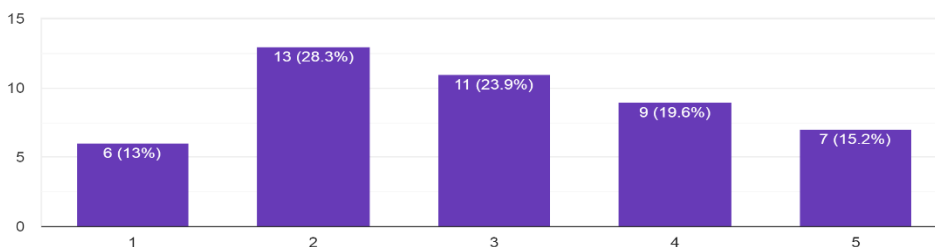
46 responses



Teaching and learning is affected due to working from home
46 responses



Working from home gives flexible working hours
46 responses



This pandemic lockdown has made many academicians work from home .Due to this scenario teaching and learning of both the students and faculties were affected. But Participants mainly highlighted “flexibility and work from home” as a key motivator in their effective work-family balance and able to make time to do their additional work and duties including attendance sheet, assignment , preparing the lecture, and checking was made easy through online mode . Maximum faculties had a positive experience while working from home and also managing their day to day challenges in both work and home.

CONCLUSION

It has given us time to introspect. So many old issues now seem so invalid and non[1]substantial. We are thinking about our lifestyle and how it could be made more environment-friendly. We want to learn to co-exist with nature. These crises also promoted employee's anxiety and worry

and sense of personal and job security, through the demographic analysis it was found that the academicians with more experience and with a better salary package was able to manage post-pandemic concerns. The COVID-19 induced stressors, i.e., role overload, lifestyle choices, and occupational discomfort, were significant predictors of distress during the lockdown. It has been found that role overload and change in lifestyle choice did not significantly affect job performance .The majority of all participants expressed that they

have access to sufficient tools to accomplish their work and maintain their productivity. It is suggested that Keep the channels of communications open .The intervention by the management is necessary to promote a better and reasonable life setting , but not sufficient by itself. Further undertakings are needed to scrutinize by individuals and apart from this taking care of mental and physical wellbeing is an important on daily basis. There is a lot of advice in the media on the work-life balance and well-being of employees in this unprecedented time. Fundamentally, there is a need to acknowledging and value human resources.

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