

Occupational Wellness In Employed Men And Women during COVID 19

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Abstract- Occupational wellness is all about a healthy work-life balance which augments a sense of well-being, contentment and is also financially satisfying. Organisations around the world have realised that a healthy work culture is people-centric and is defined by synergy, empathy, concern and respect. The pandemic has forever changed the workforce landscape. The aim of the research was to study the Occupational wellness during COVID 19 in employed men and women. The objectives were to determine social wellness score, emotional wellness score and work environment score during COVID 19 in employed men and women, and to suggest ways organizations can help employees reduce stress and be happier at work. 140 employed people participated in this survey out of which there were 70 employed men and 70 employed women. Snow ball technique was used to collect data. A questionnaire was made to collect information related to social wellness, emotional wellness and work environment. Google form was circulated to the employed men and women to collect data. T test was used to analyse the data. The results show that there was no significance difference seen in social wellness scores, emotional wellness scores and work environment scores in employed men and employed women. This paper suggests ways organizations can help employees reduce stress and be happier at work and create occupational wellness.

Index Terms- Occupational Wellness, Employed Men, Employed Women and COVID 19

I. INTRODUCTION

Occupational wellness is the ability to achieve a balance between work and leisure in a way that promotes health, a sense of personal satisfaction and is (for most people) financially rewarding. A person who is doing exactly what they want to do in life and is comfortable and content with their work and leisure plans is in a healthy state of occupational wellness. Our attitude and ability to effectively deal with work, and career goals greatly affect wellness, performance, interactions with others, and overall success.

Employees' wellbeing is important now more than ever! Wellbeing encompasses much more than physical health, but covers a full spectrum of what employees need to be fulfilled, healthy and engaged in their positions. The natural response to the

burden all employers is facing amidst the COVID-19 crisis might be to let your wellbeing program slip down to the bottom of your priority list; however, focusing on employee wellbeing is more important now more than ever. Gallup workplace studies have found that employee wellbeing is highly correlated with employee engagement, and employee engagement results in higher productivity. Regardless of the state of your organization, whether operating at full capacity or with a skeleton crew, maximizing employee performance should be part of your survival plan. Taking care of employee wellbeing is taking care of your business. Occupational wellness is all about a healthy work-life balance which augments a sense of well-being, contentment and is also financially satisfying. A lot of discussion is now underway all over the world about restructuring the way we define occupational wellness. People want more time with their families and want to stay connected. Many are just keen to carry out working from home, many are wanting to move to a four-day week and countries have started to do pilot runs to test productivity levels. All this points towards just one thing: that occupational wellness is crucial and needs to be relooked at how it is measured and defined.

The dimensions of wellness have changed today. It is about pursuing what gives you joy, what sparks your curiosity. Setting up professional goals, seeking out mentors who help you grow and nurture you, and a career that leaves you with time to yourself and bond with your family and friends are some of the key aspects of occupational wellness. However, many promising people work for financial security rather than fulfilment and end up with a one-dimensional life. "A great career does not exclude a great life. We need to understand that. To lead a happy life, it is important to choose work that motivates you to grow, allows you time for personal growth and challenges your skills. If at the end of a busy day, you feel happy, you are in a state of occupational wellness.

Since the pandemic, employees are experiencing career-related anxiety and health-related fears as the line between personal and professional time fades. Work from home, restricted physical interactions and socialisation have all caused rise in stress levels leading to increase in anxiety, mood disorders, aggression and adjustment disorders. Hence, many companies in India and abroad are considering employee wellbeing as the primary aspect of productivity. It is important for companies to stay tuned to the inner dynamics of teams and to encourage their employees to have a work-life balance because, in the long run, a happier and

healthier employee can achieve a lot more than someone who is just putting in long hours. The pandemic has definitely brought out the humane side to everyone, which was missing before.

Social wellness is the ability to form and maintain relationships with others. Furthermore, it's the ability to interact and promote healthy communication within those relationships. Practicing social wellness involves proactively communicating with others when we are in need, and providing a listening ear and support when others need us. In this way, social wellness focuses on developing and maintaining healthier relationships with friends, family members, romantic partners, colleagues, or other members of your community. The reason why social wellness is so important is that people with strong social connections respond better to stress, have fewer health issues, maintain a more positive outlook, and healthier lifestyle.

Emotional wellness is the ability to successfully handle life's stresses and adapt to change and difficult times. The National Center For Emotional Wellness defines emotional wellness as "an awareness, understanding and acceptance of our feelings, and our ability to manage effectively through challenges and change." There are many ways that not being able to work through life in a positive emotional state can lead to worse outcomes, particularly because a negative emotional state is a stressful one. As much as poor emotional health can make for major problems in your life, having strong emotional wellness can help you thrive.

A work environment is the setting, social features and physical conditions in which you perform your job. These elements can impact feelings of wellbeing, workplace relationships, collaboration, efficiency and employee health. A work environment refers to the elements that comprise the setting in which employees work and impact workers. While some items that comprise it are obvious, such as the wall treatment or the number of indoor plants, others are more obtuse, such as company politics or a co-worker whose personality traits do not suit the company culture. Professionals working in both full-time and part-time positions are significantly impacted by their office environment because they have to perform their duties inside it. Usually, workers are required to adapt to this workplace feature. A work environment is usually comprised of a collection of diverse elements in relation to corporate conditions and job-specific conditions. A positive work environment makes employees feel good about coming to work, and this provides the motivation to sustain them throughout the day.

As social wellness, emotional wellness and work environments are crucial for employees well being this research was taken up to study the occupational wellness during COVID 19 in employed men and women.

II. AIM

To study the occupational wellness during COVID 19 in employed men and women.

III. OBJECTIVES

1. To find out social wellness score during COVID 19 in employed men and women.
2. To determine emotional wellness score during COVID 19 in employed men and women.
3. To ascertain work environment score during COVID 19 in employed men and women.
4. To suggest ways organizations can help employees reduce stress and be happier at work.

IV. HYPOTHESIS

1. There is no significance difference in social wellness score between employed men and employed women.
2. There is no significant difference in emotional wellness score between employed men and employed women.
3. There is no significance difference seen in the work environment score between employed men and employed women.

V. METHODOLOGY

Total 140 employed people participated in this survey out of which there were 70 employed men and 70 employed women. Snow ball technique was used to collect data. A questionnaire was made to collect information related to social wellness, emotional wellness and work environment. Google form was circulated to the employed men and women to collect data. T test was used to analyse the data.

VI. RESULTS AND DISCUSSIONS

1. Sample Distribution

The figure below represents the sample distribution. The maximum number of male employees were from the food industry, followed by construction industry, automotive industry and pharmaceutical industry. The least number of male employees were from the textile industry. The maximum number of female employees were from the food industry as was the case of the male employees followed by the construction industry, pharmaceutical industry and textile industry. The least number of female employees were from the textile industry as was the case of the male employees.

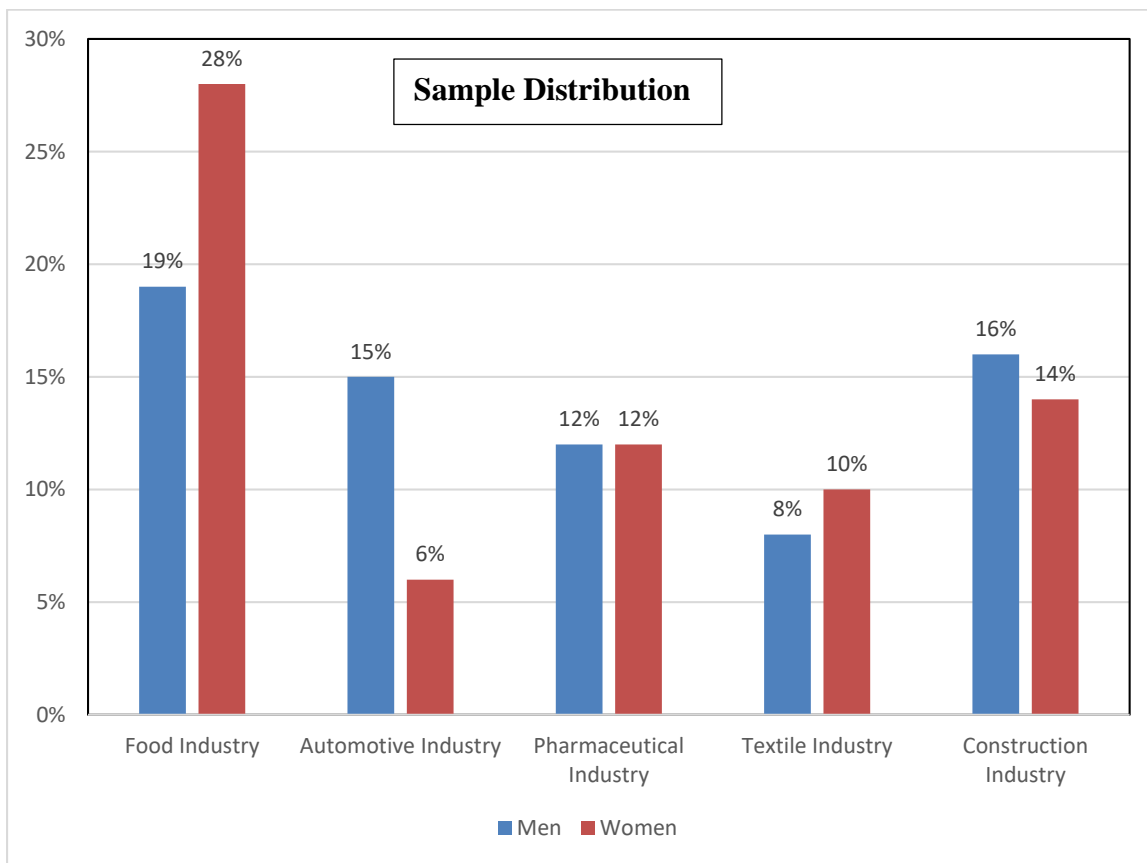


Fig.1. Sample Distribution

2. Social wellness Score of Employed Men and Employed Women

Table 1. Social wellness Score of Employed Men and Employed Women

Gender	N	Mean	SD	p value	t-value
Employed Men	70	11.37	8.56	0.266	1.115
Employed Women	70	9.91	6.83		

The table1 shows that the there was no significant difference between social wellness in employed men and employed women. The data from the table states that the p value is greater than 0.05 level of significance, therefore the null hypothesis was accepted i.e. there is no significance difference seen in social wellness in employed men and employed women.

3. Emotional wellness Score of Employed Men and Employed Women

Table 2. Emotional wellness Score of Employed Men and Employed Women

Gender	N	Mean	SD	p value	t-value
Employed Men	70	13.00	6.93	0.978	0.027
Employed Women	70	13.03	6.22		

The above table shows that there was no significant difference between emotional wellness between employed men and employed women. The data from the table states that p value is greater than 0.05 level of significance, therefore the null hypothesis was accepted i.e. there was no significant difference between emotional wellness between employed men and employed women. A contrast was found in a research on Gender and Psychological Well-Being (Matud, López-Curbelo and Fortes, 2018) found significant differences between employed women and employed men in some psychological well-being dimensions, with men scoring higher than women. In the present situation employee’s wellness has transformed from merely a

strategy to a necessity. Encouraging employees to turn off their email notifications before and after working hours will help them maintain a normal sleep schedule and make them more energetic and focused at work the next day.

4. Work Environment Score of Employed Men and Employed Women

Table 2. Work Environment Score of Employed Men and Employed Women

Gender	N	Mean	SD	p value	t-value
Employed Men	70	10.73	6.70	0.273	1.099
Employed Women	70	9.47	6.85		

The above table shows that there was no significant difference between work environment in employed men and employed women. The data from the table states that p value is greater than 0.05 level of significance, therefore the null hypothesis was accepted i.e. there was no significance difference seen in the perceived work environment scores between employed men and employed women. Men and women experience differences in perception in the workplace. According to Hahn and Litwin (1995) an employee's gender can illustrate differences in perception related to organizational structure, problem-solving style and view of work-related conflict. Also, differences in individual working style are notable. Women perceive that individual work styles should be collaborative, where everyone works as part of a whole. Men, on the other hand, perceive that work should be completed independently without the assistance of others. Women also tend to be more supportive managers, whereas men are more direct. Even as some employers are back at work, others are transitioning to remote work for the foreseeable future or partial remote work flexibility moving forward. While the pandemic accelerated an already growing trend, there is a concern that engagement and collaboration may suffer in the work front.

VII. CONCLUSION

Deemed a global 'pandemic' by the World Health Organisation (WHO) on 11 March 2020, COVID-19 has grown to affect countries, companies and individuals across geographies. It is widely known that control of our everyday environments has a direct impact on our health and well-being — now more evident and important than ever — and the workplace must adapt in the short-and long-term. Well-prepared businesses can help protect their employees and their bottom lines. For effective business continuity, organisations should prepare for continuity through part-or wholly enabled remote workforces and, when possible,

resuming business operations whilst limiting the chance of the virus spreading. Priorities will be focused on reassuring and educating employees in how to work well at home, whilst ensuring and maintaining a healthy workplace to return to. The effects of COVID-19 are highlighting the importance of wellness and we now project that integration of wellness-focused ways of working will accelerate as the norm. Looking forward, we are optimistic that improved health and wellness practices, paired with the global response to the virus, will overcome current challenges. Organizations and employees face continued uncertainty from the pandemic, social justice issues and the political landscape. The workforce landscape has changed dramatically. In this ever-changing environment reviewing and updating mental health and wellbeing strategic plan will be vital to keep the organization ready to meet the needs of employees now and into the future.

Ways organizations can help employees reduce stress and be happier at work and create occupational wellness:

- Encourage virtual fitness classes for employees to work out together
- Create slots for common yoga time or mediation time within the framework of office time
- Tying up with EAPs (Employee Assistance Programmes) that offer anonymous mental health support to team members and their families
- Brief managers to understand, identify and support team members with their mental health
- Show support, spread awareness and create a culture of camaraderie and kindness over competition
- Allow people to work remotely if they are worried about travelling or commuting
- Help them take time off if they are under pressure and struggling to manage and cope with work-related stress.
- Practices like 'pour-the-heart' sessions, group journaling, group feedback and mindfulness sessions helps promotes openness
- Encourage hobbies and skill development through providing access to resources, online training programs or employee engagement activities
- Provide the right health insurance coverage that takes care of mental and physical health needs

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