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MODELLING THE CONSEQUENCES OF THE COVID-19 PANDEMIC ON THE PERFORMANCE OF WOMEN EMPLOYEES IN NAVI MUMBAI.

Manmeet Kaur Dhaliwal

Assistant

Professor Department of Management Studies
(BMS) Karmaveer Bhaurao Patil College, Vashi.

ABSTRACT:

The COVID-

19 pandemic has brought about certain changes in organizational management and the actions and behavior of female employees. The purpose of this paper is to examine the impact of the COVID-19 pandemic on the health and mental well-being and job performance of female workers in Navi Mumbai. Furthermore, this study aims to show whether health- and work-related stressors mediate the above relationships. Data were collected using a structured questionnaire. The first results of this study showed that the impact of the pandemic on female workers did not directly affect their mental and physical well-being. On the other hand, the impact of the COVID-19 pandemic on female workers has affected their overall job performance. The study's conclusions may offer companies and their staff a helpful viewpoint so they may choose the best strategies for reducing the pandemic's consequences.

Keywords: COVID-19, female employees, stress, mental health, work etc

INTRODUCTION:

The COVID-

19 epidemic has been affecting people's daily lives all around the world since it started in China in late 2019.

2.48 million people have died as a result of it globally, affecting more than 112 million people (Malik and Naeem, 2020). Additionally, it has had an effect on the world economy, which affects nearly two billion employees. But this epidemic had diverse effects on men and women, with ramifications for their social, psychological, and economic well-being. Women and men are affected by pandemics and outbreaks differently. For instance, according to UN Women, women are more likely to experience economic insecurity since they work in the informal economy to the tune of over 65%. (Haldevang, 2020).

Since the COVID-19 outbreak, India has had a sharp decline in female employment

which will reach 9% in 2022, placing it on par with Yemen, a country racked by civil conflict.

Women are bearing extra household care responsibilities as a result of children and earning members being restricted to their homes following the start of the lockdown. Working from home is an option for middle and upper-class women employed in a variety of companies and institutions who have access to an information technology-enabled

communication channel. They must also balance housekeeping, childcare, home-schooling, and office work without the assistance of domestic help. Women from affluent backgrounds make up just 6% of Maharashtra's workforce in the organized sector. The remaining 94% of the workforce in the informal sector (Banerjee, 2019), who are already dealing with lower-paying employment and fewer job options,

face even more financial uncertainty. The lockdown has also forced women to face the weight of unpaid care work, both in terms of housekeeping, homeschooling of children, and increased care load of the ill, young, and old, as well as unprecedented domestic abuse.

LITERATURE REVIEW:

To clarify the impact of the work-family conflict on the psychological well-being of working women and to ascertain if

social support has a helpful function in that well-being, Sudhinta Sinha (2018) authored a paper titled "Multiple Roles of Working Women and Psychological Well-being." Women who work report higher life satisfaction than women who do not, and the quality of the home and workplace contexts impacts how employment affects the psychological well-being of working women in dual-earner households. Valentine C.W. (2015) wrote a book titled "Psychology and Mental Health" that covers a variety of subjects, including worry and conflict, repressions, irritability, and complexes, depression, inferiority, and loneliness, as well as suggestion and auto-suggestion. In addition to describing some prevalent mental illnesses, the book was written to assist some of the many people who were dealing with challenging mental circumstances.

According to David Pilgrim (2015), this four volume large work compiles material that deals with illnesses that in recent times in western nations have come to be referred to as mental health issues. The research is primarily focused on the Common Mental Health Problems.

Ramalingam et al. (2020; Ramalingam, 2013) - The COVID-19 has shown the critical role that systems thinking plays in improving decisions in a complex and

nonlinear world. Studying the pandemic from a complex systems perspective enables us to take into account the numerous interconnected and occasionally unexpected changes and outcomes, which in turn gives us recommendations for how to approach complex and systemic problems and, ultimately, create a system that is more resilient.

International Labor Organization (ILO), 15 June 2020: Impact of COVID19 Crisis on Loss of Jobs & Hours Among Domestic Workers The study outlines the nations, regions, and territories affected by the coronavirus and includes a graph depicting the virus' daily, rapid growth as well as the lockdowns implemented in various nations, which have had a substantial negative impact on domestic workers in the Covid19 situation.

OBJECTIVE OF THE STUDY:

1. To investigate how shutdown affects women employees in Navi Mumbai.
2. To understand the socioeconomic background of women employees and examine how a lockdown affects their income.
3. To determine the issues that female employees encountered during the lockdown.
4. To offer and endorse some practical solutions for handling similar circumstances in the near future.

RESEARCH METHODOLOGY:

Purpose of the Study: The purpose of this study is to examine how COVID-19 has affected women who work in Navi Mumbai. Additionally, consider the bad and good facets of their social, professional, and academic lives.

Primary Sources: Using a random convenient sampling approach, the primary data were obtained from the 100 respondents through questionnaire.

Secondary Sources: The information was gathered from many websites, ILO-published publications, the Times of India, Economic Times, The Hindu, and the India Today news broadcast.

LIMITATIONS OF THE STUDY:

1. The information was gathered through respondents' responses; hence it is entirely subjective in nature.
2. Respondents who reside in Navi Mumbai were the source of the data.

DATA ANALYSIS:

The effect of COVID-19 on working women was examined using a sequential mixed methods technique. The qualitative phase of the research's phase stage began with focus groups in order to study the working women's lived experiences in Navi Mumbai. The research issue is addressed by collecting, analyzing, and integrating data from both the qualitative and quantitative strands, either concurrently or sequentially.

AGE: All 100 responses (100%) are working women, making up the whole sample.

Figure 1:

Age Group	Number of Respondents	Frequency
18-30	13	13
30-45	67	67
45 & above	20	20

Figure 1: shows that among 100 respondents, it is observed that a majority of women belong to the age group of 30-45 years (67 out of 100) i.e. 67%.

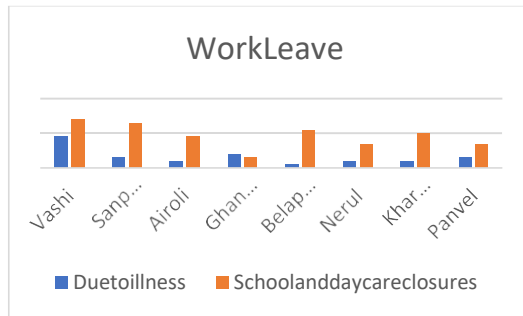
Reason for Leave:

The proportion of women who said they took time from work for the following reasons was as follows: the COVID pandemic, due to illness as well as school and day care closures.

Many professional women found it very stressful and challenging since they were working from home while still handling household duties and other activities without much help from their spouses, adding to their workload.

Figure 2:

Area	Due to illness	School and day care closures
Vashi	9	14
Sanpada	3	13
Airoli	2	9
Ghansoli	4	3
Belapur	1	11
Nerul	2	7
Kharghar	2	10
Panvel	3	7



Many women lost pay during the pandemic because they missed work because of quarantining or school closings in addition to shouldering the majority of child care and care giving tasks.

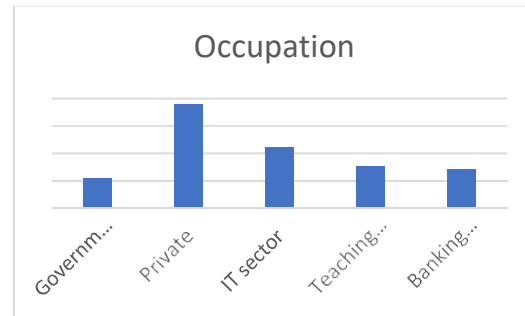
More of women (74%) claim to have taken unpaid sick leave when their child's daycare or school was closed because of COVID-19, and about (26%) women claim to have taken unpaid sick leave when they contracted COVID-19 or were quarantined.

Women workers in Ghansoli missed work because of quarantining or school closings.

Type of the Organization: F

Figure 3:

Occupation	No. of women workers	Frequency
Government	11	11
Private	38	38
IT sector	22	22
Teaching community	14	14
Banking	15	15



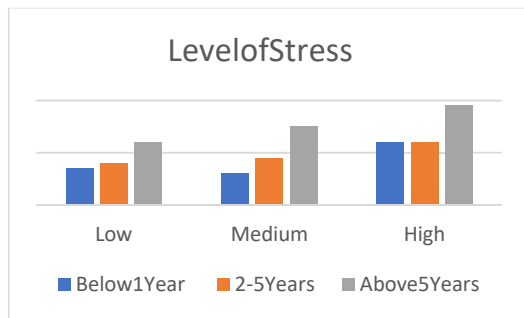
Out of 100 respondents, 38% were employed in the private sector, 22% were employed in the information technology sector, 15% are educators, 14% are employed in the banking industry, and 11% are employed in the government.

Experience And Level of Stress:

In terms of psychological impact, COVID-19 has a significant influence on women. Women in various workplaces were asked questions on their mental abilities, work-life balance, and organizational assistance. It is noteworthy that COVID-19 has had a significant influence on women's mental health, which may be attributed to the stress load connected with not having a sufficient work-life balance or receiving any help from their employer in order to execute their daily job. As previously said, the majority of women who participated in the poll are married, which may be related to their lack of work-life balance.

Figure 4:

Experience	level of stress		
	Low	Medium	High
Below 1 Year	7	6	12
2-5 Years	8	9	12
Above 5 Years	12	15	19

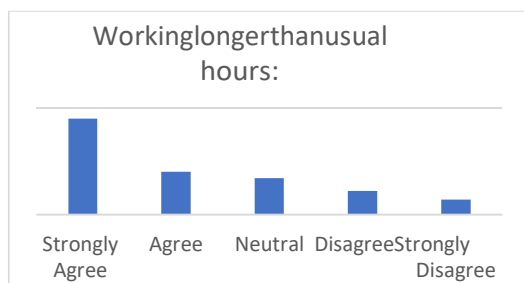


According to the research, people with less than a year of experience are subject to varying degrees of stress: 43% of working women report feeling high stress, 30% report feeling medium stress, and 27% report feeling moderate stress.

Experience the women have balance household work and official work at home:

a. Working longer than usual hours: Figure 5

Working longer than usual hours:	No. of Respondents
Strongly Agree	52
Agree	18
Neutral	13
Disagree	10
Strongly Disagree	7

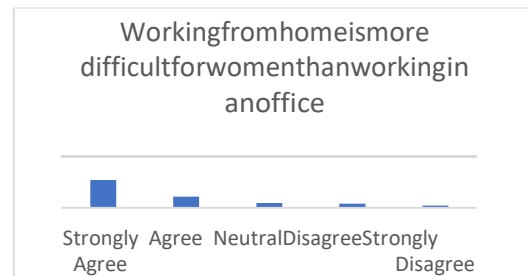


According to the responses, 52% of respondents strongly agree that working women work more than normal hours, 13% agree that working women work more than normal hours, and 7% strongly disagree that working women work more than normal hours.

b. Working from home is more difficult for women than working in an office:

Figure 6:

Working from home is more difficult for women than working in an office	No. of Respondents
Strongly Agree	54
Agree	22
Neutral	10
Disagree	9
Strongly Disagree	5



According to the responses, 54% of respondents strongly agree that working from home is more difficult for women than working in an office, 22% agree that working from home is more difficult for women than working in an office, and 5% strongly disagree that working from home is more difficult for women than working in an office.

HYPOTHESIS:

Hypothesis using Regression Statistics

H0: There is no statistically significant relationship between working women working longer than usual hours and working from home is more difficult for women than working in an office.

H1: There is no statistically significant relationship between working women working longer than usual hours and

working from home is more difficult for women than working in an office.

Asper **Regression statistics** f-value (0.000804) and p-value (0.000804) is less than significance value, reject the null hypothesis. This indicates there is a significant relationship between working women working longer than usual hours and working from home is more difficult for women than working in an office.

CONCLUSIONS:

Women have been disproportionately affected by the COVID-19 epidemic in a variety of ways. While many women have had to take on new homeschooling and care giving obligations that have added additional pressures to their employment or resulted in their quitting the workforce completely.

The pandemic has caused a great deal of change, including effects on how women work, socialize, and safeguard their health. However, not all of these changes are unfavorable. In fact, how women have changed to deal with the epidemic might serve as a spark for eradicating injustice. Many women have found it difficult to adjust to the new norm of working from home, although the added flexibility may enable them to boost their output, number of hours worked, and work-life balance.

According to this study, working women who work from home during a lockdown experience stress from having to perform too much housework and office work. The main problems influencing working women's ability to maintain a healthy work-life balance are the pressure to meet family expectations and a lack of personal time. Many women experience significant

levels of stress and anxiety as a result, and many also struggle to enjoy family life. Informal interviews with working women showed that those who had flexible work schedules and assistance from their families or husbands had better work-life balance. The results discussed above have demonstrated both the advantages and disadvantages of work-life balance for women. It also suggests ways to maintain a healthy work-life balance while on lockdown.

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