THE IMPACT OF COVID-19 ON WORK FORCE IN INFORMATION TECHNOLOGY SECTOR

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Abstract: The COVID-19 pandemic has intensified and expanded in terms of its global reach, with huge impacts on public health and unprecedented shocks to economies and labor markets. Many countries have initiated social distancing policies, Lock downs to slow the virus's spread, with the aim of avoiding catastrophic outcomes for national health systems and minimizing lives lost. ILO estimates show that workplace closures have increased rapidly in recent weeks that 81 per cent of the global workforce lives in countries with mandatory or recommended closures. With increasing numbers of partial or total lockdowns in place that restrict operations of business and movement of the vast majority of workers, for many it has become impossible to work. Quantitative research methods were used for the study, and a sample population was chosen amongst participants who were single and in a relationship, female and male, with and without children, by using a convenient sampling method. The questionnaire used contained existing scales where the Cronbach's alpha coefficients were above the recommended 0.8. Out of 250 distributed questionnaires, 200 were completed and returned, giving an overall returning rate of 80%. The data was analyzed using IBM SPSS version 20.

This study identified the factors influencing work force during COVID 19, the association between the demographic profile of employees and the factors influencing employees during COVID 19 and also their impact among the influencing factors. This study identified the existence of positive correlation between the work satisfaction and the psychological health, which indicates that when there is higher satisfaction in work which eventually leads to good psychological health. This study also identified that existence of positive correlation between the Family-work conflict and the psychological stress, which indicates that increase in conflict between the work and family eventually lead to unhappiness and psychological stress.

Keywords: Covid-19, Correlation, Business, Psychological health.

INTRODUCTION

In late December 2019, doctors in the Wuhan province of China began to piece together information from several medical cases showing similar symptoms. As 2019 ended, Chinese officials announced a pneumonia-like outbreak and began to identify a "novel coronavirus" linked to the cases. As the Lunar New Year banquet tradition occurred in Wuhan in mid- January 2020, infections began to rapidly increase. By January 23, over 600 cases had been confirmed and Wuhan and other areas in China instituted quarantines.

Through the month of February to early March, the epidemic spread. The number of confirmed cases involving

the novel corona virus now named "SARS-CoV-2", and causes there aspiratory disease now named "corona virus disease 2019"(COVID-19), has reached over 180,000 world-wide with general agreement that the number is higher due to delays in full testing and reporting in many countries. Well over 100 World Health Organization (WHO) countries/regions have reported cases as of the writing of this report and over 7,000deathsworld-wide have now occurred. On March11, WHO publicly characterized COVID-19 as a pandemic, and shortly thereafter, the United States declared the COVID- 19 outbreak a national emergency?

Large gathering events across many countries, such as spectator sports events, concerts, religious services, have been cancelled or postponed to potential future dates. Schools and universities have transitioned to online learning. The United States Centers for Disease Control and Prevention (CDC) established guidelines that gatherings of 50 or more people should be postponed or cancelled in order to curb the spread of the virus.

The health, mortality and economic focus have become one of international concern with more than a dozen countries reporting over 1,000 confirmed cases. Increases in reported case count in these markets, as well as the growth in other locations, may occur depending on implementation of testing protocols. A key differentiation among some countries is the speed at which they can ramp up testing and identification processes across their populations. There sultinmid-March2020hasbeenonewhereaconfluence of risks has come together. Additional operational and financial risks may emerge as additional events compound on the current situation. Actuaries will be watching for any additional risk events that layer on to the current environment, especially ones that may cause additional property, mortality and health risks such as catastrophic weather events. Morbidity, mortality, asset/liability management and operational risks are all a part of the initial and evolving story. This update to the Society of Actuaries Research Brief has been constructed to highlight some of the key continuing and new features of the pandemic all around the world and contemplate the risks for the actuarial profession to consider in their work.

The impact of travel and shipping restrictions in a modern, interconnected international economy has had an exacerbating effect of the outbreak into logistics and the financial markets. Financial markets have seen high volatility as new economic information becomes available, monetary policies is implemented, and value and opportunity come in and out of favor with investors. Supply chains of international operations are greatly impacted as well, as many major worldwide manufacturers are ever-more connected across continents.

Companies should consider the possibility of establishing a dedicated cross-functional team (a business response and continuity office). The appropriate cross-functional team could coordinate the activities of different business units, monitor and provide the necessary information to senior management team for further communication with employees, customers, and partners. It is high time to analyze the critical roles and key positions, as well as to determine a team of interim successors in case of force majeure. Top management is often away on business trips and there is an increased risk that some employees may not be available in the office due to quarantine or illness. The companies should develop an effective process of management decision making under various scenarios.

Determine how the company is going to ensure the safety of employees who have to be at work and cannot work remotely (e.g., shop assistants, cashiers, drivers, etc.). The companies are reviewing their policies for maintaining good hygiene in the workplace, providing disinfectants, etc. Analyze the priority of your company's projects: focus your teams' efforts on the most important and critical tasks. Allow more flexibility with low-priority tasks.

Benefits of working

People in work tend to enjoy happier and healthier lives than those who are not in work. Our physical and mental health is generally improved through work – we recover from sickness quicker and are at less risk of long term illness and incapacity. Because of the health benefits, sick and disabled people are encouraged to return to, or remain in, work if their health condition permits it.

LITERATURE REVIEW

Work is an important feature in structuring: personal and social identity; family and social bonds; ways of making money, and thereby accessing a number of essential and non- essential goods, services and activities; daily routines; level of activity; physical and mental well-being; self-confidence and self-esteem; a sense of self-worth provided by the feeling of contributing to society or the common good for societies, work is an important feature in: promoting community cohesion and safety; increasing civic participation; reducing public spending in a range of welfare benefits (provided, of course, that work is performed in a decently paid job);promoting social and economic development; organizing social life at a macro level.

Work is vital for individuals' wellbeing, organizations' performance and a functioning society (Grady et al., 2008). There are different beliefs on how work-life balance should be defined, measured and researched (Grzywacz& Carlson, 2007). For example, Frone (2003),Greenhaus et al.(2003)and Clark(2000) refer to the term'work-family balance'; Clarke et al. (2004) refer to 'work-family fit'; Burke (2000) refers to 'work-personal life balance'; and Grady et al. (2008) refer to 'work-life balance'. As work-family balance is often associated with traditional families, i.e., individuals who are married with children (Barnett & Hyde, 2001), and this study refers to a family in both its traditional and non- traditional form.

Grady et al.(2008,p.3) state that the term 'work-life balance 'is more comprehensive and includes "family, community, recreation and personal time". As stated by Grady et al. (2008) its broad sense captures all aspects of employees' personal and work life; this suggests that work should be focused on individuals, families, workplaces, communities, and society as a whole. However, due to word count and time limits, this study excluded community and societal aspects, and focused on individuals, families and work places.

For instance, Clark (2000, p.751) describes work-life balance as "satisfaction and good functioning at work and at home, with a minimum of role conflict". Clarke et al. (2004, p.121) state that work and personal life balance is an"equilibriumorma in training overall sense of harmony in life". Greenhaus et al. (2003, p.511) define WLB as "the amount of time and the degree of satisfaction with the work and family role". Frone (2003, p.145) presents a four-fold taxonomy of work-life balance, in which WLB is described as "low levels of inter-role conflict and high levels of inter-role facilitation".

Several theories have been proposed by researchers to explain work and personal life balance. Clark (2000) presented a border theory according to which family and work domains are separated by borders which could be physical, temporal or psychological. Some researchers (e.g. Edwards & Rothbard, 2000; Lambert, 1990) referred to compensation theory according to which workers try to find more satisfaction in one domain to compensate for the lack

of satisfaction in the other domain. Others (e.g. Rothbard & Dumas,2006; Grzywacz&Marks,2000)refer to spill-over theory according to which any feelings,emotions,attitudes and behaviors generated in one domain can be transferred or 'spilled over' into the other domain. Frone (2003) and Grzywacz and Marks (2000) proposed more conceptual models where can be measured by work-family and family- work conflict as well as work-family and family-work enhancement. Grzywacz and Marks (2000) implemented Bronfenbrenner's ecological model which suggests that work-family experience is a joint function of process, individual, time and context characteristics, and does not restrict the experience to either negative or positive (Bronfenbrenner,1979).

Clark(2000) explains that focus on the domains of work and family is essential, as family and work are the most important elements of everyone's life. Any competing demands of work and family life will cause conflict and negatively affect the wellbeing of workers (Clark, 2000; Frone, 2000). Clarke et al. (2004) and Clark (2000) agree that measurable aspects of WLB are satisfaction, lack of role conflict and an overall sense of harmony. Greenhaus et al. (2003) believe that balance between family and work domains also involves time balance, involvement balance, and satisfaction balance.

In contrast, enhancement perspective of the work-family interface states that participation in multiple roles can lead to better functioning in other life domains (Barnett & Rivers, 1996). This research focuses on interference between work and family. However, study on role enhancement between work and family is suggested for further research.

STATEMENT OF THE PROBLEM

The spread of the coronavirus is causing issues for IT services companies and they are just beginning to evaluate the impact. IT services experts expect to see more companies seeking waivers as the intensity of the pandemic increases. Analysts said most work, though, was easy to move to a work-from-home model and that contracts had 'force majeure' clauses that would allow for it.

Indian IT companies have asked their clients for waivers to let employees on projects work from home and are testing their systems, a key requirement before they can implement any widespread measure to allow their lakhs of employees to stay home Business continuity plans typically allow a subset of employees to work from home, with work also getting distributed to other cities as employees travel between them. But the spread of Covid-19 to multiple metro cities could result in centers.

OBJECTIVE OF THE RESEARCH

- ❖ Study the demographic profile of the employees working in IT sector.
- ❖ Study the factors influencing work force during COVID19.
- ❖ Analyze the association between the profile of employees and the factors influencing employees during COVID19.
- ❖ Identify the impact among the influencing factors.

PROBLEM FOCUSED ON RESEARCH

The spread of home working is opening up a new range of possibilities for the way businesses can work and

structure themselves. As well as opportunities and benefits, home working brings new responsibilities for the employer and employee. Employees with 26 weeks' service have a statutory right to request flexible -working arrangements such as home working and you have to seriously consider such requests.
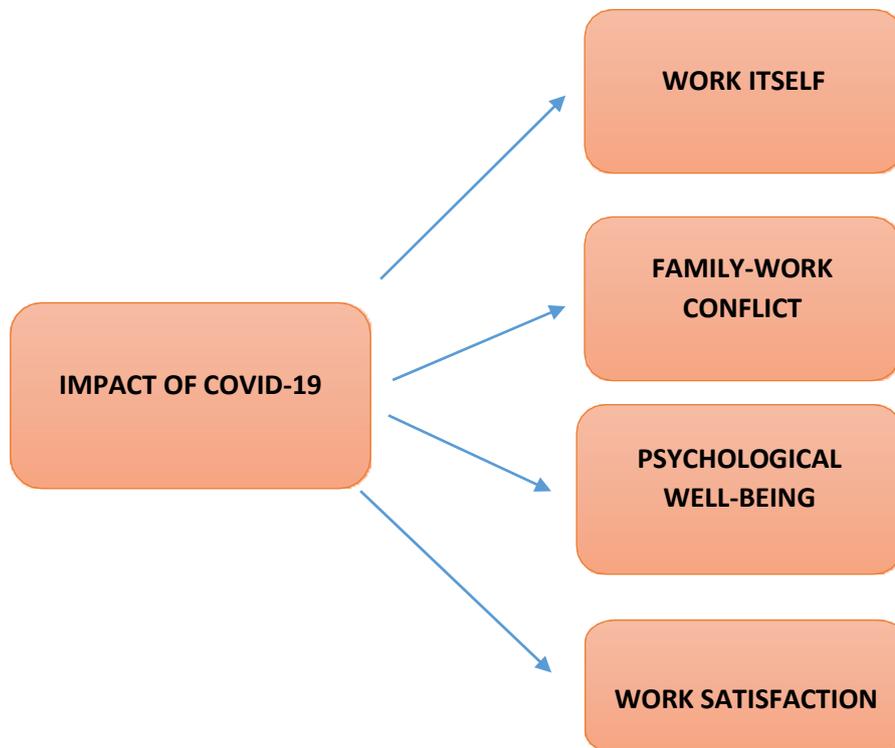

Figure 1: Research Variables

Sampling

The main purpose of sampling is to choose a subset of individuals from a population in order to estimate characteristics of the whole population (Collis & Hussey, 2009; Fisher, 2007). When choosing a quantitative research method such as questionnaires, using a sampling generates findings that are representative of the whole population (Saunders et al., 2012). In non-probability sampling techniques, generalization is made about theory not about the population; therefore a sample size will depend on the study objectives and research questions (Saunders et al., 2012). Different methods of non-probability sampling can be used. They include quota sampling, snowball sampling, purposive or convenience sampling (Collis & Hussey, 2009; Fisher,2007).

A convenient sampling method was used for this research, which means that individuals who were easiest to include in the research were selected (Saunders et al., 2012; Fisher, 2007).In this case individuals including friends, colleagues, co-students, neighbors and other people that were known to the author or easy to approach by the author were selected and invited to participate in the study. Blumberg et al.(2008) and Bryman and Bell(2007) argue that even though convenience sampling is the easiest and the cheapest to conduct and can provide interesting data, it is the least reliable design due to a lack of ability to ensure precision, and due to limitations in relation to generalisability. However, convenience sampling can still be a useful technique as it is used to test ideas about a subject of interest (Blumberg et al., 2008).It should be noted that findings from this study are relevant to the sample population, and may not be relevant to the total population of employees in the private sector.

Research strategies

Quantitativeresearchcanuseexperimentalorsurveyresearchstrategies.Surveyresearch includes two main data collection methods:

- ❖ Structured interviews
- ❖ Self-completion questionnaires (on-line and paper questionnaires)

Where questions can be answered without a presence of an interviewer (Saunders et al., 2012; Collis & Hussey, 2009). In this study a survey research strategy was chosen, and quantitative research was conducted through a self-completion questionnaire which contained five separate scales.

Purpose of statistical tools selected

Data collected through the survey was quantitatively analyzed using descriptive and inferential statistics. Statistical analyses were conducted using IBM Statistical Package for the Social Sciences (SPSS) version20.As previously stated the questionnaire for this study was designed using Google forms. After completion of data collection, an Excel format file was downloaded from the Google forms. The questionnaire was transformed into a format that could be understood by IBM SPSS. This process involved allocating a numerical code to each response before transferring the file to IBM SPSS. After importing data to IBM SPSS, an errors check was conducted, and a code -1 was imputed through the discrete missing data option to indicate any missing values. Reversed-coded questions were recorded, and computing of total scale scores was completed.

Characteristics of Sample Population

Descriptive statistics were conducted in order to obtain the characteristics of the sample population. The sample of 200 participants was compromised of 86 females (43%) and 114 males (57%).The participants age ranged from 20 to 25years is 59%,ageranged from 26 to 30 years is 29.5%, age range from 30 to 35 years is 8.5% and with above 35 years is 3%. 142 respondents stated that there were single (71%), 58 respondents were married or cohabiting (29%).Of the 200 participants, family size less than 2 is 8.5%,2-5 is 86%, Above 5 is 6.5%. Participants with UG qualification is 104 (52%), PG qualification is 96(48%).Participants with 0-2 years' work experience is 81(40.9%),participants with 2-5years' experience is 73 (36.9%), participants with 5-10years' experience is 28 (14.1%), above 10 years is 16 (8.1%).

Table 1: Characteristics of the Sample Population

Gender		Age				Marital Status		Family Size			Qualification		Work Experience			
Male	Female	20-25	26-30	30-35	Above 36	Married	Unmarried	Less 2	2-5	Above 5	UG	PG	0-2	2-5	5-10	Above 10
43%	57%	59%	29.5	8.5%	3%	71%	29%	8.5%	86%	6.5%	52%	48%	40.9%	36.9%	14.1%	8.1%

Distribution of Values

Descriptive statistics were calculated to assess the dispersion and central tendency of frequency distribution (Collis&Hussey,2009).The mean off our variables(work Itself, family-work conflict, work satisfaction and psychological well-being) was measured using a scale ranging from 1 = Strongly Disagree to 5 = Strongly Agree. Participants reported relatively high levels of Family-Work conflict with a mean = 3.24, which indicates that respondents experienced relatively high levels of work interference with family life. Moderate levels of work satisfaction conflict were reported, with a mean= 3.23. The psychological health scale assessed the appearance of distress, which was measured using a scale ranging from 1 = Strongly Disagree to 5 = Strongly Agree. Participants indicated moderate levels of distress, with a mean = 3.22.

Descriptive statistics were also used to assess the normality of the distribution of scores for the total work-itself, total family-work conflict scale, total work satisfaction scale, and total psychological health scale. Skewness and kurtosis values provide information in relation to the normality of the distribution of scores on continuous variables (Pallant,2013). Positive values for skewness in the total family-work conflict scale, total work satisfaction scale and total psychological health scale indicate that the data is skewed towards positive values (Collis & Hussey, 2009). Kline (2005) argues that the data is considered to be normally distributed when the skewness value is less than +3 or - 3.0. Therefore, all five scales have acceptable statistics.

Negative values for kurtosis in the total work scale, total family-work conflict scale, total work satisfaction scale and total psychological health scale indicate a relatively flat distribution, and a positive value for kurtosis in the psychological health scale indicate a somewhat clustered distribution. According to Kline (2005) the data is considered to be normally distributed when the kurtosis value is less than +10 or − 10. Therefore, all the scales in this study have acceptable statistics. Descriptive statistics for all five scales are presented in Table2.

Table 2: Descriptive Statistics of Questionnaire Scale

Scale	Mean	Standard Deviation	Skewness	Kurtosis
Work Itself	*3.22*	*0.847*	*0.320*	*-0.410*
Family-Work Conflict	*3.24*	*0.885*	*0.204*	*-0.420*
Work Satisfaction	*3.23*	*0.845*	*0.280*	*-0.228*
Psychological Health	*3.22*	*0.906*	*0.153*	*-0.530*

Cronbach's Alpha test

Cronbach's alpha is the most common measure of internal consistency ("reliability").It is most commonly used when you have multiple Likert questions in a survey/questionnaire that form a scale and you wish to determine if the scale is reliable. The base objective of the study is to find out the factors that impact theCOVID-19.The data collected for the study is found to have a greater reliability coefficient which implies that the inference obtained

for the study is highly reliable in nature. The results are presented in the below mentioned Table3.

Table 3: Cronbach's alpha of questionnaire scales

Scale	Work Itself	Family- Work Conflict	Work Satisfaction	Psychological Well-being
Cronbach's Alpha	0.806	0.825	0.807	0.848

There as on for conducting are liability analysis is for each variable was to assess the internal reliability of each scale for the sample used in this study. Hair et al. (2010) argue that Cronbach's alpha above 0.7 is considered acceptable, and Cronbach's alpha value above 0.8 is a preferable internal consistency. Cronbach's alpha coefficients for each scale in this study were above 0.8. The Alpha test results for all the factors mentioned above are highly reliable in nature.

Hypothesis

- ❖ Hypothesis 1 proposed that work satisfaction will be positively correlated with Psychologicalhealth
- ❖ Hypothesis 2 proposed that Family-work conflict will be positively correlated with Psychologicalstress

Hypothesis 1 proposed that work satisfaction will be positively correlated with Psychological health. The relationship between work satisfaction (measured by work satisfaction scale) and Psychological health(measured by Psychological health scale)was examined using Pearson's product-moment correlation coefficient. There was a statistically significant positive correlation between the two variables, which indicates that the more work satisfaction employees experience the good psychological health. Therefore, Hypothesis 1 was supported. Value represented in below Table4.

Table 4: Correlations table for Hypothesis 1

Pearson Correlation	Work Satisfaction	Psychological Health
Work Satisfaction	-	0.966**
Psychological Health	0.966**	-
**Significant at 0.01 level		

Hypothesis 2 proposed that Family-work conflict will be positively correlated with Psychological stress. The relationship between Family-work conflict (measured by Family-work conflict scale) and Psychological stress

(measured by Psychological stress scale) was examined using Pearson's product-moment correlation coefficient. There was a statistically significant positive correlation between the two variables, which indicates that the more Family-work conflict employees experience the good Psychological stress. Therefore, Hypothesis 2 was supported. Value represented in below Table5.

Table 5: Correlation table for Hypothesis 2

Pearson Correlation	Family-Work Conflict	Psychological Stress
Family-Work Conflict	-	0.964**
Psychological Stress	0.964**	-
**Significant at 0.01 level		

Testing the Hypothesis

Null Hypothesis (H0): There is no significant difference in the Gender, Age, marital status, education, work experience and also members in the family Null Hypothesis taken as there is no significant difference in the Gender, Age, marital status, education, work experience and also members in the family. Family size has a major impact with F statistics value(2.823)and also Gender has a critical criterion in covid-19 impact with F statistics value(2.626).And for psychology health is the critical criterion where as the is no significant difference in the demographic profile of employees at 5% level of significance using the one-way Analysis of Variance.

Since there is no significant difference in the demographic profile of the employees and the factors influencing the employees on covid-19 impact. In this case null hypothesis is accepted with the significance level of 0.05.   F-Statistics value mentioned in theTable6.

Table 6: One-way analysis of variance

S.No	Factors	F- Statistics					
		Gender	Age	Marital Status	Family Size	Edu Qualification	Work Exp
1	Work-Itself	1.44	0.297	0.254	2.478	2.139	1.46
2	Family-work Conflict	2.62*	0.441	0.012	2.823**	2.06	2.626
3	Work satisfaction	0.169	0.863	0.254	1.805	0.941	1.908
4	Psychological Health	0.316	0.698	0.179	2.238	1.93	1.009
**Significant at 0.05 level							

The primary aim of SEM is to explain the model of a sequence of inter-related dependence associations simultaneously among a set of dormant (unobserved) constructs of *Psychological Well-Being*, *Work Experience, Work*

Itself, Family-Work Conflict, Work Satisfaction, each measured by five manifest (observed) variables.

Observed, endogenous variables

Psychological Well-Being

Work satisfaction

Observed, exogenous variables

Work Itself, Family-Work Conflict

Work Experience

Unobserved, exogenous variables

e1 – Error variable relating toPsychological Well-Being

e2 – Error variable relating to Work satisfaction

Variable counts (Group number 1)

Number of variables in your model:7

Number of observed variables: 5

Number of unobserved variables: 2

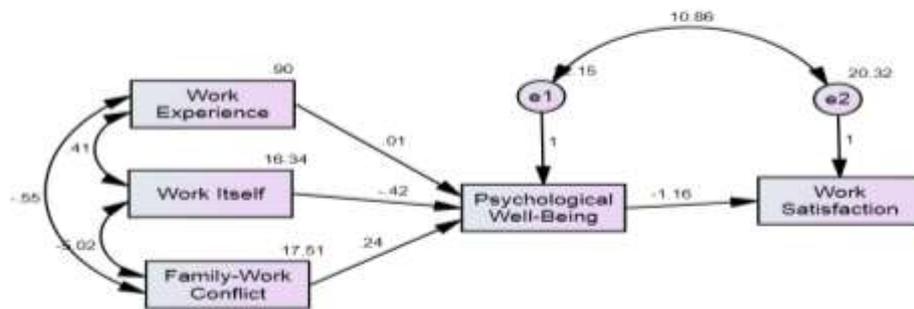Number of exogenous variables: 5

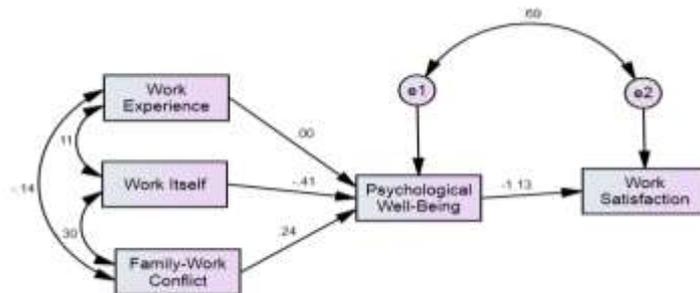Number of endogenous variables: 2

Figure 2: Unstandardized

Figure 3: Standardized

Table 7: Level of significance for regression weight

			Estimate		S.E.	C.R.	P
			Un standardized	Standardized			
Psychological Well-Being	<---	Work Itself	-0.42	-0.411	0.057	7.424	***
Psychological Well-Being	<---	Family-Work Conflict	0.241	0.244	0.049	4.953	***
Psychological Well-Being	<---	Work Experience	0.012	0.003	0.191	0.063	0.95
Work satisfaction	<---	Psychological Well-Being	-1.158	-1.126	0.144	8.024	***

The probability of getting a critical ratio as large as 7.424 in absolute value is less than 0.001. In other words, the regression weight of Work Itself in the prediction of Psychological Well-Being is significantly different from zero at the 0.001 level. The probability of getting a critical ratio as large as 4.953 in absolute value is less than 0.001. In other words, the regression weight for Family-Work Conflict in the prediction of Psychological Well-Being is significantly different from zero at the 0.001 level. Similarly the critical ratios for Psychological Well-Being is 8.024 respectively with probability of less than 0.001 (Highly Significant). Further the probability of getting a critical ratio are less than 0.001 (Highly Significant).

To check the efficiency of the model fit certain efficiency criteria's are used and their results are given in the following Table. In order to evaluate the model, emphasis was given to Chi-square/degrees of freedom (χ^2/df), CFI, GFI, AGFI, TLI, IFI, The root mean square error of approximation (RMSEA) and PGFI. Table shows the estimates of the model fit indices from AMOS structural modeling. As per the result, Chi square statistics with $p < 0.05$ but CMIN/DF is less than 5 does show a good fit of the model developed above.

Common model-fit measures like chi-square/degree of freedom (χ^2/df), the comparative fit index (CFI), root mean square error of approximation (RMSEA), the normed fit index (NFI), incremental fit index (IFI), and the Tucker Lewis index (TLI) were used to estimate the measurement model fit. Here GFI (goodness of fit index) value and AGFI (Adjusted goodness of fit index) value is 0.900 which represent it is a good fit. The calculated CFI (Comparative fit index) value is 0.970 and that it is found that RMR (Root mean square residuals) is 0.516 and RMSEA (Root mean square error of approximation) value is 0.120 which indicated it is perfectly fit.

Table 8: Model fit summary

Variable	Value
CMIN	7.751
CMIN/DF	3.876
GFI	0.985
AGFI	0.900
CFI	0.970
IFI	0.972

TLI	0.852
NFI	0.962
RMR	0.516
RMSEA	0.120
FMIN	0.039

The GFI of this study was 0.985 more than the recommended value of 0.90 the other measures fitted satisfactorily; TLI=0.852, IFI=0.972 and NFI=0.962 with $\chi^2/df = 3.876 < 5$ indicate a good absolute fit of the model. Goodness of fit indices support the model fit and these emphasized indices indicate the acceptability of this structural model.

FINDINGS & DISCUSSION

The objective of this study was to assess the impact of COVID-19 on workforce in information technology sector in TamilNadu. Four main variables, namely: Work itself, Family-work conflict, work satisfaction and psychological Well-being were used to measure the impact of corona on employees 'well being. This study focused on assessing how those variables related to each other in order to establish the relationship between impact and the wellbeing of individuals.

Work Satisfaction and Psychological Health

It was hypothesized that Work satisfaction will be positively correlated with psychological health. This hypothesis was supported, and the correlation between the two variables in the current study was $r = 0.966$. The relationship between work satisfaction (measured by work satisfaction scale) and Psychological health (measured by Psychological health scale) was examined using Pearson's product-moment correlation coefficient. There was a statistically significant positive correlation between the two variables, which indicates that the more work satisfaction of employees experiences the good psychological health.

Family-work Conflict and the Psychological Stress

Hypothesis 2 proposed that Family-work conflict will be positively correlated with Psychological stress. The relationship between Family-work conflict (measured by Family-work conflict scale) and Psychological stress (measured by Psychological stress scale) was examined using Pearson's product-moment correlation coefficient. There was a statistically significant positive correlation between the two variables, which indicates that the more Family-work conflict employees experience the good Psychological stress. Therefore, Hypothesis 2 was supported with the positive coefficient value $r = 0.967$.

Practical Implications

The results of this study have several practical implications that should be beneficial to individuals, organizations, managers and business owners in terms of a deeper understanding of the significance of a healthy balance between work and family demands, and their effects on people's wellbeing and organizations' performance. From employees' perspective, a better understanding of the importance of balancing workand family demands should help in

recognizing the areas that negatively affect their wellbeing, and allow the addressing of these issues by seeking access to family-friendly initiatives that would improve their work and family satisfaction, and overall wellbeing. This information should be useful to organizations in developing and implementing policies based on the impact of COVID.

The results of this study show positive relationships between work satisfaction and the psychological health. Lower levels of work satisfaction can lead to employees' higher dissatisfaction with the employer, lower commitments and productivity. Lower family satisfaction can influence work performance (Hill,2005).Distress can result in decreased productivity (Layous et al., 2011), higher staff turnover, and poorer work quality (Seligman, 2011). High Work satisfaction will lead to good psychologicalhealth.

Findings from this study should help organizations, managers and business owners to recognize the importance of employees' wellbeing and job satisfaction, as these factors are closely connected to staff motivation, commitment and retention, which impact organizations' productivity and overall performance. The current study showed that individuals' wellbeing benefits not only employees by way of higher work satisfaction, family satisfaction and better psychological health, but it also benefits employers by decreased absenteeism and turnover, increased motivation, productivity and performance (Grady et al., 2008; Burke, 2000).

As extensive hours at work and a lack of work schedule flexibility were identified as the main causes of psychological stress, employers can decrease work-family conflict by introducing flexi-time, time off in lieu, and compressed working week initiatives to their employees.

CONCLUSION

This study identified the factors influencing work force during COVID19,the association between the profile of employees and the factors influencing employees during COVID 19 and also the impact among the influencing factors. This study identified the existence of positive correlation between the work satisfaction and the psychological health, which indicates that lower satisfaction with work and commitment which lead to higher degrees of distress, concentration problems, sleeping problems, unhappiness, and lack of confidence. When there is higher satisfaction in work which eventually leads to good psychological health. This study also identified that existence of positive correlation between the Family-work conflict and the psychological stress, which indicates that increase in conflict between the work and family eventually lead to unhappiness and psychological stress. Findings from the current study are important to both employees and employers in terms of a deeper understanding of COVID and its impact on people's well being, which consequently affects organizations' productivity, performance and the employeeswell-being.

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