

POST COVID-19 AND ITS IMPACT ON QUALITY OF WORK LIFE IN THE ACADEMIC WORK

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Abstract

The pandemic COVID-19 had an impact on virtually every aspect of day-to-day life, including but not limited to: producing extreme morbidity and death; placing a load on health care systems; bringing an end to economic activity; and shutting down educational districts. It is impossible to predict the ramifications of this disease, and so far there has been no resolution to the uncertainty that it has produced in people's everyday lives as a result of its presence. The vast majority of individuals are not ready to take preventative measures against future threats or to satisfy the requirements of the existing situation. As a result of this, the system has to be adjusted so that it can take into account the new conditions. During this period of widespread sickness, students have access to a beneficial alternative to traditional classroom settings in the form of instruction delivered online. It has been determined that for the time being, the platform will be responsible for the more conventional face-to-face contact. Arguments that are relevant to online pedagogy include those that are related to policy, in addition to those that are relevant to accessibility, affordability, learning pedagogy, and lifelong learning. It is widely held that education gained over the internet is not only easily available but also has the potential to cater to situations like this one. One of the industries that has been hit really hard is the educational sector. The COVID-19 pandemic is having a significant impact on the educational system around the world. As a result of this pandemic, thousands of schools have been forced to close during the peak of the pandemic in an effort to reduce the amount of social interaction that takes place between students in order to implement a social distance policy. In particular, educational institutions are confronted with challenges that have never been seen before in their system.

Keywords: *Post Covid-19, Impact, Quality work Life and Academic Work*

Introduction

The educational system is undergoing considerable adjustments, and the system is being forced to adapt to this so-called "New Normal" condition. These shifts and adaptations are taking place because of the "New Normal" state. Because of the lower costs associated with

travel and lodging, as well as the overall cost of education received in an educational institution, it is considered to be an educational method that is somewhat more affordable. This is due to the fact that the overall cost of education received in an educational institution is lower. Because of the flexibility of online education, students are able to complete their courses at their own speed and according to their own schedules. Both flipped classrooms and mixed learning are the outcomes that occur when traditional classroom education is combined with digital resources. Both types of learning settings will result in an increase in the students' capacity for learning. *Anand, V. (2013)*. Students are able to take part in learning activities at any time and in any location, hence increasing the number of possibilities available to them throughout their whole life for the development of new skills. *Manju (2014)*. In view of the current conditions, the government recognizes the growing relevance of educational opportunities that are provided at a distance or online. E-learning is not first received with open arms when mixed with more conventional teaching strategies that emphasize face-to-face interaction as an essential component. *Duyan, (2013)*. The instructional approach will need to be modified to accommodate this methodology. The first step of introducing e-learning has been seen to bring a number of problems, as has been found in a variety of junior high schools. The infrastructure, the internet connection, the capacity of the instructor to run the system, and the preparedness of the teacher to manage and arrange the teaching technique in order to supply the student with the information are some of the problems that must be overcome. The problem cannot be avoided, and the great majority of instructors will be compelled to adapt in order to properly handle a particular condition, which will lead to a general lack of enthusiasm during the duration of the pandemic. *Kaiser & Rice (1974)*. In order to be in compliance with COVID-19, all educational institutions are obliged to switch from their more conventional form of instruction, which is in-person instruction, to instruction that is conducted online. Because of the shift in routines brought on by the adjustment of the ways in which instruction is delivered, an undesirable situation has been brought about. Sometimes people do not respond well to changes in a good manner, and even when they do, it may result in a confrontation, a dislike, and disagreement from a specific party. Even when people respond well, it can still result in these things. It is possible that an employee's performance will suffer as a direct result of the circumstances if the employee is required to make changes as a result of an ambiguous condition. *Efraty et al. (2000)*.

Background of the study

In today's world, teachers are up against a challenging and uncertain environment. They have to adjust to the new method of imparting information to the kids in order to be successful. This is a challenge, particularly for conventional educational institutions that are accustomed to imparting information to their pupils via direct interaction with the teachers. In order for students to participate in learning activities using the e-learning technique, the school must furthermore offer the necessary infrastructure. The responses indicate, for the most part, that they are not prepared to adopt certain platforms, such as e-learning or another kind of online learning technique, to replace more conventional means of learning that take place face to face. *Kaplan & Owings, (2002)*. The instructors are concerned about how they are unable to supervise their pupils' conduct when they are participating in online learning. In addition, the

teachers indicate that they do not have sufficient laptops to utilize and that they are complaining about inconsistent internet connections among the kids. The educators believe that it was already difficult to transmit information using the conventional face-to-face technique, and even now, they are confronted with a scenario that is even more problematic since they must employ online learning to convey knowledge. The majority of the teachers in Bandung who were affected by this scenario worked in junior high schools. *Duyan, (2013)*. The unpredictability of how to handle the problem makes it even more difficult to deal with, which in turn decreases employee performance and negatively impacts job satisfaction and the quality of their work life. According to the information collected from a number of junior high schools in Bandung, there are only a few negative aspects associated with teacher performance. The data show that the majority of declining performance occurs within the student satisfaction indicator. Although this is understandable in light of recent events, it is still affecting the vast majority of teachers. In addition, the technological challenges that arose when monitoring online learning apps, such as a shaky internet connection, a lack of available laptops, and the need to subscribe to a premium version of a third-party program, made the activity of teaching even more challenging. A number of institutions are finding that they do not have adequate resources to manage the adjustment required to continue providing education to children throughout the epidemic. *Kaiser & Rice (1974)*. In addition, these circumstances have an effect on the productivity of teachers at junior high schools as well as the quality of their working lives.

Objectives of the study

The objective of the study is to outline the post covid-19 and its impact on quality of work life in the academic work

Discussion- Influence on quality of work life

People are losing their lives on a daily basis, and the entire human race is currently caught in a predicament that is excruciating. The governments have implemented a lockdown for social distancing in an effort to restrict the spread of the Corona virus, and vaccinations are now being administered in an effort to increase people's levels of immunity. People are unable to leave their houses, and the few exceptions are made for vital services such as medical facilities, the provision of goods, and banking, among other businesses. *Kaplan & Owings, (2002)*. When things will finally get back to normal is a question that occupies everyone's thoughts. When will we be able to get out of this circumstance that is breaking our hearts? One of the most valuable resources that an organization possesses is its workforce. Because the efforts of workers are what ultimately determine the success of a business, it is essential to ensure that workers are happy in all aspects of their employment. An employee that is happy in his or her position will be more committed to their work and will exhibit higher levels of productivity as a result. Because the expansion and achievement of an organization are dependent, to a considerable extent, on the effort put forth by its human resource, both employers and workers today appreciate the significance of a positive working environment. *Manju(2014)*. The amount of contentment experienced by workers is influenced by a variety

of factors, including fair compensation, a wholesome working environment, adequate protection, motivating programs, and educational opportunities. *Kaiser & Rice (1974)*. At the present time, employment is suffering across all industries; many are losing their jobs, and many others are opting to work from home as a result of the rules around social distance. Because their employers are unable to pay their salaries, many employees are let go; many others are unable to continue working because they are ill with the coronavirus; as a result, employees are dealing with a variety of problems, including mental and physical disease. It creates a difficult scenario for employees since many of them are underpaid and overworked, and this is because companies are seeking to pull work from fewer people in order to reduce their expenditures.

QWL and Academic Sector – An overview

The term "quality of work life" denotes the conditions of an employee's place of employment are conducive to or inhibit personal and professional fulfillment. A high quality of work life comprises not just having a job and being well compensated for it, but also having excellent bodily and mental health, being part of a team, receiving an education, having time for recreation and leisure, and working in an inviting setting. The development of organizational performance and the contentment of workers is the ultimate goal of quality of work life initiatives. Because employees are the most valuable asset an organization possesses, it is critical to have a solid understanding of their requirements and to create a working environment that not only allows employees to feel fulfilled in their work but also contributes to the development of the business as a whole. "A process by which an organization reacts to employee requirements by building mechanisms that allow people to partake fully in making the decisions that create their lives at work," is how Robbins (1989) defined "quality of work life." Teachers are the most significant human resource for the efficient operation of any educational institution. The academic shows an essential part in the growth and development of a country. The future of a nation's pupils rests heavily on the shoulders of its educators, who carry with them a weighty duty. Therefore, it is essential to give consideration to the health and happiness of educators, as well as the overall quality of their working environment. *Efraty et al. (2000)*. If workers are content in their employment, they will exhibit higher levels of productivity, a more optimistic attitude, and lower rates of employee turnover and absenteeism, all of which will contribute to the organization's ability to operate efficiently and continue to expand. There will be a rise in levels of employee motivation and contentment if the organization prioritizes improving the overall quality of the workers' lives outside of work. The fact that it is so challenging to maintain a healthy equilibrium between one's personal and professional lives in today's world is a major contributor to the stress that workers experience. As a result of juggling their responsibilities at work and at home, especially female teachers have a particularly heavy workload, which can leave them feeling overwhelmed at times.

Academic sector and COVID-19

The current circumstances, people are working from home despite the increasing level of responsibility. As a result of this epidemic, employees are working in completely new environments, confronting new obstacles on a daily basis, and the whole work environment is being negatively impacted as a result. Employees are working from home, and the entirety of the job is dependent on the use of technology. *Kaplan & Owings (2002)*. As a result of the fact that many of them are not really familiar with this "new normal" work culture, they are having trouble adapting to this work culture. It is difficult for employees to effectively handle work from home due to a lack of training programs and a suitable amount of resources; as a result, they work under continual strain. As a result of the recent catastrophe involving COVID-19, the current education system has been thrown into disarray. This is because the education system as a whole has been revamped in recent years. Teachers are under a lot of pressure to adopt new means of teaching, including the use of technology and a variety of other instruments, in order to make the learning process valuable. This pressure has an impact on the quality of the teachers' working lives. Because of the current state of affairs, both students and instructors have been forced to begin the educational process through the use of virtual means. Educational institutions have been forced to close as a result of the norms of social distance. Students in rural locations are less likely to have the technological resources necessary to participate effectively in online classrooms than those in metropolitan ones. The only way to keep the learning process going is for instructors to hold online sessions at pre-scheduled intervals; this is now the only option available. *Efraty et al. (2000)*. The method presents teachers with a number of problems, such as the requirement of a reliable internet connection in order to conduct online lessons, despite the widespread prevalence of places with subpar internet speeds. Second, in order for teachers to successfully lead online classes, they will need some sort of training first because the majority of them are not yet comfortable with the new virtual environment. Teachers are able to evaluate students' rates of comprehension directly in the classroom; however, this is not possible in an online class. *Kaiser & Rice (1974)*. Therefore, for online classes, teachers will need to devise some novel methods in order to evaluate all of their pupils. For the purpose of making it simple to evaluate students participating in online classes, appropriate training in the use of a variety of evaluation methods is necessary. Parents monitor teachers constantly while they are teaching online classes, and this causes teachers to feel stressed. In spite of this, educators have been making significant efforts to become digitally literate and to improve their abilities in order to deliver a high-quality education to their pupils. It is also difficult to engage kids who are preoccupied and who are also grappling with the effects of COVID-19, social distance, the new online education system, etc. *Kaplan & Owings (2002)*. This presents an additional challenge. As a result, it is essential for instructors to have the ability to empathize with the ever-evolving requirements of their students, to react appropriately to unanticipated student behaviour, and to adapt their lesson plans as appropriate. Students benefit from the teachers' knowledge, talents, and good character. Stress is being experienced by educators as a result of the many issues that have been brought up by COVID-19. During this trying moment, everyone who has a stake in the situation should show solidarity with educators and recognize the work that they do. It is also essential for the well-being of educators that educational leaders, such as principals and direct supervisors, have an active part in their schools. Recent studies have indicated that when teachers perceive that their bosses are more supportive of them, they are better able to successfully negotiate obstacles that arise in

the workplace. Self-care for teachers is of the utmost importance; teachers should ensure that they are mentally, physically, and emotionally healthy in order to fulfill their counselling responsibilities toward students and parents, which may arise at any time. **Kaplan & Owings, (2002)**. It is impossible to take care of others when one's own mind and body are not healthy; thus, it is important for instructors to take some time off for themselves and make an effort to renew and revitalize oneself. In order to improve the quality of the educational system, careful planning should be done to expand access to online learning.

Conclusion

Expectations are really occurs are rarely aligned on the same level. The instructors are permitted to have higher expectations; nevertheless, in practice, there is a constraint inside the organization, particularly with regard to the resources. In order to sustain the company's performance in regards to attaining its goals, the resources of the organization need to be properly allocated. The reason derives from a culture that is founded on religious beliefs. According to this culture, a man and female who are not linked to each other in family affairs are required to maintain a certain distance from each other. **Han, & Mahzoun (2018)**. The social gap between people is not brought about by the comment made earlier. This issue arises from the fact that educators are unable to work together and cultivate positive social interactions between themselves. It is imperative that organizations pay a greater amount of attention to this circumstance; failure to do so will result in poor relations amongst the teachers, which will then lead to an uncomfortable environment. As a result, the prompt implementation of organizational culture in day-to-day activities becomes more vital than it has ever been before. **Srinivas & Swamy (2013)**. The expression of the culture of the company, which needs to be instilled in the faculty members. It includes various different actions, such as smiling at another person, greeting that person, and being courteous. The holding of a discussion and gathering session for the instructors is an additional circumstance that is relevant and will help enhance this condition. It is hoped that this may reduce the stress that has been building up among the instructors.

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