

A
Project Report On

“A Study of Mental Health of Working Individuals during COVID -19”

Submitted By

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Under the Guidance of,

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A word thanks is much less the word encouragement which we have received from people going out of the way to make us feel comfortable & to make the things simple.

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DECLARATION

I Vaidehi Vishwambhar Kantewar, of MBA-2 : Seat No MBA-2019113 hereby declare that the Project work titled A study of Mental Health of Working Individuals during Covid-19, which has been submitted to University of Pune, is an original work of the undersigned and has not been reproduced from any other source. I further declare that the material obtained from other sources has been duly acknowledged in the report.

Date:

Signature

Place:

Name: Vaidehi kantewar

Executive summary

COVID-19, a biomedical disease has serious physical and tremendous mental health implications as the rapidly spreading pandemic. During any outbreak of an infectious disease the population's psychological reactions play a critical role in shaping both spread of the disease and the occurrence of emotional distress and social disorder during and after the outbreak.

The city of Wuhan in China is in the spotlight since December 2019 because of the outbreak of a febrile respiratory syndrome due to a pneumonia caused by a new unknown coronavirus (Li et al., 2020) possibly linked to wholesale seafood market in Hunan (Y. Chen, Liu, & Guo, 2020)

The covid-19 crises been extremely difficult for employees, the pandemic is a health and financial crises that has turned people's lives and workplace upside down. Many employees are exhausted and burned out.

Mental health problems affect functional and working capacity in numerous ways.

Depending on the age of onset of a mental health disorder, an individual's working capacity may be significantly reduced. Mental disorders are usually one of the three leading causes of disability, together with cardiovascular disease and muscular-skeletal disorders.

The objective of this study was to understand the impact of covid-19 on mental health of employees and give proper recommendations to minimize the negative impact on employee's mental health.

There are some limitations of this study, due this covid situation it is hard to connect with employees physically which is a major limitation of this study.

In data analysis was done by using some tests and after analyzing data it is clear that majority of employees facing mental health issues and this paper also shows that maximum number of employees feel depression at some point of time.

Findings of this study clears that the there is negative impact on mental health and age is a strong factor which affects the mental health of employees.

This study recommends that organizations need to change their policies considering employees mental health and need to arrange post covid training, mediations sessions. Employers should involve employees while making decisions which boost employee's moral and they feel positive while working.

This study concludes that during this covid situation negative impact on mental health and in some situation it shows positive impact as well on mental health. Different age group employees have different kind of impact on their mental health.

CHAPTER NO.1

INTRODUCTION

Introduction

COVID-19, a biomedical disease has serious physical and tremendous mental health implications as the rapidly spreading pandemic. During any outbreak of an infectious disease the population's psychological reactions play a critical role in shaping both spread of the disease and the occurrence of emotional distress and social disorder during and after the outbreak. Despite this fact resources are typically not provided to manage or attenuate pandemic effects on mental health and wellbeing. While this might be understandable in the acute phase of an outbreak, when health systems prioritize testing, reducing transmission and patient care, psychological and psychiatric need should not be overlooked during any phase of pandemic management.

There are many reasons for this. It is known that psychological factors play an important role in adherence to public health measures (such as vaccination) and in how people cope with the threat of infection and consequent losses. These are clearly crucial issues to consider in management of any infectious disease, including COVID19. Psychological reactions to pandemics include maladaptive behaviors, emotional distress and defensive responses. People who are prone to psychological problems are especially vulnerable.

The psychological effects the pandemic are best understood in terms of psychiatric and psychological problem that were present before the pandemic and the pathoplastic effects of the on these problem the responses to special isolation and lockdown the psychological response to the diagnosis public responses to those with symptoms suggestive of COVID19 infection, as well as the aftermath of the infection.

Indeed, it seems that during a pandemic outbreak, especially I the case of an unknown new virus, individuals mental health issues can sometimes be largely overlooked. The objectives of the present paper were twofold. First, to examine COVID19 impact on employee's mental health in organizations. Secondarily, to evaluate the main organizational interventions from human resource management perspective, this may mitigate this impact. As we write this paper, the coronavirus is spreading so fast. Considering its novelty, studies which have investigated its impact on individual's mental health are spare. In addition, there are few studies that have examined this epidemiological catastrophe from a managerial perspective.

There is growing evidence of the global impact of mental illness. Mental health problems are among the most important contributors to the burden of disease and disability worldwide. Five of the 10 leading causes of disability worldwide are mental health problems. They are as relevant in low-income countries as they are in rich ones, cutting across age, gender and social strata. Furthermore, all predictions indicate that the future will see a dramatic increase in mental health problems.

OBJECTIVE:

- To understand the impact of the pandemic situation arised during covid on mental health of working individuals.
- To suggest remedies to minimize the negative impact on employee mental health.

History of Covid -19

The city of Wuhan in China is in the spotlight since December 2019 because of the outbreak of a febrile respiratory syndrome due to a pneumonia caused by a new unknown coronavirus (Li et al., 2020) possibly linked to wholesale seafood market in Hunan (Y. Chen, Liu, & Guo, 2020)

Chinese health authorities have employed rapid public health measures, including intensive surveillance, epidemiological investigation and the closure of the markets on January 1, 2020 (N. Chen, Zhou, et al., 2020).

Severe acute respiratory syndrome due to coronavirus (SARS-CoV), Middle Eastern Respiratory Syndrome due to coronavirus(MERS-CoV), avian influenza and other common respiratory viruses (Centers for Disease Control and Prevention,2020) were rapidly ruled out.

Mental health support and follow-up should be provided even 6 months after the release from isolation for those individuals with prior vulnerable mental health status. Support should include accurate information as well as appropriate supplies for the subjects, including food, clothes and accommodation, if needed (Lin et al., 2007).

The prevalence in the general population of PTSD has been ranging from 4% to 41%; the prevalence of major depression increased by 7% after the outbreak. There are some factors that may increase the risk of developing such conditions as described: female sex, lower socioeconomic

status, interpersonal conflicts, frequent social media use and lower resilience and social support (Heather Mowbray, 2020).

The amount of information about the new coronavirus is increasing daily and more data on transmission and its route, reservoirs, incubation period, symptoms clinical outcomes, including survival rates, are collected around the world (Cormane)

CHAPTER NO.2

THEROTICAL BACKGROUND

Theoretical Background

Mental health problems may arise due to stress, loneliness, depression, anxiety, relationship problems, death of a loved one, suicidal thoughts, grief, addiction, ADHD, self-harm, various mood disorders, or other mental illnesses of varying degrees, as well as learning disabilities. Therapists, psychiatrists, psychologists, social workers, nurse practitioners, or family physicians can help manage mental illness with treatments such as therapy, counseling, or medication.

Mental health is conventionally defined as a hybrid of absence of a mental disorder and presence of well-being. Focus is increasing on preventing mental disorders. Prevention is beginning to appear in mental health strategies, including the 2004 WHO report "Prevention of Mental Disorders", the 2008 EU "Pact for Mental Health" and the 2011 US National Prevention Strategy. Some commentators have argued that a pragmatic and practical approach to mental disorder prevention at work would be to treat it the same way as physical injury prevention.

- Waltin, J.E.W (1951): “Mental health concerns with the development of wholesome balanced personality, one who does not comfort himself like a series of compartmentalized selves, honest on Sunday, dishonest on Monday, generous today, crabbed tomorrow, reasonable and logical at times, at other times confused and inconsistent.
- J.A. Hadfield (1949): “mental health is the full harmonious function of the whole personality.”
- According to the World Health Organization, “mental health is a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses

of life, can work productively and fruitfully, and is able to make a contribution to her or his community.”

Mental health problems affect functional and working capacity in numerous ways. Depending on the age of onset of a mental health disorder, an individual’s working capacity may be significantly reduced. Mental disorders are usually one of the three leading causes of disability, together with cardiovascular disease and muscular-skeletal disorders.

Hackman and Oldham’s (1980) Job Characteristics Model is an example of a stress model that focuses on five core job characteristics: skill variety, task identity, task significance, autonomy, and feedback. The authors propose that these five job characteristics influence three psychological states: (1) experienced meaningfulness of the work, (2) experienced responsibility for outcomes of the work, and (3) knowledge of the actual results of the work activities; which in turn, affect work outcomes. Fried and Ferris (1987) performed a systematic narrative analysis on data from nearly 200 studies of the Job Characteristics Model and also conducted a meta-analysis using large portion of the data. They found that job characteristics were indeed related to both to psychological and behavioral outcomes for all five core job characteristics. The authors state that findings imply that organizational goals could align with specific task dimensions (for example to improve performance, the focus should be placed on the development of task identify and job feedback). Furthermore, the authors suggest that there may be too many core job characteristics, and that skill variety, task significance, and job autonomy might be part of the same dimension.

CHAPTER NO.3
LITERATURE REVIEW

Literature Review

Salima hamoupe (20 April 2020) “covid19 and Employees mental health: stressor, moderator ad agenda for organizational action emerald open research”:-This paper examines the impact of coronavirus COVID-19 outbreak on employees’ mental health, specifically psychological distress and depression. It aims at identifying the main stressors during and post COVID-19, examining the main moderating factors which may mitigate or aggravate the impact of COVID-19 on employees’ mental health and finally to suggest recommendations from a human resource management perspective to mitigate COVID-19’s impact on employees’ mental health.

Gaston Harnois Phyllis Gabriel “Mental health and work: Impact, issues and good practices” Geneva 2000:- This study concluded that to address the importance of work for people with mental health problems; to discuss the different vocational strategies and programs for people with a mental health disorder; and to consider the role of the workplace in promoting good mental health practices for employees. Integral to these themes is the identification of good practices by employers as well as vocational rehabilitation agencies and professionals.

Cynthia K. Malachowski “An Organizational Study of Mental Health in the Workplace” Graduate Department of Rehabilitation Science University of Toronto 2015:- The purpose of this research is to better understand how employees actively engage in institutional practices and associated social relations that ultimately coordinate and produce their workplace experience.

G Serafini, B Parmigiani, A Amerio, A Aguglia, L Sher, M Amore “The psychological impact of COVID-19 on the mental health in the general population” QJM: An International Journal of Medicine, Volume 113, Issue 8, August 2020:-The current literature about the impact of COVID-19 infection on the mental health in the general population. The psychological impact of quarantine related to COVID-19 infection has been additionally documented together with the most relevant psychological reactions in the general population related to COVID-19 outbreak.

Neil Greenberg “Managing mental health challenges faced by healthcare workers during covid-19 pandemic”(Published 26 March 2020) BMJ journal:-Neil Greenberg and colleagues set out measures that healthcare managers need to put in place to protect the mental health of healthcare staff having to make morally challenging decisions. These decisions may include how to allocate scant resources to equally needy patients, how to balance their own physical and mental healthcare needs with those of patients, how to align their desire and duty to patients with those to family and friends, and how to provide care for all severely unwell patients with constrained or inadequate resources.

W Cullen, G Gulati B D Kelly “Mental health in the COVID-19 pandemic” QJM: An International Journal of Medicine, Volume 113, Issue 5, May 2020:-During any outbreak of an infectious disease, the population’s psychological reactions play a critical role in shaping both spread of the disease and the occurrence of emotional distress and social disorder during and after the outbreak. Despite this fact, sufficient resources are typically not provided to manage or attenuate pandemics’ effects on mental health and wellbeing.

Julio Torales¹,Marcelo O’Higgins¹, João Mauricio Castaldelli Maia and Antonio Ventrigli “The outbreak of COVID-19 coronavirus and its impact on global mental health”:-The current outbreak of COVID-19 coronavirus infection among humans in Wuhan (China) and its spreading around the globe is heavily impacting on the global health and mental health. Despite all resources employed to counter act the spreading of the virus, additional global strategies are needed to handle the related mental health issues.

CHAPTER NO.4

RESEARCH METHODOLOGY

Data Collection Design:

Current study is a descriptive study. Considering the research question and type of information needed for current study, the communication approach of data collection was used. The

communication approach involves surveying or interviewing people and recording their responses for analysis (Cooper & Schindler, 2006).

For current covid condition it is not possible to connect the company and collect data from their employs so all questionnaires are distributed electronically (via goggle form).

Data Collection:

Primary Data:

Primary data is an original data, that is one in which the data is collected first hand by the researcher for a specific research purpose or project.

The primary data for study was collected by conducting a survey on awareness and preferences of different employees through questionnaires.

Data Analysis Technique:

Data was first entered into an excel sheet. It was then checked for accuracy and imported into SPSS datasheet. Here, the data was recoded and prepared for further analysis. After recoding data analysis done by the help of SPSS according to the results interpreted the data and concluded the result.

Data analysis tools:

1. Percentage
2. Pie chart
3. Column chart
4. Tables
5. Questionnaire

Sampling Design:

Sample method:

In current study, Convenience sampling is non-probability sampling and involves the selection of sample members based on easy availability or accessibility. Hence, non-probability convenient sampling method was used to reach the respondents in this study.

Sample Size:

Sample size denotes the number of elements selected for the study. Total 125 individuals have been taken as sample for the purpose of the study.

1. Item-to- response Ratio –

Researcher needs to ensure that data is collected from adequate sample size, so that subsequent analysis can be appropriately conducted. An item-to-response ratio recommendation ranges from 1:4 (Rummel, 1970) to 1:10 (Schwab, 1980). However, in most cases, the ratio of 1:5 is considered to be sufficient (Guadagnoli & Velicer, 1988). In the current research, total number of items was 26. Using the ratio of 1:5, minimum sample size required was 130.

2. Adequacy for statistical analysis-

The size of study sample is critical in producing meaningful results (High, 2000). If the sample size is too small, it might be difficult to detect the effect or phenomenon under study. Sample size (n = 120 to 150) is considered good sample size when conducting statistical analysis (Bujang, Sa'at, Sidik, 2017).

Details of sectors for Data collection:

Total 125 respondents who are included as sample of this study, belong to 5 different sectors. The details of these sectors are given below –

Table no. 1,1 Details of sectors

Sectors	Numbers
IT	25

Education	56
Health	6
Finance	4
Any other	34

Table no.1.1

Data of 125 respondents was secured from Information Technology (IT), Education, Health, Finance sectors.

Measures:

Various scales have been used to measure the variables in this study such as mental health. We decided to use following scale in this study because these measures have been used extensively in the past various contexts and have shown high validity.

The following is the scales were included in the questionnaire to measure the study variables.

Mental Health: Mental health was measured using 40 items scale developed by Dr. Ross Flett, New Zealand in the 1980s. Respondents were asked to indicate their responses on a 5-point scale (1 = Not at all, 2 = occasionally, 3 = some of the time, 4 = Often, 5 = All of the time).

Final survey questionnaire thus had 26 items. In which, My life is on the right track, I have been left alone when I don't want to be, I feel I can do whatever I want to , I have thinking clearly and creatively, I feel like a failure.

Demographic data was collected on following parameters – Section A-gender, age, educational qualification, designation, department, work experience, working days in week, weekly working hours, annual income, and marriage status, how long are you working in current organization, family type.

LIMITATIONS:

As with every research, this study also has certain limitations.

1. This study is based on self-reported responses of the individuals.
2. The size of the sample comparing to the population is very less and hence it may not represent the whole population.
3. For this study we have used the convenient sampling method to approach participants and hence the issue arises regarding whether the findings of this study will generalize to the entire population.

4. Due to the current covid situation, data was collected through goggle forms, so the information given by respondents may be wrong.
5. The data is entirely based on responses given by respondents which may not be true due to their personal bias in replying the questions.
6. Further, considering the sample profile of this study, the representation of female participants in the current study sample is less as compared to male participants.
7. Some of the respondents of the survey were unwilling to share their information.
8. Manufacturing, Banking sectors are excluded from the study.

CHAPTER NO.5

DATA ANALYSIS AND DATA

INTERPRETATION

Sample Profile:

Section A of the questionnaire contained demographic profile related information of respondents like gender, educational qualification, family type etc. The details of sample profile are given in the below table:1.2

Table no.1.2 Demographic profile of respondents

	Number	Percent
Gender		
Male	80	56.8
Female	45	43.2

Highest Education Qualification		
10th		
12th & Diploma	6	4.8
Graduation	55	44
Post-Graduation	55	44
Any Other	6	7.2
Family Time		
Nuclear	54	43.2
Joint	71	56.8
Are You Married?		
Yes	71	56.8
No	54	43.2
	Average	
Age (yrs.)	29	
Work Experience(yrs.)	2	
Working Days in a week	6	
Weekly Working Hours	48	
Annual Income (Rupees)	120000	

Sample was 125 male and female respondents. Approximately 44% respondents were graduate, while 44% had post graduate degrees 56.8% were from joint family and 43.2% from nuclear family.

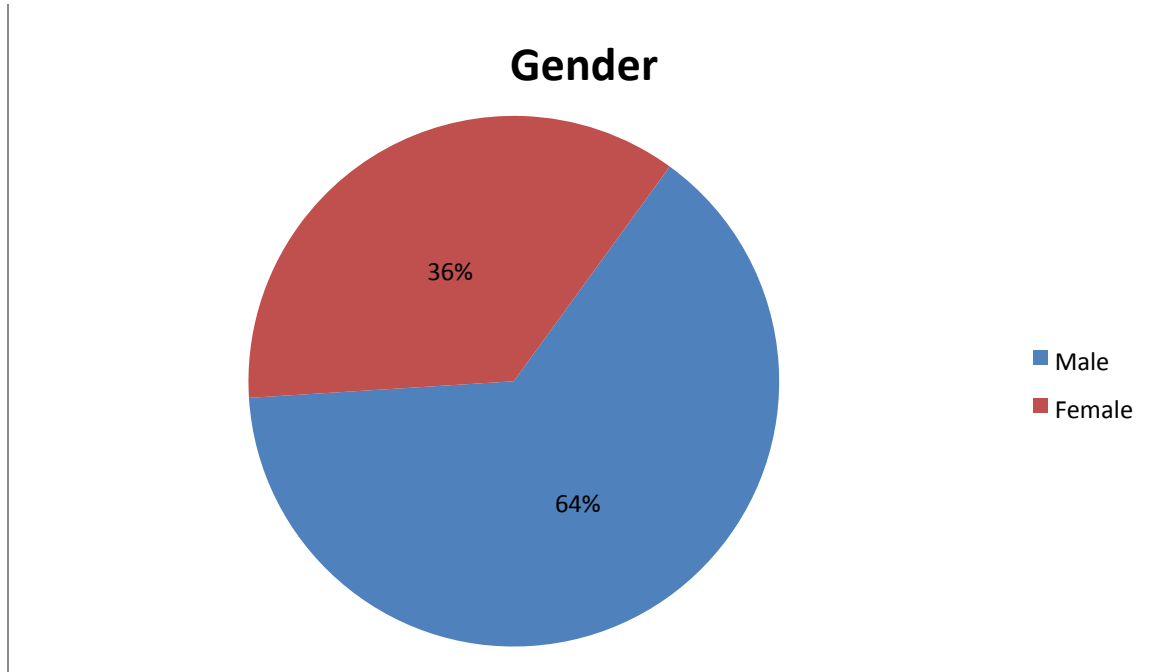
On average respondents worked 6 days a week with average 48 working hours per week and average annual income of 120000 Rupees. Average work experience was 2 years.

SECTION –A
DEMOGRAPHIC PROFILE

1. Gender.

Particulars	No. of Respondents	Percentage
Male	80	64
Female	45	36
Total	125	100

Table 1.3



Graph no.1.1

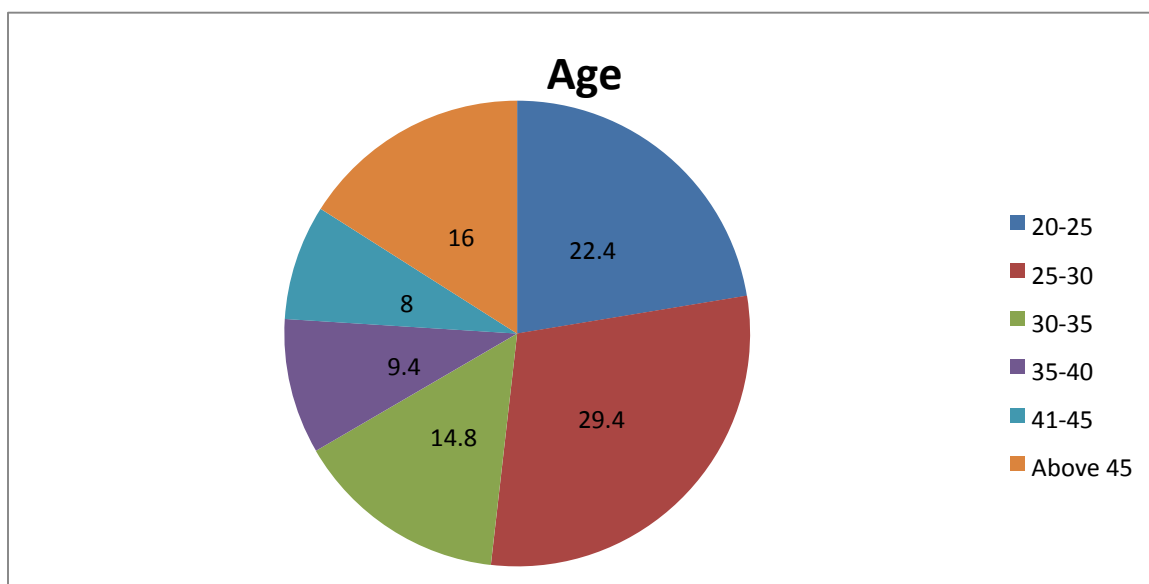
Interpretation:

The above graph shows that, 36% female respondents are considered in this study and 64% of male respondents. As compared to female respondents male respondents are more.

2. Age (in years):

Particulars	No. of Respondents	Percentage
20-25	28	22.4
25-30	37	29.4
30-35	18	14.8
35-40	12	9.4
41-45	10	8
Above 45	20	16
Total	125	100

Table: 1.4



Graph: 1.2

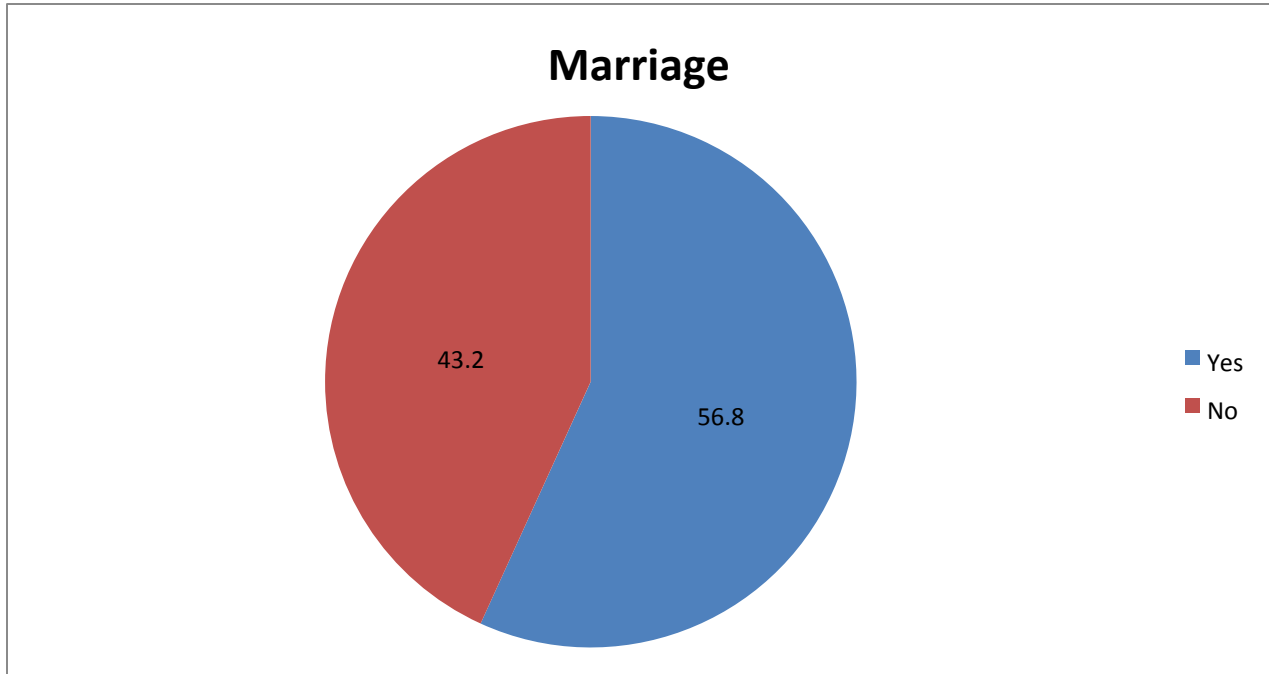
Interpretation:

The above graph shows that majority of respondents are belongs to age group of 20 to 40 and 16% respondents are above 45.

3. Married:

Particulars	No. Of Respondents	Percentage
Yes	71	56.8
No	54	43.2
Total	125	100

Table: 1.5



Graph No.1.3

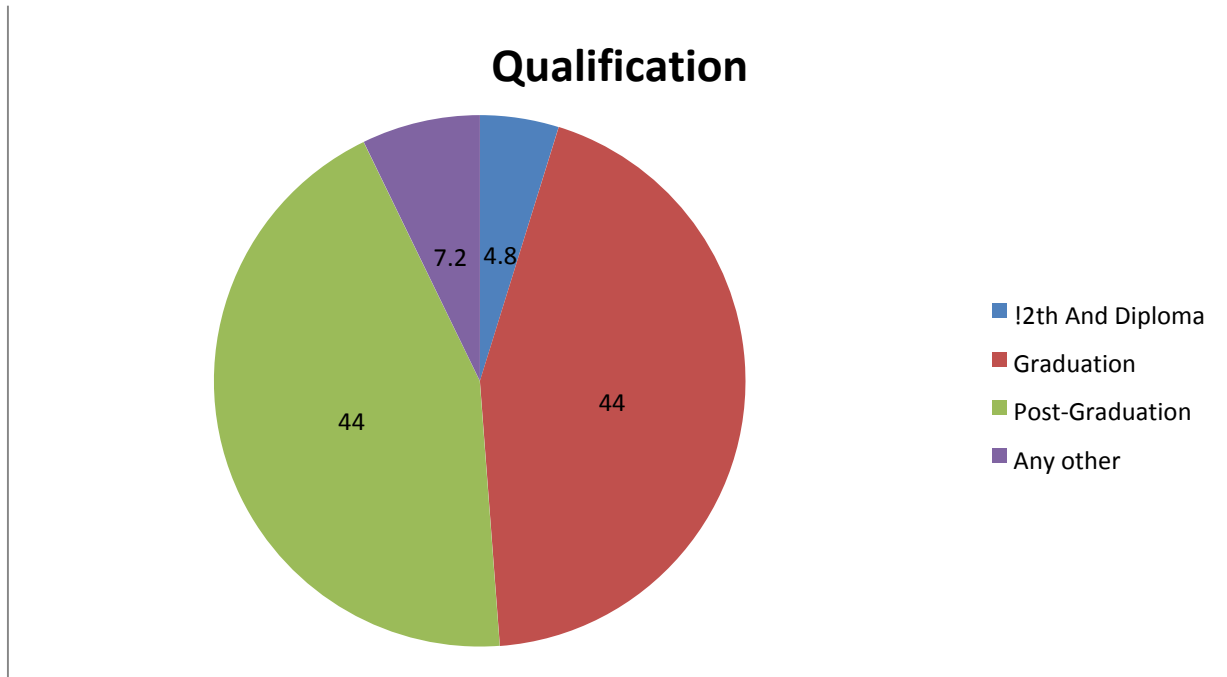
Interpretation:

Out of 125 respondents 56.8% respondents are married and 43.2% respondents are unmarried, while maximum number of respondent are married.

4. Highest Education Qualification:

Particulars	No.of Respondents	Percentage
12th and Diploma	6	4.8
Graduation	55	44
Post-Graduation	55	44
Any Other	9	7.2
Total	125	100

Table .1.6



Graph 1.4

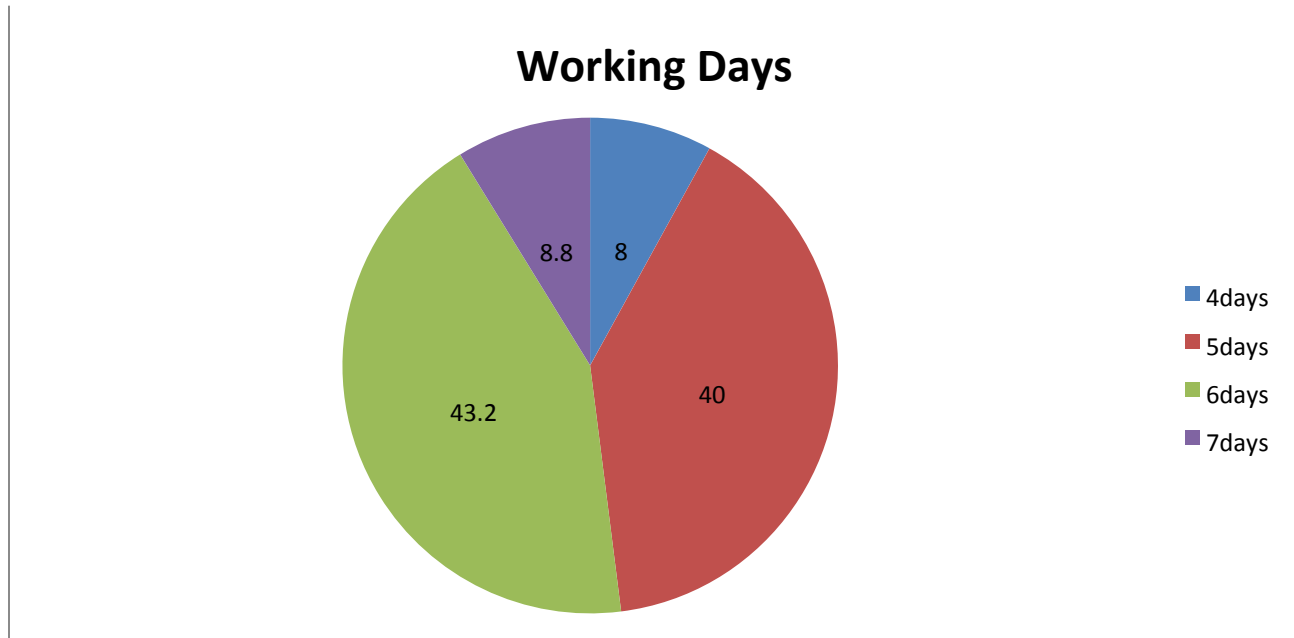
Interpretation:

Above graph shows that, maximum numbers of respondents are highly educated, 44% are graduated, 44% are post- graduated.

5. Working Days In a Week (From Last Three Month):

Particulars	No. Of Respondents	Percentage
4	10	8
5	50	40
6	54	43.2
7	11	8.8
Total	125	100

Table: 1.7



Graph: 1.5

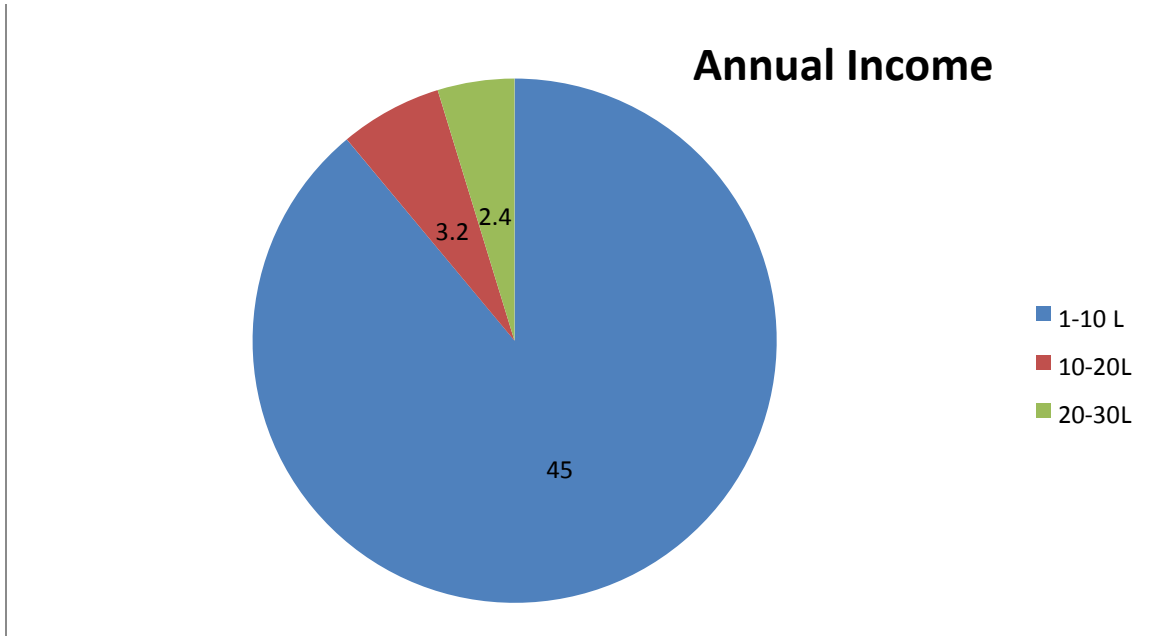
Interpretation:

Above graph shows that, maximum number of respondents work 6 days in a week, 43.2% respondents work 6 days in a week, while 40% respondents work 5 days in a week and only 8.8% respondents work 7 days in a week.

6. Annual Income:

Particulars	No. of Respondents	Percentage
1-10L	57	45
10-20L	4	3.2
20-30L	3	2.4
Total	64	51.4

Table: 1.8



Graph: 1.6

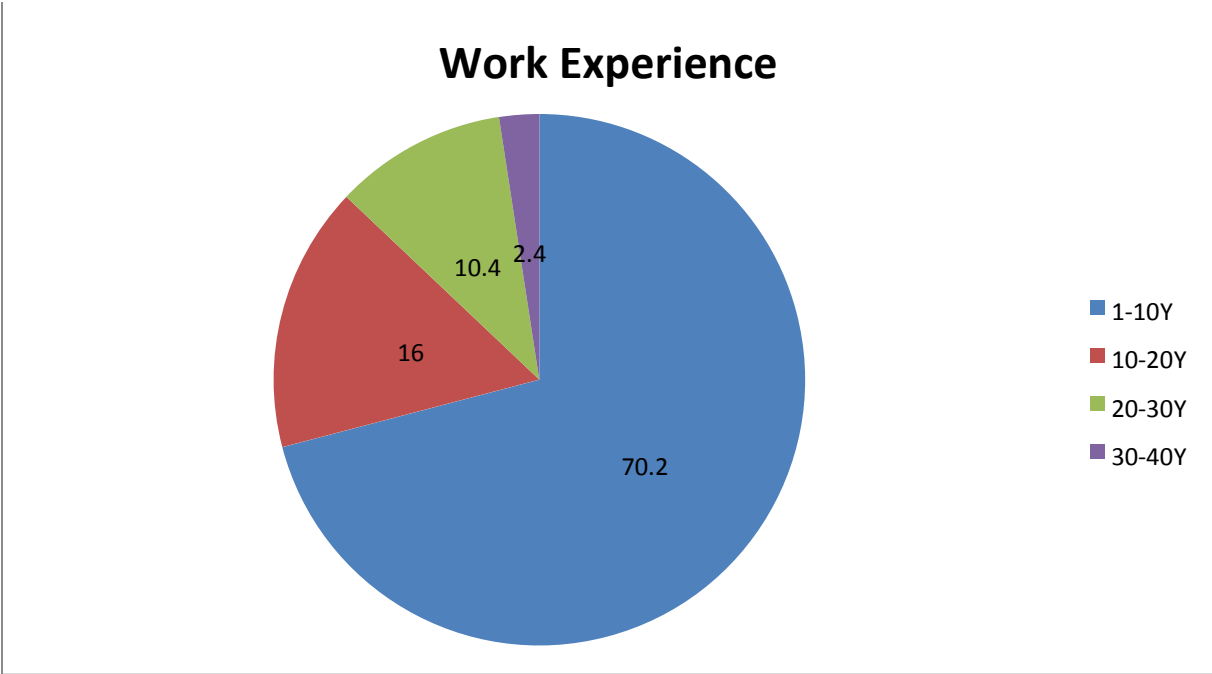
Interpretation:

People with income group from 1-10 lakh are more as compare to 10-20L with 3.2%, 20-30L with 2.4%.

7. Total work Experience:

Particulars	No. of Respondents	Percentage
1-10 Y	89	70.2
10- 20 Y	20	16
20- 30 Y	13	10.4
Above 30 Y	3	2.4
Total	125	100

Table: 1.9



Graph: 1.7

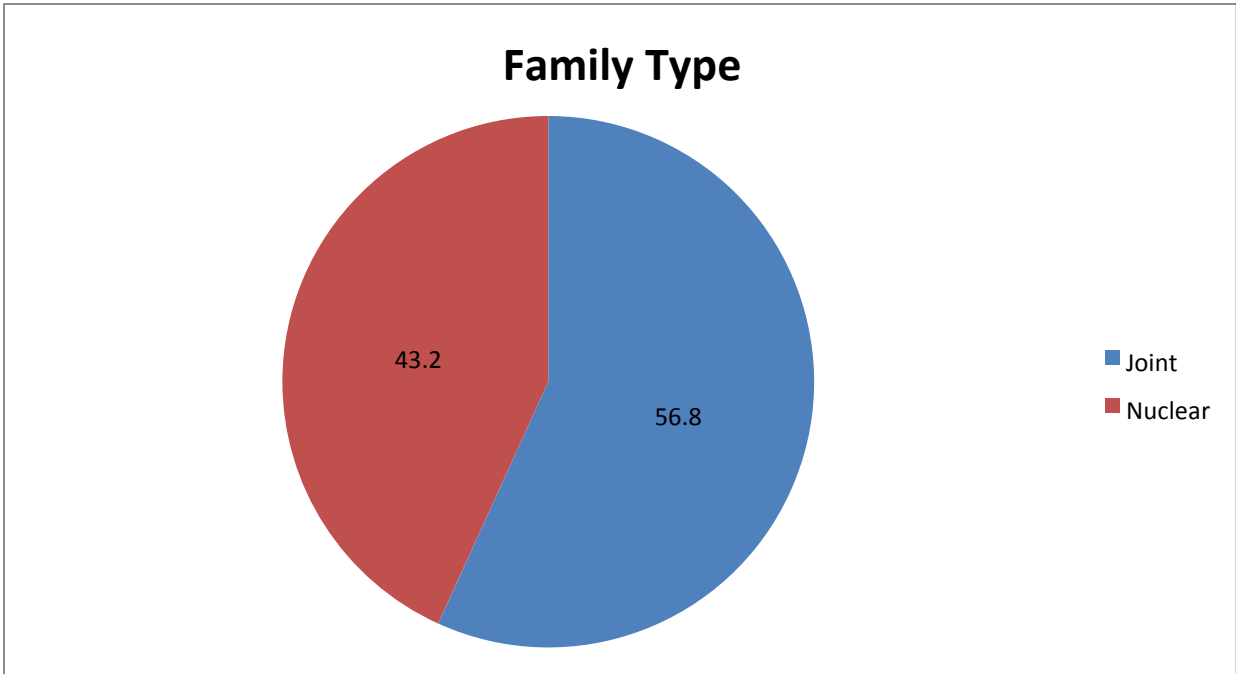
Interpretation:

70.2% respondents are in between 1-10 years of work experience, 16% respondents are in between 10-20 years of work experience and 10.4% respondents are in between 20-30 years of work experience.

8. Family type:

Particulars	No. of Respondents	Percentage
Joint	71	56.8
Nuclear	54	43.2
Total	125	100

Table: 1.10



Graph: 1.8

Interpretation:

Out of 125 respondents 56.8% respondents are stay with joint family , while 43.2% respondents are stay with nuclear family.

SECTION B

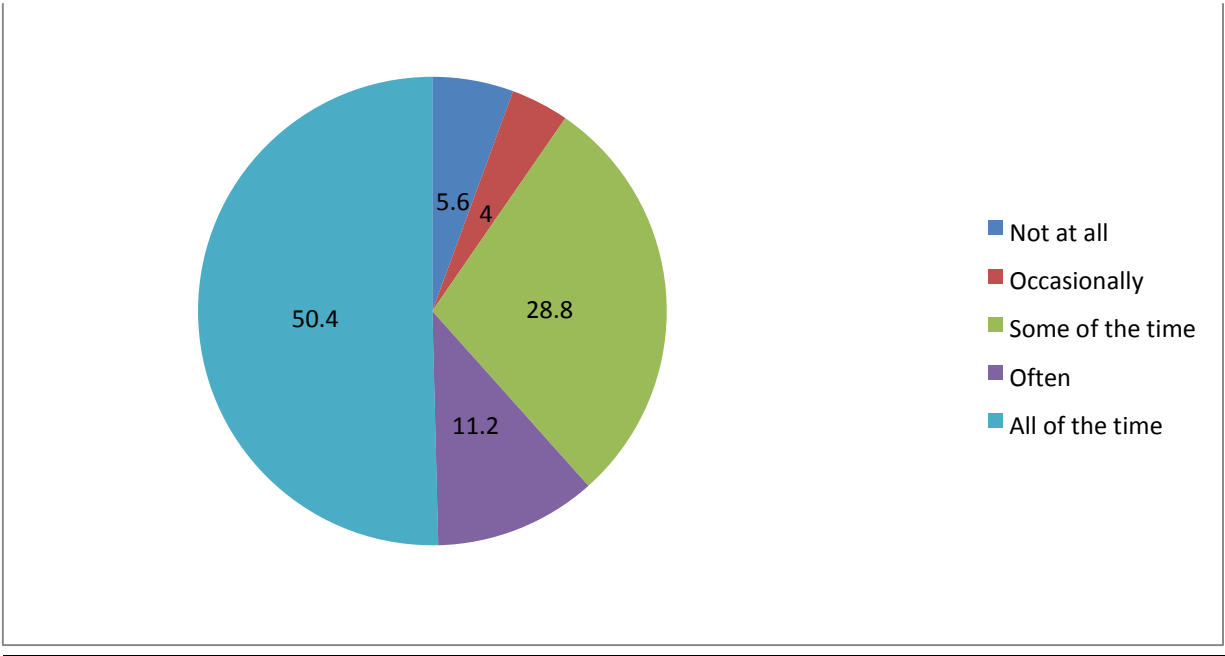
Part 1:

1. **My life is on the right track.**

Particulars	No. Of Respondents	Percentage
Not at all	7	5.6
Occasionally	5	4

Some of the time	36	28.8
Often	14	11.2
All of the time	63	50.4
Total	125	100

Table: 2.1



Graph: 2.1

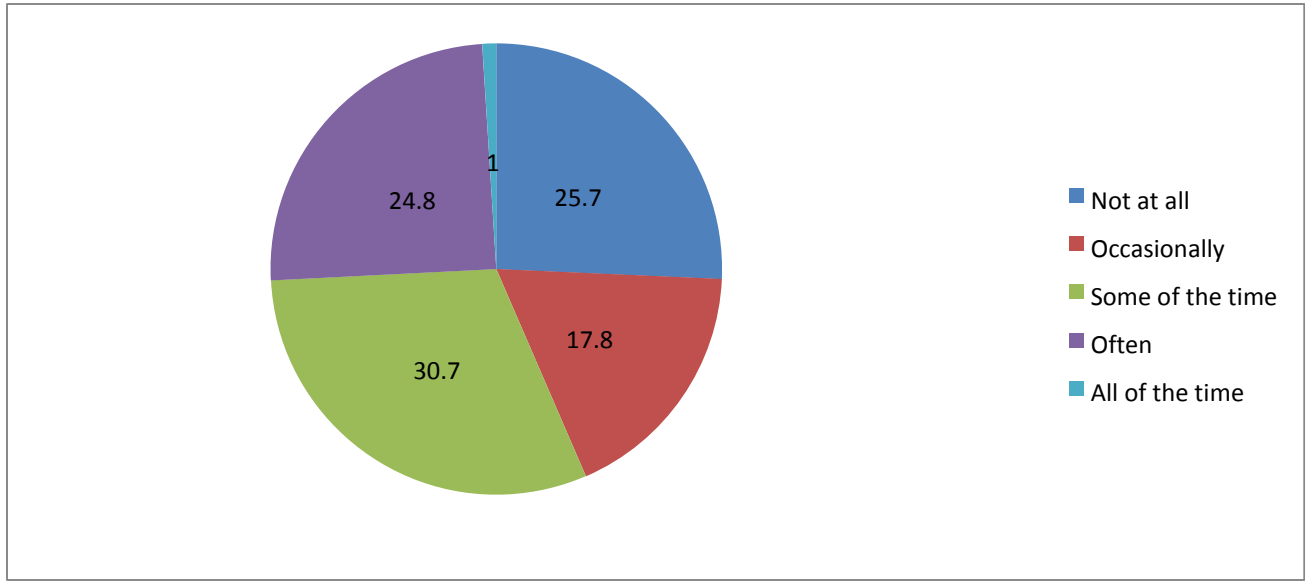
Interpretation:

Out of 125 respondents 50.4% respondents feel that their life is on the right track all of the time, and 28.8% respondents feel that their life on the right track some of the time. 11.2% respondents feel their life is on right track often and 4% respondents feel that occasionally their life is on right track. While,5.6% respondents feel that their life is not at all on right track.

2. I have been left alone when I don't want to be.

Particulars	No. of Respondents	Percentage
Not at all	26	25.7
Occasionally	18	17.8
Some of the time	31	30.7
Often	25	24.8
All of the time	1	1
Total	101	100

Table: 2.2



Graph; 2.2

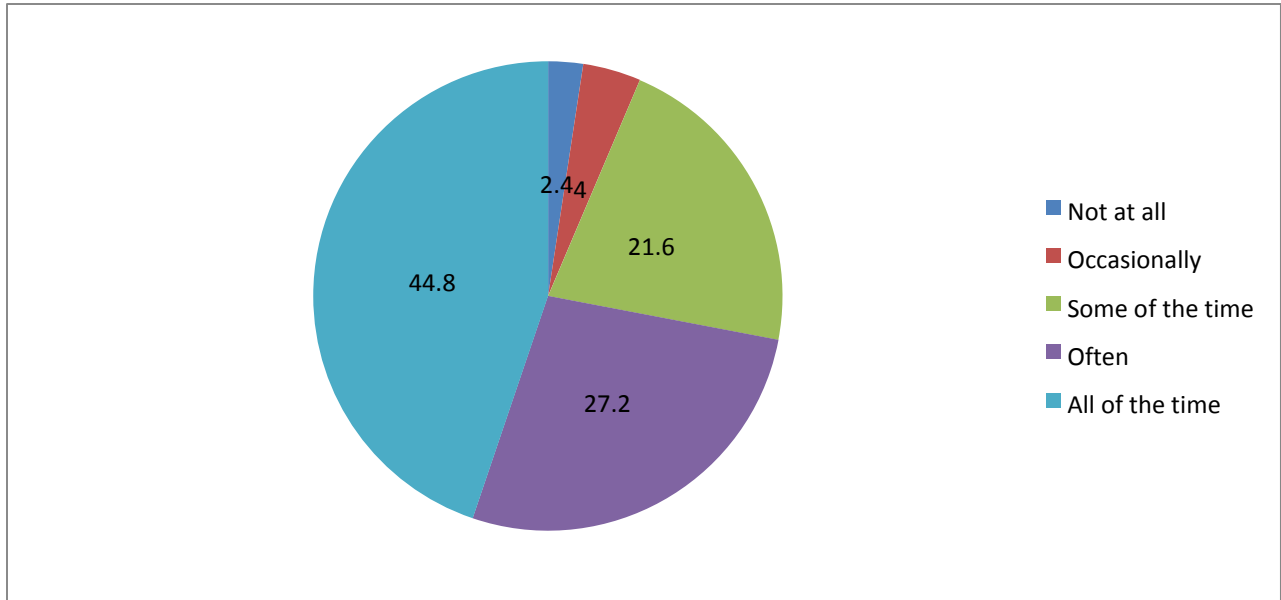
Interpretation:

30.7% respondents believe that some of the time they feel left alone when they don't want to be, and there are 24.8% respondents feel that often they feel alone, 25.7 respondents feel left alone all of the time, while 17.8% respondents occasionally feel left alone when they don't want to be. Only 1% respondents not at all feel left alone.

3. I have been thinking clearly and creatively.

Particulars	No. of Respondents	Percentage
Not at all	3	2.4
Occasionally	5	4
Some of the time	37	21.6
Often	24	27.2
All of the time	56	44.8
Total	125	100

Table: 2.3



Graph: 2.3

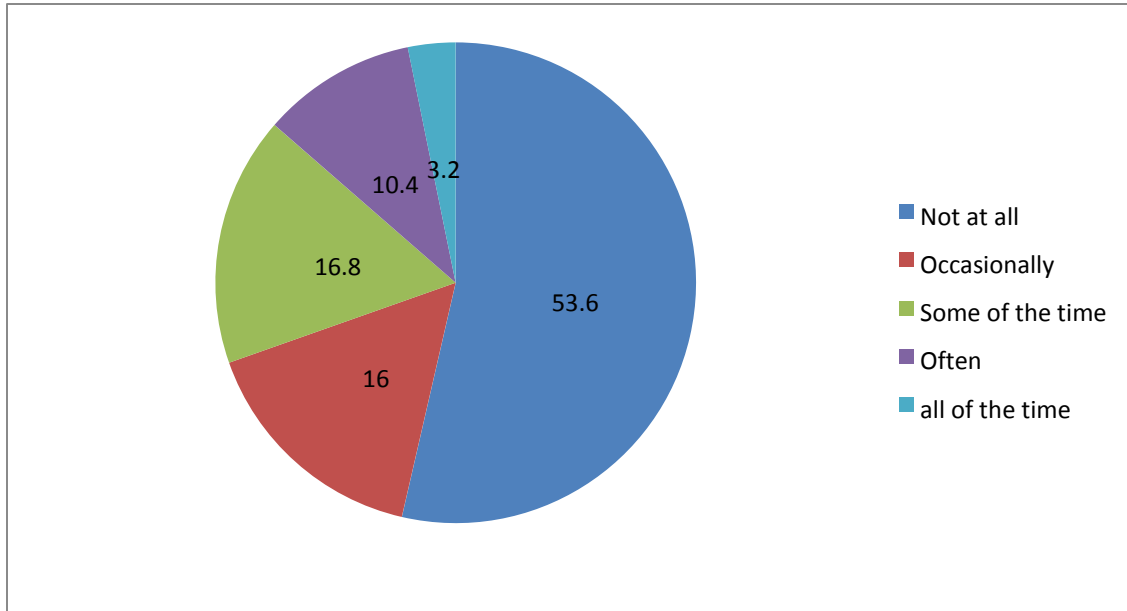
Interpretation:

Out of 125 respondents 44.8% respondents thinking clearly and creatively all of the time, 27.2% respondents often think clearly and creatively, while 21.6% respondents some of the time thinks clearly and creatively. 4% respondents occasionally think clearly and creatively and only 2.4% respondents not at all think clearly and creatively.

4. **I feel like a failure.**

Particulars	No. of Respondents	Percentage
Not at all	67	53.6
Occasionally	20	16
Some of the time	21	16.8
Often	13	10.4
All of the time	4	3.2
Total	125	100

Table: 2.4



Graph: 2.4

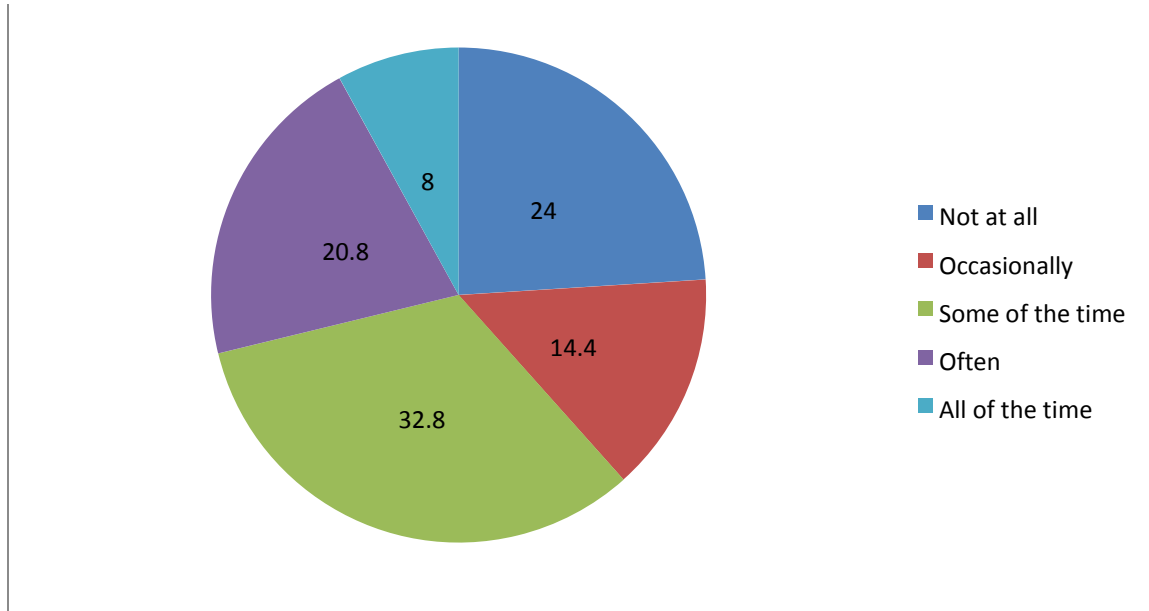
Interpretation:

Out of 125 respondents 53.6% respondents feel like failure all of the time, 16.8% respondents some of the time feel like failure and 16% respondents occasionally feel like failure. While, 10.4% respondents often feel like failure and only 3.2% respondents not at all fell like failure.

5. **Nothing seems very much fun anymore.**

Particulars	No. of Respondents	Percentage
Not at all	30	24
Occasionally	18	14.4
Some of the time	41	32.8
Often	26	20.8
All of the time	10	8
Total	125	100

Table: 2.5



Graph;2.5

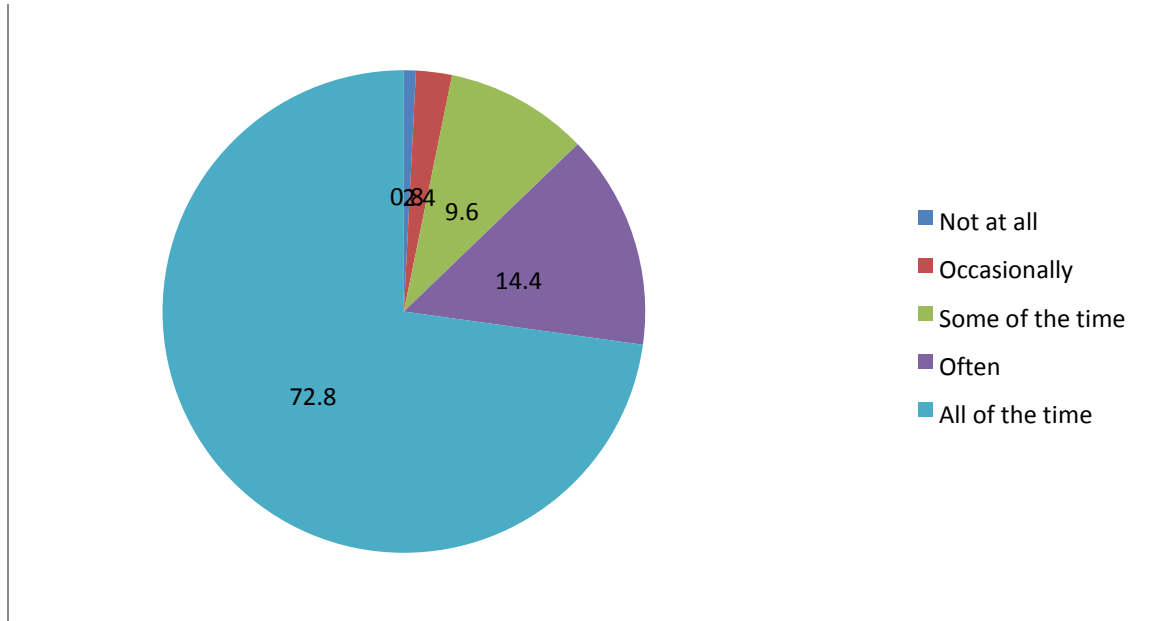
Interpretation:

32.8% respondents some of the time thinks that nothing seems very much fun anymore, and 24% respondents not at all thinks like there is no fun anymore, 20.8% respondents often feel that there is nothing very much fun anymore, 14.4% respondents occasionally thinks like there is nothing very much fun anymore, while 8% respondents all of the time feel that there is nothing very much fun anymore.

6. **I like myself.**

Particulars	No. of Respondents	Percentage
Not at all	1	0.8
Occasionally	3	2.4
Some of the time	12	9.6
Often	18	14.4
All of the time	91	72.8
Total	125	100

Table: 2.6



Graph: 2.6

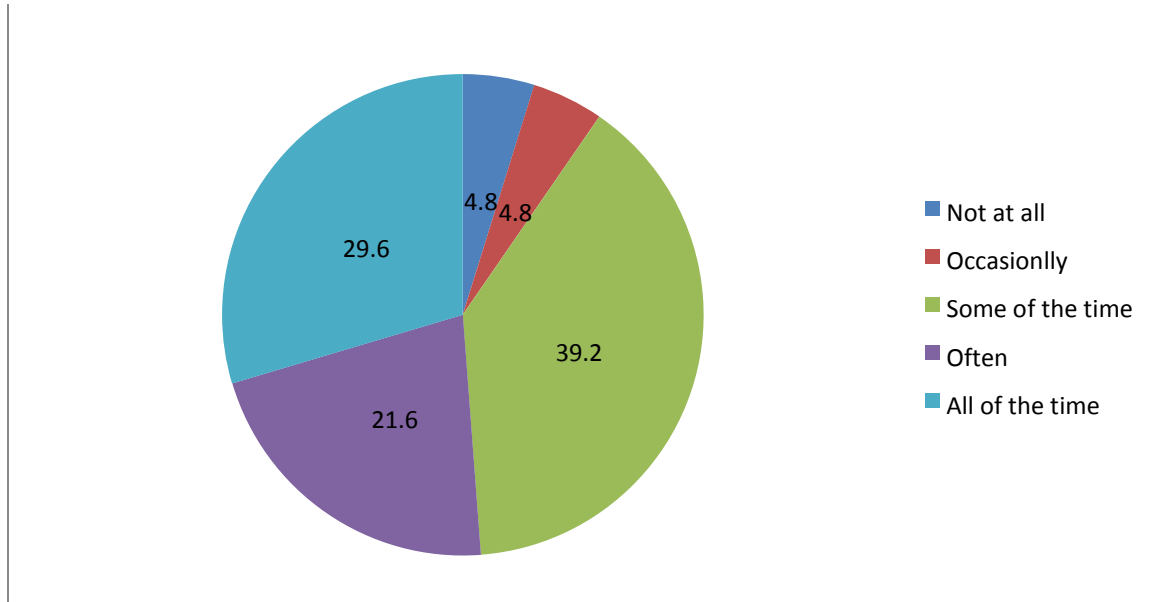
Interpretation:

Out of 125 respondents 72.8% respondents all of the time like themselves, 14.4% respondents often like themselves and 9.6% respondents some of the time likes themselves, 2.4% respondents occasionally like themselves. Only 0.8% respondents not at all like themselves.

7. **I feel close to people around me.**

Particulars	No, of Respondents	Percentage
Not at all	6	4.8
Occasionally	6	4.8
Some of the time	49	39.2
Often	27	21.6
All of the time	37	29.6
Total	125	100

Table:2.7



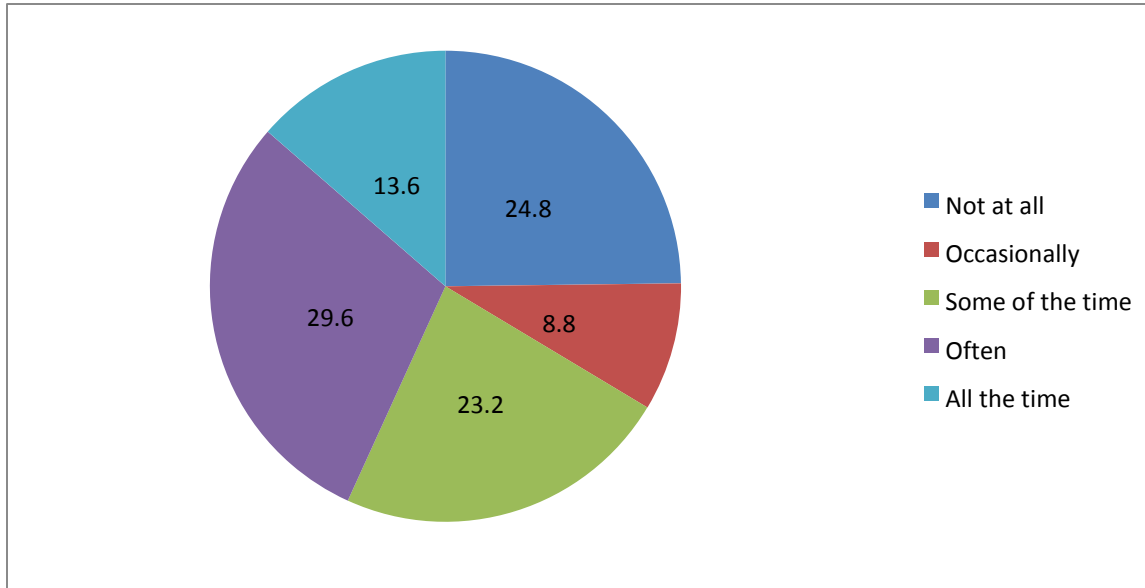
Graph: 2.7 **Interpretation:**

39.2% respondents some of the times feel close to people around them, 29.6% respondents all of the time feel close to people around them and 21.6% often feel close to people around them. 4.8% respondents occasionally feel close to people around them, while 4.8% respondents not at all feel close to people around them.

8. **As though the best years of my life over.**

Particulars	No. of Respondents	Percentage
Not at all	31	24.8
Occasionally	11	8.8
Some of the time	29	23.2
Often	37	29.6
All of the time	17	13.6
Total	125	100

Table: 2.8



Graph:2.8

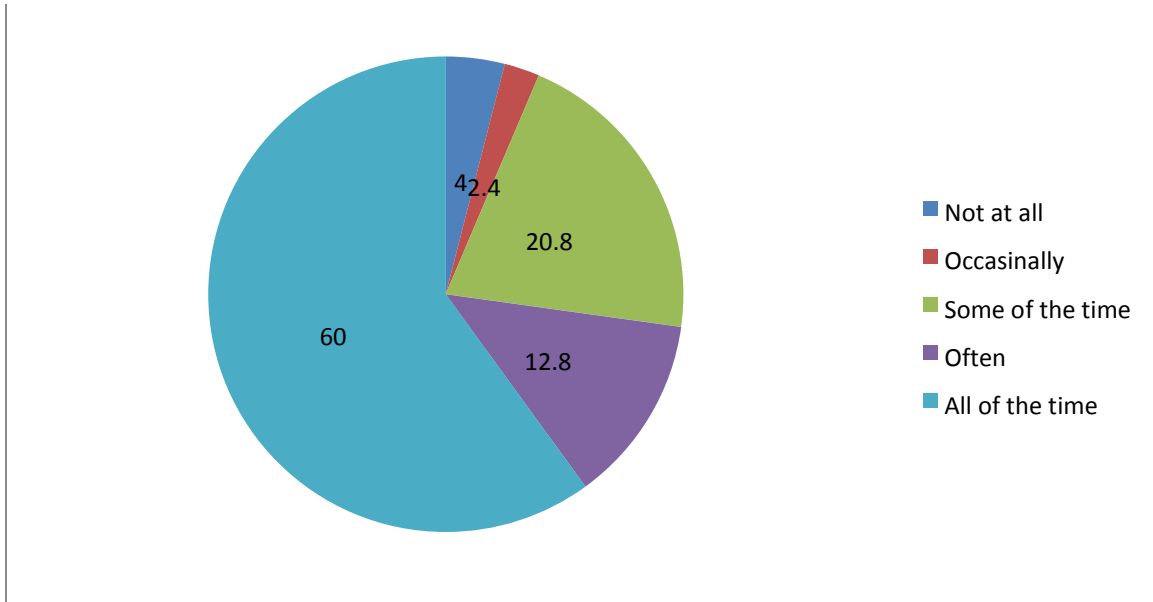
Interpretation:

29.6% respondents often think that the best years of their life are over, 24.8% respondents not at all think that the best years of their life are over, 23.2% respondents some of the times feel like their best years of their life are over, 8.8% respondents occasionally think that best years of their life are over. While 13.6% respondents all of the times feel that best years of their life are over.

9. **My future looks good.**

Particulars	No. of Respondents	Percentage
Not at all	5	4
Occasionally	3	2.4
Some of the time	26	20,8
Often	16	12.8
All of the time	75	60
Total	125	100

Table: 2.9



Graph: 2.9

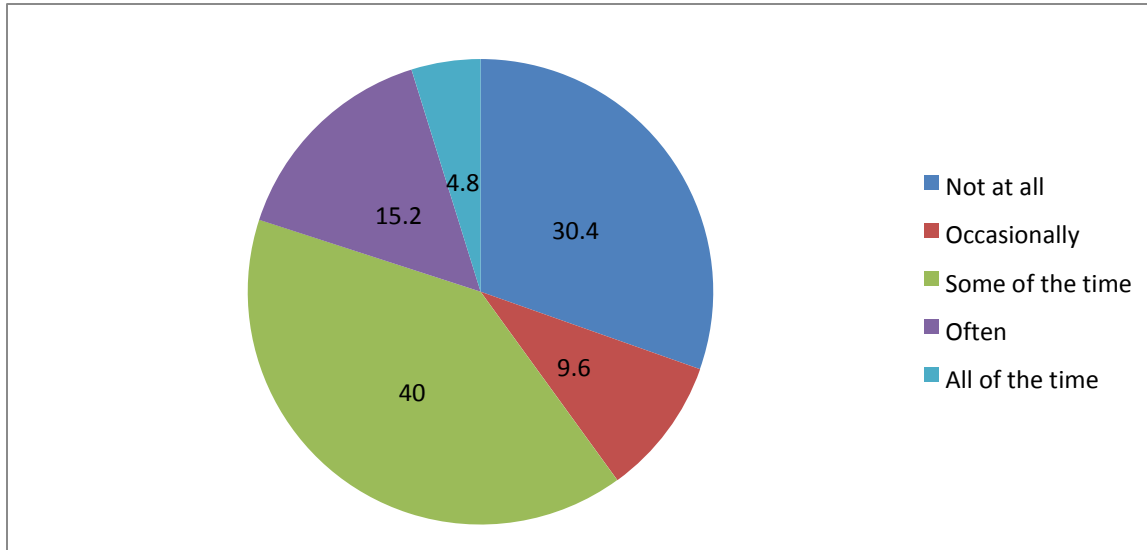
Interpretation:

Out of 125 respondents 60% respondents all of the time thinks that their future looks good, 20.8% respondents some of the time think that their future looks good, while 12.8% respondents often think that their future looks good, only 4% respondents not at all feel that their future looks good, 2.4% respondents occasionally thinks that their future looks good.

10. I have lost interest in other people and don't care about them.

Particulars	No. of Respondents	Percentage
Not at all	38	30.4
Occasionally	12	9.6
Some of the time	50	40
Often	19	15.2
All of the time	6	4.8
Total	125	100

Table; 2.10



Graph: 2.10

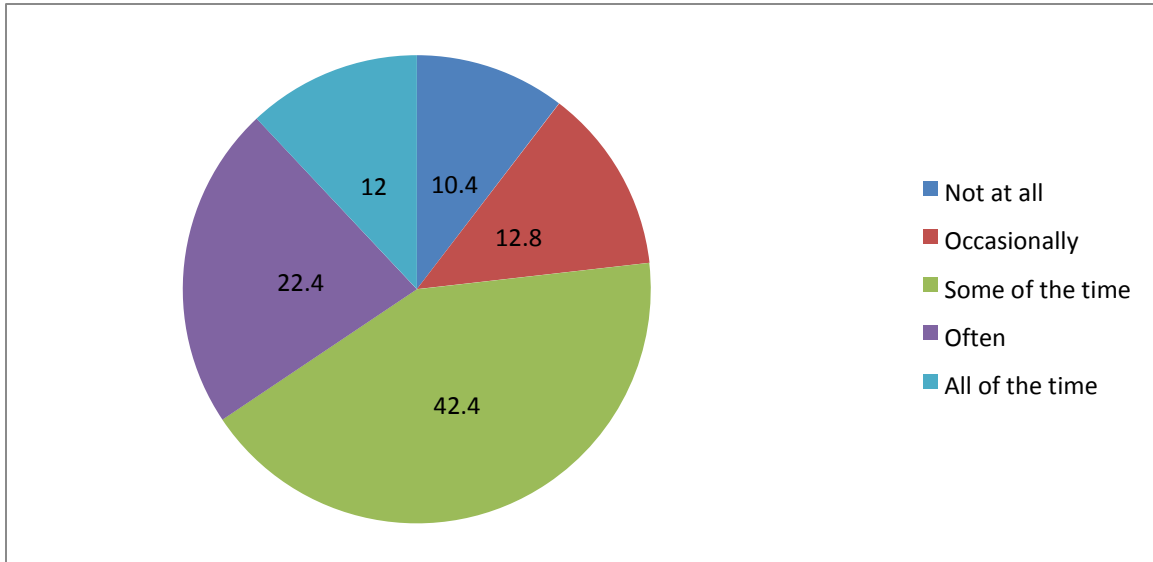
Interpretation:

40% respondents some of the times feel that they lost interest in other people and they don't care about them, 9.6 % respondents occasionally feel that they lost interest in other peoples and 30.4% respondents not at all feel that they lost their interest and they do not care about them. While 15.2% respondents often feel that they lost interest in other peoples. Only 4.8% respondents all of the time feel that lost interest in other peoples and they do not care about them.

11.I wish I could change some part of my life.

Particulars	No. of Respondents	Percentage
Not at all	13	10.4
Occasionally	16	12.8
Some of the time	53	42.4
Often	28	22.4
All of the time	15	12
Total	125	100

Table: 2.11



Graph: 2.11

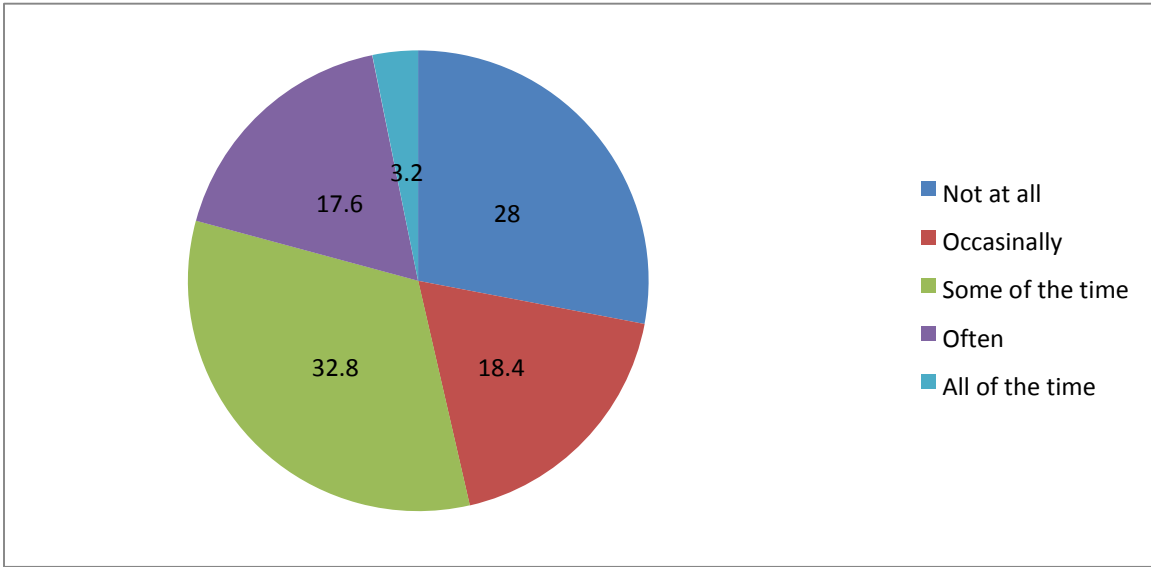
Interpretation:

42.4% respondents some of the time think that they could change some part of their life, 22.4% respondents often think about changing some part of their life, 12.8% respondents occasionally thinks about they could change some part of their life and 10.4% respondents not at all think about changing some part of their life, while 12% respondents all of the time thinks about they could change some part of their life.

12.My thoughts go around in useless circle.

Particulars	No. of Respondents	Percentage
Not at all	35	28
Occasionally	23	18.4
Some of the time	41	32.8
Often	22	17.6
All of the time	4	3.2
Total	125	100

Table: 2.12



Graph: 2.12

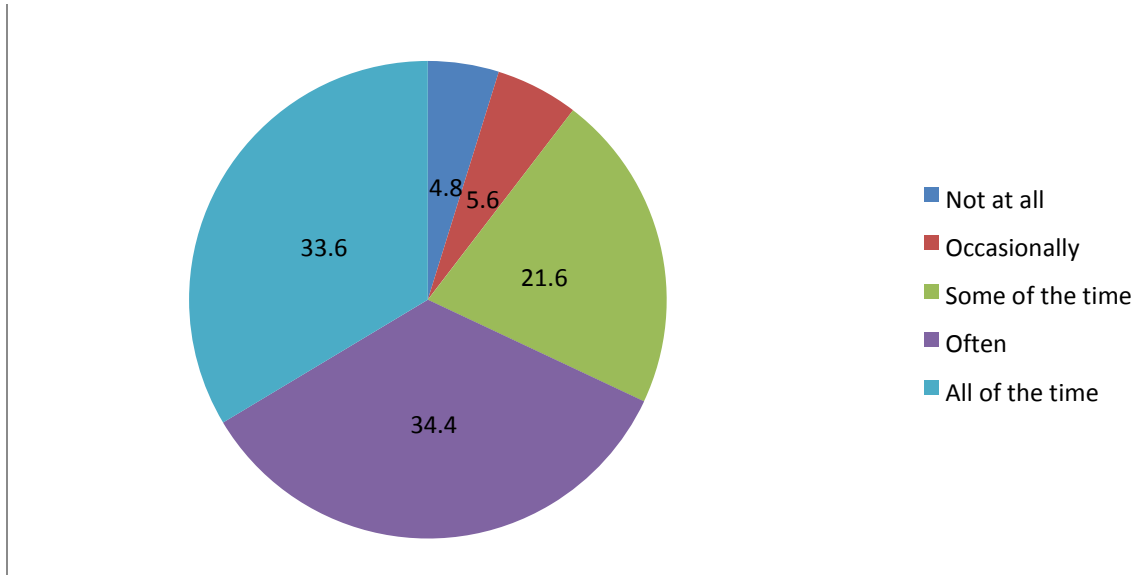
Interpretation:

Out of 125% respondents 32.8% respondents some of the time thinks that their thoughts go around in useless circle, 28% respondents not at all thinks that their thoughts go around in useless circle and 18.4% respondents occasionally think that their thoughts go around in useless circle, 17.6% respondents often think about that their thoughts go around in useless circle, while 3.2% respondents all of the time thinks that their thoughts go around in useless circle

13.I can handle any problem that come up.

Particulars	No. of Respondents	Percentage
Not at all	6	4.8
Occasionally	7	5.6
Some of the time	27	21.6
Often	43	34.4
All of the time	42	33.6
Total	125	100

Table: 2.13



Graph; 2.13

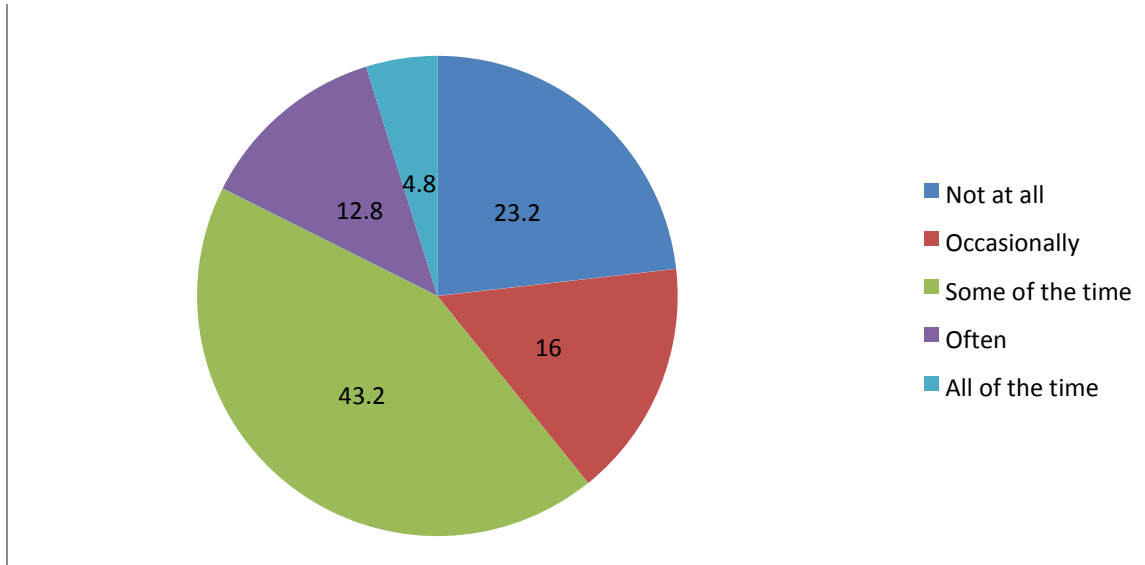
Interpretation:

34.4% respondents often can handle any problems that come up, 33.6% respondents think that all of the time they can handle any problem that come up, while 21.6% respondents thinks that some of the time they can handle any problem that come up, 5.6 % respondents occasionally can handle any problem that come up. Only 4.8% respondents think that they not at all can handle any problem.

14.I **feel there must be something wrong with me.**

Particulars	No. of Respondents	Percentage
Not at all	29	23.2
Occasionally	20	16
Some of the time	54	43.2
Often	16	12.8
All of the time	6	4.8
Total	125	100

Table: 2.14



Graph: 2.14

Interpretation:

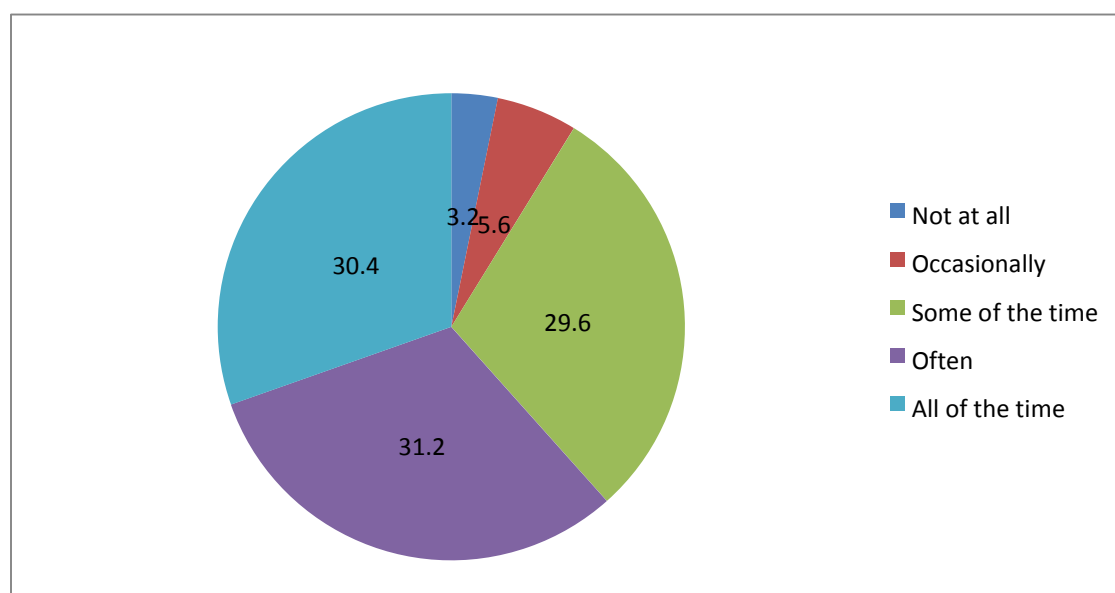
Out of 125 respondents 43.2% respondents some of the time feel that there must be something wrong with them, 16% respondents occasionally feel that there must be something wrong with them and 23.2% respondents not at all feel that there is something wrong with them, 12.8% respondents often feel that there must be something wrong with them, while 4.8% respondents all of the time think that there must be something wrong with them.

Part 2:

1) **Satisfied.**

Particulars	No. of Respondents	Percentage
Not at all	4	3.2
Occasionally	7	5.6
Some of the time	37	29.6
Often	39	31.2
All of the time	38	30.4
Total	125	100

Table: 3.1



Graph: 3.1

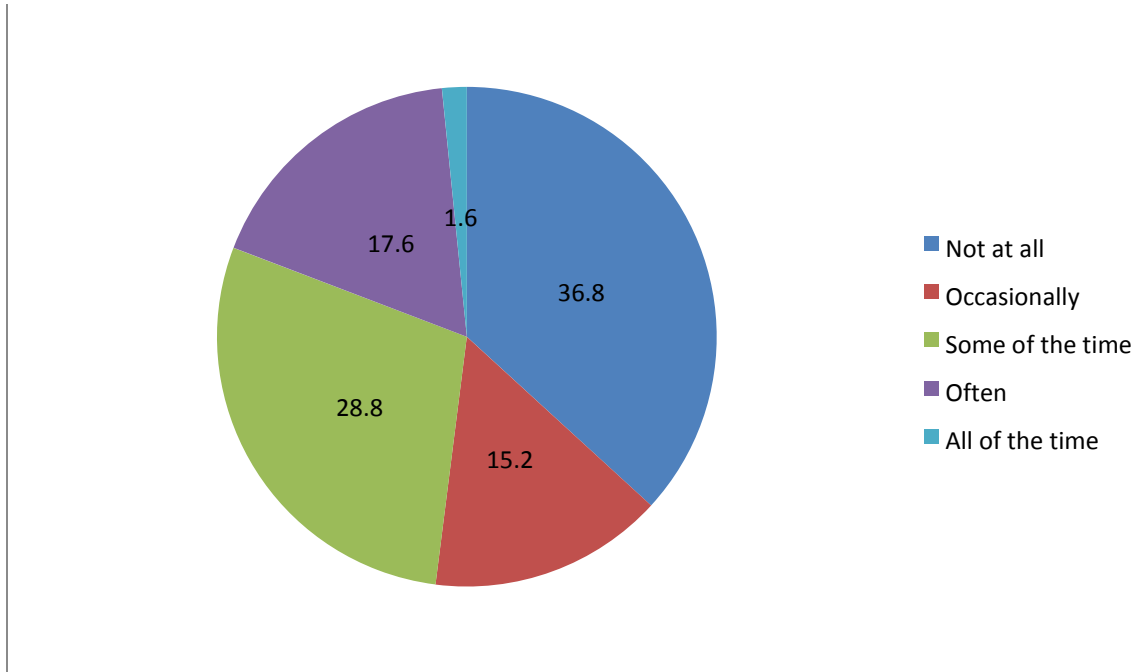
Interpretation:

Out of 125 respondents 31.2% respondents often feel satisfied, 30.4% respondents all of the time feel satisfied and 29.6% respondents some of the time feel satisfied, 5.6% respondents occasionally feel satisfied, while only 3.2% respondents not at all feel satisfied.

2) **Lonely.**

Particulars	No. of Respondents	Percentage
Not at all	46	36.8
Occasionally	19	15.2
Some of the time	36	28.8
Often	22	17.6
All of the time	2	1.6
Total	125	100

Table: 3.2



Graph: 3.2

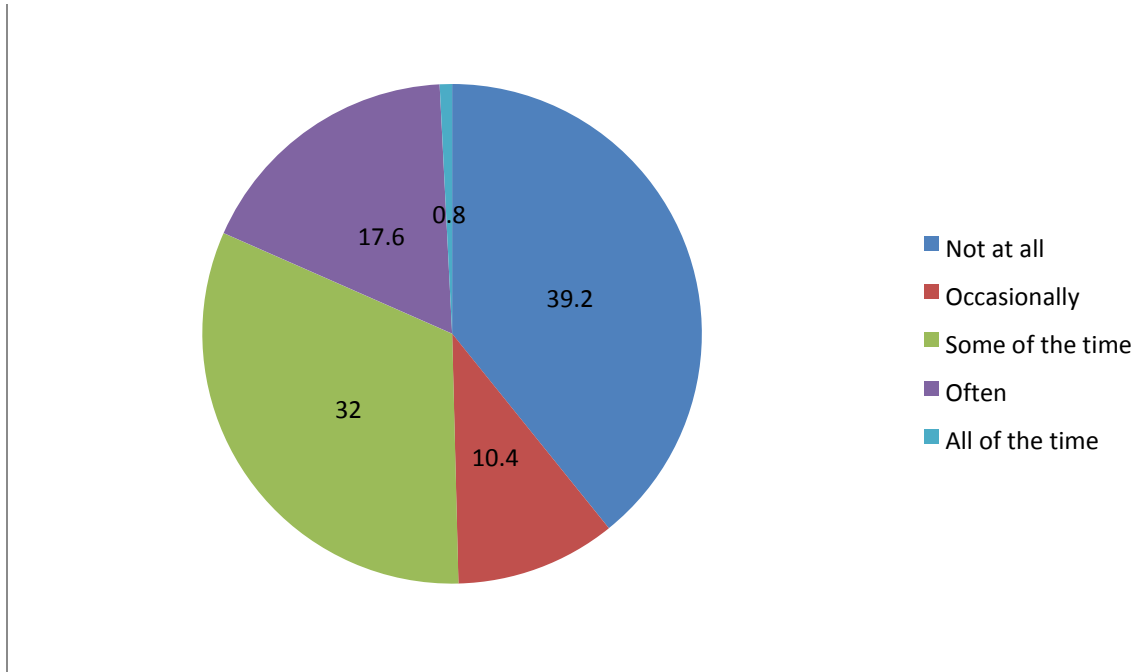
Interpretation:

36.8% respondents not at all feel lonely, 28.8% respondents some of the times feel lonely, while 17.6% respondents often feel lonely, 15.2 % respondents occasionally feel lonely and only 1.6% respondents all of the time feel lonely.

3) Helpless.

Particulars	No. of Respondents	Percentage
Not at all	49	39.2
Occasionally	13	10.4
Some of the time	40	32
Often	22	17.6
All of the time	1	0.8
Total	125	100

Table: 3.3



Graph: 3.3

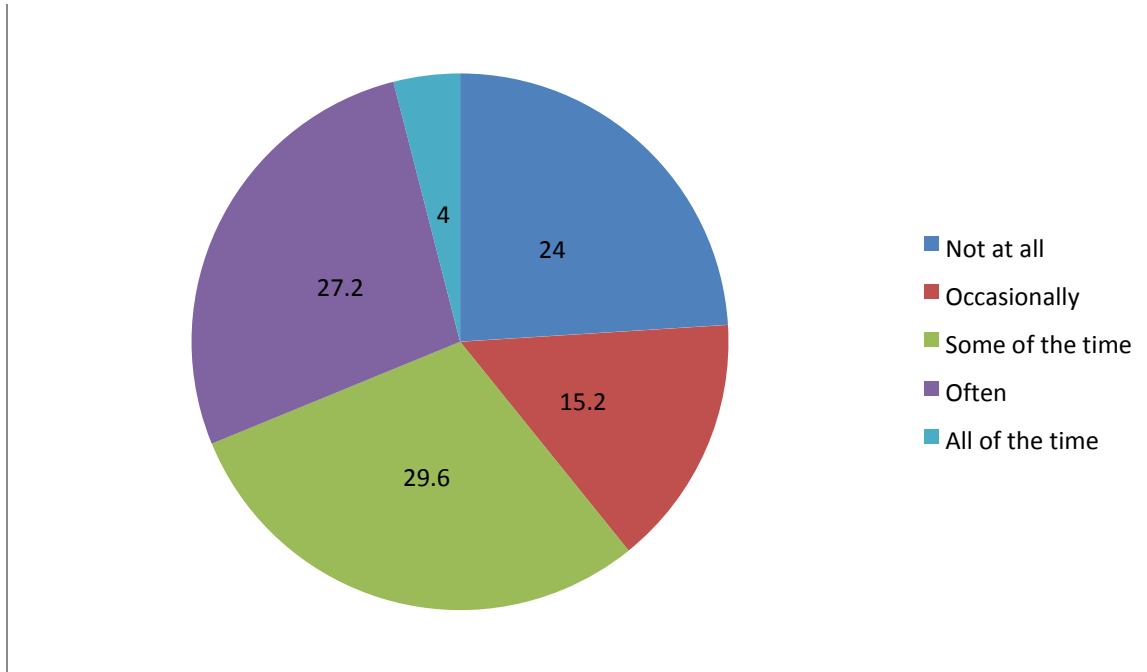
Interpretation:

Out of 125 respondents 39.2% respondents not at all feel helpless, 32% respondents some of the times feel helpless , while 17.6% respondents often feel helpless, 10.4% respondents occasionally feel helpless and only 0.8% respondents all of the time feel helpless.

4) Impatient.

Particulars	No. of Respondents	Percentage
Not at all	30	24
Occasionally	19	15.2
Some of the time	37	29.6
Often	34	27.2
All of the time	5	4
Total	125	100

Table: 3.4



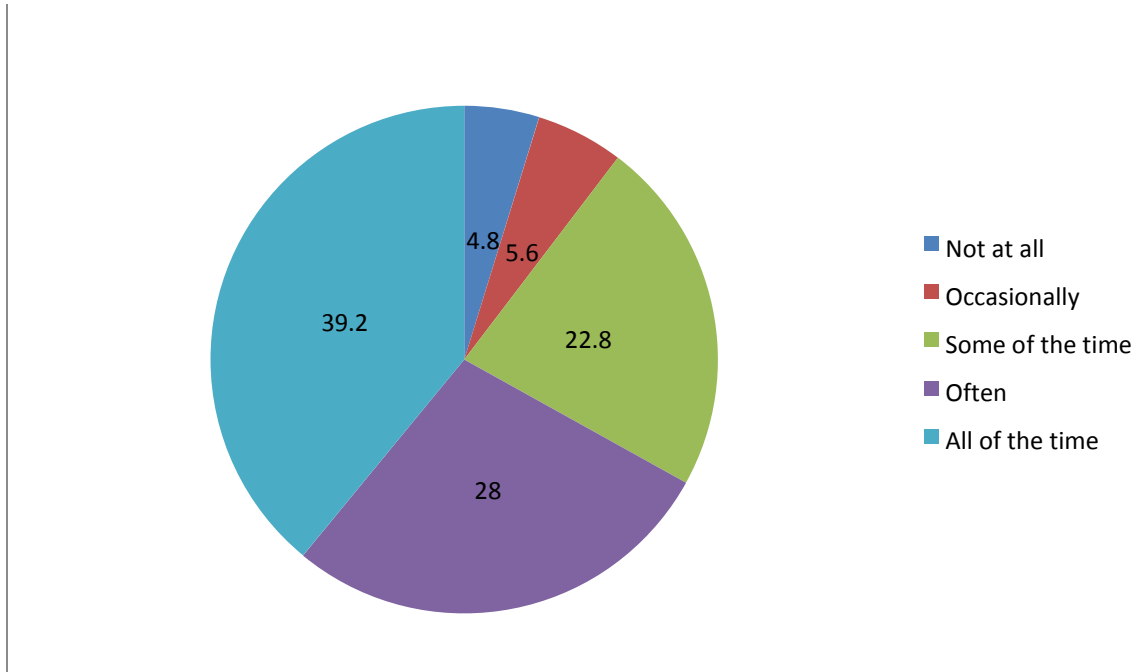
Graph; 3.4 **Interpretation:**

29.6% respondents are impatient some of the time, 27.2% respondents often impatient and 15.2% respondents occasionally impatient, while 24% respondents not at all impatient, only 4% respondents think that they are all of the time impatient.

5) **Useful.**

Particulars	No. of Responden s	Percentage
Not at all	6	4.8
Occasionally	7	5.6
Some of the time	28	22.8
Often	35	28
All of the time	49	39.2
Total	125	100

Table: 3.5



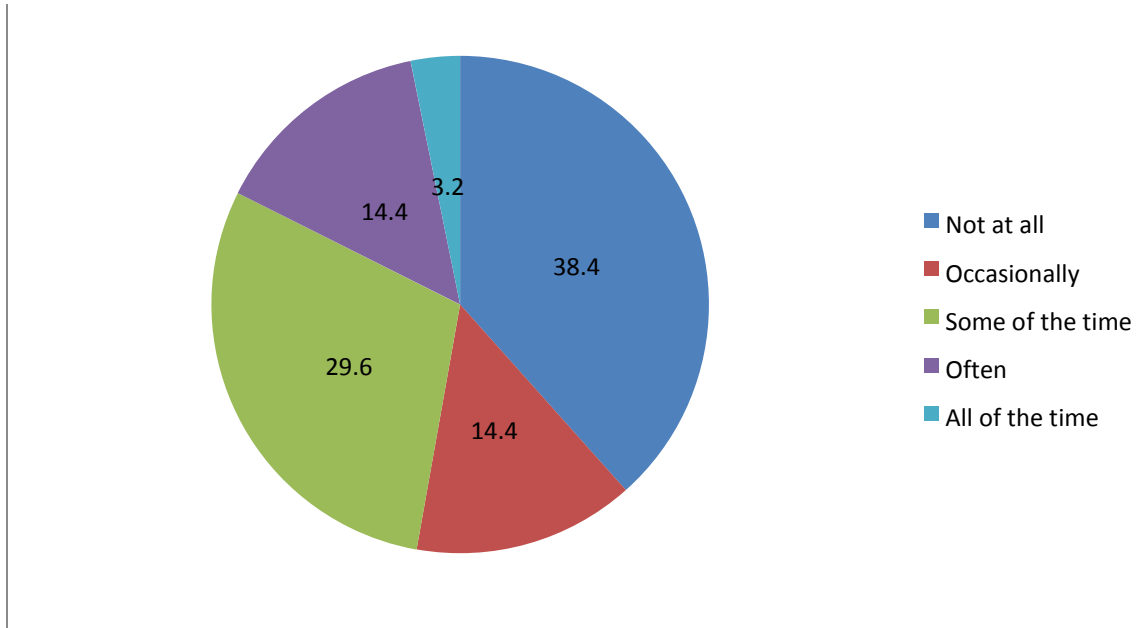
Graph: 3.5 **Interpretation:**

32.8% respondents feel useful all of the time, 28% respondents often feel useful and 22.8% respondents some of the times feel useful, 5.6% respondents occasionally feel useful, while only 4.8% respondents not at all feel useful.

6) **Depressed.**

Particulars	No. of Respondents	Percentage
Not at all	48	38.4
Occasionally	18	14.4
Some of the time	37	29.6
Often	18	14.4
All of the time	4	3.2
Total	125	100

Table: 3.6



Graph: 3.6

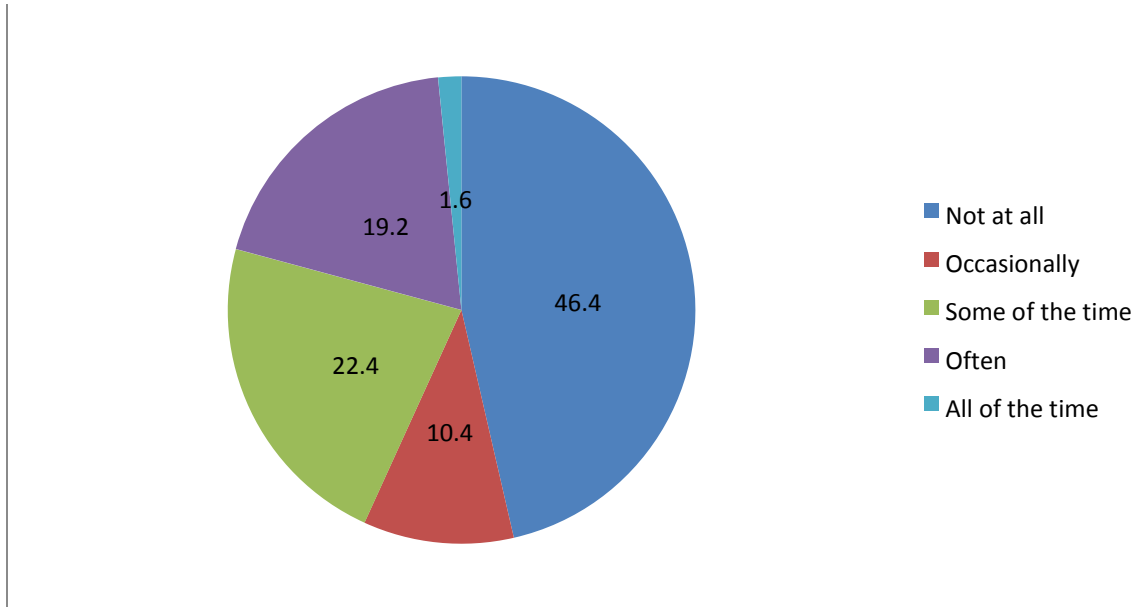
Interpretation:

Out of 125 respondents 29.6% respondents some of the times feel depressed, 14.4 % respondents occasionally feel depressed, while 38.4% respondents not at all feel depressed, 14.4% respondents often feel depressed and only 3.2% respondents all of the time feel depressed.

7) Hopeless.

Particulars	No. of Respondents	Percentage
Not at all	58	46.4
Occasionally	13	10.4
Some of the time	28	22.4
Often	14	19.2
All of the time	2	1.6
Total	125	100

Table: 3.7



Graph: 3.7

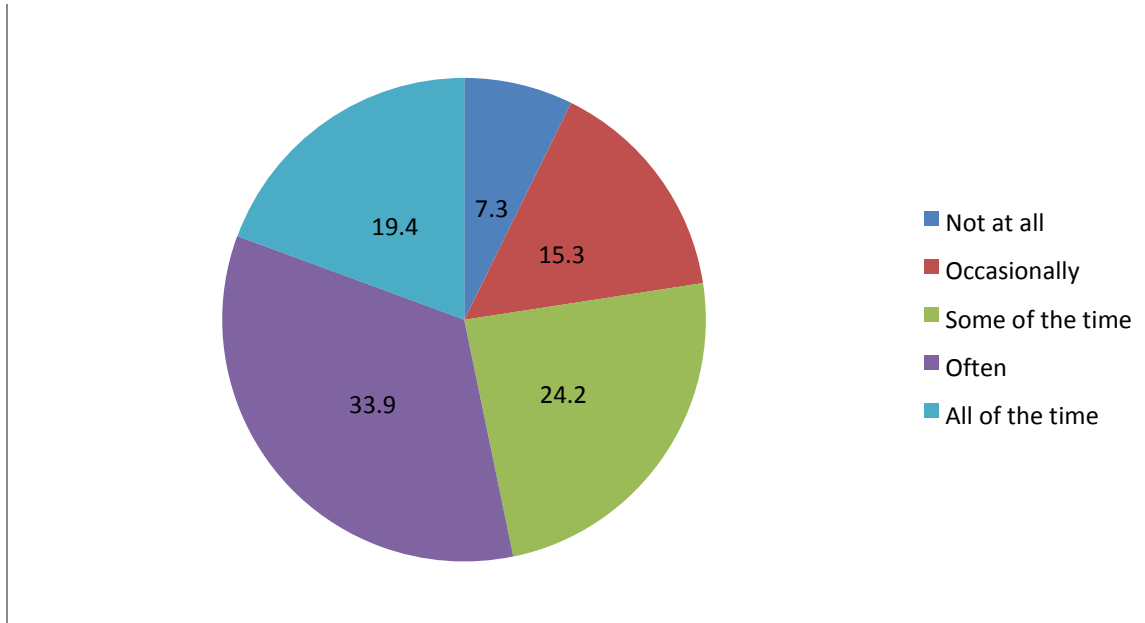
Interpretation:

46.4% respondents not at all feel hopeless, 22.4% respondents some of the time feel hopeless, 19.2% respondents often feel hopeless and 10.4 % respondents occasionally feel hopeless , 1.6% respondents feel hopeless all of the time .

8) Optimistic.

Particulars	No. of Respondents	Percentage
Not at all	9	7.3
Occasionally	19	15.3
Some of the time	30	24.2
Often	42	33.9
All of the time	24	19.4
Total	125	100

Table: 3.8



Graph: 3.8

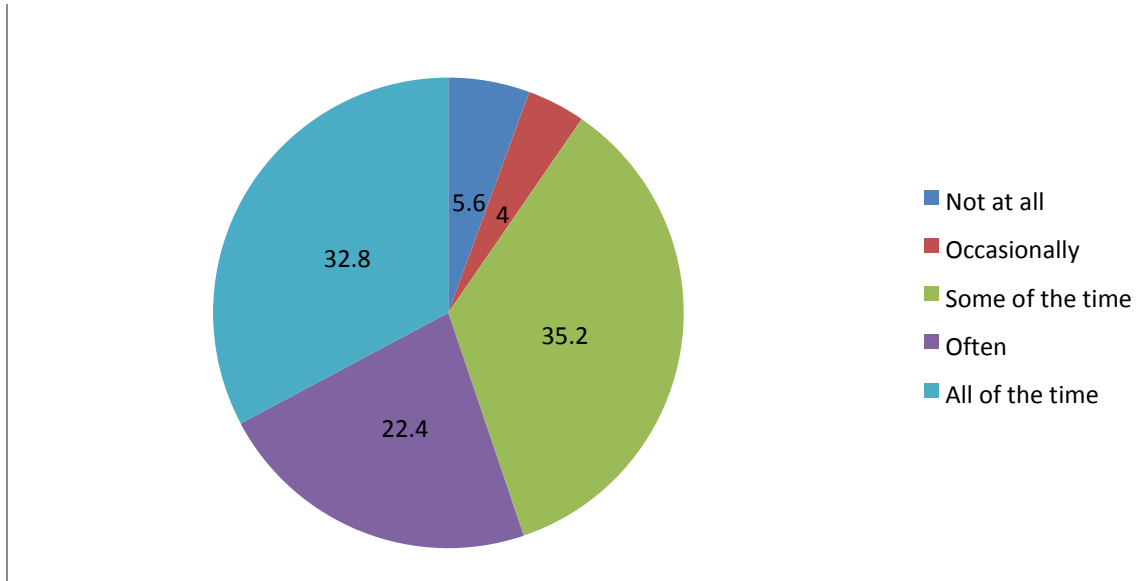
Interpretation:

33.9% respondents often feel optimistic, 24.2% respondents some of the times feel optimistic and 19.4% respondents all of the time feel optimistic, 15.3% respondents occasionally feel optimistic and 7.3% respondents not at all feel optimistic.

9) Enthusiastic.

Particulars	No. of Respondents	Percentage
Not at all	7	5.6
Occasionally	5	4
Some of the time	44	35.2
Often	28	22.4
All of the time	41	32.8
Total	125	100

Table: 3.9



Graph: 3.9

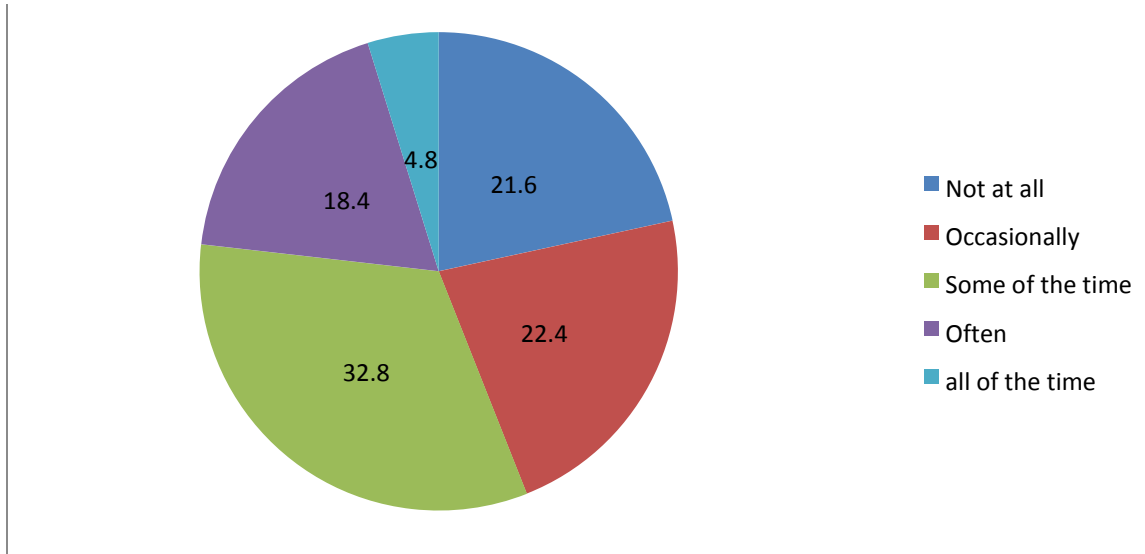
Interpretation:

Out of 125 respondents 35.2% respondents some of the times feel enthusiastic, 32.8% respondents feel enthusiastic all of the time, and 22.4% respondents often feel enthusiastic, 4% respondents occasionally feel enthusiastic, while 5.6% respondents not at all feel enthusiastic.

10) Confused.

Particulars	No. of Respondents	Percentage
Not at all	27	21.6
Occasionally	28	22.4
Some of the time	41	32.8
Often	23	18.4
All of the time	6	4.8
Total	125	100

Table: 3.10



Graph: 3.10

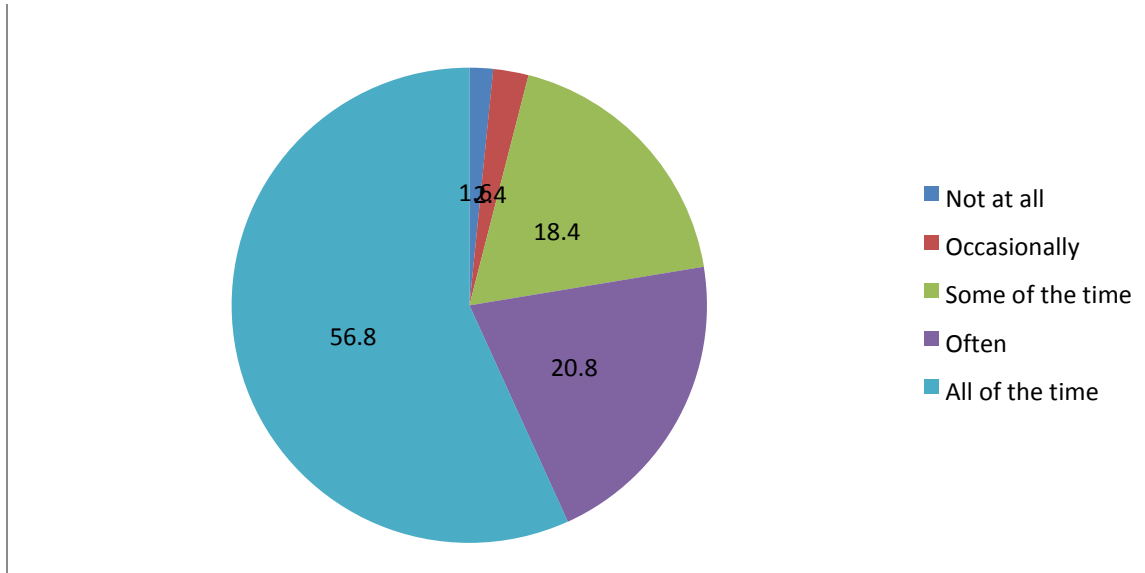
Interpretation:

32.8% respondents some of the times feel confused, 22.4% respondents occasionally feel confused, 18.4% respondents often feel confused and 21.6% respondents not at all feel confused, 4.8% respondents all of times feel confused.

11) Confident.

Particulars	No. of Respondents	Percentage
Not at all	2	1.6
Occasionally	3	2.4
Some of the time	23	18.4
Often	26	20.8
All of the time	71	56.8
Total	125	100

Table: 3.11



Graph; 3.11

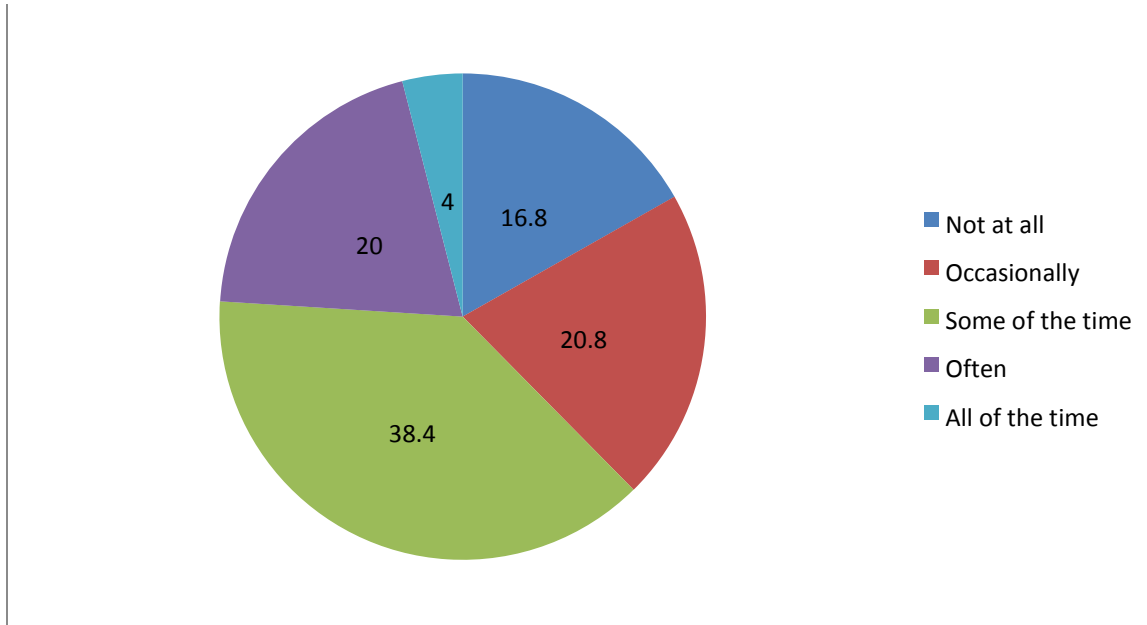
Interpretation:

56.8% respondents all of the time feel confident, 20.8% respondents often feel confident, 18.4% respondents some of the time feel confident, while 2.4% respondents occasionally feel confident, 1.6% respondents not at all feel confident.

12) Tense.

Particulars	No. of Respondents	Percentage
Not at all	21	16.8
Occasionally	26	20.8
Some of the time	48	38.4
Often	25	20
All of the time	5	4
Total	125	100

Table: 3.12



Graph; 3.12

Interpretation:

Out of 125 respondents 38.4% respondents some of the time feel tense, 20.8% respondents occasionally feel tense, 20% respondents often feel tense and 16.8% respondents not at all feel tense, 4% respondents all of the times feel tense.

Age :

Anova:

		Mean	Standard Deviation	F	Sig.
Mental Health	20-25	2.89	.629	3.338	.007
	25-30	3.30	.618		
	30-35	3.17	.514		
	35-40	3.42	.515		
	41-45	2.90	.316		
	Above 45	2.90	.447		

	Total	3.10	.580		
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Table: 1.4

Interpretation:

Analysis of variance (Table: 1.3) showed that an average mental health of 20-25 individuals was 2.89 (SD = .629), for 25-30 individuals was 3.30 (SD = .618), for 30-35 individuals was 3.17 (SD = .514), for 35-40 individuals was 3.42 (SD = .515), for 41-45 individuals was 2.90 (SD = .316) and for above 45 individuals was 2.90 (SD = .447).

The effect of age of respondents on their mental health was found to be significant $F = 3.338$, $p = .007$.

CHAPTER NO.6 FINDINGS AND RECOMMENDATIONS

Findings:

1. The study reveals that age is important factor which affects the mental health of the employees.
2. 50.4% of respondents feel that their life is on right all of the time, 5.4% respondents they do not feel that their life is on right track.
3. The majority of 30.7% respondents sometimes feel that they left alone when they don't want to be.
4. 44.4% respondents feels thinks clearly and creatively all of the time, this shows that during this situation also majority of peoples think clearly and creatively.
5. Most of the respondents feel that they do not feel like a failure and only 16.8% respondents some of the time feels like a failure.
6. This study shows that Maximum number of respondents like themselves. While some of the time respondents feel that there is nothing fun anymore.
7. 29.6 % respondents often feel that the best part of their life is over. While majority of peoples are feel that their future looks good.
8. Maximum Number of respondents feels that they their interest in other peoples and they do not care about them.
9. Majority of 42.3% respondents feels that they wish they could change some part of their life.
10. This study shows that the maximum numbers of employees are able to handle their problems.

11. Out of 125 respondents 43.2% respondents feels that there is something wrong with them.
12. Majority of employees feels satisfied and 36.8% not at all feel respondents feel lonely, 39.2% not at all feel helpless.
13. Maximum number of respondents feels useful while 29.6% respondents feel depressed, 22.4% respondents some of the time hopeless.
14. This study shows that majority of respondents feel optimistic and enthusiastic and 32.8% respondents feel confused.
15. 50.8% respondents feel confident, and 38.4% respondents some of the time feel tense.
16. This anova shows that the people in the age group of 25 to 40 have better mental health than people below 25 and above 40.
17. This study reveals that the condition created due to covid 19 have affected mental wellbeing of working individuals deeply.

Recommendations

- The pandemic is a health and financial crises that has turned people's lives and workplace upside down. Many employees are exhausted and burned out. So many people do not aware about the mental health.
- During this hard situation number of peoples going through depression and they do not aware about this. To overcome with this problems organization needs to work on their policies.
- From last few months employees are working from home so, organizations need to arrange healthy working hours so that employees feel more comfortable and they can work easily from home.
- Employers should involve employees in the preparation of post pandemic plan, which will reduce employees' level of stress, encourage positive attitude and reinforce team cohesion.
- Communication is also crucial following, pandemic, in order to reduce employee's uncertainty and their level of stress.
- Also employers need to arrange some online meditation sessions which helps the employees to reduce stress.
- The development and implementation of mental health and services are crucial to prevent mental health outcomes of Covid-19.
- Training is also essential during and after pandemic, it is considered as a protective factor against mental health issue.

CHAPTER NO.7

CONCLUSION

CONCLUSION

The study concludes the negative impact on mental health of employees during covid 19. The main objective of this paper is to provide the necessary information about the impact of covid 19 on employees' mental health. This study shows the positive as well as negative impact of covid 19 on mental health of employees.

During covid 19 situation maximum numbers of employees are feeling lonely and hopeless. This study reveals that different age group of employees have different point of view towards this situation. Majority of employees are not facing extreme problems in this situation and they are dealing with it in a positive way. Majority of the healthcare sector employees have negative facing impact mental health problems. From the findings it is clear that there is some level of awareness among individuals but it is not very high. More awareness about mental health needs to be spread.

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7. Julio Torales¹, Marcelo O'Higgins¹, João Mauricio Castaldelli Maia and Antonio Ventrigli "The outbreak of COVID-19 coronavirus and its impact on global mental health"

Annexures-1

QUESTIONNAIRE

Dear Respondent,

I am Vaidehi Vishwambhar Kantewar pursuing my M.B.A. from Savitribai Phule Pune. University. As a part of my curriculum this study is being conducted purely for the academic purpose.

All the information provided by you will be kept completely confidential.

Thank you in advance for your participation. I am extremely appreciative of your time and effort.

SECTION A – Demographic Profile

Please provide the following information

Name (optional) - _____

1. Gender –

Male Female

2. Age (in years) - _____

3. Are you married? Yes No

4. **Highest Educational Qualifications- (Please tick all that is applicable)**

10th 12th Diploma

Graduation Please Specify _____

Post-Graduation Please Specify _____ Any

other, please Specify _____

5. Designation – _____

6. Department/ Industry - _____

7. Total Work Experience (in years) - _____

8. How long are you working in current organization?

9. How many days in a week do you work?

4 days 5 days 6 days 7days

10. Average **Weekly** Working Hours - _____ Hours

11. Your Annual Income (in Rs.)[optional]– _____

12. Your Family type – Nuclear Family Joint Family

Section –B Part – 1

Instruction - Please indicate the frequency with which you have felt in a following way during the past three months.

1. Not at all
2. Occasionally
3. Some of the time
4. Often
5. All of the time

	Statement	1	2	3	4	5
1.1	My life is on the right track					
1.2	I have been left alone when I don't want to be					
1.3	I feel I can do whatever I want to					
1.4	I have been thinking clearly and creatively					
1.5	Like a failure					
1.6	Nothing seems very much fun anymore					
1.7	I like myself					
1.8	I can't be bother to do anything					

1.9	Close to people around me					
1.10	As though the best years of my life over					
1.11	My future looks good					
1.12	I have lost interest in other people and don't care about them					
1.13	I have energy to spare					
1.14	I smile and laugh a lot					
1.15	I wish I could change some part of my life					
1.16	My thoughts go around in useless circle					
1.17	I can handle any problem that come up					
1.18	My life seems stuck in a rut					
1.19	I feel loved and trusted					
1.20	I feel there must be something wrong with me					

Part 2-

Instruction - Considering all the work you do in a day, mark the degree to which you agree or disagree to the following statements.

1. Not at all
2. Occasionally
3. Some of the time
4. Often
5. All of the time

	Statement	1	2	3	4	5
2.1	Satisfied					
2.2	Lonely					
2.3	Good nature					
2.4	Clear headed					
2.5	Helpless					
2.6	Impatient					
2.7	Useful					
2.8	Depressed					
2.9	Relaxed about things					
2.10	Hopeless					
2.11	Optimistic					
2.12	Withdrawn					
2.13	Enthusiastic					
2.14	Interested in other people					
2.15	Discontented					
2.16	Confused					
2.17	Confident					
2.18	Tense					
2.19	Understood					
2.20	Insignificant					

Thank you for your time and contribution!!

Annexures- 2

<u>Respondents coding</u>			
1	Gender	Male	1
		Female	2
2	Age	20-25	1
		25-30	2
		30-35	3
		35-40	4
		41-45	5
		Above 45	6
3	Married	Yes	1
		No	2
4	Highest Education Qualification	12th and diploma	1
		Graduation	2
		Post - graduation	3
		Any other	4
5	Designation	Professor-assistprofessor	1
		Engineer	2

		Hr	3
		teacher	4
		Cleark	5
		Any other	6
6	Department	IT	1

		Education	2
		Health	3
		Finance	4
		Any other	5
7	Work Experience	1 to10	1
		10 to 20	2
		20 to 30	4
		Above30	5
8	Working Duration in Organization	1month-1 to year	1
		1-10years	2
		10 to 20 years	3
		Above20years	4
9	Working Days in a week	4days	1
		5days	2
		6days	3
		7days	4

10	Average weekly working Hours	25	1
		35	2
		45	3
		55	4
11	Annual income=(lakhs)	10 to 20	1
		20 to 30	2
		20 to 30	3
12	Family Type	Nuclear	1
		Joint	2
13	Questions options	Not at all	1
		Occasionally	2
		some of the time	3
		often	4
		All of the time	5