

**A
Project Report
On**

“A Study on Effect of Pandemic Stress on Employee Commitment”

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Declaration

I Gauri Kirtikishor Dixit, of MBA-2: Seat No_ hereby declare that the Project work titled “**A Study on Employee Job Satisfaction in a Manufacturing Unit**” 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: Pune

Name: Gauri K Dixit

ACKNOWLEDGEMENT

I am sincerely grateful to every respondent participated to fill my survey form. Their interest and willingness to participate have been vital to the findings of this report. Equally I am grateful to all the employees that were willing to participate in the survey feedback. Their feedback and opinions were vital to establish whether this guidance can be utilized by employers.

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Executive Summary



Subject is to study the effect of pandemic stress on employee commitment.

I have created questionnaire and collected the responses from the working candidates. No geographical restriction was there to collect data. As in today's competition, each company is trying to become most profitable, and employees are very important asset for it.

Employee commitment is the key factor to achieve great results. Everything was well at its place before pandemic. But suddenly due to the pandemic situations, everything gets changed as employees get fear about their job.

Simultaneously, they need to manage the fear of loosing job due to loss and to work on various tasks at a time. Some companies suddenly surprisingly removed the workforce from working position and many companies helped their employees to themselves.

So, to measure this I have collected the responses and accordingly presented the same in graphs as well.

Engaging employees is critical for retaining valuable talent and is an important piece of the employee satisfaction puzzle as disengaged employees are more likely to leave their jobs. According to Forbes, employees who are engaged in their work are more likely to be motivated and remain committed to their employee.

Mental health includes our emotional, psychological, and social well-being. It affects how we think, feel, and act. It also helps determine how we handle stress, relate to others, and make healthy choices.1 Mental health is important at every stage of life, from childhood and adolescence through adulthood.

Although the terms are often used interchangeably, poor mental health and mental illness are not the same. A person can experience poor mental health and not be diagnosed with a mental illness

A year into the coronavirus pandemic, many in the academic scientific workforce are experiencing a state of chronic exhaustion known as burnout. Although it is not a medical condition and can occur in any workplace where there is stress, burnout is recognized by the World Health Organization as a syndrome. Its symptoms are physical and emotional and include feelings of energy depletion or exhaustion; increased mental distance from and feelings of negativity or cynicism towards one's job; and a reduced ability to do one's work.

At its core, burnout is caused by work that demands continuous, long-term physical, cognitive or emotional effort.

Employee commitment can take different forms. As a result, it is often seen as an HR variable which is difficult to define. The context, direction, and development of commitment, as well as the extent to which commitment influences behavior can result in confusion and debate.

Connection to a goal: being bound to a goal or the determination in respect of a goal, regardless of the origin of the goal.² Believing in a goal and wanting to achieve it also reflects a certain degree of commitment.

So, this is clear idea about the two important **variables in the study – pandemic stress & Employee commitment.**

Demographic profile details are mentioned in Research Methodology and following to that finding, data analysis, conclusions, suggestions, appendix are available.

Introduction

What is pandemic stress –

The COVID-19 pandemic has had a major effect on our lives. Many of us are facing challenges that can be stressful, overwhelming, and cause strong emotions in adults and children. Public health actions, such as social distancing, are necessary to reduce the spread of COVID-19, but they can make us feel isolated and lonely and can increase stress and anxiety. Learning to cope with stress in a healthy way will make you, the people you care about, and those around you become more resilient.

What is Employee commitment-

Commitment is the bond employees experience with their organization. Broadly speaking, employees who are committed to their organization generally feel a connection with their organization, feel that they fit in and, feel they understand the goals of the organization.

Committed employees bring added value to the organization, including through their determination, proactive support, relatively high productivity, and an awareness of quality. Employees' being committed to work are also less likely to call in sick or to leave the organization.

Need of study –

During a crisis such as the COVID-19 pandemic, it is common for everyone to experience increased levels of distress and anxiety, particularly because of social isolation. Physicians and other frontline health care professionals are particularly vulnerable to negative mental health effects as they strive to balance the duty of caring for patients with concerns about their own well-being and that of their family and friends.

Employee commitment can take different forms. As a result, it is often seen as an HR variable which is difficult to define. The context, direction, and development of commitment, as well as the extent to which commitment influences behavior can result in confusion and debate.

Connection to a goal: being bound to a goal or the determination in respect of a goal, regardless of the origin of the goal.² Believing in a goal and wanting to achieve it also reflects a certain degree of commitment.

Connection to an organization: a psychological state that binds an individual to the organisation.³ As a result employees are more loyal to an organization and less likely to leave it.

Connection to a job: the probability that someone continues to work in that job and feels psychologically bound to it. This is regardless of whether it is fulfilling or not.⁴

Someone's attitude towards their work.

In this study employee commitment is conceptualized and operationalized as consisting of commitment to the company worked for and commitment to the occupation, or the work done at the company. The study includes investigating the construct commitment, investigating the impact of self-efficacy on employee commitment and the possible interventions required to enhance perceived self-efficacy.

The study was conducted within a working & experienced employee.

The definitions, as seen, focus on the employer as well as the employee. Today's millennial workforce is more informed, connected, willing to work given learning opportunities. Personal growth, opportunities to learn and explore is becoming a primary driver. Equity more than pay is a driving force. Catering to the changing needs to foster engaged employees is the need of the hour.

The COVID-19 pandemic has had a major effect on our lives. Many of us are facing challenges that can be stressful, overwhelming, and cause strong emotions in adults and children. Public health actions, such as social distancing, are necessary to reduce the spread of COVID-19, but they can make us feel isolated and lonely and can increase stress and anxiety. Learning to cope with stress in a healthy way will make you, the people you care about, and those around you become more resilient.

Stress can cause the following:

1. Feelings of fear, anger, sadness, worry, numbness, or frustration
2. Changes in appetite, energy, desires, and interests
3. Difficulty concentrating and making decisions
4. Difficulty sleeping or nightmares
5. Physical reactions, such as headaches, body pains, stomach problems, and skin rashes
6. Worsening of chronic health problems
7. Worsening of mental health conditions
8. Increased use of tobacco, alcohol, and other substances
9. It is natural to feel stress, anxiety, grief, and worry during the COVID-19 pandemic. Below are ways that you can help yourself, others, and your community manage stress.

What is Commitment in the Workplace?

Not all employees are committed, and certainly aren't at the same level of commitment. Plus, "commitment" can mean different things to different workers. Overall, it's the bond employees have with their place of work. When they're committed, they feel like they fit in and know (and align with) the values of the organization.

Committed employees are an asset to an organization and add value in more ways than one. They are supportive and more productive than non-committed employees. These employees don't easily utilize their sick days and are more prone to adopting the vision of the organization if it's not already aligned with their own value system.

What's the Difference Between Engagement and Commitment?

Engagement and commitment can have some overlap. Oftentimes, engagement is the visible side effect of being committed. When an employee is committed, they're going to showcase engagement by their actions. Sometimes these terms are used interchangeably, but both engagement and commitment refer to how invested an employee is in the company. To get started on measuring the engagement of your employee base, start building your own completely customizable engagement survey.

What is an Example of Commitment?

Committed employees might showcase engagement by heading up activities outside of desk-related duties by leading a volunteering initiative or kick-starting a lunch hour walk. However, commitment doesn't always present in such obvious ways. There are countless avenues a committed employee might show how much they value the company, such as:

Sharing job posts on their personal social media accounts

Referring friends or prior colleagues to new opportunities at your company

Proudly wearing company swag

Using company hashtags in a positive way

Consistently going the extra mile for their team and others

Actively seeking out ways to improve their performance, such as signing up for a software class

Objectives of Study

- To study effect of pandemic stress on employee Commitment
- To study the moral support given by organization to their employees.
- To find out if employees experience stress due to pandemic
- To give suggestions based on findings

Scope of Study

This project was conducted through desk research. The study was conducted on 175 working employees Online survey was conducted on employees of different gender, work culture, age groups, levels and on employees with different experience and different qualification. 19 Closed ended 1self-developed questionnaire is used for data collection from the responders.

Theoretical Background

- **Pandemic Stress-**

- Stress during an infectious disease outbreak can include fear and worry about one's health, worsening of chronic health problems, and increased use of substances
- The emerging literature measures the impact of various traumatic stressors related to COVID-19, as well as the effects of less severe types of stress exposures. COVID-19 has already led to diverse mental health problems, including anxiety, depression, posttraumatic stress disorder, and other trauma- and stress-related disorders. Different groups have met the qualifying criteria for posttraumatic stress disorder (PTSD) according to DSM-5 as a result of the pandemic: those who have themselves suffered from serious COVID-19 illness and potential death; individuals who, as family members and health care workers, have witnessed others' suffering and death; individuals who have learned about the death or risk of death of a family member or friend due to the virus; and individuals who have experienced extreme exposure to aversive details (eg, journalists, first responders, medical examiners, and hospital personnel).
- COVID-19 has affected daily life in unprecedented ways. Drawing on a longitudinal dataset of college students before and during the pandemic, we document dramatic changes in physical activity, sleep, time use, and mental health. We show that biometric and time-use data are critical for understanding the mental health impacts of COVID-19, as the pandemic has tightened the link between lifestyle behaviors and depression. Our findings also suggest a puzzle: Disruptions to physical activity and mental health are strongly associated, but restoration of physical activity through a short-term intervention does not help improve mental health. These results highlight the large impact of COVID-19 on both lifestyle and well-being and offer directions for interventions aimed at restoring mental health.

- **Employee Commitment-**

- Commitment is the bond employees experience with their organization. Broadly speaking, employees who are committed to their organization generally feel a connection with their organization, feel that they fit in and, feel they understand the goals of the organization
- The three components/ dimensions are:

- ✚ Affection for your job ("affective commitment").
 - ✚ Fear of loss ("continuance commitment").
 - ✚ Sense of obligation to stay ("normative commitment").
- Organizations are concerned with the impact organizational change can have on both individuals' response to the change itself and their ongoing relationship with the organization
 - The implications of these results for future research and practice are discussed.
 - The consequences of less commitment from employees are devastating to an organization. They include
 - under-performance, resulting from absenteeism, lateness, poor attitude to work and resignation. Lack
 - of commitment by employees leads to poor performance as they do not work to their full potential and
 - this has affected the performance of the organization. Employees are the pivot on which the growth,
 - survival and achievement of the organizational objectives are dependent on. Their inability to fulfill
 - these goals will spell doom for the organization.
 - An organization, without committed employees is likely to lose its highly skilled employees to other
 - organizations.

Literature Review

J Affect Disord (2021) studied The prevalence of post-traumatic stress disorder related symptoms in Coronavirus outbreaks and he found that PTSD symptoms are shown to be common in coronavirus outbreaks. Mental care should be, therefore, considered in the present COVID-19 pandemic.

Jude Mary Cénat,(2020) studied Prevalence of symptoms of depression, anxiety, insomnia, posttraumatic stress disorder, and psychological distress among populations affected by the COVID-19 pandemic and he found that short-term mental health consequences of COVID-19 are equally high across affected countries, and across gender. However, reports of insomnia are significantly higher among HCWs than the general population.

Liqing Zhang (2021) studied that The Prevalence of Post-Traumatic Stress Disorder in the General Population during the COVID-19 Pandemic and author found that The COVID-19 pandemic brought certain mental pain to general population, leading to a rise in the incidence of PTSD in a short time.

Mohammed Al Maqbali (2021) studied Prevalence of stress, depression, anxiety, and sleep disturbance among nurses during the COVID-19 pandemic: A systematic review and meta-analysis and found that approximately one third of nurses working during the COVID-19 epidemic were suffering from psychological symptoms and he found out that This highlights the importance of providing comprehensive support strategies to reduce the psychological impact of the COVID-19 outbreak among nurses under pandemic conditions. Further longitudinal study is needed to distinguish of psychological symptoms during and after the infectious disease outbreaks.

Yufei Li (2021) studied Prevalence of depression, anxiety, and post-traumatic stress disorder in health care workers during the COVID-19 pandemic: A systematic review and meta-analysis and he found that present a concerning outlook for health care workers, a group continually needed at the forefront of action against COVID-19, and at continued risk of associated psychological stressors. The response from policy makers and service providers must be decisive and swift, addressing mental health concerns in in this group, before long-term health and social impacts are realised. Support initiatives developed during the pandemic can help inform and inspire ideas in service provision across different regions, as the global society combats this pandemic (for example, e-learning to support the psychological wellbeing of health care employees)

Gloria Macassa (2020) studied Corporate social responsibility and internal stakeholders' health and well-being in Europe003A, and she found that There is a need for public health and occupational researchers to join the discussion and research efforts regarding the potential role to be played by CSR in physical and psychological health outcomes other than job satisfaction. These outcomes are known to be linked with long-term business sustainability beyond

just profitability. A better understanding of how CSR impacts employee health and well-being outcomes might be important to other type of organizations.

Susanne Rank (2021) studied on empirical studies on whether the existing generations differ in their work beliefs and he found that solely focusing on expectations of different age groups in the working teams to adapt HR measures is too simple. Moreover, the interplay of employee demographics and ICSR beliefs is worth analyzing by including the gender aspect and cultural dimensions or nationality. As Macky, Gardner, and Forsyth (2008) stated, most of the studies have been conducted in the Anglo-American culture, where similar values are shared (Hofstede, 2005; House, Hanges, Javidan, Dorfman, & Gupta, 2004). However, subsidiaries of international companies are located around the globe. Therefore, cross-cultural research is necessary to understand generational leadership motivation differences across the European, American and Asian work cultures. There is evidence that Europeans show higher values for personality traits like locus of control than Asians (LOC, i.e., a pro-active attitude to make things happen). The high individualism of the Anglo-American culture is found to correlate highly with an internal LOC (Spector et al., 2001). Therefore, when it comes to implementing globalized leadership programs concerning Generation Y, their specific pattern of leadership motivation needs to be recognized. In addition, cultural differences are expected to interact with the generational motivational pattern.

Alexander Fries (2020) studied on Leadership Styles and Leadership Behaviors in Family Firms and she found that active involvement of diverse family firm boards increases the likelihood of inclusive leadership styles such as the transformational and participative leadership style.

Juan Harrera , (2021) studied on The Organizational Commitment in the Company and Its Relationship With the Psychological Contract and found that there is indeed an important scientific production that relates the concepts of psychological contract and organizational commitment. This begins at the beginning of the nineties of the last century, in an insignificant way and it is not until 2005 when interest in this subject really takes hold. The most fruitful years in terms of the number of works were between 2006 and 2016, where 72% of the entire sample was concentrated.

Ravinder Kaur studied on A study on the Impact of Monetary Benefits on Employee Job Satisfaction in Private Schools, and he found that There is positive relationship between the salary and job satisfaction and commitment.

Research Methodology

Data Source

Primary Data:

Primary data was collected from the employees by using the close ended self-designed Questionnaire which as 20 statements on employee's Commitment.

Sampling Methodology

The sampling methodology used is Convenient sampling.

Sample size

The sampling size undertaken for this research was 175 Experienced working

Total 175 respondents who are included as sample of this study, belong to 8 different sectors.

The details of these sectors are given below –

Work Industry	Nos in Percentage
IT Industry	51.43
Transport Industry	0.00
Computer Industry	2.29
Telecommunication industry.	1.14
Agriculture industry.	0.57
Aerospace Industry.	0.00
Any other service industry	37.14
Any other Manufacturing Industry	7.43

Data of **175 respondents** was secured from IT Industry, Transport Industry, Computer Industry, Telecommunication industry, Agriculture industry, Aerospace Industry, Any other service industry, Any other Manufacturing Industry.

Section A of the questionnaire contained demographic profile related information of respondents like gender, work culture, age groups, levels and on employees with different experience and different qualification.

Criteria of Demographic Profile	Number	Percent
<u>Gender</u>		
Male	96	55%
Female	79	45%
<u>Educational Qualification</u>		
Undergraduate	11	6%
Graduate	57	33%
Postgraduate	103	59%
PhD	4	2%
<u>Employment Type</u>		
Part Time	18	10%
Full Time	157	90%

Criteria of Demographic Profile	Average
<u>Age</u>	31.91

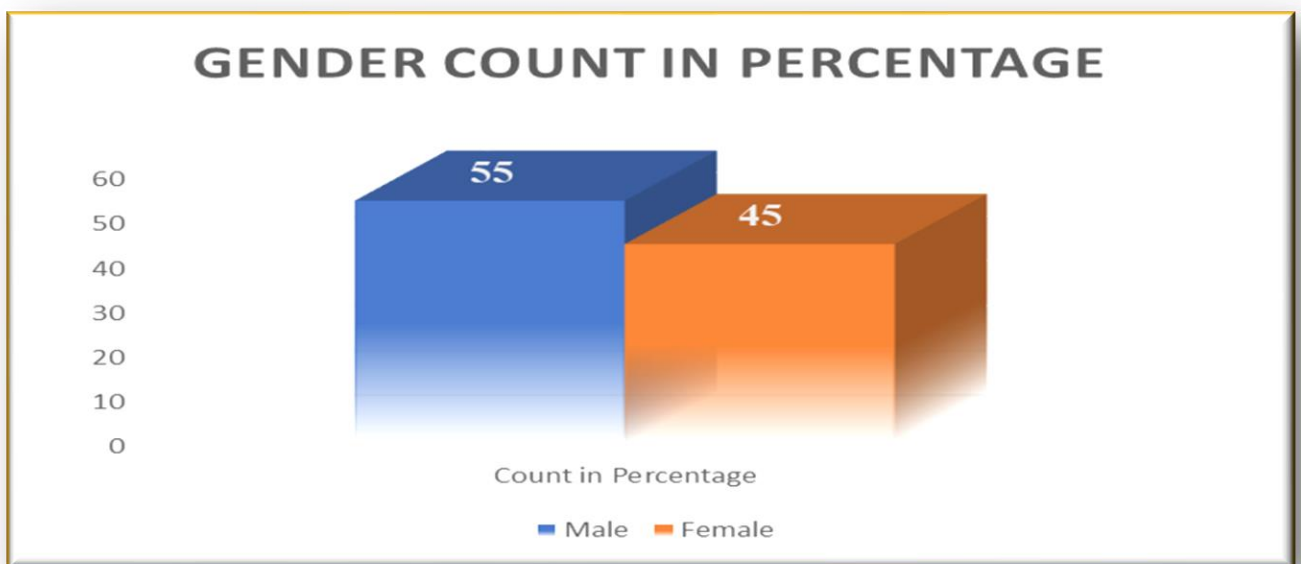
Sample was **96** male **79** female respondents. Approximately 33% respondents were graduate, while **103%** had post graduate degrees **91%** respondents are currently.

Limitations-

- The study is restricted to 175 sample size only.
- The study is limited to short period only
- Limited data available from currently non-working sample about their commitment

Graphical Representation of Demographic profile

Gender of Respondents

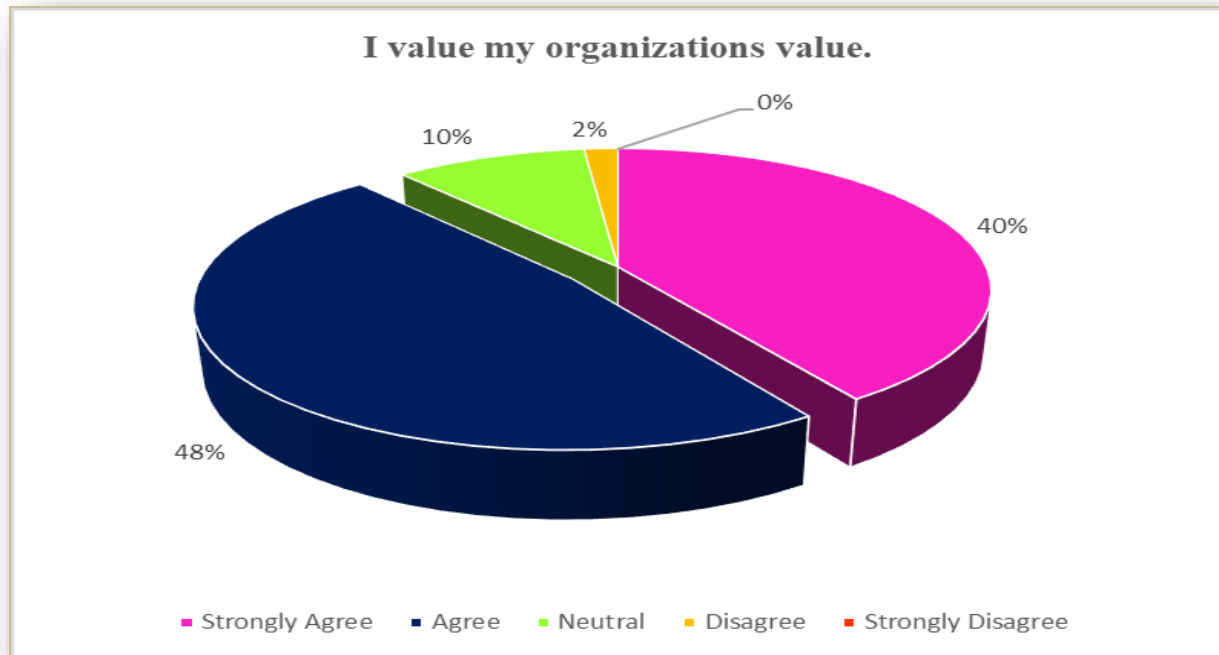


Data Analysis

1.Question was - I value my organizations value.

Option	Code	Count	Count in Percentage
Strongly Agree	1	71	41
Agree	2	84	48
Neutral	3	17	10
Disagree	4	3	2
Strongly Disagree	5	0	0

Graphical Representation is -

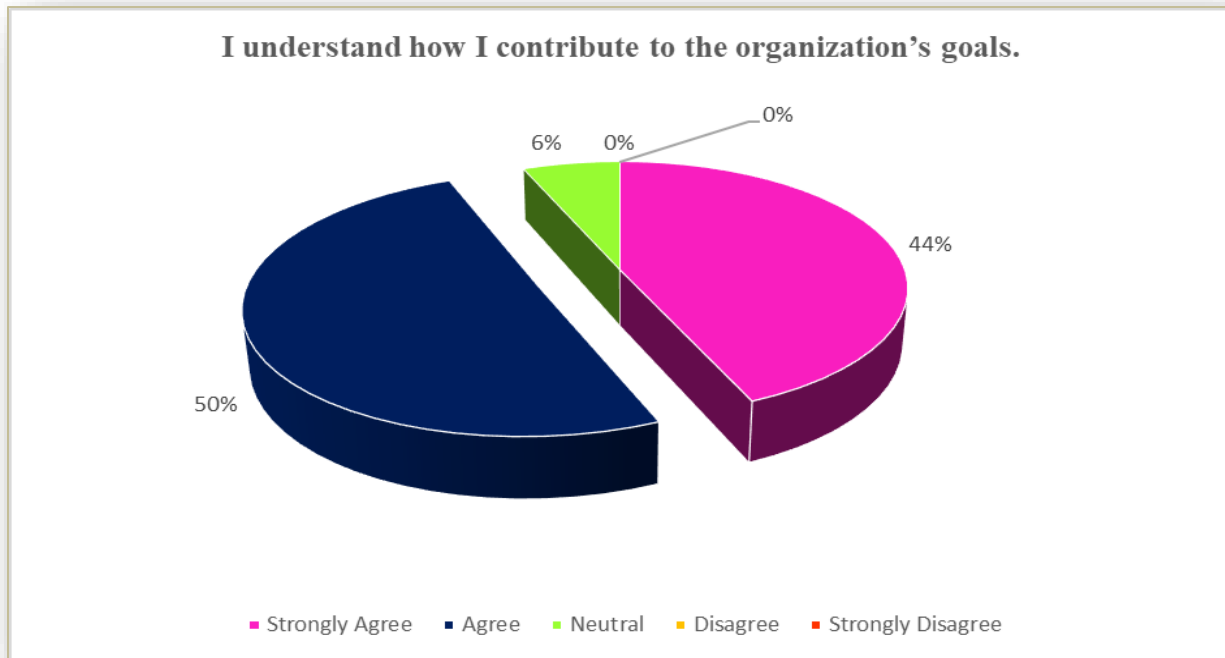


Findings – Majority (48%) respondents have same value as their organization,

2. Question was- I understand how I contribute to the organization’s goals.

Option	Code	Count	Count in Percentage
Strongly Agree	1	76	43
Agree	2	88	50
Neutral	3	11	6
Disagree	4	0	0
Strongly Disagree	5	0	0

Graphical Representation is -

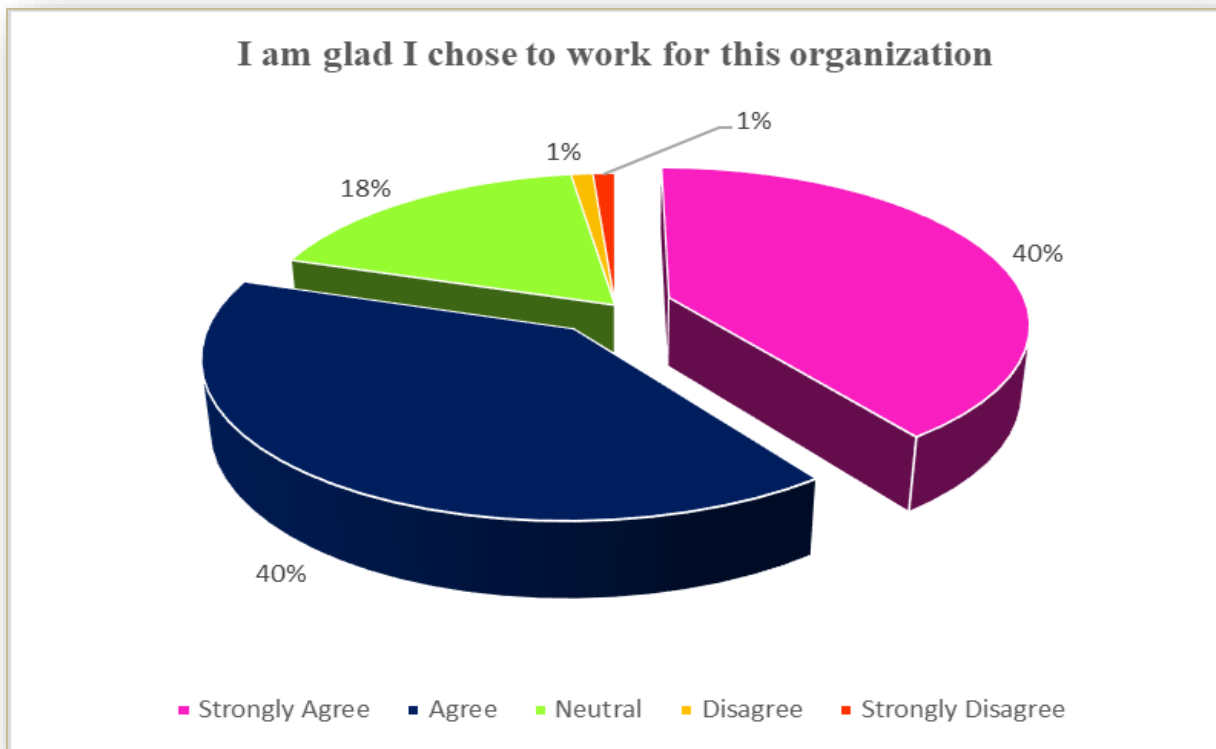


Findings – Majority (50%) respondents contribute honestly to accomplish organization’s goals.

3. Question was- I am glad I chose to work for this organization

Option	Code	Count	Count in Percentage
Strongly Agree	1	70	40
Agree	2	70	40
Neutral	3	31	18
Disagree	4	2	1
Strongly Disagree	5	2	1

Graphical Representation is -



Findings – 80% respondents are happily working and satisfied while working for their organization.

4. Question was-This organization has high work morale

Option	Code	Count	Count in Percentage
Strongly Agree	1	49	28
Agree	2	78	45
Neutral	3	41	23
Disagree	4	4	2
Strongly Disagree	5	3	2

Graphical Representation is -

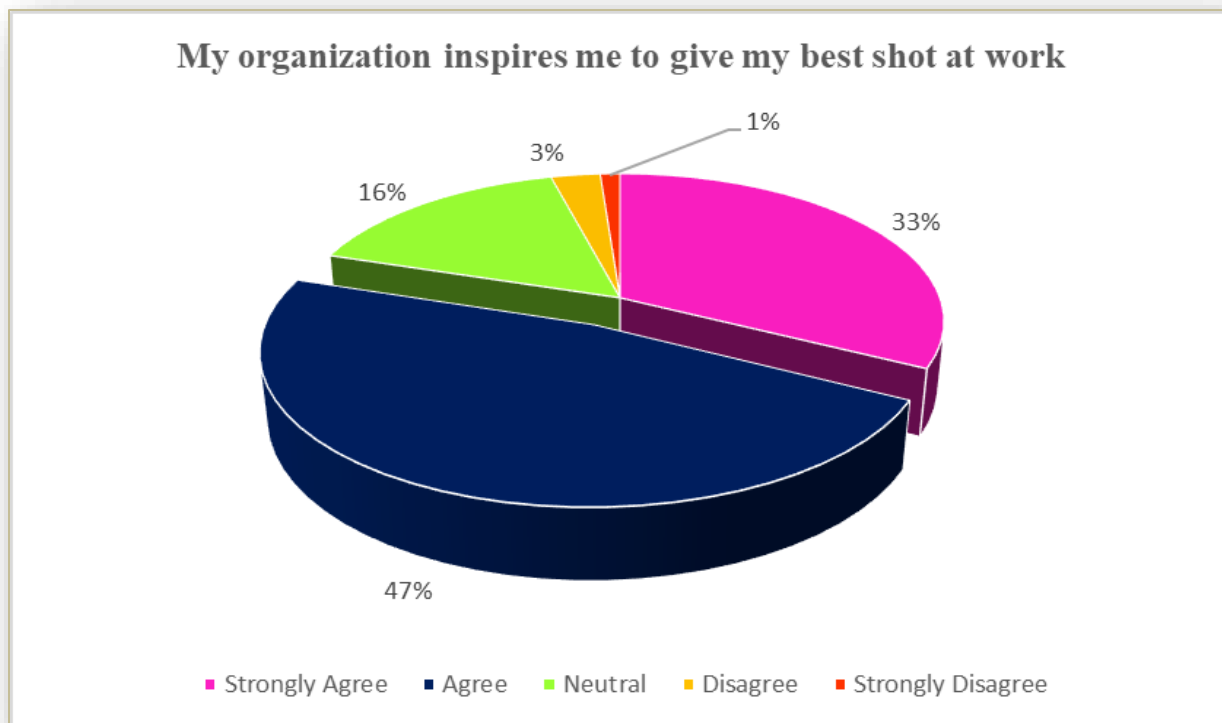


Findings – 45 % Majority respondents are agreed that their organization has high work morale & 28% respondents are strongly agreed.

5. Question was- My organization inspires me to give my best shot at work

Option	Code	Count	Count in Percentage
Strongly Agree	1	57	33
Agree	2	83	47
Neutral	3	28	16
Disagree	4	5	3
Strongly Disagree	5	2	1

Graphical Representation is -



Findings- 47% respondents are inspired by organization to give their best shot at work.

6. Question was- I feel no loyalty towards the organization.

Option	Code	Count	Count in Percentage
Strongly Agree	1	17	10
Agree	2	16	9
Neutral	3	30	17
Disagree	4	65	37
Strongly Disagree	5	47	27

Graphical Representation is -

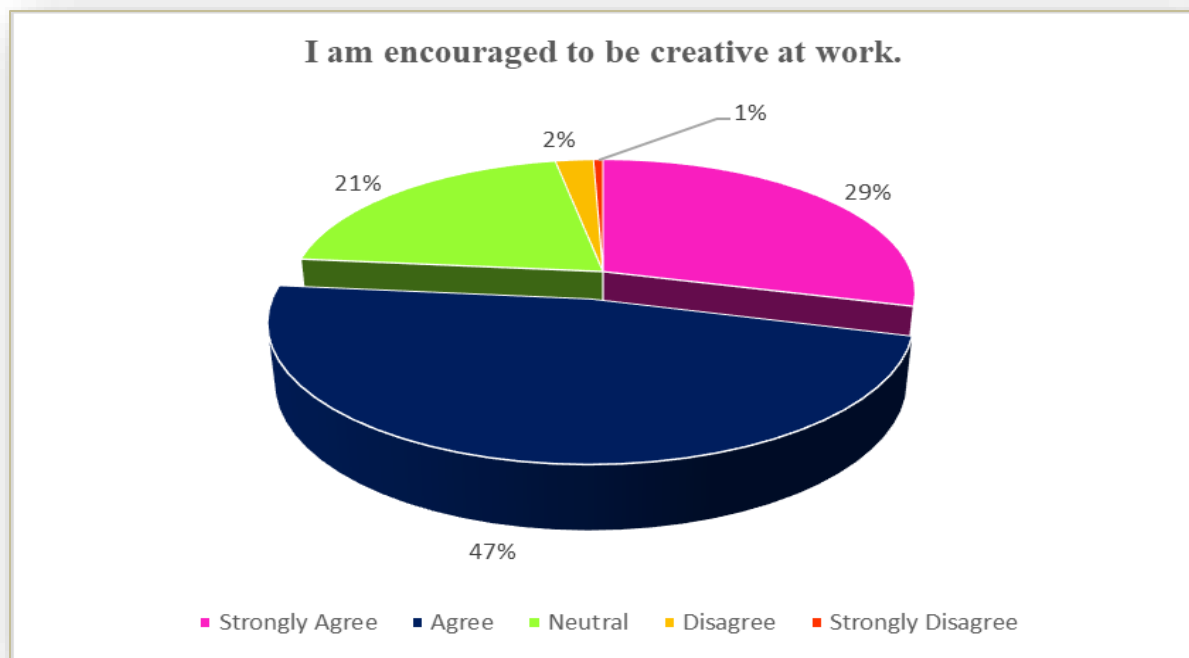


Findings – 64 % respondents have loyalty towards the organization.

7. Question was- I am encouraged to be creative at work.

Option	Code	Count	Count in Percentage
Strongly Agree	1	51	29
Agree	2	83	47
Neutral	3	36	21
Disagree	4	4	2
Strongly Disagree	5	1	1

Graphical Representation is -

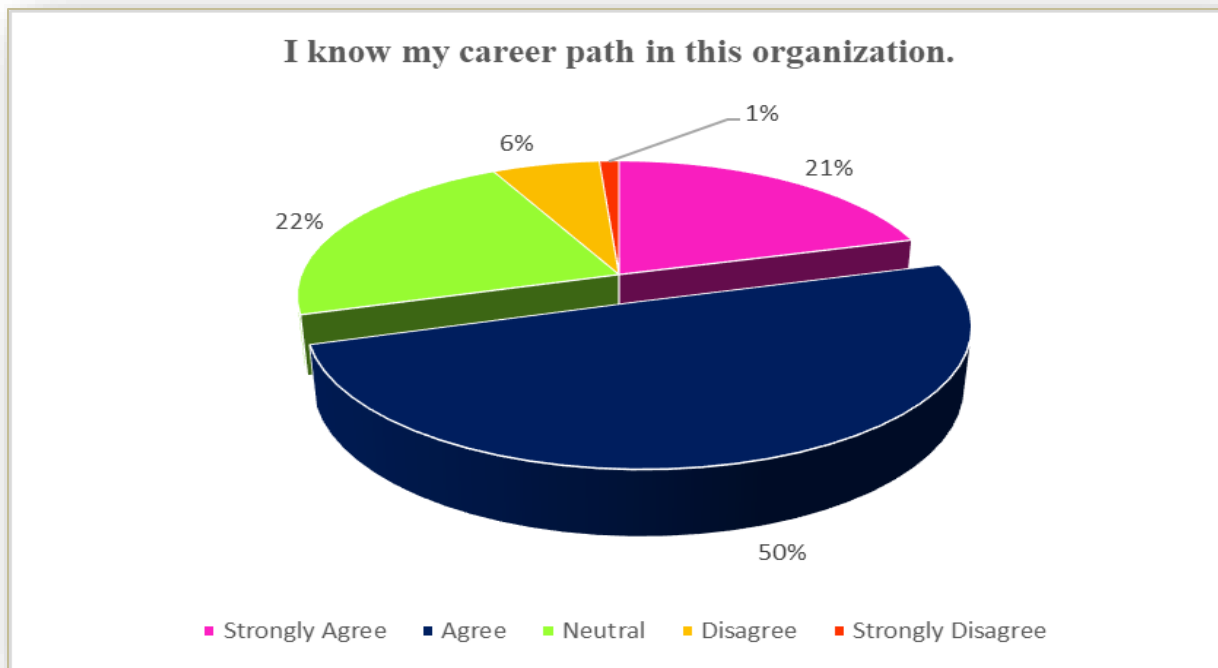


Findings – 76% respondents are encouraged to be creative at work.

8. Question was- I know my career path in this organization.

Option	Code	Count	Count in Percentage
Strongly Agree	1	36	21
Agree	2	87	50
Neutral	3	39	22
Disagree	4	11	6
Strongly Disagree	5	2	1

Graphical Representation is -

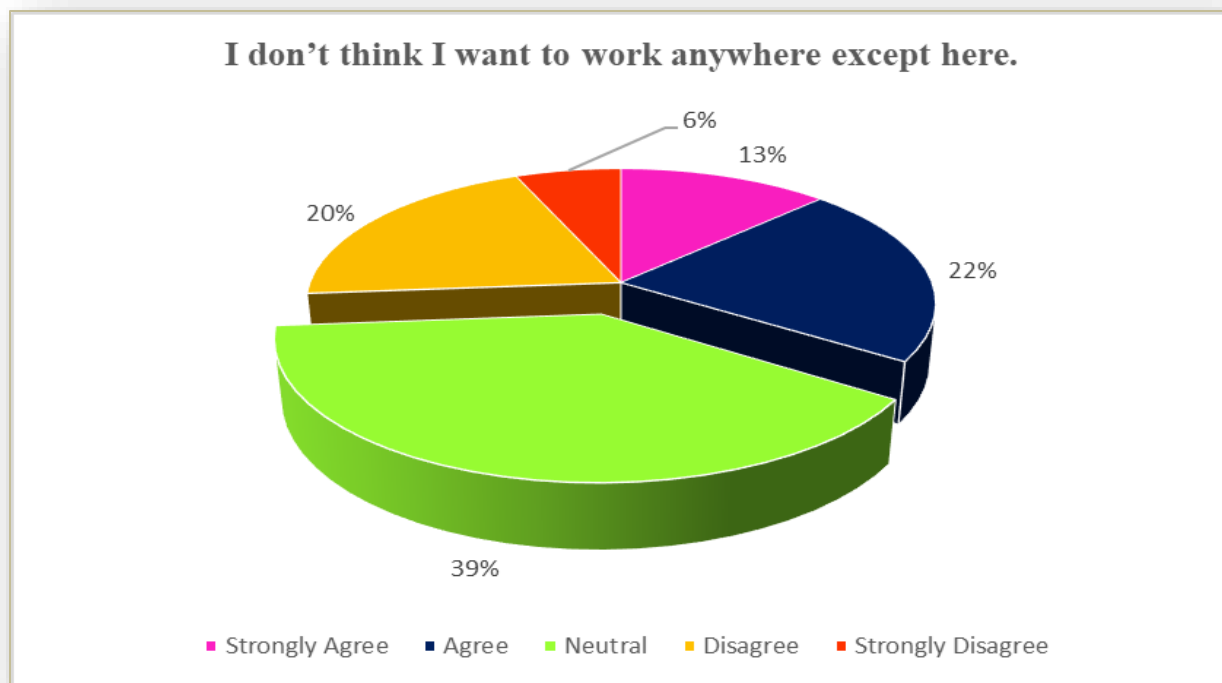


Findings – 72% respondents are aware about their career path and progression in their organization.

9. Question was- I don't think I want to work anywhere except here.

Option	Code	Count	Count in Percentage
Strongly Agree	1	22	13
Agree	2	38	22
Neutral	3	69	39
Disagree	4	35	20
Strongly Disagree	5	11	6

Graphical Representation is -

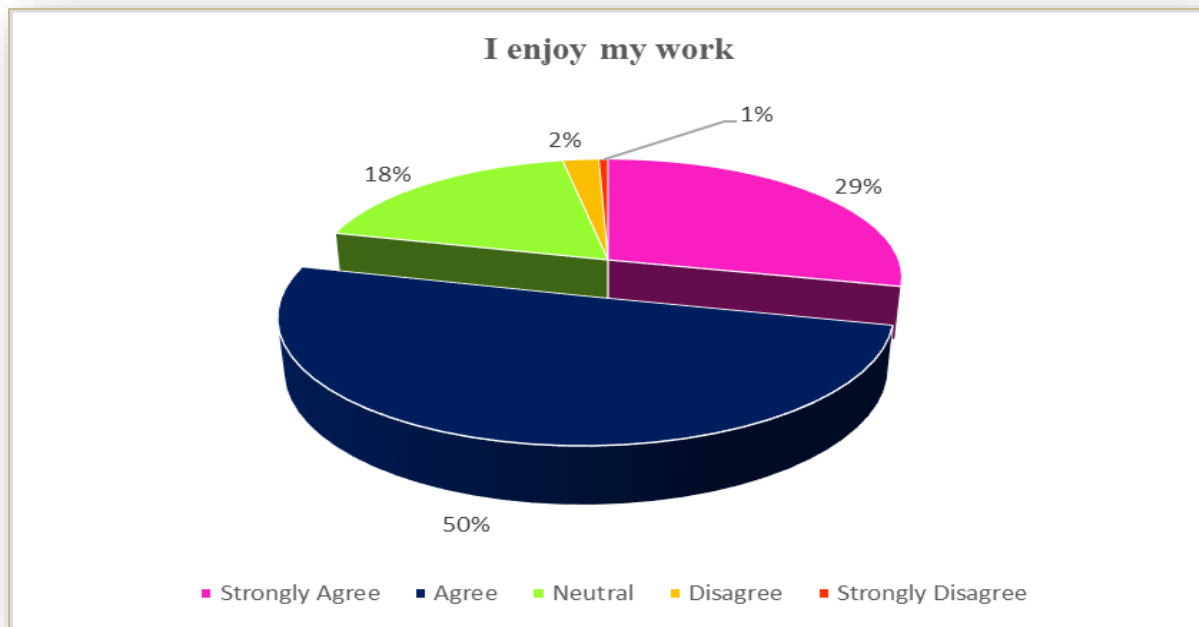


Findings- 39% majority respondents are neutral about leaving the current organization and 33% are ready to switch job and the organization.

10.Question was-I enjoy my work.

Option	Code	Count	Count in Percentage
Strongly Agree	1	50	29
Agree	2	88	50
Neutral	3	32	18
Disagree	4	4	2
Strongly Disagree	5	1	1

Graphical Representation is -

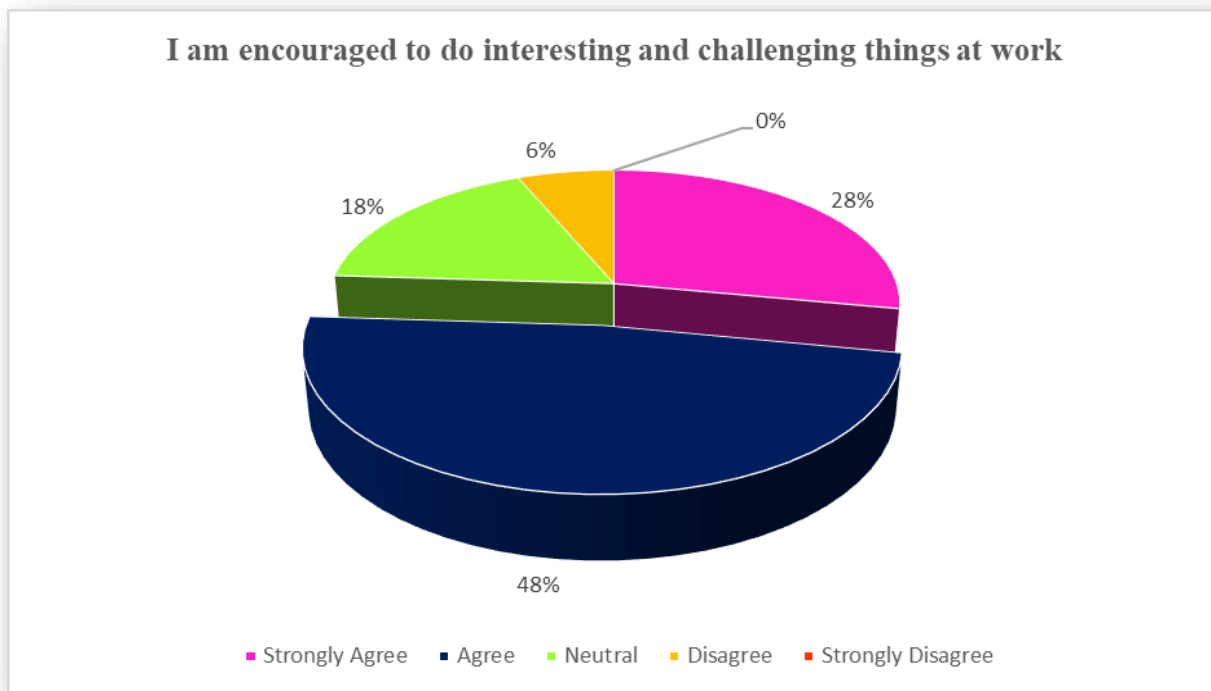


Findings- 79% respondents are enjoying what they are doing. 18% respondents are working with neutral mentality while 3% respondents are not linking / enjoying their work.

11.Question was- I am encouraged to do interesting and challenging things at work

Option	Code	Count	Count in Percentage
Strongly Agree	1	49	28
Agree	2	84	48
Neutral	3	31	18
Disagree	4	11	6
Strongly Disagree	5	0	0

Graphical Representation is -

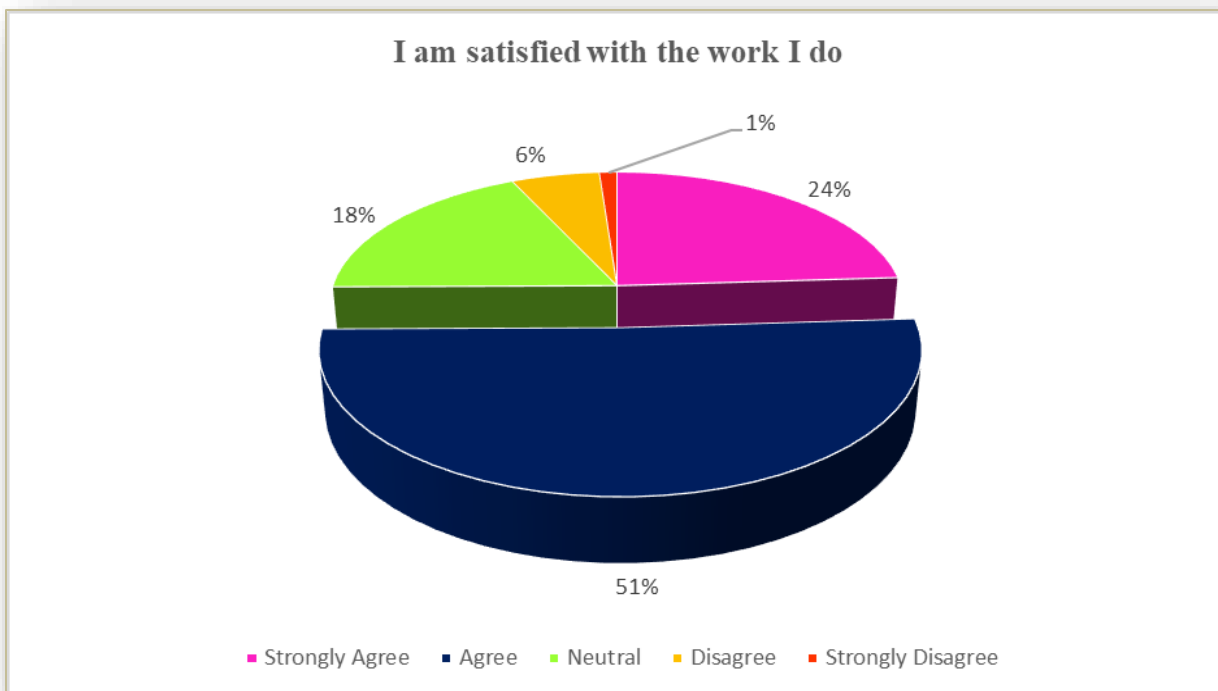


Findings – 76% Respondents are encouraged to do interesting & challenging things at work.

12. I am satisfied with the work I do

Option	Code	Count	Count in Percentage
Strongly Agree	1	42	24
Agree	2	89	51
Neutral	3	32	18
Disagree	4	10	6
Strongly Disagree	5	2	1

Graphical Representation is -

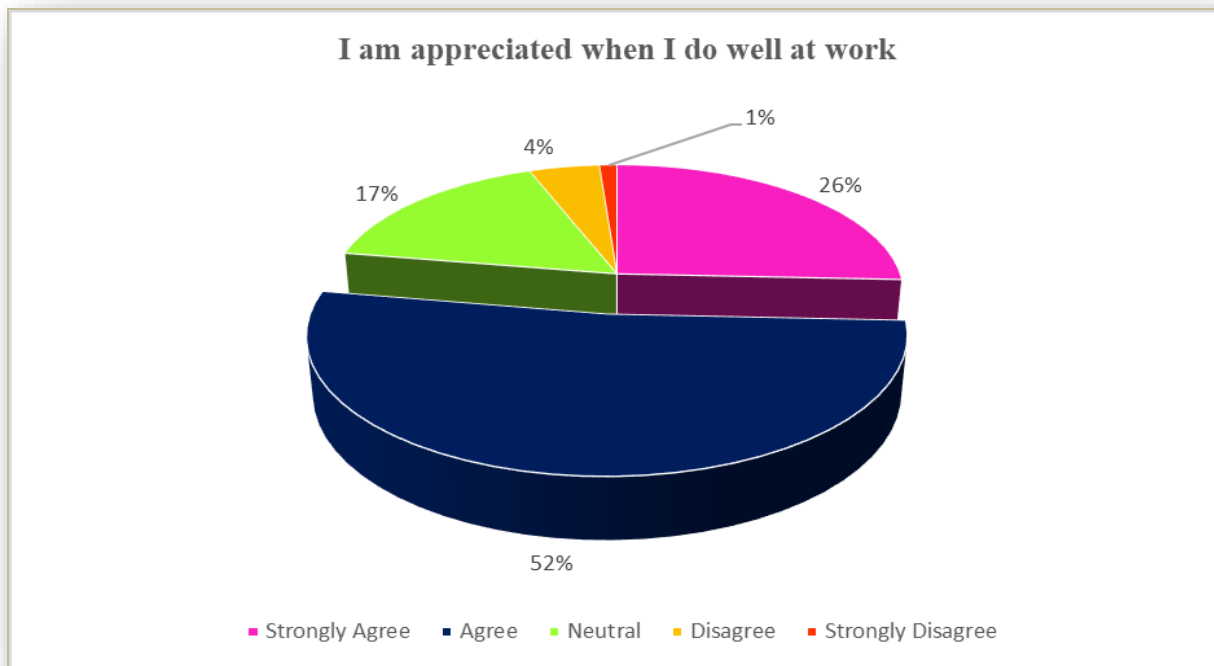


Findings – 75% respondents are satisfied with the work they do.

13. I am appreciated when I do well at work

Option	Code	Count	Count in Percentage
Strongly Agree	1	45	26
Agree	2	91	52
Neutral	3	29	17
Disagree	4	8	5
Strongly Disagree	5	2	1

Graphical Representation is -

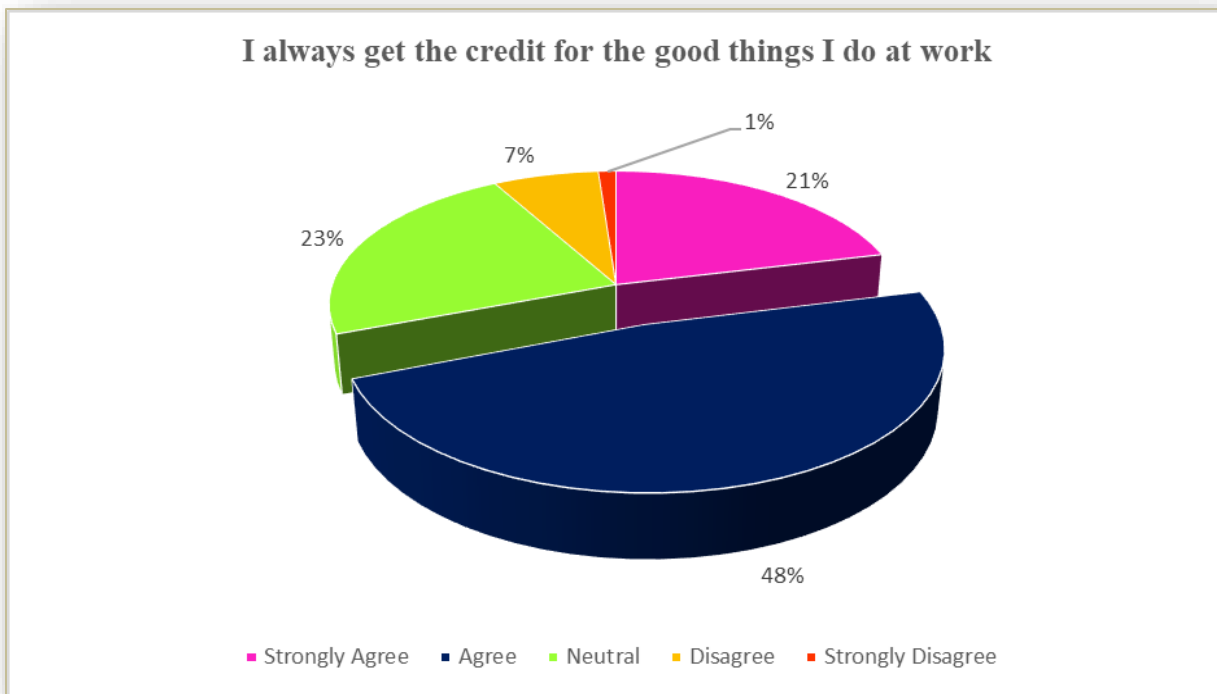


Findings – 78% are feeling that they are appreciated when they do well at work.

14. I always get the credit for the good things I do at work

Option	Code	Count	Count in Percentage
Strongly Agree	1	37	21
Agree	2	84	48
Neutral	3	40	23
Disagree	4	12	7
Strongly Disagree	5	2	1

Graphical Representation is -

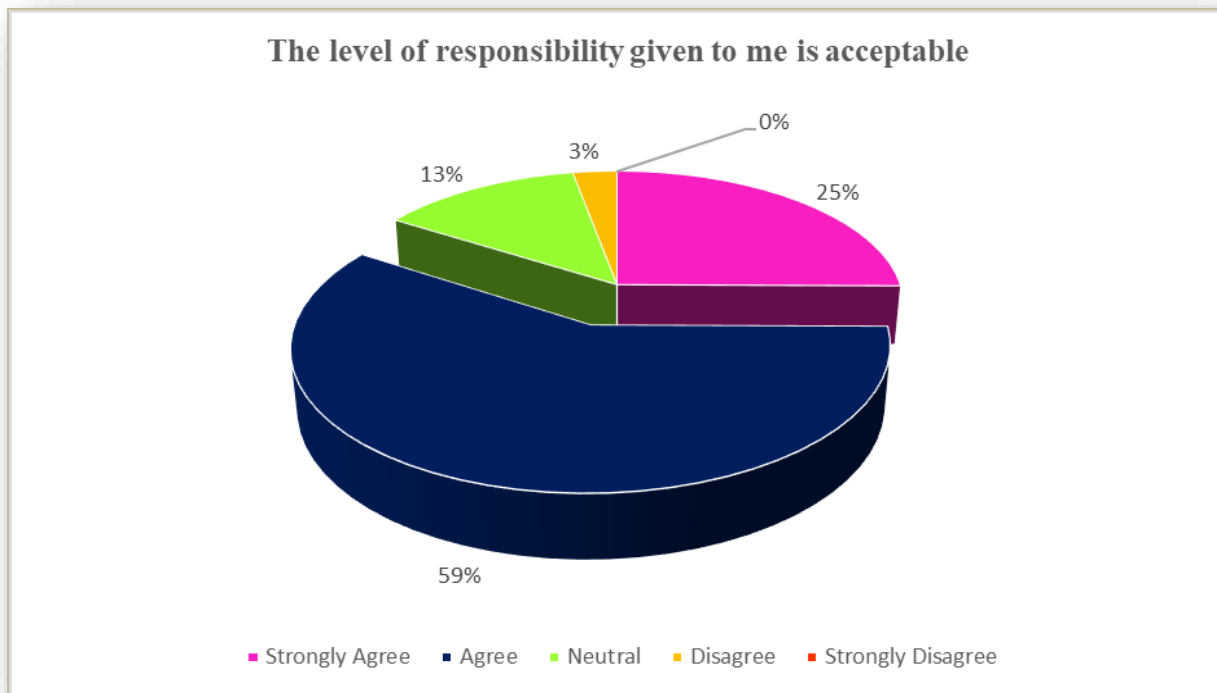


Findings – 69% respondents are always getting the credit for the good things they do at work.

15. The level of responsibility given to me is acceptable

Option	Code	Count	Count in Percentage
Strongly Agree	1	44	25
Agree	2	103	59
Neutral	3	23	13
Disagree	4	5	3
Strongly Disagree	5	0	0

Graphical Representation is -

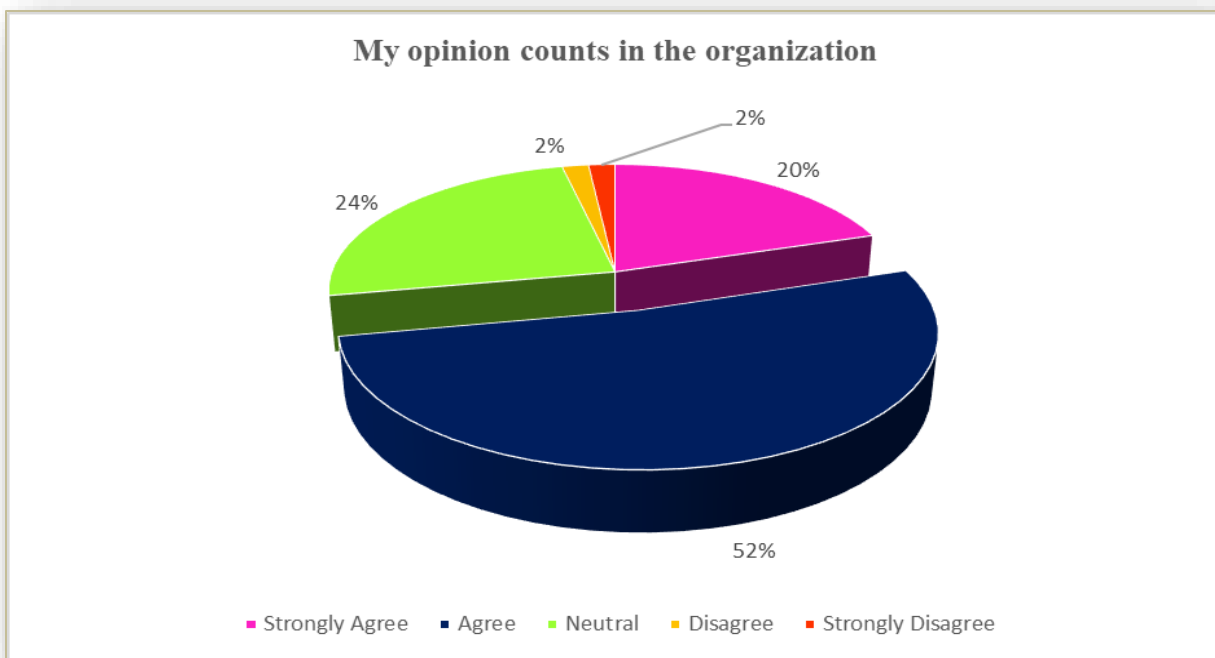


Findings – 69% respondents are happy and satisfied with the allocated responsibility.

16. My opinion counts in the organization

Option	Code	Count	Count in Percentage
Strongly Agree	1	35	20
Agree	2	91	52
Neutral	3	43	25
Disagree	4	3	2
Strongly Disagree	5	3	2

Graphical Representation is -



Findings – 72% respondents think that their opinion is valuable in the organization and 4% are not agreed that their opinion has any value in the organization.

17. I have a great team to work in

Option	Code	Count	Count in Percentage
Strongly Agree	1	56	32
Agree	2	76	43
Neutral	3	33	19
Disagree	4	7	4
Strongly Disagree	5	3	2

Graphical Representation is -

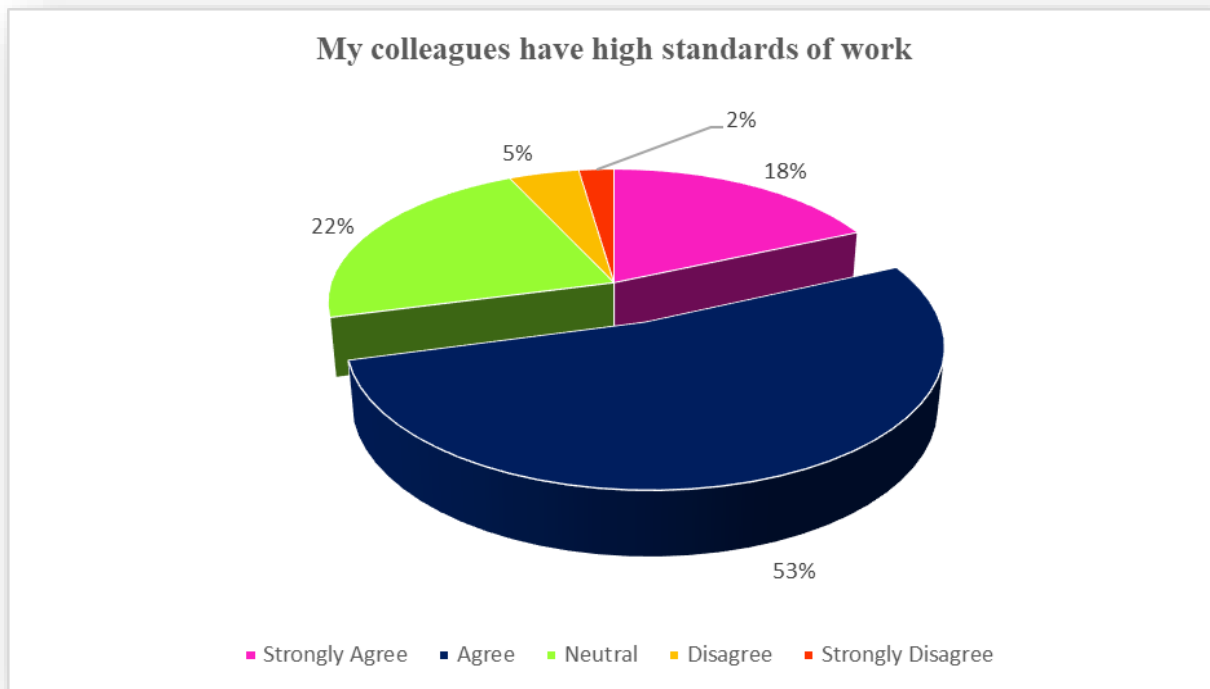


Findings – 75% respondents are working in great team.

18. My colleagues have high standards of work

Option	Code	Count	Count in Percentage
Strongly Agree	1	32	18
Agree	2	92	53
Neutral	3	39	22
Disagree	4	8	5
Strongly Disagree	5	4	2

Graphical Representation is -

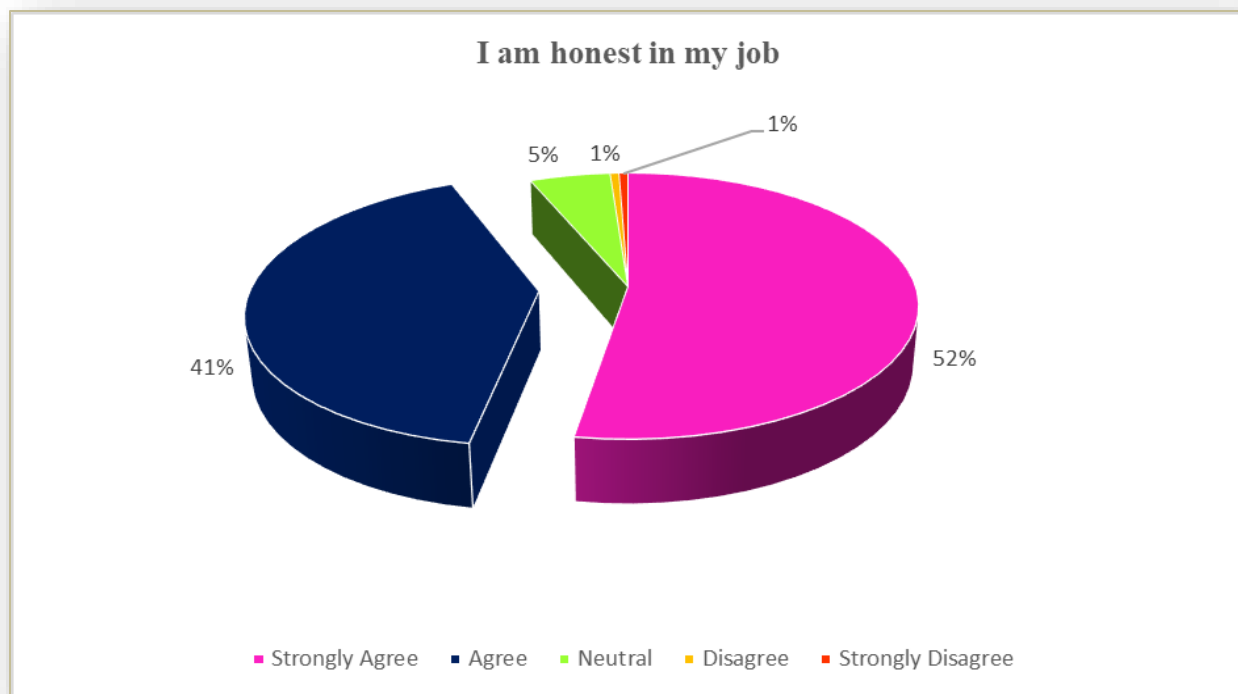


Findings – 71% respondents are working with colleagues having high work standards.

19. I am honest in my job

Option	Code	Count	Count in Percentage
Strongly Agree	1	92	53
Agree	2	72	41
Neutral	3	9	5
Disagree	4	1	1
Strongly Disagree	5	1	1

Graphical Representation is –



Findings – 7% respondents are not honest in their work; rest are honest in their work.

Findings

1. Majority (48%) respondents have same value as their organization,
2. Majority (50%) respondents contribute honestly to accomplish organization's goals.
3. 80% respondents are happily working and satisfied while working for their organization.
4. 45 % Majority respondents are agreed that their organization has high work morale & 28% respondents are strongly agreed.
5. 47% respondents are inspired by organization to give their best shot at work.
6. 64 % respondents have loyalty towards the organization.
7. 76% respondents are encouraged to be creative at work.
8. 72% respondents are aware about their career path and progression in their organization.
9. 39% majority respondents are neutral about leaving the current organization and 33% are ready to switch job and the organization
10. 79% respondents are enjoying what they are doing. 18% respondents are working with neutral mentality while 3% respondents are not linking / enjoying their work.
11. 76% Respondents are encouraged to do interesting & challenging things at work.
12. 75% respondents are satisfied with the work they do.
13. 78% are feeling that they are appreciated when they do well at work.
14. 69% respondents are always getting the credit for the good things they do at work.
15. 69% respondents are happy and satisfied with the allocated responsibility.
16. 72% respondents think that their opinion is valuable in the organization and 4% are not agreed that their opinion has any value in the organization.
17. 75% respondents are3 working in great team.
18. 71% respondents are working with colleagues having high work standards.
19. 7% respondents are not honest in their work, rest are honest in their work.

Conclusion

Pandemic stress has affected on employee commitment but as data collected from respondents, we can see that many organizations are now-a-days helping employees to balance their stress. Still this ratio is not of 100%, companies can develop few strategies to get more percentage of employees committed.

Following strategies can be used to balance pandemic stress and to get employees more committed to the organization-

1. To get more productive oriented results, companies should Construct career growth opportunities, internal rotations, and feedback methodology.
2. Companies should always respect to employees mental as well as financial needs. So that they will be able to manage stress and will be able to work with full dedication. To balance their stress and work, company can offer good facilities to employees.
3. Provide Feedback to employees as well regarding their work. Appreciation can lead to get new ideas from employees.
4. Clear Communication regarding their mistakes is important rather than any gossip on it.
5. Encourage Team Bonding can lead to build organization. Once, employee is committed to team, automatically many teams will be committed to organization.

References-

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Appendix-

Dear Respondent,

I am Ms. Gauri Dixit, pursuing my M.B.A. from MES Institute of Management and Career Courses, Savitribai Phule Pune University. As a part of my curriculum this study this 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 valuable time and effort.

Above Note will display on the Google Form Description

SECTION A- Demographic Info –

- 1.Age - 20-30, 30-50,50 Above
- 2.Current Employment Status - Working, Non-Working
- 3.Work Industry - Service, Manufacturing
- 4.Gender - Male Female
5. Education Level - Undergraduate, Graduate, Postgraduate, PhD
- 6.Employment Status - Part Time, Full Time
7. Before COVID-19 did you only work remotely – Yes , No
8. Before COVID-19 did your job allow you flexibility to work remotely? - Y,N
- 9.Have you lost your job during pandemic- Yes, No
10. Getting benefits from your organization for family care- Yes -No

Section B

To Find the Correlation Between Pandemic stress and Employee Commitment

Please choose the most appropriate answer option:

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

1. I value my organizations value
2. I understand how I contribute to the organization's goals
3. I am glad I chose to work for this organization
4. This organization has high work morale
5. My organization inspires me to give my best shot at work
6. I feel no loyalty towards the organization
7. I am encouraged to be creative at work
8. I know my career path in this organization
9. I don't think I want to work anywhere except here
10. I enjoy my work
11. I am encouraged to do interesting and challenging things at work
12. I am satisfied with the work I do
13. I am appreciated when I do well at work
14. I always get the credit for the good things I do at work
15. The level of responsibility given to me is acceptable
16. My opinion counts in the organization
17. I have a great team to work in
18. My colleagues have high standards of work
19. I am honest in my job
20. Select and 2 appropriate suggestions from following, that you'd like us to consider getting through the COVID-19 situation.

