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A Study on E-Working And Its Impact On Employee Performance During Covid-19 Pandemic

Ms. Srivaideshwari S 1*, Mr. Jayanth H 2*

1* M S Ramaiah College of Arts, Science and Commerce, , 2*St. Claret College

1* srivaideshwari27@gmail.com, 2*jayanthhanumanthaiah@gmail.com

ABSTRACT

The COVID-19 pandemic addresses an emergency that influences a few parts of individuals' lives all throughout the planet. This has resulted in drastic changes in the way an organization conducts the business activities which ultimately affecting the worker's routines and activities. Most of affected countries took several measures, like lockdowns, business shutdowns in this pandemic and this forced all the companies to stop their working physically rather all the employees are been encouraged to take up the work virtually (E-Working) in order to avoid spreading of virus among the employees. Thus, E-working has made a drastic change all over the world. E-working has made a major impact on performance of employee and productivity in an organization. Our paper focuses to study the importance of E-working during pandemic and it also analyses the challenges and opportunities. The primary data was obtained from 212 respondents who have been working virtual. The data was analyzed using SPSS software and chi-square test was applied.

Keywords: E-Working, Covid-19 Pandemic, Employee Performance, Productivity, Virtual

1 Introduction

As the world is going through a big changes, to cope with that changes everyone have to make several adjustments. One such adjustment is organization switching to work from home rather than in working from office. Work from home is also called remote working or E-working. Because of the lockdown, people are forced to stay at home; most of the firms are attempting to implement a work from home culture. Several technical platforms are employed to implement the E-working idea in order to ensure that employee efficiency is maintained. Several IT corporations, academic institutions, and other businesses have gone entirely online, with employees expected to work from home.

E-working is boon for many employees, but not for all the employees. E-working is enjoyed by many employee because of the reason E-working helps the employees to work independently, avoid spreading of virus, flexible schedule, customized environment, no office distractions, zero commuting, minimize the travelling which help in saving time and money etc. Even though E-working is providing so many benefits for the employees but still for few employee finds E-working has bane because of the

reason difficult to concentrate, difficulties in balancing work life and personal life, lack of communication and competition, more unexpected distractions, heavy stress level, unbalanced eating, overworking, danger of losing a promotion etc. The pandemic forced all the companies to stop their working physically rather all the employees in an organization were sent to their home to work virtually (E-Working) in order avoid spreading of virus among the employees, thus E-working made a big moment all over the world. E-working has made a major impact on performance of employee and productivity in an organization. This paper focuses to study the importance of E-working during Covid-19 pandemic and also analysis the factor influencing the employee to select E-working platform. Future it also identify the challenges and opportunities of E-working for employees during covid-19 pandemic and provide the suggestion for the same.

ROLE OF E-WORKING DURING COVID-19 PANDEMIC

Corporations and Governments all across the world have no choice but to provide flexible working circumstances, including the ability to work from home. COVID-19 have changed

everything overnight; the lockdown was enforced, and social distancing became the new norm. People are using video calls to remain in touch with friends and family, and schools are offering online classes via video conferencing apps. More than 3 billion individuals have been forced to work from home in order to avoid spreading of virus. For organizations that have never had E-working as part of their culture, it is a novel concept. In difficult times like these, E-working provides a savior for many businesses that would otherwise have shut down and cost billions of professionals their jobs. Even the Government sector and major PSUs, who had earlier rejected the concept of E-working, have now embraced it for the greater good.

E-Working culture complies with the guidelines issued by WHO (World Health Organization) in terms of social distancing and kept isolated from the rest of the world. Even a single employee getting infected can wreak havoc in the work place, which may lead to wide spread of virus among the employee, ultimately results in disaster of the entire company. Organizations that allow employees to work from E-working culture have taken every precaution to prevent the virus from spreading further.

So E-Working has played a critical and vital role in avoiding the spread of virus among the employees in the workplace by maintaining the social distancing norms that would otherwise be hard to sustain.

2 Review of Literature

Gopalakrishnan Narayanamurthy, Guilherme Tortorella, (2021) made a study on topic “*Impact of COVID-19 outbreak on employee performance-moderating role of Industry 4.0 base technologies*”. The aim of the object of the study was to provide an understanding of how the outbreak of covid-19 could impact on employee’s performance and to moderating role performed by Industry 4.0 base technologies adoption. For the study they collected data from various employees of different service sector firms in India who have working remotely during the COVID-19 outbreak. They analyzed the result by using multivariate techniques.

Beyza ERER, (2020) made study on the topic “*Impact of COVID-19 Fear on Employee Performance*”. The objective of the study is to determine the effect of Covid-19 fear on employee performance. For this purpose, “Covid-19 Fear Scale” and “Employee Performance Scale” were administered to 223 employees.

The results obtained indicate that the employees have high levels of fear of Covid-19; it shows that there is a negative, moderate and significant correlation between fear of COvid-19 and employee performance. Finally, concluded that the fear of Covid-19 significantly predicted employee performance.

Shaik Rubeena and Rafia Naz, (2020) made a study on the topic "*Impact of COVID-19 on employee engagement in 2020*". The primary aim of the study is to focuses on the emerging changes in work practices. Further it also focuses to sociology and economic impact (mental well-being, operational performance of companies and Unemployment). The sole purpose of the report is to analyze the impact of COVID-19 employment engagement in 2020. In this study all the aspects related to employees including unemployment, layoffs, salary deduction and more are covered. Finally authors concluded that companies should encourage the employees for their effortless work even during the tough times.

Amabile & Kramer, (2013) made a study on the topic "Working from home: A work in progress". He found that work from home is helping the employees to balance and differentiate their office

work with their routine work. The study also added that work from home saves time, increases the productivity, finishes the targets on time and also helps the employees to give time for their personal life.

Gajendra and Harrison, (2017) revealed in their study that it is difficult to monitor a worker's effort at home, especially when occasionally being interrupted by private responsibilities and family members. In a competitive labour market, such productivity effects would be rejected in a worker's wage level. Evidence on the productivity effects of Work from home is inconclusive, but seems to suggest positive effects more often than negative effects. Stevenson and Wolfers (2129) investigated that depending on the interactions between work and private life work from home could be more or less favorable to overall life satisfaction. As illustrated by the paradox of the decline in female happiness, these interactions are likely to differ by parental status and gender.

3 Research Gap

As social distancing becomes the new norms due to COVID-19 pandemic, this resulted in drastic changes in the way an organization conducts the business

activities which ultimately affecting the worker's routines and activities. Companies are forced to work virtually by adopting E-working or work from home culture in order to avoid spreading of virus among the employees. E-working culture has its own advantages and disadvantage to employee. This paper identifies the challenges and opportunities of E-working for employees during covid-19 pandemic and provides suggestion for the same.

4 Research Methodology

The study focuses on both primary data and secondary data. The current study is based on primary data and required data were collected from websites, convenient sampling was used in the study. Sample of 212 respondents were selected for the study and the primary data were collected from google questionnaires only. The secondary data pertaining to the study was obtained from various journals, books, newspapers and websites, publications and government of India. To analyse the questionnaire results tools of Simple percentage analysis, Regression and nonparametric (chi-square) test have been used and the pilot survey was

conducted. SPSS Software was used for testing the data.

5 Objective of the Study

- ❖ To study the role of E-working during covid-19 outbreak.
- ❖ To study the performance of employee in E-working during Covid outbreak.

6 Limitations of the Study

- ❖ Our study has a limited scope
- ❖ Our study focuses on 212 respondents and restricted to random parts of Karnataka.

HYPOTHESIS

H0: There is no significant relationship between E-working and employee performance during pandemic.

H1: There is a significant relationship between E-working and employee performance during pandemic.

DISCUSSION

Through chi square test the Null hypothesis is rejected and Alternative hypothesis is accepted i.e. there is a significant relationship between E-working and employee performance during pandemic. So, this shows that the employees have an advantage in E working.

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	222.663 ^a	8	.000
Likelihood Ratio	260.913	8	.000
Linear-by-Linear Association	142.714	1	.000
N of Valid Cases	212		

7 Major Finding Of The Study

As there is a significant relationship between E-working and employee performance during pandemic, Employees have an advantage in E-working. It has positively impacted on the performance of the employee in turn growth of the company.

Scope For Further Research

The research paper in the coming days shall be tested by capturing large samples and to what extent E working can be advantageous or disadvantageous for an employee in the pandemic situation.

8 Conclusion

Covid-19 pandemic have drastically changed the way organization conduct the business activities. To avoid spreading of virus among the employees in the company, E-Working cultural is the best cultural to follow-up in an organization during pandemic because in order to maintain social distancing and many new norms issued by the WHO. E-

Working has positively impacted on the performance of the employee which resulting in growth of the company's performance.

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