

Study of the quality of life of private sector employees after COVID-19

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Abstract

The COVID-19 pandemic has had a profound impact on the quality of life of private sector employees, affecting their mental, physical, and emotional well-being. This research paper explores various dimensions of employees' lives post-pandemic, such as life enjoyment, sense of meaning, energy levels, availability of leisure time, and job satisfaction. The study was conducted on 125 employees from two private sector companies using structured questionnaires and supplemented with secondary sources. The findings reveal that a significant number of employees face issues like low energy, reduced life satisfaction, mental stress, and a lack of work-life balance. Although more than half reported satisfaction with job performance, a considerable proportion expressed dissatisfaction due to post-pandemic changes. The paper concludes with practical suggestions for organizations to foster a healthier work environment, including flexible policies, mental health resources, better workload management, and open communication. These steps can significantly enhance employee well-being and productivity in the post-COVID era.

Introduction

The COVID-19 pandemic has impacted the lives and quality of life of people globally in various ways. Private sector employees have also not been untouched by this pandemic. Lockdowns, changes in working hours, fear of job loss, and health concerns have had a profound impact on their quality of life. In this research paper, the researcher will study how the quality of life of private sector employees has changed after the COVID-19 pandemic (D'Mello et al). The COVID-19 pandemic has brought unprecedented changes to the lives of people across the world, and private sector employees have not been untouched by it. The pandemic has not only changed their workplace but has also had a profound impact on their personal lives, mental health, and overall well-being. Lockdowns, social distancing rules, and new ways of working have impacted the quality of life of private sector employees in many ways.

During the pandemic, many companies had to allow their employees to work from home, making it difficult to maintain a work-life balance. The line between

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home and office became blurred, and employees had to work longer hours. As a result, many employees felt stressed, anxious, and lonely (Jayaro & K et al-2022). Additionally, the fear of losing their jobs due to the pandemic also prevailed among employees, putting further pressure on their mental health. This study aims to assess the quality of life of private sector employees after the COVID-19 pandemic. The provided data examines how much employees enjoy life, offering insight into their well-being and overall satisfaction levels (Rai & Verma, 2023).

Objectives of the Study

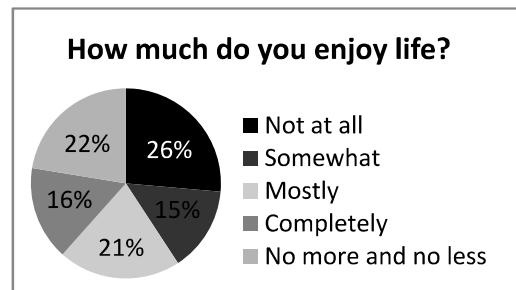
The objectives of this study are as follows:

- To assess various aspects of the quality of life of private sector employees after the COVID-19 pandemic.
- To identify both the positive and negative impacts of the pandemic on their quality of life.
- To provide recommendations for improving the quality of life post-pandemic.

Data Collection

- **Primary Data:** The study is conducted on a total of 125 employees of two large private sector companies by asking them questions related to various aspects of their quality of life such as physical health, mental health, social relations and economic status through a structured questionnaire using Google Form.
- **Secondary Data:** The data will be collected from government reports, research papers and other relevant documents.

Figure 1: Responses from private sector employees on how much they enjoy life: According to the data, 41% of employees experience low enjoyment in life, with 26% choosing "not at all" and 15% choosing "somewhat". This significant percentage points to concerns related to mental health, workplace stress or work-life balance challenges that have increased due to the pandemic. Meanwhile, 37% of employees report moderate to high life enjoyment, with 21% choosing "mostly" and 16% choosing "completely", indicating a relatively

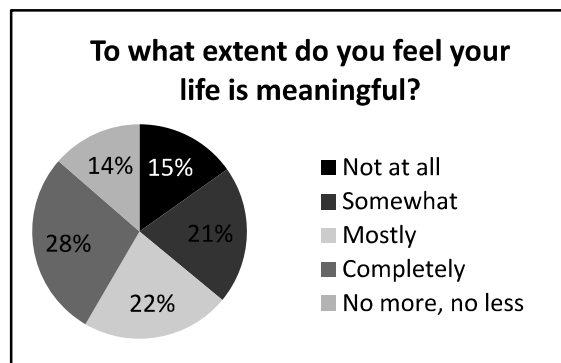


positive outlook. Additionally, 22% of employees selected "neither more nor less", indicating a balanced but notable level of satisfaction.

Based on the above analysis, it can be concluded that the long-lasting psychological and economic impacts of COVID-19, including job insecurity and financial instability, have negatively impacted the mood of employees. As we all know that workplace conditions, such as increased workload, remote work challenges and changing job roles also play a significant role in overall happiness levels. Additionally, due to lack of work-life balance, employees are both able to enjoy their personal life nor spend time with family, friends and relatives, which is a major reason for deprivation of joy in their life and this situation is affecting their physical and mental health drastically.

Figure 2: Summary of the responses of private sector employees regarding the extent to which they feel their lives are meaningful:

Finding revealed a diversity of experiences among respondents. 35% of respondents expressed a weak sense of meaning in life, with 14% selecting "not at all" and 21% selecting "somewhat" - answers provided by respondents reflecting personal struggles in their lives, workplace dissatisfaction or lack of purpose. In contrast, 50% of employees express a strong sense of meaning in life, with 22% selecting "mostly" and 28% selecting "completely". This indicates a positive outlook, possibly influenced by fulfilling careers, supportive relationships or personal growth. Additionally, 14% remain neutral, selecting "no more, no less", indicating a balanced but indifferent outlook on the meaning of life.



The above data shows that a person's employment plays an important role in the meaning of life, as monotony or stressful situations in the job have a negative impact on their emotions. Thus, a person's work-life balance is an important factor. At the practical level, it was observed that due to the prolonged COVID-19, financial instability and excessive work pressure among employees had an adverse effect on their mental health, which caused a state of boredom, inferiority and depression in most employees. When such feelings arise in employees, they start considering their lives meaningless.

Figure 3: Information about the energy levels of private sector employees while performing daily activities post-COVID-19.

The results show that the majority of employees (35%) reported that they do not have enough energy at all to carry out their day-to-day tasks,

which could be indicative of factors such as work-related stress, burnout, or the health effects of COVID-19. Additionally, 14% of respondents feel only somewhat energetic, while 18% feel neither more nor less energetic, which suggests a neutral attitude. On the other hand, 22% of employees feel mostly energetic, and only 11% feel completely energetic, indicating that less than one-third of employees have optimal energy levels to carry out daily tasks. This data shows that post-pandemic workplace conditions, including workload, remote work challenges, and mental health struggles, are posing varying levels of physical, mental, and social challenges to employees.

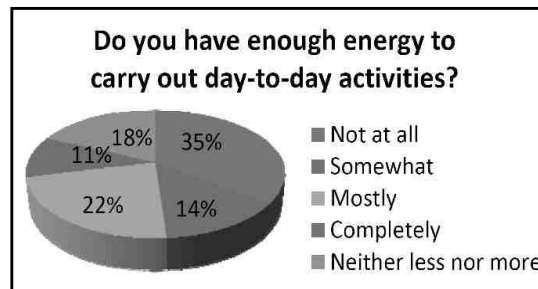


Figure 4: The availability of leisure opportunities for private sector employees post-COVID-19.

The findings show that 33 percent of employees feel they have no opportunity for leisure activities, while another 30 percent report having only limited time. This suggests that work pressure,

companies requiring employees to work even on holidays (meetings, PPT presentation & data collection) and the inability to find time for personal tasks during the workday lead to dissatisfaction among employees.

On the other hand, only 10 percent of employees feel they have full access to leisure opportunities, while 13 percent feel they mostly have access. The relatively low percentage of employees with adequate leisure time suggests that post-pandemic workplace demands continue to impact employees' ability to engage in activities that promote relaxation and well-being. Additionally, 14 percent of employees feel neutral about their leisure opportunities, reflecting a mixed perception within the workforce.

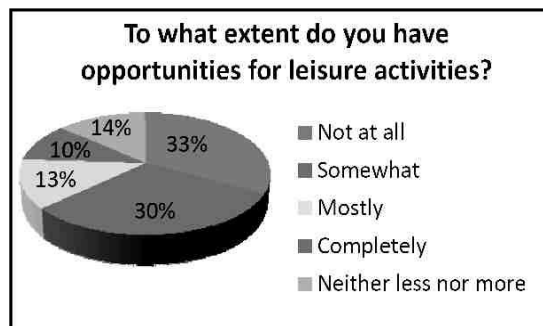
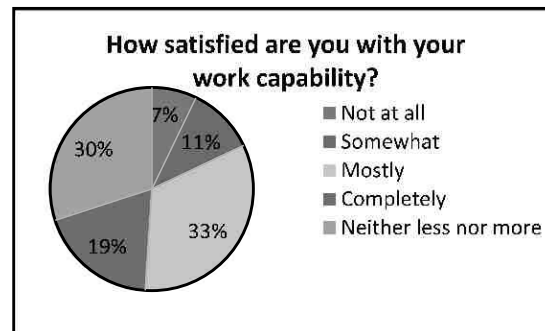


Figure 5: Job satisfaction among private sector employees post-COVID-19.



The findings show that 33% of employees feel mostly satisfied with their job performance, while 19% feel completely satisfied. This suggests that more than half of employees have a positive

perception of their ability to perform their jobs effectively, which can be attributed to experience, skill development or a supportive work environment.

However, 11% of employees feel only somewhat satisfied, while 7% are not at all satisfied with their job performance. This indicates that a portion of the workforce is struggling with post-pandemic challenges such as skill gaps, burnout or difficulty adapting to changes in work processes. Additionally, 30% of employees feel neutral about their job performance, indicating uncertainty or fluctuation in confidence levels.

Suggestions

- The company should eliminate the culture of working on holidays in its policies so that the employee can spend quality time with his family, friends and relatives, which is very important for his mental health.
- From time to time, the team leader should also be evaluated on the parameters related to human relations along with work and targets. Confidential feedback also needs to be taken from the employees working under the manager so that the company can get information about the real condition of the person leading the team.
- Employers should implement policies that promote better work-life balance, such as flexible work schedules, remote work options and clear boundaries between work and personal life.
- Organizations should provide mental health resources such as counseling services, stress management workshops and employee assistance programs. So that the state of mental stress of the employee can also be monitored and work can be done at various levels to improve his mental health.
- Workload distribution should be reviewed to ensure that the employees are not overburdened.
- Introducing wellness programs, meditation breaks or stress-relieving activities at the workplace can improve employee energy levels.

- Employers should create a positive and gratifying work environment by providing opportunities for career growth, skill development and meaningful tasks.
- Organizations should promote initiatives such as company-sponsored team outings, social events and wellness programs to improve relaxation and well-being.
- Encouraging employees to take time off and ensuring they have weekends free from work can help enhance their quality of life.
- Creating a culture of open communication where employees can express concerns about job satisfaction can lead to better improvements in the workplace.

Conclusion

The study comprehensively analyses the quality of life among private sector employees post-COVID-19, highlighting significant concerns about life enjoyment, meaning, energy levels, leisure opportunities and job satisfaction. A large proportion of employees report low enjoyment in life, attributed to factors such as stress at work, financial instability and lack of work-life balance. Similarly, employees feel a low sense of meaning in life, which is often associated with job dissatisfaction and mental health struggles. These findings indicate that many employees are struggling to find fulfillment in both personal and professional aspects of life.

Energy levels also remain a concern among employees, reporting a lack of energy to perform daily tasks, possibly due to work-related burnout, remote working challenges and overall stress. Furthermore, leisure opportunities are limited for a significant portion of employees, stating that they have little or no time to relax. This imbalance between work and personal life further contributes to dissatisfaction and mental fatigue. However, job satisfaction presents a slightly more optimistic outlook, with employees expressing confidence in their work performance. This suggests that despite workplace challenges, many employees still find motivation and support in their professional roles. However, a notable percentage (18%) remains dissatisfied, struggling with skills gaps and adapting to the post-pandemic work environment. Overall, the study underlines the need for organizations to address workplace stress, promote work-life balance and provide mental health support. Implementing flexible work arrangements, reducing excessive workloads and promoting a supportive environment can improve employees' overall well-being, energy levels and job satisfaction, leading to a healthier and more productive workforce.

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