

Worker Participation at Workplace During Epidemic

S. Shahul Ameen¹, S. Senthil Kumar¹, T. Thilak², J. Sudhakar³, R. Praveen⁴

¹Department of Management Studies, Karpaga Vinayaga College of Engineering and Technology, Madhuranthagam - 603 308, Tamil Nadu, India.

² Department of Physics, Karpaga Vinayaga College of Engineering and Technology, Madhuranthagam - 603 308, Tamil Nadu, India.

³Department of Biomedical Engineering, Karpaga Vinayaga College of Engineering and Technology, Madhuranthagam - 603 308, Tamil Nadu, India.
email id: senthilvanaja76@gmail.com

⁴Department of Robotic Automation, Karpaga Vinayaga College of Engineering and Technology, Madhuranthagam - 603 308, Tamil Nadu, India.

Abstract

Epidemic is one environmental uncertainty that has drastically influenced world flow. The Epidemic's social and economic effects will be terrible for everyone and far-reaching. Every nation in today's interconnected world will be affected by the Epidemic's destruction. Every area of life, whether it be the social, economic, or any other, has seen ups and downs. Particularly the Epidemic has had a significant impact on workers' environments in the workplace. This study explores the ways in which employees of pharmaceutical companies engaged in their work during the epidemic. The study's primary goal is to identify the difficulties faced by workers during the Epidemic, with particular reference to the pharmaceutical sector. In this study, primary and secondary data were also utilised. The convenience sampling method was used to select a sample of 100 individuals. Self-administered questionnaires are used for this work. Likert scale questions with a five-point range were included. Information was gathered using a Google form. responses from renowned pharmaceutical businesses in Tamil Nadu. Based on data analysis, it was concluded that companies should adhere to Epidemic protocols, foster a very hygienic work environment for employees, and require pharmaceutical companies to provide risk coverage for all employees in the event that they were involved in accidents or became ill. Some fun hobbies might boost their energy levels. Engaging the entire family, including the children, increases involvement. A genuine praise is always appreciated.

Keywords: Employee Engagement, Epidemic, Hygiene environment

Introduction:

Epidemic has grown to be a major global concern. The Epidemic's social and economic effects will be terrible for everyone and far-reaching. The damage caused by the Pandemic will affect every nation in today's linked world. Every aspect of life, whether social, an economic, political or other sector has seen ups and downs. Particularly, the Epidemic has had a significant impact on how people operate in the pharmaceutical sector. An employee's motivation to devote time and effort to the allotted work is simply stimulated by a strong emotional tie they have developed with their company (Kahn, 1990).

An earlier study found that companies with greater engagement scores had higher returns on assets and shareholder value than companies with lower engagement scores (IBM Corporation and Globoforce Limited, 2018).

according to a recent Gallup study (2017), only 38% of employees in Sri Lanka are involved. According to Iddagoda and Opatha (2020), despite the fact that this figure is higher than the 14% indicated in a previous Gallup poll (2017), Sri Lanka still has a long way to go to encourage employee engagement.[17-19]

In these historically unprecedented times, pharmaceutical companies are swiftly responding to the difficulties posed by supply chain disruption and the need to change business practises. If the current

COVID-19 Pandemic lasts for a medium or long time, the supply of active components and ingredients (mainly from China), as well as pharmaceutical import and export, may be disrupted.

Review of literature:

Better compensation systems and methods that indicate an interest in employees' professional development are signs of employee commitment. In order to increase commitment levels, organisations also need to develop methods of employee contribution acknowledgment that would aid in understanding what factors affect employee engagement (Sivasubramanian and Rupa, 2017)¹. According to Gandasala V. Prabhakar and Swetha Reddy (2016)², organisational support and inputs have an impact on employee engagement as well as the demographic composition of the workforce. Commitment increases employee engagement.

According to Dharmasiri's(2010)³ theory, an employee's head, hands, and heart are essentially involved with their work. Employee engagement, according to Iddagoda et al. (2016)⁴, is the degree to which employees are cognitively, emotionally, and behaviorally involved in their businesses and occupations. Additionally, according to their perspective, behaviour and attitude go hand in hand with employee engagement.

Multiple communication and openness across all levels of management are approaches for building confidence and determining the degree of discretionary work that comes with a higher level of involvement (Manjunath.S and Chandni M.C, 2018). (Preeti Thakur, 2014) discovered that at the clerical level, rewards and recognitions are closely connected to job engagement, and that increasing job authority and accountability may promote work motivation among the former.

According to Dr. Pratimasarangi and Dr. Hagirathi Nayak (2016), an employee's loyalty to his organisation would enable him to be more productive, hence increasing organisational success. Differences in the parameters have been discovered by (Arti Chandani and Vashwee Khokhar, 2016) and can be attributed to individual, job, and gender diversity.

Objectives:

To determine Challenges faced by employees in work place during Epidemic period special reference with pharmaceutical industries.

Research Methods:

In this study, a descriptive in nature study was employed. Data was gathered using structured questionnaires. Responses from the Tamilnadu pharmaceutical industry, Inida. The Simple Random sampling approach was used to acquire 100 samples. The questionnaire was created using Google Forms. Following data screening, numerous statistical methods were applied in this study. Percentage analysis was used to examine the worker profile. In this study, the chi square approach and factor analysis tools were utilised to determine the association between the variables.

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 2. Gantasala V. Prabhakar, & Swetha Reddy. (2016). Employee Engagement in the IT Industry – Evidence from India .*Strategic Management Quarterly*, Vol. 4(1), 61-86
 3. Dharmasiri A.S. (2010), Epiteome of Engaging Employees, 22nd Anniversary Convention Volume of Association of Professional Bankers, Sri Lanka, pp. 61-74.
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Data Analysis and Discussion:

Worker Profile

Table 1

Variables	occurrence	%
Age Wise		
Up to 25 years	20	20
26-35years	29	29
36-45years	32	32
46-55years	10	10
>55 years	9	9
Gender level		
Male	64	64
Female	34	34
MARITAL STATUS		
Married	60	60
Un Married	40	40
Educational qualification		
School	11	11
Diploma	35	35
UG	41	41
PG	13	13

Interpretation:

According to the data in the table, the sample unit has 32% of workers between the ages of 35 and 40, 64% of respondents who identify as male, 60% of respondents who are married, and 44% of respondents who reside in cities. Furthermore, 41% of workers have completed Under Graduates.

Correlation between Employee responsibility and Target achievement level

Table 2

Correlations			
		Target Achieved	Workersresponsibility
Target Achieved	R	1	.015
	Significance. (2-tailed)		.879
	N	100	100
Workersresponsibility	R	.015	1
	Sig. (2-tailed)	.879	
	N	100	100

As demonstrated in Table 2, a Spearman's Correlation analysis revealed a statistically moderate, positive association between Employee responsibility and Goal performance level ($r = 0.879$). This finding suggested that employee accountability is altered when working from home during the Epidemic period.

H1: There is a considerable association between overall incredibly satisfied workers and the company's pleasant atmosphere.

**Chi-Square Analysis
Table 3**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square value	34.708 ^a	16	.000
Likelihood Ratio value	43.871	16	.000
Linear-by-Linear Association value	.696	1	.404
N of Valid Cases	100		

Pearson chi-square is 34.708 and the related significant value is .000 (which is less than 0.05). As a result, the null hypothesis is rejected.

INFERENCE

H1 is accepted hence, there is a considerable association between overall incredibly satisfied workers and the company's pleasant atmosphere.

FACTOR ANALYSIS

**KMO and Bartlett's Test report
Table 4**

KMO of Sampling Adequacy.	.760
Bartlett's Test of Sphericity	Approx. Chi-Square value
	Df
	Sig.
	61.112
	28
	.000

Kaiser-Meyer-Olkin (KMO) value is 0.760 it is higher than 0.6 and Bartlett's Test of Sphericity significant value is 0.000 (Less than 0.05). So Factor analysis can be under taken using this dataset.

**Table 5
Communalities value**

	Initial	Extraction
Workload	1.000	.823
Epidemic Safety measures	1.000	.437
Welfare facilities	1.000	.858

Risk coverage	1.000	.628
Stress Management	1.000	.829
Work Life balance	1.000	.733
Hygienic Environment	1.000	.425
Decision Making Process	1.000	.462

Rotated Component Matrix^a				
Table 7				
	Component			
	1	2	3	4
Workload	.790	.037	.032	.024
Epidemic Safety measures	.641	.083	.034	.131
Welfare facilities	.368	.286	.305	.338

Table 6									
Total Variance Explained									
Component	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	1.584	19.806	19.806	1.584	19.806	19.806	1.416	17.698	17.698
2	1.407	17.589	37.395	1.407	17.589	37.395	1.403	17.543	35.242
3	1.156	14.451	51.846	1.156	14.451	51.846	1.193	14.909	50.151
4	1.046	13.075	64.921	1.046	13.075	64.921	1.182	14.769	64.921
5	.972	12.146	77.066						
6	.809	10.110	87.177						
7	.632	7.902	95.079						
8	.394	4.921	100.000						
Risk coverage				.066	.837	.350	.037		
Stress Management				.093	.608	.288	.021		
Work Life balance				.050	.007	.924	.034		
Hygienic Environment				.132	.001	.054	.896		
Decision Making Process				.460	.493	.186	.494		

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From above table most of employee engaged to important factors was Hygienic Environment (0.896).

Suggestions:

The Pandemic has created a great deal of uncertainty for workers. As a consequence, only the pharmaceutical sectors' stress levels are overstated. One of the best methods to boost children's involvement in uncertain situations is to teach them how to keep their cool. Managing difficult conditions is one of the finest medicines for arming oneself with the fortitude to confront them. In the case of an emergency, channelling family communication will make it much easier for them to get updates. The team leader can have a quick meeting to address all of the team's updates, daily metrics, and concerns. They would benefit from freely discussing their experiences with integrating a new work module.

Businesses should follow worldwide pandemic criteria and ensure exceptionally clean working environments for their employees. This research also suggests that all pharmaceutical companies give risk coverage to all employees in the case of an accident or illness. Some fun hobbies might boost their energy levels. Engaging the entire family, including the children, increases involvement. A genuine praise is always appreciated.

Conclusion

Every aspect of life has been impacted by the Epidemic, and employees have experienced everything from salary reductions to layoffs. However, compared to typical days, the work that the pharmaceutical businesses required of their personnel was higher. Regardless of their position in the hierarchy, employees, managers, leaders, and owners are all experiencing a tumultuous period. Normalcy should be upheld, such as by commending staff for their efficient job even in trying circumstances.

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