

# A Study on Physiognomy Stress Level of Men and Women Working Remotely During COVID-19

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## Abstract

The increasing pressure in the workplace is considered a global phenomenon that has a negative impact on people and organizations. This is a lesson aims to identify whether men and women have embraced various forms of stress and coping when faced with pressure in the workplace. There are 75 different employees technology (Men = 33, Women = 42) participated in the study. Results showed that men and women differ in their problems and stress, such as they formed two very different groups and adopted certain types of processes there to meet a stressful situation at work. Limitations and implications from this discussed the study.

**Key words:** Stress at work, gender differences, Economic, job satisfaction

## I Introduction

As measure of the segregation of communities, businesses, schools, communal institutions, and non-governmental organizations (NGOs) have had to close, public assemblies have been banned, and closure measures have been made in many countries, agree to only basic services. The aim is that by moving away from society, countries will be able to "turn the corner", that is, reduce costs. We live in stressful times. We've put down two or more jobs. We tolerate heavy workloads and unreasonable demands. We swallow the anger and frustration of the wrong situations with irrational bosses because we cannot be paid or fired. Or we may already be laid off and struggling to find another job. Or we are past and facing unemployment. External types such as these are called stressors. Stress is an unbearable stress that brings us unhappiness and, ultimately, disease. Some people seem oblivious to the oppressors. They maintain a sense of humor and laughter. They remain calm amid adversity and tragedy. Some people are frustrated by the small amount and intensity of stress as well as

falling, losing relationships, jobs, and ultimately their mental and physical health. Physical and mental replies to situations or events that disrupt the balance of the body create stress. Although there is little consent between psychologists about the exact definition of stress, it is decided that the special effects of stress when physical needs generate abnormal physical, mental, and emotional responses. In humans, stress derives from many sources and produces a variation of responses, both positive and negative. Aside from its negative connotations, many experts believe that a certain degree of stress is important to our well-being and mental health.

## **II Review of Literature**

While social and traditional media discuss work-related stress and fatigue during COVID-19 Epidemic, there was no small technical study to test these conditions except for a very small scale Surveys (CVS Health, 2020; National Institute of Health Statistics Center, 2020; Peterson, Westfall, & Miller, 2020). While business leaders were talking about reopening the economy, there was a tendency to say is considering making homework a permanent arrangement for certain employees (Lavelle, 2020). The aim of the study was to enhanced understand the stress-related, work-related relationships exhaustion, and forced labor from the far-flung efforts of social deconstruction and abiding by domestic order locally during the COVID-19 epidemic. Authors have created a list of questions that include what is also valid Reliable reporting stress and fatigue measures (Visual Depression Scale, Copenhagen Burnout Inventory), personal inquiries, and work-related activities. Questions were used to clarify people's levels of stress before and during the epidemic, exploring possible fatigue, and developing the magnitude of earlier experience with remote work. The authors believe that research is supported with valid and reliable tools will help employers and schools to make better decisions about how they are made to sustenance those who can stay at home to avoid the possibility of a second outbreak and to provide details about the future by showing rapid global change in long-term performance. Remote performance one of the fastest and most important impacts for most people is theirs they were unable to be asked to start working from home. While some important staff (e.g. health care, groceries, post / delivery, and sanitation) and those whose work requires physical presence (e.g. production, service) until they are able to fully deliver on a long-distance work, most employees are able to change one or all of their work to their home (Rigotti, De Cuyper, and Sekiguchi, 2020). Visible a rapid change in homework during COVID-19 should be considered in the framework of slow motion historical change, aided by technology, which

has permitted numerous employees to complete important parts of their work without arriving the allotted office space (Bell, 2012; Olson, 1983). Remote work, homework, and flexible work arrangements increasingly common and sought after more than 40 years ago (Chiru, 2017; Mc Alpine, 2018). Internet connection, Smartphones, and dozens of compatible Internet-based platformsteam collaboration.

### **III Objectives of the study**

1. To analysis the factor influencing the stress levels of employees working from home
2. To understand the stress-related, work-related relationships.

### **IV Personal features of job stress level**

In many cases, age may also play a role in job stress level, but rational researchers are unlikely to agree on whether age is a factor. Nicholas and Theo's conference paper (2007) showed that age does not affect the effects of job characteristics, however, the difference was significant in one of the results of job satisfaction with fresher workers (Chileshe&Haupt, 2007). Diverse types of relationships have been stated in all subjects, including line, U, J and key relationships (Bernal, Snyder, and McDaniel, 1998). These conflicting consequences have left the relationship uncertain and the matter will continue to be investigated.

### **Economical factor**

The construction here simply is, if money can be one of the important factors that contribute to job satisfaction, whatever that affects money or expenses directly or indirectly, can also be a factor that affects job satisfaction. As most people need a certain amount of money to survive, their low standard of living varies, consequently it seem like that the relationship among what they earn (or what they keep) and job satisfaction is very critical. For some people, the pay they get for their work signifies the extent of effort they put into it. It means that the payoff is an internal factor, although its external net results are very common (Rezaei, Omid, and Kazeroni, 2013).

### **Physical Factors of Job Satisfaction**

Through one upsurge of data from the German Socio-economic Panel Study (SOEP), a group of researchers (Pouwels, Siegers, & Vlasblom, 2008) showed that employed hours were negatively linked to happiness. Similarly, the physical environment is the significant to job satisfaction. At home, when a person has restricted access to a comfortable chair, a nominated work area, heating, and air conditioning system can all affect work performance and job satisfaction. Many studies can be found to be related to the workplace but pay little attention to physical features, but evidence finds that the work environment have emotional impact both work performance and job satisfaction (Vischer, 2007).

### **Physiognomy Features of Job Satisfaction**

Communication in a comprehensiveness can not only be orderly and systematic, but can also be a lost employee in conversation during breaks, in further, when there are few opportunities to meet people who may have a psychological effect on job satisfaction. Everyday commuting is another challenging task in modern life but real work can save travel time and people can have more time for their friends and families. Janssen has observed that there is an important relationship among the passage of time and the satisfaction of work in the workplace based on a certain setback (Janssen, 2017). Similarly, visible work may or may not deliver the same level of leadership an opportunity that leads to a certain level of psychological influence on job satisfaction. On the other hand, if employees are not involved in promoting collaboration, that can have a detrimental effect on productivity and ultimately satisfy the employee. In general, the employees involved demonstrate high efficiency, commitment, and loyalty in eliminating layoffs (Psychometrics Canada Ltd., 2011).

## **V Research Design**

### **Data Collection**

The main sources of data collection process used for this study was research. A systematic open-ended questionnaire was used to collect data from the person who were working remotely. There were 100 samples collected from the online survey method using a randomized controlled trial, but only 75 responses were deliberated in the study after data purification. The study was composed of 20 home-based questionnaires under four job Stress areas (Physical, physiognomy, Economic, and

technical) as well as at least three sub-areas below these four board areas. Some additional but optional questions asked are associated to the concluding words that aim to find the respondent's organization, role, self-care, etc. and their proposals for developing work satisfaction strategies. The questions were intended to obtain open numerical / value answers with gender and general job satisfaction. One ultimate question was asked what sorts them happy or unhappy working at home. Open-ended questions are deliberate to provide a comprehensive explanation of an example. A summary of the question structure is presented in table 1

Table -1 Highlights of Questionnaire Collection

<b>Items</b>	
<b>VI</b>	<b>ECONOMIC FATOR-1</b> .Use of personal resources for office work
	EC-2- No internet compensation for use of Lap Top or phone, printer, office materials
	EC-3 Eating out saving
	EC-4 Saving of commuting petrol, diesel or commuting fare.
	EC-5 Self-maintenance cost is less
	<b>PHYSICAL FACTOR-1</b> Extra hours due to working remotely
	PHY-2- Things are very slow due to inadequate access to office resources
	PHY-3- Physical movement is less
	PHY-4 Too crowded at home
	PHY-5 Working long hours is somehow related to stress
	<b>PHYSIOGNOMY-1</b> Contentment of social needs
	PHYSIO-2 Work-life-balance time saved
	PHYSIO-3 Calling peers and family, chat text, virtual call, conference call
	PHYSIO-4 Feel loneliness
	PHYSIO-5 More becoming patience, mood swing, anger, anxiety, aggressiveness,
	<b>(TECHNICAL-1)</b> Need of speedy technological adoption
	TECH-2 No. of times spent from training programme and feeling of stress to study things rapidly for the change from the physical workplace to virtual
	TECH-3 Is it technology distractions a lot (Net flix, Amazon prime,)
	TECH-4 Repaying for extra using of internet or increasing bandwidth to work efficiently
	TECH-5 Paying individually to learn update technology subscribing software at own cost to make life stress-free

## Data Analysis: Results

### Reliability Analysis

The Table 1 emphasized the reliability of the study constructs by estimation of Cronbach's alpha. The number of items in the table represents the set of questions specific to the dimension of measures of the study variables, which in total consists of 20 items excluding demographic details. The result showed that the value  $\alpha = 0.704$  for economic factors;  $\alpha=0.616$  for physical factors;  $\alpha=0.608$  for physiognomy factors and;  $\alpha=0.734$  for technical factors. As all the alpha values are greater than 0.6, signifies the instrument is highly reliable

**Table 1: Results of Reliability Analysis**

Constructs	No.of items	Reliability
Economic Factors	5	0.704
Physical Factors	5	0.616
Physiognomy	5	0.608
Technical Factors	5	0.734

### Normality test

This test is employed in order to check the whether distribution of data is normal. This preliminary test is employed to avoid major issues in analysis while applying the parametric tests (Vogt and Johnson, 2011). The normality distribution of the present study is carried by employing Kolmogorov-Smirnov test and Shapiri-Wilk test and the results are shown in Table 2. The results depict that the results of Kolmogorov-Smirnov test and Shapiri-Wilk test. All the items have p-value less than 0.05 in Kolmogorov-Smirnov test and greater than 0.05 in Shapiri-Wilk test. This clearly indicates that the data are normally distributed

**Table 2: Normality Test**

Items	Kolmogoro v-Smirnov <sup>a</sup>		Shapiro- Wilk	
(EC)Use of personal resources for office work	.184	.000	.870	.081
No internet repayment for use of Lap top or phone, printer, office materials	.267	.000	.854	.121
Eating out saving	.240	.000	.835	.234
Saving of commuting petrol, diesel or commuting fare.	.254	.000	.808	.112
Self-maintenance cost is less	.274	.000	.777	.089
(PH) Extra hours due to working remotely	.274	.000	.835	.456
Things are very slow due to limited access to office properties	.247	.000	.860	.432
Physical movement is less	.336	.000	.709	.433
Too crowded at home	.228	.000	.896	.091
Working long hours is somehow related to stress	.302	.000	.756	.231
(Phy)Fulfillment of social needs	.308	.000	.842	.654
Work-life-balance hour saved	.215	.000	.893	.761
Calling peers and family, chat text, video call, conference call	.240	.000	.876	.263
Feel loneliness	.213	.000	.881	.112
More becoming patience, mood swing, anger, anxiety, aggressiveness,	.269	.000	.821	.301
(Tech)Need of speedy technological adoption	.265	.000	.757	.422
No.of hours expended from trainingprogramme and feeling of stress to learn things rapidly for the transition from the physical workplace to virtual	.247	.000	.868	.521
Is it technology distractions a lot (Net flix,Amazon prime,)	.232	.000	.886	.111
Payment for little extra use of internet or increasing bandwidth to work efficiently	.307	.000	.824	.067
Paying individually to learn update technology subscribing software at our own cost to make life stress-free	.304	.000	.813	.221
a. Lilliefors Significance Correction; df=75				

**VIIIlimitation of the work**

Only selected mathematical tools have been used in comparison with many other mathematical tools / tools available, for example, detailed contractual validation, visual analysis such as matrix confusing systems, performance development function, thorough data consistency analysis and a unique sample, and important intuition review analysis. Only four factors have been used to add to

the model, but that does not mean that other factors are not significant, that is, further detailed and meticulous research is needed to make it more common.

## **VII Conclusion**

These results provided important information regarding visible, work-related stress fatigue, and the by 2020. In this sample of primarily trained workers, the researchers found that men, full-time workers, and domestic workers before the COVID-19 limits they had high levels of visible stress and work-related fatigue before the epidemic. During the epidemics, general manifestations of stress increased in all participants, but increased significantly in staff who had no flexibility to work from home before the epidemic with women. While we did not have a certain level of work-related fatigue before the spread, the number of work-related burns (TWRB) the problem of workers who were able to adapt to work at home before the epidemic compared to those who could not, men had higher overall levels of work fatigue (TWRB) than women, but none the difference between full-time and part-time employees. The most important challenges facing this professionals were primarily concerned with communicating and collaborating with colleagues through technology and time management, rather than balancing family work. These findings seem plausible popular social media during the epidemic "I do not work at home, I stay at work". The unique type of method used in the study and the status of COVID-19 suggest some important questions also contribute to the validation of the Perceived Stress Scalelevel (PSS) as well Copenhagen Burnout Inventory (CBI). Because researchers were interested in changes in depression levels due to limitations, PSS item 10 was slightly modified to be repeated in list of questions. We hope that our review of the literature will help to well inform the educational and policy debate. We write in all the responses of our paper government and how it differs from all states, provinces (or provinces), and governments of countries. We are investigating the policies used not only aimed at reducing COVID-19-related deaths and harms, i.e. specific health and social issues, but also those measures that provide incentives for income generation and business support. We are also incorporating interferences aimed at addressing the continuing negative economic impacts that are anticipated to emerge over time.



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