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A STUDY ON THE IMPACT OF WORK-LIFE BALANCE ONEMPLOYEE PRODUCTIVITY DURING COVID-19 CRISIS

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Abstract

In today's corporate environment, work-life balance has become one of the key issues faced by many employees in our country and also all over the world. Balancing the work-life is an important aspect when it comes to the working in an organization and also it has an effect onthe performance of the employees.

A lack of work-life balance will have a very negative effect on an employee's performance and their work towards attaining a particular goal. The main objective of this study is to understand the impact of work-life balance on employee productivity during the Covid-19 crisis. In this study I have included employees belonging to various sectors like IT, Educational, Manufacturing, Business, Banking, Electricity transmission, Service sector etc.The target population for this research are the people who are going for work in various sectors. The questionnaire was circulated through google forms via. WhatsApp, Instagram and Facebook Messenger.

The excel sheet was generated from the responses. In this research there are two variable – Work-life balance, which is an independent variable and Employee Productivity which is a dependent variable. Then the hypothesis was stated i.e., the null (H_0) and alternate hypothesis(H_1) namely; **H_0:** Work Life Balance does not have a significant impact on the productivityof the employees during this COVID-19 pandemic and **H_1:** Work Life Balance has a significant impact on the productivity of the employees during this COVID-19 pandemic. After this the hypothesis tests Anova and Correlation was done on the responses for the four questions that included both the variables – work-life balance and employee productivity. For the Anova test the Null Hypothesis (H_0) rejection has failed as the Significance value is greater than 0.05. So, the final result of the research was that Work-Life Balance does not have a significant impact on the productivity of the employees during Covid-19 crisis.

Introduction

COVID-19 PANDEMIC

The corona virus COVID-19 pandemic is the defining global health crisis of our time and the greatest challenge we have faced since World War Two. Since its emergence in Asia late last year, the virus has spread to every continent except Antarctica.

We have now reached the tragic milestone of one million deaths, and the human family is suffering under an almost intolerable burden of loss.

"The climbing death toll is staggering, and we must work together to slow the spread of this virus." - UNDP Administrator Achim Steiner.

But the pandemic is much more than a health crisis, it's also an unprecedent socio-economic crisis. Stressing every one of the countries it touches, it has the potential to create devastating social, economic and political effects that will leave deep and longstanding scars. UNDP isthe technical lead in the UN's socio-economic recovery, alongside the health response, led by WHO, and the Global Humanitarian Response Plan, and working under the leadership of the UN Resident Coordinators.

Every day, people are losing jobs and income, with no way of knowing when normality will return. Small island nations, heavily dependent on tourism, have empty hotels and deserted beaches. The International Labor Organization estimates that 400 million jobs could be lost.

The World Bank projects a US$110 billion decline in remittances this year, which could mean 800 million people will not be able to meet their basic needs.

CHALLENGES DURING COVID-19 PANDEMIC:

The COVID-19 pandemic has had considerable impact on the mental health and wellbeing of individuals. Researchers suggest a spike in deaths by suicide during the COVID-19 pandemic. This has emphasized the importance of identifying changes to the risk of suicideand working towards its prevention by extending more help to the distressed people.

There are numerous reasons responsible for the mental health impact of the pandemic in India. Many daily wage laborer's and migrant workers have lost their jobs due to the lockdown, have little to sustain their livelihoods, are starving to death and in general are very stressed.

Stigma is another reason that adds to the mental health treatment gap. The way communities view individuals who are either affected or are at increased risk of COVID-19 infection is critical to whether they seek treatment or not. This has caused increased levels of stress and anxiety among the discriminated.

Even before the pandemic, good quality data including timely data on cause of death was not available in India. Reporting of deaths by suicide is often not captured accurately by the National Crime Records Bureau, because of mental health stigma. Due to fears of involving the police and the bureaucracy; family members often avoid mentioning the true cause of death.

An essential point to consider is whether the quality of data related to suicides is even worse now, given that there seems to be an increase in under-reporting and that there is even less monitoring, because most of the administration is focused on managing the pandemic.

It is imperative that mental disorders in communities should be identified and managed using strategies that are easy to implement. This can be done using technology-enabled solutionsthat can be scaled up through suitably trained primary health-care workers and to make mental health care more accessible to larger sections of the community.

The Indian Government should strengthen policies specific to the treatment and management of suicide cases (especially attempted cases).

A stronger effort needs to be made to streamline the process of collating information about suicides, both in rural and urban areas and using confirmation from verbal autopsy or other robust methods. These efforts might help in understanding the number and nature of suicides more accurately, especially in such challenging times. More counselling centers and/or helplines should be provided. Family counselling and additional support needs to be given to people with alcohol and substance use disorders. Communities should be educated about mental health stigma and how mental health problems can be aggravated during this pandemic by ostracizing anyone affected or at high risk of infection.

IMPACT OF COVID-19 ON VARIOUS ORGANIZATION SECTORS:

The following are some of the sectors of our country that are extremely affected by the spreadof the corona virus:

EDUCATIONAL:

The petrifying and severe impact of COVID-19 has shaken the world to its core. Further, most of the Governments around the world have temporarily closed educational institutionsin an attempt to contain the spread of the COVID-19 pandemic. In India too, the government as a part of the nationwide lockdown has closed all educational institutions, as a consequenceof which, learners ranging from school going children to postgraduate students, are affected.

AUTO

The impact would depend on the extent of their business with China. The shutdown in Chinahas prohibited import of various components affecting both Indian auto manufacturers and auto component industry. However, current levels of inventory seem to be sufficient for the Indian industry. In case the shutdown in China persists, it is expected to result in an 8-10 per cent contraction in Indian auto manufacturing in 2020. However, for the fledgling EV industry, the impact of corona virus may be greater. China is dominant in the battery supply chain, as it accounts for around three-quarters of battery manufacturing capacity.

PHARMACEUTICALS:

Though India is one of the top formulation drug exporters in the world, the domestic pharma industry relies heavily on import of bulk drugs (APIs and intermediates that give medicines their therapeutic value). India imported around Rs 24,900 crore worth of bulk drugs in FY19, accounting for approximately 40 per cent of the overall domestic consumption. With India's API imports from China averaging almost 70 per cent of its consumption by value, importers are at the risk of supply disruptions and unexpected price movements. For many criticalantibiotics and antipyretics, dependency on imports from China is close to 100 per cent.These APIs require large capacities of fermentation boilers, a USP of Chinese manufacturers, giving an upper hand to Chinese manufacturers. Delivery and tracking of consignments arestill uncertain within China whether inward or outward.

ELECTRONICS:

India's electronics industry is fearing supply disruptions, production reduction, impact onproduct prices due to heavy dependence on electronics component supply-directly and indirectly-and local manufacturing. The spread of corona virus could have pushed down the sales of top electronic companies and smart phone makers which have major supplies toIndia.

INFORMATION TECHNOLOGY:

IT companies are heavily dependent on manpower and are not able to operate due to restriction in movement of people arising from lockdown and quarantine issues. Consequently, they are not able to complete or deliver the existing projects in time and arealso declining new projects.

TOURISM & AVIATION:

The aviation sector has also been impacted by the spread of corona virus. The outbreak has forced domestic carriers to cancel and temporarily suspend flights. Carriers such as Indigoand Air India have halted operations to China.

FILM INDUSTRY AND CINEMAS

Government of India has laid rules that the cinemas should remain closed till further notice is provided. The release of various big budget movies was postponed due to this. The shooting of movies are going on by following the strict regulations of the Government. Movies arebeing released through Online Platforms like Amazon Prime, Netflix, Zee etc. Some of the movie industries have started making movies that are suitable for online release as online platforms are common nowadays due to the closing of theatres.

RESEARCH METHODOLOGY

SCOPE OF STUDY

The study of the work life balance by the employees helps to understand the impact of the work life balance of the employees on their productivity.

The study focuses on how the employees' productivities are affected during this Covid-19 crisis especially for the employees who are working from their homes instead of going to the office physically.

RESEARCH OBJECTIVES:

- The impact of work life balance on the productivity of the employees during this Covid – 19 crisis and the various methods for having an effective work life balance for the employees.
- The changes observed in work-life management during Covid-19.
- To what extend the employees are able to balance both their work and family life.
- Is work-life management easy, when the employees are given the option of work from home?

FRAMING OF RESEARCH HYPOTHESIS:

The following are the Null Hypothesis and Alternate Hypothesis that are considered for thisresearch study:

H_0: Work Life Balance does not have a significant impact on the productivity of theemployees during this COVID-19 pandemic.

H_1: Work Life Balance has a significant impact on the productivity of the employees duringthis COVID-19 pandemic.

RESEARCH DESIGN:

Research:

Research is "creative and systematic work undertaken to increase the stock of knowledge". It involves the collection, organization, and analysis of information to increase understanding ofa topic or issue. A research project may be an expansion on past work in the field. Research projects can be used to develop further knowledge on a topic, or for education. To test the validity of instruments, procedures, or experiments, research may replicate elements of prior projects or the project as a whole.

RESEARCH DESIGN:

Research design is the framework of research methods and techniques chosen by a researcher. The design allows researchers to hone in on research methods that are suitable for the subject matter and set up their studies up for success.

The design of a research topic explains the type of research (experimental, survey, correlational, semi-experimental, review) and also its sub-type (experimental design, research problem, descriptive case-study).

There are three main types of research design: Data collection, measurement, and analysis.

The type of research problem an organization is facing will determine the research design and not vice-versa. The design phase of a study determines which tools to use and how they are used.

An impactful research design usually creates a minimum bias in data and increases trust in the accuracy of collected data. A design that produces the least margin of error in experimental research is generally considered the desired outcome. The essential elements of the research design are:

- Accurate purpose statement
- Techniques to be implemented for collecting and analysing research
- The method applied for analysing collected details
- Type of research methodology
- Probable objections for research
- Settings for the research study
- Timeline
- Measurement of analysis

Proper research design sets your study up for success. Successful research studies provide insights that are accurate and unbiased. You'll need to create a survey that meets all of themain characteristics of a design. There are four key characteristics of research design:

- **Neutrality:** When you set up your study, you may have to make assumptions aboutthe data you expect to collect. The results projected in the research design should befree from bias and neutral. Understand opinions about the final evaluated scores and conclusion from multiple individuals and consider those who agree with the derived results.
- **Reliability:** With regularly conducted research, the researcher involved expects similar results every time. Your design should indicate how to form research questions to ensure the standard of results. You'll only be able to reach the expected results if your design is reliable.
- **Validity:** There are multiple measuring tools available. However, the only correctmeasuring tools are those which help a researcher in gauging results according to the objective of the research. The questionnaire developed from this design will then be valid.
- **Generalization:** The outcome of your design should apply to a population and notjust a restricted sample. A generalized design implies that your survey can be conducted on any part of a population with similar accuracy.

The above factors affect the way respondents answer the research questions and so all the above characteristics should be balanced in a good design.

A researcher must have a clear understanding of the various types of research design to select which model to implement for a study. Like research itself, the design of your study can be broadly classified into quantitative and qualitative.

- **Qualitative research design:** Qualitative research determines relationships between collected data and observations based on mathematical calculations. Theories relatedto a naturally existing phenomenon can be proved or disproved using statistical methods. Researchers rely on qualitative research design methods that conclude "why" a particular theory exists along with "what" respondents have to say about it.

- **Quantitative research design:** Quantitative research is for cases where statistical conclusions to collect actionable insights are essential. Numbers provide a better perspective to make critical business decisions. Quantitative research design methods are necessary for the growth of any organization. Insights drawn from hard numerical data and analysis prove to be highly effective when making decisions related to the future of the business.

You can further break down the types of research design into five categories:

- **Descriptive research design:** In a descriptive design, a researcher is solely interestedin describing the situation or case under their research study. It is a theory-based design method which is created by gathering, analysing, and presenting collected data. This allows a researcher to provide insights into the why and how of research. Descriptive design helps others better understand the need for the research. If theproblem statement is not clear, you can conduct exploratory research.

- **Experimental research design:** Experimental research design establishes a relationship between the cause and effect of a situation. It is a causal design whereone observes the impact caused by the independent variable on the dependent variable. For example, one monitors the influence of an independent variable such asa price on a dependent variable such as customer satisfaction or brand loyalty. It is a highly practical research design method as it contributes to solving a problem at hand. The independent variables are manipulated to monitor the change it has on the dependent variable. It is often used in social sciences to observe human behaviour by analysing two groups. Researchers can have participants change their actions and study how the people around them react to gain a better understanding of social psychology.

- **Correlational research design:** Correlational research is a non-experimental research design technique that helps researchers establish a relationship between two closely connected variables. This type of research requires two different groups. There is no assumption while evaluating a relationship between two different variables, and statistical analysis techniques calculate the relationship between them.

  A correlation coefficient determines the correlation between two variables, whose value ranges between -1 and +1. If the correlation coefficient is towards +1, it indicates a positive relationship between the variables and -1 means a negative relationship between the two variables.

- **Diagnostic research design:** In diagnostic design, the researcher is looking to evaluate the underlying cause of a specific topic or phenomenon. This method helps one learn more about the factors that create troublesome situations.

This design has three parts of the research:

- Inception of the issue
- Diagnosis of the issue
- Solution for the issue

- **Explanatory research design:** Explanatory design uses a researcher's ideas and thoughts on a subject to further explore their theories. The research explains unexplored aspects of a subject and details about what, how, and why of research questions.

METHODS OF DATA COLLECTION AND VARIABLE OF THE STUDY:

Methods of Data Collection:

The data was collected from the employees belonging to various sectors with the help of theQuestionnaire Circulated in the form of Google Forms.

The Google Form was circulated with help of social media like Facebook Messenger,WhatsApp, Instagram and Telegram.

VARIABLE OF STUDY:

There are two variables that are considered for this research. One variable is independent in nature and the other one is dependent in nature. The following are the two variables:

Work Life Balance: Work life balance is the independent variable in this research as worklife balance is the factor that cause change in the productivity of the employees. It is the division of one's time and focus between working and family or leisure activities.

Productivity: Productivity is the dependent variable in this research as this change accordingto the effectiveness of the work life balance of the employees. It is the rate at which a person, company, or country does useful work.

The methodology section outlines the plan and method that how the study is conducted. This includes Universe of the study, sample of the study, Data and Sources of Data, study's variables and analytical framework. The details are as follows;

DATA ANALYSIS AND INTERPRETATION

TECHNIQUES OF DATA ANALYSIS

The systematic application of statistical and logical techniques to describe the data scope, modularize the data structure, condense the data representation, illustrate via images, tables, and graphs, and evaluate statistical inclinations, probability data, to derive meaningful conclusions, is known as Data Analysis. These analytical procedures enable us to induce the underlying inference from data by eliminating the unnecessary chaos created by the rest of it. The generation of data is a continual process; this makes data analysis a continuous, iterative process where the collection and performing data analysis simultaneously. Ensuring data integrity is one of the essential components of data analysis.

DATA ANALYSIS METHODS

There are two main methods of Data Analysis:

- **QUALITATIVE ANALYSIS**

This approach mainly answers questions such as 'why,' 'what' or 'how.' Each of these questions is addressed via quantitative techniques such as questionnaires, attitude scaling, standard outcomes, and more. Such kind of analysis is usually in the form of texts and narratives, which might also include audio and video representations.

- **QUANTITATIVE ANALYSIS**

Generally, this analysis is measured in terms of numbers. The data here present themselves in terms of measurement scales and extend themselves for more statistical manipulation.

The other techniques include:

- **Text analysis:** Text analysis is a technique to analyze texts to extract machine- readable facts. It aims to create structured data out of free and unstructured content. The process consists of slicing and dicing heaps of unstructured, heterogeneous filesinto easy-to-read, manage and interpret data pieces. It is also known as text mining,text analytics, and information extraction.

- The ambiguity of human languages is the biggest challenge of text analysis. For example, the humans know that "Red Sox Tames Bull" refers to a baseball match, but if this text is fed to a computer without background knowledge, then it would generate several linguistically valid interpretations, and sometimes people not interested in baseball might have trouble understanding it too.

- **Statistical analysis:** Statistics involves data collection, interpretation, and validation. Statistical analysis is the technique of performing several statistical operations to quantify the data and apply statistical analysis. Quantitative data involves descriptive data like surveys and observational data. It is also called a descriptive analysis. It includes various tools to perform statistical data analysis such as SAS (Statistical Analysis System), SPSS (Statistical Package for the Social Sciences), Stat soft, and more.

- **Diagnostic analysis:** The diagnostic analysis is a step further to statistical analysis to provide more in-depth analysis to answer the questions. It is also referred to as root cause analysis as it includes processes like data discovery, mining and drill down and drill through. The diagnostic analysis is a step further to statistical analysis to provide more in-depth analysis to answer the questions. It is also referred to as root cause analysis as it includes processes like data discovery, mining and drill down and drill through.

The functions of diagnostic analytics fall into three categories:

- **Identify anomalies:** After performing statistical analysis, analysts are requiredto identify areas requiring further study as such data raise questions that cannotbe answered by looking at the data.
- **Drill into the Analytics (discovery):** Identification of the data sources helps analysts explain the anomalies. This step often requires analysts to look for patterns outside the existing data sets and requires pulling in data from external sources, thus identifying correlations and determining if any of them are causalin nature.
- **Determine Causal Relationships:** Hidden relationships are uncovered by looking at events that might have resulted in the identified anomalies. Probability theory, regression analysis, filtering, and time-series data analytics can all be useful for uncovering hidden stories in the data.

- **Predictive analysis:** Predictive analysis uses historical data and feds it into the machine learning model to find critical patterns and trends. The model is applied tothe current data to predict what would happen next. Many organizations prefer it because of its various advantages like volume and type of data, faster and cheaper computers, easy-to-use software, tighter economic conditions, and a need forcompetitive differentiation.

The following are the common uses of predictive analysis:

- **Fraud Detection:** Multiple analytics methods improves pattern detection and prevents criminal behavior.
- **Optimizing Marketing Campaigns:** Predictive models help businesses attract, retain, and grow their most profitable customers. It also helps in determining customer responses or purchases, promoting cross-sell opportunities.
- **Improving Operations:** The use of predictive models also involves forecasting inventory and managing resources. For example, airlines use predictive models to set ticket prices.
- **Reducing Risk:** Credit score that is used to assess a buyer's likelihood of default for purchases is generated by a predictive model that incorporates all data relevant to a person's creditworthiness. Other risk-related uses includeinsurance claims and collections.

Prescriptive Analysis: Prescriptive analytics suggests various courses of action and outlines what the potential implications could be reached after predictive analysis. Prescriptive analysis generating automated decisions or recommendations requires specific and unique algorithmic and clear direction from those utilizing the analytical techniques.

Data Analysis Process: Once you set out to collect data for analysis, you are overwhelmedby the amount of information that you find to make a clear, concise decision. With so much data to handle, you need to identify relevant data for your analysis to derive an accurate conclusion and make informed decisions. The following simple steps help you identify and sort out your data for analysis.

DATA REQUIREMENT SPECIFICATION - DEFINE YOUR SCOPE:

- Define short and straightforward questions, the answers to which you finally need tomake a decision.
- Define measurement parameters
- Define which parameter you take into account and which one you are willing tonegotiate.
- Define your unit of measurement. Ex – Time, Currency, Salary, and more.

DATA COLLECTION

- Gather your data based on your measurement parameters.
- Collect data from databases, websites, and many other sources. This data may not bestructured or uniform, which takes us to the next step.

DATA PROCESSING

- Organize your data and make sure to add side notes, if any.
- Cross-check data with reliable sources.
- Convert the data as per the scale of measurement you have defined earlier.
- Exclude irrelevant data.

DATA ANALYSIS

Once you have collected your data, perform sorting, plotting, and identifying correlations.

As you manipulate and organize your data, you may need to traverse your steps again fromthe beginning, where you may need to modify your question, redefine parameters, and reorganize your data.

INFER AND INTERPRET RESULTS

- Review if the result answers your initial questions
- Review if you have considered all parameters for making the decision
- Review if there is any hindering factor for implementing the decision.
- Choose data visualization techniques to communicate the message better. These visualization techniques may be charts, graphs, colour coding, and more.
- Once you have an inference, always remember it is only a hypothesis. Real-life scenarios may always interfere with your results. In the process of Data Analysis,there are a few related terminologies that identity with different phases of the process.
  - **Data Mining:** This process involves methods in finding patterns in the data sample.
  - **Data Modelling:** This refers to how an organization organizes and manages its data.

HYPOTHESIS TESTING AND METHODS

The following are the Null Hypothesis and Alternate Hypothesis that are considered for thisresearch study:

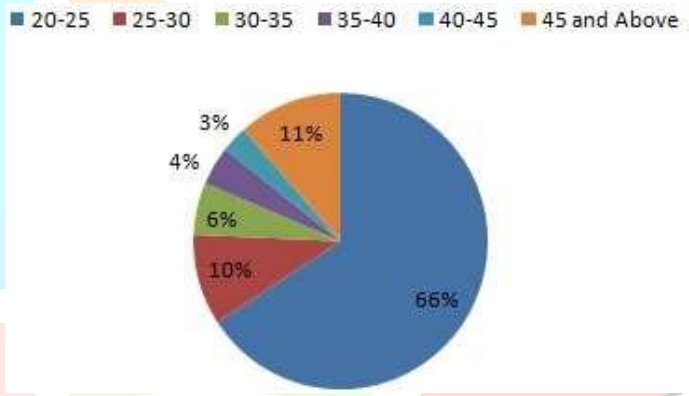
H0: Work Life Balance does not have a significant impact on the productivity of theemployees during this COVID-19 pandemic.
H1: Work Life Balance has a significant impact on the productivity of the employees duringthis COVID-19 pandemic

DATA INTERPRETATION

Q1. Age

Category	Frequency	Percentage
20-25	46	66
25-30	7	10
30-35	4	6
35-40	3	4
40-45	2	3
45 and above	8	11

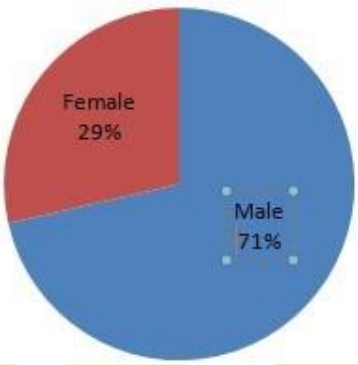
Table1: The above table shows the frequency and percentage distribution of the age groupsof people who have responded to the questionnaire circulated.



Q2. Gender

Category	Frequency	Percentage
Male	50	71
Female	20	29

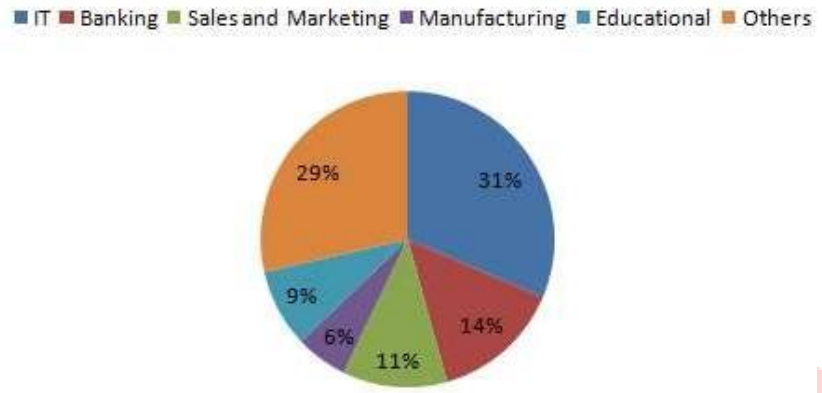
Table2: The above table shows the percentage of Male and Female respondents. 71% ofpeople who responded are males and remaining 29% are Females.



Q3. Which industry you are working?

Category	Frequency	Percentage
IT	22	31
Banking	10	14
Sales and Marketing	8	11
Manufacturing	4	6
Educational	6	9
Others	20	29

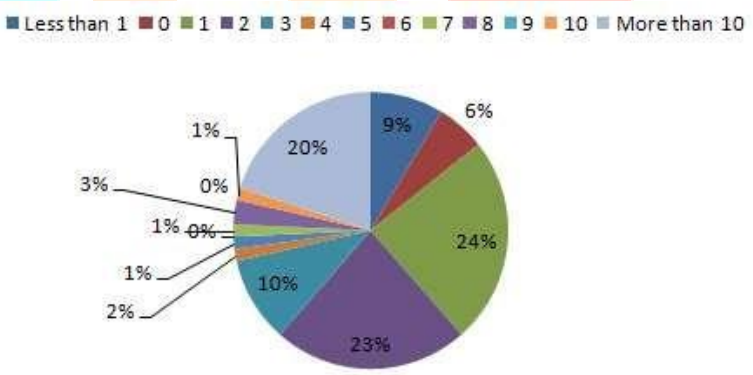
Table 3: The above table shows the percentage and frequency of the categories to which the respondents belongs to. Most of the respondents are working in IT as it shows the highest percentage of 31%. Least percentage is 6% and these are the people who belong to Manufacturing. From Banking 14% people have responded, in Sales and Marketing, there are 11% and 29% belong to various other categories.



Q4. Number of years of working experience in your present industry

Category	Frequency	Percentage
Less than 1	6	9
0	4	6
1	17	24
2	16	23
3	7	10
4	1	1
5	1	1
6	0	0
7	1	1
8	2	3
9	0	0
10	1	1
More than 10	14	20

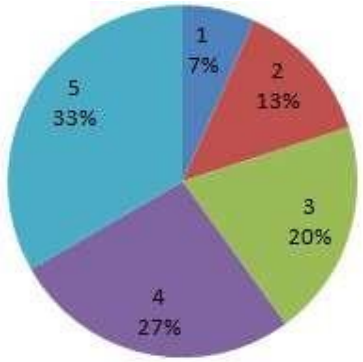
Table 4: This table shows the experiences of the respondents in their field of work. There are no respondents who have 6 and 9 years of experience i.e. either they may have less than ormore than 6 or 9 years of experience. There is more number of respondents who have 1 year of experience as it shows the highest percentage value i.e. 24%. Then for 2 years there are23% i.e. second highest, for 3 years 10%, for 4,5,7 and 10 years there are only 1% each, for experience of 8 years it is 3% and the remaining 20% is for respondents of experience more than 10 years.



Q5. How satisfied are you with your current working hours?

Category	Frequency	Percentage
Extremely Dissatisfied 1	4	7
2	9	13
3	22	20
4	20	27
Extremely Satisfied 5	15	33

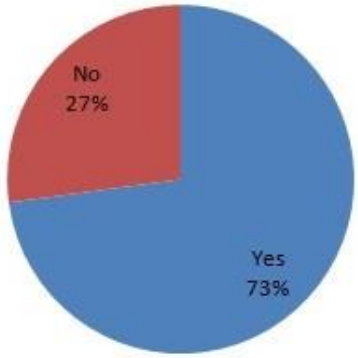
Table 5: This table shows the level of satisfaction of the respondents regarding their current working hours. Most of the respondents are Extremely Satisfied as it shows the maximum percentage of 33%. 7% of them are Extremely Dissatisfied, 13% are dissatisfied, 20% are Neutral and 27% are satisfied with their current working hours.



Q6. Have you missed any family event because of work?

Category	Frequency	Percentage
Yes	51	73
No	19	27

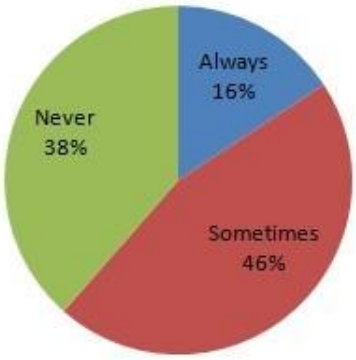
Table 6: This table shows whether the respondents have missed any family event because of work. So it is clear that most of them have missed family events because of their work as it shows 73% for yes and only 27% for no.



Q7. How often do you take work home?

Category	Frequency	Percentage
Always	11	16
Sometimes	32	46
Never	27	38

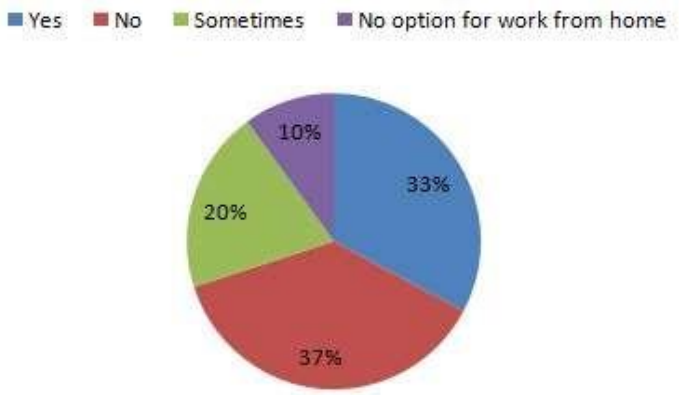
Table 7: This table shows how often the respondents take work home. So most the respondents sometimes take work home as it shows 46% for the respondents who responded 'sometimes' for this question. Then 38% of the respondents do not take work home and the remaining 16% always take work home.



Q8. While working from home, have you ever felt that you are not spending time with family properly?

Category	Frequency	Percentage
Yes	23	32.85714286
No	26	37.14285714
Sometimes	14	20
No option for work from home	7	10

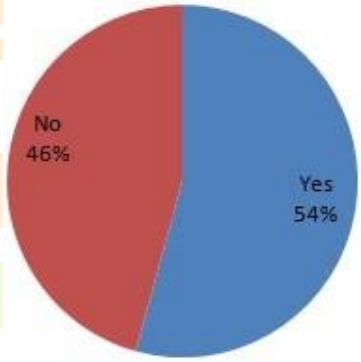
Table 8: This table shows whether the respondents feel they are not spending time with family while working from home. Most of them do not feel like that as 37% of them has responded as 'No', 32% have responded 'Yes', 14% have responded 'Sometimes' and the remaining 10% of them do not have option to work from home.



Q9. Have you ever got frustrated at workplace or while working because of any family or a personal issue?

Category	Frequency	Percentage
Yes	38	54
No	32	46

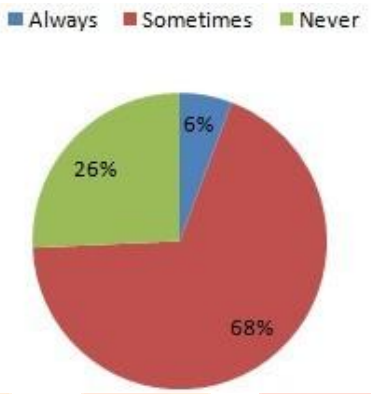
Table 9: This table shows whether the respondents have got frustrated while working or at workplace because of any family or personal issue. The table shows that most of them have got frustrated at workplace due to family issue as 54% have responded 'Yes' and remaining 46% have responded as 'No'.



Q10. How often do you get distracted from work because of any family life issue?

Category	Frequency	Percentage
Always	4	6
Sometimes	48	68
Never	18	26

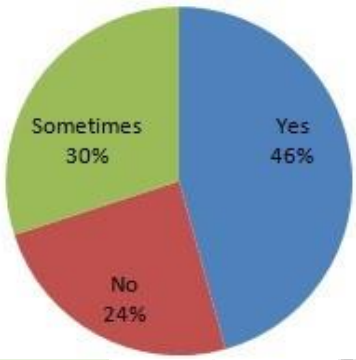
Table 10: This table shows regarding the number of respondents who gets distracted from work due to any family life issue. So most of them sometimes get distracted from work due toany family issue as 68% of them have responded 'Sometimes', 26% do not get distracted and the remaining 6% always gets distracted from work due to family life issue.



Q11. Do you check mails after you leave the office or after your work shifts?

Category	Frequency	Percentage
Yes	32	46
No	17	24
Sometimes	21	30

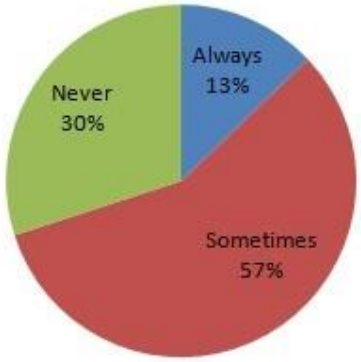
Table 11: This table shows whether the respondents check their mail after they leave theoffice after their shifts. Most of them check their mails as it is 46% for the people who responded 'Yes', 30% responded 'Sometimes' and remaining 24% responded 'No'.



Q12. How often do you work on vacation?

Category	Frequency	Percentage
Always	9	13
Sometimes	40	57
Never	21	30

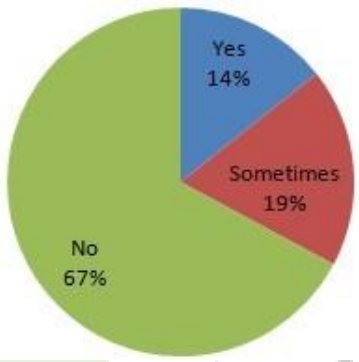
Table 12: This table shows how often the respondents work on vacation. Most of the respondents sometimes work on vacations as 57% of them have responded as 'Sometimes', 30% of them responded 'Never' and remaining 13% have responded 'Always'.



Q13. Have you missed out any important day in your organization because of any family issue?

Category	Frequency	Percentage
Yes	10	14
Sometimes	13	19
No	47	67

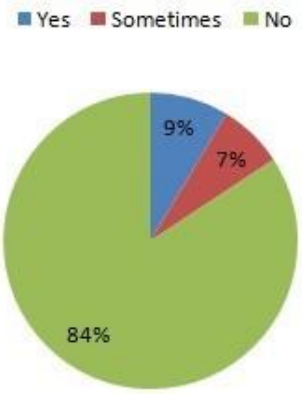
Table 13: This table shows whether the respondents have missed any important day in the organization because of any family issue. Most of the respondents have not missed it as 67% of them have responded as 'No', 19% for 'Sometimes' and remaining 14% for 'Yes'.



Q14. Have you missed any deadlines because of any family issue?

Category	Frequency	Percentage
Yes	6	9
Sometimes	5	7
No	59	84

Table 14: This table shows whether the respondents have missed any deadlines because ofany family issues. Most of them have not missed any deadlines due to family issue as 84% have responded 'No', 7% for 'Sometimes' and 9% for 'Yes'.

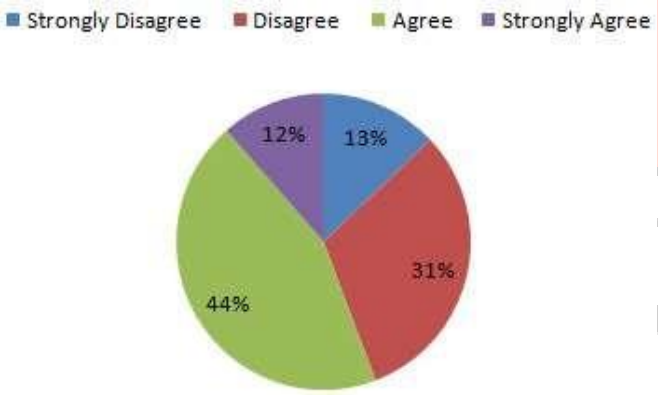


Q15. On the scale, from strongly disagree to strongly agree, please rate your level of agreement with the following statement:

a. I prioritize my job over my personal life

Category	Frequency	Percentage
Strongly Disagree	9	13
Disagree	22	31
Agree	31	44
Strongly Agree	8	12

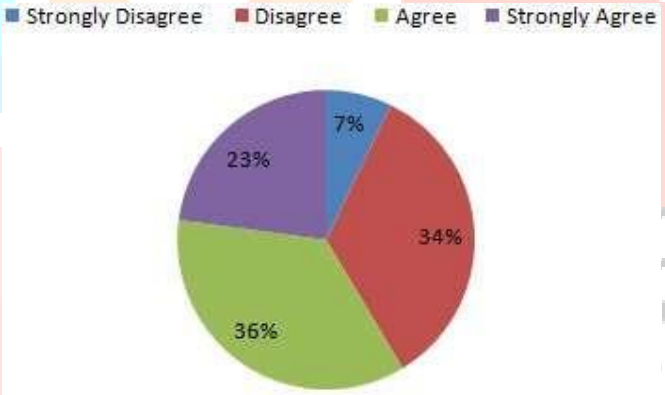
Table 15(a): According to this table, most of the respondents i.e. 44% of the respondents have given 'Agree' that they prioritize their job over their personal life. 13% have given 'Strongly Disagree', 31% have given 'Disagree' and remaining 12% have given 'Strongly Disagree'.



b. I prioritize my family over work

Category	Frequency	Percentage
Strongly Disagree	5	7
Disagree	24	34
Agree	25	36
Strongly Agree	16	23

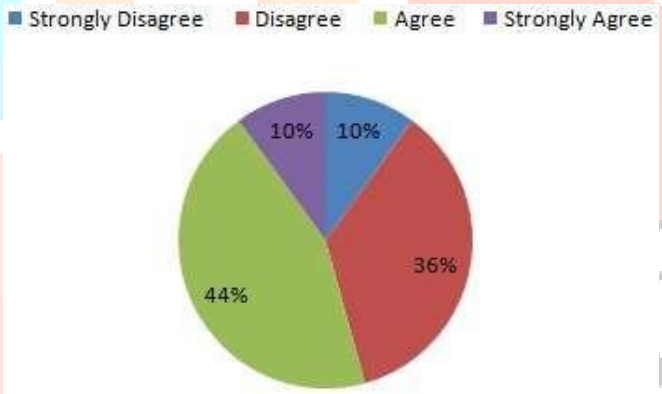
Table 15(b): According to this table 36% i.e. most of the respondents have given 'Agree' tothe fact that they prioritize their family over work. 7% have given 'Strongly Disagree', 34% have given 'Disagree' and remaining 23% gave 'Strongly Agree'.



c. I sacrifice sleep to spend time with family

Category	Frequency	Percentage
Strongly Disagree	7	10
Disagree	25	36
Agree	31	44
Strongly Agree	7	10

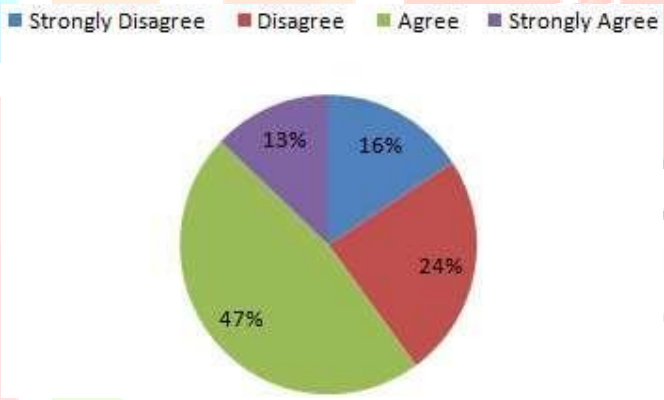
Table 15(c): According to this table 44% i.e. most of the respondents have given 'Agree' to the fact that they sacrifice sleep to spend time with family. 10% have given 'Strongly Disagree', 36% have given 'Disagree' and the remaining 10% have given 'Strongly Agree'.



d. I sacrifice sleep to spend time for work

Category	Frequency	Percentage
Strongly Disagree	11	16
Disagree	17	24
Agree	33	47
Strongly Agree	9	13

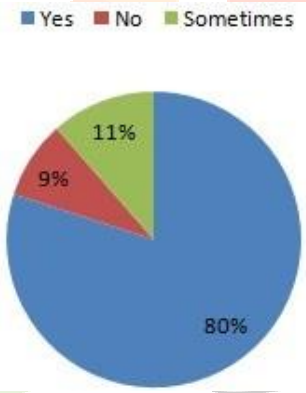
Table 15(d): According to this table 47% that is most of the respondents have given 'Agree" to the fact that they sacrifice sleep to spend time for work. 16% have given 'Strongly Disagree', 24% gave 'Disagree' and 13% gave 'Strongly Agree'.



Q16. After spending a wonderful day with your family, have you ever felt very happy while doing work the next day?

Category	Frequency	Percentage
Yes	56	80
No	6	9
Sometimes	8	11

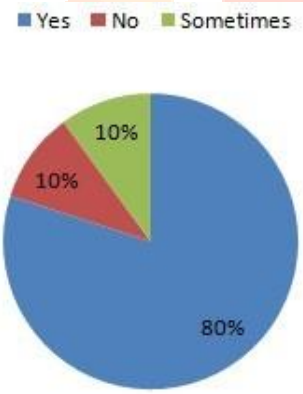
Table 16: This table shows whether spending a wonderful day with family will help employees to do work happily the next day. Most of the respondents i.e. 80% of them have given 'Yes' for this. 9% have given 'No' and the remaining 11% have given 'Sometimes'.



Q17. When you allocate some time for your family, do you think there is an improvement in your performance?

Category	Frequency	Percentage
Yes	56	80
No	7	10
Sometimes	7	10

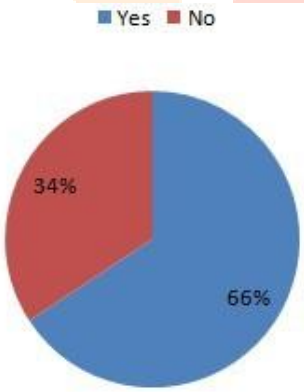
Table 17: This table shows whether there is improvement in performance when the respondents spend or allocate some time for their family. Most of their performances have improved as 80% have responded 'Yes' for this and 10% each have responded for 'No' and 'Sometimes'.



Q18. Have allocated some number of days in a week for spending time with your family?

Category	Frequency	Percentage
Yes	46	66
No	24	34

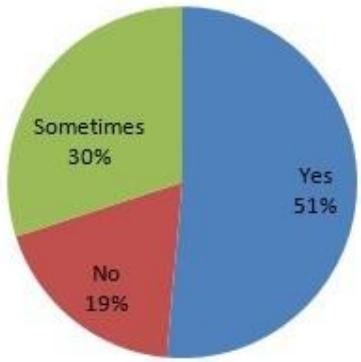
Table 17: This table shows whether the respondents have allocated some days in a week for spending time with their family. Most of them have allocated some days for their family as 66% have responded 'Yes' for this and remaining 34% have not allocated days for their family.



Q19. Have you ever felt overloaded with work, that you have no time for other things?

Category	Frequency	Percentage
Yes	36	51
No	13	18
Sometimes	21	30

Table 19: This table shows whether the respondents ever felt that they are overloaded with work so that they have no time for other things. Most of the respondents have felt it as 51% have responded 'Yes' for this, 30% has responded as 'Sometimes and the remaining 18% for 'No'.



RESULTS AND DISCUSSION

RESEARCH OUTCOME AND FINDINGS

ANOVA

So, the above table shows the result of the Anova test conducted for the questions that areconducted for the responses of the following questions:

Q14. Have you missed any deadlines because of any family issue?

Q16. After spending a wonderful day with your family, have you ever felt very happy whilegoing to work the next day?

Q17. When you allocate some time for your family, do you think there is an improvement inyour performance?

Q18. Have you allocated some number of days in a week for spending time with your family?

According to this table of Anova test, the significance value is 0.679 which is greater than 0.05.So since 0.679 > 0.05 the rejection of Null Hypothesis (H_0) has failed.

Thus, from this test it is clear that "Work Life Balance does not have a significant impact on the productivity of the employees during this COVID-19 pandemic" i.e., Null Hypothesis (H_0)is accepted

CORRELATION

CORRELATION				
	14	16	18	17
14]Have you missed any deadlines because of any family issue?	1			
16]After spending a wonderful day with your family, have you ever felt very happy while doing work the next day?	-0.08256	1		
18]Have you allocated some number of days in a week for spending time with your family?	-0.0274	0.046241	1	
17]When you allocate some time for your family, do you think there is an improvement in your performance?	0.169624	0.14315	-0.1346	1

The above table shows the result after the correlation test is conducted on the responses of thefollowing four questions:

Q14. Have you missed any deadlines because of any family issue?

Q16. After spending a wonderful day with your family, have you ever felt very happy whilegoing to work the next day?

Q17. When you allocate some time for your family, do you think there is an improvement inyour performance?

Q18. Have you allocated some number of days in a week for spending time with your family?

The following are the interpretations from the correlation test i.e., from the above given table of the correlation:

- The responses of the question "Have you missed any deadlines because of any family issue?" has a correlation of -0.08256 with the question "After spending a wonderful day with your family, have you ever felt very happy while going to work the next day?". So,the responses of these two questions have a weak negative correlation.
- The responses of the question "Have you missed any deadlines because of any family issue?" have a correlation of -0.0274 with the responses of question "Have you allocated some number of days in a week for spending time with your family?". So, the responses of these two questions have a very weak negative correlation.
- The responses of the question "Have you missed any deadlines because of any family issue?" have a correlation of 0.169624 with the responses of the question "When you allocate some time for your family, do you think there is an improvement in your performance?". So, the responses of these two questions have a positive and weak correlation.
- The responses of the question "After spending a wonderful day with your family, haveyou ever felt very happy while going to work the next day?" have a correlation of 0.046241 with the responses of the question "Have you allocated some number of daysin a week for spending time with your family?". So, the responses of these two questions have a positive and very weak correlation.
- The responses of the question "After spending a wonderful day with your family, haveyou ever felt very happy while going to work the next day?" have a correlation of 0.14315 with the responses of the question "When you allocate some time for your family, do you think there is an improvement in your performance?". So, the responsesof these two questions have a positive and weak correlation.
- The responses of the question "Have you allocated some number of days in a week for spending time with your family?" have a correlation of -0.1346 with the responses of the question "When you allocate some time for your family, do you think there is an improvement in your performance?". So, the responses of these two questions have a negative and weak correlation.

Results of Descriptive Statics of Study Variables
Table 4.1: Descriptive Statics

Variable	Minimum	Maximum	Mean	Std. Deviation	Jarque-Bera test	Sig
KSE-100 Index	-0.11	0.14	0.020	0.047	5.558	0.062
Inflation	-0.01	0.02	0.007	0.008	1.345	0.510
Exchange rate	-0.07	0.04	0.003	0.013	1.517	0.467
Oil Prices	-0.24	0.11	0.041	0.060	2.474	0.290
Interest rate	-0.13	0.05	0.047	0.029	1.745	0.418

Table 4.1 displayed mean, standard deviation, maximum minimum and jarque-bera test and its p value of the macroeconomic variables of the study. The descriptive statistics indicated that the mean values of variables (index, INF, EX, Oil and INT) were 0.020, 0.007, 0.003, 0.041 and 0.047 respectively. The maximum values of the variables between the study periods were 0.14, 0.02, 0.04, 0.41, 0.11 and 0.05 for the KSE-100 Index, inflation, exchange rate, oil prices and interest rate.
The standard deviations for each variable indicated that data were widely spread around their respective means.
Column 6 in table 4.1 shows jarque bera test which is used to check the normality of data. The hypotheses of the normal distribution are given;
H_0: The data is normally distributed.
H_1: The data is not normally distributed.
Table 4.1 shows that at 5 % level of confidence, the null hypothesis of normality cannot be rejected. KSE-100 index and macroeconomic variables inflation, exchange rate, oil prices and interest rate are normally distributed.
The descriptive statistics from Table 4.1 showed that the values were normally distributed about their mean and variance. This indicated that aggregate stock prices on the KSE and the macroeconomic factors, inflation rate, oil prices, exchange rate, and interest rate are all not too much sensitive to periodic changes and speculation. To interpret, this study found that an individual investor could not earn higher rate of profit from the KSE. Additionally, individual investors and corporations could not earn higher profits and interest rates from the economy and foreign companies could not earn considerably higher returns in terms of exchange rate. The investor could only earn a normal profit from KSE.

ACKNOWLEDGEMENT

It is with great pleasure and gratitude; We acknowledge our indebtedness to those who have helped us in completing this Research on **A Study of the Impact of Work-Life Balance on Employee Productivity during Covid-19 Crisis**. Let us take this opportunity to express our sincere thanks to all of them.

We would like to thank all the people who dedicated a part of their valuable time to respond to thequestionnaire which we circulated to them in order get their responses for carrying out our research.

We thank our parents and all those who have always inspired and supported us in doing this study.

Above all we thank GOD Almighty for having blessed us to complete this study.

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