

## **Delineations of Post COVID-19 Pandemic : Repercussions on Psychological well-being of Workforce and Organisational Profit<sup>1</sup>**

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### **Abstract**

Right from the beginning of 2020, COVID-19 virus has spread in all parts of the world including all continents except Antarctica, infecting millions of people across different countries around the world. The spread of this virus has infected the businesses, individuals, society and economy at large. Understanding and minimising its impact on performance of business and most essentially on employees' health is a major concern for the workplace leaders. The present paper attempts to examine the impact of COVID-19 pandemic on employees' mental health, especially psychological distress. The paper aspires to explore different factors as key stressors during and post COVID-19, and identifying those workplace strategies which could alleviate its effect on employees' psychological health. It also discusses the relationship of employees' psychological health and well-being in driving organisational profit. This is a literature review paper based on research articles found in Google scholar, and Semantic scholar.

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### **I. Introduction**

DISASTERS ARE CONSIDERED as large-scale events which often causes to unexpected outcomes such as death, mental shock, and many times a destruction of valuable resources and property (Neria, Nandi and Galea, 2008; Norris, 2002). In literature, no particular definition of disasters is mentioned, but experts' believes that in general disasters have three significant characteristics of large-scale distressing events including "harming and death of large amount of people, (Neria, Nandi and Galea, 2008), affecting the normal social practices, and causing interruption of services and social networks and public loss of resources (McFarlane, 2009; Norris, 2002) and also lead to some consequences, namely certain physical and mental health outcomes, among

<sup>1</sup> Presented at IIF International Research Conference & Summit (July 25th, 2020)

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helps to understand the possible influence of COVID-19 on employees' psychological health, different measures adopted by organisation to manage the employees' well being at their places and role of workplace leaders and HR managers for formulating useful workplace policies to support employees emotionally, mentally and financially. The major objective of this paper is to explain necessary details related to different stressors leading stress among people in society, especially at the workplace due to current pandemic, understanding the impact of this psychological stress on companies' earnings and profit and to suggest some strategies and actions to prevent and alleviate this negative impact on employees' mental health and organisational productivity. The focus of the paper is to develop an idea related to COVID-19 impact on employees' psychological health and well-being, financial performance of organisation and identify avenue for leadership actions from HR perspective, to alleviate its effects. A very few studies are available on COVID-19 from managerial and psychological perspectives. This conceptual study broadens the scope of research in workplace psychology, and supplies some insights for workplace leaders and HR practitioners. This review paper also developed a conceptual model based on available literature in area of Covid 19 impact for the future researchers for testing and validating it empirically and to explore diverse stressors due to this outbreak and their effects on employees' mental health and financial results of a firm. This paper also makes readers understand that organisational leader' positive actions and affirmative mindset can play a major role in managing individuals and teams in the present crisis. The workplace leaders and HR managers of different sizes of firms are advised to be ready enough to devise some innovative and sound workplace strategies to deal with the situation more optimistically and to make their workforce feel more psychologically safe and empowered in this new normal. In India some of great lessons could be learned from world top corporations and their proactive strategic leadership actions' to cope with the existing psychological trauma. Further scholars are also advised to study the impact of COVID-19 on workforce attitude and performance in different sectors of economy and in different geographical contexts especially on employees' commitment, motivation, turnover intentions, job satisfaction, organisational cynicism, and workplace happiness and employee engagement. There is an instant need for additional research, with the help of preliminary and pilot studies, for making the assessment of the scope of this outbreak in different countries, especially in those where health infrastructure is comparatively less developed and this pandemic effect is likely to be more brutal (Duan and Zhu, 2020). Future researchers are also advised to explore the impact of this pandemic on other exposed populations including children, teenagers, and old age people living in rural areas and struggling for accessing basic health care facilities, and those who belong to lower socio-economic groups (Rajkumar, 2020).

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