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IMPACT OF WORK FROM HOME ON PRIVATE SECTOR TEACHERS IN ERNAKULAM DISTRICT

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ABSTRACT

The pandemic outbreak from the late 2019, put the world in the shackles of fear and worries on their health. The authorities and the government had to take strict actions to prevent further spreading, as a result there were many protocols and restrictions which we had to abide. It reversed quarantined people restricting their free movement. Even though for some period of time, most of the economical human activities were ceased, it was not advisable to carry forward so. Thus most of the sectors began introducing the work from home strategy, with the help of the novel updates and innovative technological means. This helped people to work from where they were.

The work from home was also implemented in the academic field which enabled the students to continue their education using the online educational platforms. This pattern of hosting classes online had its own advantages and disadvantages to both the teacher and to the student as well. In our study we emphasize on the teaching staff community in the private sector in Ernakulam District. Some argue that the work from home strategy has made things easy but for some it is a nightmare. In reality, the work from home strategy affected those who lacked the technical know-how regarding the usage of computers and internet. The pandemic period made people economically weak, as a result the government had to force the institutions to reduce the fees, so they were put in a situation to reduce the manpower to balance their cost and profit. However, government and aided teachers did not have such an impact. In this study we focus to learn about the stress level of the private sector teachers in Ernakulam District and to know about the compensation that they have been provided with during the times of pandemic.

Introduction

In the minds of the people, they had framed the teaching profession

especially teaching in colleges as easy going and convenient than any other profession. This is neither true nor false. Every job has its own advantages and difficulties. Moreover, every person has to grab a job in accordance with his taste and preference, unless then it would not be a piece of cake. In this study we focus to study about the difficulties that the private sector teachers face. As we all know the outbreak of the corona virus as a pandemic, caused many difficulties in our lives. We were shut in our homes as a part of the protocols and had to abide the restrictions that were so imposed on us in order to prevent us from getting infected or becoming the vectors. Most of the human activities were ceased for a while. To come out this chains, the government urged do all those activities possible through online. Therefore, the situations compelled to take classes online, from kindergartens to higher education.

Online classes had an advantage to cover more pupil in a class, but the required efforts of the teacher would be more during the assessments and so on. Otherwise just giving a lecture and other resources to some pupil or many pupils won't matter. This eventually led the private institutions take a decision to cut the number of manpower that the really need. Since the institution is private driven, the existing teachers were compelled to work as per the direct, for their own survivals. Additionally, during the pandemic time, most of the people did not have any job or were not in a position to carry on with a feasible economic activity to earn their survival. This indebted many families in the country, especially the middle class. Many faced to pay the tuition fees of their children due to the aforesaid cause. As a result, the government had to interfere in this matter, and prompt the private institutions to reduce the fees and to give relaxation for some as per the requirements. So, the expected profits of the private institutions also thereby went down. All these resulted in reducing the manpower size and to cut down their compensation. Henceforth, the teaching community had to face many difficulties, and the increased pressure stressed them.

In this study, we focus to learn about the stress level of the private sector teachers in Ernakulam District. Private sector teaching community had really a tough time during pandemic. Most of the female teachers had to balance the timing between the household chores and their work. The response from the students and preparing resources for them was also a big task. Also, we intend to analyse about the compensatory measures that they had been provided with during the pandemic period. Some had to face a cut in their salaries and incentives while some even lost their jobs.

STATEMENT OF THE PROBLEM

The pandemic made the classes to go online and it had an advantage to cover more students at a time. In addition, as we all know, the pandemic situation ceased most of the economic activities for a while, as to abide the restrictions and protocols there imposed by the authorities. So, the middle class and the lower class families found it difficult to pay the tuition fees of their children and the government had to interfere in this matter, so that the education of the children and youth won't be disturbed. As a result, the private institutions had to cut fees and allow relaxations for the needy. Henceforth, their expected returns could not be achieved. And private sector institutions in order to save themselves, had to reduce the number of teaching staffs

and even had a cut in their compensatory measures. Thereby, the teachers, were compelled to work under this pressure at lesser wages, to save their income means. So, in this study we focus to study how the work from situation, which emerged due to the pandemic, impacted the private sector teachers in Ernakulam District. This study tries to look into those variable that stressed the teacher and to analyse the compensatory measure that had been provided to the teachers for their service.

OBJECTIVES OF THE STUDY

- 1) To analyze various matters of stresses while work from home on private sector teachers in Ernakulam District.
- 2) To study about the compensatory measures provided to the teachers during the pandemic.

HYPOTHESIS

- 1) H_0 : There are no factors which cause stress in private teachers.
- 2) H_0 : Private sector teachers are happy with the compensatory measures received.

METHODOLOGY

A systematic random sampling technique was used to conduct the work using a descriptive form. Primary and secondary data sources were employed for the same.

- **SAMPLE SIZE:** Sample size includes 25 private sector teachers from Ernakulam District.
- **DATA ANALYTICAL TOOLS:** Data analysis were carried out using the software PSPP. The techniques used includes Wilcoxon signed-rank test and percentage method.

SCOPE AND LIMITATION

- The study is limited to 25 private sector teachers of Ernakulam District- Ernakulam District
- Employment of only online mode of data collection makes the study non-error free.
- Absence of ample time also crept into the study.

DATA ANALYSIS

This part is having three parts - Part I-Stress, Part II-Compensatory Measures and Part III-Testing of Hypothesis

I. Stress and Private Institutional Teachers

Table 1.1. Stress Inducing Factors

VARIABLES	SATISFACTION LEVEL	
	Satisfied	Dissatisfied
Work load	5	20
Tech Know how	5	20
Time management	4	21
Availability of resources	1	24
Better teaching experience	5	20
Connectivity	1	24

Better teacher student interaction	5	20
Student performance	2	23
Pressure from the management	3	22
Work life balance	3	22

(Source: Computed from questionnaire data)

The table 1.1 states the satisfaction with respect to various factors. It is to seen that with respect to all the ten variables majority are having more dissatisfactions. These can ultimately rise arise to stress.

II. COMPENSATION

2.1.Overall Compensation

Compensation	No. of Respondents
Less than 30000	23
30000-50000	2
More than 50000	0
TOTAL	25

(Source: Computed from questionnaire data)

The above data (table 2.1) makes it clear that majority;23 respondents are getting a compensation less than 30,000 per month. Thus, it to be stated that compensatory measures provided to these persons are nor up to the mark.

III. TESTING OF HYPOTHESIS

Table 3.1. Effect of the factors on stress levels

Particulars	p-value
Work load	.000
Technical Know how	.000
Time management	.000
Availability of resources	.000
Better teaching experience	.000
Connectivity	.001
Better teacher student interaction	.001
Student performance	.000
Pressure from the management	.000
Work life balance	.000

(Source: Computed from questionnaire data)

Data Analysis- Wilcoxon signed-rank test

H₀: There are no factors which cause stress in private teachers

H₀: There are certain factors which cause stress in private teachers

Level of Significance is taken as 5 % (0.05)

p-value generated in each of the following cases is less than 0.05.

Hence, we have no other option than rejecting H_0 (no factors cause stress working from home.) and accepting H_1

In short it is evident that certain variables (work load, technical know-how, time management, availability of resources, better teaching experience connectivity, better teacher student interaction, student performance pressure from the management and work life balance) are present to create stress in an individual while working from home. This supplements percentage data collection method.

Table 3.2. Various Adequate Compensatory Measures

Particulars	p-value
Salary	0.01
WIFI Charges	0.01
Other Expenditures	0.00

(Source: Computed from questionnaire data)

Data Analysis- Wilcoxon signed-rank test

To substantiate the statement compensatory measures provided to these persons are nor up to the mark. another analysis performed.

H_0 : Private sector teachers are happy with the compensatory measures received.

H_1 Private sector teachers aren't happy with the compensatory measures received.

5 % (0.05) level of significance

p-value in all the cases is less the corresponding significance level of 0.05.

Hence H_0 and H_1 is accepted. Or in other words people are not satisfied with respect to receipt of salary, WIFI issues and other allied expenditure.

FINDINGS

Objective 1: To analyze various matters of stresses while work from home on private sector teachers in Ernakulam District.

- People; private sector teachers face certain anxieties or worries while practicing work from home. The factors which induce stress are the following work load, technical know-how, time management, availability of resources, better teaching experience connectivity, better teacher student interaction, student performance pressure from the management and work life balance.

- Null Hypothesis (H_0 . there are no factors which cause stress in private teachers) corresponding to this is rejected and is Alternate Hypothesis(H_1) is accepted.

Objective 2: To study about the compensatory measures provided to the teachers during the pandemic

- With respect to the receipt of monthly compensation, the group is not getting a standard figure. As per the data 92 percent of them are in receipt of an amount less than 30,000.

- The mob is also not provided with adequate salary and had to bear WIFI and other expenses individually. H_0 (Private sector teachers are happy with the compensatory measures received) with respect to the same is also rejected like the first set of hypothesis.

SUGGESTIONS

Online mode of teaching is not an easy task. Many complications are arising with respect to the same. As a remedy the following are be resorted to

- The mob can identify and make use of various stress management techniques say yoga.
- Management should try to reduce the workloads given to each staff for the time being.
- Provision of adequate compensatory measurements in the right portfolio can be considered.
- Training on various online tools and techniques without any disruptions can be thought of seriously. It is also the duty of management to ensure that no sort of network disruptions occur while rendering teaching -leaning services online.

SCOPE FOR FURTHER RESEARCH

Neither of a research work is perfect in its nature. The same is applicable here also. The study urges only to investigate the status of private sector employees below to Ernakulam District and only of a very few respondents 25. Not only the private sector but public and aided educational staffs' perspectives can be added. The area of study can also be diversified. Management viewpoints can also be emphasized upon. Any other points which generate curiosity in the upcoming researchers can also be looked upon.

CONCLUSION

The outburst of Novel Corona Virus from the year 2019 have make the conditions of the world mob pathetic. Government in the rise of the virus promulgates diverse protocols restricting the self-governed motion of the democratic. The former considers work from home as the sole alternative to perpetuate economic activities. The same impacted educational institutions (the subject matter of the study) too. Private sector teachers were facing some while dealing with work from home concept.

As the private jobs are not secured, the needs, safety and health amenities of the mob must be considered seriously .Keeping this in mind the study point pointed two objectives say determinants of stress levels (health related) and compensatory measures (financial based) as work load, technical know-how, time management, availability of resources, better teaching experience connectivity, better teacher student interaction, student performance pressure from the management and work life balance and lack of adequate provision of salary and WIFI and other expenditures using percentage method and Wilcoxon signed-rank test(PSPP Software).

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