



Research Paper

The Impact of COVID-19 on Employment in Jhansi District: A Comprehensive Analysis

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Abstract

The new coronavirus disease (COVID-19) outbreak that occurred in late 2019 resulted in an unexpected globally health disaster and had a significant impact on a number of sectors, including employment. The aim of this research is to provide a comprehensive analysis of the COVID-19's numerous effects on employment. The research focuses on changes in unemployment rates, changes in occupational patterns, changes in working conditions, and the role of government initiatives as it explores both the short- and long-term impacts of the pandemic on employment markets. This research article illuminates the complex interaction between the pandemic and job dynamics by analysing data from various sources and applying statistical methods. This study tries to determine how Covid-19's effects on employment in various industries depend on the nature of the employment and the position held by the employees. To achieve this aim primary data is collected through salaried employees of organized industries and secondary data is collected through government jila sankhikiya patrika for unorganized small industries' workers in Jhansi District. Samples were chosen using the random sampling method. Total 200 responses were taken into consideration for the analysis. The findings showed that the effects of the pandemic varies significantly for workers in various income brackets and professions.

Keywords: Covid-19, Employment, Unemployment, Economy, Lockdown, labour market.

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I. Introduction

The national government of India had declared a state wide lockdown on March 24, 2020, to stop the spread of the novel Corona virus, Covid-19. This lockdown originally lasted for 21 days. However, the lock down was extended over a period of around 60 days for the purpose to prevent the spread of the virus. The Covid-19 pandemic caused a negative impact on the world and presented many difficulties for organizations to overcome. Numerous businesses have developed creative human resource plans. However, many firms suffered significantly as a result of mobility barriers, and as a result, they were compelled to cut their expenditures. Many employees and workers are getting laid off as a result of this. In apart from causing huge difficulties to public health systems around the world, the introduction of COVID-19 has also had a cascade of negative economic effects, with the labour market being one of the most impacted areas. The employment situation saw dramatic changes as companies closed, travel limitations were put in place, and social distance controls were implemented into action. Industries started operating under a new, usual working environment with limited mobility as soon as the government announced unlock. Labourers and employees resumed their job. However, lockdown was once more implemented in 2021 as a result of a huge increase of Covid-19 positive patients. And many people experienced new job losses. Employees became concerned about their jobs and confused as a result of the unstable atmosphere. Few businesses, such as tourism and hospitality, suffered badly during the pandemic, but IT firms were able to maintain stable operations.

II. Literature reviews

Jacob et al (2020) studied the effect of the Covid-19 epidemic on higher education. The study is supported by secondary data. The study discovered that Covid-19 had a significant impact on education. Researchers discovered a decrease in foreign education, since colleges and institutes were closed due to the epidemic, academic calendars at institutions have been interrupted. Negative changes have been made to teaching and learning. The institutes cancelled all local and international academic conferences because to the lock down the government ordered to stop the spread of COVID-19. The authors recommended that the government improve

funding for higher education institutions in order to make up for the losses sustained by these institutions as a result of lockdown. Additionally, they advocate for the government to support the inclusion of all institutions in the virtual teaching and learning process.

Nangia and Mohsin (2020) looked into the sustainable measures taken by the Indian IT sector during the Covid-19 pandemic. According to authors, managing human resources is crucial to controlling personnel and the workplace environment during pandemics. IT industry discovered to get steady revenue while other industries struggled for sustainability. Therefore, according to academics, it was necessary to investigate the methods used in the IT business for talent management. Senior HR experts were questioned. According to the study's findings, cloud-based platforms are used frequently by IT organizations to connect with their personnel. Employees have access to cross-functional training and exposure thanks to the creation of hobby groups. Internal efficiency-creation is a priority for IT firms. According to the report, IT organizations are not more concerned with talent management in this situation. Currently, their top concern is maximizing business profits.

Dhawan (2021) in an article, he stated that whereas most males who had lost their jobs by the beginning of November had gained them back, women had not been successful in doing so. According to the article, there was a 17% increase in the unemployment rate in Delhi, India. In addition, 83% of the women who participated to the study stated that they decided to quit their employment permanently as a result of the Covid-19 outbreak in India. The article emphasizes how the labour market saw significant volatility throughout 2020, which makes it difficult for people to determine whether or not to enter the labour force.

Muley (2021) According to his study, the employment situation will be significantly impacted by the Covid-19 epidemic and the second wave of a spike in the number of positive cases that began in India in March 2021. India's unemployment rate has increased during the second wave of the illness in both urban and rural areas. According to the article, many businesses are likely to close as the economy tries to revive, which will raise unemployment. According to the essay, the government ought to provide people who lost their employment with direct financial assistance, and small businesses ought to receive payroll help. Additionally, it was suggested that in metropolitan areas, universal basic income should be paired with employment guarantees.

III. Research Methodology

Primary and secondary data were used in this study. Employees in the Jhansi District are surveyed in order to gather primary data. Various sources, including governmental publications, newspapers, books, and websites were used for the secondary data and mainly source for secondary data is Government of India's U.P. statistics dairy (spider). 200 respondents are gathered for the primary data. 200 replies in all were gathered through online channels like Facebook, LinkedIn, and WhatsApp. After data collection, all data were coded and analysed with SPSS. To acquire understanding of the data, descriptive analysis was performed. To test hypotheses, paired sample T-test and one-way ANOVA were employed as statistical tests.

Objectives

- To find the effect of Covid-19 on the employment in Jhansi District.
- To find out what are the problems faced by citizens after Covid-19 in Jhansi District.

Hypotheses

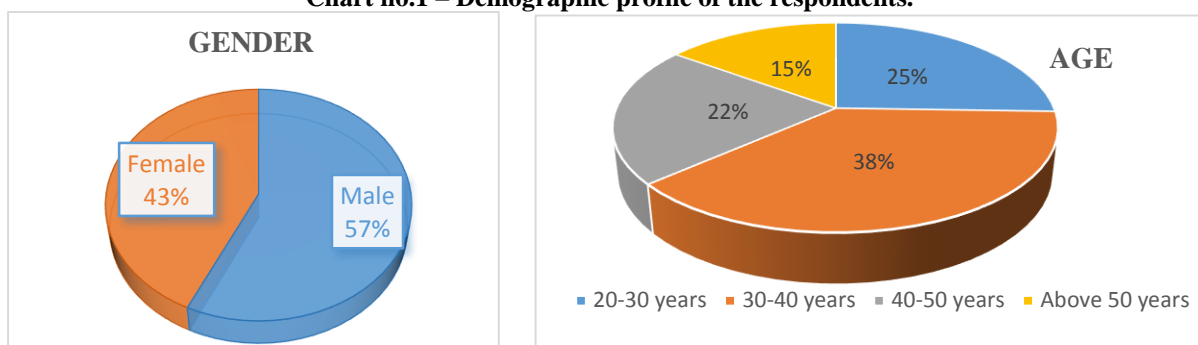
- H1 - The effects of Covid-19 on employment with different income structure in Jhansi District.
- H2-The impact of covid-19 is significantly related to the occupations of employees in Jhansi District.
- H3-The impact of covid-19 is significantly related to the employment in a small scale industry in Jhansi District.

Case Studies: During the epidemic, various nations went through various employment trajectories. This section includes case studies of particular nations, highlighting their distinctive labour market issues, political solutions, and results. Comparative study sheds light on the efficacy of various strategies for resolving employment-related challenges.

IV. Data Analysis

The demographic profile of the respondents is shown in chart no. 1 below. It can be noted that out of 200 respondents, 57% are men and 43% are women, with 25% being in the 20–30 age range, 38% in the 30–40 age range, 22% in the 40–50 age range, and the remaining 15% being over the age of 50.

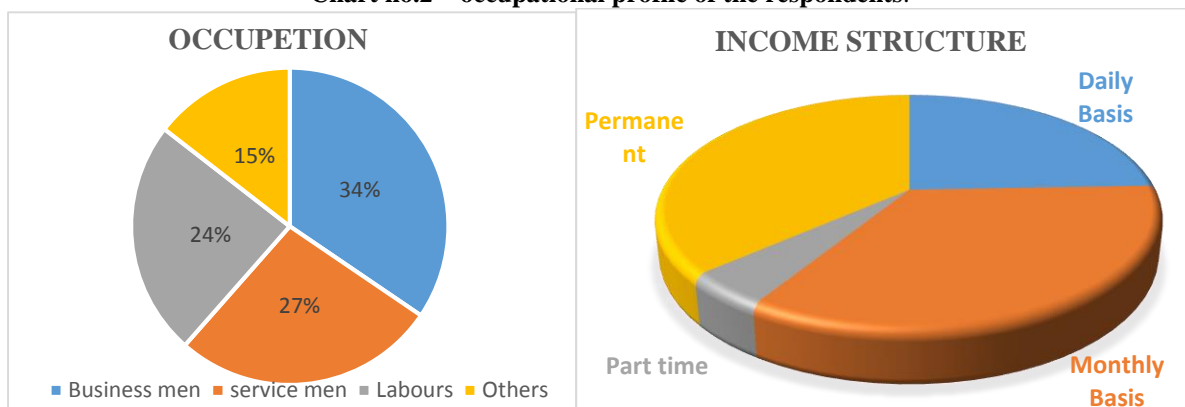
Chart no.1 – Demographic profile of the respondents.



Source- primary data collected through questionnaire

The respondents' occupational profiles are displayed in Chart No. 2. 34% of the respondents worked as businessmen, 27% as servicemen, 24% as labourers, and 15% in other occupations. Out of 200 respondents, 117 work on a monthly basis and 83 work daily in their firm, according to the pay structure of the workforce.

Chart no.2 – occupational profile of the respondents.



Source- primary data collected through questionnaire

Table no.1 - Public responses on the effect of covid -19 on employment

S.no.	Effects of Covid – 19 on Employees	N	Mean
1	Are you working with huge salary cuts due to covid	200	4.23
2	Your Companies have cut down their number of workers.	200	3.69
3	Are you forced by company to work for long hours	200	4.31
4	Are you have any new recruitment after covid	200	3.11
5	Are you forced to take unpaid leaves	200	3.09
6	Are you lost their jobs for the temporary	200	4.01
7	Are you lost their jobs for the permanent	200	3.73
8	Is it permanent Loss of employment is the immediate effect of Covid	200	4.27

Source- primary data collected through questionnaire

The majority of paid workers' working hours were impacted by the pandemic, according to descriptive statistics (because this statement has the highest mean on the scale). The question "Are you forced to take unpaid leaves" had the lowest mean score. This shows that the covid epidemic has had a serious impact on individuals who managed to keep their jobs.

Table no.2 - The employment in a small scale industry in Jhansi District.

Year	Units of small industry	Numbers of workers
2018-19	2395	10180
2019-20	2224	8723
2020-21	3745	24121
2021-22	3098	15723

Source- Jila sankhyikiy patrka (spider)

Table no.3 - Hypotheses Testing - The result is given below

	Test name	Test value	Sig. value
employment with different income structure	One way ANOVA	F value- 6.392	.000
occupations of employees	One way ANOVA	F value- 7.231	.000
employment in a small scale industry	Paired t test	T value- -3.629	.011

H1 - The effects of Covid-19 on employment in the Jhansi District with various income structures. ANOVA is one method for testing this proposition. The null hypothesis is rejected because the significance level is less than .05, and we thus accept H1 that different income structures have varied levels of impact from the COVID-19 pandemic on their employment.

H2: The impact of COVID-19 is strongly correlated with the employment types in the Jhansi District. From the table above, it can be seen that the F test's significant value is less than.05. We may therefore conclude that the effect of the Covid-19 epidemic on employment is related to the various occupations of employees because we reject the null hypothesis.

H3-The employment in a small industry in the Jhansi District is considerably impacted by COVID-19. From the table above, it can be seen that the paired sample t-test's significant value is less than.05. As a result, we reject the null hypothesis.

V. Finding and suggestions

Immediate Impact on Unemployment: The initial phase of the pandemic witnessed a rapid surge in unemployment rates across the globe. Lockdowns and restrictions led to a sharp decline in consumer demand, forcing businesses to cut costs by laying off workers. This section examines how various industries, such as travel, hospitality, and retail, were disproportionately affected and how these disruptions translated into immediate spikes in unemployment figures.

Occupational Patterns and Remote Work: The pandemic accelerated the adoption of remote work, reshaping traditional occupational patterns. This section explores the extent to which different job categories were amenable to remote work, the challenges and benefits experienced by workers and employers, and the potential long-term implications for the future of work.

Changes in Working Conditions: The pandemic underscored the importance of workplace safety and health. As essential workers continued to operate during lockdowns, concerns about workplace safety, adequate compensation, and access to necessary benefits gained prominence. This section delves into the challenges faced by essential workers and the discourse surrounding labour rights and worker protections.

Government Interventions and Support: Governments worldwide implemented a range of policies and interventions to mitigate the economic fallout of the pandemic. This section examines the efficacy of measures such as unemployment benefits, wage subsidies, and small business support in stabilizing the labour market. The role of such interventions in preventing more severe employment crises is assessed.

Long-Term Structural Changes: While some employment trends were influenced by the immediate impact of the pandemic, others might have longer-lasting effects. This section investigates potential lasting shifts, including the acceleration of automation and digital transformation, changes in consumer behaviour, and alterations in the demand for certain skills.

VI. Conclusion:

The COVID-19 pandemic has unleashed a range of challenges upon the employment landscape, fundamentally altering the way people work, businesses operate, and economies function. By examining the immediate consequences, long-term shifts, and government interventions, this research paper provides a holistic understanding of the multifaceted impact of COVID-19 on employment. As societies strive to recover and rebuild, the insights gleaned from this analysis can inform strategies for creating resilient and adaptable labour markets in the post-pandemic era. Overall mean of the scale used to measure the impact of COvid-19 pandemic on employment is 3.21 on the scale of 5. This indicated that salaried employees got affected adversely by the pandemic. However the intensity of the impact may not be as severe as it is on small businesses and casual employees. Future studies may conduct a comparative research to study the intensity of impact on organised and unorganised sectors. It was found that demography of employees and impact of pandemic on their employment is significantly related. Different industries have got affected differently; people with different designation also got affected differently. The impact on contractual employees is significantly different than that on permanent employees and part time employees. This study included only salaried people from organised sectors. Thus it limits the generalizability of the findings of the study. Future studies may include employees from unorganised sectors and small enterprises.

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