

The Effect Of Corona Pandemic On Workers' Psychology And Performance In The Manufacturing Sector

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Abstract

As the corona virus (COVID-19) spread across the globe the stress and fear among the employees of various manufacturing sector also goes up. People are more worried about the situation along with these many of them lost their job too. The problems faced by each and every one of us depends up on how we react to the stressful situation. The manufacturing sectors were affected greatly by the pandemic and the production were stopped in most of the countries. Present article deals with how this pandemic has affected the life of workers and their performance. Major factors which affected the life of people as well as methods to overcome has also been briefed. . The impact of Covid-19 is very broad and comprehensive in all human life. Students must learn from home, workers work from home, and all people worship from home. This paper will discuss the impact events of Covid-19 that have an impact on workers, especially workers from manufacturing industries. Now a days companies are trying hard to protect the people as well their operation during this conditions but there are certain limitations even to them. Though this has affected the mentality of various employees there are several methods which can reduce the stress of workers which can be used by companies around the world. Hence the performance of the workers can be improved.

Keywords: Covid-19, manufacturing sector, performance, workers, pandemic, mentality.

1. INTRODUCTION

Corona virus (CoV-19 / COVID-19) is large family of virus which has huge amount of single stranded RNA which can cause illness. It was first reported on December 31st 2019. (Alon, T. M., et al. , 2020). The disease has symptoms from common cold to severe disease. This are pathogens which can affect both humans as well as animals. The disease has spread throughout the China within a week followed by gradual increase in number of cases. In February 2020 the World Health Organization (WHO) coined the name COVID-19. These virus mainly caused respiratory symptoms and later it was called 2019-nCoV. (Ciminelli, G., & Garcia-Mandicó, S. . , 2020) . According to WHO the epidemic in China increased in the first week of February (Alon, T. M., et al., 2020). The increase in number of cases were found in other countries except Antarctica and the number of cases in other counties were higher as compared to China which means the spread was too high. These was initially observed in travellers who visited China or who has contacted the place. (stankovska, g., memedi, i., & dimitrovski, d. 2020). This COVID 19 has lead to a negative impact on large number of people. As the spread starts to increase the Government has put the city in lockdown that no people are allowed to go out unnecessarily and there were lots of restrictions implemented. The World Health Organization analyzes the situation carefully and they provide the required information to everyone in order to create awareness among the society, The current corona virus (COVID-19) epidemic is a unique and rare condition. COVID-19 affects people in many countries, in many geographical locations. We are in the middle of a global epidemic, with cities and entire countries also closed (Batage, M et al., 2020). The corona virus has affected

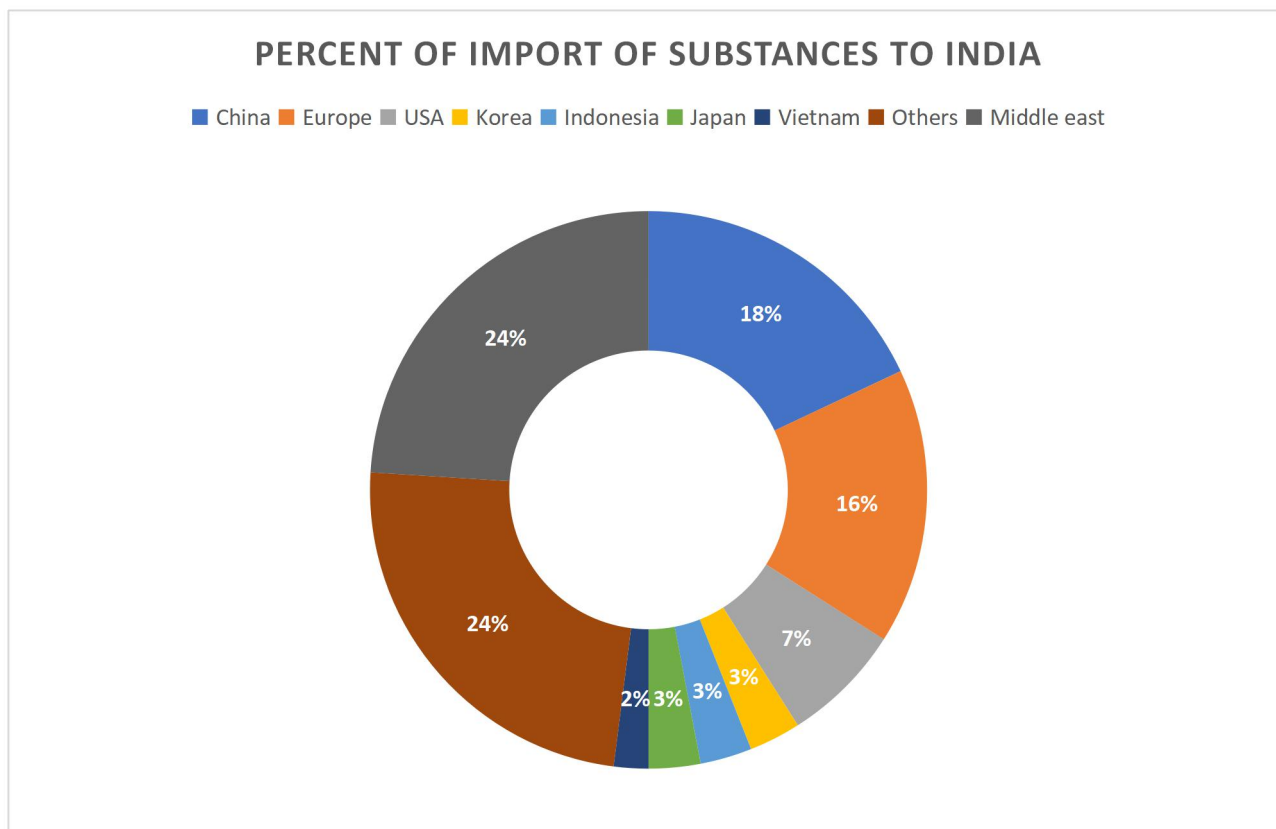
almost every aspect of our lives, from working in school to sports, where we eat and what we do. All of these changes affected people both physically and mentally. It can be understood that people feel fear, anxiety, anxiety and depression at such times due to the constantly changing warnings and media coverage about the spread of the virus. This pandemic situation is UN-adjustable for everyone especially it can affect the children and elderly as this is dangerous for them. In this Children experience more stress and anxiety than adults. In this lockdown the schools were closed instead they would have enjoyed with friends and spent their time (Sodhi, HS, 2020). To an extend only we can make them aware as they are not able to understand the seriousness of issues. The medical treatment to the affected has to be provided. So it will be more difficult to handle kids who are affected by the virus (Manual, B. et al., 2020). Many of the sector has been affected that most of them lost their jobs while some have heavy workloads. Some employees need to take immediate steps to change their work style without preparation as per their company or organization directives. Others must continue their normal work (Kapasatti, B. V., 2020). . In addition, with COVID, 19, many people report greater fear, anxiety, and stress. Employee performance is also affected. It is worth knowing whether the office actions taken by employers can reduce employee fear and anxiety V 19 and work to maintain acceptable performance.

2. COVID-19 AND AFTER EFFECTS ON MANUFACTURING SECTOR

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The on-going national lockdown has put many risks to the manufacturing industries which contributes to about 20 percent of total GDP. The process has been paused for a long which even affected the employees in various industries that

unorganized industries, the situation was too bad and there was no profitability or some cases there were losses. (Handfield, R. B., Graham, G., & Burns, L., 2020). The percentage of import of substances by various countries to



some lost their job while some has not even paid the salary. In these 50 percentages of GDP is contributes by auto mobile industries. With the lock down this auto industries have lost about 5 to 10 percentage of their orders. In case of

India are shown in graph 1. This was affected due to the pandemic and even China had a major share of India's import basket.

Graph 1. Percentage of import of substances to India from various countries.

As this manufacturing sector plays an important role in maintaining global economy the Government gives prior important to those industries. Various initiatives were taken to maintain the economy which includes schemes like Make in India, Made in China (MIC) -2025. These MIC 2025 is the major important scheme of China which transforms China as the most important manufacturing power. This include various smart as well as innovative technologies which are used by Chinese industries to produce high quality as well as huge number of products (Bardt, H., 2020). Moreover, make in India was launched in 2015 to promote the production of goods from India. The main objective is to reduce the amount of dependence on other nation for various products. After this FDI has followed best trends to save the nation. (Sharma, M., & Sharma, V., 2020)

While this lockdown has put down both the demand as well as supply chains which plays a major role in world GDP. Considering the fact that India, the impact of the trade has impacted and it is estimated to be the most from the chemicals sector at 129 million dollars, textiles, automotive sector at 34 million dollars and apparel at 64 million dollars (Alon, T. M., et al. , 2020), electrical machinery at 12 million, leather products at 13 million, metals and metal products at 27 million and wood products and furniture at 15 million dollars” and this information is from Hindu news reports 2020. Many industries manufacturing process were blocked as the number of cases were gradually increasing. When considering the electronic factory are mostly affected

as China was one of the largest producers of electronics that is about 85 percentage of total smart phones and televisions (Abeysinghe, T., & Guan, T. K., 2020). Other items like LED chips, circuit boards, display screens, TV panels and so on are imported from China. Most of the factories in China were shut down so the prices were revised and it was a great loss to the nation (Zhang, Y et al., 2020). Major automobile manufacturers have closed factories, causing losses in automobile production, affecting the automobile sector in Europe (Cho, S. J., Lee, J. Y. and Winters, J. V., 2020).

Companies affected by the coronavirus outbreak include Fiat Chrysler Automobiles NV, Ford Motors Company, Samsung Electronics Co. Ltd., BASFSE and Boeing Company. Some of these companies are exporting their production facilities to countries with low COVIDs. -19 pandemic. For example, in March 2017, Samsung Electronics Co., Ltd. (Mendoza, AR, 2020). . Vietnam has announced that it is shifting part of its domestic production to Vietnam, which has led to a rapid increase in the spread of coronavirus in South Korea. Its goal is to minimize the potential impact of the coronavirus on its smartphone manufacturing operations (Simola, H., & Solanko, L., 2020)

On a large scale it affects Indian business. In imports, India's dependence on China is huge. Of the 20 simplest items that India imports from the planet (in two digits of the HS code), China represents the most interesting proposition at most. China accounts for 45% of all electronic imports from India. 33% of the equipment India buys from the planet originating

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from China and two-thirds of the natural synthetic compounds. China supplies over 25% of China's imports for car parts and fertilizers. (Jaiswal, A., & Arun, C.J., 2020) 65 to 70% of dynamic pharmaceutical fixing and 90% of some cell phones originate in China. India. According to these lines, due to this episode of coronavirus in China, we can say that import dependence on China will significantly affect Indian trade. As far as rent is concerned, China is the third largest tenant in India and holds a record 5% stake. In addition to the effects, there may be natural synthetic materials, plastics, fish products, cotton, minerals, etc.(Farm, et al., 2020)

Material, as well as fuel and the movement of people on a large scale suddenly came to a standstill. Manufacturing MSMEs supply almost all other industries, which have also ceased operations, resulting in the cancellation of orders across the board excluding fewer industries and essential industries. However, their demand for inputs from unwanted industries will not be met. For example, the paper industry does not meet current demands for high quality paper for pharma food.(Sasaki, N et al. , 2020).

3. MAIN FACTORS THAT AFFECTED THE INDUSTRIES

The manufacturing industry has been affected in many ways due to the corona effect. Due to low production, it starts with low production. Some distributors, looking for an opportunity to make a profit when there is a growing shortage, proceed with the sale, but with a deferred payment (Shawn, C., and Tang's extended schedule., DY., 2020). The manufacturer gives this loan for a long time, eager to continue operations, before it is completely closed. Due to government directives, more employees will stop working, reducing the level of activity with the impact on quality, cost and product reforms. For a while, it negatively affects turnover, which slows it down. Uncertainty has an impact on logistics, with carriers not only having to park to load vehicles, they are also under pressure to adjust their quotes to carry goods, as they also face lower attendance. The slower rate of banking operations, shorter working hours, jams and overloaded communication lines can delay money transactions and increase monetary risk. Suppliers to large producers feel pinched, and broken. , And play safe to protect their interests, because they are far less risk averse than their larger customers.

Manufacturing is among the industries that will be adversely affected by the humanitarian crisis caused by COVID-19. The good news is that China began reopening its factories in February after setting a record low. Automotive OEM Renault and Group PSA announced in late March that they would resume production (March, G. and Garcia-Mandico, S., 2020.)

Last month, Apple (tech giant) had to close all of its Chinese store, full closing them for a month because of even the largest manufacturer (China) will take time to reach its full potential, and it will prove to be far more difficult than it has ever imagined. Also, in Europe, where COVID-19 is spreading rapidly, manufacturers have not given up. This is especially true in Italy, a European country that enforces nationwide sanctions. Moreover, the automotive omni enterprise machine Fiat Chrysler has decided to close its factory and to reduce its factory expenditure, including the three days from three plants, that will produce the Fiat and Alfa Romeo vehicles, after two days other plants assemble small jeeps and Fiat Cryosover (Kikuchi, S., Kitavo, S., and Mykoshiha, M., 2020).

The automotive industry in Germany, which relies on Chinese suppliers, is also under danger now. The production at the Nissan car factory in Britain's largest Sunderland was

halted, with others following suit. In addition to the decline in global demand and supply, it is too early to tell what kind of impact American manufacturers are going to have, causing winners and losers(Gallacher, G., & Hussain, I., 2020).

The Confederation of Indian Industry has conducted impact analyzes for various sectors: -

Auto: The shout down has affected the automobile industries as well as the manufacturing process have been stopped.China is a donimant battery supply chain of automobiles which has hige amount of supply to various nations especially India. If the lockdown still continuous there will be about 8 to 10 percent contraction in india auto manufacturing process (Kikuchi, S., Kitao, S., & Mikoshiha, M. , 2020).

Pharma: Even though India is considered as one of the top drug exporters across the globe, the domestic pharma industries relies heavily on import of bulk drugs. Annually India exports to about 24,900 crore worth of bulk drugs (Cajner, T. et al. , 2020).

China's importers of India's APIs, on average 70 per cent of the consumption, that are remained at risk of supply disruption and unplanned stagnation for importers. For different important antipyretics and antibiotics, that relies on imports from China is about close to 100 percent. These APIs that will require a large amount of fermentation boilers, giving the USP of sugar manufacturers the upper hand over the Chinese manufacturers. Whether the delivery and tracking of goods is internal or external in China is still uncertain (Gallacher, G., & Hussain, I. ..., 2020).

Chemicals: Dystuff (local) units in India are based on imports of many raw materials from China, which include the chemicals and intermediaries. Delays in shipping from China and increasing the rate of raw material prices are affecting the dyes and dye industries, especially in Gujarat. 20 percent of production was affected due to disruption in supply of raw materials. China is one of the leading suppliers in terms of chemicals (Kikuchi, S., Kitavo, S., & Mikoshiha, M., 2020) for textiles, especially for indigo denim. Trading in India which is to be affected though and people are storing their supplies. However, it is also making an opportunity for the US and European Union who are seeking to diversify their markets for the complete reduction China market risk. Taking advantage, some of the areas of this business can be set in India because of the workforce here.

Electronics: China is a major supplier of finished goods and raw materials used in the electronics industry. The Indian electronics industry fears that over-reliance on direct and indirect and local manufacturing of electronics components will lead to supply disruptions, declining production and impact on production prices. The proliferation of coronaviruses will increase sales to top electronics companies and smartphone makers with major supplies to India (Elon, TM et al., 2020).

Shipping: there are arising complaints about the shipping delays between India and China that have raised serious concerns. These concerns are over the total revenue of Indian shipping companies that has happened in the first quarter of 2020. But the decline has been a sharp in dry bulk cargo movement from the third week. January 2020, although, shutdown in China describe that, the goods will not be allowed to enter Chinese ports (Sasaki, et al., 2020).

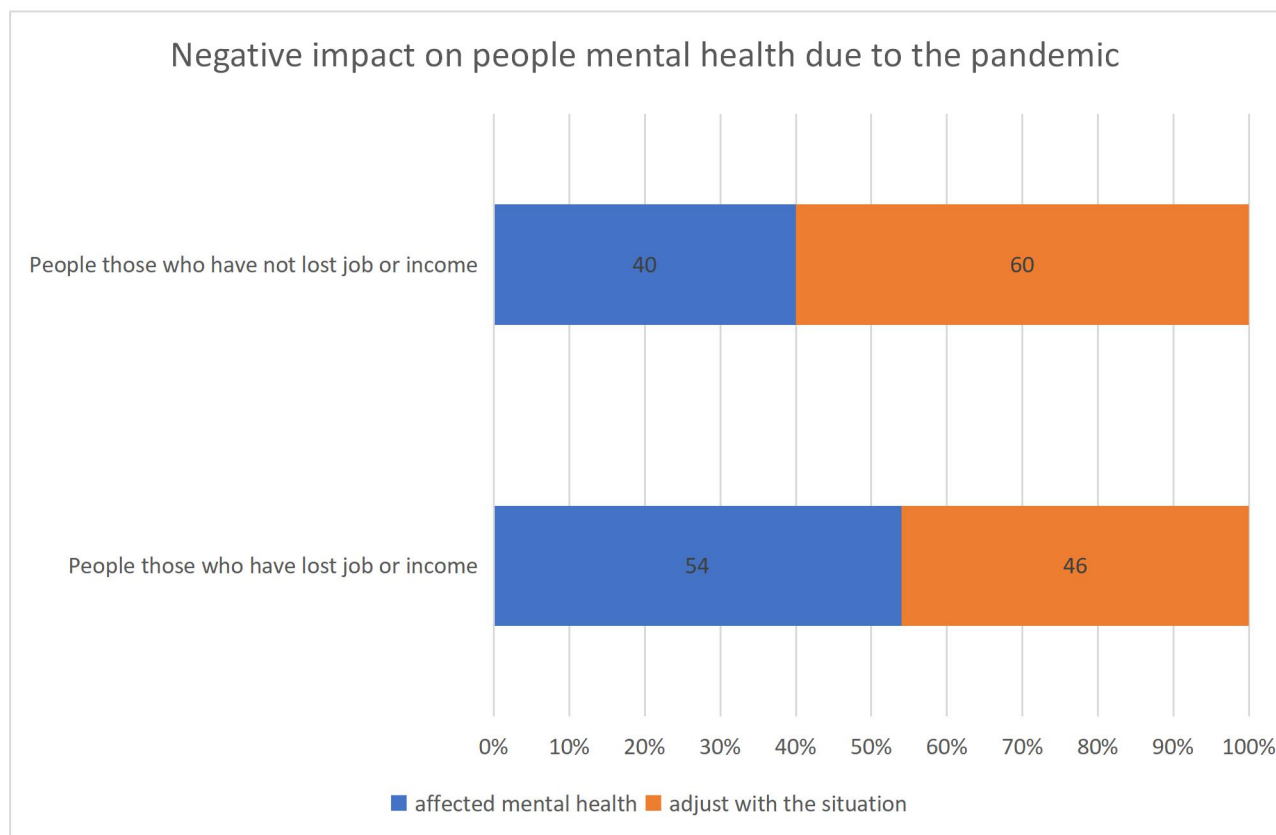
4. HOW THE EPIDEMIC PSYCHOLOGICALLY AFFECTED THE EMPLOYEE AND THEIR PERFORMANCE

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The global impact of coronaviruses threatens our well-being and even the lives of those most vulnerable. Its virginity is now spreading rapidly in the business world. According to the Workforce Survey (Sasaki, et al., 2020), 48% of respondents currently report doing their work remotely. For

productivity.

It was identified from the literature review that about 5.2 million people lost their job at first week of April which crossed more than 22 million within 4 weeks. Some specific industries like hospitality as well as leisure have been hit



companies that can easily transfer their employees to remote work, this is an ideal situation for most employees. 44% of remote employees indicated that they were happy with their work. Furthermore, management and leadership teams seem to be on the right track. 88% of remote workers say they believe their company's leadership will make the right business decisions to manage through the current climate (Quotes, B. et al., 2020). Command of remote work with limited travel capability. Meet in person, forcing companies to be creative and use new technology in their endeavors for

badly than others. It was also identified that the rate of unemployment in US will rise to an unexpected level as they were badly hit by the pandemic. Various research also concluded that this loss can result in anxiety as well as depression in lots of people because of economic crisis. Even this can result in suicide as the people have great chance to lose the mental stability. (Panchal, N. et al., 2020) Graph 2 shows the percentage of people affected mentally due to the effect of pandemic.

Graph 2. Percentage of people having impact on their mental health with pandemic

This may be an example of the implications and implications of instant change. Without implementing effective change management strategies, companies must frequently respond to changes in their operations, business model and customer service to meet newly imposed government regulations. Overall, this definitely affects the level of job difficulty (or perceived difficulty) for workers. (Mendoza, A. R., 2020).

The COVID-19 pandemic and the subsequent lockdown has left thousands jobless as companies grapple with the economic slowdown and loss in revenues. From hospitality, to retail and startups, companies across the board have let go scores of employees. While some have laid off employees, while offering them a good compensation and support, some have forced employees to resign with no prior notice.

A survey by naukri.com revealed that at least 1 in 10 Indian jobseekers have confirmed that they have been laid off and nearly three in 10 jobseekers fear a layoff is imminent.

Here is a comprehensive list of companies that have so far laid off employees.

Book My Show

The latest company to announce layoffs is movie and event ticketing platform BookMyShow, which has said that 270 employees out of its total workforce of 1450 in India and globally will be impacted. This will be a mix of furloughs and layoffs across functions and teams (Coates, B et al. ., 2020)

Those being furloughed will continue to remain employed with BookMyShow and will be eligible for all medical insurance, gratuity and other benefits as per their employment standards.

Laid off employees will be given a severance pay equivalent to a minimum of 2 months of salary irrespective of their tenure or as per notice period, whichever is higher. Medical insurance cover for affected employees and their nominated family members will be valid till September 30, 2020. They will also receive career transition support.

Indiabulls

Financial services group Indiabulls Group has reportedly asked over 2000 employees to resign. According to employees, they were informed by their managers over a

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WhatsApp call that the company is undergoing restructuring as a result of which their role will no longer be required in the company. There has been no information on compensation being offered to them (Ren, T., Cao, L., & Chin, T., 2020)

Swiggy

Swiggy is laying off 1,100 of them across levels and business functions as it looks to build a leaner organisation and reduce costs to achieve profitability.

All impacted employees are being given at least three months of salary irrespective of their notice period or tenure, along with health insurance and outplacement support (Chetty, R., et al., 2020)

Zomato

Zomato is letting go 13% of its workforce, which adds up to around 650 employees. It also announced pay cuts for the entire organisation. Laid off employees will receive financial support, insurance, outplacement services and equity.

Ola

With the volume of cab rides falling drastically due to the lockdown, Ola is laying off 1,400 employees across its mobility, foods and financial services businesses.

Announcing the layoff, CEO Bhavish Aggarwal said that with of employees working from home, and with air travel being limited, the impact on Ola will be long drawn and that Ola's revenue has fallen 95% in the last two months.

Those who have been laid off will get a minimum three months fixed salary, irrespective of notice period (Ren, T., Cao, L., & Chin, T., 2020).

Uber

In India, Uber has laid off 600 employees across business functions as part of the global layoffs where 6,700 employees lost their jobs. The company is also closing 45 offices globally. In total, Uber has now laid off 25% of its global workforce.

Every laid off employee will receive a minimum 10 weeks pay-out, medical insurance coverage for the next six months and outplacement support. (Chetty, R., et al., 2020)

Cure.fit

As Cure.fit moved to a digital fitness model, the company downsized its employee base across cities it is present in and also closed some operations in tier 2 cities. While the company didn't divulge how many were laid off, as per reports and estimates of employees, over 800 employees lost their jobs. These included trainers, management staff at centres, employees of its food business, among others. (Juaningsih, I. N., 2020).

Raymond

Clothing and retail major Raymond has reportedly let go around 700-1,000 employees. An employee took to Reddit to claim that the company was forcing employees to resign. However, the company has denied reports of any layoffs (Juaningsih, I. N., 2020).

Lendingkart

Fintech lending startup Lendingkart has reportedly laid off nearly 200 employees. In Lendingkart's case as well, employees have taken to Twitter and local media in Ahmedabad to complain that they were called by the HR and their managers via Google Hangouts and WhatsApp calls and ask them to send in their resignation citing 'personal reasons' for the same (Kurniawansyah, H et al., 2020)..

The consequences of the pandemic have driven entire

manufacturing operations to halt worldwide. Because of the industry's localized nature, the prominent world powers hold a more significant stake than any other country. China accounts for 28% of global manufacturing, the most extensive operation, followed by the United State's 16% (AÇIKGÖZ, Ö., & GÜNAY, A., 2020). The current environment has organizations around the world scrambling to find solutions to confront the immediate effects of the pandemic, so we'll see the adoption of new technologies and the decentralization process happen sooner than expected.

In the long run, manufacturing powerhouses may push forward with completely automated and AI-driven operations that are harder to disrupt by healthcare emergencies and won't put workers at risk. Machines won't displace humans, but there will be a need for skilled tech workers rather than low, inexpensive labor (Inayah, I., & Surisman, S., 2020).

5. Measures that can be taken to solve the issues of workers during this pandemic condition

To cope up with the situation one of the most precious thing a company can do is to provide Employee Assistance Program (EAP) or provide awareness about the issue, ask them to take precautions and the best thing is to provide mental support. Companies can also make lists of local mental health resources like therapists, psychiatrists, suicide hot lines, or meditation and yoga classes.

HR professional will have the ability to help the employees in which they can help with the supporting hands which the "the ability to say, 'I'm feeling some anxiety right now,' or other words that normalize talking about mental health. Employees can be treated with the less stress environment, by proving them that they don't want their problems a secret. If the employees are given good mental stress they can provide the maximum sincerity to do work. (Brynjolfsson, E et al., 2020) The mental strength provided to them can help for companies growth as well as to improve their outcome. Here are some the points to avoid the mental stress to employees

- Host virtual managers can provide various tips and trips which can help them to concentrate in work
- Online tool kits and appropriate resources should be provided so that time can be made productive
- Before meetings a quick round of discussion would be made with participants about their opinions and how they feel or if anyone has some personal issues
- Provide informal videos that are empathetic and can personally talk about the issues and challenges which cause difficulties to people
- Encourage people to take enough time to maintain self care and to take necessary precautions at this time.
- Assess the availability of loans, cash flows etc which can support the business without any loss
- Continuously review the capital cost and other investments to analyze the loss as well as profit and to manage everything
- The refinancing dept must be considered

From small businesses to large enterprises and even governments, the effects of the COVID-19 pandemic have hit everyone hard. While the world responds to the immediate impact of the crisis, we're starting to outline the aftermath scenarios for different industries (Inayah, I., & Surisman, S., 2020).

6. CONCLUSION

From these article we can conclude that as the lockdown continuous, the manufacturing sector will get badly affected and with this our economy too. It was clear that about 20 percent of GDP is contributed by the manufacturing industries. This happened as the production were shut down

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and the supply chain etc was affected. The only thing the company can do is plan accordingly and implement the six sigma strategy to find a solution which can mitigate the issues. (Brynjolfsson, E et al. , 2020). This issue was unprotected and more than half of the countries across the globe were affected badly. Large number of people lost their jobs as most of the companies were affected and there were lots of dead stock which has caused great loss. The issues of unemployment were common from the second world war but now it has affected more than half. (Anwar M. , 2020).All companies across the globe are finding different methods to cope up with the loss. Apart from these restriction in the movement of people the global supply chain were affected badly. In this article the difficulties faced by workers in this manufacturing sector were clearly defined and it was mentioned that more than 50 percent of workers who lost the job faced some psychological issues due to this pandemic also their mental stress were also high. (Hailu, Gl. , 2020). The workers has faced lots of issues during this lockdown and this issues have affected them physically , as well as mentally which is mentioned in this article. Various methods to overcome has also been mentioned which should be followed by company which really want to support the employees. It was also mentioned that many people lost their job as company was hit by the crisis. In that case we could never blame the company at this situation and also the work load to the existing customers were too high. From these article we can conclude that the stress to the workers in most cases are too high so the company can also manage the issue by taking several measures which can be both beneficial to the company as well as employees.

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