

# ANALYSIS OF STRESS ELEMENTS IMPACT ON WORK-LIFE BALANCE WITH SIGNIFICANCE OF WORK FROM HOME CULTURE - A POST COVID-19 SCENARIO

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## Abstract

Human Rights are of fundamental significance for all human beings. The domestic violence and work-life balance are two vital elements during the Covid-19 pandemic. However, as a post-pandemic view, many multinational companies continued the work from home business model. The domestic violence because of work from home model boosted during the lockdowns but as a post pandemic scenario, this domestic violence is lowered. The reason behind this is the flexibility in work from home as well as space for every family member. This paper presents the post-pandemic analysis for human right violence and occupational stress levels.

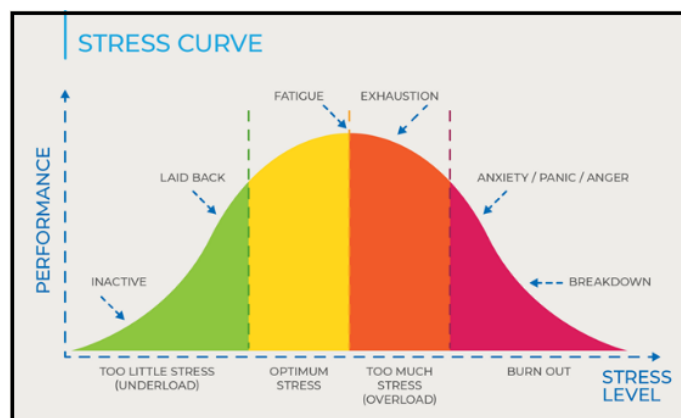
**Keywords:** post-pandemic, work from home, psychological health, occupational stress,

## 1. INTRODUCTION

The global COVID-19 pandemic has led to widespread physical distancing to contain the spread of the virus. Many businesses scaled back or ceased operations in the regular workplace because of government-mandated closures and stay-at-home orders, concerns for the health of their employees, or a lack of customers [1]. The COVID-19 pandemic has suddenly brought about a number of disruptions to when and where work is undertaken for hospitality employees.

The rapid spread of COVID-19 forced many hospitality managers to use digital technologies to perform work from home, termed digital work connectivity [2]. As the home-working becomes the new normal, criminals are seeking to capitalise on the widespread panic and succeeding, alas. New coronavirus-themed phishing scams are leveraging fear, hooking vulnerable people and taking advantage of workplace disruption. Therefore, the people working from home should immediately get educated about their cyber privacy and cybersecurity failing which the global cybercrime damage may costs as much as double by the end of the year [3].

Fig.1: Stress Curve (Source: ALCUMUS)



However, this effect is nearly entirely offset by automatic stabilisers and discretionary policy measures [4]. The coronavirus disease of 2019 (COVID-19) pandemic has led to increases in intimate partner violence (IPV), a leading cause of women's homelessness. Although the Canadian Government provided emergency funding to the violence against women and housing and homelessness sectors in response to COVID-19, Canada lacks a national legislative and funding framework to support coordinated prevention efforts [5]. Violence against women is a human rights issue, represents an obstacle to development, and is considered a serious public health problem; it affects the women involved, their children, and the entire community. Wars, natural disasters, and pandemics are associated with increased violence [6].

As a post Covid-19 scenario, work-from-home culture is continued by many sectors but violence index is somewhat lowered. However, again on the verge of few cases it is the fear and stress among individuals as of December 2022. Hence, this paper focuses on work-from-home as a facility and domestic violence index must be lowered in such future pandemic.

## 2. LITERATURE REVIEW

Risk factors for poor maternal perinatal mental health include a previous mental health diagnosis, reduced access to perinatal services, economic concerns and decreased levels of social support. Adverse maternal perinatal mental health can negatively influence the psychological wellbeing of infants. The outbreak of the COVID-19 pandemic presented an additional stressor [7]. It is necessary to focus on each segment of society to reduce violence in any situation. Although in recent years there has been a greater focus on agency and the strategies women use to derive benefits from mining, many authors continue to focus on the disproportionate burdens imposed by mining on women, often alongside agency, indicating a nuanced approach [8].

The gendered patterns of violence against women are largely precipitated by dominant male gender roles that define masculinity. The purpose of this study was to understand women's encounter in abusive domestic relationships. Specifically, the research goal was to assess the extent, types, and severity of interpersonal violence (IPV) by intimate partners against married and divorced women in Kuwait. In addition, the research attempts to correlate the extent, types, and severity of IPV by intimate partners with characteristics of the study participants [9]. Domestic violence is one of the most pernicious gendered ailments of human society. Researchers have confirmed the inevitable consequences of domestic violence in increased vulnerability to psychopathologies in addition to physical morbidity. Domestic violence cases are vast in India, and the numbers are further aggravated at an alarming rate during the COVID-19 pandemic. The present study aimed at exploring the cases of domestic violence among Indian women during the COVID-19 pandemic [10].

It is a known fact that health professionals have similar problems in their personal and work life during the COVID-19 pandemic and have to deal with both the stress and psychological consequences of the pandemic [11]. Feeling connected to others is a central human need that enhances well-being and reduces stress an effect known as social cure. Face-to-face encounters are the typical means by which individuals form such a sense of connectedness with others [12]. The research results expand the knowledge on the antecedents of work-life balance in a crisis situation. Moreover, the findings have significant implications for employers demonstrating that organizations need to carefully plan and implement new strategies and practices for work-home balance improvement for the employees who work from home [13].

Hence, there has been an increasing focus and interest on how women integrate their work and life duties and the various supports that help them to attain balance in their roles. Till date, little attention has been paid to the broader issues of WLB [14]. Author reviewed the extant work-life literature to identify person-centered variables reflective of the practical approach in crafting a balance between work and personal life [15]. Human rights are universal, inalienable, interconnected, and nondiscriminatory standards, moral principles, or norms that allow all people to live with dignity, freedom, equality, justice, and peace [16].

### 3. PROPOSED METHODOLOGY

Cognitive crafting strategies include enforcing health-related self-care practices, and embracing the fluidity between work, rest and leisure. Relational crafting strategies include spending time with family and virtually connecting with co-workers [17]. Occupational stress is operational and organizational aspects of law enforcement, including issues such as patrolling beats with high crime rates, receiving insufficient support from senior officers, and working unpredictable hours. Occupational stress is broadly conceptualized as psychological, physical, or behavioral reactions caused by acute or chronic stressors, which forces deviation from normal functioning [18].

Occupational rehabilitation hypotheses have got adopted the prominent paradigms of occupational stress and can come to be summarized employing four wide groups.

These are:

- a) Professional technological techniques that give attention to the physical natural environment of work and work methods;
- b) Work mindsets, which features disease to technician behavioral features simply because perfectly as to some instant business actions many of these as payout devices, supervisory conditions, etc.;
- c) pseudo-psychology, a victim-blaming deal with which concentrates on individual worker tendencies some as malingering and incident proneness, and contributes to fairly economical interviewer corrective actions such as pre-employment health and wellbeing tests, employee certification, and medication assessments; and
- d) Sociological strategies which target broader social concerns many of these as power buildings, income/production imperatives and sexuality, cultural and class sections just as good as company patterns.

Sociable separation and family-work conflict were linked with all the 3 analyzed effects, in the course we imagined, thus appearing to be crucial job demands of remote work that can considerably lower efficiency as well as work involvement on the one hand and boost job stress on the other. Such results will be in line with earlier studies, and as well increase extant understanding regarding the relationship with efficiency, proposal, and stress qualified during Work from Home.

### 4. RESULTS AND DISCUSSION

Health and human rights are both effective, modern-day methods to understanding and improving human wellbeing. Interest in the intersection of health as well as human rights may offer useful rewards to those involved in health or human rights work, may support reorient thinking about main world-wide health difficulties, and may



scheme, home working, job posting. Supporting programs for the family life of employees in a business adds to offering work-life balance.

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