

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

Akshat Rohilla^{1*}

ABSTRACT

The Covid-19 pandemic has had a significant impact on our lives, with both harmful and beneficial consequences. Companies have been forced to operate remotely as a result of the Covid-19 outbreak, in order to protect their staff from becoming infected. Employees' well-being suffers as a result of the transition to remote working, as well as an increase in their stress levels. Employees' job satisfaction levels are also affected by working from home. The current study's goal is to determine the association between employee well-being, stress levels, and job performance among employees in the private and health-care sectors during Covid-19. For the study, 120 employees (60 private and 60 health) were chosen from both the private and health sectors in India. The standardized measures of 'Employee wellbeing scale,' 'Perceived stress level scale,' and 'Job satisfaction scale' were utilized to collect responses using an online survey questionnaire. The Pearson correlation approach and t-statistics were used to analyse the data. According to the study's findings, there is a positive relationship between employee well-being, occupational stress, and job satisfaction. It also indicated that the Covid-19 had an equal impact on employees in both the private and public sectors.

Keywords: Covid-19, job satisfaction, employee well-being, stress levels.

COVID-19

The SARS-CoV-2 virus causes Corona virus Disease (COVID-19), an infectious disease. The majority of those infected with the virus will have mild to moderate respiratory symptoms and will recover without the need for medical attention. Some, on the other hand, will become critically unwell and require medical assistance. Serious sickness is more likely to strike the elderly and those with underlying medical disorders such as cardiovascular disease, diabetes, chronic respiratory disease, or cancer. COVID-19 can make anyone sick and cause them to get very ill or die at any age.

When an infected person coughs, sneezes, speaks, sings, or breathes, the virus spreads in microscopic liquid particles from their mouth or nose. Larger respiratory droplets to smaller aerosols are among the particles. If you are sick, it is critical to adopt respiratory etiquette, such as coughing into a flexed elbow, and to stay at home and self-isolate until you heal.

¹Student of Amity Institute of Psychology and Allied Sciences, Amity University, Noida, Uttar Pradesh, India
**Corresponding Author*

Received: June 27, 2022; Revision Received: September 28, 2022; Accepted: September 30, 2022

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

COVID-19 has a variety of effects on various persons. The majority of infected people will experience mild to moderate symptoms and recover without the need for hospitalization.

Fever, cough, weariness, loss of taste or smell, sore throat, headache, and other symptoms of corona virus range from mild to severe, including trouble breathing or shortness of breath, loss of speech or mobility, disorientation, and chest pain.

Impact of Covid- 19 on the lives of people

The COVID-19 pandemic has resulted in a significant loss of human life around the world, and it poses an unprecedented threat to public health, food systems, and the workplace. The pandemic has wreaked havoc on the economy and social system. Hundreds of millions of businesses are in danger of going out of business. Nearly half of the world's 3.3 billion workers are on the verge of losing their jobs. Workers in the informal economy are particularly vulnerable because they lack social security and excellent health care, as well as having lost access to productive assets. Many people are unable to feed themselves and their family during lockdowns because they lack the means to earn a living. For most people, no money equals no food, or at the very least, less food that is less nutritious.

According to a Gartner (2020) study of 229 Human Resources (HR) departments, roughly half of the organisations had more than 80% of their COVID-19 and Workplace 7 workers working from home during the early phases of the pandemic, with significant long-term growth in remote work projected following the pandemic. Recent distant work trends have escalated, enabled by advancements in connection and communication technology, as a consequence of the demand for millions of employees to WFH in response to COVID-19. When it comes to remote working, we know that some individuals like and are more productive when they work from home, such as those who need to do tough jobs that involve minimal contact with coworkers (Allen, Cho, & Meier, 2014). However, as more individuals are forced to work from home, many are faced with challenges. despite hurdles such as a lack of space in their houses. Employees who live with others others have greater difficulties than those who live alone since they must additionally negotiate space with others . Employees typically struggle to distinguish work from non-work activities (Ramarajan & Reid, 2013). The forced confinement of employees during the COVID 19 epidemic has exacerbated the problem. While WFH may seem appealing if it offers a safe haven, the absence of separation between work and home – as well as the lack of commutes to provide a transition between the two spheres – may be a challenge. According to a poll conducted by the World Economic Forum and Ipsos, more than half of working people expressed concern about their job security and stress as a result of changes in their daily habits.

The findings provide light on the widespread disturbance to life and highlight how the consequences extend beyond physical health to mental health and everyday working routines, as the virus continues to afflict every corner of the globe.

As the epidemic disturbed lives and changed long-established traditions, family demands, finding a work-life balance, and feelings of loneliness and isolation were described as growing among those able to work from home.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

While working from home has advantages for some, such as a shorter commute and more personal time, it also has drawbacks. With employment requiring equipment or face-to-face contact, much of the global workforce has little or no possibility to work remotely.

More than half of those polled between November 20 and December 4 worked from home, with 32% working longer hours, 32% working shorter hours, 30% taking a leave of absence, and 15% quitting their jobs.

Others reported decreased productivity, working very early in the morning or very late at night, and having trouble getting work done owing to an insufficient home office setup.

The report also revealed differences between countries. While about half of those polled claimed they felt lonely while working remotely, this ranged from 75% in Turkey to only 24% in Japan. The data also revealed that the epidemic is having a greater impact on certain people than others, with those under the age of 35, business owners, decision-makers, lower-income workers, and women being more likely to report negative consequences on their health.

Employee Well-Being

According to a CIPD 2020 study report on Health and Wellbeing at Work, stress-related absence from work (absenteeism) has increased by 37% since last year, and 89 percent of employees have worked while feeling poorly (presenteeism). Employees are still highly anxious at work, despite all of the fancy bonuses and events that corporations organize. This has an adverse effect on their mental and physical wellbeing. They may request sick leave to take a break from their responsibilities and recover. In other circumstances, people who are pressed for time or have work commitments may feel compelled to work even though they are sick. These challenges have an impact not just on human well-being, but also on the business as a whole, as productivity and performance suffer.

Importance of employee well being

Employee wellness is defined as the state of mental and physical health of employees as a result of dynamics within – and occasionally beyond – the workplace. In terms of business, ensuring employee happiness can lead to:

- Increased productivity: Employee happiness enhances productivity and performance. Employees that are in good health exhibit healthier behaviors and make better decisions.

- Improved employee morale: When employees' physical, mental, and financial needs are addressed, they feel more capable and respected.
- More talent: You'll be more likely to attract qualified candidates and keep your current employees for longer lengths of time if your company has a strong image in the market as an employer who values and promotes work-life balance.
- Improved CRM: Your best brand ambassadors are your happy staff. That great energy will be passed on to your consumers if you treat them well. Those personnel will be motivated to learn how your products and services may best meet the needs of your customers.

Employers provide a variety of benefits to employees in order to protect these assets, including:

- Financial benefits — pension plans, income protection, and so on.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

- Physical health benefits, such as life insurance, gym discounts, and sick days.
- Mindfulness meditation, coaching sessions, counseling services, and other mental health advantages
- Work-life balance perks, such as paid time off, parental leave, and sabbaticals

Components of employee well being

These five factors were extensively addressed in Tom Rath and Jim Harter PhD's popular 2010 book 'Well Being: The Five Essential Elements.' They include:

- *Career Well-being:* The term "career wellbeing" refers to how satisfied we are with our jobs. This is, without a doubt, the most significant aspect of employee happiness. You may have a direct impact on your employees' career happiness as an employer. High staff turnover, absenteeism, and low employee productivity are all symptoms that your employees are dissatisfied with their work environment.
- *Social Wellbeing:* Social wellness is concerned with the quality of our connections and the amount of affection we have (or lack) in our lives. Despite the fact that there is proof that working long hours is bad for our health, many of us still struggle to strike a healthy work-life balance. Especially if we have a job that requires a lot of our time. Workplace stress and a poor work-life balance can have a direct impact on an employee's relationships with family and friends. This includes their family, lovers, and friends.
- *Financial Wellbeing:* Financial well-being has to do with how well we handle our finances. When a person is in financial difficulty, it can affect every aspect of their life, from their mental health to their relationships and work. If an employee is under financial strain, you may notice a dramatic drop in their job quality. In the workplace, they may be less productive and engaged.
- *Physical Wellbeing:* Physical wellness is exactly what it sounds like: having good physical health in order to live a happy life. Prioritizing your employees' emotional and physical health as a company is critical. It will result in lower health and presenteeism expenditures, as well as a reduction in the frequency of employee absences and the length of time employees are absent from work. It will also save money on sick pay.
- *Community Wellbeing:* The sense of engagement we have with our local community and the area in which we live is referred to as community wellbeing.

Stressors affecting employee well being

The following are some of the most common work-related stressors:

Management style: You've probably heard that employees leave their bosses, not their jobs. According to the CIPD report, a poor management style can significantly raise employee stress.

Workload: Employees who are understaffed or have pressing business needs are frequently anxious about reaching deadlines. They often compensate for quality since they have less time to work on important initiatives, and they are concerned that their outputs are poor. In such circumstances, feelings of helplessness, doubt, and exhaustion are common.

A decrease in social support: Employees need to work in a supportive environment that values successful teamwork and individual contributions in order to prosper.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

Defining the task: Employees need guidance in the form of training or mentoring, whether it's practical (e.g., how to use a specific technology) or goal-oriented (e.g., what the project's final goal is). Employees struggle to determine priorities and create smart goals when there is a lack of clarity at work.

Motivation: The more people love and take pleasure in what they do, the better results they'll produce. Employees may be less inclined to go the additional mile if the majority of their everyday responsibilities are mundane.

Occupational Stress

A sensation of emotional or bodily tension is referred to as stress. Any event or thought that makes you annoyed, furious, or nervous can trigger it. Your body's response to a challenge or demand is called stress. Stress can be beneficial in small doses, such as when it helps you avoid danger or make a deadline.

Theories of stress

I. Stress as a response

Hans Selye (1956) first proposed the stress as a response model, which defines stress as a physiological response pattern and was included in his general adaptation syndrome (GAS) model. This model incorporates three principles that explain stress as a dependent variable:

- Stress is a defense mechanism.
- Stress is a protective mechanism that goes through three stages: alert, resistance, and exhaustion.
- If stress is persistent or severe, it can lead to adaptive disorders or even death.

II. Stress as a stimuli

The stress as a stimulus theory was first proposed in the 1960s, and it defined stress as a major life event or change that necessitates a response, adjustment, or adaptation. In the health-stress-coping equation, Holmes and Rahe hypothesized that stress was an independent variable — the cause of an experience rather than the event itself. The stress as stimulus theory assumes:

- Change is inherently stressful.
- Life experiences demand the same degrees of adjustment across the community.
- There is a common threshold of adjustment beyond which sickness will occur, according to the stress as stimulus theory.

III. Stress as a transaction

Richard Lazarus developed the transactional theory of stress and coping (TTSC) (Lazarus, 1966; Lazarus & Folkman, 1984), which views stress as the result of a transaction between a person's complex environment and his or her multiple systems (cognitive, physiological, affective, psychological, neurological). In their model of stress appraisal, which comprises primary, secondary, and reappraisal components, Lazarus and Folkman (1984) expanded on the idea of interpretation.

- The primary assessment entails determining whether the stressor is a threat.
- Secondary appraisal involves the individual's evaluation of the resources or coping strategies at his or her disposal for addressing any perceived threats.
- Reappraisal is a continuous process that requires reappraising both the nature of the stressor and the resources available for reacting to the stressor.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

Effects of stress

The human body is built to cope with and respond to stress. Stress can be beneficial ("eustress"), such as when we obtain a promotion or are given more tasks, because it keeps us attentive and ready to avert danger. When a person is faced with constant trials with no respite or relaxation in between, stress becomes negative ("distress"). As a result, the person becomes overworked and suffers from stress-related discomfort. Physical symptoms of stress include headaches, stomachaches, high blood pressure, chest pain, and difficulty sleeping. Stress has also been linked to the onset or worsening of some symptoms or diseases, according to research.

Occupational stress

Occupational stress is a word that is often used in the professional business world to describe the continual or progressive stress that a person feels as a result of their job obligations, conditions, surroundings, or other factors. Occupational stress can take many forms, depending on the individual person, their job role, the corporate culture, and other factors. The following are some notable examples of workplace stressors:

- Organization's rigorous policies and protocols
- Limited opportunities for professional and personal advancement
- Conflicts among employees in a department or between organizational groupings
- Workforce micromanagement and mismanagement
- Human resource departments' lack of assistance.

The following are the most prevalent signs and symptoms of workplace stress:

- Missing deadlines
- Frequent feelings of general stress, chaos, and confusion
- Feelings of inferiority to coworkers
- Anxiety and abnormally high blood pressure
- Noticeable changes in diet
- Increased sleeplessness and irritability
- Abnormal feelings of depression, hopelessness, helplessness, dejection, and failure

Coping with occupational stress

Employees can treat, cope with, and avoid occupational success in a variety of ways. Employees can avoid procrastinating and regularly complete projects by keeping a diligent, fair work speed. Furthermore, employees should value traits such as timeliness, regularity, time management, honesty, diligence, and discipline, as these traits contribute to a positive, professional attitude that is frequently recognized and rewarded by upper management. HR departments, on the other hand, can help to avoid occupational stress among employees by promoting a good, proactive work environment. It's critical to quickly put an end to bullying, discrimination, and harassment, as well as to promote an open-door policy in which people feel secure and comfortable reporting such behavior. HR departments may play a big role in maintaining occupational stress levels to a minimum by introducing activities, projects, and methods that keep employees feeling supported, motivated, and comfortable.

Uncertain events, such as the COVID-19 epidemic, can cause employees to get stressed, affecting their performance. The hazards that exist in the workplace as a result of pandemics

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

not only divert employees' attention away from their task, but also jeopardize their survival at work by generating health problems. According to a recent study, a shift in the environment is a common occurrence that employees in firms confront on a regular basis. Employees may experience stress as a result of the changes, which may lead to interpersonal disputes that disrupt people' working patterns. Employees that are stressed are more likely to get depressed and unable to concentrate on their task, resulting in poor performance.

Job Satisfaction

Employee job satisfaction is described as how happy they are with their jobs. This includes happiness with team members/managers, satisfaction with organizational policies, and the impact of their employment on employees' personal lives, in addition to their daily responsibilities. An unquantifiable indicator, job satisfaction is described as pleasant emotional responses you have while doing your job or being present at work.

Job satisfaction, also known as employee satisfaction, is a measure of how happy employees are with their jobs, whether they like the job or specific components of it, such as the nature of the work or supervision. Job satisfaction is divided into three categories: cognitive (evaluative), affective (or emotional), and behavioral. Edwin A. Locke (1976) defines work satisfaction as "a pleasurable or good emotional state resulting from the appraisal of one's job or job experiences," which is one of the most generally used definitions in organizational research.

Contented staff leads to contented customers.

Employees that are unhappy at work are more likely to show it in their encounters with customers. Contact centers, specifically, cannot afford to have dissatisfied employees – this is sure to show in every word they say and every campaign they work on. Even in non-customer-facing jobs, low satisfaction can cause errors in the workflow.

The rate of voluntary turnover will decrease.

Turnover can be beneficial to a company's bottom line because it brings in new talent. Voluntary turnover, on the other hand, poses a risk of losing outstanding talent that has been painstakingly groomed over time. Furthermore, when this talent leaves the firm, it takes with it tribal knowledge, which could increase competition for your products and services.

You improve your chances of receiving referrals.

Employee referrals are, without a doubt, the most efficient form of recruitment. According to a Jobvite research, referrals account for 7% of all applications but a whopping 40% of all hiring. A contented employee is significantly more likely to refer their friends than one who is unsatisfied with their job circumstances and pay range.

Your productivity is directly related to your level of satisfaction.

Employees are more inclined to bring their best to work every day in a favorable work environment. According to study conducted by the Social Market Foundation and the Centre for Competitive Advantage in the Global Economy (CAGE) at the University of Warwick, happy employees are 20% more productive than unhappy employees on average! A secondary explanation for this is that high-satisfaction workplaces place a premium on employee well-being. As a result, they are more likely to take care of themselves and handle stress, burnout, and health issues before they affect their work.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

You can save a lot of money on HR in the long run.

Employees who are dissatisfied require targeted surveys, specific learning and development, additional career aid, and, in the case of turnover, rehiring and retraining charges. All of this needs you to invest more than you had expected. By making job satisfaction a priority at your company, you can stay ahead of the curve and ensure that there are no unprecedented issues arising due to low satisfaction.

All of this necessitates a larger investment than you had anticipated. You may remain ahead of the curve by prioritizing work satisfaction at your organization and ensuring that no new challenges arise as a result of low satisfaction.

Increased fear of Covid-19 was linked to worse job satisfaction, higher psychological suffering, and higher organizational and professional turnover intentions. Organizations understand that engaged employees are the key to success in this Covid-19 pandemic. During the Covid-19 pandemic, the highly stressful work atmosphere resulted in job discontent and an inclination to abandon the job in the future.

REVIEW OF LITERATURE

Khamisa N, (2015) conducted a research on “Work related stress, burnout, job satisfaction and general health of nurses.” The association between work-related stress, burnout, job satisfaction, and nurses' overall health was investigated in this study. A total of 1200 nurses from four hospitals were invited to take part in this cross-sectional study, which used five questionnaires to collect data. Staff difficulties are most closely linked to burnout and job satisfaction, according to the findings. Burnout was the factor that explained the most variation in nurses' mental health. These have been shown to reduce productivity and performance, as well as impair patient care quality. Nurses' job satisfaction and health are affected by issues such as workplace security threats.

Hoboubi N, et al, (2017) conducted a research on the topic “The impact of job stress and job satisfaction on workforce productivity in an Iranian petrochemical industry.” The purpose of this study was to look at the levels of workplace stress, job contentment, and workforce productivity, as well as the effects of job stress and satisfaction on workforce productivity. The demographic questionnaire, Osipow occupational stress questionnaire, Job Descriptive Index, and Hersey and Goldsmith questionnaire were used on 125 randomly selected employees from an Iranian petrochemical sector. Employees' rated job stress and job satisfaction were moderate-high and moderate, respectively, according to the findings. In addition, their output was rated as moderate. Although there was no statistically significant link between job stress and productivity indicators, there was a statistically significant link between job satisfaction and productivity indices.

Prado- Gasco V, et al, (2020) conducted a research on the topic “Psychosocial risks, work engagement, and job satisfaction of nurses during COVID-19 pandemic”. The purpose of this study is to examine nurses' perceptions of COVID-19, particularly in terms of measures, resources, and impact on their everyday job. Also, to look into the psychosocial hazards that these professionals face, as well as the link between COVID-19 perception and these risks. An online self-completed questionnaire was used to survey 92 nurses from two public hospitals in the Valencian community. The findings revealed a negative and substantial association between the information provided to nurses about Covid 19, the measures implemented, and resources, and some of their psychosocial risks, as well as a favorable

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

relationship with job satisfaction and work engagement. Only the influence of COVID-19 and their work inequalities have a good and significant link.

Galanti T, et al, (2021) conducted a research on the topic “Work from home during the COVID- 19 outbreak: The impact on employees’ remote work productivity, engagement, and stress”. The impact of family-work conflict, social isolation, distracting environment, job autonomy, and self- leadership on employee productivity, work engagement, and stress while WFH during the pandemic is investigated in this study. An online questionnaire was used to survey 209 employees for the study. Employees' family-work conflict and social isolation were shown to be negatively connected to WFH productivity and engagement, whereas self-leadership and autonomy were found to be favorably related. WFH stress was negatively connected to family-work conflict and social isolation, whereas autonomy and self-leadership had no effect.

Roz K, et al, (2021) conducted a research on “Work from home: Measuring satisfaction between work–life balance and work stress during the COVID-19 pandemic in Indonesia”. The goal of this study was to fill in the gaps by looking into numerous potential predictors of job satisfaction while working from home, such as work–life balance and work stress, as well as the impact of COVID-19. A quantitative technique was used to perform the study on 472 workers. Working from home, work–life balance, and work stress all have a direct and indirect impact on job satisfaction, according to the study.

Rokka J, et al, (2021), conducted a research on the topic “Employee Well-Being Profiles during COVID-19 Lockdown: A Latent Profile Analysis of French and UK Employees”. The purpose of this research is to see how covid 19 lockdown, social distancing, and pandemic affect employee well-being. A cross-national survey of 652 employees in the UK and France was used to conduct the research. While some staff suffered as a result of the lockdown, others were able to thrive and cope with the stress. It was also discovered that perceived changes in financial condition and physical health, as well as boredom, may be used to separate the profiles.

Cox B, et al, (2021) conducted a study on “COVID-19 is having a destructive impact on health- care workers’ mental well-being”. The influence of COVID-19 on symptoms of negative and positive mental health, as well as the workforce's experience with various kinds of assistance is investigated in this study. A cross-sectional survey study was used to gather data from 4509 healthcare personnel. All symptoms, including stress, weariness, worry, and irregular lifestyles, were much more evident during Covid-19 than before. Positive professional symptoms such as the sense of being able to make a difference were less common. The strongest links between COVID- 19 and mental health were seen in those aged 30 to 49, females, nurses, and residential care facilities.

Dinu V, et al, (2021) conducted a research on the topic “Job insecurity, job instability, and job satisfaction in the context of the covid-19 pandemic”. The purpose of this study is to look into the impact of work insecurity and instability on individual job satisfaction, as well as supervisor support and advancement chances. Using the survey method, the study was done on 568 Romanian employees. The findings revealed a strong, direct, and positive relationship between job uncertainty and increased employee competitiveness. Job insecurity and instability have different effects on the components of job satisfaction. Only when it came to satisfaction with supervisor assistance and advancement opportunities did job

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

insecurity exhibit a negative association. Individual work satisfaction, satisfaction with supervisor assistance, and promotion chances were all negatively impacted by perceived employment insecurity.

Chanana N, (2021) conducted a research on the topic “The impact of COVID-19 pandemic on employees’ organizational commitment and job satisfaction in reference to gender differences”. The purpose of this study is to look at the level of organizational commitment and professional satisfaction among male and female private school instructors during the Covid19 pandemic. The study used the Allen and Meyer's organizational commitment questionnaire and the Brayfield and Rothe's job satisfaction measure on a sample of 181 private school teachers. During this difficult pandemic circumstance, female instructors are more persistently dedicated than male teachers, according to the findings. During the Covid19, both female and male instructors had low levels of organizational commitment. During the Covid19 pandemic, there was no substantial difference in overall job satisfaction between male and female instructors.

Chitra A, (2020) conducted a study on the topic “Study on impact of occupational stress on job satisfaction of teachers during Covid-19 pandemic period”. The goal of the study is to see if the online lessons and new commitments brought on by COVID-19 have an impact on instructors' occupational stress and job happiness. Teachers Occupational Stress Scale and Minnesota Satisfaction Questionnaire were used to perform the study on secondary school teachers in private schools. The study's findings revealed that the level of teacher stress varies with demographic parameters, that there is a positive association between stress and job happiness, and that online classes increase teachers' occupational stress.

Karacsony P, (2021) conducted a research on the topic “Impact of teleworking on job satisfaction among Slovakian employees in the era of COVID-19”. The goal of this study is to see how satisfied Slovakian workers are with teleworking. The study used a questionnaire survey conducted in December 2020 in Slovakia during the second wave of the corona virus. The study found that teleworking, which was introduced as a result of the corona virus, had a strong beneficial influence on job satisfaction among the Slovakian employees studied.

Bagienska A, (2021) conducted a research on “The role of employee relations in shaping job satisfaction as an element promoting positive mental health at work in the era of COVID-19”. The purpose of this research is to see if employee relationships and interpersonal trust are related to job happiness. An empirical study was used to perform the research on 220 IT employees. Positive employee relations, according to the study's findings, lead to job happiness. Furthermore, trust is a crucial mediator in these partnerships.

Anwar M. M., et al, (2021) conducted a research on the topic “Fear of COVID-19 and its impact on job satisfaction and turnover intention among Egyptian physicians”. The purpose of this research is to see how fear of Covid-19 affects job satisfaction and turnover intentions among Egyptian physicians. Using standardized ratings for fear of Covid-19, work satisfaction, and turnover intention scores, a cross-sectional study was conducted on 411 frontline Egyptian physicians. The study's findings revealed that fear of COVID-19 is negatively correlated with work satisfaction while being positively correlated with turnover scores, indicating that fear of COVID- 19 is a positive significant predictor of turnover intention. Job satisfaction is a negative significant predictor of turnover intention and is negatively connected with it.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

Magnavita N, et al, (2020) conducted a research on the topic “Occupational stress and mental health among anesthetists during the COVID-19 pandemic”. The goal of this study is to look into anesthesiologists' working and health circumstances in a COVID-19 hub hospital in Latium, Italy. The study used the Effort Reward Imbalance questionnaire (occupational stress), the Colquitt Scale (organizational justice), the Sleep Condition Indicator (insomnia), and the Goldberg Anxiety and Depression Scale on 90 anesthetists (mental health). As a result, a significant number of workers reported high levels of work-related stress, with a disparity between high effort and poor pay.

Prasad KDV, (2020) conducted a research on the topic “Effect of occupational stress and remote working on psychological well-being of employees: An empirical analysis during covid-19 pandemic concerning information technology ...” The goal of this study is to look into the effects of occupational stress and remote working on employees' psychological well-being. A survey instrument, a structured undisguised questionnaire, and an 18-item Ryff's scale were used in the study. The findings revealed that independent characteristics such as peer, role ambiguity, organizational climate, and job satisfaction have a substantial impact on the psychological well- being of IT employees.

Sriharan A, et al, (2021) conducted a research on the topic “Women in healthcare experiencing occupational stress and burnout during COVID-19: a rapid review”. During the COVID-19 epidemic, the goal of this study is to find out what causes occupational stress and burnout among women in medicine, nursing, and other health professions. During the COVID-19 pandemic, an empirical study on stress and burnout in female healthcare professionals was done. Concerns about, personnel and resource adequacy, workload and compensation, and job roles and security emerged as common stressors in the literature, according to the findings.

Shen P and Slater P, (2021) conducted a research on “The Effect of Occupational Stress and Coping Strategies on Mental Health and Emotional Well-Being among University Academic Staff during the COVID-19 Outbreak”. The goal of the study is to look into the current state of occupational stress, coping styles, mental health, and emotional well-being among university academics in Northern Ireland during the COVID-19 outbreak, as well as the impact of stress and coping strategies on mental health and emotional well-being. An online poll of 87 academic staff members from a university in Northern Ireland was used to perform the study. Occupational stress has a substantial impact on mental health and emotional well-being, according to the findings of the study.

Ibrahim Z, et al, (2020) conducted a research on the topic “Describing the Impact of Occupational Stress on Employees Performances during Covid-19 Pandemic”. During the Covid-19 Pandemic, the goal of this research is to determine the impact of occupational stress on employee performance during office hours using digital technology such as WHATSAPP and Zoom. In a private Malaysian university, a quantitative analysis of lecturers, associate professors, and professors was done. The findings of this research revealed that the subject is extremely important, but that it has received insufficient attention. The proposed study will be one of the first to look into how workplace stress, specifically during office hours, might have a substantial impact on employee performance using digital technology such as WHATSAPP and Zoom.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

Matli W, 2020, conducted a research on the topic “The changing work landscape as a result of the Covid-19 pandemic: insights from remote workers life situations in South Africa”. The goal of this study is to learn from remote employees' experiences in South Africa about making the transition from a traditional office environment to working from home. A web-based survey was used to perform the study. The major findings show that, despite the benefits of remote working enabled by technological advancements, there are still drawbacks and hazards associated with remote working, such as work overload and pressure to complete tasks on time.

Zaman M, et al, (2020), conducted a research on “How does hotel employees' satisfaction with the organization's COVID-19 responses affect job insecurity and job performance?” The goal of the study was to see if hotel employees' satisfaction with their company's COVID-19 responses played a role in reducing their perceived job insecurity (PJI) and sustaining job performance (JP). Two investigations were done utilizing an explanatory sequential design in this study. Employees' covid-19 reactions appear to assist boost job performance, minimize the good effect of PHRCV19 on felt job insecurity and the negative impact of perceived job insecurity on job performance, and strengthen the positive effect of PHRCV19 on job performance, according to this study.

Yayla a & Ilgin E. V., (2021), conducted a research on “The relationship of nurses' psychological well-being with their corona phobia and work-life balance during the Covid-19 pandemic: A cross-sectional study”. During the Covid-19 outbreak, the researchers want to see if there's a link between nurses' psychological well-being and their corona phobia and work-life balance. A sociodemographic Characteristics Form, the Covid-19 Phobia Scale, the Work-Life Balance Scale, and the Psychological Well-Being Scale were used to collect data from 295 nurses. According to the findings, the nurses' work-life balance and psychological well-being were severely impacted during Covid-19, and their Covid-19 phobia was medium to moderate.

Irawanto W.D., et al, (2021) conducted a research on “Work from Home: Measuring Satisfaction between Work-Life Balance and Work Stress during the Covid-19 Pandemic in Indonesia”. The goal of this study was to fill in the gaps by looking into numerous potential predictors of job satisfaction while working from home, such as work-life balance and work stress, as well as the impact of COVID-19. Working from home, work-life balance, and work stress all have a major impact on job satisfaction, both directly and indirectly, according to the study, which was done on 472 workers using a quantitative approach.

Sapta I, et al, (2021) conducted a research on the topic “The role of technology, organizational culture, and job satisfaction in improving employee performance during the Covid-19 pandemic.” This study explains how technology, organizational culture, and job satisfaction might motivate rural banks in Bali to improve performance, particularly during a pandemic. A Google Form is used to disseminate a questionnaire to 350 employees from Denpasar, Bali. Organizational culture, work happiness, and technology all give motivation and have a strong positive impact on employee performance, according to the findings. Organizational culture, on the other hand, has no direct or beneficial impact on employee performance.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

Hosgor H, et al, (2020) conducted a research on the topic “The Effect of Covid-19 Anxiety on the Professional Performances of Emergency Medical Health Services Staff and Demographic Differences.” The purpose of this study was to look at the relationship between Covid-19 anxiety and professional performance levels of healthcare professionals who work in emergency medical services using a variety of descriptive characteristics. Turkey provided a sample of 102 employees. The findings indicated that the healthcare workers had low levels of Covid-19 anxiety and excellent levels of professional performance. Professional performance levels, on the other hand, were greater in individuals who enjoyed their career and had a short professional experience level. The Covid-19 anxiety levels of healthcare workers had a negative and moderate link with their professional performance levels.

Nemteanu MS, et al, (2021) conducted a research on “The Influence of internal marketing and job satisfaction on task performance and counterproductive work behavior in an emerging market during the Covid-19 pandemic.” In the context of the COVID-19 epidemic in an emerging market, Romania, this study will look into the impact of internal marketing on job satisfaction, task performance, and counterproductive work behavior. Data was acquired utilizing quantitative methods from a sample of 850 employees. Internal marketing has a large and considerable impact on job satisfaction, but has a minor impact on task performance and unproductive work behavior, according to the findings. Job happiness has a large and favorable impact on task performance, resulting in less counterproductive work habits.

Bagienska A, 2021) conducted a research on the topic “The role of employee relations in shaping job satisfaction as an element promoting positive mental health at work in the era of COVID-19.” The study's goal is to see what characteristics influence worker satisfaction in the context of pandemic-related remote work. During the pandemic, an empirical study was undertaken on a sample of 220 IT professionals to examine the mediating function of trust in the linkages between employee relations and reported job satisfaction. Positive employee relations, according to the current study, lead to job happiness. Furthermore, trust is a crucial mediator in these partnerships.

Riaz A, et al, (2021) conducted a study on “Effects of internal service quality on nurses’ job satisfaction, commitment and performance: Mediating role of employee well-being.” The purpose of this study is to see how internal service quality (ISQ) affects nurses' job satisfaction, employee commitment, well-being, and job performance in Pakistan's healthcare industry. A total of 412 nurses from 20 private healthcare facilities were surveyed using a self-administered questionnaire. The findings of the study demonstrated that ISQ has a direct impact on nursing personnel' satisfaction, commitment, and well-being. Furthermore, the relationship between job happiness and job performance has been mediated by employees' well-being.

Bick A, et al, (2020) conducted a study on the subject "Work from Home after the Covid-19 Outbreak". According to the report, people who are highly educated, have a high salary, and are white are considerably more likely to transfer to remote work and keep their jobs after the viral spread.

Purwanto A, et al, (2020) conducted a research on “Impact of Work From home on Indonesian Teachers Performance during the Covid-19 Pandemic: An Exploratory Study”.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

Semi-structured interviews were used to interview six respondents from a Tangerang elementary school. The study's findings revealed that working from home has various benefits, including flexibility in completing tasks, not having to adhere to office hours, and avoiding traffic congestion, as well as drawbacks, such as a lack of work motivation, internet fees, and so on.

Sapkota A, et al, (2021) conducted a research on “Family, social and organizational support among healthcare professionals during Covid-19 pandemic in selected districts of Nepal”. The goal of this study was to analyze frontline healthcare practitioners' perceptions of familial, societal, and organizational support during the COVID-19 epidemic in Nepal's selected districts. It was carried out on a sample of 325 Nepalese healthcare workers, with data collected via a Google form. The findings revealed that proper support for healthcare workers, not only from their families but also from society and organizations, is critical for their motivation to work. Aside from these non-modifiable issues, other considerations such as enough and timely monthly salary, as well as assured medical treatment if they become ill, have been discovered to play a vital role in keeping individuals motivated to work.

METHODOLOGY

Aim

To assess the relationship between employees well being, stress levels and job satisfaction of employees working in manufacturing and health sector during Covid- 19.

Objective

- O1: To find out the relationship between employees well being and stress levels of employees working in manufacturing and health sector
- O2: To find out the relationship between employee well being and job satisfaction of employees working in manufacturing and health sector during Covid- 19.
- O3: To find out the relationship between stress levels and job satisfaction of employee working in manufacturing and health sector during covid-19
- O3 To find out the significant correlation between employee well being, stress levels and job satisfaction of employees in health and manufacturing sector.
- O5: To find out the significant difference between employee well being, stress levels and job satisfaction of employees working in manufacturing and health sector during Covid-19.

Hypothesis

1. There will be an inverse relationship between employee well being and stress levels of employees working in manufacturing and health sector during Covid- 19.
2. There will be a significant positive relationship between employees well being and job satisfaction of employees working in manufacturing and health sector during Covid- 19.
3. There will be a significant relationship between stress levels and job satisfaction of employees working in manufacturing and health sector during Covid- 19.
4. There will be a significant difference in the impact caused by employee well being and stress levels on job satisfaction between employees working in health and private sectors.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

Research design

The study was a quantitative one, and the data analysis methods utilized were correlation to look into the relationship between employee well-being, stress levels, and job satisfaction, and t-test to look into the significant differences between employees in the private and public sectors.

Variables

Employee well being, stress levels and job satisfaction.

Sample and its selection

A total of 120 (60 private and 60 health) employees working in private and health sector in India during Covid-19 were taken for the study.

Description of tools

The tools used for data collection will be:

- 1. Employee Well-being scale:** The Employee Well-Being Scale is an 18-item scale comprised of three facets of well-being: life well-being (LWB), work well-being (WWB), and psychological well-being (PWB) and contains 6 items for each domain which are scored using the 7-point Likert scale ranging from 1-strongly disagree to 7-strongly agree.
- 2. Perceived Stress Scale:** The Perceived Stress Scale (PSS) is the most widely used psychological instrument for measuring the perception of stress. It is a measure of the degree to which situations in one's life are appraised as stressful. This is a 10-item scale which is scored using 7-point Likert scale ranging from 1-terrible to 7-delighted.
- 3. Job Satisfaction Scale:** This is a 5-item questionnaire which is scored using 5-point Likert scale ranging from 0- never to 4- very often.

Procedure

To begin, a rapport was established with all of the participants, and it was ensured that everyone felt at ease while giving their responses. Following that, Google forms were used to create a questionnaire that included all three standardized scales, namely the 'Employee Well-being Scale,' 'Perceived Stress Scale,' and 'Job Satisfaction Scale.' They were also assured that their responses would be treated confidentially and that there would be no correct or incorrect answers. The subjects were also told that there was no time limit and that they could choose any of the options based on their previous experiences. Following that, the responses were gathered and used for scoring and data analysis.

Statistical Analysis

Statistical tools were used to analyze the data. The raw scores were scored first, and then the totals were calculated using Excel in the current study. Later, correlation was employed to investigate the relationship between variables, while the T-test was used to investigate the differences between groups.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

RESULT

T- Test for manufacturing and health sectors

Group Statistics

| VAR00005 | | N | Mean | Std. Deviation | Std. Error Mean |
|----------|---|----|-------|----------------|-----------------|
| EWB | P | 60 | 84.77 | 10.978 | 1.417 |
| | H | 60 | 81.47 | 14.735 | 1.902 |
| PSL | P | 60 | 28.17 | 3.015 | .389 |
| | H | 60 | 28.20 | 3.741 | .483 |
| JS | P | 60 | 22.47 | 4.500 | .581 |
| | H | 60 | 23.03 | 4.741 | .612 |

Independent Samples Test

Levene's Test for
Equality of Variances

t-test for Equality of Means

| | | F | Sig. | t-test for Equality of Means | | | | | | |
|-----|-----------------------------|-------|-------|------------------------------|---------|-----------------|-----------------|-----------------------|---|-------|
| | | | | t | df | Sig. (2-tailed) | Mean Difference | Std. Error Difference | 95% Confidence Interval of the Difference | |
| | | | | | | | | | Lower | Upper |
| EWB | Equal variances assumed | 1.904 | 0.170 | 1.391 | 118 | 0.167 | 3.300 | 2.372 | -1.398 | 7.998 |
| | Equal variances not assumed | | | 1.391 | 109.070 | 0.167 | 3.300 | 2.372 | -1.402 | 8.002 |
| PSL | Equal variances assumed | 2.111 | 0.149 | -0.054 | 118 | 0.957 | -0.033 | 0.620 | -1.262 | 1.195 |
| | Equal variances not assumed | | | -0.054 | 112.907 | 0.957 | -0.033 | 0.620 | -1.262 | 1.196 |
| JS | Equal variances assumed | 0.003 | 0.953 | -0.672 | 118 | 0.503 | -0.567 | 0.844 | -2.238 | 1.104 |
| | Equal variances not assumed | | | -0.672 | 117.682 | 0.503 | -0.567 | 0.844 | -2.238 | 1.104 |

Pearson Correlation

Correlations

| | | EWB | PSL | JS |
|-----|---------------------|--------|--------|--------|
| EWB | Pearson Correlation | 1 | .694** | .602** |
| | Sig. (2-tailed) | | .000 | .000 |
| | N | 120 | 120 | 120 |
| PSL | Pearson Correlation | .694** | 1 | .823** |
| | Sig. (2-tailed) | .000 | | .000 |
| | N | 120 | 120 | 120 |
| JS | Pearson Correlation | .602** | .823** | 1 |
| | Sig. (2-tailed) | .000 | .000 | |
| | N | 120 | 120 | 120 |

**Correlation is significant at the 0.01 level (2-tailed).

DISCUSSION

Table 1 indicates the t- statistics between both the sector groups i.e. private and health sector employees. Results reveal that difference between the employee wellbeing between private and healthcare workers was not significant ($t= 0.167, p>0.01, 0.05$). Likewise, no significant difference was found in perceived stress levels also ($t= 0.957, p>0.01, 0.05$). Also, there was no significant difference found in job satisfaction between private and healthcare employees ($t= 0.503, p>0.01, 0.05$).

Table 2 indicates the correlation between employee wellbeing, perceived stress levels and job satisfaction. There's a positive correlation between employee wellbeing and perceived stress level as the Pearson coefficient (r) came out to be 0.694 which is significant at 0.01 ($p<0.01$). Likewise, there's a positive correlation between employee wellbeing and job satisfaction as the Pearson coefficient (r) came out to be 0.602 which is significant at 0.01 ($p<0.01$). Also, there was a significant positive correlation found between perceived stress levels and job satisfaction of employees as the Pearson coefficient (r) came out to be 0.823 which is significant at 0.01 level ($p<0.01$).

The purpose of this study is to determine the association between employee well-being, stress levels, and job satisfaction among private and health-care employees during Covid-19. According to the data, there is a positive relationship between employee well-being and employee perceived stress levels. According to the findings of a study (Shen P & Slater P, 2021), workplace stress has a significant impact on employees' mental health and emotional well-being. It was also discovered that there is a relationship between employees' emotional well-being and their job satisfaction. According to a study (Prasad KDV, 2020), the psychological well-being of IT employees is significantly influenced by their job satisfaction levels. Employee job satisfaction and perceived stress levels have a positive relationship, according to the findings. Chitra A, (2020) did a study.

that found a link between stress levels and job satisfaction, as well as an increase in occupational stress as a result of taking online classes. Employee well-being was not found to differ significantly across employees in the private and public sectors, according to the study. Contradictory research done by Chengini Z, (2019) showed that occupational stress experienced by critical care nurses in public hospitals was greater than that experienced in private hospitals. Also, it was found that there was no significant difference between employees of manufacturing and health sector in terms of job satisfaction. Contradicting to our results there was a research conducted (Chaudhary MS, 2011) revealing that salary satisfaction which is positively correlated with job satisfaction is comparatively higher in public sector than private sector. Thus, the results revealed that employees working in both manufacturing and health sector were equally impacted by Covid- 19 in terms of employee well-being, stress levels and job satisfaction levels.

CONCLUSION

The study discovered a substantial positive association between the three variables of employee well-being, stress levels, and job satisfaction, implying that as one variable's level rises, so does the level of another. The survey also found no significant differences in employee well-being, stress levels, or job satisfaction between private and hospital workers, implying that employees in all sectors were similarly affected by the pandemic.

REFERENCES

- Abd-Ellatif, E. E., Anwar, M. M., AlJifri, A. A., & El Dalatony, M. M. (2021). Fear of COVID-19 and its impact on job satisfaction and turnover intention among Egyptian physicians. *Safety and Health at Work*, 12(4), 490-495.
- Abdullah, M. I., Huang, D., Sarfraz, M., Ivascu, L., & Riaz, A. (2021). Effects of internal service quality on nurses' job satisfaction, commitment and performance: Mediating role of employee well-being. *Nursing Open*, 8(2), 607-619.
- Bagieńska, A., & Bulińska-Stangrecka, H. (2021). The role of employee relations in shaping job satisfaction as an element promoting positive mental health at work in the era of COVID-19. *International Journal of Environmental Research and Public Health*, 18(4), 1903.
- Bick, A., Blandin, A., & Mertens, K. (2020). Work from home after the COVID-19 Outbreak.
- Bulińska-Stangrecka, H., & Bagieńska, A. (2021). The role of employee relations in shaping job satisfaction as an element promoting positive mental health at work in the era of COVID-19. *International Journal of Environmental Research and Public Health*, 18(4), 1903.
- Chanana, N. (2021). The impact of COVID-19 pandemic on employees organizational commitment and job satisfaction in reference to gender differences. *Journal of Public Affairs*, 21(4).
- Chitra, A. (2020). Study on impact of occupational stress on job satisfaction of teachers during Covid-19 pandemic period. *Global Development Review*, 4(2), 52-62.
- Galanti, T., Guidetti, G., Mazzei, E., Zappalà, S., & Toscano, F. (2021). Work from home during the COVID-19 outbreak: The impact on employees' remote work productivity, engagement, and stress. *Journal of occupational and environmental medicine*, 63(7).
- Giménez-Espert, M. D. C., Prado-Gascó, V., & Soto-Rubio, A. (2020). Psychosocial risks, work engagement, and job satisfaction of nurses during COVID-19 pandemic. *Frontiers in public health*, 753.
- Harju, L. K., Rokka, J., Lopes, M. M., Airoldi, M., & Raïes, K. (2021). Employee well-being profiles during COVID-19 lockdown: a latent profile analysis of French and UK employees. *Frontiers in psychology*, 12, 2181.
- Hoboubi, N., Choobineh, A., Ghanavati, F. K., Keshavarzi, S., & Hosseini, A. A. (2017). The impact of job stress and job satisfaction on workforce productivity in an Iranian petrochemical industry. *Safety and health at work*, 8(1), 67-71.
- Hosgor, H., Ulker Dorttepe, Z., & Sagcan, H. (2020). The effect of COVID-19 anxiety on the professional performances of emergency medical health services staff and demographic differences. *Journal of Mehmet Akif Ersoy University Economics and Administrative Sciences Faculty*, 865-886.
- Irawanto, D. W., Novianti, K. R., & Roz, K. (2021). Work from home: Measuring satisfaction between work-life balance and work stress during the COVID-19 pandemic in Indonesia. *Economies*, 9(3), 96.
- Karácsony, P. (2021). Impact of teleworking on job satisfaction among Slovakian employees in the era of COVID-19. *Problems and Perspectives in Management*, 19(3), 1.
- Khamisa, N., Oldenburg, B., Peltzer, K., & Ilic, D. (2015). Work related stress, burnout, job satisfaction and general health of nurses. *International journal of environmental research and public health*, 12(1), 652-666.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

- Magnavita, N., Soave, P. M., Ricciardi, W., & Antonelli, M. (2020). Occupational stress and mental health among anesthetists during the COVID-19 pandemic. *International Journal of Environmental Research and Public Health*, 17(21), 8245.
- Matli, W. (2020). The changing work landscape as a result of the Covid-19 pandemic: insights from remote workers life situations in South Africa. *International Journal of Sociology and Social Policy*.
- Nemteanu, M. S., & Dabija, D. C. (2021). The influence of internal marketing and job satisfaction on task performance and counterproductive work behavior in an emerging market during the COVID-19 pandemic. *International Journal of Environmental Research and Public Health*, 18(7), 3670.
- Nemteanu, M. S., Dinu, V., & Dabija, D. C. (2021). Job insecurity, job instability, and job satisfaction in the context of the covid-19 pandemic. *J. Competitiveness*, 13, 65-82.
- Novianti, K. R., Irawanto, D. W., & Roz, K. (2021). Work from home: Measuring satisfaction between work–life balance and work stress during the COVID-19 pandemic in Indonesia. *Economies*, 9(3), 96.
- Prasad, K. D. V., Vaidya, R. W., & Mangipudi, M. R. (2020). Effect of occupational stress and remote working on psychological well-being of employees: An empirical analysis during covid-19 pandemic concerning information technology industry in hyderabad. *Indian Journal of Commerce and Management Studies*, 11(2), 1-13.
- Purwanto, A., Asbari, M., Fahlevi, M., Mufid, A., Agistiawati, E., Cahyono, Y., & Suryani, P. (2020). Impact of work from home (WFH) on Indonesian teachers performance during the Covid-19 pandemic: An exploratory study. *International Journal of Advanced Science and Technology*, 29(5), 6235-6244.
- Sapkota, A., Sedhain, A., Gachhadar, R., & Bhattarai, G. R. (2021). Family, social and organizational support among healthcare professionals during COVID-19 pandemic in selected districts of Nepal. *Journal of Chitwan Medical College*, 11(1), 4-11.
- Sapta, I., Muafi, M., & Setini, N. M. (2021). The role of technology, organizational culture, and job satisfaction in improving employee performance during the Covid-19 pandemic. *The Journal of Asian Finance, Economics, and Business*, 8(1), 495-505.
- Shen, P., & Slater, P. (2021). The Effect of Occupational Stress and Coping Strategies on Mental Health and Emotional Well-Being among University Academic Staff during the COVID-19 Outbreak. *International Education Studies*, 14(3), 82-95.
- Sriharan, A., Ratnapalan, S., Tricco, A. C., & Lupea, D. (2021). Women in healthcare experiencing occupational stress and burnout during COVID-19: a rapid review. *BMJ open*, 11(4), e048861.
- Rahman, N. R. A., Ibrahim, Z., & Masri, R. (2020). Describing The Impact Of Occupational Stress On Employees Performances During Covid-19 Pandemic. *International Journal of Business Society*, 4(6), 68-73.
- Vanhaecht, K., Seys, D., Bruyneel, L., Cox, B., Kaesemans, G., Cloet, M., ... & Claes, S. (2021). COVID-19 is having a destructive impact on health-care workers' mental well-being. *International Journal for Quality in Health Care*, 33(1), mzaa158
- Vo-Thanh, T., Vu, T. V., Nguyen, N. P., Nguyen, D. V., Zaman, M., & Chi, H. (2020). How does hotel employees' satisfaction with the organization's COVID-19 responses affect job insecurity and job performance?. *Journal of Sustainable Tourism*, 29(6), 907-925.
- Yayla, A., & Eskici İlgin, V. (2021). The relationship of nurses' psychological well-being with their coronaphobia and work–life balance during the COVID-19 pandemic: A cross-sectional study. *Journal of clinical nursing*, 30(21-22), 3153-3162.

Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector

Acknowledgement

The author would like to acknowledge and thank the supervisors for providing useful and rigorous literature and resources which proved to be very helpful for a better understanding of the topic; and the participants for responding honestly and supporting this research.

Conflict of Interest

The author declares that there is no conflict of interest.

How to cite this article: Rohilla, A. (2022). Employee Well Being, Stress Levels and Job Satisfaction of Employees Working in Health and Manufacturing Sector. *International Journal of Indian Psychology*, 10(3), 1687-1706. DIP:18.01.174.20221003, DOI:10.25215/1003.174