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Comparative Study

A Comparative Study of Self Esteem, Social Anxiety, Depression and Job Satisfaction Amid Covid-19 among IT Professionals Working in Online and Offline Working Environments

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ABSTRACT

Objective: There is a big difference between how online and offline working IT professionals execute their jobs, as self-esteem is impacted, it manifests as a major change in social anxiety, depression, and job satisfaction. According to the manner of work—one has face-to-face interaction, the other has online engagement—the level of social anxiety also plays a significant role in IT professionals. Similarly, this online mode of working became highly used during the corona period. This might also have an impact on depressive symptoms, job satisfaction, and Coronavirus worry. The study primarily focuses on how each of these factors, depending on the IT professionals' manner of operation, has a substantial impact on them. ***Materials and method:*** A total of 124 IT professionals participated in the current quantitative study, 64 of whom were online IT workers and 59 of whom were offline IT professionals. None of the participants had a history of psychological or neurological illnesses. The Rosenberg Self-Esteem Scale (Rosenberg, 1965), the Liebowitz Social Anxiety Scale (LSAS), developed in 1987, the Patient Health Questionnaire (PHQ-9) from 2001, the Utrecht Work Engagement Scale (UWES), and the Corona Anxiety Scale (CAS) were among the research instruments used. Data was gathered using Google Forms. ***Results:*** According to the results of the IT professional who worked offline, corona virus fear and self-esteem were substantially correlated. While job satisfaction has a statistically negative correlation; social anxiety, depression, and Corona virus anxiety were all strongly linked. The results found for online working IT professionals were found that job satisfaction is adversely correlated with no significance whereas social anxiety, depression, and Corona virus anxiety were all strongly related. ***Conclusion:*** The current study highlights the association of self-esteem, social anxiety, depression, job satisfaction and Coronavirus anxiety among IT professionals. The study emphasizes that irrespective of their mode of working, their job and all the above mentioned factors can have a serious toll on their mental health.

Keywords: *Self-esteem, Social Anxiety, Depression, Job Satisfaction and Coronavirus anxiety*

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The networks that control empathy and one-on-one social abilities may suffer as a result of the resultant reorganization. These modifications may be irreversible in some circumstances (Blakemore & Choudhury, 2006; Iacoboni, 2007) like the pandemic. Personality traits and other cognitive elements appear to have a crucial influence in the form and extent to which people begin and maintain interpersonal connections. Pandemic has played a major role in the working patterns that the employees are undergoing recently.

Self Esteem

According to research, the capacity to instill a sense of trust in sales people and others who are cultivating new relationships with members of other groups is important to their success (Massey & Dawes, 2007; Nicholson et al., 2001). Simultaneously, the concept of trust—as a psychological construct and a key to success in endeavours requiring extensive face-to-face (FtF) interaction with other groups—incorporates a number of other concepts that more accurately describe the risk involved in engaging with unknown or less familiar parties.

Social Anxiety

According to Yeung and Fernandes (2019), when social anxiety is stimulated, attention to irrelevant information increases and processing speed drops, that would affect the performance of the IT employees where they will not be able to process the information and do their work efficiently which can be mostly probed due to the pandemic. Understanding the difference in social anxiety in real-world and online interaction (SA-RvsO) could also provide a targeted insight into the impact of CMC on social interaction which were highly used during the pandemic.

Depression

Occupation is a fundamental right that allows for social connection and financial support. It is, nonetheless, an evident source of stress, with physical and mental health effects. When examining shift work sleep disturbance, which is frequent during night and rotating shifts among IT workers and has an influence on health and behaviour, the detrimental effect on the circadian rhythm becomes clear and fear of Corona virus also plays a role in it. In reality, people with shift work sleep disturbance (particularly men) have been linked to depression, sleepiness-related accidents, absenteeism, and ulcers. Co morbid depression and social anxiety have a mutually deteriorating course in subjects with social anxiety.

Job Satisfaction

Job satisfaction is defined in a study by Cavalhieri utilizing the dimensions of compensation, co-workers, promotions, and working circumstances. However, there is no consensus on the size or assessed criteria used to evaluate one's employment; as a result, the most commonly stated factors today are: salary satisfaction, teammates, leadership, promotions, and the nature of one's work which are the key factors needed and seen among the IT professionals especially during the pandemic. According to Bakare (2012), when employees are trained to their highest degree of satisfaction, they are more likely to stay with the company. Training and development programmes, according to Sharma & Sharma (2014), not only improve work satisfaction but also aid to reduce turnover and hiring costs.

Maslow (1943) proposed that people have a strong desire for high self-esteem, which may be satisfied provided three lower levels of more basic wants are met. In times of threat, fear, melancholy, failure, or blows, this motive becomes even more obvious. Positive self views

are preferred over negative self-views in self-enhancement. When one's self-esteem is harmed, it can affect other aspects of one's life, such as social anxiety, depression, and job satisfaction. They also require social approbation since they perceive themselves to be inadequate. They lack self-confidence, which makes them feel inferior to others, leading to feelings of uncertainty, anxiety, depression, feeling of loneliness and, as a result, difficulties making their own decisions especially during the pandemic.

Similarly, positive feelings and perspectives about oneself have a favourable impact on other factors such as social anxiety, depression, and job satisfaction. Individuals' social anxiety, sadness, and work satisfaction will all be affected during the pandemic if their self-esteem is harmed. Similarly, the key factor that determines this aspect is an individual's perspective of self and others. The way they think others see them has an impact on them. It is up to the individual whether they have good or negative self-perceptions. Depression is when the individual's self-esteem and social anxiety are affected, along with job satisfaction. When the individual undergoes a lot of stress, distress, uncomfortability, loneliness, and many other things, it will affect them.

The Current Study

Professional self-esteem is a critical component of today's labour market success. As a result, the lower an individual's self-esteem is when looking for work, the more difficult it is for them to overcome the challenges that they will confront during their professional growth. As a result, those with low self-esteem had less objectives and labour successes than those with strong self-esteem, who would be able to deal with any challenges more easily. "People with high self-esteem maintain continual pictures of their strengths and capabilities, play a more active part in their social groupings, and communicate their ideas regularly and with affectivity," according to Coopersmith (1981).As a result, having a high degree of self-esteem aids in successfully overcoming any barriers, anxiety feeling of fear, depression, job satisfaction and problems that may happen throughout their lives, because having a positive attitude and aptitude when dealing with a problem increases the likelihood of success.

Due to the pandemic the scope of online employment or “Work from Home” has been increased. Recently the intensity of the pandemic had a decline which resulted in both offline and online work. Hence, this study wants to compare the online and offline mode of occupation on self-esteem, social anxiety and depression among IT professionals. The current study aimed at determining the role of mode of occupation on Self Esteem, social anxiety, depression and job satisfaction among IT Professionals working in online and offline working environments. Another objective of the study was to assess the role of Self Esteem, social anxiety, depression and job satisfaction among IT Professionals working in online and offline working environments. Therefore, it was hypothesized that:

1. There is a significant difference in self-esteem, social anxiety, depression and job satisfaction among IT Professionals working in online and offline working environments.
2. There is a significant relation in self-esteem, social anxiety, depression and job satisfaction among IT Professionals working in online and offline working environments.

The current study will fill the gap between existing literature by highlighting how offline and online modes of occupation affect self-esteem, social anxiety, depression, and job satisfaction. The target population, i.e., IT professionals, does not have many studies on

selfesteem and social anxiety. Combining all of the characteristics among IT professionals, such as self-esteem, social anxiety, depression, and job satisfaction, will provide a unique perspective. A comparison of both offline and online ways of employment would also generate a new large domain. As a result, the goal of this research is to compare the offline and online modes of employment among IT professionals, as well as to better understand the relation of self-esteem, social anxiety, depression, and job satisfaction mainly during the pandemic.

METHODOLOGY

Design

A Quantitative (Causal) comparative study will be done using convenience sampling. This is a type of non experimental research design in which the researcher identifies four variables and measures the statistical relationship by trying to avoid the effect of extraneous variables.

Sampling

A sample of 124 IT professionals took part in the study among whom 59 participants were offline IT professionals and 64 participants were online IT professionals. Among which IT professionals were taken from the online mode of occupation and remaining IT professionals were taken from the offline mode of occupation. The focus was mainly on young adults (based on Erikson's theory) within the age group of 19-40 years based on the inclusion and exclusion criteria of the study. The sample was collected using convenience sampling, which is a type of non-probability sampling in which a sample is drawn from a portion of the population that is close to hand.

Tools/ Measures Used

Participants will be requested to fill out a demographic questionnaire that includes their age, gender and country of origin. A variety of self esteem, social anxiety, depression and job satisfaction.

- ***Self Esteem: The Rosenberg Self-Esteem Scale (Rosenberg, 1965)***,Self esteem will be assessed using this method. This is the most widely used global self-esteem measure with well validated results (Orth& Robins, 2008). Participants will be judged how well 10 statements (e.g., "I have a positive attitude about myself") describes themselves. The questionnaires have a total score range of 10 to 40 points, with answers ranging from 1 (strongly agree) to 4 (strongly disagree). This is the most widely used measure of self esteem, according to researchers, and it works well for people of all ages (Robins, Hendin & Trześniewski, 2001). The current sample's Cronbach's alpha will be 0.85.
- ***Social Anxiety: The Liebowitz Social Anxiety Scale (LSAS) 1987***The Liebowitz Social Anxiety Scale (Isas-sr) is a self report version. This could accurately identify the individuals with Social Anxiety disorder and individuals with the generalized subtype of social anxiety disorder. The Liebowitz Social Anxiety Instrument (LSAS) was the first clinician administered scale for assessing social phobia, fear and avoidance. The LSAS will cover a wide range of social interactions as well as performance/observation scenarios. The LSAS has been utilized in various cognitive-behavioral treatments for social phobia since its inception. Significant relationships with other regularly used measures of social anxiety and avoidance indicated the LSASs convergent validity. However, the pattern of LSAS subscale correlations with one another and with other measures suggests that the fear and avoidance subscales in clinical samples may not be sufficiently separate.

- ***Depression: Patient Health Questionnaire (PHQ-9) 2001*** The PHQ-9 is the patient health questionnaire's nine item depression measure. The PHQ-9 will be used as a screening tool, diagnostic assistance, and symptom tracking tool to measure a patient's overall depression severity as well as the improvement of individual symptoms as treatment progresses. The depression module of the PHQ-9 assigns a score of "0" (not at all) to "3" to each of the nine DSM-IV criteria (nearly every day). It's been validated for usage in primary care settings.
- ***Job Satisfaction: The Utrecht Work Engagement Scale (UWES)***is a 17-item tool that assesses energy, devotion, and immersion in the workplace (Schaufeli& Bakker, 2003). It assigns a score of 0 (Never) to 6 (Everyday) to each of the 17 items. Work involvement is certainly adversely associated with burnout, according to validity studies using the UWES, however the relationship between vigor and exhaustion, as well as between devotion and cynicism, is weaker than expected. The UWES scales are all highly internally consistent. Adding another item to the vigor and absorption scales does not improve the internal consistency of the scale. This scale's Cronbach's alpha ranges from 0.91 to 0.96.
- ***Corona Anxiety Scale (CAS)*** Would be using the coronavirus anxiety scale that was developed to help clinicians and researchers efficiently identify cases of individuals functionally impaired by coronavirus-related anxiety. CAS is a reliable and adequate instrument to assess COVID-19 related anxiety. The coronavirus anxiety scale (CAS) is a self-report mental health screener for coronavirus-related dysfunctional anxiety. Because a large number of persons suffer clinically significant fear and anxiety during an infectious disease outbreak, the CAS was created to assist physicians and researchers in quickly identifying cases of coronavirus-related anxiety that are functionally impaired. Based on experiences over the last two weeks, each item of the CAS is assessed on a 5-point scale ranging from 0 (not at all) to 4 (almost every day). This symptom scale follows the DSM-5's cross-cutting symptom measure. A CAS total score of 9 indicates possible coronavirus related anxiety disorder.

Procedure

Ethical clearance was obtained from the University's Institutional Review Board (IRB). Questionnaires were sent in online platform (Google form) as predetermined for data collection. Participants were asked to complete the questionnaires on their own. Each participant were asked to fill those Google forms in their own area and solitude, so they will not be influenced by those around them. Prior to participating, all participants were asked to click 'Yes; or 'No', which is a consent form or informed consent were attached along with the questionnaires and were shared to them via different social media platforms. Participants then were asked to complete an anonymous questionnaire packet, which were in the same order to all participants. They were also informed that they will be made known with the results that have been received. A total of 124 IT professionals took part in the study among whom 59 participants were offline IT professionals and 64 participants were online IT professionals. The participants received no incentives for taking part in the study.

Statistical Analysis

To get the appropriate statistical results, the raw scores were first converted into standard scores. This was done since the psychological standardized tools used to assess each psychological construct had a different amount of statements, distinct Likert scales as replies, and different techniques for calculating the scores on each scale. As a result,

converting raw scores to standard scores aids in providing a more complete description of all variables under empirical inquiry. To obtain the scores and to see the correlation Jamovi (2.2) was used. To accomplish the aims of this study, descriptive statistics were generated first, followed by linear correlation utilizing Pearson's product moment method of correlation coefficient. The major scores of the variables and the scores of their dimensions were utilized as the final scores on each psychological trait for each statistical computation.

RESULTS

The primary goal of this study was to examine the role of self-esteem, social anxiety, depression and job satisfaction among online and offline working IT professionals using descriptive statistics (see Table 2 & 3). The second goal was to determine the relationship of self-esteem, social anxiety, depression and job satisfaction among online and offline working IT professionals. Pearson's product moment coefficient of correlation was calculated to achieve this goal for all the data that were normally distributed and for the variables which the data are not normally distributed were calculated using spearman's product moment coefficient (see Table 2).

Table 1. Descriptive statistics of Offline and Online working IT professionals

Variables	Group	Mean	SD	P
SE	Offline	22.1	4.88	0.090
	Online	22.3	3.98	0.044
Anx	Offline	20.1	11.1	<0.001
	Online	21.4	11.6	0.359
Av	Offline	20.8	11.1	<0.001
	Online	21.1	10.4	0.400
Depression	Offline	8.15	6.42	<0.001
	Online	9.13	5.56	0.043
JS	Offline	63.3	16.6	0.434
	Online	61.5	21.7	0.002
CA	Offline	4.75	4.87	<0.001
	Online	3.97	4.52	<0.001

Ax= Anxiety, Av= Avoidance, PHQ-9= Patient Health Questionnaire, UWES= Work and Well-being survey, CAS= Coronavirus Anxiety Scale

Descriptive statistics for the current sample have been computed based on the obtained data. The results from table 1, which shows that the participants working in the offline platform in the current sample reported a moderate level of self-esteem and social anxiety, whereas the mean score for depression and Corona virus anxiety was reported below the moderate level, but the mean score for job satisfaction was reported above the moderate level. Furthermore, the participants' mean score on self-esteem is 22.1 (SD=4.88), the sub dimension anxiety of social anxiety is 20.1 (SD=11.1), the sub-dimension avoidance of social anxiety is 20.8 (SD=11.1), depression is 8.15 (SD=6.42), job satisfaction is 63.3 (SD=16.6), and Corona virus anxiety is 4.75 (SD=4.87). Thus, the finding of the descriptive statistics show that the present participants in the offline platform show moderate levels of self-esteem and social anxiety, below moderate level of depression and corona virus anxiety and higher levels of job satisfaction.

The results in the table 1, which also shows that the participants working in the online platform in the current sample reported a moderate level of self-esteem and social anxiety,

whereas the mean score for depression and Corona virus anxiety was reported below the moderate level, but the mean score for job satisfaction was reported above the moderate level. Furthermore, the participants' mean score on self-esteem is 22.3 (SD=3.98), the sub dimension anxiety of social anxiety is 21.4 (SD=11.6), the sub-dimension avoidance of social anxiety is 21.1 (SD=10.4), depression is 9.13 (SD=5.56), job satisfaction is 61.5 (SD=21.7), and corona virus anxiety is 3.97 (SD=4.52). Thus, the finding of the descriptive statistics show that the present participants in the online platform show moderate levels of self-esteem and social anxiety, below moderate level of depression and corona virus anxiety and higher levels of job satisfaction.

Table 2. Mann-Whitney U test data of online and offline working IT professionals

Variables	***U***	***p***
Self Esteem	1836	0.746
Anxiety Sub dimension	1727	0.536
Avoidance Sub dimension	1771	0.873
Depression	1627	0.370
Job Satisfaction	1884	0.607
Corona Virus anxiety	1694	0.360

**Levene's test is significant (p < .05), suggesting a violation of the assumption of equal variances*

According to Table 2, the 'p' value of Self Esteem variable is 0.746, Anxiety sub dimension under Social Anxiety is 0.536, Avoidance sub dimension under Social Anxiety is 0.873, Depression variable is 0.370, Job Satisfaction variable is 0.607, Corona Virus Anxiety is 0.360, so the results reveal that there is no significant difference of Self Esteem, Social Anxiety, Depression and Job Satisfaction among online and offline IT professionals.

Table 3 . Correlational matrix of Offline and Online Working IT Professionals

Variables	**Group**	**r**	**p**
SE vs Anx	Offline	0.132	0.704
	Online	0.078	0.674
SE vs Av	Offline	0.138	0.513
	Online	0.084	0.412
SE vs Depression	Offline	0.179	0.199
	Online	0.201	0.056
SE vs JS	Offline	0.078	0.354
	Online	0.107	0.494
SE vs CA	Offline	0.270*	0.038
	Online	-0.011	0.911
Anx vs Depression	Offline	0.625***	<0.001
	Online	0.467***	<0.001
Anx vs JS	Offline	-0.089	-0.030
	Online	0.056	0.627
Anx vs CA	Offline	0.567***	<0.001
	Online	0.189	0.138
Av vs depression	Offline	0.666***	<0.001
	Online	0.566***	<0.001
Av vs JS	Offline	-0.115	0.028

	Online	-0.129	0.257
Av vs CA	Offline	0.630***	<0.001
	Online	0.177	0.301
Depression vs JS	Offline	-0.307*	0.026
	Online	-0.087	0.244
Depression vs CA	Offline	0.702***	<0.001
	Online	0.441***	0.002
JS vs CA	Offline	-0.249	0.109
	Online	0.265*	0.024

*Note. *=significant at <0.05 level, ** = significant at <0.01 level, ***= significant at <0.001 level*
Ax= Anxiety, Av= Avoidance, PHQ-9= Patient Health Questionnaire, UWES= Work and Well-being survey, CAS= Corona virus Anxiety Scale

Table 3 represents the results of correlation matrix of offline working IT professionals shows that self-esteem has a significant positive correlation with corona virus anxiety that is 0.270*. The sub dimensions of Social anxiety that is the anxiety sub dimension has a significant positive correlation with depression (0.641***) and corona virus anxiety (0.508***), also has a significant negative correlation with job satisfaction (-0.283*). Similarly, the sub dimensions of Social anxiety that is avoidance sub dimension has also a significant positive correlation with depression (0.645***) and corona virus anxiety (0.516***), also has a significant negative correlation with job satisfaction (-0.285*). The results of depression shows that there is a significant negative correlation with job satisfaction (-0.307*) and significant positive correlation with corona virus anxiety (0. 611***). The results of job satisfaction shows that there is a negative correlation with corona virus anxiety with no significance (-0.211).

Table 3 also represents the results of correlation matrix of online working IT professionals shows that self-esteem has a negative correlation with corona virus anxiety that is -0.014 with no significance. The sub dimensions of Social anxiety that is the anxiety sub dimension has a significant positive correlation with depression (0.467***), also job satisfaction (0.062) and corona virus anxiety with no significance (0.188). Similarly, the sub dimensions of Social anxiety that is avoidance sub dimension has a significant positive correlation with depression (0.566***) and corona virus anxiety with no significance (0.131), also has a negative correlation with job satisfaction with no significance (-0.144). The results of depression shows that there is a negative correlation with job satisfaction with no significance (-0.148) and significant positive correlation with corona virus anxiety (0. 382***). The results of job satisfaction shows that there is a significant positive correlation with corona virus anxiety (-0.211).

DISCUSSION

The present research aimed to understand the relation of self-esteem, social anxiety, depression and job satisfaction among online and offline working IT professionals in a sample of 124 Indian populations (19 – 40 years). In line with the prior research, the hypotheses of the current is that the self-esteem, social anxiety, depression and job satisfaction among online and offline working IT professionals is significantly different. The study shows that there is no significant difference in self-esteem, social anxiety, depression and job satisfaction among online and offline working IT professionals. However due to

number of factors unique to the sample and methodology used under the present research, the results were all not in line with majority of previous research.

Offline working IT professionals

Researchers discovered that working offline has a significant impact on working professionals' social and personal growth (Titopoulou, 2017). It is because experts feel that working offline fosters face-to-face communication (Lee, 2010), strengthens peer-to-peer relationships, allows for quick resolution of both personal and work-related problems, and allows for direct communication with superiors and subordinates, among other benefits (Pettersen, 2016; Snow, 2007). In order to prevent monotony in the workplace, offline offers a mandate work structure where employees are connected, watched, and held accountable for several duties (Appel, 2011). Offline provides more opportunities for experimentation, skill development, and knowledge expansion (Peng et al., 2018). When co-workers are properly communicated with, it can ensure that employees actively participate in decision-making (Vander et al., 2017), provide opportunities for employees to take breaks from their work (Tavares, 2017), and serve as a source of social support, encouraging good communication among co-workers can help to maintain a better mental health status.

Online working IT professionals

A lot of professionals decide against using modern technologies to teach online. Professionals who employ offline working are typically hampered by technical glitches, a lack of prompt assistance when faced with technical concerns, and insufficient communication. But during the pandemic, the people who opted for online working mode was provided with laptops, network connection etc., as part of their work to avoid technical te or network glitches. The respondents also mentioned changes in communication with coworkers, as well as an increase in workload and time spent at the desk, all of which were connected to new physical problems. According to a prior study, since WFH, the typical workday has been longer on average, and there are more meetings per person (DeFilippis et al., 2020). Consecutive online meetings make it challenging for employees to take breaks for their health in between sessions while also increasing the workload. Although traditional WFH (work from home) may be viewed as having the advantage of flexibility, the sudden change in schedule and other pandemic-related issues have probably made it more difficult to set up work schedules and handle work-life boundaries.

The Rosenberg self-esteem scale was utilized for the measurement of self-esteem and the results of this particular study shows that during the COVID-19 pandemic among the offline IT professionals, the buffering effect of self-esteem on the links between detrimental psychological constructs, such as a dread of COVID-19 and dispositional loneliness sentiments, and their ensuing unpleasant psychological correlates—anxiety and depression (outcomes). According to this study's findings, fear of COVID-19 and loneliness may cause depressive symptoms (Bowman, 2001), which is consistent with the scientific literature that indicates (prolonged) dread can cause depression (Santini et al., 2020; Thakur and Jain, 2020). Among the online working professionals it was emphasized from the previous studies that self-esteem is a protective factor against reaching the criteria for a major depressive episode, panic disorder, and suicide risk (Torres C, Otero P, Bustamante B, Blanco V, Daz O, Vázquez FL, 2017) or any pandemic related fears. Maybe people had to adapt to their conditions during the epidemic and learned to control them, leading to environmental mastery and personal growth—qualities linked to flourishing (Knoesen R, Naudé L, 2018).

Additionally, according to research, those who go through this growth may be more aware of the opportunities that can present themselves amid major life changes (Knoesen R, Naudé L, 2018).

The Liebowitz social anxiety scale, Patient health questionnaire-9 and corona virus anxiety scale were used to measure the levels of social anxiety, depression and corona virus anxiety among online and offline working IT professionals. In times of an epidemic, people frequently suffer anxiety, stress, and other negative emotions due to their fear of contracting the virus or disease (Hall et al. 2008), which can be mostly seen in the online working IT professionals. Numerous research looked at job tasks as potential risk factors for the emergence of mental health problems. The majority of research specifically identified many employees as a work group at higher risk of experiencing a variety of psychological consequences, including depression, anxiety, stress, sleep disturbance, and other conditions. Evidence suggests that the COVID-19 epidemic affected workers' sleep patterns and contributed to their thoughts of suicide.

Implications of the study

The current study contributes to our understanding of the workload, psychological issues and stresses that IT workers who work both online and offline experience. There might be many issues for those who were working offline but switched to working online with regard to their health, interactions, and worry of contracting an infection, as well as maintaining their social relationships and workload equally. So, measures can be taken to improve the leadership qualities and self image and confidence about themselves.

Additionally, a significant contribution to this study is made by the ongoing consideration of their families and their own health. The workplace setting and workload can also contribute to psychological disorders and troubles at work. With safety measures that take into account their mental health, the work-related pressures can be made simpler for the employees.

Limitations

Multiple limitations should be noted in the interpretation and utilization of these findings, even though our study sheds light on a variety of crucial elements that need to be taken into account in order to support the physical and mental health of employees who are WFH and offline working. The findings are not intended to directly replicate customary WFH situations and may not accurately reflect the health status or experiences once the limits and WFH become more commonplace. It is crucial to remember that these data were collected during and after the COVID-19 epidemic. Secondly, workers from India and those with higher education levels were overrepresented in our sample. Although the data's implications are legitimate, their applicability may not be broadly generalisable across many nations or areas, and it may differ from the experiences of people from various backgrounds. The respondents covered a wide range of occupational categories, although, with the exception of IT professionals, neither these categories nor this data fully represent all jobs that are included within each category.

CONCLUSION

To conclude the findings of the present empirical research work, it could be said that both the online and offline IT professionals showed no significantly different results. The offline IT professionals showed significant increase in self-esteem and corona virus anxiety. Similarly it also showed a significant increase in social anxiety, depression and Corona virus

anxiety and significant reduction in job satisfaction. So measures can be taken to provide increase in self esteem, create a good self image and leadership qualities among the workers. Also provide them with adequate job opportunities and freedom to explore things at the work place, so that they can work freely. The corona virus anxiety and the work load are also contributing to the increase in the social anxiety and depressive symptoms.

Among the online IT professionals, it can be seen that as Social anxiety increases, depression also increases. As depression increases the job satisfaction decreases and as job satisfaction increases the corona virus anxiety also increases. So measures can be taken to provide a comfortable environment for the online workers to complete their work and not getting them through work stress. The support of their family and the environment surrounding them sustain them despite their workload, much as the working environment at home is comforting for remote employees. Nevertheless, despite the fact that these people are happy with their jobs, moving around and reaching for objects can occasionally be challenging for them due to their fear of contracting the virus, as well as their concern for their families and health. And other psychological issues can also contribute to the work load and lead to problems in job satisfaction.

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Conflict of Interest

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