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EMPLOYEE HARASSMENT DURING COVID-19 IN PRIVATE EDUCATIONAL INSTITUTIONS IN UTTAR PRADESH.

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Abstract: The basis of the research highlights the employee treatment which has been a major problem during times of COVID. This paper highlighted the pity condition and situation of the educational sector employee as teachers under the disguise of harassment.

Due to the closure of educational foundations in the aftermath of the COVID-19 outbreak, educators and non-teaching staff at a number of private schools and universities are living on a shoestring budget because they have not been paid their salaries for the past four months. (2020, Gopal)

In the meantime, school and school instructors, as well as non-teaching staff from a variety of educational organizations, have reached out to Chief Minister Y.S. Jagan Mohan Reddy via WhatsApp, requesting financial assistance similar to that provided to individuals who have been denied employment due to the lockdown. (2020, Gopal)

This study focuses on employee harassment during COVID-19, with the main concern being salary cuts and mental harassment as a form of job termination. On a 95 percent confidence interval, the researcher used a population size of 100 and a sample size of 80.

After analyzing on the basis of mode and frequency distribution, researcher found that during COVID-19 employee got harassed on the basis of salary cutting and firing that creates mental imbalance.

"There has been no reaction from the public authority to the portrayal. The Central and State governments should contact the genuine victims. An investigation ought to be directed, and all the influenced people, independent of the areas, ought to be paid at any rate 70 % of their standard compensations till the circumstance gets ordinary," says CPI State aide secretary J.V. Satyanarayana Murthy. (Gopal, 2020)

This research offers proof supporting an affirmative response that firms with more reasonable workers heading into the COVID-19 survive the crisis better.

Keywords: Employee harassment, COVID-19, psychological health, mental health, compensation.

I INTRODUCTION

1.1 Introduction

In the times of COVID-19 there have been various factors which have affected the lives of the employees and their living has been affected, here we are concern to gender pay gap. Women have officially assured equal opportunity with men, the female residents is gradually becoming further knowledgeable than the male population and women's

employment is continuously increasing. The study is concerned with the varied compensation of men and women working as instructors, trainers, lecturers, and educators at public and private educational institutions, with a focus on determining the gender pay gap during the COVID-19 pandemic lockdown.

Other than the negative effect on the individual, a pandemic can prompt sharp stuns to the overall economies and social orders (MacIntyre, 2020; Shigemura et al., 2020).

1.2 Harassment in Education sector (Private sector)

Even the most seasoned HR specialist (11 Types of Workplace Harassment (and How to Stop Them) i-Sight.com) could miss the signals (11 Types of Workplace Harassment (and How to Stop Them) i-Sight.com) (2017). During pandemic of CORONA and COVID-19, the most affecting society is private sector employees especially in education sector. Private sector employees have forced to come to the colleges at half salary. They are harassed mentally and psychologically also. This situation is very important to think. In the perspective on the common lockdown forced by different states, the Ministry of Labor and Employment gave a warning on twentieth March 2020 engaging all business' affiliation not to fire their representatives or cut wages of its laborers considering the lockdown. The warning further stated that all enterprises of public/private foundations are encouraged to increase their participation by not terminating or reducing the salary of their representatives, particularly easygoing or legally binding laborers.

It further said that if any work environment is rendered non-operational as a result of COVID-19, the representatives from that unit shall be considered on the job. (Wage Payment During COVID-19 Containment Lockdown - Coronavirus (COVID-19) - India (n.d.).

'The Covid-19 poses the global economy with its most serious risk since the financial emergency,' according to the Organization for Economic Co-operation and Development's (OECD) most recent Interim Economic Outlook (2020).

'Indeed, even in the best-case scenario of limited flare-ups in countries outside China, a sharp halt in global expansion is expected in the first half of 2020, when flexibly chains and products are damaged, the travel industry plummets, and certainty falters. Global economic growth is expected to slow to 2.4 percent this year, compared to a mostly ineffective 2.9 percent in 2019.

This circumstance can negatively affect business supportability and individual work. Truth be told, this has set off leaves of absence and cutbacks (World Economic Forum, 2020). Representatives, for this situation, need to deal with themselves, of their families and to attempt to keep up their employment position. Shouldn't something be said about their psychological well-being in this specific circumstance? (Hamouche, S. 2020).

1.3 Demand for online tutorials (Excess burden on teacher for high-tech Education)

Online classes creates another excess burden on teachers i.e. as Android phones, Data for high speed (4G). Online classes are essential for students but when it is seen for the

perspective of teachers (that are not received full payment), then it becomes harassment. Because teachers have not got efficient money to manage their livelihood and how it is possible to manage the new android phone with high speed data and network connection also. Management of colleges received full fee by the students and parents but management is paying full salary to the teachers. Why? This is very big torturing for teachers during crisis of COVID-19.

1.4 Tackle the problem arising during Lockdown in Education sector

The best way to handle this issue and forestall a total crumbling of all businesses would be by financing bosses for the installments made by them to their laborers and workers during the period the lockdown is in power. Without such steps, industries, shops, and business foundations would face challenges that will almost certainly force them to liquidate, with the effect on workers/representatives lasting far longer than the pandemic itself.

Then again, 41% of the respondents who think home based work is a superior choice have a place with the age gathering of 26-35 years. (Mehta, R. (n.d.). There are lots of survey are present via secondary data method on online method and the important thing is that to take serious action in the support of low paid teachers. Because their salary are too less to drive their family properly. His condition has deteriorated due to salary cutting and he is on the verge of hunger.

To deal with this situation, the government should take some strong steps so that the condition of the private sector educational staff can be improved and there is no obstruction in the education and treatment of their children and their children do not go hungry, thus the government should take some concrete steps Should be raised and the management should also be told under a special right to pay the salary as the fees are being paid by the children, then on what basis are the salary cut.

II REVIEW OF LITERATURE

A literature review examines books, scholarly articles, and other sources relevant to a given subject, area of investigation, or hypothesis, and provides a description, summary, and basic assessment of these works in relation to the study question. Writing surveys is meant to provide a summary of the sources you've looked into when researching a given topic and to demonstrate how investigation fits into a larger field of research to consumers. (R. V. Labaree, n.d.)

Literature review

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The COVID-19 pandemic has been connected to a number of pressures that could sap employees' mental strength both during and after the outbreak. There was a distinction between the stressors experienced during the epidemic and those experienced following the pandemic. The misery that a person experiences is in some ways a result of the situation.

As a result, it is critical to recognize the issue in order to find solutions that will assist employees and businesses in reducing the risk of psychological health problems. This editorial's main goal is to further the above-mentioned research.

Studies on stressors after the Coronavirus suggest that some stressors that have evolved throughout the pandemic's occurrence have long-lasting effects, i.e. they persist even after the pandemic has ended. COVID-19 has caused commercial disruption for a few companies, who will need time to recover from the pandemic's economic implications.

This could have a knock-on effect on the employment market, resulting in a long-term pessimistic impact on employees' capital and a negative impact on their mental health.

Hamouche, S. (2020):

In light of COVID 19, a study and analysis of mental health was done, with two psychological health outcomes: psychological discomfort and depression as a result of a virus or pandemic.

Psychological discomfort is a symptom of mental health in which an individual's emotional anguish is accompanied by signs of depression (such as sadness and loss of interest), anxiety (such as restlessness), and physical symptoms such as sleeplessness. It's linked to a slew of psychological, physiological, and behavioral problems that manifest over time.

While depression is a psychiatric mood illness marked by persistent feelings of melancholy, unpleasant emotions, and the inability to deal with day-to-day tasks, it is also a psychiatric mood disorder. If untreated, mental illness can lead to profound depression and severe consequences, such as suicide.

Psychological distress and depression are the results of a strong or consistent strain that has gone unaddressed, usually due to the individual's inability to cope with stressful situations. The current pandemic is causing widespread concern throughout the world.

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Many research papers have been written on Kovid-19 which has different types of employees but very few about the educational system's application such as teacher and faculty that are harassed too much regarding cutting of salary and firing of job. Few research papers have been written and this is a very large research gap in which research is studying.

Modranský, R., Jakobová, S., & Hanak, M. (2020):

There are scrupulous gender disparities within the labour market, which pessimistically influence each gender. Few issues are due to of gender inequity against women on the basis of the distinctiveness. Therefore, women face issues

throughout the selection procedure, once the employer does not have to have a preference specifically due to gender.

"Further complexity might occur in professional progression like harassment and sexual harassment at workplace, which women are additionally expected to come across and the gender pay gap to the loss of women."

Another cause for the unbalanced state of affairs of both genders in the labour market is that men are additionally ruthless than women, however study in the Czech environment has shown that this is not for a huge group of women, occupation is the key basis of individual self-realization and they desire to make their profession. Nevertheless, Vohlídalová's researches (2006) too confirmed that men are more leaning to the material side of work. In education, it was established that women encompass advanced study goal than men, which defines men with the equivalent or lesser education than women having a superior place in the labor market. By determining the gender pay gap, variation amid genders in the labor market can be measured. At the same occasion, by observing the progress of GPG over the years, it is likely to examine the progress of gender disparity in the labor market.

These causes are:-

- Cultural grounds: Traditions, public opinion, values and gender typecast.
- Structural grounds: Labor market organization.
- System grounds: Reward scheme, processes and actors in their setting.
- Institutional situation of a blend of paid work and care.
- Education classification and socialization.
- Individual and family factors.

The result of the gender pay gap is a poor standard of livelihood and a higher risk of scarcity for women and their family. Another effect is a lesser retirement fund for women. The retirement fund system is less classless and women are penalizing for their bad situation in the labor market. Aizer's analysis (2010) observed that additional wealth a woman carries to the affiliation, the lesser the possibility that her associate will experience marital aggression. With higher earnings, a woman has an improved possibility of becoming self-determining of her associate.

An additional set of consequences is the negative effect for the state and the financial system, where human resources are not adequately used, since some women do not toil due to the hallucination of lesser income.

GUDDAD, M. S., & Terdal, M. V. S (2020):

A large amount of study based on poverty still centered on statistical economic constraint, ascertaining separation lines so as to portray the underprivileged and the poor (Moura et al., 2014). These procedures let the evaluation amid as well as within culture. For instance, here in Brazil, there is no authorized segregation row of poverty, the nation still has diverse procedures for classification of the underprivileged (Oliveira et al., 2017). With the appearance of COVID-19 pandemic, the globe wishes additional procedures that deal with the complication of the poverty occurrence, and goes further than the assessment amid one society to another, and definitely ahead of the simple nonexistence of capital.

Jena, P. K. (2020):

Several entrance examination for recruitments got revoked which produced miserable impact with a vast confront in the survival of a scholar in advanced learning. The Indians dependable for their profession overseas happen to be anguish of their employment abandonment too. In India, there is no employment in Govt. division and new graduates are in anxiety of apprehension about abandonment of employment proposed from business area for the grounds due to pandemic state. Numerous scholar may lose their profession from India and abroad. The pass out scholar may not find their employment abroad due to different precincts basis by Covid-19. All these particulars mean towards add to of redundancy rate due to this pandemic. With raise of redundancy condition, the significance for learning may steadily diminish as populace resist for groceries rather than learning.

III RESEARCH METHODOLOGY

The term "research methodology and technique" refers to the practical "how" of some random item of investigation and inquiry. It's also about how a scientist efficiently plans an investigation to provide legitimate and reliable outcomes that address the exploration points and destinations. (D. Jansen, K. Warren, D. Jansen, D. Jansen, D. Jansen, D. Jansen (2020, June 15).Research methods explains about technique to writing the research study and different tools. Data is collected from secondary and primary study both. Secondary data supports in research work while primary data collection method provides lots of responses from the respondents. Questionnaire are used for primary data collection method.

3.1Research objective

The "how" of a random item of investigation is implied by the research purpose? More specifically, it's about how an expert effectively organizes an investigation to provide

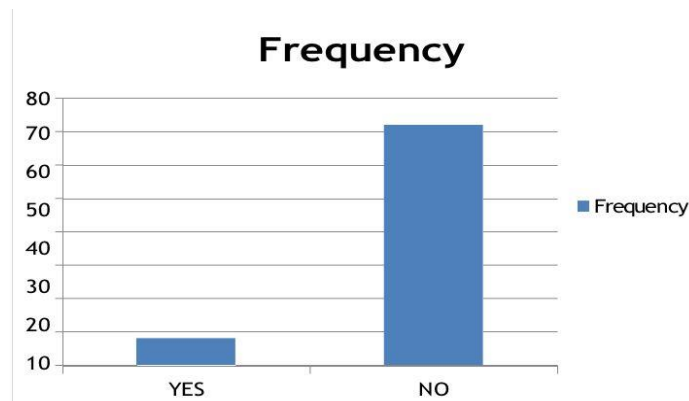
Substantial and reliable findings that address the investigation's aims and objectives. (What are the research goals? 7th of March, 2019. The researcher establishes some goals, such as:

- To explore the impact of COVID-19 on private sector teachers
- To examine the poor situation of teacher arisen due to COVID-19
- To investigate the harassment of private teacher

IV DATA ANALYSIS AND INTERPRETATION

1. In COVID situations firing of Employee from private educational institution is right

S.N O	Firing of Employee	Frequency	Percentage
A	YES	8	10
B	NO	72	90

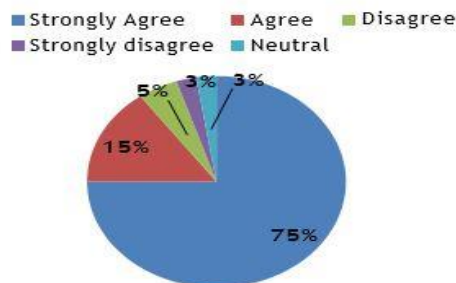


Among on the analysis of 80 persons it is found that 8 persons responds to Yes, that in COVID situation firing of employee from private institutions is right and 72 persons respond to NO that it is not the right time for the firing of employee in private institutions.

2. Employees are forced to work on less salary

S.N O	Response	Frequency	Percentage
1	Strongly Agree	67	84.81012658
2	Agree	12	15.18987342
3	Disagree	0	0
4	Strongly disagree	0	0
5	Neutral	0	0

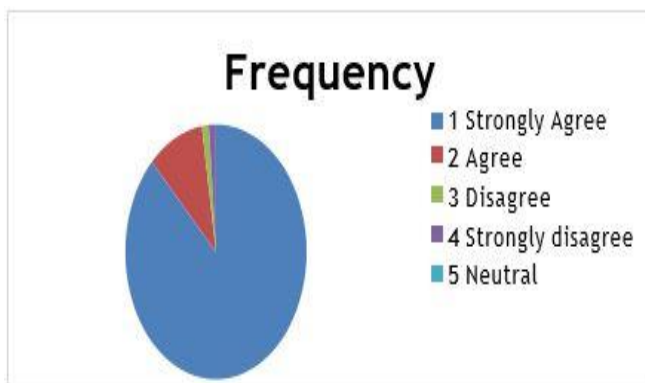
Frequency



Among on the analysis of 79 persons it is found that 67 persons are Strongly agree, that in private institutions employee are forced to work on less salary, 12 persons only agree that employee are forced to work on less salary and no persons are respond to Disagree, Strongly disagree and neutral.

3. Work from home is now become 24 hour work period for the educational institution employee.

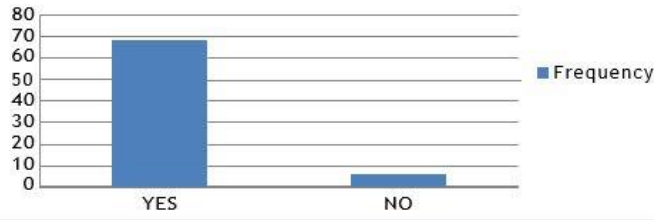
S.N O	Response	Frequency	Percentage
1	Strongly Agree	60	75
2	Agree	12	15
3	Disagree	4	5
4	Strongly disagree	2	2.5
5	Neutral	2	2.5



4. Employees are forced to buy the electronic gadgets to take the online class

S.n o	Buying electronics gadages	Frequency	Percentage
A	YES	68	91.89189189
B	NO	6	8.108108108

Frequency



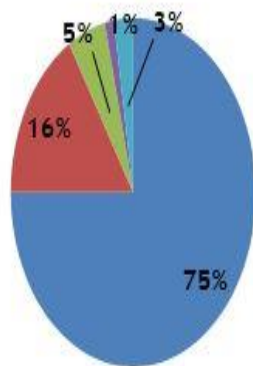
Among 74 persons, 68 persons are responding to YES and 6 persons are respond to NO regarding the employees of private institution are forced to buy the new electronic gadgets for the arrangement of online classes.

5. Internet Facility is an extra burden on the Employees for the conduction of online classes

S.N O	Response	Frequency	Percentage
1	Strongly Agree	60	75
2	Agree	13	16.25
3	Disagree	4	5
4	Strongly disagree	1	1.25
5	Neutral	2	2.5

Frequency

Strongly Agree Agree Disagree
Strongly disagree Neutral



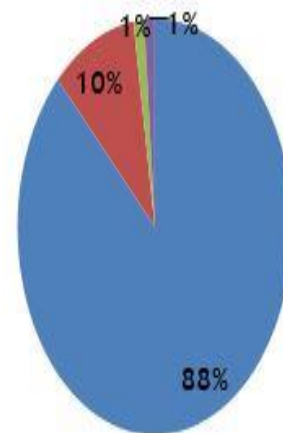
This analysis is based on the Likert analysis in which among 80 persons, 60 persons are strongly agree, 13 persons are only agree, 4 persons are disagree, 1 persons are strongly disagree and only 2 persons are neutral regarding internet facility is an extra burden on the employee of the private institution for conducting the online class.

6. Employee of always stay in fear of unemployment in the pandemic of COVID-19 situation in Private educational institution.

S.N O	Response	Frequency	Percentage
1	Strongly Agree	70	87.5
2	Agree	8	10
3	Disagree	1	1.25
4	Strongly disagree	1	1.25
5	Neutral	0	0

Frequency

Strongly Agree Agree Disagree
Strongly disagree Neutral



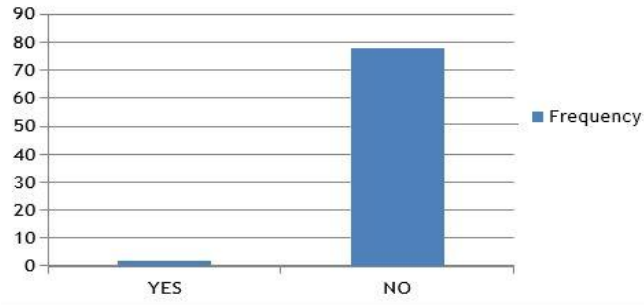
This analysis is based on the Likert analysis in which among 80 persons, 70 persons

are strongly agree, 8 persons are only agree, 1 persons are disagree, 1 persons are strongly disagree and only no persons are neutral regarding in private educational institution employees are always stay in fear of unemployment in the pandemic situation Of COVID.

7. Medical facility is provided by the private educational institution

S.n o	Medical	Frequency	Percentage
A	YES	2	2.5
B	NO	78	97.5

Medical Facility in private institute



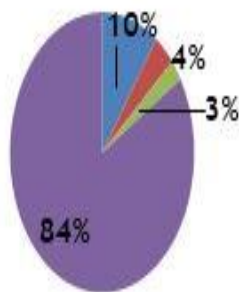
Among the respond of 80 persons it is found that 2 persons are respond to YES and 78 persons are respond to NO regarding the no medical facility provided by the private educational institutions.

8. Now a days, New Trend of harassment in private educational institutional is “Employee have to give the target of admission

S. no	Type of Harassment	Responsee	Percentagee
A	To cut the salary.	8	10
B	Firing of employee.	3	3.75
C	Mental harassment.	2	2.5
D	All above	67	83.75

Response

■ To cut the salary. ■ Firing of employee.
 ■ Mental harassment. ■ All above



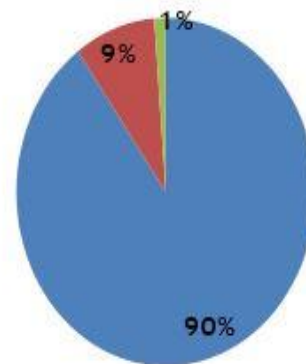
This analysis is based on the Likert analysis in which among 80 persons, 8 persons are harassed by cutting the salary, 3 persons are harassed by firing of employee, 2 persons are harassed by mentally in private educational institution by providing the admission target to the employee.

9. From the fear of unemployment, employee cannot focus on his family due to various online assignment provided by institution.

S. N O	Response	Frequency	Percentage
1	Strongly Agree	72	90
2	Agree	7	8.75
3	Disagree	1	1.25
4	Strongly disagree	0	0
5	Neutral	0	0

Frequency

■ Strongly Agree ■ Agree ■ Disagree
 ■ Strongly disagree ■ Neutral

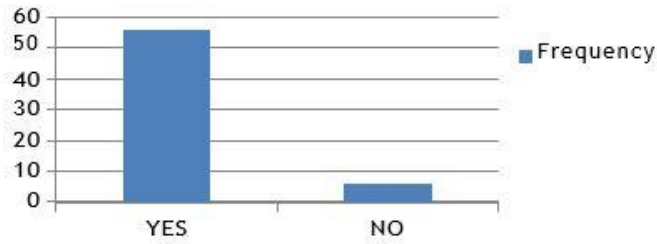


This analysis is based on the Likert analysis in which among 80 persons, 72 persons are strongly agree, 7 persons are only agree, 1 persons are disagree, 0 persons are strongly disagree and only no persons are neutral regarding in private educational institution employees are always stay in fear of unemployment in the pandemic situation Of COVID and they are not able to focus on his family.

10. Employees are force to come institution during COVID on the demand of employer

S. no	Forced to come Institute	Frequency	Percentagee
A	YES	78	97.5
B	NO	2	2.5

Forced to come Institute by Employer



Among the respond of 80 persons it is found that 78 persons are respond to YES and 2 persons are respond to NO regarding the employee of private intuition are forced to come institute in the pandemic situation of COVID as per the requirement of the employer.

Above survey depends upon frequency based interpretation. This analysis reveals the real truth behind the curtain and the situation of teachers in pandemic COVID-19. Employee are harassed and pressurized to do work in very low salary and they got threatened for the firing of job. This analysis tells that the condition of the educational sector employee is very pathetic.

V. CONCLUSION

Authorities in the Department of Public Instruction (DPI) said that as per the Karnataka Education (Second Amendment) Act, 2017, educators utilized in tuition based schools can whine to the District Education Regulatory Authority (DERA) in the event that they have any worries identified with installment of pay rates. In light of the RTE Act, the State government had given a request that elementary teachers should be paid at least ₹25,800 per month, secondary teachers ought to be paid in any event ₹33,450 every month. (Kulkarni, T. 2020, July 2). The final conclusion of this study is to focus on pity situation of private sector employee in education department. Salary cutting, extra burden of work and unavoidable expenses makes him mentally weak and harassed. Corona crisis and Lockdown has unswervingly closed many educational centers affecting the teaching of almost Impact of Covid-19 on Workers & Employment. . The teachers who have reached an agreement are experiencing financial difficulties. With a few exceptions, people in higher education at the university level also have job security. Teachers and staff, particularly in private universities, have lost pay, despite the fact that many of them are part-timers with full-time jobs elsewhere.

Temporary preparations may be built on digital/online learning & classes, as well as Radio/TV Education programmes, in order to continue the functioning of the official education system from primary to university level.

All preparations for learning and knowledge sharing through many possible alternatives, procedures, and methods will make it easier for everyone involved to work and earn a living.

Huge numbers of teachers have improved their information technology and academic development skills in such a short period of time. For the education industry to maintain jobs and employment, lower-cost loans to private schools are beneficial, as are tax refunds and payment deferrals, including rents.

Financial assistance is beneficial to community-based schools because people's ability to financially assist these schools is limited owing to Covid-19 economic challenges. The situation after Covid-19 is more complicated, with both opportunities and challenges. The entire arrangement must be revisited from the perspectives of text books, time frames, and session arrangements. It is necessary to provide a combination of physical attendance in schools with online education, radio/TV learning programmes, and homeschooling.

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