



COVID-19 PANDEMIC ON JOB EMBEDDEDNESS OF EMPLOYEES IN IT SECTOR: A REVIEW STUDY

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ABSTRACT:

This review paper considered various factors as captured in the job embeddedness of employees in IT sector of Northern India. A review paper of the existing literature on covid-19 pandemic on job embeddedness of employees in IT sector. In this study review the covid-19 situation in IT and it is also affected various sector such as the education sector, the food industry etc. The aim of the study is to know about the various factors such as the organization revenue and the workplace during the pandemic situation shifting from office to home and also flexible working during the situation of COVID-19 pandemic also affecting the job embeddedness of employees in IT sector of Northern India. The study uses existing literature review to know about the job embeddedness and covid-19 pandemic factors affected it. This review paper is based on the reviews of different studies, authors about to find out the various dimensions and the situation of covid-19 pandemic are affected on the job embeddedness of employees in IT sector. So that, basically this paper is based on several review papers.

Keywords: Covid-19, Job Embeddedness, Employees.

1. INTRODUCTION

According to the (WHO, 2020a, b) World Health Organization on 11th March, 2020, declared an epidemic of the highly contagious COVID-19. The COVID-19 virus malady was first found out in China Wuhan in December 2019. As at 30th January 2020 WHO declared the coronavirus outbreak a public health emergency of global concern. Information Technology sector is a major platform in this world. An employee are the most important key assets in any organization. In recent times the coronavirus pandemic currents a massive challenge to government worldwide from various to struggling companies to the strengthening of its sector employees the COVID-19 virus has affected IT sector globally resulting through the leave the job. Therefore, the COVID-19 pandemic on a global scale has manifested a potential effect of the pandemic on the social and economic life of employees in the IT sector. Furthermore, the situation of COVID-19 on the job embeddedness in IT sector was is variegated. According to European Commission, (2020) in the recent situation of the COVID-19 pandemic for almost all companies'

business situation are changed overnight. So that, the main aim of this review paper is to highlight the various factors are effects of employees face during the COVID-19 pandemic.

2. JOBEMBEDDEDNESS

The literal meaning of Job Embeddedness defines to the connection of an employee have to their current job, colleagues which keep an employee from quitting their jobs (Halbesleben and wheeler, 2008). In a broad sense, mainly the combined forces that keep an employee from quitting his/her job and also includes various factors like co-workers, and other fringe benefits such as job tenure and promotional opportunities (Yao et al., 2004). Furthermore, several factors that also affect an individual retention, it is too highly effectively predictor of an employee turnover behavior than the prior factors, like job design, job satisfaction, job salary and organizational commitment (Mitchell et al., 2001).



According to Mitchell the job embeddedness is mainly two dimensions. Firstly, an individual has a set of attachment to their current job and the employer is known as organization embeddedness is also known as on-the-job embeddedness. The second main dimensions of an employees have with their life out of work is known as community embeddedness is also known as off-the-job embeddedness. So that, these dimensions are further divided into sub-dimensions i.e., Link, Fit and Sacrifice.

2.1 Link

According to Mitchell and Lee, (2001) Link is the first dimension which describe the fastens that an employee has to other employee, co-workers or group members in any organization. So that the individual's formal as well as informal connections.

2.2 Fit

Another dimension is the fit which expresses the perceived conformability and ease of an employee with the various essentials such as skills, knowledge and objective of their host organization. Further more, according to Lee et al., (2004) the superior the fit of an employee to any organization, the stronger their fastens to it.

2.3 Sacrifice

Finally, the last and important dimension is the Sacrifice, according to Mitchell and Lee, (2001) it is describing the material costs, emotional and psychological of quitting an organization.

So that all these dimensions of job embeddedness are the most important role play in any organization as well as community. In other addition, these dimensions are further divided into sub-dimensions of on-the-job embeddedness and off-the-job embeddedness. The organization embeddedness such as fit organization, link organization, and sacrifice organization. Furthermore, the community embeddedness such as fit community, links community and sacrifice community. All these sub dimensions are the most important role play in any organization as well as community.

3. LITERATURE REVIEW

3.1 Factors affecting Job Embeddedness

There are few studies on the COVID-19 on job embeddedness in the literature. The main purpose of this review research is to discuss the effects of COVID-19 and epidemics on the IT Sector. The covid-19 pandemic has affected all sectors.

Table 1: Review Studies on Job Embeddedness

Author(s) (Year), Country	Research Method	Demographic Variables	Factors of Job Embeddedness
Jamal M.T., et al., (2021), India	Empirical	Gender	Job Resources, Job Demand, Strain, Wellbeing
Rosman M., and Tomine P., (2021) Singh N., et al. (2021), India	Empirical	Age, service, education Gender, age, Marital Status,	Physical symptoms, Emotional symptoms, Behavioral symptoms Satisfaction with life, Perceived
Simpeh F., et al., (2021), South Africa	Empirical	Experience, type of organization, Education Gender, Organizational type, Years of experience, Educational level, Size of employees, Equipment ownership and Annual turnover	vulnerability of job loss, financial well-being, emotional well-being Lack of compliance, Cost of implementing Covid-19 measures, Superstition



Ali I., et al., (2021)	Empirical	Gender, age. Marital status, Tenure,	Psychological Climate, Psychological Capital, Employee Performance, Jobembeddedness
Lee H., et al., (2021)Australia	Empirical	Age, type of contract, number of years	Psychologicalsafety, emotion, organizational, supervisory andco-worker support
Agyekum K., (2021)Thailand	Empirical	-	Working rate,workforce, social distancing

4. DISCUSSION

Now a days, the social system is going through a mammoth change like never. In any organization for an individual the effect of loss of job due to covid-19 because becomes an even high server due to non-appearance of any sponsored and employment. In recent studies several relative factors reviews are suggested that IT sector

employees are concerned about the changing the work status, health and environment etc. So that this can be this can be contrarily affected their satisfaction level with their employee life. In addition, the physical distancing, sanitizers, facemask and hand gloves became an integral part of life. So that, the present pandemic situation has given thrust to the factual whole world.

5. CONCLUSION

In this review paper our findings shed fluorescence the coronavirus pandemic has introduced a new normal life in the lives of the populations of the countries across the whole world. During this situation as people continue to comply with to the various safety protocols of a social distancing, the use of face masks and frequent washing of hands etc. The mainly this new normal life of human being will have changing new ways of living for survival in the world. The mainly any IT company to run a profitable growth successful organization need to conforming themselves for increased uses on technology of cutting-edge and also invest efforts in increasing the employee experience. During the covid-19 pandemic situation this may requirement lots of training and also the sensitization for employees to concede then ewerways of working in IT company. So that, a successful organization as well as community will be people centric and also invest efforts to safeguard organizational environment.



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