



**ST. MARY UNIVERSITY
FACULTY OF BUSINESS ADMINISTRATION**

**THE EFFECT OF COVID-19 ON EMPLOYEE JOB
PERFORMANCE: THE CASE OF LIDETA SUB CITY
ADMINISTRATION**

BY

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ADDIS ABABA, ETHIOPIA

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BY

AFOMIA SHIRGA

**A THESIS SUBMITTED TO THE SCHOOL OF GRADUATE STUDIES OF ST.
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ADDIS ABABA, ETHIOPIA

**St. MARY'S UNIVERSITY
SCHOOL OF GRADUATE STUDIES
DEPARTMENT OF GENERAL MBA**

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DECLARATION

I, the undersigned, declare that this thesis is my original work, prepared under the guidance of Asst. Professor Shoa Jemal. All sources of material used for the thesis have been duly acknowledged. I further confirm that the thesis has not been submitted either in part or in full to any other higher learning institutions for the purpose of earning any degree.

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St. Mary's University, Addis Ababa

Signature

June, 2021

ENDORSEMENT

This thesis has been submitted to St. Mary's University, School of Graduate studies for examination with my approval as a university advisor.

Advisor

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June, 2021

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LIST OF ACRONYMS/ABBREVIATIONS

COR	conservation of resource theory
COVID-19	corona virus
PRISMA	preferred reporting items for systematic reviews & meta-analysis
SARS-COV-2	severe acute respiratory syndrome corona virus 2
SPSS	statistical package for social sciences
WFH	work from home
WHO	world health organization
ANOVA	analysis of variance

ABSTRACT

This study aimed to assess the effect covid-19 on employee job performance in lideta sub city administration. The study was followed quantitative approach, data was collected from primary sources. Primary data from close ended questionnaire. The researcher was used probability sampling particularly simple random sampling technique. The total population of this research is employees of lideta subcity administration. The researcher distributed questionnaires to samples in randomly selected employees. In this study, all employees have equal chance. From the total population of 1153 employees in the administration 80 sample respondents were selected. The collected data were analyzed using statistical package for social scientists (SPSS) version 20 to describe the study variables. The study conducted that the effect of social distance, stress, medical supplies and work environment on employee job performance. The administration should give attention to especially social distance in the work place. The correlation result indicated that there was positive relationship between medical supplies, working environment and social distance of independent variables except stress which have negative relationship with job performance. And it is found that the independent variable have a 35.7% influence on dependent variable. Regression was used to investigate the relationship between dependent and independent variables. Therefore the positive slope indicates that employee job performance increases as social distance construct increases. There in 0.369 increase in employee job performance for one unit increase in social distance. This means that the more the organization applied social distance the employee job performance will be high and also the sig value is .000 which is less than 0.05. based on the research findings and conclusions the organization recommended to apply social distance in work place for better employee job performance and try to avoid covid -19 related stress.

Key word: medical supplies, stress, working environment, social distance, employee performance

CHAPTER ONE

1.1 Background of the Study

Corona viruses are a family of viruses that circulate among animals, but can also be found in humans. At the end of 2019, a new type of virus, which has not previously been identified in humans, has been detected in Wuhan, China (Hubei province). While the agent was originally novel corona virus, it was then analyzed and called SARS-CoV-2 infection and the disease was considered as Covid-19. The new corona virus, now called SARS-CoV-2, can cause mild, nonspecific symptoms including fever, cough, shortness of breath, muscle pain, and fatigue the virus is transmitted through respiratory droplets. The estimated incubation period is 2-14 days (Covid-19, 2020). Severe pneumonia, acute respiratory distress syndrome, sepsis, and septic shock may develop in more serious cases (Zhou, Zhang, Tian, & Xiong, 2020). No vaccine and treatment has yet been found to prevent the corona virus disease (COVID-19), which appeared in 2019. However, researchers are working hard to learn more about the corona virus, which has emerged as a new disease, and to develop vaccines and continue various vaccine development tests.

Currently, the whole world is being hit by a concern about the spread of the covid-19 virus that does not know the time and place. Amid the current outbreak of the covid-19 virus, many workers must be closed, isolated or worked from home as directed by the local government to reduce the spread of this virus (Fachriansyah, 2020). However, there are still companies that continue to operate with a record of employee shifts or made virtual to keep getting income from the business. This is a challenge for the company facing the corona virus pandemic on how to maintain employee motivation at work. Companies that continue to run their business amid the covid-19 virus outbreak should be equipped with a supply of masks and hand sanitizers to provide security to their employees, but the fact is that many workers, especially those in the lower classes are not equipped with safety equipment and extensive knowledge about the covid-19 virus (Syakriah, 2020a; Grimaet *al.*, 2020).

Recently, Corona Virus (Covid-19), which first appeared in Wuhan province of China, has spread rapidly all over the world and has emerged as a global threat. Scientists are concerned

about the increasing destruction and are working hard to develop vaccines. Like other pandemic outbreaks in history, Covid-19, as a new type of corona virus and therefore with no cure and vaccine yet, is worrying due to the fact that it spreads rapidly and affects all areas in the world, results in fatal cases with rapidly increasing mortality rate, and that only a few people has immunity against the virus (Qiu et al., 2017). Therefore, it is inevitable to take some measures based on the pandemics experienced in the past, so employees need to work from home or at a minimum if they keep working, they must be equipped with masks, physical distance and hand sanitizer policies to protect themselves so that they can cut off the spread of this virus (Desk, 2020).

Table 1.1 corona virus cases

In worldwide and in Ethiopia the cases recorded are:

	Confirmed	Recovered	Deaths
Worldwide	93,051,654	51,312,887	1,991,997
Ethiopia	129,922	114,749	2,008

Source: WHO

Watch for symptoms

People with COVID-19 have had a wide range of symptoms reported – ranging from mild symptoms to severe illness. Symptoms may appear **2-14 days after exposure to the virus**. People with these symptoms may have COVID-19 (centers of disease control and prevention, 2019)

- Fever or chills
- Cough
- Shortness of breath or difficulty breathing
- Fatigue
- Muscle or body aches
- Headache

- New loss of taste or smell
- Sore throat
- Congestion or runny nose
- Nausea or vomiting
- Diarrhea

To define motivation we can say it is an aspect that is approached by different work levels from senior to junior levels in the work place as employees up to all other workers and people in the organization. But, it is the manager role to start the motivation process and open the door for employees to add their inputs on what does really motivates them and it should be as a strategy to achieve businesses goals through their main assets which are people. Furthermore Grander and Lambert (1972), defined motivation as it is about the moving employees toward doing the job and achieving the goal through rewards.

Motivations contribution to productivity in organizations is highlighted by Armstrong (2001) who asserts that issues regarding motivation should be closely monitored in organizations because they affect the sustenance of high levels of performance through people; from whom management expects results that are in accordance with organizational goals and objectives. Performance involves employees, application of their abilities and efforts; that is why employee motivation is so vital to overall performance of any organization. An organization becomes successful when its leadership is strong, engaged and promotes motivation.

1.2 Definitions of Terms

- **Job performance-** is defined as the total expected value to the organization of the discrete behavioral episodes that an individual carries out over a standard period of time. (<https://www.sciencedirect.com/topics/social-sciences/job-performance>)
- **Motivation-** is the set of processes that arouse, direct, and maintain human behavior toward attaining some goal.(Greenberg and Baron (2003) p 190)

Components of motivation:

1-Arousal: this is the drive, the energy, or the reason behind our actions.

2-Direction:It is the choices that we make, the direction my behavior takes

3-Maintaining:the persistence on the actions to behavior reaching goals

- **Covid-19**-is an infectious disease caused by a newly discovered corona virus.(www.who.int/health-topics/coronavirus)
- **Employee**-a person employed for wages or salary, especially at non-executive level.(oxford dictionary)

1.3 Statement of the Problem

Corona viruses are a family of viruses that circulate among animals, but can also be found in humans. At the end of 2019, a new type of virus, which has not previously been identified in humans, has been detected in Wuhan, China (Hubei province). While the agent was originally novel corona virus, it was then analyzed and called SARS-CoV-2 infection and the disease was considered as Covid-19. The new corona virus, now called SARS-CoV-2, can cause mild, non-specific symptoms including fever, cough, shortness of breath, muscle pain, and fatigue The virus is transmitted through respiratory droplets. The estimated incubation period is 2-14 days (Covid-19, 2020). Severe pneumonia, acute respiratory distress syndrome, sepsis, and septic shock may develop in more serious cases (Zhou, Zhang, Tian, &Xiong, 2020). No vaccine and treatment has yet been found to prevent the corona virus disease (COVID-19), which appeared in 2019. However, researchers are working hard to learn more about the corona virus, which has emerged as a new disease, and to develop vaccines and continue various vaccine development tests.

As the corona virus spread rapidly in China, by the end of January 2020, the World Health Organization (WHO) declared a state of emergency, announcing that the current disease had reached levels that would threaten public health around the world (WHO, 2020b). The situation has progressed rapidly and more and more cases have been identified, including in Europe. For the first time (as of February 25, 2020), the number of cases reported in countries other than China has exceeded the number of cases in China. The World Health Organization reports the situation on a daily basis. As of April 9, 2020, 1,536,677 confirmed cases were detected world wide and 89,907 deaths occurred. Iran, Italy, Spain, France, Germany and the United States have experienced the outbreak at the highest levels after China (World meter, 2020). The Centers for Disease Control and Prevention (CDC) have developed a test to diagnose COVID-19 in respiratory and serum samples from clinical specimens and the test has begun to be used for the detection of certain cases (NIH, 2020).

With the emergence of any pandemic, it should be considered to take some measures in organizations in order to prevent the pandemic from rapidly transmitting from human to human. First of all, WHO advises individuals who do not feel well in schools (such as those suffering from high fever, cough, or sore throat, etc.) to stay home and stay away from the work environment until their symptoms disappear (WHO, 2009a).

Based on the student researcher observation and discussion with the Lideta Sub City Administration senior officials the following problems have been identified on the effect of covid-19 on the organization. Job performance is very critical factor in every organization. As we all know this pandemic crisis have a very bad effect on every organization performance and also citizens' lifestyle. When we see the core elements of job performance these are; productivity, team work and decision making. Employee productivity is measured how much of something an employee has produced. So at this time many employees are not on their job position because of lockdown also the productivity was decline. Team work is usually considered as an important factor especially in the work place. Team work can be gauged on how successfully an employee works with others to achieve desired results on this situation corona virus did not allow communicating and working with others. According to management job performance and employee motivation is highly related if one employee has motivation his/her job performance will be high. Motivation is considered as a predictor of job performance. In other words, the determinants of employee job performance were motivation, aptitude and skill. Thus, motivated employees help the organization to become more success because motivated employees are consistently looking forward to improve their work performance(Ali &Ahmed, 2009). Motivation plays an important role in employee's productivity quality and speed of work. When employees lack motivation this factors are greatly affected. These are: during the covid-19 pandemic most of the organizations employees were stressed and the organization was not ready for this change & some others did not plan for the contingencies with appropriate technical support. At the beginning of this crisis In Ethiopia, no one was caring about the virus and most of the peoples were not wear mask and use hand sanitizers to protect themselves. And as we all know Ethiopia is developing country the country did not have an adequate supply of medical supplies and all the peoples do not have equal economic standard to resist this time.. As we all know corona virus highly distributed in lideta sub city, when we see only in the organization 8 employees was attacked by covid-19. We might have heard the old

adage ‘one spoilt apple can spoil the whole basket’ in this case if one employee ill or have symptoms of covid-19 that one can distribute the virus to other employees. So the employees become ill, stress, worried and demotivated on their job.

1.4 Research Questions

- In what way provision of medical supplies during covid-19 pandemic affect employee job performance?
- How does covid-19 related stress affect employee job performance?
- In what way conducive working environment during covid-19 affect employee job performance?
- How does social distance affect employee job performance?

1.5 Objectives of the Study

1.5.1 General Objective

The general objective of the study is to assess the effect of covid-19 on employee job performance in Lideta Sub City Administration.

1.5.2 Specific Objectives

- To assess the provision of medical supplies during covid-19 pandemic affect employee job performance.
- To investigate how does covid-19 related stress affect employee job performance
- To identify how does conducive working environment during covid-19 affect employee job performance.
- To investigate how does social distance affect employee job performance.

1.6 Significance of the Study

The study intends to provide the following significance.

- ✓ It serves as a reference for the future researchers who have a desire to conduct research in the area.
- ✓ It indicates the effect of covid-19 on employee job performance at sub-city.

1.7 Scope of the study

This study was conducted on Lideta Sub City Administration and the study was focused on the effect of covid-19 on employee job performance 2012 – 2013 E.C. conceptually factors affecting spread of covid-19 are many. However, in this study medical supply, stress, working environment and social distance has been used to see their effect on employee job performance. The study employed descriptive research designs with quantitative approach. Geographically Addis Ababa city administration has many sub cities among this lideta sub city has been used as focus of the study.

1.8 Limitation of the study

The possible sources of the limitations of the study might include:

- ✓ Certain respondents was not willing to respond the interview by afraid of corona virus.
- ✓ The study involved only a few people due to corona virus.

1.9 Organization of the paper

The research paper was organized in such a way that the first chapter introduced the overall purpose of the research and explains why the study was important. Chapter two deal with review of the theoretical literature and Empherical review definition of job performance, motivation and covid-19. Chapter three deal with research design and methodology. Chapter four deals with data description and presentation. Finally Chapter five deals with summary, conclusion, recommendation and suggestion for future research.

CHAPTER TWO

REVIEW of RELATED LITERATURE

2.1 Theoretical Literature

2.1.1 The Concept of job performance

Every employee working within the organizations expected to perform his or her Job in a dependable way. He or she is responsible for successful performance of tasks and duties involved in the job according to the employment contract. Employees accept certain Job assignments and agree to do them dependably. They should feel a sense of responsibility for doing them well (Opatha, 2019). Some of the definition of job performance provides clear insight of it and they can be extensive used for this research study. According Moorhead and Griffin (1999) job performance is made up of all work- related behavior. Job performance is the accomplishment of those tasks that comprise a person's job (Porter and Lawler, 1968). It means execution of total set of Job related tasks. The tasks that should be performed are different from one job to another.

Job performance is very critical factor in every organization. It is the basis of the success of an organization which, in all aspects, is dependent on individual employee performance. In other words, if an individual performs according to the expected standards, then organization performance will be enhanced and improved (Cheggin 2019) it is therefore, logical that job performance is an extremely important criterion that relates to organizational outcomes and success. Given the importance of employee job performance, management has to carry out an in-depth analysis of their employees and find out the determinant factors that will increase high employee job performance. Factors used to measure an individual job performance vary from one field of work to another.

DeWitt (2010) goes onto affirm that decision making as an indicator of performance shows how well an employee is able to judge a given work situation and respond to it. Macleod and Brady (2008) on the other hand, refer to the concept as the ability of the employee to manage his time and allocate resources effectively. How to gauge this will differ from one organization to another. Robertson *et al*(2012) assert that some businesses look for quick decision-making, the ability to make snap judgments with limited information, while others prefer employees to think

Carefully and research before responding to customers or project activities another aspect that can be observed as and measurement of employees' job performance is their consistency. According to Runny(2007) employees' consistency can be gauge by looking at how they demonstrate their ethical business practices, like not stealing the employer's time, and if they are working in the accounts department how trustworthy they are. Consistency on the side of employees is certainly a positive trait. Here the study are looking at how consistent they are with their values, how much innovation, planning and organizational skills an employee displays plus how much initiative an employee has toward meeting required goals. Once all these re consistent, an employee is rate to be a high performer. Consistency indicators, affirms Runny (2007), help supervisors determine the level of an employee's integrity and credibility.

Team work is usually considered as an important factor especially in the work place. Job performance in terms of team work can be gauged on how successfully an employee works with others to achieve desired results. (Macleod and Brandy (2008) this ability, assert Blois, Cook and HunSaker (2007) can be easily assessed on how an employee communicates with his/her coworkers; this can be seen on how one expresses their ideas and information appropriately and with efficiency. A good employee demonstrated great ability in teamwork during scenarios of conflict resolution. Robertson *et al*(2012) concur by saying that, if an employee has what it takes, they should be able to express different points of view in a non-threatening way, having knowledge about when it is appropriate to compromise and when it is important to take a stand. As a committed team member, an employee should maintain a high level of character and a professional attitude with an ability to conform and promote the company's standards of conflict. Lastly, they should be people who are self-motivated and strive to learn to improve and take on responsibilities. (Robertson *et al*2012)

Borman and Motowidlo (1993) presented a model of job performance which reflected such behaviors that were comprehensive of job performance specialty, classified as either task or relative performance. In the performance literature, a distinction is made between in role and extra-role performance (Katz and Khan, 1978). Extra role performance is also conceptualized as organizational citizenship behaviors (Smith, Organ, and Near, 1983). Based on this research, Borman and Motowidlo (1983) suggested that performance can be divided in two parts, task and contextual performance.

2.1.1.1 Task performance

Task performance involves the effectiveness which employees perform the activities that are formally part of their job and contribute to the organization 's technical core and studied that appropriate performance referred to those behaviors that maintained the vast social environment in which the technical core must function. It included more unrestricted behaviors that assisted the organizations to function.

2.1.1.2 Contextual performance

Contextual performance comprises organizational activities that are volitional not prescribed by the job, and do not contribute directly to the technical core. Contextual performance includes activities such as helping, cooperating with others, and volunteering, which are not formally part of the job but can be important for all jobs.

2.1.2 The Concept of Motivation

According to Hoy and Miskel (1987) employees' motivation is the complex forces drives, needs tension states or other mechanism that starts and maintains voluntary activity directed towards the achievement of personal goals.

According to Robbins and Judge (2018), motivation is an intensity, direction, and persistence of an employee's effort in order to accomplish a goal." Intensity is about how strongly an individual attempts. Majority of us concentrate on intensity when we think about motivation but high intensity not assure best output unless it is through with the right direction that consistent with the firm objective and benefits the firm. The persistence dimension is about how long an individual keep up its attempts. Motivated staffs staying on the job long enough to attain their objectives. Motivation can be categorized into extrinsic and intrinsic motivation. Extrinsic motivation is related to external factors like salary and fringe benefits and promotion. Intrinsic motivation is related to internal factors like job satisfaction, responsibility, challenging work and achievement, appreciation and recognition (Kinicki, Cole, Digby, & Natash, 2014).

2.1.3 Types of motivation

Motivation at work can take place in two ways

- A. **Extrinsic motivation:** it is refers to what is done to and for people to motivate them. It arises when management provides such rewards as increase pay, praise or promotions (Armstrong, 2006). Extrinsic motivation is a behavior that is influence by external rewards, praise or positive feedback money and the absence of punishment are example of extrinsic motivation (Deci, 1980).
- B. **Intrinsic motivation:** this is derived from the content of the job. It can be described as the process of motivation by the work itself in so far as it satisfies people's needs or at least leads peoples to expect that their goals will be achieved. Intrinsic motivation is self-generated in that people seek the type of work that satisfies them. The factors affecting intrinsic motivation include responsibility(feeling of the work is important and having control over one's own resources, freedom to act, scope to use and develop skills and abilities, interesting and challenging work and opportunities for advancement (Armstrong, 2006).

2.1.4. Theories of Motivation

There are many theories that trying to elaborate the nature of motivation. Mullins, et al. (2006), classified those theories in to two broad categories Content theories and Process theories. The Content (Need) Theories Content theories are trying to elaborate those specific issues which really motivate an employee at work. Theories under this category are deals with identifying employee's needs and their comparative ability, and the objectives they pursue to satisfy these needs. Generally, content theories focus on the nature of needs and the factors what motivates. Theories that are included under content theories are Hierarchy needs theory (Maslow's hierarchy of needs), ERG theory, Herzberg Two Factor Theory and Acquired needs theory (McClelland's/Learned need theory).

2.1.4.1. The Content (Need) Theories

Content theories are trying to elaborate those specific issues which really motivate an employee at work. Theories under this category are deals with identifying employee's needs and their comparative ability, and the objectives they pursue to satisfy these needs. Generally, content theories focus on the nature of needs and the factors what motivates. Theories that are included

under content theories are Hierarchy needs theory (Maslow's hierarchy of needs), ERG theory, Herzberg Two Factor Theory and Acquired needs theory (McClelland's/Learned need theory).

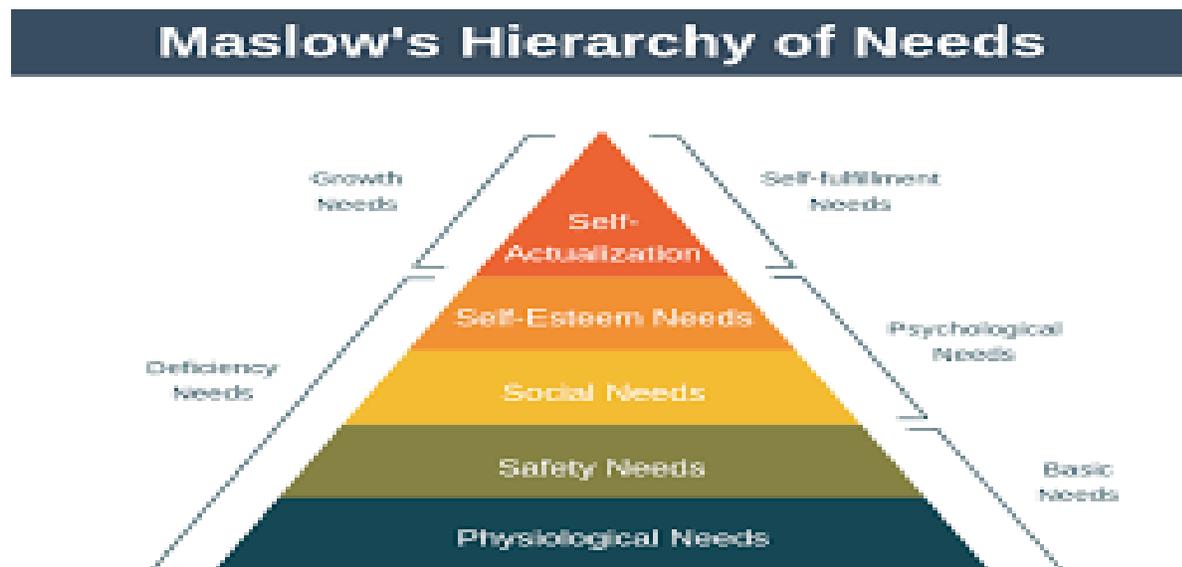
2.1.4.1.1 Hierarchy Needs Theory (Maslow's Hierarchy of Needs)

Abraham Maslow's hierarchy of needs theory is the most popular content (need) theory of motivation (Kinicki et al. 2014). He listed out that each person has a hierarchy of five needs:

- Physiological needs: the needs for food, shelter, clothe, and other basic needs.
- Safety needs: the needs for security and protection.
- Social needs: the need for affection, acceptance, belongingness, and friendship.
- Esteem needs: the need for internal esteem and esteem of others, internal esteem includes self-respect, confidence, independence, strength, achievement and esteem of others includes reputation, status, recognition, attention and appreciation.
- Self-actualization need: the need for achieving one's potential, and self-fulfillment, becoming what one is capable of becoming.

As each of these needs essentially satisfied, the next need becomes more crucial and essentially satisfied need will no longer motivate. Therefore, if someone needs to motivate somebody, according to Maslow, first it is necessary to understand the level of hierarchy that person is currently on and emphasis on satisfying that person's needs.

Figure 2.1 Hierarchy Needs of Abraham Maslow's Source:



2.1.4.2 ERG Theory

It is an alteration or adjustment of hierarchal needs of Abraham Maslow and it's introduced by Clayton Alderfer. Kinicki et al. (2014), according to Alderfer basic human needs classified in to three groups namely Existence, Relatedness, and Growth. The existence group is about basic material necessity which what listed in physiological and safety needs of Maslow. The relatedness is about the needs for developing relevant interpersonal relationships and it's related with social need and esteem of others need of Maslow's. The growth is about intrinsic desire for personal development and aligns with Maslow's need for internal esteem and self-actualization need. According to Alderfer's ERG theory in addition to replacing five needs to three, two needs may go simultaneously.

2.1.4.3. Herzberg's Two Factor Theory

There are two factors namely hygiene factor and motivators that affect motivation and performance. According to Mullins et al.(2006),The hygiene factors are organizational policy, work conditions and external to the job itself and become reason to dissatisfaction if not present and if present no dissatisfaction but not satisfaction. The motivating factors are those factors if present used to motivate employees to enhance performance which are accomplishment, recognition, accountability, work itself and intrinsic to the job itself and become reason to satisfaction if present however, if absent cause to no satisfaction but not dissatisfaction

2.1.4.4. Acquired-Needs Theory of David McClelland's

It is also named as Learned Need Theory or the Three-Need Theory. Kinicki et al. (2014), as the name indicate the three-need theory emphasis on three needs namely achievement, power, and affiliation.

- Achievement need: The force to succeed, to attain the plan.
- Power need: The need to influence others in order to behave in attaining organizational goal.
- Affiliation need: The need for good friendly interpersonal relationship.

2.1.4.2. Process Theories

Process theories: trying to identify the relationship between the dynamic variables which increase motivation. These theories are interested more with how behavior is begun, directed and maintained. Process theories focus on the real process of motivation. The theories under process theories are Expectancy theory, Equity theory, Goal theory and Attribution theory.

2.1.4.2.1. Expectancy Theory

According to DuBrin (1978), how hard an employee does their job actually depends on what they anticipate to benefit in achieving organizational goal to satisfy their personal goal is the basic assumption of expectancy theory.

2.1.4.2.2. Equity Theory

According to Mullins et al. (2006), Equity theory emphasizes on employee's feelings of how fairly they are treated in an evaluation of relative to the treatment others received for the same type of job and performance of job.

2.1.4.2.3. Goal Theory

It is one of the basic functions of the management to support the employees in order to achieve their goals and to give the required guidance and/or assistance in order to ensure that the employee's goals are compatible with the organizational goals (Kinicki, et al. 2014).

2.1.4.2.4. Attribution Theory

According to Brooks (2006), Attribution is the key reason for both our behavior and others behavior and it can be internal and external attribution. The internal attribution comes from our personal attributes and we have some control over it whereas, the external attribution comes from external factors in the organization.

2.1.5. The Effects of covid-19 on Employee motivation

The best way to make the staff hard worker and enjoying the job is motivation. Companies in this dynamic and competitive world are attempting to consistently develop and motivate their staffs to assist in achieving high performance with various motivational packages. (Shahzadi, Javed, Pirzada, Nasreen, & Khanam, 2014). Even though, employees with specific, measurable, attainable, realistic and time bounded what we called smart objectives, the required skills and experience they are not perform their best without adequate motivation.

The impact of corona virus on human body is well known and more research is underway but what it does to the human behavior and the psychosocial effects are yet to be unraveled. To dive deep into the behavioral consequences of such pandemic, 23 in depth interviews (Male 12; female 13, average age of 39 years) were conducted with middle level managers in public and private service industry of Riyadh, Saudi Arabia. Using the Conservation of resource theory (COR), this paper explores the employee's perception of different types of stressors and examines a variety of coping mechanisms including the type of organizational support provided during this crisis. The findings of the interview suggest that the stress levels were moderate to high among all the participants. The main themes emerged from the interviews were categorized into five; (i) Triggers of stress (ii) Organizational support (iii) Coping strategies & resources (iv) Blurred boundaries during WFH and (v) Positivity in this crisis. The study presents an integrated Stress Model with key triggers, coping strategies (resources), organization support and outcome. The triggers inducing stress includes fear of unknown, ineffective communication at work, lack of clarity and direction, interruptions during WFH resulting in loss of resources like time and energy. All this might disturb employee's mental health leading to prolonged stress or even psychosomatic diseases. Therefore, it is an important issue which needs to be given priority in all organizations. The findings support the notion that there is a dire need for psycho-social support, community support and an effective system of organizational support to sustain employee's emotional and mental wellbeing. The findings of the study are valuable and have urgent policy implications for devising a special EAP for crisis like COVID-19 and any future cases. Although the lockdown would be gradually eased, organizations need to rethink about different alternatives to work. The need of the hour is to be more agile and flexible to foster creativity and innovation.(Dr. Jolly Sahni, p 35-48, 2020)

2.1.6. Employee Motivational Packages

The concern of the study is to analyze the effect of motivational packages on employee motivation because motivational packages have a major impact on the employee's motivation by linking the individual or employee's need (goal) with organizational goals. Companies that is able to motivate their staffs consistently by different motivational variables their staffs will be satisfied, be loyal to their company and performs their best that leads to customer satisfaction and organizational success and prosperity. In current situation employees need health supplies

like sanitizer, gloves and face masks. Food supplies like fruits, vegetables, legumes and all greens. Hygiene supplies like soaps, more of water.

But as we see in management there are different motivational variables that affect the employee's motivation. They are:

2.1.6.1. Money

Money is a major motivating variable for most of peoples in different form either in salary and fringe benefits or in other form that satisfies various needs. Money is a crucial factor for human beings to meet basic physiological needs and safety need. In addition as money gives ability to purchase something that indicate the status of that person money also satisfies esteem needs (Ofelia Robescu, 2016).

2.1.6.2. Recognition

Recognition is a reward for well performed staffs. Companies recognize their staffs in various ways either orally or in written form and officially or inversely but the important thing is that as money is not the only factor under any condition to motivate employees, today companies use recognition as a motivational variable to increase their staffs motivation without incurring much expense(Ofelia Robescu, 2016). Various authors state that recognition has significant impact on the employee's motivation as the same as other factors.

2.1.6.3. Working Environment

In today's modern and intensive competitive business world companies have a legal and social responsibility to create a supportive working environment that is free from unnecessary hazards and companies must be recognize that the need to create conducive work environment for their staffs and spend a lot to bring this pleasant work environment to their staffs in order to survive and prosper their business for a long period of time (Decenzo& Robbins, 2010). Employees need that their working environment to be safe for their physical as well as mental health with the necessary and adequate tools and equipment that support their comfort and achieving the organizational goal by performing their best.

2.1.7. Levels of Employee Motivation

According to Robbins et al. (2018), there are three levels of employees' motivations.

- (1) The direction; it refers to consistency with organizational goal.
- (2) The level of intensity; it refers to how strongly an employee's attempt.
- (3) The level of persistence; it refers to how long an employee's keep up its attempt.

Kinicki et al. (2014), the level of motivation is different from one person to other person and even it is different in one person at different circumstances. Organizational staffs satisfaction will leads to customer satisfaction which in turn leads to organizational success. In today's competitive world companies are trying to retaining staffs that have the abilities to provide excellent service because the satisfactions of their customers rely on their staffs to deliver excellent service to their customers (Khan, 2010).

2.2. Empirical Review

Christian WiradendiWolor, Solikhah, DewiSusita, S.Martono (2020) in this journal the researcher tries to assess How to Maintain Employee Motivation amid the Covid-19 Virus Pandemic. This research is a systematic review using the PRISMA (Preferred Reporting Items for Systematic Reviews and Meta-analysis) method which is carried out systematically by following the correct stages or research protocols. A qualitative approach is used to frame, analyze, and provide comprehensive solutions in maintaining employee motivation amid the pandemic Covid-19 virus. Various scientific articles are taken from specialized journals to help build the most prominent elements in describing work motivation in a dangerous environment, based on several important points explained by different authors (Moreno, Lafuente, Carreón, and Moreno, 2017). The researcher conclude his research by recommend the company these ideas: Keep working is a choice that must be made by employees to continue to meet their daily needs. However, amid the Covid-19 pandemic virus, attention needs to be paid to employee's safety and security. The company must establish policies to support the safety and security of its employees while continuing the operations of the company. Through this article, we recommend two different approaches that companies must pay attention to maintaining employee motivation at work.

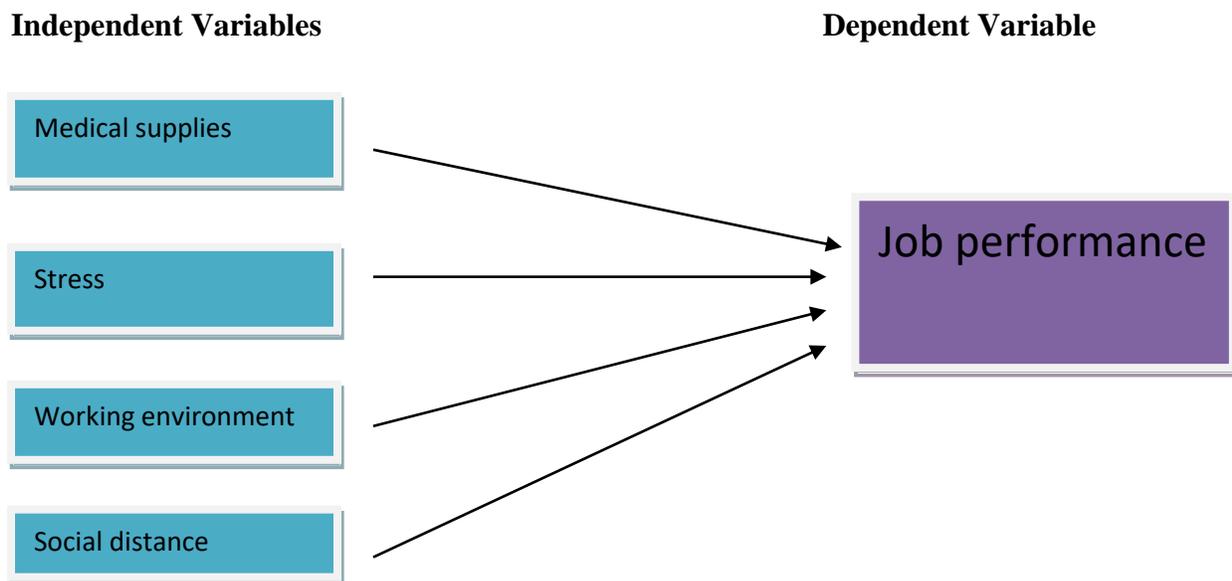
Dr. Jolly Sahni. (2020) in this study of Impact of COVID-19 on Employee Behavior: Stress and Coping Mechanism during WFH (Work from Home) Among Service Industry Employees. This study is undertaken to have an insight on how organizations and individuals adapt to these

changes and challenges. The impact of corona virus on human body is well known and more research is underway but what it does to the human behavior and the psychosocial effects are yet to be unraveled. To dive deep into the behavioral consequences of such pandemic, 23 in-depth interviews (Male 12; female 13, average age of 39 years) were conducted with middle level managers in public and private service industry of Riyadh, Saudi Arabia. Using the Conservation of resource theory (COR), this paper explores the employee's perception of different types of stressors and examines a variety of coping mechanisms including the type of organizational support provided during this crisis. The findings of the interview suggest that the stress levels were moderate to high among all the participants. The study presents an integrated Stress Model with key triggers, coping strategies (resources), organization support and outcome. The triggers inducing stress includes fear of unknown, ineffective communication at work, lack of clarity and direction, interruptions during WFH resulting in loss of resources like time and energy. All this might disturb employee's mental health leading to prolonged stress or even psychosomatic diseases. Therefore, it is important issues which need to be given priority in all organizations. The findings support the notion that there is a dire need for psycho-social support, community support and an effective system of organizational support to sustain employee's emotional and mental wellbeing. The findings of the study are valuable and have urgent policy implications for devising a special crisis like COVID-19 and any future cases. Although the lockdown would be gradually eased, organizations need to rethink about different alternatives to work

Dr. Öğr. Üyesi Canan DEMİR YILDIZ, Mehmet Cihat DEMİR,(2020) in this article they raised different issues according with covid-19 pandemic disaster and role of schools For short-term interruption in education, schools can consider using online curriculum options such as LearnZillion, Zearn, Kiddom, Duolingo, Out school, Tutor.com, and Khan Academy. Video conferencing has also progressed over the past decade with services that can be used to provide low-cost, real-time instruction such as Zoom, Google Hangout, and Microsoft Teams. Online platforms such as Google Classroom, Canvas, and Blackboard can help facilitate instruction and communication between teachers and students (Bailey, 2020). Considering that not every student equally has access to computer and the Internet, it can be said that distance education is not effective enough in Turkey.

2.3 Conceptual Framework

Based on the overall review of related literatures and the theoretical framework, the following conceptual model was developed for this specific study. As explained in the literature, covid-19 has impact on employee's job performance. Social distancing, stress, medical supplies, and working environment have been taken as independent variables while, lack of employees job performance as dependent variable. Then the following framework is developed.



Source: the researcher 2021

Fig 2.2 conceptual framework of the study

2.4 Research Hypotheses

In light of the specific objectives, the following hypotheses are investigated;

H1: provision of medical supplies to employees during covid-19 has significance effect on their job performance.

H2: covid-19 related stress has significance effect on employee job performance.

H3: during covid-19 working environment has significance effect on employee job performance.

H4: during covid-19 social distancing has significance effect on employee job performance.

CHAPTER THREE
RESEARCH DESIGN AND METHODOLOGY

3.1 Research Design and Approaches

A research design is the arrangement of condition and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. The research design for this study was a descriptive survey through only questionnaire. The purpose of using descriptive was to collect detailed and information that describe an existing phenomenon.

3.2. Population, Sample Size and Sampling Techniques

3.2.1. Research Population

According to Hair (2010), target population is said to be a specified group of people or object for which questions can be asked or observed made to develop required data structures and information. Therefore, for this study, the target populations were 1153 employees of Lideta Sub City Administration.

3.2.2. Sample Size

Malhortra and Peterson (2006) and Zikmund (2003) stated that, the larger the sampling size of a research, the more accurate the data generated. However, due to time and financial limitations and the nature of the population, sample determination method developed by Carvalho (1984) will be prefer to use by researchers as a method to determine a sample size.

Table 3.1: Carvalho’s Sample Size Determination

Population size	Small	Medium	Large
51-90	5	13	20
91-150	8	20	32
151-280	13	32	50
281-500	20	50	80
501-1200	32	80	125
1201-3200	50	125	200
3201-10,000	80	200	315
10,001-35,000	125	315	500
35,001-150,000	200	500	800

Source: Carvalho (1984)

As table 3.1 indicates the total numbers of 1153 employees of the company were the target population. Accordingly from 1153 employees 80 of them were considered as sample size of the study as per Carvalho's sample determination method, through considering the heterogeneity of sample respondents on the basis of different sections.

3.2.3 Sampling Techniques

For the purpose of this study, the researcher was used probability sampling particularly simple random sampling technique. The total population of this research is employees of Lideta Sub City Administration. The researcher distributed questionnaire to samples in randomly selected employees. In this study, all the employees have equal chance.

3.3 Sources of Data

The study was used both primary and secondary data. The primary data was collected through close ended questionnaires. Questionnaires were used because it was easy for respondents to answer; easy to analyze and response choices would clarify the question for respondents. The questionnaires were composed of structured questions and measured using 5 point Likert scale. Also the secondary data was obtained from books, records, internet and published articles.

3.4 Data Gathering Instruments

The study was used only primary data. The student researcher was used close ended questionnaire. This was prepared with two languages Amharic and English.

3.5 Procedures of Data Collection

Depending on the research, the researcher has used qualitative and quantitative data. The qualitative data was expressed in words and analyzed through interpretation and categorization, quantitative data was expressed in numbers and tables through statistical methods. And also from internet, books, published articles and journals.

3.6 Pilot Testing

To minimize the possibility of having any issues with the questionnaire, a pilot study was conducted to see if the respondents can understand and answer the questions easily (Saunders, 2009). 10 questionnaires were distributed.

3.7 Validity

Validity is the most important attribute of assessment system. It is concerned with the extent to which the evaluation measures the performance it is intended to measure. Validity is the extent to which the research findings accurately represent what is really happening in the situation (Hughey and Mussnug, 1997). To ensure content validity, the researcher was distributed and collected 10 questionnaires by the researcher in person.

3.8 Reliability

Reliability refers to the extent to which the data collection techniques or analysis procedures will yield consistent findings. Cronbach's alpha is a coefficient of reliability. It is commonly used as a measure of internal consistency or reliability of a psychometric test score for sample examiners.

According to Zikmund Babin & Griffin (2010) scales with coefficient alpha between 0.6 and 0.7 indicates familiar reliability, 0.7 and 0.8 are considered to have good reliability and 0.8 and 0.95 are considered to have good quality. Therefore, the researcher used the above mentioned literature into consideration and tested the reliability of the items which were developed for respondents and indicated table 3.2 the reliability of the table is a total sum of five items were designed to measure the level of medical supplies to change using five point likert scale. The coefficient of reliability for the scale was (0.601). A total sum of five items was designed to measure the level of stress to change using five point likert scale. The coefficient of reliability for the scale was (0.805). A total sum of five items was designed to measure the level of working environment to change using five point likert scale. The coefficient of reliability for the scale was (0.625). A total sum of five items was designed to measure the level of social distance to change using five point likert scale. The coefficient of reliability for the scale was (0.797). A total sum of five items was designed to measure the level of job performance to change using five point likert scale. The coefficient of reliability for the scale was (0.775).

Table 3.2 Reliability test statistics

Reliability Statistics		
variable	Cronbach's Alpha	N of Items
medical supplies	.601	5
stress	.805	5
working environment	.625	5
social distance	.797	5
job performance	.775	5

3.9 Method of Data Analysis

The data collected from closed ended questionnaires were analyzed quantitatively. A descriptive statistics were conducted and analyzed with frequencies and percentages. This were investigate using descriptive analysis method with the help of SPSS version 20 in frequencies and percentages and the analyzed data were interpret in tables,

3.10 Ethical Considerations

The researcher treated all the information given by employees kept confidentially without disclosing respondent's identity. The conclusion and recommendation drawn were based on the findings of research. Moreover, the literatures used here in the study were fully acknowledged. That means acknowledging the authors of books, articles and journals is necessary further with respect to the current study, the researcher has respected and complied with existing ethical principles to make the research trustworthy and acceptable by the academic communities and users of the result.

CHAPTER FOUR
DATA DESCRIPTION AND PRESENTATION

4.1 Response rate of respondents

As shown in table 4.1 about response rate, 80 questionnaires were distributed and 80 were appropriately filled and returned, which represented (100%) of the response rate.

Table 4.1 Respondents response rate

Questionnaires Distributed	Questionnaires Returned	Percentage
80	80	100

Source: own survey 2021

4.2 Demographic Background of the Respondents

The demographic profile of the respondents was presented in this part. The personal profile of the respondents is analyzed as per this gender, age, and work experience, marital status, level of education, current position, had covid-19? , how long absent from work?

Table 4.2 demographic profile of the respondents

No	Background	distribution	Frequency	Percent
1	Gender	female	45	56.3
		Male	35	43.8
		Total	80	100
2	Age	18-28	43	53.8
		29-39	34	42.5
		40-50	3	3.8
		Total	80	100
3	work experience	0-5	45	56.3
		6_10	27	33.8
		11_15	7	8.8
		16_20	1	1.3
		Total	80	100
4	marital status	Single	33	41.3
		Married	46	57.5
		Divorced	1	1.3
		Total	80	100
5	education status	Certificate	2	2.5
		college diploma	6	7.5
		1st degree	70	87.5
		2nd degree	2	2.5
		Total	80	100
6	current work position	Officer	63	78.8
		Leader	1	1.3
		team leader	14	17.5
		Chief	2	2.5
		Total	80	100
7	had covid	Yes	7	8.8
		No	73	91.3
		Total	80	100
8	how long absent from work in days	0	73	91.3
		14	2	2.5
		15	1	1.3
		17	1	1.3
		20	1	1.3
		25	2	2.5
		Total	80	100

Source own survey 2021

As shown from the table 4.1 item number 1 gender distribution of the sample, 45(56.3%) of the total respondents are female, 35(43.8%) are male. Which implies the proportion of female employees is larger than that of male employees.

As the age respondents shows as 43(53.8%) of the respondents are in the range of 18 to 28 years, 34(42.5%) of the respondents are in the range of 29 to 39 years, 3(3.8%) of the respondents are in the range of 40 to 50 years. From this data, it can be understood that the majority of the employees are young and energetic.

Item 3 of the above table shows that the work experience of the respondents. As the work experience shows as 45(56.3%) of the respondents are in the range of 0 to 5 years of experience, 27(33.8%) of the respondents are on the range of 6 to 10 years of experience, 7(8.8%) of the respondents are in the range of 11 to 15 years of experience, 1(1.3%) of the respondent is in the range of 16 to 20 years of experience. From this data we can say most of the respondents have 0 to 5 years of work experience in the organization.

Item 4 of the above table shows that the marital status of the employees. As the marital status shows as 33(41.3%) of the respondents are single, 46(57.5%) of the respondents are married, 1(1.3%) of the respondent is divorced. From this data we can say most of the respondents are married.

Item 5 of the above table shows that the education status of the employees. As the education status shows as 2(2.5%) of the respondents have certificate, 6(7.5%) of the respondents have college diploma, 70(87.5%) of the respondent have 1st degree, 2(2.5%) of the respondents have 2nd degree. From this data we can understand most of the respondents have 1st degree.

Item 6 of the above table shows that current work position of the employees. As the current work position shows as 63(8.8%) of the respondents are officers, 1(1.3%) of the respondent is leader, 14(17.5%) of the respondents are team leaders, 2(2.5%) of the respondents are chiefs. From this data we can say most of the respondents are officers.

Item 7 of the above table shows that whether the employees had covid-19. As we can see 7(8.8%) of the respondents say yes or had covid-19, 73(91.3%) of the respondents answer was no or hadn't covid-19.

Item8 of the above table shows that how long the employees absent from work when the covid-19 test become positive. As we can see 73(91.3%) of the respondents didn't absent from work, 2(2.5%) of the respondents absent 14 days from work, 1(1.3%) of the respondent absent 15 days from work, 1(1.3%) of the respondent absent 17 days from work, 1(1.3%) of the respondent absent 20 days from work, 1(1.3%) of the respondent absent 25 days from work. From this data we can see most of the respondents were at work during covid-19.

4.3. Analysis of collected data

4.3.1 Descriptive Analysis

Table 4.3 descriptive analysis of organization medical supplies

No	Statement	level of agreement	Frequency	Percent
1	During covid-19 the organization provides medical supplies like sanitizer, face mask and gloves.	strongly disagree	18	22.5
		disagree	36	45.0
		neutral	16	20.0
		agree	8	10.0
		strongly agree	2	2.5
		Total	80	100.0
2	My organization gives leave for ill employees.	strongly disagree	2	2.5
		disagree	18	22.5
		neutral	34	42.5
		agree	24	30.0
		strongly agree	2	2.5
		Total	80	100.0
3	The organization provided adequate training to cleaners, guards and dispatches about the corona virus.	strongly disagree	44	55.0
		disagree	27	33.8
		neutral	8	10.0
		agree	1	1.3
		Total	80	100.0
4	The organization provide for a temporary absence from work due to illness without the need to provide doctor's notes for absence.	strongly disagree	2	2.5
		disagree	17	21.3
		neutral	31	38.8
		agree	28	35.0
		strongly agree	2	2.5
		Total	80	100.0
5	The organization focus on disinfection of workplace.	strongly disagree	27	33.8
		disagree	44	55.0
		neutral	6	7.5
		agree	2	2.5
		strongly agree	1	1.3
		Total	80	100.0

Source own survey 2021

The result of the descriptive statistics from table 4.2 indicate that all variables are evaluated based on 5-point likert scale (1 strongly disagree to 5 strongly agree). Item number 1 indicate that 18(22.5%) of the respondents are strongly disagree, 36(45%) of the respondents are disagree, 16(20%) of the respondents are neutral, 8(10%) of the respondents are agree, 2(2.5%) of the respondents are strongly agree. Which implies that most of the respondents disagree with the organization provide medical supplies during covid-19.

Item number 2 indicate that 2(2.5%) of the respondents are strongly disagree, 18(22.5%) of the respondents are disagree, 34(42.5%) of the respondents are neutral, 24(30%) of the respondents are agree, 2(2.5%) of the respondents are strongly agree. This implies that most of the respondents are neutral and slightly agree with the organization gives leave for ill employees.

Item number 3 indicate that 44(55%) of the respondents are strongly disagree, 27(33.8%) of the respondents are disagree, 8(10%) of the respondents are neutral, 1(1.3%) of the respondent agree, and no one answer strongly agree. Which implies that most of the respondents are strongly disagree and slightly disagree with the organization provided adequate training to cleaners, guards and dispatches about the corona virus.

Item number 4 indicate that 2(2.5%) of the respondents are strongly disagree, 17(21.3%) of the respondents are disagree, 31(38.8%) of the respondents are neutral, 28(35%) of the respondents are agree, 2(2.5%) of the respondents are strongly agree. Which implies that most of the respondents are neutral and slightly agree with the organization provide for a temporary absence from work due to illness without the need to provide doctor's notes for absence.

Item number 5 indicate that 27(33.8%) of the respondents are strongly disagree, 44(55%) of the respondents are disagree, 6(7.5%) of the respondents are neutral, 2(2.5%) of the respondents are agree, 1(1.3%) of the respondent is strongly agree. This implies that most of the respondents are disagree and slightly strongly disagree with the organization focus on disinfection of workplace. So we can say that the organization didn't focus on disinfection of workplace.

The above variable medical supplies result shows that the organization do not provide medical supplies like sanitizer, face mask gloves. Gives leave for ill employees and provide a temporary absence without the need of provide doctor's notes to absence , but do not provide adequate

training to cleaners guidance and dispatches about the corona virus and the organization donot focus on disinfection of work place.

Table 4.4 descriptive analysis of employees stress

No	Statement	level of agreement	Frequency	Percent
1	During the crisis I was worried and stressed around job area.	Disagree	2	2.5
		Neutral	4	5.0
		Agree	38	47.5
		strongly agree	36	45.0
		Total	80	100.0
2	This crisis keeps me away from my work partners.	Disagree	2	2.5
		Neutral	7	8.8
		Agree	39	48.8
		strongly agree	32	40.0
		Total	80	100.0
3	I am worried that our healthcare system is unable to keep me safe from the virus	strongly disagree	2	2.5
		Neutral	6	7.5
		Agree	45	56.3
		strongly agree	27	33.8
		Total	80	100.0
4	I am worried that social distancing is not enough to keep me safe from the virus	strongly disagree	1	1.3
		Neutral	6	7.5
		Agree	42	52.5
		strongly agree	31	38.8
		Total	80	100.0
5	I am worried that I can't keep my family safe from the virus	strongly disagree	1	1.3
		Neutral	1	1.3
		Agree	30	37.5
		strongly agree	48	60.0
		Total	80	100.0

Source own survey 2021

The result of descriptive statistics from table 4.3 indicate that item number 1, 2(2.5%) of the respondents are disagree, 4(5%) of the respondents are neutral, 38(45%) of the respondents are agree, 36(45%) of the respondents are strongly agree. This implies that most of the respondents are agree and strongly agree with during the crisis I was worried and stressed around job area. The large numbers of the respondents were stressed about their job area.

Item number 2, 2(2.5%) of the respondents are disagree, 7(8.8%) of the respondents are neutral, 39(48.8%) of the respondents are agree, 32(40%) of the respondents are strongly agree. This implies that 48.8% of the respondents are agree and the same most of the respondents are also strongly agree with this crisis keeps me away from my work partners. As we can see this covid-19 keeps away work partners.

Item number 3, 2(2.5%) of the respondents are strongly disagree, 6(7.5%) of the respondents are neutral, 45(56.3%) of the respondents are agree, 27(33.8%) of the respondents are strongly agree. This implies that most of the respondents are agree with I am worried that our healthcare system is unable to keep me safe from the virus. And the same 33.8% of the respondents are strongly agreed.

Item number 4, 1(1.3%) of the respondent is strongly disagree, 6(7.5%) of the respondents are neutral, 42(52.5%) of the respondents are agree, 31(38.8%) of the respondents are strongly agree. This data implies that more than 50% of the respondents are agree with I am worried that social distancing is not enough to keep me safe from the virus.

Item number 5, 1(1.3%) of the respondent is strongly disagree, 1(1.3%) of the respondent is neutral, 30(37.5%) of the respondents are agree, 48(60%) of the respondents are strongly agree. From this data we can say 60% of the respondents are strongly agree with I am worried that I can't keep my family safe from the virus. Most of the respondents were worried and stressed about their family situation during covid-19.

The above variable covid-19 related stress result shows that during the crisis the respondents were stressed about their job area and the crisis keeps them away from their work partners. The respondents were also worried about our healthcare system is unable to keep them from the virus and also social distance is not enough to keep them safe from corona virus most of all the most

respondents were worried and stressed about that they can't keep safe their families from the virus.

4.5 descriptive analysis of working environment

No	Statement	level of agreement	Frequency	Percent
1	During the crisis my organization work place is suitable for work.	strongly disagree	21	26.3
		Disagree	36	45.0
		Neutral	15	18.8
		Agree	5	6.3
		strongly agree	3	3.8
		Total	80	100.0
2	The organization Encourage respiratory etiquette, including covering coughs and sneezes in work place.	strongly disagree	10	12.5
		Disagree	17	21.3
		neutral	43	53.8
		agree	9	11.3
		strongly agree	1	1.3
		Total	80	100.0
3	The organization provides customers and the employees with tissue and trash receptacles in work place.	strongly disagree	5	6.3
		disagree	25	31.3
		neutral	35	43.8
		agree	15	18.8
		Total	80	100.0
4	Providing resources and a work environment that promotes personal hygiene. For example no-touch, hand soap and water.	strongly disagree	7	8.8
		disagree	15	18.8
		neutral	43	53.8
		agree	12	15.0
		strongly agree	3	3.8
		Total	80	100.0
5	The organization posts covid-19 transmitted and defense signs in workplace.	disagree	3	3.8
		neutral	14	17.5
		agree	51	63.8
		strongly agree	12	15.0
		Total	80	100.0

Source own survey 2021

The result of descriptive statistics from table 4.4 indicate that item number 1, 21(26.3%) of the respondents are strongly disagree, 36(45%) of the respondents are disagree, 15(18.8%) of the respondents are neutral, 5(6.3%) of the respondents are agree, 3(3.8%) of the respondents are strongly agree. This implies that most of the respondents are disagree with during the crisis my organization work place is suitable for work. We can say the organization work place were not suitable for work.

Item number 2, 10(12.5%) of the respondents are strongly disagree, 17(21.3%) of the respondents are disagree, 43(53.8%) of the respondents are neutral, 9(11.3%) of the respondents are agree, 1(1.3%) of the respondent is strongly agree. This implies that most of the respondents are neutral with the organization Encourage respiratory etiquette, including covering coughs and sneezes in work place.

Item number 3, 5(6.3%) of the respondents are strongly disagree, 25(31.3%) of the respondents are disagree, 35(43.8%) of the respondents are neutral, 15(18.8%) of the respondents are agree. This implies that most of the respondents are neutral and disagree with the organization provides customers and the employees with tissue and trash receptacles in work place.

Item number 4, 7(8.8%) of the respondents are strongly agree, 15(18.8%) of the respondents are disagree, 43(53.8%) of the respondents are neutral, 12(15%) of the respondents are agree, 3(3.8%) of the respondents are strongly agree. This implies that most of the respondents are neutral and slightly disagree with Providing resources and a work environment that promotes personal hygiene. For example no-touch, hand soap and water.

Item number 5, 3(3.8%) of the respondents are strongly agree, 14(17.5%) of the respondents are neutral, 51(63.8%) of the respondents are agree, 12(15%) of the respondents are strongly agree. This implies that more than 60% of the respondents are agree with the organization posts covid-19 transmitted and defense signs in workplace.

The above variable working environment result shows that during the crisis the organization work place were not suitable for work, but the organization encourage respiratory etiquette, including covering coughs and sneezes in work place and provide tissue and trash receptacles in work place, provide resources and work a work environment that promotes personal hygiene and the organization posts covid-19 transmitted and defense signs in workplace.

4.6 descriptive analysis of social distance\

No	Statement	level of agreement	Frequency	Percent
1	The organization put rules to employees about social distancing.	strongly disagree	5	6.3
		disagree	25	31.3
		neutral	40	50.0
		agree	6	7.5
		strongly agree	4	5.0
		Total	80	100.0
2	During the crisis the organization has stopped meeting in office.	strongly disagree	35	43.8
		disagree	36	45.0
		neutral	5	6.3
		agree	4	5.0
		Total	80	100.0
3	During corona virus the organization limits recreational or other leisure classes.	strongly disagree	34	42.5
		disagree	35	43.8
		neutral	8	10.0
		strongly agree	3	3.8
		Total	80	100.0
4	In work place workers consists at least six feet apart from each other	strongly disagree	40	50.0
		disagree	33	41.3
		neutral	4	5.0
		agree	2	2.5
		strongly agree	1	1.3
		Total	80	100.0
5	In work place other employees share phones, desks and other tools	strongly disagree	1	1.3
		neutral	3	3.8
		agree	38	47.5
		strongly agree	38	47.5
		Total	80	100.0

Source own survey 2021

The result of descriptive statistics from table 4.5 indicate that item number 1, 5(6.3%) of the respondents are strongly disagree, 25(31.3%) of the respondents are disagree, 40(50%) of the respondents are neutral, 6(7.5%) of the respondents are disagree, 4(5%) of the respondents are strongly agree. This implies that 50% of the respondents are neutral and slightly disagree with the organization put rules to employees about social distancing.

Item number 2, 35(43.8%) of the respondents are strongly disagree, 36(45%) of the respondents are disagree, 5(6.3%) of the respondents are neutral, 4(5%) of the respondents are agree. This implies that most of the respondents are disagree and strongly disagree with during the crisis the organization has stopped meeting in office.

Item number 3, 34(42.5%) of the respondents are strongly disagree, 35(43.8%) of the respondents are disagree, 8(10%) of the respondents are neutral, 3(3.8%) of the respondents are strongly agree. This implies that most of the respondents are disagree and strongly disagree with during corona virus the organization limits recreational or other leisure classes.

Item number 4, 40(50%) of the respondents are strongly disagree, 33(41.3%) of the respondents are disagree, 4(5%) of the respondents are neutral, 2(2.5%) of the respondents are agree, 1(1.3%) of the respondent is strongly agree. This implies that 50% of the respondents are strongly disagreeing and slightly disagree with in work place workers consist at least six feet apart from each other.

Item number 5, (1.3%) of the respondent is strongly disagree, 3(3.8%) of the respondents are neutral, 38(47.5%) of the respondents are agree, 38(47.5%) of the respondents are strongly agree. This implies that the same percent (47.5%) of the respondents are strongly agree and agree with in work place other employees share phones, desks and other tools. We can say that most of employees share work tools.

The above variable social distance result shows that the organization put rules to employees about social distancing but during covid-19 the organization do not stop meeting in workplace and do not limit recreational or other leisure classes, most of all in work place the workers didn't consist at least six feet apart from each other and in workplace employees share others phone, desks and other tools.

4.7 descriptive analysis of job performance

No	Statement	level of agreement	Frequency	Percent
1	I try to improve ways of doing my job effectively and efficiently during crisis.	strongly disagree	4	5.0
		disagree	24	30.0
		Neutral	28	35.0
		Agree	20	25.0
		strongly agree	4	5.0
		Total	80	100.0
2	I am willing to spend extra time of work when required during covid-19.	strongly disagree	8	10.0
		disagree	37	46.3
		Neutral	23	28.8
		Agree	11	13.8
		strongly agree	1	1.3
		Total	80	100.0
3	During covid-19 my working performance was low.	disagree	15	18.8
		Neutral	6	7.5
		Agree	39	48.8
		strongly agree	20	25.0
		Total	80	100.0
4	The epidemic (crisis) puts a lot of pressure on work.	strongly disagree	1	1.3
		disagree	1	1.3
		Neutral	3	3.8
		Agree	38	47.5
		strongly agree	37	46.3
		Total	80	100.0
5	My job performance is high because the organization supports me.	strongly disagree	9	11.3
		disagree	31	38.8
		Neutral	22	27.5
		Agree	15	18.8
		strongly agree	3	3.8
		Total	80	100.0

Source own survey 2021

The result of descriptive statistics from table 4.6 indicate that item number 1, 4(5%) of the respondents are strongly disagree, 24(30%) of the respondents are disagree, 28(35%) of the respondents are neutral, 20(25%) of the respondents are agree, 4(5%) of the respondents are strongly agree. This implies that most of the respondents are neutral and slightly disagree with i try to improve ways of doing my job effectively and efficiently during crisis.

Item number 2, 8(10%) of the respondents are strongly disagree, 37(46.3%) of the respondents are disagree, 23(28.8%) of the respondents are neutral, 11(13.8%) of the respondents are agree, 1(1.3%) of the respondent is strongly agree. This implies that most of the respondents are disagree with I am willing to spend extra time of work when required during covid-19.

Item number 3, 15(18.8%) of the respondents are disagree, 6(7.5%) of the respondents are neutral, 39(48.8%) of the respondents are agree, 20(25%) of the respondents are strongly agree. This implies that most of the respondents are agree and slightly strongly agree with during covid-19 my working performance was low.

Item number 4, 1(1.3%) of the respondent is strongly disagree, 1(1.3%) of the respondent is disagree, 3(3.8%) of the respondents are neutral, 38(47.5%) of the respondents are agree, 37(46.3%) of the respondents are strongly agree. This implies that most of the respondents are agree and slightly agree with the epidemic (crisis) puts a lot of pressure on work.

Item number 5, 9(11.3%) of the respondents are strongly disagree, 31(38.8%) of the respondents are disagree, 22(27.5%) of the respondents are neutral, 15(18.8%) of the respondents are agree, 3(3.8%) of the respondents are strongly agree. This implies that most of the respondents are disagree with my job performance is high because the organization supports me. So we can say most of the respondent's job performance was low because of the organization do not support them.

The above variable job performance result shows that most of the respondents were try to improve ways of doing their job effectively and efficiently but they were not willing to spend extra time of work when required and their work performance was low, the epidemic puts a lot of pressure on work and their job performance was low because the organization do not support them.

4.3.2 Correlation analysis among variables

The Pearson's Correlation Coefficient measures the degree of association between two variables. The correlation coefficients of the variables will be found between 1 and -1. That mean if the value of coefficients is near to 1 it shows that the two variables are strongly and positively correlate while the value is near to -1 represents a negative and strong relationship, zero is the sign of no correlation between the variables.

Table 4.8 framework for describing the strength of the measure of association:

Measure of association	Descriptive adjective
> 0.00 to 0.20 ; < -0.00 to -0.20	Very weak or very low
> 0.20 to 0.40; < -0.20 to -0.40	Weak or low
> 0.40 to 0.60; < -0.40 to -0.60	Moderate
> 0.60 to 0.80; < -0.60 to -0.80	Strong or high
> 0.80 to 1.0; < -0.80 to -1.0	Very high or very strong

Source: MacEachron, *Basic Statistics in the Human Services: an Applied Approach*, page 132

The following table 4.9 shows the correlation value of both dependent and independent variables. The first variable is medical supplies to dependent variable job performance has the coefficient of correlation of .271 which shows a positively weak relationship between the two variables. The second independent variable stress has negative correlation of -.177 with dependent variable job performance. The third independent variable Working environment has positive correlation of .453 with dependent variable job performance which implies work environment have moderate relationship with dependent variable job performance. The fourth and the last independent variable social distance have positive correlation of .533 with dependent variable job performance.

Table 4.9 Pearson correlation matrix

		Correlations				
		job performance	medical supplies	Stress	working environment	social distance
job performance	Pearson Correlation	1				
	Sig. (2-tailed)					
	N	80				
medical supplies	Pearson Correlation	.271*	1			
	Sig. (2-tailed)	.015				
	N	80	80			
Stress	Pearson Correlation	-.177	-.112	1		
	Sig. (2-tailed)	.116	.324			
	N	80	80	80		
working environment	Pearson Correlation	.453**	.506**	-.306**	1	
	Sig. (2-tailed)	.000	.000	.006		
	N	80	80	80	80	
social distance	Pearson Correlation	.533**	.197	-.414**	.428**	1
	Sig. (2-tailed)	.000	.079	.000	.000	
	N	80	80	80	80	80
*. Correlation is significant at the 0.05 level (2-tailed).						
**. Correlation is significant at the 0.01 level (2-tailed).						

Source: own survey 2021

4.3.3 Regression Analysis among Variables

Regression analysis is a statistical method to deal with the formulation of mathematical model depicting relationship amongst variables which can be used for the purpose of prediction of the values of dependent variables, and given the values of the independent (Kothari, 2004). Linear regression estimates the coefficients of the linear equation, involving one or more independent variables that best predicts the value of the dependent variable. Multiple regression analysis

in this research was conducted to test the effect of the independent variables (medical supplies, stress, working environment and social distance) on employee job performance.

4.3.3.1 Model summary

The table 4.10 shows the overall independent variable such as medical supplies, stress, working environment and social distance. Explains 35.7% (R=0.357) of the dependent variable (job performance) the remaining 64.3 % are explained by other variables out of this model.

Table 4.10 independent of residuals

Model Summary ^b				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.597 ^a	.357	.322	.3730

a. Predictors: (Constant), social distance, medical supplies, stress, working environment

b. Dependent Variable: job performance

Source: own survey 2021

4.3.3.2 ANOVA

The ANOVA table 4.11 shows the overall significance or acceptability of the model from a statistical perspective. As the significance value of F statistics shows a value of .000 which is less than 0.05 this implies the model is significant. We conclude that our regression model result is significantly better prediction of employee job performance.

Table 4.11 ANOVA Test

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.786	4	1.447	10.398	.000 ^b
	Residual	10.433	75	.139		
	Total	16.220	79			
a. Dependent Variable: job performance						
b. Predictors: (Constant), social distance, medical supplies, stress, working environment						

Source: own survey 2021

4.3.3.3 Coefficients

The above coefficients table shows how strong an independent variable individually affecting dependent variable. Moreover these study aims to identify which of the variables contributed the most prediction of the dependent variable. The regression coefficient explains the average amount of change in dependent variable caused by a unit of change in the independent variable. The larger value of Beta coefficient that an independent variable has brings more support to the independent variable as the more important determinant in predicting the dependent variable.

Among the four constructs linear regression analysis revealed that all constructs are positive. Except social distance the remaining three constructs should not significantly associated with employee job performance. The nature of the relationship for all constructs is medical supplies (Beta=0.049), stress (Beta=0.082), working environment (Beta=0.189) and social distance (Beta=0.369). Therefore the positive slope indicates that employee job performance increases as social distance construct increases. There in 0.369 increase in employee job performance for one unit increase in social distance. This means that the more the organization applied social distance the employee job performance will be high and also the sig value is .000 which is less than 0.05.

Table 4.12 Regression coefficient analysis independent variable

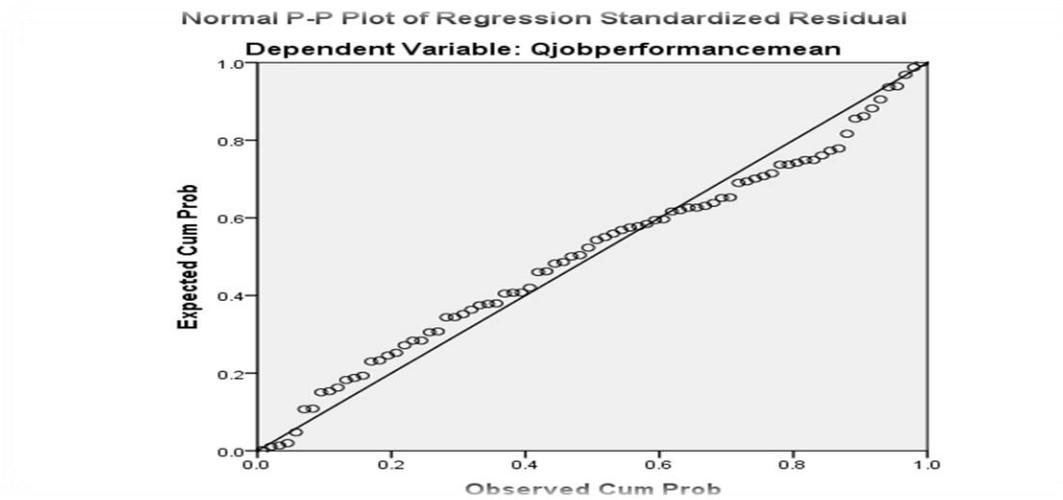
Coefficients ^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.331	.546		2.435	.017
	medical supplies	.049	.084	.063	.581	.563
	Stress	.082	.089	.095	.924	.358
	working environment	.189	.087	.258	2.183	.032
	social distance	.369	.089	.450	4.149	.000

a. Dependent Variable: job performance

Source: own survey 2021

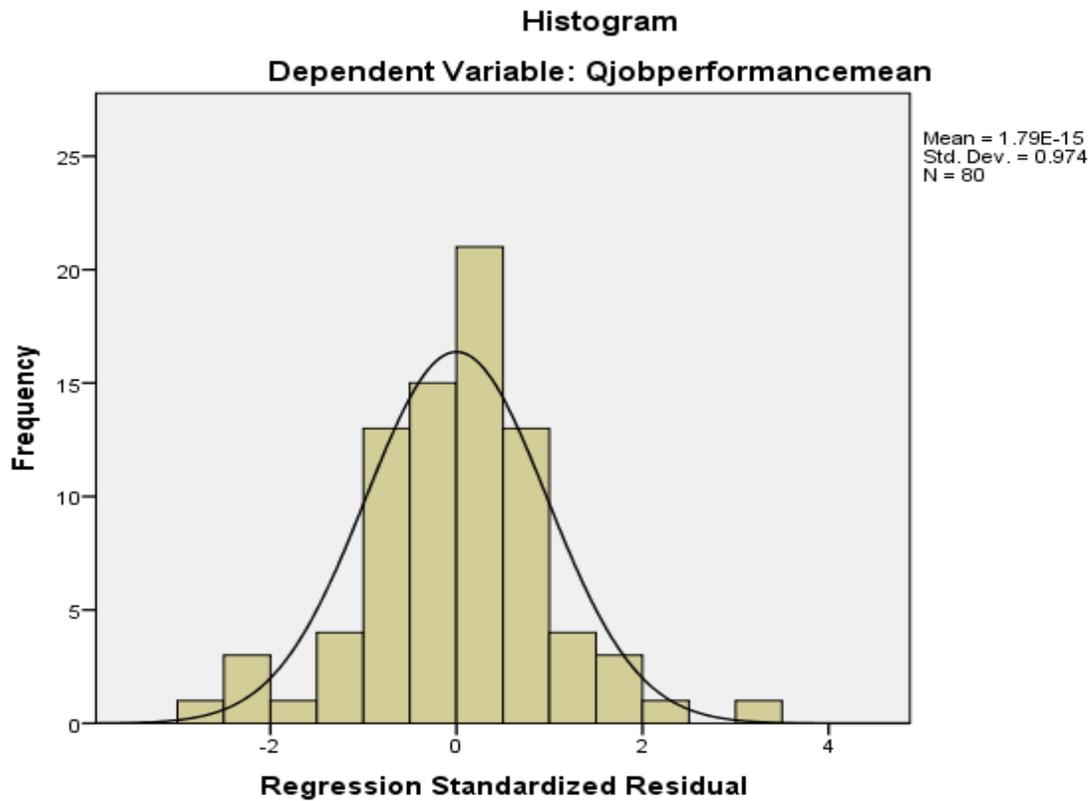
4.3.3.4 Homoscedasticity Test

Homoscedasticity means a situation in which the variance of the dependent value is the same for all data. Homoscedasticity facilitates analysis because most methods are based on the assumption of equal variance.



Source: own survey 2021

Fig 4.1 homoscedasticity test



Source: own survey 2021

Fig 4.2 normality test: residual

Hypothesis testing

H1: provision of medical supplies to employees during covid-19 has positive effect on their job performance.

H2: covid-19 related stress has negative effect on employee job performance.

H3: during covid-19 working environment has effect on employee job performance.

H4: during covid-19 social distancing has positive effect on employee job performance.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMENDATION

5.1 Summary of major findings

The study was intended to investigate the effect of covid-19 on employee job performance; the case of lideta subcity administration. The results of background information of the respondents indicate 56% are female and 44% are male. The respondents have been worked with the organization 0-5 years which takes the majority. From the total respondents seven employees were tested covid-19 and become positive.

The result of descriptive statistical analysis indicated that most of the respondents are disagree for during covid-19 the organization provides medical supplies like sanitizer face mask and gloves and also disagree with the organization focus on disinfection of work place.

The finding on second variable stress indicated that most of the respondents were stressed during covid-19 and it has negative effect on employee job performance. The finding on work environment indicated that most of the respondents were disagree with the organization work place is suitable for work. The social distancing finding indicated that more than half respondents disagree with in work place workers consist at least six feet apart from each other. The job performance of the respondents were low because of the organization do not provide medical supplies, the respondents were stressed, the work environment were not suitable for work and social distance rule were not applied.

A Pearson coefficient implies that the four factors measuring employee job performance were both positive and negatively correlated, except stress all other variables were positively correlated. Social distance is highly correlated with employee job performance by the range of .533.

The regression analysis tells us independent variable (medical supplies, stress, working environment and social distance) affect the dependent variable (employee job performance) by the value of adjusted R square i.e. 35.7% and the remaining 64.3% are explained by other variables out of this model.

The ANOVA table represents as the significance value of F statistics shows .000 which is less than 0.05 this implies the model is significant.

5.2 Conclusion of the study

The majority of the respondent who took part in the study was female. Most of them are young in age. Most of their work experience is 0 to 5 years. More than half of the respondents are married. The study also found many of the respondents in the organization has 1st degree and are officers. Seven of the respondents were had covid-19 and the minimum absent day from work is 14 and the maximum were 25 days.

According to the findings the respondents job performance was low because of many independent variables like medical supplies, stress of the employees, working environment in the administration and also social distance.

According to correlation analysis the dependent and independent variables are positively and negatively correlated. Only independent variable (stress) has negative correlated. In addition to this the most significant correlated variable was between social distance and job performance.

In general the correlation and regression analysis indicated that independent variables (medical supplies, working environment and social distance) have significant positive effect on dependent variable (job performance) and stress have negative effect on job performance. As we all know if the medical supplies are provided well the employees can apply sanitizer, face mask and gloves this helps all employees and also customers to not distribute the virus. Before the crisis come team work in one organization has very important role for effective job performance but now it is impossible because if one employee is close to other the virus distribute fast. Now social distance has a very significant role to be safe and work.

Finally the major finding of this research shows that social distance has high effect on employee job performance.

5.4 Recommendation

The findings of the study helped the researcher to put an important recommendation. It is clear that employee job performance has high effect on every institute. Since the outcome of this research proved that covid-19 has high effect on employee job performance, the administration suggested giving attention for covid-19.

Therefore, based on the findings the following recommendations have been forwarded:

Employees of the administration believed that medical supplies are not provided well and not giving appropriate training for cleaners and guidance the stress of the employees during the crisis was high. The working environment in the administration was not suitable and social distance rule was not applied properly in the administration.

The administration should give medical supplies to employees and training to cleaners and guidance. This gives motivation to employees and they can protect themselves and other work partners, if their medical condition is normal or if they are not ill they can work perfectly.

The administration recommended to create suitable working environment and applied social distance rule in the work place. Before the occurrence of this virus team work in work place is mandatory but now team work it plays an important role in the spread of the disease. So the organization has to put rules about social distance. When the organization supports the employees the employee job performance will increase.

5.5 Suggestion for further research

This study was limited due to descriptive research design. However, these types of relationship may require cross-sectional study analysis; the future researchers should examine this relationship other research design. The researcher was limited to four factors which affect employee job performance but the future researchers may focus on different variables.

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Appendix 1: QUESTIONNAIRE

St. Mary University

Masters of Business Administration (MBA)

Dear respondent I am conducting a study on **the effect of covid-19 on employee job performance at Lideta sub city administration**. I request you to fill this questionnaire and give me back the earliest time possible. It should take you less than 15 minute to complete and be assured that all the answers you provided will be kept confidentially and only be used for the purpose of the author's thesis data collection and analysis. The questions under this part are presented on a five point likert scale.

Part one: personal profile

- 1, gender 1) female 2) male
2. Age 1)18-28 2) 29-39 3)40-50 4)50-above
3. Work experience 1) 0-5 2) 6-10
3) 11-15 4) 16-20
5) 21- above
4. Marital status 1) single 2) married 3) divorced
5. Education status 1) certificate
2) College diploma
3) 1st degree
4) 2nd degree
5) Other-----
6. What is your current position 1) expert/officer
2) Leader
3) Team leader
4) Support giving

7. Have you ever had a covid-19 test? 1 yes

2 no

Part two:- Key:- 1= strongly disagree 2= disagree 3= neutral 4= agree 5= strongly agree

s.no	Statement	1	2	3	4	5
	Medical supplies					
1	During covid-19 the organization provides medical supplies like sanitizer, face mask ad gloves.					
2	My organization gives leave for ill employees.					
3	The organization provided adequate training to cleaners, guards and dispatches about the corona virus.					
4	The organization provide for a temporary absence from work due to illness without the need to provide doctor's notes for absence.					
5	The organization focus on disinfection of workplace.					
	Stress					
6	During the crisis I was worried and stressed around job area.					
7	This crisis keeps me away from my work partners.					
8	I am worried that our healthcare system is unable to keep me safe from the virus					
9	I am worried that social distancing is not enough to keep me safe from the virus					
10	I am worried that I can't keep my family safe from the virus					
	Working environment					
11	During the crisis my organization work place is suitable for work.					
12	The organization Encourage respiratory etiquette, including covering coughs and sneezes in work place.					
13	The organization provides customers and the employees with tissue and trash receptacles in work place.					
14	Providing resources and a work environment that promotes personal hygiene. For example no-touch, hand soap and water.					
15	The organization posts covid-19 transmitted and defense signs in workplace.					
	Social distance					
16	The organization put rules to employees about social distancing.					
17	During the crisis the organization has stopped meeting in office.					
18	During corona virus the organization limits					

	recreational or other leisure classes.					
19	In work place workers consists at least six feet apart from each other					
20	In work place other employees share phones, desks and other tools					
	Job performance					
21	I try to improve ways of doing my job effectively and efficiently during crisis.					
22	I am willing to spend extra time of work when required during covid-19.					
23	During covid-19 my working performance was low.					
24	The epidemic (crisis) puts a lot of pressure on work.					
25	My job performance is high because the organization supports me.					

Thank you for completing the Questionnaire!!!



APPENDIX 2

በቅድስተማርያም የኒቨርሲቲ

ለልደታክፍለከተማ ሰራተኞች የተዘጋጀ መጠይቅ

ይህ መጠይቅ “የኮሮና ቫይረስ በልደታ ክፍለ ከተማ አስተዳደር በሰራተኞች የስራ አፈጻጸም ላይ የሚያሳድረው ተጽዕኖ” በሚል ርዕስ ጥናት ለማሰባሰብ ታስቦ ነው። መጠይቁ የተዘጋጀው ኮሮና ቫይረስ በ ሰራተኛ የስራ አፈጻጸም ላይ ተጽእኖ የሚያሳድሩ መፈጃዎችን ለመፈለግ የታሰበ ነው። የዚህ ጥናት ውጤታማነት በእውነተኛ እና በአስተማማኝ ምላሽዎ ላይ የተመሰረተ ነው። ምላሽ ሰጪዎች የሚሰጡት መረጃ ለአካዳሚክ ምርምር አላማ ብቻ ጥቅም ላይ ይውላል። ተመራማሪው የምላሽዎን ሚስጥራዊነት ያረጋግጥሎታል።

ከምስጋና ጋር!

አፎሚያሽረጋ

ስልክ ቁጥር 09-22-48-94-80

ክፍል 1: የተጠያቂዎች የግል መረጃ

- 1. ስም 1) ሴት 2) ወንድ
- 2. እድሜ 1) 18-28 2) 29-39 3) 40 4) 50 እና ከዚያ በላይ
- 3. የስራ ልምድ 1) 0-5 2) 6-10
- 3) 11-15 4) 16-20
- 5) 21 እና ከዚያ በላይ
- 4. የጋብቻ ሁኔታ 1) ያለ ገባ 2) ያለ ገባ

5. የትምህርት-ሁኔታ 1) ሰርተፍኬት
- 2) ኮሌጅ ዲፕሎማ
- 3) የመጀመሪያ ደረጃ
- 4) ሁለተኛ ደረጃ
- 5) ሌላ ካለ-----

6. አሁን ያሉ በትዕዛዝ መደብ የትኛው ነው 1) በሰራተኛ
- 2) መሪ
- 3) ቡድን መሪ
- 4) ድጋፍ ሰጪ
- 5) ኃላፊ

7. የኮሎና ቫይረስ በምርመራ ተገኝቶታል? 1 አዎ
- 2 አይ

8. መልስ/ መልስሽ "አዎ", ከሆነ ምን ያህል ጊዜ ከስራ ቀረቀ/ቀረሽ? ___ ቀን

ክፍል 2: በኮሎና ቫይረስ እና በሰራተኞች የስራ አፈጻጸም ላይ አስተያየት መስጫ

መመሪያ: ከዚህ በታች በተዘረዘሩት መግለጫዎች ላይ መስማማትዎን ያሳውቁ። መግለጫዎቹ ከ 1-5 የደረጃ አሰጣጥን ይሰጣሉ። መልሶቹም ከ በጥብቅ አልስማማም እስከ በጥብቅ እስማማለሁ ናቸው። እባክዎን በአብዛኛው በአስተያየቶችዎ ላይ ማብራሪያ የሚሰጡ ሳጥኖች ውስጥ (✓) ምልክት ይደርጉ።

1= በጥብቅ አልስማማም 2= አልስማማም 3= ገለልተኛ 4= እስማማለሁ 5= በጥብቅ እስማማለሁ

ተ.ቁ	መግለጫ	1	2	3	4	5
	የህክምና እቃዎች					
1	በኮሎና ቫይረስ ወቅት ክ/ከተማው የህክምና እቃዎችን ያቀርብ ነበር ለምሳሌ ሳኒታይዘር፣ የአፍ መሸፈኛ እና ጓንት					
2	ክ/ከተማው ለታመሙ ሰራተኞች ፈቃድ ይሰጣል					
3	ክ/ከተማው ለጽዳቶች፣ ጥበቃዎች እንዲሁም ተላላኪዎች ስለኮሎና ቫይረስ በቂ የሆነ ስልጠና ሰጥቷል					
4	ክ/ከተማው ሰራተኛ ከታመመ የይክተር ፈቃድ ሳያስፈልግ					

	የመቅረት እድል አመቻችቱአል					
5	ክ/ከተማው የስራቦታን ማጽዳት ላይ ያተኩራል					
	ጭንቀት					
6	በበሽታው ወቅት ስለስራ ቦታዬ ተጨንቄ ነበር					
7	ወረርሺኙ ከስራ ባልደረባዎቼ እንድርቅ አድርጎኛል					
8	የጤና አጠባበቅ ስርቸታችን ከሻይረሱ ሊጠብቀኝ ባለመቻሉ ተጨንቄያለሁ					
9	ከሻይረሱ-ለመራቅማህበራዊ መነጣጠል በቂ አለመሆኑ አስጨንቆኛል					
10	ቤተሰቦቼን ከሻይሱ መጠበቅ ስለማልችል ስጋት አለኝ					
	የስራ አካባቢ					
11	በበሽታው ወቅት የስራ ቦታዬ ለስራ ተስማሚ ነው					
12	ክ/ከተማው በስራ ቦታ ላይ የመተንፈሻ ስነ-ምግባርን ያበረታታል ለምሳሌ (በሰላና በማስነጠስ ጊዜ አፍንፍና አፍንጨን መሸፈን)					
13	ክ/ከተማው ለደንበኛው እና ለሰራተኞች በስራ ቦታ ላይ የቆሻሻ ማጠራቀሚያዎችን ይሰጣል					
14	የግል ንጽህናን ለመጠበቅ የሚያስችል ግብአት ያቀርባል ለምሳሌ (ሳሙና፣ውሃ እና ንክኪን መከላከል)					
15	ክ/ከተማው በግልጽ የተቀመጡ የኮሮና መተላለፊያ እና መከላከያ ምልክቶችን በስራ ቦታ ላይ ይለጥፋል					
	ማህበራዊ ርቀት					
16	ክ/ከተማው ማህበራዊ ርቀትን በተመለከተ ለሰራተኞች ደንብ አውጥቷል					
17	በበሽታው ወቅት ክ/ከተማው በስራቦታ (ቢሮ) ውስጥ ስብሰባ ማድረግ አቁማል					
18	በኮሮና ሻይረስ ወቅት ክ/ከተማው መዝናኛ ክፍሎችን ገድቧል					
19	በስታ ቦታ ላይ ሰራተኞች ቢያንስ 6 እርምጃ ያህል ተራርቀው ይሰራሉ					
20	በስራ ቦታ ላይ ሰራተኞች ስልክ ፣ጠረጴዛ እንዲሁም ሌሎች እቃዎችን ይዋዋላሉ					
	የስራ አፈጻጸም					
21	በበሽታው ወቅት ስራዬን በብቃት የምሰራባቸውን መንገዶች ለማሻሻል እሞክራለሁ					
22	በኮሮና ሻይረስ ወቅት በሚፈለግበት ጊዜ ተጨማሪ የስራ ጊዜ ለማሳለፍ ፈቃደኛ ነኝ					
23	በበሽታው ወቅት የስራ አፈጻጸሜ አናሳ ነበር					
24	ወረርሺኙ በስራ ላይ ከፍተኛ ጫና አሳድሮአል					
25	ክ/ከተማው ስለ ሚያግዝኝ የስራ አፈጻጸሜ ከፍተኛ ነው					

መጠይቁን ስለ ሞላሁልን አመሰግናለሁ!!!