

Impact of Covid-19 on the Construction Workers well-being

Expertsmind Sample

Table of Contents

Chapter 1: Introduction	3
1.1 Introduction	3
1.2 Background	3
1.3 Rationale.....	3
1.4 Research Gap.....	4
1.5 Research Aim.....	4
1.6 Research Objectives.....	4
1.7 Research Questions	5
1.8 Significance of Study	5
1.9 Sustainable Development Goals	Error! Bookmark not defined.
1.10 Summary	6
Chapter 2: literature review	7
2.1. Overview of the chapter.....	7
2.2. Issues generated during the Covid-19 period in the construction industry:.....	7
2.3. The impact of covid-19 on the well-being of the construction workers	8
2.4. The moral engagement of the construction workers	8
2.5. Theoretical framework.....	9
2.6. Literature gap	11
2.7. Summary of the chapter	11
References.....	12
Survey questionnaire:.....	15

Chapter 1: Introduction

1.1 Introduction

Construction workers are responsible for the manual labour that is involved in the construction process. As construction is traditionally a very tough work environment, wherein, quite often the well-being of the workers is ignored and neglected. This needs to be changed and a proactive approach towards this matter will be beneficial. The Covid-19 pandemic has completely disrupted the normal working of the world. The construction industry was also vastly impacted in terms of health, social and economic aspects. Construction workers have faced a lot of problems in terms of finding work as all kinds of construction activities were stopped in their entirety. It has significantly affected their well-being. This will be further discussed in this study (Bsisu, 2020).

1.2 Background

Covid-19 Pandemic has significantly affected the construction industry. It has a negative influence on human health and has disrupted all important aspects of life. Globally, construction sites were completely closed down as a result of the lockdown and many restrictions were imposed. This led to many companies in the construction industry facing liquidity problems. Furthermore, companies faced economic recession and to cope with it, they laid off many of their workers. Many companies were also compelled to start reducing the salaries of their workers (Al Amri and Marey-Perez, 2020).

Workers have been victims of increased stress due to the limited compassion shown to them by the management. The Covid-19 pandemic is responsible for creating such a situation that has reduced workers' morale. Fear of job loss and pay loss has created fear and insecurity among the workers. This has vastly affected the mental health of workers and impacted their well-being (Brown *et al.*, 2020). To address this worry further, the current study tried to assess the influence of Covid-19 on the well-being of employees. This analysis would also seek to discover the right organizational policies in place to enhance and impact workers' involvement, morale, and job efficiency.

1.3 Rationale

The Covid-19 pandemic drastically affected global business operations. The number of cases started rising significantly and in the absence of any cure, the majority of nations were compelled to impose a lockdown to stop the spread of the disease. This affected the global

supply chain of the companies which had a ripple effect on companies' finances. The construction industry suffered a huge blow due to the pandemic (Ogunnusiet *al.*, 2021). As the construction companies employ many workers for their daily construction processes, it affected the workers too. Most of them were laid off or their salaries were cut. It raised workers' sentiments of sadness, anxiety, annoyance, burnout, disappointment, and anxiousness (Ekpanyaskul and Padungtod, 2021). Thus, the purpose of this study was to grasp the influence of Covid-19 on workers' well-being, which would give relevant and helpful information to companies, allowing them to better manage their personnel in times of crisis.

1.4 Research Gap

This research aims to evaluate the research gaps and add valuable insights to fulfil those gaps. There is a need for more information to decipher how workers are adapting with the increased additional stress. Companies measures in regards to these concerns also need to be evaluated. The disastrous event of Coronavirus Pandemic needs to be considered to approach this research gap with a clear perspective. This will help to comprehend the coping mechanism of the workers in order to deal with the mental challenge of stress and anxiety. Furthermore, the study will try to evaluate and find out best practices that construction organization can implement to reduce the mental pressure of their workers; as they are the key element of the organizations. Once the markets reopen, there will be many new changes that the workers will have to adapt to. This will be analysed here. Furthermore, there is also a research gap in terms of organizations' best management policies and practices in order to deal with the raging concern of worker's well-being.

1.5 Research Aim

The research aim is the result that a research paper aims to achieve. The purpose of this study is to assess the influence of Covid-19 on the well-being of construction workers.

1.6 Research Objectives

The research objectives are achieved while conducting research. Suitable objectives add essence to the research paper. The objectives of this study are as follows:

- ***Objective 1: Get an insight into the impact of Covid-19 on construction workers' morale.***

- i. To check workers' comfort level on Company initiatives related to their Health, Safety and Security.
- ii. To understand the impact of concerns such as pay cuts, increased workloads on workers' morale.
- iii. To capture workers' feelings and sensitivities on work-life Balance ∞ To assess the worker's outlook on Business uncertainty and Job insecurity.
 - **Objective 2:** *To assess the measures towards the impact of Covid-19 on workers' engagement.*
 - i. To understand the impacts of lockdowns and isolation on workers' engagement.
 - ii. To capture specific recovery measures adopted by the organization to ensure workers' engagement.
 - iii. To gather workers' concerns and expectations to ensure improved engagement.
 - iv. To evaluate whether the communication/updates from Company are keeping the workers connected.

1.7 Research Questions

Research questions are useful in adding meaningful insight to the research topic. The research questions that will be answered by this particular research are as follows:

- **Question 1:** *How did Covid-19 affect Construction workers' morale and Well-being?*
- **Question 2:** *What initiatives were adopted by the organization(s) in response to COVID-19 that have positively impacted the workers' morale & engagement?*
- **Question 3:** *What additional measures are necessary which can potentially improve workers' engagement and their work performance?*

1.8 Significance of Study

The purpose of this study is to assess and comprehend the influence of Covid-19 on the well-being of construction workers. It will also highlight widespread practises in firms that might assist to enhance workers' overall engagement. In overall, the study will give significant insights on the work life of construction .The study will also determine their level of performance and motivation. This study will significantly assist the Construction industry in retaining and satisfying their workers as they are the internal customers of the companies.Sustainable development is a critical component of the UN's 2030 Agenda. It refers to the type of growth that will fulfil both current and future demands without

jeopardising the expectations and demands of future generations. It makes an important contribution to long-term development. The 2030 Agenda, on the other hand, reflects a link between them (UN Official Website, 2022). The study will also point out to the fact that motivation plays a crucial role in workers' both mental and physical health. The derived output from this study will in turn help global organizations involved in the construction industry to operate even better.

1.9 Summary

As a result of the Covid-19 pandemic, the workers of the construction industry have fallen victims to mental health issues due to job loss and pay loss. This chapter has discussed the background and rationale behind conducting this research and highlighted the research gaps. The research aims and objectives along with the research questions have also been discussed. This chapter has also thrown light on the significance of the study along with the sustainable development goals.

ExpertsMind Sample

Chapter 2: literature review(Literature review requires references- specific statements should be supported with references.)

2.1. Overview of the chapter

The entire world was impacted by the deadly Covid-19 virus which has taken the form of a pandemic from the year of 2019 till date. Almost each and every industry was suffering from the negative impacts of the pandemic and the construction industry is not an exception. It has impacted the health, economic background, social aspects, and mental health of the workers related to the construction industry. The construction projects across the world were totally shattered due to the pandemic and prolonged lockdown. The construction companies were suffering from economic downfall and it resulted in the recession of many workers (Carnevale and Hatak, 2020). Besides, the reductions in salary and problems related to worker's retention have impacted the livelihoods and well-being of the workers associated with this industry. The literature review chapter of this research is going to discuss the various impacts of the Covid-19 pandemic on the workers of the construction organizations.

2.2. Issues generated during the Covid-19 period in the construction industry:

During the Covid-19 pandemic, the global economy was experiencing a sudden downfall which impacted the individual economy of different countries. **According to Pirzadeh and Lingard, (2021), the governments of the nations impacted by the disease are obligated to declare a lockdown for an indefinite period of time.** It has impacted the international and national GDP. Due to these reasons, the companies associated with the construction industry had to stop their operational activity and consequently are still suffering from unexpected losses. In order to sustain in the diverse situation and competitive market, the organizations started reducing the salaries of the workers. Some of the workers are not retained to their employment due to the economic crisis of their organizations (Pamidimukkala *et al.*, 2021). In this situation, the workers were suffering from many problems such as:

- Sudden loss of employment.
- Sudden reduction of salary.
- Being affected by the Covid-19 infection.
- Scarcity of monetary resources to maintain the livelihoods of their families.
- Suffering from both physical and mental illnesses.

2.3. The impact of covid-19 on the well-being of the construction workers

The most significant and strongest impacts of COVID-19 on the construction industry is the sudden collapse of the projects, the shortage and deficit in the workforce, and the cost reduction of the project followed by the failure to meet the deadlines of the projects. According to some surveys, the management of construction firms were not able to protect the workers during this time from stressful conditions and mental dilemmas. It is observed in the United Kingdom and Wales that one employee among the six was suffering from stress issues during this pandemic time. It is also noticed that this person of the employees was suffering from the stress factors only in the United Kingdom(this statement looks improper) . 2.1 million people are related to the construction industry and 35000 of them are the worst sufferers of mental sickness. From the perspective of (Ajmal et al. 2021), the Office of National Statistics has confirmed that 70% of the construction workers had been suffering from anxiety, stress, and depression due to the sudden outbreak of Covid-19 and the negative impacts on the industry. The other industries were able to continue their operation and activities with the help of remote working systems but the physical presence and participation of the workers is very much essential for the construction sites. So the construction related projects had to suspend their operations and due to this, the organizations started facing huge losses. This loss has resulted in the lack of employee retention, recession, and salary reduction from the workers.

It is a general trend of the construction industry that the workers are kept under huge work pressures in the regular time. This happens due to the short deadlines of the projects and the workers have to work during their duty hours as well as overtime. Park et al. (2021), commented that as the pandemic has been stated across the world the deadlines have become shorter. The huge workload to complete the projects within the deadlines had made the workers work for extra time forcefully without commensurate compensation .Workplace stress and infection with the Covid-19 epidemic have severely harmed the emotional and physical health of construction workers.

2.4. The moral and engagement of the construction workers (there is no refeence to morale and engagement in this)

One of the most significant markers of job happiness is employee engagement. Employees now want to be active in their job, excited about the company for which they work, have a feeling of belonging, and have scheduling and geographical freedom(Rouhanizadeh, B.,

&Kermanshachi). The organizations related to the construction activities always optimize the strategy of moral engagement of the workers to their duties. The workers are the human resource of the companies and they should be considered as the backbone of an organization (Syrek *et al.*, 2022). During the pandemic situation, the construction organizations were suffering from an expected loss because the human resources were neglected and suffered from the problems such as:

- The lack of job safety and security during this period.
- The stress and depression are due to the excessive work pressure.
- Being isolated if affected by the pandemic.
- The insecurity of maintaining the personal needs and the livelihoods of the families.
- Uncertain retention of employability for the upcoming future.

These sufferings and dilemmas of the construction workers had reached to the extent of being psychologically affected (Tušlet *et al.*, 2021). Instead of giving the organization support such as health coverage and minimum salary to the workers the companies were reducing their salary and subjected them to recession. These have entirely choked the moral engagement of the construction workers to combat the negative forces of the pandemic situation.

2.5. Theoretical framework

The hierarchy needs of Maslow are a theory related to the motivational activities for the employees. According to this theory, there are 5 basic domains of needs that all the workers tend for. The needs are psychological, safety, needs related to love and belongings, needs of self-esteem, and the need for self-actualization. According to Lingard *et al.*, (2021), the marshmallows and worker does not only work under an organization to earn some money but also tends for love, self-respect, recognition, and job security. During the covid-19 pandemic situation, the workers of the construction industry did not receive any of these basic needs which demoralized them.

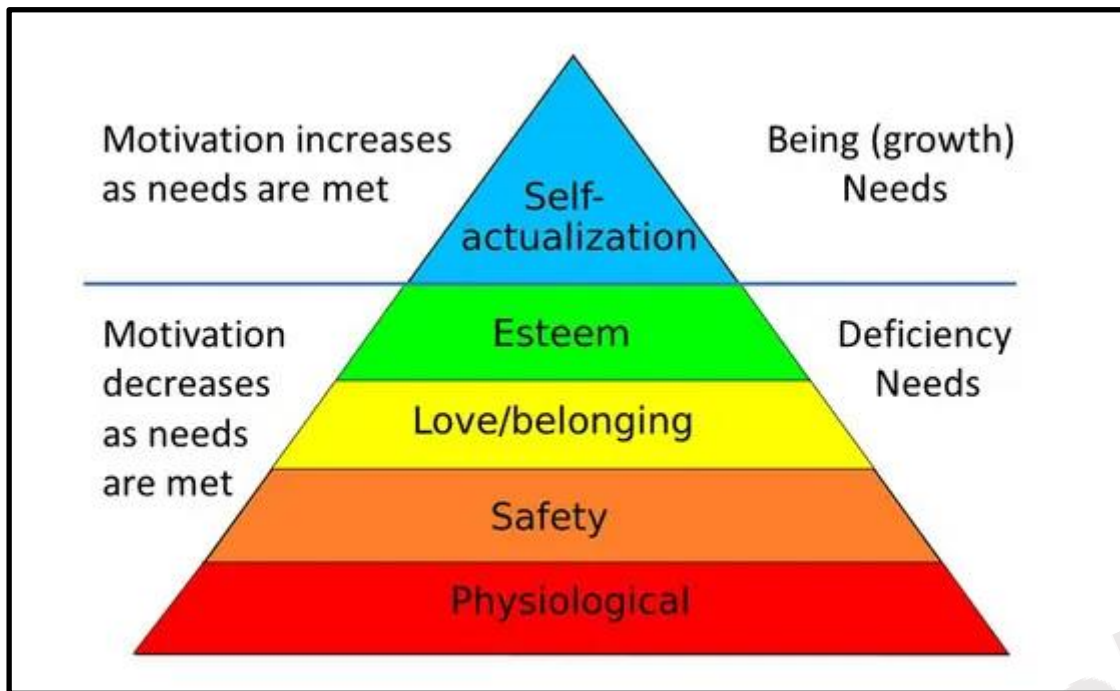


Figure 1: Basic needs of the workers

(Source: Fallatah *et al.*, 2018)

- The primary related to psychological aspect was not fulfilled during the covid-19 pandemic for the construction (Godinić and Obrenovic, 2020). The food and clothing when not sufficiently supplied to them and parallelly they were subjected to salary deduction which disturbed them to buy these basic items. That is why the workers were demoralized and depressed which can be considered as an impact of the recent pandemic on them.
- The second need of the employees is the need for job security which is most predominantly violated. During the pandemic situation, the construction companies have stopped employee retention which drags them to an uncertain future. Suddenly their salary had been reduced and some of them were subjected to recession.
- The third need of an employee is love and belonging. An employee expects respectful behavior and a manageable workload from the organizational hierarchy (Fallatah *et al.*, 2018). However, the companies have over-pressurized the workers to meet the deadlines of the projects in this situation.
- A worker tends to get some self-esteem from the organization he is working for. Despite rewarding the employees, the construction companies have stopped their employment retention which is impactful to their mental health.

- An employee learns huge things when working in an organization. During this covid-19 situation, the construction organization is not able to provide the employees any training and orientation session which has degraded their performance (Fallatah et al., 2018). The needs related to self-authentication were totally unaddressed during this covid-19 period for the construction employees.

Adopting the theory of Maslow's hierarchy, the sufferings and losses experienced by the construction workers are clearly depicted. The workers of construction companies were not only terminated from their duties but also exploited from different points of view (Godinić and Obrenovic, 2020). So, it can be considered concluded that the impact of the Covid-19 pandemic was more than derogatory on the construction workers.

2.6. Literature gap(more clarity required – The gap has to be very clear)

During the current pandemic, there has been a dramatic and unanticipated drop in the building business all over the world. **Construction workers are among the most susceptible victims of this situation. The literature review portion of this research focuses on the causes for scarcity in both the physical and mental well-being of employees. However, this chapter does not address preventive approaches to mitigate the detrimental effects on construction workers. The topic will be more meaningful if more evidence-based instances are included, which is another gap in the literature.** These two shortcomings can be considered as the literature gap for this respective research paper.

2.7. Summary of the chapter

The preceding section focuses on the effects of covid-19 on construction workers. The majority of the consequences of this latest epidemic are negative, affecting employees' physical and emotional health. Besides, the organizations related to construction activities did not take any possible steps to prevent these negative impacts on their employees. All the issues related to the research topic are discussed in this chapter followed by some statistical evidence and real-time cases.

References

- Al Amri, T. and Marey-Perez, M., 2020. Impact of covid-19 on Oman's construction industry. *Technium Soc. Sci. J.*, 9, p.661.<https://heinonline.org/HOL/LandingPage?handle=hein.journals/techssj9&div=63&id=&page=>
- Brammer, S., Branicki, L. and Linnenluecke, M.K., 2020. COVID-19, societalization, and the future of business in society. *Academy of Management Perspectives*, 34(4), pp.493-507.<https://journals.aom.org/doi/abs/10.5465/amp.2019.0053>
- Brown, S., Brooks, R.D. and Dong, X.S., 2020. Impact of COVID-19 on construction workers and businesses. <https://stacks.cdc.gov/view/cdc/95397>
- Bsisu, K.A.D., 2020. The impact of COVID-19 pandemic on Jordanian civil engineers and construction industry. *International Journal of Engineering Research and Technology*, 13(5), pp.828-830.chrome-extension://efaidnbmnnnibpcajpcglclefindmkaj/viewer.html?pdfurl=https%3A%2F%2Fwww.ripublication.com%2Firph%2Fijert20%2Fijertv13n5_01.pdf&chunk=true
- Carnevale, J.B. and Hatak, I., 2020. Employee adjustment and well-being in the era of COVID-19: Implications for human resource management. *Journal of Business Research*, 116, pp.183-187.<https://www.ncbi.nlm.nih.gov/pmc/articles/pmc7241356/> [Accessed on 21 March, 2022]
- Ekpanyaskul, T and Padungtod, G. (2021) 'Occupational Health Problems and Lifestyle Changes Among Novice Working-From-Home Workers amid the COVID-19 Pandemic', *Safety and Health at Work*.
<https://www.sciencedirect.com/science/article/pii/S209379112100010X>
- Fallatah, R.H.M. and Syed, J., 2018. A critical review of Maslow's hierarchy of needs. *employee motivation in Saudi Arabia*, pp.19-59.https://link.springer.com/chapter/10.1007/978-3-319-67741-5_2 [Accessed on 21 March, 2022]
- Godinić, D. and Obrenovic, B., 2020. Effects of economic uncertainty on mental health in the COVID-19 pandemic context: social identity disturbance, job uncertainty and psychological well-being model. *International Journal of Innovation and Economic Development*, 6(1).
<https://philpapers.org/archive/GODEOE.pdf> [Accessed on 21 March, 2022]

Lingard, H., Peihua Zhang, R., Räisänen, C., Miang Goh, Y., Bowen, P. and Bhandari, S., 2021. what have we learnt from the COVID-19 global pandemic: improving the construction industry's abilities to foresee, respond to and recover from future endemic catastrophes. *Construction Management and Economics*, 39(2), pp.192-197. https://research.chalmers.se/publication/522273/file/522273_Fulltext.pdf [Accessed on 21 March, 2022]

Ogunnusi, M., Omotayo, T., Hamma-Adama, M., Awuzie, B.O. and Egbelakin, T., 2021. Lessons learned from the impact of COVID-19 on the global construction industry. *Journal of engineering, design and technology*. https://www.emerald.com/insight/content/doi/10.1108/JEDT-05-2021-0286/full/html?skipTracking=true&utm_source=TrendMD&utm_medium=cpc&utm_campaign=Journal_of_Engineering%252C_Design_and_Technology_TrendMD_1&WT.mc_id=Emerald_TrendMD_1

Pamidimukkala, A., Kermanshachi, S. and Jahan Nipa, T., 2021, June. Impacts of COVID-19 on health and safety of workforce in construction industry. In *International Conference on Transportation and Development 2021* (pp. 418-430). <https://ascelibrary.org/doi/abs/10.1061/9780784483541.039> [Accessed on 21 March, 2022]

Pirzadeh, P. and Lingard, H., 2021. Working from home during the COVID-19 pandemic: Health and well-being of project-based construction workers. *Journal of Construction Engineering and Management*, 147(6), p.04021048. <https://ascelibrary.org/doi/full/10.1061/%28ASCE%29CO.1943-7862.0002102> [Accessed on 21 March, 2022]

Saxena, Ankita, and Shashi Shekhar Gautam. "Employee mental well-being amidst Covid-19: Major stressors and distress." *Journal of Public Affairs* (2020). <https://www.ncbi.nlm.nih.gov/pmc/articles/pmc7744868/> [Accessed on 21 March, 2022]

Syrek, C., Kühnel, J., Vahle-Hinz, T. and de Bloom, J., 2022. Being an accountant, cook, entertainer and teacher—all at the same time: Changes in employees' work and work-related well-being during the coronavirus (COVID-19) pandemic. *International Journal of Psychology*, 57(1), pp.20-32. <https://onlinelibrary.wiley.com/doi/pdf/10.1002/ijop.12761> [Accessed on 21 March, 2022]

The UN Official Website <https://sdgs.un.org/goals>

Tušl, M., Brauchli, R., Kerksieck, P. and Bauer, G.F., 2021. Impact of the COVID-19 crisis on work and private life, mental well-being and self-rated health in German and Swiss employees: a cross-sectional online survey. *BMC Public Health*, 21(1), pp.1-15.<https://bmcpublichealth.biomedcentral.com/articles/10.1186/s12889-021-10788-8>

[Accessed on 21 March, 2022]

Rouhanizadeh, B., &Kermanshachi, S. (2021). Causes of the Mental Health Challenges in Construction Workers and Their Impact on Labor Productivity. In *Tran-SET 2021* (pp. 16-26). Reston, VA: American Society of Civil Engineers.

Ajmal, M., Isha, A.S.N., Nordin, S.M., Sabir, A.A., Munir, A., Al-Mekhlafi, A.B.A. and Naji, G.M.A., 2021. Safety management paradigms: CoViD-19 employee well-being impact on occupational health and safety performance. *Journal of Hunan University Natural Sciences*, 48(3).

Park, S., Jeong, S. and Chai, D.S., 2021. Remote e-workers' psychological well-being and career development in the era of COVID-19: challenges, success factors, and the roles of HRD professionals. *Advances in Developing Human Resources*, 23(3), pp.222-236.

Survey questionnaire:(The questions in under qualitative survey has to be open ended.Likert scale questions are not acceptable to professor as these are considered to be closed ended. Therefore I changed the questionnaire from Likert model to Open ended . And these were shared with you . You can please edit them.) Survey at least 10 people to get a meaningful data.

1. Do you have any further suggestions for improving worker morale and productivity?
2. Has your company implemented proper COVID-19 response action?
3. How do you guarantee that your company's initiatives are adding value?
4. How does your company help its employees and their families, in particular During such a Crisis?
5. How does your management guarantee that employees have a good work/life balance?
6. What has the organisation done in response to COVID-19 that has resulted in a beneficial outcome?
7. What have you learnt from this "new workplace normal" that will help you in your job?
8. Would you like your organisation to run even more efficiently?