

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

Expertsmind Sample

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Chapter 5: Discussion

Introduction

As seen in the earlier chapters, the Covid-19 pandemic has impacted the world tremendously (Lone and Ahmad, 2020). The research has made use of surveys to address the issue of the impact of Covid-19 on construction workers' wellbeing. Thus, this chapter will involve a thorough discussion of the findings of the survey. The result of the finding will be analysed to get meaningful insights and meet the needs of the research. The main aim of this research is to check the Covid 19 pandemic's impact on the well-being of construction workers. It will also consider the aspect of workers' engagement and morale and whether effective strategies are in place. This particular section will try to find how far the company where the workers work is concerned about their health, security and safety. Furthermore, this chapter will analyse recovery measures taken by the company to keep staff satisfied, pay cuts, and check the impact of excessive workloads on workers, staff engagement and job responsibilities. This portion will also address how companies can implement proper work-life balance for their employees and what factors influence workers' sensitivities and feelings. Finally, this chapter will also consider workers' outlook on job uncertainty and pay loss in the present times and also in the future.

Discussion of the findings

This research will evaluate and check the influence of Covid-19 on Construction workers' well-being. Workers' well-being depends on the organization's measures and policies to deal with it. Adverse crises like Covid-19 need to be handled by companies in such a way that they will not impact workers' health, security, safety and wellbeing.

During the epidemic, communicating with employees the lack of physical contact was a big problem (Jallow et al., 2020). Furthermore, keeping employees interested and motivated amid a crisis was critical. As a result, the workers were asked how their firms kept in touch with them and helped them stay engaged. Different employees replied differently when asked how their firm keeps them engaged. All of the respondents mentioned online meetings. Some of the workers' firms also get frequent health reports from them. This aided in the achievement of the study's second goal, which was to examine worker engagement metrics.

A total of ten people were surveyed for this study. All respondents were given the freedom to select whether or not to participate in the survey. They can also choose to opt-out of the survey at any time. Two Foremen, two Supervisors, one Mason, one Mechanical Worker, one

Electrical Worker, one Instrument Worker, one Painter, and one Plumber are among the ten responders. Their comments will provide vital information to the investigation.

When workers were questioned about their top stress issues during the Covid-19 period, they provided a variety of replies. The majority of them said they were worried about losing their jobs, which was stressful (Kang, et al., 2021). This demonstrates the construction workers' current employment insecurity. The stress of salary loss was the second most prevalent source of stress among workers, behind job loss. It demonstrates the workers' reliance on their jobs to make ends meet. One of the respondents stated that the increased workload as a result of the reduced number of workers was the source of his stress. Workers' mental health suffers as a result of job and wage loss.

To get further insights into the job security of these workers during Covid-19, the workers were surveyed on how their companies dealt with job security during this period. Three out of the eighth respondent, that is, 37.55% of the total respondents have responded that their company did not provide any job security during the time of crisis. One of them even said that, though the company did not reduce wages, it was actively terminating workers to cut costs. And another one has said that his company has not provided any job security and was reducing wages. However, the other six respondents, 67.5% of the total respondents, have replied that their companies have provided their job security with some added benefits during this time. Such benefits include not cutting wages, not terminating workers, providing sick leaves and ensuring timely payment of salary (Jallow *et al.*, 2020). This survey makes it possible to achieve the first objective of the research in terms of understanding how companies handled the security concerns of the workers during the Covid-19 pandemic.

This issue is related to the first goal of determining the impact of increasing workloads and pay decreases on worker morale (Lone and Ahmad, 2020). There was a provision for project extensions if the worker became ill with Covid. In addition, the corporation provided paid time off to Covid employees. One respondent stated that the corporate insurance covered the cost of the Covid therapy, which was very reassuring. Companies were polled to better understand the efforts they were doing to improve worker health and safety. The responses to this poll were highly enlightening since they emphasised the various ways organisations addressed the health and safety of their workers during Covid. During the Covid-19 issue, all of the respondents stated that their organisations supported and treated them properly to manage their health, safety, and workload. The corporation took workers' health seriously and supplied them with

the appropriate health care (Stiles et al., 2021). The responses to this survey aid in understanding and identifying the level of comfort provided by the company to its employees in terms of health, security, and safety during the Covid period, which is directly related to the first objective (Umar, 2022).

The workers were surveyed about the measures taken by their companies to ensure workers' productivity and engagement (Trogakos *et al.*, 2020). The responses were varied and highlighted how each company deals with this aspect in their way. Most of the workers responded that to increase worker engagement, companies encouraged the active participation of the workers in the meetings to discuss issues that arise in projects. Also, one of the workers said that his company encouraged family games to give them a sense of belongingness. These responses directly link to capture specific measures that help to boost workers' engagement benefits (Hatoum *et al.*, 2021).

Maintaining proper mental health of the workers is a raging concern of every company Denny- (Smith *et al.*, 2021). A crisis period like the Covid 19 disrupts the mental balance of the workers due to uncertainty in terms of jobs and pay. So, the workers were surveyed to understand the impact of isolation and Covid-19 on the worker's engagement. This is also one of the objectives of the research. The workers have responded that they have taken the help of their close ones, attended counselling sessions, shared personal distress with co-workers and actively avoided social media and news channels showing news of Covid-19 to keep remain emotionally stable. To understand the worker's perspective, they were encouraged they're learning from the "new-work place normal". Learning about new digital technologies was a common response. This shows how digital technologies will influence the construction industry in the coming years. To assess workers' expectations, they were asked about some suggestions for the companies to avoid any such crisis in the future (Rehman *et al.*, 2021).

The employees were polled regarding the effect of Covid-19 on their earnings and benefits (Hatoum et al., 2021). The replies to this survey aided in achieving the study's primary goal. Approximately 25% of respondents, or two out of every eight workers, said that their incomes or pay were lowered as a direct result of the crisis. Whereas the other 75%, or the remaining six employees, have said that there has been no impact on their income. However, two of these six employees said that they were not expecting to get an annual raise and bonus due in two years (Umar, 2022). The poll also enabled the goal of gathering worker sensitivities and sentiments about work-life balance to be met. Seven of the total respondents offered a positive

response, emphasising that their organisations provided good work-life balance to their employees. Workers were permitted to spend meaningful time with their families, and working outside of office hours was discouraged (Ojo et al., 2021). They also made certain that employees could take vacations. One responder further stated that his employer frequently discussed employee mental health at management meetings. Another responder stated that his employer gives paid sick leave to its employees. Only one responder stated that his company's schedule was demanding for improving work-life balance

Research Implications

The research has highlighted the state of the construction worker's well-being due to the global pandemic. The main concern is to find and understand the problems to come up with meaningful solutions to deal with them.

Conclusion

From the above analysis, it is clear that the Covid-19 pandemic has adversely affected the mental health of the workers by causing tremendous stress. The Covid-19 pandemic has impacted the job security of the workers and is responsible for their wage reduction. The implications of the pandemic are long term and there are still many construction workers who are suffering because of it as there is still a lack of work and job opportunities for them.

Chapter 6: Conclusion

From the above research, it has been concluded that this study will assess and investigate the impact of Covid-19 on the well-being of construction workers. The well-being of employees is dependent on the organization's methods and policies for dealing with it. Companies must address adverse emergencies like Covid-19 in such a way that they do not negatively affect workers' health, security, safety, and well-being. This study has included the help of eight people who were polled. All respondents were given the freedom to select whether or not to participate in the survey. They can also choose to opt-out of the survey at any time. Two Foremen, two Supervisors, one Mason, one Mechanical Worker, one Electrical Worker, one Instrument Worker, one Painter, and one Plumber are among the eight responders. Their comments will provide vital information to the investigation.

When workers were questioned about their top stress issues during the Covid-19 period, they provided a variety of replies. The majority of them said they were worried about losing their jobs, which was stressful. This demonstrates the construction workers' current employment insecurity. The stress of salary loss was the second most prevalent source of stress among workers, behind job loss. It demonstrates the workers' reliance on their jobs to make ends meet. One of the respondents stated that the increased workload as a result of the reduced number of workers was the source of his stress. Workers' mental health suffers as a result of job and wage loss. This issue is related to the first goal of determining the impact of increasing workloads and pay decreases on worker morale. During the Covid-19 epidemic, the world economy experienced a severe downturn, affecting the economies of several countries. The governments of the nations impacted by the outbreak will almost certainly declare a state of emergency for an extended period. It has influenced both international and national GDP. Because of these factors, the firms involved in the building had to halt their operations, and they were also suffering from unforeseen losses. Organizations began lowering worker compensation to surviving in the diversified circumstances and competitive market.

The survey poll also enabled the goal of gathering worker sensitivities and sentiments about work-life balance to be met. Seven of the total respondents offered a positive response, emphasising that their organisations provided good work-life balance to their employees. Workers were permitted to spend meaningful time with their families, and working outside of office hours was discouraged. They also made certain that employees could take vacations. One responder further stated that his employer frequently discussed employee mental health at management meetings. Another responder stated that his employer gives paid sick leave to its

employees. It has also stated that his organisation has a demanding schedule for its employees and does not provide sufficient work-life balance.

Workers were polled on the steps their employers were doing to guarantee worker productivity and engagement. The comments varied and demonstrated how each organisation approaches this issue in their unique way. The majority of workers stated that to enhance worker engagement, corporations encouraged workers to actively participate in meetings to discuss issues that emerge in projects. Furthermore, one of the employees stated that his employer supported family games to give them a sense of belonging. These replies are directly linked to particular actions that help to increase the advantages of worker engagement. During the epidemic, communicating with employees the lack of physical contact was a big problem. Furthermore, keeping employees interested and motivated amid a crisis was critical. As a result, the workers were asked how their firms kept in touch with them and helped them stay engaged. Different employees replied differently when asked how their firm keeps them engaged. All of the respondents mentioned online meetings. Some of the workers' firms also get frequent health reports from them. This aided in the achievement of the study's second goal, which was to examine worker engagement metrics.

Workers stated that they sought the assistance of loved ones, attended therapy sessions, communicated personal anguish with coworkers, and purposefully avoided social media and news channels broadcasting Covid-19 news to remain emotionally healthy. To grasp the workers' point of view, they were urged to learn from the "new-workplace normal." A typical solution was to learn about new digital technologies. This demonstrates how digital technology will impact the building business in the next years. To gauge workers' expectations, they were invited to make some recommendations for employers to prevent a similar issue in the future. The Covid-19 epidemic has utterly altered the world's usual functioning. In terms of health, social, and economic issues, the building sector was also greatly harmed. Construction employees have had a difficult time finding work because all construction operations have been halted in their totality. It has had a huge impact on their well-being. A crisis time, such as the Covid 19, disturbs employees' mental equilibrium owing to employment and wage instability. As a result, workers were polled to learn more about the effects of isolation and Covid-19 on worker engagement. This is also one of the research's goals.

Fear of job loss and salary loss has caused workers to be fearful and insecure. This has had a significant influence on workers' mental health and well-being (Brown et al.,2020). To address

this concern further, the current study attempted to analyse the impact of Covid-19 on employee well-being. This research would also strive to identify the best organisational strategies to improve and influence workers' participation, morale, and job efficiency.

Construction employees are in charge of the manual labour involved in the construction process. Because construction has traditionally been a highly difficult work environment, the workers' well-being is frequently disregarded and neglected. This has to change, and taking a proactive approach to the issue will be advantageous. The Covid-19 Pandemic has had a tremendous impact on the building sector. It harms human health and has affected all facets of daily living. As a result of the lockdown, building sites throughout the world were entirely shut down, and severe limitations were enforced. As a result, many construction businesses are experiencing cash issues.

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