

PROBLEMS AND SOLUTIONS DUE TO MENTAL ANXIETY OF IT PROFESSIONALS WORK AT HOME DURING COVID-19

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The aim of this letter relates to the health problems faced by the Information Technology (IT) employees during work at home for COVID-19. For the COVID-19, Governments have been imposing lockdown directly or indirectly and a number of restrictions are taken care for the people. In support of the restrictions IT Companies are asked their employees to work at home for the completion of the clients works. Since there is no other options employees are bound to do work at home. Shawni Dutta et.al. attempt to predict consequences in the workplace observed due to mental anxiety (Dutta & Bandyopadhyay, 2020). In this letter our main focus is to describe the problems of mental health of employees who have been working at home till date and some remedial measure for them to remove mental anxiety that may cause some serious diseases. It is important to take care of mental health of employees during lockdown period due to COVID-19 whether they are working at home or working at workplace. Presently most employees of IT organizations have been doing their works from home. Employers of IT companies are giving more work to clients on a regular basis assuming these employees do not get free time. At the same time professional dedication of employees is required since there is a fear in mind that they can lose their job if they do not complete the work in time. So it creates mental anxiety among employees and at the same time mental health of employee deteriorated. The anxiety caused by stress in workplace as well as in home may have poor outcomes by the employee for the organizations. This situation needs attention by the organization to improve the working condition in home to increase the throughput of work of employees. Normally, human beings take depression lightly than physical illness. This on-going depression often creates many diseases. If employee takes leave for mental illness then it may create negative consequences for other co-workers. The organization will not accept it if durations of leave are more. The work in front of computers continuously for a long time by an employee from home is creating stress on their eyes and sometimes it may cause bad posture, arthritis in fingers. Computer stress can be caused by sitting in one position for a prolonged period of time. Mental anxiety disorders may have intense, excessive and persistent worry and fear about everyday problems to be solved by IT professionals. If it continues then fear may reach panic attacks. IT professionals who work

from home are isolated from co-workers for the first time. The daily routines are disrupted and it causes anxiety, stress and strain - physically, mentally, and financially due fear of losing a job. Anxiety creates various mental problems such as sleepless nights, back pain, sweating, breathing problems etc. (Jackson et al. 2010). For example, problem sleepless nights may occur due to the works assigned for tomorrow and completion works shall be completed within one day. In the long run anxiety may cause insomnia, high blood pressure and cardiovascular disease (Sturgeon et al. 2016). It is true that some of the diseases may occur if there is no COVID-19. Suppose the Company forces you to resign from the post you are holding now. If you are working in the workplace then you can have an indication in the recent past that the Company is not happy with your work. Now imagine if you are working at home then a letter from the Company is sufficient to remove you from the job. This stress is continuing in the present situation. So far problems are discussed for IT professionals who have been working at home. There is some remedy also to reduce the mental anxiety. We assumed here that IT people are working five days a week and there is a scheduled period of work for the Company. We suggest first that after the working period is completed every day, they may listen to music, read books and play games on mobile. During the weekend they can do medication in relaxation time during the day and it can cure anxiety disorders and relieve symptoms. In a week IT professionals shall give more time for family and friends with mobile. Weekend is the right time to sharpen their knowledge with online training. It helps to distract them from their daily routine. Online training and new learning opportunities will help them to organize their future plan.

Acknowledgements: None.

Conflict of interest: None to declare.

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