



Criterion 3: Research, Innovations and Extension

3.3.2 : Number of books and chapters in edited volumes/books published and papers published in national/international conference proceedings per teacher

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RAMIFICATIONS OF COVID 19 ON THE EDUCATIONAL SPHERE IN KERALA

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Abstract

The unexpected invasion of the corona virus hit mankind hard and fast. It left man reeling under its impact for a long time. We struggled to return to normalcy. In fact we are yet to get back to the normal. What is currently prevailing is called the 'new normal'. Covid 19 is an unprecedented pandemic which has affected the entire world. The corona virus that spreads very quickly is not being contained even after vaccination and the only way to conquer it is to maintain social distance and observe personal hygiene. Almost all nations called for a national lockdown and as a result of this all human activities were literally put to a halt. People were forced to stay at home to remain healthy and unaffected by the virus. As a result, various sectors of the economy such as industrial sector, health sector banking sector, education sector etc. have been adversely affected. The new normal in education is E-learning. This study focuses mainly on studying how Covid 19 has influenced the education system. The main measure adopted by several institutions to mitigate the problem even while preserving social isolation and personal hygiene, was to embrace online platforms such as Zoom, WebEx, Google, Meet, Microsoft Teams etc. Hence the study aims to analyze the impact of COVID-19 on E-learning and use of E-learning platforms. It enables us to understand preferences and satisfaction levels of Students and other people, and thereby bringing new suggestions for change. The study is significant as it analyses the impact of using various E-learning platforms and satisfaction level it delivers among students.

Keywords: Covid 19 Pandemic, online education, online platforms



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etc... With the implementation of these suggestive measures country will move forward and ensure the overall progress in the education sector.

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IMPACT OF WORK LIFE BALANCE ON EMPLOYEE TURNOVER AMONG IT PROFESSIONALS

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ABSTRACT

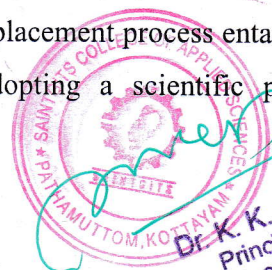
The term 'Employee Turnover' refers to "the decrease in the number of employees due to retirement, resignation, upgrading or death. Whereas Work life balance refers to- describe the balance that a working individual needs between time allotted for work and other aspects of life. Whenever an individual is not able to manage or balance both, he comes down in his professional as well as in his/her family life. The main objective of the study are : To evaluate the work life balance of employees at different levels and to analyse if work life balance is influencing the employee turnover The study states that work life balance and employee turnover are dependent variable.

Key words: Employee turnover, Work Life Balance

Introduction:

Work life balance as a term commonly used to describe the balance that a working individual needs between time allotted for work and other aspects of life - Wikipedia. Areas of life other than work life can include personal interests, family and social or leisure activities. Whereas, Employee Turnover refers to the outflow of employees from an organisation in a given time period to the average number of total employees. Employees are trying hard to balance their work life and family life. Many of them don't get time for their family due to work pressure. Which normally lead to unhealthy relations in life. Human are social animal so they need to enjoy social and family life. In order to enjoy and satisfy the life, each and every employee go for better options. Better options like – good working environment, monetary benefits and non monetary benefits. Employment opportunities in IT is increasing day by day. It has been noted that the IT industry tops the list of industries with highest turnover rates with 13.2% as per the 2018 records.

Work environment itself can be negative motivating to many employees in IT sector, which leads the employees for thinking of other options. The subsequent replacement process entails manifold costs to the organizations. A sound recruitment policy calls for adopting a scientific process of recruitment.



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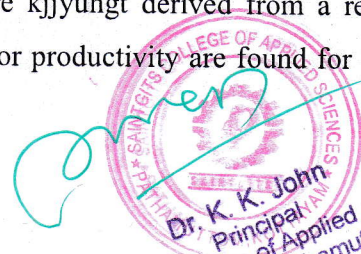
(Bhattacharyya, 2006) In order to minimize the costs associated with the recruitment, firms should implementing various strategies, like upgrading internal employees which might not be possible always.

Attitude is a mental state of an individual who tends to act or respond or is ready to respond for or against objects, situation etc, with which his/her vested feelings or affect, interest, liking, desire and soon, are directly or indirectly linked or associated (Bhattacharyya, 2006). Employee turnover depends on the attitude how an individual balances his personal and work life. The purpose of this study was to study the impact of the work life balance on employee turnover. The causes of employee turnover may vary from external environmental factors to internal environmental factors. There are many causes of increase in employee turnover in an organization, but many researchers argue that the main cause of occupational stress is work overload (Employee Retention and its impact on Employee Turnover , 2019). The increase in the work load in the organization without taking into account the availability of staff to carry out the tasks, may lead to occupational stress. Therefore, the work load increase in any organization should correspond with the availability of work force (Employee Retention and its impact on Employee Turnover , 2019)

Review of Literature :

1. Eric Schulz, Sanjib Chowdhury, David Van de Voort (2013) The human capital of a firm as manifested by employee knowledge and experience represents a key resource of a firm's capabilities. Prior empirical studies have found that firms composed of high levels of human capital experience superior firm performance. Human capital theory proposes that an individual's general or firm specific human capital is positively related to compensation. However, empirical studies examining firm specific human capital's association with higher employee compensation have been inconclusive. The current study proposes that firm specific human capital be categorized as task specific and non task specific. Employees accumulate task specific human capital through duties conducted in their current position. Non task specific human capital represents experiences gained in prior positions to an employee's current job within the firm. Utilizing human capital data from 38,390 employees representing 76 firms in the IT sector, this study examines the association between forms of human capital and employee compensation at different levels of firm productivity. Results show that task specific human capital is associated with higher employee compensation. In addition, firm productivity moderates this association.

2. Marianne J. Koch, Rita Gunther Mcgrath, (2016). Despite the consistency with which the theoretical and normative connections between human resource management practices and firm-level performance outcomes are made, empirical studies that link the two are sparse. This paper presents results from a study of 319 business units that addresses this gap. Hypotheses are derived from a resource-based perspective on strategy. Positive and significant effects on labor productivity are found for organizations



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SUGGESTION AND CONCLUSIONS

The major suggestions put forward from the study are – Employers must reduce the stress associated with work which helps them to balance the distance between work and personal life. Stress free work life leads to increase the efficiency. The firms must introduce some new policies that would motivate the employees. The employers must consider employees with regards to the time of work and better working condition. Adequate leave facilities must be provided. The employers must eliminate the term “ work at home”, as the employees are not able enjoy time with their family

The study reveals that one among the reason of employee turnover is imbalance of work life balance. Majority of the top level employee are able manage both work as well as personal life, but still the study states that work life balance affects employee turnover

The study comes to an end stating that there is a significant relationship between the employee’s turnover and work life balance. Hence, organizations need to concentrate on the employee’s needs and improve working conditions in order to retain their employees. If employees of the IT sector voluntarily quit, it will be a great loss to the organization.

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