



# Employee Harassment during Covid-19 in Private Educational institutions in Uttar Pradesh.

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## ABSTRACT

The basis of the research highlights the employee treatment which has been a major problem during times of COVID. This paper highlighted the pity condition and situation of the educational sector employee as teachers under the disguise of harassment.

With the shut -down of educational foundations in the wake of the COVID-19 pandemic, educators and non-training staff of numerous non-public schools and universities are carrying on a hand-to-mouth presence as they have not been paid their compensations throughout the previous four months. (Gopal, 2020)

In the interim, school and school instructors and non- teaching staff of numerous educational organizations, in a WhatsApp post, have spoken to Chief Minister Y.S. Jagan Mohan Reddy looking for money related help on the lines of that stretched out to different areas of individuals who have been denied of their vocation considering the lockdown. (Gopal,2020). This research focuses on the harassment of employee during COVID-19 as the core issue is cutting of salary and mental harassment as job firing. Researcher took the population size is 100 and sample size is 80 on 95% of confidence interval. After analyzing on the basis of mode and frequency distribution, researcher found that during COVID-19 employee got harassed on the basis of salary cutting and firing that creates mental imbalance.

"There has been no reaction from the public authority to the portrayal. The Central and State governments should contact the genuine victims. An investigation ought to be directed, and all the influenced people, independent of the areas, ought to be paid at any rate 70 % of their standard compensations till the circumstance gets ordinary," says CPI State aide secretary J.V. Satyanarayana Murthy.(Gopal, 2020)

This research offers proof supporting an affirmative response that firms with more reasonable workers heading into the COVID-19 survive the crisis better.

**Keywords:** *Employee harassment, COVID-19, psychological health, mental health, compensation.*

## 1.1 Introduction

In the times of COVID-19 there have been various factors which have affected the lives of the employees and their living has been affected, here we are concern to gender pay gap. Women have officially assured equal opportunity with men, the female residents is gradually becoming further knowledgeable than the male

population and women's employment is continuously increasing. The research is the concern of different compensation of men and women functioning as teachers, trainers, lecturers, educators in the educational institutions of the public and private sector with prominence on identifying the gender pay gap during the locked down caused by the COVID-19 pandemic. Other than the negative effect on the individual, a pandemic can prompt sharp stuns to the overall economies and social orders ( MacIntyre, 2020; Shigemura et al., 2020).

### **1.2 Harassment in Education sector (Private sector)**

There are endless sorts of work environment badgering thus numerous understandings that even the most constant HR expert could miss the signs (11 Types of Workplace Harassment (and How to Stop Them) | i-Sight. (2017).

During pandemic of CORONA and COVID-19 , the most affecting society is private sector employees especially is education sector. Private sector employees have forced to come to the colleges at half salary. They are harassed mentally and psychologically also. This situation is very important to think. In the perspective on the common lockdown forced by different states, the Ministry of Labor and Employment gave a warning on twentieth March 2020 engaging all business' affiliation not to fire their representatives or cut wages of its laborers considering the lockdown. The warning likewise expressed that all businesses of public/private foundations are encouraged to expand their participation by not firing their representatives, especially easygoing or legally binding laborers or lessen their wages. It further expressed that if any work environment is to be made non-operational because of COVID-19, the representatives of such unit will be considered to be on the job.( Payment Of Wages During Period Of Lockdown Implemented To Contain COVID-19 - Coronavirus (COVID-19) - India. (n.d.)) As indicated by the Organization for Economic Co-activity and Development's (OECD) most recent Interim Economic Outlook (2020), ' the Covid-19 presents the worldwide economy with its most serious peril since the budgetary emergency'. 'Indeed, even in the most ideal situation of restricted flare-ups in nations outside China, a sharp log jam in world development is normal in the principal half of 2020 as flexibly chains and wares are hit, the travel industry drops and certainty flounders. Worldwide monetary development is seen tumbling to 2.4% for the entire year, contrasted with a generally powerless 2.9% in 2019' (OECD, 2020). This circumstance can negatively affect business supportability and individual work. Truth be told, this has set off leaves of absence and cutbacks (World Economic Forum, 2020). Representatives, for this situation, need to deal with themselves, of their families and to attempt to keep up their employment position. Shouldn't something be said about their psychological well-being in this specific circumstance? (Hamouche, S. 2020).

### **1.3 Demand for online tutorials (Excess burden on teacher for high-tech Education)**

Online classes create another excess burden on teachers i.e. as Android phones, Data for high speed (4G). Online classes are essential for students but when it is seen for the perspective of teachers (that are not received full payment), then it is becomes harassment. Because teachers have not got efficient money to manage their livelihood and how it is possible to manage the new android phone with high speed data and network connection also. Management of colleges received full fee by the students and parents but management is paying full salary to the teachers. Why? This is very big torturing for teachers during crisis of COVID-19.

### **1.4 Tackle the problem arising during Lockdown in Education sector**

The best way to handle this issue and forestall a total crumbling of all businesses would be by financing bosses for the installments made by them to their laborers and workers during the period the lockdown is in power. Without such measures, Industries or shops and business foundations will be gotten through difficulties that would in all likelihood push them to liquidation, the effect of which on the laborers/representatives would outlive the pandemic itself. (Payment Of Wages During Period Of Lockdown Implemented. To Contain COVID-19 - Coronavirus (COVID-19) - India. (n.d.)).59.8% of the respondents who have up skilled during the lockdown are

those with a work insight of 10-14 years. Then again, 41% of the respondents who think home based work is a superior choice have a place with the age gathering of 26-35 years.(Mehta, R. (n.d.). There are lots of surveyare present via secondary data method on online method and the important thing is that to take serious action in the support of low paid teachers. Because their salary are too less to drive their family properly. His condition has deteriorated due to salary cutting and he is on the verge of hunger.

To deal with this situation, the government should take some strong steps so that the condition of the private sector educational staff can be improved and there is no obstruction in the education and treatment of their children and their children do not go hungry, thus the government should take some concrete steps Should be raised and the management should also be told under a special right to pay the salary as the fees are being paid by the children, then on what basis are the salary cut.

## 2. Review of Literature

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A literature review studies books, insightful articles, and some other sources applicable to a specific issue, region of exploration, or hypothesis, and by so doing, gives a depiction, rundown, and basic assessment of these works comparable to the examination issue being researched. Writing surveys are intended to give a review of sources you have investigated while exploring a specific subject and to show to users how examination fits inside a bigger field of study.(Labaree, R. V. n.d.).

The COVID-19 pandemic can be linked to numerous stressors that may drain employees' psychological strength, during and post pandemic. There has been a difference between the stressors during pandemic and after this pandemic. The suffering that an individual feels is somewhat the outcome of the problem. Therefore, it is imperative to recognize the problem in order to discover solutions which will help out employees and organizations to lessen the threat of psychological health issues. The above mentioned study is the key purpose of this editorial.

Stressors post Coronavirus studies recommend that some stressors that have evolved all through pandemic occurrence have long-lasting effects i.e. they stay even after the pandemic. COVID-19 has resulted to business interference for a few companies that will require moment to get better from the economic consequences of this pandemic. This may well produce a run over consequence on the job market with a probable long-lasting pessimistic impact on employees' capital leading to a negative impact on their mental health.

**Hamouche, S. (2020):**

There has been a study and examination conducted in view of COVID 19 about mental health where two psychological health result: psychological distress and depression that is a consequence from a virus or a pandemic. Psychological distress is a sign of mental health where a condition of individual's emotional distress, come with by indication of depression (e.g. sadness and loss of interest), anxiety (e.g. restlessness) and somatic symptoms like insomnia. It is associated to a set of psycho physiological and behavioral symptoms that are spread over a gamut of time. While depression is psychiatric mood disorder, distinguished by constant reduced mood and interest persistent feelings of sadness, negative emotions and complexity to deal with day by day tasks. If not recognized mental suffering may lead to major gloominess to rigorous consequences similar to suicide. Psychological distress and depression are the consequences of a strong or a constant pressure which has not been dealt with, generally due to the individual's impenetrability to handle with hectic being. The existing pandemic is a basis of deep anxiety for the entire global population.

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imperative to recognize the problem in order to discover solutions which will help out employees and organizations to lessen the threat of psychological health issues. The above mentioned study is the key purpose of this editorial.

Many research papers have been written on Kovid-19 which has different types of employees but very few about the educational system's application such as teacher and faculty that are harassed too much regarding cutting of salary and firing of job. Few research papers have been written and this is a very large research gap in which research is studying.

**Modranský, R., Jakabová, S., & Hanak, M. (2020):**

There are scrupulous gender disparities within the labour market, which pessimistically influence each gender. Few issues are due to of gender inequity against women on the basis of the distinctiveness. Therefore, women face issues throughout the selection procedure, once the employer does not have to have a preference specifically due to gender.

"Further complexity might occur in professional progression like harassment and sexual harassment at workplace, which women are additionally expected to come across and the gender pay gap to the loss of women."

Another cause for the unbalanced state of affairs of both genders in the labour market is that men are additionally ruthless than women, however study in the Czech environment has shown that this is not for a huge group of women, occupation is the key basis of individual self-realization and they desire to make their profession. Nevertheless, Vohlídalová's researches (2006) too confirmed that men are more leaning to the material side of work. In education, it was established that women encompass advanced study goal than men, which defines men with the equivalent or lesser education than women having a superior place in the labor market. By determining the gender pay gap, variation amid genders in the labor market can be measured. At the same occasion, by observing the progress of GPG over the years, it is likely to examine the progress of gender disparity in the labor market.

These causes are:-

Cultural grounds: Traditions, public opinion, values and gender typecast.

-Structural grounds: Labor market organization.

-System grounds: Reward scheme, processes and actors in their setting.

-Institutional situation of a blend of paid work and care.

-Education classification and socialization.

-Individual and family factors.

The result of the gender pay gap is a poor standard of livelihood and a higher risk of scarcity for women and their family. Another effect is a lesser retirement fund for women. The retirement fund system is less classless and women are penalizing for their bad situation in the labor market. Aizer's analysis (2010) observed that additional wealth a woman carries to the affiliation, the lesser the possibility that her associate will experience marital aggression. With higher earnings, a woman has an improved possibility of becoming self-determining of her associate.

An additional set of consequences is the negative effect for the state and the financial system, where human resources are not adequately used, since some women do not toil due to the hallucination of lesser income.

**GUDDAD, M. S., & Terdal, M. V. S (2020):**

A large amount of study based on poverty still centered on statistical economic constraint, ascertaining separation lines so as to portray the underprivileged and the poor (Moura et al., 2014). These procedures let the evaluation amid as well as within culture. For instance, here in Brazil, there is no authorized segregation row of poverty, the nation still has diverse procedures for classification of the underprivileged (Oliveira et al., 2017). With the appearance of COVID-19 pandemic, the globe wishes additional procedures that deal with the complication of the poverty occurrence, and goes further than the assessment amid one society to another, and definitely ahead of the simple nonexistence of capital.

**Jena, P. K. (2020):**

Several entrance examination for recruitments got revoked which produced miserable impact with a vast confront in the survival of a scholar in advanced learning. The Indians dependable for their profession overseas happen to be anguish of their employment abandonment too. In India, there is no employment in Govt. division and new graduates are in anxiety of apprehension about abandonment of employment proposed from business area for the grounds due to pandemic state. Numerous scholar may lose their profession from India and abroad. The pass out scholar may not find their employment abroad due to different precincts basis by Covid-19. All these particulars mean towards add to of redundancy rate due to this pandemic. With raise of redundancy condition, the significance for learning may steadily diminish as populace resist for groceries rather than learning.

### **3. Research Methodology**

Research methodology and technique basically alludes to the down to earth "how" of some random bit of examination and research. All the more explicitly, it's about how a scientist efficiently plans an examination to guarantee legitimate and dependable outcomes that address the exploration points and destinations.(Jansen, D., & Warren, K. (2020, June 15). Researchmethods explains about technique to writing the research study and different tools. Data is collected from secondary and primary study both. Secondary data supports in research work while primary data collection method provides lots of responses from the respondents. Questionnaire are used for primary data collection method.

#### **3.1 Research objective**

Research objective essentially alludes to the viable "how" of some random bit of examination. All the more explicitly, it's about how a specialist efficiently plans an examination to guarantee substantial and solid outcomes that address the exploration points and targets. (What are research objectives?2019, March 7). Researcher sets some objective a:

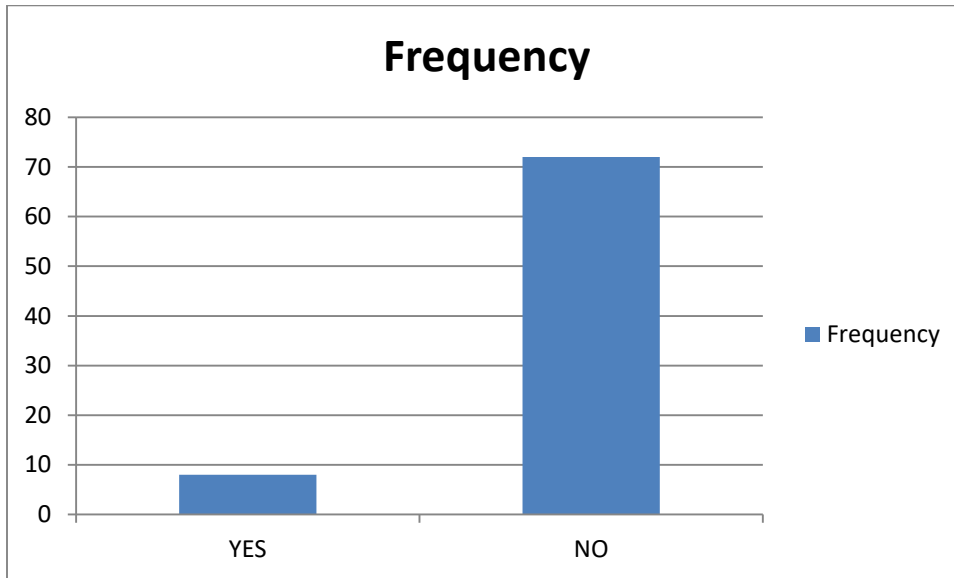
- To explore the impact of COVID-19 on private sector teachers
- To examine the poor situation of teacher arisen due to COVID-19
- To investigate the harassment of private teacher



#### 4. Data Analysis and interpretation

##### 1. In COVID situations firing of Employee from private educational institution is right

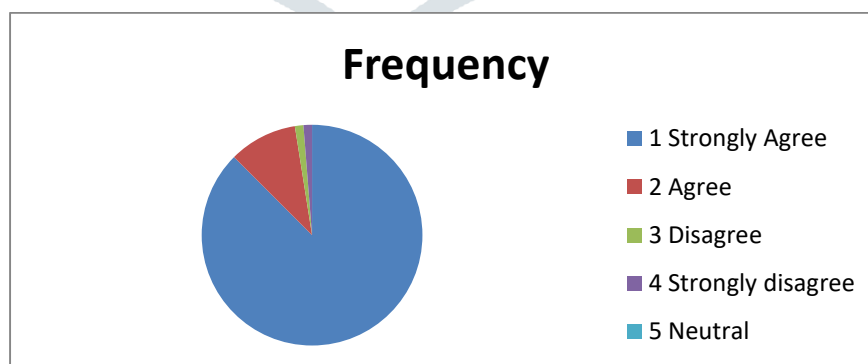
| S.NO | Firing of Employee | Frequency | Percentage |
|------|--------------------|-----------|------------|
| A    | YES                | 8         | 10         |
| B    | NO                 | 72        | 90         |



Among on the analysis of 80 persons it is found that 8 persons responds to Yes, that in COVID situation firing of employee from private institutions is right and 72 persons respond to NO that it is not the right time for the firing of employee in private institutions.

##### 2. Employees are forced to work on less salary

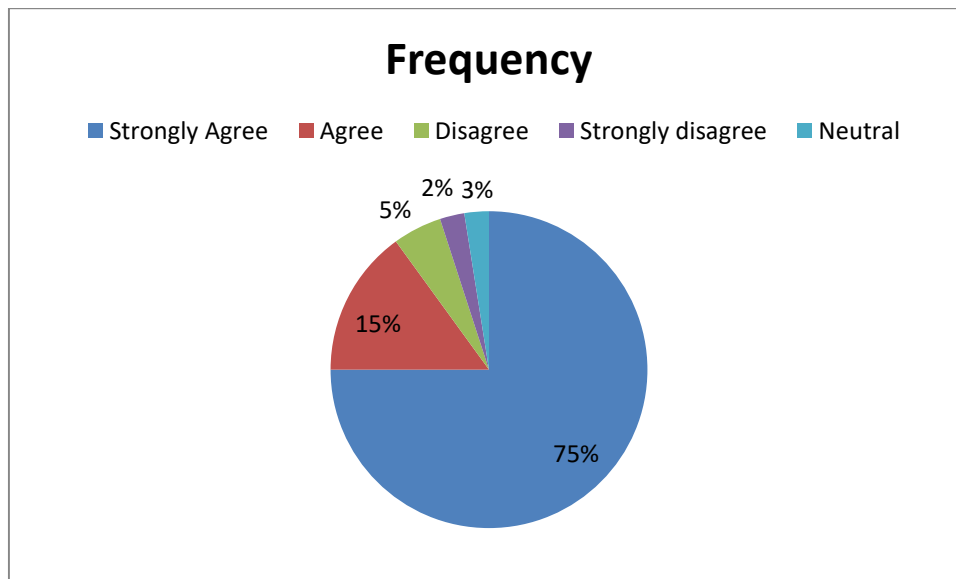
| S.NO | Response          | Frequency | Percentage  |
|------|-------------------|-----------|-------------|
| 1    | Strongly Agree    | 67        | 84.81012658 |
| 2    | Agree             | 12        | 15.18987342 |
| 3    | Disagree          | 0         | 0           |
| 4    | Strongly disagree | 0         | 0           |
| 5    | Neutral           | 0         | 0           |



Among on the analysis of 79 persons it is found that 67 persons are Strongly agree, that in private institutions employee are forced to work on less salary, 12 persons only agree that employee are forced to work on less salary and no persons are respond to Disagree, Strongly disagree and neutral.

### 3. Work from home is now become 24 hour work period for the educational institution employee.

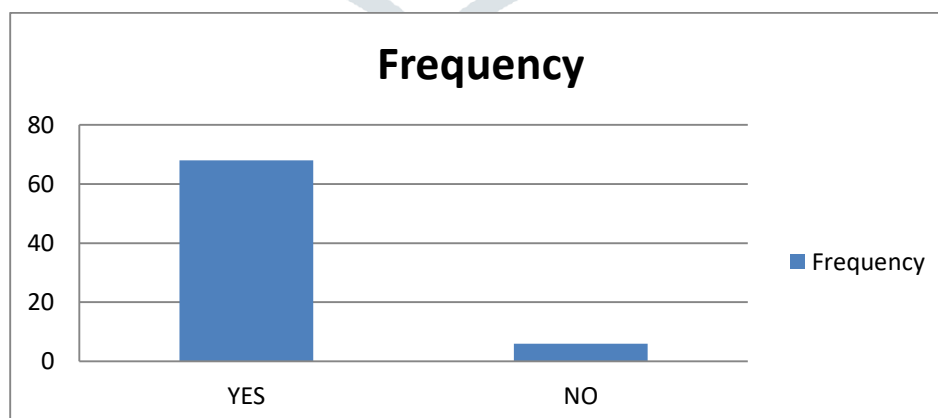
| S.NO | Respos            | Frequency | Percentage |
|------|-------------------|-----------|------------|
| 1    | Strongly Agree    | 60        | 75         |
| 2    | Agree             | 12        | 15         |
| 3    | Disagree          | 4         | 5          |
| 4    | Strongly disagree | 2         | 2.5        |
| 5    | Neutral           | 2         | 2.5        |



Among 80 persons, 60 persons are strongly agree, 12 persons are only agree, 4 persons are disagree, 2 persons are strongly disagree and only 2 persons are neutral regarding the work from home is now become the new time work schedule for the employee of the private institutions.

### 4. Employees are forced to buy the electronic gadages to take the online class

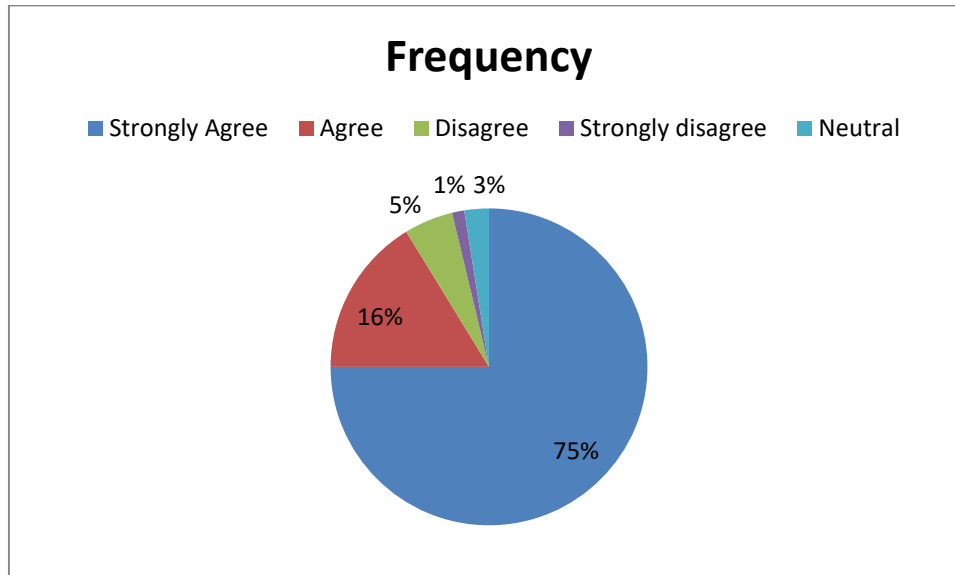
| S.no | Buying gadages | electronics | Frequency | Percentage  |
|------|----------------|-------------|-----------|-------------|
| A    | YES            |             | 68        | 91.89189189 |
| B    | NO             |             | 6         | 8.108108108 |



Among 74 persons, 68 persons are responding to YES and 6 persons are respond to NO regarding the employees of private institution are forced to buy the new electronic gadgets for the arrangement of online classes.

#### 5. Internet Facility is an extra burden on the Employees for the conduction of online classes

| S.NO | Response          | Frequency | Percentage |
|------|-------------------|-----------|------------|
| 1    | Strongly Agree    | 60        | 75         |
| 2    | Agree             | 13        | 16.25      |
| 3    | Disagree          | 4         | 5          |
| 4    | Strongly disagree | 1         | 1.25       |
| 5    | Neutral           | 2         | 2.5        |

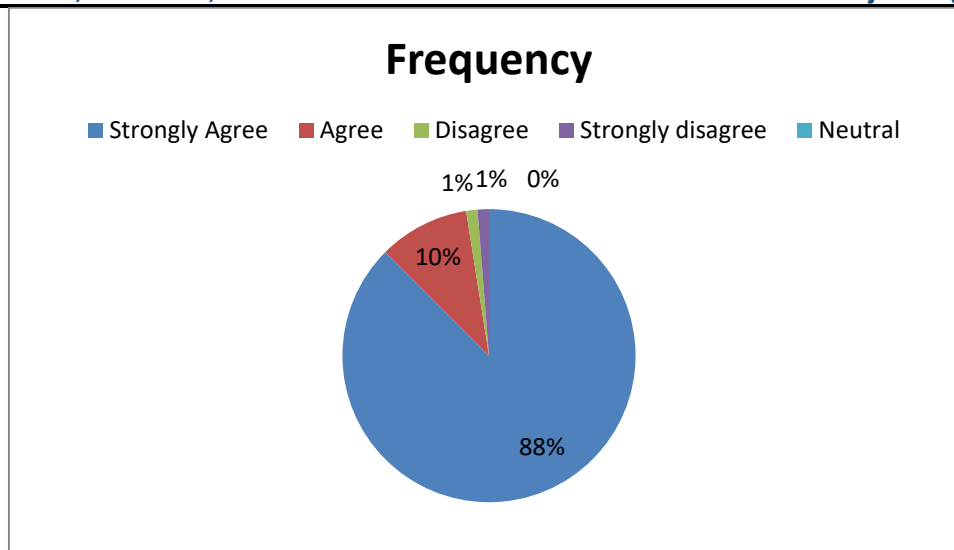


This analysis is based on the like art analysis in which among 80 persons, 60 persons are strongly agree, 13 persons are only agree, 4 persons are disagree, 1 persons are strongly disagree and only 2 persons are neutral regarding internet facility is an extra burden on the employee of the private institution for conducting the online class.

#### 6. Employee of always stay in fear of unemployment in the pandemic of COVID-19 situation in Private educational institution.

| S.NO | Response          | Frequency | Percentage |
|------|-------------------|-----------|------------|
| 1    | Strongly Agree    | 70        | 87.5       |
| 2    | Agree             | 8         | 10         |
| 3    | Disagree          | 1         | 1.25       |
| 4    | Strongly disagree | 1         | 1.25       |
| 5    | Neutral           | 0         | 0          |

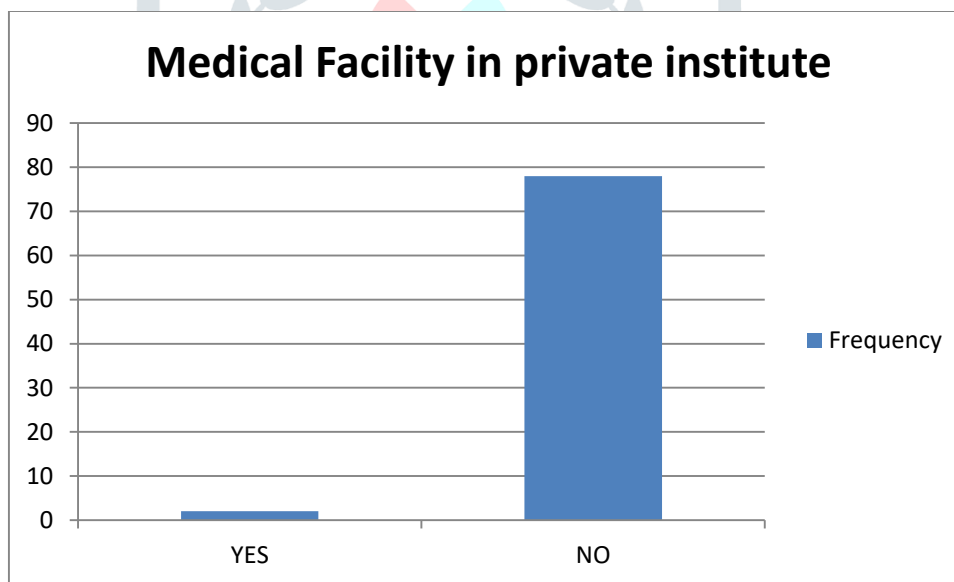




This analysis is based on the Likert analysis in which among 80 persons, 70 persons are strongly agree, 8 persons are only agree, 1 persons are disagree, 1 persons are strongly disagree and only no persons are neutral regarding in private educational institution employees are always stay in fear of unemployment in the pandemic situation Of COVID.

**7. Medical facility is provided by the private educational institution**

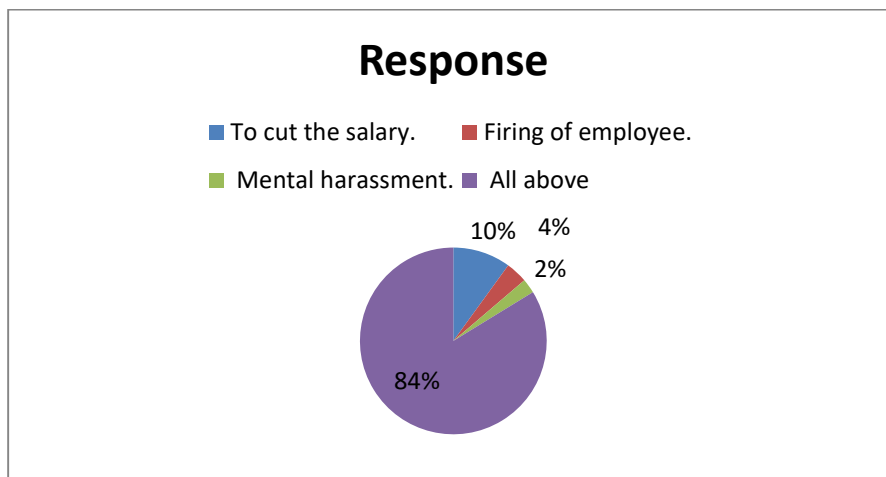
| S.no | Medical Facility in private institute | Frequency | Percentage |
|------|---------------------------------------|-----------|------------|
| A    | YES                                   | 2         | 2.5        |
| B    | NO                                    | 78        | 97.5       |



Among the respond of 80 persons it is found that 2 persons are respond to YES and 78 persons are respond to NO regarding the no medical facility provided by the private educational institutions.

**8. Now a days, New Trend of harassment in private educational institutional is “Employee have to give the target of admission**

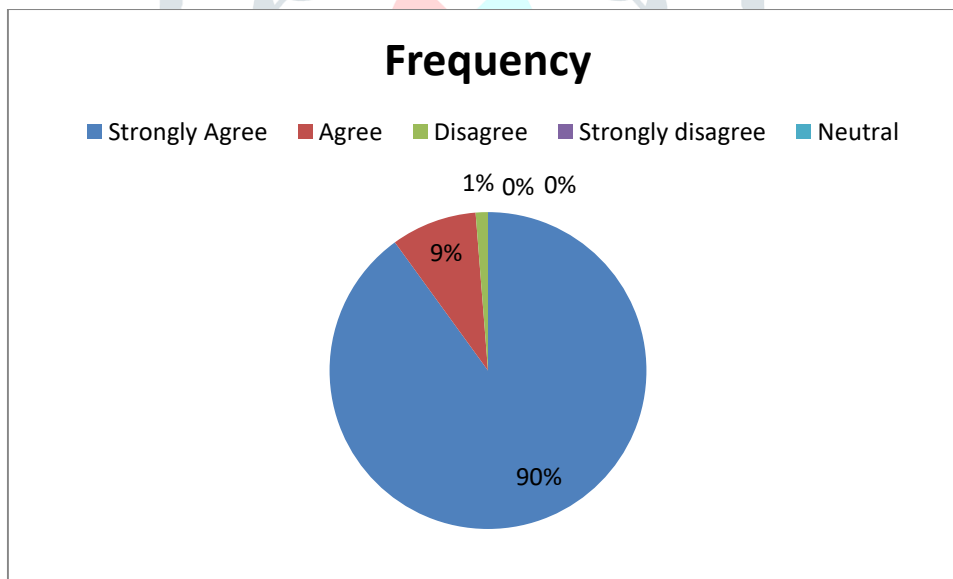
| S.no | Type of Harassment  | Response | Percentage |
|------|---------------------|----------|------------|
| A    | To cut the salary.  | 8        | 10         |
| B    | Firing of employee. | 3        | 3.75       |
| C    | Mental harassment.  | 2        | 2.5        |
| D    | All above           | 67       | 83.75      |



This analysis is based on the Likert analysis in which among 80 persons, 8 persons are harassed by cutting the salary, 3 persons are harassed by firing of employee, 2 persons are harassed by mentally in private educational institution by providing the admission target to the employee.

**9. From the fear of unemployment, employee cannot focus on his family due to various online assignment provided by institution.**

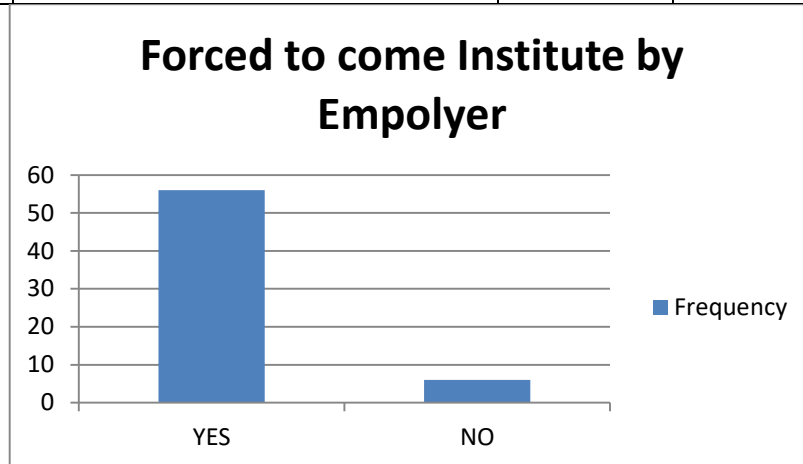
| S.NO | Response          | Frequency | Percentage |
|------|-------------------|-----------|------------|
| 1    | Strongly Agree    | 72        | 90         |
| 2    | Agree             | 7         | 8.75       |
| 3    | Disagree          | 1         | 1.25       |
| 4    | Strongly disagree | 0         | 0          |
| 5    | Neutral           | 0         | 0          |



This analysis is based on the Likert analysis in which among 80 persons, 72 persons are strongly agree, 7 persons are only agree, 1 persons are disagree, 0 persons are strongly disagree and only no persons are neutral regarding in private educational institution employees are always stay in fear of unemployment in the pandemic situation Of COVID and they are not able to focus on his family.

**10. Employees are force to come institution during COVID on the demand of employer**

| S.no | Forced to come Institute | Frequency | Percentage |
|------|--------------------------|-----------|------------|
| A    | YES                      | 78        | 97.5       |
| B    | NO                       | 2         | 2.5        |



Among the respond of 80 persons it is found that 78 persons are respond to YES and 2 persons are respond to NO regarding the employee of private intuition are forced to come institute in the pandemic situation of COVID as per the requirement of the employer.

Above survey depends upon frequency based interpretation. This analysis reveals the real truth behind the curtain and the situation of teachers in pandemic COVID-19. Employee are harassed and pressurized to do work in very low salary and they got threatened for the firing of job. This analysis tells that the condition of the educational sector employee is very pathetic.

**5. Conclusion**

Authorities in the Department of Public Instruction (DPI) said that as per the Karnataka Education (Second Amendment) Act, 2017, educators utilized in tuition based schools can whine to the District Education Regulatory Authority (DERA) in the event that they have any worries identified with installment of pay rates. In light of the RTE Act, the State government had given a request that elementary teachers should be paid at least ₹25,800 per month, secondary teachers ought to be paid in any event ₹33,450 every month.( Kulkarni, T. 2020, July 2). The final conclusion of this study is to focus on pity situation of private sector employee in education department. Salary cutting, extra burden of work and unavoidable expenses makes him mentally weak and harassed. Corona crisis and Lockdown has unswervingly closed many educational centers affecting the teaching of almost Impact of Covid-19 on Workers & Employment. The teachers on agreement are facing problems of income-loss. Likewise persons in higher education in university level are also in employment security with nominal exceptions. The teachers and staffs mostly in private colleges have lost earnings, though many of them are part timers having full-time job to a different place. On the basis to carry on the functioning of formal education system from primary to university level, the temporary preparations may be based on digital/online learning & classes and Radio/TV Education programs. All arrangements for learning & knowledge sharing through different probable options, procedure and methods will ease the concerned people to work and produce somewhat for their living. Within this short span of time, huge numbers of teachers have increase dcapability in information technology and academic development. For sustaining jobs and employment in Education sector cheaper loans to private schools is helpful, Tax rebates and deferment in payments including rents is necessary. Financial assistance is a help to community-based schools as the peoples' capacity to assist these schools financially is weak due to Covid-19 hurdles in economic activities. Post Covid-19 state of affairs is further complex with opportunities and challenges. The whole arrangement have to go into an entire revisit from the

viewpoints of text-books, Time-frame, Session arrangements, modality of examinations. A combination of education in physical attendance in the schools with online education, Radio/TV learning programmers and Homeschooling has to be administered.

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### Appendices: Questionnaire

Q-1 In COVID situations firing of Employee form private educational institution is right ?

- A. Yes                      B. No

Q-2 Employees are forced to work on less salary?

- A. Strongly Agree    B. Agree    C. Disagree    D. Strongly disagree    E. Neutral

Q-3 Work from home is now become 24 hour work period for the educational institution employee.

- A. Strongly Agree    B. Agree    C. Disagree    D. Strongly disagree    E. Neutral

Q-4 Employees are forced to buy the electronic gadgets to take the online class?

- A. Yes    B. No

Q-5 Internet Facility is an extra burden on the Employees for the conduction of online classes ?

- A. Strongly Agree    B. Agree    C. Disagree    D. Strongly disagree    E. Neutral

Q-6 Private educational institution employee always stay in fear of unemployment in the pandemic of COVID-19 situation.

- A. Strongly Agree    B. Agree    C. Disagree    D. Strongly disagree    E. Neutral

Q-7 medical facility is provided by the private educational institution.

- A. Yes    B. No

Q-8 Now a days, New Trend of harassment in private educational institutional is “Employee have to give the target of admission.”

- A. To cut the salary.  
B. Firing of employee.  
C. Mental harassment.  
D. All above

Q-9 From the fear of unemployment, employee can not focus on his family due to various online assignment provided by institution.

- A. Strongly Agree    B. Agree    C. Disagree    D. Strongly disagree    E. Neutral

Q-10 Employees are force to come institution during COVID on the demand of employer?

- A. Yes    B. No