



Research Article

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To study the Aggression & Security-Insecurity level among individuals working in home and in office during COVID Pandemic

Anupama Sharma*¹ & Dr. Manish Gupta²

¹M.A. Clinical Psychology (Final Year), Department of Psychology, Dev Sanskriti Vishwavidyalaya, Gayatrikunj, Shantikunj, Haridwar, Uttarakhand, India

²Assistant Professor, Department of Psychology, Dev Sanskriti Vishwavidyalaya, Gayatrikunj, Shantikunj, Haridwar, Uttarakhand, India

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Abstract: The aim of the present study was to investigate aggression and security insecurity between home and office. A sample of 60 company employees (30 working from home and 30 working from the office) was collected through simple sampling procedures. The research tool used to examine was Aggression Scale by Dr R.L. Bharadwaj and Security-Insecurity Inventory by Dr. Govind Tiwari and Dr. H.M. Singh. Researcher used a post facto research design. The result showed that there was no significant difference at the 0.05 level, which means that in the current context there is no significant difference between the level of aggression and security/insecurity among work from home and work from office in the present context.

Keywords: Aggression, Security-Insecurity, Work from home, Work from Office.

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NEED OF THE STUDY

The COVID-19 pandemic, also known as the coronavirus pandemic, is a global coronavirus disease (COVID-19) pandemic caused by the severe acute respiratory syndrome coronavirus 2 (SARS-CoV-2). According to Zhu *et al.* (2020) the novel coronavirus (2019-nCoV, or COVID-19) epidemic first broke out in Wuhan and has been spreading in whole China and the world. The numbers of new infections and deaths in Wuhan are still increasing, which have posed major public health and governance concerns.

The COVID-19 pandemic made working from home (WFH) the new way of working. Due to the pandemic, many workers and employers had to switch, quite suddenly, to remote work for the first time and without any preparation. According to a report by Move In Sync, on an average, Indians spend two hours a day commuting, which is the highest in the world. According to Vyas & Butakhieo (2021) the pandemic sweeping the world, COVID-19, has rendered a large proportion of the workforce unable to commute to work, as to mitigate the spread of the virus. This has resulted in both employers and employees seeking alternative work arrangements, especially in a fast-paced metropolitan like Hong Kong. Due to the pandemic, most if not all workers experienced work from home (WFH). Hence, WFH has become a policy

priority for most governments. In doing so, the policies must be made keeping in mind the practicality for both employers and employees. However, this current situation provides unique insight into how well working from home works, and may play a vital role in future policies that reshape the current structure of working hours, possibly allowing for more flexibility.

According to a survey of 720 respondents across India, 54% love working from home and 56% believe their productivity has increased by working from home. Around 34% of the respondents, who said they like working from home, are also willing to take a 10% pay cut if companies allow them to work from home permanently, revealed Mavericks India's report Covid-19 and Beyond. As companies worldwide are taking the decision of letting people work from home, Indians seemed to have taken a liking to the new normal ushered in by the Covid-19 pandemic. According to a survey of 720 respondents across India, 54% love working from home and 56% believe their productivity has increased by working from home. Around 34% respondents, who said they like working from home, are also willing to take a 10% pay cut if companies allow them to work from home permanently, revealed Mavericks India's report — Covid-19 and Beyond: An Evolving Perspective. However, most of the respondents who agree for a pay cut are also senior

executives. The report, which was released earlier this week, also states that 81% of the people who used to spend more than 90 minutes of one-way commute to the office would love to work from home permanently. Among the respondent from different cities, 52% from Mumbai said they like working from home, compared to 78% in Pune, 66% in Bengaluru and 51% in Delhi. The report also stated that women prefer the work-from-home setup more than men (Venkatraman, 2020).

The effects of COVID-19 on the women workforce in the formal sector in India, over 80 percent of working women in India, who participated in the survey, said they have been negatively impacted in some form or the other during COVID-19 with the work-life balance becoming worse. As per the report, 38.5 percent of working women surveyed said they were adversely affected by the burden of added housework, childcare and eldercare while 43.7 percent said that work-life balance has become worse. Over 90% of 3,300 working professionals, who were surveyed by a real estate consultancy regarding a change in work modes due to the Covid-19 pandemic, said that they prefer flexible working hours and remote working, but also that they miss social interactions that an office space facilitates, a report of the survey stated. Though working from home can make life easier at first, it can actually be detrimental to employees' mental health. Humans are social creatures, and working without seeing anyone can make employees feel cut off. Press Trust of India (2021). According to Tripathy (2018) Om Meditation and Pragma Yog with chanting of Gayatri Mantra on level of aggression in adolescent and found that the Pragma Yog with chanting of Gayatri Mantra significantly decrease the aggression level of the participants. Tripathy & Sharma (2018) conducted a study of monitoring behavioral problem of adolescent: management through Psycho Yogic Module and the findings revealed that the practice of Psychoyogic module is highly effective in reducing the aggression level and increasing the adjustment level in participants, which was significant at 0.01 level of significance. Rani & Tripathy (2021) summarize, the findings of the obtained quantitative data by the help of experimental research on the "Effect of COVID-19 on the level of Death Anxiety of an individual" researcher examined that Post-COVID Diagnosed individual have greater death anxiety than the individual who haven't diagnosed with COVID. Garg & Tripathy (2021) found that that working women diagnosed with COVID are more emotionally matured than non-working women diagnosed with COVID.

Tripathy & Srivastav (2011) conducted a study a study on effect of perceived academic achievement on the level of inferiority and insecurity feeling. The findings revealed that the perceived academic achievement highly effective on the level of inferiority and insecurity feeling of students. Karwe (2017) conducted a study the negative family environment play

an important role in the adolescence life and also affect their personality traits. Similarly a study has done by Susan (2016) examine that the video games and television affect the adolescent aggression level. The result of this study also shows that they not only affect their aggression level but also affect in negative behavior. As, a result it was shown that both the study affect the personality traits due to aggressive behavior in adolescents.

Many study shows that due to the aggressive behavior person shows the anti-social behavior, delinquent behavior, also affect the mental ability. Therefore, we have taken this seriously and the person who are suffering should be practice the different technique like meditation, were very effective as the study prove and result was very effective. Tripathy (2017) conducted a study on Chandra Namaskar as a panacea of aggression and found that there was a statistically significant decrease in the aggression score. The findings revealed that the practice of Chandra Namaskar is highly effective in reducing the aggression level in participants, which was significant at 0.01 level of significance. Tripathy (2017) examined that the effect of academic achievement on inferiority-insecurity feeling. Result revealed that there is no significant difference between high academic achiever and low academic achiever student on the level of inferiority feeling. There is no significant difference between high academic achiever and low academic achiever student on the level of insecurity feeling. There is no significant difference between high academic achiever boys and high academic achiever girls on the level of inferiority feeling. There is no significant difference between high academic achiever boys and high academic achiever girls on the level of insecurity feeling. There is no significant difference between high academic achiever and low achiever boys on the level of inferiority feeling. There is no significant difference between high academic achiever and low achiever boys on the level of insecurity feeling. There is no significant difference between high academic achiever and low achiever girls on the level of inferiority feeling. There is no significant difference between high academic achiever and low achiever girls on the level of insecurity feeling. It is recognized by the result of this field study that the variable has academic achievement affected to inferiority and insecurity feeling.

A latest research has done by Srivastava (2020) on a comparative study of aggression of juvenile delinquently and normal boys. They found that due to parenting and education it will definitely effect their mental ability and due to this their aggression level fluctuated. Tripathy (2018) was to observe the effect of *Chandra Namaskara* and Om Meditation on the aggression level of male adolescents. Results indicated that the *Chandra Namaskara* and Om Meditation significantly decrease the aggression level of the participants. Similarly, the study has done by Singh

(2020) examined that aggression among adolescents in relation to personality and coping style. The result shows that there is no significant difference among them. Tripathy (2018) conducted a study the effect of Suryanamaskara and Om meditation on aggression level of adolescent and found that the difference is considered to be not statistically significant. The findings revealed that the practice of Om Meditation followed by Surya Namaskara is highly effective in reducing the aggression level in adolescents, which was significant at 0.01 level of significance. Another study by Ariba (2020) examined the aggression management through Psychological intervention among adolescents. The result shows that the level of hope and delayed gratification of aggressive adolescents were also increased by the module. There was no impact of intervention module on self-efficacy, optimism and resilience of adolescents. Thus, it can be said that aggression is negatively related to hope and delayed gratification. Tripathy (2018) conducted a study of aggression and self confidence among the different disciplines of university male students and the results indicated that the significant difference was found among different discipline of University male students in relation to self-confidence ($p < 0.05$). On the basis of findings it was concluded that the mean score of aggression of Computer Science students (89.17) is more than the Journalism & Mass Communication and Tour & Travel Management students and the mean score of self-confidence of Journalism & Mass Communication students (27.57) is more than the Computer Science and Tour & Travel Management students.

OBJECTIVES OF THE STUDY

- To assess the level of aggression among work from home and work from office at the time of pandemic.
- To assess the level of Security-Insecurity among work from home and work from office at the time of pandemic.

Hypothesis

In present study, researcher have formulated following null hypothesis:

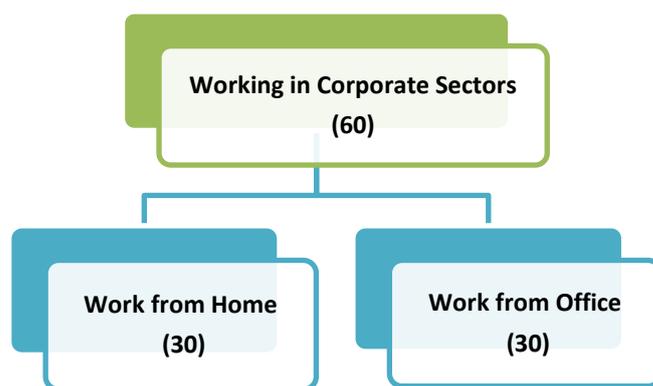
- There is no significant difference in Aggression among Work from home and Work from office at the time of pandemic.
- There is no significant difference in Security-Insecurity among work from home and work from office at the time of pandemic.

Research Design

A research design is basically the set of methods and procedures used in collecting and analyzing measures of the variables specified created to seek answer to research question. For the present research work researcher used Ex-post facto design used or the data were analyzed and proper statistical techniques used.

Sample & Sampling

A sample of 60 subjects who are working in corporate sector which are further divided into Work from home (30) & Work from Office (30) were selected for the present research. The sample was selected to match the study and help in achieving the purpose of the study. Researcher has used simple random sampling technique for the data collection.



Tools Used

In the present study, Researcher used Aggression Scale by Dr. R.L. Bharadwaj & Security-Insecurity Inventory by Dr.Govind Tiwari & Dr. H.M Singh

Procedure of Data Collection

Collect the samples of 60 people working in corporate sector at the time of Pandemic. On the basis of their working mode the samples are divided into two

groups, one group was Work from Home (30 samples) and other group was Work from Office (30 samples).

Statistical Techniques

In this research did a study over a variable i.e. Aggression & Security-Insecurity Inventory. The research work was conducted on aggression & security-insecurity level among individuals working in home and in office during COVID pandemic. Researcher used t-test is used for statistical analysis.

RESULT & INTERPRETATION

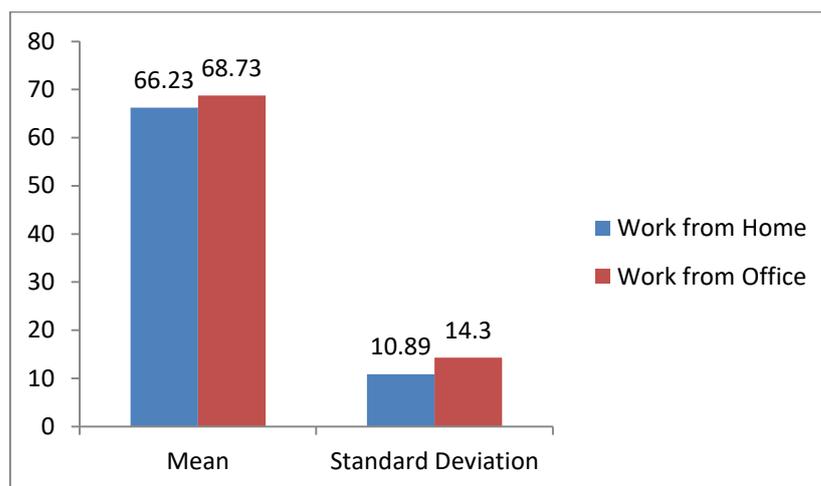
Collected data through above-mentioned inventories were analyzed in terms of mean, standard deviation and t-test method. The results have been presented in the tables.

H₀₁: There is no significant difference in Aggression among work from home and work from office at the time of Pandemic.

Table 1: Comparison the Level of Aggression between Works from Home & Work from Office

Groups	N	Level of Aggression		SE _D	t-value	Significance Level
		Mean	SD			
Work from Home	30	66.23	10.89	3.28	0.76	Not significant at 0.05 level
Work from Office	30	68.73	14.36			

$$df = (n_1+n_2 - 2) = (30+30-2) = 58$$

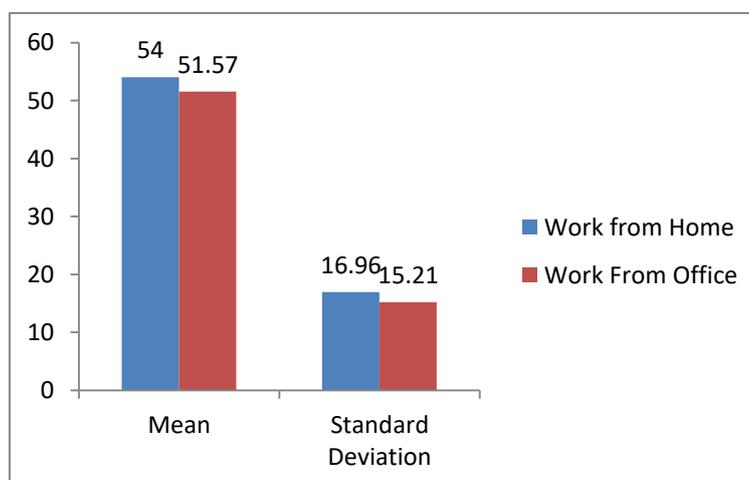


H₀₂: There is no significant difference in Security-Insecurity among work from home and work from office.

Table 2: Comparison the Security-Insecurity between Works from Home & Work from Office

Groups	N	Security-Insecurity Score		SE _D	t-value	Significance Level
		Mean	SD			
Work from Home	30	54.00	16.96	4.16	0.59	Not significant at 0.05 level
Work from Office	30	51.57	15.21			

$$df = (n_1+n_2 - 2) = (30+30-2) = 58$$



INTERPRETATION & DISCUSSION

From Table No-1, it is evident that the mean of work from home is 66.23 and work from office is 68.73. The Standard Deviation of work from home is 10.89 and work from office is 14.30. The t-test statistical was used to assess the significant mean of the null hypothesis. For these respective 't' value is 0.76 and it is not significant at the level of 0.05. So, the hypothesis is rejected which means there is significant difference at the level of aggression.

From Table No- 2, it is evident that the mean of work from home is 54.00 and work from office 51.57. The Standard Deviation of work from home is 16.96 and work from office is 15.21. The t-test statistical was used to assess the significant mean of the null hypothesis. For these respective 't' value is 0.59 and it is not significant at the level of 0.05. So, the hypothesis is rejected which means there is significant difference at the level of Security-Insecurity.

Discussion

The Corona virus (Covid-19) pandemic resulted in changes to the working arrangements of millions of employees who are now based at home and may continue to work at home and some are also going to office at this difficult time like medical staff and doctors. In the result we have seen that there is no significant difference and hypothesis is accepted. From the result it can be concluded that individuals involved in both types of working mode online and offline, experience same levels of working pressure, aggression and same security-insecurity feelings about their work. An important study has done by Tripathy & Sharma (2017) to determine the aggression of school adolescents in relation to their academic achievement. The sample for the present study consisted of 100 adolescents, from Western part of Odisha. The study revealed that there is negative correlation between academic achievement and aggression of school students. Academic achievement of boys was found to have negative correlation with aggression. Academic achievement of girls was found to have negative correlation with aggression. The average and low aggressive secondary school students were found to be significant in their academic achievement. The high and average aggressive secondary school students were found to be not significant in their academic achievement. The high and low aggressive secondary school students were found to be significant in their academic achievement.

We can say that in both the working mode person has insecurity about the job risk factor. The rates are almost two times higher for young adults, a population that has already seen a significant increase in the prevalence of mental health. Another study has done by Subhendu (2017) examined the impact of psychological capital on performance job satisfaction stress and job insecurity. The result shows that performance achievement, improving job satisfaction,

decreasing work stress, and minimizing job insecurity are big buzzwords in the corporate sector but what are the positive factors that promotes performance and job satisfaction has not been given due to attention. Therefore, job insecurity is also a growing problem in Indian workplace that affects physical and psychological well-being of the working population. In this connection, examination of the role of individual positive psychological resources in minimization of stress symptoms and job insecurity are of paramount importance.

CONCLUSION

On the basis of above interpretation and discussion, it can be concluded that exist no significant differences between the level of Aggression and Security-Insecurity among work from home and work from office in the present context. Due to the COVID-19 pandemic, many workers were abruptly asked to Work from Home due to stay at home mandates to meet social distancing requirements. These workers reported a decline in overall physical and mental health status and increased numbers of new physical and mental health issues.

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