

COVID-19, Employee Perspectives, and the Shifting Nature of Work

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Abstract : The purpose of this research is to understand employee perspectives on their work characteristics and conditions, particularly related to the COVID-19 pandemic and the future of work. Working conditions impact job satisfaction. People tend to measure job satisfaction by comparing aspects of the job they have with those they want. Job satisfaction is related to the value that one places on specific aspects of a job, such as autonomy, pay and benefits, challenge, growth, or meaningful work, and the degree to which such elements are present. The value one places on these various job characteristics may differ based on gender, age, personality, occupation, context, or other factors. This study will examine various job characteristics and working conditions with an emphasis on COVID-19 to determine how managers and leaders can better support and develop their employees.

Keywords : COVID-19, employee perspectives nature of work, future of work

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