Stress by Corona: Building Psychological Resilience of Employees in Echo Pandemic

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Abstract

With the dramatic change due to the Coronavirus disease 2019 which is the latest precarious catastrophe in which all human beings are suffering, most of the employees are psychologically distressed. It is required to investigate the psychological condition of employees and provide occupational approaches for the psychological resilience of the employee. Hence, the purpose of this study is to identify stressors by Corona of human resources and suggest implications from the human resource management perspective to build the psychological resilience of employees. A comprehensive literature review is used as the method for this study and recently published 25 articles in Emeralds, ResearchGate, Sage, Google Scholar, and Semantic Scholar and web sites of health care institutions are selected. Search criteria include the stress of employees, employee distress during COVID-19, and psychological burden of employees due to Coronavirus. As the findings of the study, ten stressors are identified, including economic inequality, remote work, infobesity, unknown & uncertain, addiction, "always-on" lifestyle, domestic burden, presentism & risk of infection, ideal worker, and professional stigma. Further, the study suggests ten human resource implications to manage stress by Coronavirus to build employee resilience. This study contributes to the existing body of knowledge in human resource management by conceptualizing ten stressors owing to Coronavirus and policy level implications are given through suggested human resource strategies.

Keywords: Coronavirus, employee stress, human resource implications, mental health, psychological resilience