



**SECTION – II**

**Q. 4. Case Study**

**(15)**

In 2020, workplace stress reached a new, unprecedented level. The pandemic and its toll have brought new stressors to our work lives. Financial and job insecurity resulting from layoffs and restrictive measures, such as lockdowns and mandatory work-from-home directives, have understandably caused distress to many. Reduced employee wellbeing does not come without a cost. It undermines employee productivity and morale and can even lead to burnout if we don't combat it on time. But apart from the common workplace stressors, such as poor management style or heavy workloads, pandemic stress was introduced ruthlessly and suddenly. To mitigate its unpleasant outcomes, organizations should take action by reinforcing workplace stress management.

Based on Worktable's recent New World of Work survey on how businesses reacted to this crisis, nearly 60% of respondents said that their businesses went partially or fully remote when the pandemic started. Organizations had to quickly adjust their operations to serve remote work and employees on their behalf to adapt to this new work fashion efficiently.

Questions:

1. What was the impact of layoffs on employees?
2. What is the result of reduced employee wellbeing?
3. If you are a Manager, what stress release techniques will you implement at organizational level?
4. What types of stress people had to face at workplace in the above study?

**Q. 5. Answer the following:**

**(10)**

- a) Explain the path-goal theory

**OR**

- b) Explain Maslow's hierarchy of need

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