

Post COVID-19 Impact on Management Teachers in and around Pune – A Study of Psychological Dimensions

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Abstract

The COVID-19 germ has shaken the whole world in last two months. Every community will have to face its adverse impacts in the next some months; Management Teachers is no exception. These impacts can be studied under different dimensions like Psychological, Economical, Medical, Social, Political, and Managerial.

Although Teaching Fraternity consists of the Intellectual Class, the psychiatrists have observed that there is an involvement of psychology while performing an intellectual task as Psychology does play prominent role in any kind of intellectual work; whether it is critical or trivial.

In this Research Paper, there is an attempt on the part of the researcher to study the Psychological Impact of COVID-19 on Management Teachers in and around Pune City. For the convenience of conducting the Research with a broader perspective; the Management Teachers have been classified into five different categories namely; Chairmen; Directors; Professors; Associate Professors and Assistant Professors.

Keywords:

1. Financial Surplus
2. Work Continuum right from 'Very Easy' to 'Very Difficult'
3. Financial Position
4. Creativity

INTRODUCTION

The COVID-19 germ has shaken the whole world; at large; within a span of just two months. Each and every community will have to face its adverse impacts in the next some months to follow; Management Teachers is indeed no exception.

As a matter of fact, these impacts can be studied under ***different dimensions***, namely; ***Psychological, Economical, Medical, Social, Political, and Managerial***; to mention a few. Moreover, the ***Psychological Impact; which is the topic under study in the present Research Paper***; on different categories of Management Teachers; namely Chairmen, Directors, Professors, Associate Professors, Assistant Professors; would definitely be different. This difference is expected because of variation in Status; both Social and Official and also because of some other Demographic and Psychographic factors.

RATIONALE OF THE RESEARCH PAPER

Although Teaching Fraternity consists of the Intellectual Class within the society, the psychiatrists have observed that there is, no doubt, an involvement of psychology while performing an intellectual task. In other words, howsoever intelligent an individual may be; unless and until his mind supports the intellectual task in hand, he can certainly not perform properly or satisfactorily ; forget gaining excellence; perfection or supremacy in the same; as these all are later the best consequences of ordinary work.

At this juncture, an unavoidable and logical question may crop up as to whether an individual can or can not work merely intellectually without actual involvement of his mind; in practice. Strictly technically and theoretically speaking; the reply to this question is undoubtedly in the affirmative. However, while doing so he experiences pain; the degree of which really depends or differs; quite drastically and dramatically; on two factors namely; the nature of the activity involved and the level of psychological effort needed to be exerted in the process. The exception to this general observation can be experienced only when the work being undertaken is totally mechanical in its character. But, even if; it is so; if there is no proper attention while doing the mechanical work as such, the possibility of an accident or any other similar *undesirable or untoward incident* just cannot altogether be denied.

Moreover, when mind as well as intelligence (Brain) both travel or work in only one direction; whatever may be the nature of the work; ranging on the '*Work Continuum*' right from '*Very Easy*' to '*Very Difficult*;' indeed magical as well as miraculous work performance can result. Wherever and whenever such kind of performance has been registered; it is noticed that the person concerned was not only reasonably intelligent but he was highly motivated for the same.

On the other hand, if the person is only very highly motivated and his motivation is not backed by the proportionate level of intelligence for doing the task; he would definitely miserably fail to deliver desirable results. The foregoing narration proves beyond a shadow of reasonable doubt that *Psychology does play prominent role in any kind of intellectual work; whether it is critical or trivial. In this Research Paper, there is an attempt on the part of the researcher to study several post Psychological Impact of COVID-19 on Management Teachers in and around Pune City.*

RESEARCH PAPER OBJECTIVE

The following is the Objective of the Research Paper.

1. To Study Post Impact of Covid-2019 on Management Teachers in and around Pune City with special reference to Psychology

Research Paper Scope

The Scope of this Research Paper extends to all the teachers working in Management Institutions which *prima facie* include not only the *Chairmen** and the *Directors** but also the Professors, Associate Professors and Assistant Professors.

(Please refer to N. B. – the last Section of the Research Paper.)

Research Paper Methodology

Primary Data is collected through *informal or unofficial interactions*; with the Management Teachers in and around Pune City with *unstructured disguised questionnaire*.

Psychological Impact of COVID-19 on different Categories of the Management Teachers –

For the convenience of conducting the Research with a broader perspective; the Management Teachers have been classified into five different categories namely; Chairmen; Directors; Professors; Associate Professors and Assistant Professors.

Let us discuss the Psychological Impact of COVID-19 on different categories of the Management Teachers; one by one; in the following lines.

In order to test the Impact; as aforesaid; the two main parameters are taken into consideration; namely; *Financial Position and Creativity*.

Researcher's Assumptions

While testing the Psychological impact; as mentioned above; the researcher has progressed with the following four assumptions.

1. The Financial Position of a person plays a pivotal role in maintaining his Psychological Equilibrium or Balance.
2. A Creative person engages himself in multi-tasking.
3. The Psychological State of a person is dependant; besides several others; on the two variable factors; namely; his Financial Position and level of Creativity. In other words, the *Psychological State of a person is in direct proportion with his Financial Position and level of Creativity*.
4. The Payment of the Management Teachers takes place as per the rules prescribed by A. I. C. T. E.; D. T. E. or other allied statutory Institutions.

(I) Psychological Impacts of COVID-19 on the Chairmen of the Management Institutions –

This is the *least adversely affected* category of the Management Institutions due to the attack of COVID -19. In majority of the Institutions, the chairmen themselves are the Chief Decision Makers. Moreover, almost all the students barring a few exceptions have already deposited their fees for the current Academic year that is for the year (July 2019-June 20). Furthermore, the Institute's Variable Overheads in the form of electricity

bill, telephone bill and other major maintenance charges have dropped substantially down as the Institute is closed since lockdown. As a result, against all the revenue (received well in advance); the overall expenditure of the Institute is reduced; thus; there is; no doubt; a consequent rise in the **Financial Surplus** of the Management Institute.

Therefore, this category is financially **the most benefited category**; at present. Furthermore, The Chairmen of the Management Institutions are noticed to be quite creative in respect of their personal as well as social living.

Thus, on the basis of the two parameters; namely; Financial Position and Creativity it can be inferred that the category of the Chairmen of the Management Institutions will remain in the healthy psychological state in post CORONA phase.

(II) Psychological Impact of COVID-19 on the Directors of the Management Institutions –

The directors of the Management Institutions are salaried people. Their salaries are expected to be the highest among all the other categories of the Management Teachers. As a result; their savings can comparatively be expected little high. Moreover, majority of them are senior in respect of their age and work experience. Thus, even if their salaries are not paid on time or paid with a reduced percentage; they may not be affected quiet adversely and personally.

Thus, it can be concluded that the category of the Directors of the Management Institutions is also in the healthy psychological state, right now. At the same time; they are also noticed to be quite creative in respect of their personal as well as social living.

Thus, on the basis of the two parameters; namely; Financial Position and Creativity it can be inferred that the Directors of the Management Institutions will also remain in the healthy psychological state in post CORONA phase.

(III) Psychological Impact of COVID-19 on the Professors of the Management Institutions –

As a matter of fact; there is no much more difference in the official position of the Directors and the Professors of the Management Institutions in respect of their age and work experience. Moreover, some of them are actually eligible to be the Directors; even right now; who are waiting for the appropriate opportunity. Furthermore, the Professors are also the salaried people. Though their salaries are not as high as that of the Directors; they are relatively high as compared to all the other categories of the Management Teachers, namely; Associate Professors and Assistant Professors. As a result; their savings can also be expected reasonably little high. Thus, even if their salaries are not paid on time or paid with a reduced percentage; they may not be affected quiet adversely and personally.

Thus, it can be concluded that the category of the Professors of the Management Institutions is also in the healthy psychological state, right now. Besides; they are noticed to be quite creative in respect of their personal as well as social living.

Thus, on the basis of the two parameters; namely; Financial Position and Creativity it can be inferred that the Professors of the Management Institutions will also remain in the healthy psychological state in post CORONA phase.

(IV) Psychological Impact of COVID-19 on the Associate Professors of the Management Institutions –

In general, Associate Professors are observed to be of the Middle age. There are two kinds of such Professors; firstly those professors who are working on the same position for more number of years and secondly those professors which have recently started working on the same position. The professors who are working on the same position for two or more years are really better paid as compared to their other counterparts who are junior. As a result; the savings of this class of professors are neither too high not too low. Hence, if their salaries are not paid on time or paid with a reduced percentage; some of them may get affected quiet adversely and personally.

Thus, it can be inferred that this category of the Teachers of the Management Institutions is in the mixed psychological state, right now. In other words, those professors whose Financial Position is quiet sound; they are in a better psychological state; at present and vice versa. Besides; they are noticed to be quite creative in respect of their personal as well as social living.

Thus, on the basis of the two parameters; namely; Financial Position and Creativity it can be summarized that the Associate Professors of the Management Institutions will remain in the mixed psychological state in post CORONA phase; particularly depending upon their Financial Position.

(V) Psychological Impact of COVID-19 on the Assistant Professors of the Management Institutions –

In general; Assistant Professors are the youngest; freshers; to be more precise; category among all the other categories of the Management Teachers. As most of them are the career beginners; their savings are not expected to be too high; at the same time; they may not be too low; too; as it differs from case to case. So, if their salaries are not paid on time or paid with a reduced percentage; almost all of them; with some exceptions; may get affected quiet adversely and personally.

Thus, it is implied that Assistant Professors are also in the mixed psychological state, at present. In simple words, those Assistant Professors whose Financial Position is sound; they are in good psychological state; right now and vice versa. Besides; they are expected to be quite creative in respect of their personal as good as social living.

Thus, on the basis of the two parameters; namely; Financial Position and Creativity it can be concluded that the Assistant Professors of the Management Institutions will also remain in the mixed psychological state in post CORONA phase; especially depending upon their Financial Position.

RESEARCH PAPER LIMITATIONS

1. There are; no doubt; multiple parameters those affect the Psychological Position of a human being; however, because of the restriction on the length of the Research Paper; only two parameters namely; Financial Position and Creativity; are taken into account.
2. As the Research Paper study is *partially* based on the views of the Researcher and *partially* on the views of the Management Teachers; all the limitations of human views have direct and deep impact on various views formed and inferences arrived at by the Researcher. Also, full intellectual concurrence with all the personal views and the opinions of the Researcher and other Management teachers is certainly not possible. Thus, only some of them may come out to be true; in practice; over a period.

(At the same time, it may, necessarily, not, at all, be out of place to point out, over here that Researcher's views and inferences are based on fully considered, well balanced and sound judgments of the prevailing Psychological Positions of Management Teachers.)

SCOPE FOR FUTURE RESEARCH

During the course of the study of this Research Paper, the researcher found out that there is an ample scope and potential for research in future for the following two topics.

I. 'Ascertainment of Reasons for Psychological Instability of Financially Sound Class – An Analytical Study'

There is observed a specific class of people whose Financial Position is sound; yet; people belonging to this class are not psychologically stable in respect of their Personal as well as Social life. Thus, in respect of such a class the Research Topic can be phrased as above.

II. 'Identification of Reasons for Loss of Creativity of Highly Creative People – An Investigative Study'

There is also noticed a particular class of people who were highly creative in character; once in their life. However; due to certain undesirable, untoward that is uncontrollable circumstances; they get frustrated. As a result; they lose their creativity completely. Thereafter; they find it quite tough to be as creative as past. Thus, in respect of such a class the Research Topic can be phrased as above.

REFERENCE

Website

1. www.corona.mtgov.in

N. B. – (a) In order to study the Psychological Impacts of CORONA-19, the Chairmen and Directors of Management Institutions are included in the Category of Management Teachers in the Research Paper, although they are not actively involved in Teaching in all the Institutions.

(b) The exact number and the names of the Management Teachers are not disclosed in the Research Paper in order to maintain the confidentiality as per their desire.