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Master's Thesis

Quality of life and work-life balance for corporate workers before and during the Covid-19 pandemic

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Abstract

The COVID-19 pandemic has been a disruptive force that has changed many aspects of our lives. With the imposition of lockdowns in 2020, people's lives were significantly impacted, leading them to reevaluate their priorities and the quality of their lives. As a result, individuals from diverse backgrounds and parts of the world have started to think more about their happiness and career choices.

The lockdowns also meant that many people had to work remotely, which posed new challenges, particularly in terms of mental health. The pandemic had a profound impact on people's mental health, leading to increased levels of stress, anxiety, and depression. The uncertainty and unpredictability of the situation only added to the stress and anxiety that people felt.

The psychological impact of working remotely during the pandemic is a critical issue that needs to be addressed. While some people were able to cope well with the new working arrangements, others found it difficult to adjust. Factors such as age, gender, income, and overall living conditions were all significant in shaping individuals' experiences of working from home.

Corporate workers in the Czech Republic were no exception to these challenges. The pandemic has affected their lives in numerous ways, including financially, emotionally, and psychologically. Therefore, this paper aims to examine the shifts and changes that occurred in the lives of corporate workers during the pandemic and how it impacted their perspective on their quality of life.

The economic implications of the pandemic were also profound, with many businesses struggling to survive due to the lockdowns and other restrictions. Many people lost their jobs, and others had to take pay cuts or work reduced hours. This had a significant impact on people's financial stability and overall quality of life.

However, this paper will primarily focus on the psychological impact of working remotely during the pandemic. The goal is to understand how working from home influenced the workers' mental health and what measures could be taken to improve their work performance and overall well-being.

It is important to note that this paper is not meant to provide a one-size-fits-all solution to the challenges faced by corporate workers during the pandemic. Instead, it aims to highlight the different experiences of individuals and the factors that influence their quality of life. By doing so, it is hoped that policymakers and businesses can gain a better understanding of the challenges faced by their employees and take steps to improve their work environment and overall well-being.

In conclusion, the COVID-19 pandemic has had a profound impact on people's lives, including their work and overall quality of life. With the imposition of lockdowns and the shift to remote working, many people had to adjust to new ways of living and working. While these changes brought about new challenges, they also presented an opportunity for people to reevaluate their priorities and work towards improving their overall well-being. This paper aims to shed light on the experiences of corporate workers in the Czech Republic during the pandemic and to identify the factors that influence their quality of life. By doing so, it is hoped that steps can be taken to create a more balanced and supportive work environment that promotes the well-being and work performance of employees.

Objective of the Thesis

To investigate the factors affecting work-life balance for corporate workers in the Czech republic during the pandemic in 2020 and see any long lasting effects it had on individuals, and to also estimate their level of satisfaction, and find the impacts of corporate culture on mental health, and finally to help explore the outcomes of poor quality of life at work.

Methodology

This paper will be divided into a theoretical part that will define in depth broad terms such as Quality of life, mental health, and the overall literature review, the second part will contain the practical part which is a questionnaire that targets corporate workers in the Czech Republic that will help to further analyze their quality of life and how the job and working remotely during the pandemic has influenced their overall quality of life focusing on their mental health and the role the financial aspect takes

The Proposed extent of the thesis

70 pages

Keywords

Quality of life, work-life balance, mental health, COVID-19, work from home, corporate workers.

Recommended information sources

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Declaration

I declare that I have worked on my master's thesis titled " Quality of life and work-life balance for corporate workers before and during the Covid-19 pandemic" by myself and I have used only the sources mentioned at the end of the thesis. As the author of the master's thesis, I declare that the thesis does not break any copyrights.

In Prague on 30/11/2023

Mirna Suleiman

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I would like to thank I would like to thank my family and friends for their emotional support during the duration of my academic studies, I would like to thank my supervisor Ph.D. Kristýna Krejčová, for her patience and knowledge, and continuous help, also a special thanks to my late parents who would have been proud of me, and without them, this would not have been possible.

Quality of life and work-life balance for corporate workers before and during the Covid-19 pandemic

Abstract

Many lives were affected during the covid-19 pandemic with the start of the lockdown in 2020, it has changed a lot of people's perceptions of their own lives, making everyone reevaluate their quality of life, people from all over the world with different backgrounds have started to talk and think more about their own happiness and also their career choices. With the majority of us ending up in lockdown and working from home new challenges rose most was the influence it had left on our mental health this resulted in many people taking drastic measures to change their life by choosing different career paths or simply was an eye-opening experience that reflected on many workers to help them reshape how they see their happiness.

The main goal behind writing this paper is to determine the changes and the shifts that occur in workers' lives that may change their perspective on how to perceive their quality of life, and what are the psychological impacts that plays a role in stating that their quality of life has increased or decreased, while touching on the previous outbreak of the COVID-19 pandemic, while also seeing the influence of working remotely and under the circumstances of a health outrage, as to examine the full effect on their mental health to fully grasp an awareness of the relation between working remotely and an individual's mental health, income, and overall living condition satisfaction. This paper focuses more on corporate workers who worked remotely during the pandemic inside the Czech Republic, it examines influence it had on most workers psychologically and financially seeing the possible differences that could stem from each individual's experience, such as gender, age, income and how they view their own quality of life. This is in order to see what really affects a corporate worker quality of life based on their own perspective in order to try and fix some of the issues they face in order to create a balanced work environment that would improve in long term the quality of their work performance.

Keywords: Quality of life, work-life balance, mental health, COVID-19, work from home

Kvalita života a rovnováha mezi pracovním a soukromým životem u firemních zaměstnanců před a během pandemie Covid-19

Abstrakt

Během pandemie covid-19 se začátkem výluky v roce 2020 bylo ovlivněno mnoho životů, změnilo se vnímání vlastního života mnoha lidí, každý přehodnotil kvalitu svého života, lidé z celého světa s různým zázemím začali více mluvit a přemýšlet o svém štěstí a také o volbě své kariéry. S většinou z nás skončil v uzamčení a práce z domova nové výzvy vzrostla nejvíce byl vliv, který to zanechalo na naše duševní zdraví to vedlo k tomu, že mnoho lidí přijímá drastická opatření ke změně svého života tím, že zvolí jiné kariérní cesty, nebo prostě byl otevření očí zkušenost, která se odráží na mnoho pracovníků, aby jim pomohla přetvořit, jak vidí své štěstí.

Hlavním cílem při psaní tohoto příspěvku je zjistit, jaké změny a posuny nastávají v životě pracovníků, které mohou změnit jejich pohled na to, jak vnímají kvalitu svého života, a jaké jsou psychologické dopady, které hrají roli při konstatování, že se kvalita jejich života zvýšila nebo snížila, přičemž se dotýkáme předchozího vypuknutí pandemie COVID-19, a zároveň vidět její dopady na ekonomiku, vidět vliv práce na dálku a za okolností vypuknutí zdravotní epidemie, jak prozkoumat celý dopad na jejich duševní zdraví, aby plně pochopili povědomí o vztahu mezi prací na dálku a duševním zdravím, příjmem a celkovou spokojeností s životními podmínkami jedince. Tento článek se více zaměřuje na firemní pracovníky, kteří pracovali na dálku během pandemie uvnitř České republiky, zkoumá vliv, který to mělo na většinu pracovníků po psychické a finanční stránce, přičemž vidí možné rozdíly, které by mohly vyplývat ze zkušeností jednotlivých osob, jako je pohlaví, věk, příjem a to, jak vnímají vlastní kvalitu života. To proto, aby se zjistilo, co skutečně ovlivňuje kvalitu života firemních pracovníků na základě jejich vlastního pohledu, aby se pokusili napravit některé problémy, kterým čelí, a vytvořit tak vyvážené pracovní prostředí, které by dlouhodobě zlepšilo kvalitu jejich pracovního výkonu.

Klíčová slova: Kvalita života, rovnováha mezi pracovním a soukromým životem, duševní zdraví, COVID-19, práce z domova

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1 Introduction

In the past few years, there have been increasingly more studies discussing the quality of life and work balance while examining the mental affects work load and state of living ranging from salary and job stability to how well they handle their family priorities and emotional state of a person and how it may affect an individual's work performance the interest in this field of study gained more attention during and after the COVID-19 pandemic, with more people working from home and struggling to separate work and family life there have been noticeable changes in workers performance.

This leads us to look for definitions to further understand work-life balance and it usually starts with the bigger term which is the quality of life, it is certainly not an easy term to define in a few lines as it contains so many elements to take in consideration it is most definitely broad and complex as it touches on many different aspects of an individual's life, which also makes it difficult to pin point its influence as it has many pillars And the influential impact along with its importance shifts with the individual's emotional state, while also bearing in mind mental health and financial comfort alongside with their environment and of course their social skills. However, few have tried to set some definition for it, according to WHO quality of life can be defined as “ quality of life as an individual's perception of their position in life in the context of the culture and value systems in which they live and correlates with their goals, expectations standards, and concerns, taking in consideration the standard indicators of the quality of life include wealth, employment, the environment, physical and mental health, education, recreation, and leisure time, social belonging, religious beliefs, safety, security, and freedom”.

In this masters thesis I will further elaborate on the roles these factors played in a working individual life during and after the COVID-19, the theoretical part in this thesis will cover some previously published studies and researches related to the quality of life and work-life balance during and after the pandemic, the research material will also cover workers mental health and conditions, such as stress caused from family and work while working remotely a sense of isolation and depression due to living alone and a lack of social interaction., to show how all these factors played a role in affecting their work performance, while the practical part will apply a quantitative analysis method that will show how working remotely affected their lives, it will mainly cover corporate workers' level of satisfaction in

their work life to examine how the pandemic influenced their life, the data will be collected through a questionnaire.

2 Objectives and Methodology

2.1 Objectives

This master's thesis encompasses a broad and comprehensive study on the effects of the pandemic on work-life balance, mental health, and overall satisfaction among corporate workers in the Czech Republic. This research aims to delve into the factors influencing work-life balance during the 2020 pandemic, identifying any enduring effects on individuals. Additionally, it seeks to assess the satisfaction levels of corporate workers, examining the influence of corporate culture on mental health and delineating the consequences of a diminished quality of work life. This study aims to holistically understand the multifaceted impacts of the pandemic and corporate environments on individuals' well-being and professional experiences.

To summarize, the objectives is as follows:

- Investigating the relationship between working environment, quality of life, and mental health among corporate workers.
- Establishing a strong theoretical foundation by synthesizing existing knowledge from literature reviews on quality of life and mental health.
- Emphasizing the interplay of psychological and socioeconomic factors influencing quality of life, especially in the workplace context.
- Formulating hypotheses based on the literature review to guide the research and provide a theoretical structure, focusing on the idea changes and shifts in workers life and has a substantial effect on QOL and the how working from home and the pandemic effect has a positive effect on QOL.

2.2 Methodology

The methodology employed in this master's thesis involves a two-part approach to comprehensively explore the intricate relationship between the working environment, quality of life, and mental health among corporate workers in the Czech Republic. The study combines a robust theoretical framework with a practical survey, ensuring a multifaceted examination of the subject matter.

The initial phase of this research delves into the theoretical underpinnings of quality of life and mental health, establishing a solid foundation for subsequent analyses. Drawing from an extensive literature review, this section synthesizes existing knowledge on these topics, emphasizing the psychological and socioeconomic factors that interplay and mutually influence each other. Key studies are reviewed to elucidate the intricate dynamics shaping quality of life, particularly in the context of the workplace. By integrating both psychological and socioeconomic perspectives, the study aims to provide a holistic understanding of the subject matter.

To guide the research and align it with specific objectives, a set of hypotheses was formulated. These hypotheses, derived from a synthesis of relevant literature, serve as the conceptual framework that underpins the subsequent practical investigation. The formulated hypotheses not only provide a theoretical basis for the study but also lay the groundwork for the development of targeted survey questions in the practical phase.

The practical component of the study involves the administration of a structured questionnaire to corporate workers in the Czech Republic. This instrument is meticulously designed to elicit responses that will contribute to a nuanced analysis of the impact of job-related factors and the experience of working remotely during the pandemic on overall quality of life. The survey questions, carefully crafted in alignment with the formulated hypotheses, seek to capture a comprehensive range of insights, including the influence of the pandemic on mental health and work motivation.

To ensure a representative sample, the questionnaire is distributed among male and female corporate workers, segmented across various demographic categories. These categories include different age groups, educational levels, and income brackets. This deliberate stratification aims to uncover potential variations in experiences based on individual characteristics, allowing for a more nuanced understanding of the complex interplay between work-related factors and quality of life.

The collected survey responses are subjected to rigorous analysis, with a particular focus on interpreting the data through the lens of pie charts. This visual representation facilitates a clear and accessible presentation of the percentages, offering an insightful glimpse into the distribution of responses. The use of pie charts enhances the communicative power of the findings, enabling readers to discern patterns and trends at a glance.

Throughout the entire research process, ethical principles are upheld. Participants' anonymity and confidentiality are safeguarded, ensuring the integrity of the collected data. Informed consent is obtained from each participant, emphasizing their voluntary participation in the study.

The methodology employed in this master's thesis strategically combines theoretical depth with empirical investigation. By grounding the research in a comprehensive theoretical framework, formulating clear hypotheses, and utilizing a well-structured questionnaire with diverse participant demographics, this study aims to contribute valuable insights into the complex interrelationships between work-related factors, quality of life, and mental health among corporate workers in the Czech Republic.

3 Literature Review

3.1 Exploring Interconnections: Personal Well-being, Job Satisfaction, and Performance in a Quality-of-Life Study

3.1.1 Understanding the Relationship Between Personal Well-being, Job Satisfaction, and Performance

In the most recent years and especially after the pandemic outbreak in 2020 a lot of focus has started to be placed on the quality of life and work-life balance. People became more aware of their own psychological needs as it's an essential part for the overall well-being and satisfaction. Quality of life affects physical health, mental health, relationships, job satisfaction, and personal growth. All these need to be taken in consideration while discussing the importance of the quality of life. These aspects in an individual's life can be affected by work-life balance, which could be a great stressor to try and create balance between all these aspects of an individual's work life. Highlighting that these are the factors that make up a person's well-being, it is difficult to maintain the balance of them on their own let alone without a demanding job that consumes many hours daily, that's how the struggle was born and that is why quality of life as a topic started to gain a lot of attention, regardless that it was not as recent as it may seem. It is becoming a part of crucial study of psychology due to the fact that an imbalance of a person's physical and emotional health could greatly affect their work performance or developing any condition that is stress related such as burnout, panic attacks, anxiety and sometimes depression if the person feels like they are stuck in a dead-end job.

3.1.2 Quality of life study

According to a study in a variety of fields, the concept of personal well-being has been referred to as quality of life (QoL) in a way that goes beyond the economic equation of well-being and income. QoL studies started out of the necessity to understand the individual's well-being and its relation to other factors such as having a job or the affects their career takes on them to benefit both parties, also to create balance by understanding the nature of both, (Malkina-Pykh, Pykh, 2008) explains that Most studies on quality of life (QoL) have traditionally focused on the individual's subjective well-being. However, efforts to measure this have gradually shifted towards a more collective perspective. This is because people's subjective perceptions of their well-being can't be easily compared and are influenced by factors such as expectations and social comparisons. As a result, researchers have started to identify objective factors that can impact people's subjective experiences.

On the topic defining quality of life (QoL) not in terms of a person's overall subjective experience but rather as a collection of circumstances about their life that would appear to indicate, from the outside, that things are going well. Although this definition acknowledges that it may not accurately capture the subjective perception of overall well-being, it asserts that, in most cases, these conditions will exist. The best way to put it is that life is typically divided into several domains, which are then studied separately, in international research into the quality of life. These areas may be social, psychological, or physical: mental and physical well-being; emotional and mental aspects. A quality-of-life rating scale is created by weighting and combining the responses in a variety of ways. An overall theory of what the quality of life is, what makes a good life, and what life is all about is necessary to

determine which domains are relevant and which are not. A major flaw in a lot of empirical research on the quality of life is the absence of a theoretical framework (Pykh, Yuri, 2008, pp. 854 – 862).

3.2 Quality of life historical background.

After World War II, when there was more awareness and recognition of social inequalities, academic interest in quality of life grew. This caused an interest in research that when social inequalities were more widely acknowledged. The patient's perspective on his or her health had long been a factor in medical consultations; However, the healthcare literature states that systematic data collection and reporting did not begin until the 1960s (Jenkinson, 2023).

In the 70s Personal satisfaction, or how much an individual can partake in or partake in life-altering situations while staying sound, content, and blissful. The expression "personal satisfaction" is intrinsically questionable because it can allude to their very own singular encounter with life as well as their living conditions. According to the study by Jenkinson, the quality of life refers to how healthy, content, and engaged a person is in their life. It can be interpreted in two ways: the individual's personal experience of their life, and the environment or circumstances in which they live. As a result, quality of life is subjective, with different people valuing it differently. Some might define it by their wealth or happiness, while others may define it by their abilities. Interestingly, a disabled person may perceive their quality of life to be high, whereas a healthy person who recently became unemployed may perceive their quality of life as low. The concept started to rise again in the 70s and the study started to be taken more seriously rather than just an idea, according to a journal entry by Pennacchini et. al (2011). The concept of quality of life (QoL) has gained considerable attention in clinical practice and research since the early 1970s. It has played a critical role in evaluating the quality and results of healthcare. However, despite its significance, there is still no agreement on how to define or measure QoL accurately and the development and evaluation of instruments to measure the quality of life (QoL) in the 60s and 70s was the primary focus of the research. However, the conceptual and methodological flaws of each of these instruments made it difficult to apply QoL in medicine. While some researchers considered QoL to be an "idiosyncratic mystery," others considered it to be useful for incorporating the patient's perspective into clinical practice. In addition, they suggested enhancing the QoL measurement approach and definition.

3.2.1 Quality of life in 1980

In the 1980s some consequentialist philosophers justified euthanasia and the suspension of life- sustaining treatment for some severely handicapped infants with the assistance of QoL. In the 1990s, welfarist philosophers started a new QoL debate and linked it to happiness and health. So basically, according to the history of philosophy and medicine there was a research timeline that inspected its importance and relevance to those two fields of study. According to the journal, researchers focused their interest on the construction and testing of instruments designed to measure health and QoL. However, all these instruments showed some conceptual and methodological problems that made the use of QoL in medicine difficult. While some researchers considered QoL an "idiosyncratic mystery", others believed that QoL was useful in implementing the patient's point of view into clinical practice and they suggested improving QoL's definition and methodology. People frequently alter their notion of value depending on the role they are playing, where they are playing it when they play it, and how they play it its conceptual heterogeneity can have an infinite

number of combinations due to individuals' differing values, as the Liu, B.-C. (1975) study signifies, defining quality of life (QOL) poses a significant challenge as individuals tend to have their own preferred criteria. For instance, the White House Conference on Youth's 1971 report outlined ten criteria for measuring the QOL of individuals and society at large. These criteria differ somewhat from the objectives established by President Eisenhower's Commission on National Goals a decade earlier.

After the 1980s more studies were done regarding the topic quality of life, However the final and most concluding idea that was present is that the set of "wants" when combined, make a person happy or satisfied for any given person after they are provided. However, human desires rarely result in complete contentment, Our efforts should not be discouraged from defining and measuring the quality of life, this is all stated fully by Ben Chieh Liu (1975) in his paper about the American journal of economics and sociology, as he states at the start that the "Quality of life is a new name for an old notion. It is a subjective name for the "well-being" of people and the environment in which they live. For any individual, QOL expresses that set of "wants" which after being supplied, when taken together, makes the individual happy or satisfied. However, human wants rarely want to reach a state of complete satisfaction, except possibly for a very short time: as one want is satisfied, another pops up to take its place (Ben Chieh Liu, 1975, pp. 1).

So finally to conclude its historical timeline significance to a few fields of sciences and studies we can establish that it has finally become a field of study and research on its own after the showcase of its relevance as a crucial factor that can't be overlooked when discussing work performance or individuals satisfaction with work, that it finally gained its own concept to be studied on its own so the literature on this topic has historically highlighted some inconsistencies and conceptual limitations through various theoretical approaches. As a result, to examine the phenomenon, the literature suggests two perspectives: one that links QWL to an organisational perspective that takes into account a set of contextual conditions that have an effect on employee well-being, and another that focuses on how well the personal needs of employees are met (Ben Chieh Liu, 1975, pp. 1).

3.3 The expansion of the quality of life as a study

In 1970, the sociologist Morris came up with the Physical Quality of Life Index, which covered basic literacy, infant mortality, and life expectancy. From that point on, it became a major topic of discussion in medicine and psychology. This idea has slowly increased in popularity over the past few years as it has entered the scientific field of study. The idea emerged from that point on from its initial primary focus, which was merely the study of ways to extend life expectancy. The ongoing energy for personal satisfaction measures isn't badly established. Even though side effect help stays a significant objective of treatment endeavors, there are many motivations to extend result appraisal to incorporate other, less natural boundaries of clinical advancement or decline. These reasons have been nitty gritty by various creators who have pointed out that the narrow and out-of-date definition of health and disease that underpins the symptom-focused approach is a fundamental flaw. The World Health Organization's (WHO) definition of health can be traced back to modern conceptions of health definition of health as "a state of complete physical, mental, and social well-being and not merely the absence of disease." This definition has spawned mental health theories and philosophical arguments for evaluating both positive and negative outcomes, according to the Journal of Consulting and Clinical Psychology. "The definition of health is "a state of complete physical, mental, and social well-being and not merely the absence of disease". In turn, this definition has led to theoretical and philosophical concepts of mental health and

arguments for evaluating both positive and negative outcomes. According to Frisch, Cornell, Villanueva, & Retzlaff (1992), mental health and "happiness" and "well-being" are frequently used interchangeably. According to Hunt & McKenna (1993), in a number of studies, patients' subjective well-being, not their objective medical condition, determines their treatment-seeking behavior, compliance, and evaluation of treatment. The Diagnostic and Statistical Manual does not always apply to patient complaints'' Bickenbach (2015). So, in short patients' treatment-seeking behavior, compliance, and evaluation of treatment are all determined by their subjective well-being, not their objective medical condition (Frisch, Cornell, Villanueva, Retzlaff, 1992, pp. 92 – 101).

Another thing that has helped with the expansion is the evidence that these target complaints alter throughout the treatment. Even less severe mental health conditions can be considered "lifetime" or "chronic" illnesses because they have long-term effects despite prolonged periods of symptom remission. Empirical evidence on the pervasive and harmful effects of mental illness on psychological state, role functioning, and social and economic status also supports the need to look beyond symptoms. Therefore, in order to fully evaluate an intervention's efficacy, its broad effects on all domains must be documented, taking into account the patient's and other involved parties' perspectives as well as the clinician's subjective perspective. In addition, determining whether the patient's quality of life has improved is of crucial clinical significance. Or as it can be found in a journal Gladis et al (1999) states that the categories outlined in the Manual of Mental Disorders, as well as the target complaints, tend to shift during treatment, as shown by evidence (Sorenson et al., 1985, pp. 49 – 54).

Empirical data on mental illness has revealed its pervasive and harmful effects on various aspects of life, such as psychological state, role functioning, and social and economic status (Broadhead et al., 1990, pp. 2524 - 2528; Greenberg et al., 1993, pp. 419 - 424; Hays et al., 1995, pp. 11 - 19; Ormel et al., 1994, pp. 1741 - 1748; Sherbourne et al., 1996, pp. 213-218).

Many mental health disorders, including less severe ones, can be considered chronic or "lifetime" illnesses that can have long-term effects, even during periods of symptom remission. Thus, it is essential to evaluate the effectiveness of interventions by considering their broad effects across all domains and perspectives, including those of the patient and others involved. Quality-of-life measures can serve as an alternative to statistical approaches for defining clinical significance based on symptom-based measures (Jacobson, Follette, Revenstorf, 1984, pp. 336 - 452; Jacobson, Truax, 1991, pp. 12 - 19; Kendall, Grove, 1988, pp. 147 - 158). While it is crucial to assess whether there has been a clinically significant reduction in symptoms, it is equally important to determine whether the patient's quality of life has improved from a clinical perspective.

3.4 Covid-19 pandemic and the quality of life and Life-Work balance

3.4.1 Remote work and Covid-19

Pandemic remote work lacked social interaction, leading to confusion between work and home life, family responsibilities affecting work negatively, and employees neglecting work-life balance, resulting in decreased efficiency and negative effects on both the company and the economy.

According to some surveys that have been made regarding the topic it showed that working during the pandemic complicated some aspects according to a statement from a Hein (2005)

study that states that the COVID-19 pandemic made remote working more challenging than it would be in regular situations since it was mandatory, and employees had to work full-time instead of on a part-time or casual basis. One of the primary difficulties that individuals encountered while working remotely during the pandemic was the overlap between their work and personal life, resulting in unclear boundaries between the two. While defining boundaries between work and personal life is a recurring issue in remote work, it was particularly complicated during the pandemic due to the exceptional circumstances involved (Hein, 2005, pp. 154).

3.4.2 Work and Health concerns during Covid-19

Since many health professionals are afraid of infecting family members, they have used alternative accommodation options according to a study by Ho et al., (2020). It is widely recognized that health professionals are facing similar challenges in their personal and work lives during the COVID-19 pandemic. They are dealing with the stress and psychological consequences of the pandemic, as noted in previous research (Babore et al., 2020; Trumello et al., 2020). Some of the main concerns for health professionals include the risk of transmitting the virus to their family members and the difficulties of caring for their children due to the closure of nurseries (Chen et al., 2020, pp. 15 - 16). During the COVID-19 pandemic, certain groups have been more psychologically affected, including women (Lai et al., 2019, pp. 1 -12; Tang et al., 2016, pp. 1-6), young people (Wu et al., 2013, pp. 302 - 311), health professionals with less work experience, and those with children. The reasons for this include exposure to long- term quarantine, fear of infecting their families, having an infected family member, and fear of death (Serrano-Ripoll et al., 2020, pp. 347 - 357). To avoid infecting their families, many health professionals have resorted to alternative accommodation options, thus separating from their loved ones and being unable to fulfill their parental roles (Dai et al., 2020, pp. 347 - 357).

However, striking a balance between professional sacrifice and the fear for themselves and their families has proven to be increasingly difficult.

3.4.3 Factors that cause work-life imbalance

Another aspect to focus on is defining the relationship of work-life balance and how it became a broadly discussed topic in 2020 according to several studies that have mentioned it in regards to numerous factors that affected employees during working from home during the pandemic that the relationship between a person's personal and professional lives, as well as the degree to which the demands of both are balanced, is referred to as "work-life balance." The lack of work-life balance has a significant impact on the lives and actions of health professionals. Shift work, ambiguity in roles, a conflict between roles, a lack of occupational safety, excessive or low workload, inadequate wages, and the physical aspects of the workplace have all had a negative impact on health professionals during the COVID-19 pandemic.

The COVID-19 pandemic posed serious problems, particularly for female health professionals, which made it harder for them to find a balance between work and life. In addition, it was discovered that their well-being was negatively impacted by 73% of health professionals' dissatisfaction with their work-life balance. In this context, the challenges posed by the COVID-19 pandemic in a variety of ways led health professionals to re-evaluate their careers and develop workplace phobia, which in turn led to a tendency for them to quit their jobs. According to Korkmaz & Erdogan 2014 and Lockwood 2003 work-life balance

refers to maintaining an equal balance between work and personal life, where the demands of both are met. During the COVID-19 pandemic, health professionals have been negatively affected by various factors, such as irregular working hours, shift work, role ambiguity, role conflict, lack of occupational safety, excessive or low workload, insufficient wages, and physical factors arising from the work environment, as noted by (Althobaiti et al., 2020; Enli-Tuncay et al., 2020). Female health professionals, in particular, have been disproportionately affected by the pandemic, leading to an imbalance between their family and work life, as reported by Nakisci-Kavas and Develi, 2020, add the page. Dissatisfaction with work-life balance has been reported by 73% of health professionals, leading to negative impacts on their well-being, according to Humphries et al., 2020. As a result of the pandemic's challenges, health professionals have re-evaluated their careers and developed workplace phobia, leading to increased tendencies to quit their jobs, as stated by (Baki and Piyal, 2020, pp. 119-123; Malik et al. 2021, pp. 1-9).

3.5 Work-Life balance and mental health

3.5.1 Work stress

It shouldn't come as a surprise that most employees are "super stressed" because so many of us are torn between managing relationships and family responsibilities, juggling heavy workloads and finding time for hobbies and interests outside of work. In addition, neither is particularly healthy nor balanced. It's easy to forget that the more stressed we are, the less productive we become when we rush to "get it all done" at home and work. Our ability to concentrate is hampered, we become irritable or depressed, and our relationships at work and in life are harmed by stress. Stress also weakens our immune systems over time, making us more likely to get colds, backaches, and heart disease. According to recent research, our risk of having a heart attack can double when we are under chronic stress (Bravo, Capolla, 2021, pp. 1803 – 1804).

3.5.2 Work and personal life balance

There is one magic word that can assist us in managing stress, even though we all require a certain amount of stress to be motivated and perform at our best: balance. The ability to strike a healthy work-life balance benefits both businesses and employees. Employees are more productive, take fewer sick days, and are more likely to stay in their jobs when they are satisfied, also If we've been doing it for a long time or all our co-workers are in the same boat, it can be easy to normalize working long hours or being under extreme stress. If we don't occasionally take a step back, our assumptions and routines regarding work may become deeply ingrained. At work, it's not always possible to make changes: You might not feel comfortable speaking up if you are on a zero-hours contract, for instance, or you might have to work long hours to make enough money to pay your bills. Work is an important part of our lives. We earn enough to keep the lights on, feed the family, and fill the emergency fund. No one understates the significance of earning enough to sustain one's lifestyle considering the impending crisis in the cost of living and rising energy costs; however, this only makes it more challenging to strike a work-life balance. Our level of social and technological connectivity is only continuing to increase. Working from home has become the norm for many people. It is becoming increasingly challenging to maintain a work-life balance. It's common practice to always check email, answer business calls at the dinner table, and work on laptops on weekends. Employers expect more from their employees, which puts them under more pressure to do better work. As people realise that they need to

find a better balance in their lives, these pressures appear to have reached their breaking point. It is your duty as a business leader to assist your employees in balancing their personal and professional lives. It's possible that even your most enthusiastic workers will struggle to strike a balance.

There are a lot of people who work long hours but don't spend enough time with their families. Their health and ability to perform at work begin to deteriorate because of the demands and pressure of the job. Additionally, due to increased exhaustion and increased work on weekends and evenings, there is less time for "quality" personal time. Drug abuse and criminal activity among teenagers are on the rise, and as a result, fewer people are willing to care for elderly relatives and the less fortunate. Proof of that is in studies like Bond (2009), Hochschild (2007) and Okeke (2011) affirm that when people spend too many hours at work and spend less with their families, their health and work performances begin to deteriorate. There are a variety of rationalisations for this related to wealth, the increase in single-parent families, the privatisation of family life, and the lack of local resources and amenities. In addition, the pressures and demands of work, (reflected in longer hours) more tiredness and the growth of evening and weekend work leave less scope for "quality" personal time. The costs include rises in juvenile crime, more drug abuse, a decrease, and disinclination to take responsibility for the care of elderly relatives and the disadvantaged. While steps to remedy these concerns go further than work and employment, the requirements of work add to a diminished involvement in non-work activities producing an imbalance (Fapohunda, Tinuke, 2014, pp. 71 – 89).

3.5.3 Work-life balance and burnout

Another issue that has been highlighted in most studies that is notable of mentioning, and has been implied in the previous points discussed in this thesis is a commonly reported problem that most employees struggle with the most is the undeniable physical and emotional fatigue combined, most workers in any field often talk to what has been referred to by Emma Sedgwick as "burnout", it is seen as an result of inability or more accurately described as a struggle of attempting to create balance between work and the daily normal social life, with many life stressors to mention a few starting from, doctor appointments to taking care of children or even marital life it feels like it is a rather difficult combination when accompanied by long work hours during the week, so burnout happens when employees try to succeed and attempt to fully achieve both of their roles at work and at home, which can be done only for a short period of time, but completely draining as a life style and most days you can only fully focus on either of them, as (Sedgwick, 2014, pp. 4) phrase it "I think 'burnout' definitely exists. It's when doctors get to the point where the whole prospect of going to work is intruding on the rest of their life, not just during the week or on a Sunday, but on a Saturday when they start thinking about work and don't want to go back into work," in this study Doctors were given as an example, but it is clear that this could be easily applied to other work fields as the main issue still stands with creating life balance in order to improve the quality of life for workers and employees in all fields of work.

Sedgwick was not the only one to ever address burnout, Cosmo Hallstrom goes into detail talking about his personal experience with burnout as a consultant psychiatrist, he has stated that it is a common issue highlighting that many people relate to this condition, and he highlights few key points in his own experience with work burnout "I did have burnout. I'd been a consultant for 15 years working in the NHS in London as a consultant community

psychiatrist. There were a lot of changes taking place, such as hospital closures and staff cutbacks. I didn't feel in control of my life. I felt powerless, tired, trapped, and it wasn't a pleasure to go to work anymore. And then I shouted at a colleague, which I'd never done before, and that was when I realised, I was stressed (Oxtoby, 2014, pp. 348).

What is important about Hallstrom experience that is important to discuss and draw attention to when discussing this is his point of view as a psychiatrist, it shows how stress and burnout could cause a person to become easily agitated or even turn a healthy calm working individual to a stressed angry person and that could be if not always an out of character act, as he goes on explaining about how him shouting at a colleague was a one-time incident and does not in any way reflect on his character or natural mannerism, the role of a psychiatrist is to study the human emotional and behavioural condition, by him analysing his own experience showing how tired stressed and burned out he was for a while has caused him to act out in an unprofessional manner that was also out of character for him and something he did not face himself do before, by him stating that he is simply trying to illustrate a clear image on how anyone could fall a victim of this and yes at first it could start as a harmless display of emotional distress such as shouting in his case but could later on reflect on much more than that, which is not doing the job properly, and it is human nature once we lose our drive and our motivation for work we often start to slowly do it less efficiently or not doing it all together, this could later on result in people refusing to get into a field of work due to the highly stressful nature of it or the environment they work in, which is what has been mentioned previously regarding Sidwick as a Doctor, being a physical doctor and working in hospitals with the work nature that is more of attending unanticipated shifts often could make a person grow more agitated and tired resulting in them not doing their job properly, so imagine a world where many students refuse to get in medicine school due to the nature of the job have it be a doctor or any other profession that will become well known as a field that is highly stressful, chances are a lot of people will still wake up and go to work in the morning to make a living, but at the expense of their own mental and psychical health which will later on reflect on poor work performance (Schernhammer, Colditz, 2004, pp. 2295 – 2302; Firth – Cozens, 2003, pp. 670 – 671).

3.6 The influence of work-life balance on Gender

3.6.1 Gender differences and work-life balance

Interest in gender differences in personality, performance, communication, and leadership has long existed. There is some debate about the differences in personality between men and women, but there is no clear consensus. According to recent studies of the personality profiles of faculty and residents, otolaryngologists share more traits with one another. Gender differences in personality, communication, leadership, and performance have long been a topic of interest, according to one study. that are shared by both genders. Men's and women's personality differences are the subjects of some debate, but there is no clear consensus. Male and female otolaryngologists share more similarities than differences, according to recent research on the personality profiles of residents and faculty in the department. Gender differences were insignificant in comparison to the numerous individual differences that exist between each gender. Based on a study that has further demonstrated the importance of gender differences when it comes to working states, there has long been interests in gender differences in personality, communication, leadership, and performance. There is some debate about personality differences between men and women, but there is no

clear consensus. Men and women who practice otolaryngology share more traits in common than in differences, according to recent research on the personality profiles of faculty and residents. Compared to the wide range of individual differences that exist between each gender, gender differences were minor. This is all according to one study by Lozano, Hamplová and Le Bourdais. (2016), which stated that for a long time, researchers have been interested in examining gender-based disparities in personality, communication, leadership, and performance. Although there is no consensus on whether there are any gender differences in personality, it continues to be a topic of debate. Recent research focused on personality traits of otolaryngology faculty and residents has suggested that the differences between male and female otolaryngologists are more nuanced than previously thought. In fact, the gender differences in this profession were found to be relatively minor when compared to the wide range of individual differences that exist within each gender (Lozano, Hamplová, Le Bourdais, 2016, pp. 259 – 284).

Gender differences cannot go unaddressed while discussing quality of life and how it can influence work-life balance, there is no denying that working mothers seem to struggle more at work due to all the physical changes they go through, especially if they are pregnant or already have children, all these psychical and emotional changes could make a woman grow tired and lose interest in their professional career to fulfil their role as a parent and a mother, as most if not majority countries in Europe offer a maternal leave not everywhere in the world provides a paid maternity leaves for working mothers this kind of financial stress a woman has to face and while some in most countries would still attend work while being pregnant or have them become recent mothers, it reflects majorly on their performance such their professional image, this will often force them to neglect their physical health which will reduce their quality of life in the longer run, as they did not receive the proper care they need to fully recover and focus on the their personal life, according to a studies, men and women face different time constraints, and mothers tend to experience higher levels of stress compared to fathers (Jacobs and Gerson 2004; Mattingly and Sayer 2006; Marshall 2006). Some researchers have attributed these gender differences to the increasing labor force participation of women alongside their continued responsibility for household tasks and childcare (Mattingly and Sayer 2006; Marshall 2006). Additionally, mothers and fathers have distinct patterns of paid work, and they are also involved in different levels of childcare and housework activities (Hook and Wolfe 2011, pp. 1 -15; Craig and Powell 2011, pp. 274 - 391; Bianchi 2011, pp. 21 - 44).

3.6.2 Quality of life and gender

It is also worth mentioning that Subjective well-being is significantly and statistically correlated with gender. When gender is used as a covariate, the relationship between subjective well-being and social class decreases. Women tend to place a higher value on social needs than men do, while men tend to place a higher value on pay than women do. According to sources, (Tang, 2007; Haring et al. 1984), gender is a significant predictor of subjective well-being, and when used as a covariate, the relationship between social class and subjective well-being is weakened. Women tend to prioritize social needs more than men, while men place more importance on pay than women. Interestingly, women tend to report being satisfied with their pay, even if they are objectively underpaid, which is referred to as the paradox of the contented female worker (Major, Konar, 1984, p. 777 – 792). Additionally, male employees typically earn higher incomes compared to female employees.

This study aims to investigate gender as both a control variable and a moderator (Tang, 2007, pp. 375 - 393; pp. 375 – 393).

Depending on factors like employment conditions and family structure, non-standard hours may affect men and women differently. Fathers and mothers engage in different activities and devote different amounts of time to unpaid work. Most of the physically demanding childcare tasks, many of which must be done repeatedly throughout the day, are typically performed by mothers. On the other hand, "talk-based" childcare, which takes less time and probably is more fun, involves fathers more. This unequal division of childcare responsibilities is likely to cause mothers more stress than fathers. According to Craig and Powell in a study they published back in 2011, it states 'However, the reasons why men and women are likely to be affected differently by non-standard hours are not only linked to employment conditions but also to the family organization. Mothers and fathers differ in their allocation of time to unpaid work and in the type of activities they perform. In general, mothers do more of the laborious physical childcare activities, which must often be done routinely at certain times of the day. By contrast, fathers are more involved in "talk-based" childcare, which is less time critical and probably more enjoyable (Craig and Powell 2011). This unequal sharing of childcare is likely to yield more stress for mothers than for fathers (Craig, Powell, 2011, pp. 274 - 291).

The study has also continued to further explain the difference in motivation between the two genders as it in short demonstrated that Women vary. First, it's possible that gender differences in the process behind non-standard work motivation exist. According to previous studies, women are more likely to plan their paid work hours around taking care of their children so they can be available at certain times of the day. According to a study conducted in Australia and the United States that examined the role of gender in the relationship between flexible work schedules and stress using data from the United States, women and workers with family responsibilities experienced a more significant decrease in stress when they had the option of flexible work arrangements than men and workers without family responsibilities, as the study states it 'women differently. First, it is possible that the process underlying the motivation for non-standard work varies by gender. Past analyses suggest that women are more likely to schedule their paid work hours around their children's care needs to be available during particular periods of the day. Evidence of such timing preferences among mothers has been observed in the U.S. (Connelly, Kimmel, 2007, pp. 3039), as well as in Australia (Craig, Powell, 2011, pp. 25). (Jang, Zippay and Park, 2012, pp. 897 - 912), who examined the role of gender in the relationship between flexible work schedules and stress using U.S. data, found that women and workers with family responsibilities experienced a more significant decrease in stress than men and workers without family responsibilities when they had the option of flexible work arrangements (Lozano, Hamplová, Bourdais, 2016, pp. 259 – 284).

Another point that is important to highlight is that women face a significantly higher risk of infertility than men do. According to a Sarah K. Wise, et al., 2021 study Women face a significantly greater risk of infertility compared to men. Opting for a career in the field of medicine usually entails delaying marriage and childbirth as female medical students prioritize completing their education, residency, and further fellowship training. While there may be female faculty members who provide both formal and informal mentorship, the provision of guidance on risk factors for infertility and potential ways to overcome these issues is not a norm. In cases where pregnancy does occur, most parental leave policies tend

to focus on the new mother rather than the father (Schmitt, Monfared, Wise, 2021, p. 675 – 687).

As young women focus on completing medical school, a residency, and additional fellowship training, pursuing a career in medicine frequently requires delaying marriage and having children. Counseling about infertility risk factors and options for avoiding them is uncommon, despite the possibility of formal and informal mentorship by female faculty. The primary focus of parental leave policies should be limited to pregnancy. Supported by a Kučera et al. (2021) study that stated that women had higher scores of negative mental health indicators compared to men, which is consistent with previous research such as Vindegaard and Benros and Fisher et al (Kučera, Stuchlíková, Mrhálek, 2021, pp. 1061 – 1072; Vindegaard, Benros, 2020, pp. 531 – 541). It is important to note that even outside of a pandemic situation, women generally have higher average scores in negative symptoms compared to men as shown by Scholte et al. and Langvik et al (Langvik, Hjemdal, Nordal, 2016, pp. 144 – 151). However, during a pandemic situation, this increase in scores is particularly significant, as demonstrated by Pieh et al., Browning et al., and O'Connor et al. Hence, it was deemed necessary to conduct separate post hoc analyses for men and women (Pieh et al., 2020, pp. 136; Browning et al., 2021, pp. 16; O'Connor et al., 2020, pp. 326 – 333). Additionally, current working status was identified as a significant variable in relation to mental health indicators, with interrupted work status being associated with higher levels of anxiety, depression, and distress. This aligns with the psychological and behavioral consequences of working status presented in the current study by Yamada et al. and supported by previous research such as Kniffin et al. and Pieh et al (Kniffin et al., 2021, pp. 63 - 77; Pieh et al., 2020, pp. 136).

3.6.3 Work-life balance in Czech Republic influence on age and mental health during covid-19

The research also shows that age played a role in the levels of stress related to the study, as it mentioned “the age variable was related to stress scores in both women and men, with higher. stress levels in the younger population. Respondents younger than 35 years were more. depressed, anxious, and stressed. These results are also consistent with previous research for example, in Australia, Saudi Arabia, the USA, Spain, and the UK.

So, in short, younger people scored higher stress levels than people who are over the age of 35, and this could be due to stability factors young people mostly tend to question their career choices and think about their career future more, also it is the age where a lot of people build themselves up so financial and personal burdens cause a higher level in anxiety disorder (Kučera, Stuchlíková, Mrhálek, 2021, pp. 1061 – 1072).

Further, the study demonstrates that age and anxiety in the group of men are significantly correlated; younger men score higher on anxiety. Anxiety scores demonstrated a significant decline in mental health when the first and second phases of mental health indicators were compared. One of the study's limitations is the possibility that regional epidemiological, political, or even seasonal variations in the Czech Republic could have an impact on the escalation of negative mental health indicators over time. These factors, however, are likely to have little impact on the generalizability of the results given that our findings are consistent with some foreign studies. A global study that examined 48 countries, including the Czech Republic, also reveals similar patterns. Additionally, the unequal representation

of certain groups could. According to the sources, in males, a similar correlation was observed, with younger men having higher anxiety scores. The comparison of mental health markers during the first and second phases of the epidemic revealed a significant decline in mental health, with anxiety scores being the highest. This corresponds with previous research (Savolainen et al.; Veldhuis et al.) that showed an increase in negative mental health indicators over time (Savolainen et al., 2021, pp. 794). In the Czech Republic (epidemiological, political, or even differences in local seasons and weather).

However, given the consensus of our study with the results of many foreign studies, these variables are probably not substantial in terms of the generalizability of the results; similar trends are also evidenced in an international study (48 countries, including the Czech Republic) by Lieberoth et al. the findings of our study may also be limited by the uneven representation of individual groups, and the smaller proportion of men in the sample also corresponds to a common problem in current research using occasional sampling (underrepresentation of certain population groups). The limitation is also related to the different number of participants within the two phases of data collection (the first phase involved more people) and the different lengths of the collection time frame (the second phase covered a longer period). Although the first phase of the epidemic was relatively well defined by key public events (beginning with the onset of the epidemic and significant relaxation at the end), the second phase was unfinished in terms of key events at the end of data collection (in February 2021, a new lockdown was ordered by the government), they have also stated that the study focused also on working adults during the pandemic in the Czech Republic, and seemed that women scored higher in stress levels, so it is better to opt for looking for coping mechanisms, as they further state that. (Kučera et al., 2021, pp. 1061 – 1072).

According to Kučera et al., (2021), certain groups of working adults in the Czech Republic have experienced a significant decline in their mental health during the COVID-19 pandemic. Specifically, women and individuals who are not able to work at their usual place of work (due to interrupted working status) reported higher levels of anxiety, depression, and distress. The study found that anxiety levels worsened towards the later stages of the pandemic across the sample. These results align with previous studies conducted in other countries, highlighting the broad impact of the pandemic on mental health. Future research should explore factors that could help individuals cope with elevated stress levels and negative emotions during and after the pandemic, such as social support, flexibility, resilience-building, and psychological support. It is also essential to investigate which factors can reduce the adverse impact on vulnerable groups (Kučera et al., 2021, pp. 1061 – 1072).

Another study furthermore examined that Mental health issues may be more prevalent in young people, particularly those with higher work demands and lower personal incomes. secondly, leading unhealthy lifestyles that lead to the development of illnesses that are not contagious. Additionally, our findings suggest that the Czech population's physical and mental health could have benefited from more effective recommendations emphasizing the significance of the regular physical activity, healthy eating, and adequate sleep. Therefore, risky individuals should be encouraged to adopt or maintain healthy behaviors through health promotion strategies. The previous statement is an explanation from a study that best described it as In a findings by Dalecká et al., (2022) indicate that certain groups, including young people, individuals with greater work demands, and reduced

personal income, are at a heightened risk of experiencing negative effects on their mental health, engaging in unhealthy behaviors, and developing non-communicable diseases. The study suggests that the lack of effective recommendations focusing on maintaining physical activity, healthy dietary habits, and quality sleep for both physical and mental health may have contributed to these outcomes among the Czech population. As a result, health promotion strategies aimed at these vulnerable populations should prioritize encouraging individuals to adopt or sustain positive health-related behaviors (Dalecká et al., 2022, pp.1).

3.6.4 Work-life imbalance causes

Achieving work-life balance involves balancing career and personal life priorities. Several factors can lead to an imbalance, such as increased work responsibilities, working longer hours, or having to manage additional household responsibilities, especially for employees with children. Maintaining a positive work-life balance can help reduce employee stress, lower the risk of burnout, and promote overall well-being. This can benefit both the employee and employer, as highlighted by Sanfilippo's (2020) study. The research suggests that one approach to addressing burnout and stress is to promote balance in other aspects of the employees' lives by reducing their workload and work hours. This can provide employees with more time to fulfill their family responsibilities and spend quality time with their loved ones, improving their psychological well-being. By doing so, they will have more capacity to attend to their everyday routines, including their children's upbringing, rather than just having their late evenings free of work when they are likely to be exhausted

Whichever way the physical office will manifest in the long term, employers and policymakers alike need to ensure that staff is supported and that opportunities for career progression are not missed because of a lack of physical presence. The pandemic has Widened the gender gap by a further 36 years to 135.6 years, as proportionately more women than men left employment to fulfill caring roles or scaled down their working commitments. Even before Covid- 19, research carried out by JWG showed that 83% of people would choose a job that offered flexible working over a job that didn't. Therefore, organizations that want to attract and retain top talent should be considering their flexible working policies and how they will support and develop their staff very carefully

As things are beginning to settle, it will soon be clear seeing which organizations are winning in the desirability factor when it comes to recruiting talent. We hope that governments around the globe move with the times and bring in policies that ensure flexible working in its many guises is a high priority (Thériault, Sakakeeny, 2021, pp.1).

An employee's ability to resolve conflicts between personal and professional responsibilities is what determines work-life balance. As a result, aiming for this becomes an important part of the process of employee recovery. From an employer's perspective, assisting employees in achieving this desirable state gives the company a competitive edge in attracting and keeping qualified employees. One way to develop the quality of mindfulness is to have the capacity for present-focused, non-judgmental awareness and attention. For instance, a worker with a greater capacity for trait mindfulness is more likely to respond calmly, composedly, and objectively to stressful situations, safeguarding their subjective well-being. The strength of trait mindfulness has increased over time, and it has the potential to become an essential criterion in the employee hiring process (Yang, Jo, 2022, pp. 459 – 468). According to Carlson et al., 2009, pp. 1459 - 1468, an employee's ability to handle conflicts

between their professional and personal duties is crucial in achieving work-life balance (WLB). Achieving WLB is important for an employee's recovery process. For employers, facilitating WLB can help them attract and retain skilled employees, providing them with a competitive advantage (Karatepe, 2010, pp. 836 - 856). One way to achieve WLB and help employees recover from work-related stress is through trait mindfulness. This involves having the ability to be aware and attentive to a situation in a non-judgmental manner (Hyland et al., 2015, pp. 576 - 602). For example, an employee with a higher level of trait mindfulness can respond calmly and objectively to challenging situations, such as conflicts between work and personal life, thereby improving their subjective well-being (SWB). Trait mindfulness is a stable characteristic over time and may become a significant factor in the employee selection process (Hyland et al., 2015, pp. 576 – 602).

3.7 Covid-19 impacts on Depression and Work performance.

3.7.1 Work-life balance and mental health during Covid-19

One of the many aspects to consider while studying life balance that is not financially focused, is to examine the mental state of most employees, to see how their private lives are affected by their work, this became the most highlighted topic in the last three years due to the COVID-19 pandemic. Mental health was becoming a crucial part to discuss due to its direct impact on a person's work life and their happiness, many studies had rushed to show the impact a person's psychological and emotional issues would later on negatively or positively they perform their tasks at work, it became more and more apparent in the last couple of years that the happier and more positive a person is and how well adjusted they are in their lives adding to that their overall emotional stability would impact their work positively.

People who do not suffer from any psychological problems such as depression and anxiety would have better energy better, better health and significantly more focused and goal oriented than their peers that have shown a deterioration in their mental state or even emotional overall well-being, the pandemic has certainly impacted this negatively, especially to those who have had suffered a prior history to mental problems. The lockdown that lasted months caused many people to fall back to depression, isolation and anxiety, and for majority of these employees it had made them less focused on their work ethic and also caused a priority shift as some in fear of their own lives have started to shift their attention on other things in life that seem to matter more for them than their monthly income, which to some is a natural psychological response due to a lockdown that lasted for months, to some it served as a solitary confinement that caused them to spend more time with their thoughts than being work focused, with a sudden free time at home and lack of human contact and interaction. Not to mention those who lost their jobs during the pandemic that sent them into a spiral wave of panic, without a stable income in the middle of a pandemic that was killing thousands of people, considering that most therapists even online ones don't offer consultation for free, a person that lacks an income would also struggle to receive the appropriate treatment and help them recover.

According to the study Anxo et al (2017) more and more employees started to report what is currently called burnout, which is in short the inability to no longer focus or perform tasks at work due to overall dissatisfaction, stress, and most importantly the overload of work that causes them to spend less time with their children and their families and deprioritizing human

connection on the expense of getting the job which can be later on lead to more stress especially as mentioned previously without any financial motivation or other forms of it to help the employer to feel a sense of accomplishment from their work accomplishments (Anxo et al., 2017, pp. 69-74).

Achieving a balance between work and personal life is increasingly crucial for employees. This issue has become even more important in the wake of the COVID-19 pandemic, the study also notes, which has led to continuous remote working and increased stress due to long-term use of technology, burnout syndrome, caring for sick family members or children while working, and limited opportunities to find time for oneself. All of these factors have a significant impact on work-life balance and overall quality of life. Balancing work and personal life is a common challenge faced by most people in the labor market, and if not managed well, it can result in burnout, a state of physical and mental exhaustion that reduces a person's ability to work effectively. Studies have shown that the negative impact of work on work-life balance is typically highest in the early stages of parenting, particularly when employees have preschool-aged children at home.

Because securing a home office framework required a quick digitalization transfer, the situation put managers and employees under pressure. As a result, mental illnesses like depression developed. A lot of employees have mental health issues, according to systems for telecommuting. These workers only communicate with their employer via phone or notebook because they do not have a fixed place of employment. Because of the negative effects of telecommuting and working from home, such as social isolation and depression, this group of employees is supposed to be unable to benefit from the framework. However, such a framework may appear to be in both parties best interests for the portion of society that is less likely to suffer the negative effects, in short as the study by Pfeifer (2021) states The sudden shift to a digitalized work environment that enabled remote work from home put immense pressure on employees and managers. As a result, many individuals experienced depression and other mental health issues. Research on telecommuting has shown that a significant number of employees who work without a fixed workplace, communicating only through phone or laptop, suffer from mental health problems. These employees are unable to benefit from the telecommuting and home office framework and experience negative impacts such as social isolation and depression. While some individuals may not be affected by these negative aspects, for others, this framework can prove to be advantageous for both parties involved (Pfeifer, 2021, pp. 10055).

More research made more suggestions regarding the pandemic for example according to Canadian research, professionals' self-evaluated perceptions increased by 100% during the COVID-19 pandemic. A French survey found that employees in COVID-19-related professions suffered from depression, anxiety, and stress. While this was explained by the proximity to COVID-19 patients and the fear of getting infected themselves due to their profession in medical care, further studies assumed that other professions and students suffer from it. Research conducted in several Arabic countries (Oman, Saudi Arabia, Jordan, Iraq, and Egypt) came to the conclusion that 57% of the population assumed themselves to be depressed. There were no significant differences between the Previous research also indicates a significant gender difference, with young women under the age of 30 having a higher risk of depression than men of the same age. Increasing factors for depression included being young, single, and living alone. During the SARS epidemic in Malaysia, medical students reported similar outcomes. The COVID-19 pandemic led to a 100%

increase in the self-evaluated perception of professionals. The study was conducted in several Arabic countries, including Oman, Saudi Arabia, Jordan, Iraq, and Egypt. The study found that 57% of the population perceived themselves as being depressive, with no significant differences between the countries. Additionally, a French survey revealed that employees working in COVID-19-related professions experienced depression, anxiety, and stress (DAS) due to their proximity to COVID-19 patients and the fear of getting infected. Further research suggested that individuals in other professions and students also experienced DAS. Previous studies have also shown that there is a significant gender difference, with young women under 30 years of age having a higher risk of depression than males in the same age group. Factors that enhance the risk of depression include being young, single, and living alone. Similar findings were reported during the SARS epidemic in Malaysia, especially among medical students (Al Omari et al., 2020, pp. 7.).

Another Italian research found that the style of living went hand in hand with symptoms of depression, this was by the onset of the pandemic that with it rose the level of physical abuse caused a bigger major concern than isolation, as was quoted from the research “Other approaches to explain the worsening mental state during COVID-19 pandemic cover the findings that the family situation, including physical abuse, plays a higher role than the isolation at home. Italian research found significant evidence that the living situation and the style of a flat are further factors of concern in fostering depression (Amerio, Brambilla, Morganti, Aguglia, Bianchi, Santi, Costantini, Odone, Costanza, Signorelli et al., 2020, pp. 5973).

Several research studies further found past health issues of an individual or of a family member promoted DAS, with a further boost during government-ordered social isolation. Having family members with current COVID-19 health issues provided an additional risk factor for these people”.

The other group in the study on the other hand targeted the highest group in suicide rates, it showed that management roles suffered heavily describing it as sending them out of their comfort zone by having a home office as the only option during the pandemic, as it was further analyzed in the research by Pfeifer, 2021. Managers are a group that experiences depression and has a high suicide rate, according to a study conducted from 2012 to 2015. During the early phase of the COVID-19 pandemic, managers were found to suffer from DAS, which affected them more than their colleagues on lower levels. Managers can also impact the mental health of their staff and may feel pressure to appear strong in their role. Coping with illnesses can drain the energy needed to handle daily job challenges, potentially leading to depression. The inclination towards DAS appears to increase with organizational level, indicating that only top managers have a higher likelihood of mental health issues than their employees while maintaining performance. Managers can become stressed by sudden changes and prefer a stable work environment to avoid stress and depression. However, there is still a research gap in understanding mental health in the management function. To avoid stress and maintain stability, managers require a consistent work environment, and with increased company support and the readiness for remote work, it is expected that managers will settle into the home office framework. While being suddenly sent to home offices during the pandemic took managers out of their comfort zone, it is believed that they will adapt with support from their company (Pfeifer, 2021, pp. 10055).

Essentially, the concluding segment of the mentioned highlights that both managers and employees transitioned to home offices due to government-mandated social isolation. Operating within digitalized work environments during this period exposed them to risk

factors associated with an elevated risk of depression and DAS. Those individuals who adopted positive adaptive strategies demonstrated resilience against these risks. Conversely, those employing negative maladaptive approaches, such as cognitive and behavioral avoidance, exhibited a heightened vulnerability to depression and stress.

The fluidity of work settings, characterized by frequent changes, has the potential to influence not only the nature of work but also how managers and employees perceive their roles and circumstances. Therefore, the primary objective of this article is to scrutinize potential variations in stress levels, self-perceptions of mental health, and overall self-perceptions between managers and employees, as well as across periods of lockdown and non-lockdown. The government-enforced social distancing measures compelled both managerial and employee roles to shift to remote work, subjecting them to circumstances that could elevate the likelihood of depression and DAS within digitally-driven work environments. Those adept at employing constructive coping mechanisms demonstrated a capacity to navigate these challenges effectively. In contrast, those reliant on adverse coping mechanisms, such as cognitive and behavioral avoidance, manifested an increased susceptibility to depression and stress. The dynamic nature of work environments, characterized by frequent changes, has the potential to influence both the substance of work and the perceptions of managers and employees regarding their work and overall circumstances. Consequently, this article seeks to explore potential disparities in stress levels and self-perceived mental health among managers and employees, as well as between periods of lockdown and non-lockdown.. (Pfeifer, 2021, pp. 10055).

3.7.2 The impacts of achieving work-life balance

One other point that is crucial to shed some light on and that is considered as another benefit to putting employee's needs first, and that proves how a well-balanced life will positively influence the economy and cause a great deal of improvement in both social life and the economic stability. When work-life balance is achieved according to a paper published in 2016 by parent- Thirion that the positive of the impact of this cannot be overlooked and that is why it needs to be seen as a priority to achieve it, it affects employees goals which will cause an increase in labor and employment as long as the employees needs are being met without any division based on gender or other demographic challenges they are presented with along with emotional and psychological stability. Or as the study Lonska et al., 2021 states Looking beyond its personal benefits, work-life balance has a wider scope that extends to social and economic sustainability. Enhancing work-life balance contributes to achieving broader objectives such as boosting employment rates, promoting gender equality, and addressing demographic challenges. As we age, our priorities and those of our dependents shift, necessitating a reevaluation of our work-life balance needs (Lonska et al., 2021, pp. 2).

According to Vignoli, De Santis, 2010 is it possible for companies that have switched to 100% remote work, and saved on traditional office expenses, to still offer flexible working spaces for parents during school holidays or allow managers to redirect budgets so that employees can work in local coworking spaces? The period leading up to Spring 2020 saw a decline of 2.4% in EU employment, with those who still had jobs experiencing a reduction of almost an hour in their weekly working hours. Furthermore, the proportion of employed individuals who were not working more than doubled to 17%. By July 2020, nearly half of the EU workforce had shifted to either exclusive or partial teleworking, thereby creating new labor market disparities. The more highly educated and those living in urban areas had better

access to working from home. Young people were hardest hit by the decline in employment, while prime- aged workers (25-54 years) and older male workers were most likely to experience cuts in working hours. Policymakers must prioritize the prevention of another "lost generation" of young people when designing active labor market policies to mitigate the impact of the crisis.

Workers with precarious employment conditions were particularly vulnerable to job losses during the pandemic, with the number of temporary contracts in the EU27 declining by 17% between Spring 2019 and Spring 2020, accounting for more than three-quarters of the overall drop in EU employment (Vignoli, Santis, 2010, pp. 481 – 501).

3.8 The correlation between minimum wage and possible influence on an individual happiness

As many employees state all the time, even from the people we know from our day-to-day lives we constantly hear about how an increase in salary will sharpen the worker's will to work and will make them more efficient and have more emotional satisfaction to benefit the company as its seen as a benefit of their own, so it is clear to draw the conclusion that the more money a worker makes the happier they are in their career path and more likely to spend more effort focusing on work and success and further benefiting their employer due to the financial motivation they are deriving from it according to a study to which I quote from "In this year's research the vast majority (88 percent) of employees said workplace benefits (other than salary) improved their overall happiness. However, a similar proportion (87 percent) said they wished to see improvements in the benefits offered in the next 12 months.

The survey found male employees were more likely to say that salary was what attracted them to their current role than work-life balance (43 percent compared to 34 percent). For women, it was the opposite: 44 percent said they were attracted to their current role because of work-life balance, compared to 33 percent who cited salary. Women were also much more likely to value flexible working (45 percent of women compared to 27 percent of men. "Meanwhile, the top reason for employees not taking advantage of the perks on offer was 'nothing' (24 percent), this was followed by lack of information provided (22 percent), lack of interest (21 percent), and the benefits offered were not relevant to them (19 percent). When asked about which workplace benefits, they would most value that wasn't currently on offer, half (50 percent) of employees and 45 percent of employers cited a 'wellness allowance' of between £400 and £1,200 to spend on anything (Boosler, 2021; Fennell, 2021; Aviva, 2022).

3.9 High income influence on people mental health

Two aspects of subjective well-being have begun to be distinguished in recent research. The frequency and intensity of an individual's experiences of joy, stress, sadness, anger, and affection that make one's life pleasant or unpleasant are referred to as emotional well-being. The thoughts that people have when they think about their life are referred to as life evaluation. It is discovered that Cantril's Self-Anchoring Scale life evaluation and emotional well-being have distinct correlates. Life evaluation is more closely linked to income and education, but health, providing care, feeling alone, and smoking are somewhat better predictors of day-to-day emotions. Life evaluation steadily rises when plotted against log income. Even though log income increases emotional well-being, there is no further improvement above a \$70,000

annual income. The emotional pain that comes from things like divorce, ill health, and being alone are exacerbated by low income. We conclude that low income is associated with low life evaluation as well as low emotional well-being, while high income buys life satisfaction but not happiness. So, in short, based on the previous study the final conclusion is “That high income buys life satisfaction but not happiness, and that low income is associated both with low life evaluation and low emotional well-being (Kahneman, Deaton, 2010, pp. 16492).

Another study also came with the same conclusion that quality of life is generally higher in rural villages than in cities for example although they tend to make fewer salaries and lead simpler lives, best described in this quote taken from the study, “Quality of life is generally higher in the rural villages than in the cities; however, the highest is in large cities over 100,000 and small towns with 5000 to 10,000 inhabitants (Murgaš, Klobučník, 2016, pp. 553 – 570).

Social connections and job satisfaction typically play a significant role in subjective well-being as income rises. The marginal utility of money decreases with income. As a person moves up the organizational hierarchy, the importance of money decreases. From a global perspective, an increase in wealth is associated with a decrease in well-being; within a nation, an increase in income is primarily associated with the well-being of the poor; Increased income has little impact on happiness once the poverty line is crossed. According to Nickerson et al., college students from 41 nations found a negative correlation between the importance of money and life satisfaction. examined the midpoint in household income, which ranged from \$500 to \$290,000, and discovered that as household income increased, the goal of financial success had a smaller negative impact on overall life satisfaction. The conflict between work and family as well as the hidden costs of a high income can cause stress that has an impact on physical and mental health and lowers the quality of life. Since time is money, dedicating one's time to one's job may increase one's income, but it may also reduce one's ability to enjoy other activities and the results of one's labour, like leisure, family, socializing, and learning and exploration. Workers from the middle class who earn a lot of money will have more duties and responsibilities than those with less money. It is plausible that higher incomes may have a more negative impact on the quality of life of middle-class workers with higher incomes than for workers with lower incomes because the American Dream of financial success has a negative side. This study inspects pay as a significant variable and treats pay level as a mediator, this was all concluded from a study it further analysed it “As income increases, social relationships and enjoyment at work tend to play an important role toward subjective well-being (Diener and Seligman, 2004, pp. 1-31). Higher incomes are related to the lower marginal utility of money. Money assumes decreasing importance as a person advanced in the organizational hierarchy. From a global perspective, as nations get richer, increases in wealth are associated with diminishing increases in well-being (Ahuvia and Friedman, 1998, pp. 135-168). Within nations, increased income is associated with well-being primarily for the poor; once the poverty threshold is crossed, increased income matters little for happiness (Csikszentmihalyi, 1999, pp. 821-827; Diener and Oishi, 2000, pp. 185 - 218). The importance of money was negatively correlated with life satisfaction among college students from 41 nations (Diener and Oishi, 2000, pp. 419-436). Nickerson et al. 2003 examined the household income mid-point from \$500 to \$290,000 and found that the negative impact of the goal for financial success on overall life satisfaction diminished as household income increased. The hidden costs of high income (i.e., work-related stress) and the work-

family conflict can be a source of stress that influences psychological and physical outcomes and diminishes the quality of life (Adams et al., 1996, pp. 411 - 420; Bacharach et al., 1991, pp. 39 - 53; Rousseau, 1978, pp. 513 - 517).

4 Practical Part

4.1 Research Design

This master's thesis undertakes a comprehensive exploration into the effects of the pandemic on work-life balance, mental health, and overall satisfaction among corporate workers in the Czech Republic. Its aim is to dissect the pandemic's influence on work-life balance, identifying enduring impacts on individuals, while also probing into the satisfaction levels of corporate workers. By examining the role of corporate culture on mental health and understanding the consequences of diminished work life quality, this study seeks a holistic understanding of the pandemic's multifaceted impacts on individuals' well-being and professional experiences.

To steer this research, a set of hypotheses was crafted, derived from a synthesis of relevant literature, laying the conceptual groundwork for subsequent practical investigations. Through a meticulously designed questionnaire, administered to corporate workers, this study aims to analyze the impact of job-related factors and remote work experiences during the pandemic on overall quality of life. These survey questions, aligned with the formulated hypotheses, aim to capture a wide range of insights, including the pandemic's influence on mental health and work motivation.

Ensuring a comprehensive understanding, the questionnaire is distributed among diverse demographics—male and female corporate workers segmented across various age groups, education levels, and income brackets. This deliberate diversification aims to uncover potential variations in experiences based on individual characteristics, contributing to a more nuanced comprehension of the intricate interplay between work-related factors and quality of life. Ethical principles are stringently adhered to throughout the research, prioritizing participant anonymity, confidentiality, and informed consent to maintain the data's integrity.

4.2 Research Method

The practical segment of the study entails administering a meticulously designed structured questionnaire to corporate employees in the Czech Republic. This tool is crafted to elicit responses contributing to a nuanced analysis of the impact of job-related factors and the experience of remote work during the pandemic on overall quality of life. The survey questions, thoughtfully aligned with the formulated hypotheses, aim to capture a comprehensive array of insights, including the pandemic's influence on mental health and work motivation.

To ensure a representative sample, the questionnaire is distributed among male and female corporate workers, segmented across various demographic categories such as age groups, educational levels, and income brackets. This intentional stratification seeks to unveil potential variations in experiences based on individual characteristics, fostering a more nuanced understanding of the intricate interplay between work-related factors and quality of life.

The collected survey responses undergo rigorous analysis, with a specific emphasis on interpreting the data through the medium of pie charts. This visual representation facilitates a clear and accessible presentation of percentages, providing an insightful overview of response distribution. The utilization of pie charts enhances the communicative impact of the findings, enabling readers to discern patterns and trends at a glance.

Throughout the entire research process, ethical principles are meticulously upheld. Participant anonymity and confidentiality are safeguarded, ensuring the integrity of the collected data. Informed consent is secured from each participant, underscoring their voluntary participation in the study.

The methodology employed in this master's thesis strategically combines theoretical depth with empirical investigation. Grounding the research in a comprehensive theoretical framework, formulating explicit hypotheses, and utilizing a well-structured questionnaire with diverse participant demographics, this study aims to offer valuable insights into the intricate relationships between work-related factors, quality of life, and mental health among corporate workers in the Czech Republic. To collect data for this quantitative study, a convenience sampling method was employed. The sample was drawn from corporate workers located in Prague, Czech Republic, and a structured computer-administered questionnaire (Google Forms) was used to gather information. The goal of the sampling method was to ensure that the population was adequately represented in terms of educational level and annual income.

The questionnaire consisted entirely of closed-ended questions, including a mix of dichotomous and nominal-polytomous questions. This format allowed for the inclusion of 30 questions while maintaining ease of answering and ensuring that respondents remained focused during the length of the questionnaire. All the participants who filled in the questionnaire met the previously conditioned

requirements as corporate workers inside the Czech Republic, the questions in the survey covered different demographics that some were age, gender, and level of education along with their salary to create a basic overview of the respondents to help further understand some of the frequent issues thus eventually reaching a conclusion to help solve or improve frequent problems.

The recruitment of respondents for this study on the impacts of the pandemic on work-life balance, mental health, and satisfaction among corporate workers in the Czech Republic involves a deliberate and systematic approach.

The recruitment strategy revolves around reaching out to a diverse pool of corporate workers across various demographics. This inclusivity encompasses both male and female employees, ensuring representation from different age groups, education levels, and income brackets within the corporate landscape.

The survey distribution is structured to gather responses from individuals working in different sectors or industries within the Czech Republic's corporate sphere. The goal is to encompass a wide range of experiences, perspectives, and roles, thus enriching the dataset and enabling a nuanced analysis of how various factors affect different segments of the corporate workforce.

Recruitment efforts prioritize anonymity, confidentiality, and ethical standards. Participants are approached with clear and transparent communication about the research's objectives and the voluntary nature of their participation. Informed consent is sought from each respondent, emphasizing their autonomy in deciding to contribute to the study.

Moreover, to ensure a representative sample, various channels might be employed for recruitment, including online platforms, corporate networks, professional associations, and possibly direct outreach to companies across different industries. This multifaceted approach aims to capture a diverse spectrum of experiences and opinions regarding the impact of the pandemic on work-life balance and mental health among corporate workers in the Czech Republic.

The final version of the questionnaire included 30 multiple choice questions formulated to focus on the variables Mental Health, Work-Life Balance, Mental Health, Well-Being, Pandemic Effects, Work from home, Financial Situation, Financial Constraints, Financial Dependency, Work life, Career, Work Facilities, Workload, Employee Participation.

From that set 5 dependent variables will be the focus of the study.

For organisation and graphing of acquired data Google Sheets and Microsoft Excel were used, and PSPP was used for statistical analysis.

4.3 Hypothesis

The COVID-19 pandemic and the subsequent shift towards remote work have had a significant impact on the quality of life and mental health of corporate workers in the Czech Republic. This master's thesis aims to investigate the psychological and

financial changes experienced by remote workers, with a focus on their perception of quality of life. Through analysis of individual experiences and variables such as gender, age, and income, the study seeks to identify factors that affect workers' quality of life and ultimately contribute to the development of a balanced work environment that improves their work performance.

The hypothesis will cover two main parts:

4.3.1 Changes and shifts in workers life and has a substantial effect on Quality of Life

4.3.1.1 Work-life balance

Workers with long hours, high workload and hard-working conditions find it difficult to achieve work life balance, due to work not leaving any energy to spend on personal life.

This hypothesis will have question eight be the dependent variable (Do you have the ability to balance your work and life duties?)

4.3.1.2 Work-place motivational factors:

Varied factors in the workplace can motivate individuals, such as financial incentives, recognition, or opportunities for growth and development, and these factors can significantly impact well-being, especially if the factors are aligned with personal goals.

This hypothesis will have question six be the dependent variable (How would you rate your mental health in the past month and a half?)

4.3.2 Working from home and the pandemic effect has a positive effect on QOL

4.3.2.1 Remote work:

Remote work can have positive effects on well-being by allowing for greater flexibility and work-life balance but can also lead to feelings of isolation and decreased social support.

This hypothesis will have question twelve be the dependent variable (Did you prefer working from home?)

4.3.2.2 Pandemic:

The Pandemic had a more positive effect on people whose job didn't allow them to meet personal life needs. The effect is greater for single young people due to the higher need for social interaction.

This hypothesis will have question thirteen be the dependent variable (How did the pandemic affect your mental health?)

4.4 Analysis of the survey results

4.4.1 Discussion of Survey Data

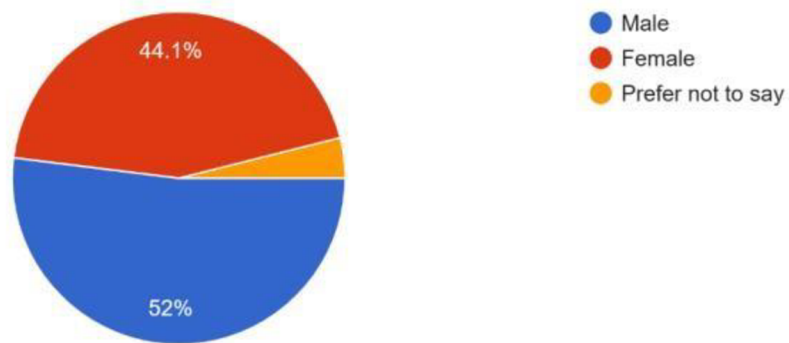
Question number 1 focused on the gender of the respondents, out of the 102 responses 52% were males, and 44.1% Females, leaving only about 4% responses that preferred to not

specify their gender, this shows an proximity an equal working opportunity for both genders in the workforce in the Czech republic in the corporate field.

Pie Chart 1: Gender

1- Please select your gender

102 responses



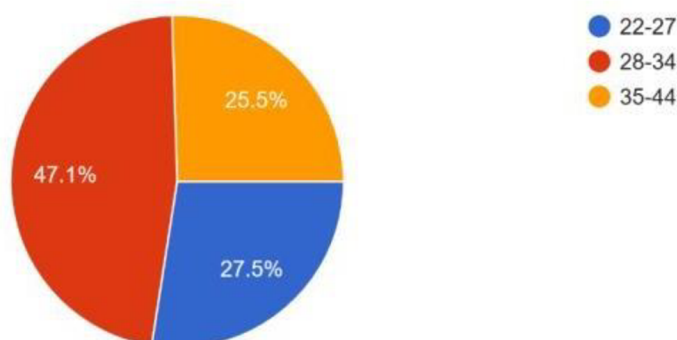
Source: Own Survey, 2023.

Question two examined the participants age, so out of the 102 responses received 27.5% were in the age group from the ages of 22-27, while the respondents from the ages of 28-34 were 47.1%, and the last age group that was from the age group of 35-44 years were the 25.5%, this can be explained by the fact that majority of the work force are people in their late 20s to mid 30s this could be due to the fact that during this age people are working harder to build a career or are more career focused than the other two age groups.

Pie Chart 2: Age

2- Select your age

102 responses



Source: Own Survey, 2023.

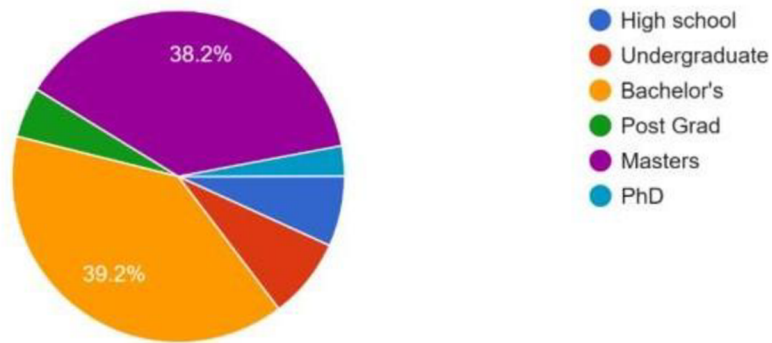
Question three is more focused on the educational level of the 102 respondents, we can see the two most dominant educational levels of the respondents hold either a bachelor or a masters degree, with 38.2% masters graduates and 39.2 bachelor graduates, focusing on

these two as they are the majority, this is due to what level of academic achievement majority of corporate hirers look for .

Pie Chart 3: Education

3- What is your educational level

102 responses



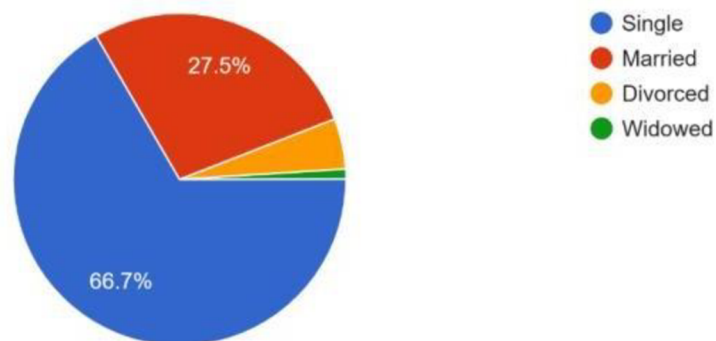
Source: Own Survey, 2023.

Question four focuses on the marital status of the respondents, out of the 102, 66.7% are single, 27.5 are married, and only a small percentage of the respondents are divorced or widowed, this is a normal number considering the majority of the age group that have participated in the survey.

Pie Chart 4: Marital State

4- What is your Marital statue

102 responses



Source: Own Survey, 2023.

Question five shows the percentage of the respondents annual income, out of 102 participants 29.4% have the annual income between 300.000- 500.000 CZK, 31.4% their income ranged

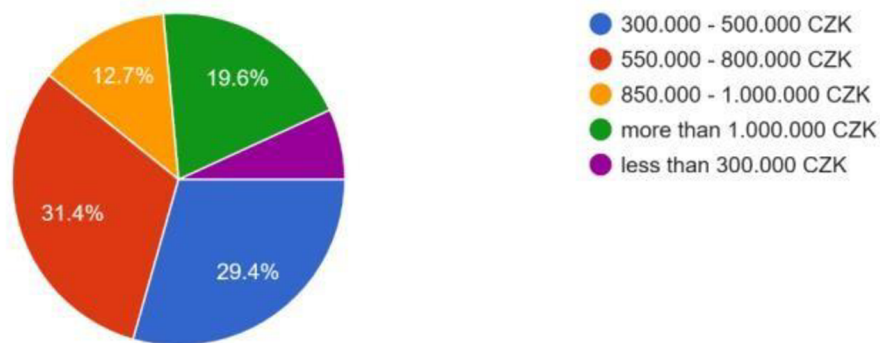
from 550.000-800.000 CZK, 12.7% ranged from 850.000- 1.000.000 CZK, while 19.6% had the annual income more than 1.000.000 CZK . this observation shows how the majority have the least amount of annual income, this observation backs up previously discussed issues regarding the quality of life and a person's income as the majority are a youth group of the ages of 27-

34 receiving the least amount of annual income.

Pie Chart 5: Annual Income

5- What is your annual income

102 responses



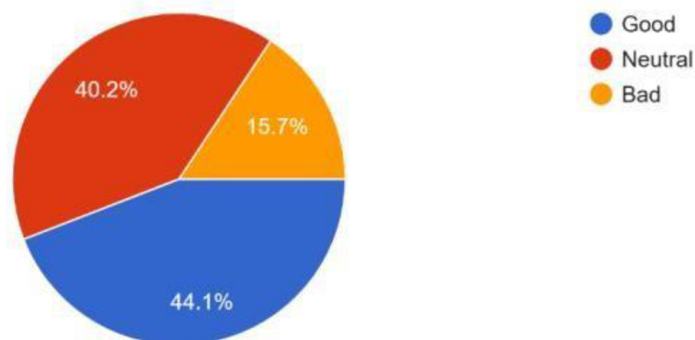
Source: Own Survey, 2023.

The sixth question examines how the respondents viewed their own mental health for the past month and a half, out of 102 44.1 answered with good, 40.2% chose neutral and 15.7 answered with bad

Pie Chart 6: How would you rate your mental health in the past month and a half?

6- How would you rate your mental health in the past month and a half?

102 responses



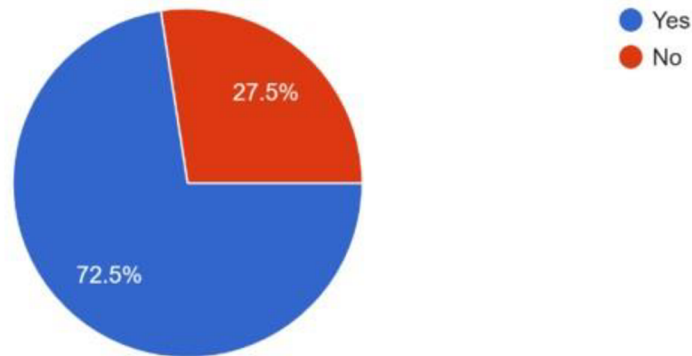
Source: Own Survey, 2023.

Question seven focuses on asking the respondents about their own personal needs and if their job does not interfere with their own personal life, 72.5% answered Yes while 27.5% answered with No

Pie Chart 7: Does your current job allow you to meet your personal life needs?

7- Does your current job allow you to meet your personal life needs?

102 responses



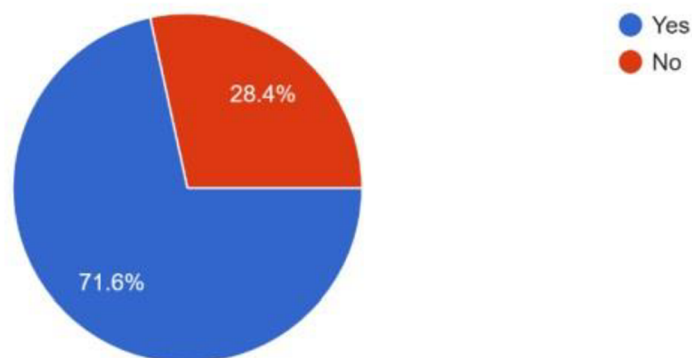
Source: Own Survey, 2023.

Question eight examines any differences in the employees mental health condition from before and after working out of 102 respondents, 71.6% answered with yes, and 28.4% selected no, this supports the previous argument in the theoretical part regarding how work can influence a person's mental health .

Pie Chart 8: Do you feel any changes regarding you mental health from before and after working?

8- Do you feel any changes regarding you mental health from before and after working?

102 responses



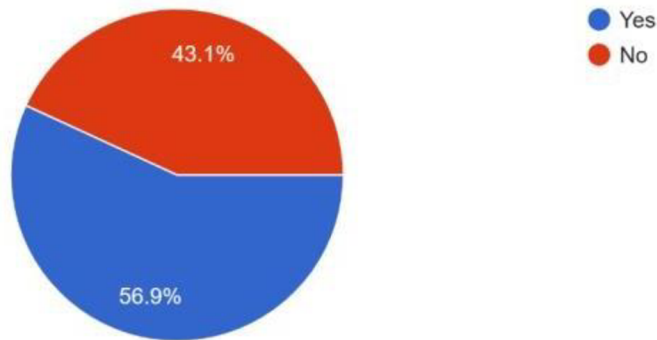
Source: Own Survey, 2023.

Question nine focuses on the organization work ethics if it caters to the employees mental health, out of 102 respondents 56.9% answered yes and 43.1% answered no

Pie Chart 9: Do you feel like the Organization considers the employees mental health?

9- Do you feel like the Organization considers the employees mental health?

102 responses



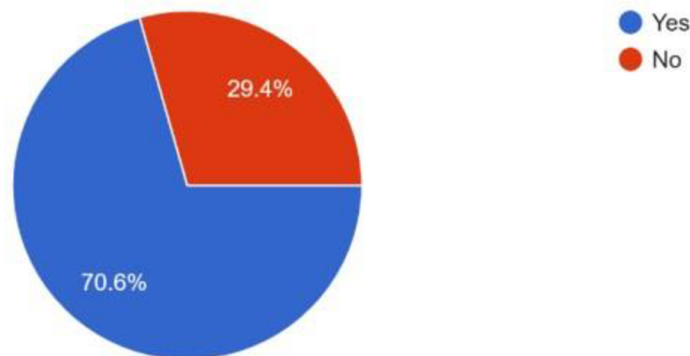
Source: Own Survey, 2023.

Question ten focuses on the pandemic to see if it has affected the level of work satisfaction for the employees, out of 102 respondents the majority of 70.6% answered yes while 29.4% answered no . this kind of data shows how much the pandemic influenced employees lives as it changed many employees mindset regarding their careers.

Pie Chart 10: Did the pandemic influence your level of work satisfaction?

10- Did the pandemic influence your level of work satisfaction?

102 responses



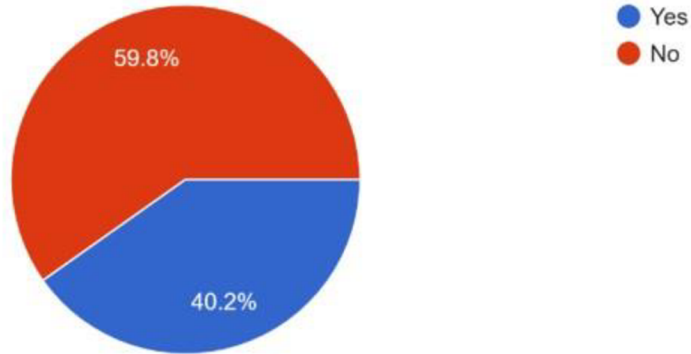
Source: Own Survey, 2023.

Question eleven is another pandemic related question which attempts to gain insight regarding employees' own perspective about their own productivity, out of 102 responses 40.2% answered yes while 59.8% answered no, so more responses showed that the majority were displeased with their level of productivity during the pandemic.

Pie Chart 11: Did you feel like you were more productive during the pandemic?

11- Did you feel like you were more productive during the pandemic?

102 responses



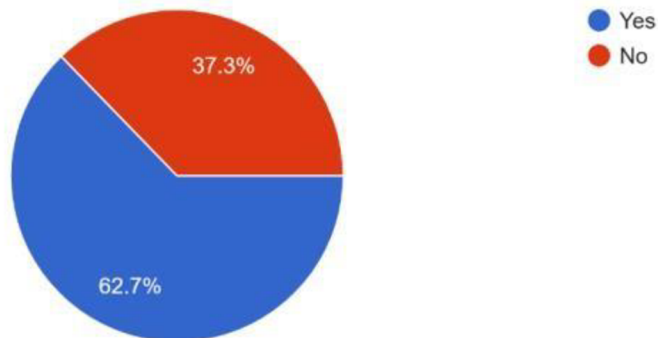
Source: Own Survey, 2023.

Question twelve is a more direct question that inquires about the respondents' preference to work from home, out of 102, the majority of 62.7% answered yes while 37.3% answered no, this shows that the majority have preferred to work from home.

Pie Chart 12: Did you prefer working from home?

12- Did you prefer working from home?

102 responses



Source: Own Survey, 2023.

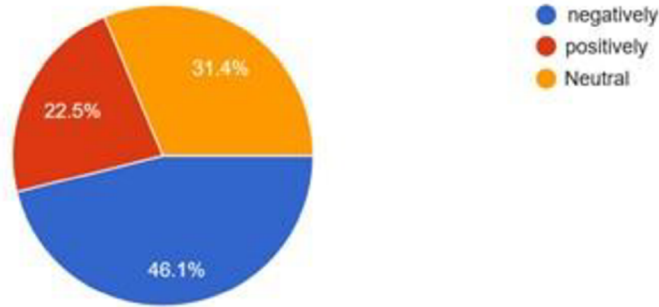
Question thirteen focuses on how the pandemic has affected the respondents' mental health, out of 102 the majority of 46.1% answered with yes, the minority 22.5% answered no. While 31.4% referred to answer with neutral, this shows that a greater number of respondents' mental health was affected negatively during the pandemic.

Pie Chart 13: How did the pandemic affect your mental health ?

Pie Chart 13: How did the pandemic affect your mental health ?

13- How did the pandemic affect your mental health ?

102 responses



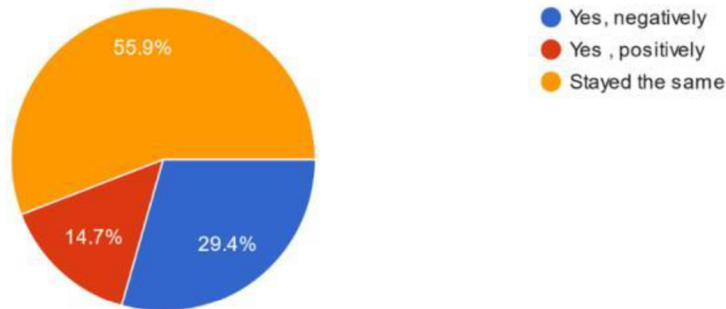
Source: Own Survey, 2023.

Question fourteen focuses on if whether the pandemic has affected employees salary or not, out of 102 responses the majority of 55.9% seem that their income stayed stable, 29.4% answered with yes negatively while 14.7% which is the minority that have witnessed a positive impact on their income during the pandemic.

Pie Chart 14: Was your salary affected during the pandemic?

14- Was your salary affected during the pandemic?

102 responses



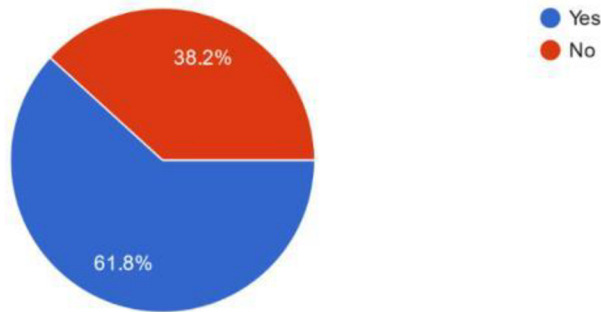
Source: Own Survey, 2023.

Question fifteen focuses on examining the effects of lack of money of employees, to see if it is affecting their leisure activities after work, out of 102 responses 38.2% answered no while the majority of 61.8% answered yes, this has close relation to how the quality of a person's life decreases when they feel that financial instability affects their leisure time and stops them from doing things they enjoy.

Pie Chart 15: Does the lack of money prevent you from doing activities you enjoy?

15- Does the lack of money prevent you from doing activities you enjoy?

102 responses



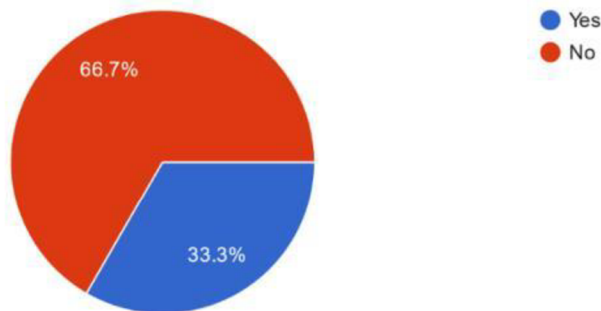
Source: Own Survey, 2023.

Question sixteen is another financial focused question that asks the respondents if they have another source of income they rely on, out of 102 responses the majority of 66.7% stated no, while 33.3% have answered with yes. This reflects on the possibility of the lack of free time for the majority which could reflect negatively on their quality of life as they possibly don't have free time to try and focus on other things besides working and focusing on an income.

Pie Chart 16: Do you rely on another income besides your salary?

16- Do you rely on another income besides your salary?

102 responses



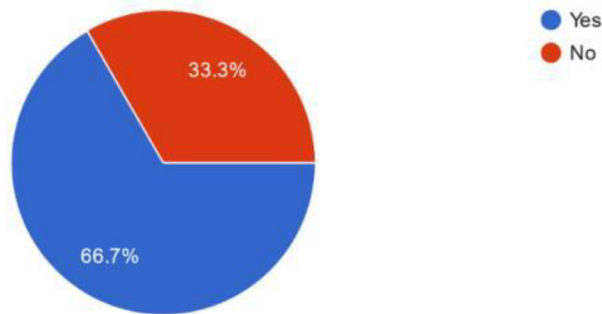
Source: Own Survey, 2023.

Question seventeen is more concerned of how the employees feel about their career if they think their current positions aligns with the career path they want to pursue, out of 102 respondents 33.3% answered no and that's the minority while the majority of 66.7% answered with yes, this shows that majority of the respondents are working more toward their long life careers or as its called climbing the corporate level.

Pie Chart 17: Is your current position in alignment with your career path?

17- Is your current position in alignment with your career path?

102 responses



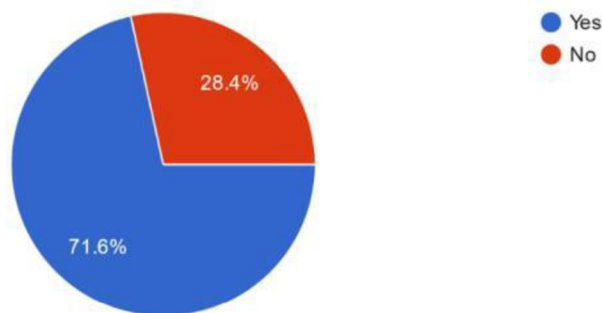
Source: Own Survey, 2023.

Question eighteen focuses on how the respondents feel in their current position in regards of the possibility to grow in the company they work in or not, from 102 response the great majority of 71.6% answered yes while the minority of 28.4% answered with no.

Pie Chart 18: Do you feel like you have an opportunity to grow in the company you work in?

18- Do you feel like you have an opportunity to grow in the company you work in?

102 responses



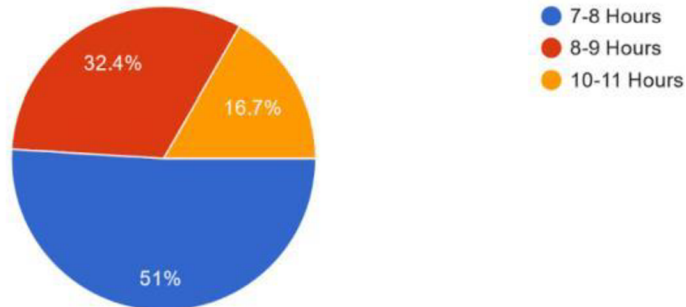
Source: Own Survey, 2023.

Question nineteen focuses on the hours of work to examine further the impact it could possibly have on the employees quality of life, out of 102 responses the majority of 51% work 7-8 hours a day, while 32.4% work 8-9 hours a day and finally 16.7% work for 10-11 hours a day normally.

Pie Chart 19: How many hours a day do you normally work?

19- How many hours a day do you normally work?

102 responses



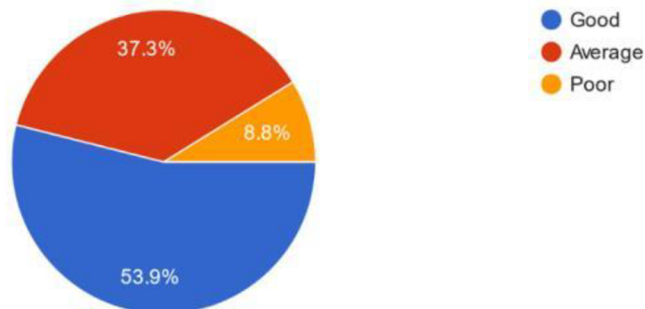
Source: Own Survey, 2023.

Question twenty focuses on the physical working condition in the company which could be considered as a factor that could affect employees level of satisfaction in their workplace, out of 102 responses the majority of 53.9% answered yes while 37.3% responded with average, and the small minority of 8.8% answered with poor.

Pie Chart 20: How would you describe the physical working condition in the Company?

20- How would you describe the physical working condition in the Company?

102 responses



Source: Own Survey, 2023.

Question twenty-one examines the workload in the organisation, with 102 responses 34.3% described the workload as very much but due to the participative environment employees are able to complete their task while another 34.3% answered that the workload is evenly distributed and employees are able to complete their tasks on time, however 21.6% of the responses described it overloaded and they are unable to finish on time, and finally the remaining

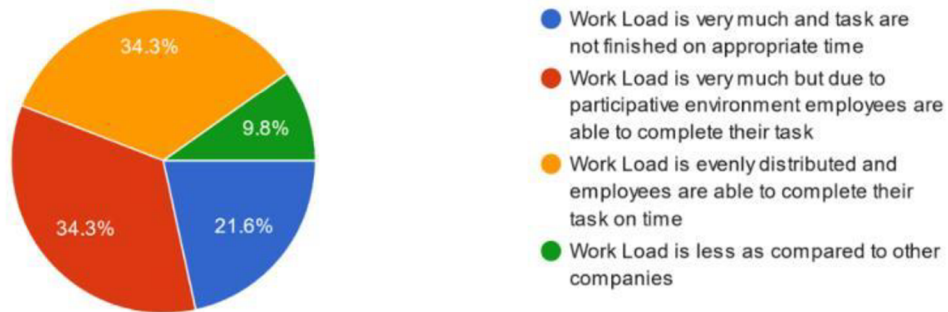
9.8% selected that the workload is less as compared to other companies, many factors play a role is shaping such data and responses taking in consideration for an example the different

corporates the respondents work for, which could impact their description and how they feel the workflow is being managed also their role in the corporate could also influence how they feel about the time management regarding the tasks assigned to them which easily differs for their role in the organisation.

Pie Chart 21: How would you describe the workload in the organization?

21- How would you describe the workload in the organization?

102 responses



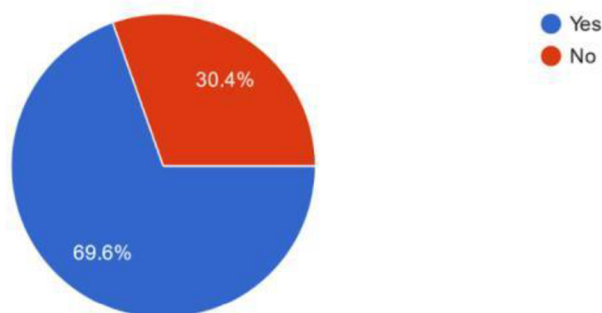
Source: Own Survey, 2023.

Question twenty- two focuses on the career prospect in the organisation and out of 102 responses 69.6% answered yes while 30.4% answered no, which possibly supports data from previous questions that showed majority of the employees feel like they can level up from their current positions, which is an indicator to job satisfaction another leading aspect to take in consideration while analysing an individuals quality of life.

Pie Chart 22: Do you think there are good career prospect in your organization?

22- Do you think there are good career prospect in your organization?

102 responses



Source: Own Survey, 2023.

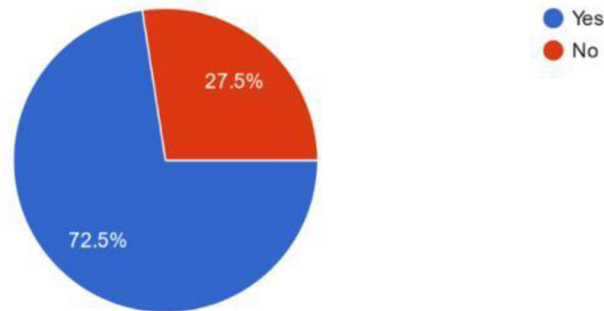
Question twenty-three focuses on the balance between private life duties and work, out of 102 responses the majority of 72.5% answered yes while 27.5% answered no, this shows

that majority of respondents have found a good balance to manage their work duties and personal life.

Pie Chart 23: Do you have the ability to balance your work and life duties?

23- Do you have the ability to balance your work and life duties?

102 responses



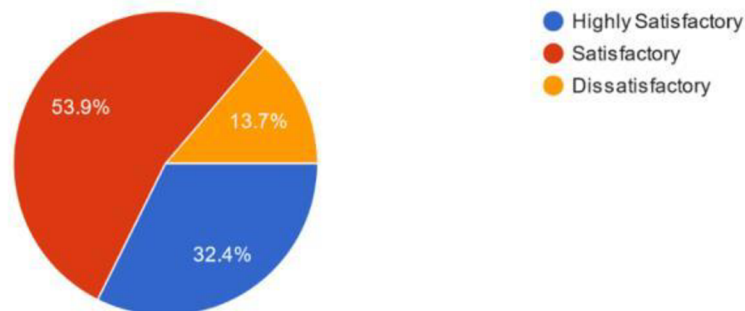
Source: Own Survey, 2023.

Question twenty-four examines the level of satisfaction employees have in their working hours, out of 102 responses the majority of 53.9% have answered satisfactory, while 32.4% answered highly satisfactory with the minority of 13.7% responded with dissatisfactory.

Pie Chart 24: How is the working hours of the organisation ?

24- How is the working hours of the organisation ?

102 responses



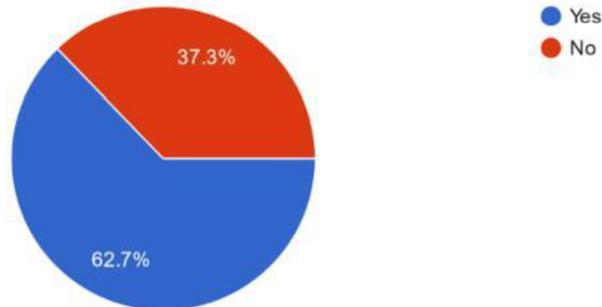
Source: Own Survey, 2023.

Question twenty-five focuses on the feeling of productivity and a sense of security level that an individual has on whether the organisation provides this or not, the majority out of 102 responses answered yes with the percentage of 62.7%, while the minority answered no with the percentage of 37.3%

Pie Chart 25: Does working in the organization give you a feeling of security and improves your productivity?

25- Does working in the organization give you a feeling of security and improves your productivity?

102 responses



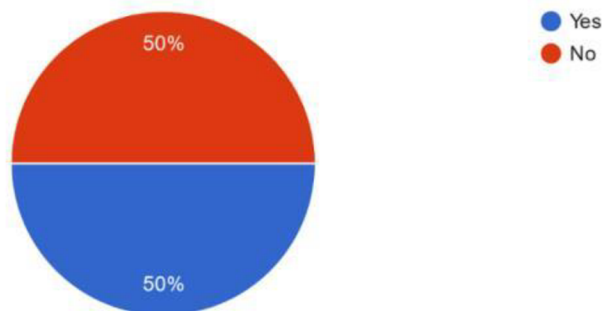
Source: Own Survey, 2023.

Question twenty-six focuses on examining the level of financial satisfaction, out of 102 responses 50% answered yes while the other 50% responded with no.

Pie Chart 26: Does the organization provide satisfactory Salary according to your Work?

26- Does the organization provide satisfactory Salary according to your Work?

102 responses



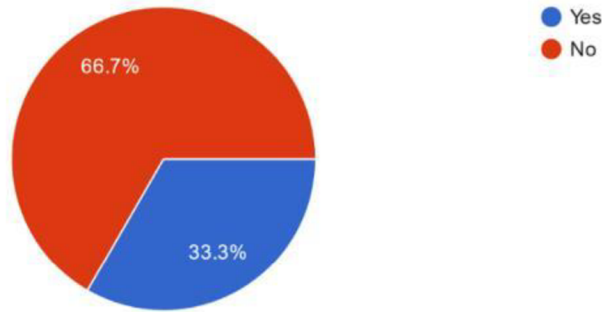
Source: Own Survey, 2023

Question twenty-seven examines how much the management involves the employees in decision making to see if it has an effect on their level of job satisfaction, majority have answered no with the percentage of 66.7% out of 102 responses, while 33.3% answered no.

Pie Chart 27: Does the top management involve employees in the management decisions?

27- Does the top management involve employees in the management decisions?

102 responses



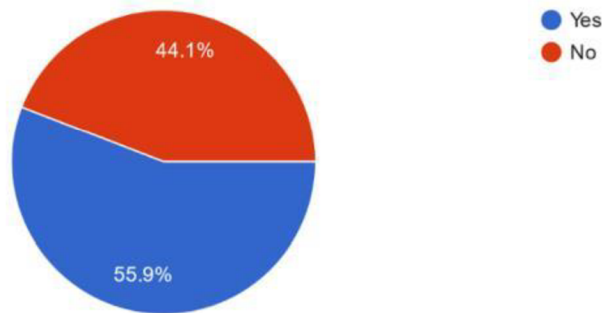
Source: Own Survey, 2023.

Question twenty-eight examines the facilities provided by the organisation if it had any effect on the employees motivation to improve their productivity, out of 102 responses 55.9% answered with yes while 44.1% responded with no.

Pie Chart 28: Do the facilities provided by the organization motivate you to improve your productivity?

28- Do the facilities provided by the organization motivate you to improve your productivity?

102 responses

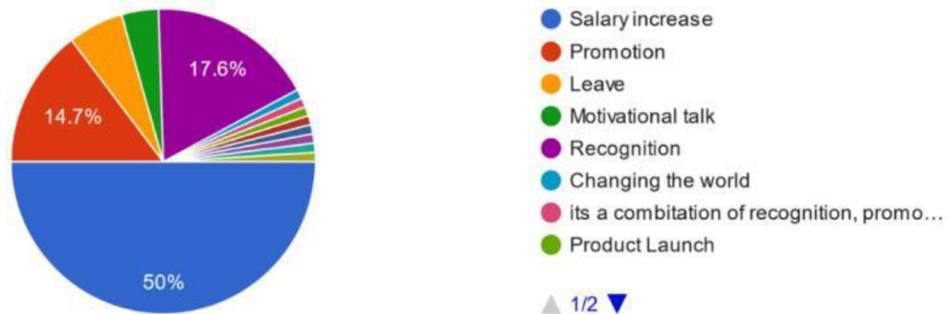


Source: Own Survey, 2023.

Question twenty-nine focuses on what motivates the respondents the most out of 102 responses, 50% which is the minority chose salary increase while 17.6% selected recognition and 14.7% said a promotion. While the remaining are the rest of the options with the remaining factors such as motivational talk, leaves etc.

Pie Chart 29: Which factor motivates you the most?

29- Which factor motivates you the most?
102 responses

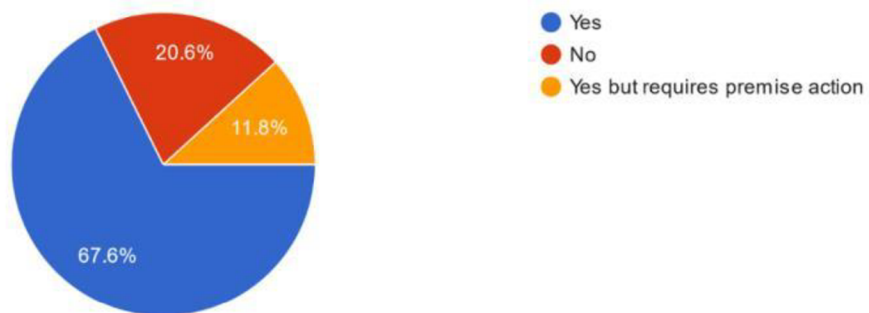


Source: Own Survey, 2023.

Question thirty simply inquires if the job of the respondents can be done remotely or not, out of 102, 67.6% have answered yes, whole 20.6% stated no, and a small percentage of 11.8% answered with the last option which is yes but requires premise action.

Pie Chart 30: Can your work be done remotely?

30- Can your work be done remotely?
102 responses



Source: Own Survey, 2023.

4.4.2 Analysis of survey data

The Chi-test of independence, chosen for evaluating hypotheses, operates by comparing categorical variables to determine if they are independent or related. The significance level, often denoted as α , was set at 0.05 for the p-value. This level indicates the threshold for considering whether the observed results are statistically significant or merely due to chance.

A critical aspect is the interpretation of the p-value. A smaller p-value suggests stronger evidence against the null hypothesis. In this context, a p-value below 0.05 (typically ≤ 0.05) is deemed statistically significant. This threshold indicates substantial support for rejecting the null hypothesis, signifying that the observed relationship or difference between variables is unlikely to have occurred purely by chance, with less than a 5% probability of the null hypothesis being correct.

However, despite the utility of the Chi-square test, it's important to note its limitations. Not all dependencies or relationships between variables can be adequately assessed using this particular test. Certain types of dependencies might exist that the Chi-square test isn't equipped to evaluate comprehensively. This limitation underscores the need for considering alternative methodologies or tests to explore and validate relationships that might not be captured by the Chi-square test.

Table 1: Work-Life Balance

Dependent Variable	Independent Variables	p-value
Work-Life Balance	Work Hours	0.008
	Work Facilities	0.106
	Workload	0.000

Source: Own calculation, 2023.

Table 2: Work-place motivational factors

Dependent Variable	Independent Variables	p-value
Mental Health	Organization Mental Health Consideration	0.112
	Correct Career Path	0.226
	Professional development	0.082
	Career in company	0.238
	Employment Stability	0.106
	Salary	0.315
	Employee Participation	0.706
	Work Facilities	0.531

Source: Own calculation, 2023.

Table 3: Work from home

Dependent Variable	Independent Variables	p-value
Work from home	Productivity during the pandemic	0.001
	Pandemic effect on mental health	0.772
	Work Hours	0.368

	Ability to work remotely	0.207
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Source: Own calculation, 2023.

Table 4: Pandemic Effects

Dependent Variable	Independent Variables	<i>p</i> -value
Pandemic effect on mental health	Work-life balance	0.322

Source: Own calculation, 2023.

5 Results and Discussion

5.1 Findings

The hypothesis suggests that workers with long hours, high workload and difficult working conditions may find it challenging to achieve work-life balance due to the lack of energy left for personal life. This is a common issue faced by many individuals in today's fast-paced work environment. Regardless of how well equipped the company is, the data suggests that high hours and heavy work load have a significant impact on the ability to achieve work life balance, which is evident by seeing that people who didn't have the ability to balance their work-life schedule actually preferred working from home, as it gives them more time to focus on their personal life. The findings by Anxo, D, et al., (2017) confirm the findings, as the study elaborates that the length of time spent working was discovered to have an adverse effect on achieving a good work-life balance. Both men and women reported that having long working hours decreased their ability to balance work with other social obligations.

The findings underscore the multifaceted nature of workplace motivation, revealing that while financial incentives and recognition play pivotal roles, the most significant impact stems from professional development opportunities. The data suggests that when individuals perceive a clear link between their professional growth and personal goals, the motivational effect is notably heightened. This alignment between professional development and personal aspirations emerges as a potent catalyst, substantially influencing an individual's overall well-being.

The numbers indicate that employees who experience motivation derived from professional development are more likely to feel a sense of fulfilment in their work. This sense of fulfilment, in turn, contributes to a positive work-life balance. The intricate interplay between motivation, professional growth, and personal fulfilment forms a nexus that not only enhances workplace satisfaction but also extends its positive repercussions into the broader dimensions of an individual's life.

The data further suggests that fostering a work environment that prioritizes and facilitates professional development can yield substantial benefits. Employees who perceive opportunities for learning, skill enhancement, and career advancement are not only motivated but are also more likely to navigate their professional journey with a sense of purpose and satisfaction. This, in turn, creates a positive feedback loop, as individuals who feel fulfilled in their careers are more likely to approach their work with enthusiasm and dedication, ultimately contributing to a harmonious work-life equilibrium.

In summary, the study's findings highlight the pivotal role of professional development in workplace motivation and its cascading effects on individual well-being and work-life balance. Recognizing and nurturing this connection between personal and professional growth can serve as a strategic approach for organizations seeking to enhance employee satisfaction and overall workplace dynamics. Impact of motivation in the workplace in the form of financial incentives and recognition are some of the factors that can motivate individuals in the workplace, however the numbers show that it is the highest when it comes to professional development. As when these factors align with personal goals, they can significantly impact an individual's well-being. Employees who are motivated and feel fulfilled in their work are more likely to have a positive work-life balance.

The findings delve into the profound influence of the work environment on individual well-being, shedding light on the contrasting dynamics of remote work and traditional physical workplaces. With the surge in popularity of remote work, particularly accelerated by the COVID-19 pandemic, the findings underscore a dual nature of its impact on well-being. On one hand, remote work emerges as a facilitator of enhanced flexibility and improved work-life balance, contributing positively to overall well-being. The ability to structure work hours in a way that aligns with personal needs and priorities is identified as a key factor in this positive aspect.

However, the research also highlights potential challenges associated with remote work, particularly the prevalence of feelings of isolation and a decline in social support. The absence of face-to-face interactions and the physical separation from colleagues can create a sense of detachment, impacting emotional well-being. This aspect underscores the need for strategies and interventions to address the social aspects of remote work, ensuring that individuals do not experience a negative toll on their overall well-being due to isolation.

In contrast, the traditional physical workplace is shown to offer distinct advantages for well-being. The communal nature of a physical workplace provides ample opportunities for social interaction and support among colleagues. This social fabric, encompassing casual conversations, collaborative efforts, and mutual support, is identified as a significant contributor to overall well-being. The findings emphasize the importance of considering not only the tasks and responsibilities associated with work but also the social context in which work occurs.

The implications of these findings suggest that organizations need to carefully balance the advantages of remote work, such as flexibility, with the potential drawbacks, such as isolation. Strategies that foster virtual social connections, team-building activities, and avenues for informal communication in remote work setups are identified as crucial. Moreover, organizations maintaining physical workplaces should recognize and nurture the positive impact of social interactions on employee well-being, integrating such considerations into the broader framework of workplace design and culture. Ultimately, the research underscores the nuanced relationship between the work environment, whether remote or physical, and its profound implications for individual well-being. Kašpárková, L, et al., (2018) elaborate on how the resilience of the worker positively impact his job performance, satisfaction, and well-being.

The research delves into the multifaceted impact of the pandemic on work dynamics and interpersonal interactions, revealing a complex landscape of both positive and negative consequences. The positive effects on work-life balance emerge prominently, particularly for individuals whose job constraints previously hindered them from meeting personal life needs. This positive shift is noted to be more pronounced among single young individuals, underscoring their heightened need for social interaction, which the pandemic, in some instances, facilitated by breaking down traditional barriers to remote work.

However, a notable contrast is identified for those facing financial difficulties or job loss, for whom the pandemic has precipitated a negative impact. The economic challenges brought about by the pandemic have exacerbated stressors, creating a strain on work-life equilibrium. This finding accentuates the importance of considering individual circumstances and vulnerabilities in understanding the varied outcomes of the pandemic on different segments of the workforce.

Citing Beno et al.'s (2023) study, the research reveals a nuanced perspective on the widespread adoption of remote work. Contrary to a uniform enthusiasm for working from home, a significant proportion of workers expresses reservations. This reluctance is

attributed to concerns about increased work-related ambiguity associated with remote work, even when coupled with the perceived benefit of enhanced adaptability. This dichotomy in attitudes towards remote work underscores the importance of acknowledging diverse preferences and the need for flexible work arrangements tailored to individual and organizational contexts.

In essence, the pandemic-induced transformations in work patterns have ushered in a spectrum of experiences. While some individuals, especially single young workers, have reaped positive benefits in terms of improved work-life balance, others grappling with economic challenges have faced exacerbated hardships. The study emphasizes the necessity for organizations and policymakers to adopt a nuanced approach, recognizing the diversity in worker experiences and preferences. This involves not only addressing the practical implications of remote work but also attending to the emotional and social dimensions that play a crucial role in shaping the overall well-being of the workforce in the post-pandemic era.

5.2 Limitations

The findings of this study have been met with limitations, that could be addressed in a further research, first one is insufficient sample size for the measurements, Some of the hypothesis needed more data and inspection to study the root of the issue, 102 participants is simply not enough to measure correctly most claims, this could be solved in a further research by having more participants as it will be better to come out with more conclusions and possibilities for most data acquired, another limiting possibility is the method that was used to collect the data as most corporates are difficult to contact and also due to time constraints for collecting the data the method has been used could have benefitted from more questions are that could be more detailed and possibly disregarding some that did not serve to collect data that is needed for the survey, third thing that needs to be addressed is the sample that have participated could not reflect perfectly the opinion of the general population that is needed to study the claims in the research it was difficult to gain access a bigger and more comprehensive, due to the way the way the survey been conducted the scope of participants may not be as various enough to reach a more accurate conclusion for most hypothesis. Cultural biases are another thing to consider and possibly have affected the data collected as in if the research were to be conducted in a different region or country the data collected may change, that been mentioned I think in further research these problems could be solved and adjusted. Also one last personal observation is that the data were gathered after the lockdown in a while, so there is a possibility that the participants would have answered differently if the survey took place during the pandemic and possibly during lockdown however to test this observation would be difficult as the lockdown has been lifted and it would be difficult to survey the same random sample again in this condition the only way to test this is by studying other researches that were being conducted during the pandemic.

6 Conclusion

Achieving work-life balance can be a challenging task, especially for individuals with long hours, high workload, and hard-working conditions. However, various factors in the workplace, such as motivation and the work environment, can significantly impact an individual's well-being and, ultimately, their ability to achieve work-life balance. While remote work can provide greater flexibility, it is essential to consider its potential impact on social support and interaction. The pandemic has brought about both positive and negative changes in the workplace, highlighting the importance of a supportive work environment that meets the personal needs of its employees. Overall, it is important to prioritize personal well-being, including mental health and relationships, in order to maintain a healthy work-life balance.

While income and financial success can provide opportunities and security, they do not guarantee happiness. The pandemic has highlighted the benefits of remote work for those struggling to balance work and personal life, but it is important to weigh the pros and cons. Addressing gender inequalities and supporting women's well-being is crucial for creating a more equitable society where everyone can thrive. It is beneficial to have working arrangements that prioritize regular and consistent working hours, favourable working conditions, predictable schedules, the option to take time off, and/or job independence. Lastly, even though resilience distinguishes workers from each other, part of the solution is on the companies to reduce the stress in the work environment.

Several recommendations can be proposed to foster a healthier work-life balance and overall well-being among corporate workers:

1. **Enhance Workplace Support and Environment:** Encourage a supportive work environment that accommodates personal needs. Companies should prioritize creating a workplace culture that values employee well-being. This includes providing resources for mental health support, flexible work arrangements, and ensuring conducive working conditions.
2. **Evaluate Remote Work Impact:** While remote work offers flexibility, consider its effects on social interaction and support networks. Encourage measures that maintain social connections among remote workers, such as virtual team-building activities or regular check-ins to prevent isolation and foster a sense of belonging.
3. **Gender Equality and Support for Women:** Address gender inequalities in the workplace by implementing policies that support women's well-being. This could involve flexible work hours, parental leave policies, and initiatives to ensure equal opportunities for career growth and development.
4. **Balanced Work Arrangements:** Promote structured working hours, predictable schedules, and opportunities for time off. Providing job independence and autonomy within these frameworks can contribute to a better work-life balance for employees.
5. **Prioritize Personal Well-being:** Emphasize the importance of personal well-being, including mental health and relationships, as integral components of achieving a healthy work-life balance. Encourage employees to prioritize self-care and offer resources or programs that support mental health initiatives.
6. **Reduce Stress in the Work Environment:** Companies should proactively work to reduce stress in the workplace. This can involve measures such as workload

management, clear communication, training on stress management techniques, and fostering a supportive leadership style that prioritizes employee well-being.

7. **Redefine Success Beyond Financial Aspects:** Acknowledge that income and financial success, while important, do not solely determine happiness or well-being. Encourage a holistic approach to success that values personal fulfillment, relationships, and overall life satisfaction.

By implementing these recommendations, companies can create a conducive environment that promotes a healthy work-life balance, supports employee well-being, and fosters a more equitable and fulfilling workplace culture for everyone.

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8.3 List of abbreviations

- CZK: Czech koruna
- DAS: Depression, anxiety, and stress
- EU: European Union
- JWG: Journal of Women and Gender
- NHS: National Health Service
- PSPP: a software application for analysis of sampled data (No official acronym)
- QOL: Quality of Life
- QWL: Quality of Work Life
- SARS: Severe acute respiratory syndrome
- SWB: Subjective well-being.
- UK: United Kingdom
- USA: United States of America
- WFH: Work From Home
- WHO: World Health Organization
- WLB: Work Life Balance

Appendix

1- Please select your gender

Male

Female

Prefer not to say

2- Select your age

22-27

28-34

35-44

3- What is your educational level

High school

Undergraduate

Bachelor's

Post Grad

Masters

PhD

4- What is your Marital statue

Single

Married

Divorced

Widowed

5- What is your annual income

300.000 - 500.000 CZK

550.000 - 800.000 CZK

850.000 - 1.000.000 CZK

more than 1.000.000 CZK

less than 300.000 CZK

6- How would you rate your mental health in the past month and a half?

Good

Neutral

Bad

7- Does your current job allow you to meet your personal life needs?

Yes

No

8- Do you feel any changes regarding you mental health from before and after working?

Yes

No

9- Do you feel like the Organization considers the employees mental health?

Yes

No

10- Did the pandemic influence your level of work satisfaction?

Yes

No

11- Did you feel like you were more productive during the pandemic?

Yes

No

12- Did you prefer working from home?

Yes

No

13- How did the pandemic affect your mental health ?

Positively

Negatively

Neutral

14- Was your salary affected during the pandemic?

Yes, negatively

Yes, positively

Stayed the same

15- Does the lack of money prevent you from doing activities you enjoy?

Yes

No

16- Do you rely on another income besides your salary?

Yes

No

17- Is your current position in alignment with your career path?

Yes

No

18- Do you feel like you have an opportunity to grow in the company you work in?

Yes

No

19- How many hours a day do you normally work?

7-8 Hours

8-9 Hours

10-11 Hours

20- How would you describe the physical working condition in the Company?

Good

Average

Poor

21- How would you describe the workload in the organization?

Work Load is very much and task are not finished on appropriate time

Work Load is very much but due to participative environment employees are able to complete their task

Work Load is evenly distributed and employees are able to complete their task on time

Work Load is less as compared to other companies

22- Do you think there are good career prospect in your organization?

Yes

No

23- Do you have the ability to balance your work and life duties?

Yes

No

24- How is the working hours of the organisation ?

Highly Satisfactory

Satisfactory

Dissatisfactory

25- Does working in the organization give you a feeling of security and improves your productivity?

Yes

No

26- Does the organization provide satisfactory Salary according to your Work?

Yes

No

27- Does the top management involve employees in the management decisions?

Yes

No

28- Do the facilities provided by the organization motivate you to improve your productivity?

Yes

No

29- Which factor motivates you the most?

Salary increase

Promotion

Leave

Motivational talk

Recognition

Other: _____

30- Can your work be done remotely?

Yes

No

Yes but requires premise action