

Reflection

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The reason for the chosen study area is because Covid had personally affected me along with so many around the world whether it be physical or mentally. As the effects of the pandemic had impacted people in so many ways, I wanted the aims and objectives to reflect this. Another reason to base the aims was to ensure it was current and included how workers feel now that Covid is over, but the impact remains for many. I decided on the aims and objectives by firstly researching online on the effects on mental health of those who worked during the Covid pandemic. There was a lot of focus on mental health in relation to working through the pandemic so wanted to include this alongside government offering advice for those businesses who were still operating. I wanted to get the full scope of how workers felt mentally so I spoke to family and friends so I could get an insight of what to include in the study alongside drawing on my own work experience through Covid. I realised work was not only impacted by the pandemic but had heightened non-work-related issues such as pressure from the home, legislation and coping with change such as isolation. I feel the aims were relative to the study as it formed the foundation for the research. Online articles helped in formulating the aims and objectives and I wanted to be specific in the investigation, so I only highlighted and concentrated the wellbeing of those who worked in an organised setting and compared it to those working from home as the lockdown pushed the workforce into remote working.

As the study was based on the mental well-being of workers during the Covid pandemic, the literature utilised was all current and up to date. The secondary data included governmental websites such as the NHS and World Health Organisation which are reliable and factual. There was sufficient literature online covering the aims and objectives which included the wellbeing of workers before, during and after the pandemic. I wanted to use articles which included statistical statements and those where people have been polled or surveyed as this could be compared and analysed to the primary research I conducted. I did, however, wanted to express that there was a link to working conditions and mental health problems historically so did include older research to link with working conditions currently which was heightened during the pandemic. As the pandemic occurred a few years ago, there were not as many sources on the topic as it would have if I had chosen another research area. There were limited organisational examples of initiatives taken to support the wellbeing of staff, however the NHS and a local Welsh business had provided proactive examples to support the study.

As the study included emotional intelligence to cope with change there was plenty of secondary information to support the study and readily available via published books and reports.