

Covid 19 coping strategies and psychosocial situation of parents in relation to their work life balance in Kampala Central Division.

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A research dissertation submitted to the Department of Education, Social and Organizational Psychology in partial fulfillment of the requirements for the award of the degree of Bachelor of Industrial and Organizational Psychology at Makerere University Kampala

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DECLARATION

This research dissertation is my original work and has not been submitted for academic purposes in any other institution of learning.

Signature: *G.* Date:

30/01/2023

APPROVAL

This research dissertation on COVID-19 coping strategies and the psychosocial situations of parents in relation to work-life work balance in Kampala Central Division is as a result of the research carried out by Ssendikwanawa Samuel under my supervision and is submitted for examination by my approval.

Signature: Date:
..... 30/01/2023

Mrs. Gava Sarah

Supervisor

DEDICATION

This report is dedicated to my beloved fathers, Mr. Jumba Dirisa, sisters, brothers and grandparents, my uncles, aunts and friends. I owe my success to you, may the Almighty God bless you.

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I thank the almighty God for his grace has seen me through the study challenges. Sincere thanks to my supervisor Mrs. Sarah Gava, for the invaluable time, guidance and advice throughout the course and writing this research proposal. To all my lecturers for their work and effort, guidance and encouragement given during the course.

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Thank you all for your efforts by the almighty rewards you abundantly.

ABSTRACT

Global evidence showed that the outbreak of the COVID-19 pandemic and the associated lockdown measures to curb its spread had devastating impacts to society both in social and economic terms. Though recovery efforts were advanced; especially in the post-pandemic era, it was evident that several studies and policymakers had ignored a focus on how the pandemic affected the psychosocial situation of people especially working parents. This formed the purpose of this study that explored the relationship between COVID-19 coping strategies and the psychosocial situation of parents in relation to their work-life balance in Kampala Central Division. A mixed research approach was used involving 285 respondents obtained in Kagugube parish. Study findings documented that parents experienced several negative impacts such as family distortion and stress and thus efforts were urgently needed to support the socioeconomic recovery of such people in the post-COVID-19 era. The findings showed a positive correlation between COVID-19 and psychosocial situation with a level of significance at $r=0.39$. The correlation between COVID-19 and the work-life balance is $r 1.00$ representing a very strong correlation.

LIST OF ACRONYMS

WHO	-	World Health Organization
COVID 19	-	Corona Virus Disease 2019
MOH	-	Ministry of Health
RCCE	-	Regional Risk Communication and Community
WASH	-	Water Sanitation and Hygiene
SDG	-	Sustainable Development Goal
NGOs	-	Non-Government Organization
SOPs	-	Standard Operating Procedures
CHWS	-	Community Health Workers

TABLE OF CONTENTS

DEDICATION.....	iii
ACKNOWLEDGEMENT.....	iv
ABSTRACT.....	v
LIST OF ACRONYMS	vi
TABLE OF CONTENTS	vii
CHAPTER ONE: INTRODUCTION.....	1
Background of the study.....	1
Problem statement	3
Purpose of study	3
Objectives	3
Geographical scope	4
Content scope	4
Time scope	4
Significance of the study	4
Conceptual framework	4
Policy implications and conclusions	5
CHAPTER TWO: LITERATURE REVIEW.....	5
Introduction	5
Covid 19 coping strategies.	6
Covid-19 coping strategies and Psychosocial situations.....	8
Covid-19 coping strategies and Work life balance	11
Research Hypothesis	14

CHAPTER THREE: METHODOLOGY	15
Introduction	15
Research design	15
Population of the study	16
Sample Size	16
Measuring instruments	16
Data Collection Procedure.....	17
Quality Control.....	17
Reliability	17
Validity.....	17
Data management	17
Data Analysis.....	18
Anticipated problems.....	18
Ethical considerations.....	18
CHAPTER FOUR: PRESENTATION OF RESULTS.....	19
Introduction	19
Demographic Characteristics of respondents in the study	19
Gender respondents	19
Age of respondents	19
Education level of respondents.....	20
Impact of COVID-19 on psychosocial situation	22
The impact of COVID-19 on the psychosocial situation	22
Impact of COVID-19 on work-life balance	24

CHAPTER FIVE: DISCUSSION, CONCLUSIONS, AND RECOMMENDATIONS .27

Introduction 27

Relationship between COVID-19 and Psychosocial situation 27

Relationship between COVID-19 and work-life balance experience of parents 29

Conclusions 31

Recommendations 31

REFERENCES..... 32

APPENDICES 36

Appendix 1: Questionnaire 36

Appendix II: Time frame 45

APPENDIX III; BUDGET 46

APPENDIX IV: SAMPLE SIZE TABLE..... 47

CHAPTER ONE: INTRODUCTION

Background of the study

The outbreak of COVID-19 in late 2019 from Wuhan in China devastated the global economy leading to several lockdown measures (WHO, 2020). COVID-19 emerged as a new (novel) coronavirus that was first identified in China causing severe respiratory diseases including pneumonia (UNICEF, 2020). It was originally named novel corona virus and the World Health Organization (WHO) advised the following language associated with the virus (UNICEF, 2021). The virus causing the infection has been named severe acute respiratory syndrome coronavirus 2 (SARS-COV-2). The disease caused as a result of infection is named corona virus disease (COVID-19) has been categorized as an airborne high consequence infectious disease. SARS-COV-2 is spreading between people globally and could be seen at the WHO situation reports dashboard which is updates daily (Worldometers, 2021). There were new vaccinations available, As a viral infection, antibiotics were not an effective treatment. Covid-19(Corona Virus Disease was referred to as an infectious disease caused by SARS-CoV-2 virus. The coronavirus disease 2019 (COVID-19) is a communicable respiratory disease caused by a new strain of coronavirus that causes illness in humans. Coronavirus disease (COVID-19) has greatly affected the world leading to high morbidity and mortality (Ginamarinaro, 2020). The virus led to supersonic loss of lives estimated at, about 7,000,000 (WHO, 2021). USA, India and Brazil were the most affected countries with over 48 million, 34 million and 22 million cases respectively and in Africa, acute cases were reported in South Africa, Morocco and Tunisia were the most affected countries in Africa (AU, 2020).

In Uganda, the pandemic's effects were initially felt after the imposition of the lockdown in March 2020 (MoH, 2020). In a response to combat the spread of covid-19 Ugandan government took different coping strategies in order to control the spread of the disease (New Vision, 2021). Preventive measures included; physical or social distancing, closure of schools, limiting movements, quarantining, ventilation of indoor spaces, covering coughs and sneezes, hand washing and keeping unwashed hands away from the face, use of face masks has been recommended to combat the spread of covid-19 (Independent, 2020).

These Covid -19 coping strategies mentioned above affected a number of citizens psychosocially with their work life balance inclusive (UNDP, 2020). Due to the stated measures to combat or to limit the spread of covid-19 which had led to a slowdown in economic activity and people's ability to make ends meet (UNCDF, 2020). For example, many Ugandans who relied on daily wages were unable to go out and work, and many business owners had seen supply chains disrupted and demand dried up (EPRC, 2020). The deaths caused by Covid-19 pandemic negatively affected many people's mental health and created new barriers for people already suffering from mental illness and substance disorders for example symptoms of anxiety, difficult in eating, sleeping, increases in alcohol worsening chronic conditions due to worry and stress over the Covid-19 (Dubey et al, 2021). The outbreak of the Covid-19 pandemic affected the work life balance of the parents in Uganda since it led to the adaptation of new working styles (WHO, 2020). The altering change in the work life balance had a couple of effects on the Ugandan parents for example role conflict, lack of occupational safety, irregular working hours, role ambiguity, minimal wages (Araceujo and French, 2020). Before the outbreak, offices had good impact on production, culture and winning the war for talent. But after the outbreak of the pandemic most parents in Uganda had to work from homes some parents enjoyed doing house work alongside office work since they had got relieved from commuting which they found more productive (AFI, 2021). There were a greater flexibility in balancing personal and professional lives however some parents faced a burden of e-working due to poor technology of their organizations (Save the Children/UNICEF, 2021).

Psychosocial meant relating to the interrelation of social factors and individual thought and behavior (Oxford dictionary, 2012). Psychosocial also involved both psychological and social aspects for example psychosocial adjustment in marriage, relating social conditions to mental health psychosocial medicine (Tumwesige, 2020). Major psychosocial issues included family problems, depression, anxiety, substance abuse, sexual abuse and violence. Example of psychosocial factors included; social support, loneliness, marriage status, social disruption, bereavement, work environment, social status and social integration (Kansiime et al, 2021). Psychosocial behavior was referred to as a behavior and mental activities of individuals and groups that influenced and determined the relationships, their ability to work together and their

attitudes towards each other. In short, work life balance was the state of equilibrium where a person equally prioritized the demands one's carrier and the demands of one's personal life (Akanji et al, 2020). Work life balance examples; unlimited work from home, flexible scheduling

Problem statement

The measures to cope up with the COVID-19 pandemic such as physical or social distancing resulted into stress hence mental health, closure of schools resulted in a number of early pregnancies, dropouts and this resulted into tension between their schools and parents, and the birth of new businesses and collapse of many businesses, closure of the musical concerts, theaters, Arenas and casinos also increased the levels of stress and psychosocial hence the covid-19 strategies greatly affected the social situations among the citizens in Kampala central in Uganda among others. Even after the COVID-19 coping strategies, parents continued to fill the consequences of the coping strategies which they may fail to adjust to normal situations thus it would be difficult to get to normal without the government intervening like supporting small business and areas that were greatly affected. However though there were a number of literature to document the negative impacts of the pandemic on the psychosocial situations of people. Few studies were been conducted relating to the above in Kampala; yet many people in Kampala greatly suffered from the lockdown (GoU, 2020). The need to document these effects formed the gist of this research.

Purpose of study

The purpose of the research was to analyze the effects of Covid-19 coping strategies on the psychosocial situations of parents in relation to their work-life balance.

Objectives

The following were the objectives of the study;

- i) To find out whether the COVID-19 coping strategies affected the psychosocial situations of parents in Kampala Central Division.

ii) To find out whether the COVID-19 coping strategies affected the work-life balance of parents in Kampala Central Division.

Geographical scope

The research focused on Kampala Central Division with a focus on Kagugube Parish. Specific emphasis was placed on the four wards making up Kagugube parish (KCCA, 2019). Kagugube parish approximately has 1100 households from which a sample size of 285 respondents was targeted in this study.

Content scope

The research content specifically focused on the COVID-19 coping strategies and the psychosocial situations of parents in relation to their work-life balance in Kampala Central Division.

Time scope

This research was conducted for a period of five (5) months from May to September 2022. This period involved the carrying out of all the activities related to my research.

Significance of the study

The study was to explore the effects of COVID-19 coping strategies on the psychosocial situations of the parents in their work life balances. Study findings were to provide crucial information for policymakers and the parents specifically on how to come up with better mechanisms to stabilize their work life balance. The study was expected to create wealth of knowledge. Through this research future researchers could obtain literature which would be of due help to them in their future studies. The research was also expected to help the researcher acquire the degree in the bachelor of industrial and organizational psychology of Makerere University as a tool to fulfill

Conceptual framework

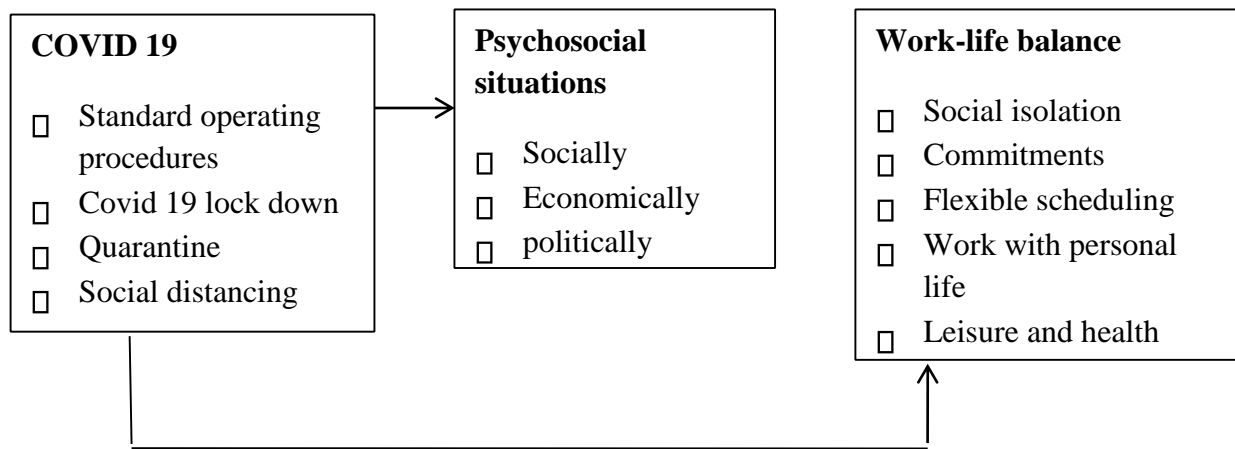


Figure. 1.1 *The relationship between COVID-19 coping strategies and psychosocial situations in relation to the work life balance of parents.*

Policy implications and conclusions

COVID-19 and its spread around the globe called in the need to swift action. Its effects both direct and indirect had both had short term and long term consequences on social and economic development. This implied that increased social and economic research related to understanding communities during the pandemic and in the post-pandemic era was necessary for policymakers to make crucial development decisions.

CHAPTER TWO: LITERATURE REVIEW

Introduction

The literature review examined the relationship between covid 19 copying strategies and the psychosocial situations in relation to the work-life balance of parents in Kampala Central Division.

Covid 19 copying strategies.

After the rampant spread of covid 19 virus in Uganda, the Ugandan government decided to put up several measures so as to reduce the contagion rate to the rest of the population among which include;

Social distancing, social distancing was also called physical distancing, since the virus was spread through crowds the government of Uganda under the leadership of President Museveni, it championed a cause against it through a slogan known as “tonsembelela” where individuals were required to give each other a physical distance of 1 meter so as to reduce the spread of the virus which was a set of non-pharmaceutical interventions or measures intended to prevent the spread of a contagious disease by maintaining a physical distance between people and reducing the number of times people came into close contact with each other. (Urban Health. 2020;97(3))

Closure of schools was another caution that was put up by the government of Uganda to limit the spread of covid-19, this is because schools had institutions of education like schools, universities, tertiary institutions among others had many students who got in to interactions most of the time, it was difficult to contain them as a result government decided to keep them home for an unestimated period of time to check on the rate at which the spread of the virus was, however, this closure carried high social and economic costs for people across communities and this particularly affected the most vulnerable and workers in the education sector. (Kantar, 2018).

Remote working was also carried out to combat the spread of the rampant covid-19, most of the employers and employment institutions embraced this trend because it showed convenience between both parties therefore it was also called work from home, work from anywhere, telework, remote job, mobile work and distance work ,it was also an employment arrangement in which employees were not to commute to a central place of work like an office building but rather work from anywhere that they felt comfortable to offer their services from as a result this helped to curb the spread of the virus to non infected population. (Tamhane, at. el 2016)

Closure of bars was also another measure that was undertaken so as to reduce the negative effects of the covid-19 pandemic as they were instructed by the Head of State to close and instructed the security personnels to arrest whoever was found in the bar drinking and the owners as well. Since in the words of one study, it came down to the danger of “heavy breathing in close proximity”,(crowded in door spaces filled with people yelling, leaning close to hear one another and touching the same sticky supposes are “the opposite of social distancing,”) said Dr. David Hamer of the Boston university of school of medicine. Therefore this helped to reduce the contagion rate within the country. (David. et al 2020).

Hand washing was also taken to be one of the best measures to control the spread of the virus since this was a back provident measure of promoting hygiene that was turned down by most people therefore it was believed that soaps, detergents and hand scrubs as well sanitizers could kill the virus. This measure was constantly spearheaded as canes were emphasized in every area for individuals to wash there hands and prevent them touching there soft parts with infected hands. It was the act of cleaning one’s hands with soap and water to remove viruses or bacteria or other harmful and unwanted substances stuck to the hands. (Korpa, 2012).

Closure of churches, the covid-19 lockdown forced many people to turn to electronic platforms to overcome the problem of gatherings and to maintain social distancing. Large and public gatherings for these large gatherings could bring many people together from multiple households in a private or public space of which heavy breathing in close proximity was observed, touching and not maintaining of social distancing of which they were told to emphasize, use of face masks, the U.S centers for disease control and the Ugandan ministry of health recommended masks for general public. (Aday, 2020)

Quarantine and staying away from each other in case you were in close contact with someone who had covid-19 was also undertaken to combat covid-19 with its related negative effects for example isolate if you were sick or tested positive, WHO recommended 150 minutes of moderate-intensity or 75 minutes of vigorous-intensity physical activity per week for adults or a combination of both. The guidance was intended for people in self -quarantine without any

symptoms or diagnosis of acute respiratory illness, public transport was emphasized to carry an average capacity at first but at passage of time it was also stopped to move due to much spreading and deaths. (Farre, et al, 2020).

Public transportation was referred to as a form of travel offered locally that enabled more people to travel together along designated routes. Typically examples included; buses, trains, airlines, coaches, taxis dominated public transportation between cities were all called to a standstill. The Ugandan government decided to put a limit on the passengers being transported and in the long run they put at a standstill having failed to adhere to the Standard Operating Procedures that were declared by the Ministry of Health. The ban was only exempted from vehicles that were transporting raw materials and food to the market centres. (Fosslien and Duffy, 2020)

No open campaigns. On 16 June 2020, the Uganda Electoral Commission issued a press release that banned public rallies for the 2021 political campaigns as part of the country's covid -19 containment measures, the contestants were advised to carryout political rallies that attracted less people, to only meet a few members that were essential to their political parties since they were known to be comprised of public gatherings, no promoting social distancing which were known to be activities that had more people and were more crowded. (Kansiime, et al (2021).

Covid-19 coping strategies and Psychosocial situations

Psychosocial situation meant “pertaining to the influence of social factors on an individual’s mind or behavior, and to the interrelation of behavioral and social factors (Oxford English Dictionary 2012)) psychosocial factors, at least in the context of health research, were defined as the mediation of the effects of social structural factors on individual health, conditioned and mollified by the social structures contexts in which they existed (Martikainen, Bartley, and Lahema, 2002).

Stress affected a large population of Ugandans due to some of the measures that were put up for example curfew, lockdown, quarantine, closing of arenas and others. It made the masses to face changes that were stressful and overwhelming. Stress affected; mental health, difficulty in

concentrating, and feelings of fear. (Directive (EU) 2019).In general, Covid 19 had a great impact on the psychosocial situations of the parents of Kampala central division such as limited access to food, disruption in education, a drop in daily income and wages, loss of employment, limited access to cooking energy, limited access to transporting services without forgetting domestic violence, mental health challenges such as reduced sleep, anxiety and urge to drug use. (Kansiime, et al, 2021).

Increased domestic violence, Domestic abuse, also called “domestic violence” or intimate partner violence was defined as a partner of behavior in any relationship between the offender and the victims for example; during the pandemic lots of physical abuse, emotional, neglect and sexual abuse were practiced on women and teenage mothers since men were spending most of their time doing nothing at homes, they got annoyed at very small issues, they were frustrated with pressure and fear of not having enough to feed their families and meet the various basic needs . (ILO, 2020)

Anxiety was defined as the intense, excessive and persistent worry and fear about everyday situations. Fast heart rate, rapid breathing, sweating and feeling tired may also occur. Difficult experiences in childhood, adolescence or adulthood were common triggers of anxiety. Therefore it affected most parents more so those were low income earners who were vulnerable to mental health, consequences of the corona virus disease lockdown due to temporary loss of income and livelihood coupled with government enforced measures.(Martikainen, Bartley and Lahelma, 2002).

Unemployment was defined as the termination, other than discharge of cause, voluntary separation of an individual from work. Covid-19 pandemic resulted to loss of jobs, closure of businesses in high numbers since the great depression. Majority of jobs lost in the crisis were in industries that paid low average wages with the lowest paying industries accounting for 30% of all jobs but 59% of the jobs lost from February 2020 to October 2021, according to labor Department employment data. A growing number of companies in sectors hit by the coronavirus pandemic were turning to pay cuts instead of layoffs to reduce their labor costs, hoping to

preserve their work forces for a fast recover. Hence this affected the living standards of the citizens due to little pays.

Family break ups were high during the covid 19 pandemic as Law firms described that the pandemics as “the perfect storm” for couples, it was a time where most of the people realized that they were not the perfect matches for their partners, the husbands stayed home all time and had nothing to do in this way they discovered all the bad manners their partners had with lock downs and social distancing causing them to spend increased amounts of time together. This in many cases, acted as a catalyst for break-ups that may already have been on cards, especially if previous separate routines had served to mask problems.

Mental health was also a concern during the covid 19 pandemic as the corona virus pandemic rapidly swept across the world, many people were infringed with the stigma surrounded around the virus, therefore they got stressed and lived with anxiety upon circumstances that they could hardly control, therefore it induced a considerable degree of fear, worry and concern in the population at large and among certain groups in particular, such as older adults, care givers and people with underlying health conditions.

Death as the corona virus spreaded across international borders, many people died moreso those at an older age because their immune systems were not strong enough to fight against the virus and in the next wave, still a lot of individuals died irrespective of their age, it caused severe illness, death and disruptions in daily lives of parents It claimed many people’s lives in Uganda which resulted into increased number of orphans, mental health disorders to those that fell victims and as well those that faced the loss of property and sufferings since the pandemic affected the elder people mostly thus many children were exposed to high misery and suffering.

School dropouts were results of covid-19 coping strategies on top of rising poverty and child marriage, higher school costs were deterring low income families from sending students back to class in Uganda, the early marriages resulted into early child births from young mothers hence death, sufferings and misery to Ugandans more so to the eastern part of the country since reports were very many in the media.

Vaccinations were also highly emphasized but the reactions reported after getting a booster shot were similar to those after the two dose or single dose primary shots. Fever, headache, fatigue and pain at the injection site were the most commonly reported side effects and overall, most side effects were middle to moderate, people were scared of its results like muscle and joint pain, fever and chills and pain at the site of injection, most parents were stressed about their children getting side effects of the vaccine. (Horowitz, 2021)

Covid-19 coping strategies and Work life balance

It implied equal engagement in and satisfaction with work and personal life rites. Still other definitions included the idea that balance of work was an indicator on the absence of conflict between work and personal life. Work life balance components included Self-management: sufficiently managing yourself could be challenging, particularly in getting proper sleep, exercise and nutrition. Self-management was the recognition that effectively used the spaces in our lives was vital and that available resources, time and life were finite. It meant becoming captains of our own ships. Time management: effective time management involved making optimal use of your day and supporting resources that could be summoned. You keep pace when your resources match your challenges. Time management was enhanced by setting appropriate goals and discerning what was both important and urgent versus important or urgent.

Stress management: by nature, societies tend to become more complex overtime. In fact the face of increased complexity, stress were inevitable. More people, distractions and noise required each of us to become adaptive at maintaining tranquility. Managing change in our fast paced world, change as the only constant, continually adapting new methods and re-adapting others was vital to a successful career. Managing technology: make sure that technology served you rather than it abused you. Managing leisure time: it was the most over looked element of the work life balance. New styles of working rose up during Covid 19 pandemic Even before the current crisis, changing technologies and new ways of working were disrupting jobs and skills employees need to do them. In 2017, the McKinney Global institute estimated that as many as 375 million workers or 14% of the global work a force would have to switch occupations or acquire new skills by 2030 because of automation and artificial intelligence. Insufficient wages

despite the decline in real wages in the first months of the pandemic, several mechanisms contributed to maintain wage levels and deliver real wage increases in most countries. In Uganda, the wage rates agreed on in collective bargaining well in advance were responsible for safeguarding real wage increases in 2020. The second element contributing to real wage increases in 2020 was the existence of bonus payments. In Uganda these have been a factor in maintaining wage levels.

Emergency of virtual working during covid-19 pandemic due to the lockdown, the use of video conferencing continued long after the pandemic started Gartner predicted that only 25% of business meetings would take place in person by 2024 (Standaert et al, 2021). However, for many the increased use of video conferencing was challenging for example many users complained of zoom fatigue or feeling mentally and physically exhausted by video conferencing. Work autonomy rose up during Covid 19 pandemic Corona virus restrictions provided strong incentives to work from home. In order to avoid spreading the virus and to comply with the strict measures imposed by governments, more companies that never considered letting employees do this were forced to infrastructure this policy as soon as possible so that employees could minimize social contacts at work and no longer travel during rush hours by public transport.

Work stress and pressures were associated with the lockdown, the studies on work place stress considered two main streams that helped in understanding how stress was created. The first stream highlights, the traditional job related stress (Roster and Ferrari, 2019), These researchers examined how stressful psychosocial aspects of work environments, such as increased workloads, role conflict, lack of autonomy, and lack of social support, could lead to job strains and hamper performance (Kinyita,et.al. 2015;).

Role ambiguity emerged since there was transformational leadership and work life balance of parents during the covid-19 pandemic. The moderating effect of employee involvement shared the link between transformational leadership and role ambiguity. The effect of transformational leadership called role ambiguity so as to improve employee performance. During the COVID-19 emergency situation, many people in the world were forced to work from home. Initially,

there were observed expectations about the possibility of working from home as a positive factor that would promote work-life balance. However, also negative trends appeared, as employees were only one call or message away from the employer, and it was therefore expected that the employee would work outside working hours and would also be available outside working hours.

Work- life balance, especially for an indefinite time, such as caused by COVID-19 coping strategies, was essential for employee growth, personal happiness and company retention. When employees received support to find a positive work-life balance, they were usually more motivated to do the job qualitatively (Ramakrishnan,2020a,b). Some studies conducted all over the world showed that most people did not improve their work-life balance during the emergency situation, even though they were able to spend more time with their families and did not have to spend time to get to workplace. For most people, the period of COVID-19 emergency situation seemed more stressful as they spent more time in webinars and meetings.

They also lacked “chatting” with colleagues. Uncertainty and spending time with family often caused more stress.

As many organizations and individuals were not ready for this sudden change, many mistakes were made, which further raised the issue of work-life balance. At the same time, the COVID19 emergency situation provided valuable lessons. The public offered the opportunity to think about what cooperation meant in reality and how it could improve collaboration between companies and employees. Employers faced new challenges; and it was essential to ensure both the economic growth of companies in the future and to create praxis supporting the worklife balance of employees.

The division between family time and working time overlapped so much that they found it difficult to cope with. Moreover, the uncertainty about work and the future compounded the problem. While women already did the majority of the unpaid care work in households before the beginning of COVID-19pandemic, recent studies show that this load has increased dramatically due to the crisis. The negative effects on women and families are likely to last for

several more years. What was usually called the “economy” would not be able to function without the (often unrecognized) work ensured by the care economy: providing daily living, cooking, upbringing children, etc. (Ramakrishnan, 2020).

Research Hypothesis

The following were the research hypotheses of the research study;

- i. There is a significant relationship between Covid 19 coping strategies and the psychosocial situations of parents in Kampala Central Division.
- ii. There is a significant relationship between Covid 19 coping strategies and work life balance of parents in Kampala Central Division.

CHAPTER THREE: METHODOLOGY

Introduction

This chapter mainly focused on methods and procedures which were used in data collection. They included; research design, population, sample size determination, research instruments, procedures, quality control, data management, data analysis, reliability, validity and anticipated problems ethical considerations and appendices inclusive.

Research design

It was defined as a strategy for answering the research question. It defined the overall approach and determined how data will be collected and analyzed (Amin, 2005). The design determined the overall aims and approach, the type of research design that was used, the sampling methods or criteria that was used for selecting subjects, data collection methods, the procedures followed to collect data, your data analysis methods (Etyang, 2008). A mixed research design that involved both quantitative and qualitative methods was used in this study (Neumann, 2014) as it investigated relationships between valuables without the researcher controlling or manipulating any of them.

Population of the study

The study population was obtained from the 1100 households that exist in Kagugube parish (UBOS, 2014). Thus the researcher considered the total population of Kagugube Parish.

Sample Size

The knowledge of Krejcie and Morgan was used in determining the sample size of the study. (Krejcie, 1970), A sample of 285 respondents was considered for this study to help in the understanding of how COVID-19 coping strategies impacted on the psychosocial situations and the work life balance of parents in Kampala Central Division.

Measuring instruments

Measurement tools were defined as instruments used by researchers and practitioners to aid in the assessment or evaluation of subjects, clients or patients (Sekaran, 2003). The instruments were used to measure or collect data on a variety of variables ranging from physical functioning to psychosocial well-being (Oso and Ounyu, 2010). Types of measurement tools included; scales, indexes, surveys, interviews, and informal observations (Mugenda and Mugenda, 1999). The study used interviews and questionnaires to measure the consequences of COVID-19 coping strategies on the psychosocial situations of parents in their work life balance. The development of a questionnaire included a 15 item work life balance threats scale which were used to measure (Barifaijo, 2010) the consequences of COVID-19 coping strategies on the psychosocial situations of parents in their work life balance. These variables were measured among a five point liberty scale (Cohen and Morrison, 2000). The questionnaire was structured in to 5 sections which require the respondents to indicate the degree of agreement with each statement by choosing the appropriate choice (Neumann, 2014). Section A called for the respondents to choose on the information they correspond with section B requires respondents to answer questions a COVID-19 coping strategies, section C looked at the psychosocial situations of the parents, section D looked at the work life balance of the parents.

Data Collection Procedure.

It involved identifying issues or opportunities for collecting data, select issues and or opportunities and set goals, plan and approach methods, collect data, analyze and interpret data (Neumann, 2014). The researcher self-administered the questionnaires with the help of 2 research assistants to ease clarification on given questions asked by respondents.

Quality Control

Reliability

The degree to which the result of a measurement, calculations, or specification were dependant on the accuracy and consistency of the results (Sekaran, 2003). The most common way that was used to measure parallel forms reliability was to produce a large set of questions to evaluate the same thing, then they were divided and randomly put into two question sets (Etyang, 2008). Questionnaires were given to the respondents to answer by filling them and returned them to the researcher who checked whether they were answered correctly by the parents who participated.

Validity

The validity of a research study was defined as to how well the results among the study participants represented true findings among similar individuals outside the study (Neumann, 2014). For production of valid results, the control of a test, survey or measurement method covered all relevant parts of the subject it aimed to measure (Mugenda and Mugenda, 1999). If some aspects missed from the measurement, the validity was threatened. Therefore re-testing was highly emphasized during the research study for the research to be valid.

Data management

Data management was defined as the practice of collecting, organizing, protecting, and storing an organization's data so it can be analyzed for business decision (Neumann, 2014). Data collected was entered into an excel sheet to ease collection and tabulation.

Data Analysis

Data analysis was defined as a process of inspecting, cleansing, transforming and modeling data with the goal of discovering useful information informing conclusions, and supporting decision making. It was the most crucial part of data gathered through the use of analytical and logical reasoning in determination patterns, relationship or trends (Etyang, 2008). Qualitative data was analyzed using themes and content obtained from key informants relating to a given interview question for clarification. Quantitative data was analyzed using Microsoft Excel to tabulate the data, generate charts, and graphs.

Anticipated problems

It was difficult to deal with the quantity of literature that was accessed, this involved management of literature, accessing data that supported the framework of the research. The researcher critically observed and only got relevant literature so as to limit the large volumes of data. This required careful and measured interpretation and writing in which the researcher synthesized and brought together the materials to read. This was solved by using online search engines such as Google scholars to access more information related to COVID-19 and worklife balance effects that would have been missed during field interviews and administering of questionnaires. Failure to answer the questionnaires by the respondents. The researcher printed other questionnaires in order to get the required sample size.

Ethical considerations

These are a set of principles that guide the research designs and practices (Amin, 2005). These principles included; voluntary participation, informed consent, anonymity, confidentiality, potential for harm, and results communication. It was important to adhere to ethical norms in research. The researcher sought for voluntary participation of the respondents before administering a questionnaire or conducting of an interview.

CHAPTER FOUR: PRESENTATION OF RESULTS.

Introduction

This chapter presents the findings of the study in relation to the questionnaire and the objectives. The main emphasis is on the percentage of response(s) and the tabulation of the results to develop charts, figures, and tables in relation to the study objectives

Demographic Characteristics of respondents in the study

Section A of the study focused on obtaining the population characteristics of the sampled population in terms of the gender, age, marital status, and education level of the respondents in the study.

Gender respondents

The gender component of the study focused on understanding the sex of the respondents who participated in the study. Results indicated that 55 percent of the sampled population was female and the male gender accounted for 45 percent of the sample (See *Fig.4.1 below*).

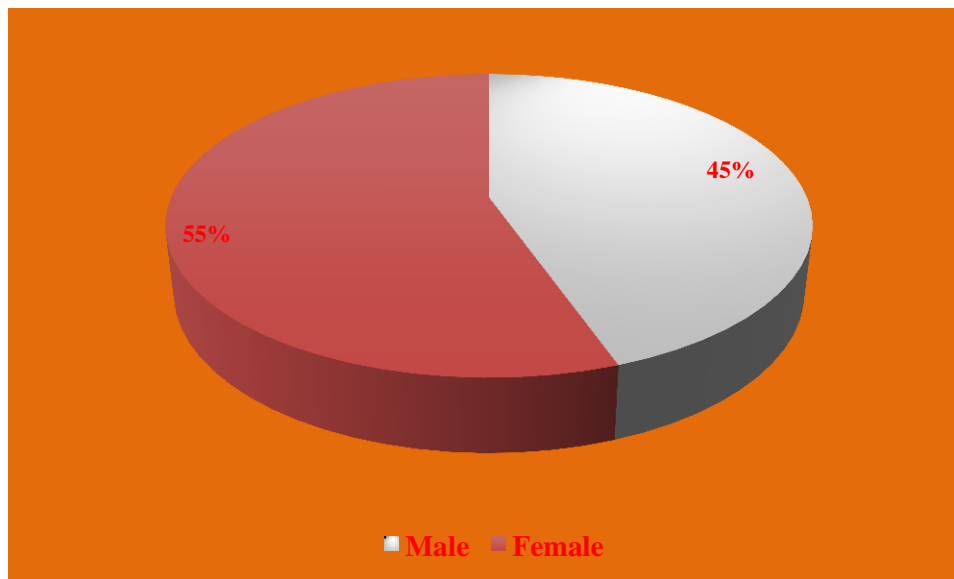


Fig. 4.1 Gender of respondents (Field Data)

Age of respondents

In the dimension of the age of respondents, four sub-age categories were developed as shown in *Table. 4.1 Below*. 52 percent of the respondents were young people between

20-30 years of age. The population of respondents above 51 years of age was small accounting for 11 percent of the sampled population.

A key informant interview in the Kosovo area proved this finding as it was reported by local leaders that „there are few old people in the area and most of the population constitutes of young people.“

Table 4.1: Age of Respondents

Age Range	Frequency	Percentage
20-30	148	52%
31-40	66	23%
41-50	41	14%
51+	30	11%
Total	285	100%

Source: Field Data

Education level of respondents

The level of educational attainment was considered as a main component of the study population demographic component. Study findings documented that 37 percent of the population have attained education up to tertiary level and 19 percent of the population has no formal education-especially the old people above 51 years.

A local key informant said that „*increased education levels in the area are mainly attributed to the existence of several vocational institutions, colleges, and universities in the area.*“

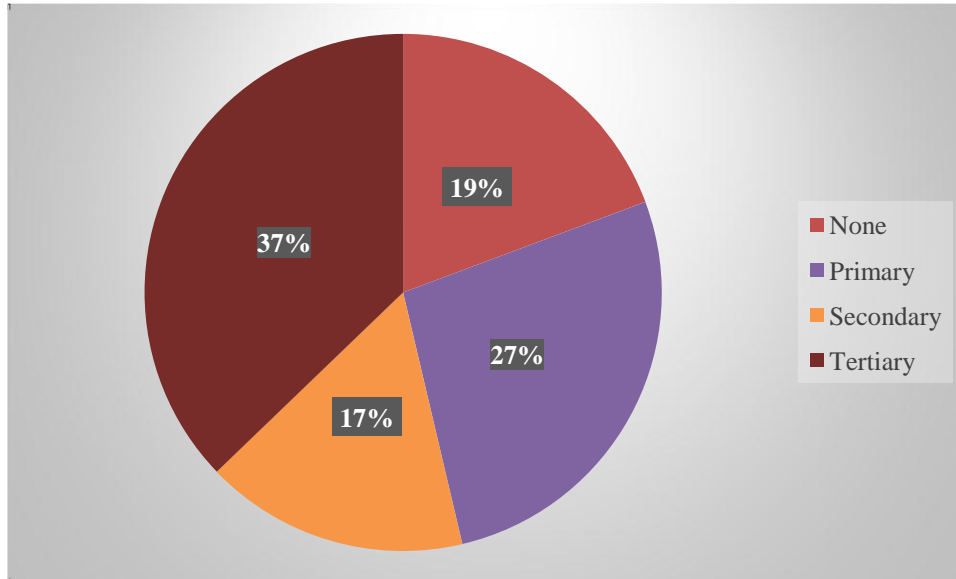


Fig. 4.2 Level of education of respondents (Field Data) Marital status of respondents

Relating to the marital status of the respondents, consideration was on the number of single, married, divorced, and widowed people. Findings from the study indicated that 127 respondents are single which is equivalent to 45 percent of the total sampled population. The lowest reported segment is for the widowed who accounted for 6 percent of the sample.

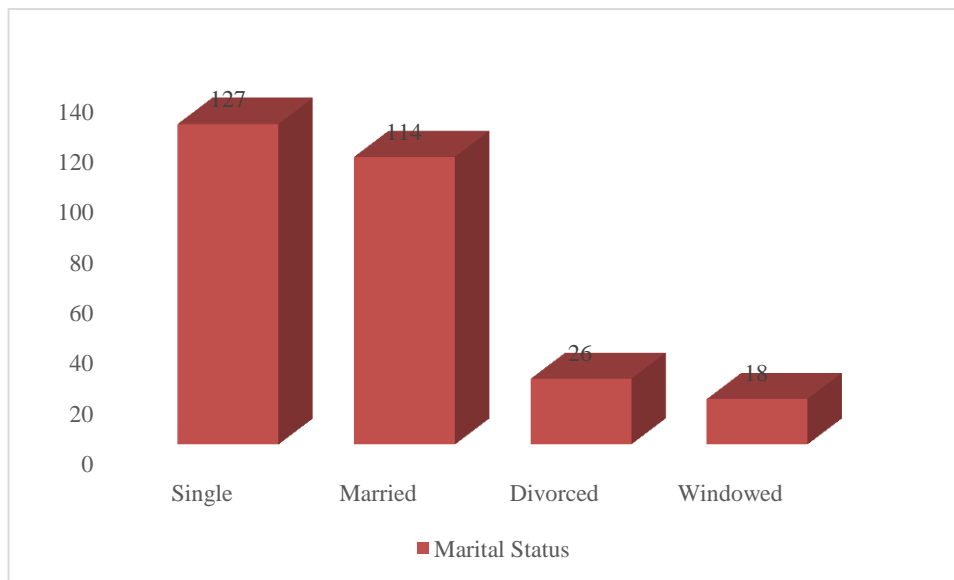


Fig. 4.3 Marital Status of respondents (Field Data)

Impact of COVID-19 on psychosocial situation

To understand the relationship between COVID-19 and psychosocial situation of the people, a scale focusing on the level of agreement or disagreement was generated. 25 percent of the respondents strongly agreed that the pandemic affected their psychosocial situation though 18 percent were unsure about the impact of the pandemic on psychosocial situations. In general, 56 percent of the respondents agreed to the hypothesis that COVID-19 impacted on the psychosocial situation of parents and local communities sampled.

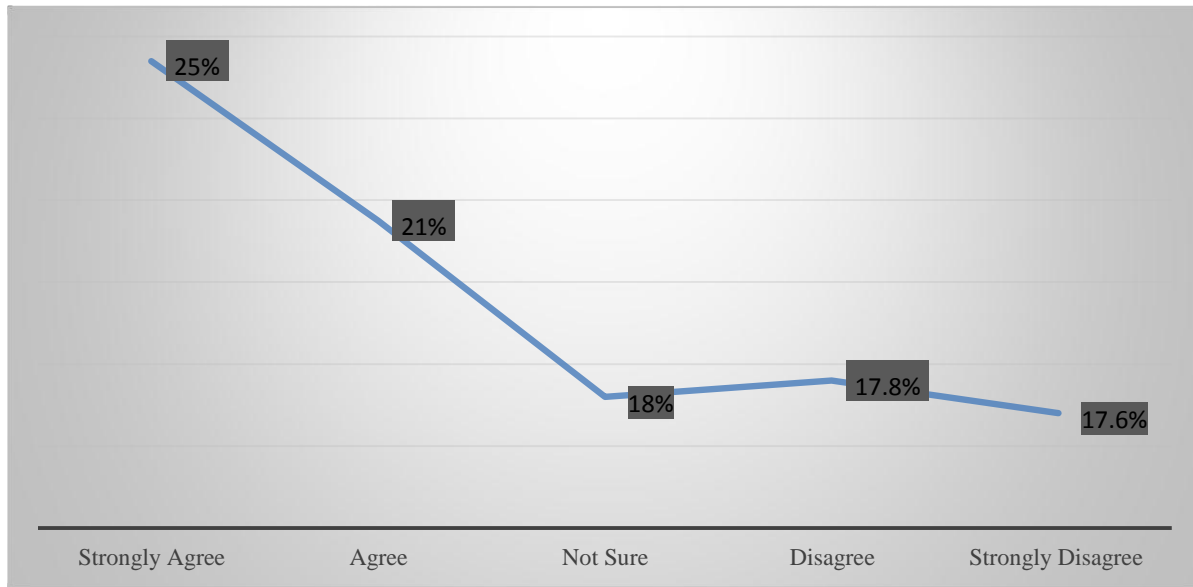


Fig.4.4 Respondents' view on the impact of COVID-19 on the psychosocial situation (Field Data)

The impact of COVID-19 on the psychosocial situation

Table 4.2: Correlation between COVID-19 Coping strategies and psychosocial situation

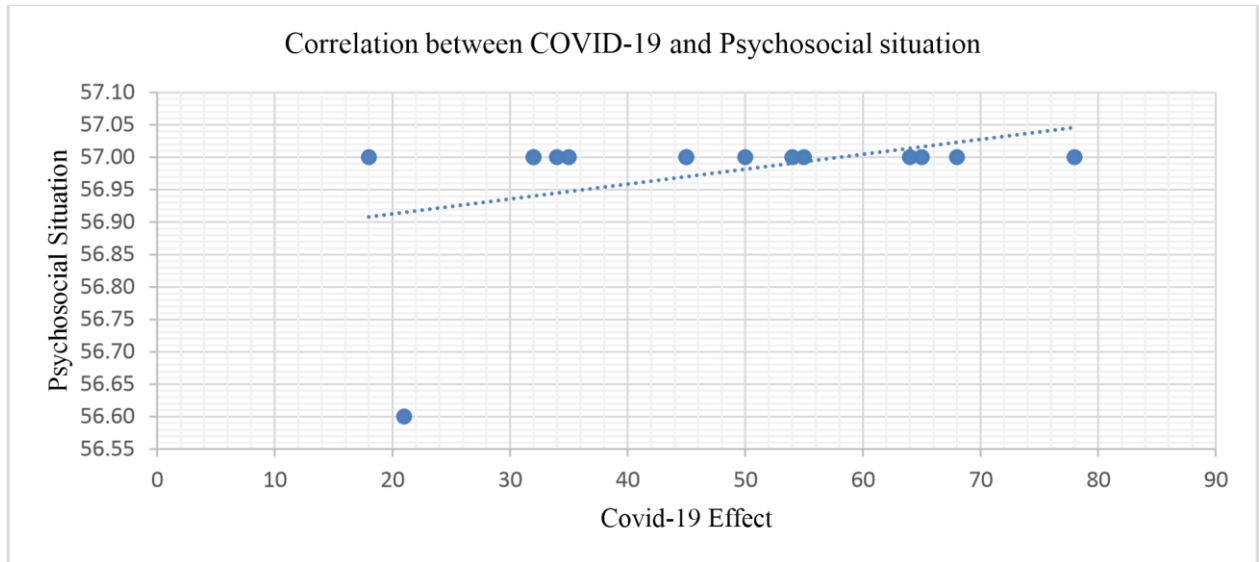
Psychosocial Situation	COVID-19 Coping strategy						Average level of effect on Psychosocial situation	Pearson r
	Strongly Affected	Affected	Not Sure	Less Affected	Much Affected			
1								0.395479
	80	55	44	60	46	35	57.00	
2	84	56	45	43	57	65	57.00	
3	57	55	58	64	51	45	57.00	
4	74	56	49	40	66	32	57.00	
5	93	61	39	38	54	18	57.00	
6	93	55	52	12	73	50	57.00	
7	82	51	67	63	22	68	57.00	
8	72	80	52	61	20	78	57.00	
9	55	43	53	55	79	54	57.00	
10	60	63	50	60	52	64	57.00	
11	58	74	43	57	53	34	57.00	
12	55	76	59	56	39	32	57.00	
13	69	66	55	37	58	45	57.00	
14	66	63	45	54	57	55	57.00	
15	63	58	70	53	39	21	56.60	

Source: Primary Data

The correlation between COVID-19 coping strategies and psychosocial situation of parents is .39; $r = .39$. This means that there is a very low positive correlation between COVID-19 coping strategies and the psychosocial situation of parents. In other words, respondents acknowledged that COVID-19 coping strategies affected their

psychosocial situation. However, though the level of effect is positive, it is less significant since the Pearson r correlation score is low at .39.

A scatter diagram showing the correlation between Covid-19 coping strategies and the psychosocial situations of the parents.



source: field data (fig 4.6)

Impact of COVID-19 on work-life balance

The study further focused on exploring the relationship of COVID-19 to the work-life balance experience of the parents. On tabulating and quantifying the findings, it was found that 22 percent of the respondents reported having been strongly affected by the COVID-19 coping strategies and only 12 percent reported to having been less affected by the COVID-19 coping strategies in relation to their work-life balance experiences

A key informant reported that „*some working parents in professions such as teaching experienced work-related challenges to transition to informal jobs.*“

The level of effect of COVID-19 coping strategies on the work-life balance is shown in *Table 4.3 below.*

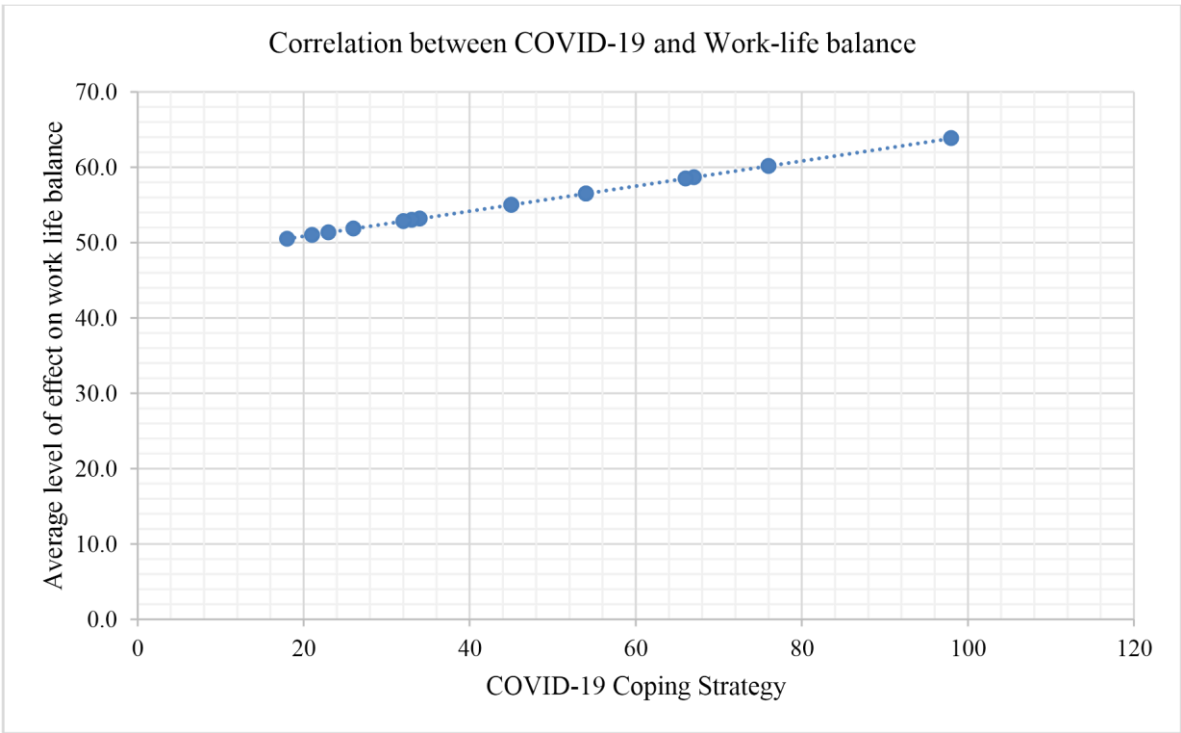
Table 4.3: Relationship between COVID-19 Coping strategies and work-life balance experiences.

Work-life balance	Strongly Affected	Affected	Not Sure	Less Affected	Much Affected	COVID-19 Coping Strategy	Average Level of effect on Work-life balance	Pearson r
1	42	59	60	80	44	34	53.2	1.00
2	57	43	78	73	34	76	60.2	
3	60	87	56	47	35	45	55	
4	50	68	71	50	46	54	56.5	
5	87	52	63	58	25	23	51.3	
6	71	69	28	91	26	18	50.5	
7	69	57	83	52	24	98	63.8	
8	100	24	39	67	55	45	55	
9	75	84	29	59	38	33	53	
10	29	83	57	86	30	21	51	
11	45	65	74	59	42	67	58.7	
12	62	79	86	30	28	54	56.5	
13	36	69	83	64	33	32	52.8	
14	87	59	36	68	35	26	51.8	
15	63	54	89	50	29	66	58.5	

Source: Field Data

The data from the field respondents showed that the correlation between COVID-19 coping strategies and work-life balance experiences of parents is 1.00 ; $r= 1.00$. This represents a very strong positive correlation between COVID-19 coping strategies and work-life balance. In other words, Parents whose work was affected by COVID19 coping strategies experienced several effects relating to their work-life balance experiences.

A graph showing the correlation or relationship between Covid-19 coping strategies and the worklife balance.



This shows a positive and strong correlational relationship.

CHAPTER FIVE: DISCUSSION, CONCLUSIONS, AND RECOMMENDATIONS .

Introduction

This chapter involves the discussions, conclusions, and recommendations. The discussion is based on the findings of the study objectives and the recommendations are based on the discussion of the findings and analysis of the data as well as interpretation of the findings addressing the research questions that the study aimed to identify and explain.

Relationship between COVID-19 and Psychosocial situation

There is a significant relationship between Covid 19 coping strategies and the psychosocial situations of parents in Kampala Central Division.

The correlation between the variables as per the results ($r=0.39$) is a positive but weak and imperfect correlation which implies that to a lesser extent in Kagugube Parish within Kampala Central Division, the Covid 19 coping strategies had a weak and less significant impact on the psychosocial situations of parents in Kampala Central Division. (*Fig 4.6*)

To understand how COVID-19 affected the psychosocial situation, the study findings indicated that 56 percent of the respondents agreed that the pandemic had devastating impacts on individuals, families, and society and there is a positive correlation of $r= .39$. The 2020 World Health Organization (WHO, 2020) report categorically reported that along with its high infectivity and fatality rates, the 2019 Corona Virus Disease (COVID-19) has caused a universal psychosocial impact by causing mass hysteria, economic burden, and financial losses. Mass fear of COVID-19, termed "*coronaphobia*", has generated a plethora of psychosocial manifestations across the different strata of society. This observation implies that most of the impacts of the pandemic on society especially in urban areas such as Kampala Central were negative to the community.

In breaking down how the COVID-19 pandemic affected the psychosocial situation of the area, it was reported by 33 percent of the respondents that COVID-19 increased family distortion mainly through emotional stress-especially if a family member contracted the disease. This finding is supported by a study by Dubey et al. 2021 that found that the pandemic increased *coronaphobia*, especially in cases where a family member contracted the disease. This was worsened by the imposition of nationwide lockdowns that produced acute panic, anxiety, obsessive behaviors, hoarding, paranoia, and depression, and post-traumatic stress disorder (PTSD) in the long run (UNICEF, 2020). For instance, a survey conducted in Uganda documented that most urban poor societies experienced depression and anxiety arising out of the fear to provide food and pay essentials such as accommodation (UNCDF, 2020).

In addition, 21 percent of the respondents in the study reported that the pandemic affected their social well-being. This ranged from an inability to socialize, freely move to meet family and relatives, and seek opportunities. A study on COVID-19 and socialization by the United Nations supports and correlated these findings (UNICEF, 2020). The 2020 UN Department of Economic and Social Affairs (UN DESA) concluded that the pandemic affected all segments of the population and was more detrimental to members of social groups in vulnerable situations such as the poor, old people, women, youths, and persons with disabilities due to the limited movement to seek for social help and opportunities (www.un.org). A comparative study in Malaysia categorically breakdown and reports that the social impacts are disproportionate and escalate among homeless and urban slum dwellers because of their inability to secure safe shelter, and better services such as running water increase the rate of exposure (UNCF, 2021). This is further supported by the recommendation of the 2020 COVID-19 Global Humanitarian Response Plan which observed that the social impact of COVID-19 was profound among socially vulnerable groups such as women and young people who need urgent support (UNDP, 2020). This positively correlates with the demographic finding of the study that documented that 55 percent of the respondents are female (See *Fig. 4.1* above), and 52 percent of the respondents are young people below 30 years (*Table 4.1*).

According to the researcher, Covid 19 coping strategies impacted on the psychosocial situations of parents in Kagugube Parish, however, the correlation between the two variables was weak due to the differences in income of the parents as displayed in the scatter diagrams, this happened because of the informal and formal work settings where government during the lockdown categorized certain employees as essential workers and others not therefore these getting income that supported them to facilitate their families' basic needs. This devastated the living conditions of the parents that were carrying out informal work.

Relationship between COVID-19 and work-life balance experience of parents

There is a significant relationship between Covid 19 coping strategies and the work life balance of parents in Kampala Central Division.

The data from the field respondents shows that the correlation between Covid 19 coping strategies and the work life balance of parents in Kagugube Parish within Kampala Central Division is ($r=1.00$). This presents a very strong positive correlation between the two variables, therefore parents whose work was affected by affected by Covid 19 strategies experienced several effects resulting to changes in their work life balance

The study findings indicated a very strong positive correlation between COVID-19 coping strategies and the work-life balance experiences of parents with a Pearson relationship of $r=1.00$. Study findings further reinforced that the pandemic had both positive and negative impacts on society in relation to employment; though this depended on the type of work and location (EPRC, 2020)). Across all gender, it was agreed that COVID-19 had a devastating impact on work-life balance mainly demonstrated through stress (32 percent), family breakups (25 percent), child management issues (12 percent), and some, positive impacts related to balancing family work and affairs with new forms of remote work (9 percent). Some of these study findings relate to studies conducted during the pandemic. A study conducted in 2021 in Maharashtra in India on the impact of COVID-19 on families significantly demonstrates consistencies especially on family stress as it was observed that 77 percent of urban working families experienced a loss in income that escalated family stress, break-ups, and conflicts due to frustration (GSDI, 2021). The study further explored that the pandemic increased family

relations related to child management due to the norm of patriarchal joint families as most families aimed at supporting each other. In Uganda, COVID-19 induced urban to rural migrations and increased family ties and communal work in villages (AFI, 2021). However, a critical study documented that these benefits were only accrued among rich and settled families that had land to engage in farming activities (AU, 2020). Poor urban communities normally had problems adjusting to the new normal of lockdowns that affected their daily earnings (FAO, 2020).

Study findings also found that 12 percent of the respondents reported benefits related to child growth and management. A study among working populations supported this observation that parents were able to spend time together with their children which increased bonding and ability to share experiences (Kansiime et al, 2021; UNODC, 2020). However, comparative reports warn that this might only be experienced among children and parents in the formal and rich working class category (Save the Children, 2021). A statistical report by the UN documented that in poor countries, an additional 60 million children could be added to the already 666 million poor children in poor family households due to the pandemic due to families' lack of access to social protection, and monetary incentives to support children (UNICEF, 2021). This statistic is supported by a study by the UN that documented an increase in human and child trafficking during the pandemic as parents sought to make their children obtain jobs to enable families to survive (UNODC, 2021).

According to the researcher, the work life balance of parents in Kagugube Parish within Kampala Central Division was generally affected by Covid 19 coping strategies. This is because measures like curfew reduced the working hours of parents, schools closed, therefore teachers were not earning income, limitations on public and private transportation means affected the parents at large since movements to work places were halted, as issue that gave them difficulties and others decided to camp at work and stay there hence the strong positive correlation between the two variables.

Conclusions

Study findings clearly document that though some respondents experienced some benefits due to the lockdown, the psychosocial and work-life-related costs of COVID-19 were huge; especially among poor and vulnerable groups in Uganda. This implies that if post-COVID-19 recovery action is not well addressed through policy, inclusiveness and participatory governance, and management of socio-economic health crises, there is a risk of escalating the already wide social, economic, and political inequalities, exclusion, and unemployment both in the medium and long-term affecting the national and global development targets. Thus, comprehensive social protection systems, when in place, might play a durable role in protecting the local population and reducing work-related vulnerability; since they act as socio-economic stabilizers through the provision of basic income security hence enabling people to quickly develop the capacity to manage and overcome shocks

Recommendations

For better dealing with these psychosocial and work-life issues of different strata of society arising out of pandemics such as COVID-19 and future pandemics; some of the considerations that can be undertaken include:

Psychosocial crisis prevention and intervention models should be urgently developed by the government, health care personnel, and other stakeholders.

Local communities need to be trained and skilled in digital employment opportunities such as the application of internet services, technology, and social media to curb both pandemic-induced unemployment and boost capacity for digital employment

Psychosocial preparedness by setting up mental organizations specific for future pandemics is certainly necessary.

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APPENDICIES

Appendix 1: Questionnaire

Dear respondent this questionnaire has been designed to establish a relationship between COVID- 19 and the psychosocial situations among the parents and their work life balance in Kampala Central Division .This information gathered will be used purely for the purpose of academic research and your response will be treated with strict confidentiality .Please read the questions carefully and respond honestly.

Section A; Personal Data [Fill in or Tick the choice from the categories]

No	Item	Coding Category	Response [Tick or Fill in]
1	Sex	a) Male	
		b) Female	
2	Age group of respondent	a) 20-30years	
		b) 31-40years	
		c) 41-50 years	
		d) 51 and above years	
3	Marital status	a) Single	
		b) Married	
		c) Divorced	
		d) Widowed	
4	Number of children staying with	a) 0-5	
		b) 6-10	
		c) 11+	

5	Highest level of education	a) S.5 b) S.6 and below c) Certificate and below	
		d) Degree and above	
6	Work setting	a) Formal b) Informal	
7	Duration spent at place of work	a) 1-5 years b) 6 and above	
8	Religious affiliation	a) Moslem c) Catholic d) Protestant e) Born again f) Others	

Section B: Covid 19 copying strategies.

Read each statement carefully and tick the score that closely responds with how you view Covid 19 and the related copying strategies as measured on the scale below.

Strongly agree	Agree	Not sure	Disagree	Strongly disagree
1	2	3	4	5

No	Copying strategies	1	2	3	4	5
1	Quarantine had more disadvantages than advantages					
2	Masking was very inconveniencing.					
3	Closure of schools greatly affected my children.					
4	Curfew had great impacts on my working time.					
5	Transport limitations were bad to the economy.					
6	Closure of churches affected my spiritual devotion.					
7	The lock down increased poverty among many parents.					
8	Social distancing created stress and depression					
9	Mandatory vaccination greatly had side effects to my health.					
10	Restrictions on open campaigns disorganized elections.					
11	It was difficult to access social and medical services.					
12	Hand washing regularly was stressing.					
13	Closure of bars affected your social life.					
14	Online studies affected your children`s education.					

Section C: Psychosocial situations

15	The restrictions on public gatherings created frustration.					
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Read each statement carefully and tick the score that closely responds with how you view covid- 19 coping strategies and psychosocial situations as measured on the scale below.

Strongly affected	Affected	Not sure	Less affected	Not affected
1	2	3	4	5

NO	Psychosocial situations	1	2	3	4	5
1.	Remote working affected my working schedule.					
2.	School closure affected the children					
3.	Spending a lot of time with my family affected my mental health					
4.	The bill payments were affected by the pandemic					
5.	The pandemic affected access to basic needs like food.					
6.	The pandemic affected your business.					
7.	Covid 19 coping strategy of social distancing affected the voting process.					
8.	There were family wrangles during the Covid 19 pandemic era.					
9.	Your children became school dropouts.					
10.	Covid 19 was very stressful to me.					
11.	Losing jobs greatly affected your income during the pandemic.					
12.	My mental health was affected due to Covid 19 and its effects.					

13.	I was affected by the changes in service provision.					
14.	There were difficulties in feeding your family members.					
15.	I was greatly affected by social tension and frustration.					

42

Section D: Work life balance Section

C: Psychosocial situations

Section D: Work Life Balance

This section will measure Covid -19 and work life balance; it indicates the degree to which you agree with each statement on the scale below.

Strongly Agree	Agree	Not sure	Disagree	Strongly Disagree
1	2	3	4	5

No	Work life balance component	1	2	3	4	5
1	The pandemic provided sufficient opportunities.					
2	The pandemic helped to develop my internal career.					
3	Remote working was profitable to me.					
4	My work during the pandemic was productive.					
5	I got free time during the Covid 19 pandemic era.					
6	I attended meetings while at home.					
7	The new working experience was good.					
8	I received adequate monetary compensation.					
9	I was provided with adequate health insurance.					
10	I got a reduction in my working hours.					

43

Section C: Psychosocial situations

11	My work load increased during the pandemic.					
12	Telecommuting increased my association with devices.					
13	I became more independent					
14	High pressure brought about perfection					
15	I got adequate time to deal with self-management					

Section C: Psychosocial situations

Appendix II: Time frame

Months	Expected results
May 2022	Topic and objective development
June	Existing literature combined
July	Submission o proposal study area mapped.
August	Data collection, final data base crated data analysis
September 2022	Final proposal compiled and submission.

Section C: Psychosocial situations

APPENDIX III; BUDGET

SSENDIKWANAWA SAMUEL

Budget for research of a Bachelor of Industrial and Organizational Psychology Degree

Serial No.	Requirements and details	Quantity	Unit price[ugshs]	Total Amount[ugshs]
A	Equipment and stationery			
1	Flash Disc	3pc	30000	90000
B	Personnel			
2	Research Assistants[1]	2 months	50000	50000
3	University guides[2]	1 month	40000	80000
C	Printing Service			
4	Printing the proposal	7pcs	5000	35000
	Grand total			25,5000

Section C: Psychosocial situations

APPENDIX IV: SAMPLE SIZE TABLE

N	S	N	S	N	S	N	S	N	S
10	10	100	80	280	162	800	260	2800	338
15	14	110	86	290	165	850	265	3000	341
20	19	120	92	300	169	900	269	3500	346
25	24	130	97	320	175	950	274	4000	351
30	28	140	103	340	181	10	278	4500	354
35	32	150	108	360	186	1100	285	5000	357
40	36	160	113	380	191	1200	291	6000	361
45	40	170	118	400	196	1300	297	7000	364
50	44	180	123	420	201	1400	302	8000	367
53	48	190	127	440	205	1500	306	9000	368
60	52	200	132	460	210	1600	310	10000	370
65	56	210	136	480	214	1700	313	13000	375
70	59	220	140	500	217	1800	317	20000	377
75	63	230	144	550	226	1900	320	30000	379
80	66	240	148	600	234	2000	322	40000	380
85	70	250	152	650	242	2200	327	50000	381
90	73	260	155	700	248	2400	331	75000	382
95	76	270	159	750	254	2600	335	100000	384

Source: Kreijefe and Morgan, determining sample size for activities

NOTE:

“N” is population size

Section C: Psychosocial situations
“S” is sample population