

# The Impact of Covid-19 on the Workforce Employee Survey

By Elite Business Performance and the Clovis/Curry County Chamber of Commerce and CIDC

## Survey Overview:

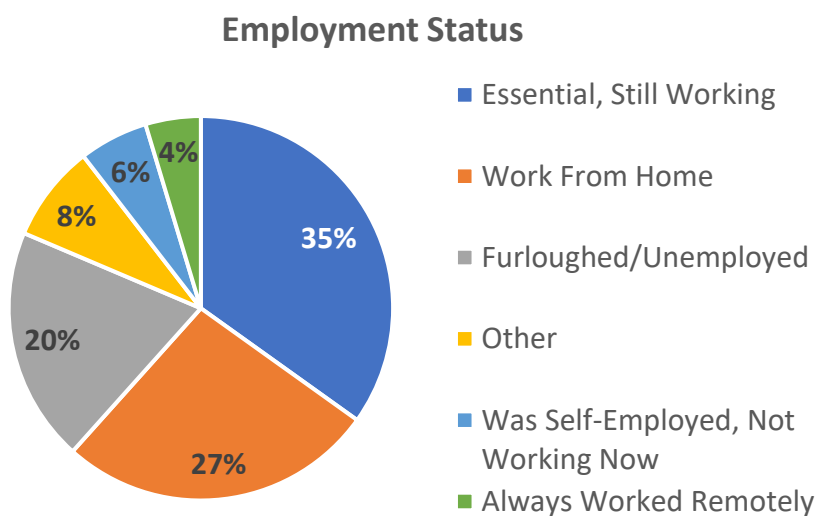
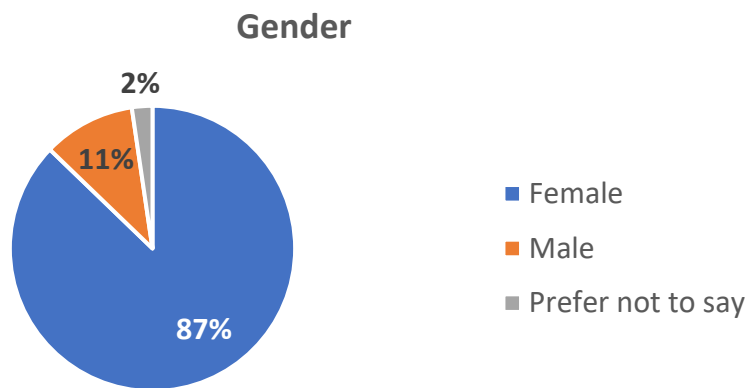
April 6-11, 2020

411 Total U.S. respondents

86 were New Mexico residents

## New Mexico Respondents Only

- Out of 86 New Mexico respondents, 75 (87%) were female and 9 (11%) were male. Two respondents chose "Prefer not to say."



There is no significant difference between male and female respondents on current employment status.

**1 Question: Hypothetically, if the restrictions were lifted next week and you were asked to work face to face with people (customers and coworkers), how would you feel?**

- 74% of respondents said they would be either nervous or afraid
- 15% of respondents would feel happy
- 5% would be indifferent
- 5% would refuse to go back to work or quit.

**2 Question: What is your greatest source of anxiety or concern regarding working now?**

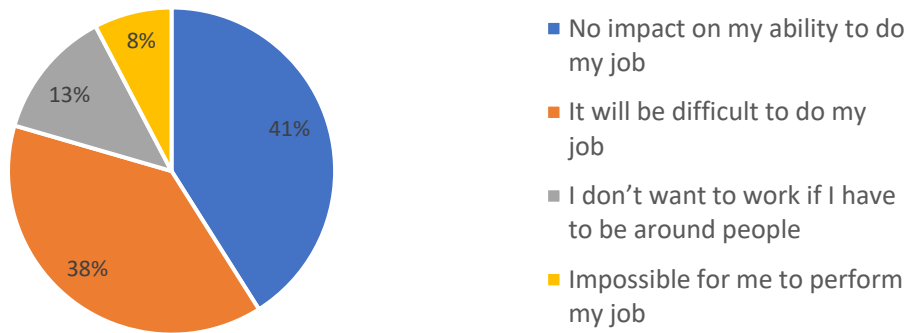
- 43% Your health or your family’s health
- 22% Financial challenges
- 15% Interacting with people
- 7% Finding a job
- 6% Childcare concerns
- Respondents who are currently working (either essential workers or those working from home) reported their greatest concern is their **health or their family’s health (47%)** followed by **interacting with people (27%)**
  - ❖ In the full report, health or their family’s health was reported by 61.75% of current/essential workers.
- Those who were furloughed, fired, or laid off reported **financial challenges** as their greatest concern (35%) followed by concern for their health or family’s health. (23%).
  - ❖ In the full report, financial challenges was reported by 40% of furloughed, fired, or laid off workers.

**Breakdown by Gender (New Mexico)**

<b>Women</b>		<b>Men</b>	
Your health (or your family's)	48.00%	Financial challenges	44.44%
Financial challenges	17.33%	Interacting with people	22.22%
Interacting with people	14.67%	Finding a job	11.11%
Finding a job	6.67%	Your health (or your family's)	11.11%
Childcare concerns	6.67%	Other	11.11%
Other	6.67%		

**3 Question: The CDC recommends using masks and social distancing for the foreseeable future. How could these recommendations affect your ability to perform your job?**

The Affect of Masks and Social Distancing on Job Performance



**4 Question: Do you plan on working the same number of hours or same schedule you worked before Covid-19?**

- 59% believe that their schedule and work hours will return to normal after the COVID-19 crisis
- 18% say they want the flexibility to continue working from home at least part of the time.
- 15% said they don't know if their schedule will stay the same or uncertainty regarding childcare
- There was no significant difference between men and women on this topic

**5 Question: As a result of this pandemic, what do you value most in your job/career?**

- Most respondents reported that they valued the money and benefits from their job the most due to the current crisis (35%), followed by a positive work environment (22%), job security (19%), and flexibility (19%). Men and women answered similarly, although women rated flexibility third most valued, while none of the men chose flexibility as something they valued most.

**6 Question: As a result of this pandemic, what characteristics do you value most in a boss or supervisor?**

- Respondents reported a wide variety of boss characteristics they value due to the current crisis. **Communication, compassion, and understanding** were the most popular characteristics.
- Men and women both identified **communication** as one of the most important characteristics in a boss or supervisor (33% and 27%, respectively). Women also mentioned compassion (13%) and understanding (11%) while men mentioned understanding (11%) and leadership (11%).

Row Labels	% Valued in Boss
<b>Female</b>	<b>87.21%</b>
Communication	26.67%
Other	21.33%
Compassion	13.33%
Understanding	10.67%
Support	10.67%
Flexibility	6.67%
Safety	4.00%
Leadership	2.67%
Support, Understanding	1.33%
Safety, Communication	1.33%
<b>Male</b>	<b>10.47%</b>
Other	44.44%
Communication	33.33%
Understanding	11.11%
Leadership	11.11%
<b>Prefer not to say</b>	<b>2.33%</b>
Compassion	100.00%
<b>Grand Total</b>	<b>100.00%</b>

**Examples of comments listed as “Other”:**

- To be more supportive and recognize the fact we are all adjusting to the new norm of things. Some of us have anxiety over this and they don't care.
- Transparency on what steps or actions are being considered or will be taken
- Effective and efficient communication as well as trust that employees are still doing their job/work at home.
- More positive feedback. Putting myself and my families health at stake to go in every day is tiring.
- Compassion. Understanding that we are putting our lives on the line to make them money.
- We have not been supplied with anything to keep us or others safe
- Compassion and understanding employees fears & concerns
- Clear and regular/frequent communication
- Their trust in me to do my job remotely
- Genuine concerns for staff safety

**7 Question: What measures can employers take to create a safe and normal work environment post Covid-19?**

Out of 75 New Mexicans who answered the question:

- 27 respondents encouraged employers to follow expert guidelines (from the government, CDC, health experts, etc.)
- 22 respondents noted the importance of staying home and taking measures to limit exposure.
- 15 urged employers to be more supportive and understanding of their employees
- 11 cited the importance of providing PPE for employees.
- 10 urged employers to allow or support telework
- 6 noted the importance of better communication from employers

**“How Employers can create a safe and productive work environment” – Comparison**

**(Based on the number of responses)**

<b>New Mexico</b>	<b>National Results</b>
<ul style="list-style-type: none"><li>• Adherence to expert guidelines</li><li>• Stay home/limit exposure</li><li>• Support for employees</li><li>• Providing PPE</li><li>• Allow/support telework</li><li>• Other</li><li>• Better communication</li></ul>	<ul style="list-style-type: none"><li>• Stay home/limit exposure</li><li>• Providing PPE</li><li>• Adherence to expert guidelines</li><li>• Support for employees</li><li>• Cleaning</li><li>• Other</li><li>• Allow/support telework</li><li>• Better communication</li></ul>

**8 Question: Please share any comments:**

- Thirty-two respondents provided comments on the survey; 8 respondents indicate that they are frustrated with the government and/or with businesses for how they are handling this crisis. Six people made comments about the importance of taking safety concerns seriously, while others were more focused on concerns surrounding their employment (6 comments) or their health (6 comments).