

BÖLÜM 8

COVID- 19 DÖNEMİNDE İŞ, YAŞAM MEMNUNİYETİ VE ZORUNLU UZAKTAN ÇALIŞMA

Songül GÜL¹

GİRİŞ

Sosyoloji, psikoloji gibi farklı disiplinlerde araştırmacılar öznel iyi oluşun belirleyicilerini inceleyen çok sayıda çalışma yapmışlardır. Son yıllarda ekonomistlerin öznel iyi oluş çalışmalarına olan ilgisinde de ciddi bir artış meydana gelmiştir. Bu alanda en çok çalışılan konulardan biri de iş memnuniyetidir. Türkiye’de de yaşam memnuniyeti ve iş memnuniyeti ile ilgili artan bir literatür söz konusudur. İş memnuniyetinin belirleyicilerine ulusal ve uluslararası alanda odaklanan pek çok çalışmada çoğunlukla yaş, cinsiyet, eğitim gibi sosyo-demografik özelliklere ve sendika üyeliği, gelir, gelir memnuniyeti, işyeri koşulları gibi faktörlere odaklanılmıştır.

2020 Aralık ayından beri devam eden Covid-19 pandemisinde günümüze kadar yaklaşık olarak 6 milyon insan hayatını kaybetmiştir. Salgın, hükümetleri virüsü kontrol etmek amacıyla seyahat aktivitesi kısıtlama, okul kapatma, işyeri kapatma gibi bireyleri ekonomik, sosyal ve psikolojik açıdan zora sokacak pek çok önlem almaya zorlamıştır. Hastalığın yarattığı kaos ortamı alınan kısıtlama önlemleri ile bireylerin fiziksel ve ruhsal sağlığı üzerinde ciddi etkilere neden olmuş, yaşanan işsizlik korkusu, fiziksel kısıtlanmalar, aile ve arkadaşlarla görüşememe, seyahat kısıtlaması gibi nedenler mutluluk üzerinde ciddi negatif bir etki bırakmıştır. Salgın ile değişen yaşam şeklimiz, çalışma koşullarımız, sosyal bağlarımız gibi bireysel yaşam memnuniyetini etkileyen pek çok faktör yaşamımıza dâhil olan “yeni normaller” ile farklı bir anlam kazanmıştır.

Covid-19 pandemisi diğer tüm pandemilerden farklı olarak teknolojik gelişmelerin de etkisiyle eğitim, çalışma hayatı ve ekonomik hayat gibi pek çok alanda yaşamlarımıza yeni kavramlar ve dinamikler getirmiştir ve uzaktan çalışma yön-

¹ Dr. Öğr. Üyesi, Ağrı İbrahim Çeçen Üniversitesi, İktisadi ve İdari Bilimler Fakültesi, İktisat Teorisi AD., sgul@agri.edu.tr

SONUÇ

Covid-19 yalnızca yaşanan ölüm oranları ile değil aynı zamanda tüm dünyada neden olduğu ekonomik durgunluk ve kilitlenmeler ile de dünya genelinde bir şok dalgası yaratmıştır. Tüm dünya ülkeleri hastalığın yayılımını kontrol altına alabilmek amacı ile çok çeşitli önlemlere başvurmuştur. Hastalığın meydana getirdiği fiziksel kısıtlanmalar, ölüm korkusu, sosyal yaşamın kısıtlanması, iş kaybı gibi nedenlerden dolayı bireylerin yaşam ve iş memnuniyetleri de etkilemiştir. Pandemi ile sosyal eşitsizlikler daha da derinleşmiş ve daha düşük gelirli ve düşük vasıflı bireylerin, kadınların, yaşlıların, kırsal kesimlerde ve kritik sektörlerde yaşayan bireylerin yaşam memnuniyetlerinin daha olumsuz etkilendiği tespit edilmiştir. Pandemi sürecinde çalışma saatlerinin azalması ve bununla birlikte ortaya çıkan gelir kaybı iş memnuniyetini azaltan etkenlerden biri olmuştur. Bu dönemde pek çok sektör zorunlu evden çalışmaya geçmiştir. Zorunlu evden çalışma hemen her sektörde ciddi iş çıkarmalarının yaşandığı bir dönemde bir yandan kişilerin işlerini sürdürmelerini ve gelir kaybına maruz kalmalarını engellediği için bir yandan yaşam memnuniyetini artırırken, diğer yandan bu sürece hazırlıksız yakalanan bireylerin aile ve iş dengelerini kurmalarını zorlaştırmıştır. Dolayısıyla yapılan çalışmalar Covid-19 döneminde zorunlu evden çalışmanın iş ve yaşam memnuniyetini negatif yönde etkilediği görülse de gelir kaybının engellemesi açısından yaşam memnuniyetindeki dramatik düşüşlerde bir tampon görevi gördüğü düşünülmektedir. Yapılan çalışmalar göstermektedir ki bundan sonraki olası pandemiler için salgınla mücadeleyle yönelik önlemleri uygularken iş ve yaşam memnuniyetinin ve ekonomik devamlılığın mümkün olduğunca korunması amacıyla Covid-19 pandemisi sırasında yaşanan tecrübelerle dayanarak bu dönemde iş ve gelir kayıplarının azaltılması için “uzaktan çalışma” için gerekli altyapının hazırlanması; kreş ve yaşlı bakım gibi kritik destek faktörlerinin güçlendirilmesi, toplumsal cinsiyete dayalı etkilerin ve bunların yansımalarının da göz önünde bulundurularak çeşitli politika önlemlerinin alınması gerekmektedir. Eski gücünü ve etkisini yitirmiş olsa dahi Covid-19 pandemisi hala devam etmektedir.

KAYNAKLAR

- Adams, J. S. (1963). Towards an understanding of inequity. *The Journal of Abnormal and Social Psychology*, 67(5), 422-436. <https://doi.org/10.1037/h0040968>
- Alesina, A., Di Tella, R., ve MacCulloch, R. (2004). Inequality and happiness: Are Europeans and Americans different? *Journal of Public Economics*, 88(9), 2009-2042. <https://doi.org/10.1016/j.jpubeco.2003.07.006>
- Allen, T. D., Golden, T. D., ve Shockley, K. M. (2015). How Effective Is Telecommuting? Assessing the Status of Our Scientific Findings. *Psychological Science in the Public Interest*, 16(2), 40-68.

<https://doi.org/10.1177/1529100615593273>

- Andersen, A. L., Hansen, E. T., Johannesen, N., ve Sheridan, A. (2020). *Consumer Responses to the COVID-19 Crisis: Evidence from Bank Account Transaction Data* (SSRN Scholarly Paper Sy 3609814). Social Science Research Network. <https://doi.org/10.2139/ssrn.3609814>
- Andrews, F. M., ve Withey, S. B. (2012). *Social Indicators of Well-Being: Americans' Perceptions of Life Quality*. Springer Science ve Business Media.
- Ara, K., ve Akbar, A. (2016). A Study of Impact of Moonlighting Practices on Job Satisfaction of the University Teachers. *Bulletin of Education and Research*, 38(1), 101-116.
- Azarbouyeh, A., ve Naini, S. (2014). A study on the effect of teleworking on quality of work life. *Management Science Letters*, 4(6), 1063-1068.
- Bahn, K., Cohen, J., ve van der Meulen Rodgers, Y. (2020). A feminist perspective on COVID-19 and the value of care work globally. *Gender, Work ve Organization*, 27(5), 695-699. <https://doi.org/10.1111/gwao.12459>
- Baines, S., ve Gelder, U. (2003). What is family friendly about the workplace in the home? The case of self-employed parents and their children. *New Technology, Work and Employment*, 18(3), 223-234. <https://doi.org/10.1111/1468-005X.00123>
- Baker, S. R., Farrokhnia, R. A., Meyer, S., Pagel, M., ve Yannelis, C. (2020). How Does Household Spending Respond to an Epidemic? Consumption during the 2020 COVID-19 Pandemic. *The Review of Asset Pricing Studies*, 10(4), 834-862. <https://doi.org/10.1093/rapstu/raaa009>
- Ball, R., ve Chernova, K. (2008). Absolute Income, Relative Income, and Happiness. *Social Indicators Research*, 88(3), 497-529.
- Benzeval, M., Burton, J., Crossley, T. F., Fisher, P., Jäckle, A., Low, H., ve Read, B. (2020). *The Idiosyncratic Impact of an Aggregate Shock: The Distributional Consequences of COVID-19* (SSRN Scholarly Paper Sy 3615691). Social Science Research Network. <https://doi.org/10.2139/ssrn.3615691>
- Blanchflower, D. G., ve Oswald, A. J. (2004). Well-being over time in Britain and the USA. *Journal of Public Economics*, 88(7), 1359-1386. [https://doi.org/10.1016/S0047-2727\(02\)00168-8](https://doi.org/10.1016/S0047-2727(02)00168-8)
- Blanchflower, D. G., ve Oswald, A. J. (2008). Is well-being U-shaped over the life cycle? *Social Science ve Medicine*, 66(8), 1733-1749. <https://doi.org/10.1016/j.socscimed.2008.01.030>
- Blum, M. L., Naylor, J. C., ve Naylor, J. C. (1968). *Industrial Psychology; Its Theoretical and Social Foundations*. Harper ve Row.
- Bonanno, G. A., Brewin, C. R., Kaniasty, K., ve Greca, A. M. L. (2010). Weighing the Costs of Disaster: Consequences, Risks, and Resilience in Individuals, Families, and Communities. *Psychological Science in the Public Interest*, 11(1), 1-49. <https://doi.org/10.1177/1529100610387086>
- Brodeur, A., Clark, A. E., Fleche, S., ve Powdthavee, N. (2021). COVID-19, lockdowns and well-being: Evidence from Google Trends. *Journal of Public Economics*, 193, 104346. <https://doi.org/10.1016/j.jpubeco.2020.104346>
- Burman, B., ve Margolin, G. (1992). Analysis of the association between marital relationships and health problems: An interactional perspective. *Psychological Bulletin*, 112(1), 39-63. <https://doi.org/10.1037/0033-2909.112.1.39>
- Business, A. B., CNN. (t.y.). *These companies are working from home until 2021—Or forever*. CNN. Geliş tarihi 05 Haziran 2022, gönderen <https://www.cnn.com/2020/08/02/business/companies-work-from-home-2021/index.html>
- Cheng, T. C., Kim, S., ve Koh, K. (2020). The Impact of COVID-19 on Subjective Well-Being: Evidence from Singapore. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.3695403>
- Clark, A. E., ve Oswald, A. J. (1994). Unhappiness and Unemployment. *The Economic Journal*, 104(424), 648-659. <https://doi.org/10.2307/2234639>
- Coibion, O., Gorodnichenko, Y., ve Weber, M. (2020). *The Cost of the Covid-19 Crisis: Lockdowns, Macroeconomic Expectations, and Consumer Spending* (Working Paper Sy 27141; Working Paper Series). National Bureau of Economic Research. <https://doi.org/10.3386/w27141>
- Collins, C., Landivar, L. C., Ruppanner, L., ve Scarborough, W. J. (2021). COVID-19 and the gender

- gap in work hours. *Gender, Work ve Organization*, 28(S1), 101-112. <https://doi.org/10.1111/gwao.12506>
- Dang, H.-A. H., ve Viet Nguyen, C. (2021). Gender inequality during the COVID-19 pandemic: Income, expenditure, savings, and job loss. *World Development*, 140, 105296. <https://doi.org/10.1016/j.worlddev.2020.105296>
- Di Tella, R., MacCulloch, R. J., ve Oswald, A. J. (2001). Preferences over Inflation and Unemployment: Evidence from Surveys of Happiness. *American Economic Review*, 91(1), 335-341. <https://doi.org/10.1257/aer.91.1.335>
- Diener, E. (1984). Subjective well-being. *Psychological Bulletin*, 95(3), 542-575. <https://doi.org/10.1037/0033-2909.95.3.542>
- Diener, E. (2000). Subjective well-being: The science of happiness and a proposal for a national index. *American Psychologist*, 55(1), 34-43. <https://doi.org/10.1037/0003-066X.55.1.34>
- Easterlin, R. A. (1995). Will raising the incomes of all increase the happiness of all? *Journal of Economic Behavior ve Organization*, 27(1), 35-47. [https://doi.org/10.1016/0167-2681\(95\)00003-B](https://doi.org/10.1016/0167-2681(95)00003-B)
- Etheridge, B., ve Spantig, L. (2020). *The gender gap in mental well-being during the Covid-19 outbreak: Evidence from the UK* (Working Paper Sy 2020-08). ISER Working Paper Series. <https://www.econstor.eu/handle/10419/227789>
- Fadinger, H., ve Schymik, J. (2020). The Effects of Working From Home on COVID-19 Infections and Production—A Macroeconomic Analysis for Germany. İçinde *CRC TR 224 Discussion Paper Series* (crctr224_2020_167; CRC TR 224 Discussion Paper Series). University of Bonn and University of Mannheim, Germany. https://ideas.repec.org/p/bon/bonrcr/crctr224_2020_167.html
- Felstead, A., ve Henseke, G. (2017). Assessing the growth of remote working and its consequences for effort, well-being and work-life balance. *New Technology Work and Employment*, 32(3), 195-212.
- Fisher, G. G., Matthews, R. A., ve Gibbons, A. M. (2016). Developing and investigating the use of single-item measures in organizational research. *Journal of Occupational Health Psychology*, 21(1), 3-23. <https://doi.org/10.1037/a0039139>
- Foucault, M., ve Galasso, V. (2020). Working After Covid-19: Cross-Country Evidence from Real-Time Survey Data. İçinde *Sciences Po publications* (Sy 9; Sciences Po Publications). Sciences Po. <https://ideas.repec.org/p/spo/wpmain/infohdl2441-5cmk499mce8lvosvi0jdis0dla.html>
- Frey, B. S., ve Stutzer, A. (2002a). *Happiness and Economics: How the Economy and Institutions Affect Human Well-Being*. Princeton University Press. <https://www.jstor.org/stable/j.ctt7rm1k>
- Frey, B. S., ve Stutzer, A. (2002b). What Can Economists Learn from Happiness Research? *Journal of Economic Literature*, 40(2), 402-435.
- Frijters, P., Haisken-DeNew, J. P., ve Shields, M. A. (2004). Money Does Matter! Evidence from Increasing Real Income and Life Satisfaction in East Germany Following Reunification. *American Economic Review*, 94(3), 730-740. <https://doi.org/10.1257/0002828041464551>
- Galambos, N. L., Krahn, H. J., Johnson, M. D., ve Lachman, M. E. (2020). The U Shape of Happiness Across the Life Course: Expanding the Discussion. *Perspectives on Psychological Science: A Journal of the Association for Psychological Science*, 15(4), 898-912. <https://doi.org/10.1177/1745691620902428>
- Gottholmseder, G., Nowotny, K., Pruckner, G. J., ve Theurl, E. (2009). Stress perception and commuting. *Health Economics*, 18(5), 559-576. <https://doi.org/10.1002/hec.1389>
- Gül, S. (2018). *Mutluluk ekonomisi ve göç üzerine bir inceleme* [Sosyal Bilimler Enstitüsü]. <https://acikbilim.yok.gov.tr/handle/20.500.12812/309569>
- Hartog, J., ve Oosterbeek, H. (1998). Health, wealth and happiness: Why pursue a higher education? *Economics of Education Review*, 17(3), 245-256. [https://doi.org/10.1016/S0272-7757\(97\)00064-2](https://doi.org/10.1016/S0272-7757(97)00064-2)
- Haybron, D. M. (2008). *The pursuit of unhappiness: The elusive psychology of well-being* (ss. xvii, 357). Oxford University Press.

- Helliwell, J. F. (2003). How's life? Combining individual and national variables to explain subjective well-being. *Economic Modelling*, 20(2), 331-360. [https://doi.org/10.1016/S0264-9993\(02\)00057-3](https://doi.org/10.1016/S0264-9993(02)00057-3)
- Irawanto, D. W., Novianti, K. R., ve Roz, K. (2021). Work from Home: Measuring Satisfaction between Work-Life Balance and Work Stress during the COVID-19 Pandemic in Indonesia. *Economies*, 9(3), 96. <https://doi.org/10.3390/economies9030096>
- Jamal, M., ve Preena, S. (1998). Job Stress and Employee Well-Being Among Airline Personnel in an Asian Developing Country. *International Journal of Stress Management*, 5(2), 121-127. <https://doi.org/10.1023/A:1022911932152>
- Juchnowicz, M., ve Kinowska, H. (2021). Employee Well-Being and Digital Work during the COVID-19 Pandemic. *Information*, 12(8), 293. <https://doi.org/10.3390/info12080293>
- Judge, T. A., Bono, J. E., Erez, A., ve Locke, E. A. (2016). *Core self-evaluations and job and life satisfaction: The role of self-concordance and goal attainment* (s. 169). Sage Publications, Inc.
- Judge, T. A., ve Watanabe, S. (1993). Another look at the job-life satisfaction relationship. *Academy of Management Proceedings*, 1993(1), 243-247. <https://doi.org/10.5465/ambpp.1993.10317003>
- Judge, T. A., Zhang, S. (Carrie), ve Glerum, D. R. (2020). Job Satisfaction. İçinde *Essentials of Job Attitudes and Other Workplace Psychological Constructs*. Routledge.
- Kazekami, S. (2020). Mechanisms to improve labor productivity by performing telework. *Telecommunications Policy*, 44(2), 101868. <https://doi.org/10.1016/j.telpol.2019.101868>
- Kelliher, C., ve Anderson, D. (2010). Doing more with less? Flexible working practices and the intensification of work. *Human Relations*, 63(1), 83-106. <https://doi.org/10.1177/0018726709349199>
- Kemerling, K. R. (2002). *The effects of telecommuting on employee productivity: A perspective from managers, office co-workers and telecommuters* [D.M.]. <https://www.proquest.com/docview/275770252/abstract/1BFC34D3A45244B6PQ/1>
- Kim, J. (2020). Impact of the perceived threat of COVID-19 on variety-seeking. *Australasian Marketing Journal (AMJ)*, 28(3), 108-116. <https://doi.org/10.1016/j.ausmj.2020.07.001>
- Le, K., ve Nguyen, M. (2021). The psychological consequences of COVID-19 lockdowns. *International Review of Applied Economics*, 35(2), 147-163. <https://doi.org/10.1080/02692171.2020.1853077>
- Locke E. A. (1976). The Nature and Causes of Job Satisfaction. İçinde *Handbook of Industrial and Organizational Psychology* (ss. 1297-1343).
- Mongey, S., Pilossoph, L., ve Weinberg, A. (2021). Which workers bear the burden of social distancing? *The Journal of Economic Inequality*, 19(3), 509-526. <https://doi.org/10.1007/s10888-021-09487-6>
- Möhring, K., Naumann, E., Reifenscheid, M., Wenz, A., Rettig, T., Krieger, U., Friedel, S., Finkel, M., Cornesse, C., ve Blom, A. G. (2021). The COVID-19 pandemic and subjective well-being: Longitudinal evidence on satisfaction with work and family. *European Societies*, 23(sup1), S601-S617. <https://doi.org/10.1080/14616696.2020.1833066>
- Möhring, K., Weiland, A., Reifenscheid, M., Naumann, E., Wenz, A., Rettig, T., Krieger, U., Fikel, M., Cornesse, C., ve Blom, A. (2021). *Inequality in employment trajectories and their socio-economic consequences during the early phase of the COVID-19 pandemic in Germany*. <https://doi.org/10.31235/osf.io/m95df>
- Nguyen, C. V. (2021). Does the COVID-19 Pandemic Cause People to Be Unhappy? Evidence from a Six-Country Survey. İçinde *GLO Discussion Paper Series* (Sy 768; GLO Discussion Paper Series). Global Labor Organization (GLO). <https://ideas.repec.org/p/zbw/glodps/768.html>
- Nuangjammong, C. (2022). *The COVID-19 Epidemic with Employees' Job Satisfaction and Performance on Work from Home during Lockdown in Bangkok* (SSRN Scholarly Paper Sy 4053725). Social Science Research Network. <https://doi.org/10.2139/ssrn.4053725>
- Organ, D. W., ve Lingl, A. (1995). Personality, Satisfaction, and Organizational Citizenship Behavior. *The Journal of Social Psychology*, 135(3), 339-350. <https://doi.org/10.1080/00224545.1995.9713963>

- Oswald, A. J. (1997). Happiness and Economic Performance*. *The Economic Journal*, 107(445), 1815-1831. <https://doi.org/10.1111/j.1468-0297.1997.tb00085.x>
- Peiró, A. (2006). Happiness, satisfaction and socio-economic conditions: Some international evidence. *The Journal of Socio-Economics*, 35(2), 348-365. <https://doi.org/10.1016/j.socec.2005.11.042>
- Pittau, M. G., Zelli, R., ve Gelman, A. (2010). Economic Disparities and Life Satisfaction in European Regions. *Social Indicators Research*, 96(2), 339-361. <https://doi.org/10.1007/s11205-009-9481-2>
- Praag, B. M. S. van, ve Ferrer-i-Carbonell, A. (2011). *Happiness Economics: A New Road to Measuring and Comparing Happiness*. Now Publishers Inc.
- Reuschke, D. (2019). The subjective well-being of homeworkers across life domains. *Environment and Planning A: Economy and Space*, 51(6), 1326-1349. <https://doi.org/10.1177/0308518X19842583>
- Rodriguez, L. M., Litt, D. M., ve Stewart, S. H. (2020). Drinking to cope with the pandemic: The unique associations of COVID-19-related perceived threat and psychological distress to drinking behaviors in American men and women. *Addictive Behaviors*, 110, 106532. <https://doi.org/10.1016/j.addbeh.2020.106532>
- Russell, H., O'Connell, P. J., ve McGinnity, F. (2009). The Impact of Flexible Working Arrangements on Work-life Conflict and Work Pressure in Ireland. *Gender, Work ve Organization*, 16(1), 73-97. <https://doi.org/10.1111/j.1468-0432.2008.00431.x>
- Shockley, K. M., ve Allen, T. D. (2007). When flexibility helps: Another look at the availability of flexible work arrangements and work-family conflict. *Journal of Vocational Behavior*, 71(3), 479-493. <https://doi.org/10.1016/j.jvb.2007.08.006>
- Song, Y., ve Gao, J. (2020). Does Telework Stress Employees Out? A Study on Working at Home and Subjective Well-Being for Wage/Salary Workers. *Journal of Happiness Studies*, 21(7), 2649-2668. <https://doi.org/10.1007/s10902-019-00196-6>
- Sousa-Poza, A., ve Sousa-Poza, A. A. (2000). Well-being at work: A cross-national analysis of the levels and determinants of job satisfaction. *The Journal of Socio-Economics*, 29(6), 517-538. [https://doi.org/10.1016/S1053-5357\(00\)00085-8](https://doi.org/10.1016/S1053-5357(00)00085-8)
- Sparrowe, R. T., Liden, R. C., Wayne, S. J., ve Kraimer, M. L. (2001). Social Networks and the Performance of Individuals and Groups. *The Academy of Management Journal*, 44(2), 316-325. <https://doi.org/10.2307/3069458>
- Standen, P., Daniels, K., ve Lamond, D. (1999). The home as a workplace: Work-family interaction and psychological well-being in telework. *Journal of Occupational Health Psychology*, 4(4), 368-381. <https://doi.org/10.1037/1076-8998.4.4.368>
- Stelzner, M. (2022). Growth, Consumption, and Happiness: Modeling the Easterlin Paradox. *Journal of Happiness Studies*, 23(2), 377-389. <https://doi.org/10.1007/s10902-021-00402-4>
- Stutzer, A. (2004). The role of income aspirations in individual happiness. *Journal of Economic Behavior ve Organization*, 54(1), 89-109. <https://doi.org/10.1016/j.jebo.2003.04.003>
- Sullivan, C. (2012). Remote Working and Work-Life Balance. İçinde N. P. Reilly, M. J. Sirgy, ve C. A. Gorman (Ed.), *Work and Quality of Life: Ethical Practices in Organizations* (ss. 275-290). Springer Netherlands. https://doi.org/10.1007/978-94-007-4059-4_15
- Teke n, A. (2021). TARİHTEN GÜNÜMÜZE EPİDEMİLER, PANDEMİLER ve EKONOMİK SONUÇLARI. *Süleyman Demirel Üniversitesi Sosyal Bilimler Enstitüsü Dergisi*, 40, 330-355.
- Veenhoven, 1984 Chapter 2. (t.y.). Geliş tarihi 13 Mayıs 2022, gönderen <https://worlddatabaseofhappiness.eur.nl/wp-content/uploads/2020/08/Introtext-Bibliography-Chapter2.pdf>
- Veenhoven, R. (1984). *Can Happiness be Measured?* (ss. 39-63). https://doi.org/10.1007/978-94-009-6432-7_3
- Veenhoven, R., ve Dumludag, D. (2015). "İktisat ve Mutluluk: Bugün Daha Mutlu muyuz?". D. Dumludağ, Ö. Gökdemir, L. Neyses ve Ester Ruben (Der.). İktisatta Davranışsal Yaklaşımlar (ss. 223-251). İmge Kitabevi Yayınları. Ankara.
- Vindegaard, N., ve Benros, M. E. (2020). COVID-19 pandemic and mental health consequences: Systematic review of the current evidence. *Brain, Behavior, and Immunity*, 89, 531-542. <https://doi.org/10.1016/j.bbi.2020.05.048>

Geçmişten Günümüze Salgın ve Yansımaları Multidisipliner Bir Yaklaşım

- Vroom, V. H. (1964). *Work and motivation*. Wiley.
- Weiss, H. M. (2002). Deconstructing job satisfaction: Separating evaluations, beliefs and affective experiences. *Human Resource Management Review*, 12(2), 173-194. [https://doi.org/10.1016/S1053-4822\(02\)00045-1](https://doi.org/10.1016/S1053-4822(02)00045-1)
- Wheatley, D. (2017). Employee satisfaction and use of flexible working arrangements. *Work, Employment and Society*, 31(4), 567-585. <https://doi.org/10.1177/0950017016631447>
- Wight, V. R., ve Raley, S. B. (2008). When Home Becomes Work: Work and Family Time among Workers at Home. *Social Indicators Research*, 93(1), 197. <https://doi.org/10.1007/s11205-008-9377-6#>
- Cotofan, M., De Neve, J. E., Golin, M., Kaats, M., ve Ward, G. (2021). Work and well-being during COVID-19: Impact, inequalities, resilience, and the future of work. *World Happiness Report*, 153-190.
- Wu, H., ve Chen, Y. (2020). The Impact of Work from Home (WFH) on Workload and Productivity in Terms of Different Tasks and Occupations. İçinde C. Stephanidis, G. Salvendy, J. Wei, S. Yamamoto, H. Mori, G. Meiselwitz, F. F.-H. Nah, ve K. Siau (Ed.), *HCI International 2020 – Late Breaking Papers: Interaction, Knowledge and Social Media* (ss. 693-706). Springer International Publishing. https://doi.org/10.1007/978-3-030-60152-2_52
- Yamamura, E., ve Tsutsui, Y. (2020). *Impact of the State of Emergency Declaration for COVID-19 on Preventive Behaviors and Mental Conditions in Japan: Difference in Difference Analysis using Panel Data* (arXiv:2005.13008). arXiv. <https://doi.org/10.48550/arXiv.2005.13008>
- Yerkes, M. A., André, S. C. H., Besamusca, J. W., Kruijen, P. M., Remery, C. L. H. S., van der Zwan, R., Beckers, D. G. J., ve Geurts, S. A. E. (2020). “Intelligent” lockdown, intelligent effects? Results from a survey on gender (in)equality in paid work, the division of childcare and household work, and quality of life among parents in the Netherlands during the Covid-19 lockdown. *PLoS One*, 15(11), e0242249. <https://doi.org/10.1371/journal.pone.0242249>
- Zoch, G., Bächmann, A.-C., ve Vicari, B. (2021). Reduced well-being during the COVID-19 pandemic – The role of working conditions. *Gender, Work ve Organization*, n/a(n/a). <https://doi.org/10.1111/gwao.12777>