

# THE INTERNATIONAL JOURNAL OF BUSINESS & MANAGEMENT

## What If We Have to Live with COVID-19? The Mediating Effect of Self-Entertainment for Sustaining Employees Performance

**Mahmud Hamid**

Ph.D. Candidate, Putra Business School, Universiti Putra Malaysia, Malaysia

**Dr. Sazali Abdul Wahab**

Professor, Putra Business School, Universiti Putra Malaysia, Malaysia

**Asma Ul Hosna**

Ph.D. Candidate, Putra Business School, Universiti Putra Malaysia, Malaysia

**Mohammed Kamruzzaman**

Assistant Professor, College of Business Administration, IUBAT University, Bangladesh

**Mohammad Waliul Hasanat**

Ph.D. Candidate, Putra Business School, Universiti Putra Malaysia, Malaysia

### **Abstract:**

*Purpose-* There is a significant relationship between COVID-19 and employees performance. The fear of coronavirus negatively impacts an employee's performance. After multiple months of regular schedule work system, all of a sudden infection rate goes high. Thus, what will happen if we have to live with coronavirus and how organizations can sustain their employee's performance with fear of living with coronavirus? This study intended to identify Self-Entertainment (SE)'s mediating effect in the relationship between COVID-19 and Stress with Sustainable Employee's Performance (SEP). *Design/Methodology-* It is quantitative research in nature. Total of 100 were responses collected through online survey questionnaires and analyzed with IBM SPSS 25 to identify the effects of SE.

*Findings-* COVID-19 and Stress have been proven to negatively impact SEP and SE as a mediator as the ability to minimize the negative impact of COVID-19 and Stress on SEP. Based on the discussion of the findings has been provided. *Limitations and future recommendations* have been offered to researches to study further in this area.

*Practical Implication-* Organizations, employers, employees and individual will get a process to relieve stress and more focused on their daily task.

**Keywords:** Broaden & Build Theory (B&B Theory), Coronavirus (COVID-19), Stress, Self-Entertainment (SE), Sustainable Employee's Performance (SEP)

### **1. Introduction**

Sustainable employees performance (SEP) is the process of maintaining employees performance at a standard level. For an organization, it is a challenge due to several differences in human natures and behaviours. Researchers identified several factors to sustain employee's performance in a diverse situation. But at present with fear of living with coronavirus, employees, organizations, and the whole world is shackled largely (Shahana et al., 2018, Jerónimo et al., 2020). With this challenging pandemic situation, SEP seems challenging to develop. From January to March 2020, the world's infection cases were 113,702 (Wong et al., 2020). The world follows the lockdown procedure, and then at the mid-year in June-July 2020, the total number of coronavirus cases was 14,010,687. At that time the whole world stops the lockdown process and start its regular process to save economic condition (Sanders et al., 2020). At the end of the year, November 21, 2020, the total number of corona infection 57,996,866 cases and death 1,379,441 in the whole world according to worldmeters.info statistics.

In Bangladesh the same time of mid-year was total confirm cases of 199,357+. Like other countries, Bangladesh also opens up its maximum sector for saving the economic condition (Wang et al., 2020). At the end of the year by November, according to worldmeters.info statistics, Bangladesh has a total of infection 445,281 cases with the death of 6350 people. It's a significant rise compared with the previous number.

Sudden rise in the infection rate at present (November 2020) creates fear among us. In the organization's perception, organization sustainability is essential, but sustainable employees' performance is considered the key to organizational sustainability (Wang et al., 2020, Sasaki et al., 2020). So, employees performance needed to sustain even it's a critical situation for the world. These issues create a thought of living with coronavirus and its continuous effects what should be (Elsafty et al., 2020). Many researchers have identified that the major issues have come in front in preventing us from coronavirus, social distance, mask, hand hygiene, and home quarantine which creates a disturbing behaviour among us. It develops significant stress, which later delivers anger and depression (Wolor et al., 2020; Ince, 2020).

This study is implementing Self-Entertainment concept to reduce stress and coronavirus fear. To fulfil the gap of how employee's performance can be sustained during this pandemic situation, Self-Entertainment concept will be studied as the mediator between the fear of coronavirus (COVID-19), stress (Elsafty et al.,2020, Carnevale et al.,2020). Entertainment is always creating a positive effect to reduce stress and minimize the feeling of fear (Kamalan&Sutha,2017). This study will identify the impact of Self-Entertainment and set some target for future researchers to fulfil.

## 2. Review of Literature

### 2.1. COVID-19 and Sustainable Employee Performance

Employees fear COVID-19 stopping them from performing to their full potential. Because of COVID-19 employees have to follow and maintain specific rules. Employees have to keep these rules before, during, and after work. These changes impacted negatively to employee's performance sustainability largely (Sanders et al.,2020). COVID-19 has increases the stress level among employees who perform their job thoroughly in the field. Extra mental pressure imposes by the fear of coronavirus. To reduce coronavirus damage, we all have to maintain the new rules by wearing face mask, frequent using sanitizer and washing hands, social distancing, and regular check-up of temperature (Singh et al.,2020, Wang et al.,2020). These changes by now have been adopted by most of us, but what if everyone has to live with COVID-19 for next year, as well as the year 2022 and so on? This question has created a great challenge for organizations and leaders to sustain employees' performance during this crisis.

This is very important for economic development to continue the regular operation of all business sectors properly but due to coronavirus, the whole world facing the challenges of survival. At the beginning of the year 2020, the world started to lock down all the business sectors and started work from home to minimize the virus's spreading (Bernard,2020). In the middle of the year, overcoming the fear of covid-19 and opening all its business sectors. But by considering the end of 2020, the coronavirus has spread rapidly again.

Furthermore, this imposes fear among the whole world also (Eliza et al.,2020). Most of the countries is not closing down its businesses but imposing strict rules to follow. These issues impacted employees' sense of having coronavirus, and their family might also get affected by themselves (Carnevale et al.,2020, Das A,2020).

The organization faces challenges to sustain employee's performance due to the fear of coronavirus (Hamouche,2020). It wasn't easy to measure and maintain versions during the lockdown because of technological differences (Sanders et al.,2020). Work from home required strong technical support, but it was difficult for many reasons, like a living, internet speed, lack of stable electricity support, and many more (Opatha et al.,2020). These have been overcome by closing the lockdown system at present. But still, we have a fear of coronavirus. There is no fix vaccine for stopping coronavirus spread. As it is easily transmitted from one to another person, it is challenging to cope with the daily performance, especially for those employees whose work depends on direct contact with clients and customers. From various researches, it has been proved that the impact of COVID-19 has a significant negative impact on employee's performance. It has become a challenge for organizations and leaders and supervisors to sustain employee's performance with the fear of living with COVID-19 forever (Craig,2018, Sanders et al.,2020, Mangundjaya et al.,2015).

- H1: Fear of living with COVID-19 directly affected sustainable employees' performance.

### 2.2. Stress and Sustainable Employee's Performance

Stress commonly can be defined as the undesirable reaction derived from pressure, work demands and workloads, which negatively impacted employee's mental health and physical health (Ahmed,2013). The study reveals that employees with highly stressed emotional disturbances usually face depression, sudden mood swings, and irritating behaviour (Hegde, 2020). If we consider the present scenario, employee's feelings are not aligned yet with the pandemic condition. Their reaction to these changes also creates stress for their daily accomplishment (Wang et al.,2020, Sanders et al.,2020).

Usually, when considering stress, there are two types of approaches, which is personal and organizational stress. Personal stress derived from family conflicts and organizational stress derived from work-related pressures. Sometimes these two stress can be impacted one another as developing work-family role conflict (Rivai&Sagala, 2011). Employees need to handle it because it directly impacts performance sustainability, which affected employees' productivity, income, and personal life. All these issues create mental instability. With the help of family support, work-family role conflict can be reduced. Still, employees' self-efficacy plays an essential role in reducing stress levels to sustain their workplace performance (Wolor et al.,2020).

Employee's performance sustainability mainly affected by the stress coming from COVID-19 pandemic (Wolor et al.,2020). Employees usually had to handle work-related stress but during the pandemic with fear of coronavirus is an extra stressor for employees to be more stressed at work and home (S. Valizadeh et al.,2018). During the crisis and in the future with fear of living with coronavirus employee's attention distracted from work (Sasaki N. et al.,2020). For organizational growth, sustainable employees' performance is essential (Craig,2018; Wong et al.,2020). It is quite challenging to sustain performance during the pandemic, while the whole world is thinking about survival. Employees stress about these issues might stop them from performing their task in a traditional manner (Wang et al.,2020). Employees mental stability is vital for them to be a more stable performer. Organizations are dealing with reducing the pandemic's impact, where sustainable employee's performance plays a crucial role in handling this crisis. So, it is a great challenge for organizations to deal with employee's issues during the pandemic (Opatha et al.,2020).

- H2: Stress has a significant impact on sustainable employees' performance.

### 2.3. Mediating Effects of Self-Entertainment

Self-Entertainment (SE) describes how an individual can entertain himself/herself to be more relaxed, avoid a stressful situation, and be more focused on essential things (Fleming et al.,2009). Through the process of Self-entertainment, where individuals relax their mental and physical stresses, can set priority on their activities (Kamalan&Sutha,2017). According to the Broaden-and-Build Theory of Positive Emotions(Fredrickson, 2013), excessive negative energy cause mental pressure, anger, and emotionally unstable, which stops them from being more focused on their daily activities. B&B theory explains about reduces negativity to improve positive emotions to be more focused on daily actions (Rahimi & Bigdeli, 2014). By following the B&B theory, SE has been developed to reduce the negative impact of coronavirus and Stress, which drive individuals to become angrier, emotionally unstable and mentally unhealthy (Wolor et al.,2020, Sasaki et al.,2020, Fredrickson, 2013).

In terms of working people who have to work from home or regular schedule job, they have to go through work stress and stress-driven from coronavirus's fear (Sanders et al.,2020). These issues lead them to be more stressed and depressed. By considering the fear of living with coronavirus, every employee is worried about being affected (Li et al.,2020). While everyone is facing the same issues, organizations face a financial crisis, self-entertainment can be an effective way to reduce the stress from the fear of living with COVID-19 and the work stress (Sasaki et al.,2020). This research will identify the mediating effect of Self-Entertainment on reducing COVID-19 and Work Stress's anxiety to sustain employees' performance (Fredrickson, 2013, Rahimi&Bigdeli, 2014).

Employees and organizations will benefit from promoting Self-Entertainment at the workplace and home (Kamalan&Sutha,2017). Employers can recommend employees to spent their free time to watch short films/comedy films, watching online videos to learn new things like cooking, exercise technique at home and the workplace with equipment or without equipment, talking/gossiping with friends and families, make new friends, reading books, use their free time to relax by using social media, playing puzzle/mind games to spend free time (Demircioglu& Chen,2019, Roberts & Davids, 2019, Alam et al.,2020). Several studies have revealed that excessive use of mobile, social media can hamper personal or professional life (Roberts and David, 2016; Redman et al.,2002). But for this study, we will focus only on positive side mobile and social media use by considering COVID-19 crisis where everyone is already too stressed and destroys their personal and professional lives (Ince, F.,2020). But it will be recommended to follow digital well-being to spend free time with mobile and other technology for entertainment (Twenge& Martin,2019). Digital well-being is an app which helps individual with not using excessively mobile and technology to entertain themselves (Abbas et al.,2020).

Self-Entertainment helps employees be happier by reducing depression, Stress, unusual thinking, mood swings, and fear of COVID-19, and it helps them focus on their work performance (Eliza et al.,2020, Fredrickson, 2013). This study intended to measure the impact of Self-Entertainment's concept to sustain employee's performance (Beaunoyer et al.,2020). Entertainment has been studied and found to be a useful element to develop employee's performance (Kamalan&Sutha,2017). Self-Entertainment's concept to measure the mediating effect on sustainable employees' performance.

H3: Self-Entertainment has significant effects on the relationship between COVID-19 and Stress with Sustainable Employees Performance.

### 3. Framework

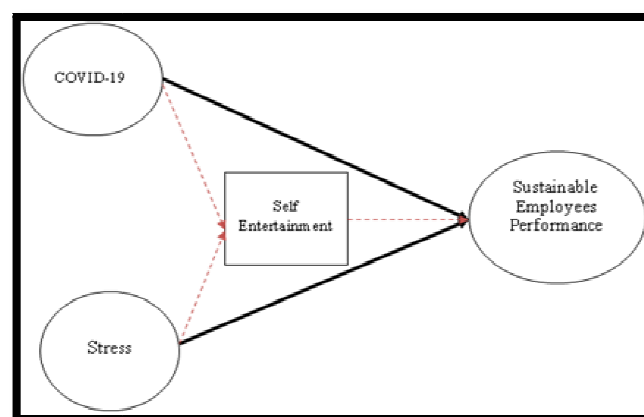


Figure 1: Self-Entertainment Model

### 4. Methodology

This study is a cross-sectional, has been conducted through online media. Research has been done on Bangladesh perspective and responses were collected from the different industries; manufacturing industry, financial industry, automobile industry and others of Bangladesh. Respondents were contacted through online media. All the respondents are working in various sectors from regular and work from home setting. In both cases, COVID-19 and Stress with the mediation effect of Self-Entertainment have been studied. For this study 7-point Likert Scale '1= Strongly Agree, 2=Agree, 3=Somehow Agree, 4=Neutral, 5=Somehow Disagree, 6=Disagree, and 7= Strongly Disagree' has been used. Due to the busy schedule to cover up the losses-driven coronavirus, employees were busy participating in this survey program, so a total of 100 responses this study managed from 19 October 2020 to 20 November 2020.

#### 4.1. Research Procedure

Based on the survey questionnaires, this study was able to complete from the perspective of Bangladesh. For this study, there are no demographic variables like age, gender, experience, and others. This study focused directly on the effect of Self-Entertainment to reduce the negative impact of COVID-19 and Stress with SEP (sustainable employees' performance). These three hypotheses have been developed to study the mediating effects of Self-Entertainment on the relationship between COVID-19 and stress with sustainable employees' performance.

- H1: Fear of living with COVID-19 directly affected sustainable employees' performance.
- H2: Stress has a significant impact on sustainable employees' performance.
- H3: Self-Entertainment has significant effects on the relationship between variables.

#### 5. Data Analysis

With IBM SPSS version 25, this research can analyze all the data to represent a detailed description of these relationships. Cronbach's Alpha has been studied to measure reliability. To show further relationship measurement, this study interprets the inter-item correlation and regression analysis.

##### 5.1. Reliability

Variable	Items	Cronbach's Alpha
COVID-19	3	.845
1. I feel more stressed because of the fear of coronavirus.		.993
2. I always thought that I might get infected while I'm outside of my home.		.712
3. I'm afraid about, what if I have to live with coronavirus.		.700
Stress	3	.825
1. I'm feeling too much bored.		.703
2. Suddenly I feel anger without any reason.		.705
3. I feel depressed and thinking about unusual things.		.950
Self Entertainment	4	.855
1. Use of social media (YouTube, Facebook, Instagram) reduce my stress and depression.		.840
2. I watch movies and video games to spend my free time.		.802
3. I do meditation/yoga/exercise in my free time.		.814
4. I regularly stay connected with my family and friends.		.833
Sustainable Employee Performance	3	.928
1. I can focus on my daily activities.		.882
2. I have adopted the changes in COVID-19 (wearing a mask, use sanitizer, washing hands).		.881
3. I'm able to prioritize my task which I need to do.		.921

Table 1: Reliability Test

For the researchers, the reliability test is a very useful tool to showcase the internal consistency of the variables.

.9 ≥ excellent.	.6 questionable
.8 good	.5 poor
.7 acceptable	.5 <unacceptable

Based on the data, it is safe to say that all the variables have good, and SEP has excellent consistency. Among all the measurement items, Self-Entertainment has been implemented for the first time. It also has a good consistency. All the supporting things are performed more than .7, which is acceptable and above.

##### 5.2. Inter-Item Correlations

The inter-item correlation has been done to measure the relationship between each other. These measurement scales are not taken from previous studies, so this test was necessary to measure these newly tested scales. All the variables inter-item correlations have been shown in the table below:

<b>COVID-19</b>			
	1. I feel more stressed because of the fear of coronavirus.	2. I always thought that I might get infected while I'm outside of my home.	3. I'm afraid about, what if I have to live with coronavirus forever.
1. I feel more stressed because of the fear of coronavirus.	1.000	.580	.584
2. I always thought that I might get infected while I'm outside of my home.	.580	1.000	.994
3. I'm afraid about, what if I have to live with coronavirus forever.	.584	.994	1.000

Table 2: Inter-Item Correlation of COVID-19

<b>Inter-Item Correlation Matrix</b>			
	1. I'm feeling too much bore.	2. Suddenly I feel anger without any reason.	3. I feel depressed and thinking about unusual things.
1. I'm feeling too much bore.	1.000	.908	.528
2. Suddenly I feel anger without any reason.	.908	1.000	.593
3. I feel depressed and thinking about unusual things.	.528	.593	1.000

Table 3: Inter-Item Correlation of Stress

<b>Inter-Item Correlation Matrix</b>				
	1. Use of social media (YouTube, Facebook, Instagram) reduce my stress and depression.	2. I watch movies and video games to spend my free time.	3. I do meditation/yoga/exercise in my free time.	4. I regularly stay connected with my family and friends.
1. Use of social media (YouTube, Facebook, Instagram) reduce my stress and depression.	1.000	.762	.481	.439
2. I watch movies and video games to spend my free time.	.762	1.000	.631	.575
3. I do meditation/yoga/exercise in my free time.	.481	.631	1.000	.725
4. I regularly stay connected with my family and friends.	.439	.575	.725	1.000

Table 4: Inter-Item Correlation of Self-Entertainment

<b>Inter-Item Correlation Matrix</b>			
	1. I can focus on my daily activities.	2. I have adopted the changes in COVID-19 (wearing a mask, use sanitizer, washing hands).	3. I'm able to prioritize my task which I need to do.
1. I can focus on my daily activities.	1.000	.862	.789
2. I have adopted the changes in COVID-19 (wearing a mask, use sanitizer, washing hands).	.862	1.000	.803
3. I'm able to prioritize my task which I need to do.	.789	.803	1.000

Table 5: Inter-Item Correlation of SEP (Sustainable Employee's Performance)

All the measurement items are well aligned with each other. This test shows the validity of every item that has been used for this survey. With this information, it can be said that these items have more or less well-balanced relationships with each other, considering that these are developed for this research purposes.

## 5.3. Regression

Summary										
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.451	.203	.178	.33907	.203	8.153	3	96	.000	1.753

Table 6: Summary Model

In Table 6, for multiple linear regression analysis, these values are aggregated value of variables. It is shown that this research has a significant effect on SEP from Table 5,  $r=.451$ , which entails that the strength of variables is moderate. Durbin-Watson value entails that the variables autocorrelation is positive (0-2 positive autocorrelation). R square tells how the model explains much variance in DV. Here  $r^2 = .203$ , which means that this model has 20.3% effects on DV. The various researchers have described that variable with strong Alpha sometimes has a small number in regression analysis, and a substantial number in regression analysis, has a weak Alpha score.

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.812	3	.937	8.153	.000
	Residual	11.037	96	.115		
	Total	13.849	99			

Table 7: ANOVA test for Significance Level

In Table 7, the ANOVA test has shown that this research is significant with the Sig.=.000 (significant <0.05).

Coefficients										
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
		1	(Constant)	.367			.191		1.925	.057
	COVID-19	.052	.021	.223	2.422	.017	.009	.095	.977	1.024
	Stress	.225	.150	.140	1.498	.137	-.073	.523	.950	1.052
	Self-Entertainment	.383	.119	.305	3.224	.002	.147	.618	.929	1.077

Dependent Variable: Sustainable Employees Performance

Table 9: Coefficient

From Table 9, Tolerance (should be more than 0.3) tolerance explained variability of the specific variable not defined by other variable and VIF (Variance inflation factor should be less than four and not more than 10). Usually, more than ten entails that there is a problem with the multicollinearity test. In this study, VIF is under four, and Tolerance is more than 0.3. The research significance value is also <0.05 (Table 6), so this study shows a significant impact.

## 6. Discussion

Result of these findings has described that the mediating effects of Self-entertainment in the shadow of B&B theory, have significantly reduced the negative impact of COVID-19 and Stress on Sustainable Employee's Performance. Previously it was proved that COVID-19 has a significant effect on employees' performance (Elsafty et al.,2020). This is the first study to identify the impact of COVID-19 on Sustainable Employees Performance (SEP). Based on the result, it has been proved that COVID-19 has a significant negative effect on SEP. The fear of living with COVID-19 hugely impacted the

employee's intention of the future of their work, living and other factors (Bernard et al.,2020). At present, everyone faces the crisis of finance, safety, health, job security and many more (Wang et al.,2020). These issues strike again with the question, what if they need to live with this pandemic. Studies show that employees are stressed, worried, and fear living with COVID-19 for an unknown period.

Stress has always been a barrier to employee's performance sustainability (Ahmed et.al.,2020, Abbas et.al.,2013). Stressed employees have a significant negative impact on SEP. with stress SEP is quite difficult to develop (Carnevale et al.,2020). And this study has shown the same result of a significant negative impact on SEP. Employees' stress level increased with various issues by locked inside the houses, working during this pandemic on the regular schedule, increasing depression, and angeriness (Wong et al.,2020).

This research has been conducted to measure Self-Entertainment's effect to reduce the negative impact of COVID-19 and Stress on SEP (Fredrickson, 2013). Respondents were asked to apply the elements of Self-Entertainment; use of social media, watching movies and comedy shows, playing games, reading books, regular exercise/yoga/meditation, and socialize with friends and family to reduce their tension/worries about COVID-19, and reduce their stress-driven from work and life (Rivai&Sagala, 2011, Wolor et al.,2020, Kamalan&Sutha,2017, Fredrickson, 2013). There was an inadequate response for this study, but all the answers have indicated the positive result in reducing COVID-19 and Stress's negative impact. This is an early study on the concept of Self Entertainment. The findings have significant positive effects on reducing the negative impact and helping employees sustain their performance (Sanders et al.,2020).

### 6.1. Theoretical Implication

This research has applied the self-entertainment (SE) concept to reduce negativity raises from the fear of living with COVID-19 and Stress (Li et al.,2020). Broaden & Build theory has known for developing positive energy by reducing negative energy (Rahimi&Bigdeli, 2014, Fredrickson, 2013). This research has successfully contributed to B&B theory. SE has a positive impact on reducing the stress and fear of coronavirus, which helps employees focus on their job and prioritize their daily activities (Wong et al.,2020). By continuously practicing SE, can create a positive vibe among relationships, negatively affected by COVID-19 and home quarantine (Sasaki et al.,2020, Fredrickson, 2013).

Applying SE will improve well-being, and this concept can reduce negative energy from the individual, which will relax their mental pressure and stress. SE concept can contribute to B&B theory by contributing to Sustainable Employees Performance (Rahimi&Bigdeli, 2014, Fredrickson, 2013). It has been proven that SE in the shadow of B&B theory can improve employees' focus and priority on their task. Employees feeling on this pandemic changes have an enormous impact on their performance. With the positive and significant SEP effect, SE concept has an extensive theoretical contribution (Rahimi&Bigdeli, 2014).

### 6.2. Practical Implication

This research studied Self Entertainment concept to reduce COVID-19 and stress, which are an excellent barrier to sustainable employees' performance. Self-Entertainment can be done in many forms like; exercise, yoga, meditation, watching comedy shows or movies, playing games, using social media, and socializing with family and friends and many things (Kamalan&Sutha,2017). The concept is focusing on reducing negativity and improving positive feelings of employees. Organizations can promote this concept among their employees to reduce their stress, and the fear of coronavirus to be more concentrative on their work performance (Twenge et al.,2020).

Because of the pandemic, we all had to go through quarantine, which was very tough. Work from home is also challenging as employees have to work by lockdown in-home (Wang et al.,2020). This issue creates, stress, depression and angeriness among people (Li et al.,2020). At present, everything started its regular schedule, but the fear of living with coronavirus still intact. We cannot change what happens, but Self-Entertainment's concept can reduce the stress and divert our mind from being disturbed by coronavirus pandemic (Redman, 2002, Sasaki,2020). For the organization and ourselves, Self-Entertainment needs to be implemented for the betterment of our work, study, and relationship development (Fredrickson, 2013).

### 6.3. Limitation and Future Direction

Self-Entertainment has been proved to be an effective method to reduce stress and fear of coronavirus. The aim of the study has been positively achieved. This research has some useful, practical implication for personal and organizational perspective. This study included some limitations too. Like any other research, this research has the potential risk of biased results due to subjective interpretations. Any industry is not specified, and with a small number of responses are other limitations of this study. Due to the hectic schedule to cope with the crisis, respondents cannot give their time to this research program. Respondents have been asked to apply the Self Entertainment process then respond to the questionnaires. But it was not measured in this study whether the respondents are practicing it or not. This confusion is another limitation, and in future, the researcher can divide this research before and after the application of Self Entertainment and its effects on SEP.

As it was based on Bangladesh perspective, future research might apply in a specific industry in other country setting with large sample size and use the same 'Self entertainment' model and questionnaires to measure the impact. This study doesn't include any demographic variables like; age, gender, respondents' experience, and future research might consist of this information. This study focused on COVID-19 and Stress, but Sustainable employees' performance needed to study by focusing on employees' well-being program. Employees of different age might be affected differently; SEP study in different age setting might show a different result. Further research with other variables can be studied to measure the outcome of Self entertainment as mediator.

## 7. Conclusion

This research aims to develop a process by which the fear of living with COVID-19, Stress will be reduced that employees' performance can be sustained even during this pandemic. This study implanted the concept of Self Entertainment (SE). SE is doing something the might help an individual to feel relaxed and happy. Based on the result of this study, it can be said that SE has a significant impact on reduces fear and stress, which can sustain employees performance even in the situation of crisis. Employee's performance is notable for organizations and national economic development as well. This study has significantly contributed theoretically and practically to develop a concept to reduce negativity among employees by improving happiness and well-being. Individuals can make themselves happy by gossiping with friends and family, playing games, watching movies and comedy shows in free time, reading books, doing exercise, yoga and meditation and many more things that can be happy at home and workplace. This is the concept of Self Entertainment, which we all might know but don't practice. This study's objective can achieve through this research that practicing SE individuals can improve their focus and prioritize their daily job tasks. This SE process can reduce the fear of living with COVID-19 and Stress to Sustain Employees Performance.

### 7.1. Funding

This research received no external funding.

### 7.2. Conflicts of Interest

The authors declare no conflict of interest.

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