

An in-Depth Study of the Psychological Impact of Disinformation and the COVID-19 Threat on Employees Working from Home

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Abstract

Introduction: Many people are now required to work from home (WFH) due to the COVID-19, which has caused a substantial change in the nature of the workplace. Despite the fact that there has been a lot of research on the implementation of WFH, little is known about how people feel about this shift and how it affects their regular workdays.

Objectives: The goal of this study is to create and validate a framework that analyses how false facts and the COVID-19 threat affect WFH workers' levels of anxiety and SM weariness, which in turn affects how engaged they are at work. The study also looks at resilience's function as a coping strategy for decreasing the negative impacts of anxiety on employees

Methods: For ten days each, 72 WFH workers' diaries were gathered for this research. Participants were prompted to write down their impressions of misinformation, the COVID-19 danger, worry about social media(SM) exhaustion and involvement in work. The proposed model was tested using statistical methods.

Results: The study's findings provide substantial support for the proposed paradigm. It was found that among WFH staff members, disinformation and the COVID-19 threat both markedly raise anxiety and SM weariness. As a result of these increased anxiety levels and digital exhaustion, employee engagement is decreased. The also discovered that resilience functions as a means of managing, lessening the negative impacts of worry on employees.

Conclusions: This study offers important new understandings of how disinformation and the COVID-19 threat affect WFH staff responses at work. The findings underline the value of resiliency as means of coping and the negative effects of worry and internet fatigue on job satisfaction.

Keywords: Covid 19, WFH, SM, Disinformation, Employees

Introduction

The coronavirus pandemic (COVID-19) has a considerable negative effect on public health, posing previously unheard-of hazards to economics and employment opportunities(Jha et al., 2021). In order to stop the virus from spreading, a number of actions have been taken globally in accordance with the "World Health Organization's (WHO)" instructions. In various regions of the world, administrations have implemented restrictions that range from physical separation, restrictions on the liberty of movement, and the ceasing of unnecessary enterprises and incidents, to the strike of entire towns. Governmental efforts to combat the virus are intensifying as it continues to spread. One important step to lessen the effects of COVID-19 is to decrease face-to-face interaction. Approximately 72% of the world's people, including 93% of employment, reside in nations where workplace closures are necessary or planned. Workers in this fresh environment must be ready to adapt and create backup plans to take various actions as these types of circumstances emerge. "Working from home (WFH)" is being considered by many companies as a temporary or other employment option.

WFH refers to an employment setup in which an employee uses "information and communication technology (ICT)" to carry out the primary responsibilities of his or her position while remaining from home. The phrase "work from home" is specifically employed in this research and in relation to the COVID-19 (Hunt et al., 2020).

pandemic to speak of a home-based telecommuting as a distant, alternative a contract for work. Joint accountability and participation are required to guarantee employment and the health of the economy for as well as employers. Despite the fact that using technology in general is not a new phenomena, COVID-19 has brought about new management issues as a result of its abrupt and required existence. According to reports, using ICT for WFH has a number of benefits, including lower prices & tasks. Not everyone has experienced WFH's widely reported effects. According to research, many staff members experience burnout from juggling work and personal obligations and experience a decline in job engagement. Due to a paper, Technology-enhanced connectivity can improve Work-life harmony overall, but it frequently blurs the barriers between personal&professional lives depending on work environments and the characteristics of different jobs.. For the home worker, it could cause anxiety, worry, tiredness, and other medical conditions.

WFH, or digital work interactions, refers to how an organizational worker interacts with co-workers for work or job-related purposes using particular devices, such as embedded networking and apps for social media. Social media, on the one hand, offers a chance to interact with coworkers for professional reasons; on the contrary, it also has a negative side, which is disinformation or misleading information. Information that confuses readers because it is false or inaccurate is referred to as disinformation. People's psychological health may be harmed by the COVID-19 pandemic misinformation currently pervasive on social media. Recent research has shown the negative impacts of Incorrect data on SM and the danger posed by COVID-19 to users psychological and mental health. looked at the affordance and cognitive load perspectives to examine the impact of SM disinformation on the degree of social network weariness. According to (Moreno et al., 2020), incorrect information about COVID-19 may cause some anxiety in U.S. people. The effects of these psychological and behavioural health problems aren't well understood, notably in COVID-19 and WFH.

However, some precautions may have helped to lessen the harmful effects and disinformation of COVID-19 on outcome factors. A crucial coping strategy for those who are experiencing adversity is persistence. Students can learn resilience in an engaging approach to assist them cope with the drawbacks of fatigue brought on by COVID-19 threats to SM (Sakurai and Chughtai, 2020). Based on data collected (Paredes et al., 2021), replying reduced the connection between COVID-19 danger and anxiety. There is a shortage of literature on resilience's potential to mitigate the negative consequences of online misinformation, the COVID-19 threat, anxiety, and technology fatigue at work, particularly for WFH. The COVID-19 threat, misinformation, anxiety, SM fatigue, and resiliency all have a substantial impact on the WFH setting and can have an effect on everyday engagement at work. With the goal to address the vacuum left by earlier studies, the current study employed the “stressor-strain-outcome (SSO)” method to evaluate the causes and consequences of anxiety and SM fatigue. This research evaluates a moderated mediation model and investigates whether SM anxiety and fatigue mediate the relationship between disinformation and COVID-19 risk and result features. Resilience may act as a facilitator when the negative effects of misinformation and COVID-19 hazards on workplace engagement are minimized (Garfin et al., 2020).

The current study advances our understanding of misinformation and the risk posed by COVID-19, an area of inquiry that has received a lot of media coverage but still need further investigation. By examining the origins of SM worry and tiredness from the stress-outcome framework, the present research also contributes. The investigation also considers SM tiredness and anxiety as two separate stressors from incorrect data and the COVID-19 threat. This study also investigated the moderating impact of adaptability on the direct link between SM fatigue and anxiety on work productivity. Numerous studies have already revealed the complex nature of an employee psychological concealer, including their psychological well-being and discomfort. However, little research has been done on the variations in attitudes and cognitive. The results of this study reveal that COVID-19 and day-level deception affect staff satisfaction through day-level SM weariness and anxiety utilising the SSO technique.

The rest of this paper are as follow: pard 2 literature review Part 3 contains the proposed method explained. Part 4 includes the results and analysis. While Part 5 discusses the conclusions.

2.Literature Review

Verma et al., 2022 highlighted existing research areas and suggest future directions by presenting the results of a bibliometric analysis of COVID-19 literature in the management and business domain. The research's findings and hypotheses imply that COVID-19 will serve as a catalyst for some immediate and long-term policy reforms, and they call for both theoretical and empirical investigation. As a result, the study's bibliometric findings show that COVID-19 is progressively becoming a topic of conversation in the business world. Practitioners and academics conducting additional research might use the listed core subjects as a starting point.

The article aims to present a thorough analysis of the COVID-19 pandemic's effects on online instruction and learning for various publications while also outlining possible future directions Pokhrel et al., 2021. Impact of the COVID-19 pandemic on teaching and learning around the world finds that while numerous studies have been conducted, in the case of countries that are developing, appropriate pedagogy and platforms for various educational capacities encompassing secondary, middle, and primary education need to be explored more deeply. When regular classes resume following the COVID-19 epidemic, educators should encourage students and teachers to use these online resources to improve instruction. study evaluates the significance of parks during the worldwide pandemic by analyzing the effects of COVID-19 and government responses to the epidemic on park visitation at the international, regional, and national levels. The Oxford Corona virus Government Response Tracker and Google's Society Mobility Reports were the primary sources of the information they gathered. The statistics gathering, research, and methods utilized to evaluate the effects of COVID-19 on the change in the park's number of visitors are summarized in the paragraph Geng et al., 2021 researched indicates that during the epidemic, there was a rise in the need for access to parks and other outside environments.

Compared to rivals and within other transportation industries, the related to work consequences of the pandemic on employees in transportation were examined by Mack et al., 2021. They created randomly affecting logistical regression equations using micro information from the monthly Current Population Surveys to evaluate the following three possibilities. The CPS data has a panel structure with a maximum of eight replies from the same homes and individuals throughout the same months. These results show that the pandemic decreased income and financial hardship for those employed in the affected sectors.

They sought to precisely and conclusively assess how consumption affected the severity of COVID-19. Searches were conducted on MEDLINE, Embase, CENTRAL, and Web of Sciences Reddy et al., 2021. Included were studies that reported on the smoking habits of hospitalized patients with various disease severity levels and a minimum of one medical outcome that was important (disease progress, intensive care unit enrollment, need for ventilatory support, and fatality). The meta-analysis and systematic review complied with AMSTAR 2 and PRISMA guidelines¹⁶. Only good-quality studies were included in a sensitivity analysis.

The development of vaccines has been a major effort in several governments' efforts to tackle COVID-19. The goal of Han et al.'s study from 2021 was to offer a summary of the development, application, and problems of the COVID-19 vaccine. In the article, the body of recent data was used to analyse the progress of the COVID-19 vaccine. The development and usefulness of the COVID-19 vaccination are topics of interest to almost every country and person. In-depth research must be done on the immunisations' immunogenicity and immunologic reactivity.

The research presented here adds to the body of knowledge on developing stock returns in LATAM markets both before and during COVID-19 Gaytan et al., 2021. For fluctuations of stock return, wavelet analysis displays two bands of frequency extended wavelet functions with less frequent activities and short wavelet functions with more frequent activities. The development of economic and financial theory.

Educators' concerns about unstable employment and increased professional responsibilities were examined using a phenomenological technique Ou et al., 2023. A customized socio-ecological structure was used to arrange the findings and ideas since worry and other elements detrimental to psychological wellness can be found in multiple levels of an individual's social environment. Sources of Strong provided all de-identified data. In the setting of the ongoing COVID-19 epidemic, a modified socio-ecological approach considers how these experiences are molded by the intersecting character of personal, classroom, and educational leadership experiences.

According to the current meta-analysis, obesity was strongly linked to decreased antibody responses to SARS-CoV-2 vaccinations. Without any filters or limitations, the following set of search terms was used across all databases Amanat et al., 2020: "COVID-19 Vaccines or SARS-CoV-2 Vaccine" and "obesity or overweight or body composition index." According to the current meta-analysis, obesity is strongly linked to a lowered immune response to COVID-19 vaccinations. The SARS-CoV-2 pandemic's associated "infodemic" could lead to a rise in unnecessary dissemination and dangerous health behaviors. Although SM sites like YouTube can be a cheap and efficient way to spread accurate medical information, misinformation and false information can harm users. This study's findings imply that misleading information about vitamin D's potential to prevent or treat COVID-19 is pervasive on SM and is taking over the online discourse.

3. Methodology

3.1 Participants and procedure

Through SM (such as Facebook and WhatsApp), the examiner recruited instructors from Pakistani government schools who work in the public domain for this study. These educators are carrying out their educational assignments as well as certain administrative responsibilities from home as a result of the COVID-19 pandemic. Data was gathered to show COVID-19's daily changing conditions throughout ten successive working days using an initial online survey followed by ongoing surveys. One hundred sixty educators were asked to participate in an online poll after the investigator explained the research procedure and rewards. 60 instructors replied to the initial survey, including demographics and resiliency questions. These 60 teachers received the daily surveys twice every day. The day's poll, which assesses SM disinformation and the perceived COVID-19 threat, was distributed at 10 a.m. The 5 p.m. deadline for the evening's survey's submission covered worry, SM exhaustion, and job engagement. Each participant received an ID number, and responses were matched using those ID numbers. Each participant received a payment from the researcher equal to USD 15 for their entire involvement. As is customary in daily diary research, most individuals failed to complete assessments for the full ten days and were therefore disqualified from the final inspection. The 72 instructors who answered the daily surveys had a respectable response rate of 74%, and the examiner collected 400 matched day-level information points from them (possibly a total of 550 out of the 58 final teachers). The average age was 5.22 years in the previous data set, with 46.3% of the participants being female, and the SD was 7.41 years ($SD=1.6$).

3.2 Measurement

1 represents strongly disapproving, and 6 represents firmly believing that factors were evaluated. A few alterations were made to the items' phrasing to adapt them to the study's setting. The respondents' demographic data also included age, gender, and experience.

3.3 SM misinformation

To evaluate the participants' conceptualization of misinformation, this study amended three scale items. I think back on the misinformation from the Covid 19 pandemic on a regular basis and consider a few related issues (daily average = .86).

3.4 Perceived COVID-19 threat

The present research used four variables taken from Tyler and, which was also applied lately to measure the felt COVID-19 threat by designating COVID-19 pandemic as a risk term. One of the elements was the extent of awareness of "the gravity of the pandemic" daily. Every day, educators responded to these questions (α averaged daily = .82).

3.5 Anxiety

This study workers a five-item scale created by to evaluate worry. "I care about what others say about me" is an example item. The educators provided their everyday levels of anxiety in response to these questions (α averaged daily = .91).

3.6 Social media fatigue

Utilizing metrics from study, online platform tiredness was quantified. "During the day, I frequently feel overloaded by the sheer quantity of data available on social media" was one of the three items on the test. Regarding the everyday degree of SM tiredness, educators replied (α averaged daily = .78).

3.7 Work engagement

Employing the nine-item measure from study, employee engagement was evaluated. "Today I feel exploding with vitality" was one example item. Each day, educators judged how accurately each item characterized them (α averaged daily = .84).

3.8 Resilience

The nine-item measure from Connor and study assessed resiliency as a personal attribute. The statement "When events seem helpless, I refuse to give up" was one of the test queries. I ask respondents to rate the scenario that best describes their character or thinking. (α = .82).

3.9 Analytical Method

The connection between day-level internet access, incorrectly perceived COVID-19 danger, anxiety, SM fatigue, and participation in work was assessed using the multilevel modeling (MLM) technique. The moderating impacts of person-level resilience were also examined using the MLM. Reactions at the person level (level 1) are nested inside responses at the day level (level 2). As a result, person-level elements are nested inside of day-level parameters. Day-level factors focus on the person's mean according to Hofmann's centering technique to lessen individual variance. The grand mean focus served as the foundation for person-level variables.

4. Result

The degree of variance that might be attributable to the two inquiry periods was determined before considering the suggestions. For the observed commonplace variables, the intraclass correlation coefficient (ICC) has been calculated. The day-level variance was divided by the day-level variance plus the person-level variance to produce the ICC, which stands for within-person variation or a mistake term that emerges from the share of variation. Variation division revealed that day-level changes contributed significantly to the variability in the following variables: SM misinformation (60%), perceived COVID-19 threat (65%), anxiety (72%), SM weariness (58%), and commitment to work (43%). Consequently, the chosen method was appropriate for evaluating the ideas.

Analyses the correlations and inferential and descriptive statistics for the analysis's components. The provided hypotheses are supported by the correlated values for the tested factors. For example, SM disinformation has a positive relationship with anxiety and an adverse connection with employee engagement. Similarly, the reported COVID-19 threat has a positive relationship with fatigue from SM and an unfavorable relationship with work engagement. I also looked for any possible pattern in the mediators and independent factors because the variables were measured several times over the course of two weeks. Every statistical model I created for anxiety, online fatigue, and work involvement included the vector of the dependent on time trends. Still, I could not detect any notable linear spatial changes in these variables.

4.1 A day's worth of hypotheses is tested

The discriminative validity of the rating elements was examined in this study using confirmatory factor analysis (CFA). The CFA was finished using Mplus 8.8. The data fit the six-factor evaluation model effectively. In order to address issues with dependability ratings and common procedure bias, this research compared a six-component model to a five-factor model. The six-factor model accurately predicted the data because every number was within a decent range. The next step was doing an MSEM with a Bayesian estimator method. In certain aspects, the Bayesian approach is superior instead of formal assessment. Confidence intervals (CIs) were created. These enhancements improve composite model computations and more detailed justifications of findings drawn from the data collected. The persistence person-level variable was investigated using the grand-

mean-centered methodology. However, it was possible to examine the signs of perceived COVID-19 threat and SM disinformation using person-mean-based analysis. For all day-level data, person-mean focusing was also applied. In the current investigation, the impact of the result variable on additional effects with predetermined slopes and other impacts with randomized slopes was described.

4.2 Hypotheses related day level relationships

Demonstrated that SM misunderstanding and the thought of COVID-19 threat were each significantly connected to anxiety and SM exhaustion, indicating that all H1a-H4a assumptions at the time stage were embraced. Additionally, SM weariness and worry were associated with lower levels of work participation, which benefited H1b and H2b visa holders.

Noted: SM misinformation (SMM),perceived covid-19 threat (PCT), SM fatigue (SMF), work engagement (WE),person level (PL)

Table 1: Descriptive statistics and correlation matrix

	Constructs	Mean	SD	1	2	3	4	5	6	7	8	9
1	SMM	3.26	1.35									
2	PCT	3.043	1.13	.57***								
3	Anxiety	3.30	1.16	.58***	.62***							
4	SMF	3.04	1.27	.33**	.49***	.43***						
5	WE	2.76	1.07	-	-	-	-					
				.58***	.59***	.63***	.41***					
Level 2 Variables (PL)												
6	Gender	2.43	1.04	-.33**	-	-	-	.46***				
					.43***	.36***	.34***					
7	Experience	37.21	7.67	.29**	.30**	.19*	.22**	-.28**	-			
									.20*			
8	Resilience	0.53	0.51	.12*	.09	.23*	-.02	-.19*	-	.20*		
									.18*			
9	Age	5.27	1.81	.10	.14*	.09	.06	-.11*	-.02	.06	.11*	

Note: (1) Level 1 S = 396

S = 39 (listwise);

(2) Skills and age are both expressed in years.

(3) “p < .02”.”p < .01”.*”p < .001”.

Noted: SM fatigue (SMF), work engagement (WE), SM misinformation (SMM),perceived covid-19 threat (PCT), Resilience x Anxiety (RXA), cross-level moderating effects (CME)

Table 2: Analysis of Multilevel Paths

calculations ^a		Standardized estimates	LVCI	UVCI
		S.E.		
Level 1: Day level				
P CT → Anxiety → WE(H3b)	-.11*	.042	-.154	-.020
RA → WE (H5a)	-	.048	-.399	-.244
	.33***			
S MM → Anxiety (H1a)	.36***	.044	.278	.420
SMM → SMF (H2a)	.12*	.053	.027	.200
PCT → SMF → WE (H4b)	-.09*	.021	-.121	-.045

SMM→ SMF→ WE (H2c)	-0.8*	.029	-.134	-.023
PT→ Anxiety (H3a)	.42***	.044	.337	.477
SMM → Anxiety → WE (H1c)	-	.041	-.336	-.179
RSM Fatigue → WE (H5b)	.43***	.051	.331	.494
SMM→ SMF (H2b)	-	.038	-.336	-.192
Level 2: CME				
Resilience → WE	-.06	.037	-.120	.023
Anxiety → WE (H1b)	.19**	.033	.151	.276
R x → WE (H5a)				
Resilience → WE	.31***	.043	.324	.488

Note: [D = 560 day level, D= 64 person level.

UVCI = upper value of the 97% CI;

LVC I = lower value of the 97% CI;

a= Standardized estimates are reported ["p < 0.03,""p < 0.02,"*"p < 0.001"].

Hypotheses H1c and H2c were confirmed because SM untruths had a strong "indirect impact" on employee engagement through worry and SM weariness. Similarly, the indirect impacts of stress and the anticipated COVID-19 danger on employee engagement and social network exhaustion were important as well, confirming hypotheses "H3b"& "H4b".

4.3 Relationship-related theories

According to Table 2, there is a positive correlation between anxiety and resilience on a cross-level and vocational contentment. Figure 3 showed that when resiliency was stronger than lower, the relationship between worry and engagement in work was less harmful (becoming negligible). The findings further supported Hypotheses H5a and H5c by demonstrating that the indirect association between SM inaccuracy and job satisfaction via anxiety was less detrimental (becoming negligible) when resilience was high.

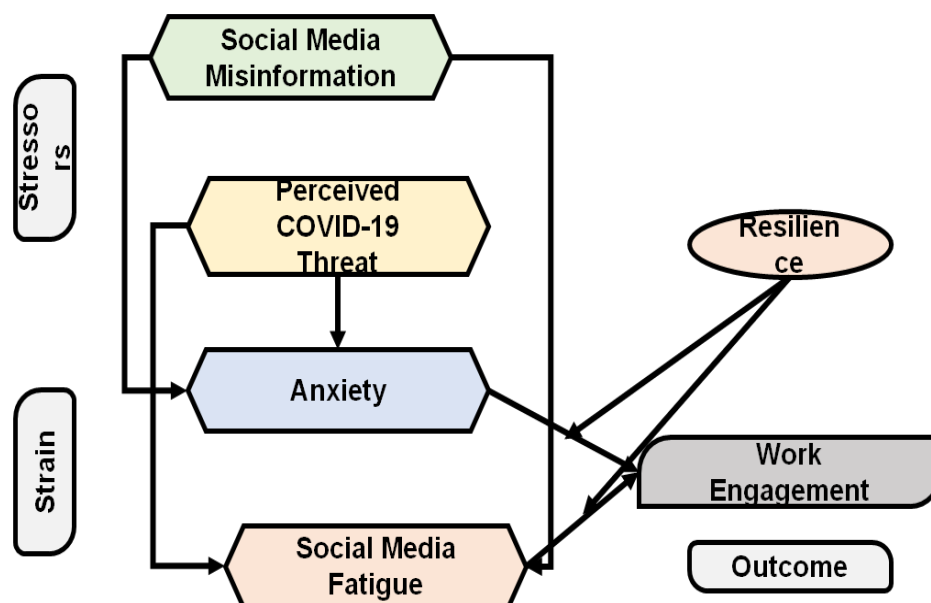


Figure 1: Outcome of The Path Analysis; "p < 0.04,""p < 0.02,"*"p < 0.001"

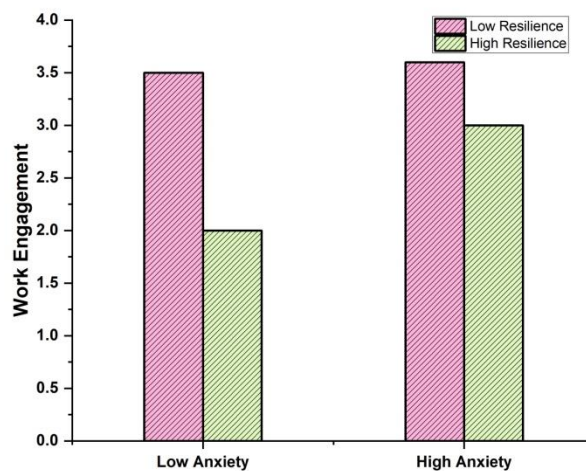


Figure 2: Consequences of Resilience at Several Scales

Additionally, outcomes also showed that the indirect association between SM disinformation and work involvement via SM fatigue and resilience was not crucial as zero lies between CIs accepting H5d. Similarly, the cross-level connection between SM weariness and resilience and the impacts outcome of perceived COVID-19 risk on engagement at work was insignificant, which led to the rejection of hypotheses H5b and H5f. However, when resilience was higher (becoming negligible), the indirect relationship between perceived COVID-19 threat and commitment to work via anxiety was less detrimental than when it was lower, supporting H5e.

5. Conclusion

In COVID-19, the investigator performed an ongoing diary study on WFH persons and found evidence supporting the hypothesis. The research showed that among the WFH teachers, disinformation on social networking sites and a sense of COVID-19 danger caused worry and social network exhaustion. The SSO framework was used in the current research to analyze teachers' psychological and professional reactions to the projected COVID-19 threat and incorrect data spread on social media. The research demonstrates that when dealing with an unprecedented situation like COVID-19, stressors (SM disinformation and perceived COVID-19 threat) can generate anxiety and technological weariness.

The limitations of this study provide potential directions for future investigation. The effects of COVID-19 on our lives and way of life are extensive. Although it is challenging to gauge a worker's adjustment in a post-crisis environment, it will be a significant advancement in emergency management studies to look at how people build resilience during and following the disaster. Second, this research focuses on employment engagement to gauge how involved employees were in their jobs while participating in COVID-19 from home. However, other results like dedication, efficacy, and job happiness must also be considered. Regarding data collection, the investigator gathered descriptive responses from teachers at Pakistani public educational institutions during the COVID-19 pandemic. Although the analyst ensured the results were accurate and reliable, some geographic, cultural, and situational specifics may impact the outcomes. Finally, recent findings from other studies demonstrate that management might affect how anxiety and engagement with work are related. Accordingly, it could be interesting for future research to examine various organisational elements, such as various leadership philosophies, as potential moderators in the association between anxiety and electronic media fatigue linked to work results.

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