International Journal of Research Publication and Reviews

Study of Work Life Balance in Work from Home and Work from Office

Mrs. Shrutika Nigam

IPS Academy Indore

ABSTRACT

The objective of this study is to analyze the factors that influence the preference of employees for work from home or the workplace. It also aims to identify the main drawbacks of both types of work. The study was conducted using a self-developed questionnaire and utilized Cronbach alpha to measure its reliability. This study explores IT workers' perceptions of work from home (WFH) and office work (WFO) in India during the COVID-19 pandemic. The study was descriptive and empirical in nature, and research methods were chosen to collect the data. The questionnaire was self-generated based on the literature and included questions about the respondent's demographics, current work scenarios during the pandemic, workplace challenges, challenges of working from home, and the respondent's preference for her WFH over WFO. I was. Through this study, the authors intend to determine average employee preference scores for WFH and WFO in order to identify the main advantages and disadvantages of telecommuting and office working. Cronbach alpha was used to measure the reliability of self-designed questionnaires. Some of the statistical tests performed in this study were correlation analysis and multiple regression analysis.

INTRODUCTION

Because of the COVID-19 pandemic, many companies considered providing flexible work arrangements (WFH) as a desirable perk for their employees. However, many IT organizations were worried that this benefit could affect their productivity and communication. According to Indian Labor statistics, only 14% of the country's workforce was working remotely before the outbreak.

Telecommuting can be easily defined as workers working from home or anywhere outside the physical work area. Telecommuting has been made possible by advances in Information and Communication Technology (ICT), especially the availability of high-speed internet connections, easy-to-use laptops and desktops, and affordable hotspots and routers. This advanced technology has allowed people (in this case her IT staff) to perform tasks outside the workplace. Telecommuter model to care for representatives: Telecommuting helps working parents maintain childcare responsibilities. Those who participate in telework can perform office work as well as the tasks required at home.

Favorable environments for telecommuters include workers who enjoy working from home more than working. Spending more time with family, reducing the pressure of rush hour commutes, and the adaptability gained from doing household chores are variables that generally contribute to their well-being. 19, and their liking for them. Many IT workers who claimed to be working from home were doing the same work they were doing at work. This included all the tasks and activities I used to do on a regular basis. Working from home is generally considered very flexible as many jobs offer flexible hours.

BACKGROUND

The theoretical outlook for remote work is very limited. One of the perspectives related to the main purpose of this study is that of work design. Work design is considered one of the most influential theoretical perspectives in the existing literature on remote work. In the work design approach, telework can be viewed as an independent variable that influences several dependent variables such as job performance, work engagement, and emotional fatigue.

The first factor is productivity and performance. Researchers have found that telecommuting can improve the work-life balance of female employees by shortening commute times and improving employee focus, thereby increasing productivity. applies only to a certain extent. At some point, the benefits of remote work seemed to diminish. Includes improvement and reduction in work-life conflict up to 2.5 days a week, but beyond that to 2.5 days a week. It deteriorated the relationship between employees.

The second factor is innovation and creativity. Based on an analysis of interviews with managers and employees at four different companies, we found that working from home is a double-edged sword when it comes to innovative work behaviors. The absence of a busy workspace allowed employees to focus on their work without distractions, but younger employees, especially female employees, were forced to provide care in the office. Because of this, they seem to be distracted more often at home than at the office. You may have household responsibilities and find an inappropriate workplace. Therefore, we can say that the home office has a positive effect on innovative work behavior only when there is a trade-off between physical and digital her communication.

PURPOSED OBJECTIVE

This survey has three purposes.

1. Understand the positive benefits of working from home for Employee in IT.

2. Identifying the main challenges faced by Employee working from home in IT during the pandemic

3. To determine the preference of respondents towards work from home and work from office.

STUDY DESIGN

This study is descriptive and empirical. A quantitative study design was chosen for the study because the variables were continuous. A self-made questionnaire based on the available literature was used for this study. In this study, survey methods were used both face-to-face and Google Forms, and the questionnaire was completed by IT industry Employee. A convenient and evaluative sampling method was chosen to collect the respondents' data.

LIMITATIONS

The survey was limited to city IT department employees. Only certain demographic characteristics such as age and marital status of these working employee were considered in this study. Further research can therefore be conducted to examine specific other demographics such as workers' different industries, statuses and roles in the workplace.

QUESTIONNAIRE

Questionnaire

Please fill the below form for research study. The data provided by you will be used for academic purpose only and kept confidential. Thank you for participating in the survey.

(not shared) Switch account

* Required

Name

Your answer

Gender *

○ Male

○ Female

Age *

○ Below 30

○ 30-40

○ Above 40

Education *

○ Graduate

○ Post Graduate

Employment Duration *

○ Less than a year

○ 1-5 years

○ More than 5 years

Work from home experience *

○ During Lockdown only

○ Less than 1 Year

○ More than 1 year

Please rate the following from Strongly Disagree to Strongly Agree *

	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
Possibility to choose workplace	○	○	○	○	○
Possibility to choose worktime	○	○	○	○	○
Possibility to independently organize work	○	○	○	○	○
Possibility to work individually	○	○	○	○	○
Possibility to balance work and personal life	○	○	○	○	○
Time saved on commuting	○	○	○	○	○
Possibility to limit unnecessary interactions	○	○	○	○	○

Possibility to avoid formal dress code and appearance related requirements at the workplace	○	○	○	○	○
Lack of team spirit	○	○	○	○	○
Communication problems due to lack of face to face interaction	○	○	○	○	○
Working overtime	○	○	○	○	○
Information overload	○	○	○	○	○
Communication overload	○	○	○	○	○
Extended on-line meetings	○	○	○	○	○
Extended decision making time	○	○	○	○	○
Lack of inspirational work atmosphere	○	○	○	○	○

Submit   Clear form

RESULT AND DISCUSSION:

The above questionnaire is asked to IT Professional and first hundred answers were observed and analysis are below-
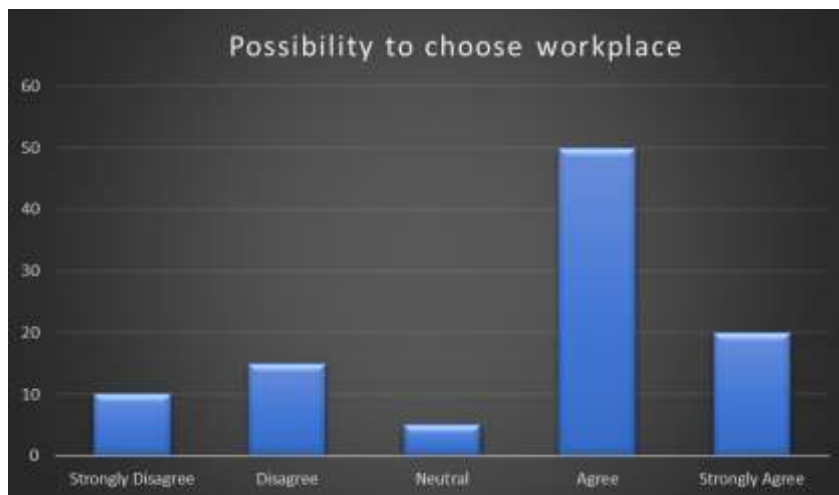
Fig. 1: Possibility to choose workplace
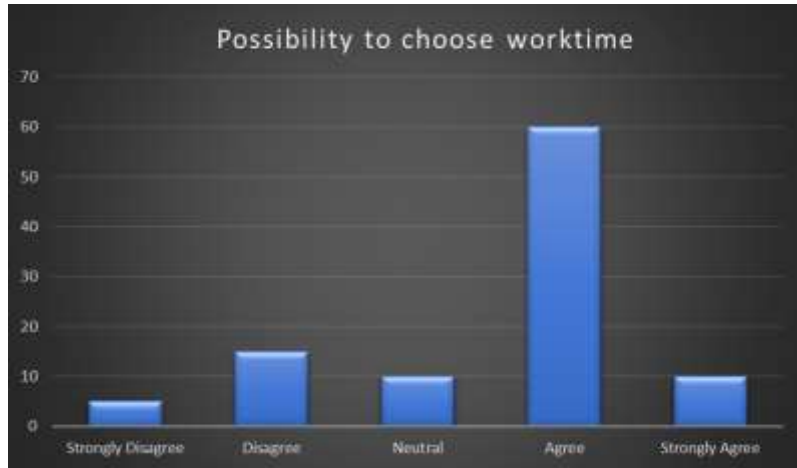
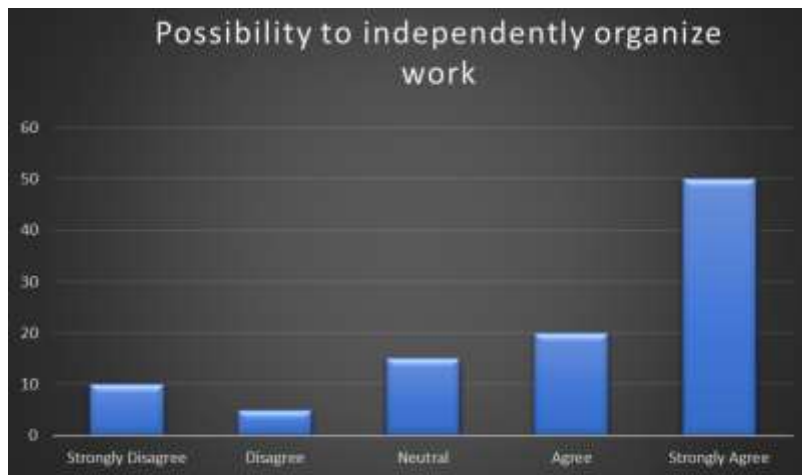Fig. 2: Possibility to choose worktime

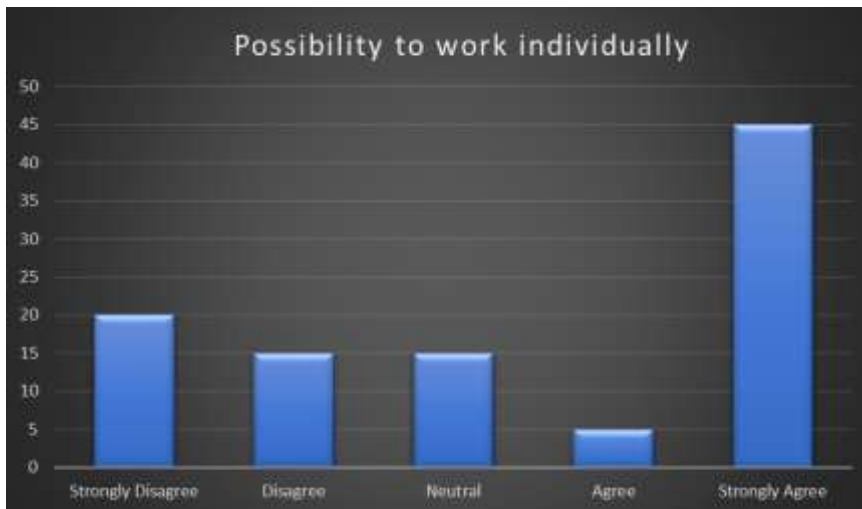Fig. 3: Possibility to independently organize work

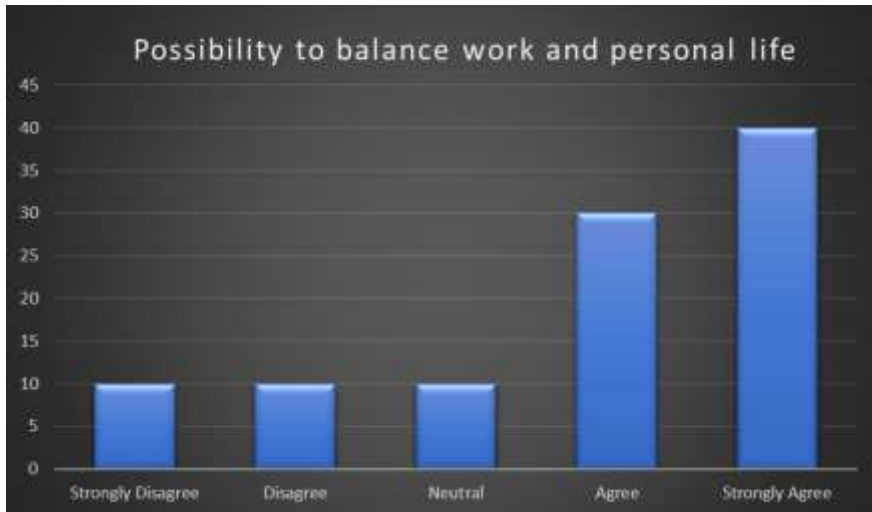Fig. 4: Possibility to work individually

Fig. 5: Possibility to balance work and personal life
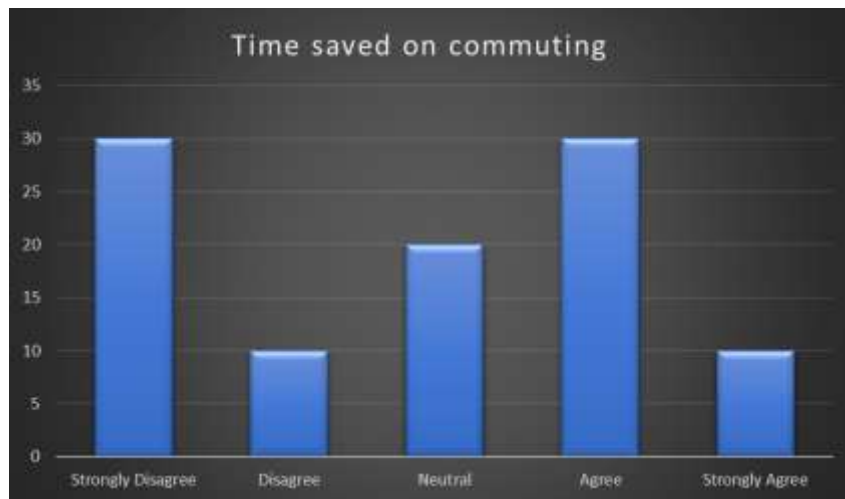

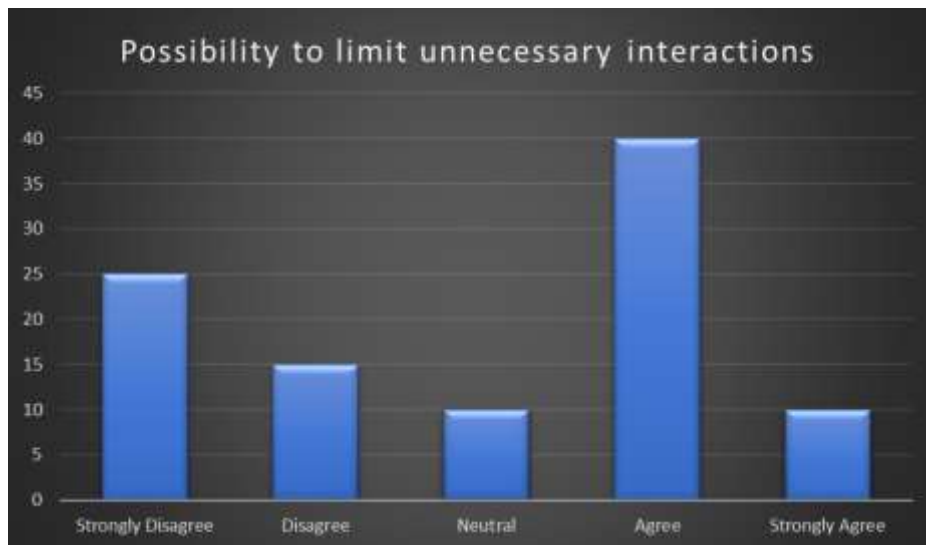Fig. 6: Time saved on commuting

Fig. 7: Possibility to limit unnecessary interactions
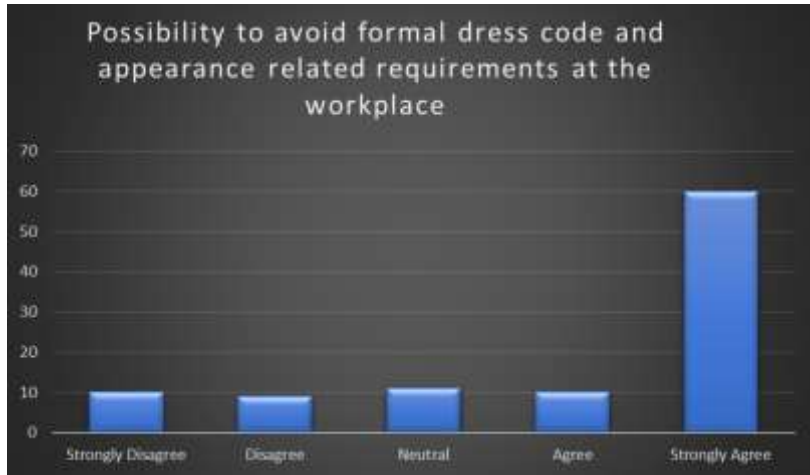
Fig. 8: Possibility to avoid formal dress code and appearance related requirements at the workplace
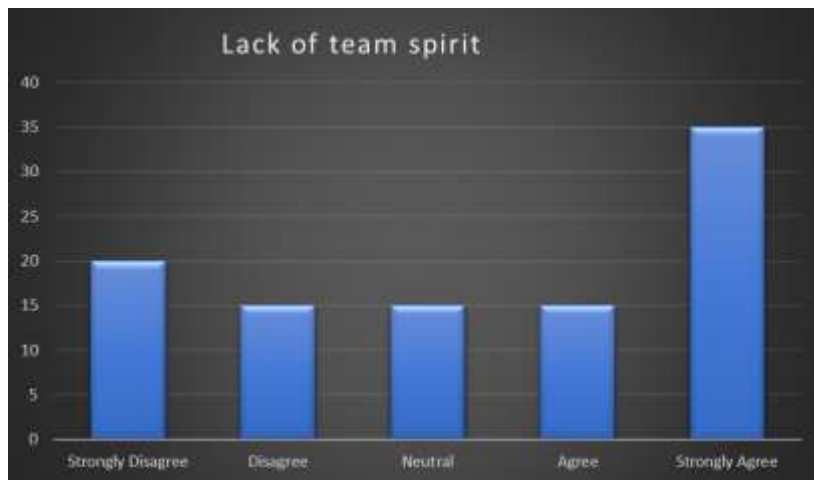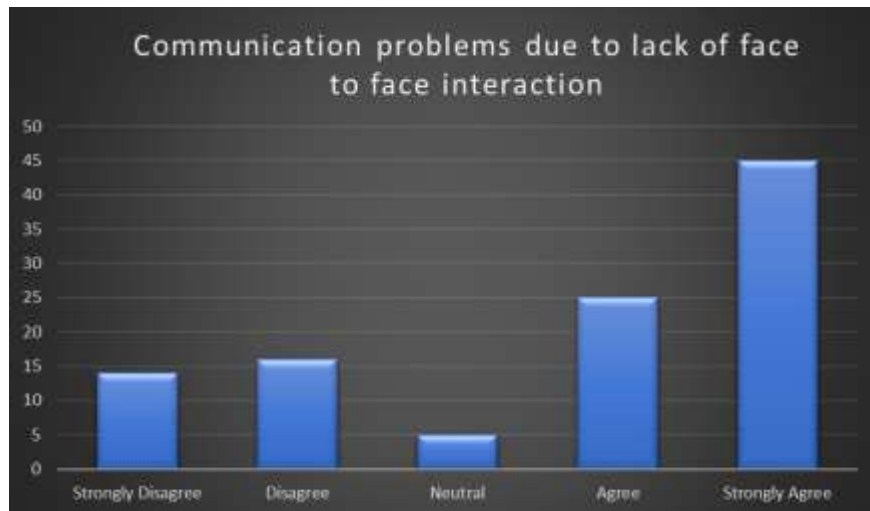

Fig. 9: Lack of team spirit

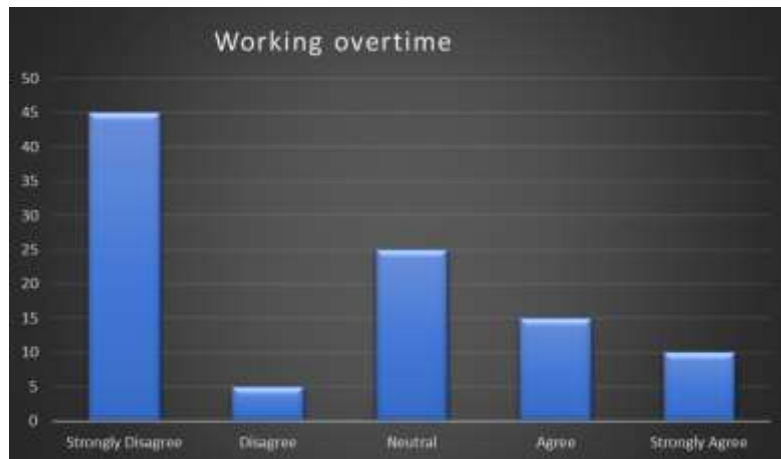Fig. 10: Communication problems due to lack of face to face interaction
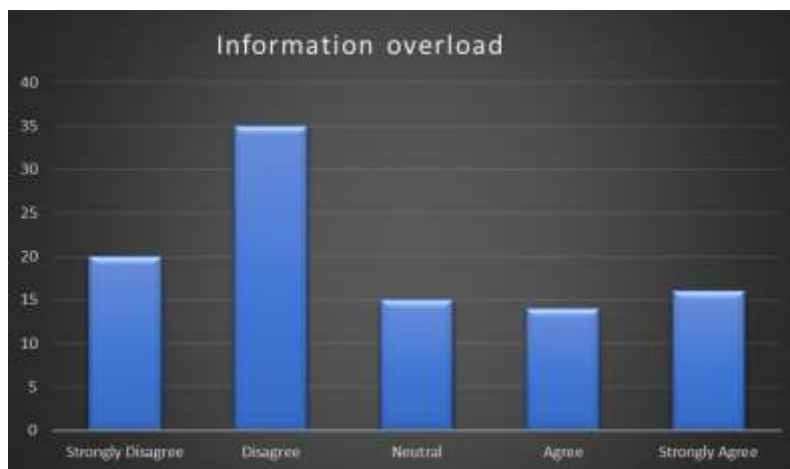
Fig. 11: Working overtime

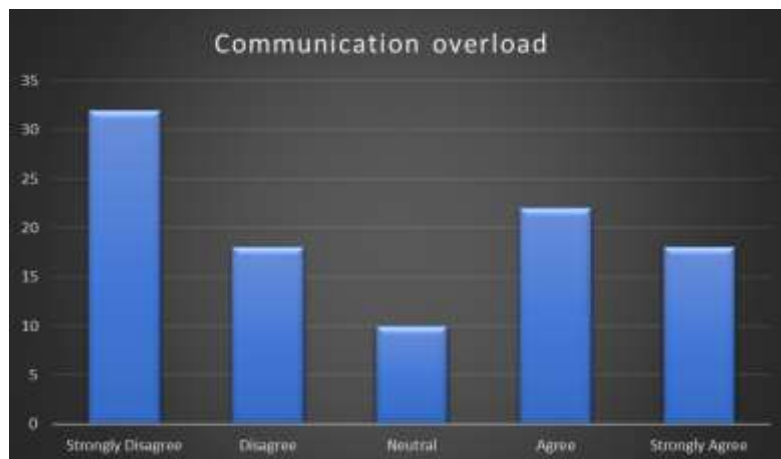Fig. 12: Information overload

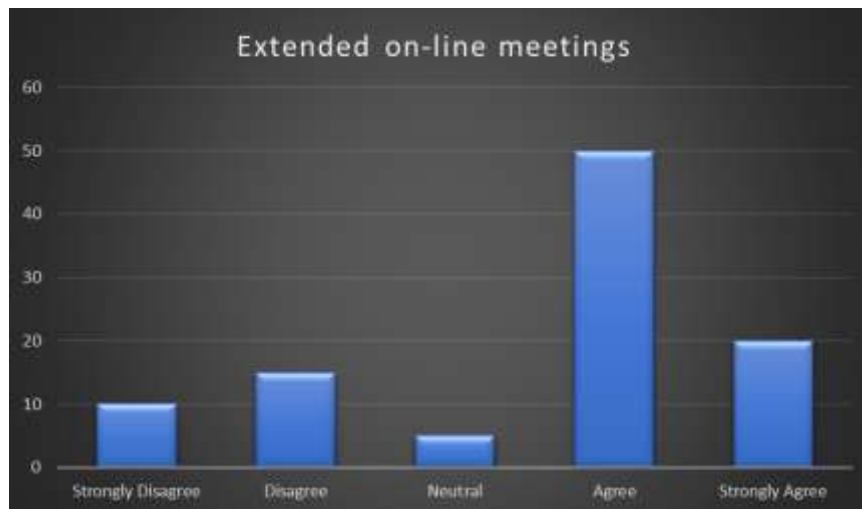Fig. 13: Communication overload
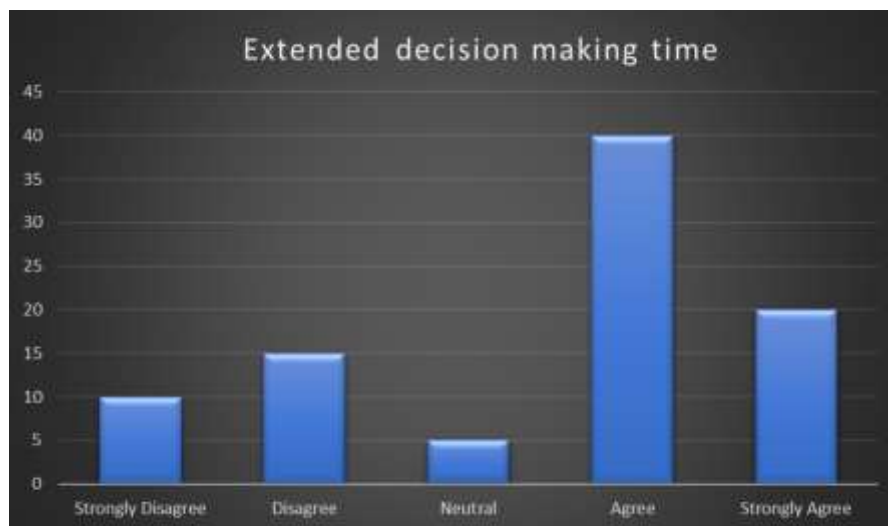
Fig. 14: Extended on-line meetings
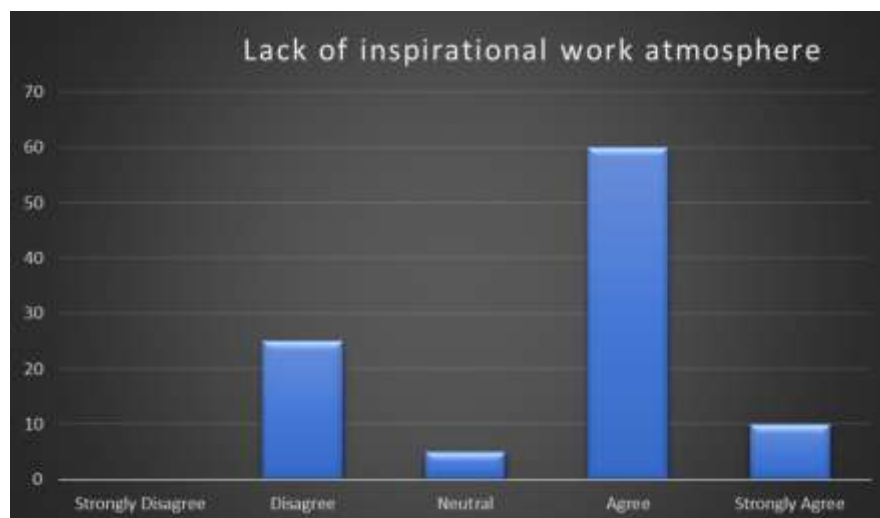

Fig. 15: Extended decision-making time

Fig. 16: Lack of inspirational work atmosphere

CONCLUSION

The main objectives of this study were to understand IT workers' preference for telecommuting versus office work, common challenges for IT workers, and what IT employee should understand when working from home. It was knowing what to do. Coming home during a pandemic. Survey results show that respondents prefer the work-from-home model if the atmosphere is conducive to working from home. By recognizing employee needs, employers have the opportunity to support their employees by giving them fixed or flexible working hours. This helps employees feel less computer bound and increases their productivity. The survey also shows that employees are less challenged at work. The overall results of the survey show that respondents prefer working from home. Employee preferences depend on factors such as their work-from-home environment and the support and motivation they receive from their employer or organization.

REFERENCES

1. Almarzooqi, B., & Alaamer, F. A. (2020). Worker Perceptions on Working from Home during COVID-19 Pandemic Empirical Evidence from Bahrain. Available at SSRN 3643890.

2. Bentley, T.A., Teo, S.T.T., McLeod, L., Tan, F., Bosua, R., & Gloet, M. (2016). The role of organisational support in teleworker wellbeing: A socio-technical systems approach. Applied Ergonomics, 52, 207–215.

3. Brajesh, M.,& David, A., (2021). Concept of Strategic Human Resources Planning and its Implications in Modern Business. In International Conference on Business and Education in the New Global Realities.

4. David, A. (2020). Corporate and individual environmental responsibility towards automobile. Book Rivers.

5. Garg, A. K., van der Rijst, J., & Van der Rijst, J. H. (2015). The benefits and pitfalls of employees working from home: Study of a private company in South Africa. CORPORATE BOARD: ROLE, DUTIES & COMPOSITION, 36.

6. Garwal, D., Satish, Y., Paul, M., & David, A. (2020). A Preliminary Study of Job Satisfaction among Women Employees in Banking Sector of Delhi NCR, Sonepat of Haryana, India. International Journal of Management, 11(10).

7. Golden, T.D., & Gajendran, R.S. (2019). Unpacking the role of a telecommuter's job in their performance: Examining job complexity, problem-solving, interdependence, and social support. Journal of Business and Psychology, 34(1), 55–69.

8. Golden, T.D., & Veiga, J.F. (2005). The impact of extent of telecommuting on job satisfaction: Resolving inconsistent findings. Journal of Management, 31(2), 301–318.

9. Golden, T.D., Veiga, J.F., & Simsek, Z. (2006). Telecommuting's differential impact on work-family conflict: Is there no place like home? Journal of Applied Psychology, 91(6), 1340–1350.

10. Jaiswal, A., & Arun, C. J. (2020). Unlocking the COVID-19 Lockdown: Work from Home and Its Impact on Employees.

11. Kalra, A. S. (2020, November 30). How working in the office vs working from home affects productivity, innovation, culture and engagement. https://www.humanresourcesonline.net/how-working-in-the-office-vs-working-from-home-affects-productivity-innovation-culture-and-engagement