



Impact of Work from Home on Motivation and Productivity

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ABSTRACT :

This study investigates the impact of the Work from Home (WFH) model on employee motivation and productivity, focusing on changes brought by the COVID-19 pandemic. Using a descriptive survey design with 88 respondents, data was collected through structured questionnaires and analyzed using basic statistical tools. The findings reveal that while WFH provides flexibility and increases autonomy, it also introduces challenges such as social isolation, extended working hours, and communication gaps. Approximately 61% of participants admitted to working longer hours, and only 22.7% believed they performed better at home. Emotional disconnect and infrastructure issues were also reported. The paper concludes that WFH is not a universally beneficial solution but can be optimized through a hybrid work model, organizational support, and trust-based management.

Keywords: Work from Home, Productivity, Motivation, COVID-19, Remote Work, Employee Satisfaction, Telecommuting

1. INTRODUCTION

Work from Home (WFH) has transitioned from a luxury to a necessity, especially in the wake of the COVID-19 pandemic. The sudden and widespread global lockdown compelled organizations across sectors to shift operations online, drastically transforming traditional work environments. Remote work became the new normal overnight, and while some industries thrived in this model, others grappled with operational and communication challenges. The paradigm shift brought forth an urgent need to examine how employees adapt to this format, especially concerning motivation and productivity.

Before the pandemic, WFH was often viewed as a privilege for freelancers, tech workers, or those in managerial roles. However, the health crisis democratized this mode of work, exposing both its efficiencies and inefficiencies. The flexibility to work from any location promised better work-life balance, reduced commuting stress, and increased autonomy. On the other hand, it also introduced complications such as decreased social interaction, blurred boundaries between work and personal life, and heightened expectations of constant availability.

Given the permanence that WFH seems to have assumed in many industries, this study becomes crucial in assessing its long-term viability. Understanding employee behavior in a remote setting helps companies design policies that maximize productivity while preserving mental well-being. This research explores how working from home affects two critical dimensions of employee performance: motivation and productivity, through an empirical study supported by literature and data analysis.

2. LITERATURE REVIEW

2.1 Concept of Work from Home

Bailey and Kurland (2002) found that employees with greater autonomy tend to be more intrinsically motivated, leading to higher productivity. The transition to remote work allows for flexible schedules and a more comfortable environment, which can positively impact employee morale and engagement.

2.2 Psychological and Social Effects

Darouei (2021) highlighted that prior experiences with work-family conflict significantly influence how employees respond to remote work, affecting their mood, energy, and engagement. Similarly, Tripathy (2021) acknowledged the rising relevance of WFH but cautioned about the emotional toll caused by reduced face-to-face interaction.

2.3 Comparative Perspectives and Case Studies

Kalgi (2021) conducted a comparative analysis between Work from Home and Work from Office models among IT employees, noting that while some prefer remote setups for comfort, others miss the office's structured environment. Niebuhr (2022) reported that prolonged periods of remote work lead to stress and decreased job satisfaction, though they also foster a sense of independence.

2.4 Individual and Organizational Readiness

Aczeli (2020) revealed that 66% of researchers favored remote work after experiencing it, indicating a shift in workforce preferences. However, the need for better organizational strategies and support systems remains essential for long-term success.

These studies collectively suggest that WFH presents both opportunities and challenges. Its effectiveness is context-dependent and influenced by individual traits, job roles, and institutional support mechanisms.

3. RESEARCH METHODOLOGY

This study employs a quantitative research design to explore the impact of Work from Home on employee motivation and productivity. The section outlines the research approach, objectives, methods of data collection, sampling strategy, instrument reliability, and analysis tools.

Research Objectives

- The primary objectives of the study are:
- To examine the influence of WFH on employee motivation.
- To assess the effect of WFH on productivity levels.
- To identify major challenges and benefits perceived by employees while working from home.

Research Design

A descriptive research design was adopted to gather measurable data and identify patterns in employee responses to WFH. This design allowed for meaningful comparison and interpretation of different demographic and experiential variables.

Data Collection Method

The Primary data was collected using a structured Google Form questionnaire. The questionnaire consisted of multiple-choice and Likert-scale questions aimed at assessing:

- Demographic profile of respondents
- Technological infrastructure
- Emotional and motivational factors
- Productivity and time management

Sampling Technique

A non-probability convenience sampling method was employed. The sample comprised professionals from various sectors including IT, education, services, and marketing. The online format enabled broad outreach.

Data Collection:

Primary data through Google Forms; secondary data from reports and research papers.

Instrument:

Structured questionnaire with closed-ended questions.

Sample Size

A total of 88 valid responses were received and analyzed. Participants ranged across age groups, genders, and income levels.

Validity and Reliability of the Instrument

The questionnaire was reviewed by subject experts and pilot-tested with a small group of respondents. Feedback helped ensure clarity, relevance, and alignment with research objectives. The reliability of the instrument was enhanced by standardizing question formats and scaling methods.

These steps enhanced the reliability of the instrument, making it more dependable for capturing meaningful insights from respondents.

Data Analysis Tools

The collected data was organized using Excel spreadsheets. Basic statistical tools such as percentage analysis, mean values, and visual charts (bar graphs and pie charts) were used to interpret the results.

Limitations of the Study

- The sample size was limited to 88 respondents.
- Results are based on self-reported data, which may include biases.
- The findings may not be generalizable beyond the Indian professional context.

4. DATA PRESENTATION & INTERPRETATION

This section presents the analysis of the primary data collected through the questionnaire distributed to 50 startup founders. The findings are organized into key themes that relate directly to the objectives of the study.

Age Group Distribution

DATA REPORTING: 91% of respondents were between 22–27 years of age.

DATA INTREPRETING: The majority of respondents were young professionals who are still in the early phase of their careers. This group may have different adaptability and resilience toward remote work compared to older cohorts.

AGE BUCKET

Frequency			Percent	Valid Percent	Cumulative Percent
Valid	below 22	1	1.1	1.1	1.1
	22-27	80	90.9	90.9	92.0
	28-32	6	6.8	6.8	98.9
	33-47	1	1.1	1.1	100.0
	Total	88	100.0	100.0	

*Gender Representation***Gender**

Frequency			Percent	Valid Percent	Cumulative Percent
Valid	Male	52	59.1	59.1	59.1
	Female	36	40.9	40.9	100.0
	Total	88	100.0	100.0	

DATA REPORTING: 59% male and 41% female respondents.

DATA INTREPRETING: Although male participants slightly outnumbered females, both genders are well-represented, providing a balanced view across gender demographics.

*Household Income Range***Annual Income**

Frequency			Percent	Valid Percent	Cumulative Percent
Valid	upto 1,00,000	17	19.3	19.3	19.3
	1,00,001 to 5,00,000	21	23.9	23.9	43.2
	5,00,001 to 10,00,000	39	44.3	44.3	87.5
	10,00,001 to 20,00,000	9	10.2	10.2	97.7
	more than 20,00,000	2	2.3	2.3	100.0
	Total	88	100.0	100.0	

DATA REPORTING: 44% of respondents reported annual household incomes between ₹5,00,000 to ₹10,00,000.

DATA INTREPRETATION: The majority of participants came from middle-income families, potentially affecting access to home infrastructure and space required for effective remote work.

*Motivation Insights***The social events at office increases my motivation**

Frequency			Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	9	10.2	10.2	10.2
	Disagree	14	15.9	15.9	26.1
	Neutral	22	25.0	25.0	51.1
	Agree	27	30.7	30.7	81.8
	Strongly Agree	16	18.2	18.2	100.0
	Total	88	100.0	100.0	

I feel I have lesser chance of promotion while working from home

Frequency			Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	8	9.1	9.1	9.1
	Disagree	30	34.1	34.1	43.2
	Neutral	27	30.7	30.7	73.9
	Agree	17	19.3	19.3	93.2
	Strongly Agree	6	6.8	6.8	100.0
	Total	88	100.0	100.0	

I feel isolated while Working from Home

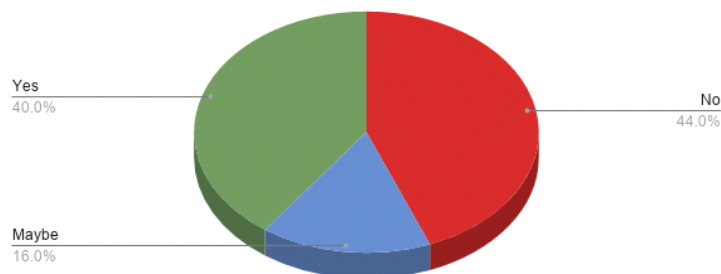
Frequency			Percent	Valid Percent	Cumulative Percent
Valid	Strongly Disagree	12	13.6	13.6	13.6
	Disagree	21	23.9	23.9	37.5
	Neutral	19	21.6	21.6	59.1
	Agree	20	22.7	22.7	81.8
	Strongly Agree	16	18.2	18.2	100.0
	Total	88	100.0	100.0	

DATA REPORTING: Mean scores — Emotional support: 3.30, Office events: 3.31, Supervisor trust: 3.8.

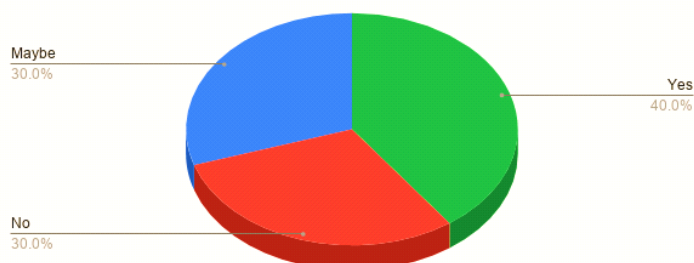
DATA INTREPRETATION: Motivation is moderately supported by informal interactions and strongly boosted by managerial trust.

Work-Life Balance

Count of Are/were you able to balance your job and personal life better while working from home?(Male)



Count of Are/were you able to balance your job and personal life better while working from home?(Female)



DATA REPORTING: 46% experienced improved work-life balance, while 44% of male respondents reported difficulty maintaining it.

DATA INTREPRETATION: While many adjusted well, males struggled more with maintaining boundaries, possibly due to environmental or societal expectations.

WFH Hours and Hybrid Preference

Would you like to continue working from home for a little less salary after everything gets absolutely normal and safe?

Frequency			Percent	Valid Percent	Cumulative Percent
Valid	Yes	18	20.5	20.5	20.5
	No	70	79.5	79.5	100.0
	Total	88	100.0	100.0	

DATA REPORTING: 61% admitted to working longer hours; a majority expressed preference for a hybrid model post-pandemic.

DATA INTREPRETING: WFH can easily blur boundaries, leading to overwork. The popularity of hybrid models suggests that flexibility with occasional physical collaboration is ideal.

5. SUGGESTION AND RECOMMENDATIONS

To strengthen the effectiveness and sustainability of the Work from Home model, the following recommendations are proposed:

For Employees:

- Set structured work hours and take regular breaks to avoid burnout.
- Create a dedicated workspace to improve focus and reduce distractions.
- Communicate proactively with managers and team members to stay aligned on goals.

For Employers/Organizations:

- Provide employees with essential tools and tech support for remote work.
- Foster a culture of trust by focusing on outcomes rather than monitoring hours.
- Offer training on time management and remote collaboration tools.

For Government and Policymakers:

- Encourage investment in digital infrastructure to ensure equitable access to reliable internet.
- Promote policies that support flexible work arrangements, including tax benefits for home office setups.
- Facilitate public awareness programs on mental wellness and digital productivity.

These suggestions aim to create a balanced, inclusive, and productive remote working environment that benefits both employees and organizations.

CONCLUSION

The WFH model offers both advantages and limitations. While it enhances flexibility and cuts down commute stress, it also brings emotional and managerial challenges. This study demonstrates that employee productivity and motivation are strongly influenced by communication, trust, and personal discipline in a WFH setup. A hybrid approach, balancing in-office interaction and remote efficiency, seems the most sustainable path forward.

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