A STUDY ON WORK FROM HOME DURING COVID 19 PANDEMIC: AN EMPLOYEE'S PERSPECTIVE

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ABSTRACT

The study has researched how employees are engaging work from home during COVID-19 Pandemic. Many aspects of working culture are examined like: workers satisfaction level, problem faced in the telecommunication service and work like balance from work from home, during COVID- 19 pandemic. This study has gone through an exploratory research design. This study has also obtained secondary data from resources like journals, articles, and websites etc. The first data which isprimary data is collected through questionnaire, which was given to a certain group of people who are working from home. The convince sampling method has been used a sample of employees for working from home. Both the tests are done through social media service as a result of lockdown measure. Finding tired all, the output shows that just about all of the employees are satisfied foe functioning from their residence. The major factor is work flexibility which has been satisfied foe employees working. Moreover, many people had issue in the network and connectivity for regular schedule because the most challenges were telecommunication service. Hence, many employees felt that on-site location helped them to get the work done more reliable. The findings are implied for working employees, professionals and organizations.

Keywords: Work from home, Employee productivity, Wellbeing, Pandemic

INTRODUCTION OF THE STUDY

During the current outbreak novel corona virus the national government around the world has order the people to stay work from home, so 1000's of employees have started to work from their residence to reduce the spread of virus. In mid-march lockdown has taken effect so all workers started working from home.

The global pandemic has led the employee to work remotely. The people across the world including India have urged to remain reception to cut back social contact to reduce the spread of virus. This covid-19 pandemic has affected many sections in the economy. The concept of working from home is popular in this time. This has also affected the education institutions which has turned up to online classes, webinar etc., to continue the academic related activities. Similar researches have been conducted by many authors (Benita, 2021; Monica,

2021; Kumar, 2020; Kumar & Shree, 2019; Monica & Supriya, 2019; Mahesh & Uma Rani, 2019; Mahesh, Gigi, & Uma Rani, 2019; Robert & Monisha, 2019; Kumar & Shree, 2018). In the previous studies it shows the mental health of the employees during pandemic. The main aim is to understand how people experienced from working in home during this pandemic COVID-19. We started our research to explore on the topic "A study on work from home during COVID-19 Pandemic: An Employee's Perspective" and we began to set up a questionnaire. The aim of the study is to know the employee's perspective in work from home in this pandemic of COVID-19.

REVIEW OF LITERATURE

Budoor almarzooqi and Fatema amen alaamar (2020):- A study conducted for workers related to their experience working from home and explore their future as their permanent options for some jobs and special circumstances. Because the result, employees are highly satisfied in working from their residence. 94% of the employees who working from home were fulfilled of which 72% of employee's were highly satisfied.

Akash dutt dubey and shreya tripathi (2020):- the main aim of this study is to examine the sentiments of the people for working from home concept by analyzing through social media. Most of the people opinion is just trusting and anticipating that the idea is being welcomed and enjoyed by people. WFH or work from home could be a new experience for many people and the viewpoint of the people ranges from being very excited to hopeless.

Tanveer kaur and preeti sharma (2020):- This study is conducted with 44 respondents to search out the challenges that working woman may faces and the cost that working women incurred during lockdown and to find out whether being a women is more challenged to work from their home. The research is concluded that, there was a positive significant relation-ship between being a womanist was more challenging to WFH than working at office.

Michael dockery and Sherry Bawa (2020):- During this study it is observed as performing from the home is new way as many organizations attempt to operating the employees from working in social distancing precautions needed to terminate the spread of the virus. WFH not only terminate the spread of the virus at work place, between employees to employees and customer – but also limits the contact of being socialize from workplace.

Adam Gorlick (2020):- This study was supported a random sized employee of thousands, The Ctrip, a Chinese Travel Company. This study showed that work from home during pandemic increase the performance more, as an extra day of output per week. This study was also so successful that the Ctrip rolled up and engaged work from home.

Lingfend Bao (2020):- A experiment was conducted among 139 developers of Baidu Inc, to research the common difference of the developer productivity between WFH and dealing the job on-site. It results that work their respective home has impact on both positive and negative sides.

Bin Wang Yukun, Liu Jing and sharon K. Parker (2020):- This study is conducted with mixed methods of investigation to explore the different challenges faced by people working from home during pandemic and even their characteristics and personal differences affect these many challenges. It concludes that public support was much positive co-related with operational level of all the employees working from home, job autonomy showed a negative impact with loneliness, as workload and monitoring linked to higher work from home interference, the workload also additionally added to lower procrastination. Self-discipline was significant moderator of such relationship.

Zhiyu feng and Krishna savani (2020):- This experiment examines the gender gaps from work related outcomes in the article of covid-19. This study is conducted among 286 full time employees of US residence. Respondents asked to submit their report of productivity and satisfaction of their job before and since COVID-19 pandemic. It was found, that there was no gender differences in self-rated productivity of work and job satisfaction before Covid-19 pandemic. During this pandemic the women reported lower job satisfaction and work productivity more than men.

RESEARCH METHODOLOGY

The design of this research was descriptive in nature as framed questionnaire is used for collecting samples through online questionnaire. The study was conducted in Chennai to collect data from employee's working from home. Primary sources of data collection was done through questionnaire and the data was collected from employees was about to know that working from home during pandemic were boon or bane. A questionnaire comprises of series of question that is used for the purpose of gathering information from the respondents. The time of the respondent's convenience must be kept in mind. Respondents were asked a series of question and the answer from them were recorded. This questionnaire was framed using open ended and close ended questions comprising five point scale questions.

DATA ANALYSIS AND INTERPRETATION

Frequency TableGender

		Frequency	Percent	Valid Percent	mmulativePercent
Valid	Male	44	72.1	83.0	83.0
	Female	9	14.8	17.0	100.0
	Total	53	86.9	100.0	
Missing	System	8	13.1		
Total		61	100.0		

Age

		Frequency	Percent	Valid Percent	mmulative Percent
Valid	21-30	33	54.1	62.3	62.3
	31-40	10	16.4	18.9	81.1
	41-50	5	8.2	9.4	90.6
	Above 50	5	8.2	9.4	100.0
	Total	53	86.9	100.0	
Missing	System	8	13.1		
Total		61	100.0		

Marital status

		Frequency	Percent	Valid Percent	Cummulative Percent
Valid	Single	33	54.1	62.3	62.3
	Married	20	32.8	37.7	100.0
	Total	53	86.9	100.0	
Missing	System	8	13.1		
Total		61	100.0		

How many hours/ day do you work from home

		Frequency	Percent	Valid Percent	Cummulative Percent
Valid	Less than 8 hours	17	27.9	32.1	32.1
	8 hours	27	44.3	50.9	83.0
	More than 8 hours	9	14.8	17.0	100.0
	Total	53	86.9	100.0	
Missing	System	8	13.1		
Total		61	100.0		

Descriptive statistics

	N	Mean
I have flexible break timing in WFH	53	3.28
I feel work from home save time and cost	53	3.17
My productivity level has improved workingfrom home	53	3.11
Regular meetings are conducted even in work from home	53	3.08
All the required infrastructure are provided bythe organisation to fulfil the usual standard	53	2.98
I am able to balance my work & personal life	53	2.98
I feel more comfortable working from home	53	2.94
I continue to get extra pay for overtime	53	2.94
I prefer working from home	53	2.81
I am given an opportunity to give in suggestion for improvement in WFH option	53	2.55
Valid N (listwise)	53	

Oneway

ANOVA

		Sum of squares	df	Mean square	f
I prefer workingfrom home	Between groups	5.544	3	1.848	1.402
	Within groups	64.570	49	1.318	
	Total	**70.113**	**52**		
I feel more comfortable working from home	Between groups	0.888	3	0.296	0.196
	Within groups	73.942	49	1.509	
	Total	**74.830**	**52**		
My productivity level have improved working from home	Between groups	13.293	3	4.431	2.856
	Within groups	76.027	49	1.552	
	Total	**89.321**	**52**		

All the required infrastructure are provided by the organisation to fulfil the usual	Between groups	7.611	3	2.537	1.694

standard					
	Within groups	73.370	49	1.497	
	Total	**80.981**	**52**		
I continue to get extra pay overtime	Between groups	4.815	3	1.605	1.035
	Within groups	76.015	49	1.551	
	Total	**80.830**	**52**		
Regular meetings are conducted even in work from home	Between groups	11.456	3	3.819	2.391
	Within groups	78.242	49	1.597	
	Total	**89.698**	**52**		

I am given opportunity to give in suggestions during WFH.	Between groups	2.550	3	0.850	0.544
	Within groups	76.582	49	1.563	
	Total	**79.132**	**52**		
I am able to balance my work and personal life	Between groups	3.754	3	1.251	0.687
	Within groups	89.227	49	1.821	
	Total	**92.981**	**52**		
I feel WFH save time and cost	Between groups	3.472	3	1.157	0.603

	Within groups	94.000	49	1.918	
	Total	**97.472**	**52**		
I have flexible break timing inWFH	Between groups	1.046	3	0.349	0.178
	Within groups	95.709	49	1.953	
	Total	**96.755**	**52**		

Conclusion

After analyzing the advantages and disadvantages of work from home from the responses of a primary survey on employees' perspective, it can be concluded that working from home is a subjective matter and depends on the preferences of the individual/organization. Therefore work from home is neither a boon nor bane. Things always take some time to develop. We are better today than we were yesterday and I hope so this is the case with work from home too, it would get better tomorrow than it was today. Till then all we can do is to try our best to cope up with the new reality- work from home.

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