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A study on "employees work behavior towards work from home"

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Abstract

Covid -19 pandemic has administer the concept of work from home. In recent years, there has been an expansion of focus on the question of how to balance work and life commitments in both academic and political discussion. Home working is one bid that has been promoted as a way of improving the work- life balance. It is getting simpler for organizations to offer their employees the privilege to work from home for various reasons, such as downturn office rent costs, balancing work life for the employees and saving time on reducing. But now pandemic is sweeping the world, COVID-19 has rendered a large proportion of the workforce unable to commute to work, as to mitigate the spread of the virus. This has also developed in both manager and workers look for substitute work adoption. Working from home alternative has secured importance with the quarantine period over pandemic Covid-19 as many countries apply physical distancing strategy to avoid the pandemic. Therefore, working from home has become the only back-up for some employees.

Our study focuses on the merits and challenges of working from home on a level of personal experience in the present situation, their working conditions and behavior towards work from home and also to find out the impact of employees' behavior towards working from home.

Keywords: cooperation, teleworking, covid-19 pandemic, Employees Behavior

Introduction:

The conception of the workplace is moving from ideas of a physical location to a state of mind. Present working life acquire the system of work from home. Work from home mentioned as the concept of working in a concern where the employees do not have to reduce central and single location of work. It is also called telecommuting and distant work. The enlargement of detailed content and transmission telecommunications with employees has made it very cheaper and easier to finish the given tasks or piece of work from outside of the workplace because of good internet connectivity as well as reasonable price, more user-friendly computers, laptops and other similar instruments. This made working from home easier as well as attainable to perform tasks and likely reduced the employer costs of providing such arrangements.

The outcomes of these work from home are consist of both positive and negative impact of employee behavior. The working from home provides to employees more chance to focus on their work tasks. everyday face to face contacts with employees importantly reduce, when working away from the organization. In the non-appearance of physically observance, the employees have greater preference in how, under what condition and when they complete allocated tasks. This also increases flexibility among the employees over performance of work. Work from home permit more self-determination in work, which is likely to be connected with more productivity. Departed control by colleagues or the supervisors, manager is vital limitation of work from home. This is true for both the organization and the employee. The work avoidance is the result when someone's work is poorly monitored. The COVID-19 pandemic has guide to large number of employees universally leap to work remotely. The society of many nations including India are desire to stay at home and to reduce social distance and social contact during pandemic COVID-19 situation. This covid 19 pandemic impacted each and every sector of economy.

Review of Literature

- Gajendra and Harrison, (2007) revealed in their study that it is difficult to monitor a worker's effort at home, especially when occasionally being interrupted by private responsibilities and family members. In a competitive labour market, such productivity effects would be reflected in a worker's wage level. Evidence on the productivity effects of Work from home is inconclusive, but seems to suggest positive effects more often than negative effects.
- Stevenson and Wolfers (2009) investigated that depending on the interactions between work and private life work from home could be more or less favorable to overall life satisfaction. As illustrated by the paradox of the decline in female happiness, these interactions are likely to differ by parental status and gender.
- Amabile & Kramer, (2013) found that work from home is helping the employees to balance and differentiate their office work with their routine work. The study also added that work from home saves time, increases the productivity, furnishes the useful information and also helps the workers to provide time for their personal life. Go, (2016) stated the focus on major failures and dark side of work from home, the cultural differences faced during webinars by the employees. Work from home generate a huge communication gap between employer and the employees.
- Beauregard. Aet al (2013) in their study Home is where the work is: A new study of homeworking in Acas –and beyond, found that mobile workers and partial home workers performance is higher to a some extent and they are highly satisfied and engaged with their jobs than any of other workers. Their study also disclosed that employees execute best when they achieve good work life balance and are less stressed. It was described in the study that Mobile or electronic workers and home workers miss informal interactivity and inner support from their co-workers or organization more regularly than partial home workers.

- Richardson & Writer, (2017) opined that work from home is the result of modern technology, which resulted in the increased credibility i.e. increase usage of internet for web conferencing, voice mail, fax which makes work easier and simpler. The positive side of work from home is that the employees according to their convenience can start their work. Further they added that the negative impact such as delay in work and no submission of work on time will be there.

OBJECTIVES OF THE STUDY

1. To analyze the employee's behavior towards work from home
2. To study the work life balance of employees

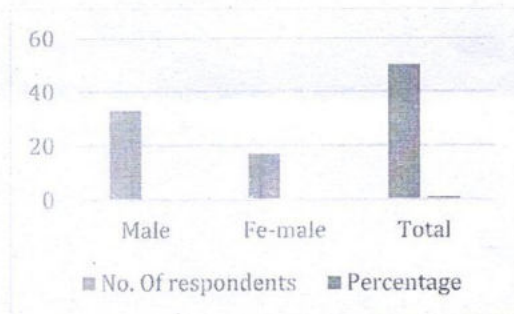
RESEARCH METHODOLOGY

The study is purely based on the responses of 50 respondents working from home belonging to different sectors during COVID 19. Data is collected during August 2021, the time frame when all the employees are compelled to work from home. Primary data has been collected by surveying the questionnaire to different sector employees. The paper follows both quantitative and qualitative data. Random sampling technique was used to collect primary data. Respondents were encouraged to fill the questionnaire which is based on the study of employee behavior towards work from home.

DATA ANALYSIS

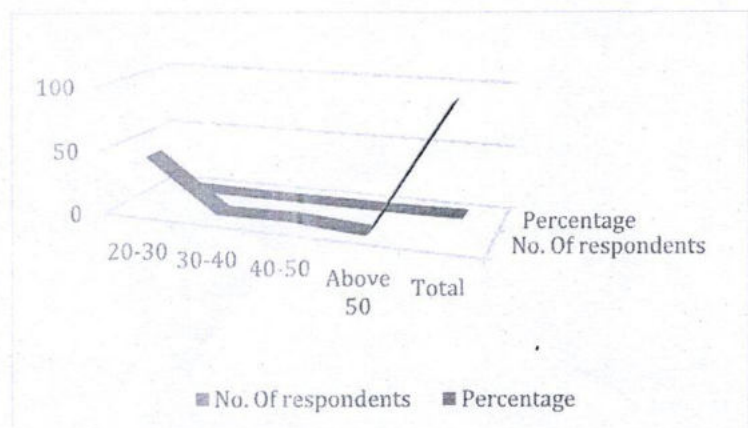
Gender

Particulars	No. Of respondents	Percentage
Male	33	66%
Fe-male	17	34%
Total	50	100%



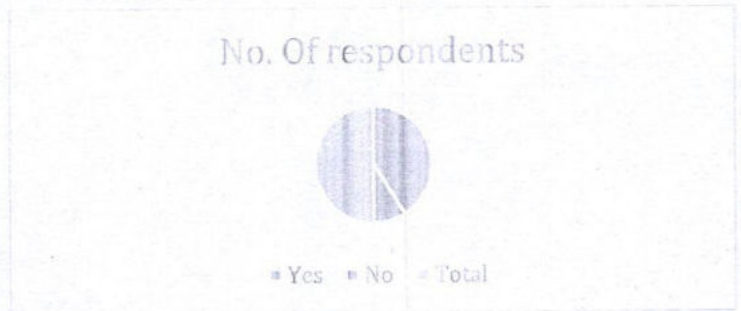
Age group

Particulars	No. Of respondents	Percentage
20-30	43	86%
30-40	3	6%
40-50	4	8%
Above 50	0	0
Total	50	100%



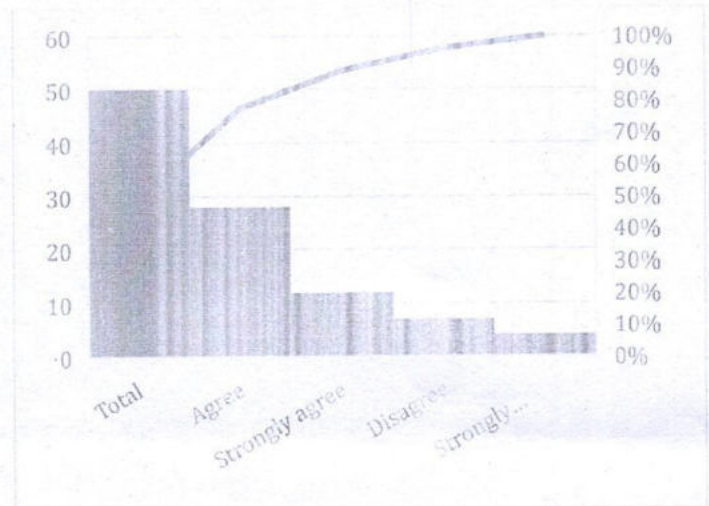
Respondents are adjusted with work from home

Particulars	No. Of respondents	Percentage
Yes	41	82%
No	9	18%
Total	50	100%



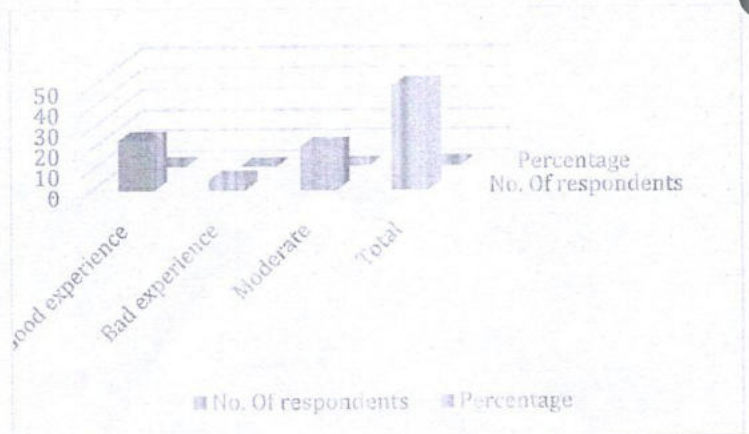
satisfied to do work from home

Particulars	No. Of respondents	Percentage
Strongly agree	12	24%
Agree	28	56%
Strongly disagree	4	8%
Disagree	7	14%
Total	50	100%



How do you feel about working from home?

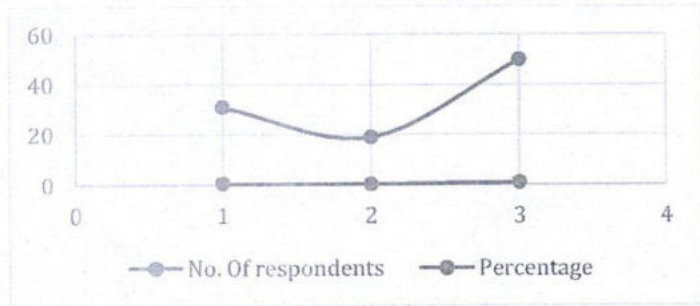
Particulars	No. Of respondents	Percentage
Good experience	24	48%
Bad experience	5	10%
Moderate	21	42%
Total	50	100%



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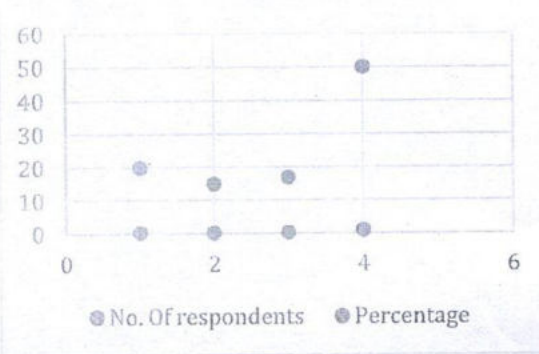
Healthy work and life balance when working from home

Particulars	No. Of respondents	Percentage
Yes	31	62%
No	19	38%
Total	50	100%



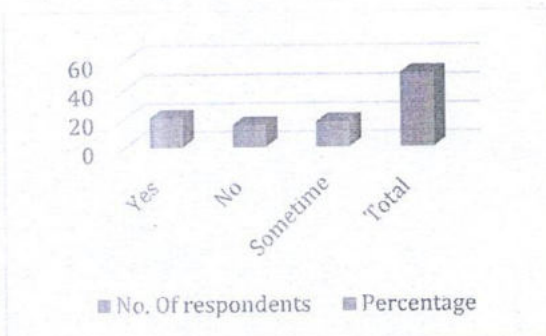
Is organization is providing the proper support while pandemic situation

Particulars	No. Of respondents	Percentage
Yes	20	40%
No	15	30%
Sometime	17	34%
Total	50	100%



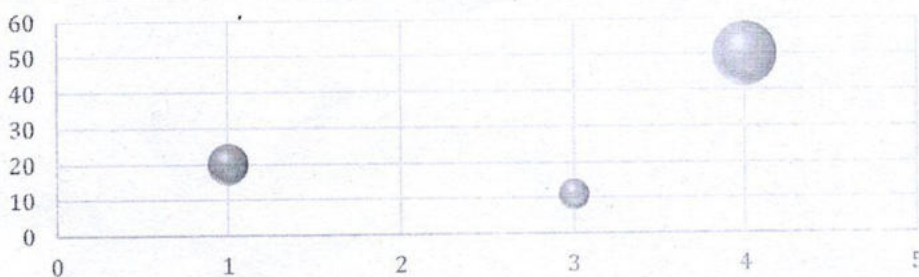
stressed during the work from home at pandemic situation.

Particulars	No. Of respondents	Percentage
Yes	20	40%
No	15	30%
Sometime	17	34%
Total	50	100%



Behavior impacted on work from home condition

Particulars	No. Of respondents	Percentage
Getting ample amount of time spending with family	20	40%
complete time occupied with work	20	40%
feeling stressed with the work from home benefit	11	22%
Total	50	100%



Findings

1. In this above data analysis, there are 66% male and 34% are female respondents. Therefore, the majority of male respondents are affected with work from home.
2. In the analysis 86% of respondents are belongs to 20-30 category of age group, only few respondents are belonging to 30-40& above 50% of age group.
3. 82% of respondents are expressed that they are very much adjusted with doing work from home.
4. Majority of the respondents are satisfied to do job from work from home because they are getting tired to spend with their family.
5. Most of the respondents are shared that they got very good experience from work from home
6. 62% of respondents are having good Healthy work and also, they are able to balance their life balance in work from home
7. 40% of the respondents are expressed that they got very good support from their organization during pandemic situation.
8. Some of the respondents are very much stressed during the work from home at pandemic situation.
9. Majority of the respondents are said that they got ample amount of time spending with family and they complete time occupied with work, only few respondents are expressed that they felt stressed during the work from home.

Conclusion:

The study concludes that the COVID-19 Pandemic condition has certainly created a panic and fear among people including the high level of stress, pressure and challenges while working from home (WFH) especially for employees, the findings of this study are valuable and it tells that employees need help or support from their organization and majority of the respondents are very much happy while working from home because they are getting huge amount of time spending with their family members and they can able to complete their task given period of time but some respondents said that they are unfree while working from home and they are getting ample of stress during the work from time , many respondents are not able to balance their life as well as their work due this pandemic situation. This pandemic has also taught some important lessons to organization as well as employees. Due to this work from home many new technologies has been adopted by the organization and they have come up with new ideas to implement their organization.

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