

A STUDY ON IMPACT OF WORK FROM HOME AMONG EMPLOYEES DURING THE PANDEMIC COVID 19

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ABSTRACT:

Work From Home (WFH) is a concept where the employee can do their job from home. Work from home provides an employee to work during flexible working hours. The concept of work from home got more popular during the lock down period in the view of Covid-19t. The Coronavirus (COVID-19) pandemic had led a huge number of employees work remotely. Therefore, the study tries to find the challenges faced by the employees during the WFH atmosphere and its impact on the employees. The study also aims to identify the work-life balance of WFH employees towards organization during the COVID19 Pandemic.The sample size of the study was 120 and the sample design adopted was convenience sampling.

Key Words: Work from home, Covid-19 Pandemic, Productivity

I. INTRODUCTION:

During 21 century, work from home is a mode of flexible work arrangement in the organization.Work from Concept has both sides of the coin (i.e) positive and negative sides. Working from home brings in more opportunities for the employees to focus on their work errands. In the regular mode of working wherein face-to-face contact with co-workers is a constant scene in work environment, but it has significantly reduced when they are working away from the office. In work from home situation employees tend to work with less pressure which can ensure employees to work with peace of mind. This also increases flexibility among the employees over the performance of work. Work from home enables more independence in the job, which is likely to be associated with more productivity. Lack

of supervision by colleagues or supervisors is an important drawback of work from home. Most of the IT companies included work from home in their leave policy of employees in order to increase productivity. The Coronavirus (COVID-19) pandemic had led a huge number of employees to work remotely. The citizens in many countries including India are urged to stay at home and to reduce social contacts to a minimum in the wake of the outbreak of thepandemicCOVID-19. The concept of work from home got more popular at this point. This pandemic also affected educational institutions, which lead to online classes, webinars, etc. in order to continue academic activities. Earlier days only the IT sector had been following the concept WFH, But Now all the sectors started following the same especially educational institutions.

II. OBJECTIVES OF THE STUDY:

- To find the challenges faced during Work from Home.
- To analyse the impact of COVID 19 on work performances of employees.
- To find the work life balance of WFH employees towards organization during COVID19 Pandemic.

III. REVIEW OF LITERATURE:

B.L. Shivakumar, (2020) aimed to assessing the mental health of individuals during lockdown amid Covid-19 pandemic in India. A sample of 450 women employees, working in IT and ITES sectors were drawn and contacted using Google Form. It also found that the prevailing working conditions or the conditions that were sure to emerge in days to come, namely lay-off and fear for loss of employment, all due to economic slowdown around the world had caused the anxiety among the employees leading to stress and depression.

Dr.AkankshaJaiswal, (2020) aimed to find out how employees in India were handling work from home during this pandemic situation. In the study interviews of 24 middle and senior-level employees of the manufacturing and technology-enabled service sectors participated. They explained how organizations had responded to the present crisis by encouraging work from home, and the likely impact of working in isolation on employees.

Hasanateet.al., (2020) had researched on the impact of COVID-19 on E-business. The study highlighted that pandemic heavily impacted small and medium-sized retailers due to the less arrival of consumers, and also consumers' buying behavior was highly affected by the novel coronavirus.

Sasaki et.al., (2020) to maintain employees performance organization needs to maintain mental health by reducing fear and worry about COVID-19. In that study also suggested that an employee's mental health also can be the reason for their performance. Organizations need to fight against coronavirus and maintain sound health and safety to develop the sound performance of employees.

Dr.MeenakshiKaushik, NehaGuleria, (2020) explained that Work from Home was a concept which was now going to be a permanent feature in the corporate world. The current pandemic situation demonstrated that WFH was an effective business process to ensure continuity of business and also to provide work life balance to employees. It had significant economic and productivity benefit as well as to organizations, if managed effectively. However, WFH could not be seen as a panacea for all organization problems. Work From Home is used in a productivs manner to ensure that employees were trained, motivated and developed to deliver their best towards attainment of organisation goals.

IV. RESEARCH METHODOLOGY:

The Researcher used a Descriptive Research Design in this research. Primary Data was collected using questionnaires and secondary data was collected from journals, books, and websites. The collected data were used for analysis. For this research, convenience sampling was used. The sample size used for this study was 72.

V. DATA ANALYSIS & INTERPRETATIONS:

Table 1: Percentage Analysis showing the productivity status of respondents during COVID 19

Particular	No of Respondents	Percentage
Productivity has not increased during Covid - 19	8	11.1
Same level of productivity during Covid -19	17	23.6
Productivity Increased during Covid -19	46	63.9
Total	72	100

Source: Primary Data Inference:

From the table, it is observed that 63.9% states that productivity was increased due to increase in work and 23.6% states that productivity was at same level while 11.1% respondents says productivity has not increased during Covid – 19 work due to less work,

Table 2: Percentage Analysis showing the challenges faced by the respondents during COVID 19

Particular	No of Respondents	Percentage
House hold works	8	11.11
Connectivity issues	46	63.9
Data Problem	14	19.4
Engaging Children	4	5.6
Total	72	100

Source: Primary Data

Inference:

From the table, it is observed that 63.9% has Connectivity issues, 19.4% has Data Problem, 11.1% has house hold work, and 5.6% has issues with engaging children.

Table 3 ANOVA showing a significant variance between groups and within groups of gender and the commitment level towards organization

Null Hypothesis (Ho): There is no significant difference between the commitment level towards organization and Gender.

ANOVA

Model	Sum of Squares	Df	Mean Square	F-value	P-Value
Between groups	0.343	1	0.343	0.990	0.023*
Within groups	22.894	66	0.347		
Total	23.238	67			

Source: Primary Data

*Note: * denotes significant at 5%*

INFERENCE:

The One - way ANOVA shows the degree of freedom is 1, level of significance 0.05 and the P value 0.023 since the P value was lesser than the level of significance of gender and the commitment level towards organization since it fails to accept null hypothesis and there is a significant difference between the commitment level towards organization and Gender.

Table 4: Friedman Test Showing a significant association between the challenges faced by the employees during work from home and Gender

Null Hypothesis (Ho): There is no significant association between the challenges faced during work from home and Gender.

Friedman Test

	Sum of squares	Df	Mean square	Friedman's Chi-Square	Sig
Between people	72.154	67	1.077	4.459	0.000**
Within people	4.596	1	4.596		
	65.488	67	0.977		
	70.083	68	1.031		
Total	142.238	135	1.054		

Source: Primary Data

Note:** denotes significant at 1%

INFERENCE:

The above table indicates the Friedman's Chi-Square value is 4.459, degree of freedom 1, the p value 0.000 since the p value was lesser than the level of significance rejects null hypothesis. It shows that there is a significant association between the challenges faced during work from home and Gender.

Table 5: Kruskal-Wallis test Showing significant association between the challenges faced by the employees during work from home and Gender

Null Hypothesis (Ho): There is no significant difference between the COVID 19 impact on daily activities and Gender.

Alternate Hypothesis (Ho): There is a significant difference between the COVID 19 impact on daily activities and Gender.

Ranks

	Gender	N	Mean rank
vonem	Female	38	41.41
	Male	34	31.01
	Total	72	

Test statistics

	vonem
Kruskal-Wallis H	4.460
Df	1
Sig.	.035**

Source: Primary Data

Note:** denotes significant at 1%

INFERENCE:

The above table indicates the Kruskal Wallis H value is 4.460, degree of freedom 1, level of significance is 0.035 and the p value 0.000. Since the p value was lesser than the level of significance reject null hypothesis. It shows that there is a significant difference between COVID 19 impact on daily activities and Gender.

VI. FINDINGS OF THE STUDY:

- 63.9% of the respondent felt that their productivity of work has increased during WFH due to increase in work assigned to them.
- 63.9% had Connectivity issues during their WFH
- One way- ANOVA test shows that there is a significant difference between the

commitment level towards organization and Gender.

- Friedman's test shows that there is a significant association between the challenges faced during work from home and Gender.
- Kruskal Wallis H test shows that there is a significant difference between COVID 19 impact on daily activities and Gender.

VII. DISCUSSIONS AND IMPLICATIONS:

During Covid -19 situation, there was difficulty to balance both the home and the work and this is the major issue faced by the employees. The present study concluded as a major challenge being faced in working from home was keeping children engaged in activities, because they too were locked in the home due to the pandemic without school. Some activities like cleaning, cooking and other house hold work has also affected effective performance of employees with an impact in their productivity during work from home. So, the Organization should take some steps to reduce the issues faced by the employees during Work from Home situation.

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