

Level of Productivity of Employees in Work from Home Set-up

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ABSTRACT

This study aims to determine the level of productivity of employees of BP Engagement Team of Company X when in a work from home setup. The study used the profile of the respondents in terms of age, sex, civil status, and length of tenure or years of service in the company. Three indicators were used to determine the level of productivity of employees; working environment, work flexibility, and communications. The researchers used Boyd's six levels of productivity in determining the level of productivity of employees in a work from home setup. Since this study is conducted in the time of pandemic, the survey was done online using Google forms and the results were analyzed using descriptive and inferential statistics. The respondents are the employees of BP Engagement Team of Company X, the researchers used a total of 30 responses, 73% of the respondents belong to the age group of 31-40, 63% are female while 37% are male, half of the respondents are single and the other half are married and 87% of them are in the company for 1-5 years. The findings of the study revealed that employees of finance department of Company X strongly agree that working environment and work flexibility affects their level of productivity while they agree that communications also affect their level of productivity when they are in a work from home setup. There is no significant difference on the results of the study when respondents were grouped according to their profile.

Keywords: *work-from-home, productivity, employees*

1. INTRODUCTION

In the business world, many companies and businesses encounter problems that hindrance them in achieving their main goal – maximizing profit and minimizing costs. People believe that employees are the biggest asset of any company. They're one of the behind successes of the company because they're a great contributor in achieving the company's goals. If the employees of a company will be able to maximize their level of productivity, the company will be positively impacted. For the employees to achieve the maximum level of productivity, companies should consider various factors such as salary, benefits, work environment and so on.

In times of pandemic, everyone's top priority is safety and well-being. In relation to this, employees want to feel safe not just for themselves but also for their loved ones. Cliché as it may sound but health is wealth as people will not be able to perform at their best if they are sick or unhealthy. For instance, Covid-19 pandemic started to breakthrough in the Philippines in March 2020 and it is still on its peak presently. Due to this, some employees resigned from their job even if the salary and benefits are good for the sake of their

health and well-being. On the other hand, companies and businesses are greatly affected by the pandemic as well. Their income and profit fluctuated, the expenses upsurged, and sadly, many employees resigned so the companies' production/operation were put to risk. The worst part is some companies had to close and declare bankruptcy.

Because of this situation, companies formulated mitigating actions for their business to remain in the market. One of the solutions is the Work from Home (WFH) set-up which promotes the employee's satisfaction, safety and well-being, productivity, and career growth and opportunity. More public and private organizations offer working from home as an alternative way of working for their employees (Thorstensson, 2020). It also helps both parties – employees and employer to minimize their cost.

2. JUSTIFICATION OF THE STUDY

Company X implemented the WFH setup to their employees to be able to keep their employees safe and healthy especially in time of pandemic. This research study aims to help the company X know level of productivity of employees in BP Engagement Team

when in a work from home set-up. This also aims to help the company X to assess if work-from-home set-up is efficient and if they can continue to implement this even after the pandemic.

3. STATEMENT OF THE PROBLEM

This study aims to determine the impact of work from home set-up to the level of productivity of employees in the BP Engagement Team of Company X. Specifically, it attempts to answer the following questions:

1. What is the profile of the respondents in terms of?
 - a. age;
 - b. sex;
 - c. civil status;
 - d. length of tenure?
2. How may the level of productivity of the employees in a WFH setup be determined using the indicators as cited below:
 - a. working environment;
 - b. work flexibility;
 - c. communication?
3. Is there a significant difference on the level productivity of the employees in a WFH setup when grouped according to their profile?
4. Based on the findings and results of the study, what employee's productivity measures may be proposed?

4. RELATED LITERATURES

Even before the COVID-19 breakthrough, there are already some companies that are practicing the culture of WFH set up. But because of the rapid transmission of the virus, it caused some employees of different companies who aren't in a WFH setup to resign from their work and just go home into their families. Because of this, many companies adapted the culture of WFH setup. This event urged many researchers to conduct studies regarding the WFH set to help companies keep and retain their employees while considering employees' safety and at the same time, their productivity.

Some of the theories of these researchers were stated below, these will be helpful to the researchers' study and it will serve as a guide for them.

Gartner Glossary defined that "Remote work (also known as work from home [WFH] or

telecommuting) is a type of flexible working arrangement that allows an employee to work from remote location outside of corporate offices."

Some researchers stated that WFH setup has a positive effect to the employees' productivity. Our empirical analysis shows that working from home has a statistically significant positive effect on work effort. (Rupietta & Beckmann, 2016)

The above-mentioned idea is in contrast with the results of The Martec Group's research that is posted in Forbes' website as an article. The Martec Group surveyed 1,214 individuals across various industries, demographics, and seniority levels to identify how working from home during the COVID-19 pandemic is affecting employees. While some blossomed working from home, the survey also found a significant decline in mental health across all industries, seniority levels, and demographics. Job satisfaction, job motivation, and company satisfaction were also negatively affected. The smallest employee group identified by the Martec Group Work from Home Study was "Thriving Employees." This group represented a mere 16 percent of employees working from home and are the only group who said they loved it. One-quarter of employees surveyed are identified as "Hopeful Employees" who believe working from home is not for them, but who have complete faith in their company's management. According to the survey, the majority of employees do not like working from home. 27 percent of employees are "Discouraged Employees" who do not like working from home but think their company is doing the best. The remaining 32 percent of employees also now dislike working from home but also don't think their company is handling the pandemic situation well.

One example is the study by Esra Thorstensson entitled, "The Influence of Working from Home on Employees' Productivity (Comparative document analysis between the years 2000 and 2019-2020). The abstract of the study goes like this: "More public and private organizations offer working from home as an alternative way of working for their employees. Working from home (WFH) has both benefits and drawbacks for the employees when it is compared to the office working. While some of the researchers, such as Shafizadeh et al. (2000) claim that working from home increases the productivity of the employees, other researchers, such as Monteiro et al. (2019) claim the opposite. This study analyzed five research articles published in year 2000 and five research articles published in years 2019 and 2020 to discover the factors having an influence on the productivity of the employees who work from home, whether the influence of these factors have on the

productivity is positive or negative and whether the factors have changed from year 2000 to the recent years (2019 and 2020). The study results indicate that working from home has an influence on productivity of the employees. While influences of some of the factors are either positive or negative, the influence of some of the factors depends on the characteristics and attitude of the employees and the circumstances.”

Based on Thorstensson’s study, there are various factors that affect the level of productivity of employees when in a WFH setup. Such factors include three categories which are the: organizational factors, employee-related factors, and home-related factors. These factors may also be used by the researchers in assessing their study which is the impact of work from home setup to the level of productivity of employees in BP Engagement Team of Company X. Some of the factors of working from home practice have positive influences on the productivity, some other factors have negative influences. (Thorstensson, 2020). In the study of the researchers, they would like to know if the WFH setup of employees in BP Engagement Team of Company X has also both positive and negative impacts or it is just pure positive or negative impact.

The purpose of Thorstensson’s study is to have a broader understanding of the connection between working from home practice and productivity of the employees and to discover whether there has been a change in the productivity factors for the last 20 years. Moreover, the target group is primarily both public and private organizations, which offer or consider offering their employees to work from home and employees who work from home or consider working from home.

On the other hand, the purpose of the study of the researchers is more narrow than Thorstensson’s which is to know the impact of working from home to the level of productivity of employees in BP Engagement Team of Company X for the company to be able to assess this set-up and to help them formulate another mitigating actions that is doable from their side to make this kind of work arrangement more useful for their business and for them to help the employees maximize their level of productivity. As for the participants of the study, it is also focused on a smaller group which is the employees of BP Engagement Team of Company X unlike Thorstensson’s which was focused on both public and private organizations.

When it comes to benefits for the employees who are in a WFH set-up, Thorstensson also narrated this in her thesis which was written as, “Some of the employees prefer working from home rather than

working at an office and there are various reasons for this preference, which are explained below:

One of the most influential reasons for preferring working from home is the flexible scheduling options. Lupu (2017:695) states that flexible scheduling enables employees to have a certain autonomy in planning their daily lives, including both employee and family activities according to their needs, such as taking their children to school or go to the doctor. Ford and Butts (1991:20) mention the possibility of the employees to modify their working schedule daily or even hourly. Wienclaw (2019:2) lists the benefits of flexible scheduling option as follows: being free to sleep in and work late, starting and ending early, working forty hours in four days instead of five or six days a week, scheduling personal appointments (e.g., physician, dentist, hairdresser) during office work-hours and completing the work later in the evening without using vacation days.

Another benefit of working from home for the employees is saving time in commuting to the office, avoiding rush-hour traffic. Ford and Butts (1991:20) claim that eliminating the stresses of driving in rush hour traffic may represent the most important advantage for many employees. Wienclaw (2019:2) indicates that by not commuting, employees will have more free-time to spend with their families.

There is also a financial benefit from many aspects for the employees working from home. They can save money “by dispensing with the commute to the office” (Wienclaw 2019:2), such as “savings in gasoline and vehicle wear” (Ford and Butts 1991:20), “costs for parking or other transportation” (Wienclaw 2019:2). Employees can also save money by eliminating costs of appropriate office clothing and lunches (Ford and Butts 1991:20). Another

financial benefit they
have is decreased
cost with
“babysitting/kindergartens/nurses” (Lupu
2017:695) and “not having to pay for
afterschool programs”
(Wienclaw 2019:2).

Working from home has benefits particularly for “new mothers or the physicallyhandicapped who find travel burdensome or are unable to leave the home but need or want to stay in the workforce” (Ford and Butts1991:20). Option of providing care to sick children or elders while working is another benefit (Beño 2018:26), (Wienclaw 2019:2).

Moreover, working from home makes it possible for people living in isolated areas to be employed (Lupu 2017:695), it reduces the chances of getting sick, fatigue and work-related stress (Lupu 2017:695).

Thorstensson also narrated the drawbacks of WFH setup for employees. “There are also several drawbacks of working from home for employees. Lupu (2017:696) mentions these drawbacks: “the technical problems that cannot be solved remotely, the unequal salaries between employees working in the office and teleworkers; employee isolation, limitation of normal interaction with the colleagues and difficulties in organizing union activities”. Another important drawback for the employees is the hindrance of career advancement. Ford and Butts (1991:21) claim that the saying “out of sight, out of mind” is valid for employees working from home when it is time for promotions of the personnel. They claim that co-workers remaining in the office have a higher chance to be known and get promoted quicker, as the management does not know about the interpersonal communication skills and relationships of the employee working from home. This situation affects his or her future employment as well, as the present employer or the supervisors do not have a clear picture about the employee working from home and therefore have doubts about making recommendations. The final drawback of working from home for the employees is concerned with lacking opportunity to have informal communication network with the colleagues. When the employees do not have such interactions, they may feel alienated from the colleagues and company goals and values (Ford and Butts 1991:21).

In relation to Thorstensson’s study, the researchers would like to know if their research would have the same results as Thorstensson’s regarding on the benefits and drawbacks to the employees of this kind of setup. They would also like to know the impact of these benefits and drawbacks to the overall level of productivity of employees in BP Engagement Team in Company X.

5. THEORETICAL FRAMEWORK

There are six levels of productivity; avoiding, distracted, appropriate, deliberate, important and inspired work. (Boyd, 2020) This theory will help the researchers know which level of productivity the employees in BP Engagement Team of Company X are when in a WFH setup.

According to Boyd (2020), the first level of productivity is avoiding wherein people avoid the work and actively don’t do it or in other words, a lot of procrastination. The second level is distracted wherein employees tend to be distracted by lots of incoming priorities other than the ones that they’re supposed to be working on. They find themselves overwhelmed by their work. The impact is that they have to work three times as hard to get one unit of work done. Appropriate is the third level wherein they’re doing the work they “should” be doing, in other words just they’re doing what is required. When people are starting to be disciplined with their work and they have a structured approach to how they manage their quarter, their week, and their day, it means that they’re at the fourth level which is deliberate. The fifth level of productivity is important. This is where people do valuable work that is crucial to their specific role. They work on core categories or a key project in a deliberate way on a consistent basis. This is where things start to change. One unit of input starts to create ten units of output. Lastly, the sixth level is called inspired work which is also called as game-changing work. This is where employees will create ideas or find actions that make the difference. In game-changing work, employees can do one unit of work and have up to fifty units of output. Tim Ferriss calls these “Leveraged Activities” or the activities that give you explosive impact.

In order to know which level of productivity the employees are in the BP Engagement Team of Company X when in a work from home setup, the researchers will use the following criteria that affect the employees’ level of productivity when in a WFH setup:

Working Environment

In a WFH set up, working environment can affect the output of employee. The working environment has many important roles in the employees' job productivity and performance. Working from home is assumed to give more comfortability if compared to the traditional office. Employees have more freedom to work on their tasks in their own productive time and receive less distraction unlike in the central office (Afiqah et. al., 2020).

One of the strategies for to overcome the challenges in telework will prepare the physical/ home environment, which includes setting create an environment that is conducive to working, such as dedicated workspace, sometimes there is physical boundaries (e.g., a room with a door) (Greer & Payne, 2014).

Similarly, Thorstensson (2020) stated that if there is a suitable working space at home, employees work more productively when they can focus on their work and finish their tasks without being interrupted and distracted by their colleagues in the office.

In relation to this, Akira Raun (2021) stated that working environment should feel safe and heard at their workplace.

In contrast, A 2017 worldwide survey by Regus of 20,000 managers and business owners around the world revealed that forty-eight percent of respondents to the Regus survey reported that children or family demanding attention was the number one issue when working at home and the reason for their distractions.

Work Flexibility

One of the most influential reasons for preferring working from home is the flexible scheduling options. Lupu (2017), states that flexible scheduling enables employees to have a certain autonomy in planning their daily lives, including both employee and family activities according to their needs, such as taking their children to school or go to the doctor.

Wienclaw (2019) lists the benefits of flexible scheduling option as follows: being free to sleep in and work late, starting and ending early, working forty hours in four days instead of five or six days a week, scheduling personal appointments (e.g., physician, dentist, hairdresser) during office working hours and completing the work later in the evening without using vacation days.

WFH also affects flexibility and engagement at work because it allows workers to have more flexible hours to complete their work and they are not

required to follow office hours. (Grant et al. 2019; Purwanto et al. 2020).

Communication

Even when the employees are accessed by their colleagues and supervisors, "lack of face-to-face communication and the benefits associated with face-to-face communication" creates a drawback for the employees (Greer et al., 2014). Efficient communication is especially important for working from home practices as the team members are interdependent on each other and it is a challenge for the supervisors to coordinate them, as each of them are physically in different places (Greer et al., 2014).

According to Thorstensson (2020) study, lacking face-to-face communication with the colleagues may have an adverse effect on the productivity of the employers. It becomes more difficult to access people for help and cooperation in the absence of a team environment, which may lead to delays in receiving critical information. It complicates the situation even further if there is a high level of task interdependence and colleagues work with sequential tasks and need to wait for each other to complete their tasks.

6. CONTRIBUTIONS OF RESEARCH

The findings of the study "Impact of Work from Home Set up to the Employees' Over-all Productivity in the BP Engagement Team of Company X will be beneficial to the following:

Company X. This study seeks to help the Company X to assess the impact of their WFH setup to the overall productivity of their employees in BP Engagement Team and help them decide if the WFH setup is efficient and if they can continue implementing it even after the pandemic.

Other Companies & Businesses. This study shall benefit the other companies who are also implementing the work from home setup. They may use the results and findings of the study in assessing their employees' overall productivity as well.

Future Business Owners. This study will be beneficial to the people who also plans to start their business in the future as this will give them insights on the impact of WFH setup to the overall productivity of the employees.

Employees of Company X. This study will help the employees to be heard and understood by their company regarding on the impact of WFH setup in case the results on their level of productivity will be somehow negative due to some inevitable events /

factors. The Company X may formulate another mitigating action in order for the WFH setup to be more efficient and for their employers to be more productive.

University. This study shall benefit the university as a contribution to progression for higher learning and education.

Researchers. The present study may help the researchers broaden their knowledge in thesis writing using systematic and technical system.

Future Researchers. The findings from the study can be a source of related studies to future researchers intending to explore further the Effect to the Level of Productivity of Employees when in a WFH Setup.

7. RESEARCH METHODOLOGY

The researchers used the descriptive type of research because they believe that it is the most appropriate to use for them to have a better analysis of the study. It is the easiest way to obtain systematic data for their study that will give them an actual picture of the data set they are analyzing. The use of the questionnaire and personal interviews are some of the most common forms of conducting descriptive research but due to the global pandemic of COVID 19, the researchers opted to use Google forms to conduct their survey to the intended respondents. The respondents of the study were the employees of BP Engagement Team of Company X. The researchers used the Raosoft calculator to determine the number of respondents. The margin of error was 5% with 95% confidence level. The total population of BP Engagement Team is 32 and the suggested sample size from Raosoft is 30. The researchers used the probability sampling method; they chose the random sampling using the picker wheel in order to determine the 30 responses that they are going to use. The researchers used descriptive and inferential statistics on the interpretation and analysis of the study. They used the likert-scale 4,3,2,1 in determining the employees' level of productivity.

8. PRESENTATION, ANALYSIS AND INTERPRETATION

Profile of the Respondents

The researchers used the respondents' age, sex, civil status, and length of tenure in the company as the demographic profile of the respondents.

Table 1. Distribution of Respondents in Terms of Age

Age	Frequency	Percent
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20-30	7	23%
31-40	22	73%
41-50	1	3%
Total	30	100%

Table 1 shows that of the 30 respondents, the age group of 31-40 got the highest frequency which is 22 or 73% of the total respondents. This was followed by age group 20-30 with the frequency of 7 or 23%. The age group with the least frequency is age group 41-50 with only 1 respondent or 3% of the total respondents. This shows that most of the respondents belong to the age group of 31-40 years old.

Table 2. Distribution of Respondents in Terms of Sex

Sex	Frequency	Percent
Male	11	37%
Female	19	63%
Total	30	100%

Table 2 shows that out of 30 respondents, 11 are male or 37% of the total respondents and female are 19 or 63% of the total respondents. When it comes to sex, most of our respondents are female.

Table 3. Distribution of Respondents in Terms of Civil Status

Civil Status	Frequency	Percent
Single	15	50%
Married	15	50%
Total	30	100

Table 3 reveals that there are only single and married respondents and they are equal with a frequency of 15 each so the percentage is 50% for each group.

Table 4. Distribution of Respondents in Terms of Years of Service in the Company

Years of Service in the company	Frequency	Percent
Less than 1	1	3%
1-5	26	87%
6-10	3	10%
Total	30	100%

Table 4 shows that when it comes to years of service in the company, 26 employees or 87% of the total respondents' length of tenure in the company is 1-5 years. There is only 1 respondent or 3% of the total respondents who is in the company for less than a year and there are 3 respondents or 10% of the total respondents whose length of tenure is 6-10 years.

Indicators of Level of Productivity of the Employees in WFH Setup

The researchers used three indicators in assessing the level of productivity of employees in a work from home setup which are working environment, work flexibility, and communications.

Table 5. Working Environment

Statement	Mean	Verbal Interpretation
I am more comfortable in a WFH setup which causes me to be more efficient at work.	3.70	Strongly Agree
I feel more productive when working from home as compared to when working on-site.	3.53	Strongly Agree
I have fewer distractions in a WFH setup that helps me to finish my tasks on time.	3.03	Agree
I can finish all my tasks and workload every day because I have a suitable working space at home.	3.53	Strongly Agree
I feel safer working at home which helps me to do my best at work.	3.90	Strongly Agree
I have all the necessary equipment and tools needed to finish my tasks and to be productive.	3.67	Strongly Agree
I am more focused on my work when in a WFH setup which results to my quality works.	3.60	Strongly Agree
I don't have time pressure to go home late because I am working from home so I can render overtime to finish my work.	3.87	Strongly Agree
I am more satisfied with my office setup at home than my main space in our company's office that helps me to move freely and work at my best.	3.43	Agree
If given an opportunity to permanently work from home, I will gladly accept it and I'll be more motivated to do my tasks.	3.70	Strongly Agree

I can still work and be productive even if we have power interruption / internet problems because I have back-ups.	3.67	Strongly Agree
I feel less stressed when working from home because I am with my family and this causes me to be more productive.	3.63	Strongly Agree
COMPOSITE MEAN	3.61	Strongly Agree

Table 5 reveals that the respondents strongly agree that they are still productive in a work from home setup using the working environment as an indicator with a composite mean of 3.61. Out of all the statements under working environment, the highest mean is 3.90 wherein employees feel safer working at home which helps them to do their best at work. On the other hand, the lowest mean is 3.03 or the statement "I have fewer distractions in a WFH setup that helps me to finish my tasks on time", it means that respondents agree that distractions at home have an impact to their level of productivity.

Table 6. Work Flexibility

Statement	Mean	Verbal Interpretation
I can manage my time more so I can be more productive.	3.70	Strongly Agree
I can carry out my work efficiently.	3.83	Strongly Agree
I have fewer absences when working from home as compared to working on-site so I can finish more tasks.	3.80	Strongly Agree
I can finish my work and submit it on time even if I am sick or have important activities to attend.	3.73	Strongly Agree
I can adjust my working hours whenever there is a need to do it (due to power interruption, internet connection problems, fortuitous events) as long as I can complete my working hours and tasks.	3.80	Strongly Agree
I am more comfortable to work and tend to be productive when I can adjust my working hours.	3.80	Strongly Agree

I am more productive because I can have enough sleep and have more energy to work at my flexible schedule.	3.83	Strongly Agree	I can attend our huddles / meetings or other work activities properly even if it is done virtually.	3.73	Strongly Agree
I can take the necessary breaks in between work whenever needed that helps me to regain my energy and do my tasks properly.	3.90	Strongly Agree	Our communications tools don't hinder my work performance.	3.70	Strongly Agree
I can still be productive even if there are other activities like household chores, family member gatherings and unexpected visitors since I can adjust my working hours.	3.80	Strongly Agree	I feel that I am getting enough support from my colleague even if we're in a WFH setup that causes me to be motivated at work.	3.63	Strongly Agree
I can maintain the "work-life-balance" when in a WFH setup and maximize my productivity.	3.80	Strongly Agree	I can easily reach out to my manager/boss whenever there are problems that cause me to be not productive.	3.63	Strongly Agree
COMPOSITE MEAN	3.80	Strongly Agree	I feel that my colleagues keep me in the loop and they're willing to help whenever I have problems. This helps me to be more productive.	3.63	Strongly Agree
			I am distracted to work at my home due to lack of face-to-face communication which causes me to decrease my level of productivity.	2.50	Agree
			Our company is doing ways for us to be able to socialize and have fun gatherings even if it is done virtually which is very important in employees' motivation and productivity.	3.77	Strongly Agree
			COMPOSITE MEAN	3.43	Agree

It is very evident in Table 6 that work flexibility also affects the employees' level of productivity; employees strongly agree with a composite mean of 3.80 that work flexibility affects their level of productivity. The statement with the highest mean of 3.90 is "I can take the necessary breaks in between work whenever needed that helps me to regain my energy and do my tasks properly." It means that breaks in between work affects the level of productivity of employees. On the other hand, the lowest mean is 3.70 but it means that employees still strongly agree that under work flexibility, they can manage their time more so they can be more productive.

Table 7. Communications

Statement	Mean	Verbal Interpretation
I feel highly connected to my team / workmates even if we're in a WFH setup and I can do my part as an employee.	3.27	Agree
I sometimes get misunderstood because our communications are only done virtually that causes me to be unmotivated at work.	2.80	Agree
I have a strong internet connection in my home that helps me to be more productive.	3.63	Strongly Agree

When it comes to communications, Table 8 shows with a composite mean of 3.43 that respondents agree that communications affect their level of productivity and they are still productive even when in a work from home setup. The highest mean is 3.77 wherein employees strongly agree that they feel that their company is doing ways for them to be able to socialize and have fun gatherings even if it is done virtually which is very important in their motivation and productivity. On the other hand, the lowest mean is 2.80 wherein employees agree that sometimes they get misunderstood because their communications are only done virtually that causes them to be unmotivated at work. This only means that great communication between employees and employers are necessary to help the employees to be more motivated at work when in a work from home setup.

8.3 Level of Productivity of Employees When Grouped According to Profile

Table 8. Significant Difference on the Level of Productivity of the Employees in a WFH Setup when Grouped According to their Age

Indicators	F	Sig.	Decision on HO	Verbal Interpretation
Working Environment	0.252	0.779	Failed to Reject	Not Significant
Work Flexibility	0.775	0.471	Failed to Reject	Not Significant
Communications	0.428	0.656	Failed to Reject	Not Significant

The table shows that there is no significant difference on the level of productivity of employees in a WFH setup when grouped according to their age in terms of working environment, work flexibility and communications. The p values are 0.779, 0.471 and 0.656 respectively which are greater than the 0.05 significance level.

Table 9. Significant Difference on the Level of Productivity of the Employees in a WFH Setup when Grouped According to their Sex

Indicators	F	Sig.	Decision on HO	Verbal Interpretation
Working Environment	0.406	0.529	Failed to Reject	Not Significant
Work Flexibility	2.645	0.115	Failed to Reject	Not Significant
Communications	1.977	0.171	Failed to Reject	Not Significant

Table 9 shows that there is no significant difference in the level of productivity of employees in a WFH setup when grouped according to their sex in terms of working environment, work flexibility and communications. The p values are 0.529, 0.115 and 0.171 respectively which are greater than the 0.05 significance level.

Table 10. Significant Difference on the Level of Productivity of the Employees in a WFH Setup when Grouped According to their Civil Status

Indicators	F	Sig.	Decision on HO	Verbal Interpretation
Working Environment	0.558	0.461	Failed to Reject	Not Significant

Work Flexibility	0.573	0.456	Failed to Reject	Not Significant
Communications	1.775	0.194	Failed to Reject	Not Significant

Table 10 shows that there is no significant difference on the level of productivity of employees in a WFH setup when grouped according to their civil status in terms of working environment, work flexibility and communications. The p values are 0.461, 0.456 and 0.194 respectively which are greater than the 0.05 significance level.

Table 11. Significant Difference on the Level of Productivity of the Employees in a WFH Setup when Grouped According to their Years of Service in the Company

Indicators	F	Sig.	Decision on HO	Verbal Interpretation
Working Environment	2.322	0.117	Failed to Reject	Not Significant
Work flexibility	0.055	0.946	Failed to Reject	Not Significant
Communications	1.947	0.162	Failed to Reject	Not Significant

Table 11 shows that there is no significant difference on the level of productivity of employees in a WFH setup when grouped according to their years of service in the company in terms of working environment, work flexibility and communications. The p values are 0.117, 0.946 and 0.162 respectively which are greater than the 0.05 significance level.

9. CONCLUSIONS

Based on the results of the study, the researchers concluded the following:

1. There are a total of 30 respondents, 73% of them belong to the age group of 31-40, 63% are female while 37% are male, half of the respondents are single and the other half are married. 87% of the respondents are in the company for 1-5 years.
2. The respondents strongly agree that the indicators under working environment and work flexibility affect their level of productivity. When it comes to communications, they agree that the indicators under that also affect their level of productivity.
3. There is no significant difference on the level of productivity of employees in a work-from-home setup when they are grouped according to their profile.

4. The employees are still productive even when in a work from home setup. They're in the sixth level of productivity based on Boyd's theory wherein it is called inspired work which is also called as game-changing work. This is where employees are inspired in what they do and they create ideas or find actions that make the difference that results to maximizing their level of productivity.

10. RECOMMENDATIONS

Based on the findings and conclusions of the study, the researchers recommend the following:

1. The company X may assess if their employees' level of productivity in a work from home setup is the same as the employees' productivity when working on site. They may consider permanent work from home setup if the employees are more productive at home than on-site.

2. Company X may also use the three indicators (working environment, work flexibility, communications) and Boyd's six levels of productivity if they will assess the level of productivity in a work from home setup of their employees in other departments.

3. Since the working environment, work flexibility, and communications affect the employees' level of productivity in a work from home setup, Company X may improve the other areas under that indicator that needs to be improved for their employees to be more motivated and productive.

4. The future researchers who will be interested in this study may modify this or may deepen this study that will determine the employees' level of productivity in a work from home setup.

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