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RESEARCH ARTICLE OPEN ACCESS

A Study on Work From Home Vs Office Work Preference Among Employees

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ABSTRACT: This study focuses on understanding employees' preference between work from home and office work. It examines factors like productivity, flexibility, job satisfaction, and work-life balance. The study uses both primary and secondary data to analyze which working style is more preferred and effective among employees.

Keywords: Work From Home, Office Work, Employee Preference, Productivity, Work-Life Balance.

INTRODUCTION

The concept of work has undergone a significant transformation over the past few years, particularly with the advancement of digital technologies and the widespread impact of the COVID-19 pandemic. Traditionally, office work was considered the standard mode of employment, where employees were required to be physically present at a designated workplace to perform their duties. However, the emergence of work-from-home practices has challenged this conventional system by offering employees the flexibility to work remotely using digital tools and communication platforms. This shift has not only changed the way organizations operate but has also influenced employee preferences, productivity patterns, and overall job satisfaction.

Work from home, also known as remote work or telecommuting, allows employees to carry out their responsibilities from the comfort of their homes or any location outside the traditional office environment. It provides flexibility in managing work schedules, reduces commuting time, and helps employees maintain a better work-life balance. On the other hand, office work offers a structured environment that promotes direct communication, teamwork, and collaboration among employees. It also provides better access to organizational resources and a clear separation between professional and personal life. Due to these contrasting features, employees often have varying preferences based on their individual needs, job roles, and personal circumstances.

The sudden transition to remote work during the pandemic forced many organizations to adopt work-from-home policies without prior planning or infrastructure. While some employees adapted quickly and experienced increased productivity and convenience, others faced challenges such as lack of proper workspace, internet connectivity issues, distractions at home, and difficulties in communication. Similarly, returning to office work has also presented its own challenges, including commuting stress, rigid schedules, and concerns about health and safety. These mixed experiences have made it essential to understand employee preferences more deeply and identify the factors that influence their choices between work from home and office work.

OBJECTIVE

1. To identify employee preference between work from home and office work.
2. To analyze the factors influencing employee choice, such as flexibility, productivity, and work-life balance.
3. To compare the impact of both work modes on employee productivity and performance.
4. To examine the challenges faced by employees in work from home and office environments.
5. To evaluate employee satisfaction levels in both work from home and office work settings.

STATEMENT OF PROBLEM

The rapid shift in work patterns, especially after the COVID-19 pandemic, has created uncertainty among organizations regarding the most effective mode of work. While some employees prefer working from home due to flexibility and better work-life balance, others favor office work for improved collaboration, communication, and structured routines. This variation in preferences creates a challenge for employers in designing suitable work policies that satisfy employees while maintaining productivity and organizational performance. Additionally, factors such as technological issues, work distractions at home, commuting stress, and employee well-being further complicate the decision-making process. Therefore, there is a need to study and understand employee preferences between work from home and

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office work, along with the factors influencing these choices, to help organizations adopt effective and balanced work models.

SCOPE OF THE STUDY

The scope of the study on "Work From Home vs Office Work Preference Among Employees" focuses on understanding the preferences, opinions, and experiences of employees regarding different work modes. The study covers key aspects such as flexibility, productivity, work-life balance, job satisfaction, and communication effectiveness in both work-from-home and office environments. It aims to analyze the factors influencing employee choices and the challenges faced in each mode of work. The scope is generally limited to a selected group of employees across various sectors and may consider demographic factors like age, gender, and job role. The findings of the study will help organizations and policymakers design better work strategies, including hybrid models, to improve employee efficiency and satisfaction.

RESEARCH METHODOLOGY

Research in common refers to a search for knowledge. Research methodology is a way to systematically solve the research problem. The research design indicates the steps that have been taken in the sequence they occurred.

RESEARCH DESIGN

Research design is the arrangement of conditions analyses of data in a systematic manner that aims to combine relevance to research purpose. The research study applied here is convenience sampling.

SAMPLE SIZE

80 respondents are selected from coimbatore district for the purpose of the study. Direct questionnaires are used to survey the respondents.

SOURCES OF DATA

The data is collected in two ways;

PRIMARY DATA: Surveys and interviews with employees to know their preference between work from home and office work.

SECONDARY DATA: Review of articles, journals, reports, and online sources about remote work, office work, and employee productivity.

TOOLS AND TECHNIQUES

The tools used under for the study are

- simple percentage method
- Chi square

SIMPLE PERCENTAGE METHOD

A percentage analysis is used to interpret the data by the researcher for analysis and interpretation. Through the use of percentages, the data are reduced in the standard form with base equal to 105 which fact facilitates relative comparisons. In the percentage analysis, Percentage is calculated by multiplying the number of respondents into hundred and it is divided by the same size.

Formula:

Percentage =NO.OF RESPONDENTS / TOTAL RESPONDENTS*100

CHI – SQUARE

The chi-squared test is done to check if there is any difference between the observed value and expected value.

Formula: Chi square formula $\chi^2 = \sum(Oi - Ei)2/E$

LIMITATIONS OF THE STUDY

1. The study may be conducted on a small group of employees, which may not represent the entire population.
2. The data may be collected from a specific area or region, limiting the generalization of results to other locations.
3. Employees may provide biased or inaccurate answers based on personal opinions or current experiences.
4. The study is conducted within a limited time period, which may not capture long-term changes in employee preferences.

REVIEW OF LITERATURE

1.Toscano, F., González-Romá, V., & Zappalà, S. (2024) Journal of Business and Psychology

This study examines the impact of work-from-home (WFH) and office work on employee performance in hybrid settings. It finds that WFH improves concentration and engagement, which positively influences job performance. However, it also highlights that lack of interaction may reduce collaborative outcomes.

2.Von Jorck, G., Börger, T., & Meyerhoff, J. (2025) Journal for Labour Market Research

This research explores employee preferences between WFH and office work. It identifies that financial incentives, flexible schedules, and workplace facilities influence employees' choice of work location. The study concludes that flexibility plays a major role in determining preference.

3.Shaik, K. (2025) Comparative Study on Job Satisfaction

This study focuses on job satisfaction in WFH and office environments. It highlights that technological advancements have made remote work more feasible and that employees value flexibility and comfort over traditional office settings.

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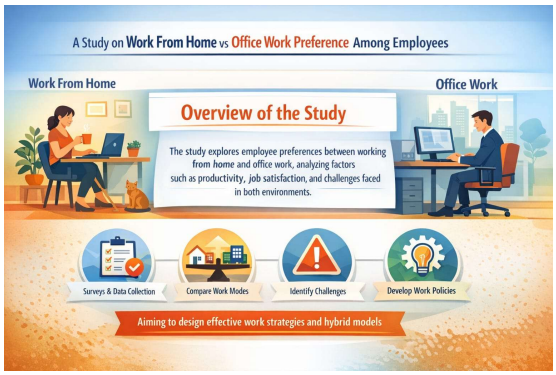
OVERVIEW OF STUDY

The study titled "A Study on Work From Home vs Office Work Preference Among Employees" aims to analyze and compare the preferences of employees regarding different work modes in the modern work environment. With the growing adoption of remote work and the continued relevance of traditional office settings, this study focuses on understanding how employees perceive both options in terms of productivity, flexibility, work-life balance, job satisfaction, and communication. It examines the various factors that influence employee choices, such as personal needs, job roles, technological access, and organizational support.



The study also explores the challenges faced by employees in both work-from-home and office environments, including issues related to distractions, connectivity, commuting, and collaboration. Data for the study is typically collected from a selected group of employees through questionnaires or surveys, and the findings are analyzed to draw meaningful conclusions. The results of this study are expected to help organizations design effective work policies, including hybrid work models, that balance employee preferences with organizational goals and improve overall efficiency and satisfaction.

DATA ANALYSIS AND INTERPRETATION

Table 1: Shows the age of the Respondents

S.no	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE %
1	18–25	1	1.25%
2	26–35	49	61.25%
3	36–45	30	37.50%
4	46 above	-	-
	Total	80	100

INTERPRETATION

The above table shows that 61.25% of the respondents belong to the age group of 26–35 years, 37.50% of the respondents belong to the age group of 36–45 years, and 1.25% of the respondents belong to the age group of 18–25 years.

➤ Majority 61.25% of the respondents belong to the age group of 26–35 years.

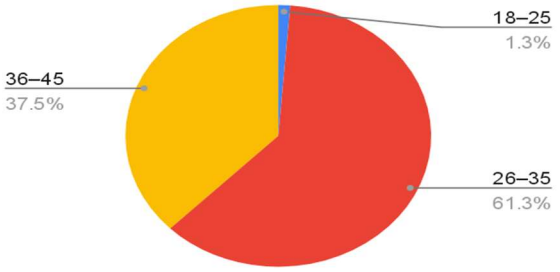


Table 2: shows the preference of work style

S.no	PARTICULAR	NO.OF RESPONDENTS	PERCENTAGE %
1	Mostly working in office	38	47.50%
2	Equal exposure to both	31	38.75%
3	Mostly working from home	9	11.25%
4	Frequently changing modes	2	2.50%
	Total	80	100

INTERPRETATION

The above table shows that 47.50% of the respondents are mostly working in the office, 38.75% of the respondents have equal exposure to both home and office, 11.25% of the respondents are mostly working from home, and 2.50% of the respondents are frequently changing modes.

➤ Majority 47.50% of the respondents are most familiar with working in the office.

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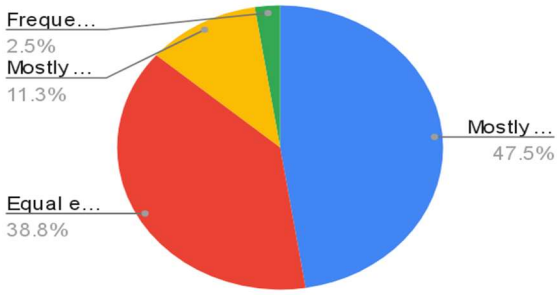

CHI-SQUARE TEST

Table 1.1: Observed Frequencies (O) for Age and Work Style

Age Group	Mostly Home	Mostly Office	Equal Exposure	Changing Modes	Total
18–25 Years	0	1	0	0	1
26–35 Years	5	20	19	0	44
36–45 Years	3	21	9	2	35
Total	8	42	28	2	80

INTERPRETATION

In this sample, Working in the Office is the most common work style familiarity across all age groups (52.5%), followed by Equal Exposure (Hybrid) at 35%.

H_0(Null Hypothesis): There is no significant relationship between age and the work style respondents are most familiar with.

H_1(Alternative Hypothesis): There is a significant relationship between age and the work style respondents are most familiar with.

Category (Age - Work Style)	Observed (O)	Expected (E)	(O - E)^2	(O - E)^2 / E}
Home	0	0.1	0.01	0.1
Office	1	0.53	0.22	0.415
Equal Exposure	0	0.35	0.12	0.343
Changing Modes	0	0.03	0	0.03
Home	5	4.4	0.36	0.082
Office	20	23.1	9.61	0.416
Equal Exposure	19	15.4	12.96	0.842
Changing Modes	0	1.1	1.21	1.1
Home	3	3.5	0.25	0.071
Office	21	18.38	6.86	0.373
Equal Exposure	9	12.25	10.56	0.862
Changing Modes	2	0.88	1.25	1.42
TOTAL	80	80		6.054

RESULT

Calculated Chi-Square Value (\chi^2):{6.054}
Significance Level : 0.05
Degrees of Freedom (df): (3 - 1) \times (4 - 1) = 6
Critical Table Value (df=6, \alpha=0.05): 12.592
The Calculated Chi-Square value (6.054) is lesser than the Critical Table value (12.592).
Conclusion: We fail to reject the null hypothesis H_0. There is no statistically significant relationship between age group and work style familiarity within your sample of 80 respondents. The variations observed in the data are likely due to random sampling chance rather than a specific pattern tied to age.

FINDINGS

- Majority 61.7% of the respondents belong to the age group of 26–35.
- Majority 51.1% of the respondents are Male.
- Majority 53.3% of the respondents work in the Education sector.
- Majority 66.7% of the respondents have 1–3 years of experience.
- Majority 48.9% of the respondents currently work in a Hybrid (few days office) model.
- Majority 47.5% of the respondents are most familiar with Mostly working in the office.

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- Majority 57.8% of the respondents prefer Co-working spaces as their work environment.
- Majority 51.1% of the respondents are most productive During flexible hours anywhere.
- Majority 48.9% of the respondents feel more distracted in an Office environment.
- Majority 42.2% of the respondents say task efficiency is Better when going to the office.
- Majority 55.6% of the respondents feel No major difference in work-life satisfaction between modes.
- Majority 53.3% of the respondents feel Healthier in the office regarding their well-being.
- Majority 51.1% of the respondents find communication Better in face-to-face interaction.
- Majority 51.1% of the respondents prefer Team outings/events for social connection.
- Majority 57.8% of the respondents find their home office setup Not very comfortable.
- Majority 51.1% of the respondents consider office space and culture Somewhat important.
- Majority 51.1% of the respondents view their commute as an Enjoyable part of the day.
- Majority 42.2% of the respondents state that remote work Slightly reduces costs.
- Majority 51.1% of the respondents prefer a Combination of both office and remote for career growth.
- Majority 55.6% of the respondents prefer to Work completely from the office in the future.

SUGGESTION

- Adopt a hybrid work model to balance flexibility and collaboration.
- Provide flexible working hours to improve employee work-life balance.
- Enhance digital infrastructure for smooth communication and remote working.
- Conduct regular employee feedback surveys to understand preferences and issues.
- Ensure proper work-from-home support, such as internet allowance and ergonomic setup.

CONCLUSIONS

The study on "Work From Home vs Office Work Preference Among Employees" concludes that employee preferences vary widely based on individual needs, job roles, and personal circumstances. While work from home is highly valued for its flexibility, reduced commuting time, and improved work-life balance, office work continues to be important for better communication, collaboration, and a structured work environment. The findings also indicate that productivity levels differ among employees depending on their working conditions and comfort levels in each mode. Both work-from-home and office work come with their own set of challenges, such as distractions at home and commuting stress in office settings. Overall, the study highlights that a hybrid work model is increasingly preferred, as it combines the advantages of both approaches.

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