**1.1 INTRODUCTION**

The world we are living in today is widely different from the world that our parents and grandparents lived in. The landscape of our economy is changing even more fastly than ever before, as technologies that once revolutionized our lives, like the internet and smartphones become even more advanced. One of the most exciting innovations of our time is the ability to work from anywhere, without being tied to the traditional 9-to-5 office job. This is called working from home, or telecommuting. Rather than spending hours in the car traveling to work, many people now choose work from a home pattern. This work from home gives people the ability to set their own schedule which is free from the demands of an employer. Today, more than 20% of the US workforce works from home at least for fewer hours. The number is expected to grow to over 50% in the future. Now more people are opting for a work-from-home lifestyle. This chance of working from home increases employees’ freedom in scheduling their work and organizing their work. Employees with higher autonomy are now willing to contribute more work effort. By giving necessary and essential working conditions to the workers, enterprises can attract highly-skilled, potential, and hard-working employees. The past studies give an explanation of how working from home arrangements affect employees’ work effort. Some of the other studies show the relation of working from home to the productivity of the employees. There are also some studies that look into the effect of working from home on the productivity of the employee with some data from experiments. These studies find a positive effect and also some negative effects of working from home on employee productivity, employees’ willingness, and the influence of factors affecting work from home

Working from home offers a number of benefits, including the ability to avoid long commutes, the opportunity to set your own schedule, and the chance to work in your own comfort. Working from has some limitations too. Some people have the difficulty of getting distracted in work from home patterns. People who work from home instead of sitting at a desk all day use technology like smartphones and computers to work whenever it’s convenient for them. Working from home makes it easier to avoid the traditional trap of a job where you’re stuck in the same routine every day. Working from home can also give you the opportunity to work with people or on projects that don’t require you to be in the same physical space or work so, which can bring a lot of creative freedom. But working from home is not without any challenges. For example, some people find that working from home can make it tough to stay focused. Others have trouble managing their time since they’re not face-to-face with colleagues throughout the day. And some people may have trouble sticking to a same schedule. Sometimes find themselves distracted by interruptions like the phone ringing, the doorbell, and the dog barking with others. But working from home is not convenient for everyone. It requires a certain mindset, a certain lifestyle, and a certain amount of discipline. But for those who decide to give it a try, the rewards can be tremendous.

The decision to work from home isn’t limited to the United States. In fact, working from home is a growing trend all over the world. In many countries, like India and China, working from home is becoming the norm for people who have traditional jobs. In developing nations with a rapidly growing middle class, people tend to value work-life balance and prefer to work from home in order to avoid long commutes and the hustle and bustle of the city. The laws and regulations governing the practice are still being established. However, in some countries, like India, working from home is a legal right for employees. In other countries, like the United States, working from home is becoming more and more common. In many ways, the future of work is already here it’s just not always in the form we were expecting, as exciting as the prospect of working from home is, not everyone can or wants to work from home. In some countries, like India, working from home is still a relatively new concept. For many people in India, the culture is still one where the majority of the population doesn’t have the ability to work from home. For this reason, many people in India still need to be in the traditional 9-to-5 office job. It’s not easy being an entrepreneur in India. The country is so large and so diverse that finding qualified employees is tough. But thankfully, the Internet has come to the rescue. Today, you can have a fully functioning team working from anywhere in the world. Working from home in India has many perks. You can set your own schedule, wear what you want, and still get paid. But it’s not without its challenges, too. For starters, the work-life balance can be tough to strike.

**1.2 SIGNIFICANCE OF THE STUDY**

This study holds significance for organizational leaders, policymakers, academics, and individuals by providing a comprehensive understanding of the opportunities and challenges associated with working from home. The insights derived can contribute to informed decision-making, fostering positive outcomes for both individuals and the broader socio-economic landscape.

**1.3 STATEMENT OF THE PROBLEM**

This study aims to address the gaps in understanding the opportunities and challenges associated with working from home. By examining these aspects, the research seeks to provide valuable insights that can inform organizational strategies, human resource policies, and individual practices to optimize the benefits and mitigate the challenges of remote work.

**1.4OBJECTIVES OF THE STUDY**

* To assess the willingness of employees to work from home.
* To examine how working from home influences the balance between professional responsibilities and personal life for employees.
* To understand the influence of structural and relational factors on virtual work.
* To analyze the productivity of workers under virtual work.
* To analyze the cost savings and operational efficiency achieved by organizations through the implementation of remote work policies.

**1.5 SCOPE OF THE STUDY**

In this 21 century, the only flexible working arrangement is working from home. The outcomes of these arrangements consist of both positive and negative impacts. As the employees started experiencing a new pattern of work and environment, this study attempts to find out the willingness of the employees in working from home when compared to Working in the office. The present study addressed a need to understand the experience of employees those who are working from home rest time and how the home environment affects their work.

**1.6 RESEARCH METHODOLOGY**

**SOURCE OF DATA**

Both primary and secondary data were used for the smooth conduct of the study

**PRIMARY DATA**

Have been collected from the questionnaire

**SECONDARY DATA**

Have been collected from the records of books and website

**SAMPLING DESIGN**

**SAMPLE SIZE**

Sample size means selecting a fixed number of population as a sample from a large group of population for a specific study for the completion of this project 50 samples.

**SAMPLING TECHNIQUE**

The sampling technique used in this study is purposive sampling. Purposive sampling, also known as judgmental, selective, or subjective sampling, is a form of non-probability sampling in which researchers rely on their own judgment when choosing members of the population to participate in their surveys.

**TOOLS FOR DATA COLLECTION**

The research was based on a study of sample size of 50. The research included collection of data from primary sources using the research tool (questionnaire).

**TOOLS FOR ANALYSIS**

Statistical and mathematical analysis like tables, percentages, bar diagrams is used for analyzing data.

**1.7 LIMITATIONS OF THE STUDY**

* The study was confined to a small group of employees as the sample size was limited
* Lack of interest on the part of respondents.
* Responses may be biased as the study is based on information received from the questionnaire, there are chances of error
* Due to time constraints detailed study was not possible.

**2.1 REVIEW OF LITERATURE**

 **(XIAO ET AL., 2021))** California Decreased physical and mental well-being and increases in nos. of mental and physical issues due to the work-life strain caused by increased distractions and longer working hours. Female workers reported more issues than male workers.

**(RACHMAWATI ET AL., 2021)** Across the globe Positive effective, efficient, time-saving, controllable, productive, comfortable atmosphere, and high flexibility. Bored and not optimal at work because of not being in an office, need more time for adaptation.

**(AMANO ET AL., 2021)** Japan Main challenge is communication with colleagues and long working hours which caused an imbalance between employees’ professional and personal lives. Employees working from home may experience greater job engagement due to avoidance of long working hours and adequate sleep. High work engagement has a positive effect on work performance and work behaviors.

**(BIRIMOGLU OKUYAN & BEGEN, 2022)** Review paper Challenges like life and work balance, need to set up a proper workplace at home, caregiving responsibilities, mental well‐being, and risk of obesity. Some factors such as the dual responsibility of work and family resulted in a loss of control and decreased productivity. WFH working from home has many benefits (e.g., more flexibility, less commute, ability to continue to work during a pandemic)

**(AWADA ET AL., 2021)** USA Perception related to performance did not vary in comparison to in-office efficiency before deadly outbreak. Feminine, mature, and well-paid labor experience better performance. The issue of extended working hours was reported by many personnel. Efficiency was positively related to mental and physical health. Peer to Peer communication increased and workers established a separate room for official work.

**(GALANTI ET AL., 2021)** Italy Work and life issues and societal separation were adversely connected though self-direction and sovereignty were completely associated with WFH output and WFH commitment.

**(PRODANOVA & KOCAREV, 2021)** Spain The study suggested that staff’s unwillingness and fear were associated with the usage of ICT. Their enslavement on smartphone usage act as adisruption that affectsthe proficient accomplishment of work objectives.

**(SLAVKOVIĆ ET AL., 2022)** Qualitative Rebalancing of roles between men and women. The public sector was negatively impacted by WFH. The private sector experienced a positive impact. Felling of insecurity among the age group between 35-55 and lack of physical activity.

**(RUSSO ET AL., 2021)** Quantitative The value of interpersonal relations is enhanced, and Stress has harmfully influenced the well-being of the employees. Monotony and interruptions foresaw efficiency adversely. Production and happiness improved amongst software engineers.

**(KAUFMAN & TANIGUCHI, 2021)** USA Reduce Connectedness to co-workers, fewer opportunities for advancement, Insecurity in Job, job Satisfaction, work hours' flexibility work-life balance, and higher productivity.

**(WOOD ET AL., 2021)** UK Work-related factors like autonomy, social support, work, and non-work conflict positively affect mental well-being but job autonomy is negatively related. Psychological detachment, loneliness, and job insecurity increased in both waves period.

**(KITAGAWA ET AL., 2021)** Japan Poor WFH setups and lack of communication declined the Productivity. The mental health of WFH workers is better than that of non-WFH due to more time to sleep, less fatigue a and quieter environment.

**(VYAS & BUTAKHIEO, 2021)** Hong Kong Reduced work motivation and work-family interference with more Distractions. Lack of supervision,unhealthy lifestyle and feeling of loneliness are key challenges created by work-from-home arrangements. Benefits include increased productivity, higher Job satisfaction, flexibility, high Work engagement, and WLB. Increase childless male workers’ life satisfaction, Family satisfaction, and reduced absenteeism.

**3.1 THEORETICAL FRAMEWORK**

**CHALLENGES OF WORKING FROM HOME AND HOW TO OVERCOME THEM**

Working from home has gone from a dream to a reality for many people in the wake of the COVID-19 pandemic. The challenges of working from home have also presented

themselves. The way we work has changed forever, and it seems like there’s no going back. At the point when COVID-19 constrained organizations all around the world to send their representatives home to work practically, far off work had a defining moment.

Indeed, the hurry to give representatives admittance to every one of the devices they'd need to telecommute was a little, all things considered, unexpected for some businesses. In any case, after everybody got comfortable, what immediately became obvious to numerous office-based groups is that representatives could be useful and cantered when not in the workplace as a rule, much more so. Businesses wherever started to comprehend that distant work truly works .

Regardless of whether you're on the chase for a distant work or are as of now working

essentially, look at this rundown of the benefits of telecommuting, alongside a portion of the top organizations that recruit for far off positions.

Let's take a look at some specific challenges of working from home in the Maldives and how to overcome them. I've included actionable tips and solutions to help while working remotely.

Home-working has several straightforward positive aspects, such as not having to commute, easier management of household responsibilities and family demands, along with increased autonomy over time use and fewer interruptions. Personal comfort is often listed as an advantage of the home environment, though setting up a home office comes with physical and infrastructural demands. People working from home consistently report greater job motivation and satisfaction which is probably due to the greater work-related control and work-life flexibility. A longitudinal nationally representative sample of many employees in the Maldives revealed that homeworking is positively related to leisure time satisfaction, suggesting that people working from home can allocate more time for leisure activities.

Regularly-mentioned negative aspects of WFH include being disconnected from co-workers, experiencing isolation due to the physical and social distance to team members. Also, homeworking employees reported more difficulties with switching off and they worked beyond their formal working hours. Working from home is especially difficult for those with small children, but intrusion from other family members, neighbours, and friends was also found to be the major challenge of WFH. Moreover, being away from the office may also create a lack of visibility and increases teleworkers’ fear that being out of sight limits opportunities for promotion, rewards, and positive performance reviews (Dans, 2020). The trend of WFH was already growing before 2020. But when the COVID-19 pandemic hit, it increases rapidly. In 2021, the pandemic continues to distress the way we work. A major percent of government remote workers report that they are working from home because of the outbreak. While some private-sector employees say their organizations plan on making remote work permanent.

**OPPORTUNITIES OF WORKING FROM HOME:**

**Flexibility:** One of the primary advantages is the flexibility it provides. Employees can often set their own schedules, which can be especially beneficial for those with personal commitments or varying energy levels throughout the day.

**Cost Savings:** Both employees and employers can save money on commuting costs, work attire, and office space expenses. This can contribute to a better work-life balance and increased job satisfaction.

**Increased Productivity:** Some individuals find they are more productive when working from home due to reduced workplace distractions. Additionally, the absence of a commute can lead to more focused work time.

**Access to a Global Talent Pool:** Employers can tap into a global talent pool, as geographical location becomes less of a constraint. This allows organizations to hire the best candidates, regardless of where they are located.

**Improved Work-Life Balance:** Working from home can contribute to a better work-life balance by eliminating the need for long commutes and providing more time for personal and family activities.

**CHALLENGES OF WORKING FROM HOME:**

**Isolation and Loneliness:** Employees may feel isolated and lonely, as they miss out on the social interactions and camaraderie that come with working in a physical office. This can impact mental health and overall job satisfaction.

**Distractions at Home:** Home environments can be filled with distractions, such as household chores, family members, or pets. Maintaining focus and setting boundaries can be challenging.

**Communication Challenges:** Remote work can lead to communication challenges, including delays in response times, misinterpretation of messages, and a lack of spontaneous, face-to-face interactions.

**Technology Issues:** Dependence on technology for remote work can lead to challenges such as technical glitches, internet connectivity problems, or cybersecurity concerns.

**Difficulty in Separating Work and Personal Life:** Without a physical separation between the office and home, some individuals may struggle to establish clear boundaries between work and personal life. This can lead to overworking or difficulties in "switching off."

**Impact on Company Culture:** Maintaining a strong company culture can be challenging when employees are dispersed. Building and nurturing a sense of belonging and teamwork may require additional effort.

Successful remote work often involves a balance between taking advantage of the opportunities and addressing the challenges. Employers and employees alike need to communicate effectively, establish clear expectations, and leverage technology to create a supportive and productive remote work environment.

**FEATURES OF WORKING FROM HOME:**

Remote Access Technology: Advances in technology have enabled employees to access work-related resources and collaborate with colleagues from virtually anywhere, using tools like video conferencing, project management software, and cloud-based applications.

Flexible Schedules: Working from home often allows for more flexibility in work hours, accommodating individuals with different preferences and lifestyles. This flexibility can contribute to improved work-life balance.

Virtual Collaboration Tools: Various tools facilitate virtual collaboration, including video conferencing platforms, instant messaging apps, and project management tools. These tools help maintain communication and collaboration among remote team members.

Global Talent Pool Access: Employers can tap into a global talent pool, selecting the best candidates regardless of their physical location. This can enhance diversity within organizations and bring in a wider range of skills and perspectives.

Cost Savings: Both employers and employees can experience cost savings related to commuting, work attire, and office space expenses. This can contribute to financial benefits and increased job satisfaction.

**Opportunities of Working from Home:**

Increased Productivity: Some individuals find that they are more productive when working from home due to fewer workplace distractions and a more personalized work environment.

Enhanced Work-Life Balance: The flexibility of remote work allows employees to better balance work commitments with personal and family responsibilities, potentially reducing stress and improving overall well-being.

Customized Work Environment: Employees have the opportunity to create a personalized and comfortable work environment that suits their preferences, potentially leading to increased job satisfaction.

Time Savings: Eliminating the need for a daily commute saves employees valuable time, which can be redirected towards work tasks, personal development, or leisure activities.

**Challenges of Working from Home:**

Isolation and Loneliness: The lack of face-to-face interactions can lead to feelings of isolation and loneliness among remote workers, impacting their mental health and job satisfaction.

Distractions at Home: Home environments may present distractions such as household chores, family members, or pets, potentially hindering focus and productivity.

Communication Challenges: Remote work can lead to communication challenges, including delays in response times, misinterpretation of messages, and a lack of spontaneous, in-person interactions.

Technology Issues: Reliance on technology for remote work introduces the risk of technical glitches, internet connectivity problems, and potential cybersecurity concerns.

Difficulty Establishing Boundaries: Without a physical separation between the office and home, individuals may struggle to establish clear boundaries between work and personal life, leading to potential overworking.

Impact on Company Culture: Building and maintaining a strong company culture can be challenging when employees are dispersed, requiring intentional efforts to foster a sense of teamwork and connection.

Understanding and effectively addressing these opportunities and challenges can contribute to the success of remote work arrangements and the well-being of remote employees.

**SIGNIFICANCE OF OPPORTUNITIES:**

Flexibility and Work-Life Balance: The ability to work from home provides individuals with the flexibility to create schedules that better align with their personal lives. This contributes to improved work-life balance, reducing stress and enhancing overall well-being.

Increased Productivity: For some individuals, remote work can lead to increased productivity due to reduced workplace distractions and the ability to customize their work environment. This heightened efficiency can benefit both employees and employers.

Global Talent Access: The opportunity to tap into a global talent pool is significant for businesses seeking to hire the best talent, regardless of geographical location. This can foster diversity and bring in a variety of skills and perspectives.

Cost Savings: Remote work can lead to cost savings for both employees and employers, including reduced commuting expenses, work attire costs, and savings on office space. This economic impact can contribute to financial well-being and job satisfaction.

Technology Integration: The significance of advanced technologies for remote work cannot be overstated. Virtual collaboration tools, communication platforms, and remote access technologies enable seamless connectivity and collaboration across distances.

**SIGNIFICANCE OF CHALLENGES:**

Addressing Isolation: The challenge of isolation and loneliness in remote work is significant, as it can impact mental health and job satisfaction. Businesses need to implement strategies to foster social connections and support the well-being of remote employees.

Balancing Distractions: Overcoming distractions at home is crucial for maintaining productivity. Individuals and organizations must develop strategies to manage distractions effectively, ensuring that work tasks are completed efficiently.

Effective Communication: Communication challenges in remote work highlight the need for effective communication strategies and tools. Clear communication is essential to prevent misunderstandings, delays, and the breakdown of team dynamics.

Technology Reliability: The reliance on technology introduces the challenge of ensuring its reliability. Addressing technical glitches, connectivity issues, and cybersecurity concerns is crucial to maintaining a smooth remote work experience.

Establishing Boundaries: The difficulty in establishing boundaries between work and personal life is significant for maintaining the well-being of remote workers. Encouraging employees to set clear boundaries and supporting a healthy work-life balance is essential.

Preserving Company Culture: Maintaining a strong company culture in a remote work environment is a significant challenge. Businesses need to invest in strategies and initiatives that foster a sense of connection, teamwork, and shared values among remote teams.

**CHALLENGES FACED BY EMPLOYEES WHILE WORKING FROM HOME DURING COVID – 19 PANDEMIC**

**Work from home comes with unique set of challenges as**

**Extended Working Hours**

 Working sector in India faces an additional burden of lengthening of the working day, four state governments have passed orders that allow for the increase in working hours from 8 hours to 12 hours a day. Infosys co-founder Narayana Murthy, believes that workers need to put on 60-hour work-weeks-10 hours a day of the week to revive economic growth.

**Screen Addiction**

 Extended working hours, prolonged sitting infront of screen could lead to screen addiction which results in eye strains, a negative impact on relations, insomnia, Lack of activity etc, screen addiction is similar to other behavioural addictions.

**Distraction At Work**

 Working from home could be flexible but if there is no dedicated work space then it can bring a lot of distractions from children and other family members, including performing house hold duties, improper environment, constantly checking and replying of phone calls and Emails could be the other distractions.

**Psychological And Health Disorders**

 The covid-19 outbreak will definitely have psychological impact on employees and possesses a great threat to physical and mental well being. Worries like Job security, financial cut offs, Prolonged working hours, socio-economic problems triggers to high levels of stress, mood swings, depression, anxiety, traumas, thought disorders. Prolonged sitting in front of screen leads to eye and back strain, insomnia and muscles ache etc.

**Lack Of Motivation**

 The sudden transition of shifting from regular working style to remote working could be a little demotivating for employees. Prolonged isolation, lethargy and improper professional environment could have an adverse affect on morale and productivity of employees which may lead to decline in creativity, quality of work, and performance.

**Social Distancing and Loneliness**

 Isolation, disconnection and endless screen time may actually be the most common issues when working from home especially for extroverts who used to attend meetings, interact with their peer team but now everything is virtual.

**Work Life Balance**

 Work life balance depicts the balance between time allocated for work and other aspects of life. Employees work life balance is becoming more blurred with their home lives and increased work load, it’s crucial to maintain a distinction between the two.WFH leads to more work- family conflict for employees with working spouses, children and dependents especially for women as the expectations of balancing work life is higher on women.

**MEASURES TO OVERCOME THE CHALLENGES:**

The following measures are recommended to overcome the challenges faced by employees while working from home during covid-19 pandemic.

* Managing own schedules and time, getting dressed up as normal business hours can be adopted to build solid routine and to boost morale.
* A dedicated work space, clear geographical division between personal and workspace, and noise cancelling head phones can be used to minimize distractions.
* Short breaks during the work helps in avoiding the consequences of prolonged working hours.
* As work from home saves travelling time, it can be utilized for yoga, meditations, and some physical exercises to maintain physical and mental well being.
* Video conferencing tools can be used for virtual meet ups, chat sessions to bridge the communication gap between supervisors and team members.
* To avoid loneliness employees can utilize spare time to enrich their skills and expertise relevant to future career.
* Effective time management and proper division of personal and professional work will lead to maintenance of work life balance.

**DATA ANALYSIS AND INTERPRETATION**

**Table 4.1**

**Age wise classification**

|  |  |  |
| --- | --- | --- |
| **PARTICULARS** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Below 25 years | 12 | 24 |
| 25-30 years  | 24 | 48 |
| 31-40 years | 8 | 16 |
| Above 40 years | 6 | 12 |
| **TOTAL** | **50** | **100** |

 Source: Primary Data

**Figure 4.1**

**Age wise classification**

**INTERPRETATION**

Table No.4.1 shows that 48% of the respondents are from the age group of 25 to 30 years. 24% of the respondents belongs to the age group of below 25 years. 16% of the respondents are from the age group of 31 to 40 years. 12% of the respondents belongs to the age group of above 40 years.

**Table 4.2**

**Gender wise classification**

|  |  |  |
| --- | --- | --- |
| **PARTICULARS** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Male | 30 | 60 |
| Female  | 20 | 40 |
| **TOTAL** | **50** | **100** |

 Source: Primary Data

**Figure 4.2**

**Gender wise classification**

**INTERPRETATION**

Table No.4.1 shows that 60% of the respondents are male. Another 40% of them are female.

**Table 4.3**

**Current employment status**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONSES** | **PERCENTAGE** |
| Full time | 48 | 96 |
| Part time | 2 | 4 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.3**

**Current employment status**

**INTERPRETATION**

Table No.4.3 shows that 96% of the respondents are working full time. 4% of the respondents are working part time.

**Table 4.4**

**What motivates you most in seeking a work-from-home job**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Flexibility  | 7 | 14 |
| Avoiding commute | 2 | 4 |
| Better work-life balance | 23 | 46 |
| Desire for a specific type of work | 15 | 30 |
| Other  | 3 | 3 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.4**

**What motivates you most in seeking a work-from-home job**

**INTERPRETATION**

Table No.4.4 shows that 46% of the respondents opined that better work life balance motivates them most in seeking a work-from-home job. 30% of the respondents opined that desire for a specific type of work and 14% said that flexibility motivates them most in seeking a work-from-home job. 4% of the respondents said that avoiding commute and other things motivates them most in seeking a work-from-home job.

**Table 4.5**

**Monthly earning from work from home**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Less than 10000 | 8 | 16 |
| 10000-25000 | 30 | 60 |
| 25000-50000 | 7 | 14 |
| Above 50000 | 5 | 10 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.5**

**Monthly earning from work from home**

**INTERPRETATION**

Table No.4.5 shows that 60% of the respondents have 10000-25000 monthly earning from work from home. 16% have less than 10000, 14% have 25000 to 50000 and 10% have above 50000 as monthly earning from work from home.

**Table 4.6**

**In which industry you are working**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Information technology  | 30 | 60 |
| Advertisements  | 6 | 12 |
| Online shopping  | 8 | 16 |
| Crafts/textiles  | 4 | 8 |
| Others  | 2 | 4 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.6**

**In which industry you are working**

**INTERPRETATION**

Table No.4.6 shows that 60% of the respondents working in information technology industry. 16% of them working in online shopping industry. 12% of the respondents working in advertisement industry. 8% of them working in crafts/textiles industry and 4% working in other industry.

**Table 4.7**

**Work experience**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Less than 1 year | 2 | 4 |
| 1-2 years | 10 | 20 |
| 2-3 years  | 8 | 16 |
| 3-4 years  | 16 | 32 |
| More than 5 years  | 14 | 28 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.7**

**Work experience**

**INTERPRETATION**

Table No.4.7 shows that 32% of the respondents have 3 to 4 years of work experience. 28% have more than 5 years and 20% of the respondents have 1 to 2 years work experience. 16% have 2 to 3 years of work experience. 4% of the respondents have less than 1 year.

**Table 4.8**

**Working hours per day**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Less than 5hr  | 10 | 20 |
| 5-7 hrs  | 20 | 40 |
| 7-10 hrs  | 15 | 30 |
| More than 10 hrs | 5 | 10 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.8**

**Working hours per day**

**INTERPRETATION**

Table No.4.8 shows that 40% of the respondents work for 5to 7 hours. 30% of the respondents works for 7 to 10 hours. 20% of the respondents works for less than 5 hour and 10% of them working for more than 10hrs.

**Table 4.9**

**Satisfied with your present work from home earnings**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Highly satisfied  | 12 | 24 |
| Satisfied  | 26 | 52 |
| Moderately satisfied  | 8 | 16 |
| Dissatisfied  | 2 | 4 |
| Highly dissatisfied  | 2 | 4 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.9**

**Satisfied with your present work from home earnings**

**INTERPRETATION**

Table No.4.9 shows that 52% of the respondents satisfied with their present work from home earnings. 24% highly satisfied and 16% moderately satisfied. 4% each dissatisfied and highly dissatisfied with it.

**Table 4.10**

**Satisfied with the communication with your company management**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Highly satisfied | 22 | 44 |
| Satisfied  | 24 | 48 |
| Moderately satisfied  | 3 | 6 |
| Dissatisfied  | 1 | 2 |
| Highly dissatisfied  | 0 | 0 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.10**

**Satisfied with the communication with your company management**

**INTERPRETATION**

Table No.4.10 shows that 48% of the respondents satisfied with the communication with their company management. 44% of the respondents highly satisfied. 6% of the respondents moderately satisfied and 2% dissatisfied with it.

**Table 4.11**

**Satisfied with the healthy work and life balance when working from home**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Highly satisfied  | 26 | 52 |
| Satisfied  | 22 | 44 |
| Moderately satisfied  | 2 | 4 |
| Dissatisfied  | 0 | 0 |
| Highly dissatisfied  | 0 | 0 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.11**

**Satisfied with the healthy work and life balance when working from home**

**INTERPRETATION**

Table No.4.11shows that 52% of the respondents highly satisfied with the healthy work and life balance when working from home. 44% of the respondents satisfied. 4% of the respondents moderately satisfied with it.

**Table 4.12**

**Family members support you doing work from home**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Always  | 50 | 100 |
| Occasionally | 0 | 0 |
| Sometimes  | 0 | 0 |
| Rarely  | 0 | 0 |
| Never  | 0 | 0 |
| **Total** | **50** | **100** |

 Source: Primary Data

**Figure 4.12**

**Family members support you doing work from home**

**INTERPRETATION**

Table No.4.12 shows that the entire respondents opined that their family members always support them doing work from home.

**Table 4.13**

**Feel stress associated with work from home**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Always  | 2 | 4 |
| Occasionally  | 6 | 12 |
| Sometimes  | 18 | 36 |
| Rarely  | 20 | 40 |
| Never  | 4 | 8 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.13**

**Feel stress associated with work from home**

**INTERPRETATION**

Table No.4.13 shows that 40% of the respondents rarely feel stress associated with work from home. 36% of the respondents sometimes and 12% of them occasionally feel stress. 8% never and 4% always feel stressed.

**Table 4.14**

**Period of pay-out**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Monthly  | 12 | 24 |
| Quarterly  | 9 | 18 |
| Weekly  | 10 | 20 |
| Daily  | 8 | 16 |
| Based on job | 11 | 22 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.14**

**Period of pay-out**

**INTERPRETATION**

Table No.4.14 shows that 24% of the respondents said that their pay-out is monthly. 22% of them said that their payout is based on job. 20% said weekly, 18% said quarterly and 16% said that their pay-out is daily.

**Table 4.15**

**How do you regularly get the pay out**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Bank transfer  | 24 | 48 |
| Cheque | 20 | 40 |
| By hand | 6 | 12 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.15**

**How do you regularly get the pay out**

**INTERPRETATION**

Table No.4.15 shows that 48% of the respondents opined that they get the payout through bank transfer. 40% of them got it through Cheque and 12% of them get the payout by hand.

**Table 4.16**

**Have a suitable work place for your work**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Yes  | 45 | 90 |
| No  | 5 | 10 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.16**

**Have a suitable work place for your work**

**INTERPRETATION**

Table No.4.16 shows that 90% of the respondents have a suitable work place for their work. 10% of the respondents haven’t a suitable work place for their work.

**Table 4.17**

**Have all the equipment needed to fulfil your role to your usual standard**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Yes  | 48 | 96 |
| No  | 2 | 4 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.17**

**Have all the equipment needed to fulfil your role to your usual standard**

**INTERPRETATION**

Table No.4.17shows that 96% of the respondents have all the equipment needed to fulfill their role to their usual standard. 4% of the respondents haven’t all the equipment needed to fulfill their role to their usual standard.

**Table 4.18**

**Faced any challenges while working from home**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Yes  | 26 | 52 |
| No  | 24 | 48 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.18**

**Faced any challenges while working from home**

**INTERPRETATION**

Table No.4.18 shows that 52% of the respondents faced challenges while working from home. 48% of them never faced challenges while working from home.

**Table 4.19**

**If yes, please select the challenges you've encountered**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Connectivity issues | 10 | 20 |
| Distractions at home  | 28 | 56 |
| Difficulty in communication with colleagues/managers | 4 | 8 |
| Feelings of isolation | 3 | 6 |
| Balancing work and personal life | 5 | 10 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.19**

**If yes, please select the challenges you've encountered**

**INTERPRETATION**

Table No.4.19 shows that 56% of the respondents faced distractions at home. 20% of them faced connectivity issues. 10% of them faced problem in balancing work and personal life. 8% of the respondents find difficulty in communication with colleagues/managers. 6% of the respondents feel isolation.

**Table 4.20**

**Additional support or resources would improve your work-from-home experience**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Better technology equipment | 12 | 24 |
| More training on remote work tools | 13 | 26 |
| Enhanced communication strategies | 9 | 18 |
| Wellness programs/support | 10 | 20 |
| Others  | 6 | 12 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.20**

**Additional support or resources would improve your work-from-home experience**

**INTERPRETATION**

Table No.4.20 shows that 26% of the respondents said that providing more training on remote work tools would improve work-life from home experience. 24% said better technology equipment, 20% said wellness programs/support and 18% of them said enhanced communication strategies would improve work from home experience.

**Table 4.21**

**Recommend work from home to others based on your experience**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Very likely | 16 | 32 |
| Likely  | 18 | 39 |
| Neutral  | 12 | 24 |
| Unlikely  | 4 | 8 |
| Very unlikely | 0 | 0 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.21**

**Recommend work from home to others based on your experience**

**INTERPRETATION**

Table No.4.21 shows that 39% of the respondents like to recommend work from home to others based on their experience. 32% of the respondents very likely, 24% have neutral opinion and 8% of the respondents unlikely to recommend work from to others based on their experience.

**Table 4.22**

**How often do you experience burnout while working from home**

|  |  |  |
| --- | --- | --- |
| **RESPONSES** | **NO. OF RESPONDENTS** | **PERCENTAGE** |
| Always  | 13 | 26 |
| Occasionally  | 10 | 20 |
| Sometimes  | 20 | 40 |
| Rarely  | 5 | 10 |
| Never  | 2 | 4 |
| **TOTAL** | **50** | **100** |

Source: Primary Data

**Figure 4.22**

**How often do you experience burnout while working from home**

**INTERPRETATION**

Table No.4.22 shows that 40% of the respondents sometimes experienced burnout while working from home. 26% of the respondents always, 20% occasionally and 10% of them rarely experienced burnout while working from home. 4% of the respondents never experienced burnout while working from home.

**5.1 FINDINGS**

* 48% of the respondents are from the age group of 25 to 30 years.
* 60% of the respondents are male.
* 96% of the respondents are working full time.
* 46% of the respondents opined that better work life balance motivates them most in seeking a work-from-home job.
* 60% of the respondents have 10000-25000 monthly earning from work from home.
* 60% of the respondents working in information technology industry.
* 32% of the respondents have 3 to 4 years of work experience
* 40% of the respondents work for 5to 7 hours.
* 52% of the respondents satisfied with their present work from home earnings.
* 48% of the respondents satisfied with the communication with their company management.
* 52% of the respondents highly satisfied with the healthy work and life balance when working from home.
* The entire respondents opined that their family members always support them doing work from home.
* 40% of the respondents rarely feel stress associated with work from home.
* 24% of the respondents said that their pay-out is monthly.
* 48% of the respondents opined that they get the payout through bank transfer.
* that 90% of the respondents have a suitable work place for their work.
* 96% of the respondents have all the equipment needed to fulfill their role to their usual standard.
* 52% of the respondents faced challenges while working from home.
* 56% of the respondents faced distractions at home. 20% of them faced connectivity issues.
* 26% of the respondents said that providing more training on remote work tools would improve work-life from home experience.
* 39% of the respondents like to recommend work from home to others based on their experience.
* 40% of the respondents sometimes experienced burnout while working from home.

**5.2 SUGGESTIONS**

* There are many ways of informally monitoring how much time employees are putting in via Outlook, with several tools, and we should really be evaluating workers on their outputs, not their inputs anyway.
* Establish an area in the home where people will work, and commit to working in this space every day.
* The employer should invest in Quality Technology for cutting down poor network connectivity.
* People should discover their highly productive period and work accordingly.
* When working from home the employees can make a task list and stick to it which in turn is more effective.
* Taking short breaks in between the sessions can increase productivity and creativity levels.
* Take time to contact co-workers frequently.
* Connect with Your Team Offsite which would turn meaningful in strengthening relationships.
* Choose the right communication platform to help your team work remotely instead of chat apps.
* Workers should maintain consistent working hours.
* Workers should maintain a routine/schedule, for those who are doing work from home.
* Workers should exercise regularly to keep their minds calm.
* Workers should make some ground rules for family members.
* Try to spend less time on social media.
* Keep a separate phone number for personal use.
* Keep aligned with the company culture.
* Don’t hesitate to ask the employer whatever equipments you need to perform the work.
* Use VPN at home for doing work.
* Always be active when there is any meeting with teammates.
* Always look for training and learning opportunities.

**5.3** **CONCLUSION**

It can be concluded that working from home has an influence on the productivity of the employees. While some of the factors of working from home practice have positive influences on productivity, some other factors have negative influences. Moreover, there are some other factors, the influences of which depend on the characteristics and attitude of the employees and the circumstances. The pandemic has helped employers better manage and prioritize schedules to favor the most value-added work.

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**WEBSITES**

* https://www.researchgate.net

**QUESTIONNAIRE**

**OPPORTUNITIES AND CHALLENGES OF WORKING FROM HOME**

Name:

Age:

Gender:

1. Male
2. Female

1. What is your current employment status?

a) Full-time

b) Part-time

2. What motivates you most in seeking a work-from-home job?

a) Flexibility

b) Avoiding commute

c) Better work-life balance

d) Desire for a specific type of work

e) Other:

3.What is your monthly earning from work from home?

a) Less than 10000

b) 10000 – 25000

c) 25000 – 50000

d) Above 50000

4.In which industry you are working?

a) Information Technology

b) Advertisements

c) Online shopping

d) Crafts/textiles

e) Others

5. How long you are doing the work?

a) Less than 1 year

b) 1 – 2 years

c) 2 – 3 years

d) 3 – 4 years

e) More than 5 years

6. How many hours in a day you work?

a) Less than 5 hr

b) 5 – 7 hrs

c) 7 – 10 hrs

d) More than 10 hrs

7. How are you satisfied with your present work from home earnings?

a) Highly satisfied

b) Satisfied

c) Moderately satisfied

d) Dissatisfied

e) Highly dissatisfied

8.How are you satisfied with the communication with your company management?

a) Highly satisfied

b) Satisfied

c) Moderately satisfied

d) Dissatisfied

e) Highly dissatisfied

9.How are you satisfied with the healthy work and life balance when working from home?

a) Highly satisfied

b) Satisfied

c) Moderately satisfied

d) Dissatisfied

e) Highly dissatisfied

10. Does your family members support you doing work from home?

a) Always

b) Occasionally

c) Sometimes

d) Rarely

e) Never

11. Do you feel stress associated with work from home?

a) Always

b) Occasionally

c) Sometimes

d) Rarely

e) Never

13.What is the period of pay-out?

a) Monthly

b) Quarterly

c) Weekly

d) Daily

e) Based on job

14.How do you regularly get the pay out?

a) Bank transfer

b) Cheque

c) By hand

15. Do you have a suitable work place for your work?

a) Yes

b) No

16.Do you have all the equipment needed to fulfil your role to your usual standard?

a) Yes

b) No

17. Have you faced any challenges while working from home?

a) Yes

b) No

18.If yes, please select the challenges you've encountered

a) Connectivity issues

b) Distractions at home

c) Difficulty in communication with colleagues/managers

d) Feelings of isolation

e) Balancing work and personal life

19. What additional support or resources would improve your work-from-home experience?

a) Better technology equipment

b) More training on remote work tools

c) Enhanced communication strategies

d) Wellness programs/support

e) Others

20.How likely are you to recommend work from home to others based on your experience?

a) Very likely

b) Likely

c) Neutral

d) Unlikely

e) Very unlikely

21. How often do you experience burnout while working from home?

a) Always

b) Occasionally

c) Sometimes

d) Rarely

e) Never