

1.1 INTRODUCTION

The covid-19 pandemic has altered every aspect of our work and life. In response to the national and containment policies, companies, organizations and institutions encouraged their employees to work remotely at home to stay safe. Work from home emerged in the early 2000s, telecommuting technologies started to develop and workers could work from home to avoid commuting, provide flexibility in schedules, and achieve a better life balance. The novel corona virus everything overnight. The lockdown was enforced and social distancing became the new norm. people are staying connected with friends and family through video calls and schools have started giving online classes on video conferencing apps with the lockdown places, more than 3 billion people excluding the essential workers like defence and healthcare official, have been pushed to work from home.

During the covid-19 pandemic, many workers were advised to work from home full time, which redefined the conventional concept work from home that was only for certain types of work, on an occasional basis, or given unique employee circumstances many companies believe that work from home will become more common after the pandemic due to the fact that employers have already paid the fixed cost to set up remote work system for their employees. Companies are now determining if operational costs could be dramatically decreased by reducing the required office space. In addition to companies seeing benefits to employees. Most significantly, work from home saves daily commuting time and offer more flexibility for workers to take care of their families. Work from home allows employees to choose working at time when they are most productive, and work from home can be beneficial for avoiding distractions from workers, especially in open plan offices with options to work from home, workers can take a break from their offices, and focus on organizing an individualized approach to their work-life balance that can be promoted a healthier life style, and benefit for both physical and mental health, Finally workers may have more control of environmental factors when work from home indoor environmental quality (IEQ) factors example, lighting, temperature, humidity, air quality, noise, ergonomics etc. are physical and mental health of workers, specially IEQ factors influence a worker comfort, which in turn impacts satisfaction. Unlike in conventional offices where the work spaces are

usually arranged by employees, during work from home, workers have a full work on autonomy and the responsibility of setting up their work space at home. Being able to work in a location at home that may have better IEQ conditions as opposed to being in a fixed cubicle or open plan offices might provide better air quality conditions compared to traditional offices.

While there are benefits to work from home numerous negative aspects of fulltime work from home have also been described. Employees who are at home do not have the opportunity to socialize with colleagues and may have decreased physical movement, such as loss of walking between different meeting location moreover, extend hours of screen exposure due to fulltime computer work can lead to fatigue, tiredness, headaches and eye related symptoms for individuals who live alone, fulltime work from home without face to face interactions and social support every day could contribute to mental issues such as social isolation and depression.

In total the pandemic has created a new environmental for considering both work and home life with in the discussion of work from home. A detailed understanding of the factors in their new environment that relate to physical and mental well-being is instrumental to ensuring positive Impacts for office workers who might work from home in near future. Especially employers and employees alike require insights on how to provide the best work conditions for workers who either decide or are asked to work from home such that negative health impacts are minimized. We present finding of a survey that aimed to understand the relationships of many of these social, behavioral, and physical factors on the physical and mental wellbeing of workers who switching to work from home during the covid-19 pandemic The COVID-19 pandemic has altered every aspect of our work and life. In response to the national and local containment policies, companies, organizations and institutions encouraged their employees to work remotely at home to stay safe. Work from home (WFH) emerged in the early 2000s, when telecommuting technologies started to develop and workers could WFH to avoid commuting, provide flexibility in schedules, and achieve a better work-life balance. During the COVID-19 pandemic, many workers were advised to WFH full time, which redefined the conventional concept of WFH that was typical only for certain types of work, on an occasional basis, or given unique employee circumstances. Many

companies believe that WFH will become more common after the pandemic due to the fact that employers have already paid the fixed cost to set up remote work systems for their employees. Companies are now determining if operational costs could be dramatically decreased by reducing the required office space.

As all organizational changes, WFH too has some advantages and disadvantages. Usually, adopting this flexible way of working has been presented as a planned choice that requires a period of design, preparation, and adaptation to allow organizations to effectively support employees' productivity and ensure them better work-life balance. However, the COVID-19 outbreak has substantially forced most organizations to adopt this way of working, often without providing employees with the necessary skills required for remote work. As previously mentioned, studies have reported both advantages and disadvantages related to remote work. Its effects, therefore, have been quite explored. On the other side, the need to examine how WFH, as a "new way of working, has affected the well-being and productivity of employees with no prior remote work experience and to identify specific work conditions affecting remote work during the COVID-19 crisis is imperative.

Another peculiarity of WFH during the pandemic is that employees have to share their workspace with family members, such as the partner and/or school-age children engaged in distance-learning primarily. Therefore, it should be noted that WFH during the pandemic has brought about many difficulties in the Italian population as well as in other European countries where social confinement has been adopted for several weeks. The houses were often unsuitable to host more people engaged in study and work activities, thus generating a distracting environment. A previous study conducted on teleworkers highlighted that control on the work environment is positively related to job satisfaction, whereas distractions while working generates work environment dissatisfaction. Studies suggested that a positive full-time WFH experience is associated with the quality of the workspace, such as control on light and acoustic isolation and a workspace that is sufficiently separated from the living space. When this separation is not possible, working in a space with environmental distractions may represent an additional and relevant job demand. Specifically, we hypothesized that

environmental distractions are negatively associated with productivity and engagement in remote work and positively with stress.

1.3 SIGNIFICANCE OF THE STUDY

The significance of studying the impact of working from home during COVID-19 lies in understanding how this shift has reshaped both professional environments and individual well-being. As businesses were forced to adopt remote work practices, it became crucial to assess the effects on productivity, work-life balance, mental health, and organizational dynamics. This research offers valuable insights into the long-term sustainability of remote work, its influence on employee satisfaction, and potential strategies for companies to optimize their operations in a post-pandemic world. Understanding these factors will help businesses make informed decisions regarding hybrid models and workplace flexibility, benefiting both employers and employees in a rapidly changing work landscape.

1.3 STATEMENT OF THE PROBLEM

The covid-19 pandemic has altered every aspect of our work and life. In response to the national and local containment policies, companies, organizations and institutions encouraged their employees to work remotely at home safe. In addition to companies seeing benefits of work from home, there are noted direct benefits to employees. Work from home can be beneficial for avoiding distractions from coworkers especially in open plan offices. With options to work from home workers can take a break from their offices and focus on organizing an individualized approach a benefit for both physical and mental health and also explain the numerous negative aspects of full time work from home like increasing stress, mental issues, and depression. The study discusses cost benefit of work at home and to analysis the physical and mental wellbeing of the workers and also analysis the workers' productivity.

1.4 OBJECTIVES OF THE STUDY

The main objective of this study is to analyze the impact of work from home. The specific objectives are:

- To list out the benefits and disadvantages of work from home of work at home vis a vis work at office
- To analyze the impact of work from home on physical and mental wellbeing of the workers
- To analyze the impact of work at home on worker`s productivity

1.5 SCOPE OF THE STUDY

The scope of this study encompasses an in-depth examination of the effects of working from home during the COVID-19 pandemic on various aspects of employee performance, well-being, and organizational operations. It includes analyzing the challenges and benefits experienced by individuals working remotely, such as changes in productivity, work-life balance, job satisfaction, and mental health. Additionally, the study will explore the broader implications for businesses, including shifts in communication, collaboration, and management strategies. The research will focus on multiple industries and employee demographics to provide a comprehensive understanding of the long-term impacts of remote work and to identify best practices for future workplace models.

1.7 LIMITATIONS OF THE STUDY

- Limited time available for the study
- Not all respondents are willing to give correct information.

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