



# WORK LIFE BALANCE DURING COVID-19 INDUCED NATIONWIDE LOCKDOWN

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## ABSTRACT

In this study is about work life balance during covid-19 induced nationwide lockdown, during this lockdown how everyone life has changed. In working from home they are facing many challenges in working from home; the environment might be affect their working conditions. They might be facing health issue by sitting in same place for hours, Because of this they might distract from their work. And they are facing some challenges from their home like, too much distraction from home, Internet connectivity, noise, Physical workplace, Communication with coworker is harder, And improper working schedule, and there is a chance to give less productivity when compare with working in office, then there is some problem in work from home arrangements an inconvenience in working hours these are the challenges they are facing in working from home. Setting up a home office with a high-end laptop/desktop, a high-speed internet connection, and other equipment, like printers/fax machines can be pretty costly, which is not very convenient for everyone. Furthermore, working over the internet might be a problem to access sensitive company documents.

## I INTRODUCTION TO THE STUDY

Based on this, various findings were presented which supported the discussion regarding working from home in terms of motivation and performance levels. The problem such as, while some employees are quite excited about the idea of working alone, without the distractions of the workplace, some might find it difficult to spend long hours and collaborate with only a computer screen and no face-to-face interaction and communication with team members.

The employees in India are facing increased burnout at work since the work from home phase started due to COVID-19 pandemic. Following a survey of over 6,000 workers, the latest Microsoft Work Trend Index report found that India has the second highest percentage of workers facing increased burnout, with 41 per cent of workers citing the lack of separation between work and personal life as negatively impacting their well-being, resulting in increased stress levels.

## OBJECTIVE OF THE STUDY

- The objective of Work from home is, this will help you support your mental and physical health.
- The time savings can allow you to focus on priorities outside of work, like getting extra sleep in the morning, spending more time with family, getting in a workout, or eating a healthy breakfast.
- One of the considerable benefits of working from home is having access to a log on time.
- The scope and significance of this study they can doing their work effectively and they can complete their work in a particular time, whether work from home will help to increase your productivity or output when compare with working in office.

## II REVIEW OF LITERATURE

1. **Crosbie and Moore (2004)** concluded that home working was not panacea for modern working life. This study also includes the wide-ranging literature reviews on working from home Careful consideration should be given to aspirations and personality skills of those who are thinking of working from home. Those who have tendency to work long hours outside the home might and that home life is even further marginalized by work life.
2. **According to T. Alexandra Beauregard & Lesley C. Henry, (2009)**, in terms of job attitudes, employees reporting high levels of both work-to-life & life-to-work conflict tend to exhibit lower levels of job satisfaction and organizational commitment.

3. **Reimara Valk & Vasanthi Srinivasan, (2011)** indicated that the multiple roles of women software professionals in India, the nature of the IT industry, and the socio economic context of India pose unique challenges for achieving the work-family balance. Nevertheless, the majority of women in their study were able to “have it all because of family support.
4. **Satinder Singh , (2014)** The literature review on Work-life Balance has been framed up in view of its gained popularity with the major aim to have prosperity of society and the realization of fulfilling lives for its employees by supporting the growth of every employee and the further development of the companies.
5. **Dougherty (2017)** People also work from home to varying degrees with 71% of home telecommuters having worked less than 10 hours a week and only 5% have reported working the majority of their time from home. Interestingly, the particular report states a part-time basis, and 20% on a full-time basis. Those figures are quite different from the ones described in the work of Dougherty (2017) published three years later, but as the specific author states: Besides, it is noted that while focused on data reported by organizations, the data by Allen et al. (2015) regarded employees.
6. **Kong Lina Vyas & Nantapong Butakhieo (2019)** the pandemic clearing the world, COVID-19, has delivered a huge extent of the labor force incapable to drive to work, as to relieve the spread of the infection. This has brought about the two bosses and representatives looking for elective work game plans, particularly in a quick moving metropolitan like Hong Kong.

### III OBJECTIVE OF THE STUDY

#### PRIMARY OBJECTIVE

- To study the work life balance among the employee working from home during covid induced lockdown.

#### SECONDARY OBJECTIVE

- To determine the emotional exhaustion experienced by the employed individuals while working from home during the pandemic covid-19 induced nationwide lockdown
- To assess the willingness of respondents to work from home.
- To know the opinion of respondents towards work from home.

### IV. RESEARCH METHODOLOGY

**Research Methodology** is the specific procedures or techniques used to identify, select, process, and analyse information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability.

#### TYPE OF RESEARCH

##### DESCRIPTIVE RESEARCH

The research is descriptive in nature. This research to determine the emotional exhaustion experienced by the employed individuals while working from home during the pandemic covid-19 induced nationwide lockdown.

#### V. DATA COLLECTION

The study used both primary data and secondary data

##### Primary data

- The primary data was collected through survey

##### Secondary data

- Secondary data was collected from reviewing various literatures related employed individuals working from home.
- Period of study 2019-2020.

**VI. STATISTICAL TOOLS USED FOR THIS STUDY**

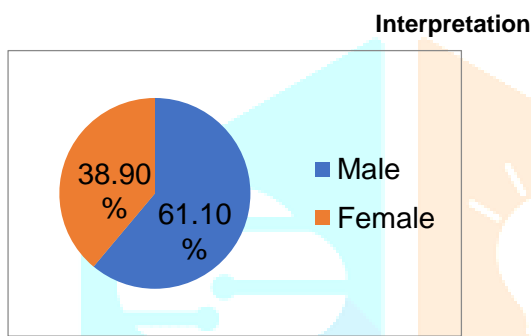
The following are major tools used in analysis and interpretation.

- + Percentage analysis
- + Independent T Test
- + Correlation Analysis
- + Chi square test
- + ANOVA

**V. DATA ANALYSIS AND INTERPRETATION**

**1 Gender of the respondents**

Classification	No of respondents	Percentage
Male	80	61.1%
Female	51	38.9%

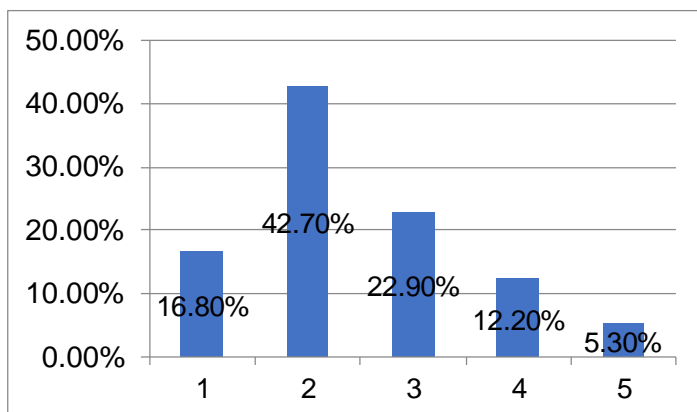


The above table shows that 61.10% of respondents are male and 38.90% of respondents are female. The pictorial representation of the gender is given above.

**Inference** Majority of respondents are male 61.10%

**2 Rate of working hours of the respondents before work from home**

Classification	No of respondents	Percentage
Extremely satisfied	22	16.8%
Satisfied	56	42.7%
Neither satisfied nor dissatisfied	30	22.9%
Dissatisfied	16	12.2%
Extremely dissatisfied	7	5.3%



**Interpretation**

The above table represent the rate of working hours before work from home of the respondents, 16.80% of the respondents are extremely satisfied with their working hours, 42.70% of the respondents are satisfied with their working hours, 22.90% of the respondents are neither satisfied nor dissatisfied with their working hours, 12.20% of the respondents are dissatisfied with their working hours, 5.30% of the respondents are extremely Dissatisfied with their working hours.

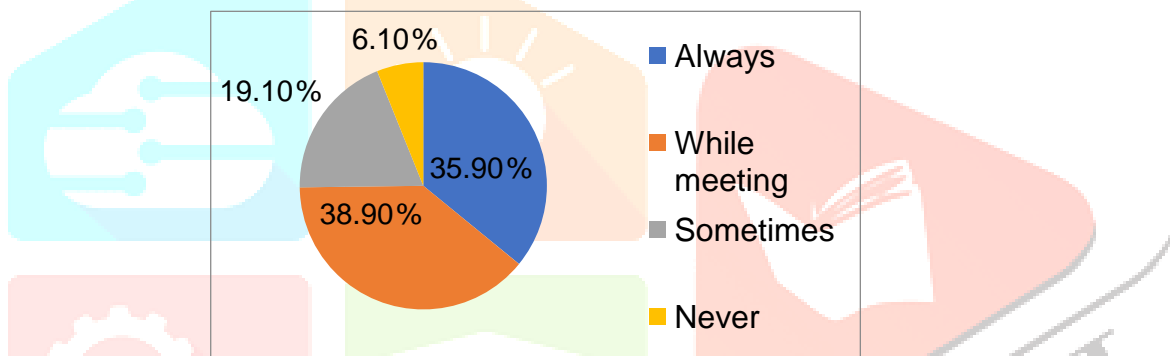
**Inference**

Majority of respondents are neither satisfied nor dissatisfied 22.90%, with their working hours before working from home

**3 Are you in regular contact with your team & project manager**

Classification	No of respondents	Percentage
Always	47	35.9%
While meeting	51	38.9%
Sometimes	25	19.1%
Never	8	6.1%

Source: Primary data



**Interpretation**

The above table represent about regular contact with their team and project manager, 35.9% of the respondents are Always they are contact with their team project manager. 38.9% of the respondents are While meeting they are contact with their team project manager. 19.1% of the respondents are Sometimes they are contact with their team project manager. 6.1% of the respondents are they never in contact with their team project manager.

**Inference**

Majority of respondents are always 35.90% they are proper contact with their team

**4.2. ANOVA**

**4.2.1. ANOVA Analysis for Age and Health disadvantages in Work from Home**

ANOVA has been utilized for the analysis of age and health disadvantages in work from home

**STATISTICAL HYPOTHESIS:**

**Null Hypothesis (H<sub>0</sub>):** There is no significant difference among various age and challenge facing in work from home

**Alternate Hypothesis (H<sub>1</sub>):** There is significant difference among various age and challenge facing in work from home

Table No 4.24: Showing Descriptive Statistics

Descriptive								
HEALTH DISADVANTAGES IN WFH								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
18-25	73	2.4966	.87846	.10282	2.2916	2.7015	1.00	4.75
26-35	52	2.5721	1.03296	.14325	2.2845	2.8597	1.00	5.00
36-45	5	2.2500	.93541	.41833	1.0885	3.4115	1.50	3.50
46-55	3	3.6667	.76376	.44096	1.7694	5.5640	3.00	4.50
Total	133	2.5432	.94974	.08235	2.3803	2.7061	1.00	5.00

Table No 4.25: Showing Anova of The Respondents between Age and Health disadvantages in Work from Home

ANOVA					
HEALTH DISADVANTAGES IN WFH					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.419	3	1.473	1.657	.179
Within Groups	114.645	129	.889		
Total	119.064	132			

Source: Primary data \* Significance at 5% level

## RESULTS

ANOVA was performed to examine the difference among various age and Health disadvantages in Work from Home.

Results of ANOVA showed P value .179 is more than 0.05 hence null hypotheses is accepted. There is no significant difference among various age and health disadvantages in work from home

**VIII. FINDINGS, SUGGESTIONS AND CONCLUSION****FINDINGS & SUGGESTION**

- A high-performance router will save you from many technology hassles. Since working from home often requires more than chat messages, you need a router that will keep up. A router from several years ago might be prone to common network issues. Depending on the nature of your work, you may also need to purchase hardware or software. You may also need to invest in office furniture if you haven't already. Depending on the amount of space available, consider purchasing a large desk, bookshelves, and a comfortable office chair. Set goals and time limits for each task. After you complete each task, cross it off the list. This simple technique is both effective and fulfilling.
- Using a time tracker app will help you see your productivity levels each day and week. This will not only provide you with insight as to when you are most productive during the day, but it will also show you how much time you spend on each task. Working from home can get pretty lonely, especially if you are single or live alone. Make it a point to chat with colleagues, team members, or clients each day.

**CONCLUSIONS**

This study set out to identify and explore motivation and performance levels of employees working from home and in addition to this to see whether this has any impact upon employees work life balance.. Based on this, various findings were presented which supported the discussion regarding working from home in terms of motivation and performance levels. To study the work life balance among the employee working from home during covid induced lockdown. To determine the emotional exhaustion experienced by the employed individuals while working from home during the pandemic covid-19 induced nationwide lockdown. To assess the willingness of respondents to work from home. To know the opinion of respondents towards work from home.

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