



A STUDY ON HANDLING WORK FROM HOME CHALLENGES WITH A SPECIAL REFERENCE TO COLLEGE TEACHERS IN CHENNAI CITY

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Abstract: This study has been undertaken to find out the challenges faced by women college teachers in Chennai city. The concept of work from home is a new phenomenon which came as a routine practice and challenge since March 2020, after the World Health Organisation (WHO) declared COVID-19 a pandemic. This led to many countries announcing lockdowns and strict social distancing, respiratory hygiene and handwashing protocols to bring the disease into control.

Most of the employers insisted the employees to stay indoors and work from home in a safe, healthy and hygienic atmosphere. Initially it was considered as a boon but very soon it proved to be a bane too considering the factors like added stress, lack of mobility, feeling stretched and loss of work life balance and many more

This study aims at analysing the challenges faced by teaching faculty with a special reference to a selected colleges in the city of Chennai

Index Terms- Work from home, pandemic, challenges, online teaching

1.INTRODUCTION:

The World Health Organization declared the outbreak of covid 19 as a Public Health Emergency of International Concern on 30 January 2020, and a pandemic on 11 March 2020. SARS-CoV-2 is contagious in humans

As a result of the pandemic it was urged to promote the culture of work from home in every sector of the industry

More than two years have passed since Covid-19 was declared a pandemic by the World Health Organization, resulting in abrupt shift towards work from home while millions of people lost their jobs. This in turn led to categorization of employment

The work from home culture had a great impact on the educational system as well with a great shift from black boards to virtual screen, from chalk to mouse, from text book to note pad, and from physical classroom to google classroom.

2.REVIEW OF LITERATURE:

2.1 Teachers' Experiences Working from Home During the COVID-19 Pandemic By Matthew A. Kraft & Nicole S. Simon Summer 2020

The study highlights the differences in the challenges of remote teaching and learning. Teachers belonging to different cadres have struggled to meet out the challenges of remote teaching

2.2. COVID-19 and teacher education: A Literature Review Of Online Teaching And Learning Practices by Carmen Carrillo & Maria Assunção Flores

The study has provided a review of the literature on online teaching and learning practices in teacher education and has analysed them in relation to social, cognitive and teaching presence. this paper has highlighted the most recurrent themes or aspects that have been considered to be the most relevant for the purpose of this paper and have not included other important issues.

2.3A Literature Review on Impact of COVID-19 Pandemic on Teaching and Learning by Sumitra Pokharel, January 19, 2021

The COVID-19 pandemic has created the largest disruption of education systems in human history, affecting nearly 1.6 billion learners in more than 200 countries. Closures of schools, institutions and other learning spaces have impacted more than 94% of the world's student population.

3.WORK FROM HOME:

Even before the onset of the pandemic many companies gave an alternative to the employees to work from home on demand. Service-based companies have already used this measure since quite some time. However, it was not entertained as a right and a privilege. It was granted as a permission under appropriate circumstances only to employees who were in need of the facility. There have been studies to substantiate that working from home can benefit the employees, employers and to the society as a whole (Perez et al., 2003; Buciniene et al, 2001).

Some of the prominent benefits are:

3.1Benefits to the employer:

- Work From Home leads to improved productivity than the conventional working style (Fonner and Roloff, 2010; Golden and Veiga, 2008; Bloom et al 2014)
- Reduces employee turnover rate (Stavrou et al, 2010; Bloom et al 2014)
- Reduction in cost to the employer (Choudhury et al., 2018)
- Wide choice of employees as it does away with the geographical restrictions
- Ensures continuous service of the employees

3.2 Benefits to the employee:

- Increased autonomy for individuals (Harpaz, 2002)
- Increased family and leisure time (Ammons and Markham, 2004; Johnson et al., 2007)
- Increased job satisfaction (Gurstein, 2001; Pratt, 1999)
- Less distracted by co-workers (Golden and Veiga, 2008)

3.3Benefit to the society

- It helps in mitigation of air pollution (Handy and Mokhtarian, 1996). It holds special importance in Indian context as 21 of the world's 30 most polluted cities are in India and vehicular pollution constitutes a major chunk of it.³
- Less Traffic congestion: Indian roads are notoriously known for heavy traffic congestion. In many of its many major cities, the average time taken to reach to the workplace is highest in the world.

4.NEED FOR THE STUDY:

This study focuses on the challenges faced by the faculty during the course of their teaching. Personal touch, individual attention, live classes and chalk and talk were considered as imperative in a class interaction. A teacher not only teaches but pays personal attention on each every individual. Teachers play a major role in shaping the lives of the students and moulding them to the right path. She is a mentor, instructor, mother, friend, philosopher and a guide to every student.

The study aims to bring in the challenges faced by them in the new scenario of online teaching as a part of work from home which was considered as the need of the hour during the emerging scenario

4.1OBJECTIVES OF THE STUDY:

The following are the objectives of the study

1. To analyse the challenges faced by the teaching faculty during the process of online teaching.
2. To identify the gaps of online teaching.
3. To suggest remedial measures to bridge the gap between online and offline teaching.

4.2LIMITATIONS OF THE STUDY:

1. The respondents are from selected regions of Chennai city.
2. The sample size was restricted to only 100 respondents
3. The study concentrated on college teachers

4.3. RESEARCH METHODOLOGY:

This empirical research is based on primary data collected for the purpose of analysing the problems and challenges faced by college teachers in the course of imparting online education. The data was collected by questionnaire method circulated to the respondents. The target population was the respondents from Chennai, about 100 responses were received. Descriptive Statistics, weighted average and Chi square test analysis were carried out

4.4 RESEARCH GAP:

There are many researches being carried out on the concept of work from home challenges, on various fields but very little focus was given to the challenges faced by college teachers especially in Chennai region. "Teach from Home" has become an imperative part of the present scenario. This study takes into consideration the multi fold problems faced by the teachers in addition to keeping in pace with the technology. Appropriate solutions and remedies have been suggested to overcome the gaps of online teaching.

5. RESULT AND DISCUSSION:

5.1 DESCRIPTIVE STATISTICS :

Descriptive statistics on some of the demographic particulars of the respondents are as below:

Demographic Profile	Classification	Percentage	Sumamry of the result
Age(Years)	Below 30	21	Majority of the respondents are in the age group 41-50
	31 to 40	32	
	41-50	44	
	Above 50	3	
Sex	Male	17	Majority of the respondents are female
	Female	83	
Monthly Income	Below 30,000	44	Majority of the respondents derive a monthly salary below 30,000p.m
	31,000-40,000	32	
	41,000-50,000	12	
	Above 50,000	12	
Type of institution	Aided	23	Majority of the respondents are from private institutions
	Government	nil	
	Private	73	
	Others	4	
Educational Qualification	Post Graduate	45	Majority of the respondents are Post Graduates
	Doctorate	35	
	Professional	20	
	Others	nil	

5.2 WEIGHTED AVERAGE ANALYSIS:

Weighted average analysis was performed to test objective number 1, To analyse the challenges faced by the teaching faculty during the process of online teaching.

Rank analysis using weighted averaged method was adopted to find out opinion of the respondents on the factors having a bearing on work form home. Weighted Average is the average of a data set that recognizes certain numbers as more important than others.

Weighted mean = $\frac{\sum wx}{\sum w}$

- Σ = summation
- w = the weights. (Weights 5,4,3,2,1 is given to each category)
- x = the value.

5.2.1opinion Of The Respondents On The Factors Affecting Work From Home :

Factors	Total Weights	Weighted average Score	Rank
Online Classes Are Easy To Handle	336	22.4	4
I Am Able To Complete The Task On Time	404	26.9	1
I Have A Good Rapport With My Students	368	24.53	2
I Have Control Over My Class	348	23.2	3
I Feel That My Communication Is Complete	308	20.53	5

5.2.2opinion Of The Respondents On The Factors Having An Impact On Work From Home

Factors	Total Weights	Weighted average Score	Rank
I Face Connectivity Issues During The Conduct Of Classes	457	30.4	1
I Feel That The Necessary Equipment Is Costly	356	23.7	4
I Am Able To Cope Up With The Technology	376	25.06	3
I Feel That You Are Well Equipped	388	25.86	2
I Am Given Adequate Training To Keep Up With Online Teaching	296	19.73	5

5.2.3opinion Of The Respondents On The Factors Having An Impact On The Teaching Learning Process

Factors	Total Weights	Weighted average Score	Rank
Students Interact Well During The Session	304	20.266	3
Students Are Able To Understand Well	268	17.86	5
Students Are Comfortable With The Teaching Methodology	316	21.06	2
Online Classes Are Time Saving And Effective	348	23.2	1
Online Classes Fill The Gaps Of Offline Teaching	292	19.46	4

5.3 CHI SQUARE ANALYSIS:

Chi Square analysis was performed to test the objective number 2- To identify the gaps of online teaching.

Chi Square an important non parametric test. It describes the magnitude of discrepancy between the theory and observation as follows:

$$\chi^2 = \sum \frac{(O - E)^2}{E}$$

χ^2 = the test statistic \sum = the sum of

O = Observed frequencies E = Expected frequencies

E=(RT*CT)/N WHERE RT IS THE ROW TOTAL AND CT IS THE COLUMN TOTAL, N IS NO OF OBSERVATIONS

Analysis Showing The Educational Qualification Of The Respondents And Opinion Of The Respondents About The Factors Affecting Teaching Learning Process

O	E	(O-E) ² /E
4	11.6	7.25
8	11.6	3.53
22	11.6	9.32
16	11.6	1.66
8	11.6	3.53
32	29.6	0.19
32	29.6	0.19
20	29.6	3.11
44	29.6	7
20	29.6	3.11
40	34.8	0.77
40	34.8	0.77
30	34.8	0.66
20	34.8	6.29
44	34.8	2.43
12	11.2	0.05
12	11.2	0.05
8	11.2	0.91
12	11.2	0.05
12	11.2	0.05
12	12.8	0.05

8	12.8	1.8
20	12.8	4.05
8	12.8	1.8
16	12.8	0.8
		59.42

Ho:- There is no association between education of the respondents and opinion of the respondents about the factors affecting teaching learning process

CONSIDERING THE LEVEL OF SIGNIFICANCE AT 5% AND DEGREE OF FREEDOM AT 16 DF $= (R-1)*(C-1)$, THE TABLE VALUE IS 26.296.

The calculated value $59.42 > 26.296$, hence we reject the Ho.

5.4 FINDINGS OF THE STUDY:

The following are the findings of the study:

Weighted Average analysis reveals that,

- *The respondents are able to complete the task on time and it is ranked first.
- *The respondents have given the opinion that they face connectivity issues and ranked it as first.
- *The respondents strongly feel that online classes are time saving and they have ranked first.

Chi square test was performed to find the association between the educational qualification of the employees and their opinion on the factors affecting the teaching learning process. The hypothesis concludes that there is association between the two factors

5.5 SUGGESTIONS AND CONCLUSION:

The sudden outset of the pandemic has driven the culture of work from home and a sudden shift from the normal working culture to be confined to the home. Considering the present scenario the culture of teach from home has become a routine replacing the gurukul system and class room teaching methodology. The teachers face emotional, technical and physiological challenges. The institution shall take due consideration into these and offer employee engagement programmes and adequate training programmes to help them keep in pace with the technology. Mentorship program can be a method to engage employees and where they can voice out their grievances and get solutions for their problems.. Arranging regular virtual sessions, with senior management which will help in connecting and motivating the employees at all the levels. Organisations can also conduct periodic surveys to get the pulse of employees thinking, feeling, and sources of motivation, however survey should be objective, short and not too frequent. The Institution shall take steps to give training to the students, to enable them to get equipped to the online teaching methodology which will rightly fill the gaps of online teaching. It has become the need of the hour for every institution to provide a congenial and comfortable environment to all their teachers who play a vital role in nurturing and shaping the lives of the students who are the backbone of the country.

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