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Work From Home And Work Life Balance: A Study Of It Professionals

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Abstract: A massive migration of occupations to remote work and their consequent impact on work-life balance was catalysed by the COVID-19 pandemic, particularly in the IT professions. This study aims at the challenges and facilitative factors for Work from Home (WFH) arrangements concerning mental health, job satisfaction, and productivity from the employee perspective. The study surveyed 120 IT professionals and key factors including workload, flexible time management, communication culture, and the blend of operational and personal responsibilities were looked into. This research very much states that in support of employees, psychosocial support for mental health would be helpful, and strong communication back to the employer would facilitate the assistance of making the employees' experience in remote working a better one. All these findings should serve as a basis for developing fair work-from-home policies for productivity and enhancement of employee support.

Index Terms: Work from home, IT Professionals, Work life-balance, job satisfaction, employees' well-being.

I.INTRODUCTION

In recent days, People often choose the IT field because of it has rapid growth, high demand for skilled professionals, diverse career paths, potential for high salaries, constant innovation, flexibility in work arrangements, and the opportunity to contribute to cutting-edge technologies across various industries. Due to COVID-19 in that pandemic time significant changes in the operational practices of organizations, leading to some companies making work-from-home arrangements permanent. The pandemic resulted in a proliferation of employees working from afar; in fact, in some sectors, companies have made alterations to their WFH policies to make them permanent. This study aims to explore the impact changes in physical and mental health of employees have on employee wellbeing, how changes in lifestyle and home environment affect employee wellbeing, and how environments-occupational and home-office-affect employee wellbeing at work-from-home. This study provides the insight about the work from home and work life balance of the IT Professionals and what are problem faced by the work from home employees, how they were maintaining their work-life and personal-life while working from home, how they were managing their stress and what are the facilities provided by the company for the support for work from home employees.

II.LITERATURE REVIEW

Praveen vattapparambath (2023) a comparative study of quality of work life balancing among IT professionals during both home and work from office this study will explore the factors that influence work-life balance, including workload, work hours, flexibility, job demands, and support from managers and colleagues.

Kossek et al. (2021) This study analysed the negative impact of remote work on work-life balance, highlighting the difficulty of disconnecting from work when at home. IT professionals in particular reported burnout as the boundary between their personal and professional lives became increasingly difficult to maintain.

Choi et al. (2021) This study found that remote work has both positive and negative effects on work-life balance. While it offers increased flexibility, it can also lead to challenges in maintaining clear boundaries between work and personal life.

Based on the existing literature survey, the following hypotheses are formulated for the study.

H₀:1) There is no significant relationship between work from home and mental health.

H₁:1) There is a significant relationship between work from home and mental health, employee.

III.METHODS AND MATERIALS

Descriptive research design is adopted in this study to analyse the effects of work-from-home (WFH) designs on work-life balance in IT professionals. Primary source and the secondary source of data were included in this study, with the former being used in the collection of structured questionnaires distributed to 120 IT professionals; and the latter being obtained through journals, reports, and online publications. The convenience sampling method is adopted in this study, where respondents were chosen based on their availability. Areas of interest included workload, job satisfaction, mental health, and productivity. The analytical methods employed included percentage analysis, rank analysis, correlation analysis, and chi-square test. The study has a plethora of findings; however, it is limited by the small sample size, the varying company policies, and certain external factors like prevailing economic conditions and family responsibilities that could have an impact on the outcome.

IV.DATA ANALYSIS AND INTERPRETATION

4.1Percentage analysis

The percentage analysis incorporates how raw figures can be converted into what can be termed as the percentages of interpretation within trends of data. 39% are aged between 21 and 25 years: 56% male, 44% female; Work hours- 64% work from 8 to 12 hours a day; while 53% would prefer to work from the office compared to WFH; 43% are connected through virtual meetings; 49% have laptops or computers given as a company benefit. The problems comprise long work hours, which were indicated at 31%; lack of time for self-care, which accounted for 35% of the respondents; and 38% stated "loneliness." In addition, 36% have back or neck pain, whereas 41% support the organization of wellness programs to improve life at work balance. The results really indicate the call for structured-policy reforms, improved means of communication, and mental health support.

CATEGORY	PERCENTAGE
Age between 21-25	39%
Male and female	56% & 44%
Work for 8 to 12 hours	64%
Connected through virtual meeting	43%
Back/neck pain	36%
loneliness	38%
Wellness program	41%

4.2 Chi-Square

The Chi-Square analysis was conducted to examine relationships between key variables in Work from Home (WFH) among IT professionals. The results show that there is no significant relationship either between having comfortable workplace and being subject emotional challenges ($p\text{-value} = 0.146$) or even between having difficulty and separating work and personal lives ($p\text{-value} = 0.978$), both exceeding the threshold of 0.05. This means that other factors terms such as loneliness, stress, or even work-life balance issues are not pretty much dependent on the preference in workplace or on the kind of problems one faces when working from home. Thus, the results highlight the complexity of WFH experience, which underscores a need for individualized workplace policies to cater for those unique situations.

4.3 Correlation

The correlations of key variables around WFH among IT professionals. Instead, working hours did not seem to relate significantly in monitoring progress at work ($p\text{-value} = 0.822$). This implies that work hours are not a determining factor. Conclusively there is a lack of significant correlation between gender and workplace preference ($p\text{-value} = 0.151$); hence the choice of WFH or office work is gender-neutral. These insights reveal that working patterns and preferences are subjective, thus requiring flexible policies or approaches, rather than blanket solutions.

4.4 Rank Analysis

This rank analysis was undertaken to see the most important factors affecting IT professionals' Work from Home arrangements. In the eyes of the various steps considered by the employees and the company supports, internet access provided by the company was ranked 1st, follow-up by regular check-ins with the manager ranked 2nd, and fixed work schedules ranked 3rd. As far as challenges faced in WFH were concerned, feelings of isolation or loneliness ranked 1st, followed by the trouble of overworking or not being able to log off 2nd and miscommunication due to lack of face-to-face interaction 3rd. These ranking variables imply that internet connection, good communication, and time management are the three most crucial facilitators for remote work, while isolation and poor work-life boundaries are far more challenging.

V. LIMITATION

There are many factors that come into play and limit this research on Work from Home and work-life balance among IT professionals. Its research done over a very small sample of 120 respondents which are not likely to represent the entire IT industry. Different WFH policies and support systems from different organizations make it too difficult to generalize. The entire study was done in a very short time of four months thus, the depth of data collection and long-term analysis has a limitation. In addition, the answers to some extent may be biased by the respondents in determining what actually could be defined in terms of challenges as well as benefits of WFH for a person. Finally, variables such as company culture, family responsibilities, economic conditions, etc., might further influence one's work-life balance but haven't been controlled in the study.

VI. CONCLUSION

The Conclusion of the research was that Work from Home (WFH) has its advantages and disadvantages to IT human resources. It has the benefit of flexibility, savings in travel time, as well as increased job satisfaction, while it has the disadvantages such as long working hours, isolation, and lack of balance in work-home life. The analysis also indicated that no single factor could determine any successful WFH; the main ones are organizational support, structured policies, and adaptability of the employee. The work expectations, mental health support, and better communication channels need to be clear to encourage remote work experience. Thus, the present findings would advocate balanced WFH policies to enhance productivity and wellbeing together in the IT sector.

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