



A STUDY ON THE PERCEPTION OF EMPLOYEES ON WORK FROM HOME

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ABSTRACT:

The pandemic, COVID-19 has made a large part of the workforce unable to go to office, as to stop the spread of virus. This resulted in both employees and employers looking for alternate working ways. Due to the situation, many employees are forced to work from home. Not everyone is experience with the concept of working from home. Hence WFH has become a policy priority for most governments. In doing so, the policies must be made keeping in mind the practicality for both employers and employees. However, this current situation provides unique insight into how well working from home works, and may play a vital role in future policies that reshape the current structure of working hours, possibly allowing for more flexibility. Using an exploratory framework and a SWOT analysis, this study investigates the continuing experience of the employer and employees face all over the world.

This study about the perception of employees on work from home is done on descriptive research method with sampling done by convenient sampling under non-probability sampling. The study is focused on employees numbering up to 120, working around Chennai who currently work from home due to COVID-19. The period of study lasted for three months. From January to April of 2021. Percentage analysis, ANOVA and Chi-Square were used for analytical purposes

KEYWORDS: COVID, Alternative way, Work from home, Experience.

INTRODUCTION:

The idea of workplace is moving from thought of the physical location to a perspective. Physical area of a working spot has been generally losing its significance because of rapid extension of information technology. Current working life adapted the arrangement of work from home. It is also known as remote work and telecommuting. Work from home is described as a demonstration of completing work undertakings essentially at home. With the absence of physically monitoring, employees have more cautious in how, and what situations and when they complete an assigned work. All the companies and industries around the whole world have no other alternative left than work from home so all of the sectors have been pushed to do their work from home. After the covid-19 pandemic, the motive of work from home framework changed drastically before this pandemic people usually took unfinished task at home so that beside the work, they also spend some time with their family. With the help of work from home system, many companies keep their business continues.

OBJECTIVES OF STUDY:

The purpose of this study is to explore the impact of Covid-19 on working culture and emerging trends of work from home. As millions of workers around the world start telecommuting for the first time due to the COVID-19 pandemic, few know what to expect. The system of working from home has some salient characteristics to fulfil its objectives and to provide all the required services, thereby solving all problems of the employees.

Primary Objective:

- To study about the perception of employees on work from home.

Secondary Objective:

- To understand employee's adaptability to work from home.
- To know whether the employees are in any need of help from organization.
- To make sure employee's work life balance is in a healthy way
- To make sure happiness of employees are in a satisfactory level.

REVIEW OF LITERATURE:

Samantha K.Ammons says that this study contributes to the literature by offering a careful look at an especially interesting and growing group of at home workers: skilled white collar workers who work full time at home.

Dr Mini Amit Arrawatia says, work from home is turning into a must popular and convenient nowadays and it also considered easy way to do their job without any barrier, those barriers which are occurring due to this pandemic.

Merle Blok concluded that the objective of this research study was to investigate whether it is possible to establish relationships between HNW measures and business objectives in an integrated theoretical framework.

Esra Thorstensson says that working from home has an influence on productivity of the employees. While some of the factors of working from home practice have positive influences on the productivity, some other factors have negative influences.

Mithilesh Kumar Singh says, the present situation created by Covid-19 has shaken up the socio-cultural framework of the society and work culture. A new global culture has emerged with primary focus on safeguard from highly infectious Coronavirus.

RESEARCH METHODOLOGY

Based on my study, the sample size of 120 was drawn from the population using the descriptive sampling techniques with a duration of 3 month. I use questionnaire as a primary data and secondary data from books and websites. This article is prepared by analyzing the research paper. The structure of the question was designed with the demographic factor questions, multiple choice question for analyze respondent saving behavior.

ANALYTICAL TOOLS:

The present study uses the following statistical tools for analyzing the collected data. Percentage, ANOVA analysis, Chi-square analysis are used for this research.

PERCENTAGE ANALYSIS:

Table showing employees missing out quality time with family and friends

S.NO	Particulars	No of Respondents	Percentage
1	Strongly agree	16	13.3
2	Agree	47	39.2
3	May be	34	28.3
4	Disagree	20	16.7
5	Strongly Disagree	3	2.5
Total		120	100

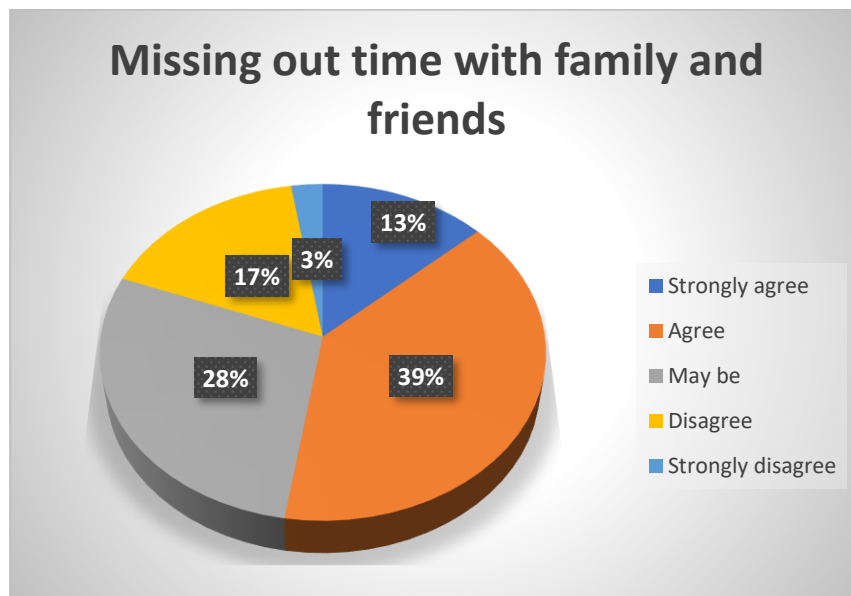


Chart showing employees missing out quality time with family and friends

INTERPRETATION:

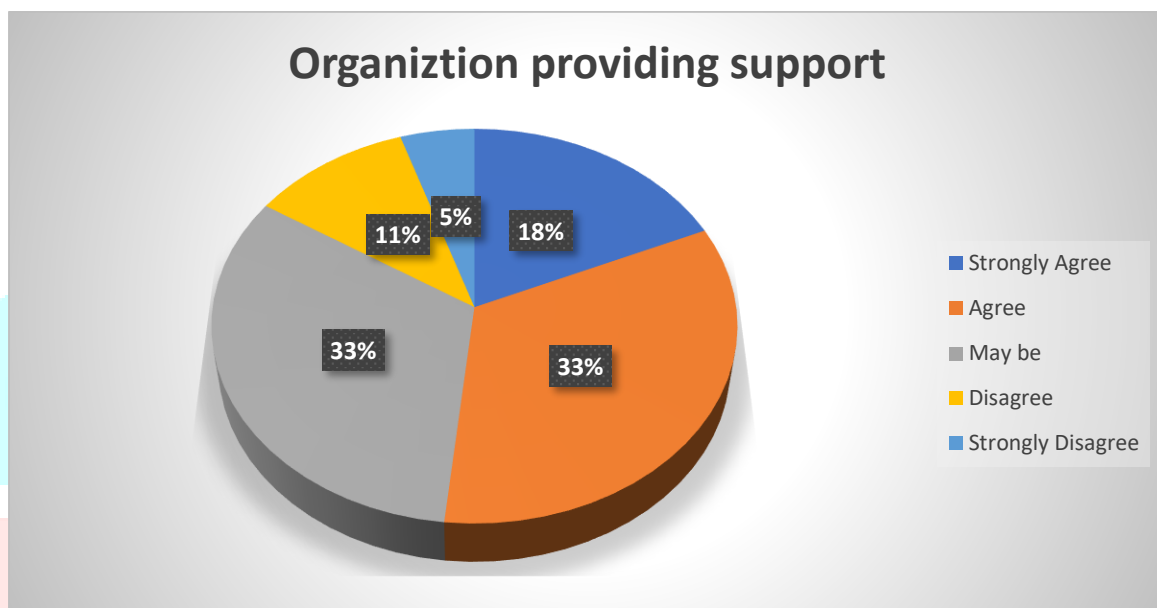
From the above table it is interpreted that 13.3% of the respondents strongly agree, 39.2% of them agree, 28.3% of them says may be, 16.7% disagree and rest 2.5% strongly disagree that they miss out quality time with their family and friends because of work from home.

INFERENCE:

Majority (39.2%) of respondents agree that they miss out quality time with friends and family because of work from home.

Table showing organization's support

S.NO	Particulars	No of Respondents	Percentage
1	Strongly Agree	22	18.3
2	Agree	40	33.3
3	May be	39	32.5
4	Disagree	13	10.8
5	Strongly Disagree	6	5
Total		120	100

**Chart showing organization's support****INTERPRETATION:**

From the above table it is interpreted that 18.3% of the respondents strongly agree, 33.3% of them agree, 32.5% of them says may be, 10.8% of them disagree and rest 5% of them strongly disagree that their organization provides proper support to them when work from home.

INFERENCE:

Majority (33.3%) of respondents agree that their organization provides proper support while working from home.

ANOVA ANALYSIS:**Table showing association between designation of employees and organization's support**

Null Hypothesis (H₀) – There is no association between designation of employees and organization's support.

Alternate Hypothesis (H1) – There is association between designation of employees and organization's support.

ANOVA					
Designation:					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.589	4	.897	.424	.013
Within Groups	243.536	115	2.118		
Total	247.125	119			

Interpretation:

P value is 0.013. Since p value is lesser than 0.5, we accept alternate hypothesis and reject null hypothesis. Therefore, there is significant association between employee's designation and organization's support.

SUGGESTION:

The COVID-19 pandemic has brought forth an unprecedented global humanitarian challenge with severe implications for societies, businesses, and individuals. While nations remained partially or fully shutdown, businesses tried operating to the extent possible by directing employees to work remotely. From the above research, it's been clear that even though most of the people think work from home is good, there is still lot more who are confused whether is good or bad and some feeling bad. Breaks should be given regularly as most have said they didn't get enough of it. Most of the employee's sleeps are in a bad state. They shouldn't be stressed with work. Most people seem to be worrying about work and missing time with family and friends. So, they should be asked to work for a reasonable time of work and given solvable level tasks and targets. Many says that they have a bad workspace in their home; they don't have the required equipment for the work and some says organization doesn't give any help to them. Organizations should check on whether the employees want any support from their side or not.

CONCLUSION:

The present situation created by Covid-19 has shaken up the socio-cultural framework of the society and work culture. The health and safety measures have overshadowed the norms of any local culture. A new global culture has emerged with primary focus on safeguarding from highly infectious Coronavirus. Facemask, hand gloves, sanitizers and physical distancing became an integral part of life. The current situation has given thrust to the virtual world and there are various steps taken by the governments to increase contactless experience. Like every coin has two sides,

the present situation also poses opportunities and challenges. The increased remote working will enable organisations and hire the best talent from anywhere without spending on office space and administration cost. The social system is going through a massive change like never. The new normal will have new ways of living for the survival of human being. To drive a profitable growth, successful organisations need to adapt themselves for enhanced uses on cutting-edge technology and invest efforts in enhancing employee's experience.

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