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. Crobbie 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

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.
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

<table>
<thead>
<tr>
<th>Classification</th>
<th>No of respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>80</td>
<td>61.1%</td>
</tr>
<tr>
<td>Female</td>
<td>51</td>
<td>38.9%</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Classification</th>
<th>No of respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Extremely satisfied</td>
<td>22</td>
<td>16.8%</td>
</tr>
<tr>
<td>Satisfied</td>
<td>56</td>
<td>42.7%</td>
</tr>
<tr>
<td>Neither satisfied nor dissatisfied</td>
<td>30</td>
<td>22.9%</td>
</tr>
<tr>
<td>Dissatisfied</td>
<td>16</td>
<td>12.2%</td>
</tr>
<tr>
<td>Extremely dissatisfied</td>
<td>7</td>
<td>5.3%</td>
</tr>
</tbody>
</table>

Inference The rate of working hours shows that 42.70% of respondents are satisfied with their working hours.
Interpretation

The above table represents 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, and 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

<table>
<thead>
<tr>
<th>Classification</th>
<th>No of respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Always</td>
<td>47</td>
<td>35.9%</td>
</tr>
<tr>
<td>While meeting</td>
<td>51</td>
<td>38.9%</td>
</tr>
<tr>
<td>Sometimes</td>
<td>25</td>
<td>19.1%</td>
</tr>
<tr>
<td>Never</td>
<td>8</td>
<td>6.1%</td>
</tr>
</tbody>
</table>

Source: Primary data

Interpretation

The above table represents regular contact with their team and project manager. 35.9% of the respondents are always in contact with their team and project manager. 38.9% of the respondents are while meeting they are in contact with their team and project manager. 19.1% of the respondents are sometimes in contact with their team and project manager. 6.1% of the respondents are never in contact with their team and project manager.

Inference

Majority of respondents are always (35.90%) they are in 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 (H₀): There is no significant difference among various age and challenge facing in work from home

Alternate Hypothesis (H₁): There is significant difference among various age and challenge facing in work from home
Table No 4.24: Showing Descriptive Statistics

<table>
<thead>
<tr>
<th>Health Disadvantages in WFH</th>
<th>N</th>
<th>Mean</th>
<th>Std. Deviation</th>
<th>Std. Error</th>
<th>95% Confidence Interval for Mean</th>
<th>Minimum</th>
<th>Maximum</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Lower Bound</td>
<td>Upper Bound</td>
<td></td>
</tr>
<tr>
<td>18-25</td>
<td>73</td>
<td>2.4966</td>
<td>.87846</td>
<td>.10282</td>
<td>2.2916</td>
<td>2.7015</td>
<td>1.00</td>
</tr>
<tr>
<td>26-35</td>
<td>52</td>
<td>2.5721</td>
<td>1.03296</td>
<td>.14325</td>
<td>2.2845</td>
<td>2.8597</td>
<td>1.00</td>
</tr>
<tr>
<td>36-45</td>
<td>5</td>
<td>2.2500</td>
<td>.93541</td>
<td>.41833</td>
<td>1.0885</td>
<td>3.4115</td>
<td>1.50</td>
</tr>
<tr>
<td>46-55</td>
<td>3</td>
<td>3.6667</td>
<td>.76376</td>
<td>.44096</td>
<td>1.7694</td>
<td>5.5640</td>
<td>3.00</td>
</tr>
<tr>
<td>Total</td>
<td>133</td>
<td>2.5432</td>
<td>.94974</td>
<td>.08235</td>
<td>2.3803</td>
<td>2.7061</td>
<td>1.00</td>
</tr>
</tbody>
</table>

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

<table>
<thead>
<tr>
<th>Health Disadvantages in WFH</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>4.419</td>
<td>3</td>
<td>1.473</td>
<td>1.657</td>
<td>.179</td>
</tr>
<tr>
<td>Within Groups</td>
<td>114.645</td>
<td>129</td>
<td>.889</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>119.064</td>
<td>132</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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.

REFERENCE

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