
Breaking down the work from home mindset in a new normal way

DR. RAGHVENDRA K MISHRA

Asst. Professor DAIMSR
Email: mishra.raghvendra77@gmail.com

Abstract: With the shocking arrival of Covid, work from Home or Telework has become a buzzword now. The Global COVID-19 Pandemic has changed the world radically. The ridiculous appearance of the pandemic has brought about a spontaneous change in varying social statuses. New Complexities has been authored which were not there in the past, and therefore, business units are compelled to change the working styles. In the period of social separating and distant working, things have been changed a great deal. The business world in a state of uncertainty and fear are shifting to work from home, as it is the only way left for them in the quest for survival in the era of pandemic. Everyone is moving to telework, some are doing it in a planned manner with proper planning on the other hand others are doing it, because it seems the only left out in the situation of lockdown and isolation. Both the employers and the employees are trying to find out the optimum way out, but it will be too early to reach conclusion that telework is the optimum solution and it will be successful. Work from Home has its own intricacies. The perception of the employees and the employers may or may not change with time but one question is needed to be asked and that is, Is Work from Home is better solution? Also, we need to know the perception of employees towards work from Home mode of performing Jobs. This Paper tries and evaluate the perception and point of view how the respondents felt about working from. The researcher also tried to have a clear understanding of supporting factors that have mad work from a more tolerable way of working and what works against working from home.

Keywords: Work from Home, post pandemic, gender perception

INTRODUCTION:

The Global COVID-19 Pandemic has changed the world radically. The ridiculous appearance of the pandemic has brought about a spontaneous change in varying social statuses. New typical has been authored and therefore, the working styles have been changed totally. In the period of social separating and distant working, things have been changed a great deal. For example, handshakes and embracing have been supplanted by "Namaste", a face veil is another amendment in closet and sanitizers are another fundamental. The method of meeting with one another and parties, which were pervasive in the past is currently not exceptionally normal. Because of this pandemic, work environments have been bolted and work is moved from office to home.

The pandemic has changed the disposition and conduct of each individual whether the person might be a business, worker, client, or anybody. There had been primary changes in the business tasks. The way of working has changed generally and organizations are reexamining how organizations are worked.

Concept of Work from Home:

According to the Telework Enhancement Act of 2010: "the term 'telecommuting' or 'teleworking' alludes to a work adaptability game plan under which a worker plays out the obligations and duties of such representative's position, and other approved exercises, from an endorsed worksite other than the area from which the representative would somehow or another work."

Work from Home is an equivalent word of Remote working, Telecommuting, Mobile work from anyplace, and so forth and it is an advanced methodology that arose because of the unrest in Information and Communication Technology. Utilizing the web and portability representatives are coordinated to accomplish all authority work sitting at home utilizing electronic devices like workstations, PCs, or Mobiles. The significant bit of leeway of this arrangement is adaptability in working hours bringing about better equilibrium between fun and serious stuff, the saving of driving to working environment cost, less management, and so on.

Work from Home is not a new phenomenon which appeared as a result of lethal pandemic. It was in existence before pandemic also and many tech savvy companies around world have adopted this. With Advancement in the field of Technology and changing Business model, work from home was considered a better option by many companies around the world.

Work from home appeared during the 1970s however got predominant during the time of 1990s to 2000. With the progressive improvement in telecom, remote workers used to work utilizing correspondence innovation like Wi-Fi, workstations, work areas, cell phones, tablets, and so forth.

Work from home appeared more beneficial than traditional office set up due to perception that work from has potential benefits for working class, organization as a whole and also to society in some or another form. As a result of freedom to employees to work from the comfort of sitting in their homes results in increased productivity and less absenteeism and lower turnover rates and also provide the flexible working hour facility which is not possible in the rigid four wall official setup. This acts as a motivational factor and increases the employee's commitment towards organization.

Also, the organizations prefer work from home as it results in achieving higher economic efficiency due to lower overhead and utility costs. Also, it helps organizations in retaining top talents and diverse workforce because of no geographical barriers. In this set up it is possible to select workforce with more talent from any geographical area without worrying for shifting and settlement costs.

From the society perspective work from home results in considerable control in pollution because of reduced commuting resulting in less traffic.

Challenges for Work from Home

Although work from home has become a part and parcel of a new normal as a result of pandemic but this setup is not suitable for all types of companies. IT supported/ Tech Savvy companies may adopt this setup without trouble as they are well-equipped with IT infrastructure and required skillset or knowledge about work from home intricacies such as video conferencing and other collaborative method. Companies such as Google, Microsoft, Infosys, Tech Mahindra, TCS etc. were working in work From Home before pandemic also so pandemic doesn't trouble this companies. They only shifted gear after covid, the transformation for them was easy because these companies were fully equipped with infrastructural stuffs and their employees are well versed about application of digital software and collaborative tools. But in the case of Non-IT companies and small-scale enterprises the biggest challenge is that neither they have enough infrastructure nor their employees are knowledgeable and equipped with collaborating tools which are a prerequisite for work from home. Adapting work from home is a big challenge for non-IT companies as they have to change their entire modus operandi in order to shift their operations. Along with networking and connectivity issues they have to teach their employees about the use of digital software. As per a report by Gartner fifty four percent of HR leaders think that the biggest hurdle in shifting from office mode to teleworking mode is poor infrastructure of most of the non-IT companies. Majority of Non-IT Companies in India are not fully equipped to work in digital mode icing on the cake is majority employees of these companies have age old gadgets which are not compatible to handle digital working also their knowledge level about digital stuffs such as video conferencing tools (Zoom, Vimeo, Google Hangouts etc.) is very limited. That's why if these companies want to change their working style, they require huge investments in infrastructure as well as education of their employees.

Post Pandemic:

As an integral part of New Normal one significant segment is "telecommuting" or "distant working". Before the pandemic WFH was limited to just a few areas, however, with the exceptional appearance of the pandemic, a need to keep moving identified with telecommuting is felt in pretty much every area of business with a spike in profitability and overhead expense decreases monster organizations are thinking that it's the lone elective left with and when looked from representatives' perspective, they are inviting this new working style as it is giving much pressure alleviating options in contrast to them. For example, working independence cost slice because of non-driving, and so forth are a portion of the advantages which makes them more slanted towards telecommuting.

Prior to the pandemic, India lingered behind numerous nations in tackling jobs distantly. Yet, because of Coronavirus, almost 57% of a worker from explicit areas are working distantly and a greater part of representatives think it makes a superior equilibrium between fun and serious stuff.

As the unwarranted arrival of pandemic is pushing the companies hard to shift their business operations from physical to virtual mode, as they are finding it the only left option to run their business but it is not easy for all kinds of business to transform their business fruitfully also I is too early to declare that work from home is the optimum solution for the burning issue because many researches have shown that work from home is resulting into increased distress and greater work life imbalance among many employees along with mental fatigue and loneliness. It is too early stage if any concludes that Work from can be permanently adapted and will replace the existing mode of working. Because a handful of IT companies are successfully operating by adapting work from home doesn't mean that it is suitable for all types of work. A wait and watch are required for reaching the conclusion. One can say present scenario is the only beginning of a change.

LITERATURE REVIEW

Views for Work from Home are mixed in nature many researches advocate work from home on the other hand many researchers think against it. Previously (before covid) work from home was considered as a leisure activity and employers and employees have a choice to decide for it, but now a serious talk on work from home is required. If WFH model is adopted, it will result in saving commute time ,increase employees productivity, decrease stress ,give extra time for creative thinking and will fetch a better work life balance also it will motivate employees due to financial savings. (Afzal, 2018). Remote work has positive influence on productivity but there are many drawbacks of remote work too, it can result in feeling of isolation and can increase stress. Lack of teamwork and interaction with coworkers can stifle creative thinking. Along with these it is difficult to manage balance between family obligations and work. (The Economic Effects of Working From Home, n.d.). Work from home need not to be suitable for all types of job, it is important to know the nature of job for which, work from home might be suitable for instance interdependency and collaboration requirement are two of the important factors. Also personal aspects such as self-regulation skills and organizational support and supervision are also key issues.(Allen et al., 2015). WFH can succeed only if arrangements are clear and transparent and there should be a flexible approach keeping in mind the expectations of the employees. A rigid work from home arrangement will be the most unwanted requirement which will surely question the success of WFH. There should be Tailor-made arrangements that must fit specific employee groups specially female and higher age employees. (Karanikas & Cauchi, 2020).

Data analysis and Interpretation

Objectives

- To find out the important considerations of telecommuting/work from home
- To identify how employees evaluate advantage and disadvantages of telecommuting/work from home
- To find out the effect of gender on perception of telecommuting/work from home

Hypothesis

H₀- There is no significant difference the way Male and Female perceive telecommuting/work from home

H₁- There is a significant difference the way Male and Female perceive telecommuting/work from home

H₀- All factors considered for study are not perceived equally and vary in importance

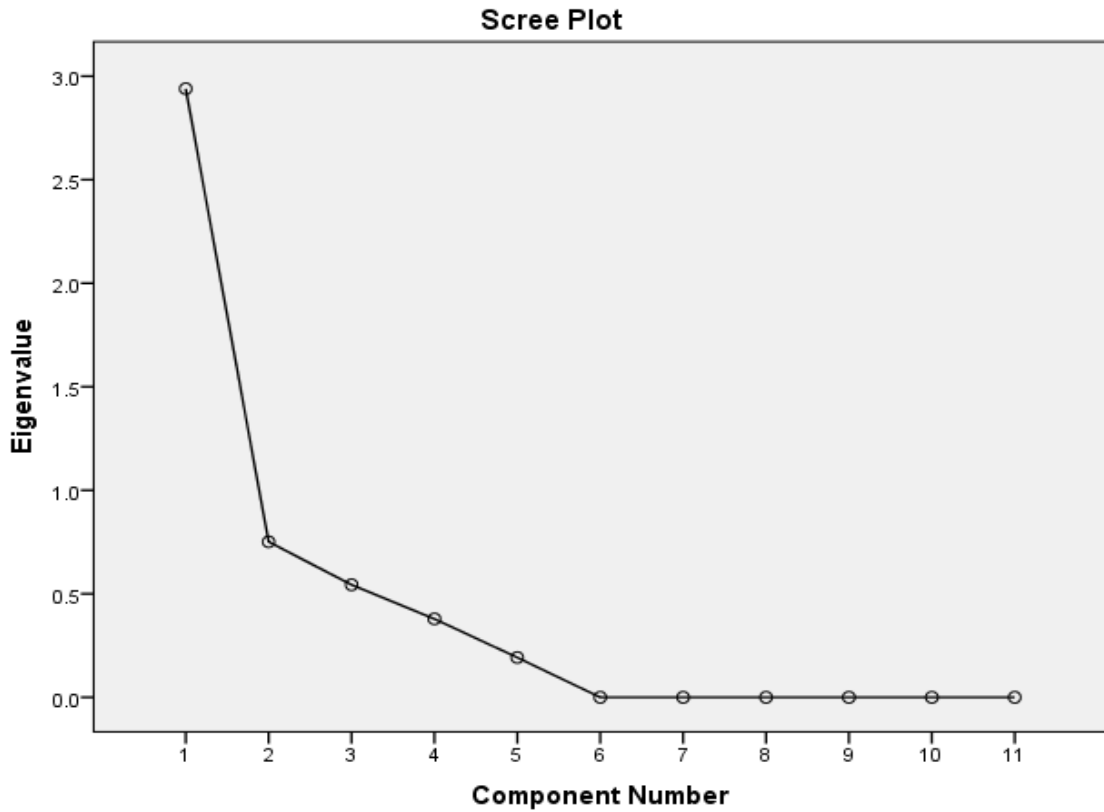
H₁- All factors considered for study are perceived equally and do not vary in importance

Communalities				
	Raw		Rescaled	
	Initial	Extraction	Initial	Extraction
Lesser access to work related information has complicated the assigned task and increased the workload	.465	.307	1.000	.659
Work from home acts as a hinderance specifically in team assigned tasks	.420	.322	1.000	.767
Work from home has only added to my working hours	.416	.316	1.000	.743
Work from home has added to my physical strain and mental stress	.416	.312	1.000	.692
Work from home has diminished my efficiency of working	.581	.386	1.000	.717
The manager/employer has excess expectation and exaggerated expectations of work to be done	.416	.382	1.000	.892
I feel work from has more cons than pros	.428	.278	1.000	.650
Work from home has added to the thinking that though the hours have extended they do not bore similar fruits as in office	.416	.392	1.000	.902

I feel work from home is okay for some time but it should not become regular feature	.416	.398	1.000	.896
The time saved in commuting for office is saved which I use it as family time and is an important benefit of work from home	.416	.342	1.000	.782
Work from home has diminished time line between personal and professional time	.416	.394	1.000	.887
Extraction Method: Principal Component Analysis.				

Table 3, labeled Total Variance Explained lists the eigenvalues associated with each factor before extraction, after extraction and after rotation. Before extraction, it has identified 11 linear components within the data set. The eigenvalues associated with each factor represent the variance explained by that particular linear component and the table also displays the eigenvalue in terms of the percentage of variance explained (factor 1 explains 61.176% of total variance). It should be clear that the first few factors explain relatively large amounts of variance (especially factor 1) whereas subsequent factors explain only small amount of variance. The table extracts all factors with eigenvalues greater than 1, which leaves us with six factors, where 70 % of cumulative variance is displayed. In the final part of the table, the eigenvalues of the factors after rotation are displayed. Rotation has the effect of optimizing the factor structure and one consequence for these data is that the relative importance of the five factors is equalize.

Total Variance Explained							
	Component	Initial Eigenvalues ^a			Extraction Sums of Squared Loadings		
		Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
Raw	1	2.939	61.176	61.176	2.939	61.176	61.176
	2	.751	15.633	76.810	.751	15.633	76.810
	3	.543	11.308	88.118	.543	11.308	88.118
	4	.379	7.882	96.001			
	5	.192	3.999	100.000			
	6	7.690E-16	1.600E-14	100.000			
	7	1.303E-16	2.712E-15	100.000			
	8	8.373E-17	1.743E-15	100.000			
	9	5.551E-17	1.155E-15	100.000			
	10	5.467E-18	1.138E-16	100.000			
	11	-1.119E-15	-2.329E-14	100.000			
Rescaled	1	2.939	61.176	61.176	7.058	64.163	64.163
	2	.751	15.633	76.810	1.463	13.297	77.460
	3	.543	11.308	88.118	1.272	11.563	89.022
	4	.379	7.882	96.001			
	5	.192	3.999	100.000			
	6	7.690E-16	1.600E-14	100.000			
	7	1.303E-16	2.712E-15	100.000			
	8	8.373E-17	1.743E-15	100.000			
	9	5.551E-17	1.155E-15	100.000			
	10	5.467E-18	1.138E-16	100.000			
	11	-1.119E-15	-2.329E-14	100.000			
Extraction Method: Principal Component Analysis.							
a. When analyzing a covariance matrix, the initial eigenvalues are the same across the raw and rescaled solution.							



The scree plot is shown above with a thunderbolt indicating the point of inflection on the curve. This curve is difficult to be interpreted because the curve begins to tail off after four factors, but there is another drop after five factors before a stable plateau is reached. Therefore, it is justified to retain five factors. And hence it can be said that All factors considered for study are not perceived equally and vary in importance

Component Matrix ^a						
	Raw			Rescaled		
	Component			Component		
	1	2	3	1	2	3
Lesser access to work related information has complicated the assigned task and increased the workload	-.030	.544	-.098	-.043	.798	-.144
Work from home acts as a hinderance specifically in team assigned tasks	.112	.194	-.521	.173	.300	-.804
Work from home has only added to my working hours	.644	.018	.025	.999	.028	.039
Work from home has added to my physical strain and mental stress	.644	.018	.025	.999	.028	.039
Work from home has diminished my efficiency of working	-.117	.624	.116	-.154	.818	.152
The manager/employer has excess expectation and exaggerated expectations of work to be done	.644	.018	.025	.999	.028	.039
I feel work from has more cons than pros	-.091	.161	.494	-.139	.246	.755

Work from home has added to the thinking that though the hours have extended they do not bore similar fruits as in office	.644	.018	.025	.999	.028	.039
I feel work from home is okay for some time but it should no become regular feature	.644	.018	.025	.999	.028	.039
The time saved in commuting for office is saved which I use it as family time and is an important benefit of work from home	.644	.018	.025	.999	.028	.039
Work from home has diminished time line between personal and professional time	.644	.018	.025	.999	.028	.039
Extraction Method: Principal Component Analysis.						
a. 3 components extracted.						

ANOVA						
		Sum of Squares	df	Mean Square	F	Sig.
Work from home acts as a hinderance specifically in team assigned tasks	Between Groups	10.754	1	10.754	29.233	.045
	Within Groups	72.841	198	.368		
	Total	83.595	199			
Work from home has only added to my working hours	Between Groups	.655	1	.655	1.580	.021
	Within Groups	82.100	198	.415		
	Total	82.755	199			
Work from home has diminished time line between personal and professional time	Between Groups	.655	1	.655	1.580	.043
	Within Groups	82.100	198	.415		
	Total	82.755	199			
Work from home has added to my physical strain and mental stress	Between Groups	.655	1	.655	1.580	.038
	Within Groups	82.100	198	.415		
	Total	82.755	199			
Work from home has diminished my efficiency of working	Between Groups	.157	1	.157	.270	.046
	Within Groups	115.363	198	.583		
	Total	115.520	199			
The manager/employer has excess expectation and exaggerated expectations of work to be done	Between Groups	.655	1	.655	1.580	.032
	Within Groups	82.100	198	.415		
	Total	82.755	199			
I feel work from has more cons than pros	Between Groups	.208	1	.208	.484	.048
	Within Groups	84.947	198	.429		
	Total	85.155	199			
Work from home has added to the thinking that though the hours have extended they do not bore similar fruits as in office	Between Groups	.655	1	.655	1.580	.036
	Within Groups	82.100	198	.415		
	Total	82.755	199			
I feel work from home is okay for some time but it should no become regular feature	Between Groups	.655	1	.655	1.580	.047
	Within Groups	82.100	198	.415		
	Total	82.755	199			
The time saved in commuting for office is	Between Groups	.655	1	.655	1.580	.039
	Within Groups	82.100	198	.415		

saved which I use it as family time and is an important benefit of work from home	Total	82.755	199			
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From the above data interpretation

From the above ANOVA Test the Sign value =0.045, 0.021, 0.043, 0.038, 0.046, 0.048, 0.036, 0.047, & 0.039 which is less than 0.05, Thus, the null hypothesis H₀ is rejected at 5% level of significance and hence the alternate hypothesis is accepted. The alternate hypothesis is There is a significant difference the way Male and Female perceive telecommuting/work from home

FINDINGS AND CONCLUSION

By comparing the answers of respondents in different conditional groups, our analysis showed different evaluations of the advantages and disadvantages of telework as well of the personal characteristics required from a teleworker:

The results of the study from the gender perspective showed that:

Ladies especially valued the chance to telecommute to guarantee a better way of life. Men didn't single out this part of teleworking.

When all is said and done, men evaluated telecommuting more adversely than ladies, because of saw job struggle, changes in business relationship elements, and requirements on profession openings. Men were essentially more probable than ladies to (i) express that different individuals from the family upset when telecommuting; (ii) question whether their administrators would appropriately survey their capabilities, execution, and accomplishments while telecommuting; As negative parts of telecommuting, men likewise featured data over-burden, tedious offbeat correspondence, and pressure because of the appropriation of consideration between work undertakings and serious correspondence.

Then again, despite the fact that ladies didn't specify the last perspective—self-association as a test for them to viably telecommute—they all things considered zeroed in on this issue, expressing that the capacity to work freely and time-the executives and relational abilities are the main characteristics for fruitful teleworking. The outcomes additionally showed that ladies were measurably almost certain than men to accept that individual initiative characteristics are fundamental when telecommuting, i.e., it is important to have the option to freely draw in and keep up authoritative responsibility and have a solid moral obligation regarding one's work.

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