
Impact of work from home on employee wellbeing during pandemic

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Abstract: The research paper title work from home: A study on wellbeing of employees during work from home during coronavirus pandemic. The main objective of the study is to know how the employee wellbeing is affected due to work from home. Especially in the IT industry the work life balance of the employees is affected badly. The descriptive research is used in this study as the research design and the sampling method is used as the convenience sampling. The size of the sample collected in this study is sixty (60) also the primary data is used. The statistical tools used in this study are frequency analysis, mean analysis and regression. Regression analysis is used to measure the wellbeing of the employees during COVID-19 pandemic. The components used to measure the impacts of work from home on employee wellbeing are work demands, home demands, work interfering with family, family interfering work and employee wellbeing. This analysis will be useful for the human resource managers to know the wellbeing of the employees during work from home.

Keywords: work from home, pandemic, employee wellbeing, work demand, innovation, family interfere work, work interfere family.

INTRODUCTION

Nowadays we are hearing a frequent phrase called work from home. Even though it is self explanatory, there are few definitions, comments and statements on work from home that I have listed down. The term work from home can be defined as the employees working at their flexible workplace, where they need not to travel. The study has been focused on understanding the “Impacts of work from home on employee wellbeing during pandemic”. It consists of the factors which impact the employee wellbeing due to work from home. Not only elder even children are also using electronic gadgets like tablets, laptops, mobile phones this is due to the effect of work from home.

Work from home is an emerging fashion in the recent working environment, as it allows the employees to add-on from any place or anywhere they live in. This trend is a gentle contract or a protocol between an employee and the employer. This idea allows the employee to decide to have the privilege of working from home. There are some eligibility criteria to select an employee to perform work from home. The employee can work in their comfortable place with flexible working hours. So the work or task for the employee becomes very easy. Though it has a good side it also contains some flaws that can also affect the organization, like disturbance in physical and mental health, etc. hence these are some general negative impacts for employees during their period of work from home.

During this corona pandemic all the employees, not only MNC employees others like teachers, professors, call centre employees, etc. are performing work from home. Even students are undergoing online classes, seminars, web classes, etc. so in this situation work from home has become a mandatory for all the sectors to complete their job or task through online mode by doing work from home. Nowadays most of the companies have started implementing work from home policy to ensure the health safety and security of the employees. Our research idea is based on the rich knowledge acquired by our peer teams across the university.(A.C.Gomathi, S.R.Xavier Rajarathinam, A.Mohammed Sadiqc, Rajeshkumar, 2020; Danda et al., 2009; Danda and Ravi, 2011; Dua et al., 2019; Ezhilarasan et al., 2019; Krishnan and Chary, 2015; Manivannan, I., Ranganathan, S., Gopalakannan, S. et al., 2018; Narayanan et al., 2012, 2009; Neelakantan et al., 2013, 2011; Neelakantan and Sharma, 2015; Panchal et al., 2019; Prasanna et al., 2011; Priya S et al., 2009; Rajeshkumar et al., 2019; Ramadurai et al., 2019; Ramakrishnan et al., 2019; Ramesh et al., 2016; Venugopalan et al., 2014). The primary objective is to study the impacts of work from home on employee wellbeing of IT employees. Secondary objective is to understand the level of home demand and work demand experienced by IT employees. Also to find whether work demand and home demand interfere with each other. And to study about the level of well being of employees during work from home.

REVIEW OF LITERATURE

(Bloom et al., 2014) have made a study on work from home “does work from home work?” This study was made on the Chinese employees, who work in call centre jobs. The report gives results about 16000 employees, belonging to a travel agency NASDAQ in china.

(Felstead et al., 2003) have studied how manager controls the employees working at home. The author of this article says that a workplace should constitute visibility and presence, visibility is that the supervisors or the higher officials should supervise their work, presence is how the workers are involved with their co-workers.

(Jones et al., 2020) have studied about the current situation of work from home. This work from home is due to an unexpected wide spread of disease. This situation is due to individual and social well being.

(Crosbie and Moore, 2004) have done a study on work from home and work life balance. In the report they have told how to balance work and life commitments of the employees during work from home this is both academic and personal life.

(Graaff and Rietveld, 2007) have made a detailed research on differences between working out of home and working at home. This paper gives a detailed analysis on the cost of working out of the home and actually the report is all about working out of home, working at home, ICT and reducing time.

(Felstead et al., 2001) have studied about working at home. This report has stated and suggested that working from home might be the future for most of the people of the United Kingdom. This paper examines these claims by analyzing data from the Labor Force Survey that has information, at various times, asked questions about the geographical location of work.

(Halford, 2006) have made a complete study on work from home is collapsing the Boundaries. In the modern western world, the discursive construction of fatherhood and everyday fathering practices has been underpinned by the spatial separation of work from home, of public from private.

(Russell et al., 2009) have made a research study on the impact of flexible working arrangements on work–life conflict and work pressure in Ireland. Recent rapid economic growth in Ireland has been accompanied by a strong surge in the number of women in employment, and this has led to a significant increase in the proportion of dual-earner families.

(Hern, 2020) has made an article, about Covid-19 which could cause permanent shift towards home working Technology technological firms will benefit, but some companies could find employees don’t want to return to the office. Covid-19 can permanently shift the working patterns of the companies as they are forced to embrace remote working.

(Streitfeld, 2020) has done research on the recent pandemic situation. As the corona virus keeps spreading, employers are convinced to do remote work that has a bright future. After working for three months at home, the American companies have concluded that work from home has given a good result.

(Ammons and Markham, 2004) have done research on working at home, related to experiences of skilled white color labors. Based on literature review and partially structured interviews with skilled white color labors the article explains the various reasons for working at home, the creation and maintenance of home or work boundaries, problems of isolation, distractions and temptations facing at-home workers, workaholism, and gender differences.

(Altig et al., 2020) have studied the recent situation of COVID-19 pandemic. Corona virus and efforts are having a transformative impact on different aspects of economic life, embracing trends like shopping online rather than visiting stores unless is mandatory and increasing the incidence of working from home.

(Deng et al., 2020) have made a research on the potential of the workers to work from home during and after COVID-19 pandemic. Physical distance, wearing masks are some measures to stop the spread of COVID-19. These practices have resulted in a large number of Canadians working from home, and many for the first time.

(Raišienė et al., 2020) made a research on Working from Home about the people who are happy and who are not happy. They also gathered a survey from the employees of Lithuania Company during the COVID-19 Quarantine Period.

(Hardill and Green, 2003) have done an explicit analysis on Remote working that is working from home altering to the spatial contours of work and home in the new economy. This report generates the information about the paid works undertaken in home or their own living space.

(Arntz et al., 2020) made a research that gives specific information about the conditions of employees based on their gender. As the Covid-19 pandemic causes an all-time work from home, this disruptive event is likely to have a long-lasting effect on work arrangements.

(Nansen et al., 2010) have studied working time, working space and technology in the working from home as an unsettled nexus. This study portrays four homes of employees in various geographic locations like Melbourne, Australia, etc. in those places there are some different practices and strategies in the usage of information and communication technologies towards life.

(Dingel and Neiman, 2020) have undergone research on how much work can be completed at a given particular time during work from home. This also evaluates the economic impact of "social distancing" precautions taken to reduce and stop the spread of COVID-19, and raises a fundamental question about the modern economy "what jobs can be performed at home.

RESEARCH METHODOLOGY

The research type used in this study is descriptive research design. The data were collected through questionnaire by survey method. The data were collected from 60 employees of IT industry of different IT companies. The questionnaire is framed with referring to the authors Goldberg and Hillier standard questionnaire. The first parts of the questionnaire consist of demographic variables like age, gender, occupation, etc. The second part of the questionnaire is the work demand. The third part of the questionnaire is home demand. The fourth part is work that interferes with family. The fifth part is family interferes with work. The last sixth part is employee wellbeing. Demographic profile of the employee:

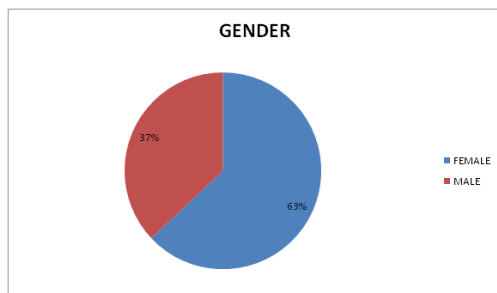


Fig.1: The pie chart depicts the percentage of gender in the sample. 63% of the sample are female and 37% are male employees.

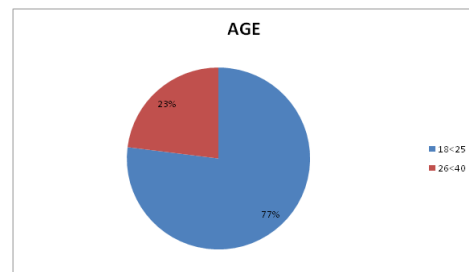


Fig.2: The pie chart displays the age of the employee respondents. 77% of the employees age lies between 18 to 25 and 23% of the employees age lies between 26 to 41.

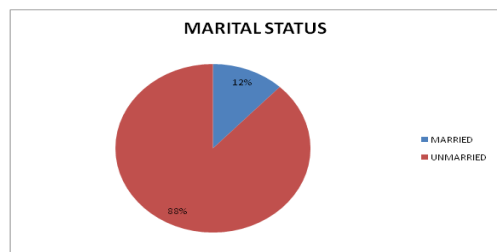


Fig.3: The pie chart displays the marital status of the employees responded. 88% of the employees are unmarried and 12% of the employees are married.

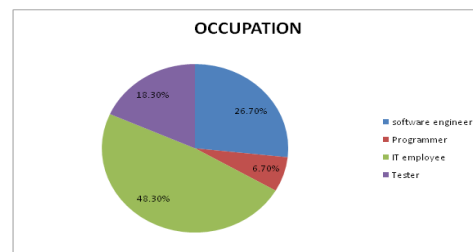


Fig.4: This pie chart describes the occupation of the employees. 26.7% are software engineers, 6.7% are programmers, 48.3% are IT employees and 18.3% are testers.

DATA ANALYSIS

The software used in this analysis is IBM SPSS version 27 software. One of the leading software used for analyzing and solving the business and research problems. This software is used for analyzing trends, forecast and plan assumptions. This technique is used to analyze frequency analysis, mean analysis and regression analysis. Mean analysis is obtained by integrating the product of variables with its probability is defined as distribution. The regression analysis is used for estimating the relationship between dependent variables on one or more independent variables.

RESULTS AND DISCUSSION

Multiple linear regression analysis is used to estimate the association between work from home scenarios and employee wellbeing. In this model, employee wellbeing is the dependent variable and work demand, work interfering with family, home demand, family interfering work are the independent variables.

Table 1: Regression Coefficients

	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
(Constant)	1.363	.288		4.732	.000
work_demand	.285	.133	.334	2.142	.037
home_demand	-.154	.121	-.183	-1.274	.208
work_interfering_family	.070	.127	.092	.552	.583
Family_interfering_work	.119	.083	.205	1.439	.156

R is the correlation, its value is 0.440 and R square is the degree of determinant, its value is 0.193. The degree of determinants shows the extent to which work demand, home demand, work interferes family and family interferes work significantly influences employee well being. Here the work demand, home demand, work interferes family and family interferes work determines 19.3% of employee well being. The significant level (0.017) is less than (0.05). Hence we can conclude that the model is significant. Table shows the value of beta and its significant value. It is found that the significant level of home demand, work interferes family and family interferes work is not less than (0.05). Hence, these three do not influence the employee's well being. The significant value of work demand is less than 0.05 and hence work demand (beta= 0.334) influences the employee well being. Significantly we can conclude that work demand has the major impact on employee wellbeing.

CONCLUSION

The purpose of the study was to understand the effects and impact of work from home on wellbeing of IT employees during COVID - 19 Pandemic. During pandemic work from home culture was implemented in various jobs, especially in the IT industry. This study using a qualitative method is to understand the wellbeing of employees who work from home. We conclude that the work demand has more influence on wellbeing of employees than home demand, work interfere family, family interfere work. The company can reduce the workload for their employees. the work demand has a greater influence on the wellbeing of the employees.

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