

**A STUDY ON WORK FROM HOME DURING COVID-19:
WITH REFERENCE TO IT EMPLOYEES**

Submitted in partial fulfillment of the requirement for the reward of

BACHELOR OF COMMERCE

By

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39740108



BACHELOR OF COMMERCE

SCHOOL OF MANAGEMENT STUDIES

SATHYABAMA

INSTITUTE OF SCIENCE AND TECHNOLOGY

(DEEMED TO BE UNIVERSITY)

**Accredited with Grade “A” by NAAC | 12B Status by UGC |
Approved by AICTE**

Jeppiaar Nagar, RAJIV GANDHI SALAI, CHENNAI – 600119

MAY 2022



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of JANSI. I (39740108) who has done the Project work entitled **A STUDY ON WORK FROM HOME DURING COVID-19: WITH REFERENCE TO IT EMPLOYEES** under my supervision from December 2021 to February 2022.

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I JANSI. I (39740108). Hereby declare that the Project Report entitled **“A STUDY ON WORK FROM HOME DURING COVID-19: WITH REFERENCE TO IT EMPLOYEES”** done by me under the guidance of **Dr. M. John Britto. MBA, Ph.D.,** School of management studies is submitted in partial fulfilment of the requirements for the award of bachelor of commerce degree.

DATE:

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ABSTRACT

Covid-2019 pandemic is imposed the sensitivity of 'Work from Home' (WFH) into an authoritatively instructed, firmly forced law. Nowadays, Work from Home theory remains evolving from all sectors, from Information Technological zones to training areas. WFH concept is new to majority of the employees, as the COVID 19 has forced almost all the employees of all the sectors to work from home for the first time. As the organizational employees are facing innovative atmosphere, this paper efforts to second out the involvement of the workers in employed from home when compared to operational in office. The study found that the employees willingly complete their work in work from home is depending upon occurrence of their kids and family, happy universe in home, discreet atmosphere at home-based and also virtuous network connectivity. Most of the respondents are also of estimation that even if they are ready to work from home they do not like to work from home.

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CHAPTER - 1

1.1 INTRODUCTION:

Covid-19

The COVID-19 crisis, declared as a pandemic by the Director General of WHO on 11.03.2020, in addition to having a significant and highly disastrous impact on the lives of people world over, has had and will continue to have an apparent and heavy influence on all industries, globally. Common signs of infection include respiratory symptoms, fever and cough, shortness of breath and breathing difficulties. In more severe cases, the infection can cause pneumonia, severe acute respiratory syndrome, Lungs failure and even death. The outbreak of the covid-19 pandemic which has already been declared as a 'notified disaster' has created a severe stress situation practically for most sectors of the Indian Economy.

During the corona-virus disease 2019 pandemic, many people refrained from going out, started working from home (WFH), and suspended work or lost their jobs, and these lifestyle changes could affect their mental health. The Corona virus (COVID-19) pandemic has led to the biggest number of employees globally bound to work remotely. The work from home is the new dimension evolved with the outbreak of COVID-19. It is a flexible task based work culture approach supported by an information communication system. Moreover, India came out top with over 41 per cent of workers citing the lack of separation between work and personal life as negatively impacting their wellbeing, resulting in increased stress levels.

Covid-19 Impact on Employees Work Life

The sudden onset of the largest work-from-home experiment of all time has altered work environments in ways unimaginable just a few months ago. Beyond the technological adjustments to online meetings and video calls, people are struggling

with isolation and uncertainty, childcare responsibilities, or even grief. Employees in India are facing increased burnout due to lack of separation between work and personal life as well as concerns of contracting COVID-19. India had the second highest percentage of workers facing increased burnout in Asia at 29 per cent. As many as 41 lakh youth in the country lost jobs due to the COVID-19 pandemic while construction and farm sector workers account for the majority of job losses, according to a joint report by the International Labour Organization (ILO) and the Asian Development Bank (ADB). According to global technology services company NTT's Intelligent Workplace Report, which surveyed 1,350 participants across 19 markets, 90 per cent of organisations agree that home-working during the pandemic has been challenging for employees.

Work from home during Covid-19

Work from home or remote working has been seen as a buzzword during pre-COVID-19 times has become a reality during COVID-19 Pandemic starting March 2020 and will stay for a longer period in India. COVID19 pandemic has transformed daily life, notably by forcing billions of people to work from home. As restrictions related to the pandemic are eased, companies are reconsidering their real estate footprint and contemplating a long-term move to remote work.

The COVID-19 pandemic has expedited numerous technological changes in the labor market. As part of this phenomenon, it has shifted millions of people from working at their workplace to teleworking from home, generating a hybrid space of work the home-office. The home-office is an intermediate category between the office and the home. The two most important domains of an individual's life are work and family. Work and Home can be called two different domains that people have associated with different rules, thought patterns and behaviors. The ability of workers to balance their work and family lives depends on the characteristics of their jobs as well as their individual and family variables and situations.

1.2 NEED OF THE STUDY:

- To study is to identify the impact of work from home during Covid-19 employees perception and experience.
- The study is to find out the stress of employees due to lack of separation between work and personal life during Covid-19.
- It identifies the difficulties faced by employees when they work from home.
- And also identifies the employees who are willing to work from home because of their personal matters like child care, Isolation etc..

1.3 SCOPE OF THE STUDY:

- The Corona virus (COVID-19) pandemic has led to the biggest number of employees globally bound to work remotely.
- During the corona-virus disease 2019 pandemic, many people refrained from going out, started working from home (WFH), and suspended work or lost their jobs, and these lifestyle changes could affect their mental health.
- As many as youth in the country lost jobs due to the COVID-19 pandemic while construction and farm sector workers account for the majority of job losses.
- So the purpose is to analyse the difficulties faced by employees during lockdown

1.4 OBJECTIVES OF THE STUDY:

- To analyse the quality of life and work from home of employees in lockdown period.
- To evaluate the willingness of employees continuing their work from home.
- And to analyse whether they are working more hours than normally.
- And to find out whether they are getting less work during work from home.

1.5 LIMITATIONS OF THE STUDY:

- Due to time constraint the sample size was restricted to 101 respondents only.
- It is small in comparison with the number of individuals working from home, and presents only one side of the employment relationship of employees.
- Since the study is based on the primary data collected through questionnaire the result of the study are subject to all the limitations of the primary data.
- The findings and suggestions are based on the information given by the respondents.

CHAPTER – 2

REVIEW OF LITERATURE

Kretschmer, Nick Bloom and Tobhios Renan Van John (2019), training is determining the factor and values of Family friends work place practices- FFWP via industrialized companies in many countries like United Kingdom and United States. The invention of progressive relation between company and also FFWP. Therefore the industrial wanes, through one time controller measure the quality of organizational carry outs for additional invention using by the industrial sophisticated share for female supervisors as well as, new experienced staffs, in addition to good control organization frequently open the new branches. On the other hand the organizational background did not the substantial control to the company staff delivers to clients.

Brummelhuis ten, Lippi Darvon & Tanja (2018), involves a comprehensive variation to the organization using a particular requirement as well as income, after that one approaches, balance the efforts and workers daily routine. Our own training discovers companion may or may not have a several kinds of WORK FROM HOME maintain process increase worker facilitating activities plus presentation between each personnel, workers through another personnel, also organizational manpower for their family and family members. Exhausting supply of work life balancing in 508 Workers from 34 administrations and there outcome is industrial employee culture increase daily routine task between family members, at the same time concentrated their daily task from each employees. Employees' daily task effects enhanced, but they have direct contact with their comfortable working schedules are combined profit to the organizational administrating group care. Finally, repercussion status of staff members arranging, while allowance for suitable care designed for matching their staffs daily routine. Effects which are used in employees counseling in their work place and done the proper daily task fulfillment, revenue goals.

Muhammad Razed Irfan, Muhammad Bilal & Rahman Zaire (2017), tells about the work from home fight to negative outcome of professional consumption and administrative obligation and the organization check the quarter production gross revenue also the employee absence. The employee is equal to work from home struggling with the related through workers stress. Hence the work from home is essential dispute to financial transactional business and in relation to administrative efficiency as well as job related strength. Extended unyielding daily working time remains a dependable analyst to work from home between back office workers and predominantly individual occupied work place. The extensive conflict assumption are used in innovative techniques should be planning for lending business. The document terms statistical analyzes estimate trapped the daily as well as weekly task in the study. Quantifiable is relating to information is existing show with useful indication and creativity for their workers. The appraisal offers common law and also another daily task allocation develops work from home as well as commercial administrations. The paper completes plan groupings offer best facilities and creativities will support the great presentation effective structures in financial segments.

CHAPTER – 3

3.1 RESEARCH METHODOLOGY:

Research methods are the techniques and tools by which you research a subject or a topic. Research methodology involves the learning of various techniques to conduct research and acquiring knowledge to perform tests, experiments, surveys, and critical analysis.

Research methodology simply refers to the practical “how” of any given piece of research. It’s about how a researcher systematically designs a study to ensure valid and reliable results that address the research aims and objectives.

3.2 RESEARCH DESIGN:

A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure. This Research design applied for the study is ‘Descriptive Research’.

3.2.1 Descriptive research design

Descriptive research aims to accurately and systematically describe a population, situation or phenomenon. It can answer what, where, when and how questions, but not why questions. A descriptive research design can use a wide variety of research methods to investigate one or more variables.

3.3 SAMPLING TECHNIQUE:

Sample design is the theoretical basis and the practice mean by generalizing from characteristics of relatively few of the comprising population. It is the method by which the sample is chosen.

3.3.1 Non-probability sampling

Non-probability sampling is defined as a sampling technique in which the researcher selects samples based on the subjective judgment of the researcher rather than random selection.

3.3.2 Convenience sampling

A convenience sample is a type of non-probability sampling method where the sample is taken from a group of people easy to contact or to reach.

3.4 SOURCES OF DATA:

Sources of Data begins with figuring out what sort of data is needed, followed by the collection of a sample from a certain section of the population. Next, you have to utilize a certain tool to gather the data from the chosen sample. The two types of sources of data are

3.4.1 Primary data

The Primary data for this study was collected through questionnaire.

3.4.2 Secondary data

Secondary data was collected from external sources like Websites, Journals etc

3.5 STRUCTURE OF THE QUESTIONNAIRE:

The questionnaire follows a simple and basic layout. It is made easy for the participants to respond to the questionnaire without any delay or confusion. The set of question and the answer options present in the questionnaire are predetermined and are constructed by myself based on general questions regarding the main topic. The structure of questionnaire used in this project is as follows.

3.5.1 Basic introduction

The questionnaire begins with small and simplifies description regarding the questionnaire – Title and description of the topic.

3.5.2 Personal details

The actual questionnaire begins here where the participants are asked about their personal details such as their name, age, gender.

3.5.3 Research related questions

The next set of questions in the questionnaire consists of the questions related to public where the participants are asked on their general opinion on their work from home during covid-19

3.5.4 Likert scaling questions

The likert scaling questions include moderate options in its scale. A 7-point Likert Scale is legendary and has been used since 1932. It offers seven different options to choose from and is majorly used by the researchers.

3.5.5 Sample size

The sample size for the project had a target of 100 participants. The fixed target of the sampling size has been achieved as the total number of respondents for the survey questionnaire was 101. Total of 101 responses helped the project to analyse more response and it helped to derive a conclusion recording people's perception towards a study of satisfaction of public how they consider it.

3.6 SAMPLE LOCATION:

My survey location is in and around Ottiyambakkam (Chennai).

3.6.1 Sample targeted people

My survey targeted people are both the Men and Women at the age group of [18-45 AND ABOVE]

3.7 HYPOTHESIS FRAMED:

In this project I used two hypotheses

- H0: There is no association between gender and views or satisfaction on working from home.
- H1: There is a association between gender and views or satisfaction on working from home.

3.8 TOOLS AND ANALYSIS:

PERCENTAGE:

Research questions are always answered with a descriptive statistic, generally either percentage or mean. Percentage is appropriate when it is important to know how many of the participants gave a particular answer. Generally, percentage is reported when the responses have discrete categories.

CHAPTER – 4

DATA ANALYSIS AND INTERPRETATION

The following consist of data analysis and interpretation of my questionnaire:

4.1 SURVEY ANALYSIS OF DATA:

4.1.1 AGE OF RESPONDENTS

Table 4.1 Age of the respondents

Age of group	No. Of Respondent
15-25	71
26-35	21
36-45	8
46 above	1
Total	101

INTERPRETATION:

From the chart we can observe 70.3% respondents are in below 15-25 age group, 20.8% respondents in 26-35 age group, 7.9% respondents in 36-45 age group and 1 % respondents in above 46 age group. Most of the age group are between from 18-25 are involved in the research.

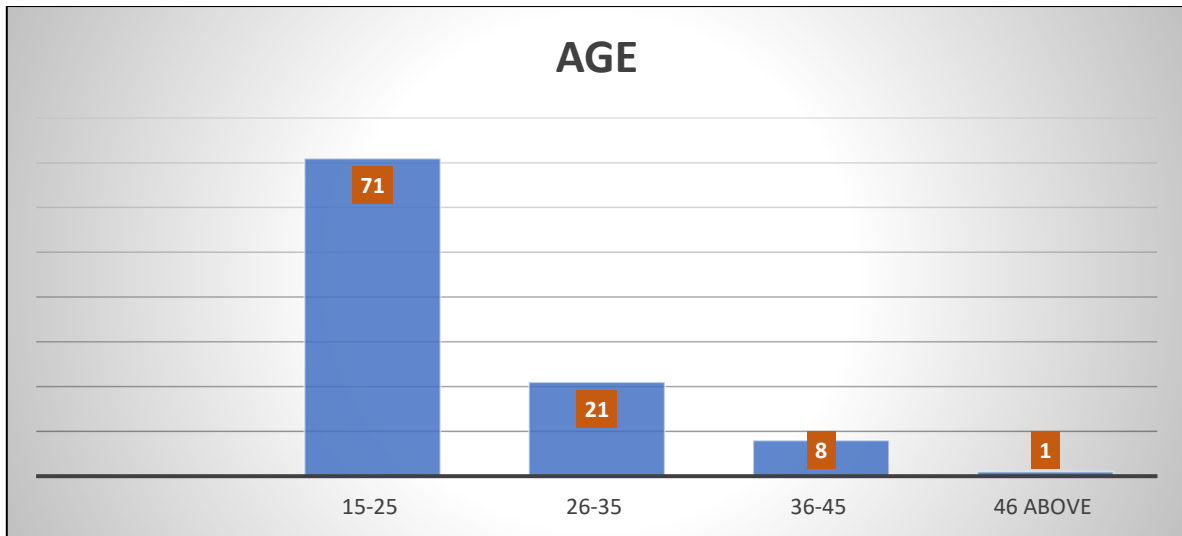


Fig 4.1 Age of the respondents

4.1.2 GENDER OF RESPONDENTS:

Table 4.2 Gender of the respondents

Gender	No. Of Respondents
Male	64
Female	37
Total	101

INTERPRETATION:

From the chart we observe, 63.4% are male respondents and 36.6% are female respondents.

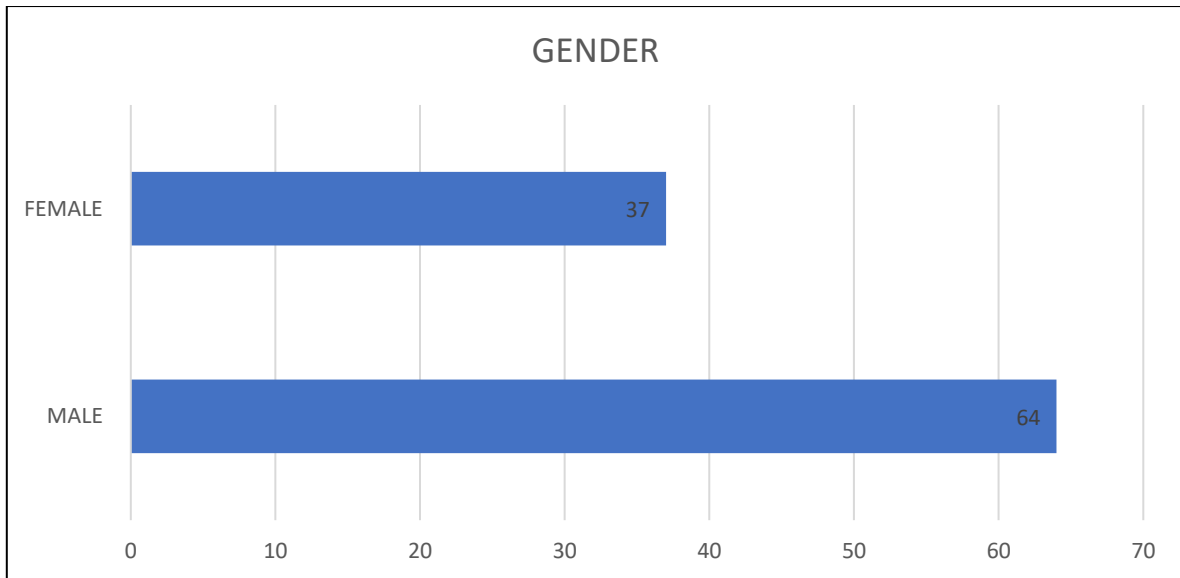


Fig 4.2 Gender of the respondents

4.1.3 MARITAL STATUS OF RESPONDENTS:

Table 4.3 Marital status of respondents

Marital status	No. Of Respondents
Married	36
Unmarried	65
Total	101

INTERPRETATION:

From the chart we observe, 35.6% are married respondents and 64.4% are unmarried respondents.

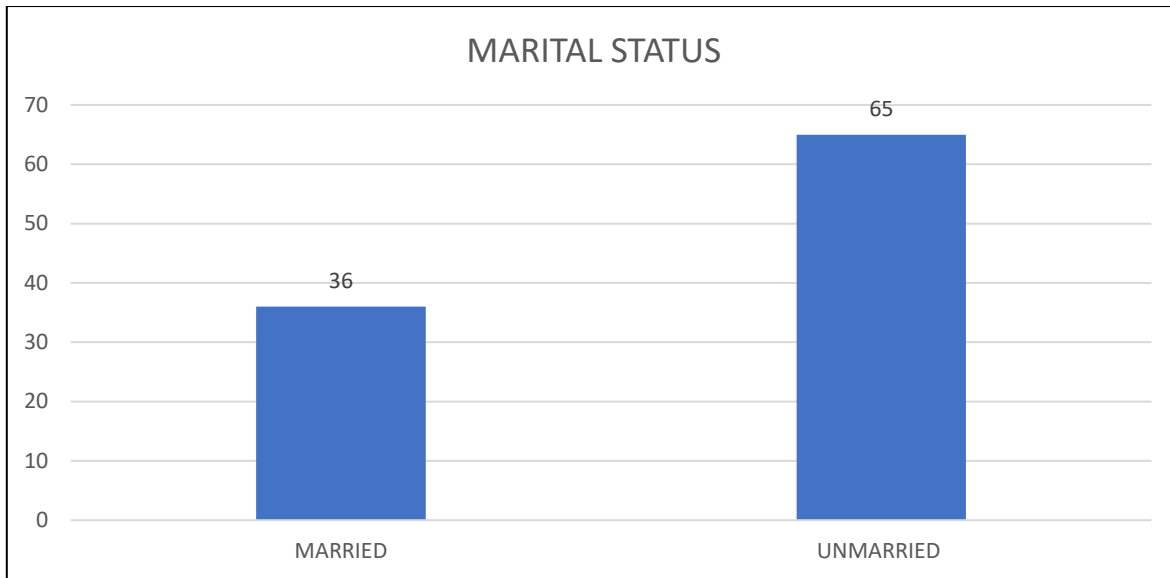


Fig 4.3 Marital status of respondents

4.1.4 WORKING FROM HOME SINCE THE OUTBREAK OF COVID-19 VIRUS:

Table 4.4 Working from home since the outbreak of covid-19 virus

Working from home since the outbreak of covid-19 virus	No. Of Respondents
Yes, i only work from home	75
Yes, i sometimes work from home	24
No	2
Total	101

INTERPRETATION:

From the chart we observe, 75% of employees only work from home, 24% sometimes work from home, 1% not work from home since the outbreak of Covid-19 virus.

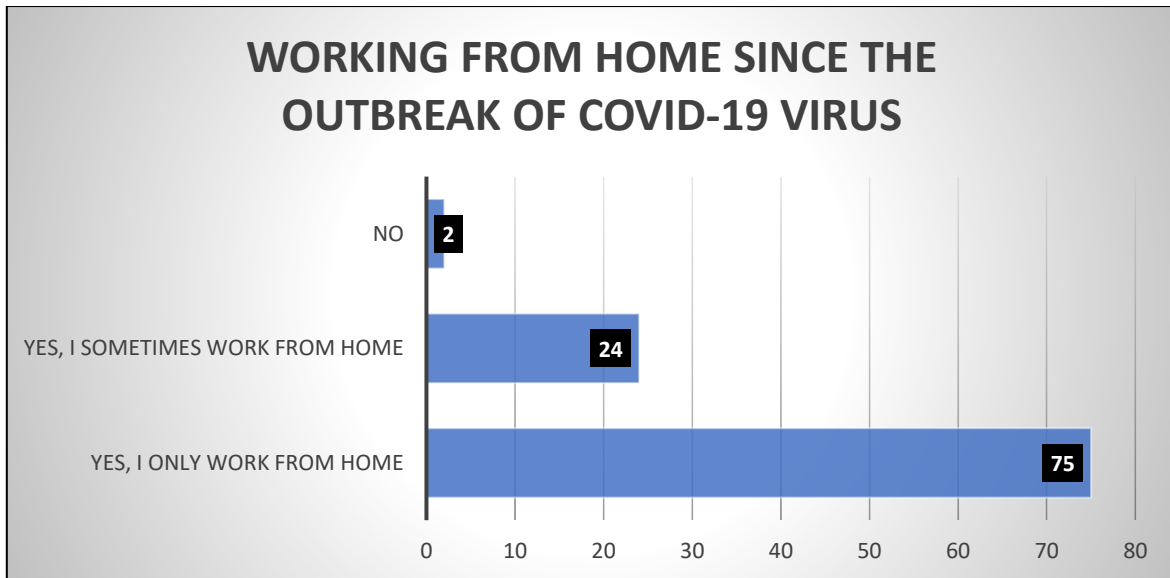


Fig 4.4 Working from home since the outbreak of covid-19 virus

4.1.5 CURRENTLY WORK FROM HOME:

Table 4.5 Currently work from home

Currently work from home	No. Of Respondents
Because i have been ordered to do so	36
Because i prefer to do so	53
Because i normally work from home	13
Total	101

INTERPRETATION:

From the chart we observe, 35.6% of employees have been ordered to do work from home, 52.5% of employees prefer to do work from home, 11.9% normally work from home.

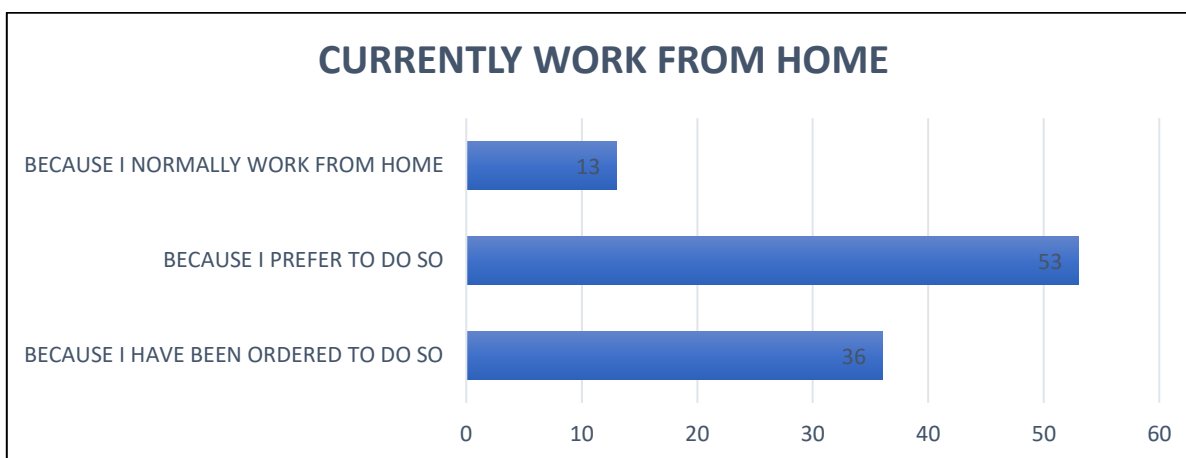


Fig 4.5 Currently work from home

4.1.6 SATISFACTION OF CURRENT WORK FROM HOME ARRANGEMENT:

Table 4.6 Satisfaction of current work from home arrangement

Satisfaction of current work from home arrangement	No. Of Respondents
Very satisfied	58
Somewhat satisfied	26
Neither satisfied or dissatisfied	11
Somewhat dissatisfied	3
Very dissatisfied	2
Total	101

INTERPRETATION:

From the chart we observe, 57.42% of employees are very satisfied, 25.74% are somewhat satisfied, 10.89% are neither satisfied or dissatisfied, 3.96% are somewhat dissatisfied, 1.98% are very dissatisfied with their current work from arrangement.

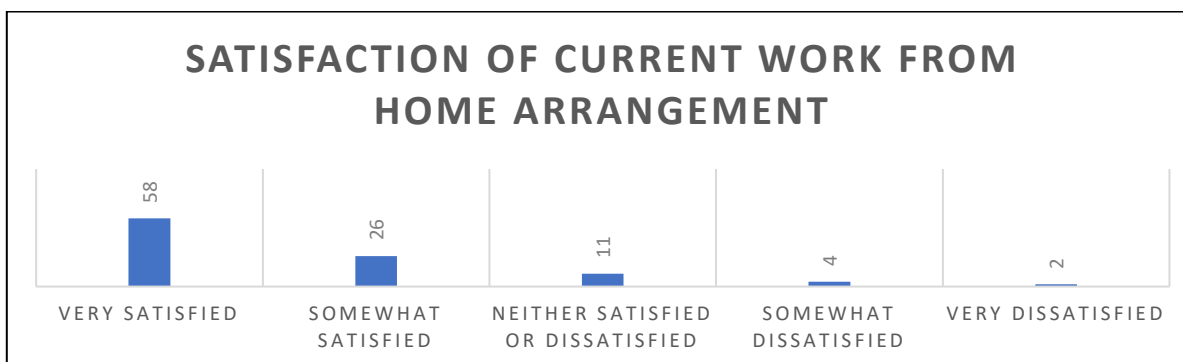


Fig 4.6 Satisfaction of current work from home arrangement

4.1.7 YOUNG PEOPLE AND ADULTS INCLUDING THEMSELVES WHEN THEY WORK FROM HOME:

Table 4.7 Young people and adults including themselves when they work from home

Young people and adults including themselves when they work from home	No. Of Respondents
1	18
2	23
3	23
4	28
5 or more	9
Total	101

INTERPRETATION:

From the chart we observe, 17.8% have 1, 22.8% have 2, 22.8% have 3, 27.7% have 4, 8.9% have 5 or more young people and adults including themselves present in their home when they work under covid-19.

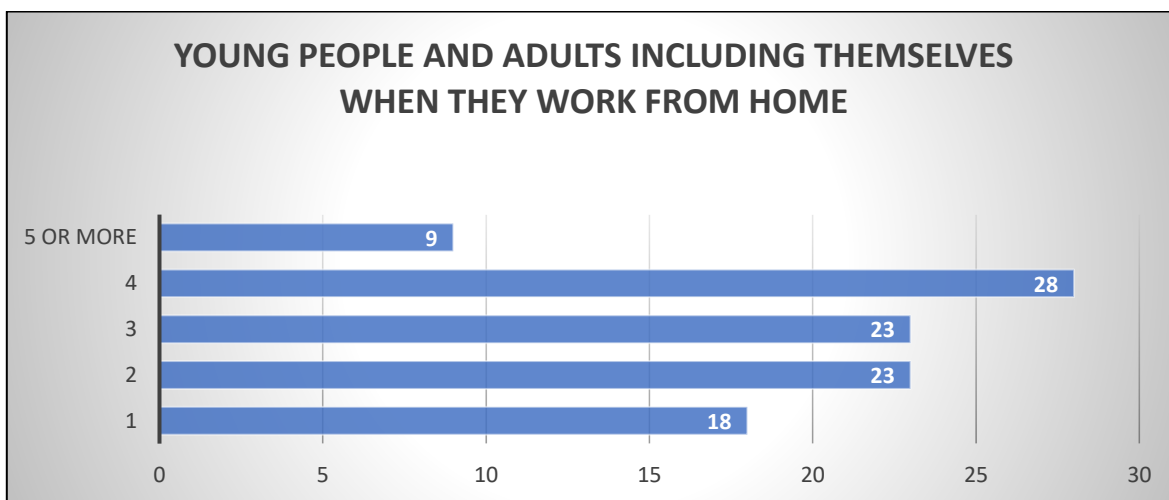


Fig 4.7 *Young people and adults including themselves when they work from home*

4.1.8 CHILDREN BELOW 15 YEARS PRESENT WHEN THEY WORK FROM HOME:

Table 4.8 Children below 15 years present when they work from home

Children below 15 years present when they work from home	No. Of Respondents
0	38
1	34
2	22
3	6
4 or more	1
Total	101

INTERPRETATION:

From the chart we observe, 37.6% have 0, 33.7% have 1, 21.8% have 2, 5.9% have 3, 5.9% have 5.9%, 0.99% have 4 or more children below 15 years are present in their home when they work under Covid-19.

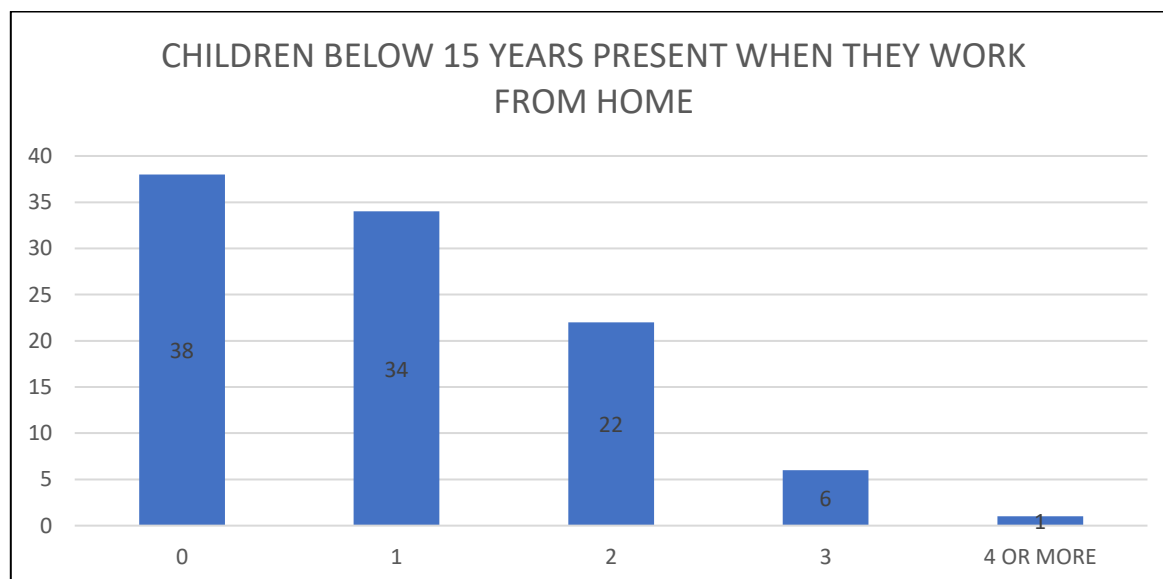


Fig 4.8 Children below 15 years present when they work from home

4.1.9 WORK MORE HOURS THAN NORMALLY:

Table 4.9 Work more hours than normally

WORK MORE HOURS THAN NORMALLY	NO. OF RESPONDENTS
STRONGLY DISAGREE	38
DISAGREE	31
AGREE	24
STRONGLY AGREE	8
TOTAL	101

INTERPRETATION:

From the chart we observe, 37.6% of employees strongly disagree, 30.7% disagree, 23.8% agree, 7.9% strongly agree to these times they work hours than normally.

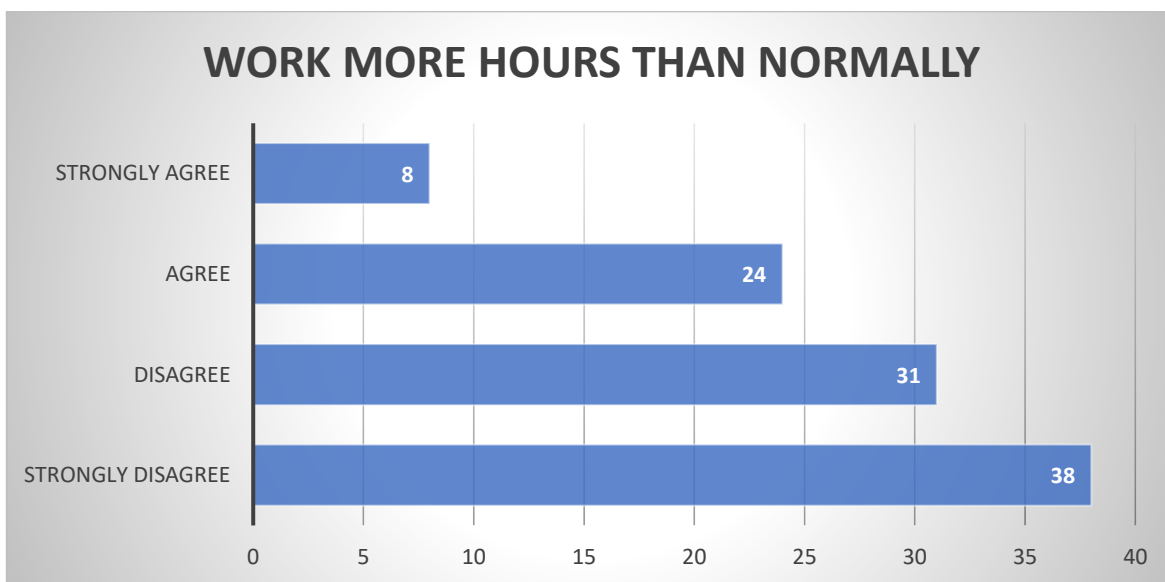


Fig 4.9 Work more hours than normally

4.1.10 GETTING LESS WORK THAN NORMALLY:

Table 4.10 Getting less work than normally

GETTING LESS WORK THAN NORMALLY	NO. OF RESPONDENTS
STRONGLY DISAGREE	31
DISAGREE	38
AGREE	22
STRONGLY AGREE	10
TOTAL	101

INTERPRETATION:

From the chart we observe, 30.7% of employees strongly disagree, 37.6% disagree, 21.8% agree, 9.9% strongly agree that they are getting less work than normally.

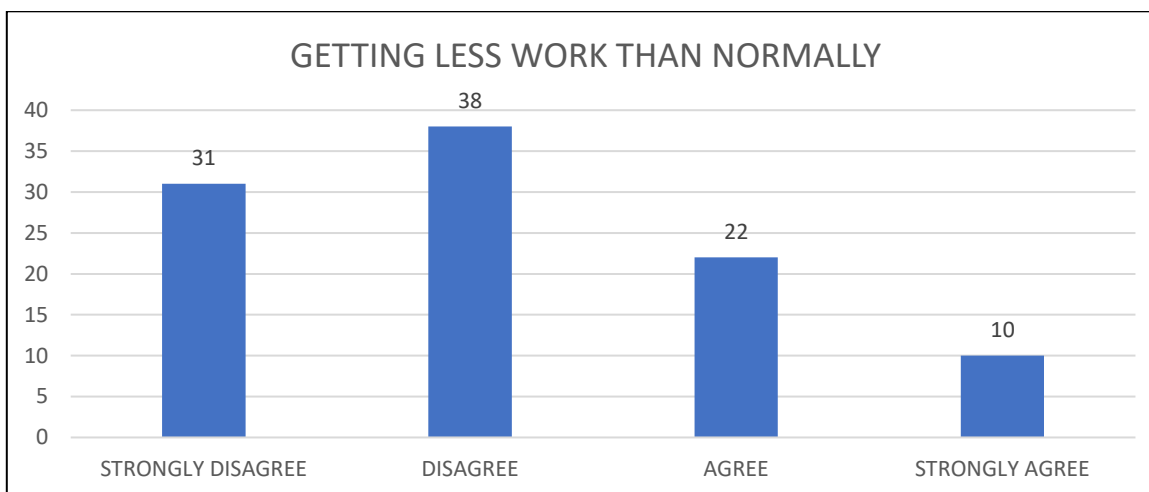


Fig 4.10 Getting less work than normally

4.1.11 BIGGEST CHALLENGE FACED WHILE WORKING FROM HOME:

Table 4.11 Biggest challenge faced while working from home

Biggest challenge faced while working from home	No. Of Respondents
Communication with co-workers is harder	54
I'm sick or helping others who are sick	14
I don't have access to the tools or information i need to do my job at home	13
Too many distractions	13
Childcare	7
Total	101

INTERPRETATION:

From the chart we observe, 53.46% chose communication with co-workers is harder, 14.1% chose they're sick or helping others who are sick, 13.1% chose they don't have access to the tools or information need to do job at home, 13.1% chose too many distractions, 7.1% chose childcare as biggest challenge they are facing while working from home.

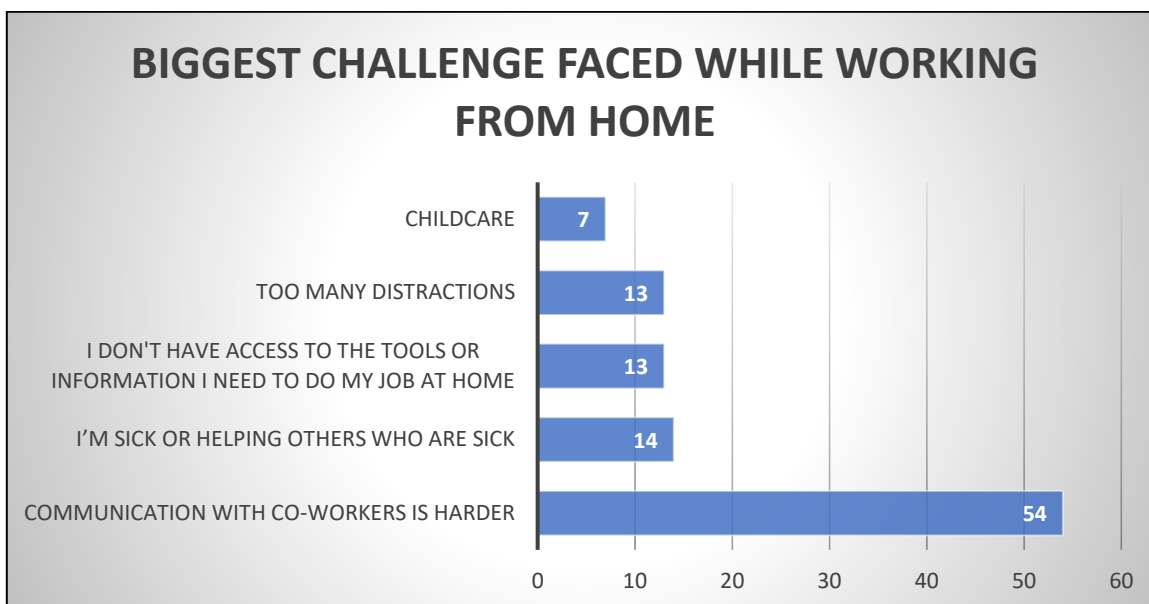


Fig 4.11 Biggest challenge faced while working from home

4.1.12 HAVING ALL EQUIPMENT IN ORDER TO WORK FROM HOME:

Table 4.12 Having all equipment in order to work from home

Having all equipment in order to work from home	No. Of Respondents
Yes	87
No	14
Total	101

INTERPRETATION:

From the chart we observe, 86.1% employees are having all the equipment they need in order to do work from home, 13.86% employees are not having all the equipment they need in order to do work from home.

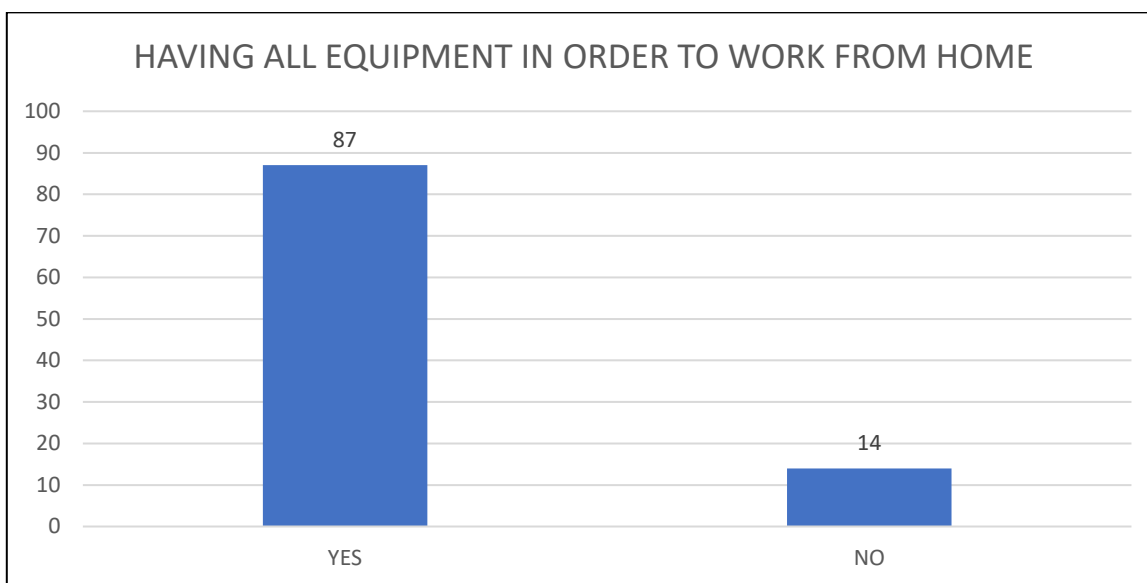


Fig 4.12 Having all equipment in order to work from home

4.1.13 HAVING A DEDICATED WORKSPACE TO DO WORK FROM HOME:

Table 4.13 Having a dedicated workspace to do work from home

Having a dedicated workspace to do work from home	No. Of Respondents
Yes	79
No	22
Total	101

INTERPRETATION:

From the chart we observe, 78.2% of employees are having dedicated workspace when they work at their home, 21.78% of employees are not having dedicated workspace when they work at their home.

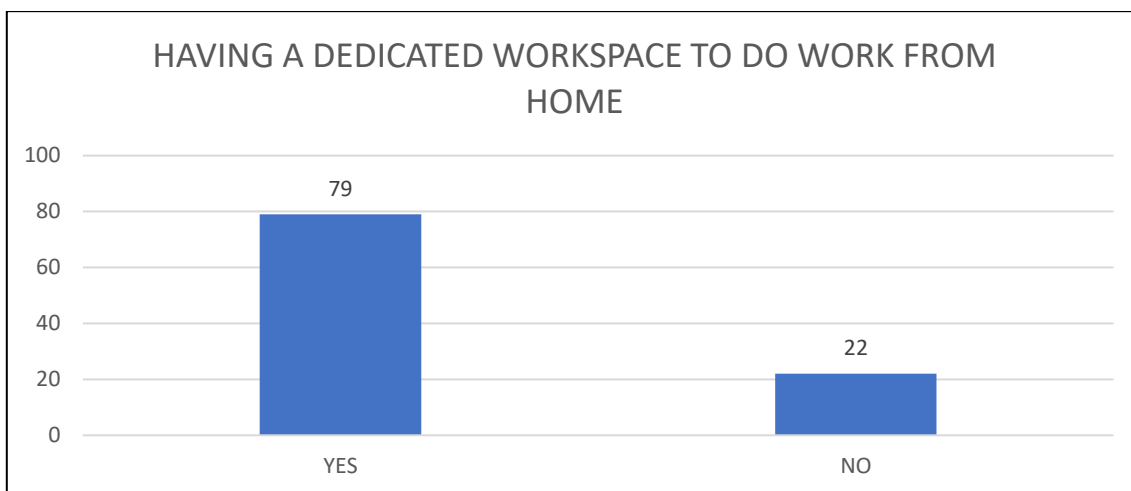


Fig 4.13 Having a dedicated workspace to do work from home

4.1.14 HOW OFTEN DO THEY KEEP REGULAR WORKING SCHEDULE AT

HOME:

Table 4.14 How often do they keep regular working schedule at home

How often do they keep regular working schedule at home	No. Of Respondents
Everyday	34
Most days	40
About half the time	24
Rarely	3
Never	0
Total	101

INTERPRETATION:

From the chart we observe, 33.7% employees work everyday, 39.6% work most days, 23.8% work about half the time, 2.97% work rarely when they work from home.

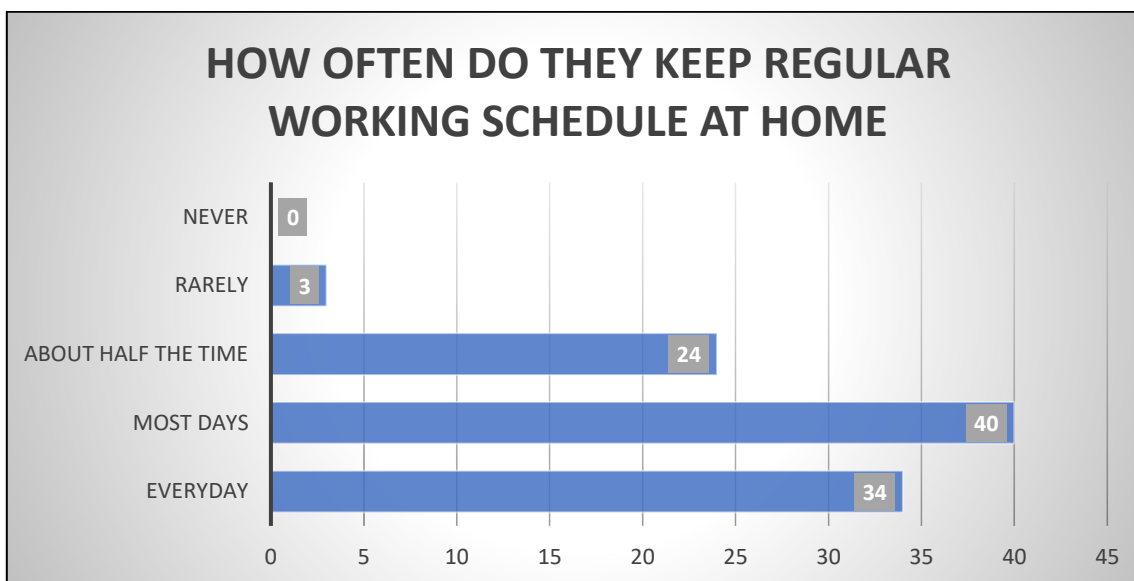


Fig 4.14 *How often do they keep regular working schedule at home*

4.1.15 SATISFACTION OF THE TIME THEY SPEND WITH THEIR FAMILY:

Table 4.15 Satisfaction of the time they spend with their family

Satisfaction of the time they spend with their family	No. Of Respondents
Strongly disagree	19
Disagree	18
Agree	35
Strongly agree	29
Total	101

INTERPRETATION:

From the chart we observe, 18.8% employees strongly disagree, 17.8% employees disagree, 34.7% employees agree, 28.7% employees strongly agree for the satisfaction of the time they spend with their family.

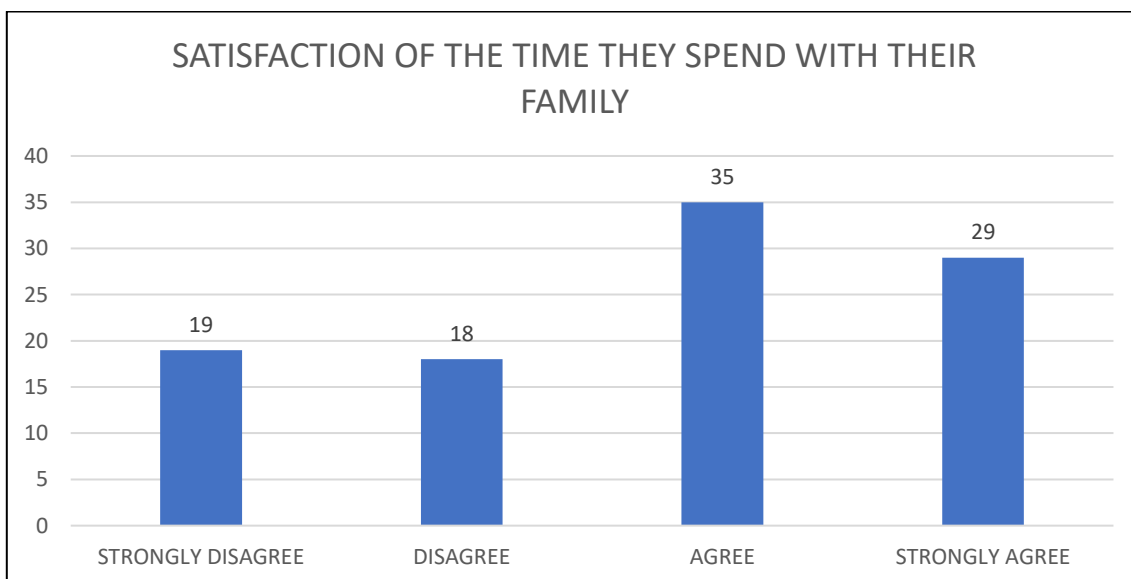


Fig 4.15 Satisfaction of the time they spend with their family

4.1.16 HAVING A TEAM THAT SUPPORTS WHILE WORK FROM HOME:

Table 4.16 Having a team that supports while work from home

Having a team that supports while work from home	No. Of Respondents
Yes	80
No	12
I work independently	7
Total	101

INTERPRETATION:

From the chart we observe, 80.8% of employees are having a team that supports while working from home, 12.1% of employees are not having a team that supports while working from home, 7.1% of employees work independently.

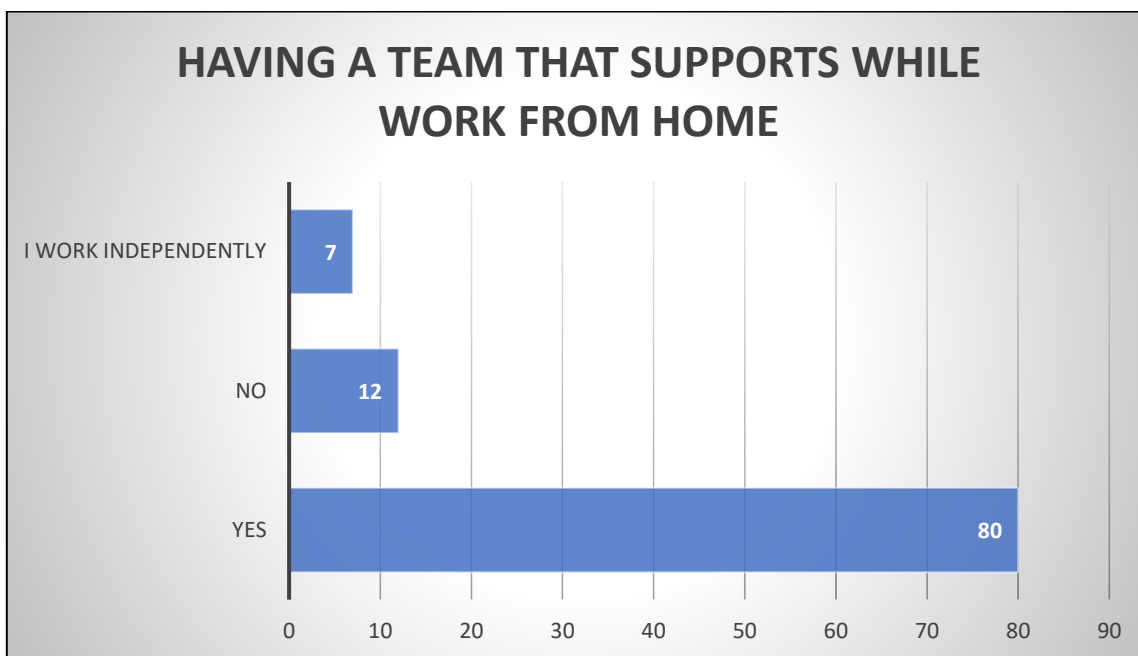


Fig 4.16 Having a team that supports while work from home

4.1.17 HAVING ALL THE SUPPORT FROM THEIR EMPLOYER TO WORK FROM HOME:

Table 4.17 Having all the support from their employer to work from home

Having all the support from their employer to work from home	No. Of Respondents
Yes	90
No	11
Total	101

INTERPRETATION:

From the chart we observe, 88.2% of employees having all the support from their employer to work from home, 10.78% of employees are not having all the support from their employer to work from home.

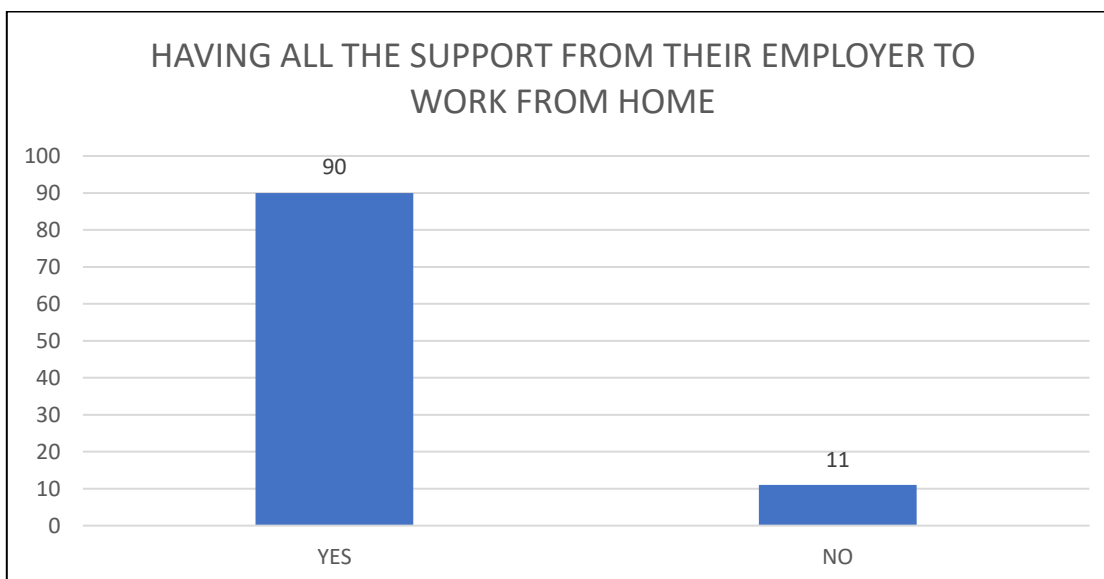


Fig 4.17 Having all the support from their employer to work from home

4.1.18 FEEL TRUSTED TO WORK FROM HOME:

Table 4.18 Feel trusted to work from home

Feel trusted to work from home	No. Of Respondents
Strongly disagree	22
Disagree	21
Agree	30
Strongly agree	28
Total	101

INTERPRETATION:

From the chart we observe, 21.8% employees strongly disagree, 20.8% employees disagree, 29.7% employees agree, 27.7% employees strongly agree to feel trusted to work from home.

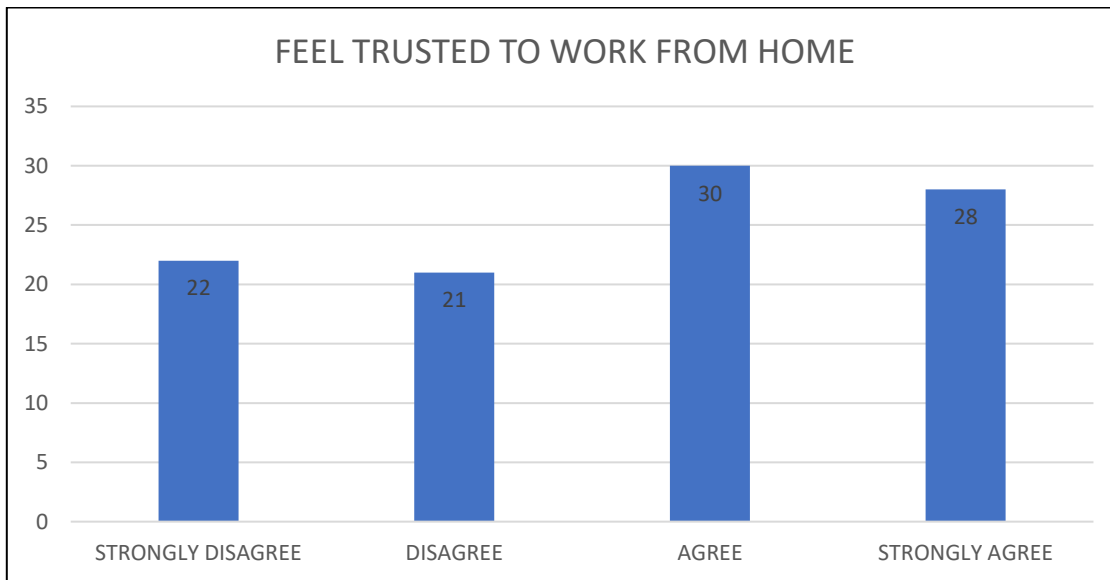


Fig 4.18 Feel trusted to work from home

HYPOTHESIS TESTING

NULL HYPOTHESIS

THERE IS NO ASSOCIATION BETWEEN GENDER AND VIEWS OR SATISFACTION ON WORKING FROM HOME.

ALTERNATIVE HYPOTHESIS

THERE IS A ASSOCIATION BETWEEN GENDER AND VIEWS OR SATISFACTION ON WORKING FROM HOME.

CORRELATION

	GENDER	WORKING FROM HOME
GENDER	4	
WORKING FROM HOME	0.262873	4

INTERPRETATION:

From the testing the correlation we have found that there is a **0.262873** correlation between two variables, so reject null hypothesis and accept the alternative hypothesis.

THERE IS A ASSOCIATION BETWEEN GENDER AND VIEWS OR SATISFACTION ON WORKING FROM HOME.

CHAPTER-5

FINDINGS AND SUGGESTIONS

Based on the analysis and discussion on primary data in the previous chapter Finding, Suggestion and Conclusion of the study in logical manner.

5.1 FINDINGS:

From the questionnaire, the following points are found and noted:

- 70% of the respondents belongs to the age group 15-25.
- 63% of the respondents are male.
- 64% of the respondents are unmarried.
- 75% of the respondents are working from home since the outbreak of Covid-19 virus.
- 52% of employees are prefer to work from home.
- 57% of employees are very satisfied to work from home.
- 27% of employees having 4 family members including themselves.
- 33% of employees are having children below 15 years when they work from home.
- 37% of employees working more hours than normally.
- 37% of employees are not getting less work than normally.
- 52% of employees are facing biggest challenge to communicate with co-workers.
- 86% of employees having all the equipment to work from home.
- 78% of employees have a dedicated workspace when they work at home.
- 39% of employees keep regular work schedule everyday.
- 34% of the employees are satisfied with the time they spend with their family.
- 80% of the employees having a team that supports while working from home.
- 89% of the employees have all the support from their employer when working from home.

- 29% of the employees are feel trusted to work from home.

5.2 SUGGESTIONS:

- More research is needed on working from home during and after the pandemic.
- Different data gathering methods are suggested such as interviews and focus groups with employees, human resource professionals and top managers.
- My results confirm that working from home provides a flexible option for emergencies on personal and organizational levels.

CHAPTER-6

CONCLUSION

The present study addressed a need in the current literature to understand the experience of employees working from home for the first time and to know their willingness to work from home and how the home environment affects their work. Given the results of the current study, respondents working from home will be willing to work if they are having good and supportive environment to work from home. Understanding the needs of employees provides employers with an opportunity to help their employees set up a supportive and controlled work environment, which may result in more number of workers showing increased willingness to work from home and thereby having higher job satisfaction and efficiency. The results of the present study provide a number of potential

avenues of future research. It includes the differences in opinion of employees towards work from home across the states. Due to COVID 19, employees of all the sectors are introduced to the concept of work from home for the first time hence comparative study of perception of employees towards work from home of different sectors can be studied.

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APPENDIX:

A COMPARATIVE STUDY ON WORK FROM HOME DURING COVID – 19: EMPLOYEES PERCEPTION AND EXPERIENCES

QUESTIONNAIRE:

1. Name of the respondent: _____
2. Age of the respondent
 - a. 15 – 25
 - b. 26 – 35
 - c. 36 – 45
 - d. 46 and above
3. Gender of the respondent
 - a. Male
 - b. Female
4. Marital status of the respondent
 - a. Married
 - b. Unmarried
5. Do you work from home since the outbreak of the Covid-19 virus?
 - a. Yes, I only work from home
 - b. Yes, I sometimes work from home
 - c. No
6. Why do you currently work from home?
 - a. Because I have been ordered to do so
 - b. Because I prefer to do so
 - c. Because I normally work from home

7. How satisfied are you with your current work from home arrangement?
- a. Very satisfied
 - b. Somewhat satisfied
 - c. Neither satisfied or dissatisfied
 - d. Somewhat dissatisfied
 - e. Very dissatisfied
8. How many young people and adults, including yourself, are present in your home when you work under Covid-19?
- a. 1
 - b. 2
 - c. 3
 - d. 4
 - e. 5 or more
9. How many children below 15 years are present in your home when you work under Covid-19?
- a. 0
 - b. 1
 - c. 2
 - d. 3
 - e. 4 or more
10. During these times are you working more hours than normally?
- a. Strongly disagree
 - b. Disagree
 - c. Agree
 - d. Strongly agree
11. During these times are you getting less work than normally?
- a. Strongly disagree
 - b. Disagree
 - c. Agree
 - d. Strongly agree
12. What is the biggest challenge you are facing while working from home?
- a. Communication with co-workers is harder
 - b. I'm sick or helping others who are sick
 - c. I don't have access to the tools or information I need to do my job at home
 - d. Too many distractions
 - e. Childcare

- f. Others (please specify) _____
13. Do you have all the equipment you need in order to do work from home?
- a. Yes
 - b. No
14. Do you have a dedicated workspace where you can work at your home?
- a. Yes
 - b. No
15. How often do you keep regular working schedule at home?
- a. Everyday
 - b. Most days
 - c. About half the time
 - d. Rarely
 - e. Never
16. Are you satisfied with the time you spend with your family?
- a. Strongly disagree
 - b. Disagree
 - c. Agree
 - d. Strongly agree
17. Do you have a team that supports you while working from home?
- a. Yes
 - b. No
 - c. I work independently
18. Do you have all the support from your employer to work from home?
- a. Yes
 - b. No
19. Do you feel trusted to work from home?
- a. Strongly disagree
 - b. Disagree
 - c. Agree
 - d. Strongly agree