

A STUDY ON THE ENGAGEMENT OF EMPLOYEES DURING REMOTE WORKING

Submitted in partial fulfillment of the requirements for the award of

MASTER OF BUSINESS ADMINISTRATION

by

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Register No.40410123



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 - 600 119**

APRIL 2022



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SCHOOL OF MANAGEMENT STUDIES

BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of **PRATIKSHA LALL 40410123** who carried out the project entitled "**A Study on the Engagement of Employees During Remote Working**" under my supervision from January 2022 to March 2022.

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Submitted for Viva voce Examination held on _____

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DECLARATION

I **PRATIKSHA LALL (40410123)** hereby declare that the Project Report entitled “**A Study on the Engagement of Employees During Remote Working**” done by me under the guidance of **DR.TR KALAI LAKSHMI** is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

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PLACE:

PRATIKSHA LALL

ACKNOWLEDGEMENT

I am pleased to acknowledge my sincere thanks to Board of Management of **SATHYABAMA** for their kind encouragement in doing this project and for completing it successfully. I am grateful to them.

I convey my sincere thanks to **Dr. G. Bhuvaneswari, Dean - School of Management Studies** and **Dr. A. Palani, Head - School of Management Studies** for providing me necessary support and details at the right time during the progressive reviews.

I would like to express my sincere and deep sense of gratitude to my Project Guide **DR.TR KALAI LAKSHMI** for her valuable guidance, suggestions and constant encouragement paved way for the successful completion of my project work.

I wish to express my thanks to all Teaching and Non-teaching staff members of the **School of Management Studies** who were helpful in many ways for the completion of the project.

PRATIKA LALL

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ABSTRACT

In the wake of Covid-19 pandemic many industries shifted to remote work culture and quite the traditional way of working at office. This study aims at understanding the employee engagement in the virtual workplace. The shift raises the need for developing a new employee engagement strategy which can help even in post-pandemic era. This research further helps in suggesting ways to smoothen the remote working culture which could be adopted permanently in the near future. Here Correlation, Chi square test and one sample t test are being used as the statistical tools. The result showed that people have in a way adjusted with the remote working culture but at the same time face the issue of constant online preesentism and work intensification. Moreover the study also helps us to understand the thought process of the employees and laid down suggestions to how make employees feel energetic and engaged towards the organization.

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CHAPTER 1

INTRODUCTION

1.1. INTRODUCTION:

Employee engagement is the strength of the mental and emotional connection employees feel toward the work they do, their teams, and their organization. Employee engagement goes beyond activities, games, and events. Employee engagement drives performance. Engaged employees look at the whole of the company and understand their purpose, where, and how they fit in. This leads to better decision-making. Organizations with an engaged workforce outperform their competition. They have a higher earning per share (EPS) and recover more quickly after recessions and financial setbacks. Engagement is a key differentiator when it comes to growth and innovation. To better understand the needs of your organization, administering an employee engagement survey is a key. This is not the same as a satisfaction survey.

A remote workforce is physically less connected to a company's central hub of activity, which means people may miss out on communal gatherings like team lunches, celebrating colleagues' birthdays, water-cooler conversations, and other informal moments that make a group of individuals feels like a team. It's an absence that's felt across the organization. In a recent study, we found that 85% of workers want to feel closer to their remote colleagues. But the effects of detachment aren't limited to interoffice relationships—employee engagement takes a hit too.

Gallup describes engaged employees as those who feel “involved in, enthusiastic about, and committed to their work and workplace,” part of which comes from their belief in the transparency of their company and colleagues. Unfortunately, many organizations' leaders aren't doing enough to make employees feel informed: 55% of business owners believe they're “very transparent,” but only 18% of their employees agree. When employees lack clarity and context, they feel out of the loop, which ultimately leads to disengagement, so much so that they might not even voice their opinions. These communication gaps can hurt productivity and morale in the long run. Without proper feedback from managers, employees are twice as likely to say they'll quit because they feel like they've been taken for granted. Failure to work inclusively with a remote team can also hurt a business's bottom line.

1.2. INDUSTRY PROFILE:

Now, well into the pandemic, the limitations and the benefits of remote work are clearer. Although many people are returning to the workplace as economies reopen—the majority could not work remotely at all—executives have indicated in surveys that hybrid models of remote work for some employees are here to stay.

95% of businesses in the Indian market are planning to continue with WFH for at least the next two years as per a study by ManageEngine of Zoho Corporation. This is reflective of the current mindset of companies around the world. According to research conducted by Stanford University, 20% of full workdays will be constituted by remote working as compared to just 5% before the pandemic. Some reasons for this shift include - adoption of AI and other technological innovations supplementing and enabling remote working; an open minded approach to WFH; better results and experiences associated with it; Increased investments in human and physical resources and fear of contagion risks.

The Stanford study highlights the various advantages of the new working model. Some of them being, increased benefits for employees, particularly for those with higher income(s). There has also been a 5% productivity hike in the economy despite the Covid crisis by the virtue of WFH. According to statistics, barely one-fifth of this increase in productivity would be seen in the conventional commuting setup.

The depression stemming from the 'Great Resignation', as the year 2021 is being called nowadays, is nothing short of the economic one in 1929. Lucidspark, a Utah-based virtual whiteboard app conducted a survey in September of 2020 with 75% out of 1,000 respondents choosing collaboration as the most negatively affected parameter by remote working. According to The U.S. Department of Labor's estimates, millions of employees resigned in 2021 while 2020 saw an annual quit rate of 25.5%. Lack of collaboration coupled with isolation is severely affecting firms as people continue to resign while management continues to struggle with talent retention.

With 91% of Indian firms affirming a progressively increasing confidence in Artificial Intelligence and 89 % reportedly showing improved performance from using it; the IT industry has become seminal in the functioning of businesses globally. According to Manage Engine Study with companies realizing the potential of AI and ML, almost 97% of the companies have increased their consumption of cloud computing solutions. Altogether speaking, 89% of the respondents of the survey reported an increase in security and access challenges caused by WFH policy. The threat posed by shadow IT, data fraud, and digital vulnerability ranked among the top concerns of about 89% of firms under such a setup, where they have no say or control over the software(s) used by employees on their devices. On the other hand, the pandemic saw an increment (around 96%) in business analytics and the use of AI for improved operations, insight .

Companies who managed to equip their workforce for remote working have not only managed to survive and prospered against all odds in the pandemic economy. In a

2020 Gartner survey in the US, 82% of the respondent organizational leaders were creating a strategy to facilitate WFH for employees for a certain period while 47% planned to allow remote working on a full-time basis.

INDIAN COMPANIES WITH WORK FROM HOME POLICY

1. Hike
2. TATA Consultancy Services
3. Infosys
4. Unacademy
5. Razorpay
6. IBM India
7. OYO

1.3. STATEMENT OF THE PROBLEM

Work from home seems to be a new work model as the pandemic has extended to what all of us have not imagined about. Many companies have set up remote work culture in a very short time. Since the style of working has now moved from office to home, employee engagement has also been influenced due to this situation. Hence it becomes very crucial to learn about the impact of new way of working on the employee engagement as it has a lot to do with the growth and image of an organization.

1.4. OBJECTIVES OF THE STUDY

This project is designed mainly to learn the employee engagement while working from home.

1.4.1 Primary objective:

1. To study the employee engagement through working from home.

1.4.2. Secondary objectives:

1. To observe the effectiveness of the communication between the employee and the manager.
2. To observe the social connectedness among the employees while remote working.
3. To determine the career growth while remote working.

1.5. NEED FOR STUDY

Although it has been 2 years since the corona virus has been declared as a pandemic the remote work culture seems to have taken a new normal working style. Now many companies have started seeing work from home as a long term thing. On the other hand employee engagement through remote work culture is little challenging. Hence it becomes important to understand the perception of the people and to provide better suggestions to the problems that remote work culture comes with.

1.6. SCOPE & SIGNIFICANCE OF THE STUDY

The scope of the study is to understand the employee engagement through remote work culture and how far people have adapted to the new way of working. The study helps in bringing out the opinion of the respondents on their relationships with their managers and co-workers. The study further identifies work life balance while working from home and brings about the problem that the respondents constantly face while working from home.

CHAPTER 2

REVIEW OF LITERATURE

2.1. INTRODUCTION

In this Chapter, the researcher has made an attempt to study and understand the concepts of employee engagement in remote work culture. This attempt includes, understanding the basic concepts of employee engagement, analyzing research studies made by earlier researchers in respect of employee engagement in remote work culture, for this, the researcher has used various books, research Journals and websites. The detailed list is further elaborated in the Bibliography. Through this Literature Survey researcher wants to find out which are the important parameters of Employee engagement while working from home.

- **Vijesh Chaudhary et al (2021)** This research seeks to examine and statistically assess factors that can impact the employee engagement level. The results showed that proper virtual tools, contact by the organization leaders, mental health checkup and virtual training increases the employee engagement.
- **Laxmiprada Pattnaik , Lalatendu Kesari Jena (2021)** This study helps to explore the inter-linkages of mindfulness, remote engagement and employee morale as a solution to new normal, during the pandemic.
- **Toyin Ajibade Adisa et al (2021)** This study explores how remote working inhibits employee engagement. The study revealed that the sudden transition from in-person to online modes of working during the pandemic brought about work intensification, online presenteeism, employment insecurity, and poor adaptation to new ways of working from
- **Nisha Channana , Sangeeta (2020)** This paper determines various employee engagement practices that various companies are taking up during the pandemic in order to make employees engaged towards their job. The study highlights online trainings, team meetups, appreciation sessions, etc. as various practices in order to ensure employee engagement.
- **Vic Benuyenah, Bharti Pandya (2020)** This study seeks to examine employee happiness in the UAE. The authors have proposed a simple data collection approach at the organizational level. The aim of the study is to correlate individualized account of

happiness with organizational productivity and fed into the overall national statistics on gross national product and public well-being.

- **Dr. Shachi Yadav Anshuman Dubey et al (2020)** The purpose of the paper is to understand the influence of virtual workplace on employee engagement. The result showed that engagement of an employee at a virtual workplace is a difficult task.
- **Bryce C. et al (2020)** This study examines the historic dynamics and strategic priorities that have undermined the NHS's attempts to navigate the troubled times. The authors mentioned that an overreliance on perceived efficiency benefits of 'lean production' and 'just in time' continuity planning superseded strategic redundancy and slack in the system.
- **Barbara Z. Larson et al (2020)** This study helps in providing guidance to manage the remote workers. They revealed that remote work becomes more efficient and satisfying when managers set expectations for the frequency, means, and ideal timing of communication for their teams.
- **Talina Mishra and Lalatendu Kesari Jena (2020)** This study aims at integrating the concept of lean in the world of virtual leadership by continuously engaging employees and building efficient teams to increase the effectiveness of digital workplaces. The findings of the study revealed that lean leadership can serve as a great way to boost employee morale and enrich their experience in times of global crisis. Employees can effectively contribute to the organization with the help of virtual lean teams and tools.
- **Julyan Adhitamaa , Setyo Riyanto (2020)** This study is based on the influence of work environment on employee engagement and employee performance. The results showed that engagement and performance can be influenced by social union.
- **Farheen Fathima Shaik, Upam Pushpak Makhecha (2019)** This study examines the drivers of employee engagement in global virtual teams. This study uses the Job Demands-Resources theory of employee engagement to derive the drivers of employee engagement in global virtual teams. The authors conceptualized five drivers of employee engagement, namely, cultural intelligence, communication (formal and informal), technology, trust and individual maturity.
- **Timothy D. Golden , Ravi S Gajendran (2019)** The study aims at unpacking the role of a telecommuter's job in their performance. Findings of the study reveals that for telecommuters who held complex jobs, for those in jobs involving low levels of

interdependence and for those in jobs with low levels of social support, the extent of telecommuting had a positive association with job performance.

- **Setyo Riyanto, Eny Ariyanto et al (2019)** This study examines the work life balance and its influence on employee engagement Y generation in courier service industry. The result revealed that it is important for the courier companies to continuously measure the employee workload for optimized the utilization of staffs.
- **Setyo Riyanto (2019)** This study examines the effect of work environment on flexible working hours, employee engagement and employee motivation. The results show that there is an influence of work life balance and flexible working hours on employee engagement. According to the results, employee motivation has the effect of mediating between work environment and flexible working hours on employee engagement.
- **Vic Benuyenah, Bistra Boukareva (2018)** This study illustrates the changing trends in the field of HR. The paper focuses on professional experience of the authors in teaching and developing HR curriculum as well as literature illustrations from work-based learning. The result of the study revealed that To achieve relevancy, HR curriculum need to focus more on professional work-based skills that are pertinent to the contemporary workplace and re-structure exam formats to be in line with skills required in the HR profession.
- **Simon Albrecht et al (2018)** The purpose of this paper is to identify the significance of association between organizationally focused resources, organizational engagement climate, and engagement. The findings of the study revealed that confirmatory factor analysis (CFA) and structural equation modeling (SEM) analyzes good fit to the data.
- **(Jason C. Gawke , Marjan J. Gorgievski , Arnold B. Bakker , 2017)** This study seeks to examine employee intrapreneurship and employee engagement. The result revealed evidences for a positive gain cycle of employee intrapreneurial behavior, personal resources, and work engagement. The practical implication of this study is that intervening to increase either one of these constructs can be expected to lead to mutual gains in the others.
- **Schrita Osborne , Mohamad S. Hammoud (2017)** The study examines the effective employee engagement in the workplace. Three themes emerged from the research: rewards and recognition, empowering employees, and building a bond between leaders and employees. If business leaders incorporate these three themes into their leadership practice, they could create growth potential for the organization.

- **Felstead, A. , Henseke, G. (2017)** This study examines the growth of remote working and its consequences for effort, well-being and work-life balance. The study further revealed that remote working is associated with higher organizational commitment, job satisfaction and job-related well-being; these benefits come at the cost of work intensification and a greater inability to switch off
- **Collins, A et al (2016)** This paper identifies the social support in the workplace between teleworkers, office based colleagues and supervisors. The study found out differences between office-based and permanent teleworking staff in terms of social support. In contrast social support was more important for office-based workers, who valued co-worker relationships with other office-based staff.
- **Dharma Raju Bathini & George Kandathil (2015)** This study identifies the discourse on work from home in global and Indian contexts. The result showed that framing of work from home as an employee benefit creates normative pressures on employees to intensify their work. The result also revealed that current discourse, which portrays work from home as an employer cost and simultaneously an employee benefit, can steepen the normative pressures on employees, creating undesirable outcomes.
- **Nicholas Bloom et al (2015)** This study highlights the operation of work from home. This paper highlights the benefits of learning and selection effects when adopting modern management practices like WFH. The result suggests a promising future for working from home.
- **Thushel Jayaweera (2015)** This study examines the relationship between work environmental factors and job performance with work motivation and the extent to which this relationship is mediated by work motivation. The results point to the importance of working conditions and work motivation in explaining job performance of hotel workers in the framework of work environmental conditions and job performance.

CHAPTER 3 RESEARCH METHODOLOGY

3.1. METHODOLOGY:

Research methodology is mainly needed for the purpose of framing the research process and the designs and tools that are to be used for the project purpose. Research methodology helps to find the employee engagement through remote work culture. This time research methodology is framed for the purpose of finding the level of **Engagement of employees while working from home.**

3.2. RESEARCH DESIGN:

3.2.1 Descriptive Research Design

Descriptive research is a study designed to depict the participants in an accurate way. More simply put, descriptive research is all about describing people who take part in the study.

3.3. SAMPLING TECHNIQUE:

3.3.1 Convenience sampling method

A convenience sample is one of the main types of non-probability sampling methods. A convenience sample is made up of people who are easy to reach.

3.4. SOURCES OF DATA:

Data collection is the term used to describe a process of preparing and collecting data.

- **Primary data-** It is a term for data collected at a sources. This type of information is obtained directly from first hand sources by means of surveys, observations and experimentation and not subjected to any processing or manipulation. For this study questionnaire were given to 130 respondents.
- **Secondary data-** Secondary data refers to data collected by someone rather than the primary user. For this study, secondary data were collected from websites and online journals, published reports and review of literature from published articles.

3.5. STRUCTURE OF QUESTIONNAIRE:

Questionnaire was divided into two sections. First part was designed to know the general information about customers and the second part contained the **respondents' opinions about employee engagement during remote working**. In this study the questionnaire includes:

- Multiple choice question
- Likert scaling question

3.6. SAMPLE SIZE:

3.6.1 Convenience sampling method

The sample size taken for this study is 130.

3.7. PERIOD OF STUDY:

The duration of study is from January to March which is a three month of study.

3.8. LOCATION & TARGETED PEOPLE OF STUDY:

The study was conducted at Chennai for the people who are currently working from home.

3.9. HYPOTHESIS:

3.10. TOOLS FOR ANALYSIS:

3.10.1. Percentage analysis

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.

3.10.2. HYPOTHESIS ANALYTICAL TOOLS (SPSS)

3.10.2.1 Chi square test

A chi square test (χ^2) statistic is a test that measures how a model compares to actual observed data. The data used in calculating a chi-square statistic must be random, raw, mutually exclusive, drawn from independent variables, and drawn from a large enough sample.

3.10.2.2 Correlation

Correlation is a statistical measure that expresses the extent to which two variables are linearly related (meaning they change together at a constant rate). It is a common tool for describing simple relationships without making a statement about cause and effect.

3.10.2.3 One sample t test

The one sample t-test is a statistical hypothesis test used to determine whether an unknown population mean is different from a specific value.

CHAPTER 4 DATA ANALYSIS AND INTERPRETATION

4.1. PERCENTAGE ANALYSIS

Table 4.1.1: Age of the respondents

S.NO	AGE	NO.OF RESPONDENTS	PERCENTAGE
1	18-25	82	63.1%
2	26-33	17	13.1%
3	34-41	15	11.5%
4	41 & above	16	12.3%
TOTAL		130	100%

Source: Primary data.

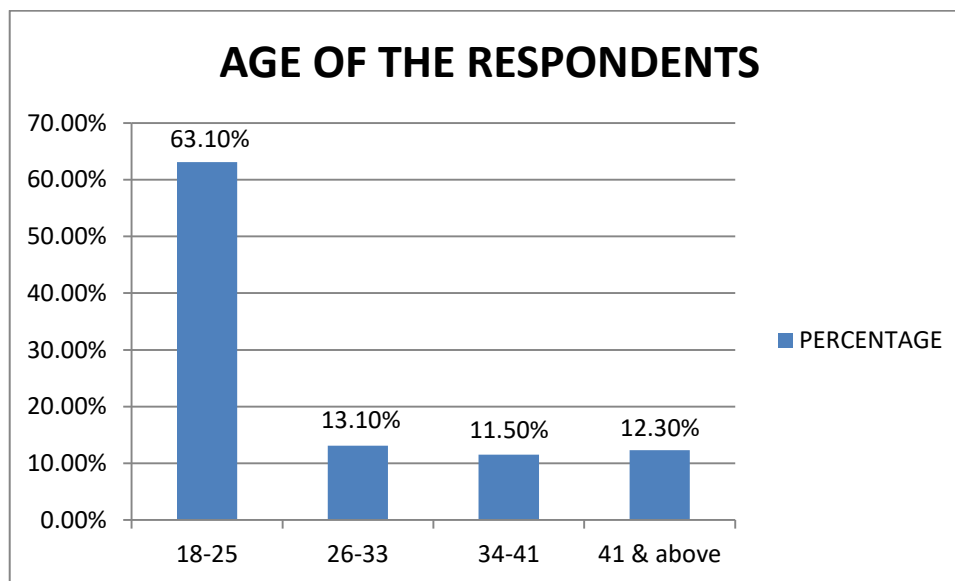


Chart 4.1.1: Age of the respondents

Interpretation

From the above table it is interpreted that the number of respondents from 18-25 age group are 63.1%, 26-33 age group are 13.1%, and 34-41 age group are 11.5% and 41 & above age group constitute 12.3% of the total.

Inference

Majority (63.1 %) of the respondents are age between 18 to 25 years.

Table 4.1.2: Gender of the respondents

S.NO	GENDER	NO. OF RESPONDENTS	PERCENTAGE
1.	Male	73	56.2%
2.	Female	57	43.8%
TOTAL		130	100.00

Source: Primary data.

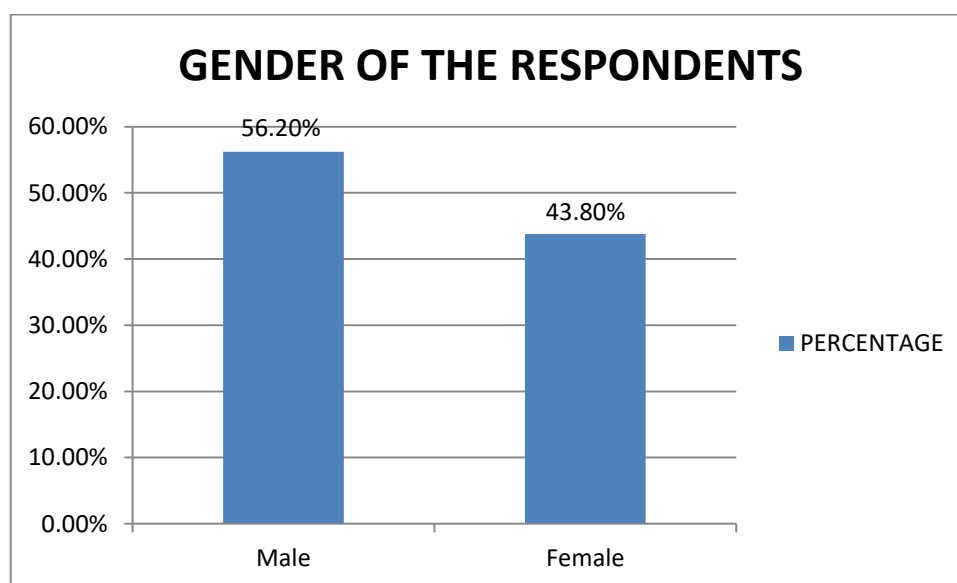


Chart 4.1.2: Gender of the respondents

Interpretation

From the above table it is interpreted that the number of male respondent is 56.20% and female respondent is 43.8%.

Inference

Majority (56.20%) of the respondents are male.

Table 4.1.3: Years of job experience of the respondents

S.NO	YEARS OF EXPERIENCE	NO. OF RESPONDENTS	PERCENTAGE
1	0-1 years	36	27.7%
2	1-2 years	39	30%
3	2-3 years	25	19.2%
4	4+ years	30	23.1%
TOTAL		130	100%

Source: Primary data

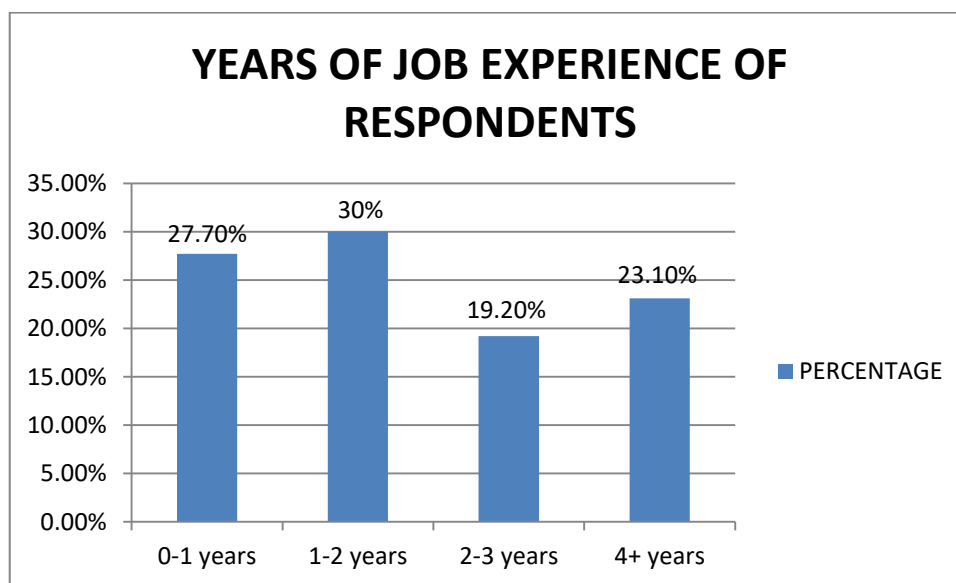


Chart 4.1.3: Years of job experience of the respondents

Interpretation

From the above table it is interpreted 30% of the respondents have an experience of 1-2 years , 27.70% of the respondents have 0-1 years of experience , 23.1% of the respondents have more than 4 years of experience and 19.2% of the respondents have 2-3 years of experience.

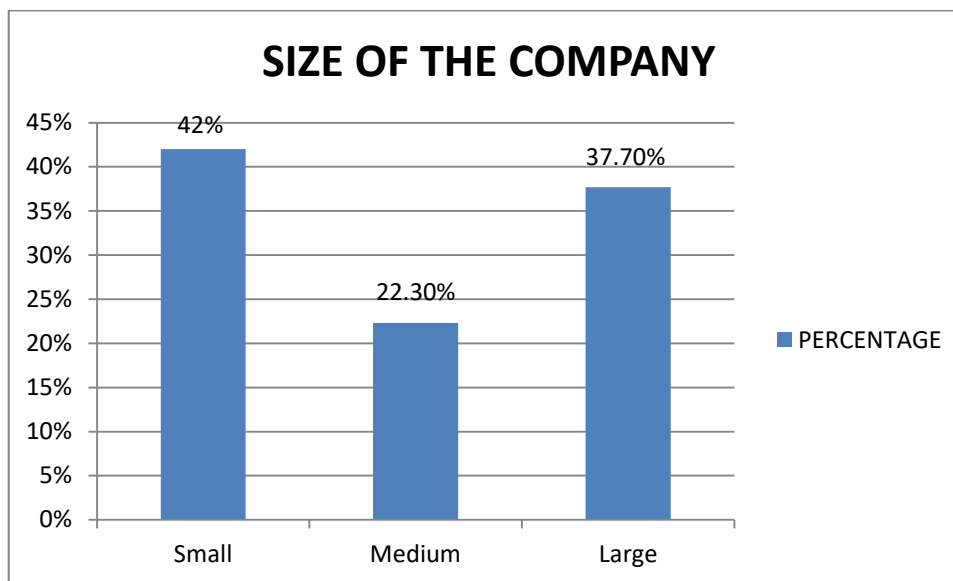
Inference

Majority (30%) of the respondents have 1-2 years of experience.

Table 4.1.4: Size of the company

S.NO	SIZE OF COMPANY	NO.OF RESPONDENTS	PERCENTAGE
1	Small	52	42%
2	Medium	29	22.3%
3	Large	49	37.7%
TOTAL		130	100

Source: Primary data.



Charts 4.1.4: Size of the company

Interpretation:

From the above table it is interpreted that 42% of the respondents work at a small size company , 22.30% of the respondents work at medium size companies and 37.70% of the respondents work at large size companies.

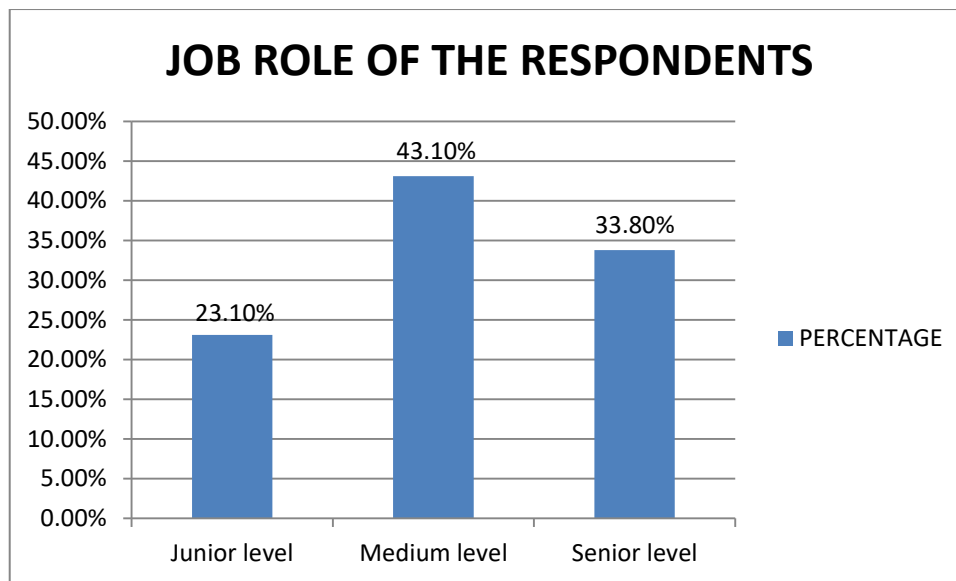
Inference

Majority (42%) of the respondents work at small size companies.

Table 4.1.5: Job role of the respondents

S.NO	JOB ROLE	NO. OF RESPONDENTS	PERCENTAGE
1	Junior level	30	23.1%
2	Medium level	56	43.1%
3	Senior level	44	33.8%
TOTAL		130	100

Source: Primary data



Charts 4.1.5: Job role of the respondents

Interpretation

From the above table it is evident that 23.10% of the respondents perform junior level job role , 43.10% of the respondents perform medium level job role and 33.80% of the respondents perform senior level job role.

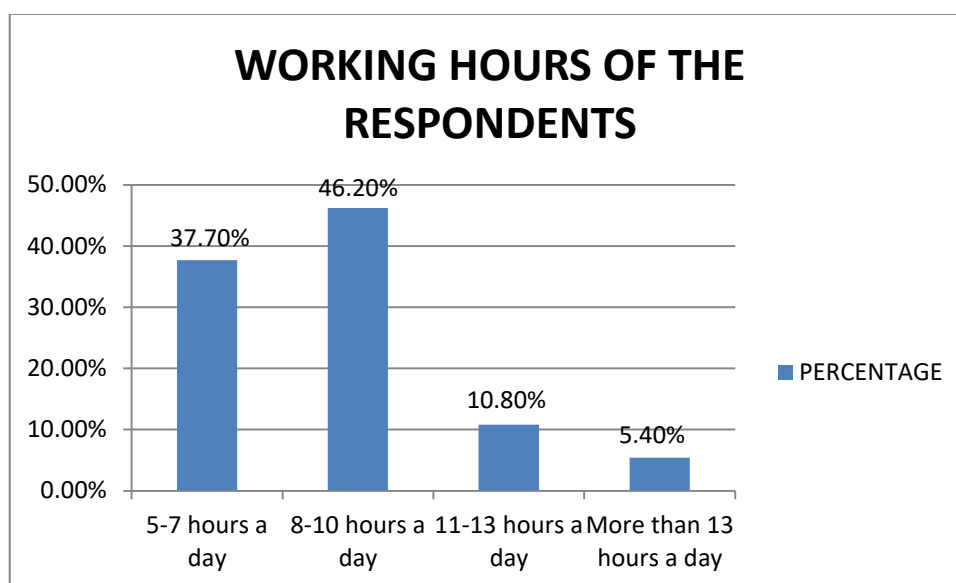
Inference

Majority (43.10%) of the respondents perform medium level job role.

Table 4.1.6: Working hours of the respondents

S.NO	WORKING HOURS	NO. OF RESPONDENTS	PERCENTAGE
1	5-7 hours a day	49	37.7%
2	8-10 hours a day	60	46.2%
3	11-13 hours a day	14	10.8%
4	13+ hours a day	7	5.4%
TOTAL		130	100%

Source: Primary data



Charts 4.1.6: Job role of the respondents

Interpretation

From the above table it is evident that 37.70% of the respondents work 5-7 hours a day, 46.20% of the respondents work for 8-10 hours a day, 10.80% of the respondents work for 11-13 hours a day and 5.40% of the respondents work for more than 13 hours a day.

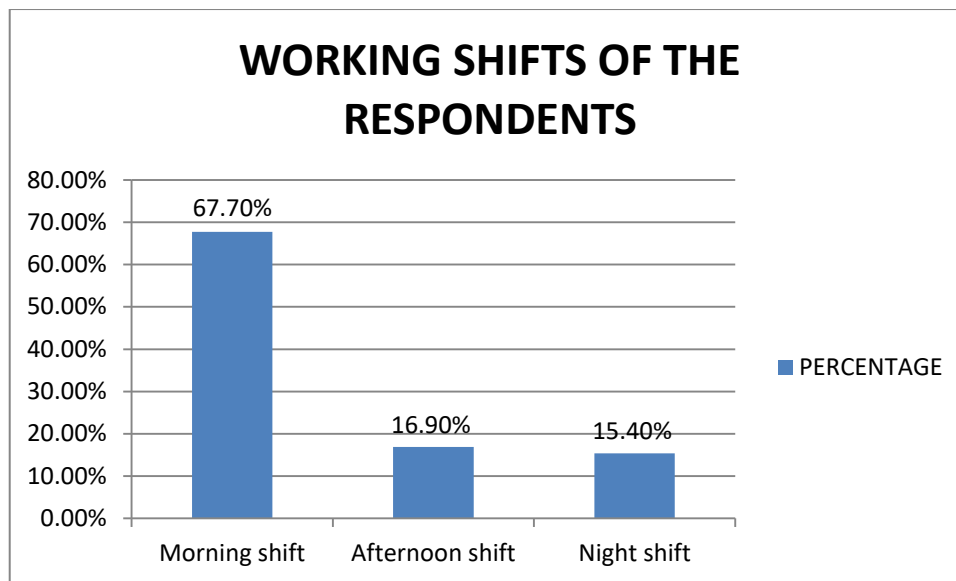
Inference

Majority (46.20%) of the respondents work for 8-10 hours a day.

Table 4.1.7: Working shifts of the respondents

S.NO	SHIFTS	NO. OF RESPONDENTS	PERCENTAGE
1	Morning shift	88	67.7%
2	Afternoon shift	22	16.9%
3	Night shift	20	15.4%
TOTAL		130	100%

Source: Primary data



Charts 4.1.7: Working shifts of the respondents

Interpretation

From the above table it is evident that 67.70% of the respondents work in morning shift, 16.90% of the respondents work in the afternoon shift and 15.4% of the respondents work in the night shift.

Inference

Majority (67.70%) of the respondents work in the morning shift.

Table 4.1.8: Respondents working remotely

S.NO	REMOTE WORKING	NO. OF RESPONDENTS	PERCENTAGE
1	Permanently	43	33.1%
2	Since covid 19	87	66.7%
TOTAL		130	100

Source: Primary data

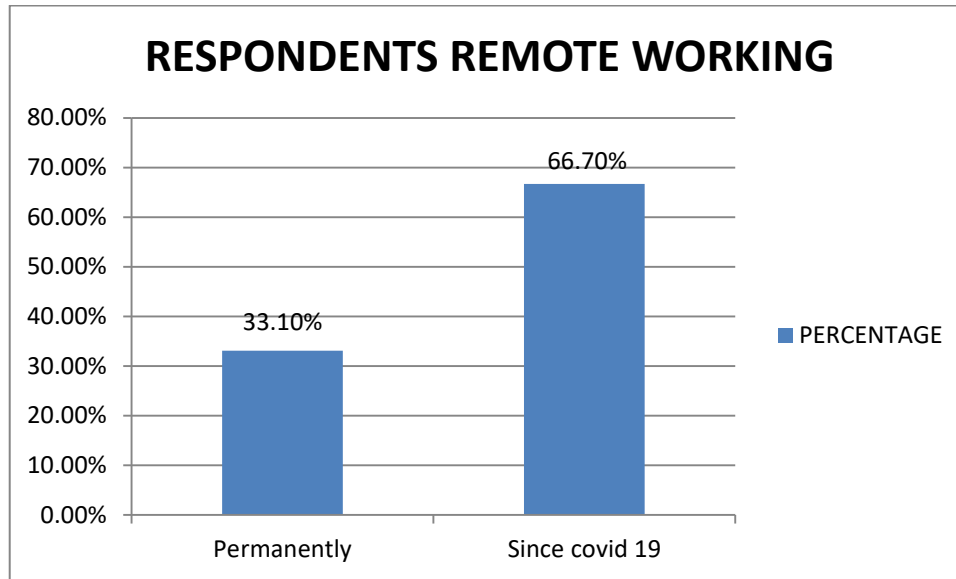


Chart 4.1.8: Respondents working remotely

Interpretation

From the above table it is clear that 33.10% of the respondents are permanently working from home and 66.70% of the respondents are working from home since Covid19 pandemic.

Inference

Majority (66.70%) of the respondents are working from home since Covid19 pandemic.

Table 4.1.9: Respondents being provided with work from home facilities

S.NO	FACILITIES PROVIDED	NO. OF RESPONDENTS	PERCENTAGE
1	Only to freshers	35	26.9%
2	Only to senior officers	36	27.7%
3	On request only	44	33.8%
4	Does not provide at all	15	11.5%
TOTAL		130	100

Source: Primary data

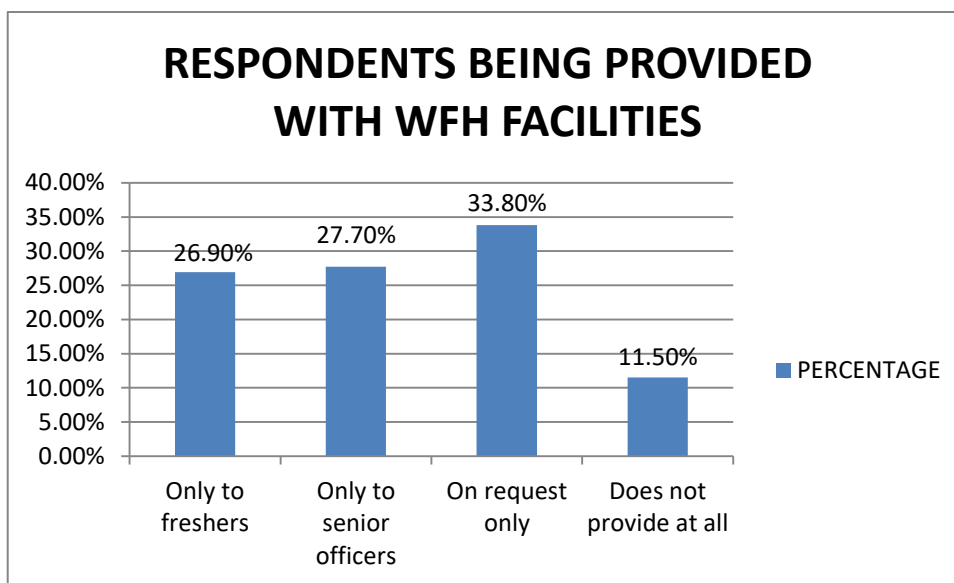


Chart 4.1.9: Respondents being provided with work from home facilities

Interpretation

From the above table it is evident that 26.90% of the respondents companies provide work from home facilities to the freshers alone, 27.70% of the respondents companies provide the facilities only to senior officers, 33.80% of the respondents companies provide it on request only and 11.50% of the respondents companies do not provide at all.

Inference

Majority (33.80%) of the respondents companies provide the work from home equipments on request only.

Table 4.1.10: Respondents perceive work from home as progressive

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	54	41.54%
2	Agree	24	18.46%
3	Neutral	38	29.23%
4	Disagree	12	9.23%
5	Strongly disagree	2	1.53%
TOTAL		130	100%

Source: Primary data

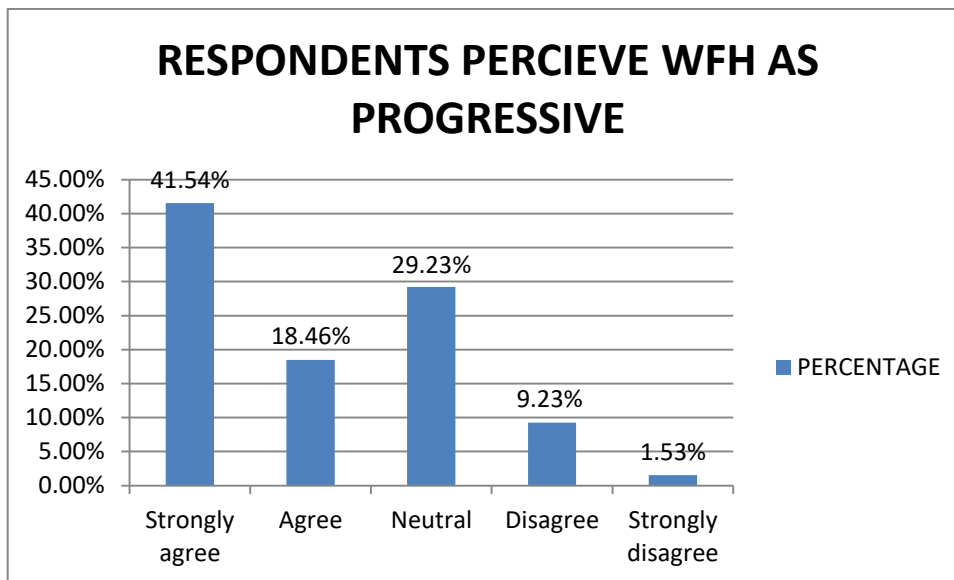


Chart 4.1.10: Respondents being provided with work from home facilities

Interpretation

From the above table it is evident that 41.54% of the respondents strongly agree that work from home is progressive, 18.46% of the respondents agree that the work from home is progressive , 29.23% of the respondents are neutral about it while 9.23% of the respondents disagree with it and 1.53% of the respondents strongly disagree with it.

Inference

Majority (41.54%) of the respondents strongly agree that the work from home is progressive.

Table 4.1.11: Respondents perceive work from home as challenging

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	33	25.38%
2	Agree	68	52.31%
3	Neutral	25	19.23%
4	Disagree	4	3.08%
TOTAL		130	100%

Source: Primary data

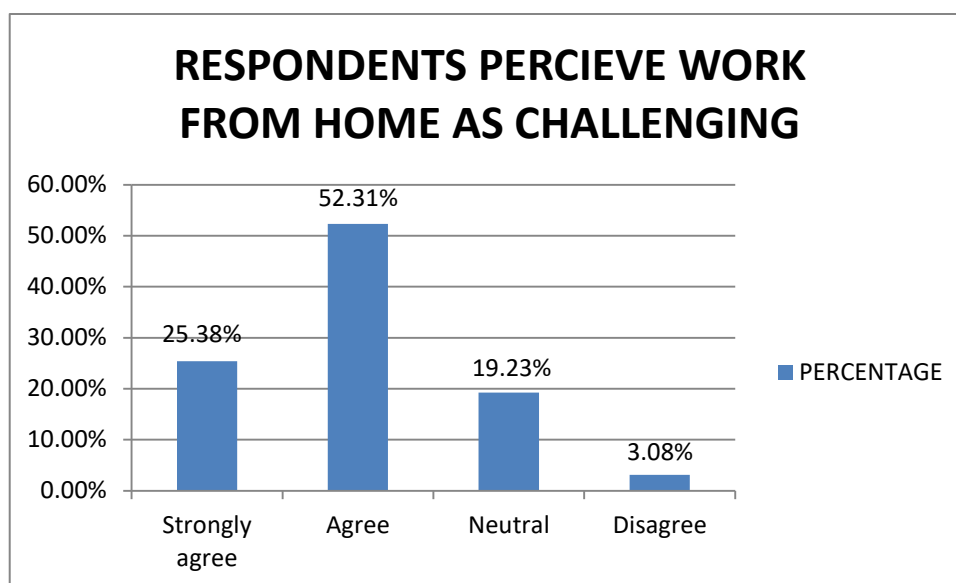


Chart 4.1.11: Respondents perceive work from home as challenging

Interpretation

From the above table it is evident that 25.38% of the respondents strongly agree that work from home is challenging, 52.31% of the respondents agree that the work from home is challenging , 19.23% of the respondents are neutral about it while 3.08% of the respondents disagree with it .

Inference

Majority (52.31%) of the respondents perceive work from home as challenging.

Table 4.1.12: Respondents perceive work from home as tiring

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	52	40%
2	Agree	38	29.23%
3	Neutral	29	22.30%
4	Disagree	7	5.38%
5	Strongly disagree	4	3.08%
TOTAL		130	100%

Source: Primary data

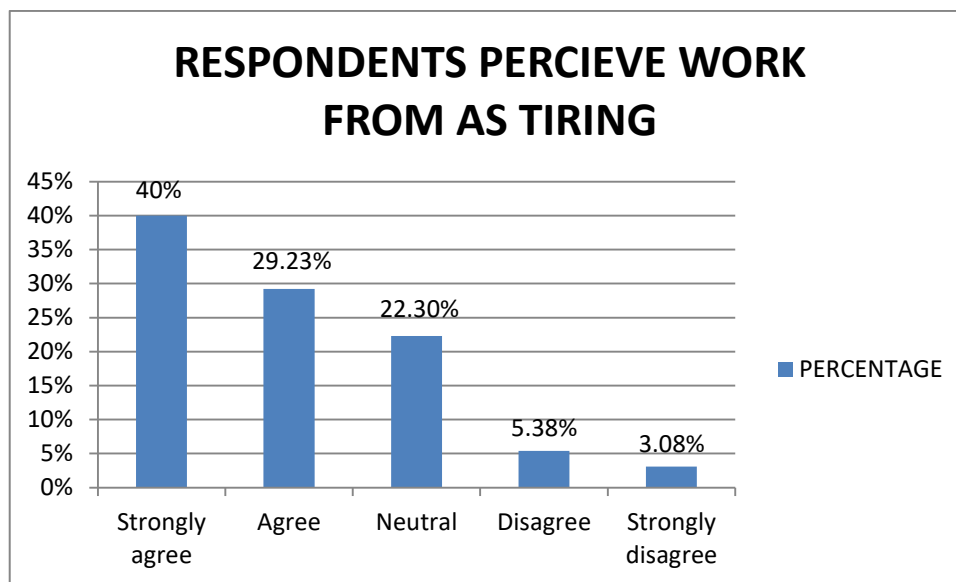


Chart 4.1.12: Respondents perceive work from home as tiring

Interpretation

From the above table it is evident that 40% of the respondents strongly agree that work from home is tiring, 29.23% of the respondents agree that the work from home is tiring, 22.30% of the respondents are neutral about it while 5.38% of the respondents disagree with it and 3.08% of the respondents strongly disagree with it.

Inference

Majority (40%) of the respondents strongly agree that work from home is tiring.

Table 4.1.13: Respondents perceive work from home as no change

S.NO	RESPONSE	NO.OF RESPONDENTS	PERCENTAGE
1	Strongly agree	32	24.62%
2	Agree	22	16.92%
3	Neutral	38	29.23%
4	Disagree	30	23.07%
5	Strongly disagree	8	6.15%
TOTAL		130	100%

Source: Primary data

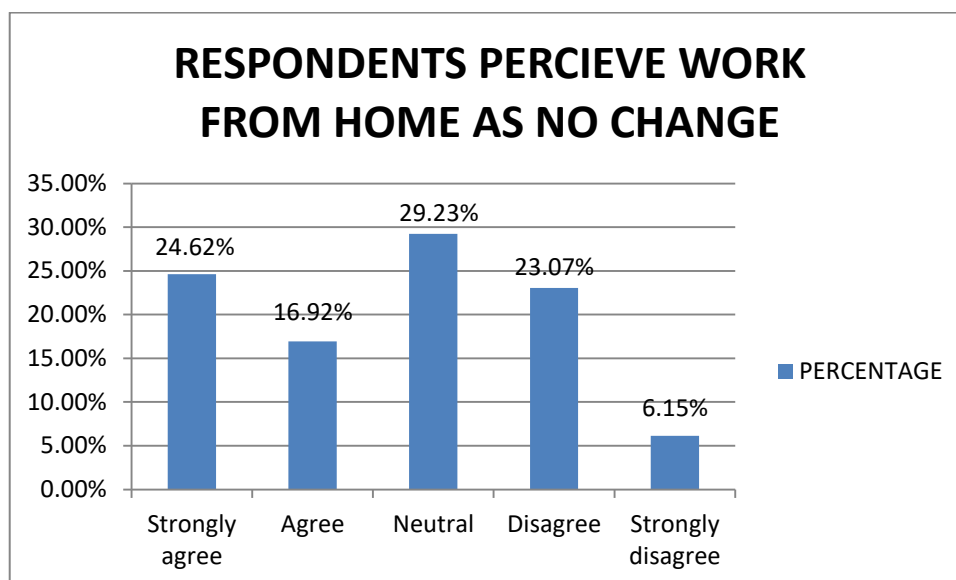


Chart 4.1.13: Respondents perceive work from home as no change

Interpretation

From the above table it is evident that 24.62% of the respondents strongly agree that there is no change while working from home, 16.92% of the respondents agree that there is no change while working from home , 29.23% of the respondents are neutral about it , 23.07% of the respondents disagree and 6.15% of the respondents strongly disagree with it.

Inference

Majority (29.23%) of the respondents are neutral about work from home bringing no change as an experience.

Table 4.1.14: Respondents perception towards good remote working culture

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	55	42.30%
2	Agree	35	26.92%
3	Neutral	27	20.76%
4	Disagree	10	7.69%
5	Strongly disagree	3	2.30%
TOTAL		130	100

Source: Primary data

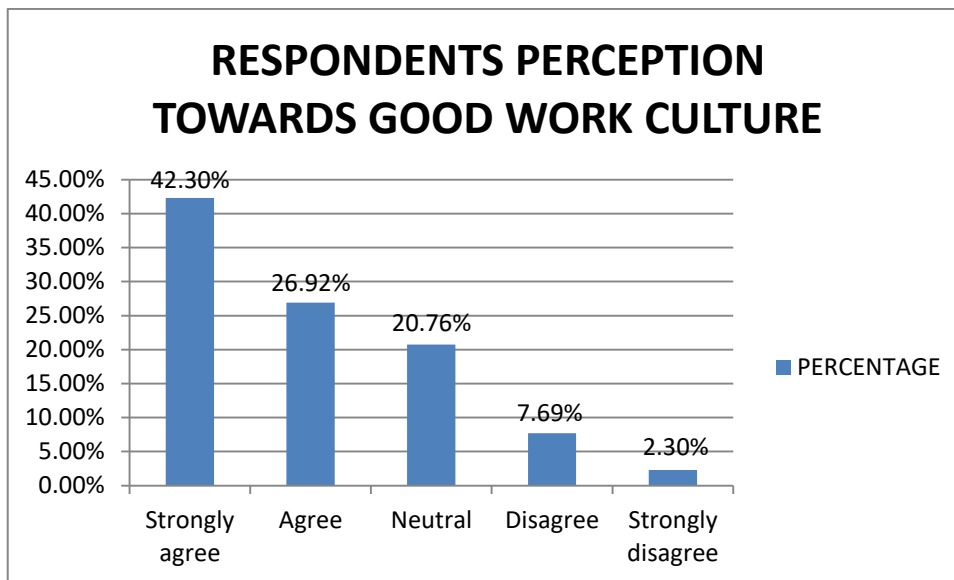


Chart 4.1.14: Respondents perception towards good remote working culture

Interpretation

From the above table it is evident that 42.30% of the respondents strongly agree that their companies provide good remote work culture, 26.92% of the respondents agree that their companies provide good remote work culture, 20.76% of the respondents are neutral , 7.69% of the respondents disagree while 2.30% of the respondents strongly disagree that their companies provide good remote work culture.

Inference

Majority (42.30%) of the respondents strongly agree that their companies provide good remote work culture.

Table 4.1.15: Respondents perception towards good work life balance

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	23	17.69%
2	Agree	43	33.08%
3	Neutral	34	26.15%
4	Disagree	27	20.76%
5	Strongly disagree	3	2.30%
TOTAL		130	100

Source: Primary data

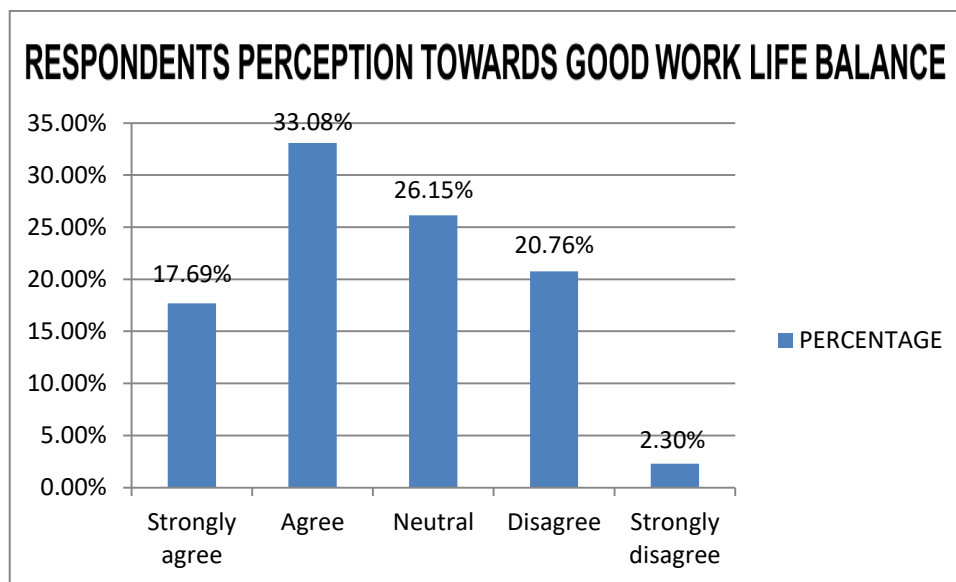


Chart 4.1.15: Respondents perception towards good work life balance

Interpretation

From the above table it is evident that 17.69% of the respondents strongly agree that they have a good work life balance, 33.08% of the respondents agree that they have a good work life balance, 26.15% of the respondents are neutral about it while 20.76% of the respondents disagree with it and 2.30% of the respondents strongly disagree with it.

Inference

Majority (33.08%) of the respondents strongly agree that they are enthusiastic about the job because of good work life balance.

Table 4.1.16: Respondents perception towards accomplishing the task on time

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	32	24.62%
2	Agree	58	44.62%
3	Neutral	35	26.92%
4	Disagree	4	3.08%
5	Strongly disagree	1	0.78%
TOTAL		130	100

Source: Primary data

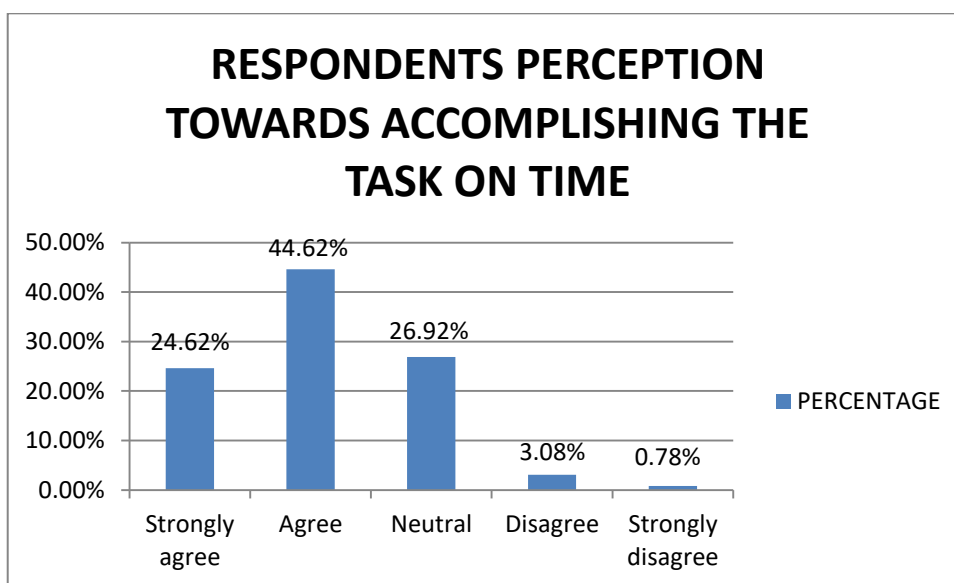


Chart 4.1.16: Respondents perception towards accomplishing the task on time

Interpretation

From the above table it is evident that 24.62% of the respondents strongly agree that they are able to accomplish their task on time, 44.62% of the respondents agree that they are able to accomplish the task on time, 26.92% of the respondents are neutral about it, 3.08% of the respondents disagree with it and 0.78% of the respondents strongly disagree with it.

Inference

Majority (44.62%) of the respondents agree that they are enthusiastic towards their job as they are able to accomplish the task on time.

Table 4.1.17: Respondents perception towards assistance from co-workers

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	43	33.08%
2	Agree	49	37.69%
3	Neutral	29	22.30%
4	Disagree	8	6.15%
5	Strongly disagree	1	0.78%
TOTAL		130	100

Source: Primary data

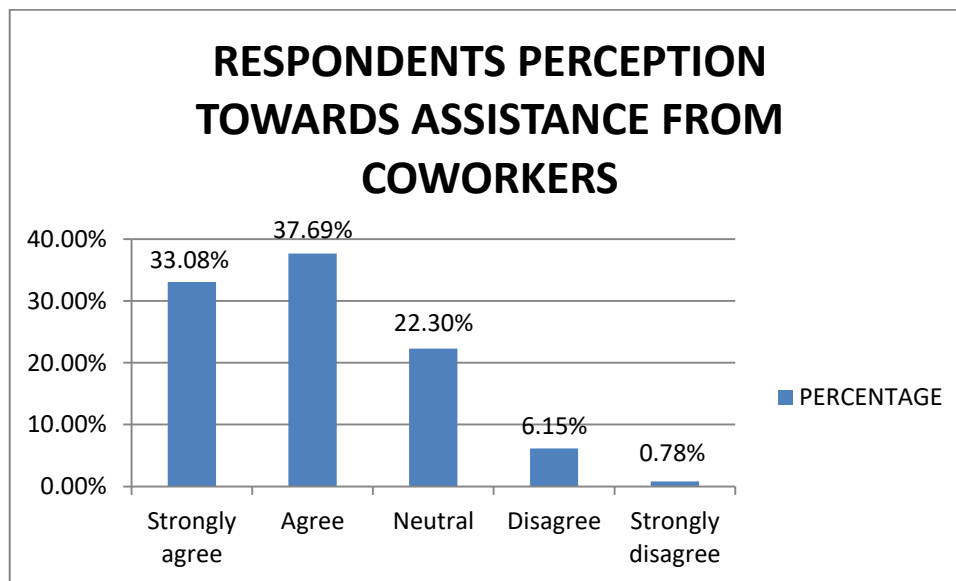


Chart 4.1.17: Respondents perception towards assistance from co-workers

Interpretation

From the above table it is evident that 33.08% of the respondents strongly agree that they are able to get proper assistance from their coworkers, 37.69% of the respondents agree that they are able to get proper assistance from their coworkers, 22.30% of the respondents are neutral about it, 6.15% of the respondents disagree with it and 0.78% of the respondents strongly disagree with it.

Inference

Majority (37.69%) of the respondents agree that they are able to get proper assistance from their coworkers.

Table 4.1.18: Problems faced by respondents

S.NO	PROBLEM	NO. OF RESPONDENTS	PERCENTAGE
1	Constant online presentism	63	48.5%
2	Work intensification	55	42.3%
3	Distraction by family	42	32.3%
4	Limited regular break	43	33.1%
TOTAL		130	100

Source: Primary data

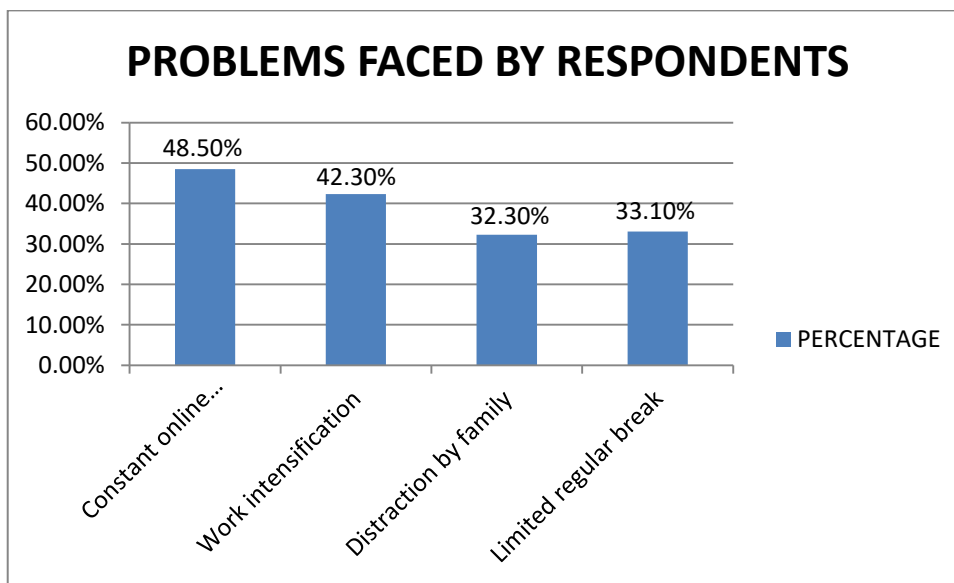


Chart 4.1.18: Problems faced by respondents

Interpretation

From the above table it is evident that 48.50% of the respondents face the problem of constant online presentism while working from home, 42.30% of the respondents face the problem of work intensification, 32.30% of the respondents face the problem of getting distracted by their family while working from home and 33.10% of the respondents face the problem of limited regular break.

Inference

Majority (48.50%) of the respondents face the problem of constant online presentism while working from home.

Table 4.1.19: Respondents aligned with the organizational goals

S.NO	RESPONSES	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	54	41.5%
2	Agree	48	36.9%
3	Neutral	26	20%
4	Disagree	2	1.5%
TOTAL		130	100%

Source: Primary data

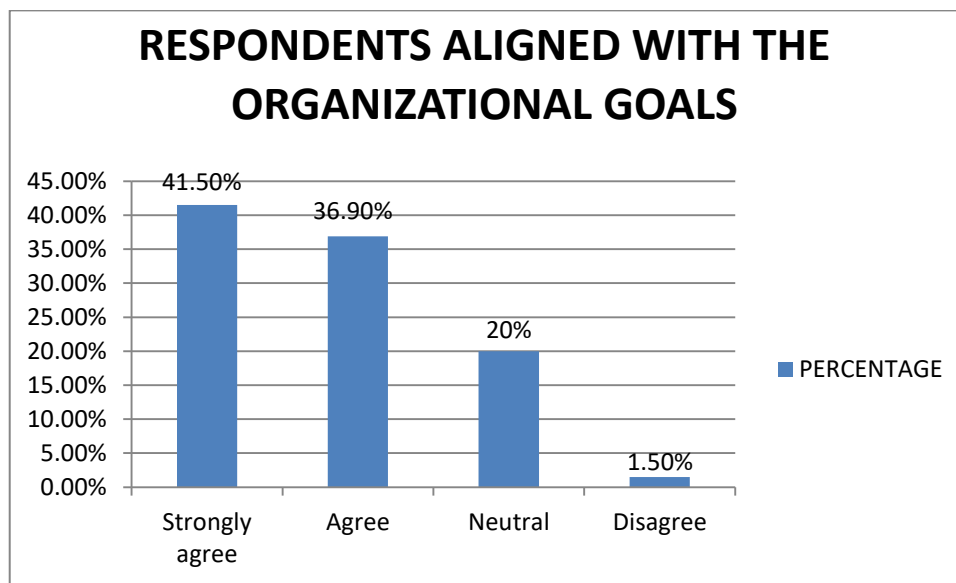


Chart 4.1.19: Respondents aligned with the organizational goals

Interpretation

From the above table it is clear that 41.50% of the respondents strongly agree that they are aligned with the organizational goals, 36.90% of the respondents agree that they are aligned with the organizational goals while 20% of them are neutral and 1.50% of the respondents disagree with it.

Inference

Majority (41.50%) of the respondents strongly agree that they are aligned with the organizational goals.

Table 4.1.20: Respondents are kept well informed about the organizational goals and priorities

S.NO	RESPONSES	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	43	33.1%
2	Agree	43	33.1%
3	Neutral	37	28.5%
4	Disagree	7	5.4%
TOTAL		130	100%

Source: Primary data

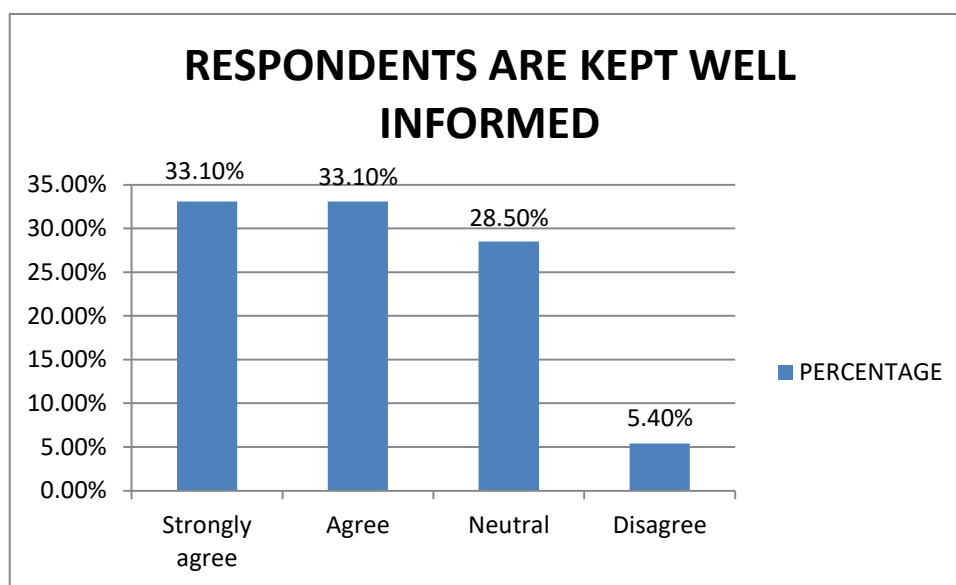


Chart 4.1.20: Respondents are kept well informed about the organizational goals and priorities

Interpretation

From the above table it is clear that 33.10% of the respondents strongly agree that their organization keep them well informed about the goals and priorities, 33.10% of them agree as well while 28.50% of them are neutral about it and 5.40% of them disagree with it.

Inference

Majority (33.10%) of the respondents strongly agree that their organization keep them well informed about the organizational goals and priorities.

Table 4.1.21: Respondents perception towards their relationship with the superiors

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	34	26.2%
2	Agree	49	37.7%
3	Neutral	42	32..3%
4	Disagree	3	2.3%
5	Strongly disagree	2	1.5%
TOTAL		130	100%

Source: Primary data

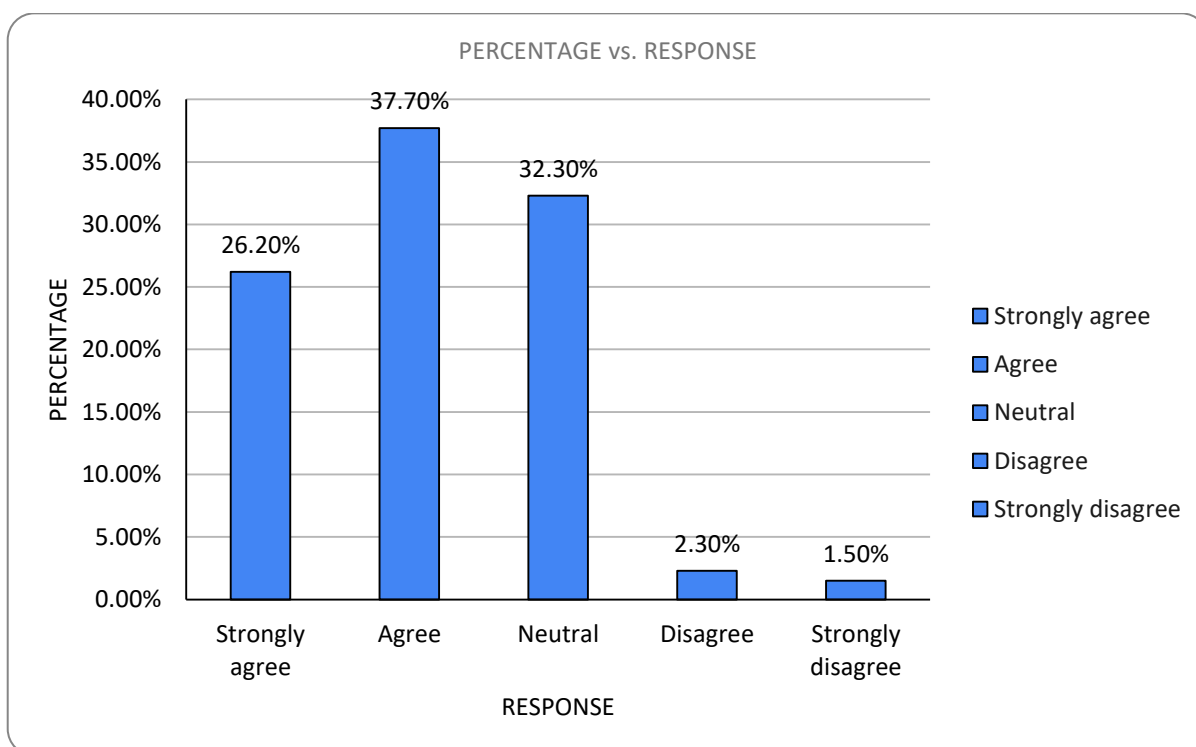


Chart 4.1.21: Respondents perception towards their relationship with the superiors

Interpretation

From the above table , it is clear that 26.2% of the respondents strongly agree that they are well supported by their superiors , 37.7% of the respondents agree , 32.3% of the respondents are neutral while 2.3% of the respondents disagree with it and 1.5% of the respondents strongly disagree that they are well supported by their superiors.

Inference

Majority (37.7%) of the respondents agree that they are well supported by their superiors.

Table 4.1.22: Respondents perception towards their relationship with the coworkers

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	48	36.9%
2	Agree	38	29.2%
3	Neutral	33	25.4%
4	Disagree	11	8.5%
TOTAL		130	100%

Source: Primary data

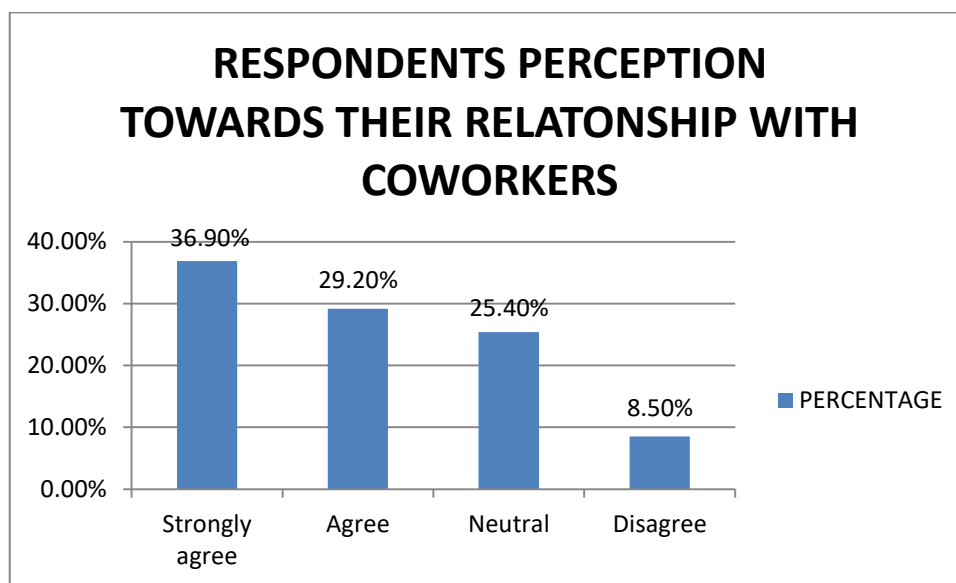


Chart 4.1.22: Respondents perception towards their relationship with the coworkers

Interpretation

From the above table it is clear that 36.90% of the respondents strongly agree that they are well supported by their coworkers, 29.20% of the respondents agree with it while 25.40% of the respondents are neutral and 8.50% of the respondents disagree that they are well supported by their coworkers.

Inference

Majority (36.90%) of the respondents strongly agree that they are well supported by their coworkers.

Table 4.1.23: Respondents are aided by providing work from home equipment

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	52	40%
2	Agree	32	24.62%
3	Neutral	20	15.38%
4	Disagree	22	16.92%
5	Strongly disagree	4	3.07%
TOTAL		130	100%

Source: Primary data

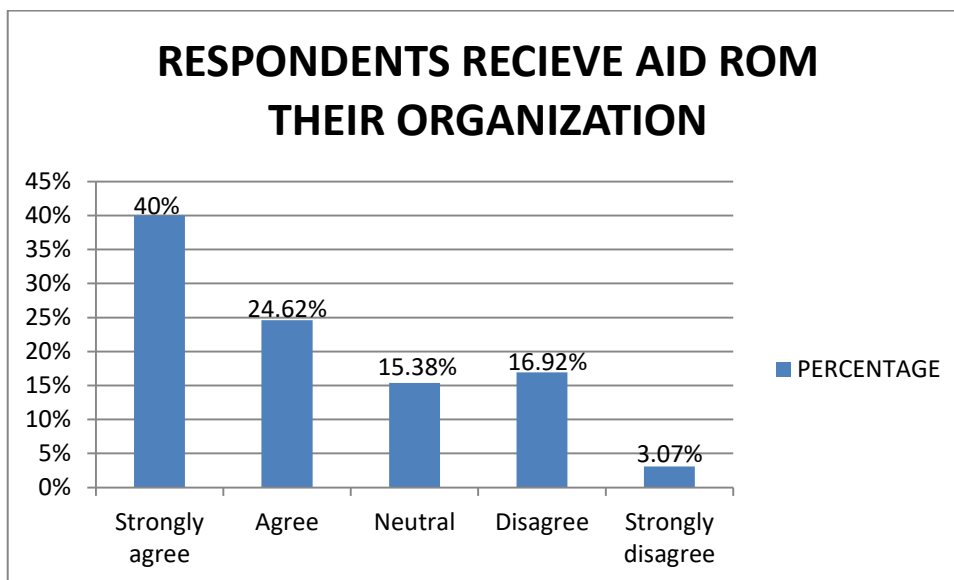


Chart 4.1.23: Respondents are aided by providing work from home equipment

Interpretation

From the above table it is evident that 40% of the respondents strongly agree that their organization help them by providing necessary work from home equipments , 24.62% of the respondents agree with it , 15.38% of the respondents are neutral about it , 16.92% of the respondents disagree with it and 3.07% of the respondents strongly disagree with organization being helping them by providing necessary work from home equipment.

Inference

Majority (40%) of the respondents strongly agree that their organization help them by providing necessary work from home equipment.

Table 4.1.24: Respondents are aided by providing internet connectivity reimbursement

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	19	14.62%
2	Agree	44	33.84%
3	Neutral	35	26.92%
4	Disagree	24	18.46%
5	Strongly disagree	8	6.15%
TOTAL		130	100%

Source: Primary data

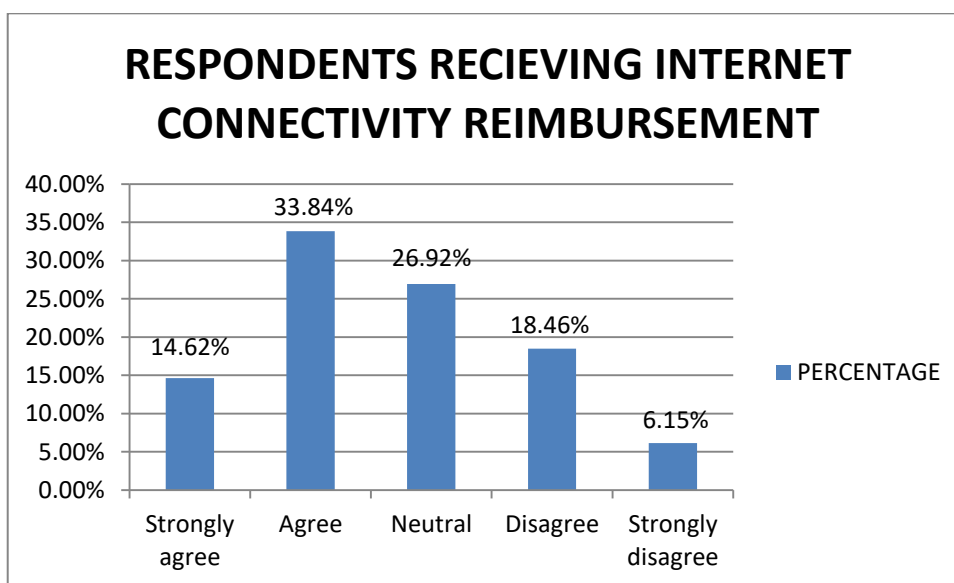


Chart 4.1.24: Respondents are aided by providing internet connectivity reimbursement

Interpretation

From the above table it is clear that 14.62% of the respondents strongly agree that their organization help them by providing internet connectivity reimbursement, 33.84% of them agree with it, 26.92% of them are neutral about it , 18.46% of the respondents disagree with it and 6.15% of the respondents strongly disagree with it.

Inference

Majority (33.84%) of the respondents agree that their organization help them by providing internet connectivity reimbursement.

Table 4.1.25: Respondents are aided by providing effective online training

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	28	21.53%
2	Agree	46	35.38%
3	Neutral	50	38.46%
4	Disagree	3	2.307%
5	Strongly disagree	3	2.307%
TOTAL		130	100%

Source: Primary data

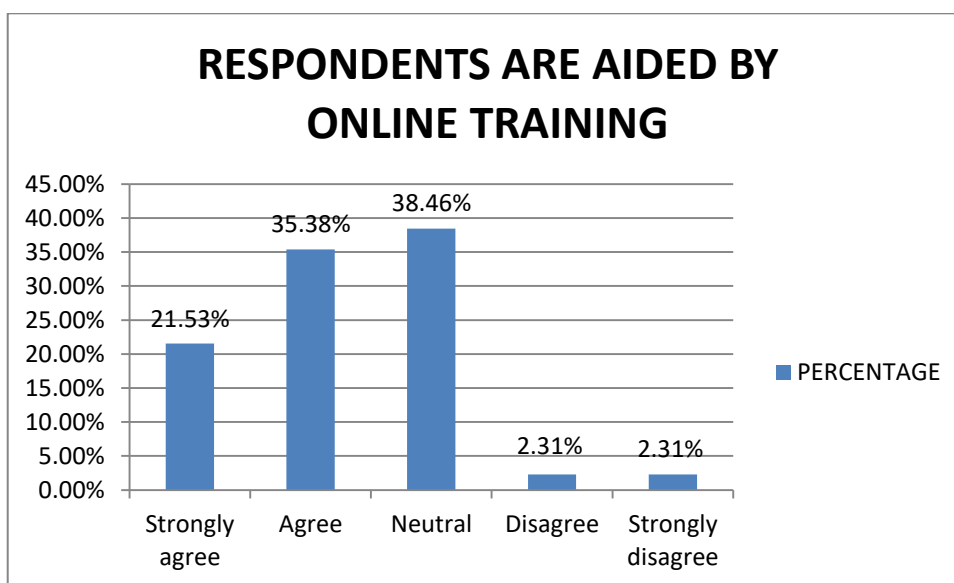


Chart 4.1.25: Respondents are aided by providing effective online training

Interpretation

From the above table it is evident that 21.53% of the respondents strongly agree that their organization help them by providing effective online training , 35.38% of the respondents agree that they are aided with effective online training , 38.46% of them are neutral about it while 2.31% of the respondents disagree and 2.31% of the respondents strongly disagree with it.

Inference

Majority (38.46%) of the respondents are neutral about them being aided with effective online training from the organization.

Table 4.1.26: Respondents are aided by providing virtual events

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	45	34.61%
2	Agree	39	30%
3	Neutral	28	21.54%
4	Disagree	16	12.30%
5	Strongly disagree	2	1.54%
TOTAL		130	100%

Source: Primary data

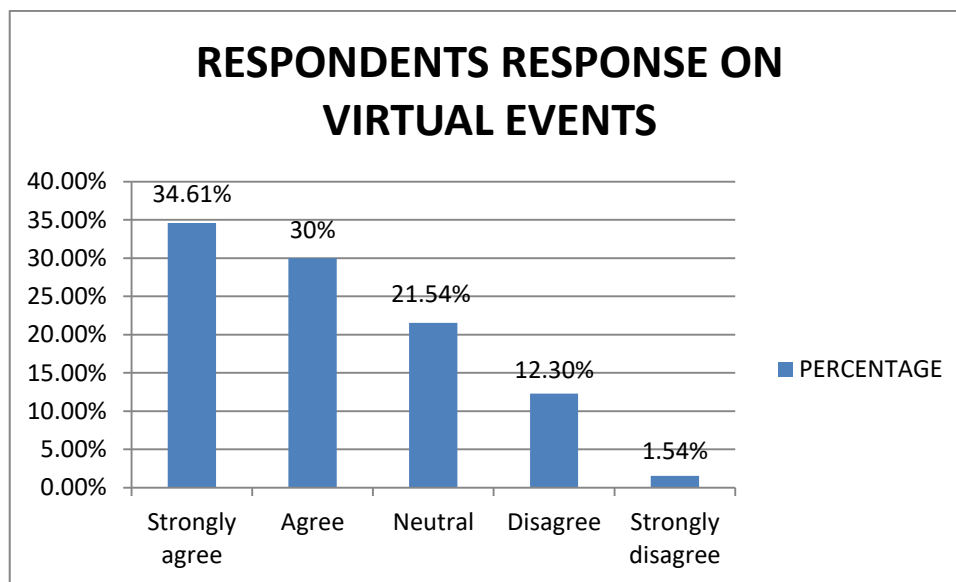


Chart 4.1.26: Respondents are aided by providing virtual events

Interpretation

From the above table it is clear that 34.61% of the respondents strongly agree that their organization help them by conducting virtual events , 30% of them agree with it , 21.54% of them are neutral about it while 12.30% of them disagree with it and 1.54% of the respondents strongly disagree with it,

Inference

Majority (34.61%) of the respondents strongly agree that their organization help them by conducting virtual events.

Table 4.1.27: Respondents are productive due to promotion

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	46	35.38%
2	Agree	46	35.38%
3	Neutral	23	17.69%
4	Disagree	13	10%
5	Strongly disagree	2	1.53%
TOTAL		130	100%

Source: Primary data

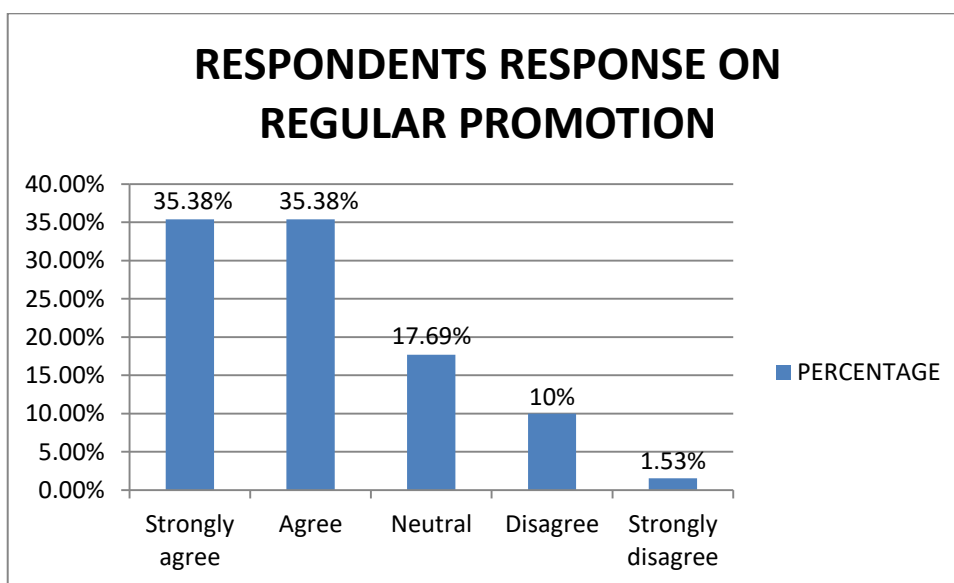


Chart 4.1.27: Respondents are productive due to promotion

Interpretation

From the above table it is clear that 35.38% of the respondents strongly agree and agree equally , 17.69% of the respondents are neutral about it while 10% of them disagree with it and 1.53% of the respondents strongly disagree that they are productive at home as at the office due to regular promotion.

Inference

Majorities (35.38%) of the respondents equally agree and strongly agree that they are as productive at home as at the office because the organization ensures regular promotion.

Table 4.1.28: Respondents response on learning and growth opportunities

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	22	19.23%
2	Agree	56	43.07%
3	Neutral	48	36.92%
4	Disagree	3	2.307%
5	Strongly disagree	1	0.77%
TOTAL		130	100%

Source: Primary data

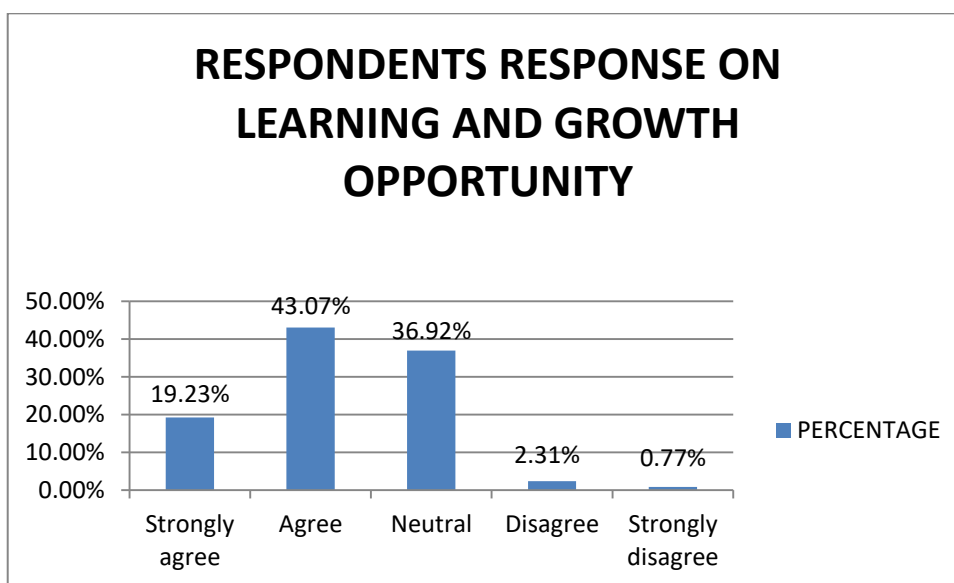


Chart 4.1.28: Respondents response on learning and growth opportunities

Interpretation

From the above table it is evident that 19.23% of the respondents strongly agree that they are productive at home because the organization provides them the platform to learn and grow, 43.07% of them agree with it, 36.92% of them are neutral about it, 2.31% of them disagree with it , 0.77% of them strongly disagree that they get platform to learn and grow effectively.

Inference

Majority (43.07%) agree that they are productive at home as at the office because their organization provides them the platform to learn and grow effectively.

Table 4.1.29: Respondents response on their views getting heard

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	27	20.76%
2	Agree	58	44.62%
3	Neutral	38	29.23%
4	Disagree	6	4.62%
5	Strongly disagree	1	0.76%
TOTAL		130	100%

Source: Primary data

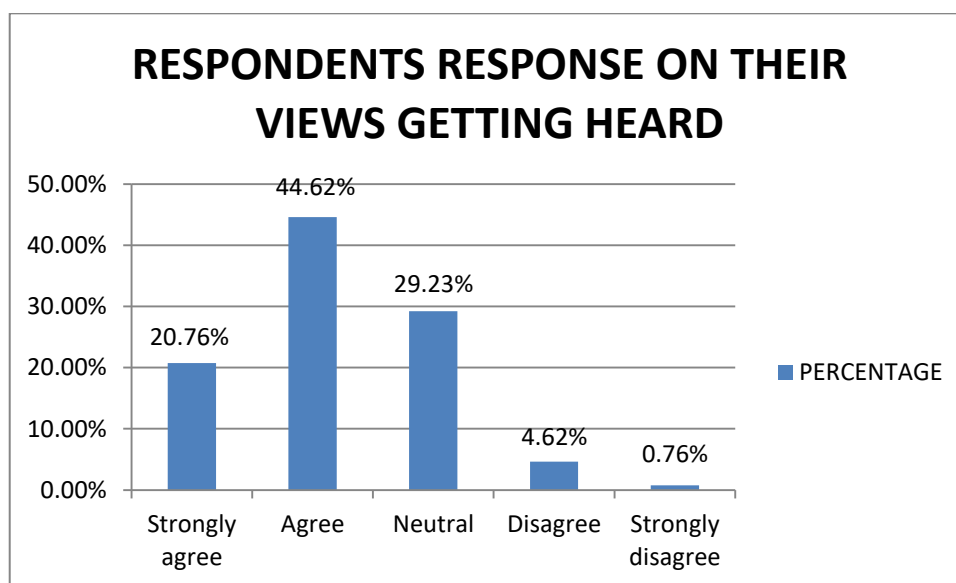


Chart 4.1.29: Respondents response on their views getting heard

Interpretation

From the above table it is clear that 20.76% of the respondents strongly agree that their views are heard, 44.62% of the respondents agree with it, 29.23% of them are neutral about it while 4.62% of them disagree with it and 0.76% of them strongly disagree with it.

Inference

Majority (44.62%) of the respondents agree that they are productive at home as the office as due to their views being heard.

Table 4.1.30: Respondents response on good compensation

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	36	27.69%
2	Agree	39	30%
3	Neutral	39	30%
4	Disagree	12	9.23%
5	Strongly disagree	4	3.07%
TOTAL		130	100%

Source: Primary data

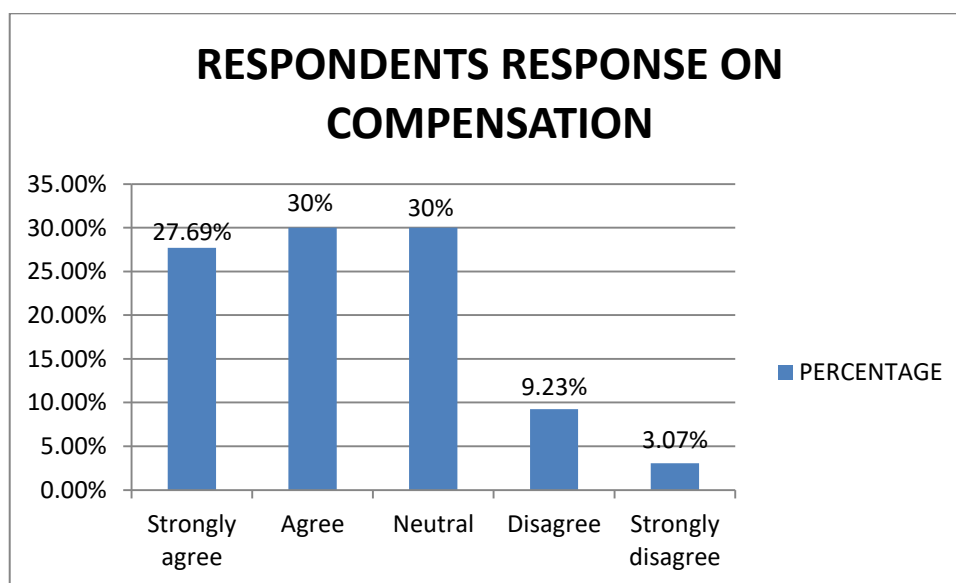


Chart 4.1.30: Respondents response on good compensation

Interpretation

From the above table it is clear that 27.69% of the respondents strongly agree that they are productive at home as they get good compensation, 30% of them agree with it and 30% of them are neutral, 9.23% of them disagree with it while 3.07% of them strongly disagree with it.

Inference

Majorities (30%) of the respondents equally agree and are neutral about them being productive at home due to good compensation.

Table 4.1.31: Respondents response on quality of online meetings

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Highly satisfied	29	22.3%
2	Satisfied	61	46.9%
3	Neutral	36	27.7%
4	Dissatisfied	3	2.3%
5	Highly dissatisfied	1	0.8%
TOTAL		130	100%

Source: Primary data

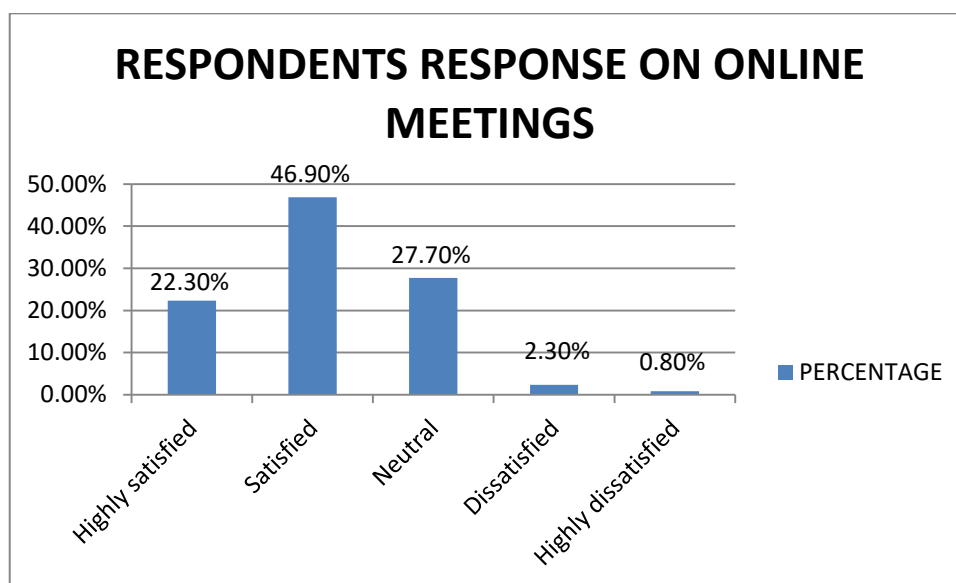


Chart 4.1.31: Respondents response on quality of online meetings

Interpretation

From the above table it is clear that 22.30% of the respondents are highly satisfied with the quality of online meetings , 46.90% of the respondents are satisfied with it , 27.70% of them are neutral about it , 2.30% of the respondents are dissatisfied with it and 0.80% of the respondents are highly dissatisfied with the quality of online meeting.

Inference

Majority (46.90%) of the respondents are satisfied with the quality of online meetings.

Table 4.1.32: Respondents response on attending meetings without hesitation

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	34	26.2%
2	Agree	41	31.5%
3	Neutral	28	21.5%
4	Disagree	12	9.2%
5	Strongly disagree	15	11.5%
TOTAL		130	100%

Source: Primary data

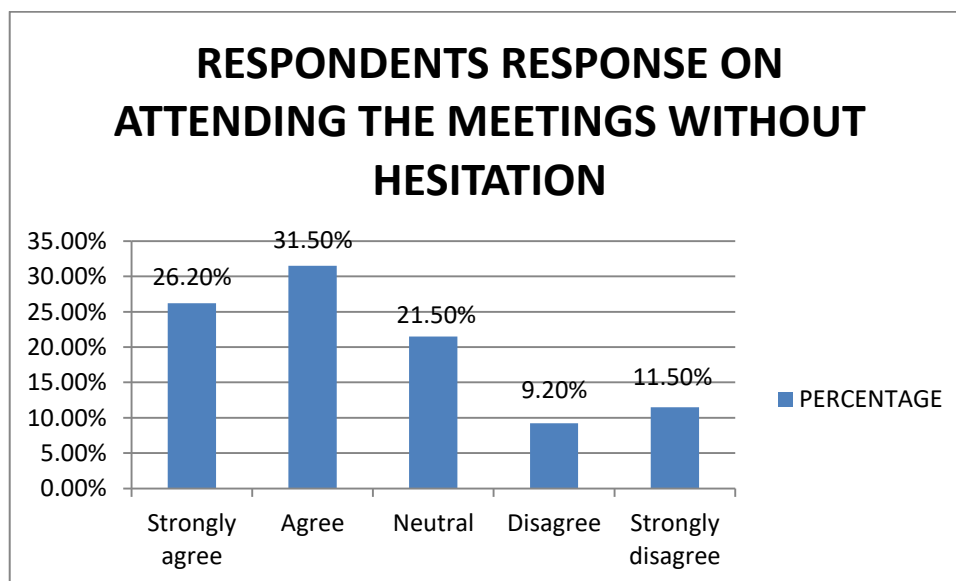


Chart 4.1.32: Respondents response on attending meetings without hesitation

Interpretation

From the above table it is clear that 26.20% of the respondents strongly agree that they do not hesitate attending all the meetings, 31.50% of them agree with it, 21.50% of the respondents are neutral while 9.20% of the respondents disagree with it and 11.50% of the respondents strongly disagree with it.

Inference

Majority (31.50%) of the respondents agree that they are able to attend all the meeting without any hesitation.

Table 4.1.33: Respondents response on being adapted to the new way of working

S.NO	RESPONSE	NO. OF RESPONDENTS	PERCENTAGE
1	Strongly agree	34	26.2%
2	Agree	32	24.6%
3	Neutral	39	30%
4	Disagree	11	8.5%
5	Strongly disagree	14	10.8%
TOTAL		130	100%

Source: Primary data

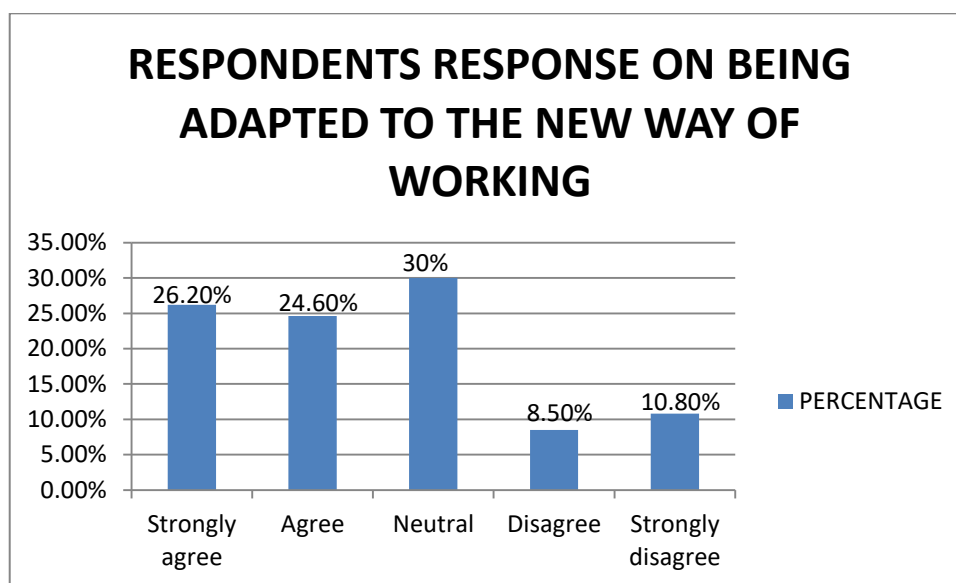


Chart 4.1.33: Respondents response on being adapted to the new way of working

Interpretation

From the above table it is clear that 26.20% of the respondents strongly agree that they are well adapted to the new way of working, 24.60% of the respondents agree with it, 30% of the respondents are neutral about it while 8.50% of the respondents disagree with it and 10.80% of the respondents strongly disagree with it.

Inference

Majority (30%) of the respondents are neutral about getting adapted to the new way of working.

Table 4.2.1: Chi Square test

NULL HYPOTHESIS: There is no significant difference between employees job role and employees work intensification while working remotely

ALTERNATE HYPOTHESIS: There is a significant difference between employees job role and employees work intensification while working remotely

Case Processing Summary					
	Cases				
	Valid		Missing		Total
	N	Percent	N	Percent	N Percent
ROLE * WORK	130	97.7%	3	2.3%	133 100.0%

ROLE * WORK Crosstabulation						
		WORK				Total
		1	2	3	4	
ROLE 1	Count	16	5	8	0	29
	Expected Count	14.3	7.8	6.5	.4	29.0
2	Count	28	16	11	2	57
	Expected Count	28.1	15.3	12.7	.9	57.0
3	Count	20	14	10	0	44
	Expected Count	21.7	11.8	9.8	.7	44.0
Total	Count	64	35	29	2	130
	Expected Count	64.0	35.0	29.0	2.0	130.0

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	4.923 ^a	6	.554
Likelihood Ratio	5.768	6	.450
Linear-by-Linear Association	.048	1	.826
N of Valid Cases	130		

a. 3 cells (25.0%) have expected count less than 5. The minimum expected count is .45.

Source of data: computed data

Interpretation

Here Pearson chi square value is 4.923 and the p value appears in the same row as 0.554 which is greater than 0.05 hence the alternate hypothesis is rejected and null hypothesis is accepted i.e., there is no significant difference between employee job role and work intensification problem faced by the employees.

Inference

There is no significant difference between the job role of the employees and the work intensification problem faced by the employees while working remotely.

Table 4.2.2: Correlation

Correlations			
		COMPANY	PRODUCTIVITY
COMPANY	Pearson Correlation	1	.009
	Sig. (2-tailed)		.918
	N	130	130
PRODUCTIVITY	Pearson Correlation	.009	1
	Sig. (2-tailed)	.918	
	N	130	130

Source: Computed data

Interpretation

The size of the company and employees perception towards being productive as they get the platform to learn and grow effectively over remote workplace is partially positively correlated. This means that as the size of the company increases, the opportunity to learn and grow also enhances.

Inference

The size of the company and employees perception towards being productive as they get the platform to learn and grow effectively over remote workplace is partially positively correlated.

Table 4.2.3: One sample t-test

NULL HYPOTHESIS: The year of job experience of the employees mean and employees' adaptation to the new way of working mean equals the specified mean value.

ALTERNATE HYPOTHESIS: The year of job experience of the employees mean and adaptation to the new way of working mean are different from the specified mean value.

One-Sample Statistics				
	N	Mean	Std. Deviation	Std. Error Mean
YEARS	130	2.37	1.122	.098
ADAPTATION	130	2.55	1.277	.112

One-Sample Test						
Test Value = 0						
				95% Confidence Interval of the Difference		
	t	df	Sig. (2-tailed)	Mean Difference	Lower	Upper
YEARS	24.085	129	.000	2.369	2.17	2.56
ADAPTATION	22.741	129	.000	2.546	2.32	2.77

Source: Computed data

Interpretation

Since $0.00 < 0.05$, hence we reject the null hypothesis and accept the alternate hypothesis, i.e.; there is a difference in the means of years of job experience of the employees and the mean of adaptability to remote working culture from the specified mean value.

Inference

The means of year of job experience and the adaptability to remote working are different from the specified mean value.

CHAPTER 5

1.1 FINDINGS

- Majority (63.1 %) of the respondents are age between 18 to 25 years.
- Majority (56.20%) of the respondents are male.
- Majority (30%) of the respondents have 1-2 years of experience.
- Majority (42%) of the respondents work at small size companies.
- Majority (43.10%) of the respondents perform medium level job role.
- Majority (46.20%) of the respondents work for 8-10 hours a day.
- Majority (67.70%) of the respondents work in the morning shift.
- Majority (66.70%) of the respondents are working from home since Covid19 pandemic.
- Majority (33.80%) of the respondents companies provide the work from home equipments on request only.
- Majority (41.54%) of the respondents strongly agree that the work from home is progressive.
- Majority (52.31%) of the respondents perceive work from home as challenging.
- Majority (40%) of the respondents strongly agree that work from home is tiring.
- Majority (29.23%) of the respondents are neutral about work from home bringing no change as an experience.
- Majority (42.30%) of the respondents strongly agree that their companies provide good remote work culture.
- Majority (33.08%) of the respondents strongly agree that they are enthusiastic about the job because of good work life balance.
- Majority (44.62%) of the respondents agree that they are enthusiastic towards their job as they are able to accomplish the task on time.
- Majority (37.69%) of the respondents agree that they are able to get proper assistance from their coworkers.
- Majority (48.50%) of the respondents face the problem of constant online preseatism while working from home.
- Majority (41.50%) of the respondents strongly agree that they are aligned with the organizational goals.
- Majority (33.10%) of the respondents strongly agree that their organization keep them well informed about the organizational goals and priorities.
- Majority (37.7%) of the respondents agree that they are well supported by their superiors.
- Majority (36.90%) of the respondents strongly agree that they are well supported by their coworkers.

- Majority (40%) of the respondents strongly agree that their organization help them by providing necessary work from home equipment.
- Majority (33.84%) of the respondents agree that their organization help them by providing internet connectivity reimbursement.
- Majority (38.46%) of the respondents are neutral about them being aided with effective online training from the organization.
- Majority (34.61%) of the respondents strongly agree that their organization help them by conducting virtual events.
- Majorities (35.38%) of the respondents equally agree and strongly agree that they are as productive at home as at the office because the organization ensures regular promotion.
- Majority (43.07%) agree that they are productive at home as at the office because their organization provides them the platform to learn and grow effectively.
- Majority (44.62%) of the respondents agree that they are productive at home as the office as due to their views being heard.
- Majorities (30%) of the respondents equally agree and are neutral about them being productive at home due to good compensation.
- Majority (46.90%) of the respondents are satisfied with the quality of online meetings.
- Majority (31.50%) of the respondents agree that they are able to attend all the meeting without any hesitation.
- Majority (30%) of the respondents are neutral about getting adapted to the new way of working.

5.2 SUGGESTION

- Organization must work on to reduce work intensification.
- Hybrid model is the most suggested work model.
- A strict work time has to be regulated so that the employees could ensure a better work life balance.
- The organization must conduct fun events regularly so as to ensure better connectivity among workers.

5.3 CONCLUSION

The engagement of employees at remote workplace is a difficult task. The communication between employee-employer and employee-employee has restricted non work related interaction. Now the communication is limited to work related interactions alone. Remote work model is definitely a future work model but for the young people who have started their career amidst pandemic are finding it comfortable but is damaging in the long run.

5.4 FUTURE SCOPE

- In the future the researcher could research on different generation people.
- Also, the research could span as larger as possible in order to get prominent results.
- The future research can also be done on a specific industry as well.

5.5 LIMITATIONS

- This study was conducted among 130 respondents.
- This study was conducted on the context of pandemic; the result might get changed sometimes later if the work from home becomes a permanent work model.
- Majority of the respondents fall under the age group of 18-25. Hence the result is more favorable to this group.

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ANNEXURE

QUESTIONNAIRE

A STUDY ON ENGAGEMENT OF EMPLOYEES DURING REMOTE WORKING

1. NAME *

2. AGE *

Mark only one oval.

☐ 18-25

☐ 26-33

☐ 34-41

☐ 41 and above

3. GENDER *

Mark only one oval.

☐ Male

☐ Female

4. EXPERIENCE AT WORK *

Mark only one oval.

- ☐ 0-1 Year
- ☐ 1-2 Years
- ☐ 2-3 Years
- ☐ 4+ Years

5. SIZE OF THE COMPANY *

Mark only one oval.

- ☐ Small (less than 50 employees) Medium
- ☐ (less than 250 employees)
- ☐ Large (500 and above)

6. JOB ROLE *

Mark only one oval.

- ☐ Senior level
- ☐ Mid-level
- ☐ Junior level

7. HOW MANY HOURS OF A DAY DO YOU WORK FROM HOME? *

Mark only one oval.

- ☐ 5-7 hours
- ☐ 8-10 hours of a day
- ☐ 11-13 hours of a day
- ☐ More than 13 hours of a day

8. WHICH SHIFT DO YOU MOSTLY WORK IN? *

Mark only one oval.

- ☐ Morning shift
- ☐ Afternoon shift
- ☐ Night shift

9. ARE YOU WORKING REMOTELY? *

Mark only one oval.

- ☐ Permanently
- ☐ Since Covid19

10. DOES YOUR COMPANY PROVIDE WORK FROM HOME EQUIPMENTS? *

Mark only one oval.

- ☐ Only to freshers
- ☐ Only to senior officer On
- ☐ request only
- ☐ Does not provide at all

11. HOW DO YOU FEEL ABOUT WORKING FROM HOME? *

Mark only one oval per row.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Progressive	☐	☐	☐	☐	☐
Challenging	☐	☐	☐	☐	☐
Tiring	☐	☐	☐	☐	☐
No change	☐	☐	☐	☐	☐

12. I AM ENTHUSIASTIC ABOUT MY JOB BECAUSE OF *

Mark only one oval per row.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
Good remote working culture	☐	☐	☐	☐	☐
Good work life balance	☐	☐	☐	☐	☐
Accomplishing the task on time	☐	☐	☐	☐	☐
Proper assistance from co-workers	☐	☐	☐	☐	☐

13. THE PROBLEM I FACE THE MOST WHILE WORKING FROM HOME IS/ARE *

Check all that apply.

- ☐ Constant online preesentism
- ☐ Work intensification Distraction
- ☐ by family
- ☐ Limited regular break

14. I AM ALIGNED WITH THE ORGANIZATION'S VALUES. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

15. THE ORGANIZATION KEEPS ME WELL INFORMED ABOUT THE GOALS AND PRIORITIES WHEN WORKING FROM HOME. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

16. THE SUPERIORS MAKE ME FEEL SUPPORTED WHEN WORKING FROM HOME. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

17. I AM WELL SUPPORTED BY MY CO-WORKERS WHEN WORKING FROM HOME *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

18. MY ORGANIZATION HELPS US *

Mark only one oval per row.

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
By providing necessary equipments to work from home	☐	☐	☐	☐	☐
By providing internet connectivity reimbursement	☐	☐	☐	☐	☐
By providing effective online training	☐	☐	☐	☐	☐
By providing virtual events	☐	☐	☐	☐	☐

19. I AM AS PRODUCTIVE AT HOME AS I AM AT THE OFFICE BECAUSE *

Mark only one oval per row.

	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
My organization ensures regular promotion	☐	☐	☐	☐	☐
Provides platform to learn and grow effectively	☐	☐	☐	☐	☐
My views are heard	☐	☐	☐	☐	☐
My organization provides good compensation	☐	☐	☐	☐	☐

20. HOW SATISFIED ARE YOU WITH THE QUALITY OF ONLINE MEETINGS? *

Mark only one oval.

- ☐ Highly satisfied
- ☐ Satisfied
- ☐ Neutral
- ☐ Dissatisfied
- ☐ Highly dissatisfied

21. I AM ABLE TO ATTEND ALL THE MEETINGS WITHOUT ANY HESITATION. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly disagree

22. I AM WELL ADAPTED TO THE NEW WAY OF WORKING. *

Mark only one oval.

- ☐ Strongly agree
- ☐ Agree
- ☐ Neutral
- ☐ Disagree
- ☐ Strongly Disagree

23. GIVE YOUR SUGGESTION TO PROVIDE A BETTER REMOTE WORKING CULTURE.

*

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