

WORK LIFE BALANCE DURING COVID-19 INDUCED NATIONWIDE LOCKDOWN

Submitted in partial fulfillment of the requirements for the award of

Master of Business Administration

by

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Register No: 39410114



SCHOOL OF BUSINESS ADMINISTRATION

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

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BONAFIDE CERTIFICATE

This is to certify that this Project Report is the bonafide work of Mrs. D. Mary Archana (Reg No:39410114) who have done the Project work entitled "Work Life Balance During Covid-19 Under Nationwide Lockdown" under my supervision from December 2021 to February 2021

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DECLARATION

I, D. Mary Archana (Reg. No.39410114) hereby declare that the Project Report entitled “Work life balance during covid-19 induced nationwide lockdown “done by me under the guidance of Y. Aysha Fathima, M. Com, M.B.A, M. Phil, Ph.D., is submitted in partial fulfillment of the requirements for the award of Master of Business Administration degree.

DATE:

D. Mary Archana

PLACE:

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D. MARY ARCHANA

ABSTRACT

In this study is about work life balance during covid-19 induced nationwide lockdown, during this lockdown how everyone life has changed. Past one year all the employees are requesting to do work from home, And past one year employees are in working from home and this is a new experience to many of the employees. In working from home they are facing many challenges in working from home; the environment might be affect their working conditions. They might be facing health issue by sitting in same place for hours, Because of this they might distract from their work. And they are facing some challenges from their home like, too much distraction from home, Internet connectivity, noise, Physical workplace, Communication with coworker is harder, And improper working schedule, and there is a chance to give less productivity when compare with working in office, then there is some problem in work from home arrangements an inconvenience in working hours these are the challenges they are facing in working from home. Setting up a home office with a high-end laptop/desktop, a high-speed internet connection, and other equipment, like printers/fax machines can be pretty costly, which is not very convenient for everyone. Furthermore, working over the internet might be a problem to access sensitive company documents. Based on this, various findings were presented which supported the discussion regarding working from home in terms of motivation and performance levels. The problem such as, while some employees are quite excited about the idea of working alone, without the distractions of the workplace, some might find it difficult to spend long hours and collaborate with only a computer screen and no face-to-face interaction and communication with team members.

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CHAPTER 1

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

1.1.1. Work from home during Covid -19 in India:

The employees in India are facing increased burnout at work since the work from home phase started due to COVID-19 pandemic. Following a survey of over 6,000 workers, the latest Microsoft Work Trend Index report found that India has the second highest percentage of workers facing increased burnout, with 41 per cent of workers citing the lack of separation between work and personal life as negatively impacting their well-being, resulting in increased stress levels.

According to the study, 29 per cent of workers in India are experiencing increased burnout at work, owing to its increase in workday span by an hour. The graph also showed that the country had the longest workday span of surveyed markets, while workers in Germany witnessed very little change to the workday span or feelings of burnout. Data showed that globally, people are in significantly more meetings, taking more ad hoc calls and managing more incoming chats than they did before the pandemic. “As people adjusted to remote working, after hours chats, or chats between 5 pm and midnight, have also increased,” the report mentioned.

The concept of the work from home is continuous in past one year. Modern working life adapted the system of work from home. It is also called telecommuting and remote work. Work from home referred as the concept of working in a concern where the employees do not have to commute to a central and single place of work. The development in information and communication technologies has made it very easier to complete the tasks outside of the workplace because of good internet connectivity as well as reasonable price, more user-friendly computers, laptops and other similar gadgets. This made working from home easier as well as feasible to perform tasks and likely reduced the employer costs of providing such arrangements. The Corona virus (COVID-19) pandemic has led to biggest number of employees

globally bound to work remotely. The citizens in many countries including India are urged to stay at home and to reduce social contacts to a minimum in the wake of the outbreak of the pandemic COVID-19. This pandemic affected each sections of economy. The concept of work from home got more popularity at this point. This pandemic also affected educational institution, which lead to online classes, webinars etc. in order to continue academic activities. This shows that one IT sector was following work from home. Now all the sectors started following the same.

1.1.2. IT sector in India

- IT BPM industry revenues (excluding hardware) for the Financial Year 2016-17 is estimated to be at US\$ 154 billion.
- IT sector contributed to India's GDP by 7.7% in the year 2016. In the Financial Year 2016, TCS stood as the market leader with about 10.4% contribution to India's IT and ITeS sector revenue.
- The IT market is quite competitive with the top 5 IT firms contributing over 25% to the total IT revenue.
- For the Financial Year 2017, the domestic revenue is estimated to be at US\$ 38 billion while the export revenue is estimated to be at US\$ 117 billion. The IT industry is heavily influenced by factors like the global market and sustenance of its rate of growth. The recession in the United States also impacted the IT community in India negatively.
- This segment is promising and has vast potential, but there are concerns regarding the demand-supply gap, which is widening. Some challenges which the industry is facing are inadequate infrastructure, tax issues and limited preferential access for local firms.
- China and Taiwan are examples of low-cost destinations, and India needs to change its current tax structure so that it can outdo competition from other countries.
- One of the biggest benefits that the computer and IT industry provides in India is the employment it can generate. Other benefits are export and Foreign

Direct Investments (FDI). New markets have opened up in the Middle East, Africa, Eastern Europe, and South and South East Asia.

- India is now a major destination for IT outsourcing. There is no dearth of IT job opportunities in India. In fact, India is expected to overtake the US to have the most number of software developers in 2018 (52 lakh developers in India against America's 42 lakhs).

1.1.3. Challenges Faced by Employees in Work from Home

These are unprecedented times. And as more businesses across the world continue to pivot around COVID-19, the organizational challenges of working from home only grow. For many people, this means working remotely for the first time — and getting used to the challenges of working from home is going to be a bit of an adjustment. But even people who are used to working remotely are finding it hard right now. Because this is different. The usual advice for remote workers — things like getting out to meet a friend for coffee or joining a co-working space in your community — doesn't exactly fly right now. Instead, we're tasked with finding new ways to stay connected, remain productive, and keep things moving.

- Getting distracted by everything
- Communicating with your quaran-team
- Dealing with housemates (some of whom may be babies or small children)
- Staying motivated
- Overworking
- Feeling isolated

➤ Getting distracted by everything

Adjusting to a new workspace can be challenging — especially when that workspace involves kids, pets, TV, couches, snacks, or any combination of the above. Without the structured office environment to help you to feel like you're in "work mode", it can be challenging to get in the zone and resist the siren song of, for example, watching a quick episode of your favorite series, or getting into bed and thinking you can work from there. And let's be completely real here: we're not just talking about the usual

distractions like Netflix and Facebook. Right now, many of us are distracted by ongoing developments in the news, anxiety about the situation, and concern for loved ones. So, it's pretty unsurprising that it's hard to be productive and focus on work right now. But here's what you can actually do:

➤ ***Communicating with your quaran-team***

One of the biggest challenges of working remotely is getting the team communication right. Communication can be complicated at the best of times, but when you're not in the same physical space, you have to consciously communicate things you probably never even considered before. Here's what you can do:

➤ ***Start the day with a standup***

Setting a recurring daily meeting for your team is a good way to quickly check in every morning and set goals for the day. Ask each team member to give a quick update on what they were working on yesterday and what they'll be working on today, to keep everyone informed about priorities and projects across the team. Having a scheduled daily meeting also gives team members a chance to raise any issues they're having, and lets you keep a bit of human contact.

➤ ***Over-communicate at the start***

When you're getting started, err on the side of over-communication, not under-communication. Keep in touch throughout the day using an instant messaging platform like Teamwork Chat, Troop Messenger or Slack. Use it to let your team know when you're going offline, breaking for lunch, or finishing up for the day, so they know when you're available. Statuses in Teamwork Chat are great for this — you can even add a little emoji to brighten up your "AFK for lunch" message.

1.2. INDUSTRY PROFILE

1.2.1. Origin of IT-sector

Information Technology in India is an industry consisting of two major components: IT services and business process outsourcing (BPO). The sector has increased its contribution to India's GDP from 1.2% in 1998 to 7.7% in 2017. According to NASSCOM, the sector aggregated revenues of US\$180 billion in 2019, with export revenue standing at US\$99 billion and domestic revenue at US\$48 billion, growing by over 13%. As of 2020, India's IT workforce accounts for 4.36 million employees. The United States accounts for two-thirds of India's IT services exports.^[6]

The global sourcing market in India continues to grow at a higher pace compared to the IT-BPM industry. India is the leading sourcing destination across the world, accounting for approximately 55% market share of the US\$ 200-250 billion global services sourcing business in 2019-20. Indian IT & BPM companies have set up over 1,000 global delivery centres in about 80 countries across the world.

India has become the digital capabilities hub of the world with around 75% of global digital talent present in the country.

1.2.2. Market Size

IT-BPM industry's revenue was estimated at around US\$ 191 billion in FY20, growing at 7.7% y-o-y. It is estimated to reach US\$ 350 billion by 2025. Moreover, revenue from the digital segment is expected to form 38% of the total industry revenue by 2025. Digital economy is estimated to reach Rs. 69,89,000 crores (US\$ 1 trillion) by 2025. The domestic revenue of the IT industry was estimated at US\$ 44 billion and export revenue was estimated at US\$ 147 billion in FY20.

Total number of employees grew to 1.02 million cumulatively for four Indian IT majors (including TCS, Infosys, Wipro, and HCL Tech) as on December 31, 2019. Indian IT industry employed 205,000 new hires; up from the 185,000 jobs added in FY19 and had 884,000 digitally skilled talents in 2019.

1.2.3. Investments/ Developments

Indian IT's core competencies and strengths have attracted significant investment from major countries. The computer software and hardware sector in India attracted cumulative foreign direct investment (FDI) inflows worth US\$ 62.47 billion between

April 2000 and September 2020. The sector ranked 2nd in FDI inflows as per the data released by Department for Promotion of Industry and Internal Trade (DPIIT).

Leading Indian IT firms like Infosys, Wipro, TCS and Tech Mahindra are diversifying their offerings and showcasing leading ideas in block chain and artificial intelligence to clients using innovation hubs and research and development centers to create differentiated offerings.

Some of the major developments in the Indian IT and ITeS sector are as follows:

- In December 2020, Tata Consultancy Services (TCS) has expanded its business operations in Austin, Texas, with the construction of a new facility. By 2022, TCS plans to hire an additional 130 new employees in Austin. Over the next seven years, TCS plans to invest more than US\$ 100 million in Austin.
- In December 2020, Tata Consultancy Services (TCS) has expanded its strategic partnership with Star Alliance (airline alliance) to provide predictive and real-time business analytics, improve customer experience and accelerate digital transformation.
- In December 2020, Infosys partnered with Rolls-Royce for aerospace engineering in India.
- In December 2020, Wipro collaborated with VeriFone for a multi-year contract to drive agility across its (VeriFone) cloud service offerings.
- In December 2020, Infosys Finacle, part of Edge Verve Systems, (a subsidiary of Infosys), and RBL Bank, announced a collaboration to migrate the bank's on-premises deployment to a containerized ecosystem, which is managed by Kubernetes and has been certified by Cloud Native Computing Foundation (CNCF).
- In December 2020, Infosys launched Infosys Modernization Suite to help organizations accelerate their cloud modernization needs.

1.2.4. Government Initiatives

Some of the major initiatives taken by the Government to promote IT and ITeS sector in India are as follows:

- In 2020, the government released “Simplified Other Service Provider” (OSP) guidelines to improve the ease of doing business in the IT Industry, Business Process Outsourcing (BPO) and IT-enabled Services.
- The Government has identified Information Technology as one of 12 champion service sectors for which an action plan is being developed. Also, the Government has set up a Rs. 5,000 crore (US\$ 745.82 million) fund for realizing the potential of these champion service sectors.
- As part of Union Budget 2018-19, NITI Aayog was to set up a national level programme to enable efforts in AI[^] and leverage AI[^] technology for developing the country.
- In the Interim Budget 2019-20, the Government announced plans to launch a national programme on AI^{*} and setting up of a National AI^{*} portal.
- National Policy on Software Products-2019 was passed by the Union Cabinet to develop India as a software product nation.

1.2.5. Road Ahead

India is the topmost offshoring destination for IT companies across the world. Having proven its capabilities in delivering both on-shore and off-shore services to global clients, emerging technologies now offer an entire new gamut of opportunities for top IT firms in India. The industry is expected to grow to US\$ 350 billion by 2025 and BPM is expected to account for US\$ 50 55 billion of the total revenue.

1.3. NEED FOR THE STUDY

In this pandemic period every one's life has changed. Past one year all the employees, working peoples are doing work from home. Some of them comfortable in work from home, some of them not comfortable in working from home. And they cannot do their work in a proper way, they are facing many challenges in working from home, challenges like a too much of distraction at home, poor internet connectivity etc. And why we need to study about this can everyone doing their job effectively when compare with working in office, And the mindset of an employees, And the communication between employees and coworkers, And we need to study

What are the possibilities to make work from home effectively and how encourage the employees, how make them to work effectively ,According to one study, remote employees work 1.4 more days per month than their office-based counterparts, in more than three additional weeks of work per year 29% of remote employees said they struggle with work-life balance, and 31% said they have needed to take a day off for their mental health. One of the most effective ways workers can stay productive is by taking breaks throughout the day. The Pomodoro Technique is one such method for employees to decompress for a moment and come back refreshed and ready to focus.

1.4. SCOPE AND SIGNIFICANCE OF THE STUDY

The scope of Work from home is, this will help you support your mental and physical health. The time savings can allow you to focus on priorities outside of work, like getting extra sleep in the morning, spending more time with family, getting in a workout, or eating a healthy breakfast. One of the considerable benefits of working from home is having access to a log on time. The scope and significance of this study they can doing their work effectively and they can complete their work in a particular time, whether work from home will help to increase your productivity or output when compare with working in office.

1.5. OBJECTIVE OF THE STUDY

Primary objective

- To study the work life balance among the employee working from home during covid induced lockdown.

Secondary objective

- To determine the emotional exhaustion experienced by the employed individuals while working from home during the pandemic covid-19 induced nationwide lockdown
- To assess the willingness of respondents to work from home.
- To know the opinion of respondents towards work from home.

1.6. LIMITATION OF THE STUDY

- We must be faced lot of problems in work from home. In data collection many of them says we are not satisfied in work from home. It's quite difficult to work in home than office.
- The problem such as, while some employees are quite excited about the idea of working alone, without the distractions of the workplace, some might find it difficult to spend long hours and collaborate with only a computer screen and no face-to-face interaction and communication with team members.
- Though there are various platforms like Zoom, Skype, etc., where employees can connect through video calls and conferences, it might not be as efficient as sitting together and brainstorming ideas to work effectively. Motivation drives people to power on and achieves their goals.
- It can be very easy to lose motivation, very quickly, when one is put in the wrong place and time. It further risks achieving the desired business outcomes. Working at an office with fellow employees with a common goal and purpose, or having a pep talk with a senior at work, can be great sources of external motivation. Whereas, working from home lacks that kind of environment

CHAPTER 2

REVIEW OF LITERATURE

Crosbie and Moore (2004) concluded that home working was not panacea for modern working life. This study also includes the wide-ranging literature reviews on working from home Careful consideration should be given to aspirations and personality skills of those who are thinking of working from home. Those who have tendency to work long hours outside the home might and that home life is even further marginalized by work life.

Gajendra and Harrison, (2007) revealed in their study that it is difficult to monitor a worker's effort at home, especially when occasionally being interrupted by private responsibilities and family members. In a competitive labor market, such productivity effects would be rejected in a worker's wage level. Evidence on the productivity effects of Work from home is inconclusive, but seems to suggest positive effects more often than negative effects. Women make use of flexible work arrangement as a source because women tolerate greater responsibility for domestic chores than men (Davis et al., 2007)

Davis et al.,(2007)Women make use of flexible work arrangement as a source because women tolerate greater responsibility for domestic chores than men

(Ishaya & Ayman, 2008) Increasing workloads have pressurized employees to demonstrate their commitment to work in more obvious ways Consequently, a larger part of them have tended to be present at their work place for longer periods of time, thereby reducing the time for which they are available at home.

Thomas Kalliath (2008) the term work–family/life balance is widely employed, an agreed definition of this term has proved elusive. Instead, an array of definitions and measures populate the literature. The variety of work–life definitions and measures provide limited value for both the theoretical advancement of the construct and for practical human resource (HR) interventions.

Increasing workloads have pressurized employees to demonstrate their commitment to work in more obvious ways. Consequently, a larger part of them have tended to be present at their work place for longer periods of time, thereby reducing the time for which they are available at home.

According to T. Alexandra Beauregard & Lesley C. Henry, (2009), in terms of job attitudes, employees reporting high levels of both work-to-life & life-to-work conflict tend to exhibit lower levels of job satisfaction and organizational commitment.

Haddon & Hede, (2009) find out that work interferes with home life more than home life interferes with work life, when it comes to time & energy. On the other hand, home life enables participants to regain energy lost from working.

St evenson and Wolfers (2009) investigated that depending on the interactions between work and private life work from home could be more or less favorable to overall life satisfaction. As illustrated by the paradox of the decline in female happiness, these interactions are likely to differ by parental status and gender.

Reimara Valk & Vasanthi Srinivasan, (2011) indicated that the multiple roles of women software professionals in India, the nature of the IT industry, and the socio economic context of India pose unique challenges for achieving the work-family balance. Nevertheless, the majority of women in their study were able to “have it all because of family support.

According to Xinyuan (Roy) Zhaoa, (2011), When hotels with family friendly work environments provide sufficient support for work and family needs, employees are more likely to have high job satisfaction.

Chawla and Sondhi, (2011). WLB is a significant predictor of employees' health and well-being, a major research has been undertaken to check the ancestor of this construct. Women often neglect to take concern about their own health and personal deeds because of work surplus and time limitations.

Mathew and Panchanatham, (2011). Health problems such as psychological health, gynec health, digestive problems and physical health are negatively

correlated with WLB. Organization implements WLB policies and flexible work arrangements that enable women employees to make use of policies and engage more efficiently to contribute to organization success.

Sujata and Singh, (2011). Work life programs such as employee assistance programs, child care and elder care programs, fitness and recreation programs, counselling programs. De Luis et al., (2002) and other personal support programs can help employees to manage and balance their work life and personal life effectively (Wang and Verma, 2012). Women make use of flexible work arrangement as a source because women tolerate greater responsibility for domestic chores than men (Davis et al., 2007)

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Amiable & Kramer, (2013) found that work from home is helping the employees to balance and differentiate their office work with their routine work. The study also added that work from home saves time, increases the productivity, knishes the targets on time and also helps the employees to give time for their personal life.

Beauregard. A et al(2013) in their study Home is where the work is: A new study of homeworking in Aces –and beyond, found that mobile workers and partial home workers performance is higher to a some extent and they are highly satisfied and engaged with their jobs than any of other workers. Their study also revealed that workers perform best when they achieve good work life balance and are

less stressed. It was reported in the study that Mobile workers and home workers miss informal interaction and emotional support from their co-workers more frequently than partial home workers.

Satinder Singh , (2014) The literature review on Work-life Balance has been framed up in view of its gained popularity with the major aim to have prosperity of society and the realization of fulfilling lives for its employees by supporting the growth of every employee and the further development of the companies.

Allen et al. (2015) However, as unfolded in the following sections of this report, any benefits attributed to telecommuting depend strongly on the arrangements between the organization and telecommuters: whether it is seen as a replacement for office work hours or as an actual work arrangement. There are also significant differences between telecommuting on an ad-hoc basis versus those agreed to 'a priori'.

Go, (2016) stated the focus on major failures and dark side of work from home, the cultural differences faced during webinars by the employees. Work from home creates a big gap in communication between superior and subordinates especially educational institutions.

Nonetheless, in (2016), Fortune 1000 companies around the globe had acknowledged that 50-60% of employees were already mobile, and organizations were revamping their office space and telecommuting potential to reflect that reality (Picu & Dinu, 2016). Therefore, it is clear that the popularity of telework has been increasing considerably. However, as unfolded in the following sections of this report, any benefits attributed to telecommuting depend strongly on the arrangements between the organization and telecommuters: whether it is seen as a replacement for office work hours or as an actual work arrangement. There are also significant differences between telecommuting on an ad-hoc basis versus those agreed to 'a priori'.

Richardson & Writer, (2017) opined that work from home is the result of modern technology, which resulted in the increased credibility i.e. increase usage of internet for web conferencing, voice mail, fax which makes work easier and simpler. The

positive side of work from home is that the employees according to their convenience can start their work. Further they added that the negative impact such as delay in work and no submission of work on time will be there.

Richardson & Writer, (2017) opined that work from home is the result of modern technology, which resulted in the increased credibility i.e. increase usage of internet for web conferencing, voice mail, fax which makes work easier and simpler. The positive side of work from home is that the employees according to their convenience can start their work. Further they added that the negative impact such as delay in work and no submission of work on time will be there.

Nektarios Karanikas,(2017) Telecommuting, also named as telework, remote work or work-from-home (WFH), has become increasingly popular in recent years. It promises flexible work schedules, greater autonomy and job satisfaction, and can be occasionally enforced when circumstances dictate such as during public health emergencies. In light of emerging WFH requirements due to the COVID-19 pandemic, several organizations published guidelines to minimize health & safety risks of workers along with the need to ensure business continuity.

Dougherty (2017) People also work from home to varying degrees with 71% of home telecommuters having worked less than 10 hours a week and only 5% have reported working the majority of their time from home. Interestingly, the particular report states a part-time basis, and 20% on a full-time basis. Those figures are quite different from the ones described in the work of Dougherty (2017) published three years later, but as the specific author states: Besides, it is noted that while focused on data reported by organizations, the data by Allen et al. (2015) regarded employees.

Audrone Nakrošiene (2018) Purpose The purpose of this paper is to investigate the relationships between theoretically grounded telework factors and various individual and organizational outcomes of telework (overall satisfaction with telework, perceived advantages of telework, career opportunities and self-reported productivity). Design/methodology/approach Based on a literature review, ten telework factors that may affect individual and organizational telework outcomes were identified and

empirically tested using the survey data of 128 teleworkers exercising different telework intensity and representing various sectors of the economy.

Kong Lina Vyas & Nantapong Butakhieo (2019) the pandemic clearing the world, COVID-19, has delivered a huge extent of the labor force incapable to drive to work, as to relieve the spread of the infection. This has brought about the two bosses and representatives looking for elective work game plans, particularly in a quick moving metropolitan like Hong Kong.

Reshma, P. S. Aithal, Shailashree V. T. and P. Sridhar Acharya (2019) This paper contains the concept of "Working from Home" an online office back-up system in organizations and its advantages to customers, employees and service providers. Moreover, such model decreases the expenditure for travelling, to have better homely food etc. for the employees and the service provider can decrease expenditure for office space and maintenance

Ajay K Garg*, Jan van der Rijst (2019) Telecommuting is an overall pattern and impact organizations differently. This investigation focused on South African conditions and inspected the expense saving ramifications for a privately owned business and their representatives on the off chance that they would be capable and permitted to telecommute. Further, connections among underlying and social variables with experience with virtual work were contemplated.

Haas et al. (2020) Roughly 40% of the people who worked remotely considered themselves as an experienced home-worker before the coronavirus crisis hit the Netherlands, demonstrating the high prevalence of telecommuting in this country before the pandemic (de Haas et al., 2020); this also means, conversely, that the majority were experiencing telecommuting for the first time. The same study reports that over 60% of employees participating in more remote meetings during the lockdown have had positive experiences, with just less than half of all respondents considering remote meetings just as productive as physical meetings. Moreover, 27% of telecommuters expected to work from home more often in the future as they have found it to be an amenable and productive experience. Despite the lockdown

restrictions, employees were positive about the changes in the way they had to work; over 60% of telecommuters during the lockdown found telework easy, and the majority rated current arrangements of working from home to be good with sufficient digital facilities (de Haas et al., 2020)

CHAPTER 3

RESEARCH METHODOLOGY

3.1. RESEARCH DESIGN

- The research is descriptive in nature. This research to determine the emotional exhaustion experienced by the employed individuals while working from home during the pandemic covid-19 induced nationwide lockdown.

3.2. SAMPLING TECHNIQUE

The study uses Convenient Sampling Technique. Convenient Sampling Technique is a type of Non-Probability random Sampling Technique where the sample is taken from a group convenient to collect data from

3.3. SOURCES OF DATA

The study used both primary data and secondary data

3.3.1. *Primary data*

The primary data was collected through survey from 153 respondents.

3.3.2. *Secondary data*

Secondary data was collected from reviewing various literatures related employed individuals working from home.

3.4. STRUCTURE OF QUESTIONNAIRE

The questionnaire has been framed and circulated to collect primary data. The questionnaire contains

- Direct questions
- Close end questions
- Dichotomous questions
- Multiple choice questions

3.5. SAMPLE SIZE

For this research the sample of population is taken from the employees who are working from home from Chennai, Nagercoil with respect to Age Group, Gender, Employment type, Education, Income Level, Marital Status, health advantages in working from home, suitable and comfortable workplace. The population size is indefinite. The sampling method used in this research is Convenient Sampling Technique the sampling size for this study is 131 of the employees are being taken for this study.

3.6. PERIOD OF STUDY

The study was conducted for a period of 3 months from December 2020 to February 2021.

3.7. RESEARCH HYPOTHESIS

(H₀ 1): There is no significant difference among various age and challenge facing in work from home

(H₀ 2): There is no significant difference among various occupation and challenges faced by employees in work from home

(H₀ 3): There is no difference between challenges faced by employees in work from home with respect to marital status

3.9. ANALYSIS TOOLS

3.9.1. Software Used

SPSS software was used to analyses data. SPSS is a widely used program for statistical analysis in social science; It is also used by market researchers, health researchers, survey companies, government, education researchers, marketing organizations, data miners, and others. The original SPSS manual (Nie, Bent & Hull,1970) has been described as one of "sociology's most influential books" for allowing ordinary researchers to do their own statistical analysis. In addition to statistical analysis, data management (case selection, file reshaping, creating derived data) and data documentation (a metadata dictionary is stored in the datafile) are

features. Of the base software. IBM SPSS was employed to analyze data from the survey.

3.9.2 Tests used

Percentage Analysis

Simple Percentage Analysis refers to a special kind of rates, percentage are used in making comparison between two or more series of data. A percentage is used to determine relationship between the series.

Percentage = No of respondents * 100

(Total respondents)

Independent T Test

The independent t-test, also called the two-sample t-test, independent-samples t-test or student's t-test, is an inferential statistical test that determines whether there is a statistically significant difference between the means in two unrelated groups.

Null and alternative hypotheses for the independent t-test

H0: $\mu_1 = \mu_2$

HA: $\mu_1 \neq \mu_2$

To do this, we need to set a significance level (also called alpha) that allows us to either reject or accept the alternative hypothesis. Most commonly, this value is set at 0.05.

One way ANOVA

Analysis of variance, or ANOVA, is a statistical method that separates observed variance data into different components to use for additional tests. A one- way ANOVA is used for three or more groups of data, to gain information about the relationship between the dependent and independent variables. The ANOVA test allows a comparison of more than two groups at the same time to determine whether a relationship exists between them. The result of the ANOVA formula, the F statistic

(also called the F-ratio), allows for the analysis of multiple groups of data to determine the variability between samples and within samples.

The hypotheses of interest in an ANOVA are as follows:

$H_0: \mu_1 = \mu_2 = \mu_3 \dots = \mu_k$

H_1 : Means are not all equal.

Correlation Analysis

Correlation analysis is a statistical method used to evaluate the strength of relationship between two quantitative variables. A high correlation means that two or more variables have a strong relationship with each other, while a weak correlation means that the variables are hardly related. In other words, it is the process of studying the strength of that relationship with available statistical data. Sample correlation coefficient, more specifically the Pearson Product Moment correlation coefficient. The sample correlation coefficient, denoted r , ranges between -1 and +1 and quantifies the direction and strength of the linear association between the two variables. The correlation between two variables can be positive (i.e., higher levels of one variable are associated with higher levels of the other) or negative (i.e., higher levels of one variable are associated with lower levels of the other). The sign of the correlation coefficient indicates the direction of the association. The magnitude of the correlation coefficient indicates the strength of the association.

CHAPTER 4

DATA ANALYSIS AND INTERPRETATION

4.1 Percentage Analysis

Table 4.1 Age of the respondents

Classification	No of respondent	Percentage
18-25	72	55%
26-35	51	38.9%
36-45	5	3.8%
46-55	3	2.3%
56&Above	0	0

Source: Primary data

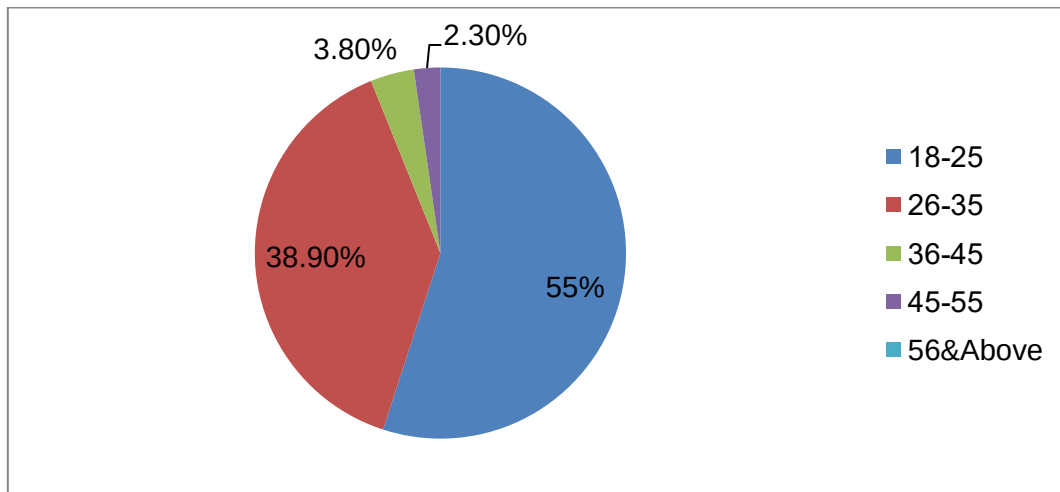


Chart 4.1 Age of the respondents

Interpretations

The above table represents the details on the classification of respondents based on age. The highest no of members are between 18-25 i.e. 55 % and lowest no of respondents are between above 56 is 0.

Inference

Most of the investors are aged between 26-35 i.e., 38.90% (38 members)

Table 4.2 Gender of the respondents

Classification	No of respondents	Percentage
Male	80	61.1%
Female	51	38.9%

Source: Primary data

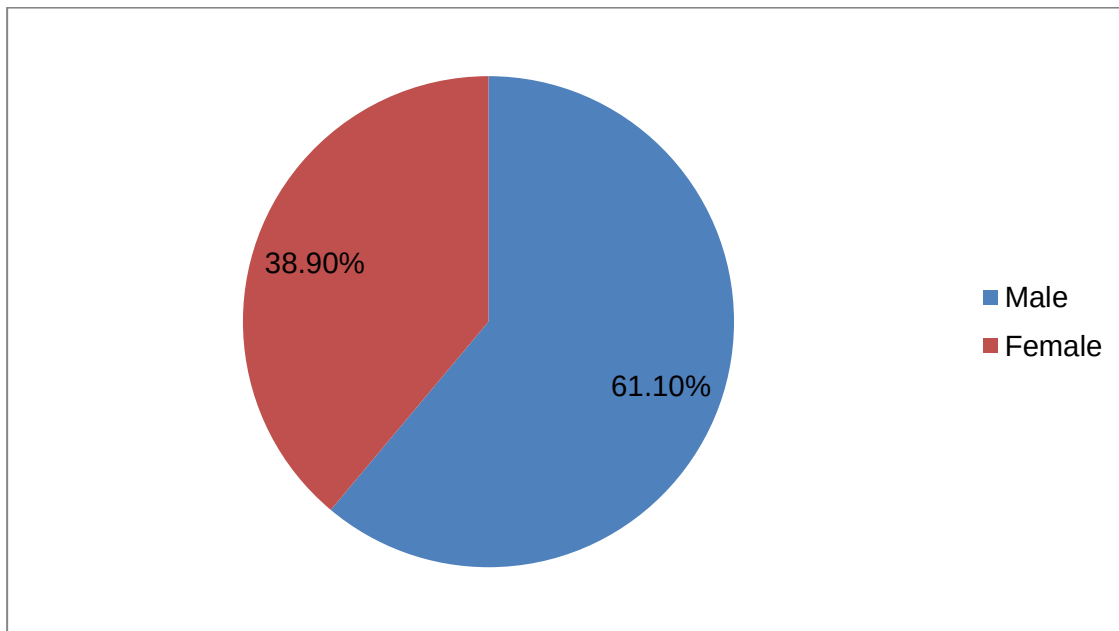


Chart 4.2 Gender of the respondents

Interpretation

The above table shows that 61.10% of respondents are male and 38.90% of respondents are female. The pictorial representation of the gender is given above.

Inference

Majority of respondents are male 61.10 %

Table 4.3 Qualification of the respondents

Classification	No of respondents	percentage
Diploma	20	15.3%
Under graduate	74	56.5%
Post graduate	37	28.2%

Source: Primary data

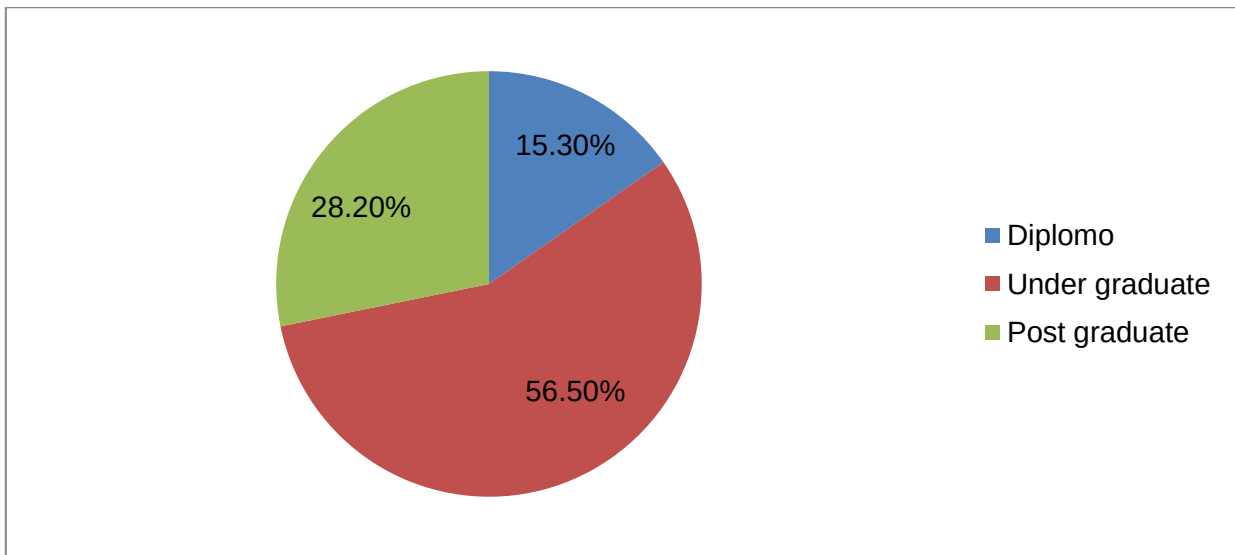


Chart 4.3 Qualification of the respondents

Interpretation

The above table represents the details on the classification of respondents based on qualification experience. The highest no of members in under graduate i.e. 56.5 percent (74 members) and lowest no of member are in diploma i.e. 15.3 percent (20 members), The pictorial representation of qualification is given above

Inference

Majority of respondents are post graduate 28.20%

Table 4.4 occupation of the respondents

Classification	No of respondents	Percentage
Self employed	31	23.7%
Professionals	46	35.1%
Salaried	42	32.1%
Part time work	12	9.2%

Source: Primary data

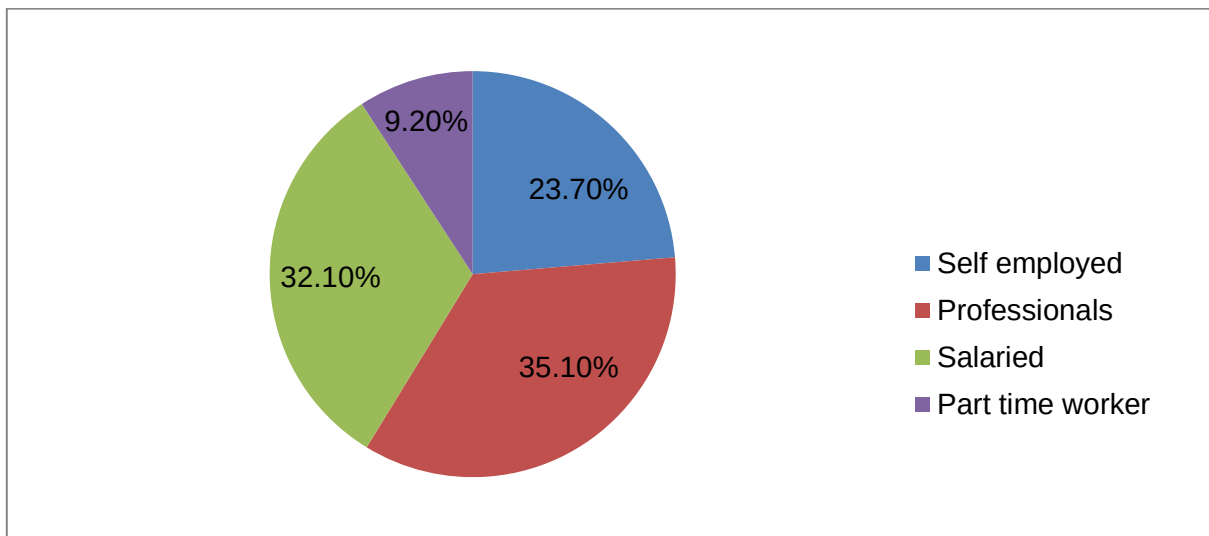


Chart 4.4 occupation of the respondents

Interpretation

The above table represents the details on the classification of respondents based on occupation. The highest no of members in professional's i.e. 35.1 percent (46members) and lowest no of member are more than in part time worker i.e. percent (12 members), The pictorial representation of the occupation is given above.

Inference

Majority of respondents are salaried 32.10%

Table 4.5 Marital status of the respondents

Classification	No of respondents	Percentage
Married	88	67.2%
Unmarried	43	32.8%

Source: Primary data

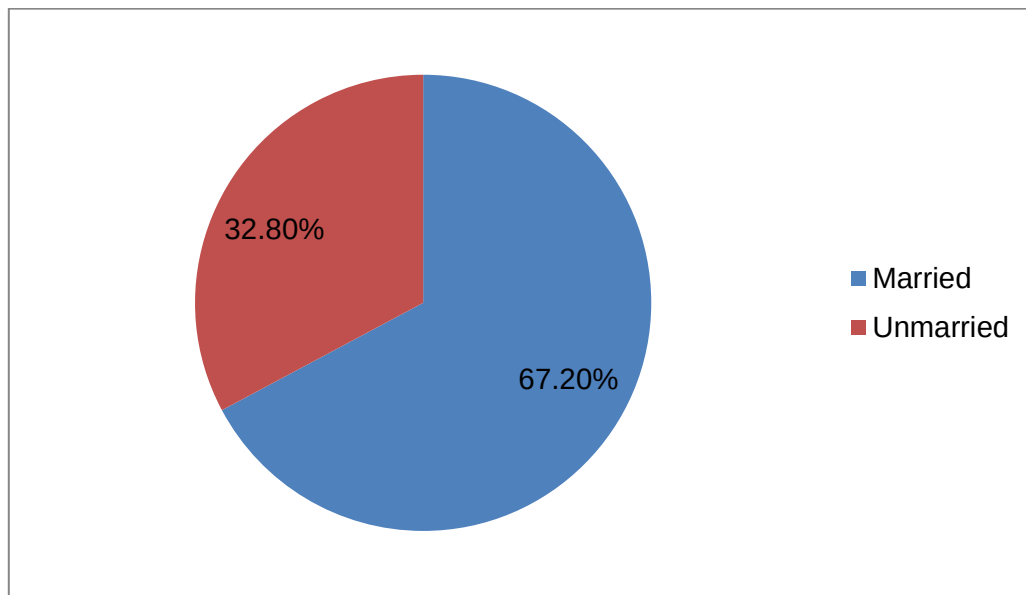


Chart 4.5 Marital status of the respondents

Interpretation

The above table represents the details on the classification of respondents based on marital status. The highest no of members in married i.e. 67.2 percent (88 members) and lowest no of member are more than married i.e. 32.8 percent (43 members), The pictorial representation of the marital status is given above.

Inference

Majority of respondents are married 67.20%

Table 4.6 Monthly income of the respondents

Classification	No of respondents	percentage
10000-25000	75	57.3%
25000-50000	39	29.8%
50000-100000	16	12.2%
Above 1 lakh	1	0.8%

Source: Primary Data

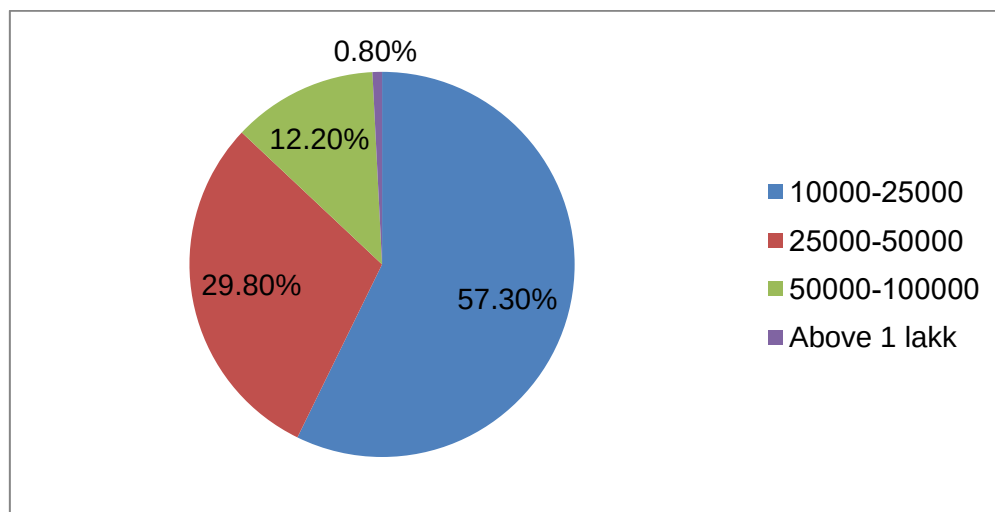


Chart 4.6 Monthly income of the respondents

Interpretation

The above table represents the details on the classification of respondents based on monthly income. The highest no of members is 10000-250000 i.e. 57.30 percent (75 members) and lowest no of member is 100000 i.e. 0.8percent (1members), The pictorial representation of the monthly income is above.

Inference

Majority of respondents are earn monthly 25000-50000 29.80%

Table 4.7 Rate of working hours of the respondents before work from home

Classification	No of respondents	Percentage
Extremely satisfied	22	16.8%
Satisfied	56	42.7%
Neither satisfied nor dissatisfied	30	22.9%
Dissatisfied	16	12.2%
Extremely dissatisfied	7	5.3%

Source: Primary data

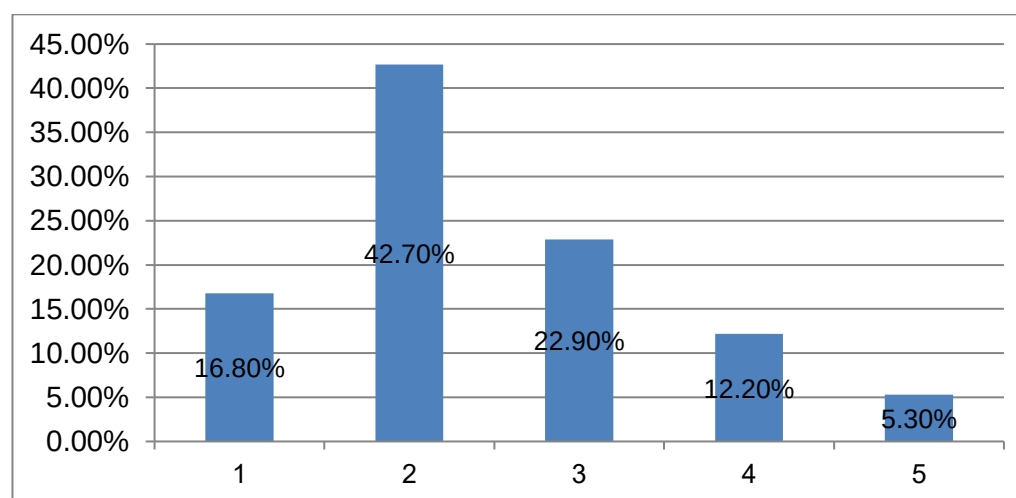


Chart 4.7 Rate of working hours of the respondents before work from home

Interpretation

The above the table represent the rate of working hours before work from home of the respondents, 16.80% of the respondents are extremely satisfied with their working hours, 42.70% of the respondents are satisfied with their working hours, 22.90% of the respondents are neither satisfied nor dissatisfied with their working hours, 12.20% of the respondents are dissatisfied with their working hours, 5.30% of the respondents are extremely dissatisfied with their working hours.

Inference

Majority of respondents are neither satisfied nor dissatisfied 22.90%, with their working hours before working from home

Table 4.8 Have you worked from home before?

Classifications	No of respondents	Percentage
Very often	18	13.7%
Often	40	30.5%
Sometimes	26	19.8%
Rare	22	16.8%
Never	25	19.1%

Source: Primary data

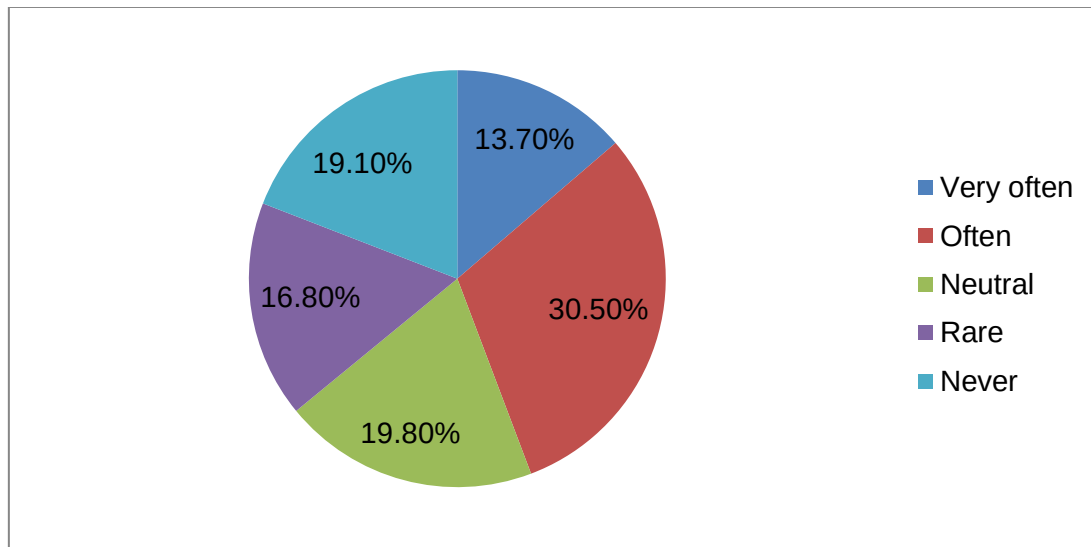


Chart 4.8 Have you worked from home before?

Interpretation

The above table represents about working from home before, 13.7% of the respondents are very often they take work from home, 30.5% of the respondents are often they take work from home, 19.8% of the respondents are sometimes they take work from home, 16.8% of the respondents are rarely they take work from home, 19.1% of the respondents are never they take work from home.

Inference

Majority of respondents often working from home

Table 4.9 Are you in regular contact with your team & project manager

Classification	No of respondents	Percentage
Always	47	35.9%
While meeting	51	38.9%
Sometimes	25	19.1%
Never	8	6.1%

Source: Primary data

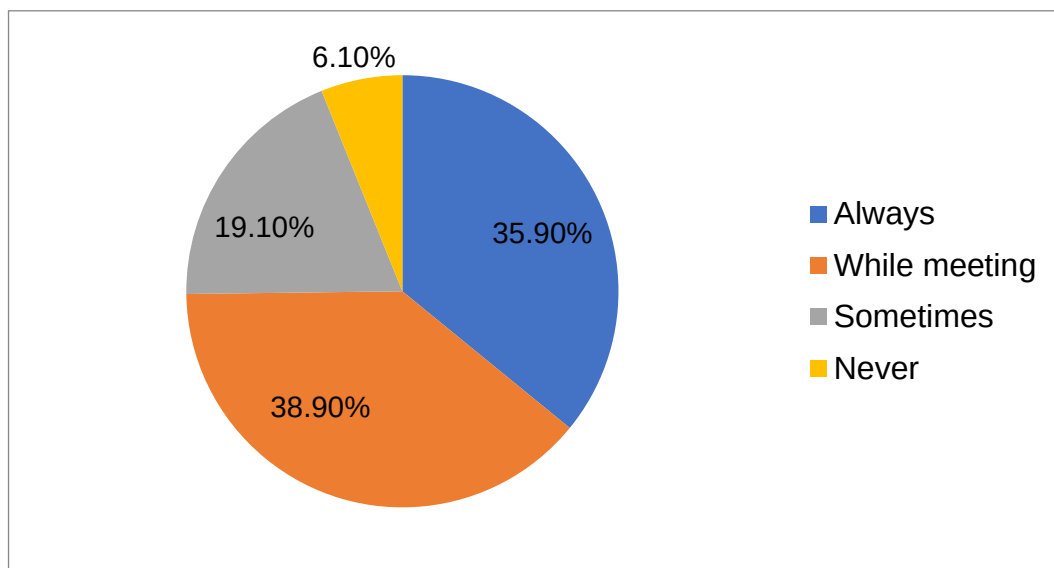


Chart 4.9 Are you in regular contact with your team & project manager

Interpretation

The above table represent about regular contact with their team and project manager, 35.9% of the respondents are Always they are contact with their team project manager. 38.9% of the respondents are While meeting they are contact with their team project manager. 19.1% of the respondents are Sometimes they are contact with their team project manager. 6.1% of the respondents are they never in contact with their team project manager.

Inference

Majority of respondents are always 35.90% they are proper contact with their team

Table 4.10 Are you able to take regular break during WFH

Classification	No of respondents	Percentage
Very often	21	16%
Often	40	30.5%
sometimes	47	35.9%
Rare	20	15.3%
Never	21	16%

Source: Primary data

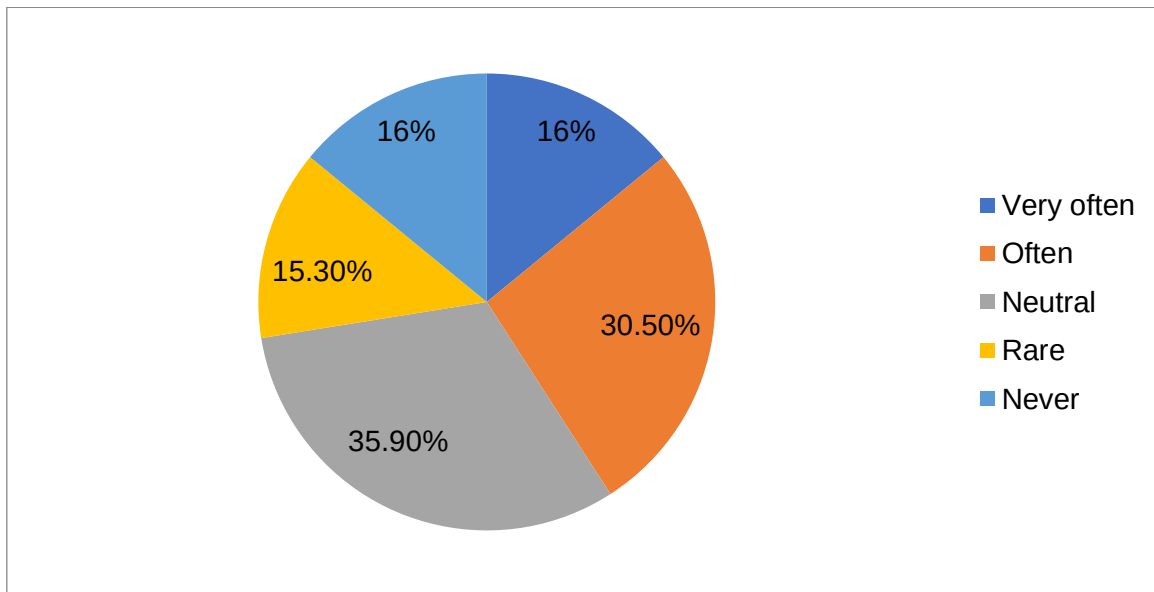


Chart 4.10 Are you able to take regular break during WFH

Interpretation

The above table represent about they are able to take regular break in work from home ,16% of the respondent are they were take break very often.30.5% of the respondent are they take break often.35.9% of the respondent are Neutral in take break. 15.3%of the respondent is rarely they take break. 16% of the respondents are they never take break in working from home.

Inference

Majority of the respondents sometimes take a break in work from home.

Table 4.11 Do you have healthy work & life balance when working from home?

Classification	No of respondents	percentage
Extremely satisfied	33	25.2%
Satisfied	49	37.4%
Neither satisfied nor dissatisfied	24	18.3%
Dissatisfied	17	13%
Extremely dissatisfied	8	6.1%

Source: Primary data

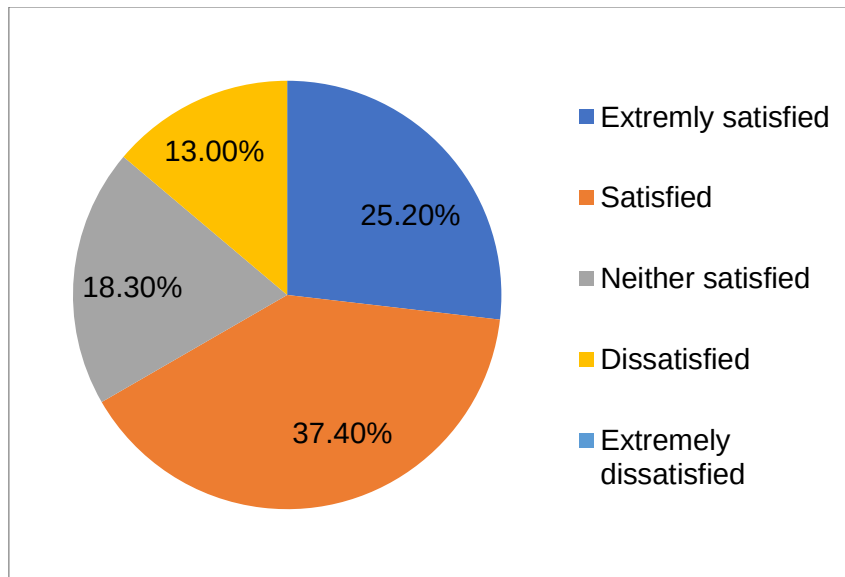


Chart 4.11 Do you have healthy work & life balance when working from home?

Interpretation

The above table represent about they are have healthy work life balance during work from home. 25.2% of the respondent are extremely satisfied in healthy work life in working from home. 37.4% of the respondent are says Satisfied in healthy work life in working from home. 18.3% of the respondent are says neither satisfied nor dissatisfied in healthy work life in working from home. 13% of the respondent are says dissatisfied in healthy work life in working from home. 6.1% of the respondent are says extremely dissatisfied in healthy work life in working from home.

Inference

Majority of the respondent are neither satisfied nor dissatisfied 18.3% in healthy work life balance.

Table 4.12 Do you feel trusted to WFH

Classification	No of respondents	percentage
Extremely satisfied	34	26%
Satisfied	57	43.5%
Neither satisfied nor dissatisfied	28	21.4%
Dissatisfied	7	5.3%
Extremely dissatisfied	5	3.8%

Source: Primary data

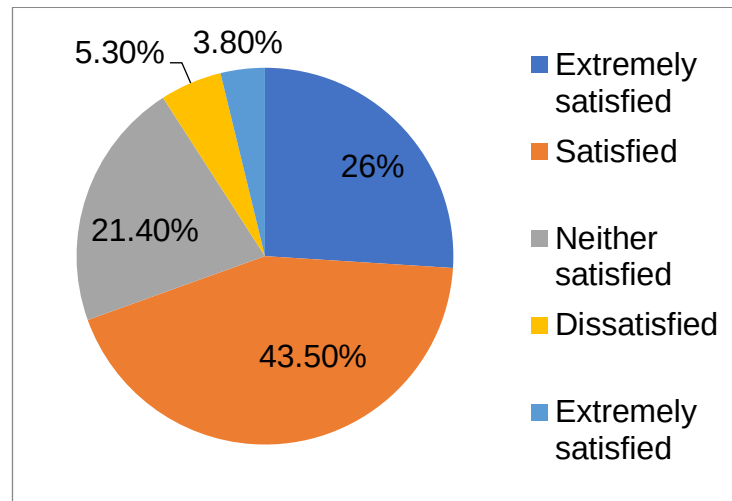


Chart4.12: Do you feel trusted to WFH

Interpretation

The above table represent about their organization feel trusted work from home. 26% of the respondent are extremely satisfied with work from home. 57% of the respondent are Satisfied with work from home. 28% of the respondent are neither satisfied nor dissatisfied with work from home. 7% of the respondents are dissatisfied. 5% of the respondent are says extremely dissatisfied with work from home.

Inference

Majority of the respondent are neither satisfied nor dissatisfied 21.4% in trusted work from home

Table 4.13 How often do you connect with your team

Classifications	No of respondent	Percentage
Always	48	36.6%
Often	39	29.8%
Sometimes	25	19.1%
Rarely	15	11.5%
Never	4	3.1%

Source: Primary data

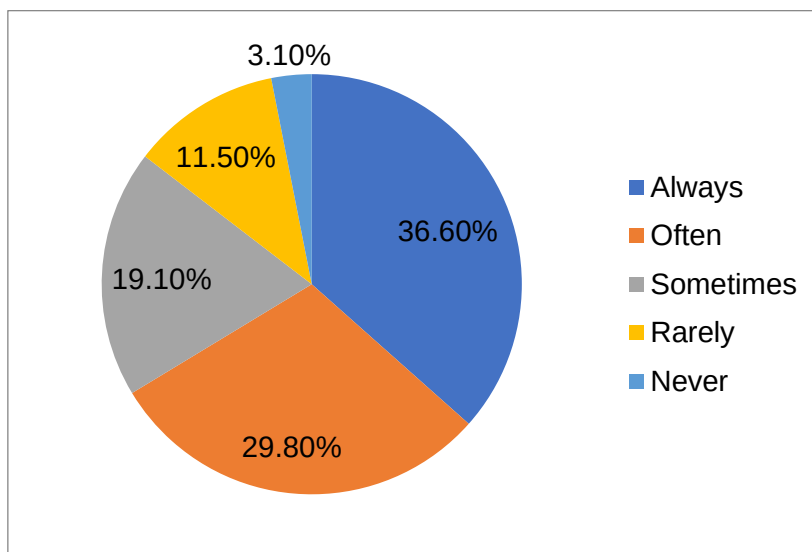


Chart 4.13 how often do you connect with your team

Interpretation

The above table represent about the contact with their team while work from home. 36.6% of the respondent are always they connect with their team. 29.8% of the respondent are often connect with their team..19.1% of the respondent are says sometimes connect with their team.. 11.5%of the respondent are rarely they take break. 3.1% of the respondent are they never connect with their team.

Inference

Majority of the respondent are sometimes 19.1% they are connect with their team

Table 4.14 Do you get all the support from your employers to WFH?

Classifications	No of respondents	Percentage
Always	37	28.2%
Often	39	29.8%
Sometimes	40	30.5%
Rarely	13	9.9%
Never	2	1.5%

Source: Primary data

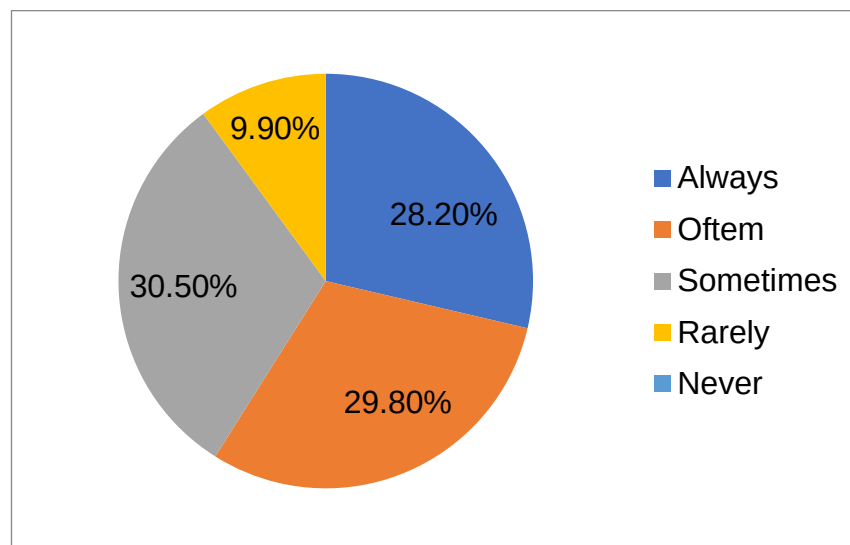


Chart 4.14 Do you get all the support from your employers to WFH?

Interpretation

The above table represent employees are getting proper support from employers work from home. 28.2% of the respondent are always getting a proper support from employers. 29.8% of the respondent are often getting a proper support from employers. 30.5% of the respondent says sometimes getting a proper support from employers. 9.9% of the respondent are rarely getting a proper support from employers. 1.5% of the respondent says they never they get support from employers.

Inference

Majority of the response always 28.2% they get support from employers

Table 4.15 how are companies adopting to implementing WFH arrangements

Classification	No of respondents	percentage
Extremely satisfied	26	19.8%
Satisfied	55	42%
Neither satisfied nor dissatisfied	32	24.4%
Dissatisfied	16	12.2%
Extremely dissatisfied	2	1.5%

Source: Primary data

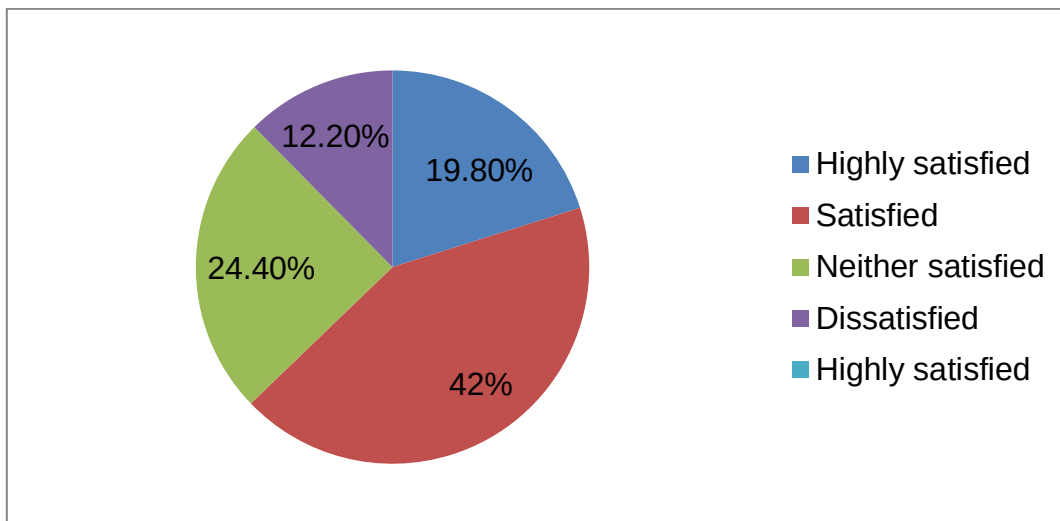


Chart 4.15 how are companies adopting to implementing WFH arrangements

Interpretation

The above table represents how companies are adopting to implement work from home arrangements. 19.8% of the respondent are extremely satisfied with arrangement of WFH. 42% of the respondent are Satisfied with arrangement of WFH. 24.4% of the respondent are neither satisfied nor dissatisfied with arrangement of WFH. 12.2% of the respondent are dissatisfied with arrangement of WFH. 1.5% of the respondent are extremely dissatisfied to providing work from home arrangements.

Inference

Majority of the respondents are extremely satisfied 19.8% with work from home arrangements

Table 4.16 Do you think WFH continuous after covid-19

Classification	No of respondents	percentage
Based on company	50	38.2%
Based on employees preference	33	25.2%
Based on situations	32	24.4%
Based on health of employees	16	12.2%

Source: Primary data

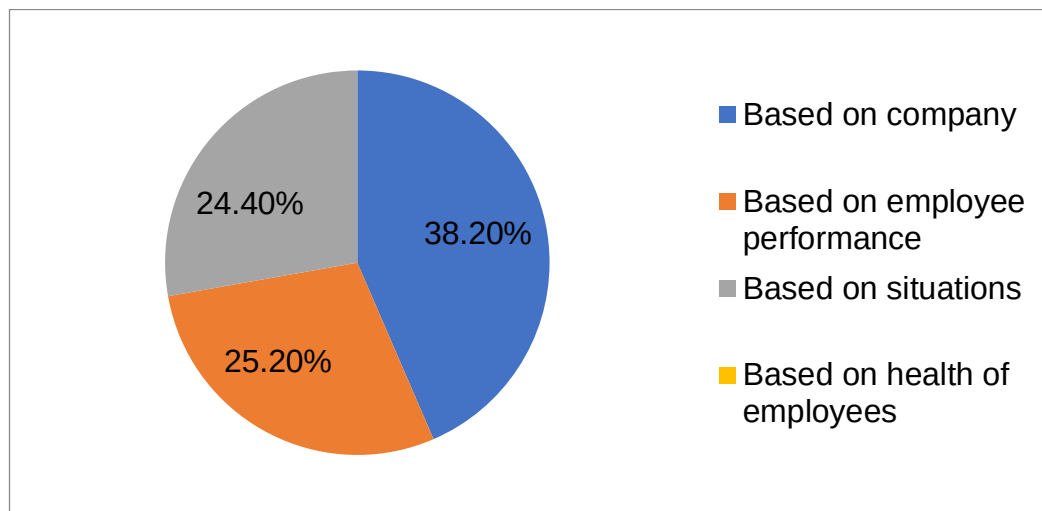


Chart 4.16 Do you think WFH continuous after covid-19

Interpretation

The above table represents home about the perception of work from home continuous after covid. 38.2% of the respondents are Based on company WFH can continuous after covid-19. 25.2% of the respondents are Based on employees preference WFH can continuous after covid-19. 24.4% of the employees are based on situations. 12.2% of the employees are based on health of the employees their chance to continuous work from home after covid.

Inference

Majority of the respondents are 24.4% feel based on the situation work from home continuous after covid

Table 4.17 How to establish a good routine in WFH

Classifications	No of respondent	Percentage
Everyday	38	29%
Above half the day	33	25.2%
Sometimes	31	23.7%
Rarely	21	16%
Never	8	6.1%

Source: Primary data

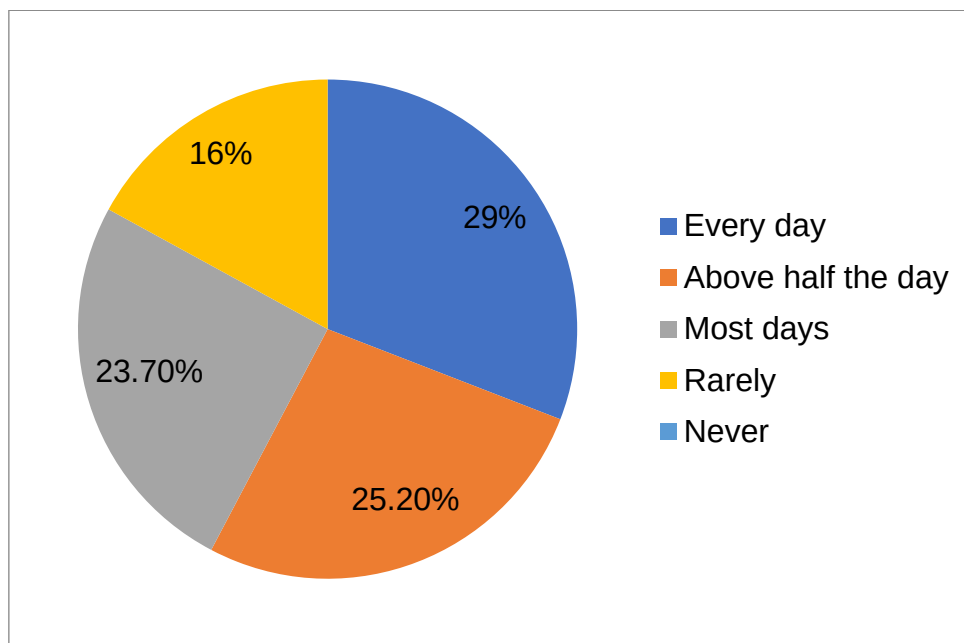


Chart 4.17 How to establish a good routine in WFH

Interpretation

The above table represents how about how establish good routine. 29% of the respondent are everyday they are follow the same routine. 25.2% of the respondent are above half the day. 23.7% of the respondent are sometimes they are follow the same routine. 16% of the respondents are s rarely they are follow the same routine. 6.1% of the respondent are they never they are follow the same routine.

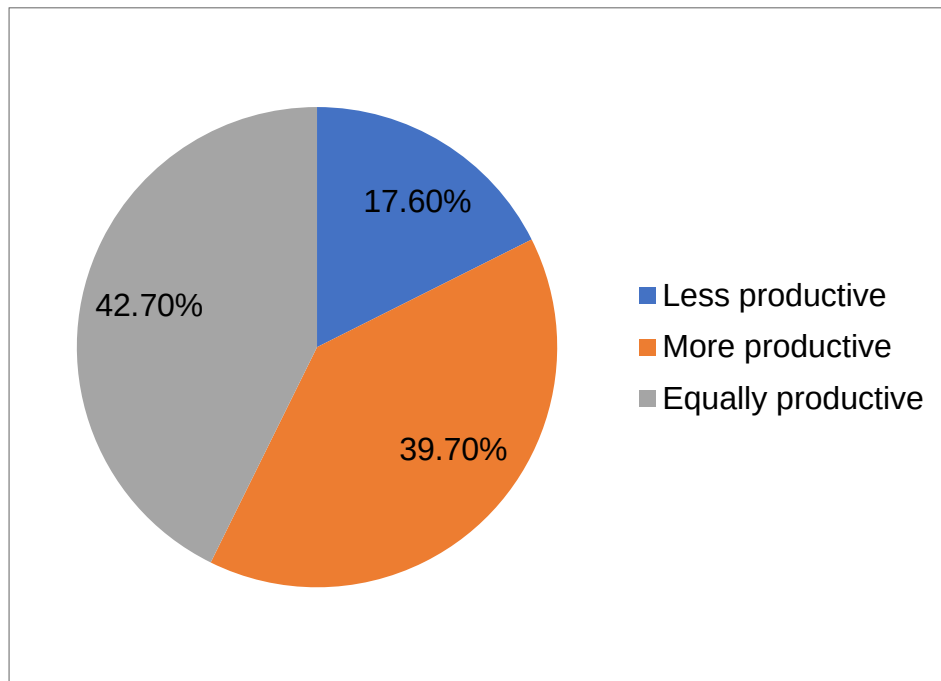
Interference

Majority of the respondents are sometimes 23.7% they are following a good routine

Table 4.18 select your productivity

Classifications	No of respondents	Percentage
Less productivity	23	17.6%
More productivity	52	39.7%
Equally productivity	56	42.7%

Source: Primary data



Charts 4.18 select your productivity

Interpretation

The above table represents productivity level in work from home. 17.6% of the respondent are less productivity in WFH. 39.7% of the respondent are above more productivity in WFH. 42.7% of the respondent are equally productivity in WFH.

Inference

Majority of the respondent are more productivity 39.7% in working from home

Table 4.19 Do you feel your organization is providing the proper support

Classifications	No of respondents	Percentage
Excellent	28	21.4%
Good	62	47.3%
Average	28	21.4%
Below average	13	9.9%

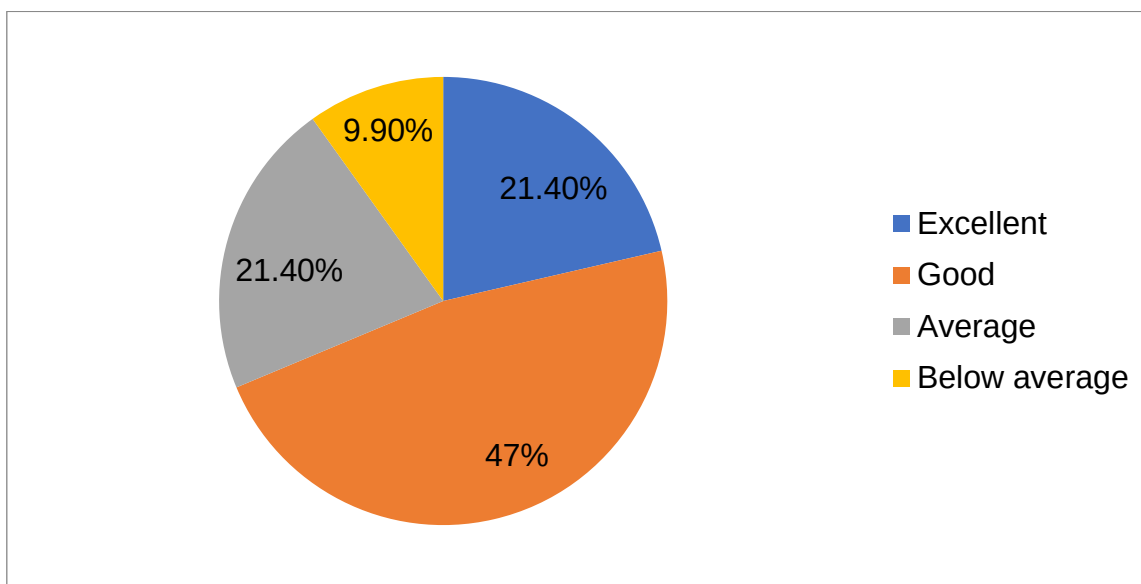


Chart 4.19 Do you feel your organization is providing the proper support

Interpretation

The above table represents whether providing a proper support. 21.4% of the respondent are excellent they get proper support from Organization. 47.3% of the respondent are good get proper support from Organization. 21.4% of the respondent are average get proper support from Organization. 9.9% of the respondent is below average they get proper support from Organization.

Inference

Majority of the respondents are 21.4% are the support from the organization is average

Table 4.20 Do you have all the equipment needed to fulfill your role to your usual standard?

Classification	No of respondents	Percentage
Extremely satisfied	20	15.3%
Satisfied	66	50.4%
Neither satisfied nor dissatisfied	24	18.3%
Dissatisfied	18	13.7%
Extremely dissatisfied	3	2.3%

Source: Primary data

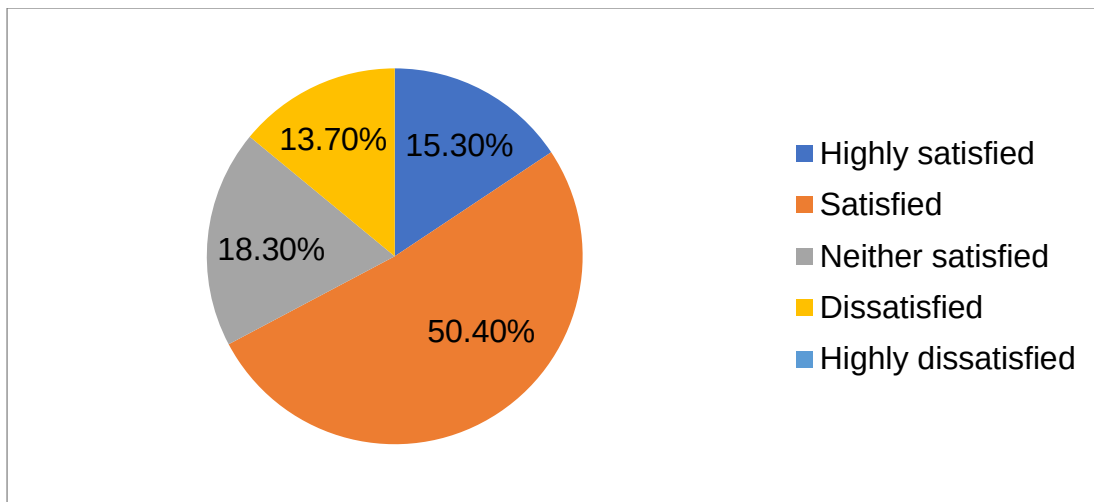


Chart 4.20 Do you have all the equipment needed to fulfill your role to your usual standard?

Interpretation

The above table represents how all the equipment's needed to fulfill your role to usual standards. 15.3% of the respondent are extremely satisfied to fulfill their role. 50.4% of the respondent are Satisfied to fulfill their role. 18.3% of the respondent are neither satisfied to fulfill their role.. 13.7% of the respondent are dissatisfied. 2.3% of the respondent are extremely dissatisfied with get all equipment to fulfill their role.

Inference

Majority of the response are 18.3 % neither satisfied in fulfill of the equipment's

Table 4.21 Compare to last week are you feeling more optimistic or pessimistic

Classification	No of response	Percentage
Optimistic	59	45%
Pessimistic	44	33.6%
Above the same	28	21.4%

Source: Primary data

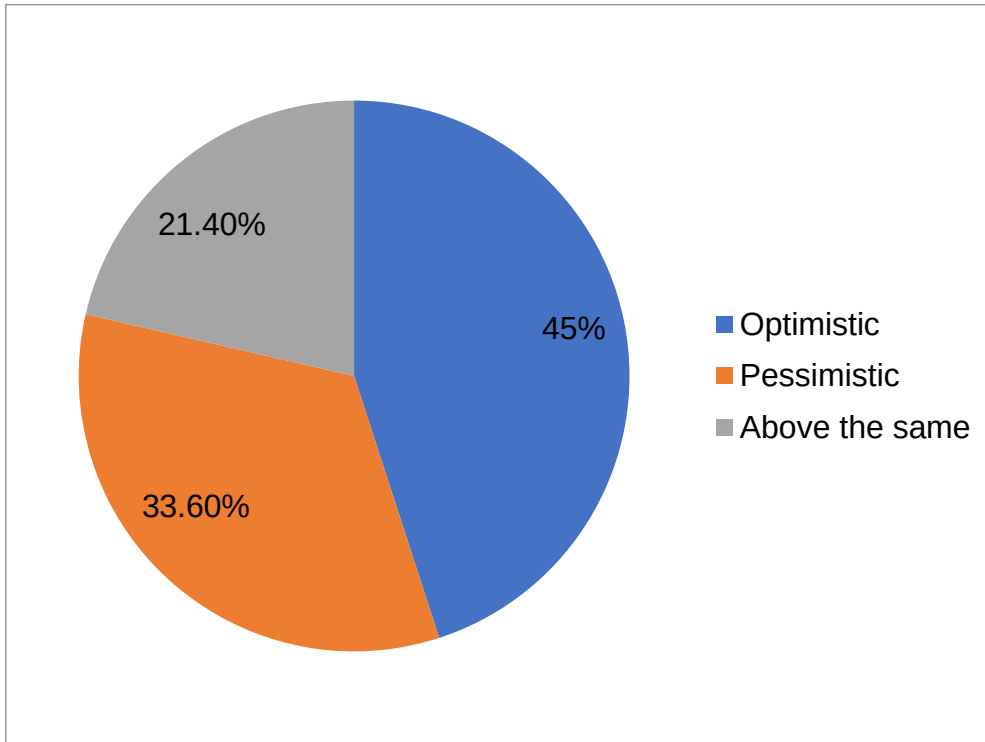


Chart 4.21 Compare to last week are you feeling more optimistic or pessimistic

Interpretation

The above table represents do you feel when compare to last week. 45% of the respondents are feel optimistic.33.6% of the respondent are feel pessimistic.21.4% of the respondent are above the same.

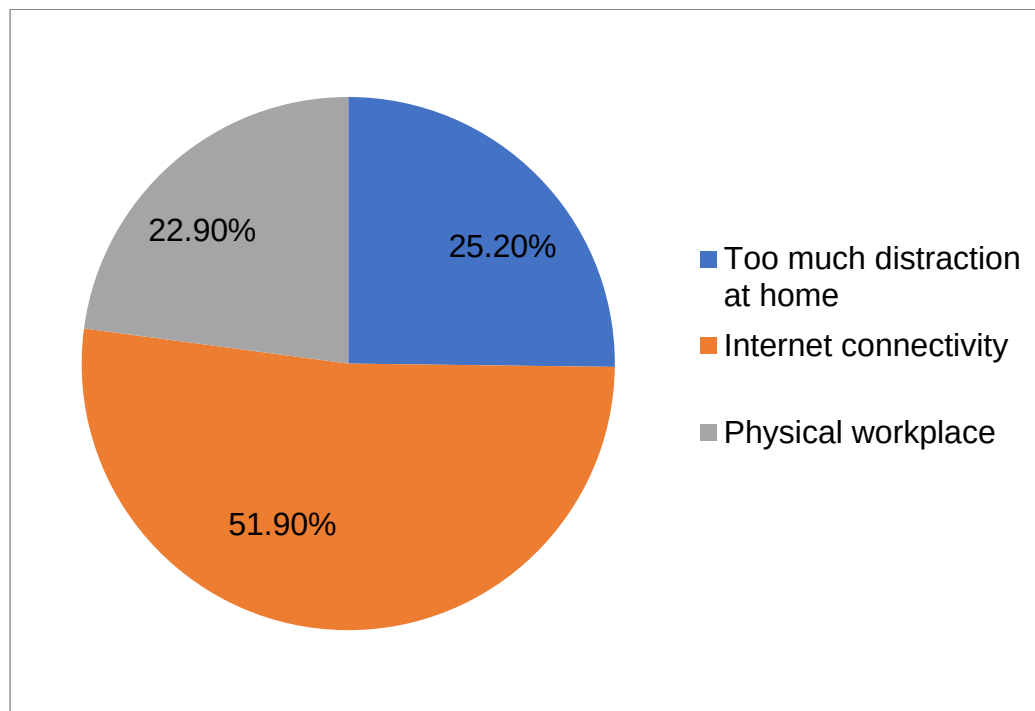
Inference

Majority of the response 33.6% are feeling pessimistic compare to last week.

Table 4.22 What are the two biggest challenges you are facing while WFH?

Classification	No of response	Percentage
Too much distraction at home	33	25.2%
Internet connectivity	68	51.9%
Physical workplace	30	22.9%

Source: Primary data



Charts 4.22 what are the two biggest challenges you are facing while WFH?

Interpretation

The above table represents what are the biggest challenges faced by work from home.,25.2% of the respondent are have too much distraction at home.51.9% of the respondent are face poor internet connectivity.22.9% of the respondent are not have physical workplace.

Inference

Majority of the response 25.2% are too much distraction at home

Table 4.23 how often do you keep to a regular working schedule at home

Classifications	No of respondent	Percentage
Everyday	48	36.6%
Above half the day	25	19.1%
Most days	35	26.7%
Rarely	17	13%
Never	6	4.6%

Source: Primary data

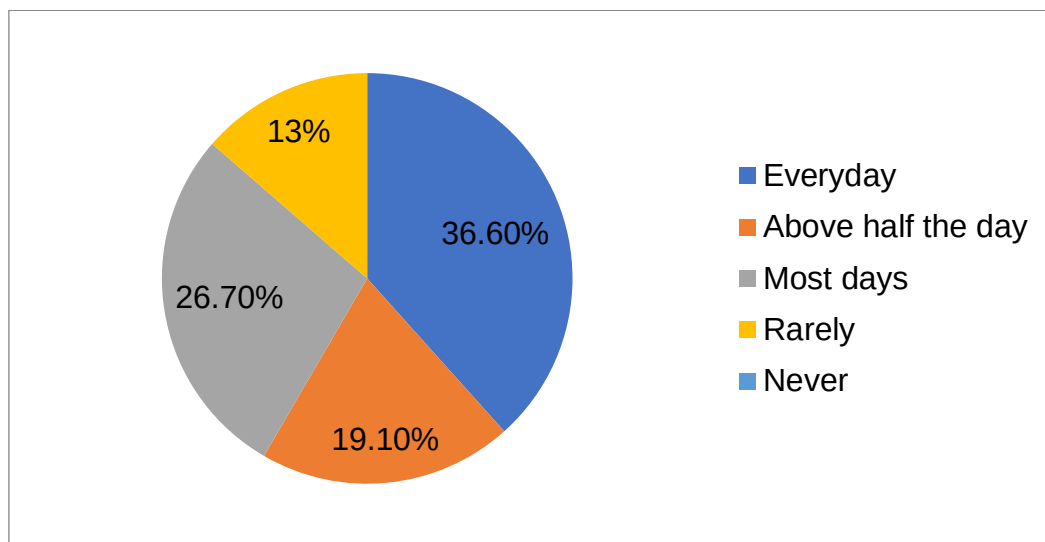


Chart 4.23 how often do you keep to a regular working schedule at home

Interpretation

The above table represents have you keep a regular working schedule at home, 36.6% of the respondent are everyday .19.1% of the respondent are above half the day.26.7% of the respondent are most days. 13% of the respondents are rarely they take break. 4.6% of the respondent are they never.

Inference

Majority of the response 26.7% most of the days they are keep ti regular working hours.

4.2. ANOVA

4.2.1. ANOVA Analysis for Age and Health disadvantages in Work from Home

ANOVA has been utilized for the analysis of age and health disadvantages in work from home

STATISTICAL HYPOTHESIS:

Null Hypothesis (H_0): There is no significant difference among various age and challenge facing in work from home

Alternate Hypothesis (H_1): There is significant difference among various age and challenge facing in work from home

Table No 4.24: Showing Descriptive Statistics

Descriptive								
HEALTH DISADVANTAGES IN WFH								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
18-25	73	2.4966	.87846	.10282	2.2916	2.7015	1.00	4.75
26-35	52	2.5721	1.03296	.14325	2.2845	2.8597	1.00	5.00
36-45	5	2.2500	.93541	.41833	1.0885	3.4115	1.50	3.50
46-55	3	3.6667	.76376	.44096	1.7694	5.5640	3.00	4.50
Total	133	2.5432	.94974	.08235	2.3803	2.7061	1.00	5.00

Source: Primary data

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

ANOVA					
HEALTH DISADVANTAGES IN WFH					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.419	3	1.473	1.657	.179
Within Groups	114.645	129	.889		
Total	119.064	132			

Source: Primary data * Significance at 5% level

RESULTS

ANOVA was performed to examine the difference among various age and Health disadvantages in Work from Home.

Results of ANOVA showed P value .179 is more than 0.05 hence null hypotheses is accepted. There is no significant difference among various age and health disadvantages in work from home

4.3. ANOVA

4.3.1. ANOVA Analysis for Occupation and Challenges faced by Employees in Work from Home

ANOVA has been utilized for the analysis of occupation and challenges faced by employees in work from home in Table 4.26

STATISTICAL HYPOTHESIS:

Null Hypothesis (H_0): There is no significant difference among various occupation and challenges faced by employees in work from home

Alternate Hypothesis (H_1): There is significant difference among various occupation and challenges faced by employees in work from home

Table No 4.26: Showing Descriptive Statistics

Descriptive								
CHALLENGES FROM WORK FROM HOME								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
Self employed	31	1.919	.7314	.1314	1.651	2.188	1.0	3.5
Professionals	47	2.043	.6153	.0897	1.862	2.223	1.0	3.5
Salaried	43	2.244	.7349	.1121	2.018	2.470	1.0	4.0
Part time work	12	2.583	.7017	.2026	2.137	3.029	2.0	4.0
Total	133	2.128	.7089	.0615	2.006	2.249	1.0	4.0

Source: Primary data

Table No 4.27: Showing Anova of The Respondents between Age and Health disadvantages in Work from Home

ANOVA					
CHALLENGES FROM WORK FROM HOME					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.761	3	1.587	3.325	.022
Within Groups	61.566	129	.477		
Total	66.327	132			

Source: Primary data * Significance at 5% level

RESULTS

ANOVA was performed to examine the difference among various age and Health disadvantages in Work from Home.

Results of ANOVA showed P value .022 is more than 0.05 hence null hypothesis is accepted. There is no significant difference among various occupation and challenges faced by employees in work from home.

4.4. INDEPENDENT T TEST

4.4.1. Independent T test between challenges faced by employees in work from home with respect to marital status

The t test compares two averages (means) and test they are different from each

Other in Table 4.28

STATISTICAL HYPOTHESIS:

Null Hypothesis (H0): There is no difference between challenges faced by employees in work from home with respect to marital status

Alternate Hypothesis (H1): There is difference between challenges faced by employees in work from home with respect to marital status

Table No 4.28: Showing Relationship Between challenges faced by employees in work from home with respect to marital status

		Levene's Test for Equality of Variances		t-test for Equality of Means		
		F	Sig.	t	df	Sig. (2-tailed)
CHALLENGES FROM WORK HOME	Equal variances assumed	.328	.568	-.988	131	.325
	Equal variances not assumed			-.987	82.559	.327

Source: Primary data *Independent sample T test significance at 5% level

RESULTS

T test was performed to examine the difference among challenges faced by employees in work from home with respect to marital status

Results of T test of independence showed P (.327) is greater than 0.05 hence null

Hypothesis is accepted. There is no significant difference between marital status with respect to challenges faced by employees in work from home.

CHAPTER 5

RESULT AND DISCUSSION

5.1 FINDINGS

- In this research most of the employees are male 80 (61.1%)
- Majority of the employees age between 18-25, 72 (55%)
- Most of the employees are complete under graduate 74 (56.5%)
- Most of the employees are professionals 46(35.1%)
- Most of the employees are married 88 (67.2%)
- Majority of the employees getting 10000-25000 per month 75 (57.3%)
- Majority of the employees are worked from home before often 40 (30.5%)
- Majority of the employees are satisfied with their working hours before working from home 56 (42.7%)
- Most of the employees are while meeting they were contact with their team and project manager 51(38.9%)
- Majority of the employees are neutrally take regular break 47 (35.9%)
- Most of the employees are satisfied with healthy work in work from home 49 (37.4%)
- Majority of the employees are trusted work from home 57 (43.5%)
- Most of the employees are always they were connect with their team 48 (36.6%)
- Most of the employees sometimes they getting support from their managements 40 (30.5%)
- Most of the employees satisfied adopting to implementing work from arrangements in work from home 55 (42%)
- Majority of the employees are said based on the situation work from home will be continuous after covid-19 50 (38.2%)
- Most of the employees everyday they established good routine in work from home 38 (29%)

- Many employees are comparing their productivity level, when compare with working in office they were give equally productivity in work from home 56 (47.3%)
- Many employees are getting good support from organization
- Majority of the employees are satisfied to have all equipment's needed to fulfill their in usual standard 66 (50.4%)
- Many employees feeling optimistic compare to last week 59 (45%)
- Many employees are having poor internet connectivity. So that they cannot doing their job in properly 68 (51.9%)
- Majority of the employees every day to keep a regular working schedule at home 48 (36.6%)
- There is no significant difference among various age and health disadvantages in work from home
- There is no significant difference among various occupation and challenges faced by employees in work from home.
- There is no significant difference between marital status with respect to challenges faced by employees in work from home

5.2 SUGGESTIONS

- A high-performance router will save you from many technology hassles. Since working from home often requires more than chat messages, you need a router that will keep up. A router from several years ago might be prone to common network issues. Depending on the nature of your work, you may also need to purchase hardware or software. You may also need to invest in office furniture if you haven't already. Depending on the amount of space available, consider purchasing a large desk, bookshelves, and a comfortable office chair. Set goals and time limits for each task. After you complete each task, cross it off the list. This simple technique is both effective and fulfilling.
- Using a time tracker app will help you see your productivity levels each day and week. This will not only provide you with insight as to when you are most productive during the day, but it will also show you how much time you spend on each task. Working from home can get pretty lonely, especially if you are single or live alone. Make it a point to chat with colleagues, team members, or clients each day. As shown previously working from home does appear to have extremely positive reactions from employees that can positively impact on their motivation and performance levels. The suggestion for adapting new organizational practices in relation to working from home.
- As outlined in the findings section of this study employees currently working from home can feel isolated, to address this a team development strategy should be introduced. Routine face to face team meetings should be organised for all team members, this will ensure that all employees are kept up to date with work tasks, projects, general information that they might need to know and incorporating HR newsletters.
- This should give employees the opportunity to come into the office and provide feedback on their experiences as to whether they feel this new way of working is beneficial both for themselves and the organization.

5.3 CONCLUSIONS

This study set out to identify and explore motivation and performance levels of employees working from home and in addition to this to see whether this has any impact upon employees work life balance.. Based on this, various findings were presented which supported the discussion regarding working from home in terms of motivation and performance levels. To study the work life balance among the employee working from home during covid induced lockdown. To determine the emotional exhaustion experienced by the employed individuals while working from home during the pandemic covid-19 induced nationwide lockdown. To assess the willingness of respondents to work from home. To know the opinion of respondents towards work from home.

The conclusion from the above research is no significant difference among various occupation and challenges faced by employees in work from home no significant difference among various occupation and challenges faced by employees in work from home and no significant difference between marital status with respect to challenges faced by employees in work from home. This will help to know about the experience of employees in working from home. The employees were need emotional support, Informational support and instrumental support. In work life balance we need neglecting life, life is just working they might be used to work by this study.

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APPENDIX -I

Questionnaire

Demographic

1. Name

2. Gender

- a) Male
- b) Female

3. Age

- a) 18-25
- b) 26-35
- c) 36-45
- d) 45-56
- e) 56 & Above

4. Qualification

- a) Diploma
- b) Undergraduate
- c) Postgraduate

5. Occupation

- a) Self employed
- b) Professionals
- c) Salaried
- d) Part time worker

6. Marital status

- a) Married
- b) Unmarried

7. Monthly income

- a) 10000-25000
- b) 25000-50000
- c) 50000-100000
- d) Above 1 lakh

8. How do you rate the working hours in work from home?

- a) Extremely satisfied
- b) Satisfied
- c) Neither satisfied
- d) Dissatisfied
- e) Extremely dissatisfied

9. Are you able to take regular break during work from home?

- a) Very often
- b) Often
- c) Neutral
- d) Rare
- e) Never

10. Do you have healthy work & life balance when working from home?

- a) Extremely satisfied
- b) Satisfied
- c) Neither satisfied
- d) Dissatisfied
- e) Extremely dissatisfied

11. Have you established a good routine in WFH?

- a) Every day
- b) Above half the day
- c) Most days
- d) Rarely
- e) Never

COMMUNICATION

12. Have you established a good routine in WFH?

- a) Always
- b) While meeting
- c) Sometimes
- d) Never

13. Do you feel trusted to work from home?

- Extremely satisfied
- Satisfied
- Neither satisfied
- Dissatisfied
- Extremely dissatisfied

14. How often do you connect with your team

- a) Always
- b) Often
- c) Sometimes
- d) Rarely
- e) Never

15. Do you get all the support from your employer to work from home

- Always
- Often
- Sometimes
- Rarely
- Never

16. How are companies adopting to implementing WFH arrangements

- a) Highly satisfied
- b) Satisfied
- c) Neither satisfied
- d) Dissatisfied
- e) Highly dissatisfied

17. Do you think work from home continuous after covid-19

- a) Based on company
- b) Based on employee preference
- c) Based on situation
- d) Based on health of employees

CHALLENGES FACED BY EMPLOYEES IN WFH

- What are the too biggest challenges you are facing while WFH
 - 1) Too much distraction at home
 - 2) Internet connectivity
 - 3) Physical work place
- How often do you keep to a regular working schedule at home
 - 1) Every day
 - 2) Above half the day
 - 3) Most days
 - 4) Rarely
 - 5) Never

- Compare to last week are you feeling more optimistic or pessimistic about

- 1) Optimistic
- 2) Pessimistic
- 3) Above the same

- How satisfied are you with your current work from home arrangements

	Highly satisfied	Satisfied	Neither satisfied	Dissatisfied	Highly dissatisfied
Internet connectivity					
Air condition					
Electricity					
Communication					
Seating arrangements					



INTERNATIONAL JOURNAL OF CREATIVE RESEARCH THOUGHTS (IJCRT)

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WORK LIFE BALANCE DURING COVID-19 INDUCED NATIONWIDE LOCKDOWN

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Fathima

Associate Professor, Department of Management Studies,
Sathyabama Institute of Science & Technology, Chennai, 600119

ABSTRACT

In this study is about work life balance during covid-19 induced nationwide lockdown, during this lockdown how everyone life has changed. In working from home they are facing many challenges in working from home; the environment might be affect their working conditions. They might be facing health issue by sitting in same place for hours, Because of this they might distract from their work. And they are facing some challenges from their home like, too much distraction from home, Internet connectivity, noise, Physical workplace, Communication with coworker is harder, And improper working schedule, and there is a chance to give less productivity when compare with working in office, then there is some problem in work from home arrangements an inconvenience in working hours these are the challenges they are facing in working from home. Setting up a home office with a high-end laptop/desktop, a high-speed internet connection, and other equipment, like printers/fax machines can be pretty costly, which is not very convenient for everyone. Furthermore, working over the internet might be a problem to access sensitive company documents.

I INTRODUCTION TO THE STUDY

Based on this, various findings were presented which supported the discussion regarding working from home in terms of motivation and performance levels. The problem such as, while some employees are quite excited about the idea of working alone, without the distractions of the workplace, some might find it difficult to spend long hours and collaborate with only a computer screen and no face-to-face interaction and communication with team members.

The employees in India are facing increased burnout at work since the work from home phase started due to COVID-19 pandemic. Following a survey of over 6,000 workers, the latest Microsoft Work Trend Index report found that India has the second highest percentage of workers facing increased burnout, with 41 per cent of workers citing the lack of separation between work and personal life as negatively impacting their well-being, resulting in increased stress levels.

OBJECTIVE OF THE STUDY

- The objective of Work from home is, this will help you support your mental and physical health.
- The time savings can allow you to focus on priorities outside of work, like getting extra sleep in the morning, spending more time with family, getting in a workout, or eating a healthy breakfast.
- One of the considerable benefits of working from home is having access to a log on time.
- The scope and significance of this study they can doing their work effectively and they can complete their work in a particular time, whether work from home will help to increase your productivity or output when compare with working in office.

II REVIEW OF LITERATURE

1. **Crosbie and Moore (2004)** concluded that home working was not panacea for modern working life. This study also includes the wide-ranging literature reviews on working from home Careful consideration should be given to aspirations and personality skills of those who are thinking of working from home. Those who have tendency to work long hours outside the home might and that home life is even further marginalized by work life.
2. **According to T. Alexandra Beauregard & Lesley C. Henry, (2009)**, in terms of job attitudes, employees reporting high levels of both work-to-life & life-to-work conflict tend to exhibit lower levels of job satisfaction and organizational commitment.

3. **Reimara Valk & Vasanthi Srinivasan, (2011)** indicated that the multiple roles of women software professionals in India, the nature of the IT industry, and the socio economic context of India pose unique challenges for achieving the work-family balance. Nevertheless, the majority of women in their study were able to “have it all because of family support.
4. **Satinder Singh , (2014)** The literature review on Work-life Balance has been framed up in view of its gained popularity with the major aim to have prosperity of society and the realization of fulfilling lives for its employees by supporting the growth of every employee and the further development of the companies.
5. **Dougherty (2017)** People also work from home to varying degrees with 71% of home telecommuters having worked less than 10 hours a week and only 5% have reported working the majority of their time from home. Interestingly, the particular report states a part-time basis, and 20% on a full-time basis. Those figures are quite different from the ones described in the work of Dougherty (2017) published three years later, but as the specific author states: Besides, it is noted that while focused on data reported by organizations, the data by Allen et al. (2015) regarded employees.
6. **Kong Lina Vyas & Nantapong Butakhieo (2019)** the pandemic clearing the world, COVID-19, has delivered a huge extent of the labor force incapable to drive to work, as to relieve the spread of the infection. This has brought about the two bosses and representatives looking for elective work game plans, particularly in a quick moving metropolitan like Hong Kong.

III OBJECTIVE OF THE STUDY

PRIMARY OBJECTIVE

- To study the work life balance among the employee working from home during covid induced lockdown.

SECONDARY OBJECTIVE

- To determine the emotional exhaustion experienced by the employed individuals while working from home during the pandemic covid-19 induced nationwide lockdown
- To assess the willingness of respondents to work from home.
- To know the opinion of respondents towards work from home.

IV. RESEARCH METHODOLOGY

Research Methodology is the specific procedures or techniques used to identify, select, process, and analyse information about a topic. In a research paper, the methodology section allows the reader to critically evaluate a study's overall validity and reliability.

TYPE OF RESEARCH

DESCRIPTIVE RESEARCH

The research is descriptive in nature. This research to determine the emotional exhaustion experienced by the employed individuals while working from home during the pandemic covid-19 induced nationwide lockdown.

V. DATA COLLECTION

The study used both primary data and secondary data

Primary data

- The primary data was collected through survey

Secondary data

- Secondary data was collected from reviewing various literatures related employed individuals working from home.
- Period of study 2019-2020.

VI. STATISTICAL TOOLS USED FOR THIS STUDY

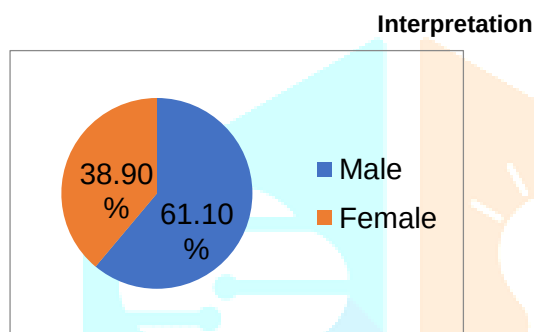
The following are major tools used in analysis and interpretation.

- ✦ Percentage analysis
- ✦ Independent T Test
- ✦ Correlation Analysis
- ✦ Chi square test
- ✦ ANOVA

V. DATA ANALYSIS AND INTERPRETATION

1 Gender of the respondents

Classification	No of respondents	Percentage
Male	80	61.1%
Female	51	38.9%

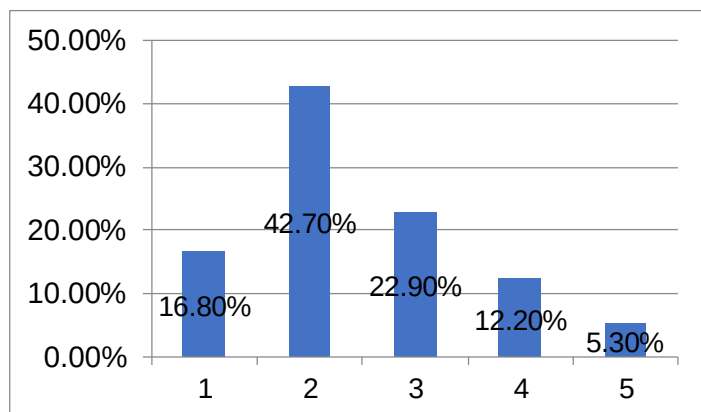


The above table shows that 61.10% of respondents are male and 38.90% of respondents are female. The pictorial representation of the gender is given above.

Inference Majority of respondents are male 61.10%

2 Rate of working hours of the respondents before work from home

Classification	No of respondents	Percentage
Extremely satisfied	22	16.8%
Satisfied	56	42.7%
Neither satisfied nor dissatisfied	30	22.9%
Dissatisfied	16	12.2%
Extremely dissatisfied	7	5.3%



Interpretation

The above table represent the rate of working hours before work from home of the respondents, 16.80% of the respondents are extremely satisfied with their working hours, 42.70% of the respondents are satisfied with their working hours, 22.90% of the respondents are neither satisfied nor dissatisfied with their working hours, 12.20% of the respondents are dissatisfied with their working hours, 5.30% of the respondents are extremely Dissatisfied with their working hours.

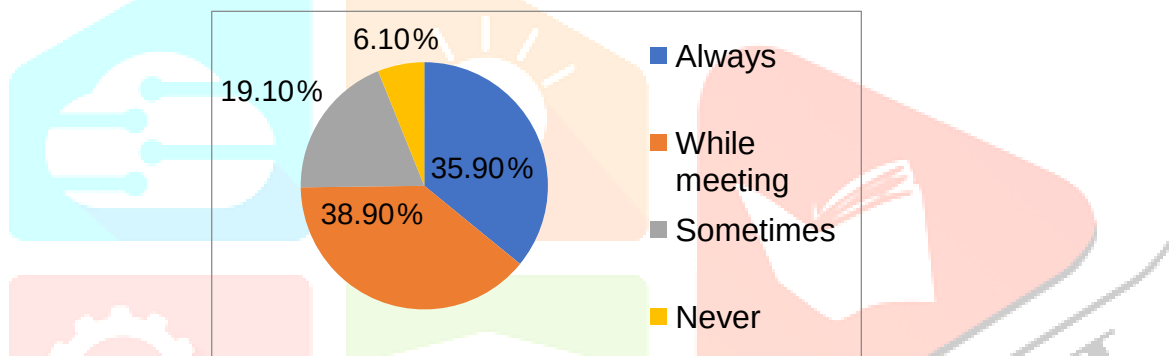
Inference

Majority of respondents are neither satisfied nor dissatisfied 22.90%, with their working hours before working from home

3 Are you in regular contact with your team & project manager

Classification	No of respondents	Percentage
Always	47	35.9%
While meeting	51	38.9%
Sometimes	25	19.1%
Never	8	6.1%

Source: Primary data



Interpretation

The above table represent about regular contact with their team and project manager, 35.9% of the respondents are Always they are contact with their team project manager. 38.9% of the respondents are While meeting they are contact with their team project manager. 19.1% of the respondents are Sometimes they are contact with their team project manager. 6.1% of the respondents are they never in contact with their team project manager.

Inference

Majority of respondents are always 35.90% they are proper contact with their team

4.2. ANOVA

4.2.1. ANOVA Analysis for Age and Health disadvantages in Work from Home

ANOVA has been utilized for the analysis of age and health disadvantages in work from home

STATISTICAL HYPOTHESIS:

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Alternate Hypothesis (H₁): There is significant difference among various age and challenge facing in work from home

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RESULTS

ANOVA was performed to examine the difference among various age and Health disadvantages in Work from Home.

Results of ANOVA showed P value .179 is more than 0.05 hence null hypotheses is accepted. There is no significant difference among various age and health disadvantages in work from home

VIII. FINDINGS, SUGGESTIONS AND CONCLUSION**FINDINGS & SUGGESTION**

- A high-performance router will save you from many technology hassles. Since working from home often requires more than chat messages, you need a router that will keep up. A router from several years ago might be prone to common network issues. Depending on the nature of your work, you may also need to purchase hardware or software. You may also need to invest in office furniture if you haven't already. Depending on the amount of space available, consider purchasing a large desk, bookshelves, and a comfortable office chair. Set goals and time limits for each task. After you complete each task, cross it off the list. This simple technique is both effective and fulfilling.
- Using a time tracker app will help you see your productivity levels each day and week. This will not only provide you with insight as to when you are most productive during the day, but it will also show you how much time you spend on each task. Working from home can get pretty lonely, especially if you are single or live alone. Make it a point to chat with colleagues, team members, or clients each day.

CONCLUSIONS

This study set out to identify and explore motivation and performance levels of employees working from home and in addition to this to see whether this has any impact upon employees work life balance.. Based on this, various findings were presented which supported the discussion regarding working from home in terms of motivation and performance levels. To study the work life balance among the employee working from home during covid induced lockdown. To determine the emotional exhaustion experienced by the employed individuals while working from home during the pandemic covid-19 induced nationwide lockdown. To assess the willingness of respondents to work from home. To know the opinion of respondents towards work from home.

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