



A Study on Impact of COVID-19 on Employees work life through Work from Home

Prof: RAHUL S MOHILE

(MCOM, M. Phil, SET MBA, DTM, PGDFM)

Gokhale Education Society's

N. B. Mehta (Valwada) College, Bordi.

Abstract: -- *The present study is about what will be the impact of COVID 19 on the employees work life & work from home option given to all employees. The outbreak of the CoronaVirus Pandemic is a shock to the Indian Economy. The data was collected through Google forms and 121 respondents responded. A structured Questionnaire was to send to the respondents and the study is descriptive in nature. The Employees from various sectors were taken for study. Chi-square statistical technique was used to find the association between variables. It was studied that there has been a lot of changes in employees working from home and work from home provided them more flexibility in work schedule. The present study concludes that Work from Home can be a better option and as per respondent's opinion half the work should be given to employees for working from home and half the work can be done with an office.*

Keywords: COVID 19, CORONAVIRUS, Employees Work life, Work from home

Introduction: -

COVID 19 has an impact on all facets of life. It has an impact on almost all industries at global level. India is in the Lockdown 4.0 almost every company has given the option to their employees to work from home. In the present study the Impact of COVID 19 on Employees work life is studied considering the Work from Home. During the Lockdown, the Indian IT industry made all its employees as per governments order and 90% of the employees worked from home and 65% of them from homes in metros (Economic times report). The work from home can be an better option for those industries who has lot of work through computer such as IT whereas other companies such as MSMEs are not in a position to give option of work from home as work from home cannot be an alternative for them, but some companies have tried to provide some alternatives to their employees so that they can cope up with this pandemic situation. The present study also will suggest the option companies can follow in future so that there can maximum productivity and flexibility to employees' work life.

Importance of the Study:

The research would be helpful to the all organizations for knowing the impact of COVID 19 on employees work life and work from home option given to all employees, Through this research various organizations can find out the new ways or options that can be given to all employees in future so that productivity and flexibility in work can be increased.

Review of Literature:

The COVID 19 pandemic is likely to reshape the perceptions of all Individuals and organisations about the work and occupations. It has been concluded that the work from Experiment can change the occupational perspectives on working from home. It was further suggested that organisations and researchers may be able to understand which occupational and individual characteristics are related with work from home and its effectiveness in near future(Kramer & Kramer, 2020)

Due to the COVID 19 pandemic lot of changes taking place in workforce. These changes have made lots of adjustments for everyone family. It was been observed that work from home created at lot of impact employees work life. The whole scenario of working has changed and every organisations should take some measures in future to work from home.(Wake, 2020)

Research Methodology:

Research Design:

The study aimed at finding the impact of COVID 19 on Employees work life. The study is descriptive in nature

Data Collection:

The Data was collected from various employees from different sectors through google form and 121 respondents responded for the survey. A well-structured Questionnaire was used for the data collection. The various articles on COVID 19 were considered as Secondary data for literature review.

Population

The Employees working in various sectors were taken for study

Sampling Technique

The method of Sampling used for the study is Convenience Sampling Technique

Statistical Technique used

The collected data has been tabulated in SPSS software for bivariate Chi Square Analysis and the formulated hypothesis was tested accordingly.

Objectives of Study: -

- To understand the importance of work from home option given to Employees
- To analyse the impact of work from home option on employees
- To find out association between occupation and work from home followed by companies
- To provide suggestions and recommendations for better performance in future.

Hypothesis: -

H0: - There is no significant association between occupation and work from home option followed by companies.

H1: - There is significant association between occupation and work from home option followed by companies.

H0: - There is no significant association between occupation and implementation of work from home in future.

H1: - There is significant association between occupation and implementation of work from home in future.

H0: - There is no significant association between Educational Qualification and work pressure at work from home.

H1: - There is significant association between Educational Qualification and work pressure at work from home.

H0: - There is no significant association between Educational Qualification and work from home followed by companies

H1: - There is significant association between Educational Qualification and work from home followed by companies.

Data Analysis & Interpretation:

Table 1: Relationship between occupation and work from home followed by companies

Ch-Square Test	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	4.476 ^a	4	.345
Likelihood Ratio	4.440	4	.350
Linear-by-Linear Association	.142	1	.706
N of Valid Cases	121		

From the Chi- Square test output table we see a significance level of .345 which is more than 0.05(Pearson) and hence we failed to reject the null hypothesis. This means the Chi-square test is not showing a significant association between the occupation of employees and work from home followed by organisations so it can be concluded that work from home is not dependent upon the type of occupation of employees.

Table 2 Relationship between Educational Qualification and work from home followed by companies

Chi-Square Test	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	12.480 ^a	2	.002
Likelihood Ratio	14.708	2	.001
Linear-by-Linear Association	8.041	1	.005
N of Valid Cases	121		
		Value	Approx. Sig.
Nominal by Nominal	Phi	.32	.002
		1	
	Cramer's V	.32	.002
		1	
N of Valid Cases		121	

From the Chi- Square test output table we see a significance level of .002 which is less than 0.05(Pearson) and hence we reject the null hypothesis. This means the Chi-square test is showing a significant association between the Educational Qualification and work from home followed by organisations. Cramer's V value is .321 which is more than 0.05 which means that there is a strong association between educational qualification and work from home, so it can be concluded that educational Qualification is also playing an important role in work from home option of Companies.

Table 3 Relationship between Educational Qualification and work pressure at work from home

Chi-Square Test	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	8.571 ^a	2	.014
Likelihood Ratio	8.711	2	.013
Linear-by-Linear Association	3.663	1	.056
N of Valid Cases	121		
		Value	Approx. Sig.
Nominal by Nominal	Phi	.266	.014
	Cramer's V	.266	.014
N of Valid Cases		121	

From the Chi- Square test output table we see a significance level of .014 which is less than 0.05(Pearson) and hence we reject the null hypothesis. This means the Chi-square test is showing a significant association between the Educational Qualification and work pressure at work from home. The Cramer's V value is .266 which is more than 0.05 which means that there is a strong association between educational qualification and work pressure from home, so it can be concluded that educational Qualification is one of the factors which has created work pressure during work from home. The employees who have Specialisation with its normal qualification have more burden on them of work from home.

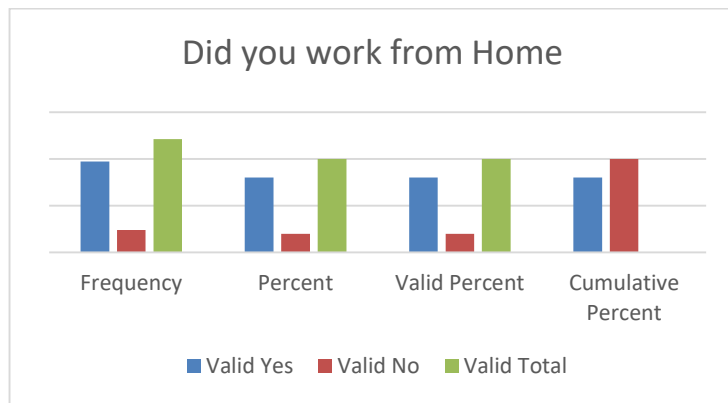
Table 4 Relationship between Occupation and work from home alternative for future

Chi-Square Test	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	15.589 ^a	8	.049
Likelihood Ratio	16.623	8	.034
Linear-by-Linear Association	4.192	1	.041
N of Valid Cases	121		

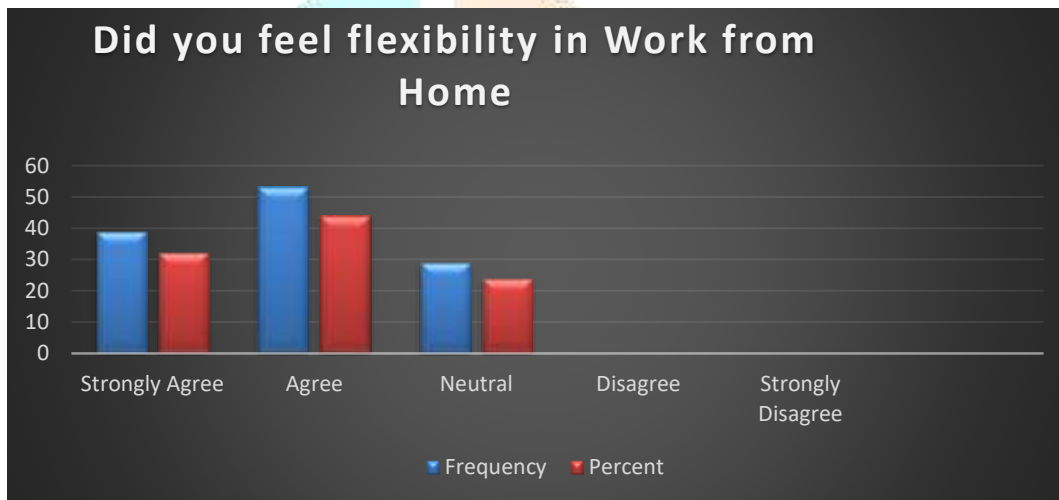
	Value	Approx. Sig.
Nominal by Nominal	Phi	.359
	Cramer's V	.254
N of Valid Cases	121	

From the Chi- Square test output table we see a significance level of .049 which is less than 0.05(Pearson) and hence we reject the null hypothesis. This means the Chi-square test is showing a significant association between the Occupation and work from home an alternative for future The Cramer's V value is .254 which is more than 0.05 which means that there is strong association between Occupation and work pressure from home an alternative for future, so it can be concluded that occupation is playing an vital role in work from home option in future. It was observed that many respondents prefer 50% work from home option and 50% work from office which can be an alternative that can be followed by companies in future.

Of the respondents taken for study 19.8% were Unaided college employees, 6.6% were Aided college employees, 8.3% were of government college, 45.5 % were of Corporate sector and 19.8% were Businessmen. It was being seen that Corporate sector employees were doing work from home more as compared to other employees.

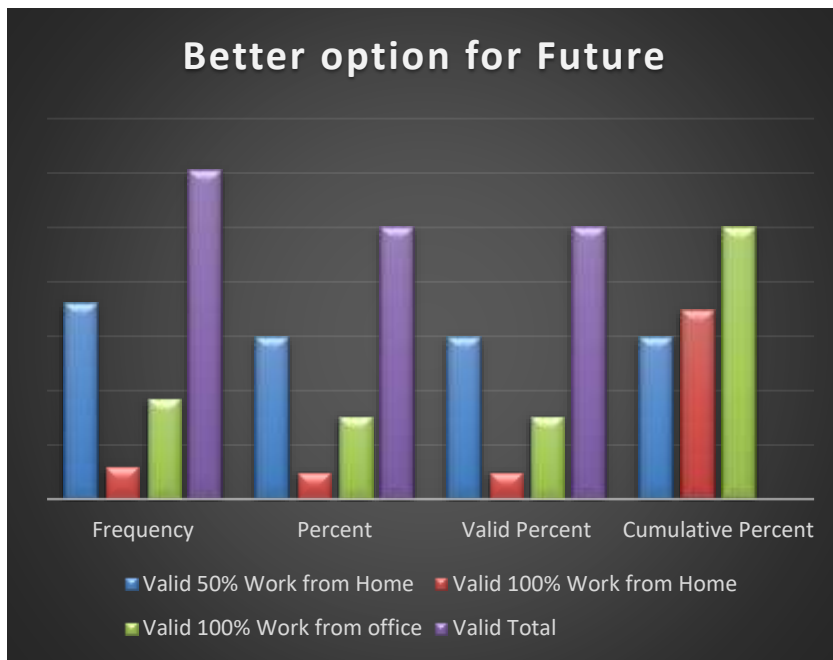
Table 5: Work from Home done during Lockdown

It was observed that 80.2% of the respondents did some or the other work from home whereas only 19.8% of the respondents did not do work from home. So, it can be concluded from the research that most of the employees belonging to various sectors adopted the work from home option given by organizations to their employees.

Table 6: Flexibility in Work from Home

It was seen that 32.2% strongly agree with the statement that work from home has given them more flexibility to work. 43.3% of the respondents agree with the statement whereas 24% of the

respondents were neutral in their opinion and not able to decide about flexibility in work from home option, Hence it can be concluded that Work from home has given them more flexibility to work and they can do more productive work so companies can think on dividing some part as work from home and some from office.

Table 7: Better option in Future

The Respondents were asked about can work from home be an better option in future, it was been seen that 59.5% of the respondents gave their opinion that 50% of the work should be done through home and remaining 50% can be done through office, where as 30.6% respondents were of the opinion that 100% of the work should be done through office so it can be concluded that the various organizations can think on this option that which type of work can be provided to employees to work from home and which from office.

Conclusion

The work from home option followed by various companies during the lockdown situation has created an impact on the employees work life and it was being seen from the research that work from home would be a better alternative if we have all necessary requirements for doing all the work. It can be concluded from the research that it can be a better option to those employees who can do work from home. This Pandemic situation has totally changed the working pattern of all employees of various sectors and it was seen that companies should divide the work so that work from home and work from office can be continued.

References

- [https://economictimes.indiatimes.com/magazines/panache/work-from-home-has-been-successful-during-covid-19-lockdown-what-2\) next/articleshow/75470580.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst](https://economictimes.indiatimes.com/magazines/panache/work-from-home-has-been-successful-during-covid-19-lockdown-what-2) next/articleshow/75470580.cms?utm_source=contentofinterest&utm_medium=text&utm_campaign=cppst)
- Kramer, A., & Kramer, K. Z. (2020). The potential impact of the Covid-19 pandemic on occupational status, work from home, and occupational mobility. *Journal of Vocational Behavior*, xxxx, 103442. <https://doi.org/10.1016/j.jvb.2020.103442>
- Wake, I. N. T. H. E. (2020). *Working from Home During the COVID-19 PANDEMIC* : 17(5).
- <https://www.livemint.com/companies/people/lakhs-of-it-employees-likely-to-continue-to-work-from-home-post-lockdown-11587975380458.html>
- <https://www.thehindu.com/business/is-work-from-home-sustainable-for-the-long-run-during-the-coronavirus-pandemic-for-the-rest-of-india/article31614488.ece>