



A Study On Work From Home Practices And Their Effect On Employee's Work-Life Balance

Bingi Nithin babu¹, Monali kawdiya², Diksha Sinha³,

¹MBA, NSB Academy, Bangalore

²MBA, NSB Academy, Bangalore

³MBA, NSB Academy, Bangalore

Abstract

The Covid-19 pandemic accelerated the importance of work from home practices across the organizations. This study aims to analyze the impact of work from home practice how it is going to affect or influence the work-life balance of employees. This study examines whether work from practice is positively or Negatively affecting the work-life balance of employees and how the employees are experiencing. The study is based on primary data collected from 105 respondents using a structured questionnaire. The findings reveal that work from home helpful in managing work and life and it also creates challenges such as communication, employee satisfaction with work from home, it greatly depends on individual factors. work from home can be more productive for employees, it can be less productive for others because of distractions. The study concludes that work from home offers several benefits it should be accompanied by proper management techniques and a proper work-life structure.

Keywords: Work from Home, Work-life balance, Remote work, Employee satisfaction, HR practices

1) Introduction

In recent years, the concept of Work from Home also referred to as telecommuting or remote work has been widely adopted by modern organizations as a flexible work arrangement (Allen et al., 2015).

Nowadays the concept of work from home has been widely used by all the Modern-day companies and work from home is considered as a practice by these companies and mostly the remote work is work from home it means all the employees sit at home and they can work and there is no need of coming to office and working and Companies do consider this practice as a measure of cost control. The outbreak of the Covid-19 pandemic significantly accelerated the adoption of Work from Home practices across industries due to lockdown restrictions and safety concerns (Wang et al.,2021).

The work-life balance is also important to all the employees because they have to manage both work and family responsibilities in the present situation. Focusing only on work and leaving the personal well-being can also affect the employees mental health and In the current scenario Mental well-being and physical well-being both are important to the employees. The companies are also many programs on physical and mental well-being of all the employees. The Employees also personally should keep an eye on their work-life balance.

There is a link between the work from home practices and work-life balance of employees. In the organization when the companies give option to work from home for the employees they work freely and they focus both on work life and personal life and though there are some problems attached when the employees are working from home like Internet facility program, Direct Interaction, Virtual presence and Communication problem and assessment of employees will also become difficult to the companies. But after Covid-19 pandemic most of the companies are asking all the employees to adapt work from home practice and the importance of Remote work has also increased and Hybrid work is also followed by the companies.

The main purpose of this study is How the work from home practice is affecting the work-life balance of employees and whether it is positively or Negatively impacting all the employees and, In this study, we also focus on various work from home practices which are followed by the companies and its significance. This study examines the relationship between the work from home practices and impact of work from home practices on work-life balance of employees who are working in the Corporate companies.

2) Literature Review

Bloom et al. (2015) reported that employees working from home led to a 13% increase in performance shows the improvement in productivity compared to office-based working and the study also highlighted the impact of quieter environment led to reduced the interruptions and increase the performance.

Manjula Grover (2022) highlighted that work from home improves flexibility, reduced commuting stress and allows employees to spend more time with family which enhanced work-life balance and higher productivity.

P. Pratheesha (2026) observed that Work from Home has a significant and positive impact on employee job satisfaction by offering greater flexibility, reduced commuting stress and improved work–life balance. study highlights the challenges including social isolation, communication gaps and difficulties in maintaining work boundaries may negatively affect satisfaction levels if not effectively managed.

Dr. Swati Sharma et al. (2025) by combining quantitative survey and qualitative interviews with IT professionals based in Delhi-NCR, Bengaluru and Hyderabad. Quantitative results indicated no significant correlation between the number of remote working days and perceived availability of time for personal commitments. qualitative insights revealed that leadership support, communication clarity, flexible scheduling and mental health resources are key factors influencing work-life satisfaction in hybrid environments.

Jun-Jie dong (2025) revealed that the direct effect of working from home on employee well-being is not statistically significant Specifically, working from home can negatively impact well-being by exacerbating family-work conflict while simultaneously promoting well-being by enhancing job engagement.

Lukasz Marecki (2023) emphasized the effect of work-life balance on employee productivity and well-being shows that effective work-life balance strategies can improve worker health and productivity. Unlike

unhappy employees who struggle to balance work, family, and personal life, happy employees are self-motivated.

Dr. Sunil Dutt (2025) stated on how remote work influences work–life balance and productivity among professionals in the post-pandemic era. remote work enhances autonomy, job satisfaction, and time management, contributing positively to productivity and personal well-being but depends on balanced management practices and adaptive organizational structures.

Heloise Helena Berger ploszaj (2025) study shows the positive correlation between optimal work from home and satisfaction mediated by work-life balance and work stress unveils that female job satisfaction depends necessarily on reducing work stress, while males can achieve it through work stress and work-life balance.

3) Research Gap

Although the previous studies had examined the work from home on employees productivity, well-being, job satisfaction and improvement in performance but there is only limited research done and this study aims to study the work from home practices effects on employees work-life balance, this study fills this gap.

4) Research objectives

- 1) To examine the effectiveness of work from home practices adopted by organizations.
- 2) To analyze the impact of work from home practices on employees work-life balance.
- 3) To identify the benefits and challenges experienced by the employees during work from home.
- 4) To evaluate the satisfaction of employees satisfaction with work from home practices.

5) Research Methodology

1) Research Design:-

The present study is descriptive research design which is used for knowing impact of work from home practices on employees work-life balance and this study mainly focuses on effects of the Remote work effects on employees productivity.

2) Nature of Data:-

This study uses both primary data and secondary data and the primary data was collected through the questionnaire and the secondary data was collected through the journals, articles, research papers related to work from home and work-life balance.

3) Data collection method:-

Primary Data was used in the research and questionnaire was sent to the respondents collected through google forms from the working employees and the questionnaire included multiple choice questions and Likert scale questions.

4) Sample Size:-

The study is conducted among the working professionals who have experienced the work from home. The sample size is 105 respondents.

5) Sampling Technique:-

Convenience sampling technique was used in this study based on the respondents.

6) Tools for Data analysis:-

The tools like tables, Pie charts were used in this study to analyze the data which is collected from the respondents.

7) Variables of the study:-

Independent variable:- Work from home practices

Dependent variable:- Employees work-life balance

6) Data Analysis & Interpretation

The current study is based on primary data collected from 105 respondents who have already experienced work from home practices. Percentage analysis was used to examine the impact of work from home on work-life balance for employees.

Out of total respondents, 72 respondents (68.6%) agreed that work from home offers more flexibility in handling both professional and personal life. This indicates that most employees believe flexibility is a significant advantage of work from home. Further, 65 respondents (61.9%) agreed that work from home significantly helps in reducing commuting stress, which saves both time and energy for personal activities and family engagement.

However, the study also reveals some of the challenges involved in working from home. About 58 respondents (55.2%) expressed difficulties in maintaining a work-life balance. This implies that although flexibility is beneficial, it can also cause work-life imbalance due to the increase in working hours. Secondly, 50 respondents (47.6%) expressed difficulties in communication due to the lack of face-to-face interaction, which has affected collaboration in teamwork. Regarding employee satisfaction, 70 respondents (66.7%) expressed that they are satisfied with the work from home policy. On the other hand, 20 respondents (19%) expressed neutral feelings about the work from home policy, while 15 respondents (14.3%) expressed dissatisfaction.

In addition, 60 respondents agreed that work from home increases productivity because there are no distractions, while 45 respondents agreed that work from home reduces productivity because there are personal interruptions.

Overall, the analysis of the data suggests that work from home has a significant positive impact on flexibility and convenience but also raises challenges related to communication and work-life boundaries.

7) Findings

The findings of the research show that the effects of work from home on employee's work-life balance are both positive and negative. A greater number of employees find work from home helpful in effectively managing work and life. Commuting time is also one of the advantages, which helps reduce the level of stress.

However, the research also shows the challenges that come with work from home. It is seen that employees find it hard to maintain the work-life balance. It is challenging to demarcate work and life. It is also seen that communication is one of the challenges.

Another important finding of the study is that employee satisfaction with work from home greatly depends on individual factors. Employees who have favourable home environments and work roles report better work-life balance.

The study has found that even though work from home can be more productive for employees, it can be less productive for others because of distractions. Hence, work from home is not beneficial for all employees and should be managed.

8) Discussion

The findings of the study indicate work from home practices have both positive and negative effects on employees' work-life balance. Majority of respondents reported that work from home option providing them the flexibility to manage their both personal and professional life. The Finding consistent with the Bloom et al. (2015) who found in their research that Remote work reduced the interruptions and increased the productivity of the employees.

However, the findings in this study reveal challenges such as communication issues which support the finding of Jun-Jie Dong (2025), which emphasized on the remote work can increase family-work conflict and negatively impact the well-being of the employee.

Manjula Grover (2022), who highlighted that reduced commuting stress for greater family engagement, which have contributed to enhanced work-life balance of employees.

Overall, the results indicate that work from home has positive and Negative effects and it requires proper management techniques and a proper work-life structure.

9) Conclusion

The conclusion drawn is that the work from home practice affects the work-life balance of the employees. It is evident from the findings that the work from home practice increases the flexibility, reduces the commuting stress and increases the overall convenience for the employees. These factors positively affect the employees.

However, the challenges associated with the work from home practice were also identified. These challenges include the difficulty in maintaining the work-life balance, communication challenges and social isolation. These challenges affect the employees negatively.

The success of work from home greatly depends on organizational support, technological support, and employee discipline. Organizations have to ensure proper work schedules, proper communication systems and employee wellness programs to ensure the full benefits of work from home.

Work from home can be an efficient and viable work option, but it should be accompanied by proper management techniques and a proper work-life balance.

10) Suggestions

Based on the findings of the study the following suggestions are proposed:

- All the organizations should establish clear working hours to help employees to maintain a proper work-life balance.
- The Effective communication systems should be implemented in the organization to reduce the misunderstandings and improve the coordination between the management and the employees.

- All the organizations should adopt Hybrid work model to provide the flexibility in work to the employees.
- Employers should implement the mental health programs and wellness programs for the well-being of the employees.
- Companies should ensure that employees have the access to technological support and infrastructure for the effective remote work.

11) References

Bloom, N., Liang, J., Roberts, J., & Ying, Z. J. (2015). Does Working from Home Work? Evidence from a Chinese Experiment. *Quarterly Journal of Economics* 130(1), 165–218.

Manjula Grover (2022). Impact of work from home on work-life balance. *International Journal of Management Studies* 10(2), 45–52.

P. Pratheesha (2026). Work From Home and Its Influence on Employee Job Satisfaction: An Empirical Study. *Journal of Human Resource Management* 12(1), 78–85.

Dr. Swati Sharma, Aarti Sharma (2025). Hybrid Work and Work-Life Balance: A Study of IT Professionals Experiences and Challenges. *International Journal of Social Science and Economic Research* 10(09):3741-3750.

Łukasz Marecki (2024). Impact of work-life balance on employee productivity and well-being. *Journal of Management and Financial Sciences* 10.33119/JMFS.2023.50.9.

Jun-jie Dong, Zhi-dan Tan, Yu-liang Zhang, Yu-jie Sun, Yuan-kai Huang (2025). Work from home and employee well-being: a double-edged sword. *BioMed Central psychology* 13(1):748. doi: 10.1186/s40359-025-02994-5.

Dr. Sunil Dutt (2025). How Remote Work Affects Work–Life Balance and Productivity Among Professionals. *International Journal of Research & Technology*, 13(4), 370–384.

Heloise Helena Berger Ploszaj, Bruno Henrique Rocha Fernandes, Juan José Camou Viacava & Alessandra Nassar Cardoso (2025). Understanding the associations between “work from home”, job satisfaction, work-life balance, stress, and gender in an organizational context of remote work. *Discover psychology* <https://doi.org/10.1007/s44202-025-00342-7>.