WFH: GENDER CHALLENGES AND COPING UP IN EMPLOYMENT ISSUES

Dr. Monica Agarwal[1]

Students Participated in Community-Connect Project
2020575418 Shweta Choudhary
2020483563 Ridhima Mehrotra
2020576037 Richa
202052275 Anjali Kumari
2020486224 Srishti Verma
2020001240 Tushar Tomar
2020418054 Astha Anand
2020464364 Seema Sharma
2020409628 Priyanka Dash
2020001750 Divya Bansal
2020815373 Saveus Kasambara

Abstract
In India, many people started work from home or working from home due to pandemic COVID-19. It is very difficult to work from office in this pandemic so, everyone is working via online mode. Experiences and preferences had changed the people perception and attitudes to home working and flexible working in general and also has changed flexible working of managers. WFH means staff can setup their desk in their homes and succeed their complete work rights from private their houses, without the need to essentially go to the office. We have gathered data and graph to a survey which aim to gain insights on Experiences and preferences of working from home. We have talked about the introduction of (WFH) and in LF the aspects of WFH how the decision of a workplace influences an office and employee. We may see an increase in gender gap in labour markets etc. So, with the help of this report we are showing the comparison between genders on WFH. We have prepared a questionnaire showing the experiences and preferences from working home.
Key Words: Gender Challenges , WFH, Covid, Employment

Introduction
WFH attitudes for work from home or working from home. Workers work from home by using a enthusiastic laptop/PC connected to the internet and business privileges to work together and communicate with their team members. Although some workers work mainly from their homes, others work irregularly from home and travel to their office half of the time or we say in other words that WFH means staffs can set up their desk in their homes and succeed their complete work right from private their houses, without the need to essentially go to the office.

COVID-19
A possibly simple, mainly breathing infection produced by a coronavirus and considered by fever, cough, and smallness of breath. In about people, the sickness also costs main body part, as the heart or kidneys.

Experiences Gain by Both Genders
Challenge faced by women
The COVID-19 has deepened the tests that women face in the office. Though working mothers have always had to balance the work and looking after their families. the pandemic has shaped different contests. With 2020 totally shifting the way we work and live, many people who often work in an office-founded job are now at all working, hiding the line among

[1] Assistant Professor, School of Business Studies, Sharda University, India
E-mail : monica.agarwal@sharda.ac.in

work and home. As mothers are extra possible to be answerable for scrubbing and care-giving, they have to adjust to work-related fluctuations triggered by the pandemic. They also have to look after their families, possibly home-schooling, and keep on top of scrubbing. It is not an easy stability, yet mothers crosswise the ball are facing this daily. Ended the past year or so, occupied mothers have had to direct a essential changeover because of the pandemic. As they last to work from home, manipulating between work and taking care of their kids has taken a full new sense.

Challenge faced by men

When people think about isolated workforces, single of the most mutual metaphors that comes to mind is a mom at home trying to disguise day-care and family duties with work tasks. But as we all know, men work at all, too, which means work-at-home dads are possible facing contests of their personal. Here are some of the most common challenges dads face when working from home.

1. Distractions
2. Expectations
3. Personal Space
4. Loneliness

The major challenges of working from home for employers
1. Isolated partnerships
Collaboration is one of the biggest working from home challenges for companies as employees no longer work from the same physical office space.

Whether you have a small doubt or need to organize a team-wide meeting, everything has to be scheduled in advance to ensure availability – all of which can end up taking a big chunk of the employees' time and take them away from their core responsibilities.

2. Employees working from different places and time zones
Letting workers to work from home means administrations can beginner able professionals from anywhere in the world, with no location limits. But the big problem of this bonus is that corporations end up with a wholly spread staff with personnel working from unlike locations and time zones.

Obliging all of the workers to be accessible at the same time is not a model or an extensive term solution moreover later many would end up occupied done the night. But permitting isolated workers to usual their own timetable conferring to what works best for them, means you end up with staffs that all work at unlike times of the day.

3. Structure and keeping belief
When workers don't have direct connections, nearby are about clear trust matters that can stand up because of it. 52 percent of isolated workers feel they are frequently left out of big choices and their team is less trustful of them when they are at work from home.

Level managers find it hard to trust staffs working from home later they can't see isolated workers working right in front of them, different corporal workplaces. But it's vital to recollect that belief is a two-way street. Unceasing distrust from team members can repeatedly end up discouraging workers and making them feel port out.

The major challenges of working from home for employees
1. Working too much
Though directors most of the times undertake that employee who don't work as competently from home as they do from an office, the definite crushed realism is totally different.

With no unnecessary breaks or long travels to the office, isolated workers are 20-25 percent more creative than their office complements. But the lack of breakdowns with exertion is what makes isolated workers extra vulnerable to exhaustion.

After all, when you have to manage both your work life and personal life inside the same house, it can be difficult to build wall which can frequently lead to burn out, overburden, and a reduction in output.

2. Loneliness

With no informal social interactions with colleagues, employees can feel isolated and even develop communication issues with the rest of the team. After all, if you don't feel close to your team members, you will hesitate to even reach out to them to ask a simple question.

For employees that have been forced to work from home for a long period of time or are permanently remote, the social isolation problem, when not addressed properly, can get further aggravated and lead to burnouts, decreased efficiency, and increased intention to leave.

3. A lack of community

When you only have face-to-face connections with your team members on weekly or monthly video conferencing only, it can be rather interesting to build a sense of friendship and bonding within the team.

Video call is a good way to stay connected with your co-workers, but the problems happens when there no room left for social meeting. To stunned the work from home-based challenges specified above, here are work from home tips to have a confident working from home in the long time.

Objectives

Working from home during the pandemic is helping in the control of the spread of covid 19, since all the worker or employees are working from home making themselves safe from contracting covid 19. If the stuff members did the work by physically going to work as usual it could have contributed in the spread of covid 19. The technology has helped and it's more effective in working from home since all stuff members can interact online by doing online meetings as way of sharing ideas and gain other ideas elsewhere on their various projects in which the stuff members are doing on their work.

Working from home is acts as a solution, the pandemic cannot affect various projects done by the workers or employees as long as they have the equipment, required for them to do their job at home and this is where technology comes in as contributing the effectiveness on their particular jobs done at home. Working from home can also be seen as an isolation of employees thus at the same time that's the only way the covid 19 pandemic can be controlled and prevented because isolation is one of the ways to keeping oneself safe from getting affected by covid 19 and oneself
from spreading covid 19 in case you have the corona virus.

Increased productivity

When an employee goes to their offices there is a chance of facing distractions and disturbances depending on the working conditions thus if an employee faces these distractions working from home is the absence of the usual office distractions. A quieter environment helps the work to get done quicker and more peacefully due to fewer interruptions, which would normally occur in an office environment. By contrast, working from home allows for a quieter environment that can facilitate more focused work. Employees can also work longer hours as they can also use their time
saved from commuting to start work earlier or later.

More Flexibility

Home working helps one to be comfortable therefore causing oneself to have more agility and flexibility in working arrangements in your own environment without having to travel for work. Employees can save up a lot of time and make it a little bit easier for themselves and can also work as per their most productive hours.

Increased motivation

Working from home can also make employees feel more trusted as their work is not closely monitored thus employees might work on their suitable and best hours leading to effective work performance and contributing towards more feeling of motivation since they stuff work on their suitable hours in which they might be happy doing their work on their free time.

Money Savings

People who work from home have high chance of saving a lot of money which could have been used for car fuelling, car maintenance, transportation, parking fees, lunches bought out, and more can all be reduced or eliminated from your spending budget. These savings add up and put more money back into your savings and other investments you are working on.

Working from home increases creativity and innovation, a person doing work from home can easily collaborate with other people in which the gain more ideas and experiences therefore increasing your productivity and performance on the work you're doing. Working from home in your own schedule can boost creativity because a person can be more focused and create their own brakes so that they can tap in back on their work refreshed with chances of coming up with new ideas therefore more creativity and innovation comes in.

Literature Review

In the literature the aspects of working from home and from an office and how the decision of a workplace influences an office and how the decision of a workplace influences an employee. It also focuses on the aspect of how an individual's well-being positively influences his satisfaction and stress in work life. The authors don't make their own analysis but instead takes up different examples to show the current and future aspects of telecommuting and its impact on one's quality of life. One of the first characteristics focused on was autonomy. On one hand, since the employees are not closely supervised, their level of autonomy might increase but at the same time in case of females, the level of freedom might decrease due to household demands.

Certain organizations gave their employees an option to choose between online and regular office environment, while others imposed the idea of work-from-home. People working from home mainly rely on technology; therefore, the face-to-face feedback aspect is limited and henceforth receives lower quality of feed-back from their superiors and supervisors. Lack of contact with colleagues would also reduce the quality of work as an employee would not be able to retain his productivity.
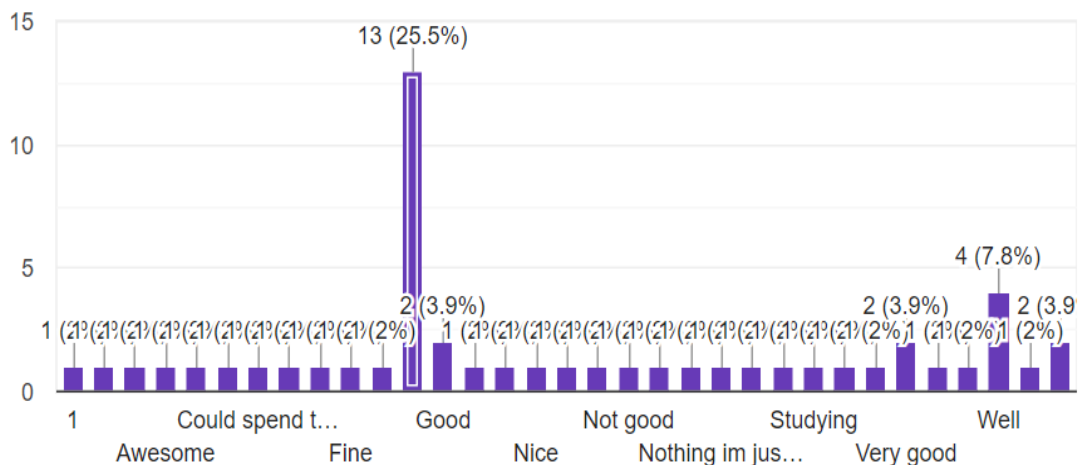
Research Methodology

Exploratory Research: This research is meant to provide details about a small group of men and women and uses a variety of methods like interviews, group discussions, experiments, or other tactics for the purpose of gaining information.

Data Analysis
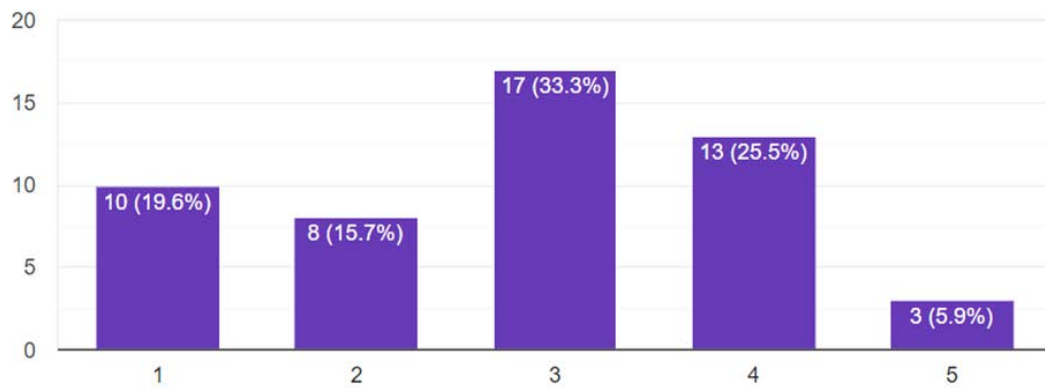
How is your work from home (WFH) going?

51 responses
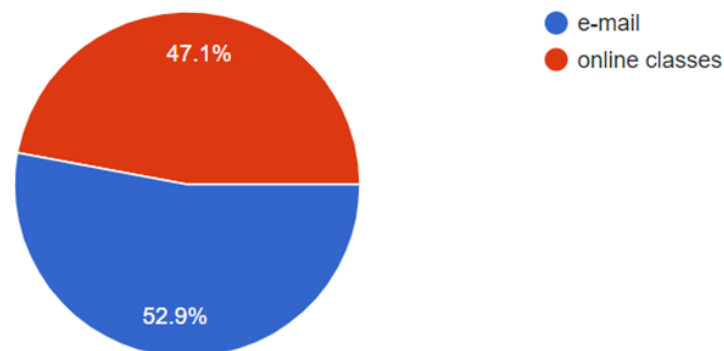
How comfortable are you in your WFH setup?
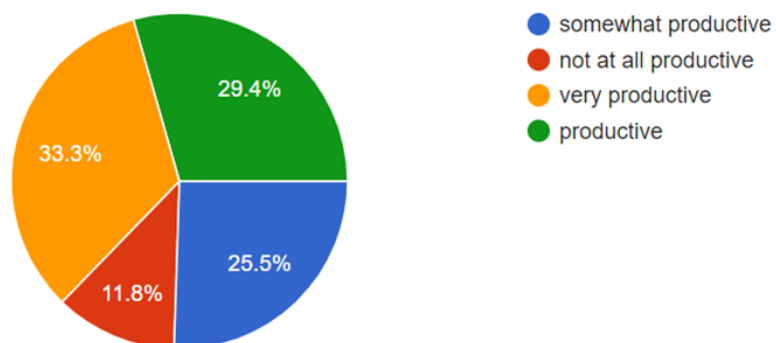
51 responses

What communication channels were the most effective for you?
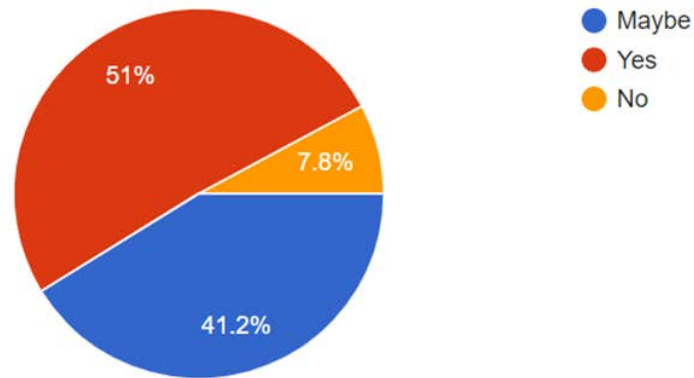
51 responses

How productive are you in your WFH setup compared to being in the office?

51 responses

Do you feel connected enough to your teammates?

51 responses

Legend:
- Maybe
- Yes
- No

51%
7.8%
41.2%

Conclusion

Therefore, working from home might have some benefits and might be a slightly different experience for both genders. Noticed that working from home might usually occur depending on what type of situation a person is involved in, for example, in this particular time of covid 19 pandemic a lot of industries and companies, their employees are forced to work from home due to the pandemic which encourages isolation thus influencing people to work from home due to lockdowns happening because of covid 19. They are several challenges of working from home that employees of different genders experience depending on the environment they stay in. Therefore, the environment furthermore plays a big role and contributes a huge impact on the employees lives whether the environment is good for working from home or not. Out of all the challenges working from home in this particular time of covid 19 pandemic is one of the best things to do as it prevents the spread of covid 19 and acts as a solution as a way of progressing their work even in the lockdown period.