A STUDY ON THE CONVENIENCE IN THE WORK FROM HOME (WFH)

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ABSTRACT:

The significant impact of COVID-19 on the global workforce made a shift towards remote work arrangements. As physical presence in the workplace became hard to accomplish, many organizations adopted the Work from Home (WFH) methodology. This study explores the implications of WFH on employee convenience, productivity, job satisfaction, and work-home balance. Employing a mixed-method approach, combining a simple survey with empirical analysis, the research delves into the cost and time utilization associated with this strategy, as well as the productivity gains achieved within a familiar work environment. However, potential drawbacks, such as limited face-to-face interaction, communication gaps, and detachment from peer groups, are also considered. This study offers valuable insights into the evolving nature of work and provides recommendations for organizations seeking to optimize their work policies. By examining the potential benefits and challenges of WFH, this research contributes to a better understanding of the future of work and the strategies that can enhance employee well-being and productivity.

INTRODUCTION TO THE STUDY

"*Unlock productivity from the comfort of your couch* ", it is what people say about WFH. The modern workforce is entitled into the wisdom of Working from Home. They wished of working into their flexible time table. However, this type of work nature can impact by limiting the efficient productivity. Remote work is valued by many employees for its elimination of commuting and its positive impact on work-

life balance. The real insights behind this study are to address the major plus that an employee able to get by following WFH than he/she gets from Working from Office. Besides arguing it either WFH or WFO, to this two-paced generation gets an even better option as a mode of work. This study highlights on the convenience we find in WFH. In addition, with idea of hybrid, this makes the use of both ways.

OBJECTIVES OF THE STUDY:

➢ The aim is to provide insights about the employee benefits and challenges.

➢ Presenting counter points for a HYBRID work base nature.

REVIEW OF LITERATURE:

Mehta, P.(2021) from her Study on Work from home—Work engagement amid COVID-19 lockdown and employee happiness she found that the relationship between WFH work engagement and perceiver employee happiness, the study also influenced the WFH psychosocial safety able to predict varience in WFH work engagement (1)

Valliammal,(2012) from her study on working from Home- a convenience or hindering organization in becoming a community? She examines that the employees are convenient in working from home for the purpose of reduction in cost of living , travelling ,etc., but there is an impact that organization will suffer a lot in community working and discussion about their organization, her study concluded that the erotion of trust is reduced employee contribution to the organization for the long run.

Gokul Santhanam, D. K. (2020) from his study on Impact of long term work from home on work culture & employee engagement: A study focused on Indian IT companies, examine that the different Organizational cultures adopted by top Indian IT companies and provide recommendations on how to sustain culture and make the employee experience the same from a remote working environment. He concluded that if the companies take extra care to make culture the way of remote work life, there could be far reaching benefits.

Aczel, B., Kovacs, M., Van Der Lippe, T., & Szaszi, B. (2021). In their study on Researchers working from home: Benefits and challenges they examined that taking well-

being into account, 66% of them would find it ideal to work more from home in the future than they did before the lockdown. These results draw attention to how working from home is becoming a major element of researchers' life and that we have to learn more about its influencer factors and coping tactics in order to optimize its arrangements.

SCOPE OF THE STUDY:

> This study offers a glimpse into the correlation between one's environment and their productivity. An individual's profound knowledge to their productivity influence is by the way of working, aid them to look into a goal of mitigated stress and greater effectiveness.

> This study also highlights the HYBRID method and how it supports the limitations we find in WFH. Their overlook decrease exposure to the office setting and fewer opportunities for peer interaction.

TOOL OF ANALYSIS:

Here, Percentage analysis is used to derive the key findings , and further GARRETT's ranking technique is used to study the benefits and challenges in WFH in order to substantiate the research necessity.

PERCENTAGE ANALYSIS:

Percentage analysis in research is a fundamental descriptive statistic used to show proportions or frequencies of data points relative to a whole simple to understand prevalence (e.g., 40% agree), compare groups (e.g., male vs. female responses), and analyze categorical data like surveys, revealing insights into distributions and patterns, especially in fields like health, social sciences, and business. Compares different-sized groups or variables on a common scale (per 100).

Formula: Percentage = (Frequency / Total Number of Responses) x 100%.

GARRETT'S RANKING TECHNIQUE:

Garrett Ranking Technique is a widely used statistical tool for converting ranks given by respondents into numerical scores. This technique helps in identifying the most influential factors based on the collective opinion of respondents. The ranks assigned by respondents

were converted into percent positions using the following formula:

$$\text{Percent Position} = \frac{100(R_{ij} - 0.5)}{N_j}$$

Where,

R_{ij}= Rank given for the ith factor by the jth respondent

N_j= Total number of factors ranked by the jth respondent

The percent positions were then converted into Garrett scores using Garrett's conversion table. The mean Garrett score for each factor was calculated, and factors were ranked based on the highest mean score. This method enables an objective comparison of multiple influencing factors and enhances the analytical rigor of the study.

DATA COLLECTION:

This study comprises of both primary and secondary information. The primary data is collected via sampling questioner. And the secondary is collected from internet, journal, article, reviews and publications.

SAMPLE SIZE:

The sample size used for this study is 50 individual who have experience WFH opportunities.

DRAWBACK OF THIS STUDY:

➢ The study cover and analyze only for WFH.

➢ The sample size used here is relatively small.

DEMOGRAPHIC FACTOR:

The questionnaire appears to have been administered to a group of individuals to gather their preferences and opinions regarding work arrangements, specifically work from home (WFH) versus work from office (WFO).

QUESTIONEER	DESCRIPTION	PERCENTAGE ANALYSIS
YEARS OF EXPERIENCE	0-2 years	23
	3-5 years	6
	6-8 years	12
	9-11 years	3
	12-14 years	3
	More than 15 years	3
PREFERENCE	Work from Home	23
	Work from Office	9
	Hybrid	18
WFH can take over WFO culture	YES	23
	NO	27
WFH limit the skill of learning from office	YES	32
	NO	18
WFH helps to spend more time with your family	YES	41
	NO	8

KEY FINDINGS

- ➢ The major respondents fall between 0-2 years of experience (23%), followed by 6-8 years. This indicates that most of the workforce are fresher, further they gain experience could change point of view or could revitalize the system.

- ➢ The most popular preference among respondents is WFH (23%), followed by hybrid (18%) and WFO (9%). This indicates a strong preference for employees to make their work choice to work at personal space.

- ➢ A significant number of respondents (23%) believe that WFH can eventually replace WFO culture as the considering for a diversify approach.

- ➢ While a majority (32%) believe that WFH can limit skill learning from the office, a considerable number (18%) disagree, causing them with a minor issue to reconsider their choice.

- ➢ The 41% of individuals believe that WFH helps to spend quality time with family, highlighting its potential benefits for personal life.

INTERPRETING THE RESULTS

- ➢ The data suggests that employees value flexibility and autonomy offered by WFH or hybrid arrangements.

- ➢ As the respondents are highly concentrated with freshers in the field , preference to remote work style implies the start of an era to work from anywhere

- ➢ While there are concerns about potential limitations in skill development due to WFH, the positive impact on work-life balance seems to outweigh these concerns for many respondents.

- ➢ The results indicate a shift in workplace culture, with WFH gaining popularity and potentially challenging the traditional WFO model.

GARRETT'S RANKING

BENEFITS IN WFH

JOB FACTOR	MEAN SCORE	RANK	PRESENTIAL POSITION	SCORE SCALE (100)	PR'S
Comfort	67.6	1	10	75	90
Able to spend more family time	46.8	2	30	60	70
Save Cost and time	46.4	3	50	50	50
Flexibility in work time	41.2	4	70	76.12	30
Assigned by the Organization	38.4	5	90	25	10

> This table is identified and ranked with five major benefits in WFH under Garrett's ranking. The variable 'Comfort' ranked first with mean score of 67.6, followed by 'Able to spend more family time' with mean score of 46.8, 'Save Cost and Time'' with mean score of 46.4, 'Flexibility in work time' with mean score of 41.2 and 'Assigned by the Organization' reasons with 38.4 as mean score. Therefore, it is important that a comfortable work environment (i.e. HOME) is a favorable workplace for improving focus and reducing fatigue. Followed by the respondents need to be spend more time with their families due to their swap away with works than they worry about, optimizes resource use along with other reasons.

CHALLENGES IN WFH:

JOB FACTOR	MEAN SCORE	RANK	PRESENTIAL POSITION	SCORE SCALE (100)	PR'S
Physical problem	74	1	10	75	90
Network issue	66	2	30	60	70
Not able to work productively	54	3	50	50	50
Disturbance from the environment	42	4	70	76.12	30
Others	14	5	90	25	10

➢ This table is identified and ranked with five major challenges under Garrett's ranking. The variable 'Physical problem' ranked first with mean score of 74, followed by 'Network issue' with mean score of 66, 'Not able to work productively' with mean score of 54, 'Disturbance from the environment' with mean score of 42, and 'Other' reasons with 14 as mean score. Therefore, from the inference we can understand 'Physical Problem' is the most common occupational hazard faced by WFH individuals. Discomfort and pain can significantly reduce focus and the ability to work. Additionally, technological difficulties and communication barriers are some major issues required to be provided with a effienct solution.

CONCLUSION:

➢ WFH impact employees by some benefits can positively influence productivity and some challenges can hinder these aspects. Organizations and individuals need to find strategies to maximize the benefits and mitigate the challenges to create a successful WFH environment. HYBRID working style is one way of resolving this complication. HYBRID working style is one way of resolving this complication. It minimizes the impact and transfers a part of workforce into Work in Office.

➢ Although, the WFH concept is the ongoing refined working strategy, synergies of

both traditional and the modernly preferred option could open the door to a better optimum potential to employees to work in a condition of exhibiting professionalism as well as secure realm.

FINDINGS:

➢ A personality working in their familiar surrounding minimizes the cognize load. It creates a sense of liberty while working.

➢ People tend over a environment with more psychological control, streamlining interoffice dynamics feels more of a secure workspace to the respondents.

➢ Hustling up in the morning, travelling to work is way more stressful than the work tension alternatively WFH we can expect concentration, better work effort, efficiency.

➢ For the current scenario of fuel hike and congestion, people go for WFH because they help to utilize optimum cost, resource and time we spend for working.

➢ Taking into consideration WFH has supportive preferences, yet WFH cannot replace Working from Office due to its downsides causing setbacks in work.

SUGGESTION:

➢ Organizations should strive to create a supportive environment that allows employees to reap the benefits of WFH while mitigating the challenges. After understanding different individuals opt for different work style and considering the point WFH show many positive reviews, we can overcome this challenge by HYBRID work style.

➢ It is important to adapt to changing circumstances where work is partially shifted with a tranquil atmosphere that the employees prefer and a structured environment directing workflow and evaluates outcomes.

➢ Communication barrier is a major issue happens in WFH situation, therefore working in HYBRID mode will reduce the communication gaps.

➢ Working under more comfort zone yet affects negative productivity. In order to restore effective productivity, partially working at the office will be a better solution.

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