

A Study On Impact Of Work From Home On Work Life Balance During Covid-19

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ABSTRACT

In ancient times, work and personal life are considered as separate. But the present scenario, it has been interrelated with each other and considered to be the important criteria which decides the family well-being and work effectiveness. Now the pandemic situation COVID-19 leads the life of the employee with no differentiation between work and personal life. Usually, employees face difficult to balance their work-life. In India, following the working hours is typically rare and it is just in a notice board. Even after office time many employees are work with a laptop and office files. Their mind is completely baggage with a work-related task allotted to them. So, they cannot able to turn sight on their families. Even if they turn sight on them, it was not with affection and care instead of that they expose their frustration. This problem was continuing day by day even many technologies grown up, many policies were reframed, etc. Especially during COVID-19, companies decided to get the work from home. This paper tries to find the impact of work from home on work life balance of the employees during Covid 19.

Keywords: WFH, Work life Balance, Covid-19.

1. INTRODUCTION

In traditional way of working systems, there was no connections between work and personal life. But , in this competitive environment, it is obviously found that the work life and personal life are highly correlated to achieve the work place efficiency and family well-being. Unfortunately, the

pandemic situation of COVID 19 strengthen the relationship of work and life and leads to the un differentiated work and personal environment. This COVID 19 made work from home as the only mean to run the organization. The word ‘work from home’(WFH) is popular among the world which positively and negatively affects the personal and work life of the employee but the current situation questions the effectiveness of work from home, working hours, flexibility and also the work life balance. Work-Life balance is always a debatable topic even before the pandemic. The current pandemic makes the work life balance more questionable by the WFH policy. This paper tries to find the impact of work from home on work life balance of the employees during Covid - 19.

2. STATEMENT OF PROBLEM

Usually, employees face difficult to balance their work-life. In India, following the working hours is typically rare and it is just in a notice board. Even after office time many employees are work with a laptop and office files. Their mind is completely baggage with a work-related task allotted to them. So, they cannot able to turn sight on their families. Even if they turn sight on them, it was not with affection and care instead of that they expose their frustration. This problem was continuing day by day even many technologies grown up, many policies were reframed, etc. Especially during COVID-19, companies decided to get the work from home. It leads to extreme difficult for employees, particularly for women employees who need to take care both work and family. So, this research paper made an attempt to prove the impact of work from home on work-life balance.

3. LITERATURE REVIEW

The work from Home (WFH), is very much popular term among the organization in the COVID-19 pandemic scenario and also it induces the smooth working with reduced risk of infections. Even though WFH is recently most popular but it is the known concept for many years. In 1988 Niles mentioned the WFH and is known as “telecommuting” or “telework” (Messenger and Gschwind 2016). WFH has been termed in various terms in different decades, namely E-Work, flexible environment, telecommuting and work from remote. In this work from home, the employees are encouraged to work in flexible work environment especially in home with help of technology (Gajendran and Harrison 2007; Grant et al. 2019). Gajendran and Harrison (2007) described telecommuting as “an alternative work arrangement in which employees perform tasks elsewhere that are normally done in primary or central workplaces, for at least some portion of their work schedule, using electronic media to interact with others inside and outside the organization,”

Goyal K.A, Agrawel A (2015) explained In any organization the strategies of work life balance is considered as on investment which induces the improved productivity, retention, customer service excellence, better mental and physical health, workforce flexibility and motivation. Singh S (2013) mentioned the emphasis of positive correlation between work and

family commitment has been spotted more rather than emphasizing negative aspects of work and family life.

Murthy M. and Shastri S. (2015) observed various issues in Work Life Balance of Parents. The major issue is parenting itself. The time spending with children is not enough and they express their work frustrations on children. Other than parenting the marital issues and need time for spouse like parenting issues: Need more time for children, Showing work frustration on children. Marital issues.

Santosh R. S., Jain R. (2016) proved that the extended work hours Long working hours and long travelling hours made the work life balance very critical for the working fathers in metro cities.

When analyzing the both the research reviews in work from home and work life balance, there is always an imbalance between the work from home and work life balance. This led the researcher to study the impact of work from home on work life balance during COVID -19.

4. RESEARCH QUESTION

- What are the main factors which have influence on work from home?
- Do the factors of work from home have impact on work life balance?

5. RESEARCH METHODOLOGY

For this study, the convenience sampling method is used. The questionnaire has been collected through online mode and it has been distributed to the working people from the known sources such as friends, relatives and colleagues. 145 filled up questionnaires are received in total.

These 145 questionnaires have been taken as the sample for the research study.

6. RELIABILITY OF THE RESEARCH INSTRUMENT

Table 1- Final Reliability and Validity for research instrument

Construct	Cronbach's alpha
Working Conditions	0.893
Facilities	0.876
Support	0.743
Independence	0.865

The researcher has performed the reliability test after final data collection. From Table 1, final values of Cronbach's Alpha are found to be 0.893, 0.876, 0.743 and 0.865 which is well greater than 0.6. It is confirmed the reliability of the constructs considered in the research.

7. DATA ANALYSIS & RESULTS

7.1 Confirmation of Factors of work from Home

In order to confirm the factors of work from home scale, 9 statements were factor analysed by using the Principal Component method with Varimax rotation based on the opinion of the sample employees.

Table 2 – Results of Factor Extraction for work from home

S. No.	Factor Name & Items	Factor loadings	Eigen Value	Variance in %	Communalities (h ²)
Working Conditions			13.498	31.642	
1	Flexible Working hours	0.723			0.631
2	ReasonableTime frame for Targets	0.776			0.646
3	Friendly and relaxed work	0.712			0.654
Facilities			8.432	10.439	
4	Not insisting to work on holidays	0.843			0.741
5	Possibility to takecare of dependents	0.801			0.667
Support			2.156	6.333	
6	Family/Spouse support in life	0.812			0.653
7	Management support in work and life	0.767			0.641
Independence			1.112	3.446	
8	Independence in work	0.731			0.732
9	Flexibility in Manging Work/life	0.794			0.713

From the table 2, it is clear that the communalities (h²) ranges from 0.631 to 0.741 and it is relatively high which confirms the appropriateness of the data. It meant that factor analysis extracted a good amount of variance in the statements. The Eigen values range from 1.112 to 13.498 which are more than one show that the data sets are appropriate.

From the table 2, it was found that four factor solutions explain 51.380% cumulative variance, which is higher than 50%. Working conditions explains maximum variance 31.642% followed by facilities explains 10.439% and support explain 6.333% variance, and independence explains 3.446% variance respectively. All items were found highly loaded under four factors, which indicate employees are highly satisfied with these statements.

7.2 Extent of Impact of the Factors of work from home on work life balance

The multiple regression model is carried out to measure the work life balance. The following hypotheses have been testing in this analysis

H1: Working conditions in work from home has significant effect on work life balance

H2: facilities in work from home has significant effect on work life balance

H3: Support in work from home has significant effect on work life balance

H4: Independence has significant effect on work life balance

In this analysis, the opinion of the respondents on work life balance has been taken as dependent variable and the extracted score from factor analysis on each factor have been taken as independent variables.

This model would help to determine how the Factors of work from home have impact on work life balance.

Table – 3 Coefficient of determination (R^2), and Adjusted (R^2)

R	Coefficient of determination (R^2)	Adjusted R Square	Std. Error of the Estimate
.891	.0.793	0.789	.0641

From Table 3, the coefficient of determination value is 0.793 which shows that 79.3 percentages of variations were expressed by all the factors of work from home considered in the model for predicting overall Impact.

**Table - 4
ANOVA**

	Value of Sum of Squares	Degrees Of freedom	Mean Square	F	Sig.
Regression	163.46	4	40.87	4541.111	.000
Residual	1.345	144	.009		
Total	114.6024	148			

From the table 4, the significance of F value is 0.000 which indicates that the model is statistically significant model at 0.05 level of significance.

Table- 5 Standardized and unstandardized regression coefficients for factors of work from Home on Work life balance

	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Result
	B	Std. Error	Beta			
(constant)	5.432	0.021	5.332	7.323	0.00	
Working Conditions	0.223	0.031	0.221	9.332	.000	H1 Accepted
Facilities	0.184	0.035	0.176	8.478	.000	H2 Accepted
Support	-0.164	0.047	-0.153	5.561	.007	H3 Accepted
Independence	0.365	0.051	0.367	6.543	.001	H4 Accepted

In table 7, the significance values are less than 0.05 for all constructs. So the hypotheses formulated for the study were accepted at 95% confidence level. All the factors of work from home have positive impact on work life balance other than support. Support has negative impact on work life balance.

7.3 Multiple regressions model for impact of factors of work from home on Work Life Balance

$$WLB = 5.332 + 0.221WI + 0.176FC - 0.153SP + 0.367ID$$

WLB represents Work Life Balance

WI represents Working Conditions

FC represents Facilities

SP represents Support

ID represents Independence

The beta (β) coefficients provide the relative importance. The dimension with the largest coefficient represents the most important determinant of work life balance. The next largest coefficient represents the second most influential determinant and so forth. In other words, the higher the beta co-efficient, more the contribution of factors in explaining work life balance. The results indicate that the “independence” as the most important factor of work from home having β coefficient of 0.367, and “support” appearing to be the least important with β co-efficient of -.153 and it gives negative impact work life balance.

8. DISCUSSIONS AND CONCLUSION

The study proves that the factors considered by the researchers have significant influence on work from home and work life balance. Employees feel that they can get independence when they work from home but the support from the family and management is really questionable in this situation. Further research is needed to understand the other personal and organizational factors of work life balance.

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