WORK FROM HOME-BOON OR BANE FOR LIFE BALANCE

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ABSTRACT

These days most of the manpower is indulge into work and family responsibilities, the family affairs are also strongly effecting the employees, family members, organizations, and society day by day. Employees spend half of their day at work and then return to their personal lives in the evening. Balancing between their personal and professional commitments simulate an essential part in their life in maintaining a good and positive physiological, psychological, social and emotional health. The families who seek out for a better work-life balance as well as organizations grappling with the 24-hour economy and the absence of flexibly employable employees have a vital importance of work on the home domain. The objective of this article is to provide a theoretical framework explaining positive and negative work–home processes integrally. Due to the profits that are flexibly acquired by both employee and employer paves a way to lot of organizations offering work from home to employees. The two common benefits which are acquired by the employee and the employer are- greater employee productivity and higher organization profitability. Additionally, adaptable working hours with supporting work-life balance was also among the benefits. Working from home have its own positive and negative effects which have been discussed particularly in the chapter.

KEYWORDS: *Employee, Employer, Flexible, Policies, Work From Home, Work Life Balance.*

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Introduction

It is said that, Work-Life Balance is one of the core central issues and concerns for 21st century societies, and as stated by the American Psychological Association, stabilizing work and family is among the severe challenges for the current generation of employees. Clutter buck (2003) reports, Work-Life Balance is a very important and critical issue in the 21st century, human resource practitioners have begun viewing Work-Life Balance as a business issue, because it benefits for both worker and owner. One of the first definitions in this field of Work-Life Balance research is that of Greenhaus and Beutell (1985), which states that work and non-work obstruction is a type of between part strife in which the part weights from the work and family spaces are commonly contradictory in some regard. That is, support in the work part is made more troublesome by ideals of investment in the family part. This definition suggests that work can either influence an individual's personal life or an individual's personal life can influence his/her work. It is really difficult to give a standardized definition for "work life- balance", however, Kalliath & Brough, (2008) have defined work-life-balance as "*Work-life balance is the individual perception that work and non-work activities are compatible and promote growth in accordance with an individual's current life priorities*" In the present scenario of life, where the life style, competitions and other external and internal demands on an individual become important to fit into any social set up, a healthy and positive mind is very necessary. Psychology at work today is an important department, to keep employees motivated and satisfied to work and perform well. This is not only for the organizational

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benefits, but also for individual's development and progress, such as self-confidence, crisis management and problem solving etc. Employees spend half of their day at work ,and then return to their personal life in the evening. Balancing between their personal and professional commitments plays an essential part in their life in maintaining a good and positive physiological, psychological, social and emotional health.

The 9am to 5pm job is losing its appeal. Now progressively many companies are offering flex work hours, and give employees the flexibility to set their own particular work routines to keep their worker solid and upbeat. Employees consider this to be a perfect intends to stay in the workforce and continue to be employed thereby maintaining all the tangible benefits of being part of an established company, while enjoying all the advantages of being based at home. Advances in innovation make it far more straightforward to stay in contact and work far from the business' premises. It does require a working relationship that is based upon trust and encourages employees to manage their own work. As employers, organizations also have a 'duty of care' to protect their employees from dangers to their wellbeing and security. These dangers may incorporate anxiety caused by working extend periods of time or attempting to adjust work and home life. Adaptable working can enhance the wellbeing and prosperity of representatives. The above conceptual factors create the need for the study and enlighten importance and role of work from home in organization with a title of research "Work from Home-Boon or Bane for Life Balance".

Review of Literature

A detailed Literature has been reviewed to make the study relevant. Few among them are:

Margo et al (2008), studied "the connection between work-life adjust assets and the prosperity of working guardians" which intended to examine how working guardians adapt to function life requests. The investigation utilized 27 working guardians with either sick or debilitated kids in New Jersey. It was a blended research with both subjective and quantitative outcomes. The outcome discusses the impact of formal and casual work environment bolster in upgrading the prosperity of representatives with youngsters by and large and those with a constantly sick or debilitated kid specifically."

Reddy et.al (2010), inquired about on "Work-Life-adjust among wedded ladies representatives". The investigation intended to investigate different variables which could prompt Work Family Conflict and Family Work Conflict among wedded ladies representatives. Work Family Conflict and Family Work struggle polls were directed on 90 wedded working ladies of age in the vicinity of 20 and 50 years. The discoveries of the investigation accentuated the need to make mediations for the administration of Work Family Conflicts at authoritative level as it is identified with work fulfillment and execution of the representatives.

In the study,'Live to work' or 'work to live'? A Qualitative study of gender and work life balance among men and women", conducted on mid aged employees. The authors, **Enisilie and Kate (2009)** finished up through their investigation that ladies encounter a great deal of part clashes and juggling amongst work and life, notwithstanding when their kids are settled, though men encounter a considerable measure of past clashes and inconveniences that they confronted, when their youngsters lived with them. Among the men, some attempted to live though others lived to work. Among the ladies some developed themselves regarding their families and others made themselves to be 'independent women'.

Bacik and Drew (2006), tossed light on "battling with juggling: gender orientation and work life adjust with lawful experts" examine in their examination that ladies entering lawful investigations are expanding step by step however the level of rehearsing ladies legal advisors are still transcendently low, when contrasted with that of men. It was found in the examination that ladies legal advisors have bring down level of work life adjust and battle in keeping up the harmony amongst individual and expert parts and sexual orientation is a factor that can influence work life adjust. The research 'Allowed in a man's world'-Meaning of work life balance: Perspectives of women civil engineer as minority workers in construction" by **Watts JH (2009)** concentrates on ladies working in structural building field, which is a calling commanded by values that require unending accessibility and presenteeism. For a lady it is hard to adjust amongst work and life working in such callings, as accessibility is even at home more than men. A lady is relied upon to be one who cares and a nurturers at home and do in-your-face harsh and extreme employments on development fields. Adjusting between the two "countenances" is trying for ladies structural designers.

Matjasko and Feldmen (2006) examined on "Bringing work home: the enthusiastic experience of Mothers and Fathers". They examined that getting work home has expanded the inherent inspiration and help the representatives in committing time for themselves in the midst of all the everyday feeling transmission in the middle of work and home. Confirmations from the examination indicate how bringing back function home can influence moms' satisfaction, outrage and nervousness and fathers' tension. In fathers there is an expanded characteristic work inspiration and more noteworthy general tension at home. The ramifications of the investigation recommended ladies efficiency and prosperity in 2 working-guardians family.

Objectives

The primary objective of the current research study is to study, analyze and enlighten importance and role of work from home in organization with a title of research "Work from Home-Boon or Bane for Life Balance"**.** Paper also emphasizes to study the secondary objectives as stated below:

- To give a hypothetical structure clarifying positive and negative work– home procedures indispensably.
- To study the Work-Life-Balance techniques utilized by employees.
- To study need of Work from Home as a tool for Work Life Balance.
- To study theories of Work Life Balance.

Research Methodology

A research problem in broad, refers to some deficiency which a researcher experiences in the context of either a theoretical or practical situation and wants to obtain a solution for the same. Research Methodology is a way to thoroughly solve the research problem. It might be acknowledged as the science of studying how the research is done experimentally. The aim of the proposed research is to explore and describe the facts and developments related to the subject of the research. Type of research -Present research is *explorative and descriptive* in nature. The present study is based on secondary data collection, i.e. data is gathered for research study from information which has previously been collected by some organizations to satisfy its own need, but it is being used for the current research under references for an entirely different reason, such as Company's literature, Annual reports, Sales reports, Published sources like books and journals, Research papers, Masters and PhD Thesis, Newsletters, Media and authentic Websites.

Findings of Study

Employees spend almost half of their day at work and get back to their family lives in the evening. Managing and switching their priorities and roles from one domain (work) to another (life/family). Meeting all the demands of both the domains becomes really crucial and strenuous for them, as their energy levels are not constant. Not having the capacity to give rise to time for every one of the spaces may prompt some sort of disappointment and blame about the parts they play. If these conflict experiences continue it will play a depressing brunt on general life satisfaction, physical, psychological and social health and wellbeing. It can also affect performance at work. Conflicts and problems faced in one domain can affect one's involvement in the other domain. Some studies explain the concepts of Enrichment and Facilitation to explain the positive impact played by the conflicts on the employees. When an individual has good experience in one domain of life, it facilitates the employees to have a better experience in the other domains as well, which brings a sense of overall satisfaction in skilful and confidential life in the employees. It is also studied that learning multitasking helps managing both work and personal activities more efficiently and smoothly. A great deal of organizations offer work from home to employees due to workers because of the advantages that adaptability provides for both representative and boss. More prominent representative efficiency and higher association gainfulness are the most widely recognized advantages. Additionally, adaptable working hours advance and encourage work-life adjust .The alternative has its potential traps, however in flow look into a portion of the points of interest and burdens of telecommuting are talked about beneath as real findings of study:

- **Advantages to Employee**

When you are working in a formal set-up, all the advantages of working from home seem to come to our minds. And many people often get attracted by the whole idea of being one's own boss. And there is no doubt about the fact that there are many rewards of working from home:

- **Improved employee retention**: Home working can help retain working parents with childcare responsibilities. Experienced lower stress levels, therefore improving their satisfaction and we all know that job satisfaction = job loyalty.
- **Access to a more extensive pool of candidates**: For instance, debilitated individuals who may want to telecommute.
- **Conceivable profitability increases**: Due to less intrusions and less driving time.
- **Expanded staff inspiration**: With diminished anxiety and ailment levels.
- **Wellbeing and wellness**: One part of a more beneficial way of life that work from home offers is the accessibility of locally established exercise circuits, regardless of whether it be as straightforward as a stroll around the area or a run through a neighborhood nature trail.

- **Adaptability** – There is a great deal of adaptability that accompanies work from home. You can choose your own timings and can suit different undertakings that should be proficient.
- **Higher obligation, higher responsibility**: It is regular idea that a representative has a tendency to be dormant when supervisor isn't anywhere in the vicinity or when he isn't at his office work area. In any case, in all actuality, greater duty comes just when given an obligation of getting things done on claim.
- **Accommodation**: Ability to find deals staff close customers as opposed to in your premises.
- **Better work/life adjust**: Employees who work from home can prompt changes in wellbeing and prosperity. There are many favorable circumstances of work from home. Work from home implies representatives can split away for a reviving snooze should they require it, and they can recover lost time by working somewhat longer into the night from the solace of their home.
- **Occupation fulfillment:** A feeling of strengthening and flexibility radiates from somebody endowed with a more adaptable, work from home plan. Not exclusively does this adaptability make more fulfilled workers, yet it can likewise build representatives' excitement for the organization's objectives and desire.
- **Great workplace**: It is extremely normal in office condition to be encompassed with bunches of commotion and unsettling influences around. This will thwart the fixation and make focused. Having a tranquil domain and new climate is conceivable from working at your home. This will be more dynamic and centered to your activity.
- **You are your own boss**: One of the best things about working from home is that you get the opportunity to work for yourself. You don't need to be upbraided, admonished to complete the task. You won't be pressurized by somebody.

- **Disadvantages to Employee**

Life is not all rosy when working from home. On the other side of the coin the disservices of working from home are abundantly as well. There are additionally a few impediments to representatives working at home, the majority of these identify with those telecommuting for all, instead of part, of their working week:

- **Cost of working from home:** introductory expenses of preparing and giving reasonable gear, including adjustments to meet wellbeing and security gauges and the requirements of debilitated workers.
- **Problems with staff development**: trouble of keeping up staff improvement and redesigning aptitudes.
- **Increased telecommunications costs**: for instance, increment in phone bills or requirement for a cell phone.
- **Plenty of distractions**: You will confront a lot of diversions when you are working alone. The thing about telecommuting is that a considerable measure will be set before you since you are at home constantly. You may need to get off a vital telephone to call to go to your children or do the clothing or something pressing that comes at home. Completing every one of your errands is required, however you should make sure to avoid a wide range of diversions on the off chance that you need to wind up plainly the best.
- **Toughness of restricting only to work**: Getting just to work temperament, may be troublesome numerous a times in home. Keeping up a train depends and differs from individual to individual. Because of this reason telecommute may be an inconvenience.
- **Missing Company's developmental activities**: Working from home may likewise prompt miss few noteworthy events in office. A man may tend to miss the everyday exercises like bulletins, birthday occasions, introduction of new advances and some more. Because of this reason telecommute isn't tantamount to the normal office.
- **Communication problems**: could build sentiments of disconnection among home laborers.
- **Not all jobs suit home working**: working from home suits some jobs better than others.

- **Nobody to help you**: One of the most noticeably awful things from working at home is that there is no one to help you. You should work and help yourself the entire time. There will be no one to connect with you or be your staff. You need to deal with all work and assignments all alone.

- **Advantages to Employer**

  - **Reduced Overhead**: You for the most part don't need to supply office hardware or furniture for a working from home staff member and in a few cases might have the capacity to ask for that representatives utilize their own telephone lines and home PCs for finishing their work and remaining in contact.

  - **Reduced Turnover**: Greater worker unwaveringness and diminished wearing down likewise mean less time and cash spent publicizing for open positions, screening, meeting and enlisting new staff members and updating them regarding work duties.

  - **Increased Productivity**: Studies demonstrate that staff members who telecommute are more gainful than the individuals who work in a normal office condition. Representatives working at home have more prominent self-sufficiency, confront less intrusions and can concentrate on their work.

  - **Higher Morale:** Employees with adaptable work alternatives regularly have higher assurance and make the most of their activity obligations more than those in a customary office condition. Expanded confidence frequently positively affects nature of work and profitability, which benefits the business as far as primary concern income.

  - **Environmental Impact**: Employees who telecommute regularly speak with partners and chiefs through email, phone and videoconferences. Leading virtual gatherings and encouraging correspondence electronically ensures the earth through diminished car discharges. This helps the earth and can enable you to position your business as a decent corporate steward.

  - **Work-from-Home Concerns**: Employers careful about enabling staff members to telecommute regularly fear representatives will manhandle the game plan. They may harbor worries that a worker won't work a full move or completely concentrate on the jobs needing to be done. One approach to battle this potential is to plot telecommute desires, set efficiency objectives and direct consistent advance registration.

- **Disadvantages to Employers**

  - **Security problems**: There may be some sort of hazard in sharing or exchanging data far from office. So telecommuting may prompt data security hazards on occasion. Infrequently this may be the motivation to deny telecommute alternatives to the businesses.

  - **Increased telecommunications costs**: Sometimes long term remotely coordinating calls, typical gatherings or announcements through telephone calls can cost more than expected. Along these lines, now and again this may prevent giving a work from home alternative.

  - **Communication problem**: Missed phone calls, or less information availability can cause some specialized postpones when telecommuting. There may be a few troubles because of correspondence issues while telecommuting.

  - **Decreased staff moral**: Good affinity is constantly needed a sound domain in office. At the point when representatives regularly take telecommute, there are part many opportunities to not speak with each other and at times it may make a separation from each other. There are odds of reduction in staff coordination.

  - **All jobs do not suit from home**: There are few occupations which won't not suit telecommuting. There are employments where singular nearness is particularly required. Thus, telecommute isn't a decent choice.

  - **Difficulty monitoring performance**: there could be trouble overseeing home specialists and observing their execution.

  - **Performance issues**: conceivable decay in representatives' abilities and work quality.

  - **Promotions can be overlooked**: There are odds of being maintained a strategic distance from or ignored for an advancement as your quality may miss in office. This may likewise prompt not being associated with larger amount choices.

Conclusion and Recommendations

The Paper clearly demonstrates the importance and role of work from home in organization with a title of research "Work from Home-Boon or Bane for Life Balance" Working from home has both advantages as well as disadvantages equally. It looks easy and promising, but it requires a lot of hard work. It depends upon the person majorly to handle their professional life in a very good manner. You can't be at two places on the double. You should be taught, beneficial and effective in your work. On the days or half days that you are telecommuting, you'll get the feeling that the workplace is scrutinizing your dedication. You'll likely even inquiry your own dedication, so is there any valid reason why they shouldn't? Rather than concentrating on your work, you place vitality into demonstrating your hard working attitude to individuals at the workplace. Be that as it may, considerably more imperatively, when you don't define up clear limits amongst work and home, you'll wind up with no reasonable limits amongst work and home. The current study can be applied and practiced in industrial relations and employee counseling as it explores various domains of work, life and the balance between the two: In many companies the HR teams are already working on work life policies that would assist the employees in coping with the balance between work and life. Companies also take up projects on employee relations and support where the HR team makes efforts to listen out to the issues faced by the employees. The current study can contribute to these projects taken up by the companies. The issues discussed in the study can help in deriving and designing intervention/ training programs and other employee oriented policies by companies: The study discusses the issues faced by most of the employees in all walks of life; work, life, self, and other issues that might affect an employee's balance between professional and personal commitments and in turn affects their performance at work. Companies can utilize the analysis of the current study to bring about policies that support and facilitate the employees to cope with these issues. The research affirmed the proposition that, there are several benefits to working from home. It is in the employee's hand to choose the right thing for him as well the organization depending upon the pros and cons and it has a competitive assertion.

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