

## A NEW VIRTUAL BEGINNING: WORK FROM HOME

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### ABSTRACT

*During the times of Covid 19 a lot of changes occurred world wide and once being declared as a pandemic by World Health Organization, many organizations enforced lockdown in order to control the spread of the deadly virus. Thus the nation came to a halt and all the companies, manufacturing units, schools, shopping malls, markets, organizations were shutdown except health-care and other essential services. Thus all the people faced problem to work from the work place and thus the need to shift to other working model i.e. from physical settings to online settings was felt. The current paper focusses on the scenario that we faced on the mode of WFH in context of work productivity, job pressure, work life balance and also will contribute towards the future opportunities of WFH.*

**KEYWORDS:** WFH, Virtual Workplace, Lockdown, Job Satisfaction, Work Life Balance, Telecommuting.

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### Introduction

Covid-19 has put a great impact on the life of people, be it on the personal mode or professional mode. The vast spread of this deadly disease globally created threat among the people majorly for the safety of life and then moving towards the job security. Employees from all the sectors have been greatly affected. Because of the higher rate of spread of this virus the normal working model of organizations changed. With the inclusion of measures like social distancing and self isolation, the basic structural design of the organizations changed. The government regulated the working environment and majorly shifted towards work from home pattern. Thus as per the need of hour, a huge change evolved in the manner the employees work and the personal space was then combined with the office workspace.

Many studies show that there had been various challenges like internet connectivity, lengthy working hours, work life balance but few studies also suggested that the influence of innovative technology and tele communication have increased the possibility of working from home.

### Research Methodology

This paper is descriptive in nature and is based on secondary data. We have collected details from newspapers, journals, magazines, internet, books, previous conducted research etc.

### Parameters for consideration under WFH

The new era is thus changing to online from offline. With the change in structural format of organizational working, it is also essential to consider certain parameters which will help to better functioning during WFH and will also assist to generate work-life balance.

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Parameters to be considered as mentioned as below:

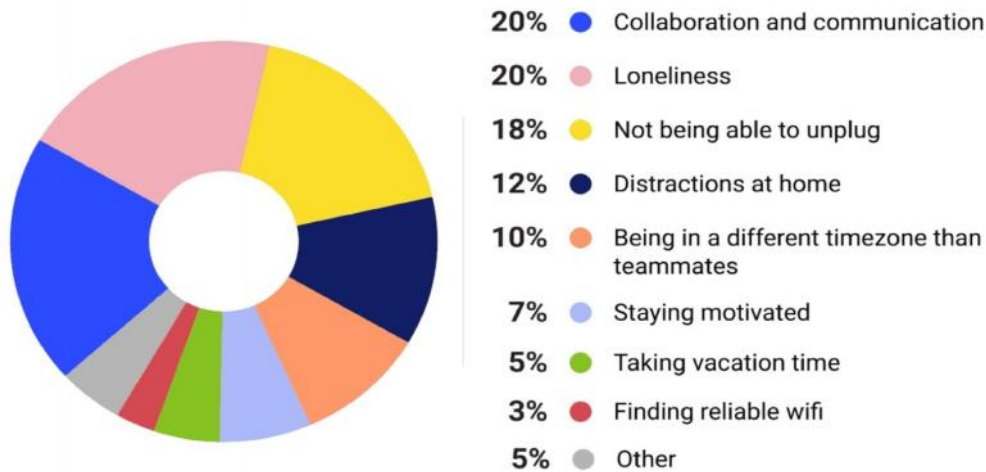


**Figure 1: Parameters for consideration under WFH**

Thus through the above figure we can depict that there are certain relevant key points which must be acknowledged and dealt with sincerity.

**Challenges in WFH**

As discussed above, we came across the factors which are essential to be considered to better productivity while working from home. And during this study we came across various factors which are our biggest challenges that must be minutely looked after during remote working. That is depicted through a pie diagram below:



**Figure 2: Challenges faced during WFH**

Through above diagram we come across various challenges that must be dealt cautiously so as to lead to effective and efficient working. Like collaboration and communication is one of the biggest challenge as internet connectivity affects the linkage. Similarly to be distracted at home because of household responsibilities, long working hours, no physical socialisation were enough to challenge to stay motivated.

**Conclusive Remark**

The research has shown that professionals have well adopted the new mode of working i.e. Work From Home (WFH), the virtual mode. Though there had been the challenges like connectivity issues at home, lengthy working hours, work life balance but still people have adjusted to these situations and geared up on positive note to accept this new era of working. Infact many IT companies have offered the option of WFH to its employees on regular mode too despite things getting normal.

All in all, the study conveys that most of the employees are fairly satisfied with working from home (WFH) during the COVID-19 pandemic and the major factor contributing to it is the work flexibility which leads to satisfaction. Moreover, most of the participants have felt that they have been getting more work done at home as compared to on-site locations. Thus the current era weighs on the hybrid mode of working so as to provide a proper platform for the blend of work and life balance.

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