

## WORK FROM HOME: THE NEW NORMAL

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### ABSTRACT

*This paper expresses the rise of work from home culture. Covid – 19 pandemic has brought various impacts in numerous sectors of different countries viz. technical, economic, social, cultural, political, legal, religious, environmental, etc. Some of these influences are negative but some of them have also fetched positive scenario. One of these effects is work from home. Work from home provides facility to employees to work from distant place. Employees, employers as well as nations can grab many benefits from this system and may face some challenges during its implementation. This paper also explains some solutions for work from home encounters.*

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**Keywords:** *Work from Home, Covid – 19, Employee, Employer, Nation, System, Challenges.*

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### Introduction

#### Work from Home

In current covid scenario, almost employers are offering working from home perspective to the employees. Work From home (WFH) is a system where a person can perform his/ her duties from home. It is a need of the time. Employers have to willingly or unwillingly permit employees to work from home. There are various challenges prevailing in this system. Some of them can be solved easily but some of them even can create problems to the organizational performance. Work from home does not mean work performed only from the home but from the remote location. Generally, Employer is concerned about the performance and the profitability of the organization whereas employee is concerned about the earnings as well as the satisfaction during performance. Work from home can justify concerns of the both.

#### Advantages of Work from Home

##### From the view point of employee

- Job performance from the remote area
- Management of personal life along with job
- Feel of peace and warmth in the atmosphere
- Saving of time, money and energy
- Convenience of working hours
- Extension of maternity period
- Job opportunity for physically challenged person

##### From the View Point of Employer

- Continuance of business activities
- Saving of administrative expenses
- Less importance of premise and infrastructure

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- Increase in productivity
- Utilization of skilled employees
- Faster and efficient business process
- Fulfillment of the deadlines

**From the View Point of Nation**

- Continuance of economic activities
- Prosperity of nation
- Generation of tax revenue
- Increase in growth rate and national income
- Decrease in regional imbalance
- Improvement of standard of living
- Reduction in environmental issues
- Upgrading happiness ratio
- Generation of employment opportunities

**Disadvantages of Work from Home**

- Need of more technological equipment's
- Lack of direct motivation
- Lack of team Spirit
- Lack of direct supervision
- Lack of better human relationship
- Threat of data hacking
- Not possible for every business scenario
- Have to face technological resistant factors

**Research Methodology****Objectives of the Study**

- To measure association between satisfaction and demographic factor of primary school teachers of Jamnagar district
- To measure association between performance and demographic factor of primary school teachers of Jamnagar district

**Source of the Data**

Data has been collected through primary data collection method i.e. questionnaire.

**Sample Size**

Sample of the study is decided for 50 respondents working as primary school teachers of Jamnagar District.

**Sampling Technique**

Samples are collected through simple random sampling technique in this study.

**Tools and Techniques of the Study**

Tools and techniques are applied with the help of IBM SPSS Statistics 23.

- Frequency Distribution
- Monte Carlo Chi Square Test
- Cramer's V Test

**Limitations of the Study**

- The study has been conducted only for Jamnagar district primary school teachers.
- This research has been done with small sample size.

- The results obtained can't be generalized to the whole country.
- Simple random sampling method is carried out for the collection of data in this study as per the convenience of the researcher.
- This study has been conducted in the limited time period.

**Data Analysis and Interpretation**

Frequency distributions of respondents on the basis of different demographic factors are as per below:

<b>Residential Status</b>		
	Frequency	Percent
Rural	10	20.0
Semi urban	12	24.0
Urban	28	56.0
Total	50	100.0

<b>Gender</b>		
	Frequency	Percent
Male	12	24.0
Female	38	76.0
Total	50	100.0

<b>Age</b>		
	Frequency	Percent
Up to 25	25	50.0
26-40	15	30.0
41-60	10	20.0
Total	50	100.0

<b>Marital Status</b>		
	Frequency	Percent
Married	31	62.0
Unmarried	19	38.0
Total	50	100.0

<b>Type of Family</b>		
	Frequency	Percent
Joint	32	64.0
Nuclear	18	36.0
Total	50	100.0

Monte Carlo chi square tests measuring association between satisfaction and demographic factor of respondents are as per below:

**H<sub>0</sub> =** There is no association between satisfaction and residential status of respondents

	Value	df	Asymptotic Significance (2-sided)	Monte Carlo Sig. (2-sided)		
				Significance	95% Confidence Interval	
					Lower Bound	Upper Bound
Pearson Chi-Square	7.180	6	.305	.301	.292	.310
Likelihood Ratio	8.667	6	.193	.301	.292	.309
Fisher's Exact Test	5.680			.444	.434	.454
Linear-by-Linear Association	.355	1	.551	.595	.585	.605
N of Valid Cases	50					

**H<sub>0</sub> =** There is no association between satisfaction and gender of respondents

	Value	df	Asymptotic Significance (2-sided)	Monte Carlo Sig. (2-sided)		
				Significance	95% Confidence Interval	
					Lower Bound	Upper Bound
Pearson Chi-Square	.136	3	.987	1.000	1.000	1.000
Likelihood Ratio	.134	3	.987	1.000	1.000	1.000
Fisher's Exact Test	.487			1.000	1.000	1.000
Linear-by-Linear Association	.004	1	.949	1.000	1.000	1.000
N of Valid Cases	50					

**H<sub>0</sub> =** There is no association between satisfaction and age of respondents

	Value	df	Asymptotic Significance (2-sided)	Monte Carlo Sig. (2-sided)		
				Significance	95% Confidence Interval	
					Lower Bound	Upper Bound
Pearson Chi-Square	2.597	6	.857	.892	.886	.898
Likelihood Ratio	2.664	6	.850	.903	.897	.909
Fisher's Exact Test	3.322			.834	.827	.841
Linear-by-Linear Association	.004	1	.948	1.000	1.000	1.000
N of Valid Cases	50					

**H<sub>0</sub> =** There is no association between satisfaction and marital status of respondents

	Value	df	Asymptotic Significance (2-sided)	Monte Carlo Sig. (2-sided)		
				Significance	95% Confidence Interval	
					Lower Bound	Upper Bound
Pearson Chi-Square	10.107	3	.018	.015	.013	.017
Likelihood Ratio	11.889	3	.008	.016	.013	.018
Fisher's Exact Test	9.412			.018	.016	.021
Linear-by-Linear Association	2.614	1	.106	.114	.108	.120
N of Valid Cases	50					

	Value	Approximate Significance	Monte Carlo Significance			
			Significance	95% Confidence Interval		
				Lower Bound	Upper Bound	
Nominal by Nominal	Phi	.450	.018	.015	.013	.017
	Cramer's V	.450	.018	.015	.013	.017
N of Valid Cases	50					

**H<sub>0</sub> =** There is no association between satisfaction and type of family of respondents

	Value	df	Asymptotic Significance (2-sided)	Monte Carlo Sig. (2-sided)		
				Significance	95% Confidence Interval	
					Lower Bound	Upper Bound
Pearson Chi-Square	3.456	3	.327	.346	.337	.356
Likelihood Ratio	3.589	3	.309	.369	.359	.378
Fisher's Exact Test	3.385			.362	.352	.371
Linear-by-Linear Association	.007	1	.932	1.000	1.000	1.000
N of Valid Cases	50					

All the above tables show the Monte Carlo sig. values more than 0.05 except the test between satisfaction and marital status of respondents. Hence, null hypothesis is rejected for the test between satisfaction and marital status of respondents and it is proved that there is significant association between satisfaction and marital status of primary school teachers of Jamnagar district. Moreover, Cramer's V value for the association is 0.450 which shows moderate association between satisfaction and marital status of respondents. Monte Carlo chi square tests measuring association between performance and demographic factor of respondents are as per below:

**H<sub>0</sub>** = There is no association between performance and residential status of respondents

	Value	df	Asymptotic Significance (2-sided)	Monte Carlo Sig. (2-sided)		
				Significance	95% Confidence Interval	
					Lower Bound	Upper Bound
Pearson Chi-Square	5.684	6	.459	.484	.475	.494
Likelihood Ratio	6.598	6	.360	.499	.489	.509
Fisher's Exact Test	4.462			.624	.614	.633
Linear-by-Linear Association	.151	1	.697	.734	.725	.743
N of Valid Cases	50					

**H<sub>0</sub>** = There is no association between performance and gender of respondents

	Value	df	Asymptotic Significance (2-sided)	Monte Carlo Sig. (2-sided)		
				Significance	95% Confidence Interval	
					Lower Bound	Upper Bound
Pearson Chi-Square	8.312	3	.040	.039	.035	.042
Likelihood Ratio	9.143	3	.027	.032	.029	.036
Fisher's Exact Test	7.837			.029	.026	.032
Linear-by-Linear Association	7.508	1	.006	.006	.005	.008
N of Valid Cases	50					

	Value	Approximate Significance	Monte Carlo Significance			
			Significance	95% Confidence Interval		
				Lower Bound	Upper Bound	
Nominal by Nominal	Phi	.408	.040	.039	.035	.042
	Cramer's V	.408	.040	.039	.035	.042
N of Valid Cases	50					

**H<sub>0</sub>** = There is no association between performance and age of respondents

	Value	df	Asymptotic Significance (2-sided)	Monte Carlo Sig. (2-sided)		
				Significance	95% Confidence Interval	
					Lower Bound	Upper Bound
Pearson Chi-Square	5.050	6	.537	.577	.568	.587
Likelihood Ratio	6.996	6	.321	.444	.434	.453
Fisher's Exact Test	4.943			.562	.552	.572
Linear-by-Linear Association	.001	1	.982	1.000	1.000	1.000
N of Valid Cases	50					

**H<sub>0</sub>** = There is no association between performance and marital status of respondents

	Value	df	Asymptotic Significance (2-sided)	Monte Carlo Sig. (2-sided)		
				Significance	95% Confidence Interval	
					Lower Bound	Upper Bound
Pearson Chi-Square	3.239	3	.356	.370	.361	.380
Likelihood Ratio	3.359	3	.340	.417	.408	.427
Fisher's Exact Test	3.435			.353	.343	.362
Linear-by-Linear Association	.217	1	.641	.720	.712	.729
N of Valid Cases	50					

**H<sub>0</sub> =** There is no association between performance and type of family of respondents

	Value	df	Asymptotic Significance (2-sided)	Monte Carlo Sig. (2-sided)		
				Significance	95% Confidence Interval	
					Lower Bound	Upper Bound
Pearson Chi-Square	2.823	3	.420	.451	.442	.461
Likelihood Ratio	2.896	3	.408	.497	.487	.507
Fisher's Exact Test	2.751			.474	.465	.484
Linear-by-Linear Association	.011	1	.917	1.000	1.000	1.000
N of Valid Cases	50					

All the above tables show the Monte Carlo sig. values more than 0.05 except the test between performance and gender of respondents. Hence, null hypothesis is rejected for the test between performance and gender of respondents and it is proved that there is significant association between performance and gender of primary school teachers of Jamnagar district. Moreover, Cramer's V value for the association is 0.408 which shows moderate association between performance and gender of respondents.

#### Effective Work from Home Tips

- Determine proper work schedule
- Supply enough technical equipment
- Provide technical training
- Arrange regular interval meetings within group
- Supply security breach preventing software
- Organize regular motivational lectures
- Appropriate reporting of work

#### Conclusion

Work from home culture has both merits and demerits. By keeping in view all the benefits derived during the pandemic, this system definitely should be given credit. But all the limitations and threats should be reduced in effective and efficient ways.

#### References

1. <https://www.mbaskool.com/business-concepts/human-resources-hr-terms/16870-work-from-home.html>.

