

## IMPACT OF WORK FROM HOME (WFH) DURING THE CURRENT PANDEMIC SCENARIO OVER WORK LIFE CULTURE

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### ABSTRACT

*Currently the whole world is witnessing a pandemic (Novel Corona Virus, COVID-19) which has no definite solution yet. Complete life style of each and every individual has undergone a tremendous change. The world is lockdown everything has been paused. The world is temporarily closed. The impact of COVID-19 has completely changed the way we think about work and our workforce. In such scenario in order to run the economy with a framework of work from home. Which is a growing trend today's times the company allows and the employees can easily plugging work anywhere they are it is possible due to the digital tools available for us. It is the (WFH) policy that allows employers and employees who prefer to have WFH privileges. Such a policy clearly defines the requirement, responsibility, eligibility and other relevant WFH guidelines. This is not new framework. It was earlier also was practice by some companies which regular have an option has remote working and other take up during emergency like now where at the peak of corona virus WFH scenario is a revolutionary outcomes. Top company like Microsoft, Google and other software making company has made it possible to connect with people to market the product, to service the industry. While being at their home at the ease of their figure tip looking into the circumstances company needs a defines WFH polices to make it more efficient and according to the company nature of work the policy can be curtailed and tailored as per their need and requirement.*

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**Keywords:** *WFH, Pandemic, Economy, Framework, Remote, and Policy of Company.*

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### Introduction

The world is currently undergoing through the toughest time of human kind. The novel coronavirus (COVID-19), a pandemic which has challenged the society, the entire world is under threat of death. A pandemic, a virus much unknown with no medical treatment is prevailing across globe. The entire socio economic structure, life balance travelling, work structure, work life and varieties of practice have come to stand point. The virus from Wuhan, China is spreading with a very high rate of infection with over 60 million confirmed cases and over 1.4 million confirmed deaths as of 26 November 2020, and is still growing.

India is still grappling with this phase and doing everything possible to recover from this critical situation as much as possible. Looking into the pandemic and its consequences. The major step taken by the concern government to impose and re impose strict lockdown. At very beginning when we did not had any vaccine for this virus panic was at its high peak. Economic conditions of countries have gone down drastically. In strict lockdown when complete closure was implemented only essential commodities and services have been allowed to remain open. Companies have adopted work from home practices of working it is an alternative working method which include social distancing which is the most important aspect of getting protected against this novel corona virus. While society had prepared mentally, the extent and solution was still unimaginable and remains a great challenge.

Finally, our investigation in the context of the final section includes the conclusion, policy implications and recommendations.

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### Review of Literature

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,” notably, they indicated that “elsewhere” refers to “home” (1525).

Dingel and Neiman (2020) uncovered that 37% of the job could be completed at home during the COVID-19 pandemic in the U.S., such as financial work, business management, professional and scientific services. Some jobs, especially those related to healthcare, farming and hospitality cannot be performed at home. Although the acceptance of WFH has increased worldwide, academics argue regarding its pros and cons.

### Objectives of Study

The main objectives of the research study are:

- Enhance the understanding of WFH.
- Factors influencing WFH and its effectiveness.
- WFH potential outcomes on works and work life balance.

### Research & Methodology

The complete process of research starts with defining problems or opportunities and ending up with preparation and solution to it.

### Data Collection Methods

There are two types of data which will be used for the study. It includes

#### Primary Data Collection

It is the original fact or data collected by the researcher through observation, inquiry, Questionnaire etc. Usually primary data is more reliable and it is time consuming process.

#### Secondary Data Collection

The data which is collected by others and if we are only using such data then it is called secondary data. In this research paper I have used secondary data for getting an idea about the novel of corona virus (COVID-19).

### Work from Home: An Overview

WFH, is an alternative working method to minimize the risk of infection due to COVID-19. This is not at all a new concept long back in year (1988) Nilles mentioned the concept of WFH. WFH is also named as remote work, flexible workplace, telework, telecommuting, e-working here specially in WFH scenario people by using the technology excute the their duties. Govement and Non government have adopted the WFH considering it as the need of the hour. Home working opens new range of possibilities for business and its work. Home working has given the employees as part of their public health responsibilities by the employers to employee. So that they can continue with their business operation while prioritizing staff and customer health.

### Benefits of Working from Home Employees

With an increasing number of employees working at home for at least part of the week or working from home as a basis – it is clear that there are many benefits to a business, such as:

- **Flexible in Nature:** Working from home brings more versatility and flexibility to work arrangements. With employees no longer tied to one office, they can function better and be prepared to work flexible hours such as earlier or later in the day or even on weekends.
- **Helps in Retention in Employees:** Home working can help retain employees because the flexibility of home working can help them meet childcare needs, reduce their commute and enable them to fit their work around their personal lives. can make. Being allowed to work from home, employees will also feel an increased level of trust from their employer, which can contribute greatly to employee loyalty.
- **Involving New Fresh Talent:** Home working can be offered as an incentive to come and work to help you attract new talent to your business. Even just giving the option of working from home will give you an advantage over competitors in the job market that don't offer work from home as an option for their employees.

- **Helps in Productivity Growth:** Due to fewer interruptions, this usually happens in an office environment. Conversely, working from home provides a relaxed environment that can facilitate more focused work. You may also find that employees will work longer hours because they can use their time saved from commuting to start work earlier, later, or both.
- **Helps in Getting Motivated Manpower:** Working from home will make employees feel more trusted by their employer because the working relationship is not monitored as closely and employees are allowed some degree of autonomy to do their jobs. Employees will also be happy to develop a work-from-home routine that suits them better and can contribute to making them feel more motivated to give their best.
- **Helps in Improving Staff Life Style, Health and Wellbeing:** Working from home eliminates the need to go to work that can be stressful for your employees. Such time savings also enable employees to reap additional health benefits such as extra sleep, spending more time with family, exercising or preparing healthy meals.
- **Benefits in Monetary and Financial Term:** Savings on office space, office supplies, utility bills and other perks. Employees may be able to take advantage of the tax relief available from HM Revenue and Customs (HMRC) to work from home - Claim tax relief for their work expenses View - Working from home.
- **Ease and Convenient:** You may have employees who visit customer locations a lot and therefore are not in the office regularly. Allowing them to base themselves from home can be more convenient and this leads to greater time and cost savings.
- **Better Work and Life Balance:** Working from home can help employees improve their work-life balance. Employees who used to have to commute can now use that time to lay the groundwork for a better work-life balance. Employees are also able to fit in household chores around their work day, giving them more free time in the evening
- **Better Result with the Help of Technology:** The Internet has made it possible for employees to be constantly connected to the office. Tools like Skype, the Zoom app, and Google Meet have made communication between colleagues and teams much easier and can sometimes lead to more efficient and effective meetings.
- **Less Absenteeism:** Employees are more likely to feel happier and more energized working from home and therefore less likely to be negatively affected by burnout of their immune systems. As well as the fact that employees are working in isolation, there is less chance of infection spreading as it happens in an office environment.
- **Holidays Becomes Optional:** Working from home can feel like a break from the office, even if employees are still working. Employees working from home will feel more energetic and will be able to spend more time with their families and hence will not feel the need to take more leave. However, it is your duty as an employer to make sure employees take their vacations - see how much leave your employees have to take.

#### **Disadvantages of Employees Working from Home**

While there are some disadvantages for employees working at home, most of these pertain to those working from home for all, as opposed to part of their working week:

- **Not Suitable for Everyone:** Working from home may not suit everyone's personality or ability. Some employees may like the work routine and structure that the office environment provides them. Some employees may prefer personal interactions with co-workers and also find face-to-face guidance with their manager extremely beneficial in completing those tasks and achieving their goals. You also need to be mindful of employees with disabilities. Working from home can have a negative impact on the support they need to do their jobs. Working from home may also not suit everyone's home life.
- **Feeling of Isolation Develops among Employees:** Individuals working from home can feel completely isolated from their co-workers and the organization that an office environment naturally allows. To address this issue the employer can ensure that communication is more regular. So by scheduling quick catch-ups by phone or regular team meetings via other technologies such as Skype, employees are given more opportunity to get involved and feel part of the team. More informal and social interactions will also help counteract any feelings of isolation.

- **Difficulty Monitoring Performance:** Home workers may have difficulty managing and monitoring their performance. Different personalities may also respond to surveillance with varying degrees of positivity. You might consider setting goals and targets with workers that are easily measured so that if their goals are not being met, you can identify and address any performance issues at an early stage. View management of employee performance and effectively manage employees working from home.
- **Home Distractions and Interface:** Although home working removes the distractions that may occur in the office if a worker doesn't have a suitably quiet dedicated working space at home they may get easily distracted by household noises or other members of their household.
- **People Get Bored and Lose Potentially:** Where an office provides a clear physical distinction between work and home life, working at home can cause employees to forget to differentiate between work-life and home-life. This makes it difficult for employees to know when to switch from work, leading to longer working hours, increased stress, and inevitable burnout. Employers should encourage their employees to take regular leave and remind them about the importance of taking leave.
- **Cost of Working from Home:** Initial cost of providing training and suitable equipment such as laptops, mobile phones and other IT equipment. You also need to consider customization to meet health and safety standards.
- **Physical Presence, Staff Development Problem Arises:** You may find that not being in close physical proximity to employees makes it difficult to maintain employee development and skill up-gradation. However, you can encourage employees to take the opportunity to learn new skills through online programs and courses. Search for events on our event finder to get started.
- **There is a High Risk of Information Leak:** Information security issues may be more likely to occur when employees are working from home. The risk has increased with the need for employees to take laptops home and access servers remotely. Employers should make sure they take measures to protect company data by installing encryption software and remote-wipe apps if the mobile device you provided goes missing. Virtual private networks also encrypt your data and provide secure access to remote computers over the Internet. This helps keep your files and data secure yet still accessible to your employees.
- **Negative Vibes Mentality Effect Productivity:** Switching to work from home can have a negative impact on your worker's mental health if they are unable to find routines that work for themselves, are struggling to separate work and home life, or are isolated. To help, you can encourage your employees to develop a work routine, establish a dedicated work space, and set boundaries for other members of the household. Create more opportunities for employees to stay connected by communicating through regular chat and team catch-up.
- **Decreased in Staff Morale:** Team spirit can be hard to maintain when employees are working on their own at home.
- **Network and Broadband Connection/Speeds:** You should keep in mind that depending on where your employees live, they may not be able to access the broadband speeds that enable them to do their jobs effectively. Broadband is often very slow.

The corona virus pandemic has given some employers who otherwise would not have considered working from home an option for employees, a practical insight into how it affects their business and employees. This has enabled employers to get a first-hand experience of the advantages and disadvantages of working from home. This experience can be very beneficial in moving the work practices of the employees forward in the future. A shift towards homework does not mean that employees will only have to work from home. Often the most productive solution is to split time between home and work.

### Conclusion

As the need of the hour through we have adopted the system of WFH but still it's not yet proved to be one of the best options for maximum of workforce. As per the nature of work and business, policy and guidelines needs to be given by the employer to its employees. A better guideline from government also is required to make WFH feasible. Workers are unaware of what WFH does and lack the resources needed for this change in work style. Proper awareness and training is required it is very likely to be possibly visible after pandemic, when WFH will be an option and not a compulsion.

### Recommendations

Below are some recommendations which include series of possible action in order to make WFH much feasible by the government in both short and long run.

In the short run:

- Introducing a formal homogeneous WFH guideline for both employees and employers;
- Guidelines to be developed taking COVID-19 risk assessment into consideration.
- Different guidelines for different work sector.
- Employees' expectations should be given preference in drawn guidelines.
- A minimum standard and requirements for technology training for virtual office, and for technical facilities.

In the long run:

- The possibility of remote working should be reexamined in order to become a new normal.
- Current labor legislation and to ensure the labor insurance policies.
- Encourage small and medium enterprises to adopt WFH measures by providing them financial assistance, subsidy and other benefit of WFH.
- The current Distance Business Program needs to be strength.
- To regularly promote family-friendly based employment practices.

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