An Empirical Study on Human Adaptability and Productivity Level While Working from Home

V. JothiFrancina
Assistant Professor, Sona College of Technology

Arun Kumar R
Student, Sona College of Technology

Arafath Khan K
Student, Sona College of Technology

Dillesu Reddy ASI. K
Student, Sona College of Technology

ABSTRACT

For employers, working from home can enhance productivity, reduce turnover, and lower organizational costs, while employees enjoy the opportunity like flexibility and the lack of travelling. To work effectively from home, the employees will need to make sure they have the technology they require, a separate workplace, Internet connection and service that meets their needs, they need a workable schedule and timing they should stick to, and ways to connect with others colleagues. Top fields for work from home include computers and I.T., education sector and training, and mainly healthcare field; positions include, virtual assistants, customer servicereps, teachers, data entry and transcription, and so many. A variety of top firms, including Dell, Humana, Amazon, Salesforce and Kaplan, offer work from home opportunities, and Xoriant solutions use this wfh strategy now in the current scenario. It helps to develop are turn to work strategy. This study is made on current trends about working from home and the employee requirements, benefits, problems, and solutions to increase productivity. The employees lose motivation as they are alone working at home, which mainly affects the productivity and target achieving in a day. The employees working from home also have many distraction problems from their family and surrounding. The study also focuses on the future aspects and willingness of the employees to continue work from home. Work from home is the business revolution we all need. There are downsides to working from home and numerous challenges to over come, as well. The reare work tactics and tool severy business canuse to get out of the issues and enjoy the full benefits of working from home has to offer.

Keywords: Work from, Adaptability Home, Job satisfaction, Productivity level

INTRODUCTION

Working from home(WFH) is remarkable adaptability grown among the people, which has a significant impact on society in the current scenario. wfh - the most common term used in the U.K., it started in the 1970's first in the telecommunicating sector. Work from Home is one of the concepts where the employee can do his or her job from home. And it also helps in acquiring a balanced work-life to the employees, and parallelly helps the company to get the work done. These days, most of the employers are offering this option to their employees. Companies are certainly catching onto the trend, so the employeesal so get benefitted from their work.

Working from home is a popular trend in today's workspace, in which employee scan efficiently work from just anywhere they are. A work from home, aka remote working policy, is an agreement between the employer and the employees who choose to have the work from home benefits. The policy defines the responsibilities, the eligibility, expectations, and the other work from home, aka remote working guidelines. Iten sures that every employee understands what is required of them when they choose to work from home.

While few companies have the first option of work from home, others prefer during emergencies. Like, look at the current condition. Coronavirus has sparked a revolution in work from home scenarios. As the Covid-19 continues to spread, many employers have already considered the work from home set up quite seriously, to avoid reduced productivity. Many top companies like Google and Microsoft have arranged for enhanced teleconferencing tools to make working from home more comfortable now. Whatever the circumstances, companies need a defined work from home policy to make it work. The work from the home policy can be tailored as per the company's needs and requirements. In due course ,it can be modified according to the company's specific values.

REVIEW OF LITERATURE

The potential impact of the Covid-19 pandemic on occupational status, work from home, and professional mobility, Amit Kramer and Karen Z. Kramer (2020 June) Organizations and researchers may be able to understand better which occupational and individual characteristics are associated with work-from-home effectiveness and better designate professional groups and individuals to working (or not working) from home. We discuss the increased segmentation of the labour market, which allocate workers to "good jobs" and "bad jobs"and the contribution of occupational segmentation to inequality.

Baker, E., Avery, G. C. & Crawford, J. (2007). Satisfaction and Perceived Productivity when Professionals Work from Home, Research, and Practice in Human Resource Management, the study results indicate that organizational and job-related factors are more likely to affect WFH employees' satisfaction and perceived productivity than work styles and house hold characteristics. Wide variability in the latter two variables leads to suggestions for customized assistance. Implications for human resource management are discussed.

Evidence is accumulating that providing home-based work and tele working options relates to improved organizational performance and reduced absenteeism(Stavrou2005).

Some scholars have expressed concern about women's double burden due to the blurring ofthe boundary between work and the family(Jacobs &Gerson, 2004; Runte &Mills, 2004).

Several papers document the prevalence and consequences of working from home. Oettinger(2011) investigates the growth in home-based work from1980to2000,as reported in the U.S.Census of Population, and relates these changes to the frequency of face-to-face interactions, as measured in an O*NET survey. Bloom et al. (2015) estimate the effects of home-based work on employees' productivity using a randomized controlled trial within a According to Mas and Pallais, the "median worker reports that only 6 percent of their job could be feasibly done from home. "Still, plenty of jobs, including those in" computer and mathematical" and "business and financial operations," can do a majority of their work from home. We note that, in the context of the response to COVID-19, there is an important distinction between being able to do most and all of one's work at home. Saltiel (2020) estimates the share of jobs that can be done from home in ten developing economies using surveys of occupations in those ten lower-income contexts. Following our approach, he uses information on workers' tasks in the Skills Toward Employability and Productivity (STEP)survey to define the feasibility of working from home.

Baker (2020) and Koren and Pet″o (2020) also use O*NET survey data to construct measures of which occupations cannot be done at home or will be affected by social distancing. Recent research uses surveys to producereal-time actions of working room home.

OBJECTIVESOFTHESTUDY

- To study the Human nature, behavior ,various aspect s of work, and productivity level in work from home.

- To know the work flexibility provided and the level of comfortability in the job while working from home.

- To understand the stress level, time of working hours, involvement, and satisfaction level in work from home.

- Will they feel comfort able to work from home in the future and to analyze the trouble shooting problems in work and work-life balance.

HYPOTHESIS

Anull hypothesis(H0): There is no significant difference between an employee' s productivity level at both working from home and on-sitework.

 The alternative

hypothesis(H1):Thereisasignificantdifferencebetweenanemployee'sproductivityle vel, both working from home and on-site work.

RESEARCH DESIGN

In this study, a purposeful research design was used to understand the adaptability and productivity of the employees working from. Since most of the data is qualitative in nature, the DESCRIPTIVE METHOD is felt like a suitable design. The investigator already knew a substantial amount of the research problem. The researchers should be able to define what is that he/she wants to measure and to set up appropriate and specific means for measuring it.

Questionnaire Design:

The study is descriptive and needs qualitative data for analysis. So, the study mainly relies on primary data. To study the importance of Human nature, behavior, various aspects of work, productivity level, and work flexibility in work from home. The employees were contacted with the predefined questionnaire, which consists of the questions sufficient enough to collect information for achieving the objectives.

Population

The study was conducted on employees who are working from home in this pandemic period.

Population Frame

The data was collected from the employees working from home at different locations This includes a list of132 respondents.

SAMPLING METHOD

The Convenience method of sampling was used for collecting data from the employees. This sampling method is used because of the time constraint and lack of thorough knowledge about the universe.

Sample Unit:

In this study, employees of different age groups belonging to different classes were considered sample units. For the survey, the sampling units were the employees who are working from home in this pandemic scenario

Nature and Sources of Data

The data was collected to identify productivity and work flexibility when working from Home. For the purpose of this particular study, primary data has been collected mainly from employees working at home in this COVID scenario.

LIMITATION OF THE STUDY

During data collection, several difficulties were confronted; data had to be collected within a short time; each respondent had to be interviewed as quickly as possible. The sample size was limited to132.The findings were substantially based on the information given by the respondents, and in many cases, objective bias cannot be completely ruled out. About 50% of the employees have responded from Chennai and rest of them have responded from other parts of Tamil Nadu.

DATA ANALYSIS AND INTERPRETATION

The most significant troubleshooting challenge you face when you work from home

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Internet connection and signal problem	65	49.2	49.6	49.6
	Noise in the background	9	6.8	6.9	56.5
	Family distractions	34	25.8	26.0	82.4
	Others	23	17.4	17.6	100.0
	Total	131	99.2	100.0	
Missing	System	1	8		
Total		132	100.0		

Source: primary data

The above table shows around 49.6% are facing the internet and signal problems as the primary troubleshooting problem while working from home. Few

employees face other issues like noise from the background (6.9%), family distractions (26%), and other problems around(17.6%)..

Theessentialthingsemployeesmissedabouton-siteworkwhentheyareworkingfromhome

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Non-work related conversation with friends	31	23.5	23.8	23.8
	Tea/lunch break with colleagues	69	52.3	53.1	76.9
	Change to stay away from home	23	17.4	17.7	94.6
	Flirting with colleges	7	5.3	5.4	100.0
	Total	130	98.5	100.0	
Missing	System	2	1.5		
Total		132	100.0		

Source: primary data

Theabovetableshowsthesignificantthingsemployeesmissedabouton-siteworks.53.1%of the employees miss tea/lunch break with their colleagues, 23.8% of employees miss non-work related conversation with friends, 17.7% of employees miss the change to stay away from home, and 5.4% of employees lose flirting with colleagues. We can safely conclude that they will not get these benefits while working from home. These are the few disadvantages while working from home.

Anova with means of gender and work from home in future

Work from home in future

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	.132	1	132	161	689
Within Groups	106.133	130	816		
Total	106.265	131			

Robust Tests of Equality of Means

Home from home in future				
	Statistic[a]	df1	df2	Sig.
Welch	157	1	112.694	693
a. Asymptotically F distributed.				

Thus the respondents' relationship between employees gender and employees

willing to do their work from in future is shown from the above table.

Correlation

age-future jobs from work from home

Mean: age - question13
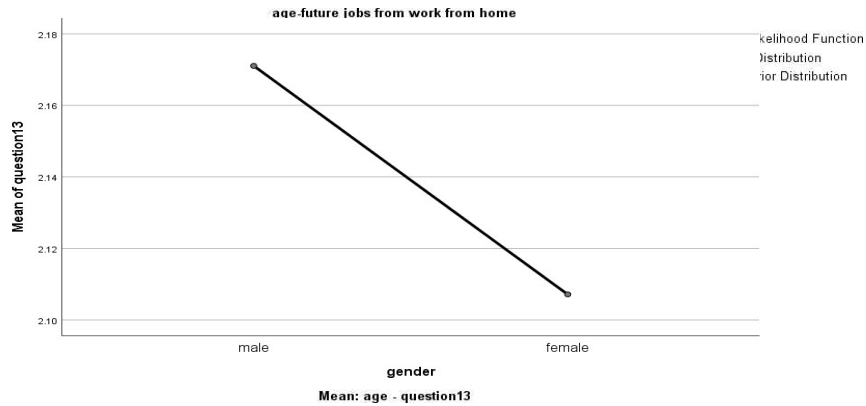
Posterior Distribution Characterization for Pair wise Correlations[a]

			Age	Wfh in future
Age	Posterior	Mode		033
		Mean		-.032
		Variance		007
	95%CredibleInterval	Lower Bound		-.200
		Upper Bound		.136
	N		132	132
Work from home in future	Posterior	Mode	.033	
		Mean	-.032	
		Variance	.007	
	95%CredibleInterval	Lower Bound	-.200	
		Upper Bound	.136	
	N		132	132

a. The analyses as sum reference priors(c=0).

Source: primary data

Thus the respondents' relationship between age and employees liking to work from the home is understood from the above table .

Chi-Square Tests

	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	9.781ª	4	.044
Likelihood Ratio	12.342	4	015
Linear-by-Linear Association	5.445		1020
NofValid Cases	132		

a.2 cells (20.0%) have expected count less than 5. Them minimum expected countis2.97.

The significant value(1.05)is>greater than the value(2.97).Hence null hypothesis in accepted so there in significant relationship gender and experience.

SUGGESTION

The employee's benefits can be increased by the company as they are giving more productivity to the company. Need to guide the employees on how to over come the stress level by conducting some yoga, meditations essions.It iss uggested that the company's higher management should motivate employee stodowork. Employees are working more hours can get some more cash rewards during working from home.

CONCLUSION

Work from home is of the major consequences of for employees is likely to be significantly slower career progress relative to other employees. Among the employees who work at home, Augmentative levels of work at home engagement have no result on either salary or perceived career advancement. Work from home helps women to take care of their household and children, They have been more motivated by flexibility and increased autonomy while work from home. Work at home during covid 2019 has few negative effects on employees progress outcomes also technical issues.

This study helps to gain information about human nature, adaptability of employees to work from home, and an increase in their productivity level. Employees can have more hours rather than traveling from home to the workplace, which they can utilize for beneficial activities. The company will be more profitable with the employees working from home. The employees are also benefited by providing flexible working hours from the company. Though the employees are benefited, they also face problems of high-stress level, losing motivation, family distractions, internet connectivity problems. Yet, many employees, around 50% are interested in working from home in the future.

REFERENCE

- Shareena , Shahid . Work From Home During Covid 19: Employees Perception And Experiences. GJRA - Global Journal For Research Analysis. 2020 May; 9(5). Print ISSN No. 2277 - 81 https://doi.org/ 10.36106/Gjra

- Malhotra Amit, Gautam Aditya. HRM Practices and Employee Attrition: A Gender Centric Analysis of Indian BPO Industry. International Journal of Research in Commerce and Management. 2016; 7(11). 2016

- Ahad Abdullah, Khan Rahat, Rahman Safiar. HR Retention Strategies for Enhanced Job Satisfaction in a Highly Competitive Job Market: A Study with Private Banking Sector in Bangladesh. International Journal of Social Sciences Perspectives. USA: Licensee Online Academic Press; 2020; 6(1). p. 53-58. ISSN: 2577-7750, 2020 https://doi.org/10.33094/ 7.2017.2020.61.53.58

- Prasada KDV, Vaidyab Rajesh W, Mangipudi Mruthyanjaya Rao. Effect of occupational stress and remote working on psychological well-being of employees: an empirical analysis during covid-19 pandemic concerning information technology industry in hyderabad. Indian Journal of Commerce & Management Studies. 2020 May; XI(2). 2249-0310, EISSN: 2229-5674, 2020

- Dockery AM, Bawa Sherry. Is Working From Home Good Work Or Bad Work? Evidence From Australian Employees. Australian Journal Of Labour Economics. 2014; 17(2): 163-190. 2014

- Kumar Mahendra, Dwivedi Sachin. Impact of Coronavirus Imposed Lockdown on Indian Population and their Habits, International Journal of Science and Healthcare Research. Original Research Article. 2020 April-June; 5(2). 2455-7587, 2020

- Baert Stijn, Lippens Louis, Moens Eline, Sterkens Philippe, Weytjens Johannes. The Covid-19 Crisis And Telework: A Research Survey On Experiences, Expectations And Hopes. IZA DP No. 13229. IZA - Institute of Labor Economics; 2020.

- Crandall,W., & Longge,G.(2005).Anup date on telecommuting: Review and prospects for emerging issues. S.A.M. Advanced Management Journal, 70(3), 30–38.Kalleberg,2003

- A.L. Kalleberg Flexible firms and labor market segmentation: Effects of work place restructuring on jobs and worker, Work and Occupations, 30(2) (2003), pp. 154-175

- Baker,E.,Avery,G.C.& Craw ford, J.(2007). Satisfaction and Perceived Productivity when Professionals Work From Home, Research and Practice in Human Resource Management, 15(1), 37-62

- Houston, D. M., & Waumsley, J. A. (2003). Attitudes to flexible working and family life. York: J.R.F. Policy Press pg no 50

- Dingel, J and B Neiman (2020), "How Many Jobs Can be Done at Home?", Covid Economics: Vetted and Real-Time Papers*1: 16-24.*

- https://cdi.xoriant.com/about/https://en.wikipedia.org/wiki/Telecommuting