

A STUDY ON THE WORK-LIFE BALANCE WHILE WORK FROM HOME DURING PANDEMIC

Bharath R¹, Selvarani S²

¹Assistant Professor, Department of MBA, Paavai Engineering College, Namakkal, Tamil Nadu, India.

²PG Student, Department of MBA, Paavai Engineering College, Namakkal, Tamil Nadu, India.

ABSTRACT

Work life balance is recognized as an essence for employee work efficiency and performance. The covid-19 pandemic has put a great threat and turbulence in shifting work life balance of employee work profile. The move to working from home pattern of work schedule has largely been adopted by many organizations.

1. INTRODUCTION

The Covid-19 pandemic has shown every individual the significance of prosperity. In these times we all have struggled through a lot of hardships and this is reflected in our daily life routines.

In the present times the work life

balance has become a persuasive matter for the employer as well as employee. There are several demographic changes which have occurred with time in the workforce. Now the workplace has seen an increasing growth in the dual career families and number of working women which has resulted in increasingly diverse workforce. With that there is a great need for employees to balance their work and private life.

To deal with such situations employers have innovative practices which allow employees to find a good balance between work and life (Friedman, Christensen, & De Groot, 1998).

As a result of increasing attrition rates and increasing interest in balance between work and personal life, HR associations look past HR intercessions. Adaptable working hours, alternate working game plans, leave approaches and advantages for family care and representative help program are the aftereffect of such reason. Such drives are for the most part alluded to as 'family-accommodating strategies' (FFP's) or work life advantages and practices. Suggestions and meaning of such HR mediations are way many.

Findings from research recommend that WLBP assists the representatives with dealing with their work and family jobs better and furthermore have an incredible effect on worker demeanor and conduct like hierarchical responsibility (Grover and Crooker, 1995), satisfaction in work (Kossek and Ozeki, 1998), stopping expectation ((Lobeland Kossek, 1996). WLBP arrangements likewise add to the authoritative presentation and viability (Sands and Harper, 2007).

Anyway worry for representatives' family lives by the business is certifiably not another marvel. Managers do give representatives a few government assistance estimates like great working conditions, wellbeing, and security arrangements to the representatives from the hour of industrialization. OBJECTIVE OF THE STUDY.

To find the factors responsible for dissatisfaction towards Working from Home

1.2.B. To study the relationship of work-Life balance and work from home.

Research Hypothesis

H1. Overall satisfaction gained with current work from home arrangement differs when you have dedicated workspace at home.

2. SCOPE OF THE STUDY

For the purpose of the research the data was collected from the employees who are working from home and the data is gathered from the point of view of an employee to gain insights about their work from home experience as well as the problems they face during working from home at the times of global pandemic COVID-19.

The scope of the study is to provide information about the problem which employees are facing while working from home and their Work life balance.

3. RESEARCH METHODOLOGY

For the research purpose the Questionnaire is used to collect the data from the employees who were working from work from home during the time of pandemic.

Questionnaire is a research instrument that generally includes these types of questions on which the further analysis is done as per the search requirements.

3.1 Type of Research

A descriptive analysis methodology is used during this project. Descriptive analysis, additionally called statistical analysis, describes information and characteristics concerning the population or development being studied.

Descriptive Analysis: It is a statistical method to analyze the data which means describing, showing, or summarizing data in a meaningful way. It is important because if raw data is simply presented then it makes it hard to visualize the data. It helps in presenting data in a meaningful way.

3.2 Sampling

This report uses the idea of convenience sampling to collect the data of 65 respondents. Once the questionnaire was finalized, it was floated through Google Form on the social media accounts to get the response of a diversified audience across the state.

Convenience sampling: This type of sampling comes under non-probability sampling in which the sample is drawn from that part of the population that is convenient to you or near you.

3.3 Technique of Sampling

Random sampling is being taken as a random subset of a statistical population in which each member of the subset has an equal probability of being chosen.

A simple random sample is supposed to be an unbiased illustration of a group.

Random Sampling: It is a part of sampling technique where in each sample to be drawn has an equal probability or opportunity of being chosen.

4. DATA COLLECTIONS

Primary and Secondary Data

1. Questionnaire
2. Various research papers
3. Articles
4. Books
5. Journal
6. Internet

Analysis Techniques

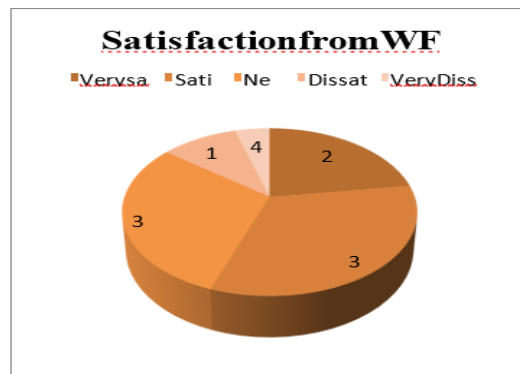
To analyze the data collected through the secondary research, the techniques used are mentioned below:

- Likert Scaling: It is also considered as bipolar scaling method wherein it measures positive as well as negative response to a statement.
- Simple percentage analysis: In this method, we can make comparison between two or more series of data.
- Independent sample T-test: It is a parametric test where in means of two independent groups to determine the statistical evidence that associated population means are significantly different.

SPSS MODEL

Likert Scale options	Frequency	%	Rank
Very satisfied	25	22.72727	3
Satisfied	36	32.72727	1
Neutral	33	30	2
Dissatisfied	11	10	4
Very Dissatisfied	5	4.545455	5
Total	110	100	

SPSS Modeler is one of the leading machine learning and visual data solutions. The Modeler speeds up the conversion of time to value for enterprises and also helps in achieving desired outcomes by accelerating the operational tasks performed by data scientists. SPSS Modeler empowers organizations to comprehend the modern and data assets, within built models and algorithms packaged that can be used immediately.



DATA ANALYSIS & INTERPRETATION: The data collected through the questionnaire has been interpreted and shown with the help of appropriate statistical tools Table 1. Frequency distribution with respect to satisfaction from Work from Home Arrangements. Source: Self

INTERPRETATION- With current work from home arrangements 5 (4.54%) respondents were very dissatisfied with the current arrangement, 11 (10%) respondents were dissatisfied, 33 (30%) respondents were neutral, 36 (32.72%) respondents were satisfied, 25 (22.72%) respondents were very satisfied.

5. FINDING & RECOMMENDATIONS

- From the study it is being analyzed that 23.63% of the respondents are aware about the separate policies in place for work-life balance in the company, 51.81% of the respondents are aware that there is no such separate policies in place for work-life balance in the company, 24.54% of the respondents are not aware about the separate policies in place for work-life balance in the company.
- Significant difference is seen among respondents who hold dedicated workspace at home where they can work towards satisfaction gained with current work from home arrangement and those respondents who do not have such workspace at their home.
- From the study it is being analyzed that when current situation being compared with earlier then 42.72% of the respondents feel optimistic about WFH situation, 20% of the respondents feel optimistic about WFH situation, 37.28% of the respondents were feel about the same and indifferent between work from home and work from office.
- When asked about the different hurdles faced by the respondents while working from home 1.81% of the respondents feel that childcare is the biggest challenge they face while working from home, 21.81% of the respondents feel that keeping a regular schedule is the biggest challenge they face while working from home.

6. CONCLUSION

Work from home is the need of an hour especially at the times of a global pandemic situation of COVID-19 where the virus has disrupted the workflow ethics of the whole world. Work from home has been proven beneficial for employees especially at times of the global pandemic. But there are always two sides of the coin so at one side work from home is a blessing when there is a spreadable disease lurking around but on the other side it is a huge problem for employees to bring their office work home. As can be seen from the results of the survey some employees are unable to stick to a regular schedule which is the cause of the problem they mainly face during WFH. Further the study unfolds that less than 32% of the employees realize while working from home they are unable to balance their work life. In addition, less than 23% of the respondents are pessimistic towards working from home. The study conducted has shown that in employees' mind dissatisfaction towards their work takes place and the most probable reason for such dissatisfaction is because they are unable to keep a regular schedule, are working more than the hours they should or which is been prescribed and the house holds chore which consume major chunk of their time.

7. REFERENCE

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