Acceptance of Work from Home Culture during and Post Pandemic Period

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Abstract – The COVID-19 pandemic has brought the population to a point where they are forced to remain at home as a result of a Pandemic. Companies, manufacturing concerns, service providers, educational institutions, and other establishments have all come to a halt as a result of the restriction on people's freedom of movement. The term "Physical Distancing" has been coined to describe this phenomenon. The situation has allowed employees to "Work from home" without violating the Pandemic rules. Working from home is a novel experience for many employees. The purpose of this study is to learn about the employees' experiences working from home and their willingness to continue working from home in the future.

Keywords: COVID-19, Physical Distancing, Work from Home, Pandemic

I. INTRODUCTION

The impact of Pandemic on the general public has been documented by Covid-19. They are being urged to remain at home and maintain social distance in order to reap the benefits of the system. Employers and employees are unable to complete their tasks by simply reporting to their places of employment. In this day and age, commuting has become impossible. People are confined to their own homes for a variety of reasons. As a result, information technology companies, educational institutions, and other organizations have embraced the concept of working from home. Employees are permitted to work from home using a variety of online options as well as software that is shared by both the company and the employee under this concept. Work from home allows employees to complete their tasks in the comfort of their own homes, thereby reducing the need for mobility and avoiding congested and lengthy commutes to the office. This provides the employee with greater flexibility in their work while also alleviating the pressure of arriving at the office on time. The popularity of this idea has grown significantly, particularly during this period of Pandemic. Employers are of the opinion that allowing employees to work from home has increased their overall productivity. A large number of information technology companies have sprung up in recent years. As a result, the employer is in a position to invest a significant amount of capital in infrastructure and other amenities for the workforce. Employers have benefited from the work from home option because it allows employees to work from home. As a result of the pandemic effect, educational institutions have also been forced to close. Because of boredom and stress, students are more likely to experience a variety of psychosocial consequences. Students are required to participate in a variety of career, personality, and self-development courses in order to prepare for their future careers. Students are also given the option to work from home by providing them with opportunities for online internships. This is beneficial to the students because they can work from home. A large number of institutions and colleges are implementing webinars and faculty development initiatives to assist faculty members in developing their professional skills. Online tools are also being used in establishments to distribute work to employees in order to streamline the workflow. However, there are some disadvantages to working from home, as well as some advantages. Obviously, this concept of working from home is not applicable to all types of jobs. Employees who work in the manufacturing process, for example, are unable to work from their homes. Similarly, there is the issue of work monitoring, which prevents employees from failing to meet deadlines and, as a result, productivity may suffer. The work done may be delayed as a result of technical or technological errors, which can have a negative impact on the productivity of the employees involved. In this day and age of online fraud and hacking, there will be security concerns about the transmission of confidential information over the internet. Despite the fact that there are numerous disadvantages, employers prefer to use the work from home concept in order to keep the workflow running smoothly in the current situation.There have been theoretical reviews about the concept of work from home. The study by Keene and Reynolds (2005) gave a conclusion that since there is a schedule for work, there is no negative effect on productivity and hence, family and job are considered two different dimensions. The study by Voydanoff (2004) concluded that work demands and targets would urge tensed work for the employees who give way to conflict in family due to job pressure and tension. Another study conducted by Clark (2000) emphasized that there should be flexible policies to help get employees autonomy. Mohan and Ashok (2011), their study had come to a conclusion that when a major reponsiblity is assigned to employees without proper authority and supervision, they tend to get pressure and in turn get stressed. These problems will create a lot of issues for the employees on their productivity, meeting targets, efficiency, family relationships etc. Buddeberg, Fischer and et all (2010) in their study have concluded that the people working from home should treat professional and personal life as two dimensions for the successful working from home.

METHODOLOGY

The so called work from home has come to light due to the Pandemic period because of the covid 19 situation. Lot of employees are now following working from home. This has been done by huge number of people. As this is new experience for a lot of people,

they will be having alot to share about this experience. Also since people are new to technological aspects, they find it difficult to work through. Few people are working from home due to compulsion. So all these put together, the main object of the study is to know the experience of people about the work from home concept. Another objective is to know about the people's readiness or willingness to work from home in future. The main aim of the study is to know the experience of the employees about work from home concept and their readiness to work in future under this concept. In this study the researcher has used both qualitative and quantitative methods of study. A questionnaire was framed for getting the primary data. Several journals, online materials and other online articles were referred to get the secondary data. Seventy two respondents were taken for the study. The universe for the study was people working from home in Tamil Nadu. Convenient sampling was used for getting the samples.

RESULT AND DISCUSSION

The purpose of the study was to learn about the experiences of employees who worked from home. The major factors that have an impact on the working of employees who work from home are being investigated in this article, and potential solutions to the problems have been proposed. The vast majority of respondents (80 percent) had never heard of the concept of working from home before. Sixty percent of the employees were between the ages of 30 and 40 years old and had a combined work experience of more than ten years. More than 75% of those who answered the survey used social networking apps and sites, phone calls, and emails to complete their work from home. The majority of respondents (nearly 67 percent) stated that they have a routine for doing their work while working from home, which is important because employers want their employees to be as accessible online as they are during office hours. The majority of respondents (93.5 percent) stated that they were well connected with their team mates, citing the use of various tools of connectivity as evidence. When asked about their level of productivity at work, 63 percent of those who answered the question believe that the concept of working from home has significantly increased their level of productivity. When asked about the physical and psychological consequences of prolonged sitting, 55 percent of respondents reported back pain as a result of the position, as well as psychological consequences such as restlessness and stress. 75 percent of those who answered the survey reported feeling stressed as a result of the combination of factors. When asked if their home office environment helps them to be more productive, 59 percent of respondents said they did. Questioned about their technological knowledge, 80 percent of those who responded strongly agreed that they had a good understanding of how to use technological apps or resources. In addition, 67 percent of those who answered the survey felt that they were virtually well managed by their supervisors and managers. Another question was about the differences and similarities between working from the office and working from home. When asked, 83 percent of respondents said that factors such as concentration at work and participation in meetings were better in the office than when working from home. Other factors considered were creative thinking, target achievement, proactiveness, and overall productivity. This would be possible if all of the necessary documents and information were received at the appropriate time. When asked about the sources of disturbance they experienced while working from home, nearly 58 percent of respondents stated that their family members conversing with one another was the most significant source of disruption. When asked about their preferences for the requirements for a productive work from home concept, the respondents responded that good network connectivity, a pleasant working environment, and plenty of support from team members were all important factors for productive work. To summarize, the vast majority of respondents (i.e., 75 percent) believe that they no longer distinguish between their professional and personal lives after beginning to work from home, and that this will have an impact on their work-life balance over time. Finally, 80 percent of those who answered the survey question said they were not willing to continue or accept the concept of working from home in the future. Work from home is becoming increasingly common, resulting in employees working more hours than they would if they were still in the office full-time. The amount of time spent with family has decreased significantly. Employers who want to successfully implement the concept of working from home should stick to the office hours that they are already using. Employees must also find a comfortable workplace that provides all of the amenities they require in order to be able to work efficiently.

CONCLUSION

Employees are the most valuable assets in any business model, and the employer must recognize this and give them due consideration in all aspects of the business. Employees should also be aware of the situation and be aware of the conditions under which they will be permitted to work from home. There is a possibility that employees will be terminated as a result of the economic crisis that some businesses are experiencing. However, if work from home is implemented, terminations can be waived to a certain extent because the employer will continue to have work to do. If there is widespread agreement on the concept of working from home, it is likely that this concept will be welcomed by all in the future.

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