

THE IMPACT OF WORK FROM HOME ON THE WORK LIFE BALANCE OF THE EMPLOYEES IN PRIVATE SECTOR ENTERPRISES IN INDIA

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ABSTRACT

The pandemic has added new paradigms to the working culture of the organizations. Work from home is one of them. The new changed working nature has affected the employees of different sectors in different ways.

The present study aims at understanding the effect of work from home on the work life balance of the employees in IT sector of India. The study was carried out on a sample of 100 respondents (employees) in various IT companies of NCR using convenience sampling technique. Data was analysed using the statistical analysis of correlation and regression. The study inferred that working from home is having a significant positive impact on the work life balance of the employees in IT sector.

Keywords : *Work from home, work life balance, IT Sector*

INTRODUCTION

At the beginning of 2020, Coronavirus Disease (COVID-19) became a major issue in the world. The virus was originally discovered in Wuhan, China and began to spread throughout other countries. Many significant aspects of human life including health, politics, economy, and security have been changed due to the virus. Recently, the pandemic caused a major shift in organizations. Many countries have made emergency measures including the prohibition of public gatherings and the closing of public places to prevent further spreading. Large numbers of employees are encouraged to work remotely from home, thus reducing the possibility of virus transmission while gathering in a room. In Indonesia, physical distancing has also been implemented. For instance, educational institutions such as schools and universities began to do distance learning. The government has instructed the day off for schools and campuses in Indonesia, but the teaching and learning activities should not be stopped. During the presence of COVID-19, the concept of Work From Home (WFH) has become one alternative approach for any organizations. WFH can be defined as the concept of work that does not require the employee to go back and forth to central workplaces.

Home working is a settlement where employees' job-related tasks are carried out at home by using electronic media as tools for communication. WFH has been sufficiently studied in past research. Previous study reported a significant positive effect of WFH on employees' work efforts. Another existing study analyzed the impact of WFH on employees' productivity and found positive implications related to the variables. Meanwhile, telecommuting has been linked as well with employee task and contextual performance.

The notion of Work-Life Balance The notion of Work-Life Balance (WLB) has been associated with the phenomenon of WFH, although there is still limited research to be found. Homeworking is one way to combine both work and life, thus improving WLB. Previous study identified three words that cover the concept of WLB, i.e., work (career and ambition), life (health, family and spiritual growth) and balance (work satisfaction and less conflict at home). WLB is considered crucial since the lack of barriers in work and life can result in new threats. Moreover, high amounts of conflicts found in work and family demands can create high turnover and less job satisfaction at work, lower life satisfaction and high divorce rates at home, and increasing stress for the individuals.

The influence of work on the employee's life and well-being needs to be addressed. Employee happiness has been associated with the outcomes of both work and individual life. Various research has been conducted to measure happiness at the workplace. However, most of the studies still focus on job satisfaction rather than measuring employee happiness. The physical and mental well-being of employees is vital to determine the success of the company. Happy employees are likely more committed and show high performance at work. The concept of employee happiness at the workplace is still not widely studied despite its importance for organizations. The current virus outbreak has caused a new challenge to the organization. Former employees who usually spent time at the workplace, now need to adjust to new surroundings through working remotely. Additionally, some difficulties such as the inability to separate work and private life could arise.

LITERATURE REVIEW

WFH is now recognised as a substitute that helps to reduce the risk of COVID-19 infection. WFH, however, is nothing new

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and has long been brought to the notice of several schools of thought. Nilles (1988) first made reference to the WFH idea, often known as “telecommuting” or “telework,” in 1973. (Messenger and Gschwind 2016). Over the last four decades, WFH has been characterised using a variety of words, including remote work, flexible working environments, telework, telecommuting, and e-working. These words refer to the capacity of workers to carry out work-related tasks utilising technology in flexible workplaces, particularly at home (Gajendran and Harrison 2007; Grant et al. 2019). Parminder Walia (2015) made an effort to look at how demographic factors like age and gender, as well as the work-life balance of IT and ITES personnel, relate to one another. In light of the results, Compared to men, women perceive work as interfering with their personal life more. The results also indicate workers of any age may see work-life balance as being age-related, despite the fact that this may not be the case. Selvakumar et al. (2015) looked at factors affecting employees’ quality of work life in private sector banks in India. After conducting the study, they found that a variety of factors, including self-improvement, constitutional protections, organisational culture and climate, benefits and facilities, career growth, work-life balance, social integration, and fair compensation, affect the quality of working life for private sector bank employees.

Individuals with high incomes and high levels of education were successfully handled and kept their potential employment using WFH, according to Bick et al. (2020). Work from home has a favourable relationship with work-life balance, according to an empirical study by Irawanto et al. (2021). A study found that 28.64% of people in India felt increased task pressure, which had an impact on their overall work-life balance (Prasad et al. 2020). Additionally, according to 32.9% of the nation's population, the altered working environment has left them uneasy and dissatisfied. As the WFH women employees have struggled to combine their home and professional lives, Biju et al. (2022) observed a concern among them.

OBJECTIVES OF THE STUDY

- a) To study the impact of working from home on the work life balance of the employees.
- b) To have a broader understanding of the connection between working from home practice and productivity of the employees.
- c) To study the negative and positive aspects of working from home on the work life balance of the employees.

METHODOLOGY

The study aims to investigate the impact of work from home on the work-life balance of the employees in IT industry. As we know that today, work as well as personal life has been drastically changed by Covid-19 and now there is a very thin line of demarcation left between work-time and home-time which is almost unclear and sometimes even hard to differentiate. In order to collect the data, two questionnaires

were drafted. One questionnaire was drafted to investigate the work-life balance of the employees and other for work from home.

HYPOTHESIS

The hypothesis are as follows :-

H0 : There is no significant relationship between work from home and work-life balance of the employees in Information technology enterprises in India.

H2 : There is no significant impact of work from home on the work life balance of the employees in Information technology enterprises in India.

DATA ANALYSIS

In this section, the data generated from the employee of the private enterprises in India, and then the generated data is analysed and interpreted. A total of one hundred ten questionnaires were sent to the respondents through mail, out of which only hundred was properly filled and found relevant to the study. Therefore, the analysis in this section will be based on the hundred relevant copies. The first section covers the demographic features of the respondents. The second section will analyse the data relevant to research questions.

Table 1 Correlation Analysis

| | | Work from home | Work life balance |
|-------------------|---------------------|----------------|-------------------|
| Work from home | Pearson Correlation | 1 | .443** |
| | Sig. (2-tailed) | | <.001 |
| | N | 96 | 92 |
| Work life balance | Pearson Correlation | .443** | 1 |
| | Sig. (2-tailed) | <.001 | |
| | N | 92 | 95 |

** . Correlation is significant at the 0.01 level (2-tailed).

In the above table number 1, the correlation has been calculated in order to investigate the relationships between variables without controlling or manipulating any of them. The two variables are work from home and work life balance of the employees . In this work from home is dependent variable whereas work life balance is an independent variable . The table above shows the extent of association between the dependent and independent variables used in the study.

In the above mentioned table Work from home recorded a correlation coefficient of 0.443 with work life balance which shows that work from home has a positive moderate effect on the work-life balance of the employees. The positive relationship between both the variables (work from home and work life balance of the employees) indicated that there is a positive change in the dependent variable with the change in the independent variable, which means when one variable will increase the other variable will also increase positively.

The next we have calculated is Multiple regression analysis in order to assess the strength of the relationship between an outcome, the dependent variable (work from home) and several predictor variables, but here we have only one predictor variable or independent variable (work-life balance of the employee) as well as the importance of each of the predictors to the relationship, often with the effect of other predictors statistically eliminated. Furthermore, Multiple regression result was employed to test the effect of independent or explanatory variables (work life balance) on the dependent variables (work from home). The result of the multiple regression analysis is presented in the tables below:

Table 2 Regression Result

| Model R | R Square | Adjusted R Square | Std. Error of the estimate |
|---------|-------------------|-------------------|----------------------------|
| 1 | .443 _a | .196 | .187 |

a. Predictors: (Constant), work-life balance

b. Dependent Variable: Work From Home

Table 2 represents the regression. The dependent variable is work from home and the predictor or independent variable is work life balance. Table 2 shows that R² which measures the strength of the effect of independent variable (work life balance) on the dependent variable (work from home) have the value of 0.196.

This implies that 19% of the variation in work from home is explained by variations in the work-life balance of the employees in the information technology enterprises in India. This variation between both the variables is supported by an adjusted R² of 0.187.

In the above mentioned table represents The f-statistics value of 21.960 in with f-statistics probability of <0.001 shows that the independent variable (work life balance) has significant effect on dependent variable (work from home)

Table 3 Coefficients of the Model

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-------------------|-----------------------------|------------|---------------------------|--------|-------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 54.712 | 3.789 | | 14.439 | <.001 |
| | Work life balance | .438 | .094 | .443 | 4.686 | <.001 |

a. Dependent Variable: work from home

Table 3 shows the coefficient of the individual variables and their probability values. The independent variable work life balance has a regression coefficient of 0.438 with a probability value of <0.001, implying that the work-life balance of the employees of information technology enterprises in India has a positive and significant effect on work from home.

Hence we can say that there is a significant positive relationship

between work from home which is a dependent variable and the work-life balance of the employees of information technology enterprises in India.

CONCLUSION

This work examined the impact of work from home on the work-life balance of the employees of information technology enterprises in India. The work from home has affected the normal day routine of the people in a very significant way and there is a broader understanding of the connection between working from home practice and its significant impact on the work life balance of the employees. In the research work, it has been found that work from home is positively affecting the work life balance of the employees of IT sector. Therefore, it has been observed that there is increased number of IT companies who are still providing work from home facility to their employees and some of them have made it optional. IT sector is such a sector where work from home could easily be provided to the employees without affecting their productivity. Other sectors are also required to take measures so that employees are able to maintain their work life balance.

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