

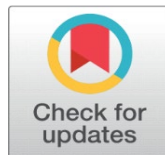
A STUDY ON IMPACT OF WORK FROM HOME ON EMPLOYEES PERFORMANCE AND PRODUCTIVITY OF IT INDUSTRIES WITH REFERENCE TO PUNE CITY

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ABSTRACT

The idea of remote work, or working from home, has been increasingly popular in recent years. During the COVID-19 pandemic, remote work has undoubtedly emerged as one of the most widely utilized strategies to reduce unemployment, maintain societal functions, and protect the public from the virus. Nevertheless, the effects of working from home on employee productivity and performance remain unclear, existing research on this topic is scattered and varies across different contexts. Thus, the aim of this study is to conduct a systematic review of the effects of Work from Home on employee productivity and performance. This study mainly focuses on the how employees were generating output by working remotely and how it can affect their performance and productivity and effect on their personal life.

Keywords: Remote Work, Employee Productivity, Work from Home

1. INTRODUCTION

In recent years, the idea of working remotely, or from home, has rapidly gained appeal. More and more workers are embracing the flexibility and convenience that remote work provides, driven by changing work habits and technological improvements. An overview of the subject is given in this introduction, which also establishes the context for examining how employees are affected by working from home.

Organizations, legislators, and individuals all need to understand how working from home affects workers. It gives stakeholders information about the advantages and disadvantages of remote work arrangements, empowering them to decide wisely and devise plans for increasing output, promoting worker happiness, and establishing a positive work atmosphere. Furthermore, opportunities for professional advancement are essential to employee engagement and

satisfaction. Working remotely has special difficulties for networking, professional growth, and visibility. Organizations may put policies in place to develop talent, offer learning opportunities, and guarantee remote workers fair access to growth chances by knowing how remote work affects career advancement.

In conclusion, investigating how employees are affected by working from home is essential to comprehending the advantages and disadvantages of this changing work arrangement. Organizations can create strategies that maximize the advantages of remote work while addressing any potential disadvantages by exploring a variety of factors, including workforce diversity, productivity, well-being, work-life balance, career advancement, employer-employee relationships, and the future of work. These realizations open the door to the development of successful, welcoming, and inclusive remote work settings that meet the changing demands of both businesses and people.

Definition

A work arrangement known as "work from home" occurs when employees carry out their duties from a distance, usually from their homes or any other location other than a standard office setting. Working from home enables people to maintain relationships with their employers and coworkers while working remotely thanks to communication technology like cloud computing, video conferencing, and collaboration tools.

Employee performance is defined as how well a person executes their job duties and responsibilities. Many companies assess their employees' performance on an annual or quarterly basis to define certain areas that need improvement and to encourage further success in areas that are meeting or exceeding expectations.

Performance is a critical factor in organizational success, helping to also improve overall productivity, profitability, and employee morale. By assessing employee performance regularly, companies can identify areas that need improvement, provide employee learning and development opportunities, and ensure that everyone is working towards the same goals.

2. STATEMENT OF PROBLEM

In the fast-paced digital age, work from home has become a global concern for both individuals and enterprises. The pandemic's emergence has made distant employment necessary, making it harder for workers to distinguish between work and home. Ironically, rather than making the workplace more efficient, technological developments have made work faster. Since the world seems to never stop moving, employees are now expected to put in long hours and achieve strict deadlines.

3. OBJECTIVES OF THE STUDY

- 1) To study the impact of work from home on employee's performance and productivity of IT industries of Pune City.
- 2) To study the impact of work from home on employee's personal life.

4. REVIEW OF LITERATURE

- 1) Jang (2009) conducted a study to examine the relationship between work-schedule flexibility and employees' perception of workplace support, supervisory support, work-life balance and well-being. The results were employees who had flexible work schedule reported higher levels of work-life balance, which in turn positively affects their wellbeing. In addition, perceived flexible works schedule was found a mediator of perceived supervisory and workplace support, thus fitting a theory that a good organizational culture helps creates a more positive perception of workplace flexibility.
- 2) Bloom et al. (2015) investigated whether the work from home model works using an experimental study on the employees of a travel agency in China. They found several striking results. First, a 13% increase in the productivity among the workers. Second, attrition fell sharply among the home workers, dropping by 50%. Thirdly, it pointed out a downside of WFH that it reduced the rate of promotion by nearly 50%.
- 3) Srivastava et al. (2015) studied the perspectives of IT employees on the Work from Home concept. The majority of the employees claimed that there were flexible working hours and they were able to maintain work life balance. The major disadvantage pointed out was lack of communication with their colleagues.

- 4) Andres-Sanchez et al. (2023) investigated Perception of the Effects of Working from Home on Isolation and Stress by Spanish Workers during COVID-19 Pandemic. This paper tests the explanatory capability of the individual, organizational, environmental and job factors regarding Spanish workers' perception of isolation and stress owing to working from home (WFH). They used a survey of the Spanish agency Centro de Investigaciones Sociológicas on the Spanish population's perceptions of several aspects of information technologies that was carried out in March 2021. Information overload, work overload and isolation were perceived to be the principal factors involved in WFH. Because WFH could be inhibiting professional development, drawbacks in the infrastructure include overload and impediments to career development as the most relevant variables to explain the perception of isolation. Age and balance between family and work also have explanatory power, but less so for isolation and stress. While people with intermediate ages are less sensitive to isolation and stress, having a correct balance between work and personal life is a protective factor against these effects. From the results in this paper, they outlined several questions that must be addressed by labour authorities via legal regulations and by firms and workers to adapt organizational and working culture to ensure the efficient implementation of WFH settings compatible with employees' well-being.

5. SCOPE OF THE STUDY

The study is based on Impact of Work from Home on Employees Performance and Productivity of IT industries employees with reference to Pune City Area. In the growing culture of the work from home and remote working the IT employees sometimes fails to generate best outputs and I can create bad impact on their performance and productivity. This study focuses on all this aspect and covers sample size of 120 IT employees from Pune city area.

6. RESEARCH METHODOLOGY

The present study is based on the Quantitative Data. Total 120 IT Employees were selected for the present study. The study utilizes both primary and secondary data collection methods including questionnaire to gather comprehensive data. Percentages were calculated for each response category to understand the distribution of employee opinions on different aspects. Descriptive statistics were used to analyses the collected data.

7. FINDINGS

- 1) The findings state that remote work during the COVID-19 pandemic has both positive and negative implications for worker well-being and productivity.
- 2) According to the 66.5% respondents stated that the working from home or remote working is suitable for them because it can save the travelling cost and travelling time.
- 3) According to 38.5% respondents stated that the working from home or remote working is creating negative impact on their performance and productivity because of homely environment and disturbance at home.
- 4) Some of the respondents mentioned that they are totally depended on the virtual communication and depended on the internet and Wi-Fi if there is no proper internet connection they cannot work properly or they need to shut down their current work.
- 5) 44.5% respondents given opinion on their growth and work culture they mentioned that work from home concepts makes employees lazy and they are not experiencing the professional environment due to this they are facing difficulties in their presentation skills and soft skills.
- 6) Most of the respondents from sample size mentioned that the remote working concept is totally disturbing the productivity of the organizations because due to less observation of superiors and managers the employees are consuming more time in single tasks.
- 7) 12% respondents mentioned that due to work from home employee engagements activities were getting lesser day by day, interaction among the employees.
- 8) The respondents mentioned that sometime work from home is helpful from the financial perceptive of the employees and organization perspective but it did not help in developing work culture and employee's engagement and social interaction.

8. SUGGESTIONS

- 1) The employees are totally dependent on the internet and Wi-Fi for work, the organization should provide proper facilities of internet connection and also provide payments for routers and internet which can help in smooth functioning of the work without any disturbance.
- 2) The employees are not getting experience of professional work environment and work culture to solve this issue the organization should implement hybrid mode of working which can help employees to get in touch with the professional working environment.
- 3) Due to the remote working the managers and the supervisors cannot observe the continued progress in work for that the managers should keep the continue follow-ups and hybrid work mode can help managers to get in touch with employee's get continuous feedback.
- 4) There is less interaction and less employee's engagement activities due to remote working to overcome this the HR team need to take some proper employees engagement activities virtually to boost morale of the employees and also have the interaction with the employees.

9. CONCLUSION

The rise of remote work has led to major transformations in our working methods, presenting both benefits and challenges for both employees and organizations. This examination of the subject has illuminated the different facets of remote work and its impact on employees.

Remote work brings a variety of benefits, such as enhanced flexibility, better work-life balance, decreased commuting time and expenses, access to a worldwide talent pool, and heightened productivity and job satisfaction.

Employees have the liberty to work from any location, customize their work hours to fit their personal needs, and enjoy a more individualized and self-directed work atmosphere.

Work from Home has changed the conventional work environment and has emerged as a key aspect of today's workforce. By leveraging its benefits, tackling the obstacles, and applying successful strategies, companies can fully utilize remote work to enhance productivity, boost employee satisfaction, and achieve organizational success. With continuous adaptation, innovation, and a focus on people, a hybrid model that includes occasional office attendance or flexible work hours can offer employees the advantages of both remote work and face-to-face collaboration, meeting diverse preferences and job needs.

CONFLICT OF INTERESTS

None.

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