



ADVANTAGES OF REMOTELY WORKING EMPLOYEES DURING COVID-19

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ABSTRACT

The pandemic sweeping the world, COVID-19, has rendered a large proportion of the workforce unable to commute to work, as to relieve the spread of the virus. This has resulted in both employers and employees seeking for alternative work arrangements, especially in a fast-paced metropolitan cities like Mumbai. Due to the pandemic, most if not all workers experienced work from home (WFH). Hence WFH has become a policy priority for most governments. In doing so, the policies must be made keeping in mind the practicality for both employers and employees. However, this current situation provides unique insight into how well working from home works, and may play a vital role in future policies that reshape the current structure of working hours, possibly allowing for more flexibility.

Not only has this had individual impacts, but it has also impacted countries as a whole from an economic standpoint, bringing an array of economic sectors to a complete standstill. While there was a lot anticipated and there were countless warnings, especially from those working in public.

INTRODUCTION

During the COVID-19 pandemic, governments around the world introduced various measures to try and reduce the risk of infection. This included advice or requirements for people to work from home, or remotely unless they were key workers. This represented a major and sudden change for a large number of people. The working from home experience is multi-layered. Understanding its effects, at a personal and societal level, requires consideration of how someone's home environment, work related responsibilities and their personal circumstances interact to impact on their experiences. Due to very diverse experiences and complexity of people's nature. it is not possible to make a nationwide assessment and summary of how people experienced working from home.

Keeping this in mind, the aim of this research was to explore a range of working from home perceptions thoughts and experiences and then set out the advantages and disadvantages.

OBJECTIVE

- Improved Employee Productivity
- Improved Work Life Balance, leading to Less Employee Turnover
- A, Bigger, Better Talent Pool
- Reduced Overhead and Overall Cost.

REVIEW OF LITERATURE

MUHAMMAD RAZED IRFAN, MUHAMMAD BILAL & RAHMAN ZAIRE: (2017)³, talks about the work from home fight to negative outcome of professional consumption and administrative obligation and the organization check the quarter production gross revenue also the employee absence. The employee is equal to work from home struggling with the related through worker's stress. Hence the work from home is essential dispute to financial transactional business and in relation to administrative efficiency as well as job related strength. Extended unyielding daily working time remains a dependable analyst to work from home between back-office workers and predominantly individual occupied work place. The extensive conflict assumption is used in innovative techniques should be planning for lending business. The document terms statistical analyses estimate trapped the daily as well as weekly task in the study. Quantifiable is relating to information is existing show with useful indication and creativity for their workers. The appraisal offers common law and also another daily task allocation develops work from home as well as commercial administrations. The paper completes plan groupings offer best facilities and creativities will support the great presentation effective structures in financial segments.

RAHUL SACHIDANAND: (2013)⁷, the data to schedule the shifts for employee's daily routine especially the lot of women employees working in the business processing outsources sector. WORK FROM HOME is innovative encouragement to women employees in BPO sector. Nowadays, women are interested to join in the BPO sector, as well the company providing more security to the women employees. Knowledge is most important and also the BPO sectors create opportunity will change the developments.

VARSHA RAJ & VASANTH: (2012)⁸, In this article the author said that the Work Life balance of occupied women in service sector. The enumerated teams that the vital concert of its personnel which in turn depends on frequent dynamics. The relationship between personnel and focused life can be proficient over warm intelligence. Better emotion management is necessary in order to accomplish objective of life.

RESEARCH METHODOLOGY

This study is based upon primary and secondary data basis. The primary data is collected by conducting a questionnaire Surveys by using Quota Sampling Method. A sample of respondents was taken for the research and the secondary data is collected by referring various research papers on websites.

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Primary Data:

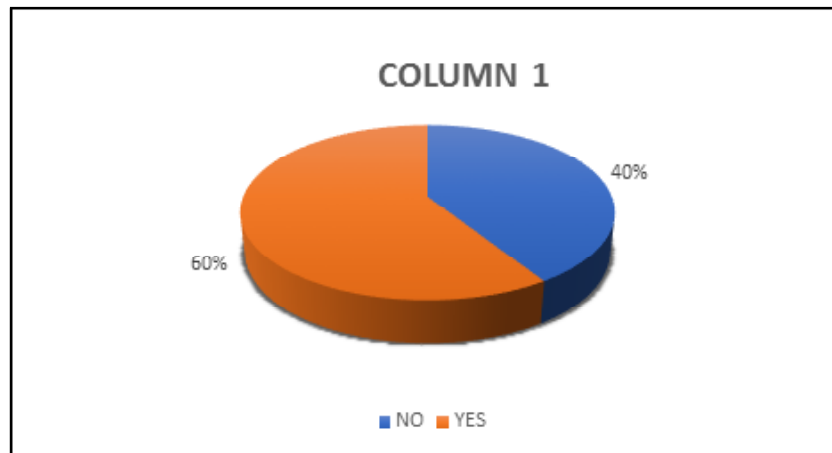
- Questionnaire
- Personal Interview

Secondary Data:

- Internet
- Research paper

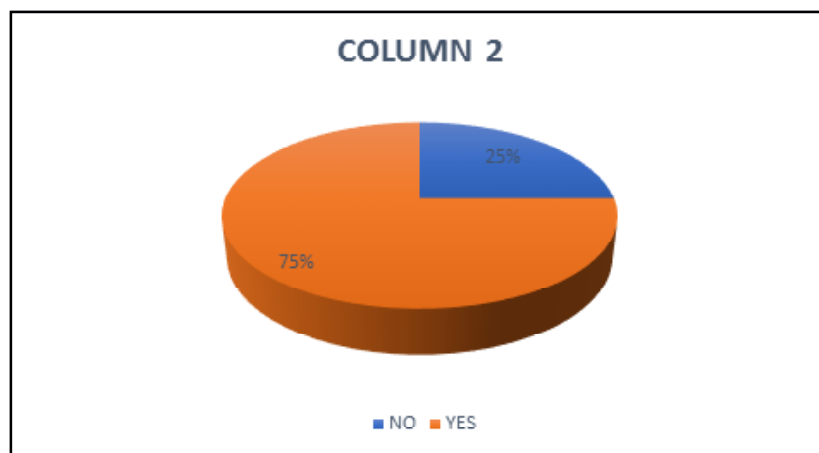
DATA ANALYSIS

Question 1) Have you worked from home before?



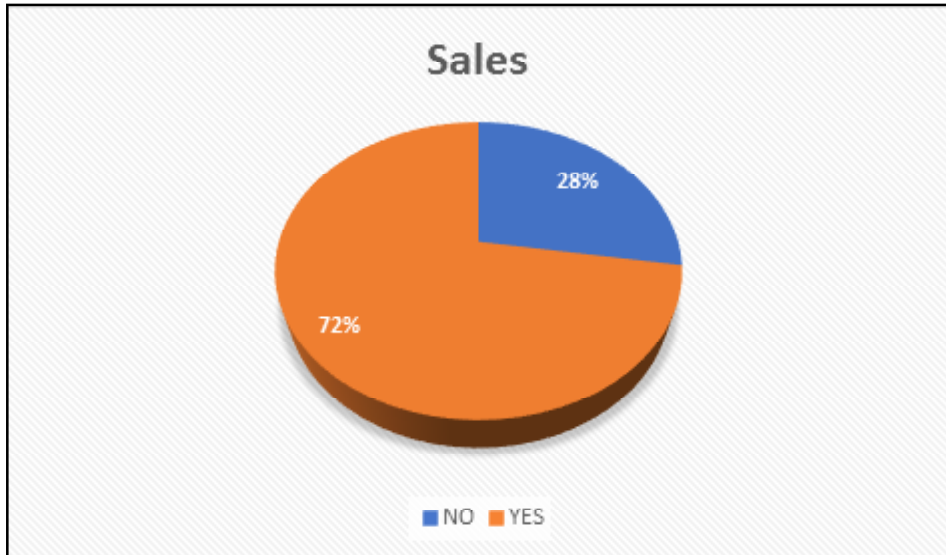
INTERFACE – Out of 100%, 60% of respondent said yes and 40% of respondent said No for the question asked have you work from home before. As it can be seen that majority of them have worked from home.

Question 2) Does Work from home increased flexibility?



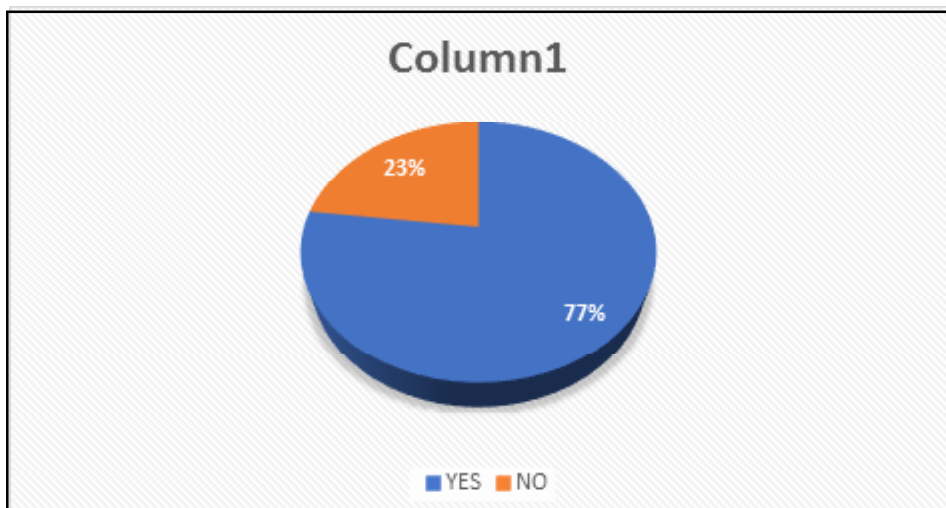
INTERFACE – Out of 100 % 75% of respondent said yes and 25% said No for the question asked does work from home increased flexibility. As it can be seen that majority of them are agreed with the question.

Question 3) Does remote working helps to improve work life balance



INTERFACE - Out of 100%, 72% of respondent said Yes and 28% said No for the question asked does remote working helps to improve work life balance. As it can be seen that majority of them says that their working helps to improve work life balance.

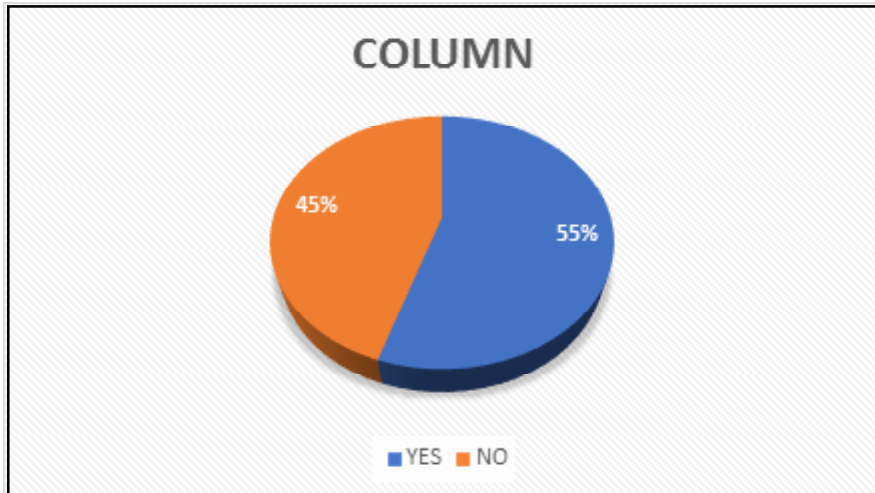
Question 4) Is there a loss of social interaction because of work from home?



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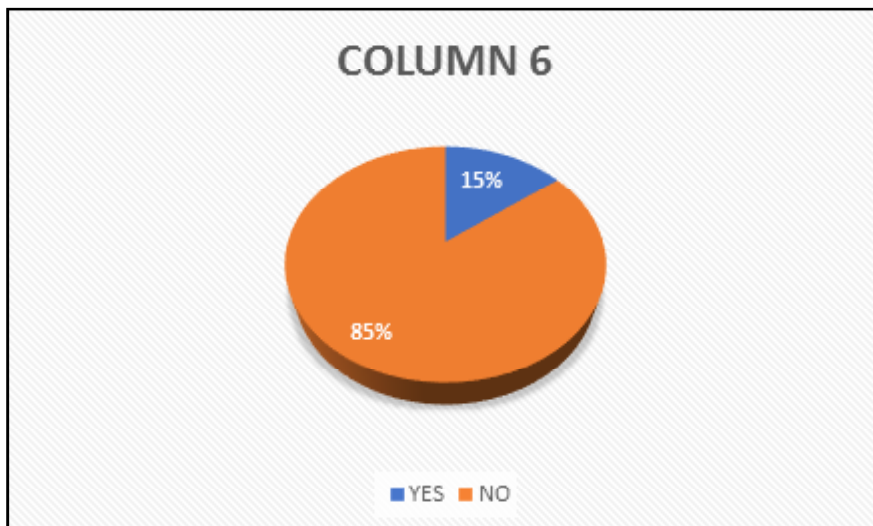
INTERFACE – Out of 100%, 77% of respondent said Yes and 23% said No for the question asked Is there a loss of social interaction because of work from home. As it can be seen that majority of them have been agreed with the question.

Question 5) Do you have a separate and suitable space in your home for work?



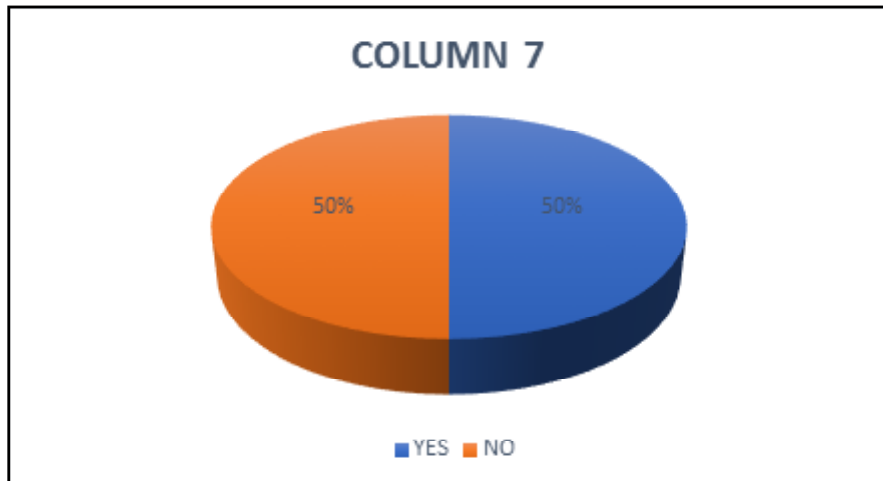
INTERFACE – Out of 100% 55% of respondent said Yes and 45% said No for the question asked Do they have a separate and suitable space in your home for work. As it can be seen that majority of them have been agreed with the questions.

Question 6) Have you been able to stick to a work routine or schedule?



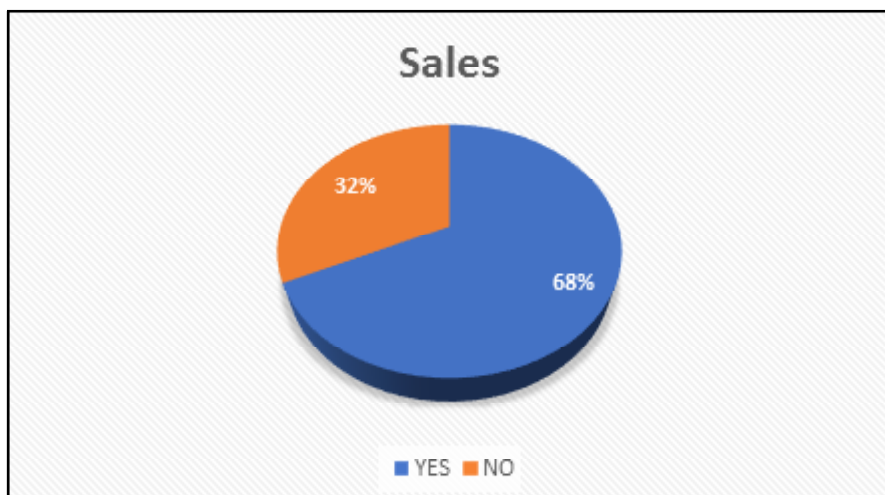
INTERFACE - Out of 100% 15% of respondent said Yes and 85% said No for the question asked Do they been able to stick to a work routine or schedule. As it can see that majority of them have been not agreed with the questions.

Question 7) Is it easy to reach your teammates and teams leaders when you need?



INTERFACE – Out of 100%. 50% of respondent said Yes and 50% said No for the question asked that it is each to reach your teammates and teams leaders when they need. As it can see that majority of them have been not agreed with the questions.

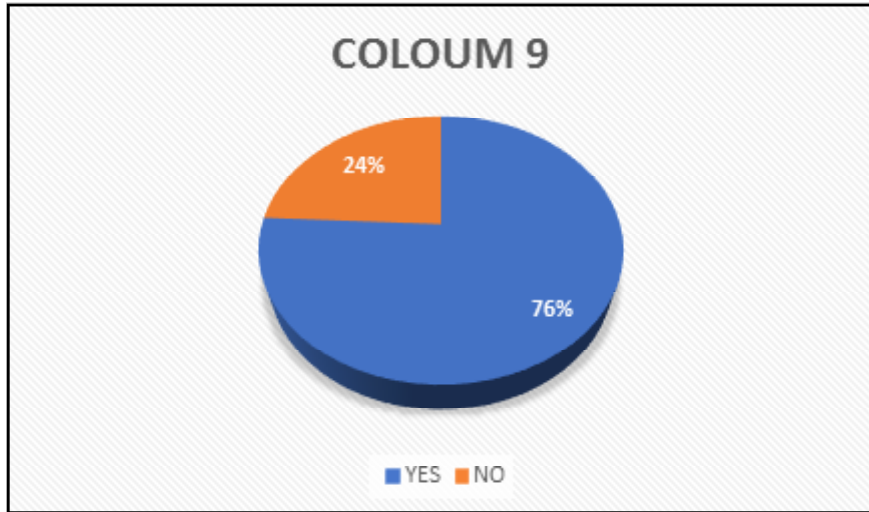
Question 8) Do you take regular breaks?



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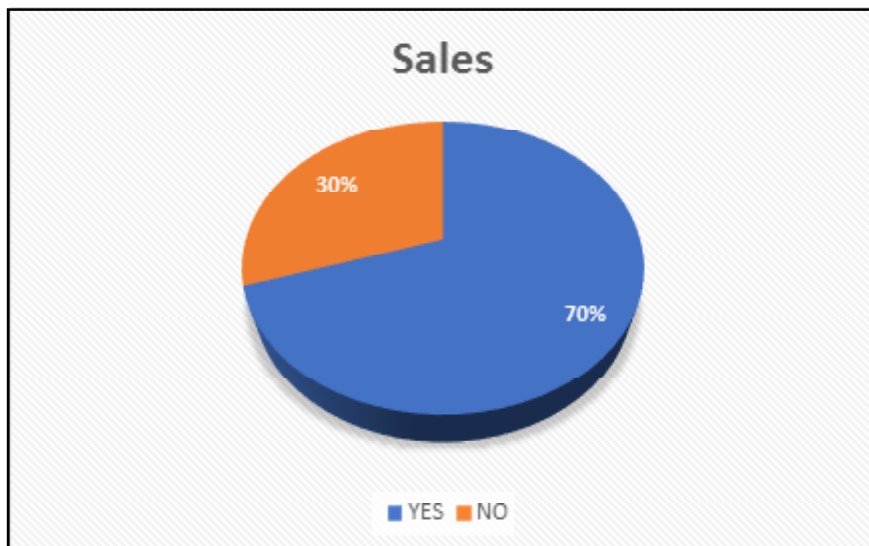
INTERFACE - Out of 100%, there are 68% respondent said Yes and 32% respondent said No for the question asked do they take regular breaks. As it can be seen that the majority of them take regular breaks.

Question 9) Are you in regular contact with your team and manager?



INTERFACE – Out of 100%, there are 76% respondent said Yes and 24% respondent said No for the question asked do they regularly contact with your team and manager. As it can be seen that the majority of them contact with team and manager

Question 10) Do you feel trusted to work from home?



INTERFACE – Out of 100%. 70% respondent said Yes and 30% respondent said No for the question asked do they feel trusted to work from home. As it can be seen that majority of them feel trusted to work from home.

CONCLUSION

An amazing 99% of respondents said they were satisfied with their current remote work situation and would like to continue working remotely (at least in part) for the remainder of their careers. 99 per cent! I can't imagine another question that would elicit such a degree of agreement among workers other than "Would you like to continue to get paid for your work?"

Not only were the respondents in lock-step with regard to their satisfaction, 95% indicated they would recommend remote work to someone else. Taken with other results that show companies are mostly satisfied with the results they're getting from their remote teams, and it's safe to say remote work isn't going anywhere and will likely only grow.

REFERENCES

1. Arntz, M., B. Y. Sarra, and F. Berlingieri. 2019. "Working from Home: Heterogeneous Effects on Hours Worked and Wages." ZEW-Centre for European Economic Research Discussion Paper No. Mannheim, Germany, 19-015. Retrieved from 10.2139/ssrn.3383408. [Crossref].
2. Baker, E., G. C. Avery, and J. Crawford. 2007. "Satisfaction and Perceived Productivity When Professionals Work from Home." *Research & Practice in Human Resource Management* 15 (1): 37–62. [Google Scholar].