

**Project Dissertation Report on**  
**WORK FROM HOME : NEW NORMAL**

*Submitted by*

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## **CERTIFICATE**

This is to certify that the work titled WORK FROM HOME: The New Normal as part of final year Major Research Project submitted by Kanika Negi in the 4th Semester of MBA, Delhi School of Management, Delhi Technological University during January-May 2021 is her original work & is not submitted anywhere else for award pertaining to any credits or degree whatsoever.

This project is submitted to Delhi School of Management, Delhi Technological University in partial fulfilment of the requirement for the award of the degree of Master of Business Administration

## **DECLARATION**

I hereby declare that the work titled ‘Work from home The New Normal’ as part of final year Major Research Project submitted by me in the 4th Semester of MBA, Delhi School of Management, Delhi Technological University, during January-May 2021 under the guidance of Deepali is my original work and has not been submitted anywhere else.

This project is made by me in my own language and not copied from elsewhere. Everything which appears in the project that is not my original work has been duly and appropriately referred/ cited/ acknowledged.

**Kanika Negi**

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## ABSTRACT

The widespread plague due to Corona Virus has caused phenomenal disturbance in human lives. Covid-19 widespread has implemented the concept of (WFH) into an officially ordered, entirely upheld run the show.

Presently, concept of Working from home is developing in all sectors, from IT to educational..This concept has recently come into existence for larger part of the workers, as the Corona Virus has made maximum of the people from all the industries to WFH and it is relatively new for everyone.

As the workers are encountering unheard conditions, this paper endeavors to find out the perception of the respondents in Telecommuting when compared to Working in the vicinity of office.

To conclude, the new working arrangement working from one's own place amid the COVID-19 lockdown has shown a great shifts in opinions & inclinations of employees towards adaptable and also has the potential to affect social standards around the gendered division of household responsibilities.

Some important future changes we expect post people return to their offices-

- More people are probably going to select versatile working in the near coming time, and along side we may see a decay in flexibility shame and worries around versatile working contrarily affecting profession results.
- Regardless, not every person needs to work from homegrown each second. Various agents need collegial communication, are stressed about nearly need of equipment or space to complete their work and darkening limits among office and home
- The encounters amid lockdown propose that expanding fathers' get to to adaptable working may offer assistance partners to divide more housework/care obligations, and administrators and the public authority be in pressure in the coming days to find approaches to support fathers to work deftly and take an increasing and keen part in household duties.
- Work load of various women has increased considerably during lockdown. They are anxious and stressed. In absence of help we may find many of them quitting their jobs.

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# INTRODUCTION

## 1.1 Background

Work from home refers to the concept of employees working from their homes not having to commute to a single, central workplace Telecommuting is another term for it as well as working from home. The coronavirus has been declared a plague by the World Health Organization .

WHO announced the coronavirus a plague on March 11, 2020. Governments from all over the globe, which include Indian authorities introduced complete lockdowns restricting all journeys national or international and requested all workers if not essential to earn a living from home in which way feasible. (COVID-19), a plague sweeping throughout the world, has dared society to adopt approaches which were deemed as impossible, forcing humans to rethink different types of practices and strategies, from office, to time-off, to simple journey and day by day tasks. Not simplest had man or woman impacts, however it has additionally affected international locations as an entire from an monetary point, bringing an arrangement of monetary sectors at a stagnant position.

While there has been lots of predictions and there have been limitless warnings, mainly from the ones running in public health, the undertaking remained as a significant extrade calls for planning, training, and facilitating. While the public was mentally ready, the quantity and answer nonetheless remained as it is and stays as a huge undertaking.

Corona Virus is a brand new ailment that has started moving continuously withinside the human population since December 2019.

As the coronavirus keeps to unfold throughout the international, globally authorities have enforced and re-enforced lockdowns with the shutdown of non-critical agencies and prohibited non-critical gatherings from maintaining hospitals from the hazard of being crushed because of pandemic. Many in their opposite numbers have advised their residents to live at domestic as plenty as feasible and exercise social distancing to restriction face-toface interactions with others.

At the moment, government and supervisors of mass amassing programs are recommended to perform a hazard evaluation withinside the context of the plague for his or her events to guard humans from harm. Pre pandemic, debate on the destiny of work-life have been doubtful and regularly raised. COVID-19 pressured a choice upon humans, and with the international authorities to conform quickly, many agencies choose

to adopt WFH. These practices have been hired widely, as may be visible withinside the India., in which research display 7% (Chung and Van der Lippe, 2018) Of employees that WFH located that they might paintings effectively .In a few places, WFH suggestions had been given with the aid of using governments, in which authorities personnel WFH at the same time as advisory notices had been despatched to employers of personal organizations, as a precaution to save you further unfold with the aid of using decreasing social contact The cutting-edge worldwide outbreak isn't the same as the outbreaks of past years as it's far amongst the first to withinside the backdrop of extraordinary improvements in records and conversation technology. Grasping the technical revolution, industries should feature to various tiers with the aid of using the usage of centers which includes far off get right of entry to and online conversation, while factories had been are in large part close and there had been extended restrictions in bodily movement. Thus, the cutting-edge research assumes importance with the aid of using presenting a succinct word on how personnel have replied to the assignment posed with the aid of using the outbreak. WFH has useful consequences for each employers and personnel. The advantages, encompass and aren't restricted to decreased commuting time, keeping off workplace politics, the usage of much less workplace space, extended encouragement, progressed gender diversity (e.g. girls and careers), much healthy workforces with much lesser turnover, better expertise retention, activity satisfaction, and higher productiveness. Studies indicated proof for those benefits; for example, the studies withinside the with the aid of using Caulfield (2015) located personnel saving tour time and cost of tour time. Some research factor can lessen turnover fee and boom personnel' productiveness, activity engagement, and activity performance Likewise, e-operating can boom productiveness,, activity satisfaction, WLB, including decreasing paintings-existence warfare WFH should help personnel in phrases of bendy time to finish the paintings and shop cash for commuting to paintings. Vice versa the disadvantages of WFH, encompass the blurred line among paintings and own circle of relatives, social isolation, personnel bearing the charges associated with WFH), there are sure many disadvantages of WFH, which includes personnel operating at domestic must pay for strength and the net charges themselves. located that employees had been remoted from their colleagues, and bosses are worried about discounts in productiveness at the same time as operating from domestic. Moreover, the connection among coworkers can also be harmed). Employees would possibly be distracted with the aid of using the presence of younger kids or own circle of relatives participants at the same time as operating at



domestic in conjunction with blurred obstacles among paintings and own circle of relatives existence result in working overtime). In a comparable vein, the control of boundaries among paintings and own circle of relatives of far flung people studied through) told that WFH pertains to the lack of ability of far flung people to disengage from paintings. Seeing the weight of the crisis, countermeasures through a unmarried entity are hardly ever effective. Since COVID-19 has effected humans worldwide, across the world relevant regulations were imposed. Amidst a state of affairs protection protocols of bodily mobility discount through lockdown, as instantaneously to lessen the price of virus spread. Lockdown is taken into consideration an emergency protocol that restricts an individual's movement. People need to now no longer depart a given area (typically their domestic) besides for purchasing important supplies. All locations are closed down, unimportant sports discontinued, and tour through were suspended throughout The intention of the lockdown is social distancing i.e. the separation of humans who've been recognized disorder from humans who aren't sick). Businesses have been least organized which includes the modern pandemic which result in a unexpected and entire closure of oces worldwide. To live on the imminent financial crisis, maximum agencies (wherein possible) required their personnel to work at home. This sensible commercial enterprise continuity reaction is defined ) wherein agencies react and reply to the pressures of the instantaneously state of affairs. While under everyday situations work at home become an alternative supplied through employers to few personnel, the COVID-19 lockdown left work at home because the handiest feasible alternative for agencies to live on. Grasping the revolution, industries should feature to various ranges through the use of centers which includes far flung get admission to and on line communication, while factories have been are in large part close and there have been extended regulations in bodily movement. Thus, the modern research assumes importance through offering a notice on how personnel have replied to the project posed through the outbreak. While urging personnel to paintings from domestic become the handiest feasible alternative for agencies to feature.

## 1.2 Problem Statement

While encouraging workers to WFH has emerged as the most feasible alternative for companies to function, we observe the worker isolation literature to analyse its effect on mental Health. Employees operating in digital environments have suggested experiencing feelings of being isolated because of a loss of experience of friendships and interpersonal relations. Thus, this project aims to evaluate how workers in India have been handling Telecommuting in lockdown. This lockdown has brought the opportunity to apprehend how operating from one's own place on this kind of scale can also additionally have modified the opinions of people towards Working From Home.

Although WFH enables smooth functioning of an organisation it can affect mental health on workers. The worker cites emotional demanding situations faced via way of means of personnel who paintings in digital environments. Employee quarantine is a mental assemble that describes personnel' belief of loss of possibilities for social interplay with different employees. interactions at office and place of work help personnel adapt to company lifestyle and allow coordination among workers, whereas, in digitally online environments, personnel regularly think of themselves as a solitary proprietor in preference to as a part of an organization..Feelings of expert isolation create anxiety that if they are out of sight it will restriction possibilities for profession like promotions, whereas, social isolation is felt whilst personnel pass over the casual interplay they garner via way of means of being round others on the workplace, and face to-face verbal exchange facilitate records sharing and construct trust.. Feelings of quarantine, thus, lessen worker's effectiveness and condense of their abilities

In the prevailing scenario, agencies havve imposed do business from home anyplace possible. There is no historic priority wherein societies were quarantined but personnel have been required via way of means of their agencies to preserve paintings remotely.. lack of common ordinary emotions of labor-associated isolation. Such ideas coupled with tension approximately profession progression, insecurity about job , danger of infection, worry of demise or of dropping cherished ones, will have an impact on worker's pressure ranges and well-being The information is accrued through a survey carried out from 12 march to 11 april ,which was aiming at to benefit insights on how WFH has modified in the course of the lockdown duration and the way those modifications may have a deep effect on each, the destiny of labor in India. This paper has been made to give the proof

for corporations and coverage makers to higher apprehend and consequently adapt to the converting context and possibilities of personnel withinside the destiny. The consequences of those preparations include each effective and negative. The operating from domestic affords to personnel extra possibility to recognition on their paintings tasks. The ordinary face to stand contacts with co-people notably reduced, whilst operating farfar from the workplace. In the absence of bodily monitoring, the personnel have more what situation and after they whole allotted tasks. This additionally will increase flexibility among the personnel over overall performance of labor. Work from domestic permits extra that is possibly to be related to extra productivity. Decreased manipulate via way of means of colleagues or is an crucial disadvantage of do business from home. This is genuine for each the agency and the worker. The dodging is the end result whilst a persons paintings is poorly monitored. WFH may be beneficial whilst there are troubles to wait workplace and paintings must preserve The (COVID-19) pandemic has brought about largest range of personnel globally sure to paintings remotely. The residents in many nations inclusive of India are advised to live at domestic and to lessen interactions in public to a minimal withinside the outbreak of COVID-19.. The idea of do business from home were given extra recognition at this point. This plague additionally impacted academic organisation, which result in on line classes, webinars etc. so that it will preserve educational activities.

### **1.3 Objectives of the Research**

1. To analyse that how willing are employees on working from home
2. To compare the perception of employees working from home and Working in the vicinity of office

### **1.4 Scope of the Research**

The examination study delivers a need to comprehend the experience of representatives telecommuting interestingly and to realize their readiness to telecommute and what the home climate means for their work

## Chapter 2

### LITERATURE REVIEW

- **(Bailyn1988;Harrison2007 Koenig and Mokhtarian 1996; Gajendran and Harrison 2007))**

This literature stated that there are two characteristics of WFH- Firstly workers work outside the place of work .Secondly a connection exists b/w home and work place. Exchanging information among employees is can only be done using information and communication technologies (Bélanger 1999; Bailey and Kurland 2002). Moreover according to it WFH is generally appropriate for people, who perform tasks based on knowledge, minimum interactions and a serious level of self-rule. (Bailey and Kurland 2002).

- According to **Olson (1989)**, who investigated the outcomes of WFH for employees and their bosses based on data compiled from 3 research papers.She observed an efficiency gain but their managers suggested that they did not observe any increase in efficiency. Olson (1989) clarifies that moderate usefulness increment in efficiency at home in above three cases is due to poor technology, faced by workers face at their house.
- **Dutcher (2012)** explores ways in which WFH affects the efficiency of employees by performing an experiment in research center at a US college. Dutcher (2012) considered the job task as creative and boring. According to him telecommuting helps in increase of efficiency of employees while performing work creatively.
- **Blossom et al. (2015)** observed increasing productivity of workers while WFH.They clarify this observation by attributing increasing efficiency to calm and peaceful working environment and furthermore by higher work exertion as workers tend to have less breaks. Nonetheless aftereffects of both test were observed applying in both subgroups.

- **According to Stevenson and Wolfers (2009)** based on balance work and private life work from home could be more or less favourable to overall life satisfaction. As illustrated by the paradox of the decline in female happiness, these interactions are likely to differ by parental status and gender
- **Amabile & Kramer, (2013)** found that work from home is helping the employees to balance and differentiate their office work with their routine work. The study also added that work from home saves time, increases the productivity, finishes the targets on time and also helps the employees to give time for their personal life.  
life.
- **According to Richardson & Writer (2017)** working from home is the fruit of globalisation and advancement in technology, which resulted in the increased credibility i.e. increase usage of internet for web conferencing, voice mail, fax which makes work easier and simpler. The positive side of work from home is that the employees according to their convenience can start their work. Further they added that the negative impact such as delay in work and no submission of work on time will be there.
- **Crosbie and Moore (2004)** reasoned WFH wasn't a cure of current working life. Cautious thought ought to be given to tributes of the individuals considering WFH. The individuals having propensity of working for extended periods of time in office may observe that life at home is significantly further underestimated by work life.
- **Gajendra and Harrison (2007)**, indicated that it is difficult to track an individual's work at home, particularly on occasion when he/she is hindered by responsibilities of Personal life. When there is cutthroat competition at work place, this impact will reflect in individual's salary. Proof of how useful impact of WFH is uncertain, however it appears to have beneficial outcomes in contrast to adverse consequences.

## Chapter 3

### RESEARCH METHODOLOGY

This chapter deals with the methodology used in research of this study and briefly discusses the tools and techniques adopted for the study.

This paper aims investigate to get it how this widespread, the isolation and have impacted balance of personal and professional life and inclinations and opinions of employees towards adaptable working in India.

The survey inquires workers on their know-how of WFH, how the work is divided, affect of WFH on perception towards and inclinations towards adaptable working within the future. The information was collected between the 11 April and 12 th May of 2021.

The objective is to translate if even now individuals still carry on with their inclinations from past with an presentation of a unused standard in people, or if work designs are same as they were preCOVID-19 periods. We moreover conducted a survey study which centers on measures taken by supervisors to have overseen employees during the Corona Virus lockdown, work designs, trust and switching demeanors to homeworking over the association henceforth the inception of lockdown

The paper have its base on survey conducted which is confined to those who are right now dwelling in India, over the age of 18, and is employed. A combination of distinctive testing strategies was utilized to pick up get to to a add up to of 160 completed overview respondents – with a major precision on partners who live with children, which was the main focus populace. The responses were assembled through circulating the it through different channels; by applications such as Twitter, Facebook, LinkedIn and focused on respondents that conveyed the overview within their contacts

The overview has a representation of reactions from associations relating to It Industry, Counseling and an organization of insurance. Due to this examining strategy, although we have information from a huge number of respondents,

we are not able in saying that the information speaks to the common populace of the India. Be that as it may, in maximum of investigation we have attempted to differentiate the outcomes among people with children and no children, between male and female, which makes a difference and control a few of these limitations. Besides, we don't point any claims to speak to the common populace of the India. Having said this, it does give us with a great thought of the practices and demeanors of particularly guardians inside India



### **3.1 Research methods**

The survey was made up of multiple-choice questions

A respondent was as any person to who is presently dwelling in India, age of 18 and above, employed and is working from home.

155 people were kind to respond, however all surveys were not filled completely, so we could use only 100 for analysis and visualization.

### **3.2 Tools & Techniques**

The collected data was classified and tabulated in MS-Excel for analysis and interpretation Tableau was further used for data visualization and Analysis.

### **3.3 Concluding Remark**

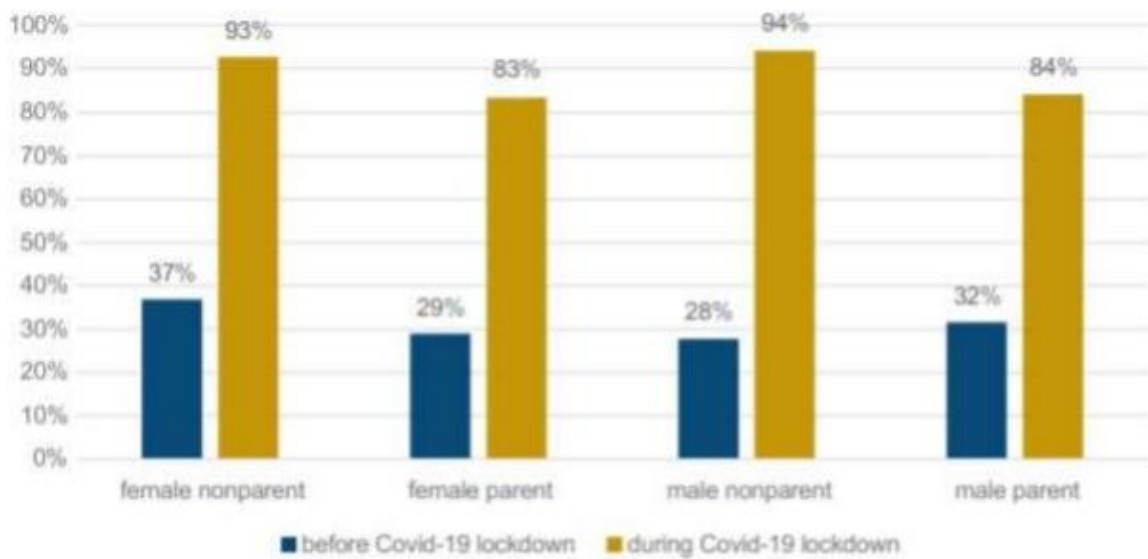
This chapter dealt with the tools and techniques discussing the research methodology for the study. The succeeding chapter discusses the analysis based on various indices and statistical tests discussed in this chapter. Further, the next chapter highlights the findings of the analysis furnishing appropriate reasons behind it

# Chapter 4

## Analysis

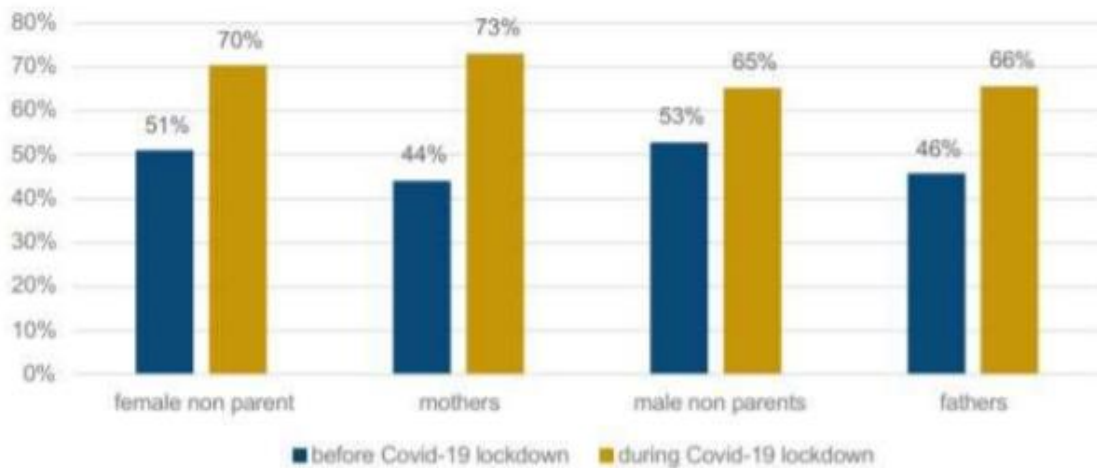
### 4.1 WFH Pre and Post Pandemic

Here comparison between people working from home prior to pandemic and during pandemic was done



**Fig 4.1.1**

As visible in Fig 4.1.1, about one third of respondents were working from home sometimes before pandemic occurred. Since the pandemic most people are working from home. It is visible that the rate is high among females who do not have any children, and among fathers when compared to mothers.

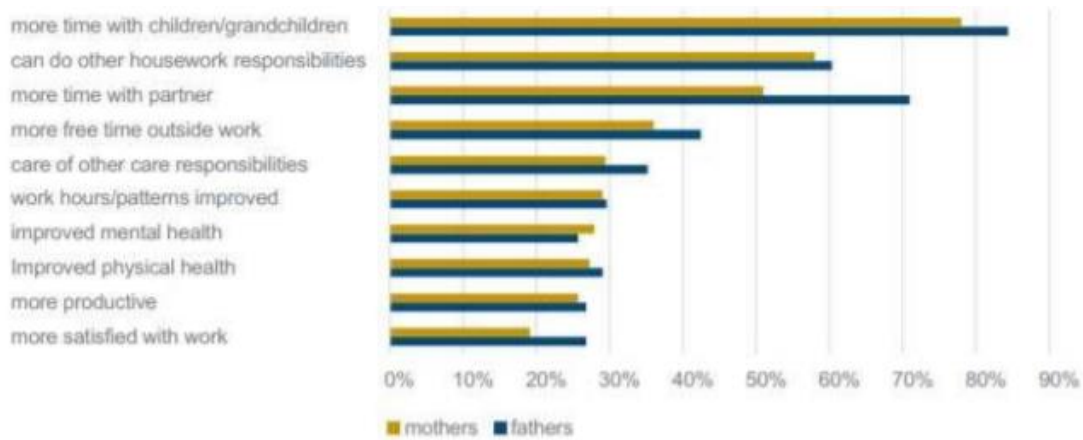


**Fig 4.1.2**

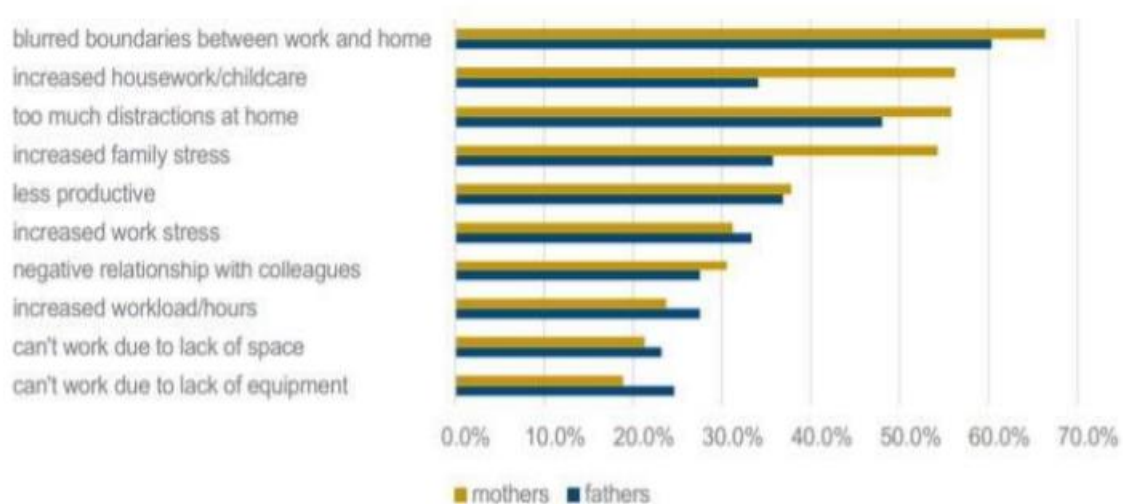
When questioned about the utilization of flexible hours, especially changing the start time at which they start and finish their work (Figure 4.1.2).

47% people utilized flexible hours before pandemic, while 70% utilized flexible hours while pandemic. The increment was especially common among moms, in which roughly 44% were utilizing flexible hours before pandemic and 73% while pandemic was going on. The reason for this might be attributed to the fact that generally because onumerous moms probably won't have had the option of working in daytime because of household work.

## 4.2 Experience of WFH



As visible from Figure 4.2.1, few advantages related to telecommuting is the ability of taking part in household chorus which has become important because of pandemic, termination of educational institutions and also due to absence of possibility of outsourcing the household work. Parents grabbed the opportunity of investing more of their time on kids. This percentage is higher among fathers indicating towards the possibility of fathers preferring adaptable working conditions after pandemic.



**Figure 4.2.2**

As every coin has two sides People observed few adverse results of telecommuting in times of pandemic. first spot on list was the way telecommuting mixes personal and professional day to day life. According to mothers increase in household responsibilities and taking care of their children were the common disadvantage of telecommuting in pandemic (56%), which was not commonly experienced by fathers (34%).

Parents fathers (48%) and mothers (56%) refers to interruptions from family as the other disadvantage of telecommuting in the pandemic.

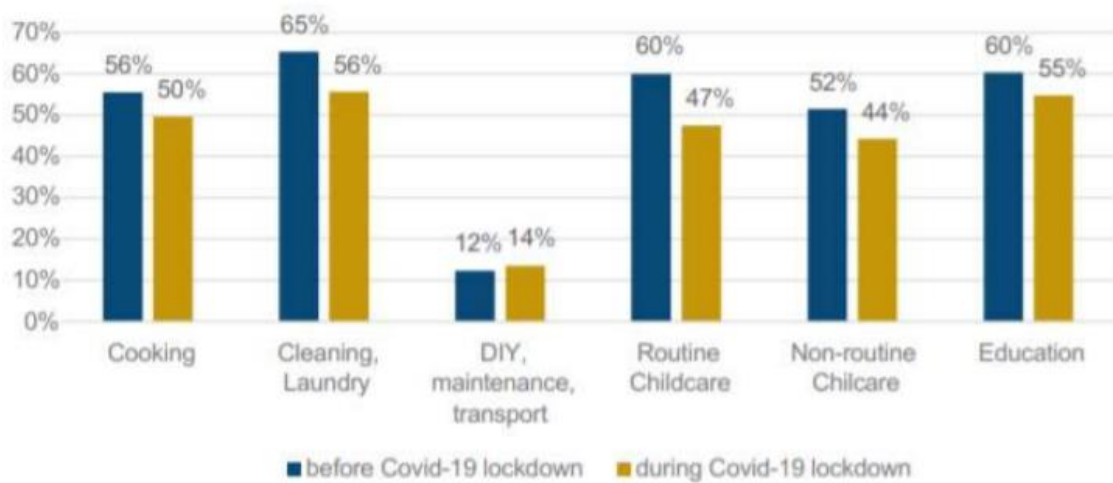
Additionally,increasing stress from home & decrease in efficiency are the other commonly experienced disadvantages of Working from home.

### 4.3 Work Life Balance

Ways in which household responsibilities are divided among partners went through a drastic change in Pandemic.

The survey questioned, to people residing with their partners, how household responsibilities were split amongst them.

These household work responsibilities were divided into six groups as:



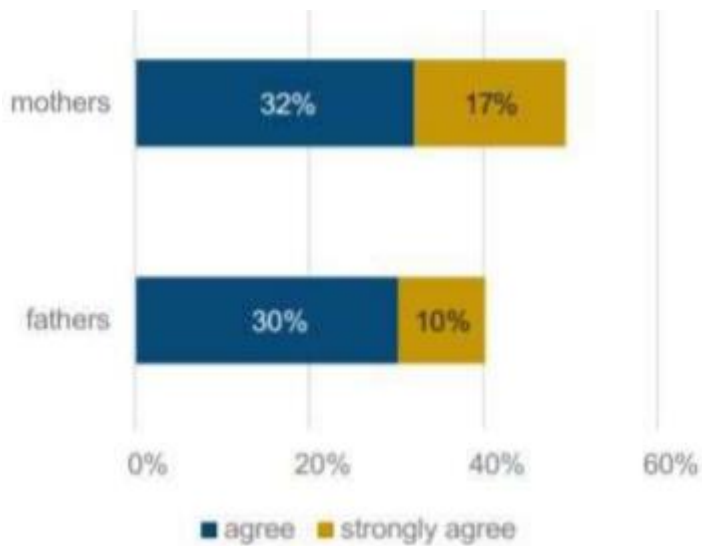
**Fig 4.3.1**

As we can observe from the figure, before the pandemic maximum of household work across all categories was performed majorly by women, except for Do it Yourself & maintenance category that is perceived to be a man's job.

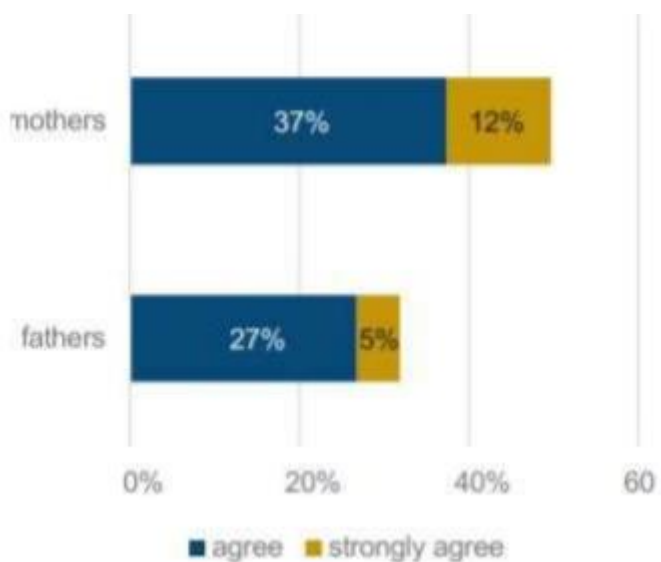
Couples dividing the work equally have increased in number post pandemic, bringing the trend where division of work is equal for both or man is taking on more of the responsibilities.

Perhaps greatest shift was observed in cleaning where according to 65% of respondents before the pandemic women were doing major household work, which decreased to 56% in pandemic.

Pandemic has compelled people to WFH and terminations of educational institutions has left various people shuffling between household responsibilities and Day-to-day life. As a result many people are struggling to balance personal and professional life.



**Fig 4.3.2**



**Job time is taken up by family**

**Fig 4.3.3**

This situation was more commonly experienced by parents (Figure 4.3.3), particularly mothers. 1/2 of moms telecommuting in pandemic supported that fact that they work during the times they should be dedicating to loved ones (49%)

Lets observe how work impacts the health of employees

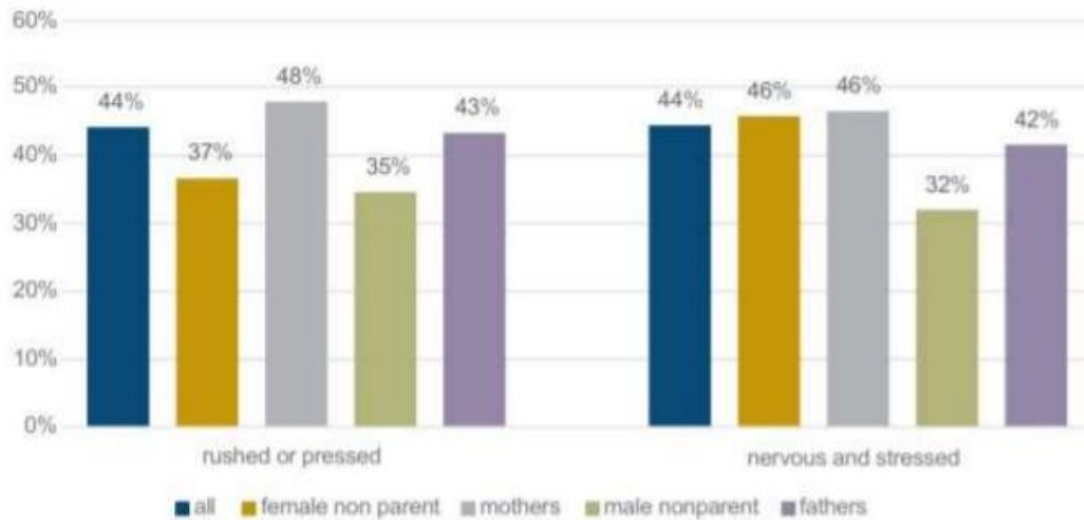


Figure 4.3.4 many individuals were anxious most of the time since pandemic. Also it is observed guardians, particularly moms, are significantly experiencing this in comparison to others – 45% experiencing anxiousness since the pandemic. Strangely, women with no children are probably feeling the same as mothers (46%).



#### 4.4 Culture of Working Pre and Post Pandemic

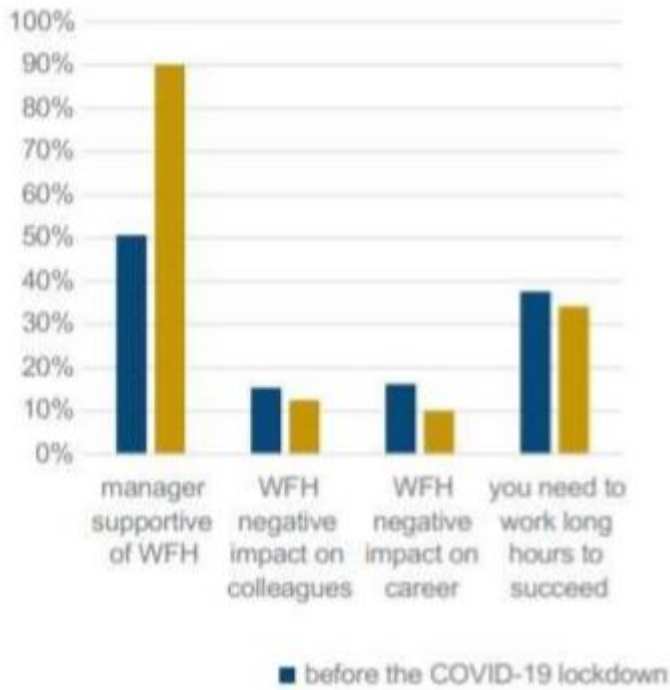


Fig 4.4.1

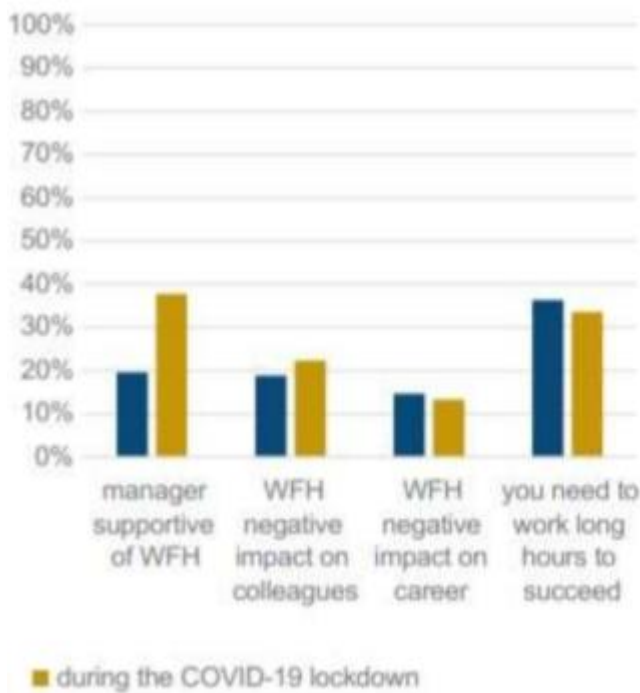
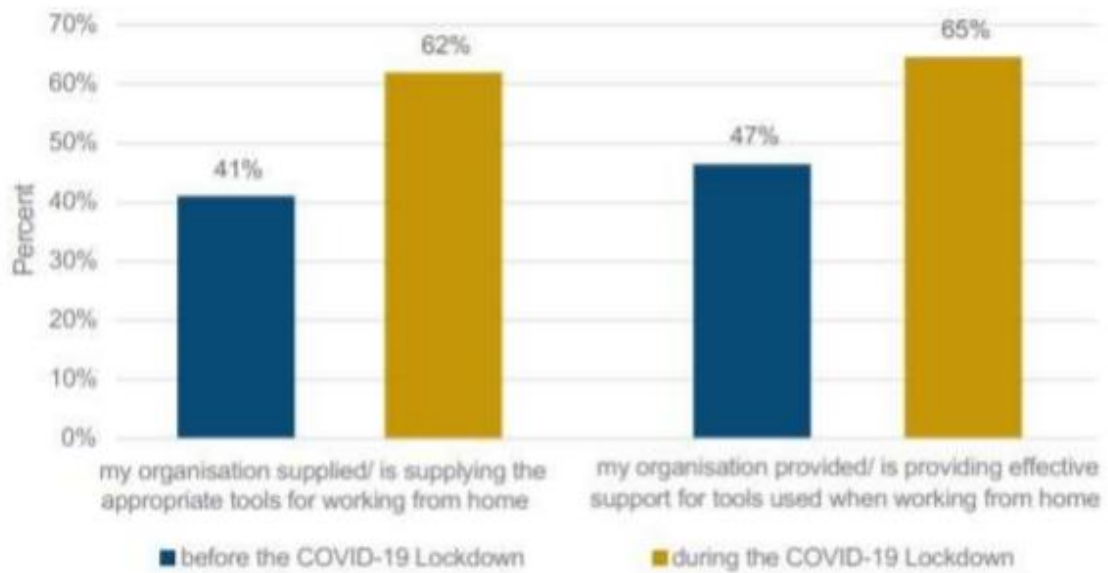


Fig 4.4.2

A large number of people who were working from home in Pandemic indicated their supervisors had supported the idea of telecommuting before pandemic (half)

It had a significant increase in the lockdown in which 90 percent employees said that their supervisors supported the idea of WFH (Fig 4.4.1 and Fig 4.4.2)

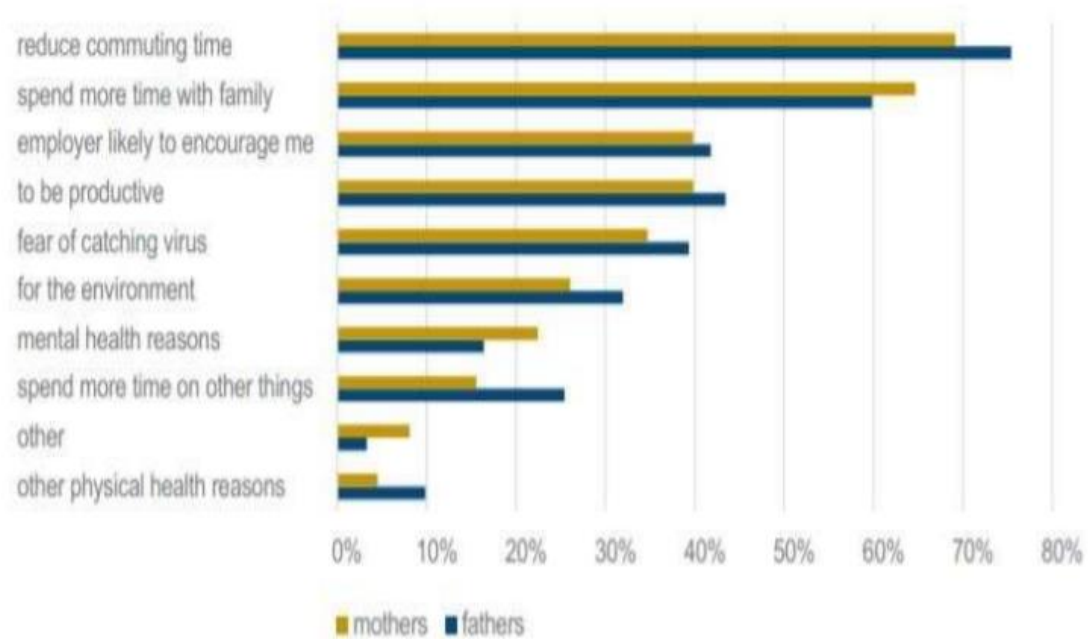


**Figure 4.4.3**

Fig 4.4.3 investigates facilities given by the organisation to its employees prior to pandemic and during the pandemic. Employees agreed to the fact that Companies provided them with necessary facilities (41% to 62%) .

#### 4.5 Preference for Working in Future

When questioned about the reason respondents want to continue to WFH (Figure 4.5.1), the major reason picked by everyone was to save the time spent in commuting which we conclude from the fact that 71% people picked this reason.



**Figure 4.5.1**

## **Chapter 5**

### **CONCLUSION**

To sum it up, This paper concludes that person one of major impact of this pandemic is the movement of people towards WFH all over the country.

This new culture of WFH in these times have impacted the opinions and inclinations towards adaptable working and to divide the household responsibility in times to come. we have proof of the same, as the percentage of people who are telecommuting has increased, all things considered, People will now see adaptable working in new light and diminished worry about adaptable working contrarily influencing vocation results. The examination likewise recommends that there will keep on being an extent of representatives who would prefer not to telecommute. The accompanying elements were critical: a longing among numerous laborers for additional in interpersonal collaboration, absence of gear to work, and needing to have more clear limits among work and home life. This recommends that later on administrators need to have open conversations with workers to get what working plans would be the awesome permit them being absolutely clear points and objectives that should be fulfilled and what help the association can provide. This exchange between line administrators and workers about what will be appropriate in light of a legitimate concern for everything is urgent to empower a practice different from the hierarchical culture of presenteeism and extended periods in the workplace as an indication of responsibility also, efficiency, towards a practice where representatives are provided with many opportunity than when and where to function insofar as major points and objectives are fulfilled. The exploration likewise features that numerous ladies have been attempted the twofold/thrice movements of work/self-teaching all through the Coronavirus and restricting ability to work. Various are experiencing sentiments of contention and depression, particularly.

There can be an ascent in ladies leaving the work, sooner rather than later, just as an expanding number of ladies unfit to rival their companions without youngsters or with men in the working environment due to the extra weights they have encountered. There should be expansion in help, counting more lawful assurance of laborers with care obligations, more insurance for adaptable laborers , empowering greater inclusion from fathers, and giving sufficient assets to schools and other consideration offices guaranteeing that they can open

securely. Without deliberate and focused on ways to deal with help ladies/moms, an expansion in the gender hole in labor marketplace results/pay will be observed.

Examination likewise recommends that expanding fathers' admittance to adaptable working may help support couples to all the more similarly share housework/care obligations later on past the Covid-19 pandemic. This can help support moms' work market. Nonetheless, unmistakably fathers are as yet worried pertaining to the potential adverse results adaptable working that their profession can have. Assuming a genuine change of culture is to happen in regards to accepted practices around care in India, supervisors should uphold fathers to guarantee they will get the chance to get more associated with mindful and neglected work at their place, for example, through generously compensated parental leave for fathers, and strategy producers should uphold more grounded rights to adaptable working for all representatives, unafraid of segregation. At last, we likewise observe a inclination of guardians in future to diminish work time to invest more energy loved ones.

# RECOMMENDATIONS

## 5.1 Recommendations for Companies

- 1 .Upgrade the way rules are communicated to workers and include the advantages of utilizing adaptable working. Count people who have utilized the approaches, authorities in the company , which will conquer worries about how a career may be adversely affected by these strategies.
2. Motivate employees to have forthcoming conversations about office and home and motivate them, particularly,males to demand arrangements to work flexibly and permit them so that they balance their personal and professional lives efficiently
- 3.Innovate better approaches to meet organisational goals a by re evaluating ways to increase efficiency collectively so that employees who are using flexible working style do not face any disadvantage.
- 4.Explore with laborers an assortment of approaches to help change social perspectives around efficiency, orientation and mindful. For instance, switch coaching program by Z generation with board and Senior level individuals.
5. Contemplate ways to more readily uphold representatives telecommuting and different sorts of adaptable working and the likely potentially negative results as far as prosperity, for example, exhausting, obscuring of limits, stress, forlornness.
6. Make sure proper preparing be accessible for Human Resources and supervisors around adaptable approaches and feature the significance of adaptable functioning as a presentation improving apparatus.
- 7.Make all positions (if conceivable) be available to adaptable filling in as methodology to upgrade representative fascination and consideration.
8. Encourage take up of caring depart (Paternity, Shared Parental, Parental Leave) and adaptable working including low maintenance work and different strategies upon get back to guarantee dynamic commitment of fathers in care/family jobs.

9 .Propose as well as expanded Paternity Leave (PL; i.e., past about fourteen days PL) by assisting them with defeating the monetary obstructions. Consider upgrading SPL as well as improve or potentially stretch out Paternity Leave

10 Take part in direction from the GEO regarding the matter of (GPG) answering to aid foster activities intend in incorporating association's GPG providing details regarding how ways in handling current GPG

## 5.2 For Policy Makers

- Make strong rights related to adaptable working, make every employee entitled to it from the first day leaving aside the amount of time they would be working for the organisation.
- Motivate the belief that at every position an employee can work flexibly except the positions providing genuine reasons.
- Make help and safety policies for employees with flexible work arrangement so that their professional career is not adversely affected.
- Provide help to educational institutions and play schools thus ensuring that they will safe whenever they reopen.
- Upgrade a straightforward re-visitation of plan to help representatives on the progress of work environment after the pandemic (perceiving that many people might not be come back for certain time). Inside the plan stress on main advantages.
- Contemplate presenting extended (longer legal fourteen days) ear-checked generously compensated parental leave for satisfy needs pertaining to fathers who might want to play a bigger job in household chorus.
- Contemplate obligatory distributing inside sex pay hole detailing for associations with 250 representatives or more to diagram laborers' privileges to adaptable working – for example giving it as adaptable, or extent of tasks asof now finished deftly, what's more, other family-accommodating arrangements accessible (for example shared parental leave, word related compensation).
- This would likewise assist associations with understanding where they stand contrasted with rivalry also, urge change upgradation in ability maintenance, enlistment. This will enable adaptable approaches to working to effectively available to representatives also possible representatives in the coming time those people be settled on educated decisions without encountering disgrace or oblivious inclination.
- Consider fostering a re-visitation of work bundle for unseasoned parents inside orientation correspondence toolbox that frameworks every one of the legitimate privileges unseasoned families will qualified for, counting adaptable and so forth.
- Make and dispatch mission of advancing adaptable work place (especially to males) thus increasing the advantages to adaptable working and aiding in addressing apparent obstructions and also the outcomes of utilizing adaptable work .



- Execute strategies to help associations in managing ,emotional wellness problems ,stress and disruption in mental health due to the pandemic & WFH. A research on how every sector is affected by the pandemic is the need of the hour
- Advertise and launching a campaign promoting adaptable work lifestyle especially for fathers.

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## APPENDIX

Work From Home During Covid-19

---

Email ID

Your answer

---

Name

Your answer

---

Gender

- Male
- Female
- Prefer not to say
- Other

Are you Married?

Yes

No

---

Do you have Children?

Yes

No

---

Are you?

Mother

Father

---

Were you working before Covid lockdown?

Yes

No

Are you working Post lockdown?

Yes

No

Are you working flexitime post Covid Lockdown?

- Yes
  - No
- 

Did you work flexitime before Covid?

- Yes
  - No
- 

Positive aspect of working from home

- more time with children
  - can do other housework responsibilities
  - more time with partner
  - more free time outside work
  - work hours/patterns improved
  - improved mental health
  - improved Physical health
  - more productive
-

Negative aspect of working from home

- blurred boundaries between work and home
  - increased housework/childcare
  - too much distractions at home
  - increased family stress
  - less productive
  - increased work stress
  - negative relationship with colleagues
  - increased workload/hours
  - can't work due to lack of space
  - can't work due to lack of equipment
- 

Did you do house duties precovid?

- Yes
- No

Did you do house duties post covid

- Yes
- No

You performed?

- Cooking
  - Cleaning/laundry
  - DIY
  - Routine and childcare
  - Education
  - Non-routine Child care
- 

Do job prevent time for family

- yes
  - No
- 

Do family prevent time for job?

- Yes
- No

Do you feel stressed since past few months?

- Yes
- No



Your perception towards new work culture?

- Manager Supportive of WFH
  - WFH negative impact on colleagues
  - Need to work longer hours
  - WFH negative impact on career
- 

Is organization providing sufficient tools pre covid?

- Yes
  - No
- 

Is organization providing sufficient tools post covid?

- Yes
- No

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