Major Research Project

IMPACT OF WORK FROM HOME ON WORK LIFE BALANCE AND JOB SATISFACTION

Submitted By
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Under the Guidance of
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CERTIFICATE

This is to certify that Ms. Anjani Gatti, have completed the project titled " **Impact of Work From Home on Work Life Balance and Job Satisfaction**" under the guidance of Mr. Chandan Sharma, as a part of Master of Business Administration (MBA) curriculum of Delhi School of Management, New Delhi. This is an original piece of work and has not been submitted elsewhere.

Mr. Chandan Sharma   **Dr. Archana Singh**
Assistant Professor   **Head of the Department**
Delhi School of Management   **Delhi School of Management**
Delhi Technological University   **Delhi Technological University**

DECLARATION

I, **Anjani Gatti**, student of MBA 2021-23 of Delhi School of Management, Delhi Technological University, Bawana Road, Delhi – 42, hereby declare that the Major Research Project report on "**Impact of Work From Home on Work Life Balance and Job Satisfaction**" submitted in partial fulfillment of Degree of Master of Business Administration is the original work conducted by me. The information and data given in the report is authentic to the best of my knowledge.

This report is not being submitted to any other University, for award of any other Degree, Diploma or Fellowship.

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ACKNOWLEDGMENT

It is my pleasure to acknowledge many people who knowingly and unwittingly helped me to complete my project.

I would like to express our special thanks to Dr. Chandan Sharma, as well as Dr. Archana Singh who gave us the excellent opportunity to do this wonderful project on the topic "Impact of Work From Home on Work Life Balance and Job Satisfaction".

Secondly, I would also like to thank my parents and friends who helped us a lot in completing the project within the limited period.

The immense learning from this project would be indelible forever.

Anjani Gatti

Executive summary

Work Life Balance is a key part of the Human Resources management of an organization which is of major importance as it helps an organization to create synergy between the organization and employees goals, it also leads to effective fulfillment of goals and objectives, all the whilst gaining more productivity. The HR departments of an organization strives to make work life balance a part of their culture, it does so by doing activities which are held in both a passive and active manner.

The COVID pandemic is having a considerable influence on the business sector and also offices. The effect might be seen in several sectors, ventures, and employment settings. COVID-19 has actually led to considerable changes in our modes of communication, the way we work, transport, as well as other everyday activities, along with changes in the basic principles and practices of staff recruiting. It has forced us to adapt to and concession with the situation throughout. Whatever the conditions, the globe and also its organizations need to continue to function. Business today are hectic creating novel methods to accommodate to the requirements of this VUCA world (BANI world) As a consequence of the crisis, organizations adopted Work From Home as a mode to keep their business running. Even though it was the need of the hour, it was important to keep a balance between personal and professional life. Many speculated and hoped that their work life balance would get better, on the face of it, this assumption was thought to be proving true, however new issues had risen. Hence this study is targeted towards working professionals who have witnessed the shift and to understand their perspective towards it.

Overall, the results indicate that working from home has a positive effect on job satisfaction and a weakly negative effect on work-life balance. In addition, it is demonstrated that work-life balance and job satisfaction are related to job satisfaction, albeit to a small degree. This study provides insight into the effects of working from home on work-life balance and job satisfaction.

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CHAPTER 1

1. INTRODUCTION

Employees of the new era confront the difficulty of achieving a healthy work–life balance. It is important for both employees and employees' family members to be able to successfully balance work, family obligations, and personal life. Work–life balance includes not only a balanced allocation of time between work and private life, but also the ability to perform in a professional capacity while maintaining the time and energy for personal pursuits.

According to research, virtual working is one of the instruments for work–life balance, but it must be kept in mind that the COVID-19 pandemic was an emergency situation for employees and especially those employees with minor children have altered their private lives, responsibilities, and timing. Given the fact that this emergency situation has not only given rise to but also encouraged the use of virtual working, which is likely to be the norm, is crucial to ensure work–life balance for all employees, regardless of type of employment and working hours.

The alleviated acceptance of working from home may be driven by management due to the anticipated reduction in labor costs, increases in productivity and profitability. This development is also related to concerns about the decrease of WLB and the potential of remote work to help resolve this, but there is a lack of systematic evidence or consensus. Even within the confines of a single industry, practices differ greatly. Many employers continue to require mandatory workplace attendance. In the past, unions were reluctant to support remote employment. For their part, employees feared that businesses would use an expansion of remote work to save money and that they would be required to work in precarious conditions. This perspective has shifted. People have acclimated to virtualization at an accelerated rate. It has become pretty clear that some processes are more appropriate for virtualization than others. The world has seen a significant transition from conventional meeting spaces to online application-based meeting spaces; therefore, it is important to understand how people have adjusted to this situation. We therefore present this project to you in order for you

to comprehend how the internet economy has an impact on both workplaces andpeople.

1.1. Background

1.1.1 Work Life Balance

Work–life balance (WLB) is gained by averting role-conflict, it is about experiencing satisfaction and having effective functioning in both the work and family domains. Even distribution of time, energy, and commitment across various lifedomains results in satisfaction across all domains, which facilitates the achievement of WLB as a whole. Historically, work life balance was defined as "the extent to whicha person is equally engaged in and satisfied with his or her work and family roles." Therefore, an individual's interpretation of WLB depends on their perception of how well their various life responsibilities are balanced. Nevertheless, the significance of life roles varies with the phases of work and family lives. Taking into account the person-centered approach to WLB, it is argued that the interpretation of WLB will change throughout a person's life contingent on their career and life stages, as well as their values, goals, and aspirations. Literature indicates that work life balance is conceptualized primarily in terms of themes such as attentive engagement in various roles, managing time and involvement across different roles, attaining satisfaction across domains, and balanced involvement and satisfaction in life domains. When a person's role expectations and role performance are in line with his or her life's prevailing priorities, he or she will experience balance.

During the closure, balancing work and family life while working from home may have been difficult for many employed individuals. On one hand, official responsibilities needed more effort, whereas personal/family responsibilities needed more time & energy. Most of the employed individuals may have encountered work &family conflicts while working from home during the altered situation in home during the closure.

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1.1.2 Work from Home

The uncommon crisis of Covid-19 has ensured that both employers and employees have some understanding of WFH, albeit one that differs greatly based on perceptions. There is no consensus on a single definition of WFH among academics. WFH and Telework are frequently used interchangeably, but there are inherent distinctions between the two. WFH can be viewed as a subset of Telework, since telework encompasses both work performed from home and work that can be performed while traveling. WFH is an new method of task organization that can be coined as work that can be performed from home (as opposed to traditional places of work such as factories or offices) and allows employees to access the labour activities via information technology. As an alternative to the conventional method of carrying out work, it may be for a short-term or long-term duration.

Despite its current popularity, WFH is not a new concept, particularly after the onset of the prevalent pandemic. There are certain epoch instances that revolutionize the work process and cause a tectonic shift in how work was previously performed. One such instance was Europe's Industrial Revolution. Before the Industrial Revolution, the majority of labor was family-owned and performed at home. All of India's world- renowned handicrafts, stone jewelry making, ivory, wood, stone, and marble carving, blacksmithing, and spice production were family businesses and thus performed at home.

Post-Industrial Revolution, the production process shifted from households to large factories, and employees relocated from their home-based businesses to factory shop floors. This phenomenon persisted for over two centuries.

After the introduction and pervasive use of Information and Communication Technology (ICT), which allowed the reversal of the trend that had begun during the Industrial Revolution, people once again began turning to their homes for work, a second watershed moment occurred in the world of work.

What may have initially appeared to be a novelty is now the norm. As part of their COVID plans, 74% of businesses plan to move their employees to remote positions,

according to a Gartner survey. Telecommunication has increased by 115% over the past few years and will continue to amass as we all adapt to the new post-pandemic reality. Work from home is the future.
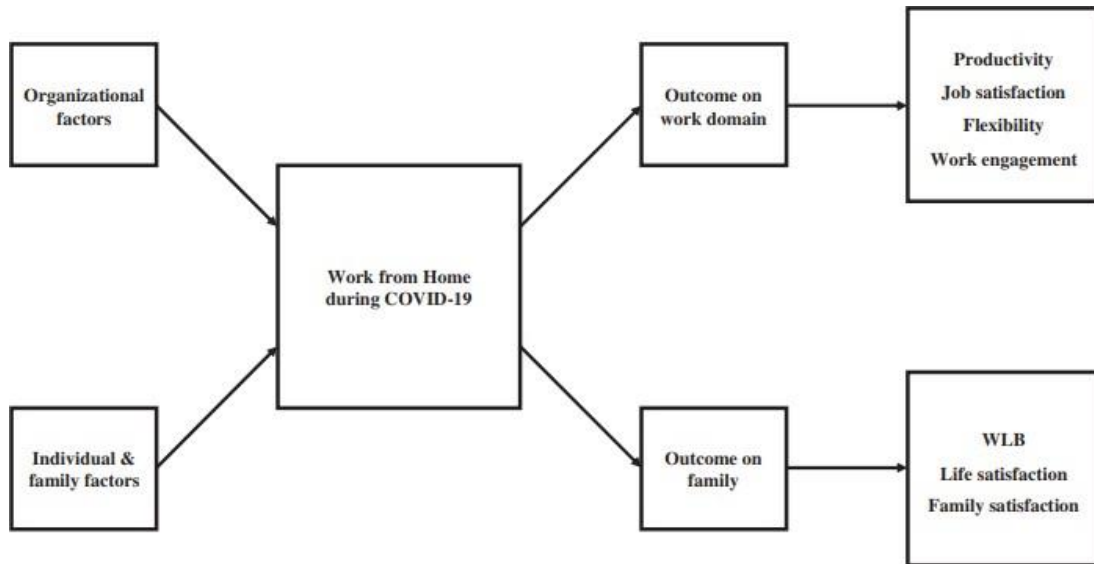
1.1.3 Analytical Framework of Work From Home

Fig. 1.1 Factors affecting WFH and wellness, Source: Policy Design & Practice

This framework is based on an analysis of work-from-home, telework, virtual-working or e-work, hybrid workplace, and remote work. This framework is made to guide the investigation of WFH during the COVID-19 catastrophe to determine whether the work arrangement will be a temporary response to exceptional circumstances or a permanent arrangement. This framework first connects WFH to organizational and individual-family factors. The purpose of this study is to determine how the stated factors affect working from home. In order to examine the effects of WFH on work and life aspects, it is linked to the outcomes on work and life aspects that manifest in specific domains. Figure 1 depicts the framework that will be described in greater detail in the following section. When working from home, the employees will primarily consider two factors. Initially, "organizational factors" would play a role in the employees' task. Organizational factors are crucial for WFH arrangements, according to studies.

Previous research indicates that WFH is also influenced by "individual and family factors" in addition to organizational factors. Telework requires "self-discipline, self- motivation, the ability to work independently, tenacity, self-organization, a sense of self ability to prioritize tasks, and computer literacy knowledge." As per the study, the number of working days and the quantity of time spent teleworking influence work- family conflict. In addition to individual factors, family factors affect WFH as well. Considered as examples of family factors that influence WFH are domestic characteristics like the size of living space, the number of members residing in the same domicile, and the number and age of children. Additionally, WFH can be affected by the amount of individual working space available in the household and the number of people working from home.

The outcomes of WFH can be categorized into two domains: the "work domain" and the "life domain." Studies indicate that WFH has positive effects on the workplace, including productivity, job satisfaction, flexibility, and employee engagement. Adopting virtual work, e- working, and individual & family factors increased productivity. Organizational elements Remote work during COVID-19 Result on the labor domain Productivity Satisfaction at work Flexibility Work engagement Effect on family WLB Existence satisfaction Family fulfillment. It is believed that WFH increases job satisfaction, and studies have demonstrated a correlation between teleworking and job satisfaction. WFH also affects flexibility and employee engagement because it lets employees complete work at leisure and does not require them to adhere to office hours. WFH and teleworking also have a positive impact on employee engagement. However, it has been argued that WFH has a deleterious influence on work productivity, which is negatively associated with and observed to have a negative impact on work motivation, e.g. WFH can decrease employees' work motivation if they are required to bear the costs associated with WFH. According to studies, working from home has both negative and positive consequences on an employee's existence. WLB, life satisfaction, and family fulfillment might be included in the life domain. Work Life Balance can refer to work and family interference, work and family balance, as well as family and life satisfaction. Multiple studies have demonstrated that WFH negatively impacts life quality. For example, it is difficult for e- workers to differentiate between working time and non-working time, resulting in a tendency and pattern of overwork. Others discovered that the boundaries between work and family life had

blurred, which may contribute to overwork and a decline in WLB. Despite this, a number of studies have found a correlation between WFH and family and life fulfillment. It was discovered that WFH tends to improve the life satisfaction of childless male employees. In addition, there is a positive correlation between WLB and life and family satisfaction.

1.2 Problem Statement

Prior to the COVID-19 pandemic, few employees utilized the work-from-home option. Physical interaction was the true essence of office productivity. However, COVID-19 altered this perception, resulting in the widespread adoption of the work-from-home model. However, the transition toward telecommuting has not been uniform across all industries. Examples include hospitality and culinary services, wholesale and retail commerce, human health and social work.

As the transition from offline mode to online mode obscured the lines between work and family life, it was initially very unsettling. In the research on flexible working conducted prior to the COVID-19 lockdown (Schieman et al., 2009; Lott, 2018; Chung, 2017) and during the lockdown (e.g., Andrew et al., 2020), this blurring and multitasking of roles has been identified frequently.

However now it seems that WFH is the new normal and people have accepted it with open arms. They have become so comfortable in WFH setup that they are not willing to step back in physical work spaces. Hence, in order to corroborate the fact that, "Is WFH the new normal?" and study the effects on the work life balance as well its impact on job satisfaction, we are conducting this research.

1.3 Objectives of the study

With social distancing and other measures in place to protect employees and prevent the risk of the Coronavirus (COVID-19) spreading at work and in the community, many employers across the globe are requesting that their employees Work from Home. For some businesses and employees, working from home was nothing new, but for many others, particularly for such an extended period of time, it was an entirely novel concept.

While there are distinct advantages to working from home (e.g., reducing commute time, increasing flexibility between work and home, and not having to wear professional attire), it can also be intimidating and add stress and anxiety to an already difficult situation. Sending employees home without proper planning and guidelines could result in hazardous and fruitless work environments. Thus, in order to study these pros and cons and know about the impact of shifting from physical to virtual working (work from home) environment we have undertaken this study.

The research objectives are as follows:
➢ To study the impact of stress, productivity and work from home plays, in Work-Life-Balance and job satisfaction.
➢ To study the whether employees' mental and physical health was impacted while transitioning from work-from-office to work-from-home.
➢ To study the overall challenges faced by employees during this transition.

1.4 Scope of the study

The scope of the study entails the different people working from home over a span of more than one year, the data was collected from various regions of India, primarily from Delhi, NCR, Andhra Pradesh, Karnataka, etc.

The proportion of employees that worked remotely before and during the COVID-19 lockout. Prior to the COVID-19 shutdown, as depicted in Figure 1.9, roughly one-thirdof our population was occasionally permitted to work from home. Since the lockdown,the bulk of workers have been working from home. According to a study performed by the University of Kent, a considerable number of respondents' coworkers worked fromhome during the COVID-19 lockdown. More than half of respondents reported that allof their coworkers work from home, and two-thirds said that more than 80 percent of their coworkers work from home. Before the COVID-19 lockdown, two-thirds of respondents claimed that none or a very small percentage (less than 20%) of their peers worked from home. During the COVID-19 lockdown, this indicates a substantialshift towards remote work.
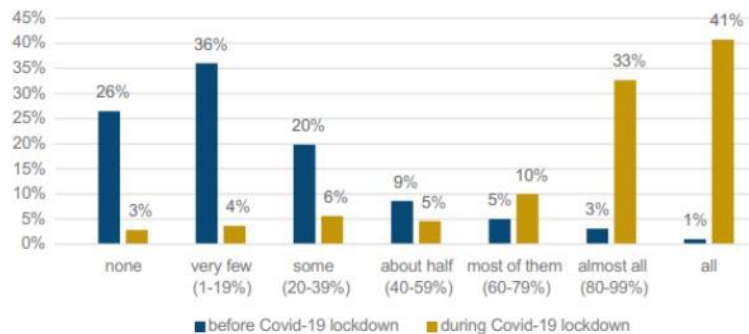

Figure 1.2: The percentage of coworkers who worked from home prior to and during the Covid - 19 lockdown. (%) Source: internet

In order to accomplish these objectives, we will be using the following means to doconclusive research

➢ A detailed questionnaire
➢ Excel and SPSS analysis of the responses received.

We interacted with employees of different organizations by the means of google formabout their work from home experience and will be comparing their responses with thesecondary data available from various data sources like books, articles and various research papers related to the subject matter of this study and it are doctrinal in nature.

CHAPTER 2

LITERATURE REVIEW

For our analysis, we reviewed various research papers and articles:

Bakker & Albrecht, 2018; Schaufeli et al., 2002 defined Work engagement, a state of mind characterised by vigour, commitment, and absorption, has garnered arguablythe most research interest in occupational and management literature over the past two decades.

Baethge et al., 2021; Junker et al., 2021, Recent empirical evidence has cast doubton the assumption of universally positive effects of work engagement by revealing that work engagement is also associated with a number of negative outcomes that pose athreat to the organization and its members. Exhaustion is found to be related to work engagement *(e.g., Cole et al., 2012; Makikangas et al., 2017; Moeller et al., 2018).*There is a U-shaped or curvilinear relationship between work engagement andpsychological distress. Work engagement can also increase the likelihood of attrition and increase work-family conflict. Work engagement can also negatively impact a person's personal life *(Halbesleben, 2010; Timms et al., 2015).*

Dubey and Tripati's Evaluation of Attitudes Regarding Work-From-Home ExperienceDuring the COVID-19 Pandemic, it became apparent that Work-From-Home is a newexperience for the majority of us, and as a result, people's reactions vary from extremeelation to excessive depression. One hundred thousand tweets from a variety of employees were utilized in the analysis. The results indicated that the public positivelyembraced the concept of working from home. The sentiments associated with the majority of tweets were confidence and enthusiasm, indicating that the public positivelyviews this concept.

Wang, Liu, Qian and Parker - Effectively Functioning Remotely During the COVID19 Pandemic: A Design of Employment Perspective. This paper's objective was to

investigate the challenges remote employees face today, as well as the impact of virtual work characteristics and individual differences on these challenges. The challenges faced by employees were workhome interference, ineffectual communication, procrastination, and loneliness, which were impacted by workhome interference, ineffective communication, procrastination, loneliness and workload.

Ori Rubin, Anna Nikolaeva, Samuel Nello-Deakin and Marco te Brömmelstroet What can we learn about how people experience working from home and commuting from the COVID-19 pandemic? The analysis of the research paper revealed that employees were marginally less productive and enjoyed their jobs less. The employees with prior work-from-home experience influenced the evaluation of the current situation. Many employees neglect social interaction at work, and parents withyoung children must juggle multiple responsibilities while working from home. It demonstrates the intrinsic value of commuting.

Dawn Papandrea, Want to work remotely? Consider the pros and cons before makinga decision. Even though wearing pyjamas to work is a great way to relax, the cost to employees far outweighs the benefit they receive. During the WFH period, employeeshave encountered numerous problems, including a lack of communication that has leftthem feeling in the dark about the team's progress. During WFH, technical issues havebeen a significant barrier to meeting strict deadlines.

Mathew Maniamkot, Remote Employment Scenario Indian Professionals' Mental Health Suffers, According to a LinkedIn Survey. According to a LinkedIn survey, 39% of professionals experience increased stress and anxiety due to extended hours spentin front of digital screens. One in three Indian professionals believe that remote work has slowed their career advancement, made them feel lonely, and caused them to lament the lack of work-life balance.

3 Reasons why work-from-home cannot be the 'new normal' by *Praveen Rawal* After"months of being under lockdown and glued to their homes, employees are experiencing fatigue. The WFH novelty has worn off and we must understand that it can be a desirable option, but it cannot replace an office set-up. Here's why WFH cannot be the new normal:"

❖ Workspace challenges (Lack of proper workspace at home)

❖ Lack of creative collaboration (Team members feel they are not in loop about the team's progress)

❖ Work-life balance (WFH has taken a great toll on physical and mental health of employees)

Christian et al., 2011; Nutcache, 2019, Individually and organizationally, work engagement has positive effects on a variety of work outcomes, contributing to its rising popularity. Nonetheless, contrary to the assumption of *Christian et al. (2011)* and *Nutcache (2019)* that work engagement consistently leads to positive outcomes for both the employees and the organization, there has been a recent surprising turn in the outcomes of work engagement research, with studies revealing negative individual outcomes. *(e.g., Baethge et al., 2021; Halbesleben et al., 2009; Junkeret al., 2021).*

Schaufeli et al., 2006 & Borst et al., 2020, There have been numerous explanations provided for the negative effects of work engagement on job and individual outcomes. These explanations are associated with the three elements of work engagement: vigor, commitment, and assimilation. As a result, employees devote a reasonable amount of resources to work and, in doing so, deplete the resources necessary to fulfill family responsibilities, resulting in difficulties balancing work and personal life. The element of commitment entails employees' high psychological involvement in their work, where they have a high sense of enthusiasm *(Schaufeli et al., 2002)*, causing them to disregard indicators of fatigue and illness to continue working. Lastly, the absorption dimension of work engagement, which refers to a state in which employees are fully immersed in their work and find it difficult to disconnect from it, may cause them to skip breaks at work *(Bakker & Oerlemans, 2016)*, which may once again lead to difficulties in achieving WLB. Flow at work — a concept similar to absorption — has also been found to be associated with fatigue *(Demerouti et al., 2012)*.

Greenhaus et al., 2003; Keyes, 2002 Despite the fact that research is beginning to concentrate on the "dark side" of work engagement, fundamental questions remain unanswered. For instance, it has not been extensively investigated whether and how

the "dark side" of work engagement arises, such that it negatively impacts individuals'WLB. In order to further our understanding of the "dark side" of work engagement in regards to work-family conflict, we will investigate a specific pathway through which itis negatively related to WLB. According to the study aforementioned, it details the focus on, WLB out of concern that existing job demands in the work and home aspectpose a threat to WLB, which is known to play a significant role in overall satisfaction. It has also been demonstrated that WLB affect an individual's work life by increasing job satisfaction and commitment while simultaneously reducing tension.

CHAPTER 3
RESEARCH METHODOLOGY

3.1 Research Design

The basic purpose of this study is to analyse the effect of transitioning from physicalto virtual working environment, on people due to COVID-19.

To understand this in the best way, the following methodology is adopted.

1. Performed Literature Review I looked into three research papers and three articles to understand the study which had already been conducted with respect to our subjectmatter. Based on our analysis of these research papers we listed down a few conceptsto prepare the interview structure.

2. Selected the Target Population The "target population is the total group of individuals from which the sample might be drawn. A sample is the group of people who take part in the survey. For our research the working class has been taken as ourtarget population."

3. Developing Questionnaire

❖ A detailed questionnaire has been created inquiring the respondents about their experiences during this WFH situation. The basic structure of the questionnaire was build in a manner which could understand and comprehend the impact WFH has madeon their work life balance.

- Gathering Responses

❖ Conducting the Pilot Survey Pilot "Survey is a survey, usually on a small scale, carried out prior to the main survey, primarily to gain information to improve the efficiency of the main survey."

❖ Conducting the Main Survey The aim is to get around 100 responses from our Target Population

5. Analyse the responses

❖ Questionnaire Responses - The aim is to analyse the responses received throughthe questionnaire circulated amongst the target population.

Data for the study was collected through primary research or questionnaires, as well as secondary research for the acquisition of relevant information that complements and enhances the study. Convenience sampling was used to collect information fromparticipants.

The research design used was cross sectional descriptive research design. Tools used for data analysis was Microsoft Excel and technique used was Multiple linear regression and descriptive analysis.

The questionnaire collected data using a 5-point Likert scale.

3.2 Hypothesis Testing

H1: There is a significant relationship between Job satisfaction and Work from home productivity
H2: There is a significant relationship between Job satisfaction and Work Stress
H3: There is a significant relationship between Job satisfaction and work life balanceH4: There is a significant relationship between Job satisfaction and age

CHAPTER 4

4 DATA COLLECTION

4.1. *Participant Details*

At the beginning of the survey, a set of questions were administered in order to understand the demographics of the participants. Following is the result of the same:
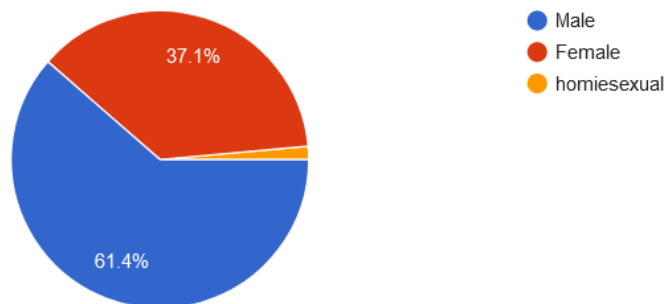
1. In which age group do you lie?
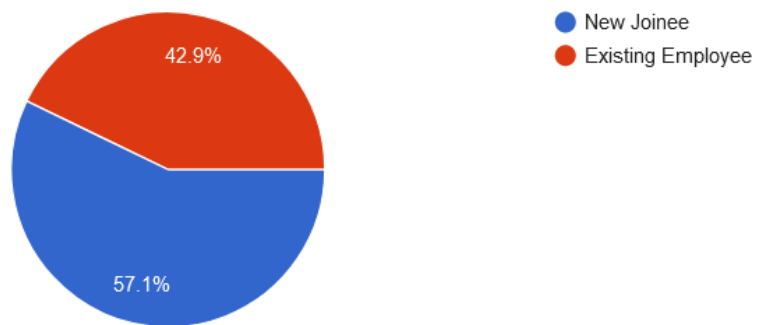
Fig 4.1 Age Group of the participants
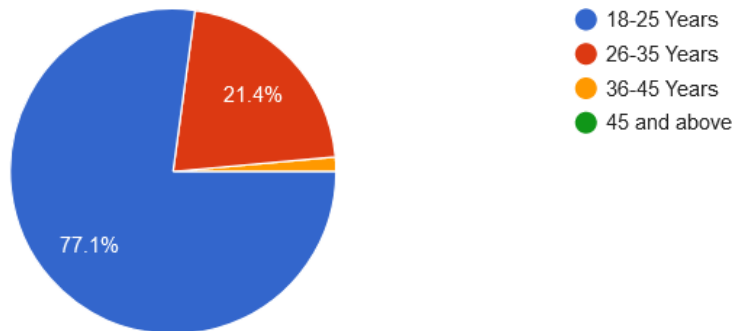
2. Please choose your Gender

Fig 4.2 Gender of the participants

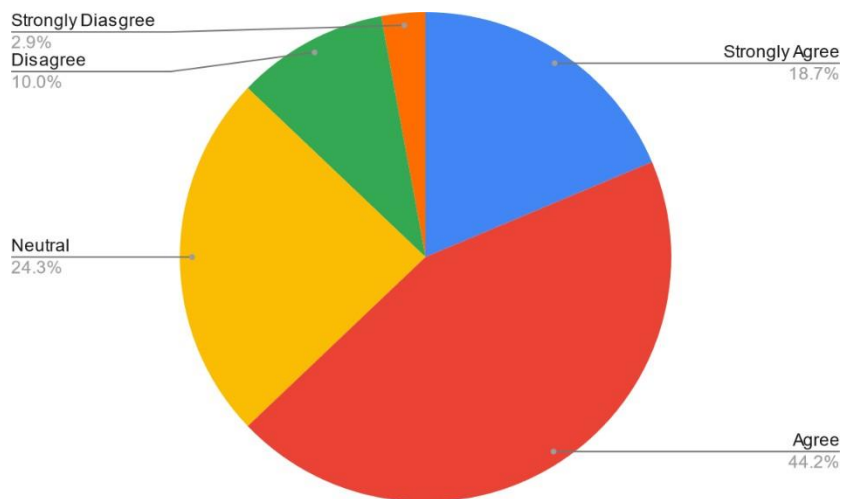3.   Are you a new joinee or an existing employee?
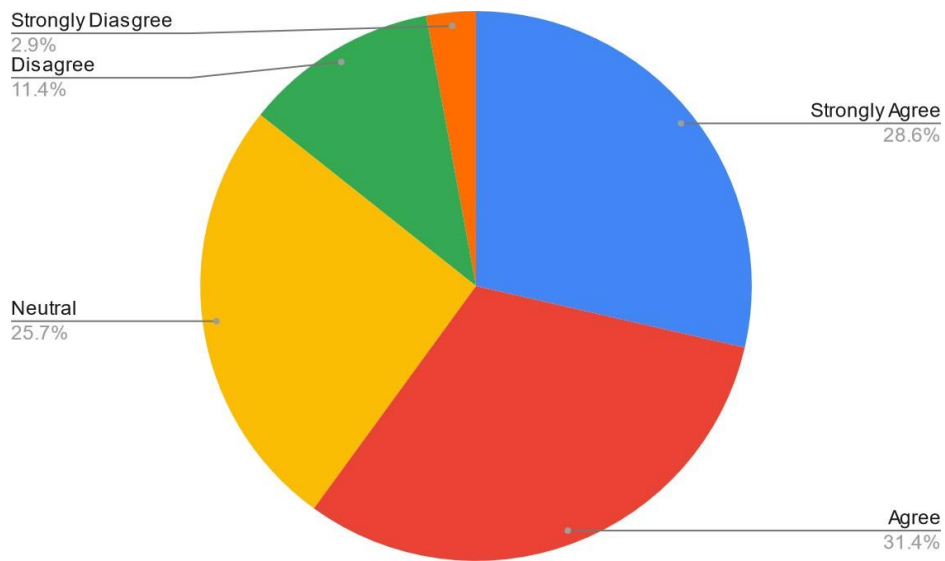
Fig 4.3 Ratio of existing employees to new joinees

4.2 _Work From Home Productivity_

1. I am very productive while working from home.
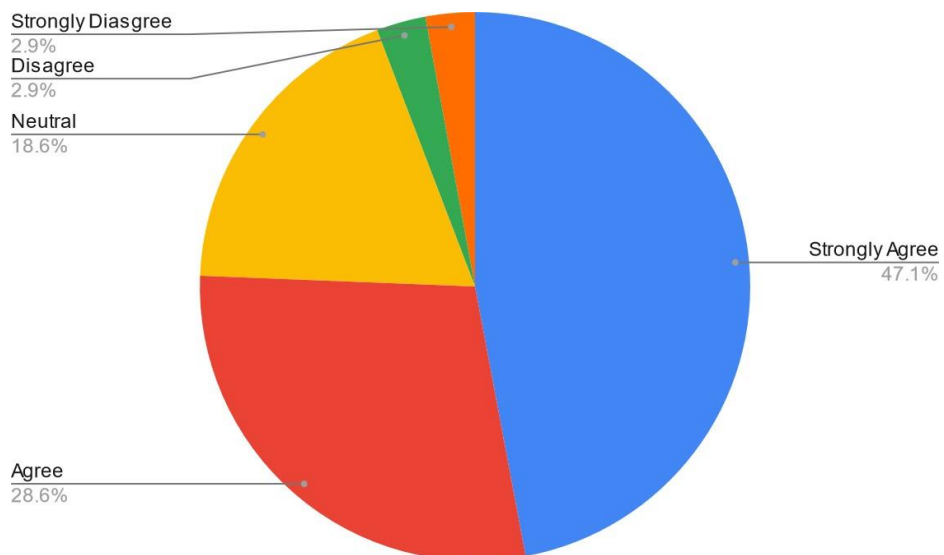
Fig 4.4 Productivity while WFH

2.   I feel that the quality of the work I do during working from home is better.

Fig 4.5 Quality of work while WFH

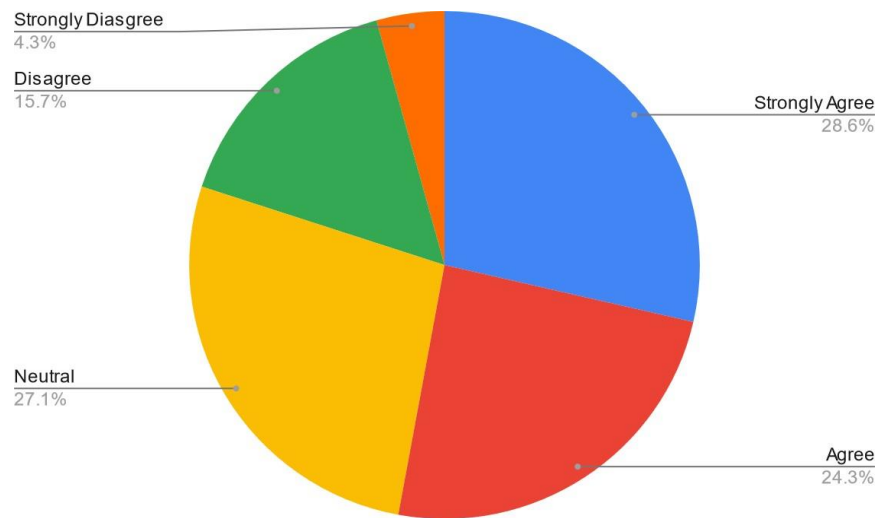3.   Working from home is personally beneficial for me at work

Fig 4.6 Perspective of benefit while WFH

4.   Working from home motivates me to work better.

Fig 4.7 Motivation

Strongly Diasgree
4.3%

Disagree
15.7%

Strongly Agree
28.6%

Neutral
27.1%

Agree
24.3%

5.   I have sufficient technical knowledge in completing work while working from
home.

Fig 4.8 Technical Knowledge Analysis

Strongly Diasgree
2.9%

Disagree
5.7%

Neutral
14.3%
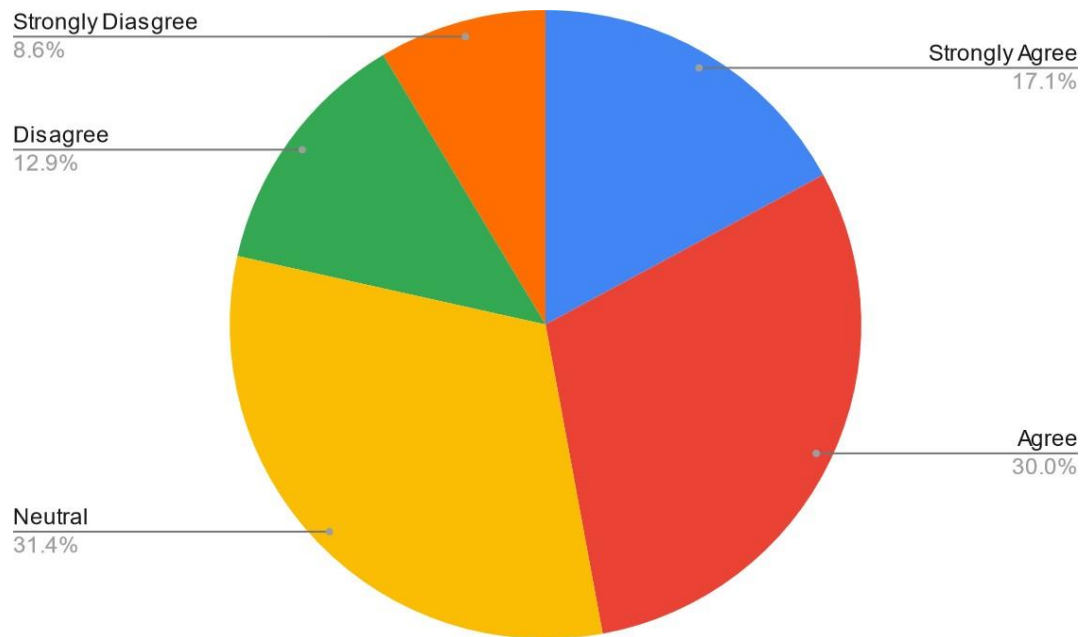
Strongly Agree
42.9%

Agree
34.3%
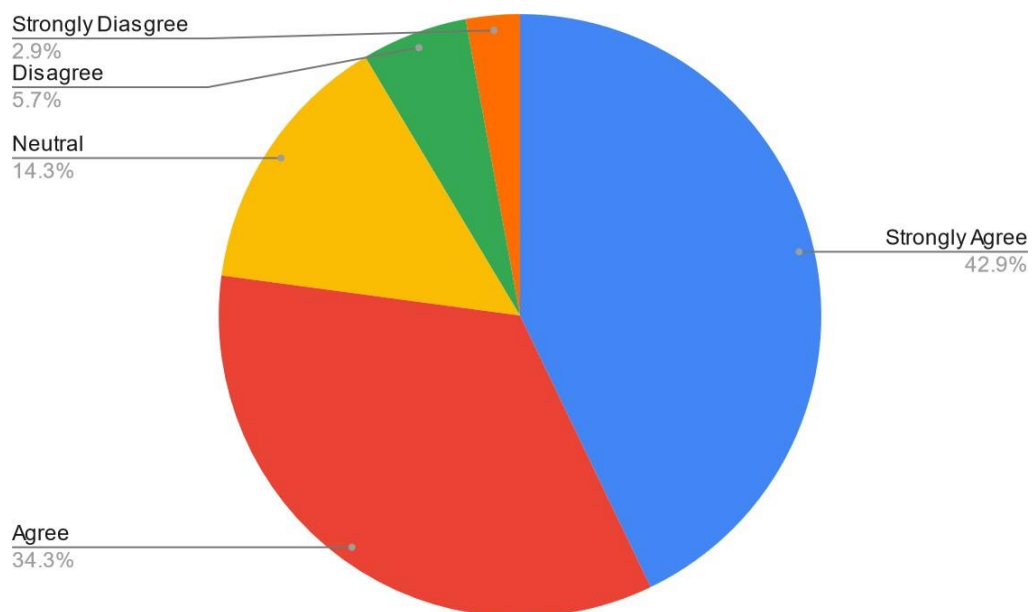
6.   I have clear work targets when working from home.
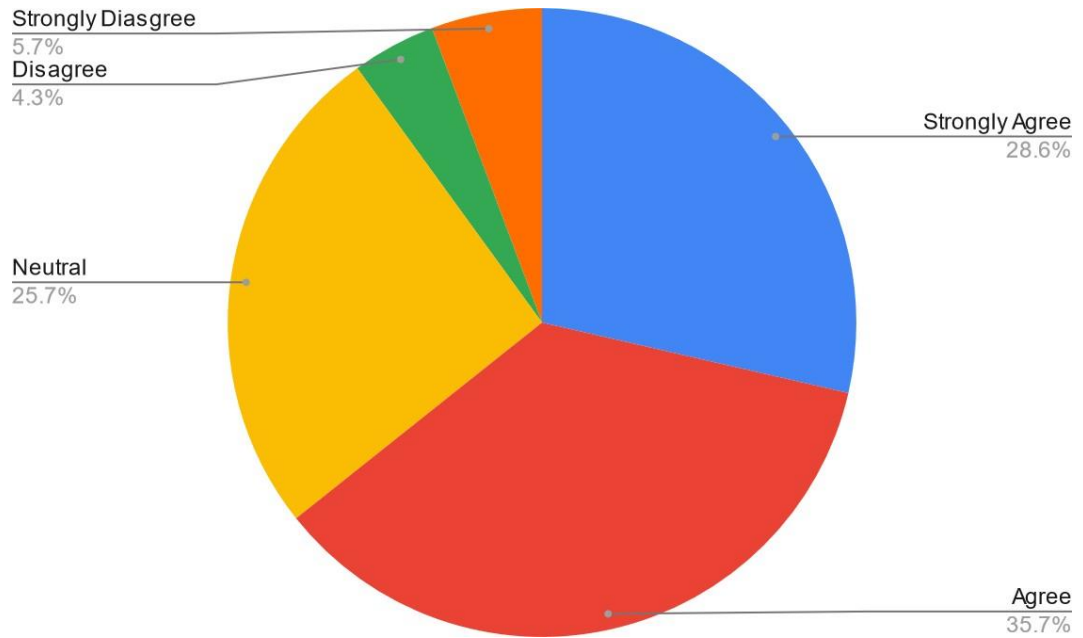
Fig 4.9 Targets
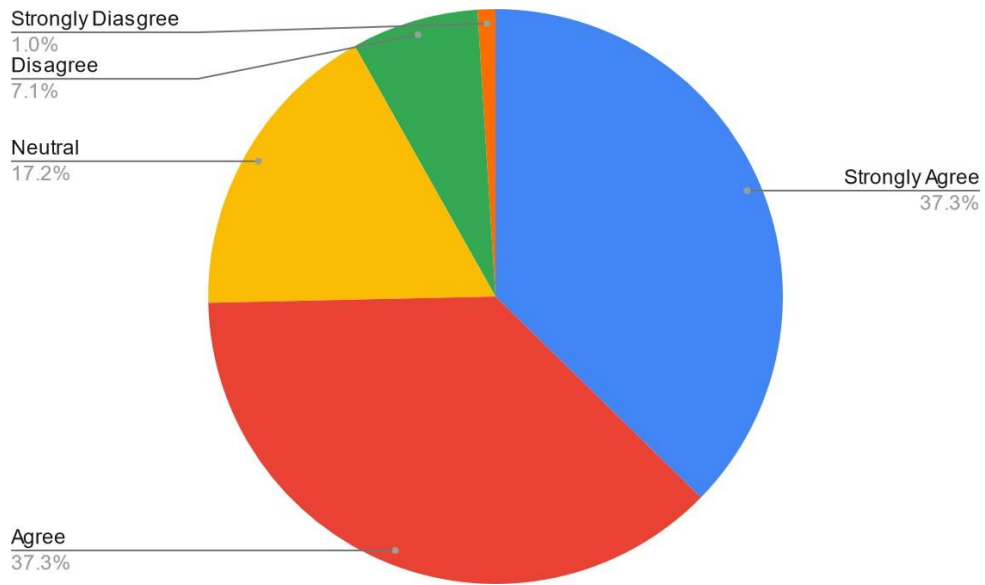
7.   My boss is concerned about my well-being during working from home

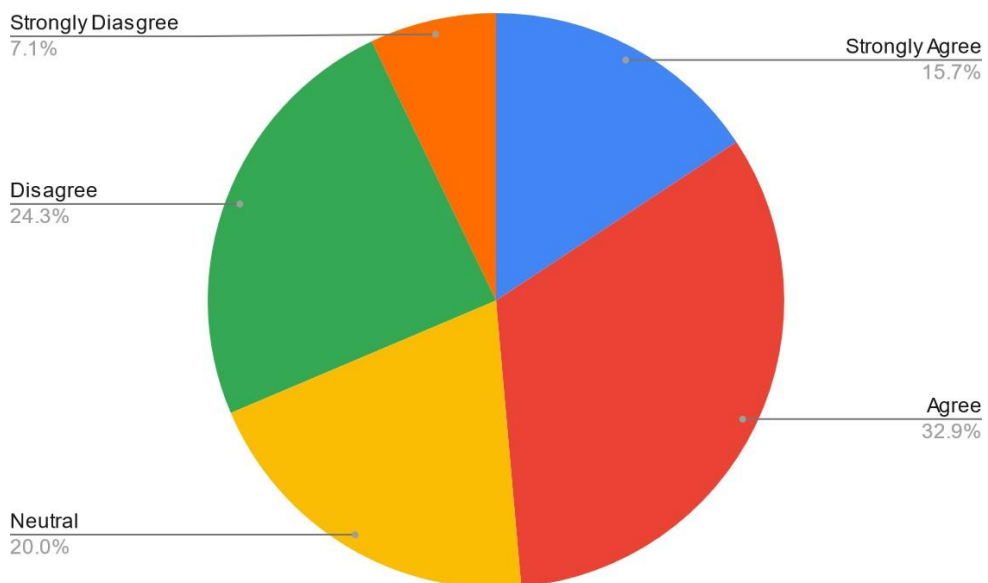Fig 4.10 Concern of boss regarding well-being

8.   I receive technical assistance from my workplace in completing work during working from home.

Fig 4.11 Technical Assistance received from office

9.   I can concentrate on getting work done even when there are distractions fromfamily members during working from home
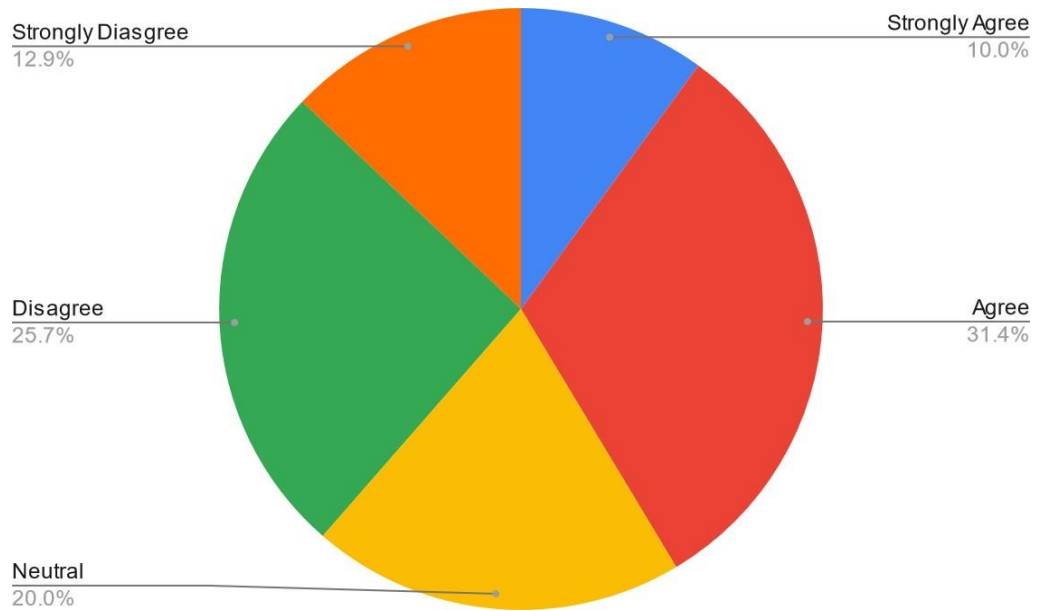
Fig 4.12 Employees' concentration

4.3 Work Life Balance

1. My personal life suffers because of work.

Fig 4.13 Personal life dynamics

2. My job makes my personal life difficult.

Fig 4.14 Affect on Personal life
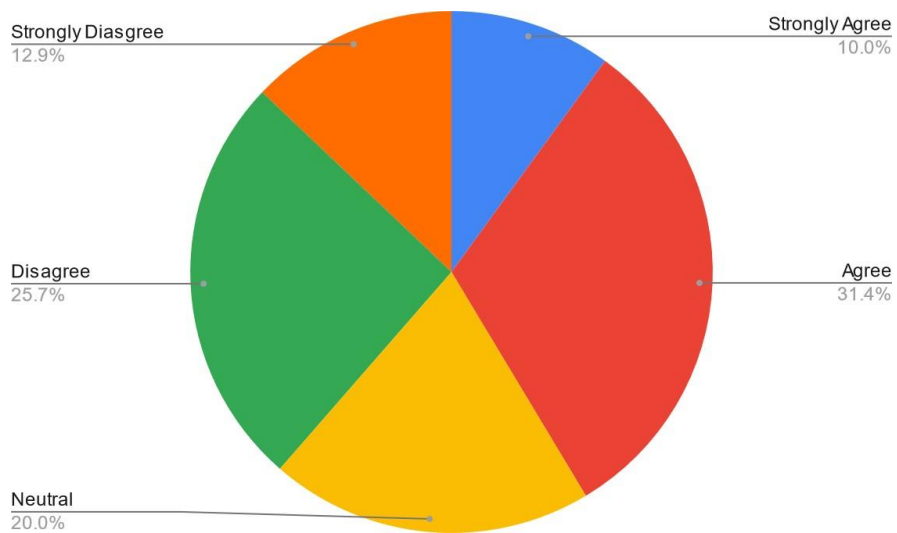
3.   I neglect personal needs because of work

Fig 4.15 Feelings of Neglect
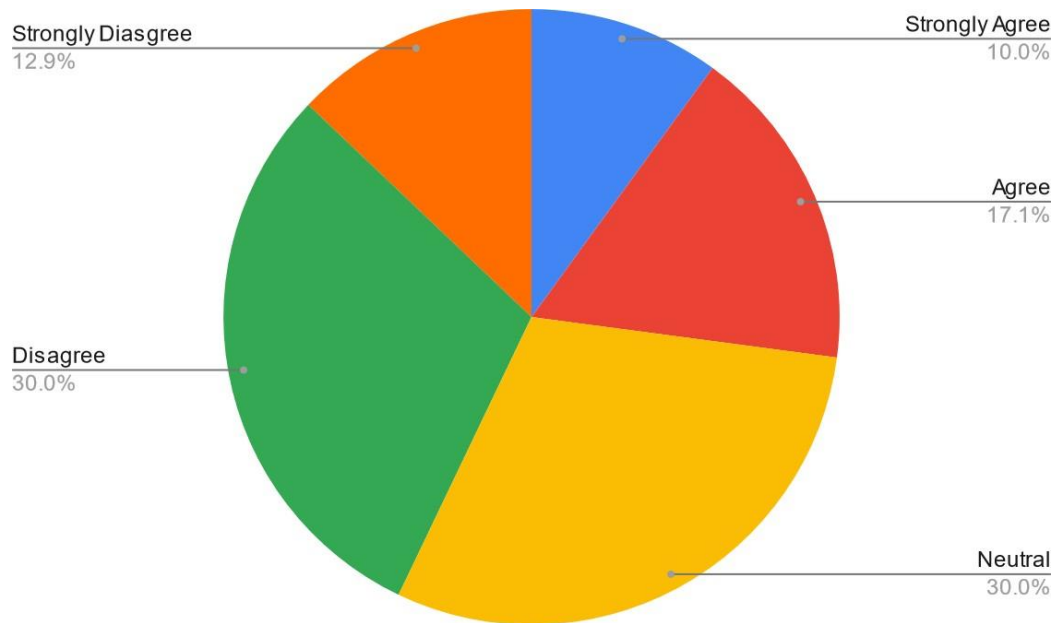
4.   I put off enjoying my personal time just to work during working from home.

Fig 4.16 Putting off Leisure
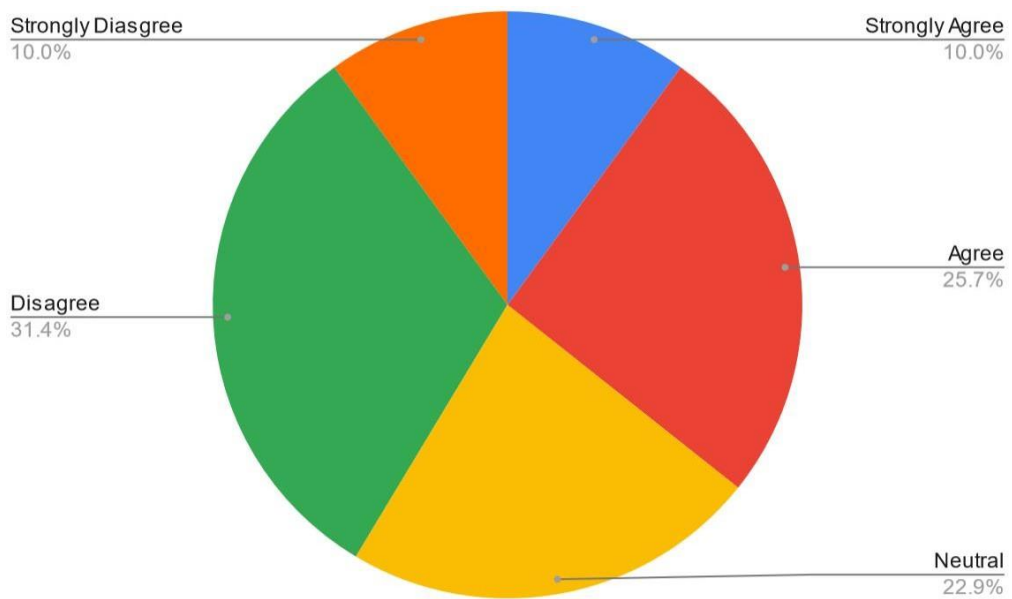
5. I put personal needs second because of work.

Fig 4.17 Keeping Personal needs away from work
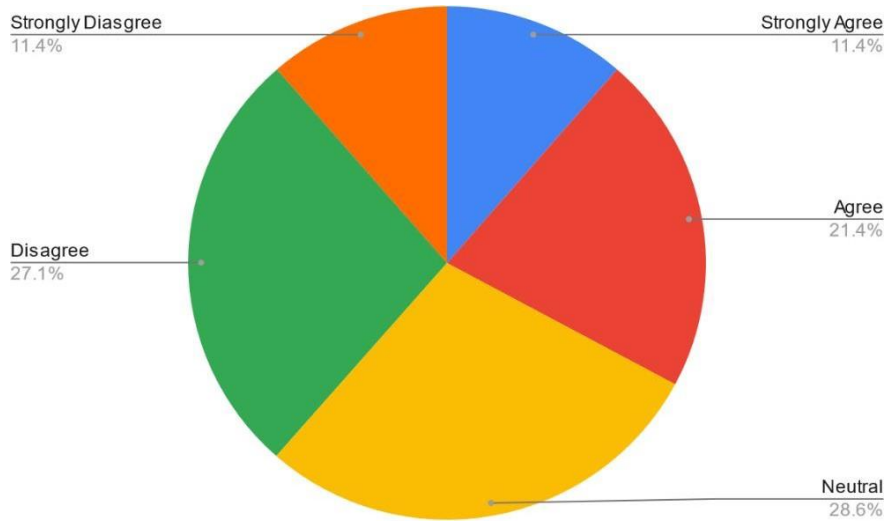
6. I struggle to separate work and non-work.

Fig 4.18 Struggle to separate work and home needs
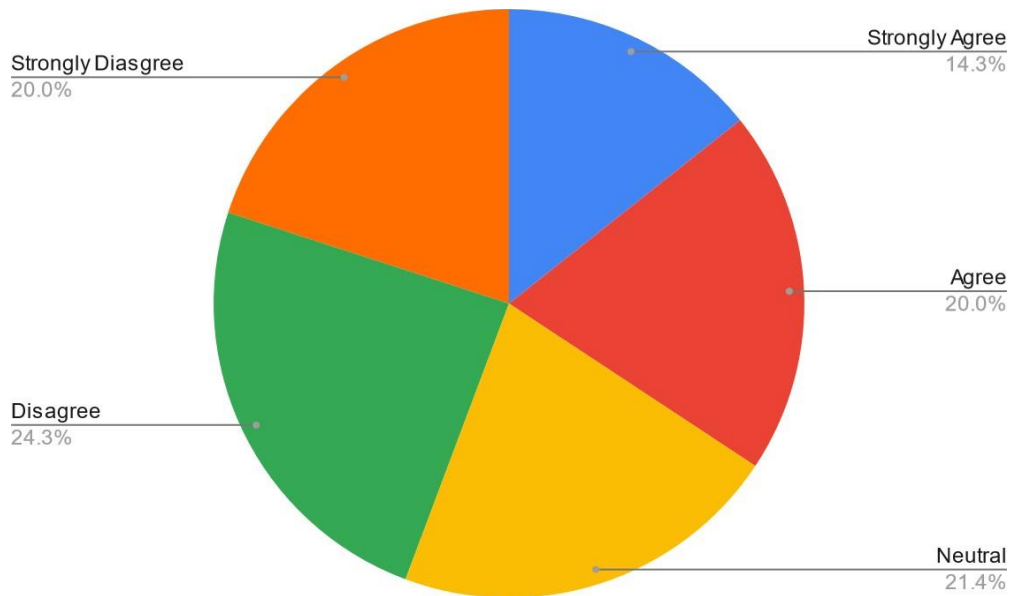
7.   Most of the time, I prefer to work from home rather than engage in personal
interests.

Fig 4.18 Preference towards WFH
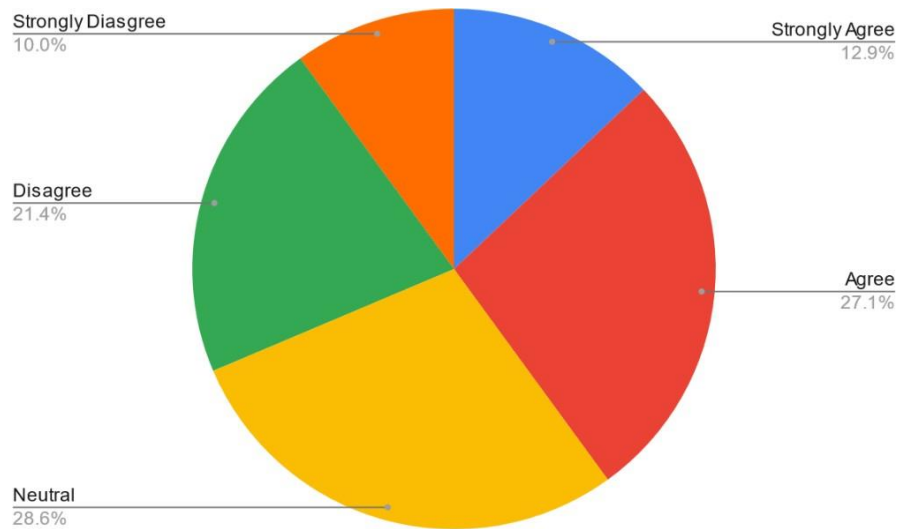
8.   I'm too tired to work from home

Fig 4.19 Tiredness to WFH
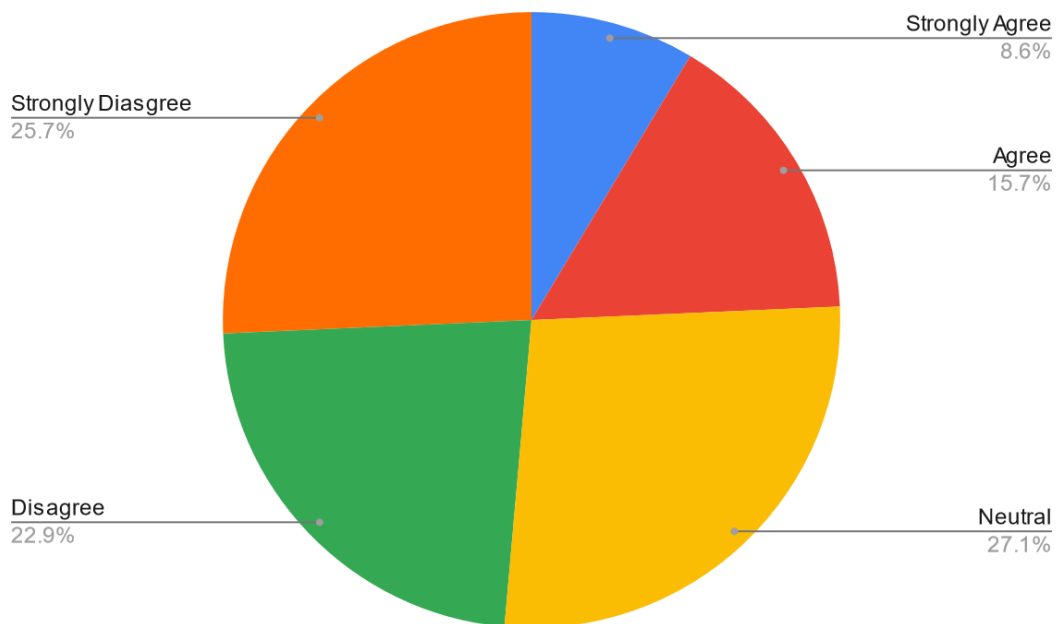
9.   My work suffers because of my personal life/interests during working fromhome

Fig 4.20 Affect on Work while WFH

Strongly Agree 15.9%
Agree 17.4%
Neutral 9.6%
Disagree 30.1%
Strongly Diasgree 27.0%
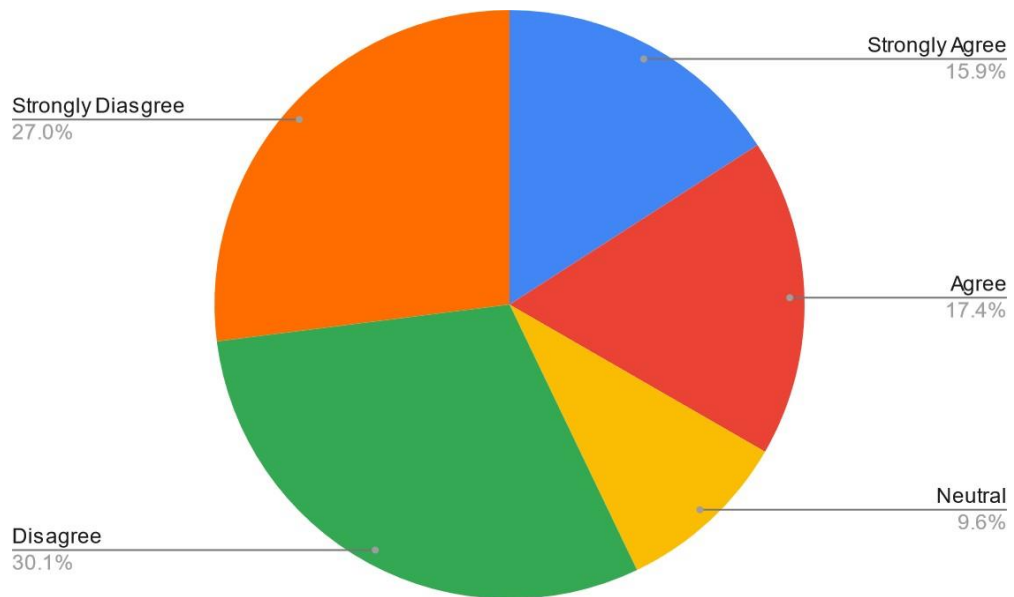
4.4 Job Satisfaction

1. I am satisfied with my current job.

Fig 4.21 Satisfaction regarding Job

Strongly Agree 4.3%
Agree 12.9%
Neutral 22.9%
Disagree 25.7%
Strongly Diasgree 34.3%
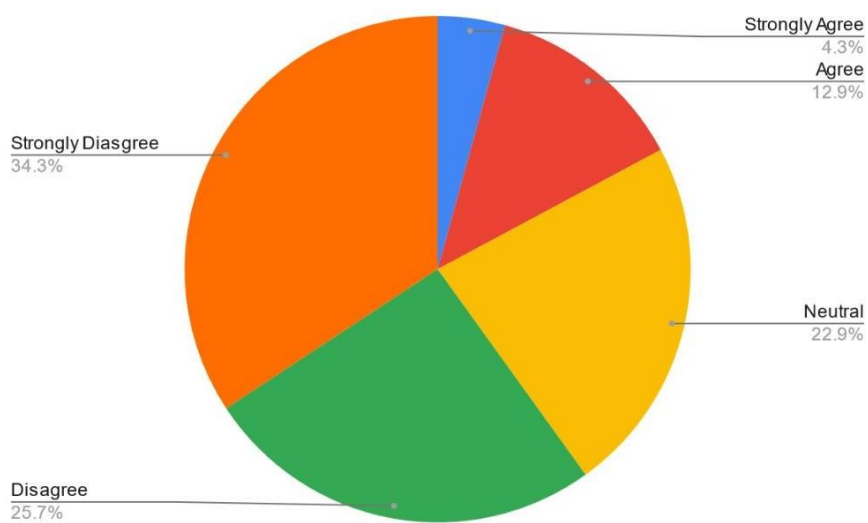
2. I am satisfied with my current co-workers.

Fig 4.22 Satisfaction regarding Coworkers
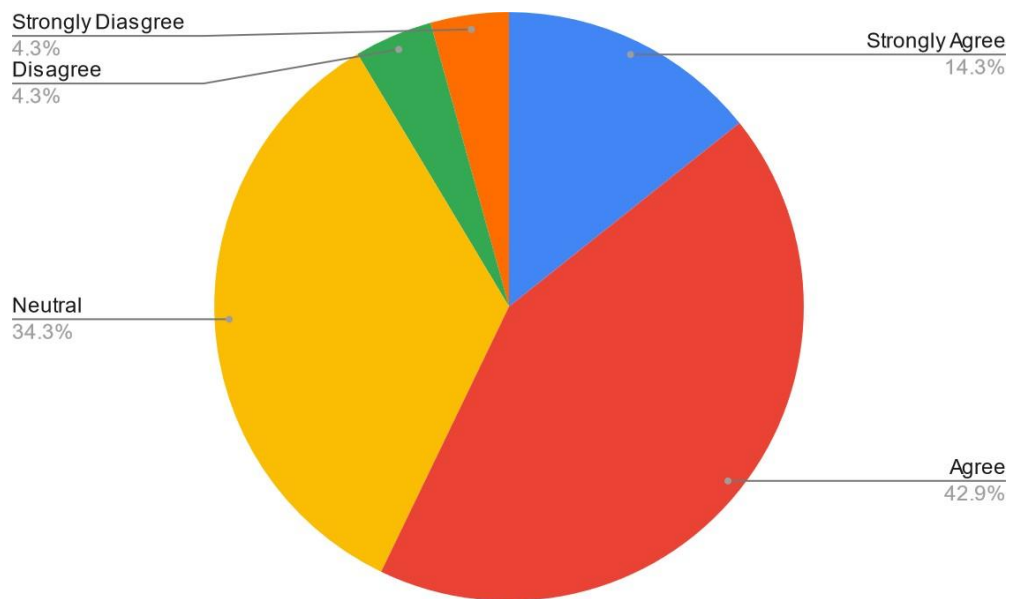
3. I am satisfied and feel happy with my current boss.

Fig 4.23 Satisfaction regarding Current Job
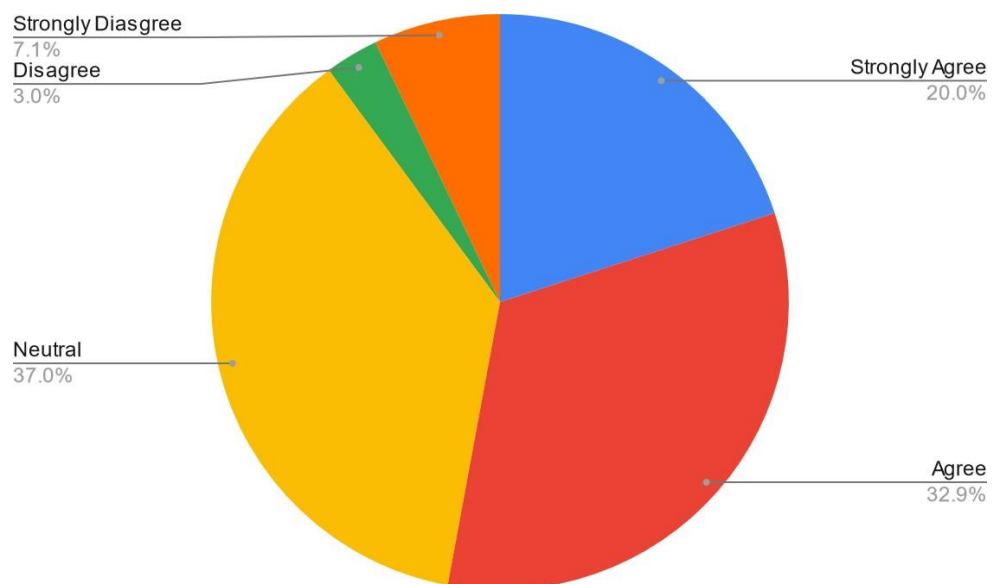
4. I am satisfied with my current salary.

Fig 4.24 Satisfaction regarding Salary
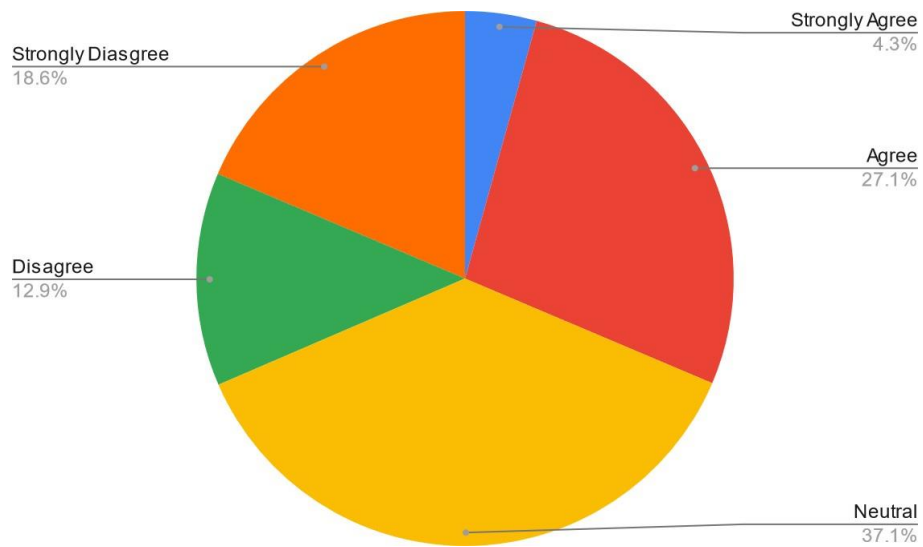
5. Overall, I am satisfied with my current job.

Fig 4.25 Satisfaction regarding Salary
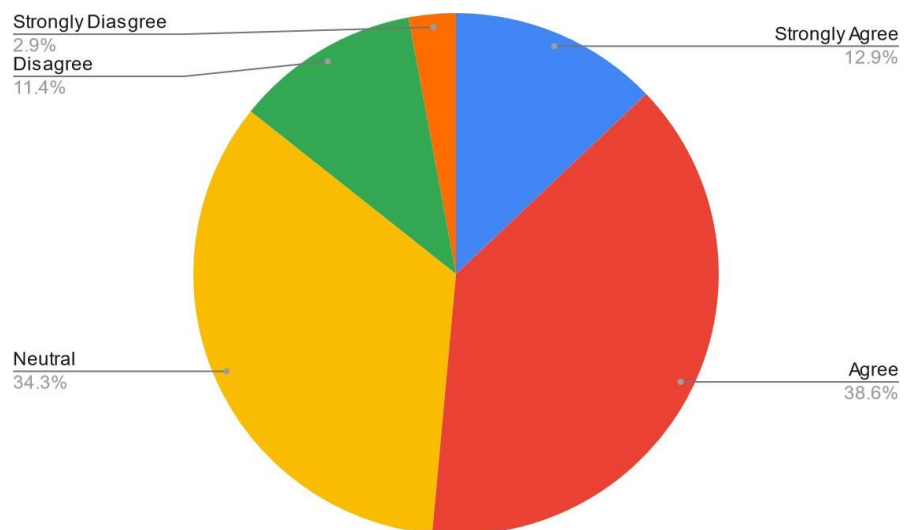
4.5 Data Analysis

Table 4.5.1

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Inwhichagegroup doyoulie	100	1	3	1.24	0.464
@2.Pleasechoos eyourGender	100	1	2	1.37	0.487
Areyouanewjoine eoranexistingemp loyee	100	1	2	1.43	0.498
Valid N (listwise)	100				

Source: Own Analysis

The study that served as the basis for the analysis above was titled "Impact of WorkFrom Home on Work Life Balance and Job Satisfaction." The survey gathered information from 100 participants and offered descriptive statistics for three variables: your age group, your gender, and whether you are a new hire or an existing employee.

In which age group do you fall into? was the first variable, with a range of 1 to 3, a mean of 1.24, and a standard deviation of.464. Please select your gender, the second variable, with a range of 1 to 2 and a mean of 1.37 with a standard deviationof.487. Are you a new hire or an existing employee? was the third variable, with a range of 1 to 2, a mean of 1.43, and a standard deviation of.498. The listwise total valid N was 100.

The age, gender, and employment status of the survey respondents are revealed bythese descriptive statistics, which can be used to pinpoint prospective variables that might affect work-life balance and job satisfaction.

Table 4.5.2

Correlations		WFHP	WLB	WS	JS
WFHP	Pearson Correlation	1	-0.128	-.258*	.307**
	Sig. (2-tailed)		0.293	0.031	0.010
	N	100	100	100	100
WLB	Pearson Correlation	-0.128	1	.580**	-0.155
	Sig. (2-tailed)	0.293		0.000	0.201
	N	100	100	100	100
WS	Pearson Correlation	-.258*	.580**	1	-0.163
	Sig. (2-tailed)	0.031	0.000		0.177
	N	100	100	100	100
JS	Pearson Correlation	.307**	-0.155	-0.163	1
	Sig. (2-tailed)	0.010	0.201	0.177	
	N	100	100	100	100

*. Correlation is significant at the 0.05 level (2-tailed).
**. Correlation is significant at the 0.01 level (2-tailed).

Source: Own Analysis

The correlation study for the research article "Impact of Work From Home on Work Life Balance and Job Satisfaction" served as the foundation for the analysis presented above. Work From Home (WFHP), Work Life Balance (WLB), Work Satisfaction (WS), and Job Satisfaction (JS) were the four variables examined in thestudy, which gathered information from 100 respondents.

Work From Home and Work Life Balance had a marginally positive correlation (.128,p =.293), Work From Home and Work Satisfaction had a moderately positive correlation (.258, p =.031), and Work From Home and Job Satisfaction had a marginally positive correlation (.307, p =.010). Additionally, there was a slight negative connection (-.155, p =.201) between work-life balance and job satisfaction and a moderately positive association (.580, p .001) between work-life balance and work satisfaction. Finally, there was a marginally negative connection (-.163, p =.177) between work satisfaction and job satisfaction.

These relationships shed light on how working from home affects work-life balance, job satisfaction, and work satisfaction, and they can be utilized to further investigate the effects of working from home.

H1: There is a significant relationship between Job satisfaction and Work from home productivity

Table 4.5.3

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	WFHP[b]	.	Enter

a. Dependent Variable: JS

b. All requested variables entered.

Source: Own Analysis

Table 4.5.4

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.307[a]	.095	.081	.76466

a. Predictors: (Constant), WFHP

Source: Own Analysis

Table 4.5.5

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4.151	1	4.151	7.100	.010[b]
	Residual	39.759	98	0.585		
	Total	43.911	99			

a. Dependent Variable: JS

b. Predictors: (Constant), WFHP

Source: Own Analysis

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.180	.463		4.710	<.001
	WFHP	.324	.122	.307	2.665	.010

a. Dependent Variable: JS

Table 4.5.6 Source: Own Analysis

The results of the study showed that Work From Home was a significant predictor ofJob Satisfaction (B = .324, p = .010). The coefficient suggests that a one unit increase in Work From Home is associated with a .324 increase in Job Satisfaction. Hence we can say that null hypothesis is rejected.

H2: There is a significant relationship between Job satisfaction and WorkStress

Table 4.5.7

Variables Entered/Removed[a]

Model	Variables Entered	Variables Removed	Method
1	WLB[b]	.	Enter

a. Dependent Variable: JS

b. All requested variables entered.

Source: Own Analysis

Table 4.5.8

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.155[a]	.024	.010	.79393

a. Predictors: (Constant), WLB

Source: Own Analysis

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.049	1	1.049	1.665	.201^b
	Residual	42.862	98	0.630		
	Total	43.911	99			

a. Dependent Variable: JS
b. Predictors: (Constant), WLB

Table 4.5.9 Source: Own Analysis

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.762	.305		12.348	<.001
	WLB	-.131	.101	-.155	-1.290	.201

a. Dependent Variable: JS

Table 4.5.10 Source: Own Analysis

The results of the study showed that Work Life Balance was a marginally significant predictor of Job Satisfaction (B = -.131, p = .201). The coefficient suggests that a one unit increase in Work Life Balance is associated with a .131 decrease in Job Satisfaction. Hence we fail to reject null hypothesis.

H3: There is a significant relationship between Job satisfaction and work lifebalance

Table 4.5.11

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	WS^b	.	Enter

a. Dependent Variable: JS
b. All requested variables entered.

Source: Own Analysis

Table 4.5.12

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.163^a	.027	.012	.79279

a. Predictors: (Constant), WS

Source: Own Analysis

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.172	1	1.172	1.865	.177^b
	Residual	42.739	98	0.629		
	Total	43.911	99			

a. Dependent Variable: JS
b. Predictors: (Constant), WS

Table 4.5.13 Source: Own Analysis

Table 4.5.13

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.752	.283		13.270	<.001
	WS	-.135	.099	-.163	-1.366	.177

a. Dependent Variable: JS

Source: Own Analysis

The results of the study showed that Work Satisfaction was a marginally significant predictor of Job Satisfaction (B = -.135, p = .177). The coefficient suggests that a oneunit increase in Work stress is associated with a .135 decrease in Job Satisfaction. Hence we fail to reject the null hypothesis.

H4: There is a significant relationship between Job satisfaction and age

Table 4.5.14

ANOVA

JS

	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	4.440	2	2.220	3.768	0.028
Within Groups	39.471	97	0.589		
Total	43.911	99			

Source: Own Analysis

ANOVA Effect Sizes[a,b]

		Point Estimate	95% Confidence Interval	
			Lower	Upper
JS	Eta-squared	.101	.000	.233
	Epsilon-squared	.074	-.030	.210
	Omega-squared Fixed-effect	.073	-.029	.208
	Omega-squared Random-effect	.038	-.014	.116

a. Eta-squared and Epsilon-squared are estimated based on the fixed-effect model.

b. Negative but less biased estimates are retained, not rounded to zero.

Table 4.5.15 Source: Own Analysis

The results of the study showed that there was a statistically significant difference in Job Satisfaction between groups (F = 3.768, p = .028). The Between Groups Sum of Squares was 4.440, the degrees of freedom was 2, and the Mean Square was 2.220. The Within Groups Sum of Squares was 39.471, the degrees of freedom was 97, andthe Mean Square was .589. The Total Sum of Squares was 43.911, and the degrees of freedom was 99. Hence null hypothesis is rejected.

4.6 Findings and Recommendations

Demographically the sample population consisted of maximum people belonging to the age group of 18-25 years. The participants in this research shared some great insights about their work from home experiences which helped us arrive at the inferences listed down below.

- Working from home was a fairly new concept as most of the respondents had never worked from home or did WFH just once a week. When I interacted withsuch people, I got to know that it was a real challenge for them to replace theirentire office spaces with just a single laptop screen. While 44% of the respondents agreed that they felt productive there were as many as 23% of therespondents who leaned towards the neutral or not so productive side of the scale.

- 47% of the respondents felt that it was beneficial for them to WFH and 50% agreed that it motivated them to work better

- It was also observed that a significant percentage of the respondents were stressed about working from home as it gave little or no time for their personal development and life.

- From the above analysis we can conclude that there was no significant impacton Job satisfaction due to the change in work destination

- It can be concluded that the wellness aspect of the employees was also unaffected due to the change in place of work for the employees

- However with the advent of time we have seen that people have felt the benefitsof WFH but in depth analysis and research shows that the impact on the well- being is unaffected or negligible to take pertinence.

<u>4.7</u> Limitations of the study

- The major limitation to the study was limited reach of the questionnaire. The questionnaire was shared with working professionals from across the country to get a holistic view of the recruitment practices but turned out to be limited toDelhi NCR, Madhya Pradesh, Uttar Pradesh, Haryana, Karnataka and AndhraPradesh. The study can further be done to include all the states and diversified amongst different industries.
- The analysis was limited to a small sample of employees who work from home, which may not be representative of the entire population of employeeswho work from home.
- Due to the brief duration of the study, the long-term effects of working fromhome on work-life balance and job satisfaction cannot be accurately assessed.
- The study was restricted to participants who were already employed at thetime of the research, which may not be representative of the effects of working from home on new or prospective employees.
- The study relied on self-reported survey data, which may be susceptible to avariety of biases.
- The study was limited to the employees' perspectives and did not consider the perspectives of employers or other stakeholders.

CONCLUSION

The results of this study indicate that there is a significant relationship between working from home and work life balance, job satisfaction, and work stress. Working from home was positively correlated with job satisfaction and negatively correlated with work stress. Working from home was also found to have a significant positive correlation with work life balance. The findings suggest that work from home can be beneficial for employees in terms of work life balance and job satisfaction, but also comes with increased levels of stress.

The findings of this study provide valuable insight into the potential impacts of working from home on work life balance and job satisfaction.Working from home caninterfere with the work-life equilibrium and stress levels of employees. In addition, it is necessary to pay attention to the required workload, given that working in remote conditions presents obstacles such as a lack of IT support and other tasks that decrease job fulfillment. Employers should consider these findings when making decisions about remote working policies. Employers should ensure that they provide employees with the necessary tools and support to enable them to successfully workfrom home. Additionally, employers should provide employees with clear expectations and guidelines for working from home to ensure that employees are able to maintain a healthy work-life balance.

Overall, the results of this study suggest that working from home may improve work-life equilibrium and job satisfaction. However, employers should be aware that working from home may result in an increase in work-related tension. Before making decisions about telecommuting, employers should consider the potential effects of working from home on their employees.

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ANNEXURE

7.1 Questionnaire

Demographics

1. In which age group do you lie in?
    1. 18-25 Years
    2. 26-35 Years
    3. 36-45 Years
    4. 45 and above

2. Please choose your Gender
    1. Male
    2. Female
    3. Other:

3. Are you a new joinee or an existing employee?
    1. New Joinee
    2. Existing Employee

Work From Home Productivity

4. I am very productive while working from home
    1. Strongly Disagree
    2. Disagree
    3. Neutral
    4. Agree
    5. Strongly Agree

5. I feel that the quality of the work I do during working from home is better.
    1. Strongly Disagree
    2. Disagree

3. Neutral

   4. Agree

   5. Strongly Agree

6.   Working from home is personally beneficial for me at work

   1. Strongly Disagree

   2. Disagree

   3. Neutral

   4. Agree

   5. Strongly Agree

7.   Working from home motivates me to work better

   1. Strongly Disagree

   2. Disagree

   3. Neutral

   4. Agree

   5. Strongly Agree

8.   I have sufficient technical knowledge in completing work during working from home.

   1. Strongly Disagree

   2. Disagree

   3. Neutral

   4. Agree

   5. Strongly Agree

9.   I have clear work targets when working from home
   1. Strongly Disagree

   2. Disagree

   3. Neutral

4. Agree

5. Strongly Agree

10. My boss is concerned about my well-being during working from home

1. Strongly Disagree

2. Disagree

3. Neutral

4. Agree

5. Strongly Agree

11. I receive technical assistance from my workplace in completing work during working from home.

1. Strongly Disagree

2. Disagree

3. Neutral

4. Agree

5. Strongly Agree

12. I can concentrate on getting work done even when there are distractions fromfamily members during working from home

1. Strongly Disagree

2. Disagree

3. Neutral

4. Agree

5. Strongly Agree

Work Life Balance

13. My personal life suffers because of work.
1. Strongly Disagree

2. Disagree

3. Neutral

4. Agree

5. Strongly Agree

14.   My job makes my personal life difficult.

      1. Strongly Disagree

      2. Disagree

      3. Neutral

      4. Agree

      5. Strongly Agree

15.   I neglect personal needs because of work.

      1. Strongly Disagree

      2. Disagree

      3. Neutral

      4. Agree

      5. Strongly Agree

16.   I put off enjoying my personal time just to work during working from home.

      1. Strongly Disagree

      2. Disagree

      3. Neutral

      4. Agree

      5. Strongly Agree

17.   I put personal needs second because of work.

      1. Strongly Disagree

      2. Disagree

      3. Neutral

      4. Agree

      5. Strongly Agree

18. I struggle to separate work and non-work.
    1. Strongly Disagree
    2. Disagree
    3. Neutral
    4. Agree
    5. Strongly Agree

19. Most of the time, I prefer work from home rather than engage in personal interests.
    1. Strongly Disagree
    2. Disagree
    3. Neutral
    4. Agree
    5. Strongly Agree

20. I'm too tired to work from home.
    1. Strongly Disagree
    2. Disagree
    3. Neutral
    4. Agree
    5. Strongly Agree

21. My work suffers because of my personal life/interests during working fromhome
    1. Strongly Disagree
    2. Disagree
    3. Neutral
    4. Agree
    5. Strongly Agree

Work Stress

22.   I am discouraged about my work.

     1. Strongly Disagree

     2. Disagree

     3. Neutral

     4. Agree

     5. Strongly Agree

23.   I feel many things are beyond my control and ability while working from home.

     1. Strongly Disagree

     2. Disagree

     3. Neutral

     4. Agree

     5. Strongly Agree

24.   I feel overwhelmed by completing work during working from home.

     1. Strongly Disagree

     2. Disagree

     3. Neutral

     4. Agree

     5. Strongly Agree

25.   I feel like giving up on work during working from home.

     1. Strongly Disagree

     2. Disagree

     3. Neutral

     4. Agree

     5. Strongly Agree

26.   I feel unable to get out from my work during working from home.

1. Strongly Disagree
2. Disagree
3. Neutral
4. Agree
5. Strongly Agree

27. I feel frustrated with my work from home job.
   1. Strongly Disagree
   2. Disagree
   3. Neutral
   4. Agree
   5. Strongly Agree

Job Satisfaction

28. I am satisfied with my current job.
   1. Strongly Disagree
   2. Disagree
   3. Neutral
   4. Agree
   5. Strongly Agree

29. I am satisfied with my current co-workers.
   1. Strongly Disagree
   2. Disagree
   3. Neutral
   4. Agree
   5. Strongly Agree

30. I am satisfied and feel happy with my current boss.
   1. Strongly Disagree
   2. Disagree

3. Neutral

4. Agree

5. Strongly Agree

31.   I am satisfied with my current salary.

    1. Strongly Disagree

    2. Disagree

    3. Neutral

    4. Agree

    5. Strongly Agree

32.   Overall, I am satisfied with my current job.

    1. Strongly Disagree

    2. Disagree

    3. Neutral

    4. Agree

    5. Strongly Agree