

A Comprehensive Analysis of Personnel Acceptance of Work from Home Culture with Reference Hyderabad Based IT Employees

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ABSTRACT:

Many organizations have started allowing employees to work from home as a result of the Covid-19 outbreak, particularly in the field of information technology. Although it is an old practice, the Covid -19 pandemic saw the most widespread adoption. In the past, businesses adopted this practice to improve work-life balance for their employees and uphold the idea of flexible working hours within the company. However, during the epidemic it became an alternative, and many businesses have begun using a fully online work style. Only a few IT businesses have implemented hybrid work modes, which allow employees to work both physically and virtually. Complete work from home has few benefits and drawbacks from the viewpoints of both employees and employers.

The employee is worried about a lot of things, including how expensive it is to set up an office at home. Employee productivity problems are caused by a lack of coordination and cooperation among the staff. This study aims to assess how employees feel about the possibility of working from home by taking into account a variety of factors, including employee comfort with working from home, employee work pressure from working from home, employee performance with working from home, and work routine with working from home. Breaks when working from home, work-life balance, productivity of employees while working from home, home office layout, and employees' enjoyment of their jobs while working from home. A survey of 100 IT workers from Hyderabad city was done.

Keywords: Covid-19, Work from home, Work life balance, Hybrid work mode,

INTRODUCTION

Work from home, or WORK FROM HOME, is a notion where an employee uses company-approved resources, policies, and tools to perform job duties from home. Working from home allows employees to choose their own schedules and makes it easier for employers to complete their tasks. Work from home is beneficial for giving employees a work-life balance while also assisting the business in completing its tasks. These days, the majority of firms provide their employees this choice. Due to the location of your job, the home office can be thought of as a particular type of mobile office or remote work. As long as there is a reliable internet connection, an employee might conceivably work from anywhere in the globe if the technical requirements are met. Because work is conducted via telecommunications, particularly the internet, telecommuting is the term used to describe working from home in the United States.

REVIEW OF THE LITERATURE

According to a study conducted by Dr. V. Hemanth Kumar in (2020), employees are at ease working from home. They are keeping a great work-life balance while working from home. They are quite productive even when working from home. Employees are most concerned about the lack of internet connectivity.

The study conducted by Jun Yu in (2021) examined the impact of working hours, home work space suitability, job autonomy, their office equipment at home, and monitoring mechanisms on employees' job satisfaction as they worked from home. Home work space, monitoring mechanisms, and digital social support are primarily influencing employee job satisfaction.

The study conducted by Avani Jain et.al in (2021) observed that employees' satisfaction in India and USA. When working from residence, employee satisfaction in the United States was higher than in India. The most important telework aspect influencing employee happiness when working from home was discovered to be the suitability of the working environment at home. Changes in salary were the least influential telework element on employee satisfaction. The most satisfying telework component was superior's trust and support in India, as well as the adequacy of working place at home in the United States. Finally, flexibility of working hours was discovered to be the least satisfactory,

implying that working from home offers no major advantage over typical offices in terms of stress and weariness suffered by employees.

Pratiksha's 2022 study discovered that remote work choices benefit both companies and individuals. The study will collect information from 150 individuals who have worked from home for at least a year and will analyze their job satisfaction and stress levels. The majority of studies show a link between remote working and job happiness. However, most of this data is not compared or analyzed with job stress while working from home, which is what this study accomplishes. The purpose of this study is to discover a negative relationship between job stress and job satisfaction. Numerous studies have identified numerous characteristics such as passion, motivation, and organizational commitment as elements that contribute to job satisfaction and stress in a remote work environment.

Based on the findings of the Hackney 2022 project, non-mandatory work-from-home arrangements can boost productivity and performance. When working from home becomes necessary and full-time, or when external forces (for example, the COVID-19 epidemic) are involved, the overall effects are less beneficial and can be detrimental to productivity and performance. The findings will contribute to a better understanding of the impact of work-from-home policies on productivity and performance, as well as to the development of organisational strategies for creating an effective, resilient, and inclusive work-from-home workplace by assisting in the successful execution of work-from-home policies that are aligned with business goals.

According to a study conducted by Jaiswal and Arun in 2021, individuals working in the home-based virtual environment in India Inc. expressed many changes in their responsibilities and job itself as a result of the pandemic expectations. Work and non-work-related stressors elevated stress levels, mainly regarding managing work and home duties, remote work synchronization, future uncertainty, and the lethal nature of the COVID-19 disease. Employees who worked from home reported feelings of increased loneliness and a lack of belonging. On the plus side, these folks who were compelled to WORK FROM HOME were inspired to be more creative. Employees spend meaningful time learning new skills or resolving long-standing organizational challenges. Most essential, the creativity was launched by the author.

Mubarak's study in (2021) discovered that researchers were able to ascertain that employees in the IT sector are strongly in favor of incorporating the concept of "working from home" into their organizational structure and management practices. We were also able to determine that the employees considered the pros and downsides of telecommuting in the same way that their western counterparts did. Working from home was selected by the majority of them because they believed it would allow them to better balance their professional and personal lives, as well as save them time that would have been spent on travel and informal conversations with peers.

The downsides of working from home include a loss of communication and collaborative sessions with coworkers, bosses, and subordinates. Employees were certain that they would not give up any of their compensation to telecommute. To summarize, technology advancements, as well as an emphasis on efficiency and stress reduction, make it acceptable for the current Indian work environment, and it should be viewed as a feasible option in organizations where the type of job allows for 'working from home'.

According to a survey conducted in 2022 by Systla Patanja and N. M. K. Bhatta, approximately two-thirds of IT personnel reported higher productivity while at WORK FROM HOME, making good use of the time saved from travelling, as well as meeting greater expectations. The article investigates the influence of WORK FROM HOME during the lockdown on IT employee productivity, with a focus on organizational issues. In order to reach our final conclusions, we used quantitative analyses as well as qualitative responses from questionnaire respondents. The findings indicate that organizational variables such as autonomy and empowerment, employee independence, and a supportive atmosphere are required to ensure employee productivity, even in a WORK FROM HOME circumstance.

OBJECTIVES OF THE STUDY

- To determine the effect of an employee's gender, service history, marital status, and educational background on their happiness with their ability to work from home
- To assess the employees' perspective of working from home while taking several factors

HYPOTHESIS OF THE STUDY

- There is a significant relationship between an employee's gender, service history, marital status, and educational background and their happiness with their ability to work from home
- There is a significant relationship between work related factors and employees satisfaction while doing work from home

RESEARCH METHODOLOGY

Data collection tool	Questionnaire
Sources of data	Primary data, secondary data
Sampling technique	Snowball sampling technique
Sample size	100 respondents from Hyderabad city
Statistical tools	Comparison of means, Anova, Regression

DATA ANALYSIS

TABLE-1 IMPACT OF EMPLOYEES' GENDER, SERVICE EXPERIENCE, MARITAL STATUS, AND EDUCATIONAL QUALIFICATION ON EMPLOYEE SATISFACTION WHEN WORKING FROM HOME

FACTOR	MEAN	STANDARD DEVIATION	F VALUE	SIGNIFICANCE
GENDER	4.40	0.804	0.384	0.537
SERVICE EXPERIENCE	4.40	0.804	6.533	0.12
MARITAL STATUS	4.40	0.804	45.360	0.000
EDUCATIONAL QUALIFICATION	4.40	0.804	31.129	0.000

Table I demonstrates that the employee's gender and service experience have no bearing on how satisfied they are with their ability to work from home. Employee satisfaction with working from home is strongly associated with the employee's marital status and educational background.

TABLE-II EMPLOYEES' VIEWS ON WORKING REMOTELY WHILE CONSIDERING A NUMBER OF VARIABLES

FACTOR	MEAN	STANDARD DEVIATION	F VALUE	SIGNIFICANCE
Employee likelihood with work from home	4.40	0.804	50.547	0.000
Employee work pressure from work from home	4.40	0.804	50.547	0.000
Employee performance with work from home	4.40	0.804	50.547	0.000
Employee comfort with work from home	4.40	0.804	50.547	0.000
Work from home experience	4.40	0.804	0.293	0.590
Work routine with work from home	4.40	0.804	50.547	0.000
Breaks during work from home	4.40	0.804	0.293	0.590

Work life balance	4.40	0.804	55.153	0.000
Employee productivity with work from home	4.40	0.804	45.360	0.000
Office setup in home	4.40	0.804	2.800	0.097
Employees enjoying work with work from home	4.40	0.804	50.547	0.000

Table II shows that the likelihood of working from home, the pressure of working from home, the performance of working from home, the comfort of working from home, the work routine, the work-life balance, the productivity, and the enjoyment of working from home are all statistically significant factors in determining whether or not an employee is satisfied with working from home. Experience working from home, breaks while working from home, and office setting at home are statistically unimportant factors in determining pleasure with working from home.

CONCLUSION

Organizations are adapting flexible work practices since they are dynamic in nature. Because of the advancement of technology and the use of information technology tools and techniques, businesses now allow employees to work remotely, choose their own hours, and use other flexible work arrangements. Although it is a novel practice, it is not appropriate for all industries, particularly the industrial sector. Few businesses are resisting this change. Only using the hybrid mode is what businesses prefer over working entirely from home. Additionally, workers prefer to be in physically demanding environments where they may get a sense of real-world labour. That is why a large number of information technology companies are currently setting up significant physical locations.

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