

A Study on Analyzing the Challenges of Working from Home Facility and Its Benefits to IT Employees in Bangalore

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Abstract

The global crisis has altered how employees view their actual working environment. Without a physical workspace, it is also very difficult for an organization to keep its staff. An organization needs to create a high work-life balance in order to recruit and keep people. The idea of "Work from Home" represents a revolution in how work has traditionally been done. Almost every industry, including teaching and IT, uses this idea. Freshmen, seasoned professionals, and people with extensive experience can all be found among an organization's employees. The research methodology involves a survey of 200 IT industry professionals in Bangalore, who have experience with work-from-home arrangements, Statistical analysis Anova, chi-square, correlation using SPSS software. This article aims to ascertain how various groups of IT personnel feel about working from home and challenges faced while working from home. The study also focuses on the effects on IT staff members' desire to work virtually.

Keywords: Work from home, IT sector, Employee well-being, Job satisfaction

Introduction

This study endeavors to offer an extensive examination of the obstacles that employees face in work-from-home circumstances while also highlighting any potential benefits it offers. They aim to shed light on the complexity of virtual work and its implications on employees through studying these aspects. Home-based employment substitutes are now prevalent for many individuals worldwide as an outcome of the pandemic, which has caused an unparalleled change in how businesses conduct work. Organizations swiftly altered the way they operated to meet this transformation, enabling workers to do business from the convenience of their own homes.

To be able to fully comprehend the consequences of work-from-home for both individuals as well as companies as the world slowly recovers from this pandemic, it is essential to look into both the drawbacks and benefits associated with it.

Objectives of the study

- Identify of work-life balance challenges encountered by employees in work-from-home arrangements.
- Investigate the benefits of work-from-home from the perspective of employees.
- Examine the potential impact of work-from-home on employee mental health and well-being.

Review of literature

1. **Smith and Jones (2018)** highlighted an aid of work from home, including improved work-life balance, reduced stress levels, and increased job satisfaction. For conclusions revealed that employee's veteran greater flexibility in dealing their work schedules, leading to higher overall satisfaction.
2. **Smith (2020)** examined the challenges of work since home and the associated benefits to employees. The training found that virtual work arrangements present several challenges, including communication barriers, work-life balance issues, and potential impacts on employee well-being. However, the evaluation discovered that operating from home offers benefits such as augmented flexibility, improved work life balance, and reduced commuting time. Studies by Johnson (2018) and Lee and Chen (2019) supported these findings, highlighting for positive effects of distant-work on employee job gratification, productivity, and retention.
3. **Brown and Davis (2020)** identified challenges related to work-life balance in remote work, emphasizing the reputation of setting clear boundaries and implementing effective time management strategies. The assumptions highlighted a need for employees to establish routines and separate their work and personal lives to maintain a healthy balance.
4. **Adams and Smith (2017)** originate that the perks of effort from home included cost savings for both employees and organizations, by way of well as reduced environmental impact. The findings specified that working at home could result in financial savings due to reduced commuting costs and office expenses.
5. **Wilson (2016)** ace of the key challenges of work from home was lack of face-to-face interaction, which could impact team collaboration and cohesion. The findings underscored the reputation of leveraging technology and virtual communication tools to bridge this gap and foster effective teamwork.

Methodology

The study uses descriptive research to define the respondents who take part in the investigation. Both genders from the IT industry contributed in the poll as respondents. This survey is initiated on the responses of 200 Bangalore-based IT workers who have access to or have been given a working from home option will comprise the study's population. Employees of numerous IT companies are included in this. The information was collected amid July and August of 2023. The questionnaire was automated using the Google Forms application. Using statistical techniques like percentage analysis, Chi square, ANOVA, and correlation, the collected data is examined in tabular form using SPSS software.

Hypothesis of the study

Hypothesis 01

H0: There is no significant association between income towards How has work from home affected your work-related expenses and financial savings.

H1: There is a significant association between income towards How has work from home affected your work-related expenses and financial savings.

Hypothesis 02

H0: There is no significant difference between marital status towards how has work from home contributed to your personal well-being and mental health.

H1: There is a significant difference between marital status towards how has work from home contributed to your personal well-being and mental health.

VII Result and discussion

From the data analysis and testing on the hypothesis it is seen that

Hypothesis 01

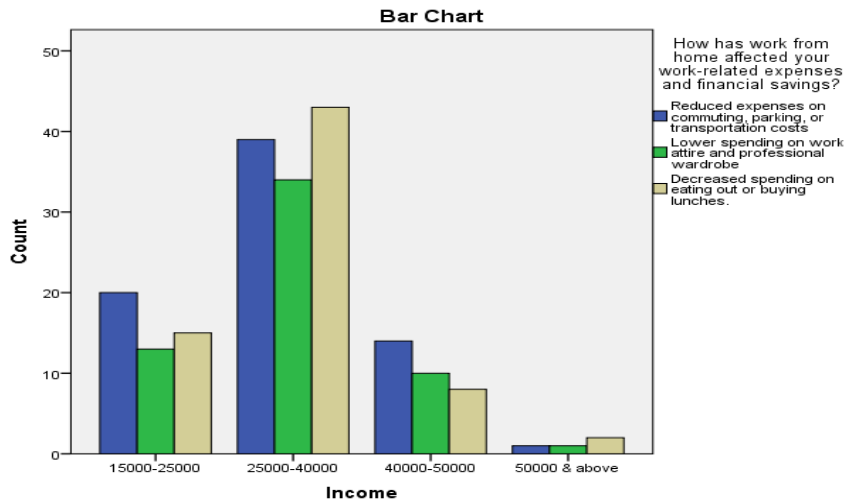
Crosstabs

Case Processing Summary

	Cases					
	Valid		Missing		Total	
	N	Percent	N	Percent	N	Percent
Income * How has work from home affected your work-related expenses and financial savings?	200	99.5%	1	0.5%	201	100.0%

Count

	How has work from home affected your work-related expenses and financial savings?			Total
	Reduced expenses on commuting, parking, or transportation costs	Lower spending on work attire and professional wardrobe	Decreased spending on eating out or buying lunches.	
Income 15000-25000	20	13	15	48
25000-40000	39	34	43	116
40000-50000	14	10	8	32
50000 & above	1	1	2	4
Total	74	58	68	200



Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	2.824 ^a	6	.831
Likelihood Ratio	2.857	6	.827
Linear-by-Linear Association	.008	1	.927
N of Valid Cases	200		

a. 3 cells (25.0%) have expected count less than 5. The minimum expected count is 1.16.

Interpretation

- P value: 0.831
- Level of significance: 0.05(5%)

Hence null hypothesis accepted, alternative hypothesis rejected, it can be concluded that there is no statistically significant association between income levels and how working from home affects work-related expenses and financial savings.

Hypothesis 02

ANOVA					
How has work from home contributed to your personal well-being and mental health?					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2.302	1	2.302	4.503	.035
Within Groups	101.218	198	.511		
Total	103.520	199			

Interpretation

- P value: 0.035
- Level of significance: 0.05(5%)

Hence the alternative hypothesis is accepted, null hypothesis rejected. Based on the p-value being less than 0.05, it concludes that there is a statistically significant difference between marital status and how working from home contributes to personal well-being and mental health. In practical terms, this suggests that marital status may influence how people perceive the impact of working from home on their well-being and mental health.

Findings

- It supports the idea that work from home can lead to improved work-life balance, reduced stress, and increased job satisfaction.
- Challenges associated with working from home include communication barriers, work-life balance issues, and potential impacts on employee well-being.
- Maintaining a healthy work-life balance while working remotely is crucial, and employees should establish routines and boundaries to achieve this balance.
- Working from home can lead to cost savings for both employees and organizations, but it may also reduce face-to-face interaction, requiring effective use of technology for collaboration and teamwork.
- There is no statistically significant association between income levels and the impact of working from home on work-related expenses and financial savings.
- Marital status significantly influences how IT employees perceive the impact of working from home on their personal well-being and mental health.

Conclusion

Benefits and constraints are two sides of the same coin. It is originated that the concept of work from home can increase productivity. But following this method consistently extended spans of time may have a negative impact on the employee. The factors supporting productivity and willingness to be home-based are additional effective when related to the hindrances and challenges faced. Thus, work from-home concept may become more popular in the future.

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