



Work from home:Benefits and Pitfalls among software employees

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ABSTRACT

Introduction: Work from home is referred to as employees need not go to corporate companies, but instead perform their work at home using an internet connection, by satellite connection. The employees are happier working from home than in the office. Benefits of working from home is the employees can spend time with family, releasing travelling stress. Therefore, the aim of this study is to find work from home : benefits and pitfalls among the software employees

Materials and methods: In this study sample size was 100 software employees between the age group of 20-50 years from software companies in Chennai, Tamil Nadu, India. The questionnaire comprising 21 questions were created in google forms and sent to 100 software employees through whats app. And the data is collected and analysed by spss version 23. Descriptive statistics was expressed by means of number and frequency and percentage and the chi square test was used to find out associated between variables. Levels of statistical significance will be $P < 0.05$

Results: Out of the total 101 responses, 67% were males and 33% were females. 40.59% males said yes that their home is office silent and 26.73% said no. And females said 11.88% said yes that their home is office silent and 20.79% said no. 17.82% female said work from home time saving 2.97% said it is stressful. 0.99% males said time saving and 3.96% said stressful

Conclusion: Based on the results of the present study, it can be concluded that work from home is found to be beneficial among the study participants.

Key words: work from home, beneficial, pitfalls, software employees, Innovative analysis

INTRODUCTION

Work from home is referred to as employees need not go to corporate companies, but instead perform their work at home using an internet connection, by satellite connection (1). The employees are happier working from home than in the office. Benefits of working from home is the employees can spend time with family, releasing travelling stress (2). Advanced technology has led to teleworking from home rising on the public policy agenda (3). Teleworkers are people who do some paid or unpaid work in their home. There are two types, mainly working from home in their main job and working from home in various locations but home as their base (4). In recent times work from home has brought interest among workers and to maintain work life balance (5). There are some disadvantages in the labour market, having to work at home often get poor pay in absence of employment opportunities (6).

Today's technology brought profound changes to the way people work (7). Teleworking and work from home is a safeguard tool for the employees (8). Teleworking ensures better work life balance for employees (8,9). Millions of workers have started working from home during COVID-19 and this brought change in communication technologies. Some of the workers were forced to work at home and they had some issues that they didn't have a place to work in. Some workers have to work independently at home (10).

In western countries working from home has become of great importance (11). Even though in the end pandemic work from home is still practised by many companies (12). Some researchers say that work affects the employees performance (13). Our team has extensive knowledge and research experience that has translated into high quality publications (14–22), (23), (24), (25,26), (27), (28), (29–33). Therefore, the aim of this study is to find work from home : benefits and pitfalls among the software employees

MATERIALS AND METHODS

Study design

A cross sectional study

Study area

Chennai, the capital city of Tamil Nadu state in India has a diverse population around 10.9 million. Chennai has a number of software companies and IT companies providing jobs for 1000 of graduate and undergraduate

Sample size estimation

Sample size was estimated using the manual calculation formula ($N=Z\alpha^2Pq/L^2$) based on the study done by (1) and total sample arrived was 101

Study population

A list of software employees working in Chennai was obtained. Following simple random sampling 100 software employees were selected. A questionnaire was created in Google Form and distributed to the selected number of software employees working in Chennai.

Inclusion criteria

Software employees working in Chennai who are willing to participate in this study.

Exclusion criteria

Software employees who are not willing to participate in this study

Ethical Approval

Ethical approval was obtained from the Institutional Review Board in Saveetha University.

Data collection

The first part of the questionnaire contains demographic details and the second part of the question contains knowledge, attitude about work from home. Data collections can be done by means of online Google Survey forms. Independent variables will be age, gender and dependent variables will be knowledge and attitude about work from home.

Sampling

Simple random sampling technique was followed

Statistical analysis

Data will be entered in Microsoft Excel Sheets and analysed using SPSS software (IBM Software version 23:NY). Descriptive statistics was expressed by means of number and frequency and percentage and the chi square test was used to find out associated between variables. Levels of statistical significance will be $P < 0.05$

RESULTS

Of total responses 67.33% participants were male and 32.67% participants were female. The opinion about working from home and the responses Among Females, 7.92%, 2.97%, 3.96, 0%, 17.82% responded, comfortable, stressful, economical, time saving and all the above respectively. Among males, 12.87%, 3.96%, 10.89%, 0.99% and 38.61% responded, comfortable, stressful, economical, time saving and all the above, respectively. And responses of infrastructure in home for working from home and responses among Females, 4.95, 3.96, 14.85, 3.96, 4.95 responded to Air conditioning at home, all the above, internet connection at home, none of the above and separate space for work respectively. Among males, 14.85%, %, 2.97%, 44.55%, 1.98% and 2.97% responded to Air conditioning at home, all the above, internet connection at home, none of the above and separate space for work, respectively. And the responses of how they have worked independently at home Among Females, 16.8%, 5.94%, 8.91%, 0.99% responded agree, disagree, strongly agree and strongly disagree respectively. Among males, 38.61%, 10.89%, 12.87%, 4.95% responded, agree, disagree, strongly agree and strongly disagree respectively.

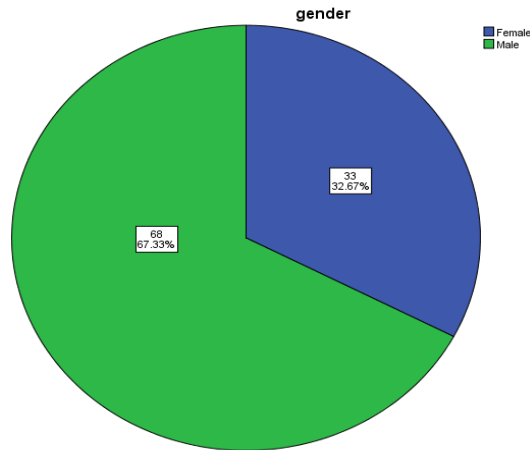


Figure: 1 Pie chart represents the gender of the respondents. Blue and green represent female and male respectively. 67.33% participants were male and 32.67% participants were female

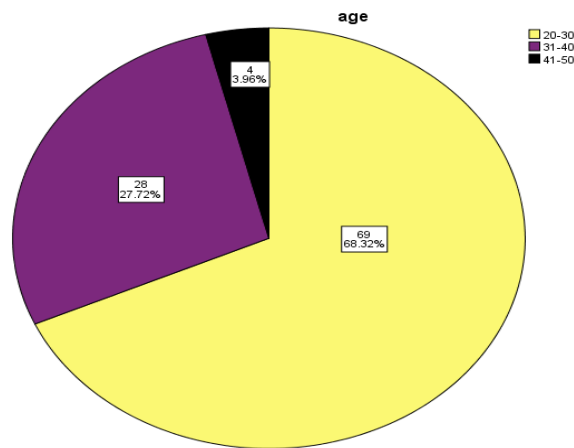


Figure 2: Pie chart represents the age of the respondents. yellow, purple and black represent the age group between 20-30,31-40 and 41-50 respectively. 68.32% of participants were age group between 20-30,27.72% of participants were age group between 31-40,3.96% were age group between 41-50

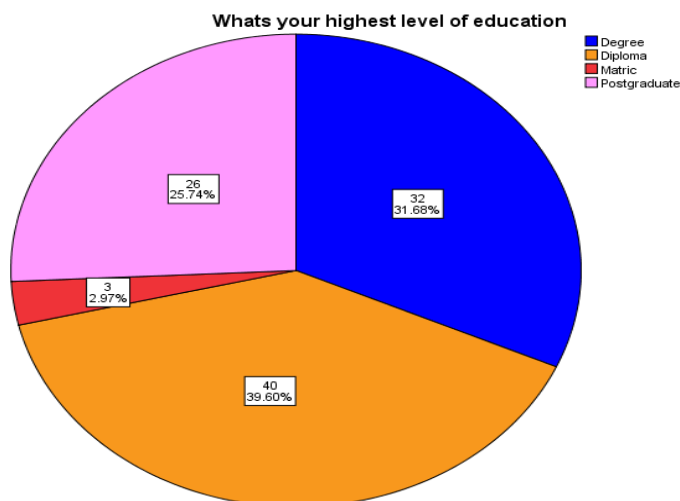


Figure 3: Pie chart represents the Highest level of qualification. Dark Blue , orange, red, light pink colors represent degree, diploma, matric and postgraduate respectively. 39.60% of participants were diploma holders, 31.68% of participants were degree holders, 25.74% of participants were postgraduates, 2.97% of participants were matric

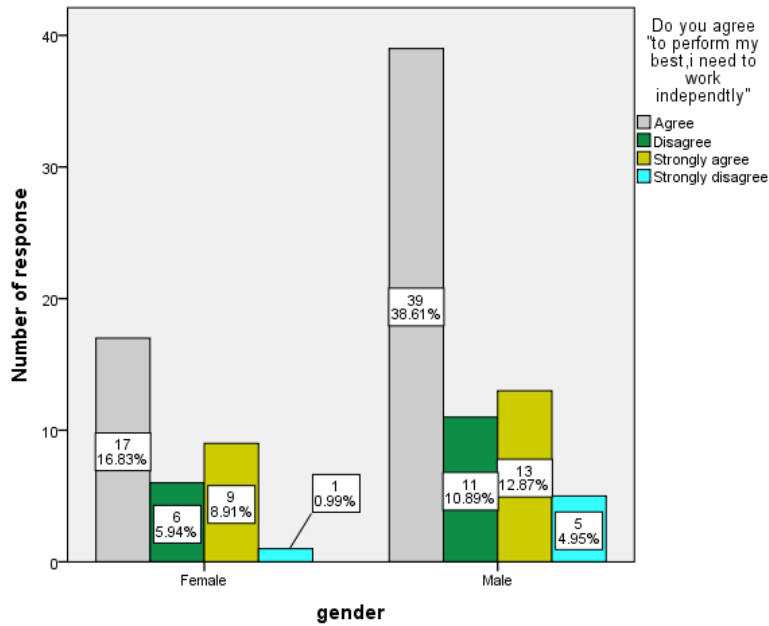


Figure 4 represents the association between gender and number of responses “to perform my best, i need to work independtly”. X axis represents the gender. Y axis represents the number of responses. Ash color denotes agree, dark green color denotes disagree, dark yellow color denotes strongly agree and cyan denotes strongly disagree. Chi-square test was done to find the association between gender and number of responses. A statistically insignificant association was found (chi-square value= 1.56 and p value=0.66) which implies male and female participants exhibit no differences.

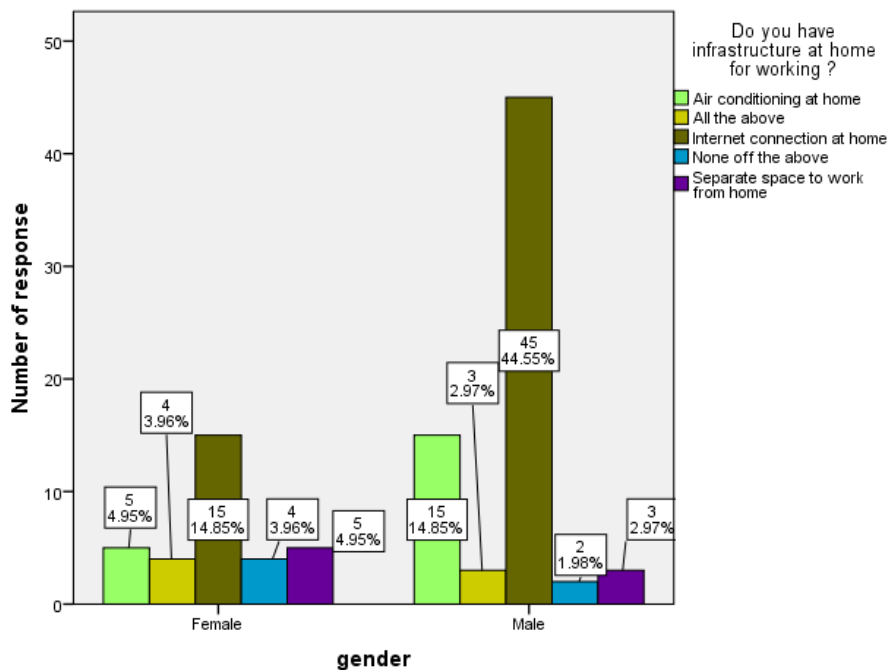


Figure 5 represents the association between gender and number of responses “infrastructure at home for working”. X axis represents the gender. Y axis represents the number of responses. Lime denotes Air conditioning at home, gold denotes all the above, olive denotes internet connection at home, aquamarine denotes none of the above and indigo denotes separate space for work. Chi-square test was done to find the association between gender and number of responses. A statistically insignificant association was found (chi-square value= 10.43 and p value=0.034) which implies male and female participants exhibit no differences.

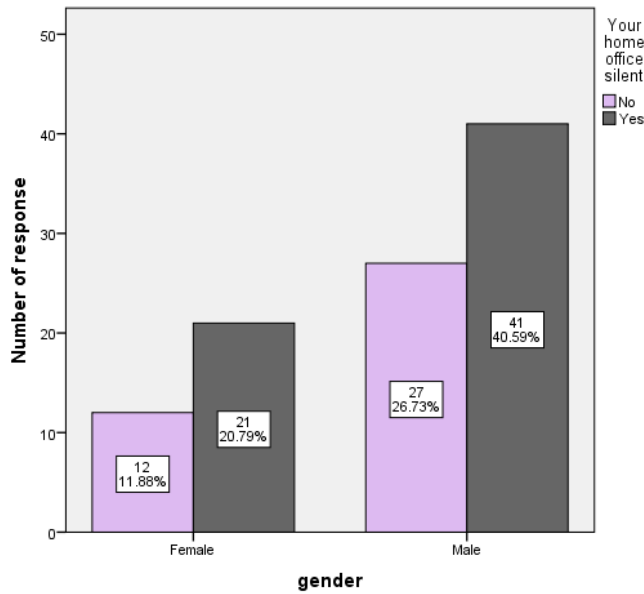


Figure 6 represents the association between gender and number of responses “home is office silent”. X axis represents the gender. Y axis represents the number of responses. Lavender color denotes no and grey color denotes yes. Chi-square test was done to find the association between gender and number of responses. A statistically insignificant association was found (chi-square value= 0.105 and p value=0.746) which implies male and female participants exhibit no differences.

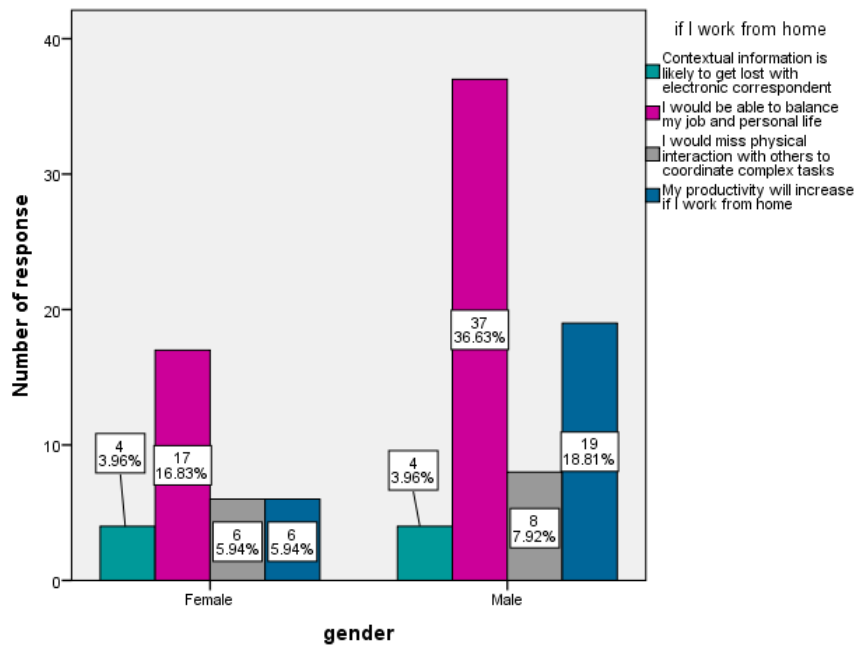


Figure 7 represents the association between gender and number of responses “If I work from home”. X axis represents the gender. Y axis represents the number of responses. Teal denotes contextual information is likely to get lost with electronic correspondent, magents denotes I would be able to balance my job and personal life, khaki denotes I would miss physical interaction with others to coordinate complex task and royal blue denotes My productivity will increase if I work from home. Chi-square test was done to find the association between gender and number of responses. A statistically insignificant association was found (chi-square value= 2.642 and p value=0.450) which implies male and female participants exhibit no differences.

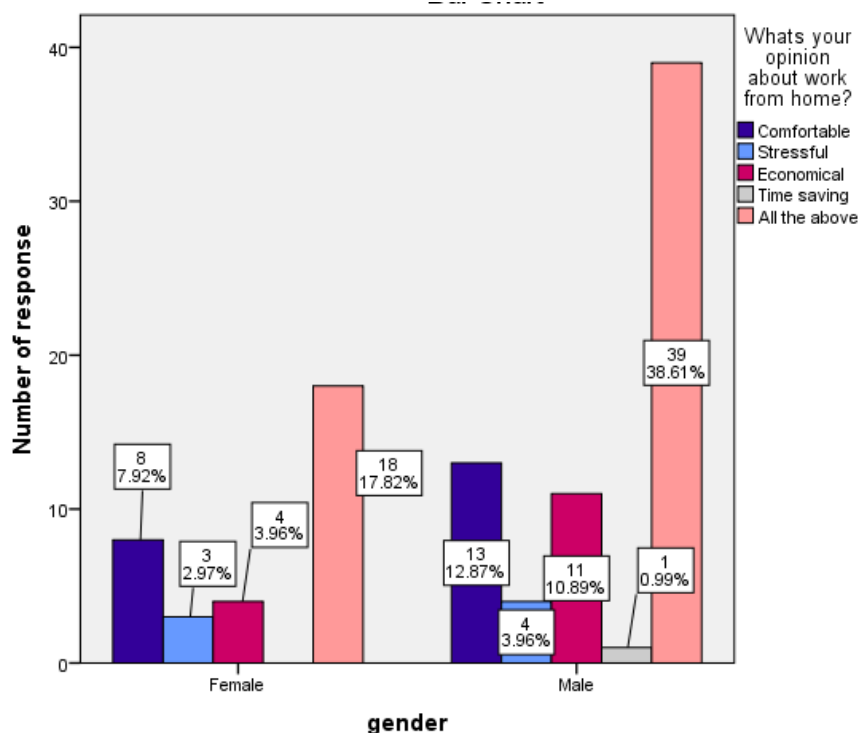


Figure 8 represents the association between gender and number of responses “opinion about work from home”. X axis represents the gender. Y axis represents the number of responses. Navy blue denotes comfortable, azure denotes stressful, crimson denotes economical, silver color denotes time saving and salmon denotes all the above. Among Females, 7.92%, 2.97%, 3.96%, 0%, 17.82% responded, comfortable, stressful, economical, time saving and all the above respectively. Among males, 12.87%, 3.96%, 10.89%, 0.99% and 38.61% responded, comfortable, stressful, economical, time saving and all the above, respectively. Chi-square test was done to find the association between gender and number of responses. A statistically insignificant association was found (chi-square value= 1.37 and p value=0.849) which implies male and female participants exhibit no differences.

DISCUSSION

From our study we found that 32% of participants were degree holders but in a study conducted by Garg A et al (1) reported that 56% of participants were degree holders. In previous research done by Siha AM et al (34) the majority of participants agreed that productivity and work life balance would improve when employees work at home. In our study 26% of participants have said that their productivity will increase if they start work from home and 53% of participants have said that they would be able to balance their personal life. A previous study done by Deole SS et al reported that employees have better places to work and the mean value is 3.31. Their productivity also increases and they are focused on doing work. Some said that working from home does not increase stress level mean value for this 3.14 (35), in our study 26% of workers said that their productivity will increase if they start working from home.

In previous research done by Fu M et al reported that working from home will save energy at least 9.33kWh on average (36), in our study 14% of participants have said working from home is economical. Working from home reduces the work expenses and less stress was found in a study done by Swink DR et al (37), but in our study 6.93% of participants have said working from home is stressful. Benefits of working from home: spending time with family, less stress, to balance work and life found by Barrero JM et al (12) but in our study 53.46% have said working from home will help them to balance their personal life .

Most of the employees said they disagree with being isolated at home when they work at home. Most of the employees said that work from home will increase the performance of employees. Employees say that they do not get distracted and this was found by previous research done by Abdullah NAA et al (35), in our study 26% of workers said that their productivity will increase if they start working from home and 13.86% of workers said they miss coordination and complex tasks. 70% of employees say that they want work from home even after the end of covid 19 lock down and this was found by previous research done by Bonacini et al (11).

CONCLUSION

Based on the results of the present study, it can be concluded that work from home is found to be beneficial among the study participants. Work from home for software employees and IT companies is beneficial for both the companies and the workers.

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