

COVID 19: Working life Balance and working from Home

M.SANGEETHA, MS. T.UMA MAGESWARI

Asst. Professor, Faculty of management studies DR.MGR Educational And Reserach Institute,
Asst. Professor, Faculty of management studie DR.MGR Educational And Reserach Institute

ABSTRACT: This paper examines about COVID-19 outbreak has caused almost all firms to deploy the work from home practice for employees. Home working is one initiative that has been promoted as a way of improving the work-life balance. it explores the question of whether working (or not) from home improves people's capacity to balance their work and life commitments. A sample has taken of working employees 50 working online employees are taken by online survey. Participants completed a demographic survey, work-life balance scale, work-study interface scale, perceived stress scale, and satisfaction with life scale. Collected data were analyzed using regression analysis. The results indicated that in both work-life balance and work-study interface, working female online students had higher levels of perceived stress than males, and women had a lower level of satisfaction with life than men in work-study interface. The study may also provide an understanding of the dynamic of the work-life-study balance for the employees themselves.

KEYWORDS- online survey, stress, Health issue, tension, job satisfy

Date of Submission: 13-06-2020

Date of Acceptance: 29-06-2020

I. INTRODUCTION

Work life balance is the interaction between the work and the other activities that includes family, community, leisure and personal development. It is about the right or the balanced combination of the individual's participation in the work and other aspects of their life and this combination doesn't remain the same it can be changed over the time. Work life balance is where the tensions between the work life and personal life is minimised by having a proper policies, systems, supportive management and provisions at work place and a good relations in personal life. Performance and the job satisfaction of the employees are said to be affected by the work life balance. Work life balance of the employees helps in reducing the stress level at work and increases the job satisfaction.

II. PROBLEM OF THE STATEMENT

Many online students are engaged in work and family responsibilities. Highly stress online classes and work data. Male and female working online students alike may find it challenging to meet. The demands of family-related activities and work-related activities in addition to their Study-related activities and face stress. So they have low satisfaction level in their working environment.this study examined the moderating effects of gender on work-life balance and work-study interface of working online students and their perceived stress and satisfaction with life

III. OBJECTIVES

- To find current study of online work and how engaging with family.
- To identify the effects of work life balance on organization commitment in the selected firm.
- To know the relationship between employee's job and its impact on employee's personal life.

IV. LITERATURE REVIEW

- **Mohammad niaz (2008)** in his research titled "Work life balance practices and gender gap in job satisfaction" examines the role of the work life balance practices by explaining the paradox of the contented women worker". In his research he finds out that woman reports higher levels of job satisfaction than that of men. The main finding is that WLB is the important determinant of the intrinsic extrinsic, aspects of job satisfaction
- **Rebecca (2009)** quotes in "Work life balance- Men and Women" that women and men have a different perception generally on balance the work and life. She tells that women devote more time on her family and the men spend more time pursuing his personal interests. She also quotes that balance is not only about dividing the time spent on work and personal life, but also establishing harmony that reflects on the individuals priorities.

- **Peter (2009)** in his study on “Work life balance and subjective well being” explains about the work life balance and the well being of the employees. In this research, the hypothesis that was tested is the sufficient amount of time available increases the well being of the employees as it helps insatisfying personal needs. The finding in this research was that the perceived sufficiency of time available for personal life and works tells the level of well being only if the individual’s needs are fulfilled in the given time.

V. RESEARCH METHODOLOGY

The study adopted the descriptive type of research approach for analyzing the work life balance of employees working from home. The sample size was 50. Structured questionnaire was designed to collect the primary data from the employees. .Secondary data was collected from websites, books, newspaper. Percentage analysis are used to analyze the data.

VI. DATA ANALYSIS

Table-1
Number of working hours in a day.

Particulars	Number of Respondents	Percentage
8 hours	18	30
8.5 hours	6	10
9 hours	31	51.7
>10 hours	5	8.3
Total	60	100

(Source –Primary data)

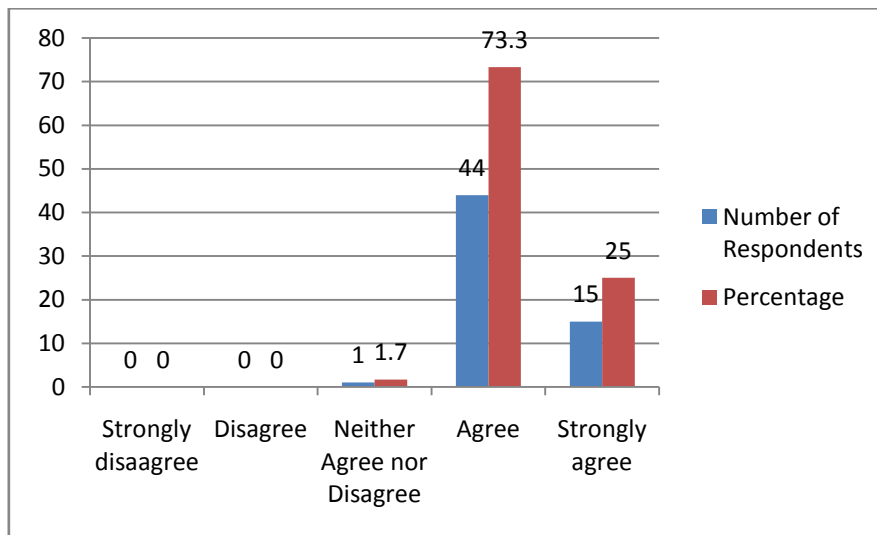
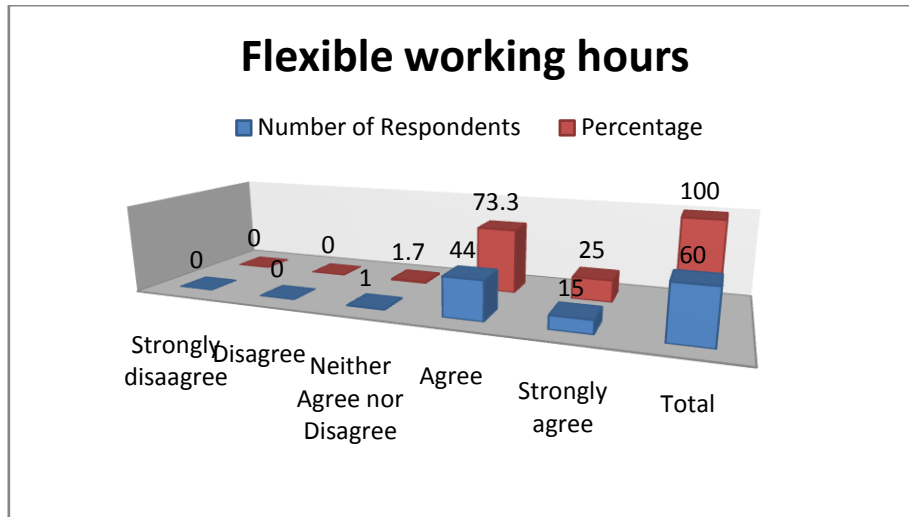


TABLE: 2

The flexible working hours provided by the company due to current work life management policy.

Particulars	Number of Respondents	Percentage
very un happy	1	1.7
Un happy	2	3.3
indifferent	34	56.6
Happy	22	36.7
Very happy	1	1.7
Total	60	100

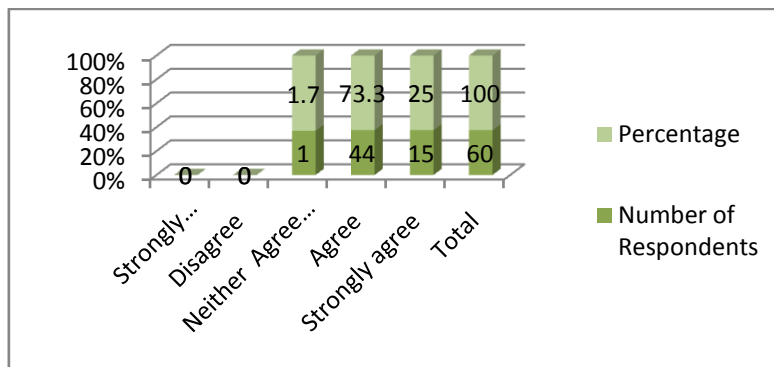
(Source –Primary data)



From the above table we can observe that 1 respondent is very unhappy, 2 respondents are unhappy, 34 respondents feel indifferent, 22 respondents are happy and 1 respondent feel very happy about the flexible working hours provided by the company due to its current work life policy.

TABLE: 3
The organisation will be more effective and successful if employees have a good work life balance.

Particulars	Number of Respondents	Percentage
Strongly disagree	0	0
Disagree	0	0
Neither Agree nor Disagree	1	1.7
Agree	44	73.3
Strongly agree	15	25
Total	60	100



VII. FINDINGS

The major finding of this study is that the work is having a negative effect on the life of the employees and the overtime working, demands of the work, quality time of the employees is missed with their family because of work and the meetings conducted after the office hours. This study was based on four research questions that addressed the impact of three predictors, gender as a moderator, work-life balance, and work-study interface, independent variables of perceived stress and satisfaction with life. The moderating effects of gender were statistically significant on the relationships. I found a significant relationship between work-life balance of working online students and their perceived stress and between work-study interface of working online students and their perceived stress and satisfaction with life. Gender did not moderate the relationship between work life balance and satisfaction with life of working online students. There must be a proper and a flexible time that has to be adopted so that employees doesn't feel stressed about the overtime working and they can spend a quality time with their family and they can even make time to finish their family duties and commitments.

VIII. SUGGESTIONS

From the analysis of the reports through questionnaire survey it is seen that the organisation have realised the need for work life balance of employees and offers the policy and programs that concentrates on the growth of the employees and that is family friendly. Since, balancing of work and family roles is one of the key issues in the coming years, the organisation should improvise and innovate the ways to cater the employees having diverse needs and these should be the integral to core business but not the optional. There should be utmost care taken in taking decisions in adopting and implementing the policies as it impacts both employee and the organisation.

IX. CONCLUSION

Work life is all about a measure about controlling on when, where and how they work. Many factors are acting as supporting elements for employees to achieve balance between work and personal life. It can be said that Work Life Balance is a very important issue in the Human Resource Management field. Work life is all about a measure about controlling onwhen, where and how they work.

REFERENCE:

- [1]. Peter, Family Relations, Vol. 50, No.1 (jan 2001) Page 49-58.
- [2]. Wang, P. Lawler, J.J, Shi. K., Walumbwa.F., and Piao, M. (2008). Family friendly employment practices: Importance and effects in India, Kenya, and China. *Advances in International Management*, Vol. 21, pp. 235-265
- [3]. McDowell, L. (2004). —Work, workfare, work/life balance and an ethic of carel, *Progress in Human Geography*. Vol. 28, pp. 145-163.
- [4]. Human Resource Management-DR.S.S.Khanka

M.SANGEETHA, et. al. "COVID 19: Working life Balance and working from Home." *International Journal of Business and Management Invention (IJBMI)*, vol. 09(06), 2020, pp. 12-15. Journal DOI- 10.35629/8028