

# Vichaara

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## **EDITORIAL**

It is heartening to see that the ninth issue of the VICHAARA AN INTERNATIONAL JOURNAL OF MANAGEMENT has been brought out successfully. An educational journal is a platform where knowledge gets amplified and disseminated; research results and innovations are documented and unique experiences are shared for enhancement of knowledge. The design architecture of Vichaara is made in such a way that it becomes a comprehensive document to reflect the different dimensions of Management discipline. Business Research forms the core part wherein original, empirical based research papers are included. This issue comprises articles on recent issues in business world from different disciplines. These articles show a methodological way of conducting a research and presenting their findings. Findings on technology influence, cultural changes in the organizations, behavioural changes among the consumers and their expectations have been presented with relevant facts. We invite scholarly articles and research papers and write ups on robust cases. Suggestions and views from readers and scholars are solicited for the qualitative improvement of the Journal.

# A STUDY ON E-WORKLIFE AMONG WORK FROM HOME IT EMPLOYEES IN BANGALURU

*Dr. V. P. Sriram, Professor, Acharya Bangalore Business School, Bangalore*

## **ABSTRACT:**

*The COVID-19 pandemic has accelerated the adoption of remote work arrangements, with many industries implementing work-from-home policies. This study examines the e-work life experiences of IT employees during this transition, focusing on the challenges, benefits, and implications associated with working remotely. Through a comprehensive review of existing literature, this research identifies key factors that influence the e-work life of IT professionals, including work-life balance, productivity, communication, collaboration, and employee well-being. By exploring these factors, this study aims to shed light on the unique challenges faced by IT employees in maintaining a healthy work environment and personal life balance within a virtual setting. Preliminary findings suggest that IT employees have encountered both advantages and disadvantages in the e-work environment. While increased flexibility, reduced commute time, and improved work-life balance are often cited as benefits, challenges such as blurring boundaries between work and personal life, social isolation, and reduced collaboration opportunities have also emerged. Additionally, technological factors, such as reliable internet access and suitable home office setups, significantly influence employees' overall satisfaction with remote work.*

**Keywords:** *e-work life, work-from-home, IT employees, remote work, work-life balance, collaboration, well-being.*

## **INTRODUCTION:**

In recent years, the concept of remote work has gained significant traction, and the COVID-19 Pandemic has accelerated its adoption across various industries. The Information Technology (IT) sector, known for its adaptability to technological advancements, has witnessed a substantial shift towards remote work arrangements. This transition from traditional office-based work to e-work has led to significant changes in the work life of IT employees. Understanding the e-work life experiences of IT employees is crucial for both researchers and practitioners. By examining

the challenges and benefits associated with remote work, organizations can develop strategies and policies to support their employees in this new work environment. Policymakers can also use this knowledge to shape regulations and guidelines that promote the well-being and productivity of remote IT workers. This study aims to explore various aspects of e-work life among IT employees, including work-life balance, productivity, communication, collaboration, and employee well-being. It seeks to identify the specific challenges faced by IT professionals working remotely and understand the strategies they employ to overcome these challenges. Furthermore, the study aims to investigate the implications of e-work on job satisfaction, career development, and organizational outcomes within the IT industry.

### **STATEMENT OF PROBLEM**

The shift to remote work due to the COVID-19 pandemic has highlighted several problems that employees working from home, or e-work life, face. Employees who work from home often struggle to maintain a healthy work-life balance. The boundaries between work and personal life can become blurred, leading to longer work hours, higher stress levels, and a lack of time for personal activities. Working from home can be isolating, leading to feelings of loneliness and disconnection from colleagues and the broader workplace culture. Without the physical separation between work and home, it can be difficult for employees to switch off from work and take breaks, leading to burnout and exhaustion. Home environments can be full of distractions, such as family members, pets, or household chores, which can make it difficult for employees to focus on work due to Poor ergonomics, lack of movement, and unhealthy eating habits can all contribute to health concerns for employees working from home. These problems can have a significant impact on the mental and physical health of e-work life employees, as well as their productivity and job satisfaction. Employers and managers need to address these challenges to ensure their remote workers can thrive in their roles and maintain a healthy work-life balance.

### **OJECTIVES OF THE STUDY**

This research was carried out to examine E- work life among IT employees on work life balance, effectiveness productivity, organizational trust, flexibility. Moreover, the impact of demographic profile on different dimensions of e-work life is analyzed to suggest suitable policies. Different dimensions of E-work life of IT employees are examined to know which dimension is strongly influencing positively or negatively.

## **REVIEW OF LITERATURE:**

Stevenson and Wolfers (2009) investigated that depending on the interactions between work and private life work from home could be more or less favorable to overall life satisfaction. Irrespective of hours worked, employees value the flexibility of being able to work some of their hours from home, and this is also generally associated with greater over all job satisfaction. However, other than for those who work the majority of their hours from home, working from home is associated with lower satisfaction with hours worked.

A. M. Dockery and Sherry Bawa, Curtin University (2014) stated the focus on major failures and dark side of work from home, the cultural differences faced during webinars by the employees. Work from home creates a big gap in communication between superior and the subordinates.

Gajendra and Harrison, (2007) Revealed in their study that it is difficult to monitor a worker's effort at home, especially when occasionally being interrupted by private responsibilities and family members. Recent studies conducted in the USA also find a high correlation between high income levels and high-speed Internet, thus meaning that WFH is easier for relatively rich people (ChiouandTucker2020)

Crosbie and Moore (2004) found that most of the salaried tasks are performed from home. Working from home offers workers more time planning flexibility, ensuring them along-term good work-life balance. On the other side, it provides benefits for the company. Work from home is used to monitor employees' performance so that they remain productive in completing work, in addition to giving flexible time for employees.

Mokhtar (2020) stated that there are six major benefits of working from home, which are: (1) save more money and energy; (2) more family time; (3) less stress; (4) relaxed environment; (5) more productive and (6) better internet.

D. Sucharitha, identifies that working from home either has a positive effect on employee performance or has no effect at all. No negative impact has been observed. It provides better work-life balance and reduces stress level. It leads to higher job satisfaction. It has been observed



that there are more distractions at workplace in the form of meetings and colleagues as against distractions at home. Working from home is cost effective. By raising managers to employee's ratio and providing greater responsibility and rewards to employee's overhead costs can be reduced.

Shilpy Kashyap suggests that retention of women employees can be increased through flexible work options including working from home. Working from home provides positive correlation between retention management, work life balance and supportive work environment.

Rajendra Kaushik (2020) stated that more families are becoming dual income based, hence flexibility around work has become more important. Organizations can provide individuals with remote access for telecommuting, child care centers, referral programmes and employee assistance programmes. Such employee benefit programs show the organizations' intentions towards the employees and ensure loyal employee base.

Saundarya Rajesh (2015) in her paper concludes that flexible working arrangements ensures that the woman has a positive outlook towards her organization, engages in her work with more discretionary effort and also demonstrates longevity of career.

Audrone Nakrosiene, Ilona Buciuniene and Bernadeta Gostautaite (2019) in their research states that reduced communication with co-workers, supervisor's trust and support, convenience of the working place at home were found to be the most important factors impacting various outcomes. Employee productivity increase as a result of reduced time in communicating with co-workers, a suitable working place at home, and the possibility to take care of family members when working from home. Working from home also reduces absenteeism and attrition.

Nireekshan Singh Gowgi, S. K. (2015) compares manufacturing sector and IT sector in terms of work life balance. The paper observes that for the IT sector, the nature of the work itself is flexible and work from home facility are inevitable to meet the clients' demands unlike the manufacturing sector where the nature of the job is not suited for working from home.

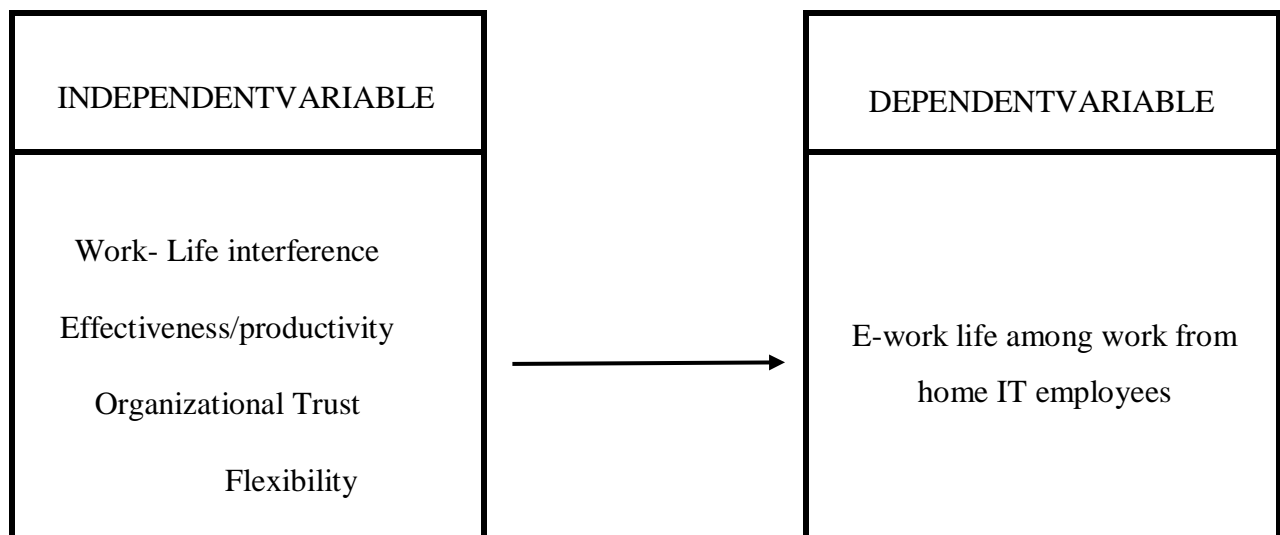
Nicholas Bloom James, Liang John Roberts and Zhichun Jenny Ying(2011):observed that performance of employees working from home was better than their colleagues working from office. But reduced face to face interaction with reporting managers and peers affected interpersonal relationships and reduces chances of promotion. It was also observed that home workers were less exhausted and had a positive attitude as compared to employees working from office. Working from home option acted as a motivating factor and reduced attrition.

Farell K (2017) identified that in terms of working from home, it is important to consider the nature of the work involved. Activities that call for more collaboration can be performed better in the office environment. Tasks that primarily require individual contribution can be performed better from home. Managing one's home life effectively is linked to effectiveness and job satisfaction in one'sworkrole.

## RESEARCHMETHODOLOGY

### CONCEPTUALFRAMEWORK

**Figure 1. Conceptual Framework**



Descriptive research design was adopted to understand the present scenario about the

mind set of marketing professionals in Bangaluru. A sample of 232 marketing professionals across different industries in Bangaluru was contacted for primary data collection. Convenient sampling method was adopted since the population is unknown.

## ANALYSIS AND DISCUSSION

The relationship between different dimensions of E-work life and overall e-work life of employees were tested using regression. The results reveals that

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.733 <sup>a</sup>	.537	.518	.707

a. Predictors: (Constant),F,WLI,EP, OT

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std.Error	Beta		
1	(Constant)	.929	.524		1.773	.079
	WLI	.308	.148	.159	2.081	.040
	EP	.127	.125	.084	1.011	.314
	OT	.779	.123	.576	6.317	.000
	F	.389	.108	.329	3.591	.001

a. Dependent Variable:Overall EWL

**Table 1. Regression**

It is found that there is a significant influence of Work life interference, effectiveness and productivity, Organizational trust and Flexibility on overall commitment. The R and R<sup>2</sup> values confirm the predictions. The regression equation is:

Overall E- work life = 0.929 (constant) + 0.308 (work life interference) + 0.127(effectiveness and productivity) +0.779(organizational trust)+0.389(flexibility). It is identified that there is no significant difference between Age and Work life interference, Effectiveness Organizational trust, Flexibility and Productivity. Moreover there is no significant between Designation with Work life interference, Effectiveness and Productivity, Organizational trust and Flexibility.

Pearson Correlation values represent there is a significant relationship between Overall E- Work life and work life interference, Effectiveness and Productivity, and Organizational trust. But there is no significant relationship between overall E-Work life and Flexibility.

## **SUGGESTION**

Based on the research findings it is suggested that the organization shall establish boundaries such as working hours and facilitate in having dedicated work space at home. Moreover the employees shall be encouraged to do little stretching exercises. The organizations shall foster opportunities for virtual social interactions among employees. This can include virtual team-building activities, online coffee breaks, or informal chat groups, helping to maintain a sense of community and reducing feelings of isolation. The organizations shall offer resources and tools to help employees manage their personal and professional responsibilities effectively. This could include time management techniques, stress reduction resources, or access to wellness programs. There shall be consideration on implementing policies such as flexible work schedules, compressed workweeks, or reduced meeting times to support work-life balance.

## **CONCLUSION**

Promoting work-life balance among work-from-home IT employees is crucial for their well-being and productivity. By establishing clear boundaries, encouraging regular breaks, maintaining regular working hours, and fostering social interactions, employers can help employees maintain healthy work-life integration. Additionally, providing resources for time management, stress reduction, and self-care can further support employees in managing their personal and professional responsibilities effectively. By implementing these strategies and cultivating a supportive work culture, organizations can enhance the overall work experience and contribute to the success and satisfaction of their remote IT workforce.

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