DIMENSIONS OF WORK FROM HOME CULTURE- A STUDY

Dr. H.M. Jha "Bidyarthi"[1] & Ku. Komal Deolal Ghyare[2]

[1]*Department of Business Administration and Research, Shri Sant Gajanan Maharaj College of Engineering, Shegaon.*

[2]*MBA, Student, Department of Business Administration and Research, Shri. Sant Gajanan Maharaj College of Engineering, Shegaon.*

Corresponding Author - Komal Deolal Ghyare
E-mail ID - ghyarekomal93@gmail.com

Abstract:

The main objective of this research paper is to acquire an understanding of participation of the employees in management. This study examined the associations of work–home culture with demographic and organizational characteristics, the use of work–home arrangements, and negative and positive work–home interaction, among 1,179 employees from one public and two private organizations. Research paper is to acquire an understanding of participation of the employees in management. Data were collected through questionnaires from different companies. Employee should be trained to ensure that the qualification and experience in the job reflects their position in managerial decision making. This can be done through formal institution and in the job within or outside the organization. Employee participation influence management decision making enhance productivity in organization. Every organization been private or public ensures that there must be employee participation, to ensure effective and efficient management of the organization.

This study examined the associations of work–home culture with (a) demographic and organizational characteristics, (b) the use of work–home arrangements, and (c) negative and positive work–home interaction, among 1,179 employees from one public and two private organizations. The research showed that about two thirds of IT employees reported an increased productivity while at WFH, making effective use of the time saved from commuting, as well as to meet increased expectations. The objective of this study therefore was to understand the effect of the WFH during the pandemic induced lockdowns on the productivity of the IT employee, particularly from the point of view of the organizational factors. Working from Home [WFH] has been rising for years, as more occupations use computers and

telecommunications, more people have reliable home Internet connections, and more families have both parents working full time. The Covid-19 pandemic accelerated this process by forcing a large fraction of the global workforce to switch to WFH at least temporarily. Compared to Working from the Office [WFO]

WFH has the potential to reduce commute time, provide more flexible working hours, increase job satisfaction, and improve work-life balance.

Historically, office settings and interactions have been key signals of culture, which is often built and reflected in the way people behave and dress and reinforced by physical settings, from open office spaces with ping pong tables to traditional offices with wood paneling and leather chairs.

Introduction:

In November 2019 a strange new virus was first noticed in Wuhan, China. It rapidly spread to various countries around the world and within a few months the World Health Organization declared it a pandemic, with the nomenclature, 'Coronavirus Disease 2019' or 'COVID-19'.

In work and employment context, social distancing policy is enforced by adopting an alternative working arrangement where employees are encouraged or even enforced to perform their work at home (work from home [WFH]), as much possible as their work nature allows. The social distancing policy has forced companies to adopt work-from-home (WFH) arrangement to maintain business sustainability amidst both health and economic crises. Home working enables more agility and flexibility in working arrangements. With employees no longer tied to an office, they may be better placed and more willing to work flexible hours such as earlier or later in the day or even at weekends. This may help you meet certain business needs eg if you are trading with customers residing in a different time zone.

Working from home might not be suited to everyone's personality or ability. Some employees might prefer the routine and structure that working in an office environment provides them. Some staff may prefer personal interaction with colleagues and also find face-to-face guidance with their manager extremely beneficial in helping them complete tasks and achieve their goals. You also need to be mindful of employees with a disability. Working from home may have a negative impact on the support they need to do their job. Working from home may also not fit in with everyone's home-life eg some people may have young children that may

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be unaware of boundaries and cause interruptions during the working day. Others may not have the physical space required to create a suitable dedicated working area. In support of this view stated that decision making is one of the crucial activities of management. Further stated that the necessity to the decide in the everyday pre-occupation of management of organization whether small enterprise or multi-national corporation.

In today there exist in organization some forms of Interaction which to a large extent influence the behavior of the people who work in this organization. Manager and employee in time interact in their bid to carry out their organization activities and goals.

Literature Review:

Oettinger 2011 : A study of US employees working from home in all industries found that by 2000 the number of employees working from home almost doubled. This was especially true amongst jobs that relied on information technology.

Waters- Lynch 2020: The author also found that this increase was largely driven by the fall in costs of working from home. In a 1989 article in the Wall Street Journal, management guru Peter Drucker stated that all the basic infrastructure was available for knowledge work to move from offices to the residences of employees.

De Simon et al: A large portion of the literature revealed the negative effects of the interference between work and family on individual and organisational outcomes, such as reduced job and life satisfaction, augmented physical and psychological strain and turnover intentions **Frone** .

Objectives:

The purpose of the study will be as follows:

1. To identify dimension such as stress and depression, effectiveness and attitude of employee.
2. To study the impact of stress and depression on employee performance.
3. To suggest effective technique for maintaining the healthy conditions in work from home.

Research Methodology:

Research Methodology is the specific procedure or technique used to identify select process and analyze information about the topic is called as research methodology.

Limitations:

1. Study area is narrow, so finding would differ in other area.
2. In research quantity of variable is more.

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3. Sample size is 100.

Conclusion:

Dimensions of work from home culture Study Stated that Research make it evident that the once desired, highly favorable, WFH has not proved to be one of the best options for majority of Hong Kong workforce. Interest in WFH remains, but not in its current form. Better guidelines and policies from the government should be in place to properly regulate and make WFH feasible. One area of policy where planning and implementation is an absolute necessity is guidance into adapting to remote online work. The decision to suspend in-person meetings and working was implemented swiftly, but without any guidance, of how to do so. Workers are unaware about what WFH entails and lack resources required for this change, like software, access to official documents and proper working space. Flexible working arrangements can be a great way to balance work and personal life.

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