

A Comparative study on Remote working of Employees

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Submitted: 05-06-2022

Revised: 17-06-2022

Accepted: 20-06-2022

ABSTRACT

This research mainly gives the insight of the Employees working from Work from Home (WFH) and Work from Office (WFO) during and after the COVID-19 pandemic outbreak. The study is illustrative in nature with a proper survey method. The data was collected successfully with the help of the survey method. Questionnaire method was used as a survey which was self-made. It is based on questions on the information of the employees, their current work scenario, work conditions during the pandemic, challenges in the organization, challenges of working from home etc. It also has the employees preference of WFH versus WFO. It also states certain pro's and cons of Work from Home and Work from Office.

Keywords : Employees, Work from Home, Work from Office, Organization, Covid-19

Objectives

1. The general objective of this research paper is to understand the advantages and disadvantages of Work from Home and Work from Office.
2. To analyze the preference of the Employees working in the organization between Work from Home and Work from Office mainly after the Covid 19 outbreak.

I. INTRODUCTION

Due to the Covid 19 outbreak, many organizational changes took place in the firms in order to continue the work in the smooth and effective way. Many of the organizations adopted Work from home policy for the employees to work from their home safely during the pandemic period. This helped the organization to continue their work and achieve their desired goals and on the other hand it also helped employees to work from their home safely and also earn properly. Some companies were working in a Hybrid mode it means they were working from home for some days in a week and they were working from office for some days in a week. Some organizations such

as hospitals, banks or other government institutions were working from office only in the pandemic period also as they were the employees coming under essential services. Before the pandemic situation work from home was not used effectively in many of the organizations. Work from home was rarely offered to the employees before the pandemic. But when covid 19 hit the nation, there was no other option left with the organizations other than to ask the employees to work from home.

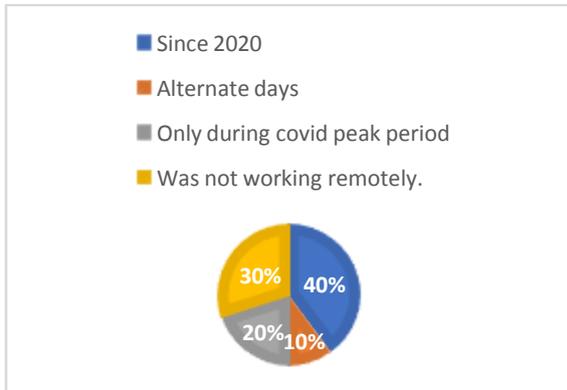
Research Methodology

This study is based on quantitative research method. The study is descriptive and illustrative in nature. The research was conducted with the help of questionnaire. The questionnaire was self-made via google forms and was filled by different employees working in different types of organization. With the help of data collected, proper analysis and judgement was made.

II. DATA ANALYSIS AND INTERPRETATION

1. Approximately how many days in a week over the past year have you been remotely working?

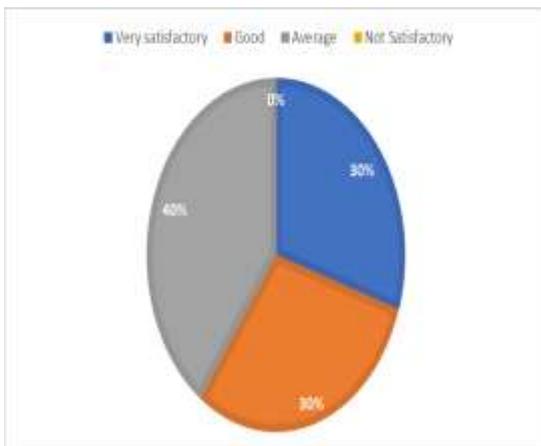
Since 2020	40%
Alternate days	10%
Only during covid peak period	20%
Was not working remotely.	30%



From the above analysis, it states that 40% of the people are working remotely since 2020.

2. How would you rate your job satisfaction while working from home?

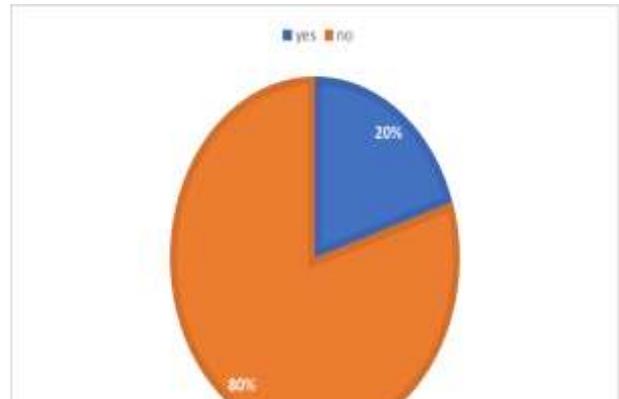
Very satisfactory	30%
Good	30%
Average	40%
Not Satisfactory	0%



From the above analysis, it states that 40% of the people have average satisfaction from work from home.

3. Did you work remotely before Covid-19?

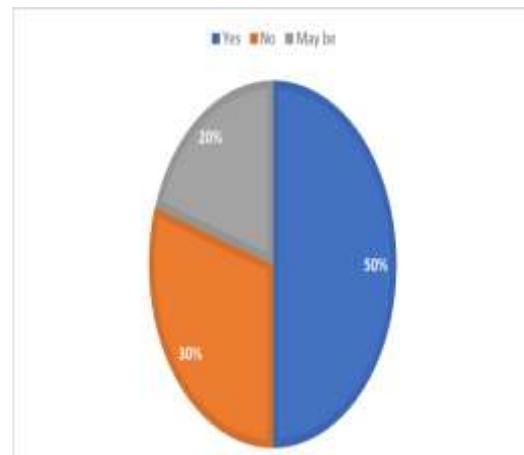
Yes	20%
No	80%



From the above analysis, the study says that 80% of the people were not working remotely before Covid-19.

4. Do you feel there is adequate communication from your teammates and team leaders while Work from home?

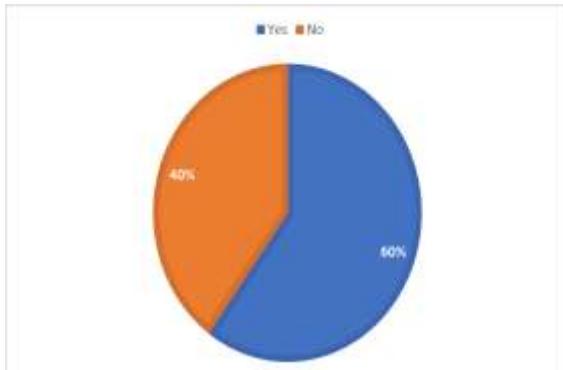
Yes	50%
No	30%
May be	20%



From the above analysis, it states that 50% of the people feel that there is adequate communication from the teammates and team leaders while Work from home.

5. Do you feel you have a good work life balance ?

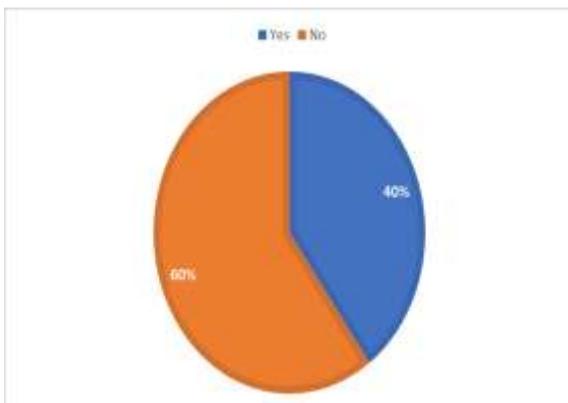
Yes	60%
No	40%



The above analysis states that 60% of the people feel that there is a work life balance.

6. Do you have a separate and a suitable space at your home for your work ?

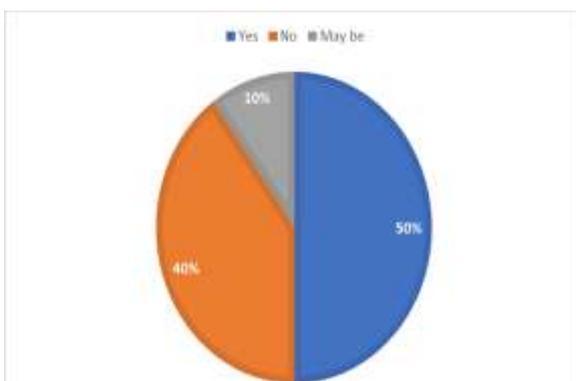
Yes	40%
No	60%



The above study states that 60% of the people do not have a separate and a suitable space at your home for your work.

7. Do you feel as productive at home as you are at the office?

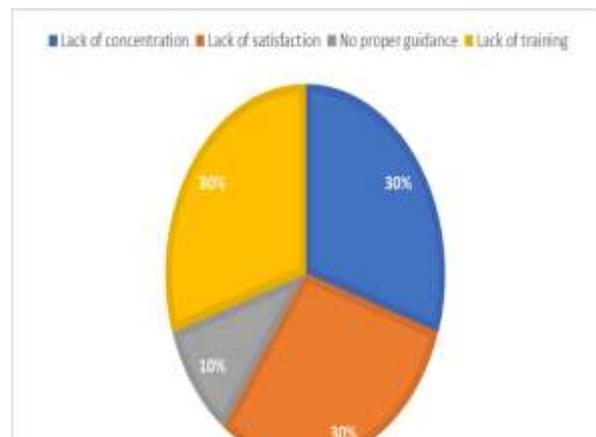
Yes	50%
No	40%
May be	10%



The above analysis states that over 50% of the employees feel as productive at home as you are at the office

8. What is your biggest WFH struggle?

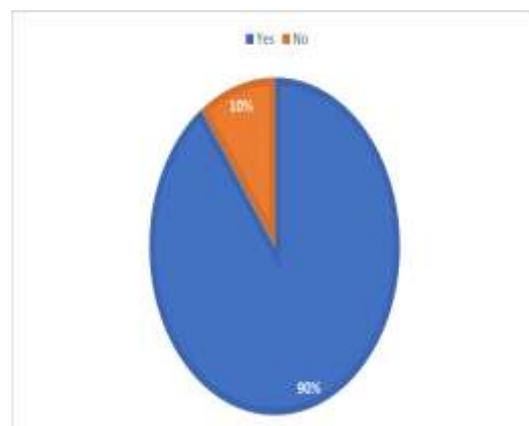
Lack of concentration	30%
Lack of satisfaction	30%
No proper guidance	10%
Lack of training	30%



From the above analysis the study says that 30% of the employees feel that Lack of concentration is the biggest WFH struggle, 30% of the employees feel that Lack of satisfaction is there biggest WFH struggle and 30% of the employees feel that Lack of training is there biggest WFH struggle.

9. Do you have all the tools and equipment's needed to fulfil your job role?

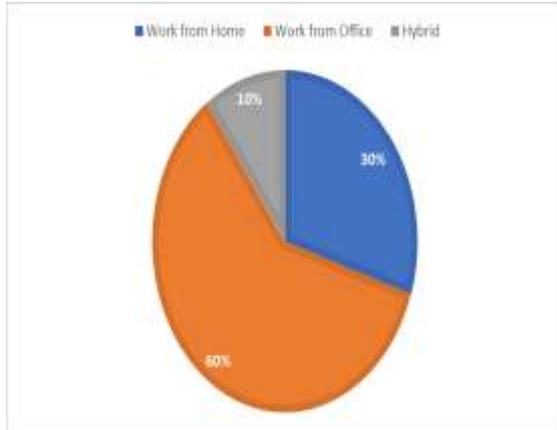
Yes	90%
No	10%



From the above analysis, the study says that 90% of the employees have all the tools and equipment's needed to fulfil their job role.

10. Which work mode do you enjoy the most?

Work from Home	30%
Work from Office	60%
Hybrid	10%



From the above analysis, the study states that 60% of the employees enjoy the Work from Office mode the most.

III. CONCLUSION:

The main intention to study this topic was to understand the remote working conditions in different companies and to also understand the employees perspective with these remote working conditions. Each coin has its two sides. In the same way remote working condition also has its own advantages and disadvantages. Therefore, the study showed the challenges and opportunities faced by the Employees while working remotely during the Covid 19 pandemic and thereafter also.

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