



## A STUDY ON IMPACT OF WORK FROM HOME AMONG WORKING PEOPLE IN CHENNAI CITY

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### **Abstract**

*As per the research, the study tries to explain the impact of work from home among working people in Chennai. The concept of work is defined as the practices that concretize and it gives the frame work by placing, maintaining & challenging cultural categories of the work depending upon the individual had. The research is done to find out essential things that motivate the worker to work from home which are influenced by various demographic factors which show the working behaviour and preference. Research design was adopted and the data collected through primary source.*

**Key words:** *Work from home, work-life, flexible time etc.*

### **Introduction**

In current scenario work from home concept is essential for the employees in an organisation. It gives flexible time for the employees to accomplish their given tasks during a day. Work from home is having the reliability of work done through online which helps the employee as well as the worker to complete their desired work on time. Work from home is a wonderful tool for many organisations to satisfy with their project accomplishments. Today the internet service has grown rapidly which provides the workers with in numerous services which make them comfortable working online. The advancement and the latest technology have made the internet more popular and easy accessible.

### **Objectives**

- To study the demographic characteristics of employees.
- To study the motivational factors that influence employees' intention to work from home.

### **Limitation of the Study**

- The present study is restricted only to the Chennai city.
- The research constraints only with sixty sample size.

### **Research Methodology**

This study is descriptive in nature and mainly based on primary data. The total 60 sample selected for the study from Chennai city through random sample method. A questionnaire was framed to collect the primary data and data so collected was analysed with the help of simple statistical tools. The result was presented and interpreted as per the data obtained from survey. The samples have been collected during April 15 to May 5 with the Questionnaire distributed to the respondents through Google from where they have much access of Technology at Chennai city. Nearly sixty Samples have been collected to study the views of employees among work from home.

### **Data Analysis and Interpretation**

Analysis and interpretation of first hand data act as an essential step in the research process. The aim of the analysis is to organize, classify and summarize the collected data so that they can be better



comprehended and interpreted to give answers to the questions that triggered the research. Interpretation is the search for the broader meaning of findings. Analysis is not fulfilled without interpretation; and interpretation cannot proceed without analysis. So, both are interdependent.

### Descriptive Analysis on Sample

Percentage analysis is one of the statistical measures used to describe the characteristics of the sample or population in totality. Percentage analysis involves computing measures of variables selected of the study and its finding will give easy interpretation for the reader.

The term analysis refers to the computation of certain measure along with searching for patterns of relationship that exist among data group. Interpretation is a search for broader meaning of research findings.

### Analysis and Interpretation

#### Simple Percentage Analysis

Simple percentage method refers to specified which is used in making comparison between two or more series of data. The follow formula can be used for calculating simple percentage.

$$\text{Simple percentage} = \frac{\text{No. of Respondents}}{\text{Total No. of Respondents}} \times 100$$

**Table No.1 Demographic Profile of the Respondents**

| Particulars   | No .of Respondents | Percentage (%) |
|---|--------------------|----------------|
| <b>Age of the Respondents</b>                       |                    |                |
| Below 25  | 15                 | 25%            |
| 26-35   | 1                  | 1.6%           |
| 36-45   | 19                 | 31.7%          |
| 46-55   | 25                 | 41.7%          |
| 56 and above  | 0                  | 0%             |
| <b>Total</b>  | <b>60</b>          | <b>100%</b>    |
| <b>Educational qualification of the respondents</b> |                    |                |
| UG  | 20                 | 33.3%          |
| PG  | 0                  | 0%             |
| PhD   | 1                  | 1.7%           |
| Others  | 39                 | 65%            |
| <b>Total</b>  | <b>50</b>          | <b>100%</b>    |
| <b>Gender</b>                                       |                    |                |
| Male  | 33                 | 55%            |
| Female  | 27                 | 45%            |
| <b>Total</b>  | <b>60</b>          | <b>100%</b>    |
| <b>Occupational level of the respondents</b>        |                    |                |
| Government  | 4                  | 6.7%           |
| Private   | 18                 | 30%            |
| Business  | 11                 | 18.3%          |
| Others  | 27                 | 45%            |
| <b>Total</b>  | <b>60</b>          | <b>100%</b>    |



| <b>Income level of the respondents</b> |           |             |
|--|-----------|-------------|
| Below 5000                             | 12        | 20%         |
| 5000-10,000                            | 25        | 41.7%       |
| 10,001-20,000                          | 14        | 23.3%       |
| Above 20000                            | 9         | 15%         |
| <b>Total</b>                           | <b>60</b> | <b>100%</b> |
| <b>Type of family</b>                  |           |             |
| Joint Family                           | 13        | 21.7%       |
| Individual Family                      | 44        | 73.3%       |
| Others                                 | 3         | 5%          |
| <b>Total</b>                           | <b>60</b> | <b>100%</b> |

**Source: Primary Data Sample Size: 60 Respondents**

**Weighted Average Method:** Overall ranking given with regards to the various motivational factors that influence.

**Table2: Ranking through weighted average for Work from Home**

| Particulars               | Yes | No | Weighted Average | Weighted Score | Rank |
|---------------------------|-----|----|------------------|----------------|------|
| Happy                     | 45  | 15 | 105              | 35             | 4    |
| Comfort & Flexible        | 46  | 14 | 106              | 35.33          | 3    |
| Family Cooperation        | 52  | 8  | 112              | 37.33          | 1    |
| Balance Work Life         | 45  | 15 | 105              | 35             | 4    |
| Overtime on Holiday       | 33  | 27 | 93               | 31             | 8    |
| Quality time with Family  | 36  | 24 | 96               | 32             | 7    |
| Stress in this period     | 37  | 23 | 97               | 32.33          | 6    |
| Agree with Work from Home | 49  | 11 | 109              | 36.33          | 2    |

**Chi- Square Test**

Chi- Square Test enables the researcher to find out the divergence between the expected and actual frequencies is significant or not. The following formula can be used for calculated Chi- Square Test.

**Table 3: Significant Relationship Between the gender & Balance both Work & Life during work from Home**

Null Hypothesis: There is no associate between Gender of Respondents & balance both work & Life.

| <b>Table 3(a):Cross tabulation between gender &amp; Balance both Work &amp; Life during work from Home</b> |        |                          |     |       |
|--|--------|--------------------------|-----|-------|
|  |        | Count                    |     | Total |
|  |        | Balance both Work & Life |     |       |
|  |        | No                       | Yes |       |
| gender of Respondents  | Female | 9                        | 18  | 27    |
|  | Male   | 9                        | 24  | 33    |
| Total  |        | 18                       | 41  | 60    |



**Table 3(b): Cross tabulation between gender & Balance both Work & Life during work from Home**

|                    | Value              | df | Asymp. Sig. (2-sided) |
|--------------------|--------------------|----|-----------------------|
| Pearson Chi-Square | 1.611 <sup>a</sup> | 2  | .447                  |
| Likelihood Ratio   | 1.986              | 2  | .370                  |
| N of Valid Cases   | 60                 |    |                       |

a. 2 cells (33.3%) have expected count less than 0.05. The minimum expected count is 0.45. From the above table Chi-Square value 1.611 and P value 0.447, which is greater than 0.05, Hence Null hypothesis, can be accepted at 5% level of significance.

**Table 4: Significant Relationship between the Type of Family \* Family Members Co-operate at Work & Life during work from Home.**

Null Hypothesis: There is no associate between Type of Family and Family Members Co-operate during work from Home.

| <b>Table 4(a): Cross tabulation between Type of Family and Family Members Co-operate during work at home.</b> |                   |                           |     |       |
|---|-------------------|---------------------------|-----|-------|
| Count   |                   |                           |     |       |
|   |                   | Family Members Co-operate |     | Total |
|   |                   | No                        | Yes |       |
| Type of Family  | Individual Family | 12                        | 32  | 45    |
|   | Joint Family      | 4                         | 9   | 13    |
|   | others            | 3                         | 0   | 3     |
| Total   |                   | 19                        | 40  | 60    |

**Table 4: Significant Relationship between the Occupation \* Quality of time spent during work from Home**

Null Hypothesis: There is no associate between Type of Family \* Quality of time spent during work from Home

| <b>Table 4: Occupation * Quality of time spent Cross tabulation</b> |            |                       |     |       |
|---|------------|-----------------------|-----|-------|
| Count   |            | Quality of time spent |     | Total |
|   |            | No                    | Yes |       |
| Occupation  | Business   | 4                     | 7   | 11    |
|   | Government | 2                     | 2   | 4     |
|   | Others     | 10                    | 17  | 27    |
|   | Private    | 6                     | 12  | 18    |
| Total   |            | 22                    | 37  | 60    |



From the above table Chi-Square value 2.687 with p value 0.847 which greater than 0.05 since null hypothesis accepted at 5% level of significance.

### Findings

Majority of the respondents are between the age group of 46-55 years. Most of the respondents are Male and are working in private concern. Highest no. of the respondents are others and Undergraduates. The Income limit of the respondents is having highest response in income between Rs.5, 000 to Rs.10, 000. Chi-Square value 1.611, P value 0.447, which is greater than 0.05, Hence Null hypothesis can be accepted at 5% level of significance. Chi-Square Value 7.166, P value 0.127 which is greater than 0.05 since Null Hypothesis accepted at 5% level of significance. Chi-Square value 2.687, p value 0.847 which greater than 0.05 since null hypothesis accepted at 5% level of significance. It is concluded that there is no significant relationship between age and Psychological factors that influence the employees in Chennai city. It is found that there is no significant relationship between the income status and. The weighted average clearly shows that the respondents are highly satisfied with the family cooperation on work from home, whereas they feel very comfort with the work from home in nature.

### Conclusion

Now a days Work from home plays a major impact in life of the employee as well as the employer. It created a comfort zone of work life balance among employees in this pandemic period and the people believe in the utmost good faith about the work environment and they adopted the life with changes in this period. Moreover the needs and wants of the employee and employer is satisfied in this pandemic period. The people enjoy the work from home environment rather than the office environment. In Work from Home the employees are having the balanced life of work, it motivate the employees to work hard rather than work done in Office environment and it create employee retention in an organisation.

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