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The study of recent trends in HR in relation to WFH and its factors with special reference to Mumbai

Abstract

The study shows how attitudes and experiences around Work from home vary widely and are impacted by a number of variables, including age, gender, industry, income, and workplace policies. While many people see advantages in terms of productivity and work-life balance, there are drawbacks as well as different levels of satisfaction, which suggests that distant work practices need to be continuously improved and adapted.

Keywords: WFH, Benefits, Challenges

Introduction

The methods and strategies used by businesses to satisfy employee needs, enhance the value of the company, and match certain tasks with market demands are influenced by trends in human resources (HR). Many HR departments adjust their procedures to improve the company and employee experiences as industries and society change. HR professionals may find it beneficial to learn about these trends if they wish to boost the effectiveness and value of their companies. Both companies and employees are still very interested in learning about remote work and mixed work schedules. The desire of the workforce to work in-person or remotely is growing, and this preference does not necessarily coincide with the needs or preferences of employers. Options for remote work provide advantages like increased output and fewer vacation time, but they can also have disadvantages like decreased engagement and connection.

In order to satisfy on-site business objectives and accommodate employee wants and preferences, several employers have devised techniques. The term "work from home" (WFH) describes a formal setting in which staff members conduct their work remotely, usually from the comfort of their own homes. This culture has spread more widely, particularly as a result of technological developments that make it possible to collaborate and communicate easily across large distances.

Review of Literature

Go (2016) noted that during webinars, employees encountered cultural differences and a focus on significant failures and the negative aspects of working from home. There is a significant communication gap between superiors and subordinates when work from home is involved.

Martha Giles, Lee Stadlander, Lori La Civita, and Amy Sickel (2017) By establishing a physical boundary by time or space between their work and family home areas, virtual workers may enjoy greater job satisfaction. Employers may help new hires establish a safe and secure work environment and take better care of themselves by being aware of the demands of virtual workers. This could lead to increased job satisfaction and productivity. By creating virtual communities, employers may be able to lessen the feelings of isolation that online faculty members face.

Chung-Yan (2006) People who choose to work from home (WFH) in response to a pandemic, for example, adapt to changes in their surroundings and benefit most from things like lowering their risk of getting COVID-19 Many academics and HR professionals have been considering ways to implement flexible work arrangements (FWAs), such work from home (WFH), as a more suitable mode of working in the light of the recent coronavirus outbreak.

Objectives

1. To know the factors relating to work from home
2. To survey respondents and understand the benefits and challenges of working from home.

Research Methodology

Research Design: Descriptive design

Sample Size: 100 respondents

Sample techniques: Cluster cum Convenience

Tools used: A structured Questionnaire is used

Techniques of Analysis: Percentage and Mean

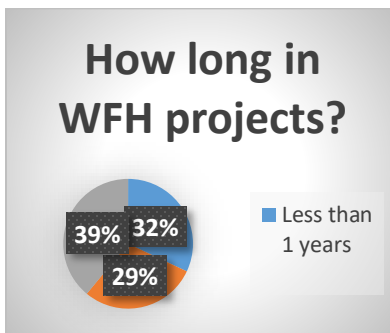
Data Findings

Age	18-30 years	44
	31- 40 years	34
	41 to 55 years	22
Gender	Male	67
	Female	33
Kind of WFH	Contractual	35
	Permanent	45
	Shifting based	20
Sector	IT	29
	Service sector	24
	Accounts and Finance	25
	Data Entry	22
Income	Less than 2 lakhs	35
	2 lakhs to 5 lakhs	23
	5 lakhs to 10 lakhs	39
	More than 10 lakhs	3

The information supplied provides insights on the characteristics, inclinations, and experiences of people who work from home (WFH) in a number of ways. The majority of those questioned are between the ages of 18 and 30, with a somewhat higher percentage of men. Permanent work-from-home agreements are more common than contractual or shifting arrangements. Professionals in the service sector are the next largest group of WFH workers, after the IT sector. There is a wide variety of earners in the WFH cohort, as evidenced by the large percentage of incomes falling between 5 and 10 lakhs. In terms of duration, a considerable proportion of workers have been working remotely for over two years, indicating a notable trend towards remote work preceding even the current global events.

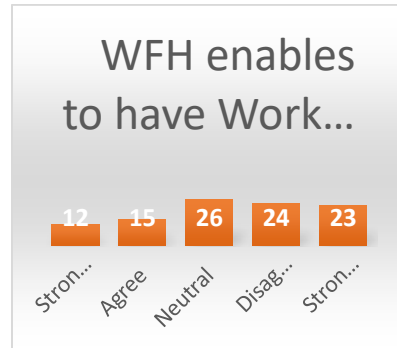


1. Length of service in WFH projects



Length of time that people have been working from home (WFH). The survey results indicate a heterogeneous distribution of respondents: 32 had less than a year of work-from-home experience, 29 had worked remotely for one to two years, and a slightly larger cohort of 39 had more than two years of WFH experience.

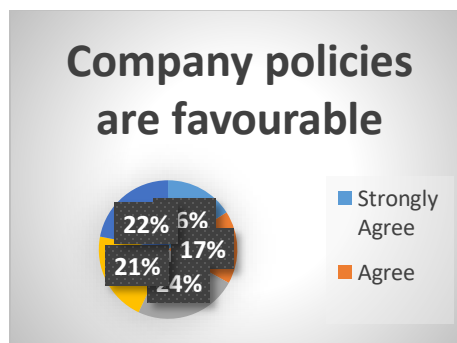
2. WLB in WFH



Of those polled, a sizable fraction were neutral; 26 respondents said they neither strongly agreed nor disagreed with the remark. This indicates that a sizable portion of respondents are unsure or have conflicting opinions on how well WFH encourages work-life balance.

The distribution of the other response categories is also rather uniform. A significant cohort of respondents—47 in total—either disagreed or strongly disagreed with WFH's perceived negative impact on work-life balance, while 27 respondents agreed (combining "Strongly Agree" and "Agree"), indicating a positive perception of WFH's impact on work-life balance.

3. Company Policies with respect to WFH



There isn't a clear consensus among those polled on this matter; answers vary widely within the categories. While a total of 33 people agreed with the statement (16 "Strongly Agree" and 17 "Agree"), indicating that they thought the company's policies promoting WFH were good, a similar amount (43 people) disapproved or strongly disagreed.

According to the comments, a sizable segment of people are either neutral or disagree that the company's practices are favorable to WFH. This shows that although some workers believe their company's rules encourage remote work, others can think the policies are insufficient or deficient in some other way.

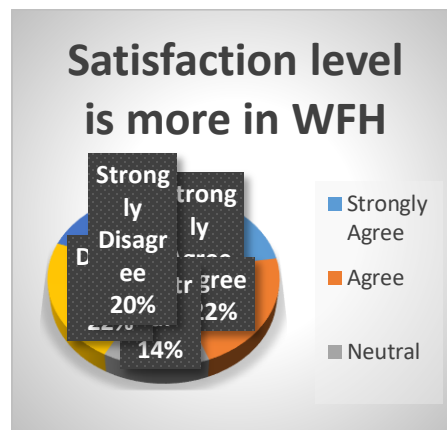
4. Productivity enhancement



There is no clear dominating consensus among those surveyed, and there is a substantial range in responses. Although a total of 28 respondents agreed with the statement (13 "Strongly Agree" and 15 "Agree"), indicating that they thought WFH had a beneficial effect on productivity, a significantly higher proportion (51 respondents overall) disapproved or strongly disagreed.

According to the responses, a significant percentage of people either feel neutral or disagree that working from home makes them more productive. This implies that perspectives regarding whether remote work arrangements help or hurt employee productivity are split.

5. Overall Satisfaction is more

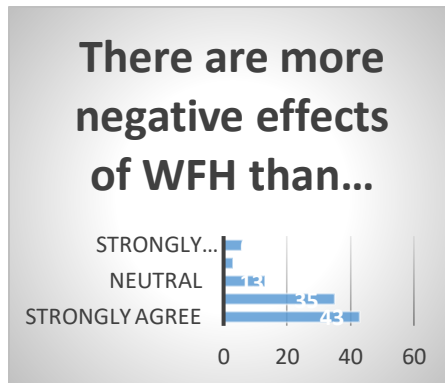


There is no definite agreement among the respondents regarding whether overall satisfaction with WFH is higher. Although a total of 45 respondents agreed with the statement (23 "Strongly Agree" and 22 "Agree"), suggesting that WFH has a positive effect on overall satisfaction, a similar proportion objected or strongly disagreed (43 respondents in total).

According to the statistics, there is a significant proportion of people who either feel neutral or disagree with the idea that WFH raises overall contentment. This suggests that there is a lack of consensus and a range of viewpoints regarding the degree of pleasure related to remote work

arrangements.

6. There are more negative effects in WFH



Of the 78 respondents, the majority (43 "Strongly Agree" and 35 "Agree") stated that they think meetings in the WFH arrangement have really increased boss monitoring. This indicates that there is a general belief among those polled that supervisors are keeping a closer eye on employees who work remotely, probably because of the increased usage of virtual meetings and communication tools.

There are a lot of reasons for the comparatively large percentage of responders that agree or strongly agree with this statement. Supervisors may believe that, when employment shifts toward remote labor, they must stay in closer communication with their teams in order to guarantee output, track job progress, and offer the required support and direction. Reaching these goals may be done easily and effectively using virtual meetings.

Conclusion

Views on how people perceive WFH are not all the same. While a sizable number expresses agreement or even disagreement that WFH promotes productivity and work-life balance, a considerable percentage also expresses indifference. This disparity implies that people may have had different experiences or may have encountered difficulties adjusting to remote work settings. It's interesting to note that while a significant number of respondents concur that work policies support WFH, a sizeable fraction express disagreement or neutrality, suggesting that this area of remote work arrangements still needs development.

Overall satisfaction with WFH is not uniform, with a sizeable percentage indicating high agreement and a noteworthy proportion expressing neutrality or disagreement. This implies that although working from home has its advantages, there are some areas that can require adjustment in order to improve satisfaction overall. notably, viewpoints on more oversight from superiors

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