

**WORK LIFE BALANCE OF WORKING FROM HOME WOMEN
EMPLOYEES OF IT SECTOR**

REPORT ON PROJECT

Submitted By

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In partial fulfilment of the requirements for the award of the degree of

Master of Commerce with Computer Applications

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DEPARTMENT OF COMMERCE

**AVINASHILINGAM INSTITUTE FOR HOME SCIENCE AND HIGHER
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CERTIFICATE

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DEPARTMENT OF COMMERCE

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This is to certify that the project entitled

**“WORK LIFE BALANCE OF WORKING FROM HOME WOMEN EMPLOYEES
OF IT SECTOR”**

is a bonafide record work done by

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DECLARATION

DECLARATION

We hereby declare that this project work entitled “**WORK LIFE BALANCE OF WORKING FROM HOME WOMEN EMPLOYEES OF IT SECTOR**” submitted to Department of Commerce, Avinashilingam Institute for Home Science and Higher Education for Women, Coimbatore, in partial fulfilment of the requirements for the award of the Degree of Master of Commerce with Computer Applications is the record of the original project work done during the period of study, under the supervision and guidance of **SUPERVISOR Mrs. O. MATHUTHRA M.COM(CA), M.PHIL., (Ph.D.)**, Teaching Assistant, Department of commerce.

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INTRODUCTION

CHAPTER I

1.INTRODUCTION

The perception of the workstation is flowing from thoughts of a physical location to a state of awareness. Physical location of employed place have been regularly behind their position owing toward to the development of IT employees. Remote working has raised the idea of employed in an apprehension where the workers do not have to exchange to a central and single place of work. It is also known as outworking and also distant work. The improvement in information and statement skills is very easy to complete their jobs outside of the workstation because of good internet connectivity as well as reasonable price, more user friendly computers, laptops and other similar gadgets. The working from home easier than others, as well as viable to perform tasks and possible reduced the employer costs of providing such as other activities.

Work life balance is about preserving, preventing and strengthening the work and life . The present globalized world makes the employees like busy bees who are loaded with multiple roles such as employee, mother, spouse etc.

e and grandparent. The change in the family system namely nuclear family makes the work life balance a challenging one for the workers. Taking care of their children, meeting the parent's health needs, fulfilling the desires of the family members, etc have become difficult and challenging for the employees during remote working.

Similarly, the increasing work load and expectations from the management make the employees to spend more time to involve in office work even after office hours. They continue to sit with the laptops and other gadgets even after the working hours, this may affect her physical and mental health conditions and her family too. It is possible and supported by the present technological advancements like email, telephone and other social media, which connects the employee and involves her in the work during her personal hours. Thus there is a spill over of the family responsibilities for work or work responsibilities for family which are to be taken care and managed accordingly. The -disagreement to the balance the work and family will lead to stress and depression, which will influence the employee's personal life and work life.

1.1 REMOTE WORKING

Remote work is the practice of working outside of the traditional office, both in a temporal (time) and a spatial (location) sense. It is separated the practice into two distinct definitions: Working from home and working from anywhere.

1.1.1 Working from home

Working from home as defined by Choudhury, et al. (2019) as working within a certain distance from the corporate office, this does not necessarily mean that the person is working out of their own home but for most workers that is the case. The important aspect to consider here is that working from home provides temporal flexibility, meaning that the worker chooses their working hours more flexibly. Additionally, it removes the need for commuting and reduces sick days.

1.1.2 Working from anywhere

The difference between working from home and working from anywhere is the geographical flexibility of working from anywhere. In addition to choosing their own hours, the worker also chooses where they work from, without any constraints and with very limited physical presence at the office (a few times per year). This allows workers to select an area with lower costs of living or one that suits their specific needs.

1.2 WORK FROM HOME AND WORK FROM OFFICE

Work From home or WFH is a concept where the employee can do his or her job from home using company approved assets, policies and tools. Work from home gives flexible working hours to the employee as well as the job for the employer is done with ease. Where work from office is the workspace where the employee should work in the office, he or she must be physically present in the office; here the employee must work in the scheduled time as they are allotted, there will not be flexible work time as like in the work from home.

1.3 WOMEN AND WORK FROM HOME

Women may be more likely to want to work from home than men. They've also had a harder time doing so, reporting higher rates of stress, depression, and sheer hours worked —

especially if they have kids. This paradox is a result of women trying to do the best thing for their careers while also navigating an unfair role in society and at home. In other words, women need more flexible work arrangements, because women have more to do.

While the ability to work from home has been a godsend for working parents who were able to keep their children and jobs safe during the pandemic, it's also exacerbated deeply ingrained gender inequality. Too often a crying toddler makes a cameo on a mother's Zoom call and not a father's. In a spare moment, women turn over the laundry while men don't. Day-to-day scheduling, schooling, as well as decisions about their family's health amid a global health crisis disproportionately fall to women.

And that's only talking about women fortunate enough to be able to work from home — typically knowledge workers, whose relatively high-paying jobs have also afforded them a measure of physical safety. For many women, working from home isn't an option at all. Women who have to work outside the home and care for children, especially without a partner at home, have to face a whole different set of challenging, and dangerous, circumstances.

1.4 MERITS OF WORK FROM HOME:

Working from home has been in the hype lately, which didn't exist decades back. Most firms are technologically sound and are welcoming this step as an effective measure to so many things. To many people 'Work from Home' is still an alien term, who either do not know what it is and why it is implemented or its whole lot of benefits.

When we talk about women folks, it brings in even more benefits and joy to them. I am going to list the benefits of working from home for women in particular, and how to implement it successfully.

1.4.1. Less distractions, more focused – You do not have anybody around who distracts you by conversations, phone calls, gossips, crowd, and so on. Your home gives you the silent environment where you can give your hundred percent. If you have kids and/or a joint-family, you must reserve certain hours at the most suitable time. This should be in a separate room where people are not allowed to enter till you are done with your work.

1.4.2. Minimized commute – You do not have to wake-up early so as to get ready and drive all the way through your workplace. This will save your petrol expenses as well, that would have otherwise asked you spend lots of bucks.

1.4.3. Increased productivity – Since you have saved a lot of time (2 to 4 hours, bothway) in dealing with the heavy traffic, you may actually invest that time doing work at home. You may also start utilizing that time in doing other household work such as cooking and cleaning.

1.4.4. Utilize your breaks better – You may consume your tea-time or coffee-time breaks with something even more relaxing, such as a ten-minute power-nap, or dancing, or playing your favourite musical instrument, or a brisk walk. The possibilities are countless. You will notice a significant improvement in the area of work you do.

1.4.5. Low expenses – It is not just about saving your money on petrol but also while buying a coffee or a lunch for yourself. Since, when you are at home you will cook food, and it obviously saves a lot of money. Even employers are at benefit if they allow their employees the option of work from home because they do not have to arrange commute for them. Lease, water, coffee, electricity, furniture, office supplies, etc. are other kinds of expenses that the employer can save. This is the reason why many employers hire freelancers as well, other than their regular employees.

1.4.6. Work-home balance – This is beneficial particularly for women who have kids and other family members to take care of. It is also possible that they do not live in the remote area and where the transportation isn't easily accessible. They are free to work during the most convenient time, like when everyone sleeps, or when kids go to school, and so on.

1.4.7. Lesser stress – Whether you work in a rotational shift or not, you have to give those fixed working hours to your workplace. It would be less stressful if you consider working from home because you do not have to put on stress about those scary deadlines. You now have whole 24 hours period where you may adjust your work in separate time-frames.

1.4.8. Work anytime, any place independently – Working at home does not literally imply that you have to design your home exactly as work space you get in your office. It could be at

your relative's place, a cafeteria, or a hotel room that you booked in order to hang out with your buddies. Since you need just a high-speed internet connection, a laptop having good processing speed and an operating system, you are for sure good to go.

1.4.9. No (sick) leaves – It is estimated that nearly 78% of the employees who go for unscheduled sick leaves usually deal with stress or personal issues. This costs the employers about \$1,800 per employee per year in the United States. Working from home reduces the likelihood of such kinds of leaves, hence reducing the employers' cost as well. This is because even those who are actually medically sick, or even who have had surgery recently, can adjust their time in such a way that their work is being done in some manner. Think about expecting mothers who take sick leaves in-between at several occasions. They can have this option of working at home as well, without worrying about so many leaves they -might take and affecting the organization in any way. This is the key reason why women opt for not being a regular employee and enjoy as a freelancer these days.

1.4.10. Avoid office politics/gossips – Terms like office politics and gossips aren't cup of tea for everyone and each one of us does not feel comfortable if it is too much inside an organization. The best bet to this is start working at home and you no longer have to care what sort of mind-mess most people get involved in.

1.5 Demerits of work from home:

Before you decide to make the switch and become a 100% remote worker, it's important to think through how working from home can impact you and your entire family. While it can be great, consider these drawbacks before committing to it full-time.

1.5.1. It gets lonely

Gone are the impromptu coffee breaks with colleagues, afternoon walks around the building, or lunches out. When working remotely, your access to coworkers is drastically reduced. While this may improve your productivity, as it decreases interruptions, it can also make for monotonous days. Some ways to combat your increased isolation include scheduling lunch dates with colleagues or friends, joining social groups like book clubs or supper clubs, taking one day a week to work in a public space like a coffee shop, or by utilizing a co-working space.

1.5.2. You still need childcare

Many people assume that when you work from home, you eliminate the need for childcare, especially if your kids are older. Unfortunately, when you're working, you can't expect to divide your attention between your job and home duties and hope to be successful at both. If you work from home, it's just as important to plan for childcare as it is if your office was outside the home. While you do have more flexibility when you don't need to drive to an office – you can start work earlier, take an hour or so to check in with the kids after school, then return to work later in the evening – it's imperative to have reliable childcare for your kids, especially your younger kids when working from home. If you are realistic about the need for childcare and set up appropriate help for your kids, then you'll be able to focus entirely on your work.

1.5.3. You need a designated space

If you work from home, you need a home office. While working remotely may reduce many other expenses, you will need to dedicate part of your home as office space. Ideally, this is a space exclusively used for work, which the IRS requires when you write off home office expenses anyway. Everyone in the house should know the area is your office and it is not to be disturbed for any reason. If others are at home while you're working, make it clear they are not to disturb you during the workday; when you're working, you're not available to answer questions, find lost socks, or otherwise problem-solve for your family.

1.5.4. Boundaries are essential

One of the benefits of a home office is that it creates specific boundaries for where you conduct business at home. It can be too easy to fall into a trap of working around the clock, especially if you're prone to overworking anyway. It's imperative for your mental health and your productivity to set specific work hours and stick to them. If not, you may find yourself answering emails and texts at any time of day, and never giving yourself time to “sharpen your saw,” which can only happen when you take a mental break from work. Close your laptop, plug in your phone, and close your office door, signaling to yourself and your family that work is over for the day.

1.5.5. You feel out of the loop

If you work remotely but other colleagues all report to the office, you may feel slightly out of the loop about things going on in the workplace. You may be left out of informal meetings about projects or even sessions if remote workers aren't specifically included in everyday office life. You may decide heading to the office one or two days per week, if possible, helps you feel more connected. Or, you may choose to have lunch or regular meetings with colleagues or your boss in-person, to feel more a part of things at your company.

1.5.6. Distractions are everywhere

It might not be your chatty cubicle mate or the throat-clearing co-worker down the hall, but the distractions are there – pets, family members, laundry, a fridge full of food, neighbors, and of course the Internet.

1.7 To make it a success

Time management is the key. A woman needs to be very strict when it comes to working, even if it is done at home. Initially, it might sound relaxing that you are free to schedule your work anytime you want. But if you actually start doing this, you will soon realize that a fixed routine needs to be followed without fail so as to be more productive to your employers. You might think that after doing all your household work, that typically involves getting up, cleaning, cooking, sending your children to school, you may start your actual work. But the thing is, you are going to get exhausted at the end if you get overly involved.

It is best that you prepare your breakfast and lunch in the morning itself. Reheat the lunch when you get hungry during the daytime and serve it to yourself as well as other family members, if they too live with you. Divide your cleaning part into several time-frames. This could be done while you take 10-minute breaks in-between. If your children are too small and don't go to school, you must hire a nanny who looks after, or family member(s) who live(s) with you, while you do your professional tasks. To some people, the option of working at home does not sound productive because they lose their usual routine out of laziness. Others' profession demands regular visits at workplace, such as hospitals, police stations, railway stations, and so on. So, it does have some limitations.

1.8 MANAGING MENTAL WELL-BEING WHILE WORK FROM HOME:

1.8.1. Decide where at home work will happen

One of the most common psychological challenges of homeworking is that of boundary management. If you can, choose one room to -work from. Doing this maintains a psychological boundary between work and home, minimises disruption in your home and means you are less likely to be interrupted if you are sharing your home with others. Be mindful of decluttering and minimising distractions so that this physical space starts to occupy a work rather than personal context for you.

1.8.2. Keep a regular routine

Another way to maintain a psychological boundary between work and home whilst homeworking is to keep to a personal routine as similar to a 'normal day at the office' as possible. This means keeping your morning pre-work routine as normal as possible, for instance setting your alarm, showering and getting dressed. Although tempting, working in pyjamas is not good for either mental health or productivity!

1.8.3. Have a clear end to your working day

Without having the daily commute and the physical difference between home and work; and with our reliance on always available telecommunications, it is harder to actually stop work; and therefore homeworking can lead to a tendency to work 24-7. This puts us at a greater risk of stress and emotional exhaustion. Try and keep to a consistent end of day. You may find strategies such as setting an 'out of office' or having a separate telephone line for work (that you can switch off at the end of the day) helpful to support this. Think also about the negative impact that your 24-7 working may be having on your co-worker. Communicating your working hours, reinforcing this with your email signature, and using tools such as delayed send may also help support others mental health.

1.8.4. Physiological health impacts upon psychological health

Support yourself physiologically by conducting a risk assessment on your home-work environment. How could you maximise natural light and ventilation in your homeworking area? Are there any risks or trip hazards you could address? Think about the equipment that you will be using and whether it is fit for purpose. Think about your posture, for example the height of your desk and screen and the angles of your wrists to the keyboard. You can then use creative ways to adapt your workstation. Finally, are there any risks that your work could pose to others or do you need to protect your work from others? Consider how you might do this in your homeworking space.

1.8.5. Reach out to others

One of the most important psychological risks posed by homeworking is that of social isolation. There will be many people who are experiencing loneliness and isolation at the moment; on top of feeling anxious and fearful. In order to better manage both your mental health and that of others, be proactive in reaching out to others every day (be they colleagues, friends, family or those in your local community). Plan in regular meetings with colleagues; make ad hoc communications with those you think may be most vulnerable to isolation, make use of virtual discussion forums to talk to others; research as much as possible so that you know who you can go to for help.

1.8.6. As soon as possible, communicate with your co-workers about how you are going to work

Generally, the way we work is influenced implicitly by our surroundings, our peers and our managers. When you are working consistently from home, this is harder and so at the beginning of this new arrangement talk to your colleagues about how you are all going to work together. This may be discussing your working hours, how you prefer to communicate (i.e. IM, email, phone, video-conferencing) and how often you would like to communicate. Relying on telecommunications has been shown to increase the likelihood of miscommunication; and without the social cues from physical contact this is more of a risk. Therefore acknowledge the difficulties this new way of working is going to pose, talk openly

and honestly, and agree a strategy that will take into consideration everyone's styles and needs.

1.8.7. Prioritise informal communication

Rather than a 'nice to have' or a distraction from the task, informal communication (i.e. non work conversations) has actually been found to be the 'social glue' that maintains and builds relationships and effective team working within organisations. Without being physically together (for instance meeting in the lift or at the kettle), the opportunities for ad hoc informal communication are going to be reduced and this presents a real risk to your ability to continue to work effectively. Ideas include setting time at the beginning of each meeting to 'check in' with your colleagues; holding social webinars (which could be regular 15 minute breaks when anyone homeworking and around can dial in), having a morning 'non-work huddle' with your team, and planning three informal contact points per day (even if just a quick text).

1.8.8. Build in regular respite to your day

Without the social cues from the work environment (for instance people going for lunch or going to get a coffee), we are more likely when homeworking to sit at our desks all day without a break. This is detrimental both physiologically and psychologically. Breaks are necessary for us to cognitively recharge; and have been shown to be most effective when a) we are engaging in non-directed action (meaning that it is an unfocused activity such as having a chat with someone, going for a walk or meditating) and b) when it is your preferred activity. Take a break every 1 – 2 hours, focusing on respite and social connection. Avoid social media, news or TV. It is also important to build in your 'wind-down' time at the end of the working day. Generally we use our commute to and from work for this. In the absence of this, plan in a relaxing activity such as a walk, reading a book or a technique such as mindfulness and meditation to signal to yourself that you are finishing work for the day.

1.8.9. Remember health promoting behaviours

Homeworking is likely to have a detrimental impact on our health promoting behaviours; without the daily commute, set schedule and potentially our ability to go to the gym we are less likely to exercise; with the proximity of the kitchen at home are more likely to snack; and with extended working hours are less likely to sleep well. Health promoting behaviours have been shown to not just be important for physical health but also for protecting psychological health. Take time to consciously plan when and how you will exercise (for instance get fresh air during your breaks by walking around the block, or take an online exercise class), what you will eat and stick to standard working hours.

1.8.10. Embrace the positives

It is important to acknowledge that being able to work from home is a luxury that many workers during this difficult time are not afforded. Use this time to reflect on the positives coming out of this experience – what works for you, what new strategies have you developed in your ways of working and communicating and what have you learned? Does this difficult time present you with an opportunity to engage more with your family, or to achieve a healthier work-life balance, or enable you to focus on your home?

1.9 WORK LIFE BALANCE DURING COVID-19

Workplaces often place a disproportionate burden on female workers. That includes workloads as well as emotional and relational labor within the workplace. Historically, women have also been responsible for the majority of work at home. In the 1960s, White women began entering the workforce. It is important to acknowledge that women of color, particularly Black and Latina women, working in the homes of White families allowed White women to enter the workforce.

Currently, women of all racial backgrounds are in the workforce. However, this has increased responsibilities for women—both working professionally and still largely carrying the burden of work in the home. These dual responsibilities can increase stress, compromise physical and emotional health, and lead to burnout and lower work productivity.

The coronavirus pandemic has increased disparities and stress among women as well. Women of color, in particular, are more likely to be exposed to the coronavirus due to many working in essential positions such as in healthcare. In addition, women may be homeschooling children, caregiving for parents or loved ones, and/or having to find childcare. Moreover, there is a significant financial impact for women who are unable to work due to their increased responsibilities.

Even prior to the pandemic, there were pay inequities and discrimination among women in the workplace and especially women of color. Amid these challenges, women of color are experiencing significant race-related stress due to the continued killings of unarmed Black individuals. As such, it is critical that employers carefully reflect on ways in which women are disproportionately overburdened and how this extra work limits their advancement opportunities as well as their overall wellbeing. Employers should make efforts to transform the workplace structures and policies to better support women's contributions.

Working women are encouraged to recognize that the perfect balance between work and home life is an unattainable myth. Instead, consider work among the multiple life roles that you manage along with other roles. Each role may require more effort/time than others across the course of the year and throughout your life. Seek help from others in your work and life environments to share the load. Prioritizing your roles can help you decide how best to manage your time across your various roles and responsibilities.

1.10 STATEMENT OF THE PROBLEM

As the covid-19 has hit hard everywhere, IT sector has carried overed for work from home for employees. More than men, women were affected in many ways. WFH has became a challenge to the employee, which is very difficult to balance their life, at the same time they have to manage their work from home itself. Apart from the balancing the life or managing the family they also have to face other problems like internet connectivity as bad connection, facilities like UPS, laptop and other gadgets, and other technical issues, communication with the colleagues, target completion etc.

1.11 OBJECTIVES OF THE STUDY

1. To measure the socio- economic factor of the women employees
2. To measure the level of the work life balance of the women employees who works under remote working mode.
3. To study the variables influencing the work life balance of the women employees.
4. To identify the level of changes occurred in their life style and their home environment.

REVIEW OF LITERATURE

CHAPTER II

REVIEW OF LITERATURE

Ruben Pereira and Rafeal Ferreira(2015) conducted a study on “Decision Factors for Remote Work Adoption: Advantages, Disadvantages, Driving Forces and Challenges”. This study reports challenges and disadvantages for different RW types. It concludes that a higher level of work virtuality leads to a lower level of work satisfaction, mainly due to inappropriate management techniques and problems related to information and technology-mediated communication. The results also suggest that work satisfaction of higher and medium-level virtuality workers could be increased by appropriate ICT, by compensating the related costs, via improved organization of work processes and through greater time/place flexibility. It concludes that: managing work processes in virtual settings has lasting benefits; relational interactions take time to develop in virtual settings and embracing the technology proved to be a key success factor. Plus, it also suggests that it is important, for effective communication, to use collaborative technologies in an inclusive way.

Manisha Purohit (2013) conducted a research on “A Comparative Study of Work Life Balance in the Various Industrial Sectors in Pune Region”. The researcher has made an attempt to identify the factors by using regression analysis through SPSS to test the objective. The findings of the study reveal that 30 percent of the companies have work life balance policies as part of the policies concerning for the employees. Mostly, HR and welfare departments are engaged in implementing the initiative for employee well-being.

Minitha V Raj and Dr. A Mahalakshmi (2016) in a study on women entrepreneurs, state that in spite of the several roles played by women in family and at work, like spouse, care taker, parent, employee, colleague and providing service to the community and society women also must take care of their own health and other personal activities which are often neglected due to work pressure, stress, as well as time limitations. All these situations lead to absence of Work life Balance and manifestation of many WLB issues.

Aaron M. Lee,2018 made a research on “An Exploratory Case Study of How Remote Employees Experience Workplace Engagement”. Their assumptions are: The sample

comprised a representative, willing set of participants who provided true accounts of their work experiences and reactions to incidents they had encountered as remote workers; Each worker had experienced varying levels of workplace engagement, influenced by their relationship with their coworkers and supervisor. The results from the study indicate that there are daily incidents that occur that have major impact on the workplace engagement of employees. These incidents are often more pronounced with remote workers because the manager and employee do not have the communication and “real-time conveniences of the traditional face-to-face working environment.

Auditya Purwandhini (2021) “A conditional process analysis on the relationship between work life balance, well being, job satisfaction, and work from home practice during the covid-19 pandemic”. Percentage analysis, correlation analysis study found that employees well-being fully mediates the relationship between work life balance and job satisfaction. The direct effect of work life balance on job satisfaction is also significantly related to a working arrangements. The moderating effect of WFH arrangement on employees job satisfaction was large when her or his work life balance was also high, but employees who remained work their offices or work sites did not make large differences when their work life balance levels increased.

Gwen Moran (2015) studied about “Which gender is most likely to sacrifice for the work-life balance?”. The article has quoted the findings of the 2015 EY Global Generations survey which shows that one-third of permanent workers says that they find it difficult to manage the job and life over the past five years.

Harshada Mulay (2014) conducted study on “An Empirical Analysis of Factors Affecting Work Life Balance among the Information Technology Employees in Mumbai”. The study result shows that 80% of the employees state that the programs offered are able to improve their work life balance and none of them has disagreed with the perception. It is inferred that the policy framed by the company is satisfactory.

I.A. Kulkova(2019) has conducted a research on “The study of the women’s motivation for telework” The study revealed a discrepancy in preferences between standard and remote employment among female students of universities and the unemployed women. Also, the

most important main characteristics of employment for students are those, that are peculiar to telecommuting, while for unemployed women is more important the characteristics of the standard work at the employers. In general, 41% of female students and 26% of unemployed women are motivated for telework. Most women are aware of the opportunities that telecommuting gives.

Esra Thorstensson (2020) made research on the topic “The Influence of Working from Home on Employees' Productivity”. The author concluded that working from home has an influence on productivity of the employees. While some of the factors of working from home practice have positive influences on the productivity, some other factors have negative influences. Moreover, there are some other factors, the influences of which depend on the characteristics and attitude of the employees and the circumstances.

Lina Vyas(2020) has studied on “The impact of working from home during COVID-19 on work and life domains”. The 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. Proper training is required if this practice is to be a feasible option or the new normal. Possibly the working balance will be visible post-pandemic when WFH is not a forced mandate, rather a flexible option.

Rekha Balakrishnan(2020) conducted a research on “How work from home is affecting women’s mental health in times of coronavirus”. The study also found that **India had the second highest percentage** of workers facing increased burnout in Asia at 29 percent. **India came out top with over 41 percent** of workers citing the lack of separation between work and personal life as negatively impacting their well-being, resulting in increased stress levels. She also says that **Women have been hit hard by the pandemic** as they try to strike a balance at home – juggling office duties with household care. Their

personal and professional lives have gone for a toss in the absence of support, an orderly structure or even networking systems.

D.Bharathi and R.Radha(2020) has studied on “Mental Health Issues among Working Women during COVID-19 Pandemic: A Web-Based Psychological Survey”. Its main objective is to scrutinize the different aspects of problems regarding mental health and to identify the basic mental health issues and suggests rectifying in future. The study revealed that the unfavourable situation faced by women in day to day life. It will definitely affect the mental health of women. It is also found that the working women need community based orientation programs regarding various aspects of mental health should be organised at regular intervals like yoga and meditation.

R.Balaji(2014) has studied on “Work life balance of women employees”. It is studied the nature of specific strains and stresses among married women in their marital, occupational and house work roles. They found that strains and stresses are lower in family roles than in occupational and household roles among the married women. These have more severe consequences for the psychological well-being of women than occupational strains and stresses. Strains predicted distress through role-specific stress, with strains deriving from contribution of role-specific stress. Variables such as the size of family, the age of children, the number of hours worked outside the home, the level of control one has over one's work hours, flexible or inflexible work hours and the level of social support impact the experience of WFH.

Helen Plutt(2020) on “Not Able to Lead a Healthy Life When You Need It the Most: Dual Role of Lifestyle Behaviors in the Association of Blurred Work-Life Boundaries With Well-Being”. The current research has used data on the first wave of COVID-19 and it cited the evidence for a dual role of lifestyle in the proposed pathway linking blurred work-life boundaries to lower happiness. They have established that healthy lifestyle behaviors (in particular sleep and physical activity) can buffer employees against the detrimental effects of blurred work-life boundaries and emotional exhaustion on happiness. Yet we also found that greater blurring of work-life boundaries makes it more difficult for employees to sustain a healthy lifestyle (in terms of sleep, nutrition, physical activity, and relaxation). Our results

regarding the influence of work-related factors on lifestyle behaviors suggest that, for many employees, it is a matter of not being able (versus willing) to lead a healthy life.

Shannon Cook(2021), has studied on “How Working From Home Is Impacting Women”. The article indicates that Within the virtual office, men cannot connect with female employees in the same way as they would in the physical office. Going that extra mile to invite female employees for a virtual chat to find out how their doing provides women with an opportunity to speak about any anxieties or stressors they’re experiencing. Pushing a supportive culture, and one that promotes and identifies the importance of men in the fight against gender inequality, is also key. Allies can achieve social change within the workplace—it's not just up to managers to influence working women's situation.

Jonna partridge(2021), wrote article on “Switch to more home working after Covid ‘will make gender inequality worse’”. The article reveals that The permanent switch to more home working following the pandemic will cause rising gender inequality in the workplace, according to experts, unless employers carefully monitor their new working policies to make sure women aren’t disadvantaged. Traditionally, more women than men – particularly those with children or caring responsibilities – have requested flexible working. The switch to working from home necessitated by coronavirus lockdowns has, 15 months on, resulted in a permanent change in corporate culture, to the extent that the government is considering legislating to make home working the “default” option.

Manuela Tomei(2021), “Teleworking: A Curse or a Blessing for Gender Equality and Work-Life Balance?”. The article reveals that while the pandemic has hit women harder than men, and the risk of the reversal of women’s hard-won gains is real, the pandemic has also opened up new opportunities to correct structural gender inequalities. Teleworking, if adequately organised, may be one such opportunity. Its widespread use during the pandemic has further exposed its benefits and liabilities, including with respect to gender equality at work and at home. We are clearer in terms of what action is needed and by whom. This crisis should not be wasted.

Allison Dunatchik, Kathleen Gerson(2021) have studied on “Gender, Parenting, and The Rise of Remote Work During the Pandemic: Implications for Domestic Inequality in the United States”. The study reveals that the rise of remote work during the COVID-19 pandemic has not appreciably altered the domestic division of labor. When the jobs of both parents moved into the home, the gender gap neither increased nor decreased. In other circumstances, families relied primarily on mothers when parents lost the supports of child care centers and on-site schooling. We cannot know the longer-term consequences of the rise in remote work post-pandemic. Taken together, however, the study shows that gender remains a powerful force in organizing domestic work despite the greater flexibility that remote work allows. For reasons that need greater exploration, fathers who work from home are generally better able than mothers to protect themselves from the incursions of unpaid care work. Whether remote work fosters more equality or exacerbates pre-existing inequalities will depend on the varied forms it takes in families going forward.

CHAPTER III

3.RESEARCH METHODOLOGY

MEANING:

A literature review surveys books, scholarly articles, and any other sources relevant to a particular issue, area of research, or theory, and by so doing, provides a description, summary, and critical evaluation of these works in relation to the research problem being investigated. Literature reviews are designed to provide an overview of sources you have explored while researching a particular topic and to demonstrate to your readers how your research fits within a larger field of study.:

3.1 AREA OF THE STUDY:

The area of the study is confined to Coimbatore district.

3.2 PERIOD OF THE STUDY:

The study was conducted during the period of December 2021 to February 2022.

3.3 METHOD AND SIZE OF SAMPLE:

A non-probability sampling procedure namely convenient sampling method was used. The sample of the study was collected from 250 employees.

3.4 SOURCES OF THE DATA:

The study participants are the women employees in various IT sector. The required primary data for the present study was collected through a well structured questionnaire and secondary data were collected through internet, magazines and journals.

3.5 TOOLS

3.5.1. PERCENTAGE ANALYSIS

A percentage frequency distribution is a display of data that specifies the percentage of observations that exist for each data point or grouping of data points. It is a particularly useful method of expressing the

relative frequency of survey responses and other data. Many times, percentage frequency distributions are displayed as tables or as bar graphs or pie charts.

3.5.2.WEIGHTED AVERAGE

The weighted average method is a tool used in statistical analysis. A weighted average helps the user gather a more accurate look at a set of data than the normal average alone. The accuracy of the numbers you arrive at with this method is determined by the weight you give specific variables in the data set. In this research, the weighted average is used for the factors influencing work life balance for working womens.

3.5.3.CHI-SQUARE ANALYSIS

Chi-square tests are often used in hypothesis testing. The chi-square statistic compares the size of any discrepancies between the expected results and the actual results, given the size of the sample and the number of variables in the relationship. In this research, the Chi-square analysis is used to find out the significant relationship between the level of work life balance and the employees age.

ANALYSIS AND INTERPRETATIONS

CHAPTER IV

DATA ANALYSIS AND INTERPRETATIONS

TABLE NO: 4.1

AGE OF THE RESPONDENTS

AGE	Frequency	Percent
Below 25 years	115	46.0
26-35 years	27	10.8
36-45 years	103	41.2
Above 45 years	5	2.0
Total	250	100.0

Source: Primary Data

INTERPRETATION

The above table shows that 46.0% of respondents are in the age group of below 25 years, 10.8% of the respondents are in the age group of 26-35 years, 41.2% of the respondents are in the age group of 36-45 years and 2.0% of the respondents are in the age group of above 45 years

Thus the majority of the respondents are in the age group of below 25 years.

CHART NO: 4.1

AGE OF THE RESPONDENTS

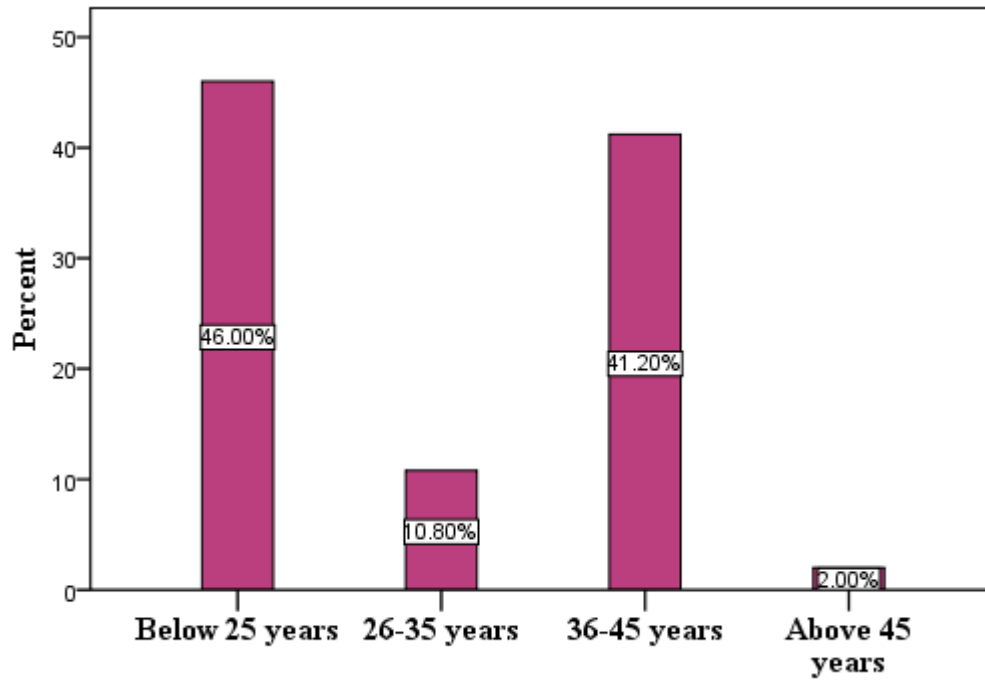


TABLE NO: 4.2

INCOME OF THE RESPONDENTS

INCOME	Frequency	Percent
Below Rs.15,000	85	34.0
Rs.15,001-25,000	96	38.4
Rs.25,001-35,000	42	16.8
Above 45 years	27	10.8
Total	250	100.0

Source: Primary Data

INTERPRETATION

The above table shows that 34.0% of respondents have below Rs.15,000, 38.4% of the respondents have Rs.15, 001-25,000, 16.8% of the respondents have Rs.25,001-35,000 and 10% of the respondents have above 45 years as their income level.

Thus the majority of the respondents have Rs.15,001-25,000 as their income level.

CHART NO: 4.2

INCOME OF THE RESPONDENTS

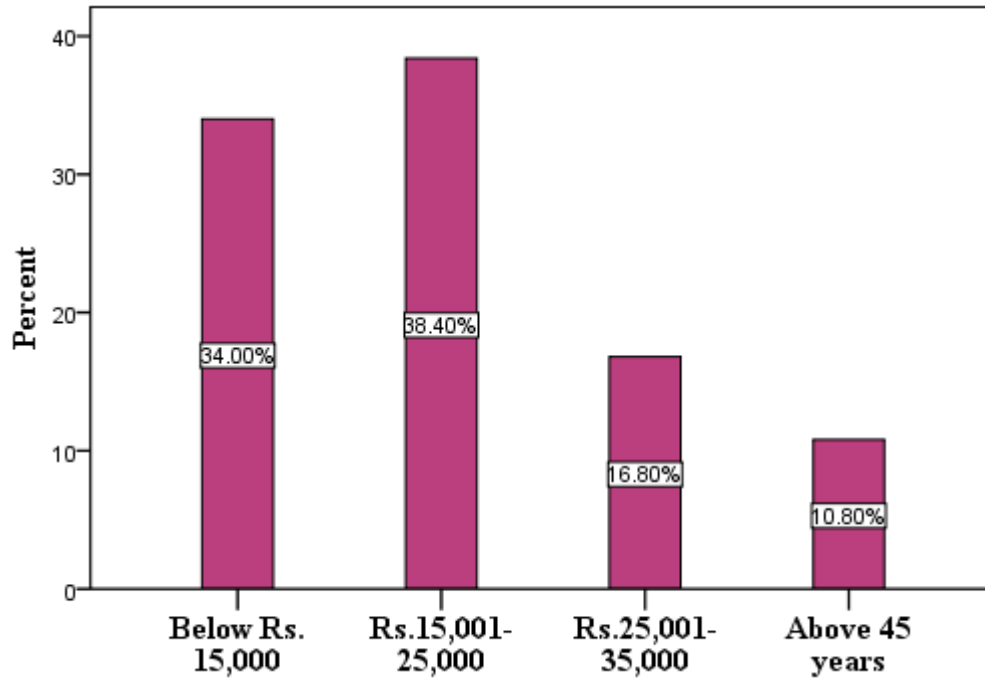


TABLE NO: 4.3

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

Educational qualification	Frequency	Percent
Upto HSC	3	1.2
UG	35	14.0
PG	111	44.4
Diploma	64	25.6
Others	37	14.8
Total	250	100.0

Source: Primary Data

INTERPRETATION

The above table shows that 1.2% of respondents have completed upto HSC, 14.0% of the respondents have completed UG, 44.4% of the respondents have completed PG, 25.6% of the respondents have completed Diploma and 14.8% of the respondents have completed other as educational qualification.

Thus the majority of the respondents have completed PG.

CHART NO: 4.3

EDUCATIONAL QUALIFICATION OF THE RESPONDENTS

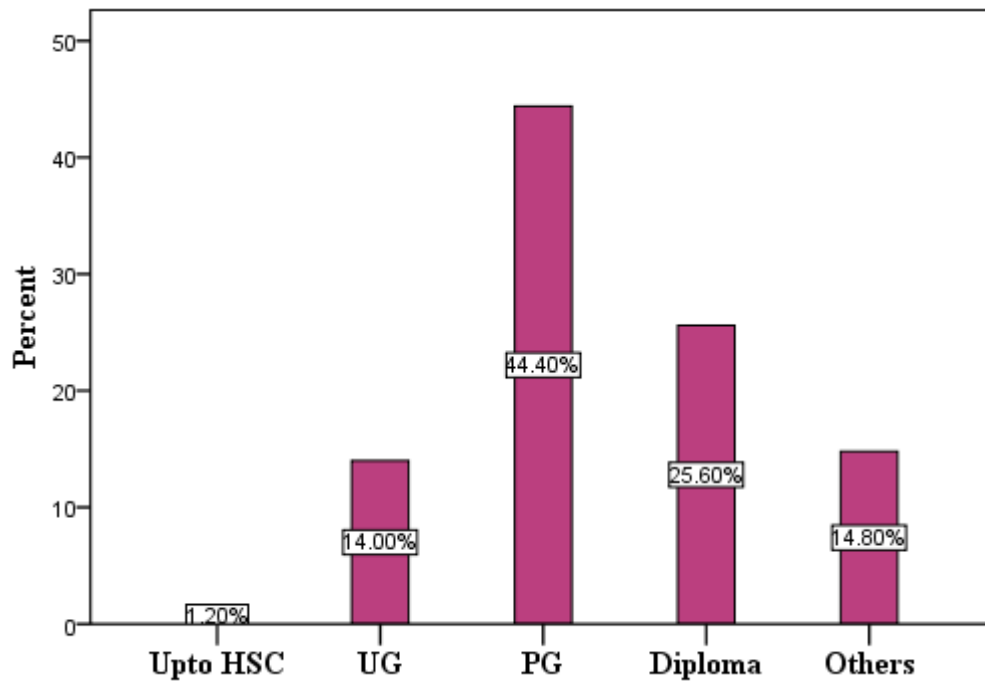


TABLE NO: 4.4

EXPERIENCE OF THE RESPONDENTS

Particulars	Frequency	Percent
Below 1 years	28	11.2
Between 1-3 years	85	34.0
Between 3-5 years	111	44.4
Above 5 years	26	10.4
Total	250	100.0

Source: Primary Data

INTERPRETATION

The above table shows that 11.2% of respondents have below 1 years, 34.0% of the respondents between 1-3 years , 44.4% of the respondents have between 3-5 years and 10.4% of the respondents have above 5 years experience.

Thus the majority of the respondents have between 3-5 years experience.

CHART NO: 4.4

EXPERIENCE OF THE RESPONDENTS

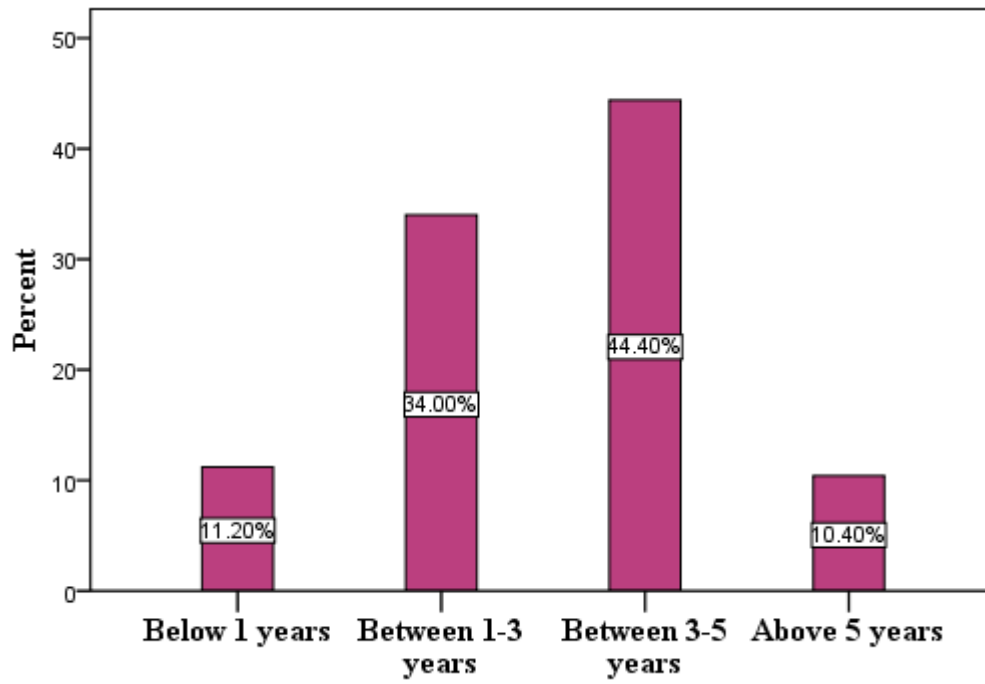


TABLE NO: 4.5

MARITAL STATUS OF THE RESPONDENTS

Marital status	Frequency	Percent
Married	149	59.6
Unmarried	101	40.4
Total	250	100.0

Source: Primary Data

INTERPRETATION

The above table shows that 59.6% of respondents are married and 40.4% of the respondents are unmarried.

Thus the majority of the respondents are married.

CHART NO: 4.5

MARITAL STATUS OF THE RESPONDENTS

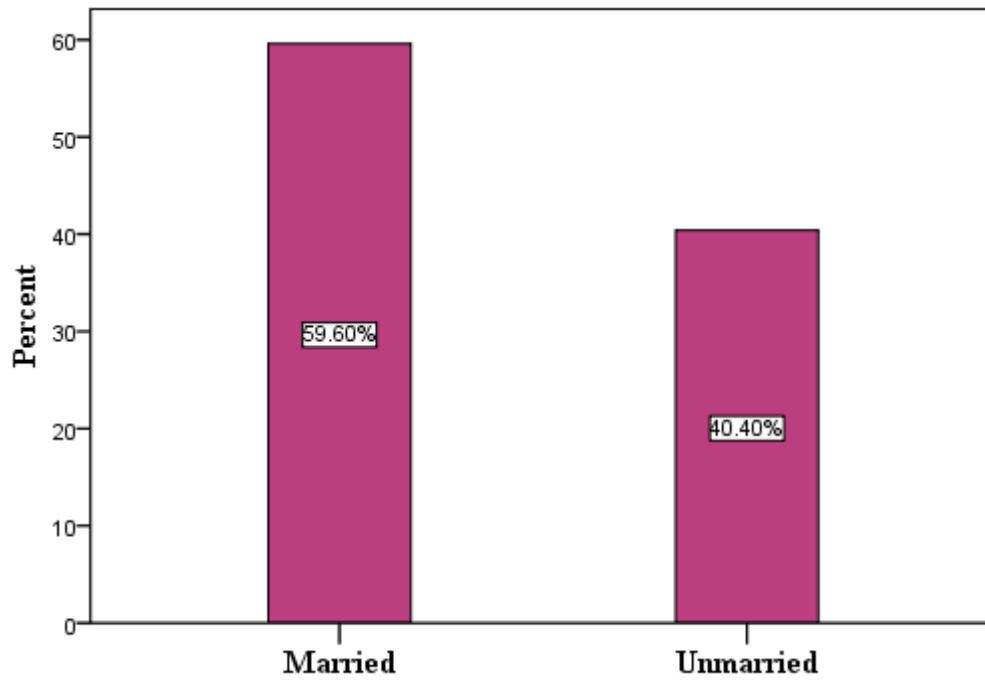


TABLE NO: 4.6

NATURE OF JOB

Particulars	Frequency	Percent
Marketing	117	46.8
HR	57	22.8
Finance	30	12.0
Others	46	18.4
Total	250	100.0

Source: Primary Data

INTERPRETATION

The above table shows that 46.8% of respondents are marketing, 22.8% of respondents are HR, 12.0% of respondents are finance and 18.4% of respondents are others as their nature of job.

Thus the majority of the respondents are marketing as their nature of job.

CHART NO: 4.6

NATURE OF JOB

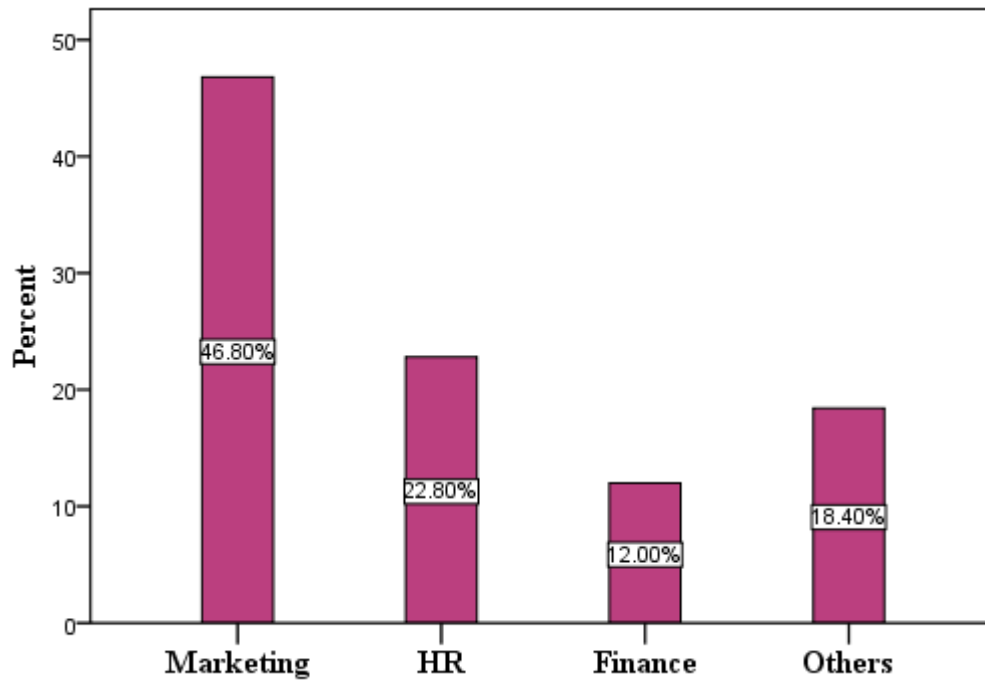


TABLE NO: 4.7

HOURS IN A DAY SPEND FOR WORK DURING WORK FROM HOME

Particulars	Frequency	Percent
Less than 8 hours	41	16.4
8-10 hours	86	34.4
More than 10 hours	123	49.2
Total	250	100.0

Source: Primary Data

INTERPRETATION

The above table shows that 16.4% of respondents said that less than 8 hours, 34.4% of the respondents said that 8-10 hours and 49.2% of the respondents said that more than 10 hours towards hours in a day spend for work during work from home.

Thus the majority of the respondents said that more than 10 hours towards hours in a day spend for work during work from home.

CHART NO: 4.7

HOURS IN A DAY SPEND FOR WORK DURING WORK FROM HOME

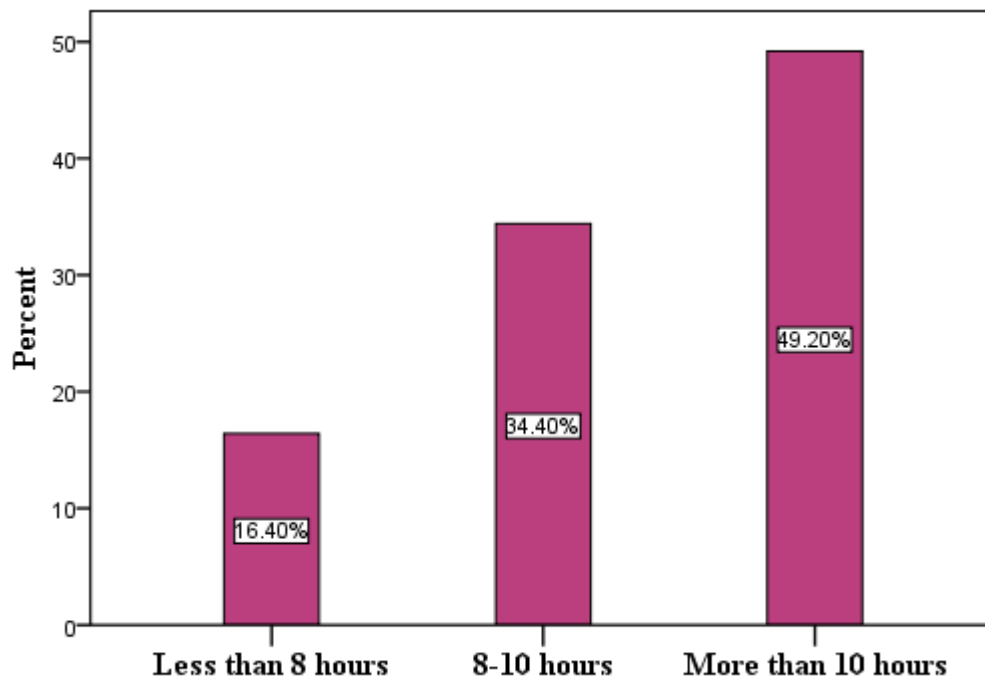


TABLE NO: 4.8

SHIFT OF WORK

Particulars	Frequency	Percent
Day shift	126	50.4
Night shift	67	26.8
Day & night	57	22.8
Total	250	100.0

Source: Primary Data

INTERPRETATION

The above table shows that 50.4% of respondents said that day shift, 26.8% of the respondents said that night shift and 22.8% of the respondents said that day & night as their work shift.

Thus the majority of the respondents said that day shift as their work shift.

CHART NO: 4.8

SHIFT OF WORK

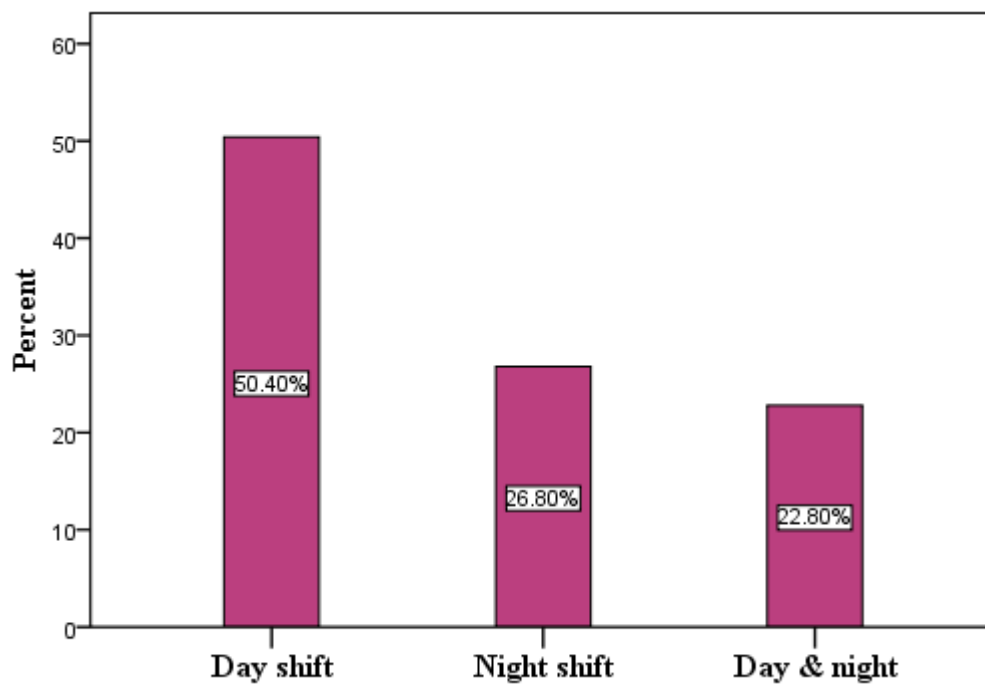


TABLE NO: 4.9

TYPE OF THE FAMILY

Particulars	Frequency	Percent
Nuclear	172	68.8
Joint family	78	31.2
Total	250	100.0

Source: Primary Data

INTERPRETATION

The above table shows that 68.8% of respondents said that nuclear and 31.2% of the respondents said that joint family towards type of family.

Thus the majority of the respondents said that nuclear towards type of family.

CHART NO: 4.9

TYPE OF THE FAMILY

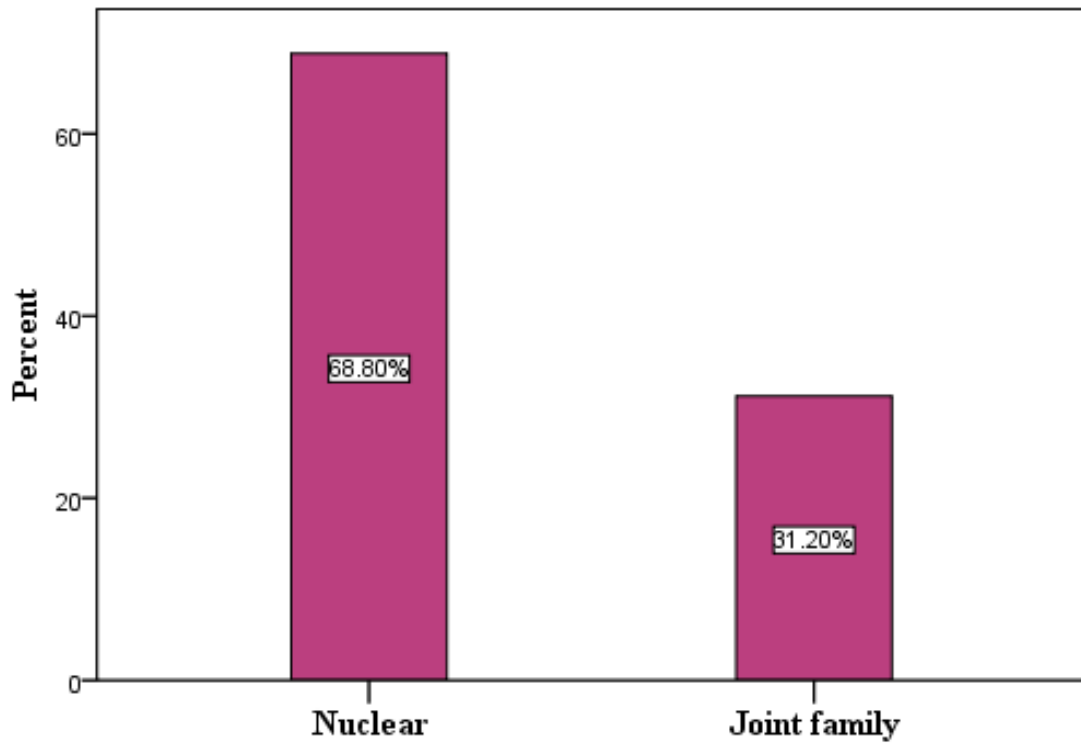


TABLE 10

Weighted average method

Table indicating the factor influencing the work life balance

Purpose	Rank 1	Rank 2	Rank 3	Rank 4	Rank 5
Flexible working hours to comfort the work	16	55	57	79	43
Enables to communicate with family members	24	53	154	19	0
Work from home is only solution for Pandemic situation	42	71	63	74	0
Family members support	32	96	59	42	21
Work from home ensures to take care the child	32	53	56	58	51

Weighted average method = $(X_1W_1+X_2W_2+X_3W_3 + \dots) / N$

a) Flexible working hours to comfort the work = $(16*5+55*4+57*3+79*2+43*1)/250$

= $(300+104+27+4+3) / 250$

= 1.75

b) Enables to communicate with family members = $(24*5+53*4+154*3+19*2+0*1)/250$

= $(180+68+54+32+13) / 250$

= 1.38

c) Work from home is only solution = $(42*5+71*4+63*3+74*2+0*1)/250$

for Pandemic situation

$$= (40+28+39+62+41) / 250$$
$$= 0.84$$

d) Family members support

$$= (32*5+96*4+59*3+42*2+21*1)/250$$

$$= (230+100+63+8+4) / 250$$

$$= 1.62$$

e) Work from home ensures to take care the child

$$= (32*5+53*4+56*3+58*2+51*1)/250$$

$$= (135+60+54+32+24) / 250$$

$$= 1.22$$

Rank Weighted Average Score

Rank	Weighted Average	Attributes
I	1.75	Flexible working hours to comfort the work
II	1.62	Family members support
III	1.38	Enables to communicate with family members
IV	1.22	Work from home ensures to take care the child
V	0.84	Work from home is only solution for Pandemic situation

From the above table it is found that First rank goes to flexible working hours to comfort the work , Second rank to family members support, Third rank to enables to communicate with family members, Fourth rank to work from home ensures to take care the child, Fifth rank to work from home is only solution for Pandemic situation.

It can be inferred that the variable that influencing the work life balance is flexible working hours to comfort the work.

CHI-SQUARE ANALYSIS

RELATIONSHIP BETWEEN AGE OF THE RESPONDENTS AND LEVEL OF WORKLIFE BALANCE

HYPOTHESIS TESTING

Null hypothesis (Ho):

There is no significant relationship between age of the respondents and level of work life balance.

Alternative hypothesis (H1):

There is some significant relationship between age of the respondents and level of work life balance.

AGE OF THE RESPONDENTS * LEVEL OF WORKLIFE BALANCE Crosstabulation

Count					
	AGE OF THE RESPONDENTS				Total
	Below 25 years	26-35 years	36-45 years	Above 45 years	
1.6	2	0	0	0	2
1.8	1	0	4	0	5
2	5	2	2	0	9
2.2	5	0	8	1	14
2.4	12	3	8	0	23
2.6	15	6	12	0	33
WORKBAL 2.8	13	4	20	1	38
3	19	0	9	1	29
3.2	14	2	19	0	35
3.4	16	6	14	0	36
3.6	9	4	1	2	16
3.8	2	0	6	0	8
4	2	0	0	0	2
Total	115	27	103	5	250

Chi-Square Tests

	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	53.304 ^a	36	.032
Likelihood Ratio	58.773	36	.010
Linear-by-Linear Association	.024	1	.877
N of Valid Cases	250		

a. 36 cells (69.2%) have expected count less than 5. The minimum expected count is .04.

INTERPRETATION:

As per the above table, it is inferred that the P value is 0.032; it is significant to 5% (0.05) significant level. The minimum expected count is 0.04. Thus alternative hypothesis is

accepted and it is found that there is significant difference between age of the respondents and level of work life balance.

CHI-SQUARE ANALYSIS

RELATIONSHIP BETWEEN HOURS IN A DAY SPEND FOR WORK DURING WORK FROM HOME AND CHANGES OCCURRED IN LIFE STYLE AND HOME ENVIRONMENT

HYPOTHESIS TESTING

Null hypothesis (H₀):

There is no significant relationship between hours in a day spend for work during work from home and changes occurred in life style and home environment

Alternative hypothesis (H₁):

There is some significant relationship between hours in a day spend for work during work from home and changes occurred in life style and home environment.

**LIFESTYLE * HOURS IN A DAY SPEND FOR WORK DURING WORK
FROM HOME Crosstabulation**

Count				
	HOURS IN A DAY SPEND FOR WORK DURING WORK FROM HOME			Total
	Less than 8 hours	8-10 hours	More than 10 hours	
7	3	0	0	3
8	0	0	1	1
9	1	3	0	4
10	0	3	2	5
11	1	3	6	10
12	1	6	9	16
13	4	7	12	23
LIFESTY LE 14	11	14	17	42
15	12	9	20	41
16	3	17	13	33
17	1	10	13	24
18	3	9	10	22
19	1	3	7	11
20	0	1	9	10
21	0	0	4	4
22	0	1	0	1
Total	41	86	123	250

Chi-Square Tests			
	Value	df	Asymp. Sig. (2- sided)
Pearson Chi-Square	54.693 ^a	30	.004
Likelihood Ratio	56.468	30	.002
Linear-by-Linear Association	7.728	1	.005
N of Valid Cases	250		

Chi-Square Tests			
	Value	df	Asymp. Sig. (2-sided)
Pearson Chi-Square	54.693 ^a	30	.004
Likelihood Ratio	56.468	30	.002
Linear-by-Linear Association	7.728	1	.005

a. 30 cells (62.5%) have expected count less than 5. The minimum expected count is .16.

INTERPRETATION:

As per the above table, it is inferred that the P value is 0.04; it is significant to 5% (0.05) significant level. The minimum expected count is 0.16. Thus alternative hypothesis is accepted and it is found that there is significant differences between hours in a day spend for work during work from home and changes occurred in life style and home environment.

CHAPTER – V

5.1 FINDINGS

- 46.0% of the respondents are in the age group of below 25 years.
- 38.4% of the respondents have Rs.15,001-25,000 as their income level.
- 44.4% of the respondents have completed PG.
- 44.4% of the respondents have between 3-5 years experience.
- 59.6% of the respondents are married.
- 46.8% of the respondents are marketing as their nature of job.
- 49.2% of the respondents said that more than 10 hours towards hours in a day spend for work during work from home.
- 50.4% of the respondents said that day shift as their work shift.
- 32.8% of the respondents said that agree towards the work from home ensures to balance the family responsibilities.
- 44.4% of the respondents said that neither agree nor disagree the work from home provides extreme pressure in life.
- 34.0% of the respondents said that agree towards often take yoga and meditation to balance the work and life.
- 41.6% of the respondents said that neither agree nor disagree towards often take yoga and meditation to balance the work and life.
- 49.2% of the respondents said that neither agree nor disagree towards always have positive perception towards my work.
- It can be inferred that the variable that influencing the work life balance is flexible working hours to comfort the work.
- 58.4% of the respondents said that agree towards quality time with family is missed because of work pressure.
- 37.6% of the respondents said that neither agree nor disagree towards issues among the family members due to work from home.
- 32.8% of the respondents said that neither agree nor disagree towards technology issues to complete the work in the home environment.
- 31.6% of the respondents said that disagree towards problems in personal life due to workload.

- 34.0% of the respondents said that disagree towards partially can only complete the responsibilities in family.
- There is significant difference between age of the respondents and level of worklife balance.
- There is significant differences between hours in a day spend for work during work from home and changes occurred in life style and home environment.

5.2 SUGGESTIONS

- Companies should provide proper set up such as necessary software & hardware installed, proper work schedule so that employees could give appropriate attention to work and then to their home as well.
- Companies should also come up with virtual employee engagement activities such as session talks to keep employees enthusiastic and positive towards work.
- Companies should give training to the employees to balance their professional and personal life while Work From Home.
- Organization have to recognize current employee situations by information gathering, data should include staff understanding of their working conditions, stress level, health and satisfaction, analyzing the situation and developing an active plan to minimize the stressors, practicing self-confidence and motivation to continue.
- If someone faced difficulties while working from home, Employer should arrange meetings and interactive sessions to make them comfortable thro' video and chat instead of sending Emails.
- Employees should plan a work before they start their day. Priorities of work and schedule time including your household work and unforeseen work calls new task received from your employer.
- Employees should know and aware about the technologies available for work from home. They may use various applications which are available from Google like Google Hangout for Video meetings and chat, Microsoft Team, and so on.
- Employees should create a workspace in their house that is conducive for work from home.
- Employer should arrange online sessions for fitness like meditation, Yoga, Zumba.
- The proper desk and ergonomic chair are better than the back pain caused by working
- Keep the desk clean and tidy. Make sure there should be a wall or background that suits Skype or video call with colleagues.

5.3 CONCLUSION

According to our data, for those who were able to change from traditional work during the pandemic, remote work demands increased perceived stress, reduced work–life balance and work satisfaction, and increased productivity and engagement. It found that perceived stress has a competitive partial mediating effect that lessens the positive effect of working remotely on productivity and engagement. Conversely, perceived stress acts as a complementary partial mediator between remote work strengthening the negative impact of remote work demands and the perception of work–life balance and job satisfaction. Work from home has proven to be advantageous for the employees especially when this survey took place during the global pandemic situation. But on the other side of it, employees who are working from home do face big challenges such as according to the survey conducted keeping a regular schedule is the main problem. The result of this study portrays that workload, working hour, family support is the factors that affect employee’s work life balance. Home distractions, unclear performance metrics, untimely working hours, facing technology issues are the major problems occurring on work from home. The results showed that work from home respectively has a positive and significant effect on the work-life balance on the employees. There are dimensions and indicators that are the highest and lowest in constructing each variable and the results of this study are expected to be used by the companies to minimize and anticipate the occurrence of negative effects on work-life balance in terms of the aspects of work from home.

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ANNEXURES

1. Name:
2. Age
 - a) Below 25 years
 - b) 26-35 years
 - c) 36-45 years
 - d) Above 45 years
3. Income level :
 - a) Below Rs.15,000
 - b) Rs.15,001-25,000
 - c) Rs. 25,001 – 35,000
 - d) Above Rs.35,000
4. Education Qualification
 - a) UG
 - b) PG
 - c) Diploma
 - d) Professional course
 - e)Others-
5. Experience

- a) Below 1 year b) Between 1-3 years c) Between 3-5 years
- d) Above 5 years

6. Marital Status

- a) Married b) Unmarried

7. Nature of job

- a) Marketing b) HR c) Finance d) Others

8. How many hours in a day do you spend for your work during work from home?

- a) Less than 8 hours b) 8-9 hours c) 9-10 hours d) More than 10 hours

9. Shift of work

- a) Day shift b) Night shift c) Day & night

10. Type of the family

- a) nuclear b) joint family

11. Level of work life balance

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Work from home ensures to balance the family responsibilities					
Work from home provides extreme pressure in life					

I often take yoga and meditation to balance the work and life					
I reduce pro long work and take a gap to balance my work and life					
I always have positive perception towards my work					

12. Rank the Variables influencing the Work Life Balance

	Rank1	Rank 2	Rank3	Rank4	Rank 5
There is flexible working hours to comfort the work					
Work from home enables to communicate with family members					
Work from home is only solution for Pandemic situation					
Family members support					
Work from home ensures to take care the child					

13. Changes occurred in life style and home environment

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree

The quality time with your family is missed because of work pressure.					
There is issues among the family members due to work from home					
There is technology issues to complete the work in the home environment					
Problems in personal life due to work load					
Partially can only complete the responsibilities in family					