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A PRELIMINARY STUDY ON THE POSITIVE AND NEGATIVE ASPECTS OF WORKING FROM HOME DURING THE CORONA PANDEMIC

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ABSTRACT

Abstract— Work from home can be regarded as the panacea for existing many of the industries during Covid-19 pandemic. The focus of the research is to identify the positive and negative aspects of working from home during covid-19 pandemic. As a result, many employees started working from home (WFH). Several countries today have made WFH a policy priority. This current situation provides a clear perspective on working from home. This research explores the ongoing experience of employers and employees in Sri Lanka. The current study is categorized under descriptive type of a study. Google survey were distributed and virtual meetings were held to accumulate data for the study. Study population of the current study is all the employees have working from home experience at Badulla district. As this is a preliminary study, the google survey was distributed among 60 employees. This contemplates if WFH is projected to be an impermanent solution in unique conditions or if it may be made permanent by analysing the impact of negative and positive aspects of the WFH.

Key Words: Working from home, Pandemic, COVID-19

1. Introduction

Traditionally in office premises the staff was presented physically. But with the pandemic situation, it has forced labour force in Sri Lanka to carry out WFH trials in every industry. This study helps to expand the understanding of WFH examine the factors influencing WFH and its possible outcomes for employees.

Many countries including Sri Lanka have used various tactics to combat and protect against the COVID-19 epidemic. Sri Lanka has suffered three waves of the virus. With this suffering people adapted to Work-from-home (WFH), which is a concept in which an employee may work from home.

In today's world, the notion of working from home is highly significant. It enables employees to maintain or improve their productivity while also allowing them to spend time with their families or concentrate on personal projects. Work from Home (WFH) is also a fantastic tool which allows employees to stay at home and work at the same. Work from Home help organizations to remain productive and relevant in a pandemic situation like COVID-19. Though there are positive aspects and negative aspects when it comes to work from home. These aspects are being formulated in the study.

2. Methodology

The current study is categorized under descriptive type of a study. Google survey and virtual meetings were used to collect data for the current study. Study population of the current study is all the employees have working from home experience at Badulla district. As this is a preliminary study, the google survey was distributed among 60 employees. The survey was sent out by email and social media platforms including Facebook Messenger, Viber, and WhatsApp. The survey is set up in such a way that responders may complete it as fast and simply as feasible. To make sample selection easier, a convenience sampling strategy was adopted. A total of 50 satisfactory replies were gathered. The Zoom virtual conference was used to interview five employers. The data was gathered and analyzed using the descriptive analysis approach.

3. Discussion

Individuals should consider three major factors when working from home. "Organizational factors," "family factors," & "individual factors". For WFH provisioning, "organizational aspects" shows particularly important. Employers who assist workers with WFH concept include WFH-related amenities, technology training, employee well-being, and IT support. WFH, according to research, necessitates a trust-based corporate culture as well as an environment in which colleagues and supervisors may feel safe. These factors were determined to have a strong relationship with WFH.

As per the gathered data, Individual variables have an influence on WFH. Willpower, self-inspiration, and the ability to work autonomously, as well as persistence, self-organization, and self-sureness and time management skills are some examples. According to the data received, WFH is also influenced by "family characteristics" such as the family's home location, the number of members, and the age of the children.

The respondents mentioned that, expenses incurred as a result of the WFH Paying power and internet expenses, for example, may cause employees to lose interest in their jobs. Work-family conflicts can be influenced by the working days and time being for WFH. Employees have a hard time distinguishing between working and non-working hours, therefore they regularly work overtime. Work-life balance is getting increasingly unbalanced as the lines between work and family life become increasingly blurred. Most unmarried employees have developed major physiological and mental difficulties as a result of their isolation, including depression and sleep disorders. These are the drawbacks of WFH that data collection has discovered. As per the data gathered, WFH is a time and money saving strategy. Most importantly WLB in life. WFH is Money saving and time saving. This eventually reduce Absenteeism. Because distance is not a barrier any more WFH Can aid to recruit new talent from around the country. There are more job applicants for a certain position, and some persons with location restrictions or disabilities are eligible to apply. Even parents with children who are prone to abandoning their jobs may be kept for the position. Many people report that working at home provides a calmer or friendlier environment, which allows them to focus on their job and finish their tasks more quickly. There are significant cost reductions in terms of office infrastructure, such as space and power expenditures. Employees are more motivated and productive when they have a healthy work-life balance.

4. Conclusions, implications and significance

As per the findings of the study, flexibility, no office disruptions, autonomy, familiar atmosphere, money saving and time saving, Work-life balance, absenteeism reduced were identified as the positive aspect of working from home. Disruptions by family members, Lack of administration, Communication problems, and loneliness can occur due to lack of social interface, Struggles within work and life domains were identified as the negative aspects of the working from home.

To adequately control and activate the WFH, better government standards and procedures need be in place. The policy's guidance on adjusting to distant online work is one of the most important factors for planning and execution. If this is to be a feasible choice or a new generalization, proper training is essential. The WFH has several positive results. Flexibility and productivity are two of WFH's positive effects. Employees. To attain the above advantages, the employees must subscribe to a combined strategy that allows them to operate with the WFH's efficacy.

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