

A study on the challenges an employee will face from a permanent 'work from home' culture post covid-19?

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ABSTRACT - COVID-19, the global pandemic, has made a substantial proportion of the workforce reluctant to commute to work in order to slow the virus's dissemination. As a result, both employers and workers are searching for alternate job arrangements. Because of the pandemic, most, if not all, workers had to work from home (WFH). However, the present situation offers unique insight into how well working from home performs, and it could play a critical role in future strategies that reshape the current system of working hours, potentially allowing for more flexibility. This report would address the benefits, drawbacks, and challenges of working from home that are encountered by both workers and employers. For future policy decisions, a key perspective and related guidelines have been created. It will also look at whether this job arrangement could be a transitional step in reaction to the extraordinary conditions, or whether it may become a permanent arrangement [1]

Key words: Work from home or WFH, Covid-19, organization, employee

I. INTRODUCTION

A revolution was brewing within knowledge-work organizations prior to 2020. People had started to wonder, "Do we really need to be together, in an office, to do our work?" when personal technology and digital connectivity had gone too much and too quickly. During the pandemic lockdowns, we got our answer. We discovered that all of us may not need to be collocated with colleagues on-site to do our work. Individuals, departments, and whole workforces will and have performed well by being fully spread. The pandemic, the COVID-19 pandemic is the most serious public health crisis of our day, as well as the most daunting challenge we've faced since World War II. The virus has spread to every continent except Antarctica since its discovery in Asia in 2019. We have now passed the horrifying threshold of almost three million deaths, and mankind is bearing a nearly crippling burden of grief. The most recent COVID-19 pandemic has infected all. However, the existence and effects of the pandemic are felt differently depending on our position as people and members of society. While some people attempt to adjust to working online, homeschooling their children, and shopping for groceries online, others are forced to become infected in order for civilization to survive. Our various social contexts, as well as the social divisions to which we belong, influence our social inclusion and, as a result, our susceptibility to epidemics. COVID-19 is murdering a large number of people. The pandemic, though, is more than just a health problem; it is also a continuing social crisis. People are losing their jobs and salaries on a daily basis, with no hint of when things will return to normal. The International Labor Organization estimates that

400 million jobs could be destroyed. As per the World Bank, remittances dropped by US\$110 billion last year, potentially leaving 800 million people unable to fulfil their basic needs. Broad pay cuts, a rise in employment losses, and delays in the shipping, utility, and manufacturing industries are some of the implications of disease prevention policies imposed around the world. Most politicians around the world seem to have underestimated the risks of accelerated COVID-19 spread and have generally reacted reactively to the crisis. Few people have made the drastic shift to working from home, and millions have lost their jobs as a result. The future is hazy. We have no idea when or whether our economies will be able to return to normalcy – or what sort of wounds the pandemic will leave. Since influenza outbreaks are unlikely to abate anytime quickly, international coordination is needed to not only save lives but also protect economic development. The one and only solution to this we could come up with was 'Work From Home' [12].

Work From Home (WFH) is now a fantasy for many people, especially the young millennial generation, who do not need to get up in the morning, take a shower, and get ready to go to work by crashing traffic jams that take up considerable time. Enough to put on improvised clothing and work from home on a cell phone. The World Health Organization has announced a global pandemic of the Covid-19 virus in the present environmental scenario. Work from home (WFH) rose dramatically and persistently after the epidemic, and for some staff even more than others. We argue, using hypothesis and proof, that the observed variation in WFH transitions is associated with potentially more lasting

improvements to job conditions in certain professions, rather than purely transient replacement in response to increased health threats. Consistent with increased WFH adoption, many more staff, especially those with a higher level of education, plan to use WFH in the future.[2]

Talking about WFH, 'Working From Home' is an employment situation in which a person performs the basic functions of her or his job while living at home and making use information and communication technologies. The phrase 'Working From Home' refers to: 'home-based Delhi teleworking as an alternative temporary working arrangement'. To maintain business stability and jobs, all employers and workers must share responsibilities and loyalty. This strategy has many benefits and drawbacks, especially for jobs. Work from home is not feasible in certain fields of work, especially because the company's preparation for this WFH method is not always complete [11].

The research paper is focussing on struggles of remote working, which employees are going through, being in the pandemic. This study, essentially, is trying to determine and overcome the challenges that the employees will face from a permanent WFH culture.

RESEARCH OBJECTIVES

1. To determine the challenges faced by an employee during covid times
2. To examine effects of 'Working From Home' on developer productivity
3. To determine the impact of employees' behaviour on the organization in covid times
4. To determine the challenges of a permanent 'Work From Home' culture

HYPOTHESIS

H0: There will be a lot of challenges faced by the employees with permanent work from home culture post covid 19

H1: There won't be a lot of challenges faced by employees with permanent work from home culture post covid 19

RESEARCH QUESTIONS

1. What are the challenges faced by an employee during covid times?
2. How does 'Working From Home' affects developer productivity?
3. What are the impacts of employees' behaviour on the organization in covid times?
4. What are the challenges that will be faced by the employees from a permanent 'Work From Home' culture?

RESEARCH PROBLEM

This research addresses the problems that workers will face as a result of a permanent work-from-home culture, but the question/problem of how to address this topic is left unanswered by this report, as it is still uncertain. To some

degree, however, one may appeal to the suggestions listed to deal with this problem.

II. REVIEW OF LITERATURE

1. "Purwanto, A., Asbari, M., Fahlevi, M., Mufid, A., Agistiawati, E., Cahyono, Y., & Suryani, P. (2020). *Impact of Work From Home (WFH) on Indonesian Teachers Performance During the Covid-19 Pandemic: An Exploratory Study. International Journal of Advanced Science and Technology, 29(5), 6235-6244.*"

This research aimed to learn about the benefits and pitfalls of working at home (Work From Home) during the COVID19 pandemic. The case study technique is used in research to discover and study qualitative cases that are used to collect knowledge. Teachers from a Tangerang elementary school issued answers for this study. The benefits are that the WFH operation is more flexible in terms of finishing assignments and does not stick to working hours. The downside of WFH is that it can decrease job morale by incurring energy and broadband expenses, can cause data protection issues, and can decrease the amount of stress experienced in relation to traffic jams traffic from home to the office, have more free time. To support teachers in planning for Work From Home, build a list of activities you want to do more planned, as well as the anticipated performance so that teachers do not lose a day of Work From Home due to non-productivity. If the instructor also needs to work, note to keep an eye on the cleanliness and hygiene of each source. Staying at home to break the chain of virus propagation is the safest course of action. However, this is inextricably related to the issues that will occur in the future, such as the failure to carry out different everyday tasks in general. The government expects the Work From Home programme to make it possible for the community to continue functioning even though a flu pandemic forces them to stay at home. The group may therefore accept side work that can be used to cope with such circumstances that are not actually feasible. Hopefully, this world catastrophe will change quickly, and the world will recover soon, causing all operations to restart normally.

2. "Baker, M. G. (2020). *Characterizing occupations that cannot work from home: a means to identify susceptible worker groups during the COVID-19 pandemic. MedRxiv.*"

In this report, the author combined national employment and wage data from the US Bureau of Labour Statistics with metrics from the BLS O*NET survey data, which ranks occupations based on a variety of physical, ergonomic, psychosocial, and systemic exposures, to identify the occupations that are least likely to be able to work from home. According to this survey, 19.5 percent of the US population covered by O*NET worked in positions where working from home

would be difficult due to reduced internet usage at work and a high level of public interaction. Around 25% of the US population protected by O*NET is employed in jobs in which working from home may be more readily accommodated, as these employees perform all of their job on laptops and have no contact with the public. These jobs are usually working in technology, computer, managerial, managerial, financial, research, and some science occupations, which typically pay more than occupations that cannot be undertaken at home. Jobs in professions with limited internet usage and heavy public contact are the least likely to be able to work at home during a public health emergency.

3. **“Savić, D. (2020). COVID-19 and work from home: Digital transformation of the workforce. Grey Journal (TGJ), 16(2), 101-104.”**

Offices have become less relevant, and working from home has become inevitable. This unexpected appetite for work-from-home options is propelling the workforce's digital transition and the evolution of the work world at an exponential pace. This thesis investigates the unforeseen effect of the coronavirus pandemic on the unexpected need for work from home and the resulting push for the workforce's digital transformation. In recent years, digital transformation has been one of the most widely debated subjects by corporate leaders and management experts. Many organizations, while recognizing the relevance of digital innovation and considering this emerging movement, have been reluctant to shift the status quo, trigger future chaos, and embrace the eventual transformation. With the advent of 2020 and the outbreak of COVID-19, organizations were caught off guard and unprepared for the new standard brought on by the coronavirus fact. Organizations have been pushed to develop their skills for long-distance collaboration in a matter of days. Many IT-enabled processes, such as video conferencing, online shopping, special delivery, telemedicine, e-learning, electronic banking, online marketing, video uploading, among many others, have undergone a virtual transformation, replacing conventional work practices. Digital transformation involves a broad variety of practices, including optimizing the use of new information technologies.

4. **“Rubin, O., Nikolaeva, A., Nello-Deakin, S., & te Brömmelstroet, M. (2020). What can we learn from the COVID-19 pandemic about how people experience working from home and commuting? Centre for Urban Studies, University of Amsterdam Working Paper.”**

The key issues addressed in this study are the main benefits and drawbacks to working from home, whether they lack the feeling of driving to work or whether they believe they will work from home more often until the new limits are abolished. The study shows some of the

intricate relationships that exist between the realms of job, home, and commuting. While many people accept the opportunity to work more from home, the survey results indicate that commuting has inherent value as well. Overall, the findings show that the most socially optimal means of juggling these contrasting inclinations/wishes could be a scheme that allows for more cycling and walking commuting, as well as expanded opportunity to work from home. Finally, it should be remembered that the nature of this study is particularly unique, and many of the respondents are facing enormous difficulties related to concerns about their own and their loved ones' health, job stability, and wages. Aside from working from home, the majority of respondents are experiencing differing degrees of social distancing and/or alienation, which may have influenced their experience of working from home. This was apparent in some respondents' written additional reflections.

5. **“Shamir, B., & Salomon, I. (1985). Work-at-Home and the Quality of Working Life. The Academy of Management Review, 10(3), 455-464. Retrieved March 31, 2021, from <http://www.jstor.org/stable/258127>”**

This research aims to examine the consistency of work-life amid a pandemic. Innovations of telecommunications technologies that expand the options for working from home. The consequences of work-at-home conditions for an individual's work-life quality are explored. Discussions of some main facets of the work experience relating to the quality of working life are included, as are studies of the variations along these dimensions between working at home and working at a typical workplace, and speculation on the potential implications for the worker of the transition of employment from employers' premises to workers' homes. From the QWL perspective, it is safe to approach the work-at-home arrangement with some scepticism.

6. **“Lena Waizenegger, Brad McKenna, Wenjie Cai & Taino Bendz. (2020). An affordance perspective of team collaboration and enforced working from home during COVID-19, European Journal of Information Systems, 29:4, 429-442, DOI: 10.1080/0960085X.2020.1800417”**

This study discusses the current literature of remote working, which lacks a clear explanation of situations of working from home enforced of government. The previously unequal social distributions between office employees and home staff no longer exist as a result of the lockout. Instead, technological affordances allow equitable interaction opportunities regardless of a less hierarchical coordination mechanism, as well as physical proximity between the team members and the leader. The disappearance of the head office-home office divide addressed historically detrimental concerns for home workers, such as social and

occupational isolation and less chances for promotion. During the lockdown, technological affordances put formerly "marginalized" home jobs "socially" closer together. Even though different possible technical affordances for functional interactions were perceived and realized during the lockdown, communication types must adapt due to technological affordance constraints. COVID-19 has significantly altered affordances, necessitating a modern contact pattern in terms of frequency, duration, and format. Affordances are now shifting from a complementary relationship between environmental affordances and technical affordances in the workplace to a contrasting relationship between technological affordances and environmental affordances at home. The home and office combined as the environmental affordances from work were excluded due to the lockout. Any home environmental affordances must be sacrificed to allow work activities, while domestic activities allowed by home environmental affordances have an impact on team coordination efficiency. Furthermore, when required to work from home, the environmental affordances are very much restricted to the home climate, which has constraints in providing social interactions or physical activity. Unlike the previous working from home literature, where remote e-users have the control to flexibly arrange their career and domestic activities, forced working from home poses a variety of difficulties for many information workers because they often share their current work-home atmosphere with other members of their family, which leads to a variety of disruptions. The hybridity of work technical affordances and domestic environmental affordances thus poses concerns of mental health, competitiveness, and work-life balance. To ensure that the same team collaboration goals are fulfilled when operating from home, the affordances have changed primarily from workplace environmental affordances to technical affordances.

7. **"Bao, L., Li, T., Xia, X., Zhu, K., Li, H., & Yang, X. (2020). *How does Working from Home Affect Developer Productivity? - A Case Study of Baidu During COVID-19 Pandemic.* arXiv preprint arXiv:2005.13167."**

In this report, a comparative analysis based on a dataset of developers' everyday practices from Baidu Inc, one of China's largest IT firms is performed, to analyse the gap in developer efficiency between working from home and working onsite. It compiled nearly four thousand reports of 139 developers' operations over 138 working days. Because of the COVID-19 pandemic, 1,103 documents are submitted as developers work from home. Furthermore, it is discovered that efficiency differs by the maker. Based on these results, it gets some input from Baidu developers and explain why WFH has various effects on developer productivity. It also draws

some conclusions for both companies and entrepreneurs. In this article, it is investigated that developer efficiency while operating from home for an extended period due to the COVID-19 pandemic. Working from home has varying effects on developer success in terms of different metrics, according to the findings. Besides, it looks into some of the factors that influence developer productivity when working from homes, such as programming language and project type/age/size [9].

8. **"Kooij, D. T. (2020). *The impact of the Covid-19 pandemic on older workers: The role of self-regulation and organizations.* *Work, Aging and Retirement*, 6(4), 233-237."**

According to the author, people are living in an unusual age that affects all of them in different ways. According to the report, as a result of the Covid-19 pandemic, some people are working harder than ever, some people have lost their careers, some people can only work from home, and some people must rethink how they work. Since they are classified as vulnerable and at-risk in terms of Covid-19, older employees aged 50 and up could be more affected by the pandemic than younger workers. However, new research on the effects of Covid-19 suggests that older employees respond more successfully to anti-Covid-19 interventions. This is consistent with the longevity developmental viewpoint, which theorizes and shows that older adults are typically very capable of adapting to and coping with the aging process. It further suggests that older adults use a variety of self-regulation techniques to sustain or restore person-environment fit, allowing them to age effectively at work. This commentary took a more optimistic approach to older workers, addressing self-regulation techniques used by older workers and how organizations might promote them. This commentary ended with some research proposals for the future.

9. **"Sourabh Deorah. (2020). *COVID 19 impact: Is work from home the new normal?. Financial Express*"**

This thesis discusses how companies and governments around the world have no choice but to have flexible working arrangements, like work from home. Is work from home (WFH) the new normal? Is WFH preferable to working at a specific workplace? Is it just a stopgap measure, or is it here to stay? Why are businesses hesitant to open right now? It explores whether WFH is a realistic alternative given people's concerns about the absence of the barrier between work and life. It discusses the advantages of working from home. Overall, the planet is going through a process of research. Organizations and people must collaborate to create a society that is less disruptive and favourable to all parties. As the planet recovers from the pandemic, it is important to remember that we are venturing into uncharted territories, with many new lessons to discover [14].

10. "Luciana Lima, Barbara Galleli. (2021) *Human resources management and corporate governance: Integration perspectives and future directions. European Management Journal 14.*"

As a result, both employers and employees are looking for alternative employment opportunities, particularly in a fast-paced city like Hong Kong. Due to the pandemic, most, if not all, employees were forced to work from home. As a result, WFH has been a legislative priority for the vast majority of governments. In order to do so, tactics must be built with the comfort of both employers and employees in mind. The current scenario, on the other hand, gives unique insight into how well working from home works, and it may play a vital role in emerging policies that reshape the current structure of working hours, eventually allowing for more flexibility. This research explores the ongoing interactions of the boss and staff in Hong Kong using an exploratory process and a SWOT analysis. For future policy decisions, a key perspective has been created, as have related guidelines. According to research, the once preferred and widely favoured WFH has not proven to be one of the better choices for the majority of Hong Kong's workforce. Guidance for transitioning to remote online jobs is one field of policy where strategy and delivery are absolutely essential.

III. SIGNIFICANCE

COVID-19 has had a huge effect on 79 percent of people's lives. 45 percent of them attribute this to significant disruptions in their lives, and they are dealing with a great deal of confusion about personal and family wellbeing, career status and workload, social alienation, and financial difficulties. Anxiety levels in certain occupations, such as educators and healthcare professionals, have risen by more than 60%. Because of the fatigue, fear, and uncertainty induced by COVID-19, half of the workers have already started to slip down the mental health spectrum, which means they are feeling signs of psychological trauma, which, if unchecked, will lead to burnout and depression. Employees are currently in survival mode, which means they are struggling to get through the day but have not absorbed what has happened to them psychologically, financially, professionally, or intellectually. Many people are experiencing burnout, including those who work in critical services. There would most likely be residual resentment, disappointment, and rage for temporarily laid-off workers who return to work as a result of the choices leaders had to make to protect the company. They return to work confused, less optimistic, and more distrustful of their leaders and superiors, and it is up to leadership to have as much accountability as possible to restore confidence. Work from home (WFH) has a negative impact on employees' emotional and physical health, according to a new study published in the Journal of Occupational and Environmental Medicine by researchers at the 'University of Southern California.'

According to the study, working from home increased job demands and distractions, decreased communication with co-workers, and ultimately reduced productivity. The amount of time spent at work has increased by at least 1.5 hours, according to the survey. Employees who work at home are more likely to be dissatisfied with their employers and to have neck pain. According to the poll, more than 64% of respondents observed one or more new physical health conditions while working from home, while about 75% experienced one new mental health condition. Employees with less than a lakh rupees per year were more likely to suffer from mental health issues. According to the poll, staff with higher earnings have recorded two or three new physical and mental health conditions. They were much more likely to be depressed. Despite their propensity to have improved mental wellbeing, working parents of infants had a greater risk of reporting a new mental health problem. "Having toddlers was affiliated with physical well-being but it was also associated with more physical and mental health issues", said the survey. Professionals who shifted their work hours to accommodate others were much more likely to experience a new health problem. "Workers decreased overall physical activity, mental well-being and exercise, combined with increased overall food intake," the report further added. Workers have failed to provide a productive work environment at home. One-third of those polled had a dedicated workspace at home for their work, while at least 47.6% shared their workspace with others [3]. According to Becerik-Gerber, the study's corresponding editor - "The quality of your home workspace is important; having a dedicated workspace signal to others that you are busy, minimizes the chances of being distracted and interrupted. Increased satisfaction with the environmental quality factors in your workspace, such as lighting, temperature, is associated with a lower chance of having new health issues. Also, knowing how to adjust your workspace helps with physical health."

Many of us can identify with the slight annoyances, interruptions, and embarrassing moments that come with working from home. People are living from home in greater numbers than ever before. According to Forbes, employers discovered that remote employees were just as profitable as before and completed their tasks with minimal difficulty. Any firms are shutting their doors and reorganising their activities to handle more remote employees in the future. Many remote workers value the ease of not having to commute, the freedom to prepare meals and do housework during the day, the ability to schedule medical and home maintenance appointments during the day, and being able to spend time with their children. Other employees, on the other hand, want a more conventional work setting. According to Karen Mangia, author of 'Working from Home: Making the New Normal Work', "working from home is a dramatic shift that requires 'different mental muscles'".

Hence, there are both negative physical as well as negative mental effects of Work from Home. Negative physical effects that the employees face from WFH are – ‘disruptions and changes in routine, an increase in physical health issues, eating more and exercising less, etc.’ whereas the negative mental effects are – ‘Loneliness and isolation, more stress and the risk of burnout, new mental health issues, etc.’. Therefore, it’s crucial to look into these problems and struggles faced by the employees in order to provide them a better working environment. Reason being, productivity of an organisation highly depends on the employees.

IV. CONTENT

It's right to say that many people's feelings have been on a rollercoaster in recent months. According to new data released by the National Statistics Office last year, 86 percent of people operating from home did so as a result of the COVID-19 pandemic. However, the pandemic has altered more than just the attitude to operating from home. It has had long-term consequences on how we live and how we feel about work. The economic and social shock caused by the Covid-19 pandemic is expected to reshape individuals' and organisations' views of jobs and professions, resulting in both micro and macro changes in the workplace. What would the working life be like after COVID-19? As the pandemic ravaged the whole globe in March, millions of employees started working from home – an unparalleled and continuing development made possible by the progress of networking and communication technology. It is important to note that certain positive developments have arisen from this tumultuous era. With so many workers working from home, it's not surprising that the recent Dale Office Interiors report found that almost three-quarters of chief executives are now trying to implement flexible and agile working. Face-to-face meetings will be needed as well, albeit with psychological distancing structures in place. As a result, more companies are starting to think about their own return-to-work plans. When work life settles into a new schedule, more people are likely to opt to work from home once more. Or, at the very least, the ability to control where and how they operate. Working Families interviewed over a thousand working parents and found that more than 90% of them chose their employer to continue to provide flexible working hours following COVID-19 [4]. The CIPD has published new research on the effect of COVID-19 on the lives of workers. It emphasised the importance of understanding that remote working would not necessarily imply flexibility. In certain cases, this was due to expanded care duties after the epidemic. In reality, 30 percent of the workers polled said that shifts in care roles had affected their ability to function [13]. Working from home will have several advantages for you and your company, including:

- **Save your money** - you will save your money on start-up expenses and you will not need to purchase or rent company premises.

- **Save your time** – you will save your time that would otherwise be wasted searching for suitable commercial land.
- **More flexibility** - stop being entangled in long-term lease deals
- **Family obligations** - Plan your job around your family obligations.
- **Assistance from family members** - for example, they can assist you with filing or general administration activities.
- **Reduce travel time** - save time and money and driving to work
- **Less distractions** - avoid workplace noise and distractions [5]

However, using your home for company is a popular option for people who either need a small office or who spend the majority of their time working at client locations. Working at home has certain pitfalls that one should be mindful of. There may be difficulties such as:

- The challenge in dividing one's life at home and one's life at work
- Domestic distractions and interruptions
- The initial cost of creating your company at home
- Loneliness/isolation [6]

There are far too many interruptions. It's difficult to be inspired. 54 percent of workers had more distractions at home, 40 percent find it impossible to concentrate on work at home, and 15 percent find it difficult to focus on work with anything going on in the country. Setting limits is challenging. When working from home, 66 percent of workers are more likely to work nights and weekends, 49 percent find it impossible to establish distinctions between work and personal life, and 28 percent start and finish work later [10]. The most common problem that remote employees face is "unplugging" from work. Many individuals have a more difficult time clearly splitting their personal and professional time in the absence of a consistent change in venue and set working hours. In addition, certain people can struggle with a lack of face-to-face contact. In fact, one-third of those polled were concerned that their full professional achievements would go unnoticed due to a lack of in-office contact [7]. Aristotle, the Greek philosopher, said, “Man is by nature a social animal; a person who is unsocial naturally and not unintentionally is either beyond our attention or more than human. Society is something that exists before the individual.” As a result, it is clear that man cannot survive alone, let alone function efficiently and effectively. Although some workers are ecstatic at the prospect of working alone, away from the distractions of the office, others can find it daunting to work long hours and communicate with just a computer screen with no face-to-face contact or connection with team members. Though there are platforms such as Zoom, Skype, and others that allow employees to connect

through video calls and conferences, it may not be as effective as sitting together and brainstorming ideas [15].

V. FINDINGS

• There Is No Replacement for Natural Interactions

While a remote team has many advantages, maintaining social contact virtually is extremely difficult. People miss turning to their colleagues to tell an anecdote from their weekend or to talk about what's developing in their co-workers' garden as he's cooking his lunch. There is no substitution for casual workplace talk, so it is important to schedule intentional social events to preserve connections and prevent feelings of loneliness. Clarity has organised virtual coffee hours and happy hours as a means for workers to socialise informally. In addition, people used Donut, a Slack integration that pairs people at random, each week for one-on-one chats. The Donut Talks are a perfect way for people to catch up with their colleagues and interact with co-workers they didn't usually speak to much before the pandemic.

• The office will live forever

The workplace is undergoing dramatic transformation. Shape and act in the office would have to work harder. If more workers work from home, it would be up to managers to engage in collaboration tools to help individuals be more productive, but still focusing on opportunities to cultivate a sense of belonging and meaning. There will be a greater focus on common ideals, and workers will look to organisations to provide them with it. Many organisations' newfound embrace of remote working, coupled with the challenging economic environment, could lead to a temptation to reduce office space. Such decisions should be made with caution. Start by knowing what the office's job is in your organisation and what makes your employees do their best work [8].

• The responsibility for WFH agreements is mutual, and progress includes the engagement of both employers and employees. When introducing WFH agreements, all employers and employees must be realistic, versatile, and considerate of each other's circumstances. Before implementing WFH plans, managers can first determine if it is feasible and practicable for the work functions and the jobholder, as follows:

- i. Determine can work tasks and duties may be done off-site. This can involve using imagination and ingenuity to do something in a special way.
- ii. Examine the WFH system, services, and tools, such as Internet access and the provision of a stable power source.
- iii. Evaluate the legal conditions, responsibilities, and future liabilities, taking into account the worker's condition as well as the job duties, supplies, and resources required.
- iv. Assess the worker's domestic climate in terms of security and wellbeing, as well as the worker's

individual capacity to fulfil the duties required at home.

- v. Take into account the worker's living condition. Jobs can include responsibilities for child or dependent care, marital stress or domestic violence, or long-term health conditions or disability.
- It is necessary to remember that not all job duties and activities can be undertaken outside of the employer's or specific workplace's premises. There were, are and will be certain businesses, professions, and activities where WFH is not practicable or possible, or where it cannot be applied in a timely manner. Employers must investigate and create a backup plan for work tasks and operations that are not possible to perform remotely, as well as in case of those employees who have disabilities at home or any sort of safety and health issues that prevent WFH. Employers may request that workers take unused or advance paid annual leave, extended leave at half pay, or unpaid leave in compliance with national laws and regulations, government directives, or company practises, or leave, extended leave at half pay or unpaid, or any other applicable leave that may be included in the situation after consultation with the employees concerned.

VI. CONCLUSION

According to the study, the once desired, highly favourable WFH has not proven to be one of the better choices for the majority of workforce. WFH is still common, but not in its current form. The author mentioned each and every advantage as well as disadvantage of WFH from the perspective of an employee. Workers are unsure of what WFH means and lack the tools needed for this transition, such as software, access to official documentation, and a suitable working environment. If this procedure is to become a viable alternative or the new standard, proper preparation is expected. Better government rules and regulations should be in place to properly oversee and make WFH feasible. Author feels that guidance on transitioning to remote online jobs is one field of policy where strategy and delivery are absolutely necessary. Talking on productivity basis, the author also mentioned the impact of the pandemic on developer productivity in the thesis done and found that the pandemic has had a negative impact on developer competitiveness too. After much deliberation, I conclude that workers will suffer and face WFH difficulties, and their efficiency and productivity will vary. Perhaps the working balance would be noticeable after the pandemic, when WFH is no longer a forced requirement, but rather a versatile option. But we don't know when the pandemic will stop, and the only long-term solution we have is WFH. As a result, it will work temporarily, but a sustainable work-from-home culture will not work, at least not now for any occupation.

VII. SUGGESTIONS

Let us now discuss some helpful hints for dealing with the complexities of remote work. There are many options for staff to mitigate the detrimental consequences of work from home.

A Separate Workspace: Having a dedicated workplace communicates to employers' families that their jobs are occupied and need not be disturbed. A closed door helps to maintain the physical and mental isolation between work and family life. Job satisfaction and efficiency can be improved in conditions that are both relaxed and appropriate. Proper lighting and a suitable temperature should be provided in the office.

A large desk that protects the elbows, wrists, and arms will assist in the prevention of carpal tunnel syndrome, a chair that better protects the stomach, back, and spine; ergonomically viable furniture and equipment such as adjustable seats that relieve neck or back pain; and tools such as optical glasses - prescription glasses that block out blue light from machines [16].

Set Boundaries: Employers should assist workers by determining work hours and ensuring that employees stick to them, even under extraordinary situations. Employer emails sent late at night can cause tension among employees who believe they must answer outside of office hours. Instead of getting distracted by tasks, employees should set ambitious targets and work on them. To retain a work-life balance, they may need to say "no" at times.

Taking Breaks: Breaks should be arranged to ease the pressure of sitting for too long and from staring at digital screens. Fun games can help alleviate tension. Employees can also make time for exercise such as biking, yoga, cycling, and heart-pumping aerobics. Exercise can help to reduce anxiety and depression. Walking in nature can help reduce blood pressure and stress levels.

Maintain Consistent Contact with the Company and Co-workers: Two or three workers checking in on a daily basis could be more successful than impersonal big group video calls. This intervention, along with daily online sessions, keeps employees informed and makes them feel supported.

Reach Out for Help: Workers should keep an eye out for any disturbing signs and, if necessary, request the assistance of physicians or mental health providers.

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