EFFECT OF WORK FROM HOME ON WORK AND LIFE BALANCE, PRODUCTIVITY, JOB-SATISFACTION AND STRESS

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Abstract
The purpose of this paper is to investigate the relationships between work from home and work and life balance, work from home and productivity, work from home and job-satisfaction and work from home and stress. Based on the relationship it is concluded that working from home may not suit every employee as sometimes it become difficult to maintain balance between work and life balance, productivity, job-satisfaction, stress and work together. Employee can maintain balances based their will and support from family and employer only.

Keywords: Investigate, Work from Home, Life Balance, Productivity, Job-Satisfaction, Stress.

Introduction

Working from home is characterised as people working from their home or from other location of their choice other than the working area by payment which is paid by the employer (Aithal, 2015). The frequency of working from home arrangements in businesses has increased over the past decades due to advances in information and communication technology. In the year 2009, more than twenty percent of German companies provide their workers the possibility to work at least a couple of days per month from home (Rupietta& Beckmann, 2016). This possibility to work from home enhances employees' control in arranging and coordinating their work. Employees with higher autonomy have a greater intrinsic incentive and are able to have more work effort. Moreover, by providing agreeable working conditions, companies can recruit and maintain highly qualified and hard-working workers (Felstead& Jewson, 1999). A variety of multifaceted consequences and benefits of homework have been revealed in previous studies (Nakrošienė et al., 2019). These benefits include freedom to schedule time; increased autonomy; decreased informal communication; increased family and leisure time; decreased stress; increased productivity; increased work satisfaction; decreased travel time; decreased travel and other expenses; increased employment opportunities for women with children, students and people with disabilities; and decreased traffic congestion and air pollution (Nilles, 1997). The definition of work from home, work from home and work and work and life balance, work from home and efficiency, work from home and job satisfaction and work from home and stress is explored in this paper.

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Concept of work from home

Work from home is a vast and dynamic phenomenon that lacks a concept that is generally accepted. Work from locations other than a typical office space has been identified as home or telework work (Nilles, 1997). Therefore, it is difficult to research this phenomenon because of the lack of common knowledge of work carried out beyond the traditional workplace.

Job at home varies according to the amount of work at home, varying from full-time work at home to part-time work at home (Gajendran and Harrison, 2007). Full-time work from home happens when a teleworker operates from home or location other than an office using telecommunication technology all the time. When a teleworker operates partly from home, partly from the workplace or from a client location, part-time work from home exists. Ad hoc work from home takes place when a person only rarely works from

home, e.g., only in the event of illness or unplanned child care. During conventional or non-traditional working hours, work from home can be classified according to whether or not a teleworker operates. Individuals engaging in non-traditional homework normally telework part of the day during normal working hours, but often telework at nights or weekends to cover work that was not completed during regular working hours (Towers et al., 2006). Work that is partly based at home and partly at the office is defined as multi-site teleworking, according to Huws (1997). Work that is done entirely from home and while teleworkers have a work contract with a single employer is known as home work. Freelance telework is described as work that is done from home or from a location other than an office and where a person has a work agreement with multiple employers. Mobile teleworking is described as work done mainly on a variety of different sites, such as customer premises using telecommunications technologies (Allen et al., 2015). Mobile teleworkers are often on the move, operating from anywhere using information and communication technology and interacting with the office from each position as needed.

Methodology

In this review article variables can be categories into two categories (Figure 1). One is the independent variable that can be regulated or altered by the researcher and has a direct influence on the dependent variable. Examples of independent variable in this review article are- work from home. And second is the dependent variable that is evaluated through independent variable. In this study the examples of dependent variables are-work and life balance, productivity, job-satisfaction and stress.
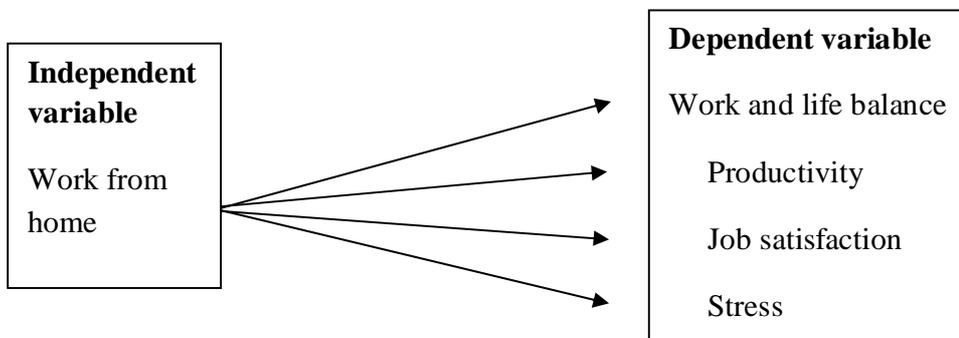
Work from home and work and life balance

The finding of a balance between work and the rest of our daily lives is a fairly recent concern (Crosbie & Moore, 2004). Working adults will face many challenges, including deadlines to reach expectations, financial commitments, and pressing family responsibilities, with the limited 24-hour time resources available in a day. These circumstances can produce role conflicts that can influence the degree of engagement in their job, family and social life (Greenhaus &Beutell, 1985; Barling & Macewen, 1992; Voydanoff, 2002). Some scholars indicate that it is difficult to reconcile work and family life with greater demands from household activities (Greenhaus &Beutell, 1985; Barling & Macewen, 1992). Employee work-life tension is recognised to be connected to many health issues, including poor physical health, poor self-reported health, psychological distress, poor mental health and life dissatisfaction (Mensah & Adjei, 2020). In this new situation, companies are therefore forced to find ways to and the feeling of strain their workers feel more and more by implementing flexible work arrangement practises such as home work. Most organisations take any of the following steps to maintain a higher degree of work-life balance, such as paid leave policies (maternity leave, sick leave due to a family member's illness/death, absences after a strenuous period of work, stress, etc.); financial involvement of the company in the childcare of its workers or treatment of elderly family members along with work from work. The company applying this strategy, however, allows potential applicants to be recruited without any difficulty in any period of time, even in the case of people who are already working and have conflicts between work and family (Krasulja,2015). The business must not remain concentrated exclusively on family responsibilities and duties. "Social animals" are human beings. Therefore, it is also not appropriate to ignore the time spent by the employee socialising with friends or on favourite hobbies and sports activities. (2015 Krasulja). When people experience a greater work-life balance, they have improved health and well-being, greater organisational participation, greater job satisfaction, better achievement of goals, and happiness in the family. At the family level, work-life balance facilitates greater marital and family harmony, family cohesion, and marital and family satisfaction. Work-life balance decreases turnover, increases efficiency and eliminates lateness and absenteeism incidences (Rao & Vishal, 2010).

Work from home and productivity

There are also debates on the success of remote workers, as some claim that working from home helps employees to be more efficient due to less distractions from the workplace, while others argue that working from home is not the best atmosphere because it allows more distractions from home (Fonner & Roloff, 2010). Those people who work remotely are more involved, enthusiastic and

dedicated to their work, according to a Gallup, only if they work 20 percent of the time or less outside the office (Gallup, 2018). Employees who work full-time remotely on a permanent basis have a beneficial influence on the company (i.e., cost savings) (Bailey &Kurland, 2002). It is crucial, therefore, that if companies want to stay sustainable and remain competitive in a growing technological society, better understanding of the implications of remote work is essential for the future of the workforce (Schall, 2019).

In order to empirically evaluate the impact of remote work on efficiency, Monteiro et al. (2019) used rich sample data from companies over the period 2011-2016. They argue that the theory of "working remotely leads to job satisfaction and employee motivation" must be tested again, as it is empirically established by several previous studies. They therefore used "a longitudinal panel dataset of companies in a survey covering the entire economy, including the manufacturing and service sectors," to extend the reach of study (Monteiro et al. 2019). They assert that when they add time-invariant variables and non-observable constant characteristics of the business, their findings shift. Remote work has a negative effect on average efficiency, according to the results, which could rely on the "substantial degree of heterogeneity across various categories of businesses." They argue that non-exporting small firms with below-average skill levels are more likely to be adversely affected by remote jobs (Monteiro et al. 2019). Kazekami (2020) studies the processes that affect the efficiency of workers working from home. There is a strong link between telecommuting hours and efficiency, according to the study findings. She believes that telework improves life satisfaction and job satisfaction; but while life satisfaction improves labour productivity, there is no effect on employee productivity on job satisfaction. According to the report, another aspect that increases efficiency is the ability to stop driving in rush hours to work more than 1 hour by public transport.

Work from home and job-satisfaction
Locke (1976) described job satisfaction as an enjoyable or optimistic emotional condition arising from the evaluation of one's work or work experiences. Job satisfaction is an important criterion that cannot be overestimated, reflecting a mix of psychological, physiological, and environmental factors that decide the satisfaction of an employee with their job, emotional health, and understanding (Davidescu, et al. 2020). The link between remote work and job satisfaction stems from the belief that remote work gives employees more flexibility and greater control in how their job is done, allowing the employee to meet the demands of their job and their own personal demands (life and family) (Virick, DaSilva, & Arrington, 2010). Mixed conclusions on whether telecommuting has a positive or negative impact on work satisfaction have been reported (Bailey & Kurland, 2002). Golden and Veiga (2005) explored the correlation between remote work and job satisfaction among 321 employees at the professional level. The authors propose that job satisfaction increases as remote work increases, but only increases to a certain point 7 (Golden & Veiga, 2005). In a recent meta-analysis, Allen et al. (2015) found that remote work was positively correlated with job satisfaction. Furthermore, the authors found that the degree of telecommuting did not contribute equally to job satisfaction, which explains why there is a curvilinear relationship between remote work and job satisfaction.

Work from home and stress
Stress is a biological term that refers to the consequences of a human or animal body's failure to respond appropriately, whether actual or imagined, to emotional or physical threats to the organism. Stress refers to the strain that leads to emotional and physical pressure from the conflict between our external environment and us (Kotteeswari& Sharief, 2014). Bélanger (1999) and Bloom et al. (2015) indicated that employees at home are less often distracted by peers and work in a quieter general working environment, resulting in reduced stress related to work. Working from home can lead to personal and professional isolation, as employees have reduced social interaction (Hill et al. 2003), which can increase employee stress as human beings are social in nature. Homework sometimes increases family bargaining by mixing personal and professional life (Baines and Gelder 2003) and ultimately leads to a higher level of stress (Sullivan & Lewis 2001); Weinert, Maier and Laumer 2015). Employees doing their work from home tend to work longer hours, making it harder for them to rest and recover, leading to more fatigue. Working overtime at the expense of family work-family conflict raising, increasing the guilt of employees about neglecting their families and leading to more family disputes (Ojala 2011) or feeling unpaid overtime at home (Song 2009) can be associated with homework and increase stress. Moore (2006) shows that working from home does not improve the quality of life in terms of subjective or objective well-being and reports that homeworkers are more stressed with young children doing menial, low-paid work. Venkatraman (1994) claimed that it may be the most important benefit for many employees to eliminate the stresses of driving in rush hour traffic.

Timsal and Awais (2016) may not suit every employee's needs from home, as this type of flexible work requires high concentration, dedication, self-motivation and control levels. James (2016) also concludes that working from home involves many challenges, with the greatest challenge being that retaining the motivation to work can be extremely difficult because it is a struggle to maintain the capacity to be self-disciplined and self-driven to complete work tasks when working remotely with little support from co-located work colleagues or management. There is no indication here of the way in which these difficulties affect the worker. In addition, a study conducted by Jizba and Kleiner (1990) outlines that working from home/mobile work limits the opportunities for employees to develop themselves and their abilities and is likely to put a hold on their career development. This may include the fact that employees have fewer opportunities with their colleagues in terms of training, communication, interaction and interpersonal

skills, and there may also be a lack of development due to the fact that if the employee is comfortable performing the same tasks while working from home, there is likely to be less variation within their job role. In addition, not being located in the office setting can result in remote staff being left out of key meetings that lead to key decisions.

Conclusion

Working from home is working from their home or from other location of their choice other than the working area offered by the employer. The frequency of working from home arrangements in businesses has increased over the past decades due to advances in information and communication technology. Work from home varies according to the amount of work at home, varying from full-time work at home to part-time work at home and it enhances employees' control in arranging and coordinating their work and help employer to recruit and maintain highly qualified and hard-working workers. For any person, work-family-and-personal life should not conflict with each other and should be complimentary to each other. Some are successful in life, but fail in family and personal lives, while some others are below par at work who have a vibrant personal and family life. It is not a healthy sign to be successful in one aspect of life at the cost of the other. In the longer term, family happiness as well as a decent private life are primary factors of a successful career. A balancing act may not be as easy as we think between these domains, but a compassionate attempt in this direction will certainly yield fruitful results.Thus, in this article we highlight work from home using it as independent variable and studied it impact on other factors like work and life balance, productivity, job-satisfaction and stress as dependent variables.

Implication of the article

This article helps to understand the concept of work from home and how it enhances employees' control in arranging and coordinating their work. Work from home provide higher autonomy have a greater intrinsic incentive and are able to have more work effort. Work from home help organisations in recruiting best employees by providing agreeable working conditions and help in maintain highly qualified and hard-working workers. This article also highlights the benefits of works from home from both employees and employer prospective. Except this it also highlights the impact the work from home on factors like work and life balance, productivity, job-satisfaction and stress by summarize the available literature of various researchers using work from home as independent and other factors like work and life balance, productivity, job-satisfaction and stress as dependent variables.

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