

Benefits of Work from Home in IT Industry at Bangalore

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Abstract

Work is an integral part of everybody's life – which is the reason why workplace is called the second home of an employee. There is no deny that employees feel better if the companies make their personal life easier, one of such requisite can be achieved by providing work from home option. This paper intends to convey employee benefits of the work from home option. Analysis is done using primary data through which it can be seen that most of the employees are willing to take up work from home option because it helps them to full fill family commitment and also avoids travelling time which can be utilized to work in turn increasing the productivity. As found out from the study there is a positive significant relationship between employee satisfaction and work from home option. Although work from home practice is proved to be beneficial and provide work life balance, unless it is used effectively.

Keywords: Work from home, Employee benefits, Employee satisfaction, Work life balance, Productivity

1. Introduction

In today's society, work is no longer a place, it is an activity, which can be done in a number of locations and even on the move. "Now this is not the end. It is no even the beginning of the end. But it is, perhaps the end of the beginning.

In the present scenario, the city is moving towards being a silicon city from being called a garden city. Since IT is the major sector contributing to the change, this showcases how a minor change in HR practice of Work from home benefits Employees. One more dimension of looking at WFM is

benefit to the environment. Employees are to be more satisfied with WFH option as well as the benefits of the environment

2. Objective of the study

- To analyze the significant relationship between employee satisfaction and work from home option
- To study the significance of work from home option in relation to productivity of the employees
- To study the beneficial aspect of work from home option in providing work life balance among employees

3. Literature review

Crosbie and Moore (2004) How the balance of work and the family commitment can be maintained and how the employees can manage both family commitments and work commitments by drawing out the experiences of the employees working from home

Singh, Kumar, and Varghese (2017) describe the impact of working remotely using telecommunication and tele network. It discusses various research papers and articles that bring out the advantages and disadvantages of work from home option, Although the challenges should be considered by the employer since it directly affects the productivity of the company, benefits are seen on a larger curve which proves to provide an economic and feasible environment for the employees and it seems to get acceptance in the present world.

Vanderkam (2013) This article specifies the benefits of work from home on environment perspective which reduces the traffic and also revealed that the satisfaction level towards work was more and also employees are observed the dedicate more time while working from home whereas when the assigned timings of work hamper the work by taking extra break timing and reducing the overall working time.

Farrell (2017) Since the work environment is largely dependent on how the human resource department balances in managing the management expectations and the employees' expectation, HR has a wide role to play in Implementing Work from Home in an effective way by training the employees properly and also nature of work has to be considered while exploring this option. It also says that the modern era of involving more women and women

who are in their motherhood is an efficient option to be considered.

Kanthishree (2013) describes that changes can be seen in the present scenario heading towards work life balance and Human resource development team are striving to introduce practices, Schemes which will motivate the employees. In this research, most of the respondents of BHEL and VE expressed their ability to maintain a balance between work and family commitments and traveling hours would be used to full fill one of the commitments.

Carter (2016) According to his measurements just 7% of the representative's standpoint that they work more profitable in corporate rooms instead of home. However, while 65% of specialists figure they would be more gainful working from home than working in a conventional work environment. The three detriments that remote workers face when they telecommute is over work, nonstop disconnection and in satisfactory apparatuses to take a shot at this drawback of work from home will influence the demonstrable skill of the representatives in the corporate world.

Bloom and Liang (2013) research done on work from home for US employees where they explored that there is 13% increase in the performances of the employees and also observed more satisfaction. Although there are minor constraints when allowed the employees to choose, most of them expressed their satisfaction working from home.

Murphy (2017) Work from home can be more beneficial to the organization if implemented in a proper way. He states that many employees' views coming to work place as escape from home or family or to overcome the isolation that they face at home. This is where organization plays an important role the way they implement

which could be done by making it condition data collection and it is related to fact finding of the population.

4. Research methodology

4.1 Type of research

Descriptive research: This type of research is aimed to explore the current problems or issues through

4.2 Sampling design

Convenient sampling: It explains that the sampling is done according to the convenience of the researcher. Sampling size for this particular study is limited to 50 respondents. **Hypothesis:** Satisfaction of an employee is greatly influenced by work from home practice followed by an Organization.

H_0 : There is no significant relation between employee satisfaction and work from home option

H_A : There is a significant relation between employee satisfaction and work from home option dependent or treating it like a bonus and so on, this might prove to be the beneficial factor for employees and employers. [8]

5. Results and discussion

The following results were obtained by following a structured research using questionnaires and other tools which factored in for the following observations and results. The responses collected from the sample has given some key insights on the relationship between work from home option and employee attributes.

GRAPH 1

Analysis: From the below table, we can observe that 23 employees among 50 employees take work from home once in 15 days which signifies that work from home option is used only when needed and organization has made sure that work from home option is implemented effectively so as employees don't take that as advantage interpretation: The study stipulates that most of the employees prefer work from home option once in fifteen days which signifies the dedication level of the employees (Table 1).

TABLE 1 Frequency

Frequency of taking work from home	No of respondents	Percentage
Once in a week	16	32
Twice in a week	6	12
Once in a month	5	1
Twice in a month	23	46
Total	50	100

GRAPH 2

Analysis: From the below table, we can note that out of 50 respondents 26 of them that is 52% prefer work from home to avoid travelling and 16 of them that is 32% do work from home due to family commitments (Table 2).

Interpretation:

The study signifies that majority of people intend to take work from home option to avoid travelling and the second majority prefer work from home option to fulfill their family commitments and maintain work life balance.

TABLE 2 Reasons For Taking WFH

Reasons for taking work from home	No of respondents	Percentage
Family commitment	16	32
To avoid travelling	26	52
Discomfort in work zone	0	0
Health issues	8	16
Total	50	100

GRAPH 3

Analysis: From the below table, an observation can be made that out of 50 respondents 44 of them that is 88% of the population express negative influence on productivity by availing work from home option (Table 3).

TABLE 3: Productivity Drop - WFH

Does productivity drop when availing WFH option	No of respondents	Percentage
Yes	6	12
No	44	88
Total	50	100

Interpretation:

From the above observation, it can be noted that productivity of the employees will not be affected by choosing WFH option.

6. Discussion and analysis

Work from home option is given out in most of the companies, there are many motives for the organization to implement the same one of which is improving satisfaction

among employees. If organization tends to serve the employees; employees serve back to organization, on the same context, if organization is giving importance to family of employees, employees feel happy to take extra step for the organization.

The other motive behind providing work from home option is cost cutting for the organization. There are various amenities which can be cut down like real estate needs and remote working employees reduce the cost of computer, electricity, air conditioning and it can also reduce absenteeism, majority of the employees expressed they would be loyal to the employers if they had flexible timings in which case employees are happier than the attrition rate comes down in turn cutting down the cost of new recruitment and training.

By this survey, it has been noted that employees have expressed when given work from home option the delay time is reduced since it cuts down on travelling time and efficiency is increased and employee's satisfaction is increased

7. Conclusion

Work from home option can be significant in increasing the productivity of the employees creating a win-win situation for both employees and the organization. It is also being observed that there is considerable improvement in the satisfaction level of the employees working from home since it helps them to maintain work life balance by fulfilling their family commitments or catering to personal issues like health, travelling etc., work from home creates a conducive ecosystem which enables employees to benefit from an appropriate environment, enabling them to tackle stress and work pressure.

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