

"A STUDY ON FLEXIBLE WORK ARRANGEMENTS IN IT COMPANIES A GAME CHANGER TOOL AND ITS INFLUENCE ON EMPLOYEE PERFORMANCE"

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Abstract:-

COVID-19 has been a game-changer for conventional offices and the way we work. Working from home or teleworking during the pandemic has ushered in a new era of productivity, inclusiveness and connectedness. Prominent corporate leaders discuss what has changed in the way they communicate and the future use of the office space or co working space. Time has come to rethink about conventional office work space and implementation of technological tools to accomplished work. Corporate leaders are embracing trust, freedom and new leadership styles to ensure flexible working is viable, inclusive and here to stay. If want to improve employee' overall satisfaction level and productivity? Offer workplace flexibility. Allowing employees to work remotely or other many flexible work arrangements can boost employee morale and reduce stress levels. A great work-life balance builds trust and commitment within the workplace, which can increase productivity and ultimately employee performance. According to LinkedIn's Global Talent Trends 2019 report, which surveyed 5,000 talent acquisition and HR professionals around the world. And although 36% of women and 29% of men say flexibility really matters when they make job decisions, fears about communication, productivity, and lack of oversight hold many companies back from fully embracing these desirable policies.

Researcher is very much curious to know about what are the Flexible Work Arrangements is all about which is used in IT Company, and at what extend it will be influencing on employee performance. For the same, structured questionnaire has been designed for collecting responses by the respondents. The main contribution of the paper is revealing the importance of Flexible Work Arrangements in IT companies and how it's influenced on employee performance.

Keywords: Flexible Work Arrangements, Work From Home, Satisfaction, Productivity, Employee Performance.

Introduction

The World Economic Forum (WEF) Global Gender Gap Index benchmarks worldwide organizations and their orientation execution against four key aspects: financial support and opportunity, instructive achievement, wellbeing and endurance, and political strengthening. In the 2021 rankings, Australia sneaked through each significant aspect yet one: the instructive accomplishment of ladies.

Despite the fact that Australia positions first worldwide for instructive accomplishment, ladies' monetary investment and opportunity positioning keeps on falling. Australia positioned eighteenth in

monetary support and opportunity in 2011 however is 70th today. In 2011, Australia positioned 23rd on the Global Gender Gap Index by and large, yet sits in 50th spot today.

Locally engaged examinations additionally observe insights supporting those worldwide rankings. In the 2020 CEO Women (CEW) Census, 5% of ASX 200 organizations had ladies CEOs, and ladies held just ~15% of the pipeline jobs to CEO (i.e., line and CFO jobs). In 2021, the Australian Bureau of Statistics tracked down a 13.4% contrast among people's normal week after week income. Whenever extra pay is represented, like superannuation and rewards, the full-time all out compensation orientation pay hole is 20.1%.

The numbers and their message are clear: Australia's orientation hole is extending. Earnest and basic change is expected to balance orientation support and progression in the labor force.

Then again, the labor force fundamentally needs ladies. The pandemic upset organizations across Australia, and recuperation requires everyone ready and available people. The pandemic opened a key switch that influences ladies' investment in the labor force: adaptability.

Coronavirus essentially changed the manner in which associations worked. It tested how organizations saw adaptable work, in light of the fact that the requirement for adaptability impacted each laborer, paying little mind to rank, work job, or orientation. The pandemic made direness and sped up basic changes encompassing adaptable work. Presently, urgent pieces are arranging to standardize adaptability.

As numerous associations reclassify what's 'ordinary' in the work environment, this exploration can assist organizations with comprehension and plan for-what occurs straightaway. We reviewed representatives and talked with bosses across Australia to comprehend their feelings, discernments, and wants relating to adaptable work since the pandemic. In view of the discoveries, we offer crucial inquiries for pioneers and strategies to increment evenhanded adaptability. Our examination likewise diagrams a strong monetary contention: opening intentionally planned adaptability is a solid financial goal.

In our meetings, we figured out how Australia's top organizations are utilizing Covid-19 as a 'culture gas pedal.' If we as a whole jump all over this chance, we can make more adaptable, evenhanded, and versatile associations, and a more grounded, more prosperous economy.

How Covid-19 changed the working environment

Before 2020, enormous scope adaptable work was thought of as too challenging to even consider accomplishing. The innovation to help adaptable work existed, however organizations missing the mark on craving to put resources into the necessary framework, processes, and social purchase in. Then, at that point, Covid-19 tested 'the same old thing.'

Almost short-term, to keep up with coherence, organizations rebuilt their work environments. For a while, Australians were legitimately expected to telecommute except if it was difficult to do as such. Subsequently, most laborers particularly those with caring liabilities needed to move something other than their work destinations. Numerous laborers needed to change plans or briefly get out of the labor force to oblige expanded consideration taking liabilities. Since the pandemic, 'adaptability' and 'telecommuting' have become compatible, yet our examination goes past the common talk of remote

work. We examine an all-compassing meaning of adaptability, which incorporates variable beginning and finish times, dense weeks of work, and innumerable different courses of action.

Adaptability can be more casual than we understand. Some of the time it's just about as straightforward as going to a physical checkup in an average working day without expecting to request consent. For instance, at Aurecon, working environment adaptability isn't only for guardians; its arrangements incorporate similarly significant responsibilities to worker prosperity, non-work responsibilities, and leisure activities.

Through reviews and meetings, we affirmed:

- ¿ Adaptable and remote-work game plans can work at scale. In spite of shuffling different courses of action, more than 90% of directors said they kept up with or worked on their usefulness, commitment, and accomplishment while telecommuting during the pandemic contrasted and pre-Covid-multiple times. Truth be told, Australia Post reports its Digital and Data group is two times as useful now than it was pre-Covid-19.
- ¿ The pandemic standardized balance between fun and serious activities and leveled adaptable work as an 'all-representative' issue versus a female-centered advantage. 80% of study respondents accept adaptability is seen more well now than it was before the pandemic, and that more chiefs and friends rehearses support flex work. Moreover, 63% of overview respondents said their organization is more adaptable post-Covid-19 than it was three years prior. At Stockland, pioneers said, 'the workplace has changed perpetually' and that the home might have too, with more men liking the requests of adjusting home and work.
- ¿ Representatives need more adaptable work choices to proceed. 57% of ladies and 66% of men said they anticipate that their work environment should turn out to be more adaptable after the pandemic dies down. 95% of respondents demonstrated they would take an adaptable game plan in the following three years whenever advertised by their association.
- ¿ Adaptability can even out the expert battleground. At the point when all representatives worked from a distance during the pandemic, 57% of men and 43% of ladies said the working environment turned out to be more orientation evenhanded. Ladies said family interruptions at home were the greatest driver of disparity (a component not noted as firmly by men), and may represent ladies' lower view of equity during the pandemic

2. Objective

1. To review the Flexi Work Systems utilized in IT organizations.
2. To access the impact of Flexi Works Systems on Employee Performance.

3. Meaning of the review (Significance of the study)

This point acquires its significance from the universally progressively consideration paid to work environment conditions when laborers can't sufficiently meet family liabilities due to their long working hours. This causes laborers regularly to feel that addressing family needs could endanger their work load. The discoveries of this paper might be a valuable reference for associations, particularly HR administrators and strategy creators, to ponder different work course of action adaptability

techniques, in to the extent that the ramifications of showing hierarchical consideration and backing for representatives.

Also, this paper is relied upon to add to the assortment of writing connected with the connection between the adaptability of working plans to authoritative responsibility and worker execution. The discoveries of this paper would carry incredible advantage to the representatives, particularly in helping them to acknowledge how adaptable functioning plans can assist them with finding some kind of harmony. Simultaneously, being adaptable will cause workers to turn out to be more receptive to change, which sustains them to be more aggressive and can adjust to tough spots all the more without any problem. In synopsis, this paper would be a critical commitment as a wellspring of contribution to IT industry.

4. Review of Literature

Possenried and Plantenga (2011)⁵ in Shagvaliyeva and Yazdanifard (2014)⁶ aver that in the study of flexible work arrangements, researchers discussed three main categories of FWA- flexibility in scheduling of hours, flexibility in location and flexibility in length of the work. Chung (2009)⁷ posits that though each of the arrangements could be used individually, they are often combined to complement each other.

Flexibility in scheduling of hours includes teleworking, flexi-time, job share, phased retirement, contract work, part time jobs and term time working (Omondi & Obonyo, 2018)⁸. Flexi-time is notably more applicable to professional and higher-level employees than lower level employees and even workers in service and manufacturing jobs seem to have less access to it than jobs in other industries (Kossek and Distelberg, 2009)⁹.

Flexibility in location relates to the place of work and involves employees working from a location outside of their physical organizational setting. It includes telecommuting, satellite offices, neighbourhood work centers and mobile workers (Kurland & Bailey, 1999)¹⁰. Pérez, Sánchez and de Luis Carnicer (2002)¹¹ defined telework or flexi-place as a flexible work schedule that permits employees to work in varied locations, typically using information and communication technologies (ICT). It avails employees the opportunities to engage in regular tele- interactions with work colleagues, while reducing both the commuting time and the need to acquire urban office space. Flexibility in length of the work normally involves the relocation of work time into fewer and longer blocks during the week and is most often associated with the idea of the compressed work week. Here, employees may work for longer hours for a few days, for instance, four 10-hour-days instead of the normal five 8-hour-days. Employees use their discretion to alter the times of their arrival to and departure times from work within management parameters, to meet their personal needs (Avery & Zabel, 2001)¹².

This is to ensure that they are available during the core hours to help managers with the coordination of meetings and supervision (Van Dyne, Kossek & Lobel, 2007)¹³. Incidentally, this enables the employees to use their initiatives, be creative, be independent and feel self-worth; thereby be more committed to the organization(s) that appreciate their efficiency and independence.

Another form of FWA that is receiving considerably less attention than others is short-term breaks in employment or time off such as part-year work, sabbaticals, vacations, and leaves. These flexible work

argued that absenteeism of employees should be able to decrease under the influence of FWA, because their stress levels will be lower (Baltes et al., 1999). Stavrou (2005) and Berkery et al. (2017) suggest that organizations that use FWA will benefit from both lower levels of absenteeism and turnover. Employees perceive employers who offer FWA as attentive to their well-being, and in turn they gain identification and motivation to be more committed to them, which could eventually lead to reduced levels of turnover, absenteeism and improved retention (Berkery et al., 2017). Accordingly, Stavrou (2005) and McNall, Masuda, and Nicklin (2010) confirm in their studies that the availability of FWA in organizations actually decreases employee turnover.

Besides non-financial measures of organizational performance, there is also a significant number of financial measures studied in the context of FWA such as profitability, productivity, profit, return on assets, return on equity and return on investment (Baltes et al., 1999; Stavrou, 2005; de Menezes & Kelliher, 2011).

Berkery et al. (2017) posited that Human Resources Management (HRM) practices that increase workforce flexibility may boost productivity and innovativeness, and ultimately could lead to increased financial performance, which can manifest itself as increased profitability. Some of the studies on financial measures studied (44%) showed a positive relation whereas others reported no association with FWA (de Menezes & Kelliher, 2011)

5. Hypothesis

1. There is an effect of Flexi Work Systems on Workplace Culture in IT organizations
2. There is association between Flexi Work Systems and Employee Performance in IT associations

6. Research Methodology

Methodology is the essence of the research. Two types of data will be used to substantiate the results worked out at the end of the research.

1. Primary Data: This type of data will be collected from the various sources, compiled and results arrived at. This will consist of largely following two types:

i. For different types of information described above, the data will be collected largely by administering certain self-designed questionnaires and interview sheets. This will be collected from different sources:

- 1) For the Employee (IT Professional who are availing Flexi Work Systems)
- 2) For the Employer (HR Dept. HR Head/Manager)

ii. IT Companies will be selected from Pune city as per the sampling methodology..

Keeping in view the nature of the information required, open-ended questions/ interview sheets will be prepared and data compiled. Again the source will be the same as mentioned at para i. above.

2. Secondary Data: The other major source of secondary data - more of conceptual in nature, has been used from the literature pursued, where variety of sources used as:

1. Books.
2. Journals

3. Internet website facilities
4. Other authenticated publications.

Sample size : 106 respondents were given response, so as it is considered sample size is 106.

6.1 Information assortment technique

Given the exploratory idea of the examination study, a semi-structured interview with educated authorities utilizing open-ended questions was utilized as the examination instrument. This gave the analysts the advantage of posing explicit inquiries while at the same time permitting the meetings to be adaptable and to investigate normal connections and topics that might arise in more profundity, without affecting the answers members might give (Saunders and Lewis, 2012).

Semi-organized meetings were held for an example of representatives. Interviews were all independent and open-finished.

Respondents were urged to expound on their reactions to expand the profundity of their reactions.

6.2 Population and Sampling Frame

The number of inhabitants in this paper comprised of the worker and business that are right now working in an IT ventures in Pune , and who work in various practical units. These people contain examining outline. The choice this populace is because of the representatives in the IT ventures that carried out adaptable working hours .

6.3 Dispersion of Questionnaires

The examination surveys were appropriated to worker of IT industry. An aggregate of 130 surveys were appropriated.

6.4 Poll Design and Measurement

The poll is contained four pieces of Part A, B, C and D. Section A covered nine inquiries that assemble the data on the segment profiles of the respondents. Every one of the nine inquiries for Part A were self-created by the specialist. Part B estimated the autonomous variable, which is the apparent benefits of adaptable working game plans, which has all out of sixteen inquiries. Part C and D estimated the reliant factors of worker execution.

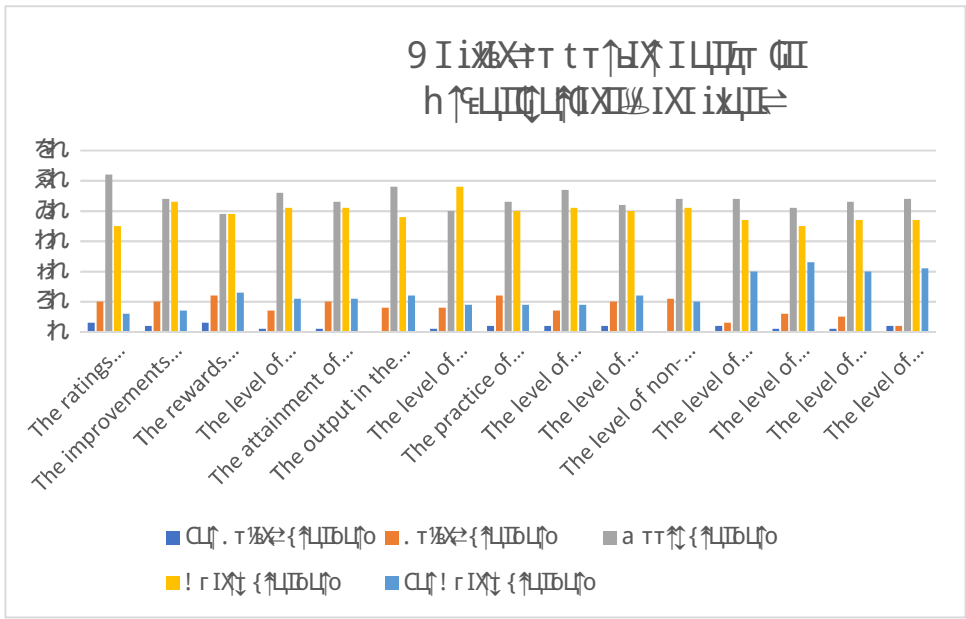
7.Data Analysis

Employee Performance in Organisation/Company

Qs / Statements	Far Below Standard	Below Standard	Meets Standard	Above Standard	Far Above Standard	Total (No. of Respondents)
The ratings received as per the performance appraisal system in the organisation.	3	10	52	35	6	106

The improvements done after immediate receipt of the feedback in the organisation.	2	10	44	43	7	106
The rewards received based on the work performance in the organisation.	3	12	39	39	13	106
The level of learning's from the constructive feedback in the workplace.	1	7	46	41	11	106
The attainment of key results areas and key performance indicators in the organisation.	1	10	43	41	11	106
The output in the form of organisational matrices of work efficiency at the workplace.	0	8	48	38	12	106
The level of progression and use of self-development strategies in the organisation.	1	8	40	48	9	106
The practice of clear, frequent, and open communication about work in the organisation.	2	12	43	40	9	106
The level of positive reviews by manager and clients about the work in the organisation.	2	7	47	41	9	106
The level of creativity and innovation adopted in jobs and tasks in the organisation.	2	10	42	40	12	106
The level of non-absenteeism and punctuality in the organisation.	0	11	44	41	10	106

The level of development of competence and abilities to perform the job in the organisation.	2	3	44	37	20	106
The level of continuous upgradation of skills, knowledge and attitude with trainings and learnings in the organisation.	1	6	41	35	23	106
The level of optimum outcome of the job in the organisation.	1	5	43	37	20	106
The level of achievement of objectives of the department and organisation.	2	2	44	37	21	106
Total (No. of Respondents)	23	121	660	593	193	1590
%age of respondents	21.7	114.15	622.64	559.43	182.08	



Employee Performance in Organisation		
Particulars	Total (No. of Respondents)	%

	N	534	534
**. Correlation is significant at the 0.01 level (2-tailed).			

Since P value is less than 0.05, level of significance; the correlation coefficient is significant.

Conclusion:

The correlation between Flexi Work Systems & Workplace Culture is significant. The positive value of correlation coefficient suggests that one variable increases with the other.

The positive correlation coefficient (R = 0.935) & significant positive slope (2.369) indicate that there is an impact of Flexi Work Systems on Workplace Culture in IT companies.

Hence Hypothesis first is accepted.

Hypothesis 2

Part 1] Pearson's Correlation coefficient

The Pearson's correlation coefficient between Flexi Work Systems & Employee Performance is given as below.

Correlations			
		Flexi Work Systems	Employee Performance
Flexi Work Systems	Pearson Correlation	1	.904**
	P value (2-tailed)		.000
	N	534	534
Employee Performance	Pearson Correlation	.904**	1
	P value (2-tailed)	.000	
	N	534	534
**. Correlation is significant at the 0.01 level (2-tailed).			

Since P value is less than 0.05, level of significance; the correlation coefficient is significant.

Conclusion:

The correlation between Flexi Work Systems & Employee Performance is significant. The positive value of correlation coefficient suggests that one variable increases with the other.

The positive correlation coefficient (R = 0.904) & significant positive slope (1.847) indicate that there is an influence of Flexi Work Systems on Employee Performance in IT companies.

Hence Hypothesis is accepted.

7. Finding and discussion

The information from the meetings recommend that a significant motivation for organizations to execute FWA's includes the expenses related with office space and utility utilization. Organizations noticed that office space has turned into a huge cost as the organization extends and noticed the

difficulties of moving workplaces or overhaul office space as they develop. Adaptable work courses of action were, subsequently, seen as an answer for stretch out staff without extending office space. This study researched what worker's contemplations were concerning their association offers them FWAs. The results demonstrated that representatives who felt that FWAs were in all actuality on the grounds that 'the organization cares' had a more certain demeanor towards the association when contrasted with workers who felt the association offered FWAs absolutely as a benefit driven drive. One more component of the outcomes was the perception that organizations have perceived that, to remain cutthroat, they need to draw in and hold the best ability accessible (Chabowski and Mena, 2017). Accordingly, organizations all around the world have begun investigating ways of turning out to be more interesting to representatives by executing adaptable working courses of action to support independence and balance between fun and serious activities.

Research has featured a positive connection between authoritative help practices and worker execution (Caesens et al., 2016; Kurtessis et al., 2017). Respondents in the examination noticed that FWAs have turned into a well known practice. They additionally perceived many driving associations as instances of organizations who have high representative commitment and high-performing workers. A typical reference that respondents utilized as a decent illustration of adaptable working and cheerful representatives was 'Google'. Gillett (2016) noticed that one reason the worldwide goliath 'Google' has such a decent standing and is considered as probably the best organization to work for is due to their comprehensive view on adaptable working. The outcomes likewise observed that associations accepted that yield based administration has turned into a more viable administration apparatus instead of conventional techniques for making a decision about representative execution. Zeijen et al. (2018) referenced that associations have begun to be more result centered and have joined self-administration practices to support a more powerful and decentralized way to deal with work.

A typical thought process in associations to carry out an adaptable work game plan strategy is to help representatives to better balance their time among work and their own circumstances (Chen and Fulmer, 2017). Kurtessis et al. (2017) contended that associations can't easily overlook workers' requirements, as the outcomes could be adverse to the business. Overlooking the necessities of workers can cause huge misfortune in ability and result in high non-appearance (Kurtessis et al., 2017).

8. Conclusion :

Adaptability in the working environment is indispensable to the effective enrollment and maintenance of the representatives. Adaptable work plans can assist businesses with meeting their commitment to stay away from oppression representatives with handicaps, more established representatives and representatives with family obligations. Moreover, adaptability in the work environment incredibly matters in an association and has been professed to cause the decrease of worker turnover. The cutting edge work environment is evolving quickly. What's more as the universe of business walks ahead, it walks toward a more prominent degree of adaptability and representative independence.

9. Proposals (Recommendation)

An ever increasing number of individuals are searching out valuable open doors that give them more noteworthy balance between fun and serious activities. They're searching for the organizations that offer adaptable work plans. Likewise, associations might consider the accompanying recommendations: Study the various kinds of adaptable work rehearses. Think about the material

working game plan, contingent upon the idea of the association. •Provide the representatives opportunity to deal with their own timetable which allows them the opportunity to take responsibility for time. • Give individuals the choice to telecommute, a bistro, or somewhere else which gives them the opportunity to amplify their usefulness, their way. Associations should evaluate and guarantee that adaptability at work spurs their representatives and advantages the association simultaneously. The cutting edge work environment is evolving quickly. What's more as the universe of business walks ahead, it walks toward a more prominent degree of adaptability and representative independence. And if you're not walking with it, you will get abandoned.

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A Study of *Work From Home* Practice used in IT Companies and its Impact on Work Life Balance

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Abstract

The conventional working with a nine-to-five schedule is fast becoming a thing of the past. This can be attributed to several reasons: Technological advancement, increase in global competition/economy, working culture, natural crisis etc. Dual-income households, increased number of employees with caring responsibilities (e.g., child care, elder care), varying needs of the different generations in the workplace (e.g., employees under 35 years of age tend to value greater workplace flexibility), single - parent families. To retain and attract top talent in India, employers will need to offer more than conventional inducements such as competitive salaries and linear career paths. Employees are increasingly looking to “design” the perfect balance between their personal and professional lives. 69% of talent in India sees flexible work arrangements as positively impacting work-life balance, according to a survey undertaken by Kelly Services. The results exceed the global average of 63%. Flexible arrangements include non-traditional schedules or the ability to telecommute or Work From Home. The survey found that work-life balance is highly valued in the Asia-Pacific region, with 77% of employees citing it as an important consideration in deciding where to work. In India, employees nominated different elements that they considered important to achieve work-life balance. Key findings include flexible work schedules and arrangements such as working remotely or telecommuting or *Work From Home*.

Keywords:- Flexible work arrangements, Work Life Balance, Dual Career Couples, Retention of Employees, Talent Workforce, Work Culture, Work From Home.

Introduction:-

As technology gives us the freedom to work from anywhere, more and more employees especially Z generation employees are prizing the ability to do so. Many IT companies are responding with flexi work systems and seeming to acknowledge the trends. Work From Home has become most popular practice in IT – Information Technology Sector. It is most popular among Dual Career Couples, Women IT professionals, Nuclear Family members, Physically Handicapped employees, Adult (40 plus age) employees etc.

Work from Home (WFH) – Telecommuting, Work from other location etc.

Working from home is one of the most highly-coveted perks there is and it's no wonder. If you could skip the morning commute, spend more time with your family and friends and work in your pajamas, wouldn't you? But while most people would love the option to work remotely.

A flexible work schedule is an alternative to the traditional 9 to 5, 48-hour work week. It allows employees to vary their arrival and/or departure times. Alternative work arrangements such as flexible work schedules are a matter of agreement between the employer, client and the employee (or the employee's representative). Advantages for employers and employees exist when the employer allows employees to work flexible schedules. Whether the flexible work schedule involves compressing work days, flexible daily hours, or telecommuting, challenges exist for the employer and the employee.

Work Life Balance

Work-life balance is a concept that describes the prototype of splitting one's time and energy between work and other important aspects of their life. The workplace that enables employees to achieve work-life balance is particularly motivating and gratifying to employees, which makes them happy.

Work-life balance is an important aspect of a healthy work environment. Maintaining work-life balance helps reduce stress and helps prevent burnout in the workplace. By creating a work environment that prioritizes work-life balance, employers can save money and maintain a healthier, more productive workforce.

Advantages of Work From Home for Employees:-

- **Flexibility to meet family needs, personal obligations, and life responsibilities conveniently.** If you have a flexible schedule, you can go to a parent-teacher conference during the day, take a yoga class, or be home when the washing machine repair person comes.
- **Reduced consumption of employee commuting time and fuel costs.** In some areas, commutes of more than an hour each way are not uncommon. If these employees are allowed to work from home, that saves two hours of time, gas/fuel, and wear and tear on the road. Not to mention, fewer people driving means it's easier for those people who are commuting.
- **Avoids traffic and the stresses of commuting during rush hours.** You'd be amazed at how much faster a commute can be if you have to be in the office at 10:00 am instead of 8:00 am.
- **Increased feeling of personal control over schedule and work environment.** One reason people like to work for themselves is the control issue. By allowing employees to determine their own schedule and work environment, you appeal to the entrepreneurial spirit - which can be good for your employees.
- **Reduces employee burnout due to overload.** Flexibility means employees can take a break when they need it without incurring the wrath of a boss.
- **Allows people to work when they accomplish most, feel freshest, and enjoy working.** (e.g. morning person vs. night person). Many managers feel that early birds are hard workers and night owls are slackers. There's no evidence that that is the case - it's simply cultural.
- **Depending on the flexible work schedule chosen, may decrease external childcare hours and costs.** It needs to be clear that for all but a handful of jobs, working from home still requires child care.

Advantages of Work From Home for Employers:-

- **Increased employee morale, engagement, and commitment to the organization.**
- **Reduced absenteeism and tardiness.**
- **Increased ability to recruit outstanding employees.**
- **Reduced turnover of valued staff.**

- **Allows people to work when they accomplish most**, feel freshest, and enjoy working. (E.g. morning person vs. night person).
- **Extended hours of operation** for departments such as customer service.
- **Develops image as an employer of choice** with family-friendly flexible work schedules.
- **There are also key organizational challenges you need to address** to make flexible work schedules support your business. In and of themselves, as a positive benefit for employees, flexible work schedules support employee engagement, positive morale, and retention. But, flexible work schedules must operate to meet the needs of the business, too.

Impact of Work from Home practice on Work Life Balance:-

One of the biggest perks of Work From Home is greater flexibility. With the ability to work from anywhere, remote workers can take advantage of this by working from home and creating a flexible schedule to take care of work and personal responsibilities.

But with this flexibility sometimes comes increased pressure. If you're working non-traditional hours, or if you're not getting in face-time with your teammates every day, you might feel pressure to spend more time online and working than you otherwise would in the office. And without coworkers around to remind you to take breaks, eat lunch, and leave the office for the day, remote workers might find themselves working additional hours, and not having as much free time as they otherwise would.

Work–life Balance and Working from Home in contemporary western societies is determined by the ways in which people negotiate the boundary between the two and is in this sense a matter of individual preference (Nippert-Eng, 1996). This would seem to suggest that the issue of work–life balance is a subjective matter. Government documents offer little explanation or detail of what the work–life balance actually entails. As pointed out by Guest (2001: 4) this is not unusual as debates about work–life balance often occur without any clear and consistent definition of what we mean by work–life balance. However there have been numerous attempts to operationalise the concept. This includes both subjective and objective approaches; however the emphasis within research in this area is on the latter (Guest, 2001;

Hyman et al., 2002). The 2003 European working time directive defines 48 working hours a week as an appropriate maximum.

First, there is **personal time and space**: what do we need for the care of self and maintenance of body, mind and soul. Second, **care time and space**: what do we need to care properly for others. And thirdly there is **work time and space**: what do we need to enable us to gain economic self- sufficiency.

According to Williams (2000) a balance between work and daily life could be said to be achieved when each of these areas are balanced together. Working from home and work–life balance: in harmony or out of tune?

Here are some tips to help you maintain a good work-life balance:

1. Don't shy away from taking some personal time off.
2. Always take your breaks.
3. Exercise is always a good option.
4. Going on holiday is a great idea.
5. Spend time with friends and family.
6. Don't take work calls from home.
7. Get some real sleep.
8. Maintain a proper diet.

Rationale and Significance of the study/ research or Need for Research:-

Overall, the advantages generally outweigh the disadvantages and a good manager can handle the disadvantages. Work From Home has become part of what employees are looking for in their comprehensive employee benefits packages. Your employees will love you; the employer will benefit from overall positive morale which is linked to increased productivity.

The annual list is comprised of the companies that offered the highest number of remote job listings in the Flex Jobs database in 2016, out of a total of 47,000 such companies. It includes jobs that allow for telecommuting or Work From Home both part and all of the time. Such opportunities seem to be increasing the percentage of workers doing all or some of their work at home increased from 19% in 2003 to 24% in 2015, according to the Bureau of Labor Statistics. Among those in management, business, financial operations and professional jobs, the percentage was 35-38%. and 68% of U.S. workers say that they expect to work remotely in the future.

Scope of the Research:-

This particular research topic has huge scope in the today' dynamic industry, especially in IT Sector. As all we are aware that IT sector requires lot of intellectual skills, mental presence, mental stability, long sittings up to 14 hrs for undertaking various IT projects in an effective manner. So, considering the nature and requirement of IT Sector it has become the need of time to adopt Work from Home - WFH practice for IT professionals and again it is very much important for Women IT professionals.

Gone are the days where we are expected to work in fixed schedule i.e. 9:00 am to 5:00 pm or 10:00 am to 6:00 pm job traditional work culture. And again when it comes to the Dual Career Couple then becomes most useful and convenient practice to overcome the consequences which occur from Dual Career Couple.

Objectives:-

1. To study the Work From Home practice used in IT companies.
2. To examine the impact of Work From Home on Work Life Balance in IT companies.

Hypothesis of Study:-

H_{a0}: There is no impact of Work From Home on Work Life Balance in IT companies

H_{a1}: There is an impact of Work From Home on Work Life Balance in IT companies.

Methodology of Research:-

- Researcher has decided to use Questionnaire for primary data collection.
- Questionnaire is for the Employee (IT Professionals who are availing Work From Home practice)
- IT Companies have selected from Magarpatta City, Hadapsar, Pune as per the sampling methodology.
- Sample Size is 100 IT professionals considered from 20 IT companies located at Magarpatta City, Hadapsar, Pune.
- Sample Element is the Employees working in IT companies in Magarpatta City, Hadapsar, Pune

Expected outcome of research:-

Researcher is keenly interested to do research on this particular topic because Work From Home has become regular practices especially in IT Companies and it is requirement of time consisting the nature of family size or pattern even the requirement of society at large.

Researcher would like to find out the current market situation regarding the mentioned areas and willing to find out the potential in an identified area of study, and will try to find out what is the scope in the future generations. Researcher is also interested in to find out all elements/factors which can be considered for Work Life Balance.

Selected Companies:- No. of IT Companies selected for study is 20.

Area/Location	Nature of Companies
Magarpatta City, Hadapsar, Pune	Information Technology/Software

Data Interpretations, Suggestions and Conclusion:-

95% responders are saying that Work From Home positively impacted on their Work Life Balance. While availing Work From Home Practice IT professionals can manage their Personal, Family, Professional activities effectively. That leads to working with peace of mind and spending quality of time with their family. Dual career couples (Nuclear Family) preferred largely as compared to joint family. This practice is most useful to married women IT professional at large. IT Companies should promote this practice among all IT professionals if possible and feasible.

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