

# Work from Home - A Growing Trend in IT Companies

## Benefits, Drawbacks, Opportunities and Challenges

Pratiksha Ugemuge\*, Sneha Shingankar, Shobha Joshi  
Department of Medical Sciences, Datta Meghe Institute of Medical Sciences, Maharashtra, India

### ABSTRACT

#### OBJECTIVE

To describe the threaten situation in COVID - 19 scenario and to know the benefits, drawbacks, opportunities and challenges of trend work from home. It will be golden opportunity for people who work from home in an organized way to enjoy with family and earn money together.

#### BACKGROUND

In past decades lots of changes of working methods have occurred. These revolutionary changes are very useful and it's a need of time.

#### METHODS

Narrative review of literature compiling the findings of literature from searches of computerized database, textbooks and discussion with community.

#### DISCUSSION

The collected data from literature review are presented into themes to get clear scenes and ideas. Some recommendations are discussed to use it in proper way.

#### CONCLUSION

This study identifies elements that affect workers' physical, mental, and emotional health and well-being while working from home, and it lays the groundwork for thinking about how to best support a pleasant work from home experience. As per ideas establish routine, be organized, have a sufficient workspace, boost your productive work, be responsible, avoid lot of multi-tasking, enhance communication and network, be balanced, study remote research possibilities and learn from issues.

#### KEYWORDS

Work from home, Immunity, Productivity, Database, Threats

#### Corresponding Author:

Pratiksha Ugemuge, Department of Medical Sciences, Datta Meghe Institute of Medical Sciences, Maharashtra, India; Email: dr.pratikshaugemuge@gmail.com

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## INTRODUCTION

The Corona pandemic has changed our lives in every way. It has far-reaching ramifications for education, agriculture, industry, business, and information technology. The threats of COVID - 19 closure had an impact on every sector. As per national and municipal containment policies, businesses, organizations, and institutions promoted their employees to work remotely from home. Despite the fact that it is widely used in a number of nations, it has encountered a number of difficulties. The implications of the Corona Pandemic for jobs, unemployment, and the limitations of doing a literature review on such a fast-moving topic are discussed in the first section of this paper.

The COVID - 19 literature is divided into four themes by the four topics.

**Theme 1:** Threats to one's health and well-being.

**Theme 2:** Unemployment puts a strain on families.

**Themes 3:** Changes in working methods and locations, as well as reliance on technology.

**Theme 4:** Routine restructuring; be accountable and productive.

The new corona virus and its associated sickness have had a huge impact on people's lives, causing many businesses to close temporarily or permanently, and workers to relocate to a remote, virtual working environment. As a result of the Corona pandemic problem, there is an increasing trend around the world for more people to work from home. According to the National Bureau of Economic Research, nearly 30 % of US workers switched to working from home between February and May 2020, and 10 % of workers were laid off.<sup>1</sup> Changes in employment connected to COVID - 19 were linked to more sitting and screen time. Increased sedentary time due to job shifts is a public health problem since sedentary time is negatively connected with current and future health and well-being.<sup>2</sup> The following issues linked with pandemics, both historical and current, were found through a compilation of reviews of research literature in many fields and papers issued by worldwide organizations.<sup>3</sup>

- Discrimination against diseased people and residents in high-infection zones.
- Significant disruption of family life
- Fear, hospitalization, isolation from family and friends, and loss of loved ones
- Families' inability to offer consistent care, a safe environment, and educational support at home.
- Fear, worry, tension, depression, accidents, disorders, and suicides are all more common.
- Health-care appointments are being postponed, medical treatment is being disrupted, the immunization programmed

is being suspended, and medical supplies are in limited supply.

- Unhealthy food overconsumption, seldom strenuous physical activity, excessive screen usage, and rising obesity.
- Widespread job loss and economic suffering, resulting in homelessness, additional migration, displacement, and family separation.
- Domestic violence, intimate relationship violence, and sexual exploitation are all on the rise.

## LITERATURE REVIEW

### **Theme One-Threats to Human Health and Quality of Life**

The mom and dad of small children tested positive for the virus in late spring of 2020.<sup>4</sup> Both parents work in the medical industry; the mother is a hospital nurse's assistant. The father is employed as a nurse in a nursing home. Despite being quite unwell, the couple was able to stay at home and communicate with their family physician *via* tele health video conversations for treatment.<sup>5</sup> One of their small children developed symptoms of a cold. However, they chose not to test her because she was pregnant. Quickly recovered, during this time, the parents were plagued by worrisome questions. When and how did they become infected with the virus? Is COVID - 19 a threat to anyone's health? Relationships with family members that last a long time? Given that they live in the same residence, is it certain that their son would contract the virus? Did the people who worked at the parents' place of business know what was going on workplaces must confine employees fast enough to avoid an outbreak.<sup>6</sup> A rise in the number of cases in the neighborhood? When parents are exhausted, what will they do about home schooling expectations? How long will the family be able to survive without a source of income? From either of your parents? This family's predicament exemplifies two fundamental psychology principles that are central to this examination of the short- and long-term consequences of global health. Quality of Life (QoL) and wellness are two aspects of the pandemic. Since the 1960 s, Quality of Life (QoL) has been the focus of psychological research.<sup>7</sup> The decade of the 1980 s it tries to address the question, "What makes it possible to live and flourish in life, rather than just endure and exist?" Physical and mental health are included in QoL.<sup>8</sup> Workplace competence, social support, and cognitive functioning as well as good feelings like optimism, knowledge, and resiliency and so on all of which are crucial in dealing with COVID – 19 similarly, modern definitions of wellness have expanded beyond physical health. "A way of life centred" is one definition of wellness.<sup>10</sup> thoroughly integrated into both the human and ecological communities. Without a doubt, global QoL and wellness have improved. Children, families, and communities have all been affected by the massive changes that have

occurred. A global epidemic has had a significant impact on these factors and dealing with it on a daily basis for a long time Physical and mental health can be jeopardized over time.<sup>11</sup> "Fear, anxiety, and stress are typical responses to perceived or real threats, and during times when we are faced with uncertainty," according to the World Health Organization (2020). Alternatively, the unknown. As a result, it's natural and understandable that in the context of the COVID - 19, people are fearful" pandemic" is a term used to describe a situation (unpaged). COVID - 19 experiences are characterized by four sorts of fear: (1) bodily ravages, (2) worries about significant others, (3) intolerance of uncertainty and (4) pondering about whether or not to act. It's critical to recognize the link between anxiety and depression. Fear is often linked to grief, which is natural and anticipated any time there has been a significant loss or change.<sup>12</sup> Human beings all across the world are mourning not only the loss of life, but also anticipatory loss, which is defined as the expectation of additional, future losses will take place.

### **Theme Two: Unemployment Puts a Strain on Families**

A young family shifted to city from village to earn more money. Both husband and wife got job. She was working in Big Restaurant as a waitress and her husband was as a cook in the same hotel. After two years corona entered and started engulfing people. As per warning of government hotels got closed for long time. During COVID - 19 lockdown both husband and wife lost their job. Children had been started online teaching education. Financial issues were arisen. It was very difficult to manage all these stuff at the same time financially and timely. School Fees, daily expenses, food expenses and many things were faced and it made situation very hard. The parents were forced to start homeschooling their children right away. I didn't always get what the primary school teachers were saying. Given their precarious financial circumstances, the pair began working outside throughout the summer and fall, cleaning, cutting grass, and raking leaves. Despite the fact that their children required supervision to finish the task, Parents should work hard to meet the family's needs due to school assignments and they did.<sup>13</sup> They had to rely on neighbors and friends for assistance, and they were always afraid of contracting the disease and passing it on to their children.

In comparison, consider a young mother whose profession entails supplying materials for programs and social gatherings, such as weddings and banquets, and so on. She was unemployed, but her husband's income was adequate to keep the family afloat; his job was solid, and he worked from home. Everyone in this family had their own technical devices and indoor settings in which they may work Their job is generally uninterrupted, and there is a

wide outside area for them to work in where the whole family might get together for some rest and relaxation parent did not have to be infected because they could order anything they wanted and have it delivered or picked up. Although there were some supply chain issues, the overall picture was positive. Food insecurity was not an issue for the second family.<sup>14</sup> They also had teachers in their family to assist them. The COVID - 19 epidemics has been a disaster for the first family, which has only been averted because to their tireless efforts.<sup>15</sup> For the financially safe family, it was friends and church; for the financially insecure family, it was an inconvenient situation. The COVID - 19 situation calls into question the widely held belief that "we all are in the same boat." To begin with, the "boats" available to weather that challenge vary greatly. Some households are on expensive vessels; while some are safely moored others are in risk, even in well-equipped houseboats.

On improvised rafts, they were in risk of sinking at any moment. Second, depending on the family's circumstances, the nature of the "storm" varies greatly. When it comes to workers, first responders and medical personnel are in the midst of a tsunami. Other vital personnel are being tossed around by the wind. Despite the turbulent waves, there are many people who can continue to work. Those who work at a distance from their workplaces have sailing was relatively easy. During the lockdown, women's responsibilities for keeping their homes clean, doing laundry, cooking meals, and other domestic work increased.<sup>16</sup>

It aims to answer the question of what makes it possible to thrive and flourish in life rather than just endure and exist.<sup>17</sup> Quality of life includes physical, mental, and cognitive health, social support, work competence, and positive emotions like optimism, wisdom, and resilience. You'll find everything you need to know about dealing with COVID - 19 right here.<sup>18</sup> In February 2021, spring season was running at that time. As I was taking a walk at night time after dinner, wearied mask my neighbor uncle and aunty came to me and asked about health of my parents. At that time, I have seen a pleasure over their face, they were very happy because their son came to them after 2-3 years.<sup>19</sup> I asked the reason of coming back to home, they revealed the reason that his company offered him to work from home for life time. Now their son can do his office work from home.<sup>20</sup> Many old aged parents nowadays very happy because they are living with their sons and daughters (who were separated and were living outside for jobs and education). Many employees are very happy by this work from home opportunity.<sup>21</sup> In that three four months I observed many old aged parents who were living alone, they can live with their children because of work from home trend. Employees can spend better time with the family and take care of on the other hand, in those circumstances I was running my private practice. One day a gentleman came to me

with neck pain and lower back pain along with that he has stress because of workload of allotted task. I had taken detail history regarding sign n symptoms. According to him all its occur because of disturbed routine, lifestyle, excessive screen time, imbalanced and unhealthy diet. Not only single but also many people are suffering from such unexpected discomfort. The implication is that work from home has benefits and drawbacks also. It is up to you to take it in a positive way or in a negative way.<sup>22</sup>

### **Theme 3: Changes in Working Method and Site and Reliance On Technology**

Employees now have a great deal of flexibility for where and when they work because of the widespread availability of technology. Working life has been drastically altered as a result of the Corona health catastrophe.<sup>13</sup> In comparison to the office, the home environment is likely to be deficient in many areas.<sup>23</sup> Working for long periods of time in a sedentary position raises the risk of cervical and lower back pain even though the impact of work from home on a variety of factors such as quality of life, health, safety, and productivity has been studied. This is still an emerging field.<sup>24</sup> These large changes in employment status and environment of work are likely to affect exercise behaviors. In fact, studies have indicated that home offices may have superior air quality than regular offices.<sup>25</sup> Most importantly, working from home reduces daily up n down time and allows employees to better care for their families.

### **Theme 4: Restructuring of Routines, be Responsible and Productive**

Work from home may be very difficult for women because women are much responsible for house work management and other home activities, and working mothers may feel double the stress at home owing to a lack of help when it comes to home schooling and child care.<sup>26</sup> To overcome all these troubles, restructure your routine so that you can complete your task in time. It will result into enhancement of your productivity and good performance.

### **On the Other Side of the Pandemic**

Arundhati Roy (2020), an Indian novelist and activist, proposes a better metaphor for the corona pandemic crisis: a portal. It's a route that leads to a different future. We're on the verge of embarking on that voyage. What it's possible that if you win the game, you'll get something wonderful out of it. Is it time for a coronavirus? We wanted to see how style of life, home type, and occupational characteristics affected physical and mental health in people who had done to work from home owing to the corona epidemic.

## **DISCUSSION**

The collected data from literature review are presented into themes to get clear scenes and ideas. Some recommendations are discussed to use it in proper way

## **CONCLUSION**

During the Corona pandemic threat and beyond, this advice would benefit students, professors, researchers, policymakers, IT employees, and industries all across the world.

According to the ideas, establish a routine, be organized, have a sufficient workspace, boost your productive work, be responsible, avoid lot of multitasking, enhance communication and network, be balanced, study remote research possibilities, and learn from issues.

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