

---

## A COMPARATIVE STUDY OF THE WORK FROM HOME ARRANGEMENTS & WORK LIFE BALANCE BETWEEN THE MALE AND FEMALE EMPLOYEES

Money Kaushal<sup>1</sup>, Prof. Dr, Ashok Kumar<sup>2</sup>

<sup>1</sup>Research Scholar, NICE School of Business Studies, Shobhit Institute of Engineering & Technology,  
Deemed to-be- University, Meerut, India.

<sup>2</sup>NICE School of Business Studies, Shobhit Institute of Engineering & Technology, Deemed to-be-  
University, Meerut, India.

---

### ABSTRACT

The aim and objective of this study was to compare the work from home arrangements and work life balance between male and female employees of information technology sector companies in the Bangalore/Bengaluru, India. The precise sample size was determined using Slovin's sample size formula. A total of 460 respondents were picked from the information technology industry. The snowball nonprobability sampling was utilized. An exploratory and descriptive study approach was used. A well-designed, organized questionnaire schedule was used to measure the work-from-home arrangements and work life constructs. The gender was measured in nominal scale. Normality of the data was checked using One-Sample Kolmogorov-Smirnov Test. Mann Whitney U Test was used to compare the work from home arrangements and work life balance between male and female employees. The survey findings concluded that there was a significant difference work-from-home arrangements as well as work life balance between male and female employees in the information technology industry. Work-from-home arrangements as well as work life balance was better managed by the male in comparison to the female employees in the Bangalore and Bengaluru, India. This study will help in the information technology industry while designing the strategic planning for the employees.

**Keywords:** Work From Home Arrangements; Work Life Balance; Information Technology Sector, One-Sample Kolmogorov-Smirnov test, Mann Whitney U Test

---

### 1. INTRODUCTION

The advent of the work-from-home (WFH) arrangement has marked a transformative shift in the landscape of employment, particularly in the information sector, both in India and abroad. This paradigmatic change, accelerated by advancements in technology and the global response to the COVID-19 pandemic, has brought about a re-evaluation of traditional work structures, prompting a closer examination of work-life balance for both male and female employees. In India, where the information technology (IT) sector plays a pivotal role in the economy, the WFH model has gained unprecedented traction. Historically, office-based work cultures have been the norm, with rigid schedules and extensive commutes characterizing the daily grind. However, the WFH arrangement has shattered these conventional norms, offering a more flexible and adaptable approach to work. This flexibility has proven to be a double-edged sword for male and female employees alike. On one hand, the WFH arrangement has presented an opportunity for many professionals to better balance their personal and professional lives. Male employees, in particular, have experienced newfound freedom to engage in family responsibilities, such as childcare and household chores, without compromising their career trajectories. This shift challenges traditional gender roles and promotes a more equitable distribution of domestic responsibilities. Conversely, the same flexibility that benefits male employees can also pose challenges for female professionals. The gendered nature of domestic responsibilities often means that women continue to bear the brunt of household chores and childcare, even while working remotely. The blurred lines between professional and personal spaces can lead to an increased burden on female employees, who may find it challenging to establish clear boundaries between their work and home lives. Abroad, in countries with well-established remote work cultures, similar dynamics come into play. In the United States and European countries, where WFH has been a prevalent practice even before the pandemic, there are observable trends that echo the Indian experience. Male employees, liberated from the constraints of a traditional office setting, have been able to actively participate in domestic duties, challenging stereotypes and fostering a more egalitarian home environment. However, challenges persist for female employees in these regions as well. The societal expectations regarding caregiving and domestic responsibilities can create an added layer of complexity for women working from home. Moreover, the absence of a physical separation between the workplace and home can lead to an "always-on" mentality, where female professionals may find it difficult to disengage from work and establish a clear work-life boundary. In both Indian and international contexts, the WFH arrangement has also spotlighted broader issues of inclusivity and gender equality.

The technology and information sector, while making strides towards diversity, still grapples with gender imbalances at higher levels of leadership. The remote work scenario, by leveling the playing field in terms of physical presence, has brought attention to the need for organizations to address systemic barriers that hinder the professional advancement of women. Organizations must actively work towards creating an inclusive remote work environment that acknowledges and accommodates the diverse needs of their workforce. Initiatives such as mentorship programs, flexible scheduling options, and family-friendly policies can play a crucial role in fostering an atmosphere that supports both male and female employees in achieving a harmonious work-life balance. Furthermore, it is essential to recognize that the challenges faced by male and female employees in the WFH model are not solely confined to domestic responsibilities. Mental health and burnout are universal concerns, exacerbated by the blurring of professional and personal boundaries. Companies must prioritize employee well-being by offering mental health resources, promoting regular breaks, and encouraging open communication about the challenges associated with remote work. The work-from-home arrangement has ushered in a new era of flexibility and adaptability in the information sector, both in India and abroad. While it has provided unprecedented opportunities for male employees to redefine their roles within the family and workplace, it has also underscored the need for addressing gender disparities and ensuring that the benefits of remote work are equitably distributed. By fostering an inclusive and supportive work environment, organizations can navigate the evolving landscape of work and contribute to the creation of a more balanced and equitable future for all employees. The remainder of the paper is set up as follows. The next section elaborates on the reviews related literature, and discusses the theoretical foundations of our expected results. Section 3 describes the Materials and methods - data sources we employ, defines variables used in the empirical analysis, and outlines our estimation strategy. In Section 4, we present and interpret our results. Finally, Section 5 concludes with our findings.

## 2. BACKGROUND AND EXISTING RESEARCH

The various research papers were reviewed from past to recent through an authentic Scopus data base source. A CSV (comma-separated values) file is generated using key words search. In the csv file, DOI (Digital Object Identifier) was available for each research papers. Using DOI, we have downloaded all the research paper sin the pdf formats. Around 90 research papers from resent to past were used for designing this review of literature chapter. The referencing and bibliography were performed using Mendeley desktop. The American Psychological Association 7th Edition style was used for the referencing and bibliography. Each research paper was cited using Mendeley desktop. The opinions, findings, and researcher of previous authors were arranged in chronological orders as follows: (Ramos & Prasetyo, 2020) studied on “The Impact of Work-Home Arrangement on the Productivity of Employees during COVID-19 Pandemic in the Philippines: A Structural Equation Modelling Approach” and Using Structural Equation Modelling, this research looked into how employees in the Philippines responded to different work-from-home policies and how those responses affected their productivity (SEM). Aropah et al., (2020) studied on “Factors Affecting Employee Performance during Work from Home” and found that the total percentage of NPPA workers that work from home is 46.88 %. Employees at the Public Procurement Education and Training Centre are those who work primarily from home (93.33 % ). (Thorstensson, 2020) studied on “The Influence of Working from Home on Employees ' Productivity” and found that the attitudes and policies of an organization concerning WFH can have an effect on the amount of work that is completed by employees. Barrero et al., 2020) studied on “Why Working From Home Will Stick” and found that the WFH shift caused by COVID will last long after the epidemic is over. Sharma, (2020) studied on “Impact of Work From Home on Financial Wellbeing of It Employees” and found that this epidemic has resulted in unusual situations, which have been fuelled by social programmes and procedures aimed at making workers more productive. Selvasundaram & Dasaradhan, (2020) studied on “A Comparative Study On Work From Home During Covid 2019: Employees Perception And Experiences” and found that the cooperative relationship between remunerated tasks and interactional contact, the overall studies are equally good. Furthermore, the negative repercussions for salaried employees, as well as the dismal repercussions for individuals, are both encouraging. Verma, (2020) studied on “A Study of Work from Home on Employee Performance and Productivity in It Sector in India” and found that the personnel in India's IT sector will be the subject of this research. The influence of working from home on an employee's productivity and performance will be investigated through a survey. Liwanag, (2020) studied on “A Case Study on the Advantages and Challenges on Work from Home” and found that The most significant advantages of working from home for employees were lower travel, parking, and work outfit costs, while the key advantage of working from home for businesses is lower overhead facility costs. (Ahmed et al., 2020) studied on “Working from home's impact on Job Performance in the IT Sector” and found that the job performance is something that is subjective to each individual. In the course of our research, each of the hypotheses was tested, and the results revealed some fascinating insights. K. Selvasundaram & Dasaradhan, (2020) studied on “A Comparative

Study On Work From Home During Covid 2019: Employees Perception And Experiences” and According to the overall investigations, the cooperative link between remunerated work and interactional contact is equally beneficial in addition to having a negative percussion on salaried employees, and daily work is encouraging despite having a depressing percussion on individuals. Denzer et al., (2021) studied on “The Impacts of Working from Home on Individual Health and Well-being” and within the confines of the scope of this research and making use of the data that was provided, we were unable to cover a great number of the variables that are connected to the effect that WFH has on health and well-being. Tusl et al., (2021) studied on “Impact of the COVID-19 crisis on work and private life, mental well-being and self- rated health in German and Swiss employees: a cross-sectional online survey” and found that the current research contributes to our understanding of the COVID-19 crisis' impact on work and personal life. In the German and Swiss working populations, it provides evidence on the variables of a more negative or positive perceived impact, as well as the relationships with MWB and SRH. Van Zoonen et al., (2021) studied on “Factors influencing adjustment to remote work: Employees' initial responses to the covid-19 pandemic” and findings of this study offer valuable insight into the elements that influence employees' ability to acclimatise to remote work. These findings add to our knowledge of how the COVID-19 pandemic has affected the workplace. Farooq & Sultana, (2021) studied on “The potential impact of the COVID-19 pandemic on work from home and employee productivity” and found that many companies have moved their employees from offices to WFH environments in the last few months. Work-at-home will not become a general trend, but it can be used as a flexible work alternative in unique situations that require further investigation . Vyas & Butakhieo, (2021) studied on “The impact of working from home during COVID-19 on work and life domains: an exploratory study on Hong Kong” and suggest that according to research, the once-desired and widely favoured WFH has not shown to be one of the best solutions for the majority of Hong Kong workers. Mulugeta et al., (2021) studied on “COVID-19: socio-economic impacts and challenges in the working group” and found that COVID-19 is wreaking havoc on people's lives all across the world. Limiting social gatherings and encouraging people to stay at home and work is an important technique for preventing the spread of SARS-CoV-2. However, the pandemic's harmful effects are being exacerbated by the prolonged lockdown. Rasul et al., (2021) studied on “Socio-Economic Implications of COVID-19 Pandemic in South Asia: Emerging Risks and Growing Challenges” and there was a significant impact on people in South Asia's socioeconomic situation and way of life. The coronavirus is continuously spreading, and it's impossible to say when it'll be eradicated altogether. The enormous threat posed by the COVID-19 epidemic necessitates swift and immediate action to save lives, safeguard livelihoods, and restore the economy. Yu & Wu, (2021) studied on “The impact of enforced working from home on employee job satisfaction during COVID-19: An event system perspective” and found that few research have looked into enforced WFH , this study expands the WFH literature beyond voluntary contexts. The study's findings extend the WFH literature and offer fresh insights for the design of future hybrid office models by examining how different configurations of work characteristics affected EJS during enforced WFH throughout the COVID-19 epidemic. Denzer & Grunau, (2021) studied “The Impacts of Working from Home on Individual Health and Well-being” and found that in the COVID-19 pandemic, there has been a rise of interest in numerous views and aspects of the phenomenon of WFH. Bick et al., (2021) studied on “Work from Home Before and After the COVID-19 Outbreak” and examined the evolution of WFH in the United States during the COVID-19 epidemic using data from a new nationwide survey. WFH soared during the pandemic, owing to a high number of pre-pandemic daily commuters who ceased commuting altogether despite continuing to work. Sridevi & Sanjana, (2021) studied on “A study on the impacts of work from home among it employees” and found that both advantages and disadvantages are two sides of the same coin. It has been discovered that working from home can boost productivity. Wilson, (2021) studied on “Impact of Work From Home Policies on Workplace Productivity and Employee Sentiments During the Covid-19 Pandemic” and found that despite its many challenges, the COVID-19 epidemic is demonstrating the tremendous benefits of WFH policies for both employees and businesses. Rohilla et al., (2021) studied on “Negative effects of “work from home” culture during the coronavirus pandemic: a gender-based study” and found that the goal of this study is to look into the detrimental consequences of the "work from home" culture on males and females in the information technology (IT) industry during the COVID-19 epidemic. Goswami et al., (2021) studied on “Impact of Work from Home on Employees Productivity in the IT Sector” and found that the rapid transition of work from the office to working from home has been necessitated as a result of the Covid-19 pandemic. Fetoshi, (2021) studied on “Emerging from COVID: Online work and its implications for the worker performance in Kosovo ”and found that the spread of the COVID-19 epidemic brought about significant changes in both our way of life and our line of work. Al-Habaibeh et al.,(2021) investigated on “Challenges and opportunities of remotely working from home during Covid-19 pandemic” and found that during the start of the COVID-19 epidemic to assess the benefits and drawbacks of working from home. To obtain information and feedback from the public, an online survey was undertaken. The



findings reveal that the most significant obstacles are psychological in character, such as loneliness and a lack of everyday face-to-face conversations and casual interactions. Eddy, (2021) studied on “The social impact of COVID-19 as perceived by the employees of a UK mental health service” and found that the pandemic has resulted in significant shifts in the social attitudes and perceptions of UK NHS mental health trust employees toward close and distant co-workers, both inside and outside the workplace. Shah & Kuba, (2021) studied on “Impacts of 'Work From Home' Model on Human Health” and found that the effects of WFH on individuals' holistic health vary greatly. Work-family conflict and an overburdening of expectations are significant stressors in terms of social impact. Work-life boundaries are blurred as a result of the difficulty of unplugging from work. Antipova, (2021) studied on “Analysis of the COVID-19 impacts on employment and unemployment across the multi-dimensional social disadvantaged areas” and found that some socio-economic and demographic variables continuously and significantly influence some communities more often than others, particularly on the basis of their position as an ethnic minority, their low income, and their rural location. Bick et al., (2021b) studied on “Work from Home Before and After the COVID-19 Outbreak” and found that the change in commuting behavior that occurred in the United States over the length of the COVID-19 pandemic by using unique survey data as our source. Kniffin et al., (2021) studied on and found that Organizational researchers could possibly also go deeper into our history to learn about how epidemics and pandemics have been dealt with in the past in order to gain a better understanding of how to deal with the long-term impacts. Aczel et al., (2021) studied on “Researchers working from home: Benefits and challenges” and found that researchers would gain from greater WFH in both their job and non-work lives if more WFH was allowed, and this shift would have no impact on their professional or personal lives. Proctor-matos, (2021) studied on “Factors Affecting the Productivity and Satisfaction of Virtual Workers” and found that the virtual labor is distinct from the traditional workforce in many ways, but it presents a number of opportunities that are also fraught with difficulties. Those who work virtually report higher levels of job satisfaction and benefit from greater flexibility and better work-life balance. Bahagia & Putri, (2021) studied on “Factors Affecting Employee Performance During the Covid Pandemic 19” and found that how an employee's performance is affected by eight different factors: the cost of living, their ability, their family history, their safety, the incentives they receive, their motivation, and their rewards. This study identified three elements, out of a total of eight, that affect employee performance. As a result, additional researchers are going to continue their research on these aspects. Federici et al., (2021) studied on “Measuring the experience of remote home workers: A scoping review” and found that the revision of the work mode will be an essential part of the "new normal" following the COVID-19 pandemic. We have certainly learned that many tasks, if not certain jobs, can be completed from home with minimal effort. Nonetheless, the transition to this new normal must be closely monitored. According to Rohilla & Garg, (2021), the purpose of this study titled on “Negative effects of “work from home” culture during the coronavirus pandemic: a gender-based study” was to investigate the ways in which individuals in the Information Technology (IT) Sector, both males and females, were negatively impacted by the "Work from Home" culture that existed during the COVID-19 epidemic. Maria Barrero Nicholas Bloom Steven Davis et al., (2021) studied on “Why Working from Home Will Stick’ and found that a significant portion of the COVID-induced shift toward WFH will persist for a significant amount of time after the pandemic is over. Goswami et al., (2021) studied “Impact of Work From Home on Employees ‘Engagement in the India IT” and found that the COVID-19 pandemic has forced a drastic shift in work from the office to the home. Employers are concerned about their employees' work engagement as a result of this. Samarasinghe & Sellaheewa, (2021) studied on “Study on The Effectiveness of Working from Home During Covid 19 Pandemic : A Long Term Solution in The New Normal” and found that the WFH has not turned out to be the best choice for the vast majority of workers, despite what was formerly anticipated. Zamani et al., (2021) studied on “A Study of Work from Home Motivation among Employees’ and found that one of the advantages of working remotely is that employees enjoy the more flexibility it affords them in their daily routines. Vyas & Butakhieo, (2021) studied on “The impact of working from home during COVID-19 on work and life domains: an exploratory study on Hong Kong” and According to the findings of recent research, the formerly coveted and highly desirable WFH has not shown to be one of the best solutions for the vast majority of Hong Kong's working population. Atoko, (2021) studied on “The Impact of Remote Working on Employee Performance During the Coronavirus (Covid19) Pandemic” and concludes that remote working had a positive impact on employee performance during the coronavirus (COVID19) pandemic. Furthermore, as a result of the pandemic, there has been an increase in the number of remote workers. Gibbs et al., (2021) studied on “” and found that there was a good chance that WFH was also responsible for a decrease in intangibles that are valued to both the organization and the employee. There may have been damage done to working relationships, professional networks, and the culture of the company. are the reasons of changes in focus time as well as a loss in productivity. Haridas et al., (2021) studied on “Work from Home During the Pandemic: The Impact of Organizational Factors on the Productivity of Employees in the IT Industry” and found that working from

home can be compared to the two sides of a coin or the adage that everything has a grey side. Teodorovicz et al., (2021) studied on "Working from Home during COVID-19: Evidence from Time-Use Studies" and found that the unexpected and broad transition to WFH as a result of the COVID-19 epidemic raises two significant considerations. the methodologies of a variety of academic fields in a coordinated manner. Dabija, (2021) studied on "Teleworking: Socio-Economic Impact And Perspectives" and found that the teleworking analysis continues with an intriguing and timely sectorial approach to teachers' perceptions of teleworking in Romania. Hassan & Raj, (2021) studied on "Working from Home during COVID-19: Challenges and Solution for Maldives Employees" and found that once coveted and very favourable WFH has not proven to be one of the greatest solutions for the majority of Maldives employees, as this essay demonstrates. as programming, access to true reports, and so on. Grant, (2021) studied on "Remote Working and its Impact on Employee Job Satisfaction During COVID-19" and found that the goal of this quantitative study is to see how working from home affects employee job satisfaction. Lodovici, (2021) studied on and found that in the aftermath of the epidemic, the percentage of workers who began working from home increased to 36.5%, whereas before the pandemic, the percentage of workers who worked from home at least several times per week was just 15.8%. Callinan et al., (2021) studied on "Purchasing, consumption, demographic and socioeconomic variables associated with shifts in alcohol consumption during the COVID-19 pandemic" and the findings of this analysis indicate that WAH likely has a significant impact, both positively and negatively, on the mental and physical health of individuals. Mulugeta et al., (2021) studied on "COVID-19: socio-economic impacts and challenges in the working group" and found that COVID-19 is having a significant impact on the livelihoods of people all around the world. One of the most essential things that can be done to prevent the spread of SARS-CoV-2 is to put restrictions on social events and encourage people to stay home and work from there. Nevertheless, the prolonged lockdown is making the pandemic's already devastating effects even worse. Al-sakhnini, (2022) studied on "The Impact Of Covid-19 On The Information Technology Sector In Egypt And UAE (Challenges And Opportunities)" and found that the local industry is able to help all economic sectors, especially the health sector in responding to the pandemic crisis, work continuity, and remote communication. Battisti et al., (2022) studied on "Remote working and digital transformation during the COVID-19 pandemic: Economic-financial impacts and psychological drivers for employees" and found that remote working has a negative and significant economic-financial impact for the majority of workers (55 percent of the sample), due to the additional costs incurred for digital technology and platforms (such as a personal computer, internet connection, licenses for instant communication platforms, and cloud sharing space), as well as for utilities, as well as the non-payment of overtime and meal vouchers; these costs are higher than the savings in commuting costs. Nugraha et al., (2022) studied on "The Effect of Work from Home, Work-Life Balance, and Job Satisfaction on Employee Performance" and It is possible for employees to improve their performance by working from home due to the increased freedom that this type of job provides. Yang et al., (2022) studied on "The effects of remote work on collaboration among information workers" and found that the shift to company-wide remote work resulted in the collaboration network becoming more heavily siloed, with fewer ties that cut across formal business units or bridge structural holes in Microsoft's informal collaboration network, and that those silos became more densely connected.

This was caused by the fact that the number of ties that cut across formal business units decreased. Patanjali & Bhatta, (2022) studied on "Work from Home During the Pandemic: The Impact of Organizational Factors on the Productivity of Employees in the IT Industry" and the performance of employees is significantly improved when they are granted freedom, autonomy, and empowerment in their work environments. A well-managed HR strategy should make it possible for employees to see a connection between their level of performance and the chances available to further their careers. Thamrin et al., (2022) studied on "The Impact of Work From Home ( WFH) During COVID-19 Pandemic Period on Job Expectations : The Cause of The State Civil Apparatus" and found that the pandemic caused by the COVID-19 virus has had an effect on a number of different elements, including emotional and mental conditions, psychological well-being, work performance, and job satisfaction, which in turn influences employee work expectations. Jain et al., (2022) studied on "COVID and working from home: Long-term impacts and psycho-social determinants" and found that working from home has been studied since the 1970s, with numerous studies predicting that it will eventually replace all or most work commutes.

However, only a small percentage of persons were known to WFH in the pre-COVID world, fifty years after such conversations began. COVID caused an unanticipated situation in which the whole world's population was put into forced lockdowns, with a huge percentage of workers working from home. Jagannarayan, (2022) studied on "A study on the impact of Work from Home on IT and ITEs in Mumbai City consequent to the Lockdown Imposed to curb the spread of the Corona Virus in Mumbai City" and found that the respondents had accustomed themselves to "the new normal of WFH," many of the respondents claimed that they missed their office setting because of the COVID-19

epidemic. Atkinson, (2022) studied on “A Review of Telework in the COVID-19 Pandemic: Lessons Learned for Work-Life Balance?” and found that the continued use of telework can present a need for cultural change in organizations. This change can be accomplished through “information campaigns on good practice models and highlighting benefits beyond economic performance, such as reducing environmental impact and improving work-life balance”. Burrow et al., (2022) studied on “Insights on current trends in remote working” and found that working from a distance is not a recent development. Prior to the pandemic, it was well known that employees who had more than one (permanent) place of work might benefit from flexible working arrangements. Niebuhr et al., (2022) studied on “Healthy and Happy Working from Home? Effects of Working from Home on Employee Health and Job Satisfaction” and found that the COVID-19 epidemic prompted quick changes around the world and had a significant impact on the workplace. (Anakpo et al., 2023) analysed on “The Impact of Work-from-Home on Employee Performance and Productivity: A Systematic Review” and found that the majority of employees report a positive influence from the WFH model, while a small number claim no change or a negative impact.

The nature of the job, employer and industry characteristics, and home situations are among the many elements that determine the model's impact on productivity and performance. (Lee, 2023) analysed on “Working from home as an economic and social change: A review” and due to the potential subjective assessments of supervisors, employee evaluation is both a challenging and delicate topic, despite its usefulness as a method to inspire workers and accomplish the aim of a firm. For many reasons, WFH makes employee assessment even more challenging. Online monitoring does not provide as much information as in-person monitoring, and supervisors cannot immediately view and supervise employees working from home as they would in the business office. (Sivaprakash & Venkatesh, 2023) studied on “The Impact of Remote Work on Employee Productivity and Well-being: A Comparative Study of Pre-and Post-COVID-19 Era” and found that remote work has been rapidly adopted worldwide due to the COVID-19 pandemic, it is crucial to study how it affects productivity and worker health.

This research compared employee productivity and wellbeing before and after COVID-19 to find out how remote work affects workers. The study's results show that remote work has a significant influence on worker satisfaction and productivity before and after COVID-19. Working remotely has significantly affected productivity and employee well-being, according to the study's findings, especially in the post-COVID-19 period. Providing workers with the tools and assistance they need to strike a healthy work-life balance should be an important objective for all organizations and employers. By reviewing the numerous research articles published in national and international journals over the past few years, we have determined that little research has been conducted on the comparative study of the work from home arrangements, , and work-life balance, towards the male and female employees of information technology sector companies. We have witnessed a narrowing of the gap by conducting such type of novel study. In this study, we have conducted a comparative study that unquestionably fills the research gap left by previous studies.

The objective of the study are as follows:

- To compare the work from home arrangements between male and female employees of information technology sector companies.
- To compare the work life balance between male and female employees of information technology sector companies.

The hypotheses of the study are as follows:

- H0<sub>1</sub>: There is no significant difference of the work from home arrangements between male and female employees of information technology sector companies.
- H1<sub>1</sub>: There is a significant difference of the work from home arrangements between male and female employees of information technology sector companies.
- H0<sub>2</sub>: There is no significant difference of the work life balance between male and female employees of information technology sector companies.
- H1<sub>2</sub>: There is a significant difference of the work life between male and female employees of information technology sector companies.

### 3. MATERIALS AND METHODS

#### 3.1 Participants and the study design

In this study, the population (N) is comprised of all employees of the Information Technology Sector Companies. The information technology companies situated in Bangalore and Bengaluru were selected as the universe of this study. The list of 1752 IT companies with their email addresses, contact information, etc. was the population of this study. The list of the Source: <https://www.fundoodata.com> The Thus, N is taken as 1752 from the list of 1752 IT companies.

A margin of sampling error of 0.05 was considered for the survey. Using Slovin's formula, we arrived at the required web sample survey size which is as follows:  $n = N / (1 + Ne^2)$ ; where,  $n$  = sample size,  $N$  = Total population = Error tolerance.  $n = 1752 / (1 + 1752 * 0.05^2)$ ,  $n = 325.65$ ,  $n = 326$  (Approx) Thus, post rounding off the figure, we decided the sample size to be nearing 326 but we successfully received 460 responses. The nonprobability convenience sampling method was used.

The research design used in this study is an exploratory and descriptive. The exploratory research design seeks out new facts, new knowledge, and new information that could be used to test the null hypothesis, as opposed to the traditional research design.

### 3.2 Data collection methods

The work from home arrangements and the work life balance are being investigated through the use of a well-planned, web based-structured questionnaire. Among the scales that was used in the questions are nominal, and interval scales. To answer the scale item question, a five-point Likert scale was used. One point represents strong disagreement; two points represents disagreement; three points represents neither agreement nor disagreement; four points represents agreement; five points represents strong agreement. The gender variable was measured in the nominal scale. The secondary data was also collected through the content and document analysis of the various national and international research papers.

### 3.3 Statistical analysis

The compare between male and female respondents with respect to the work from home arrangements and the work life balance, the independent T test/ Mann Witney U Test was used. But before applying the parametric and non-parametric test, the normality of work from home arrangement and the work life balance were checked using One-Sample Kolmogorov-Smirnov Test. If the data of the work from home arrangements and the work life balance found to be normal, then can apply the parametric test- Independent T test but if the data of the work from home arrangement and the work life balance was not normal, then can be applied the non-parametric- Mann Witney U Test for the comparison between male and female employees of the information technology companies situated in Bangalore and Bengaluru. The line chart was also used for the graphical representation of the results. The significance level was set in advance at 5% that imply there was only 5 percent error in accepting/ rejecting the null and alternative hypothesis, hence the confidence interval was 95 percent that means in decision making there was chance of 95 percent correct decision.

## 4. RESULTS

The results of this study were drawn from the data analysis using SPSS 23.0 version statistical software. The output of the software are as follows:

### 4.1 Comparison of the work from home arrangements with respect to gender

#### 4.1.1 Normality Test

**Table 1:** One-Sample Kolmogorov-Smirnov Test- Work From Home Arrangements

		Work From Home Arrangements
N		460
Normal Parameters	Mean	4.3424
	Std. Deviation	.45601
Most Extreme Differences	Absolute	.184
	Positive	.143
	Negative	-.184
Test Statistic		.184
Asymp. Sig. (2-tailed)		.000 <sup>c</sup>

Source: SPSS 23.0

According to the One-Sample Kolmogorov-Smirnov Test- Work From Home Arrangements table, it is clear that the sig value ( $p = 0.000$ ) is less than 0.05, hence the data of Work From Home Arrangements was not normal.

Therefore, for the comparison between male and female employees with respect to the Work From Home Arrangements, a non-parametric Mann Witney U test was used.



#### 4.1.2 Mann Witney U Test- work from home arrangements with respect to gender

**Table 2:** Descriptive Statistics-Work From Home Arrangements & Gender

	N	Mean	Std. Deviation	Minimum	Maximum
Work From Home Arrangement	460	4.3424	.45601	3.50	5.00
Gender	460	1.26	.440	1	2

Source: SPSS 23.0

According to the Descriptive Statistics-Work From Home Arrangements & Gender table, it is clear that mean and standard deviation (4.3424, .45601), hence most of the statements of Work From Home Arrangements were agreed. The gender having two groups as male and female.

**Table 3:** Test Statistics -Work From Home Arrangements & Gender

	Work From Home Arrangements
Mann-Whitney U	10750.000
Wilcoxon W	18010.000
Z	-7.825
Asymp. Sig. (2-tailed)	.000
Grouping Variable: Gender	

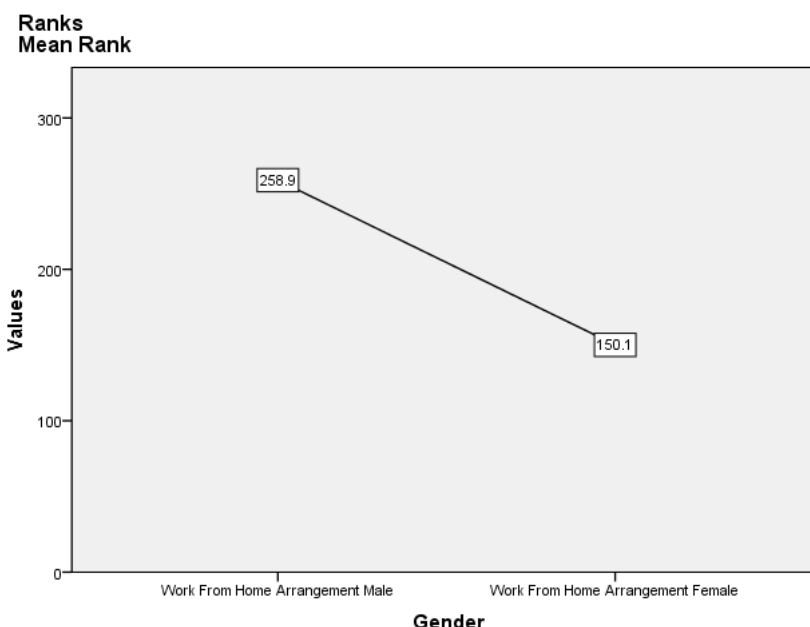
Source: SPSS 23.0

According to the Test Statistics -Work From Home Arrangements & Gender table, it is clear that the sig. value ( $p = 0.00 < 0.05$ ), hence first null hypothesis ( $H_0$ : There is no significant difference of the work from home arrangement between male and female employees of information technology sector companies.) is safe to reject, therefore it can be conclude that there was a significant difference of the work from home arrangements between male and female employees of information technology sector companies.

**Table 4:** Ranks-Work From Home Arrangements & Gender

	Gender	N	Mean Rank	Sum of Ranks
Work From Home Arrangements	Male	340	258.88	88020.00
	Female	120	150.08	18010.00
	<b>Total</b>	<b>460</b>		

Source: SPSS 23.0



**Figure 1:** Ranks Mean Rank Graph- Work From Home Arrangements & Gender



Source: SPSS 23.0

According to the rank table and ranks mean rank graph, it is clear that the mean rank value is 258.88 for male employees whereas it is 150.08 for the female employees, therefore it can be concluded that male information technology employees have better managed their work from the Work From Home Arrangements in comparison to the female employees in the Bangalore/Bengaluru, India.

## 4.2 Comparison of the work life balance with respect to Gender

### 4.2.1 Normality Test

**Table 5:** One-Sample Kolmogorov-Smirnov Test- Work Life Balance

		Work Life Balance
N		460
Normal Parameters	Mean	4.4391
	Std. Deviation	.56263
Most Extreme Differences	Absolute	.196
	Positive	.159
	Negative	-.196
Test Statistic		.196
Asymp. Sig. (2-tailed)		.000 <sup>c</sup>

Source: SPSS 23.0

According to the One-Sample Kolmogorov-Smirnov Test- Work Life Balance table, it is clear that the sig value (  $p = 0.000$ ) is less than 0.05, hence the data of Work Life Balance was not normal.

Therefore, for the comparison between male and female employees with respect to the Work Life Balance, a non-parametric Mann Witney U test was used.

### 4.2.2 Mann Witney U Test- work life balance with respect to gender

**Table 6:** Descriptive Statistics-Work Life Balance & Gender

	N	Mean	Std. Deviation	Minimum	Maximum
Work Life Balance	460	4.4391	.56263	2.40	5.00
Gender	460	1.26	.440	1	2

Source: SPSS 23.0

According to the Descriptive Statistics- Work Life Balance & Gender table, it is clear that mean and standard deviation (4.4391, .56263), hence most of the statements of Work Life Balance were agreed. The gender having two groups as male and female.

**Table 7:** Test Statistics<sup>a</sup> -Work Life Balance & Gender

	Work Life Balance
Mann-Whitney U	12050.000
Wilcoxon W	19310.000
Z	-6.789
Asymp. Sig. (2-tailed)	.000
a. Grouping Variable: Gender	

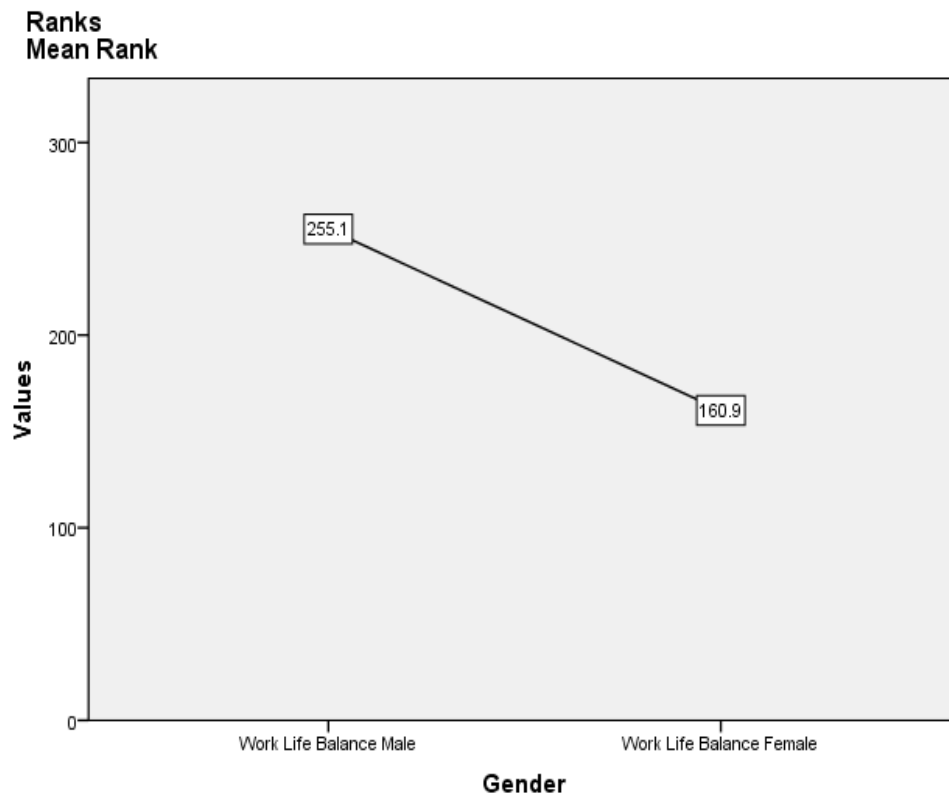
Source: SPSS 23.0

According to the Test Statistics -Work Life Balance & Gender table, it is clear that the sig. value (  $p = 0.00 < 0.05$ ), hence second null hypothesis ( $H_0$ : There is no significant difference of the work life balance between male and female employees of information technology sector companies.) is safe to reject, therefore it can be conclude that there was a significant difference of the work life balance between male and female employees of information technology sector companies.

**Table 8: Ranks--Work Life Balance & Gender**

	Gender	N	Mean Rank	Sum of Ranks
Work Life Balance	Male	340	255.06	86720.00
	Female	120	160.92	19310.00
	<b>Total</b>	<b>460</b>		

Source: SPSS 23.0



**Figure 2: Ranks Mean Rank Graph- Work Life Balance & Gender**

Source: SPSS 23.0

According to the rank table and ranks mean rank graph, it is clear that the mean rank value is 255.06 for male employees whereas it is 160.92 for the female employees, therefore it can be concluded that male information technology employees have better managed the work life balance in comparison to the female employees in the Bangalore/Bengaluru, India.

## 5. CONCLUSION

We can safely reject the first null hypothesis ( $H_{01}$ : There is no significant difference of the work from home arrangement between male and female employees of information technology sector companies) because the sig. value ( $p = 0.00 < 0.05$ ) is clearly shown in the Test Statistics -Work From Home Arrangements & Gender table.

Therefore, we can conclude that there was a significant difference of the work from home arrangement between male and female employees. It is evident from the rank table and ranks mean rank graph that male employees, have a rank value of 258.88, while female employees have a rank value of 150.08. Consequently, male employees in the IT companies have done a better job of managing their work from home than female employees. It is also safe to reject the second null hypothesis ( $H_{02}$ : There is no significant difference of the work-life balance between male and female employees of information technology sector companies). Since the sig. value ( $p = 0.00 < 0.05$ ) is clearly visible in the Test Statistics -Work Life Balance & Gender table, it follows that a significant difference in work-life balance existed between male and female employees. Male IT workers have done a better job of balancing work and personal life than their female counterparts, according to the rank table and ranks mean rank graph. The male workers' mean rank value is 255.06, while the female employees' is 160.92 in the information technology sector companies of Bangalore/Bengaluru, India.

## 6. REFERENCES

- [1] Aczel, B., Kovacs, M., Van Der Lippe, T., & Szaszi, B. (2021). Researchers working from home: Benefits and challenges. *PLoS ONE*, 16(3), 1–13. <https://doi.org/10.1371/journal.pone.0249127>
- [2] Ahmed, F., Farooqi, Z., & Farhad Frögren, N. (2020). Working from home's impact on Job Performance in the IT Sector. Linköping University, 1–73. [www.liu.se](http://www.liu.se)
- [3] Al-Habaibeh, A., Watkins, M., Waried, K., & Javareshk, M. B. (2021). Challenges and opportunities of remotely working from home during Covid-19 pandemic. *Global Transitions*, 3, 99–108. <https://doi.org/10.1016/j.glt.2021.11.001>
- [4] Al-sakhnini, M. M. (2022). The Impact Of Covid-19 On The Information Technology Sector In Egypt And Uae ( Challenges And Opportunities ). *Journal of Positive School Psychology*, 6(8), 7611–7621.
- [5] Anakpo, G., Nqwayibana, Z., & Mishi, S. (2023). The Impact of Work-from-Home on Employee Performance and Productivity: A Systematic Review. *Sustainability (Switzerland)*, 15(5). <https://doi.org/10.3390/su15054529>
- [6] Antipova, A. (2021). Analysis of the COVID-19 impacts on employment and unemployment across the multi-dimensional social disadvantaged areas. *Social Sciences & Humanities Open*, 4(1), 100224. <https://doi.org/10.1016/j.ssaho.2021.100224>
- [7] Aropah, V. D., Sarma, M., & Sumertajaya. (2020). Factors Affecting Employee Performance during Work from Home. *International Reserach Journal of Business Studies*, 13(2), 201–214.
- [8] Atkinson, C. L. (2022). A Review of Telework in the COVID-19 Pandemic: Lessons Learned for Work-Life Balance? *Covid*, 2(10), 1405–1416. <https://doi.org/10.3390/covid2100101>
- [9] Atoko, S. R. (2021). The Impact of Remote Working on Employee Performance During the Coronavirus (Covid19) Pandemic. *International Journal of Economics, Commerce and Management*, 9(2), 369–383. <http://ijecm.co.uk/>
- [10] Bahagia, R., & Putri, L. P. (2021). Factors Affecting Employee Performance During the Covid Pandemic 19. *Journal of International Conference Proceedings*, 3(4), 31–35. <https://doi.org/10.32535/jicp.v3i4.1007>
- [11] Barrero, J. M., Bloom, N., & Davis, S. J. (2020). Why Working From Home Will Stick. *SSRN Electronic Journal*, 17. <https://doi.org/10.2139/ssrn.3741644>
- [12] Battisti, E., Alfiero, S., & Leonidou, E. (2022). Remote working and digital transformation during the COVID-19 pandemic: Economic–financial impacts and psychological drivers for employees. *Journal of Business Research*, 150, 38–50. <https://doi.org/10.1016/j.jbusres.2022.06.010>
- [13] Bick, A., Blandin, A., & Mertens, K. (2021a). Work from Home Before and After the COVID-19 Outbreak. Federal Reserve Bank of Dallas, Working Papers, 2020(2017). <https://doi.org/10.24149/wp2017r2>
- [14] Bick, A., Blandin, A., & Mertens, K. (2021b). Work from Home Before and After the COVID-19 Outbreak. Federal Reserve Bank of Dallas, Working Papers, 2020(2017). <https://doi.org/10.24149/wp2017r2>
- [15] Burrow, M., Hadzic, D., & Stoltz, K. (2022). Insights on current trends in remote working. *KPMG Global*, 2–17. <https://home.kpmg/xx/en/home/insights/2022/03/insights-on-current-trends-in-remote-working.html>
- [16] Callinan, S., Mojica-Perez, Y., Wright, C. J. C., Livingston, M., Kuntsche, S., Laslett, A. M., Room, R., & Kuntsche, E. (2021). Purchasing, consumption, demographic and socioeconomic variables associated with shifts in alcohol consumption during the COVID-19 pandemic. *Drug and Alcohol Review*, 40(2), 183–191. <https://doi.org/10.1111/dar.13200>
- [17] Dabija, D. C. (2021). Teleworking: Socio-Economic Impact And Perspectives. *Amfiteatru Economic*, 23(58), 579–584. <https://doi.org/10.24818/EA/2021/58/579>
- [18] Denzer, M., & Grunau, P. (2021). The Impacts of Working from Home on Individual Health and Well-being. 2106, 1–27.
- [19] Denzer, M., Grunau, P., Gutenberg, J., & Mainz, U. (2021). The Impacts of Working from Home on Individual Health and Well-being. Johannes Gutenberg University Mainz, 2106. <https://wiwi.uni-mainz.de/>
- [20] Eddy, C. M. (2021). The social impact of COVID-19 as perceived by the employees of a UK mental health service. *International Journal of Mental Health Nursing*, 30(S1), 1366–1375. <https://doi.org/10.1111/inm.12883>
- [21] Farooq, R., & Sultana, A. (2021). The potential impact of the COVID-19 pandemic on work from home and employee productivity. *Measuring Business Excellence*, July. <https://doi.org/10.1108/MBE-12-2020-0173>
- [22] Federici, S., De Filippis, M. L., Mele, M. L., Borsci, S., Bracalenti, M., Bifulchi, G., Gaudino, G., Amendola, M., Cocco, A., Simonetti, E., Laura, M., & Filippis, D. (2021). Measuring the experience of remote home workers: A scoping review. 1–70.
- [23] Fetoshi, U. (2021). Emerging from COVID: Online work and its implications for the worker performance in Kosovo. *Rochester Institute of Technology*, 1–43. <https://scholarworks.rit.edu/theses>

- [24] Gibbs, M., Mengel, F., & Siemroth, C. (2021). Work from Home & Productivity: Evidence from Personnel & Analytics Data on IT Professionals. SSRN Electronic Journal. <https://doi.org/10.2139/ssrn.3843197>
- [25] Goswami, A., Jacob, E., & Dr. Subha, K. (2021). Impact of Work From Home on Employees' Engagement in The Indian It Sector. International Journal of Research in Science, Commerce, Arts, Management and Technology, 44(1), 31–41. <https://doi.org/10.48175/ijrscamt-103>
- [26] Grant, M. (2021). Remote Working and its Impact on Employee Job Satisfaction During COVID-19.
- [27] Haridas, P., P R, R., & Dr. Subha, K. (2021). Work from Home During the Pandemic: The Impact of Organizational Factors on the Productivity of Employees in the IT Industry. Vision, 8(2), 662–670. <https://doi.org/10.1177/09722629221074137>
- [28] Hassan, A. F., & Raj, V. (2021). Working from Home during COVID-19: Challenges and Solution for Maldives Employees. International Journal of Academic Research in Business and Social Sciences, 11(9), 1622–1633. <https://doi.org/10.6007/ijarbss/v11-i9/11203>
- [29] Jagannarayan, N. (2022). A study on the impact of Work from Home on IT and ITEs in Mumbai City consequent to the Lockdown Imposed to curb the spread of the Corona Virus in Mumbai City. <https://www.researchgate.net/publication/357484435>
- [30] Jain, T., Currie, G., & Aston, L. (2022). COVID and working from home: Long-term impacts and psycho-social determinants. Transportation Research Part A: Policy and Practice, 156(December 2021), 52–68. <https://doi.org/10.1016/j.tra.2021.12.007>
- [31] Kniffin, K. M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S. P., Bakker, A. B., Bamberger, P., Bapuji, H., Bhawe, D. P., Choi, V. K., Creary, S. J., Demerouti, E., Flynn, F. J., Gelfand, M. J., Greer, L. L., Johns, G., Kesebir, S., Klein, P. G., Lee, S. Y., ... Vugt, M. van. (2021). COVID-19 and the workplace: Implications, issues, and insights for future research and action. American Psychologist, 76(1), 63–77. <https://doi.org/10.1037/amp0000716>
- [32] Lee, K. (2023). Working from home as an economic and social change: A review. Labour Economics, 85(October), 102462. <https://doi.org/10.1016/j.labeco.2023.102462>
- [33] Liwanag, K. S. (2020). International Engineering Journal For Research & Development Issue 5 A Case Study on The Advantages and Challenges of Work From Home ( WFH ) Scheme During Pandemic International Engineering Journal For Research & Development. 6(5), 1–19.
- [34] Lodovici, M. (2021). The impact of teleworking and digital work on workers and society: Special focus on surveillance and monitoring, as well as on mental health of workers policy. Scientific and Quality of Life Policies, April, 174.
- [35] Maria Barrero Nicholas Bloom Steven Davis, J. J., Maria Barrero, J., Bloom, N., & Davis, S. J. (2021). Why Working from Home Will Stick. [www.WFHresearch.com](http://www.WFHresearch.com).
- [36] Mulugeta, T., Tadesse, E., Shegute, T., & Desta, T. T. (2021). COVID-19: socio-economic impacts and challenges in the working group. Heliyon, 7(6). <https://doi.org/10.1016/j.heliyon.2021.e07307>
- [37] Niebuhr, F., Borle, P., Börner-Zobel, F., & Voelter-Mahlknecht, S. (2022). Healthy and Happy Working from Home? Effects of Working from Home on Employee Health and Job Satisfaction. International Journal of Environmental Research and Public Health, 19(3), 1–14. <https://doi.org/10.3390/ijerph19031122>
- [38] Nugraha, R., Wiradendi WOLOR, C., Yohana, C., университет Джакарти, Д., & Джакарта, М. (2022). The Effect of Work from Home, Work-Life Balance, and Job Satisfaction on Employee Performance. Economics & Management, 24(1), 50.
- [39] Patanjali, S., & Bhatta, N. M. K. (2022). Work from Home During the Pandemic: The Impact of Organizational Factors on the Productivity of Employees in the IT Industry. Vision, 1–13. <https://doi.org/10.1177/09722629221074137>
- [40] Proctor-matos, P. T. (2021). Factors Affecting the Productivity and Satisfaction of Virtual Workers. Walden University.
- [41] Ramos, J. P., & Prasetyo, Y. T. (2020). The Impact of Work-Home Arrangement on the Productivity of Employees during COVID-19 Pandemic in the Philippines: A Structural Equation Modelling Approach. ACM International Conference Proceeding Series, 1(1), 135–140.
- [42] Rasul, G., Nepal, A. K., Hussain, A., Maharjan, A., Joshi, S., Lama, A., Gurung, P., Ahmad, F., Mishra, A., & Sharma, E. (2021). Socio-Economic Implications of COVID-19 Pandemic in South Asia: Emerging Risks and Growing Challenges. Frontiers in Sociology, 6(February), 1–14. <https://doi.org/10.3389/fsoc.2021.629693>
- [43] Rohilla, P., & Garg, R. (2021). Negative effects of “work from home” culture during the coronavirus pandemic: a gender-based study. The International Journal of Indian Psychology, 9(1). <https://doi.org/10.25215/0901.129>



- [44] Rohilla, P., Garg, R., & Chandiramani, D. K. (2021). Negative effects of “work from home” culture during the coronavirus pandemic: a gender-based study. *The International Journal of Indian Psychology*, 9(1), 1233–1246. <https://doi.org/10.25215/0901.129>
- [45] Samarasinghe, T., & Sellaheewa, W. N. (2021). Study on The Effectiveness of Working from Home During Covid 19 Pandemic : A Long Term Solution in The New Normal. *Vavuniya University International Research Symposium*, October, 0–6.
- [46] Selvasundaram, D. K., & Dasaradhan, S. (2020). A Comparative Study On Work From Home During Covid 2019: Employees Perception And Experiences. *Gjra - Global Journal for Research Analysis*, 7(3), 4621–4627.
- [47] Selvasundaram, K., & Dasaradhan, S. (2020). A Comparative Study On Work From Home During Covid 2019: Employees Perception And Experiences. *European Journal of Molecular & Clinical Medicine*, 7(3), 7–10.
- [48] Shah, K., & Kuba, R. (2021). Impacts of “Work From Home” Model on Human Health. *International Journal of Environment and Health Sciences*, 3(1). <https://doi.org/10.47062/1190.0301.05>
- [49] Sharma, S. (2020). Impact of Work From Home on Financial Wellbeing of It Employees. *European Journal of Molecular & Clinical Medicine*, 7(10), 2042–2050.
- [50] Sivaprakash, J., & Venkatesh, M. (2023). The Impact of Remote Work on Employee Productivity and Well-being: A Comparative Study of Pre-and Post-COVID-19 Era. *Research Square*, 1–7. <https://doi.org/10.21203/rs.3.rs-2926406/v1>
- [51] Sridevi, R., & Sanjana, N. (2021). A study on the impacts of work from home among it employees. *Utkal Historical Research Journal*, ISSN : 0976-2132, Vol.-34(X)(April), 172–180.
- [52] Teodorovicz, T., Sadun, R., Kun, A. L., & Shaer, O. (2021). Working from Home during COVID-19: Evidence from Time-Use Studies.
- [53] Thamrin, S., Sariwulan, T., Suryatni, M., Ridlo, M., Qamarius, I., & Calvin, M. C. (2022). The Impact of Work From Home ( WFH) During COVID-19 Pandemic Period on Job Expectations : The Cause of The State Civil Apparatus. In *Journal of Management Information and Decision Sciences* (Vol. 25, Issue S2). <https://www.honest>
- [54] Thorstensson, E. (2020). The Influence of Working from Home on Employees ’ Productivity. *Electronic Publications from Karistad University*, 1–20. <https://www.diva-portal.org/smash/get/diva2:1446903/FULLTEXT01.pdf>
- [55] Tusl, M., Kerksieck, P., Brauchli, R., & Bauer, G. F. (2021). Impact of the COVID-19 crisis on work and private life, mental well-being and self- rated health in German and Swiss employees: a cross-sectional online survey. *To Be Submitted*, 21(741), 1–15.
- [56] van Zoonen, W., Sivunen, A., Blomqvist, K., Olsson, T., Ropponen, A., Henttonen, K., & Vartiainen, M. (2021). Factors influencing adjustment to remote work: Employees’ initial responses to the covid-19 pandemic. *International Journal of Environmental Research and Public Health*, 18(13). <https://doi.org/10.3390/ijerph18136966>
- [57] Verma, A. (2020). a Study of Work From Home on Employee Performance and Productivity in It Sector in India. *International Journal of Research in Science, Commerce, Arts, Management and Technology*, 7(11), 57–65.
- [58] Vyas, L., & Butakhieo, N. (2021). The impact of working from home during COVID-19 on work and life domains: an exploratory study on Hong Kong. *Policy Design and Practice*, 4(1), 59–76. <https://doi.org/10.1080/25741292.2020.1863560>
- [59] Wilson, J. L. (2021). Impact of Work From Home Policies on Workplace Productivity and Employee Sentiments During the Covid-19 Pandemic. *Journal of the Maharaja Sayajirao University of Baroda*, 5(1 (VI)), 1314–1331.
- [60] Yang, L., Holtz, D., Jaffe, S., Suri, S., Sinha, S., Weston, J., Joyce, C., Shah, N., Sherman, K., Hecht, B., & Teevan, J. (2022). The effects of remote work on collaboration among information workers. *Nature Human Behaviour*, 6(1), 43–54. <https://doi.org/10.1038/s41562-021-01196-4>
- [61] Yu, J., & Wu, Y. (2021). The Impact of Enforced Working from Home on Employee Job Satisfaction during COVID-19: An Event System Perspective. *International Journal of Environmental Research and Public Health*, 18(24). <https://doi.org/10.3390/ijerph182413207>
- [62] Zamani, N. F. M., Ghani, M. H. @ M., Radzi, S. F. M., Rahmat, N. H., Kadar, N. S. A., & Azram, A. A. R. (2021). A Study of Work from Home Motivation among Employees. *International Journal of Asian Social Science*, 11(8), 388–398. <https://doi.org/10.18488/journal.1.2021.118.388.398>