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A Study on Work from Home in the Indian Context

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Abstract:

Be it travelling through the overcrowded roads of the metropolitan cities which has become more of a hazardous part of every employees work schedules or being part of the family, which has become a dream for most of the employees in the IT sector, in today's world employees and employers first and last task of the day is travelling. Employers and employees are exhausted even before reaching their office, which makes them start their work with a tired note. The concept of work from home emerged as a solution to this as well as to the problem of maintaining good work life balance. As many organizations have allowed their employees to take the option of WFM some organizations are still in the dilemma as to will WFH increase or decrease productivity and some organizations have put a ban on work from home as face time is now seen as a crucial part of the work environment. This study enables us to understand the employee perception on work from home in the Indian IT sector and the analyses the job satisfaction and the performance levels of the employees adopting work from home. The study shows WFH leads to lesser satisfaction levels but increased performance level among the employees

Keywords: work from home, India, IT sector, job satisfaction, productivity

1. Introduction

Work-from-home option may not have become a latest fad in India yet, however, companies are increasingly opening to the idea. In fact, the recent years could be an inflection point for work-from-home. Companies have recognized the benefits, and are beginning to create or strengthen their work-from-home policies. In this research, we study and analyze the employee perception on the concept work from home leading to job satisfaction and increase performance leading to productivity.

2. Objectives

- To analyze the employee insight on work from home in the Indian scenario.
- To analyze the job satisfaction and change in performance levels of the employees practicing work from home.

3. Need for the study

As work from home is the latest fad in India, there is a need to study on the effectiveness and the perception of the employees as many international organizations such as Yahoo and Bank of option to work from home for its employees as it leads to less innovation and collaboration. Companies such as HP, Cisco have partially restructured their policies on work from home with strict norms as to which section of employees can utilize the option of working from home. With this unstable reliability on work from home, organization and employees in India seem to debate more on the impact of work from home on the productivity levels as well as job satisfaction of the employees.

4. Research Methodology

Primary data from employees at various organizations in the form of a questionnaire which includes demographic data, opinion of employees on work from home, job satisfaction and performance leading to productivity on a 5point Likert Scale. Analysis of the data collected was done using SPSS software.

4.1. Sample Size

A questionnaire was distributed to 100 employees from various IT companies across India of which 80 responded.

4.2. Limitations

- The study restricts itself to the Indian IT context
- Lack of much prior research on this topic
- Time is also a constraint
- The truthfulness of the employee to answer the questionnaire

5. Literature review

Gil Gordon, one of the foremost experts on telecommuting, has written about the difficulty of drawing boundaries between home and work domains. In his 2001 book *Turn it Off: How to Unplug from the Anytime-Anywhere Office Without Disconnecting Your Career*, Gordon stresses the importance of assessing one's own work habits and making a decision about how available one wants to be to his/her employer and clients during non-work times.

AT&T has seen many positive results from the implementation of its work from home program, especially with respect to employee morale and productivity. Employees who work at home tend to work an average of one hour more per day than those in the office. In addition, the flexibility of the work hours one prefers, whether in the early morning, late evening, or a longer day with extended breaks, provides employees with a sharper focus on their work and facilitates thinking that is outside of the box. Furthermore, salespeople working from home demonstrated 20% to 40% increase in sales as a result of fewer meetings and distractions encountered when working from home (Telecommute Connecticut, 2002; HR Focus, 1999).

A 1996 survey conducted by the organization showed that 87% of employees opting work from home, consider themselves either more or far more productive because of this work arrangement and highlighted a 10% to 20% increase in the average employees' individual productivity. In addition, the study showed that work from home has improved IBM's ability to retain top quality employees (Telecommute Connecticut, 2002)

Work-family conflict exists when an individual performs multiple roles (i.e., worker, spouse, parent, etc.) and the pressures from these domains are incompatible or conflicting (Duxbury & Higgins, 2002; Duxbury et al, 1998; Doherty et al, 2000; Mills et al, 2000). A dichotomy exists in the current literature with respect to the effect of work from home on work-family conflict. From one perspective, work from home is often considered a way of helping individuals cope with the demands of work and home.

The survey, conducted on Ctrip, a Chinese travel website by Nicolas Bloom giving its employees an opportunity to work from home revealed the following:

- Increase in productivity, less likely to quit and more happier
- Completed 13.5% more calls than the staff in the office – gave one day extra work day a week
- It was estimated that Ctrip saved \$1900per employee every month

The results included 1/3rd increase in productivity was due to quieter environment, 2/3rd of the productivity increased due to more hours of work. (Harvard Business Magazine, 2014)

Research suggests allowing people to work from home can raise productivity. For instance, a study by academics at Stanford University and Beijing University found Chinese call-center workers who stayed home took fewer breaks and worked more efficiently. Allowing employees to work from home can also lower a company's costs—especially for real estate, given the reduced need for office space. (Nicholas Bloom, James Liang, John Robertsc and Zhichun Jenny Yingd, August 18, 2014)

A 2008 study by Cisco Systems Inc. CISCO found employees who could work remotely experienced an increase in their quality of life. One possible reason: Home working reduces commuting. Census researchers said Tuesday that over 8% of U.S. employees who don't work from home traveled an hour or longer to get to work in 2011—the definition of a "long commute." Nearly 600,000 full-time workers had "mega-commutes," meaning they traveled at least 90 minutes and 50 miles.

6. Work from Home

The work-at-home concept has consistently gained in popularity over the last few years. Many small home businesses have mushroomed, and even in the job sector, there is an increasing trend of work from home jobs of all kinds. Key reasons behind this gradual shift towards working from home are the challenging economic times and increased levels of competition. Many employers today have started recognizing the needs of their employees, and working from home has been incorporated into the HR policies of several organizations. Employee discipline is no more about attending office from nine to five, six days a week. Flexibility is the key word now.

While the option of working from home is a boon to a lot of employees who are hampered by the committee, the biggest beneficiaries are women and those with health problems.

Success of working from home concept is largely dependent on three factors – the individual's role, the individual's own approach towards work, at what stage of evolution, an organization is to explore this kind of an arrangement

Pros: Flexibility, Better Work life balance, Environment friendly, Better health, Proximity to home and family

Cons: Increased distraction Disregarded for promotion/incentives increased need of self discipline Termination of work, Inability to detach from home chores

Organizations in favor of Work from Home

With the concept of work from home considered as the latest fad in the Indian context in the recent years, many organizations in India seem to consider the concept attainable due its varied benefits such as less commuting, conserving resources both to the organization and the individual employees respectively.

Some of the top HR professionals who of leading IT firms consider work from home as a management tool leading to increased productivity. Their insights are as follows.....

IBM

Allows several categories of employees to work from home. For many others, it's flexible, with managers taking the call. "Work /life balance touches morale, productivity and retention. Current lifestyles have resulted in higher stress levels and we take a positive view towards creating a conducive environment to help people integrate work and life," says Chandrasekhar Sripada, head HR, IBM India.

DELL

A 3-month Connected Workplace pilot project was launched in India in November 2011. Under this, a select team connects to the Dell network only through remote connection "With the arrival of new mobility technologies, company office need not be the only workplace. Flexibility on this front is a real option today," says Vijay Bharadwaj, VPHR, Dell India

MICROSOFT

Microsoft allows flexible scheduling, allows employees to work part-time or full time from home, provided the manager permits.

"Being able to choose where they will work from and how many hours, in addition to a better work-life balance for the employee, creates higher motivation levels, and therefore higher productivity," says Joji Gill, director - HR, Microsoft India

HCL

HCL Technologies has initiated a work-from-home policy. "The idea is to improve employee morale and motivation. But employees need to take the reporting manager's approval," says Srimathi Shivashankar, associate VP - diversity & sustainability, HCL Technologies.

GlobalHunt

"Motivation and productivity of employees are at their highest if flexi working is permitted," says Sunil Goel, director of search firm GlobalHunt,

Organizations not in favor of Work from Home

Some organizations have found work from home to reduce the innovativeness and personality development. With the withdrawal of work from home companies felt that it would build stronger work communities. The huge techno giant Yahoo was the first to officially ban the concept of work from home. Its CEO Marissa Mayer stated in a conference- Mayer explained the move as a way to promote "innovation."

"People are more productive when they're alone, But they're more collaborative and innovative when they're together. Some of the best ideas come from pulling two different ideas together." She cited Yahoo's weather app as the latest innovation to come out of the work-from home bank.

7. Data Analysis and Interpretation

A structured questionnaire was executed to 50 respondents. The questionnaire focused on

- employee opinion on WFH
- Job Satisfaction
- Performance leading to productivity in using work from home

The profile of the respondents being 50 % male and 50% female the null hypothesis are taken as: Ho: there is the relationship between gender and the factor.

Gender	Never	Once	Twice	>twice	total
Male	5(20%)	7(28%)	2(12%)	10(40%)	25
Female	0(0%)	16(64%)	3(12%)	6(24%)	25
Total	5(10%)	23(46%)	6(12%)	16(32%)	50 (100%)
Pearson Chi-Square=.023					

Table 1: Gender vs frequency of usage

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.1. Data Interpretation

20% of male employees have never opted WFH,28% male employees have opted WFH once in a month while 12% have opted its twice a month and 40% o male employees have opted WFH more than twice.64% of the female employees have opted WFH once a month, while 12% have opted its twice a month and 24% o female employees have opted WFH more than twice

7.2. Analysis

Pearson Chi-square test value of .023 which is less than 0.05 we accept null hypothesis there is a relationship in gender and the frequency of usage of WFH.

Gender	Strongly agree	Agree	Neutral	Disagree	Total
Male	13(52%)	7(28%)	2(8%)	3(12%)	25(100%)
Female	10(40%)	7(20%)	4(16%)	4(16%)	25(100%)
Total	23(46%)	14(28%)	7(14%)	7(14%)	25(100%)
Pearson Chi-Square=0.49					

Table 2: Gender vs positive feeling towards organization

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.3. Data Interpretation

Out of 50 respondents, 46% strongly agree that they have positive feelings towards organization for allowing wfh, 28% agree 14% are neutral and 14 % have disagreed. Of the male respondents, 52% strongly agree, 28% agree 8% are neutral and 12 % have disagreed that they have positive feelings towards the organization. Of the female respondents, 40% strongly agree, 20% agree 16% are neutral and 16 % have disagreed that they have positive feelings towards the organization.

7.4. Analysis

Pearson Chi-square test value of 0.49 enables us to reject the null hypothesis (Ho) stating that there is no relationship between gender and their positive feeling towards the organization for allowing WFH.

Gender	Strongly agree	Agree	Neutral	Disagree	Total
Male	13(52%)	7(28%)	2(8%)	3(12%)	25(100%)
Female	10(40%)	7(20%)	4(16%)	4(16%)	25(100%)
Total	23(46%)	14(28%)	7(14%)	7(14%)	25(100%)
Pearson Chi-Square = 0.753					

Table 3: Gender vs Work life balance

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.5. Data Interpretation

Out of 50 respondents 46% strongly agree that they have good work life balance in practicing wfh, 28% agree 14% are neutral and 14 % have disagreed. Of the male respondents 52% strongly agree, 28% agree 8% are neutral and 12 % have disagreed that they have good work life balance in practicing wfh. Of the female respondents 40% strongly agree, 20% agree 16% are neutral and 16 % have disagreed that they have good work life balance in practicing wfh.

7.6. Analysis

Pearson Chi-square test value of 0.753 enables us to reject the null hypothesis (Ho) stating that there is no relationship in gender and their work life balance by practicing WFH.

Gender	SA	A	N	DA	SDA	Total
Male	3 (14%)	4 (16%)	3 (12%)	12 (48%)	3 (12%)	25 (100%)
Female	4 (16%)	15 (60%)	1 (4%)	3 (12%)	2 (8%)	25 (100%)
total	7 (14%)	19 (38%)	4 (8%)	15 (30%)	5 (10%)	25 (100%)
Pearson Chi Square=0.011						

Table 4 : Gender vs social contact

Source: Primary Data (Figure in the parenthesis indicates the % within gender)

7.7. Data Interpretation

Out of 50 respondents 14% strongly agree that they were unable to engage in social contact while practicing WFH, 38% agree 8% are neutral, 30% disagree and 10 % have strongly disagreed. Of the male respondents 14% strongly agree, 16% agree 12% are neutral,

48% disagree and 12 % have disagreed that they were unable to engage in social contact while practicing WFH. Of the female respondents 16% strongly agree, 60% agree 4% are neutral, 12% disagree and 8 % have disagreed that they were unable to engage in social contact while practicing WFH

7.8. Analysis

Pearson Chi-square test value of 0.011 enables us to accept the null hypothesis (Ho) stating that there is relationship in gender and their ability to engage in social contact while practicing WFH .

Gender	Agree	Neutral	Disagree	S.Disagree	Total
Male	3(12%)	0(0%)	20(80%)	2(8%)	25(100%)
Female	3(12%)	2(8%)	18(72%)	2(8%)	25(100%)
Total	6(12%)	2(4%)	38(76%)	4(8%)	25(100%)
Pearson Chi Square=0..551					

Table 5 : Gender vs distinguishing work from home

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.9. Data Interpretation

Out of 50 respondents 12% agree that they were able to distinguish work from home, 4% were neutral 76% disagree and 8 % have strongly disagreed. Of the male respondents 12% agree that they were able to distinguish work from home, 0% were neutral 80% disagree and 8 % have strongly disagreed. Of the female respondents 12% agree that they were able to distinguish work from home, 8% were neutral 72% disagree and 8 % have strongly disagreed

7.10. Analysis

Pearson Chi-square test value of 0.551 enables us to reject the null hypothesis (Ho) stating that there is no relationship in gender and their ability to distinguish work from home.

Gender	S.Agree	Agree	Disagree	Total
Male	8(32%)	13(52%)	4(16%)	25(100%)
Female	12(48%)	13(52%)	0(0%)	25(100%)
total	20(40%)	26(52%)	4(8%)	25(100%)
Pearson Chi Square=0..091				

Table 6: Gender vs increase in retention

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.11. Data Interpretation

Out of 50 respondents 40% have strongly agreed that WFH increases employee retention, 52% agree and 8% disagree. Of the male respondents 32% have strongly agreed that WFH increases employee retention, 52% agree and 16% disagree. Of the female respondents 48% have strongly agreed that WFH increases employee retention, 52% agree and none of them disagreed

7.12. Analysis

Pearson Chi-square test value of 0.091 enables us to reject the null hypothesis (Ho) stating that there is no relationship in gender and their ability to distinguish work from home.

Gender	S.Agree	Agree	Disagree	Total
Male	16(64%)	1(4%)	8(32%)	25(100%)
Female	16(64%)	6(24%)	3(12%)	25(100%)
total	32(64%)	7(14%)	11(22%)	25(100%)
Pearson Chi Square=0..054				

Table 7: Gender vs Conservation of resources

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.13. Data Interpretation

Out of 50 respondents 64% have strongly agreed that WFH enabled them to conserve the resources, 14% agree and 22% disagree. Of the male respondents 64% have strongly agreed that WFH, enabled them to conserve the resources, 4% agree and 32% disagree. Of the female respondents 64% have strongly agreed that WFH enabled them to conserve the resources, 24% agree and 12% disagreed

Analysis:

Pearson Chi-square test value of 0.054 enables us to reject the null hypothesis (Ho) stating that there is no relationship in gender and their opinion on conservation of resources

Gender	SA	A	N	DA	SDA	Total
Male	8(32%)	4(16%)	2(8%)	11(44%)	0(0%)	25(100%)
Female	4(16%)	5(20%)	5(20%)	9(36%)	2(8%)	25(100%)
total	12(24%)	9(18%)	7(14%)	20(40%)	2(4%)	25(100%)
Pearson Chi Square=0.295						

Table 8: Gender vs concentration and discipline

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.14. Data Interpretation

Out of 50 respondents 24% strongly agree that they had increased levels of concentration and discipline, 18% agree 14% are neutral, 40% disagreed and 4% have strongly disagreed. Of the male respondents 32% strongly agree that they had increased levels of concentration and discipline, 16% agree 8% are neutral, 11% disagreed. Of the female respondents 16% strongly agree that they had increased levels of concentration and discipline, 20% agree 20% are neutral, 36% disagreed and 8% have strongly disagreed

7.15. Analysis

Pearson Chi-square test value of 0.295 enables us to reject the null hypothesis (Ho) stating that there is no relationship in gender and their levels of concentration and discipline.

Gender	Agree	Neutral	Disagree	S.Disagree	Total
Male	7(28%)	0(0%)	17(68%)	1(4%)	25(100%)
Female	8(32%)	2(8%)	15(60%)	0(0%)	25(100%)
Total	15(30%)	2(4%)	32(64%)	1(2%)	25(100%)
Pearson Chi Square=0.363					

Table 9: Gender vs Creativity

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.16. Data Interpretation

Out of 50 respondents 30% agree that WFH increased their creativity levels, 4% were neutral 64% disagree and 2% have strongly disagreed. Of the male respondents 28% agree that WFH increased their creativity levels, 0% were neutral 68% disagree and 4% have strongly disagreed. Of the female respondents 32% agree that % agree that WFH increased their creativity levels, 8% were neutral and 60% disagree

7.17. Analysis

Pearson Chi-square test value of 0.363 enables us to reject the null hypothesis (Ho) stating that there is no relationship in gender and increased in their creativity levels.

Gender	S Agree	Agree	Neutral	Disagree	Total
Male	2(8%)	9(36%)	2(8%)	12(48%)	25(100%)
Female	4(16%)	6(24%)	2(8%)	13(52%)	25(100%)
total	6(12%)	15(30%)	4(8%)	25(50%)	25(100%)
Pearson Chi Square=0.728					

Table 10: Gender vs Promotion

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.18. Data Interpretation

Out of 50 respondents 12% strongly agree that WFH affects their promotion, 30% agree 8% are neutral and 50% have disagreed. Of the male respondents 8% strongly agree, 36% agree 8% are neutral and 48% have disagreed that WFH affects their promotion. Of the female respondents 16% strongly agree, 24% agree 8% are neutral and 52% have that WFH affects their promotion.

7.19. Analysis

Pearson Chi-square test value of 0.728 enables us to reject the null hypothesis (Ho) stating that there is no relationship in gender and their promotion.

Gender	SA	A	N	DA	SDA	Total
Male	3(12%)	14(56%)	3(12)	4(16%)	1(4%)	25 (100%)
Female	10(40%)	13(52%)	0(0%)	2(8%)	0(0%)	25 (100%)
total	13(26%)	27(54%)	3(6%)	6(12%)	1(2%)	25 (100%)
Pearson Chi Square=0.076						

Table 11: Gender vs Non-verbal communication

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.20. Data Interpretation

Out of 50 respondents 26% strongly agree that Absence of non verbal communication leads to decreased levels of understanding between employees, 54% agree 6% are neutral, 12% disagreed and 2% have strongly disagreed. Of the male respondents 12% strongly agree that Absence of non verbal communication leads to decreased levels of understanding between employees, 56% agree 12% are neutral, 16% disagreed and 4% strongly disagreed. Of the female respondents 40% strongly agree Absence of non verbal communication leads to decreased levels of understanding between employees 52% agree and 8% disagreed

Analysis:

Pearson Chi-square test value of 0.076 enables us to reject the null hypothesis (Ho) stating that there is no relationship in gender and their opinion absence of non verbal communication leads to decreased levels of understanding between employees.

Gender	SA	A	N	DA	Total
Male	6(24%)	8(32%)	5(20%)	6(24%)	25(100%)
Female	7(28%)	12(48%)	0(0%)	6(24%)	25(100%)
total	13(26%)	20(40%)	5(10%)	12(24%)	25(100%)
Pearson Chi Square=0.118					

Table 12: Gender vs time management

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.21. Data Interpretation

Out of 50 respondents 26% strongly agree that WFH leads to good time management n, 40% agree 10% are neutral and 24 % have disagreed. Of the male respondents 24% strongly agree, 32% agree 20% are neutral and 24 % have disagreed that WFH leads to good time management. Of the female respondents 28% strongly agree, 48% agree and 24 % have that WFH leads to good time management.

7.22. Analysis

Pearson Chi-square test value of 0.118 enables us to reject the null hypothesis (Ho) stating that there is no relationship in gender and time management while working from home.

Gender	S Agree	Agree	Neutral	Disagree	Total
Male	9(36%)	9(36%)	2(8%)	5(20%)	25(100%)
Female	4(16%)	17(68%)	2(8%)	2(8%)	25(100%)
total	13(26%)	26(52%)	4(8%)	7(14%)	25(100%)
Pearson Chi Square=0.129					

Table 13: Gender vs Stress management

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.23. Data Interpretation

Out of 50 respondents 26% strongly agree that WFH decreased stress levels, 52% agree 8% are neutral and 14 % have disagreed. Of the male respondents 36% strongly agree, 36% agree 8% are neutral and 20 % have disagreed that WFH decreased stress levels,. Of the female respondents 16% strongly agree, 68% agree 8% are neutral and 8% have disagreed that WFH decreased stress levels,

7.24. Analysis

Pearson Chi-square test value of 0.129 enables us to reject the null hypothesis (Ho) stating that there is no relationship in gender and stress management in WFH.

Gender	.Agree	Neutral	Disagree	Total
Male	13(52%)	0(0%)	12(48%)	25(100%)
Female	12(48%)	9(36%)	4(16%)	25(100%)
total	25(50%)	9(18%)	16(32%)	25(100%)
Pearson Chi Square=0.001				

Table 14: Gender vs Self motivation

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.25. Data Interpretation

Out of 50 respondents 50% agree that they were able to increase their self motivation, 18% were neutral 32% disagree. Of the male respondents 52% agree that they were able to increase their self motivation and 40% disagree and 8% have strongly disagreed. Of the female respondents 48% agree that they were able to increase their self motivation, 36% were neutral 16% disagreed.

7.26. Analysis

Pearson Chi-square test value of 0.001 enables us to accept the null hypothesis (Ho) stating that there is relationship in gender and their increased levels self motivation.

Gender	SA	A	N	DA	SDA	Total
Male	1 (4%)	10 (40%)	3 (12%)	9 (36%)	2 (8%)	25 (100%)
Female	9 (36%)	5 (20%)	4 (16%)	7 (28%)	0 (0%)	25 (100%)
total	10 (20%)	15 (30%)	7 (14%)	16 (32%)	2 (4%)	25 (100%)
Pearson Chi Square=0.033						

Table 15: Gender vs Distraction

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.27. Data Interpretation

Out of 50 respondents 20% strongly agree that they are distracted by friends and family, 30% agree 14% are neutral, 32% disagreed and 4% have strongly disagreed. Of the male respondents 4% strongly agree that that they are distracted by friends and family, 40% agree 12% are neutral, 36% disagreed and 8% strongly disagreed. Of the female respondents 36% strongly agree that they are distracted by friends and family 20% agree, 16% are neutral and 28% disagreed

7.28. Analysis

Pearson Chi-square test value of 0.033 enables us to accept the null hypothesis (Ho) stating that there is a relationship in gender and their distraction from friends and family when working from home.

Gender	SA	A	N	DA	SDA	Total
Male	0(0%)	17(68%)	2(8%)	6(24%)	0(0%)	25 (100%)
Female	5(20%)	4(16%)	2(8%)	12(48%)	2(8%)	25 (100%)
total	5(10%)	21(42)	4(8%)	18(36%)	2(4%)	25 (100%)
Pearson Chi Square=0.002						

Table 16: Gender vs health

Source: Primary Data (Figure in the parenthesis indicate the % within gender)

7.29. Data Interpretation

Out of 50 respondents 10% strongly agree that WFH lead to better physical and mental health, 42% agree 8% are neutral, 36% disagreed and 4% have strongly disagreed. Of the male respondents 68% agree that that WFH lead to better physical and mental health, 8% are neutral, 24% disagreed. Of the female respondents 20% strongly agree that WFH lead to better physical and mental health 16% agree, 8% are neutral 48% disagreed and 8% strongly disagree.

7.30. Analysis

Pearson Chi-square test value of 0.002 enables us to accept the null hypothesis (Ho) stating that there is a relationship in gender and better physical and mental health in practicing WFH.

8. Conclusion

WFH has lead to a path that the IT sector in India has decided to travel on as it seems to have a great impact on the employees of the new millennium. Though work from home seems to have a gigantic list of advantages and disadvantages many organization in India such as Microsoft, Dell, Infosys, HCL, Global Hunt and IBM have accepted WFH as an effective management tool and there are organizations such as Yahoo which have put a ban on WFH as it does not lead to creativity and innovation. In the Indian scenario employees the IT sector are of the opinion that gender plays a major more in engaging in social contact as female employees feel that their social contact is reduced when working from home. The study shows that though employees' job satisfaction seems to be at stake when employing WFH but the productivity levels seems to increase with greater impact with respect to the gender. The factors leading to productivity such as stress management, physical and mental health, self motivation and distraction from friends and family have a strong relationship with the gender of the employees. Employees of the Indian IT sector have shown a positive sign in practicing WFH as they seem to look at most of the advantages such as work life balance, distinguishing work from home, employee retention and conservation of resources of WFH in the right context.

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