



Case Study of COVID-19 Pandemic and Work-Life Balance, Remote Employment.

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Abstract

COVID-19 pandemic, the morale of contemporary organisations and their employees has been significantly affected. The epidemic presents a challenge to human resources management in identifying solutions to minimize the harmful consequences of labour. Many factors have contributed to the well-being of workers, including: a sense of danger, isolation, working from home or a lack of security. Managers have a huge problem in adapting their management tools to the new realities that they are faced with because of these issues. To be able to operate effectively, it is also vital to guarantee the well-being of workers. Efforts to enhance work-life balance should be a priority. There has been an accumulation of professional activity in private spaces as a result of remote working. There is also a blurring of the boundaries between the job and the resting area. In addition, working hours at home have been extended, which has resulted in a shift in time constraints. Work-life balance issues have a significant influence on workers' mental health. This chapter's extensive review of the promotes democratic places a heavy focus on work-life balance and remote working. New types of labour brought by the pandemic are examined in this research, which examines the many facets of the disparity between work and home life.

Keywords: COVID-19, Work-Life Integration, Flexibility, and Well-Being in the Workplace

Introduction

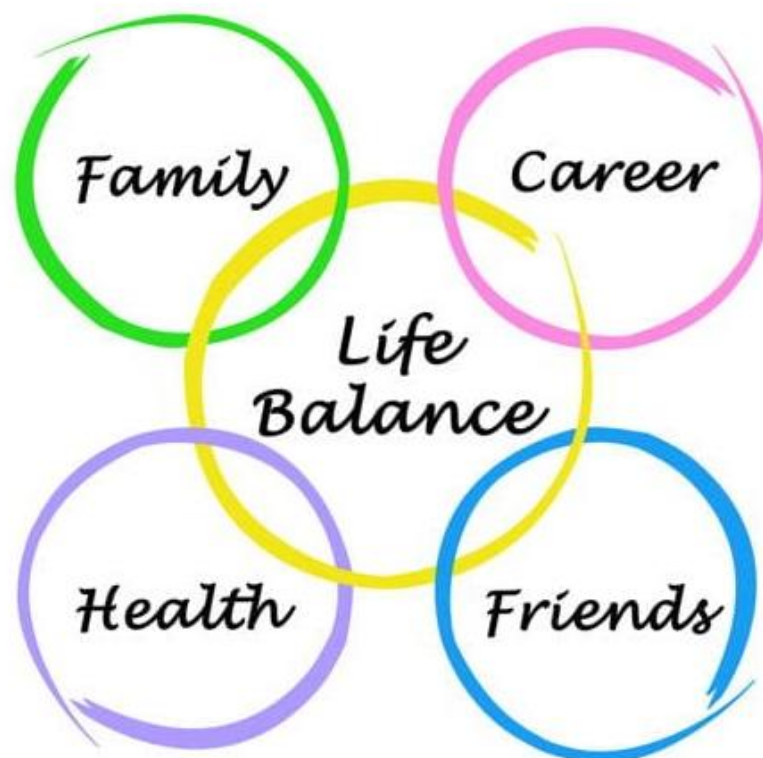
Work-life balance is more important in today's workplaces (WLB). According to Wood, Oh et al., practitioners and researchers are both interested in the theme of Work-Lifecycle Balance (2020). (Jones and colleagues, 2013; Kinnunen and colleagues, 2015; Wagner and colleagues, 2014). Former investigation has demonstrated that WLB has a optimistic influence on the health plus productivity of workers (Russo, Shteigman & Carmeli 2016). When it comes to workplace happiness and employee turnover intentions, work-life balance has been shown to have a favourable influence (Jaharuddin, Zainol 2019). According to research, persons who work from home or in flexible work arrangements may achieve a good work-life balance (Chung, Lippe, 2020).

But until recently, remote working was not the most prevalent kind of employment arrangement, despite its increasing prevalence at the moment. Yahoo, for example, has retracted from using this approach despite the rising popularity of this method (Felstead, Henseke, 2017). The COVID-19 pandemic in March 2020 led to a fast and widespread shift in the usage of remote working, which was a direct result of these constraints (Ozimek, 2020). Working remotely and cutting out on face-to-face interaction may have a negative impact on many people. There are many studies out there on remote working and the WLB, but this one focuses on these two topics in particular: We were able to identify important areas that indicate the need of more empirical study into WLB difficulties related to remote working via our analysis. While we have identified many major areas where remote employees may improve their WLB, we've also identified several others where further research is needed to better understand the difficulties that come with managing

work and personal obligations in a remote working environment. There is an urgent need for instructions happening in what way to reduce the destructive effects of functioning from home on WLB due to the rapid growth of remote working throughout the globe and epidemiological restrictions. The following is how this section is organized: WLB is defined and conceptualized in the following sections. After that, we'll go through a methodical.

REMOTE WORK AND WORK-LIFE EQUALIZATION OBJECTIVES

There is a lack of uniformity in the research when examining The impact of working from home on WLB (Palumbo, 2020). The ability to manage tasks and prevent role conflicts at home, thanks to the enhanced flexibility of the home environment, is cited as the primary benefit of remote working (Beauregard, Henry, 2009). Dr Naveen Prasadula (2021) Osmania University Department of Business Management examination of the adverse Employees' happiness with WLB is negatively impacted by their ability to work from home. Work like Balance disruption may be caused by remote working, which extends real working hours and overlaps family and professional responsibilities (Tipping et al., 2012). (Hyman, Baldry, 2011). WLB might be harmed if there is more friction between work and non-work duties as a consequence of this (Fonner, Stache, 2012). (Palumbo, 2020). It's important to find out what else affects WLB since remote work diminishes it (Felstead, Henseke, 2017). It might be challenging to integrate new employees into the company's culture when they work remotely.



According to the research, there are various aspects that contribute to employee WLB satisfaction. The first component is related to the structure of the organization. According to Haar, Sune, and Russo (2019), WLB will be influenced by supervisor support, which is defined as the belief that one's manager cares about and appreciates them. As a consequence, WLB places a high value on the freedom and support that a leader feels in his or her position. Second, we look at the specifics of what preceded the WLB. A survey of the current knowledge shows that characteristics such as an employee's heightened sense of job relevance and participation in family life are significant predictors of WLB. Those who are more self-sufficient are likewise happier with WLB (Mauno et al. 2007). In terms of personality qualities, a slew of research also supports this.

The most important factor in predicting happiness with WLB is low neuroticism, which minimizes the degree of role conflict (Stavroula, Sulakshana 2016; Bulger, Fisher, 2012). Job-life balance (WLB) is affected by a person's involvement in family and work, as well as their personality and feeling of self-importance.

People who work from home must be able to maintain a good work-life balance in light of the COVID-19 epidemic (WLB). As a consequence, the role played by organizational factors in determining WLB is becoming more important. In order to better maintain WLBs, it is the employer's duty to provide the required resources. Because to WLB's proactive activities, workplace well-being may be maintained even if employees are socially isolated or have to work from home.

There is a dearth of information on effective WLB strategies for employees who are forced to work from home because of a pandemic. When doing a literature study to discover conceptual clusters and evaluate which areas of remote working need further improvement, it is essential.

Figure 1 depicts the WLB theoretical model derived from a literature review.

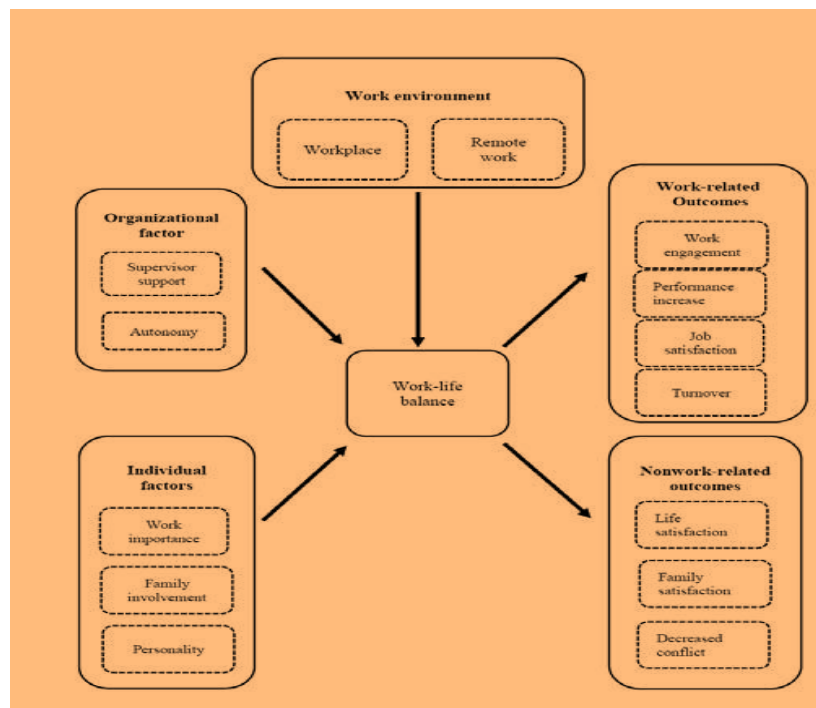


Figure 1. The theoretical exemplar of WLB (Source: own elaboration)

MEMBER OF STAFF WORK-LIFE BALANCE LITERATURE REVIEW

Data from the VOSviewer and SCOPUS databases is analyzed using bibliometrics in this chapter. For the sake of this chapter's bibliometric evaluation, all papers that include the keywords "work-life balance" are included in this sample. Bibliometry is a method to analyze and quantify the outcomes of bibliographic research, according to Freire (2013). Furthermore, it serves as a tool for monitoring the progress of an inquiry and making recommendations for future research directions (Opejin et al. 2020). On December 27th, 2020, Elsevier Science Scopus was searched for peer-reviewed papers. Information about social and international sciences is available in the vast and high-quality SCOPUS database. Elsevier asserts that Scopus is the best database for summaries and quotations from peer-reviewed scientific publications. Only the "Business, Management, and Accounting" category contained research on work-life balance. Exported publications from 2010 until the current year 2020 included 1034 articles. The bibliometric analysis made use of the cluster analysis and mind mapping methods, as well as the technique of co-occurrence of terms. VOSviewer, XMind, besides data analysis tools from SCOPUS database were all used. There were k=1034 sources to include in our literature study after a preliminary examination.

Research and Methodology

Here, we summarize the findings of the research we found when searching for "work-life balance." WLB research is becoming more popular, and this trend is expected to continue. Figure 2 depicts the yearly output from 2010 to 2020 in terms of publications. As early as 2010, there were 50 articles on the topic, and by 2016, that number had risen to 106. In the workplace and while working from home, there has been a growing focus on the requirements of the employee and how they might be met.

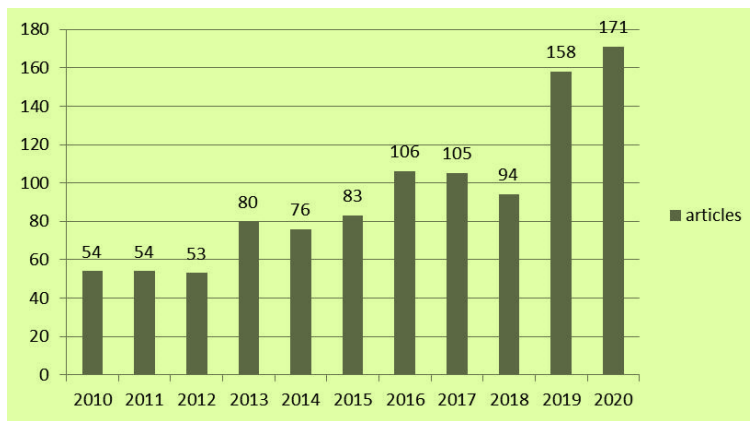
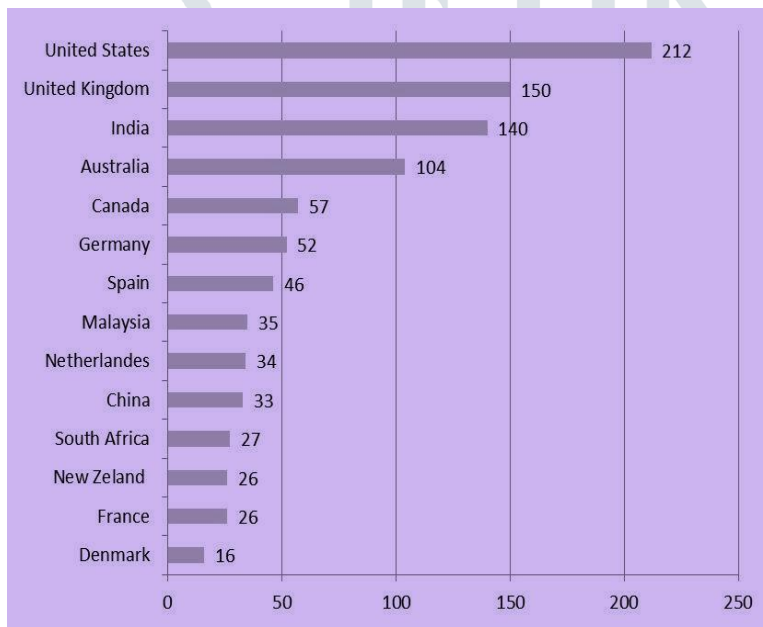


Figure 2. Work-life balance publications in the period from 2010 to 2020.

Foundation: An original piece of art based on Scopus data.

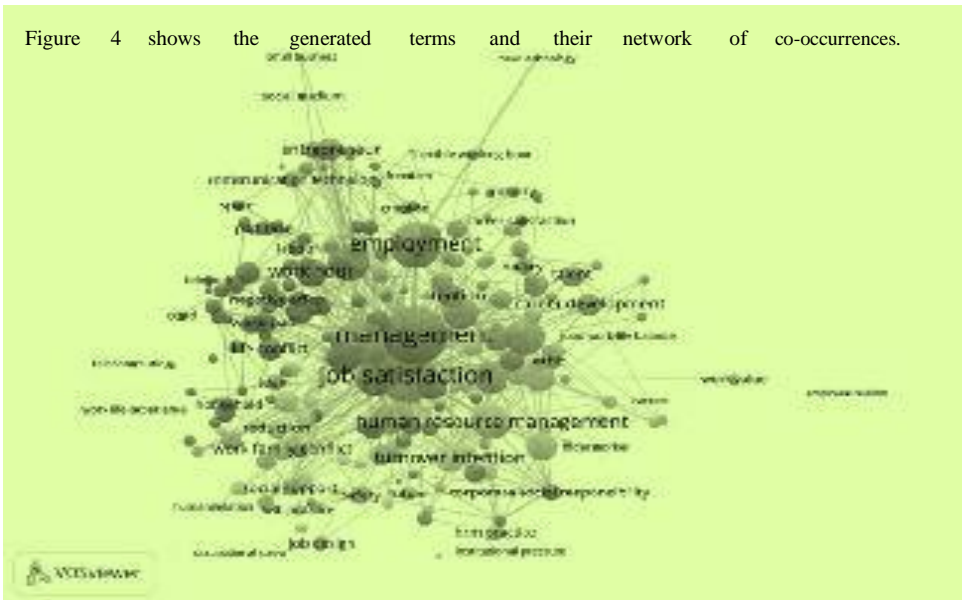
There was a wide range of geographic interest in the study region. Figure 3 depicts the greatest level of interest in this topic among academics from “the United States, the United Kingdom, India, and Australia”, there were 212 articles. Canada, Germany, and Spain are among the nations where roughly 50 papers have been published. Countries with more than 15 authors in 2010-2020 are shown on the graph in Figure 3. Researchers from 51 nations are interested in the extent of work-life equilibrium.



Number of WLB articles by nation, according to data from the Scopus database, as shown in Figure 3. A TERM CO-OCCURRING NETWORK MAP.

After examining the literature, the next step was to create a network map of co-occurrences. VOSviewer generated 21447 cumulative terms after analyzing the title, keywords, and abstract text. After that, all words with less than ten speeches were omitted. A total of only 795 circumstances satisfied this criteria. We calculated the degree to which the deadline is precise and instructive grounded on the VOSviewer's triumphassessments, but (Van Eck, Waltman 2013). Only those words with relevance ratings more than 60% were included, resulting in a total of 477 terms. Terms were verified by hand to exclude anything that addressed the study method, such as article date or author name or keywords or nations like Germany or the UK. In the absence of such wide keywords, we were left with 224 phrases on the web.

Figure 4 shows the generated terms and their network of co-occurrences.



Abstracts, titles, and essential terms in articles are shown in Figure 4 as a network.

There are several ways in which WLB may be used in the workplace, including human resources management and individual employee requirements.

Last but not least, we employed co-occurrence of terms as a grouping tool to identify study sub-areas and their corresponding clusters. VOSviewer's bibliometric network visualization makes use of colour coding to show which cluster a node belongs to.

RESULTS

There are seven major groups of work-life balance literature identified by cluster analysis (fig 5). (fig 5). Work conditions are discussed in the first cluster. The following topics are covered in this cluster (55 items): working hours, flexible work, part-time work, self-employment, teleworking, telecommuting, work conditions, job quality, and leisure time. Research has focused on the challenges workers face when they choose to work remotely. Despite this, relatively little attention has been paid to remote working as a requirement induced by a pandemic, a new way of working for both employees and businesses.

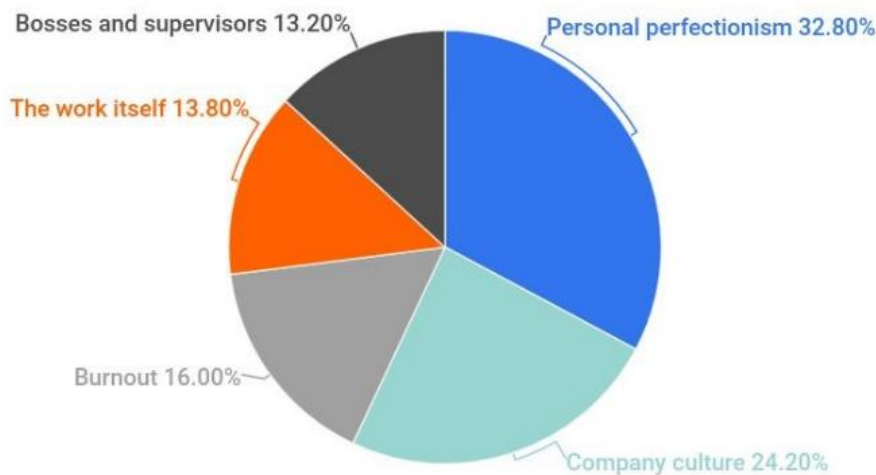
Studies on WLB in the context of remote working are summarized in Table 2.

“Author Year of publication	Country of origin Methodology Population(s) studied	Results
Bellmann, L., Hübler, O 2020	Germany Quantitative research Linked Personnel Panel 2012–2016 2012/2013 (N = 7,508), 2014/2015 (N = 7,282), 2016/2017 (N = 6,779)	No clear effects of remote work on job satisfaction are revealed, but the impact on work–life balance is generally negative
Palumbo, R. 2020	European countries Quantitative research Sixth European Working Conditions Survey (EWCS) N=9877, 2015 year	Home-based telecommuting negatively affected the work-life balance of public Servants. Employees who remotely worked from home suffered from increased work-to-life and life-to-work conflicts. Telecommuting from home triggered greater work-related fatigue, which worsened the perceived work-life balance. Work engagement positively mediated the negative effects of working from home on work-life balance
Palumbo, R., Manna, R., Cavallone, M. 2020	European countries Quantitative research 2,046 people employed	The study suggests that home-based telecommuting may trigger work-to-life and life-to-work conflicts, due to the blurring of boundaries between work and everyday life. Soft tools, such as

	in the education sector; 2015 year	organizational meaningfulness (OM) and work-related well-being (WB), mediate the relationship between working from home (HW) and work-life conflicts (WLC), lessening the negative implications of working from home on work-life balance
Thulin, E., Vilhelmson, B., Johansson, M.	Sweden Quantitative research Logistic regression	Results indicate that subjective time pressure is not associated with job type in terms of distinguishing between bounded case work and more independent analytical”

Home-based employment arrangements have been shown to have detrimental repercussions in studies on WLB. Homework may have a detrimental effect on employees' WLB, according to these research (Bellmann and Humbler, 2020; Palumbo, 2020). Additionally, they assert that the inability of employees to unwind and recuperate while working from home might undermine WLB in the long run. Felstead, Henseke, and Henseke (2017). Additionally, studies demonstrate that juggling job and family responsibilities might exacerbate the tension between these two sets of responsibilities (Eddleston, Mulki, 2017; Thulin, Vilhelmson, Johansson, 2020). Clear standards for employees who work from home must be established, according to the conclusions of this study (McDowall, Kinman, 2017). Based on the findings thus far, we may deduce that companies have challenges in providing employees with a supporting infrastructure when implementing remote working. An increased workload, longer hours in front of the computer, and a rise in role conflict are just a few downsides of working from home.. Because of this, it is vital to identify viable management techniques that might solve these difficulties in businesses. We need to think about how to enhance WLB from home in light of COVID-19's epidemic and the requirement for remote employment. Managers and persons who work from home may both benefit from identifying the most critical parts of helping their workers in attaining WLB and preserving their mental well-being while doing so.

BIGGEST BARRIERS TO WORK-LIFE BALANCE



WLB relies heavily on technology in remote working environments. It's been discovered via research into remote working that technology may promote better communication among employees and better supervision of the job by superiors (McDowall, Kinman, 2017; Popovici, Popovici 2020). A key component in enhancing WLB among home workers is ensuring that employees are properly socialized via the use of technology (Dolot, 2020). Researchers have found that employees affected by the COVID-19 pandemic (Almonacid-Nieto, Calderón-Espinal, Vicente-Ramos, 2020) feel depersonalized and isolated. WLB research focuses on the promotion of workers' careers. It is vital for a company's favourable image and employee retention that workers have the opportunity to grow and learn. The researchers Wolor, Solikhah, Fidhyallah, and Lestari demonstrated that employees' productivity was influenced by e-training during the COVID-19 pandemic (2020). Researchers have shown that remote work significantly improves job satisfaction even in the early phases of a pandemic (Bellmann, Hübler, and Hashim, et al. 2020). This finding is in line with the empirical study of employees who worked from home throughout the outbreak. Worker happiness might be negatively affected by distant work that requires so much technological effort (Suh, Lee, 2017). This association between WLB and job contentment in remote work settings needs to be explored further. Another major problem is ensuring that remote workers are fully engaged throughout their workdays (Pattnaik, Jena 2020). In order to develop engaged remote employees, additional research should focus on reinforcing mechanisms for Work-from-Behind-the-Borders (WLB). The WLB idea has been improved in two ways as a result of our review of the literature. It first offered study fields and arranged WLB's concepts in the literature. Future investigation into WLB in remote working contexts has also been suggested as an important subject for further study. In addition, it was mentioned.

Conclusion

Observations COVID-19 has caused havoc over the world. There is no longer an exemption to this rule. COVID-19, on the other hand, has opened up a slew of new possibilities. Medical items and associated manufacturing, as well as Work from Home (Remotely) remain anticipated towards perform a chief role in future. A lot of worldwide organisations are attempting to diversify their Work from Home on a manufacturing basis because of the global disruption in manufacturing setups. We should take advantage of this chance since India is an excellent choice for WLB investigations due to its strong legal system, youthful populace, and expanding economy, among other factors. As a whole, this chapter emphasizes the need of going into further depth about WLB as it pertains to working from one's own place of residence.

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