A STUDY ON THE IMPACT OF WORK FROM HOME CULTURE ON EMPLOYEES PERFORMANCE

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ABSTRACT

The efficiency of each and every employee of plays a vital role in the overall performance of an organization. An employee who is mentally as well as physically fit; can aid efficiently in the progress of an organization. In post covid-19 era, most of the organizations have also started giving emphasis on the employee wellness and mental health as these are two main parameters of an employee which are supposed to play a vital role in employees performance and also in the positive performance of the firm.

There are many factors which are responsible for affecting employee wellness and mental health. Some of these factors are workplace environment, work from home culture and work schedule etc. It is observed that in post Covid-19 pandemic era, the trend of work from home has increased. All these factors affecting employee wellness and mental health are discussed in this article.

KEYWORDS:

Employees, Wellness, Stress, Mental, Health

INTRODUCTION

A numerous people burn through the vast majority of their lives at their workplace and it can expect a basic part in the overall success of employees while a pessimistic work environment can provoke stress and horrible appearance. A positive environment can extend proficiency and responsibility among employees and can be depicted by a safe space with serious areas of strength for an attracting bunch, open correspondence, a pleasant genuine space, etc. A negative work environment on the other hand normally integrates a shortfall of trust, high workloads with immaterial assistance, lamentable gathering participation, etc. (Lawrence, 2021)

Thus an association ought to address any stressors in the workplace and take the necessary steps to develop a positive work environment. The solicitations of an undertaking position can widely influence delegate mental wellbeing. Ludicrous or high workloads, joined with unyielding deadlines can provoke burnout, stress and extended anxiety for a delegate. (Ajmi, 2020)

Employee wellness indicates the mental and physiological achievement. It would rather not absolve the staff with infirmities, genuinely attempting to smooth out the adequacy of these employees. Expert flourishing desires to manage individuals' thriving, ecstasy and their work satisfaction. Nowadays, employees' workplace wellness is changing into a more significant issue in business environment. Employee wellness all around proposes working on the employees' flourishing to the extent that work-related security. (Kichko, 2021)

Organizations should ensure to give reasonable workloads to their employees and empower a culture of open correspondence where employees have a genuine feeling of consolation to make some commotion if their workloads are going off the deep end. Once in a while, workloads might increase at any point out of nowhere and in these cases, it would be helpful for employees to have resources for manage their workloads. These resources can consolidate contraptions for time and stress the leaders, anxiety help and versatile hours. This can help in reducing the risks of delegate burnout and debilitating. (Garg, 2015)

A work environment that doesn't allow sufficient work life balance for employees can achieve sad outcomes. If employees can't switch off from work and cut out a potential open door to relax their mind, it can quickly drain their energy and lead to low productivity and horrendous appearance at work. Organizations can offer benefits, for instance, remote working, versatile plans and decisions to appreciate respites to recharge when required. Association trailblazers can moreover help by setting a model by getting a charge out of respites and leaves when expected instead of overworking. This makes employees have a genuine feeling of consolation and pleasant to do similarly. These fundamental advances can help with additional creating work life balance for employees. (Gigauri, 2020)

Employee wellness integrates both physical and mental health, working in a more comprehensive way to reduce weakness and guide healthy growth. Lower levels of fulfillment are associated with an extended condition of disorganization, stigma, and injury, as well as weaker safe breaking points, yield recovery, and more constrained life ranges. Furthermore, people with low levels of fulfillment are doing less important work and are less willing to replenish their networks. Workloads that are concerning, deadlines that are tight, long working hours, cash-related stress and confinement are factors that increase stress levels among progress workers. (Agarwal,2021)

IMPACT OF WORK FROM HOME CULTURE ON THE MENTAL HEALTH AND EMPLOYEES WELLNESS

Mental health depicts our state of social, mental, and up close and personal thriving and is an indispensable piece of our overall prosperity. Mental prosperity contacts each piece of our lives, especially workplace execution. Key execution markers like productivity, ingenuity, and social responsibility can all get through a shot if a delegate's personal prosperity is moping. Zeroing in on profound prosperity in the workplace can help your workers thrive and show up at their most extreme limit, which is what associations need to thrive and create. (Smith, 2021)

The energy overall pandemic achieved by corona virus ailment 2019 (Covid-19) has achieved a remarkable situation with huge prosperity and financial impacts. The working environment has been on a very basic level changed with huge number of positions lost and women impacted at higher rates than men. For those used in regions prepared to work from a good ways, generally working class capable workers, their homes have now transformed into their workplace, school, and spot for loosening up. As economies continue with resumption of a couple of customary activities, questions arise about the possible re-appearance of formal office conditions and the implications for employees while Covid-19 stays dynamic locally. Various affiliations will continue instructing working at home (WAH) into the indefinite future to do whatever it takes not to make Covid-19 rule related changes to their office environmental elements. (Kara, 2021)

It is believed that Employee wellness fosters a positive work mindset among employees, especially in the form of job satisfaction, positive ways of acting, and varying levels of accountability. Regardless, there is an absence of investigative confirmation regarding the relationship between occupational performance level and mental state. Despite the fact that, employee wellness addresses a fundamental problem in every work environment, in any case, its importance in the field of prescription is at a very fundamental level, as the drug is drawn with decisions related to general flourishing. In particular, there is growing interest in employee wellness in the context of occupations where workers face a high risk of poor mental and normative achievement, along these lines, achieving reliable and top stressors. (Kumar, 2021)

As a result of the recurring pattern Covid situation, WAH has been done as a component of a far reaching general prosperity measure to prevent the spread of an overpowering disorder. Yet this activity was introduced rapidly, it is conceivable WAH will remain set up for a really long time and affiliations will involve this as a system to manage the major physical isolating necessities to hinder further eruptions of Covid-19. This fast review

researched the impact of WAH on physical and close to home wellbeing results to exhort the progression with respect to rules to help supervisors in making ideal working conditions. Additionally, remembered assessments were examined to research any qualifications for sexual direction in the association among WAH and prosperity.

Delegate burnout is an interesting sort of work-related stress. It typically appears as a state of deferred significant and real shortcoming that impacts concentration and proficiency levels. In this manner, it, generally speaking, prompts lessened delegate responsibility and occupation satisfaction. In spite of the way that it's everything except a clinical assurance, worker burnout is certified and could really cause genuine secondary effects, for instance, constant headaches, body tortures, and rest issues among others. (Kara, 2021)

The near and dear results of burnout are in like manner extremely negative to agent thriving. Distant employees could stand up to serious weaknesses and a drop in creative mind. In addition, they could miss the mark on motivation to kick their excursion day, notwithstanding having a great workload to deal with. These miserable opinions can similarly impact office associations. As broken down employees start ending up being continuously isolated from their inspiration, they can become censuring of their work or fretful and fractious with their coworkers.

A critical part that impacts far off delegate thriving is the state of their work-from-home environment. An impressive parcel of them doesn't move toward a quiet and separated room. Moreover, if they do, they presumably will not have a real work region, an ergonomic seat, and adequate lighting to avoid extra genuine strain and consumption. Unfortunately, not all organizations give employees the central equipment. The people who can't bear fabricating a commonsense home office fight to concentration and remain helpful. (Smith, 2021)

Research Methodology:

Data collection

A self-constructed survey was conducted with the help of the institutional tutor. This survey helped in collecting the necessary data for the research work.

Sample type

For the present research work, a total of 200 respondents were selected using direct random sampling.

Statistical tools

Regression analysis tool was used for the present research work. The purpose of the regression tool was to examine the relationship between the three variables used (stress, anxiety and loneliness).

Google Forms were sent to the respondents. The survey conducted had four sections including demographic profile and process to get feedback from employees working in various Education Institute of Moga, Faridkot and Firozpur. The request was expressed as a declaration rated on a 5-point Likert scale ranging from 1 to 5.

Data analysis

Table 1: Gender of respondents

Gender	frequency	,
Male	100	50%
Female	100	50%

It can be seen from Table 1 that out of 100 respondents, 50% were male and 50% were female respondents.

Table 2 : Age of respondents

age	frequency	,
20-23	49	24.5
24-30	56	28
31-40	49	24.5
41-50	37	18.5
above 50	9	4.5

It can be seen from Table 2 that there were 49 respondents in the age group of 15-23 and 56 respondents were in the age group of 24-30 while 49 were in the age group of 31-40. 37 respondents were in the age group of 41-50 while 9 respondents were above 50 years of age
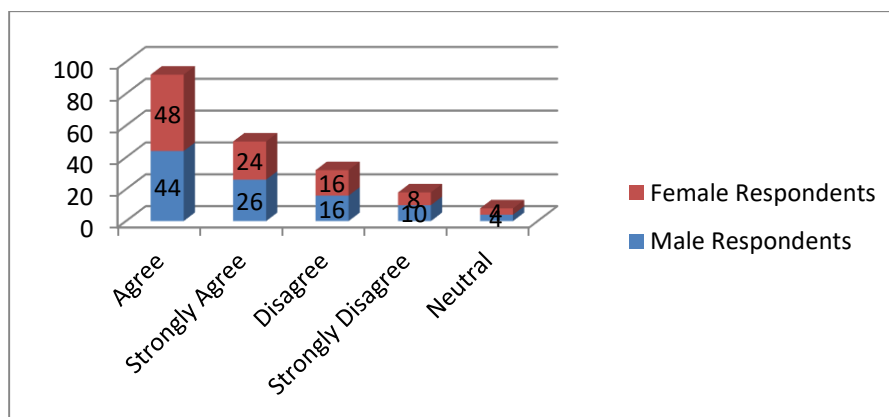
Workplace environment and mental stress

Table No. 3: Classification of respondents on the basis of Mental Stress

S. No.	Do you think that workplace environment affects the mental health?	Male Respondents		Female Respondents	
		No.	Percentage	No.	Percentage

1.	Agree	44	44	48	48
2.	Strongly Agree	26	26	24	24
3.	Disagree	16	16	16	16
4.	Strongly Disagree	10	10	8	8
5.	Neutral	4	4	4	4
	Total	**100**	**100**	**100**	**100**

Analysis

It is clear from the above table that out of total 100 male respondents, 44 respondents agree that workplace environment affects the mental health while 26 and 16 respondents were 'strongly agree' and 'disagree' with this statement respectively. On the other hand, 10 and 4 respondents were 'strongly disagree' and 'neutral' with this statement respectively.

Similarly, out of total 100 female respondents, 48 respondents agree that workplace environment affects the mental health while 24 and 12 respondents were 'strongly agree' and 'disagree' with this statement respectively. On the other hand, 8 and 4 respondents were 'strongly disagree' and 'neutral' with this statement respectively.

Interpretation:

It is clear from the above graph that majority of the male respondents i.e.44% agree that workplace environment affects the mental health. Similarly, majority of the female respondents i.e. 48% agree that workplace environment affects the mental health.
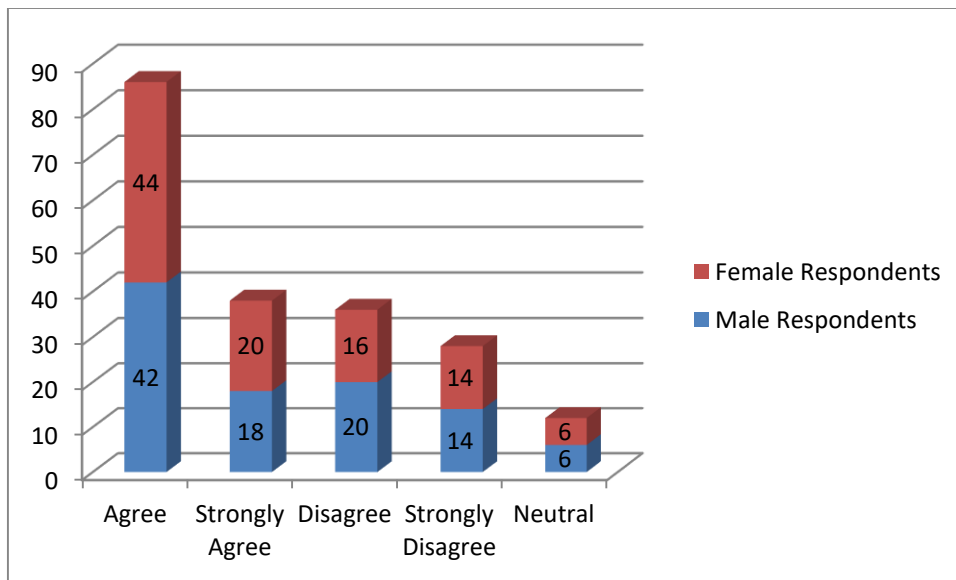
Work from home culture

Table No. 4: Classification of respondents on the basis of Work from home culture

S. No.	Do you think that work from home culture affects employee wellness and mental health?	Male Respondents		Female Respondents	
		No.	Percentage	No.	Percentage
1.	Agree	42	42	44	44
2.	Strongly Agree	18	18	20	20
3.	Disagree	20	20	16	16
4.	Strongly Disagree	14	14	14	14
5.	Neutral	6	6	6	6
	Total	**100**	**100**	**100**	**100**

Analysis

It is clear from the above table that out of total 100 male respondents, 42 respondents agree that work from home culture affects employee wellness and mental health while 18 and 20 respondents were 'strongly agree' and 'disagree' with this statement respectively. On the other hand, 14 and 6 respondents were 'strongly disagree and 'neutral with this statement respectively.

Similarly, out of total 100 female respondents, 44 respondents agree that work from home culture affects employee wellness and mental health while 20 and 16 respondents were 'strongly agree' and 'disagree' with this statement respectively. On the other hand, 14 and 6 respondents were 'strongly disagree' and 'neutral' with this statement respectively.

Interpretation:

It is clear from the above graph that majority of the male respondents i.e. 42% agree that work from home culture affects employee wellness and mental health.

Similarly, majority of the female respondents i.e. 44% agree that work from home culture affects employee wellness and mental health.

Organization culture

Table No. 5: Classification of respondents on the basis of Organization culture

| S. No.	Do you think that organization culture affects employee wellness and mental health?	Male Respondents		Female Respondents	
		No.	Percentage	No.	Percentage
1.	Agree	40	40	38	38
2.	Strongly Agree	20	20	36	36
3.	Disagree	24	24	12	12
4.	Strongly Disagree	8	8	8	8
5.	Neutral	8	8	6	6
	Total	**100**	**100**	**100**	**100**

Analysis

It is clear from the above table that out of total 100 male respondents, 40 respondents agree that affects employee wellness and mental health while 20 and 24 respondents were 'strongly agree' and 'disagree' with this statement respectively. On the other hand, 8 and 8 respondents were 'strongly disagree' and 'neutral' with this statement respectively.

Similarly, out of total 100 female respondents, 38 respondents agree that affects employee wellness and mental health while 36 and 12 respondents were 'strongly agree' and 'disagree' with this statement respectively. On the other hand, 8 and 6 respondents were 'strongly disagree' and 'neutral' with this statement respectively.

Interpretation:

It is clear from the above graph that majority of the male respondents i.e. 40% agree that affects employee wellness and mental health.
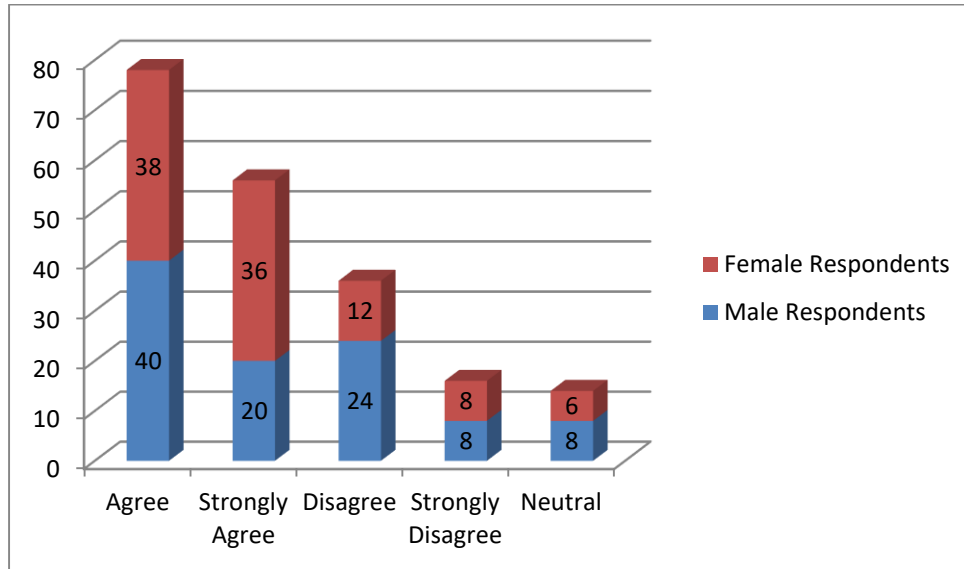
Similarly, majority of the female respondents i.e. 38% agree that affects employee wellness and mental health.

Table 6: Regression analysis

	male respondent	female respondent
r^2	0.392	0.401
F	36.608*	38.912*
Constant	0.304	0.367
Stress	0.196*	0.006
Anxiety	0.006	0.290*
Employee Efficiency	0.296*	0.198***

Table 6 shows that the stress, anxiety and employee efficiency variables explain 39.2% (male respondents) and 40.1% (female respondents) of the variation in employees' mental health.

CONCLUSION

The current study summarizes that the mental health of the employees play a major role in their performance. We used three variables i.e. anxiety, stress and employee wellness and found that most of the

respondents were agreed that these three parameters lead to the mental health and thereby affecting the overall performance. We also found that organization culture, work from home trend and workplace environment play a significant role in affecting the mental health of the employees.

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