



WORK FROM HOME ARRANGEMENT AN ASSESSMENT: A LITERATURE REVIEW

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ABSTRACT

This paper aims to review articles pertaining to work from home arrangements its benefits in the lives of the employee, employer and in the economic development of our society. It aims to identify factors in implementing the work from home arrangements. The review focuses on the findings and conclusions of the articles reviewed. This paper revealed that work from arrangements has big benefits to the employees work-life balance that will impact to the development of the society. Though, there are also disadvantages that the employees may encounter.

Key words: Assessment, work from home

INTRODUCTION

COVID – 19 shocks the world as it spread quickly in every nations of the world. As a result, governments strictly implemented what we call the “social distancing” to control the spread of the virus brought by COVID – 19. Many of the establishments shut down for a while and workers and their families ordered to stay at home for their safety. To protect their employees and the companies, employers think of an alternative work arrangement. They determine jobs that can be done at home to lessen the number of employees reporting to work in order for them continue operating in spite of the pandemic and also to comply in the implementation of “social distancing “policy of the government.

The ability to work from home (WFH) foremost depends on the nature of a job. Essentially, if a job requires the use of machinery (or other infrastructure) or physical interaction with colleagues or customers, it cannot be done from home. The prevalence of such jobs differs across countries. In particular, it varies systematically with development, given the well-known changes in the sectoral and occupational structure of economies with development (Kuznets 1973, Gollin 2008, Herrendorf et al. 2014, Duernecker and Herrendorf 2016).

This paper tackles about the advantages and disadvantages of the alternative work arrangements or the work from home arrangements in the lives of the employees. How it affects the motivation of the employees to work from home? Is the performance of the employee be increased in a work from home arrangements? As Saltiel said, the negative employment impacts arising from the

virus may be muted if workers are able to perform their jobs at home. (F. Saltiel, 2020)

Literature review, expands the researchers' understanding of the studies they opt to conduct. Reviewing various articles will help to identify the gaps on existing literature related to the work from home arrangements and its implications to personnel's work performance and productivity. More so, conducting this study will provide backbone for other studies that deal with similar topic.

DISCUSSIONS

Advantages of Work from Home Arrangements

We all know that work from home arrangement has big benefits for the workers. Some of which are better work- life balance. Work from home arrangements come with flexible schedules which means that the worker has a control over their work schedules as long as they can complete the work and leads to strong outcomes. (Lock, 2019)

Work from home lessen the commute stress. Lessening your travel time going to office and back home helps you support your mental and physical health. The time you save allows you to focus on your work and on priorities outside your work. (Kylstra, 2014)

In addition, work from home is great way to avoid high-rent and high mortgage areas, especially for positions (like tech) that used to require living in a city with a high cost of living. People who love to travel anywhere in the world can also benefit from having a remote job that can be done anywhere because of location independence in a work from home arrangements. (Jay, 2019)

Companies enables to embrace diversity and inclusion by hiring people from different socioeconomic, geographic, and cultural backgrounds and with different perspectives. It also gives people like those with disabilities the opportunity to follow their goals without having to worry about commuting back and forth to an office, and with the flexibility to get to doctors and other healthcare appointments when needed. (Bibby 2018)

Ipsen et al. 2021 stressed three main advantages of work from home arrangement these are the work- life balance, improved work efficiency and greater work control. These three main advantages were derived from the experiences of the work from home respondents of the study. The study also showed that people with children at home felt they were working less efficiently than the people with no children at home. Unexpectedly, the perceptions among managers versus employees showed that managers were more challenged than employees when WFH on some points but were better on others. In light of this result and the strong focus on maintaining mental health among employees during the pandemic, future work should also investigate managers' specific situations during a pandemic and how they experience the transition towards becoming distance managers.

Moretti, A. et al 2020 concluded in their study on Characterization of Home Working Population during COVID- 19 Emergency that home workers perceived themselves to be less productive, less stressed, and equally satisfied compared to their office working period. Remote workers appreciated particularly saved travel time to go to work and were not pleased to be isolated from colleagues.

Beño, M. (2021) study findings indicate that e-working provides more positive aspects than negative ones. A binomial test showed that most studies (more than 50%) mention flexibility, productivity and efficiency, satisfaction and Work- Life Balance as benefits. E-working is a triple win. But it indicates that not all sectors, individuals or professions are able to work in this way.

Monteiro, N. P., Straume, O. R., & Valente, M. (2019) found that remote work has a significantly positive effect on labor productivity. They suggest that the productivity effects of remote work might crucially rely on job characteristics, and that remote work positively (negatively) affects productivity for creative (routine) tasks.

Disadvantages of Work from Home Arrangements

Popovici, V., & Popovici, A. L., (2020) concluded that working outside of the traditional office setting brings new opportunities and challenges for organizations and individuals alike. Every aspect is linked to the other, in a very dynamic system of seamless correlations, motivations and impacts. The issues underlined in their research suggest that companies need to be both vigilant and thoughtful in how they approach, design, implement and fine-tune their remote work programs. The role of managers seems to be of paramount importance when it comes to building cultural support and acceptance for remote working initiatives, as well as for alleviating most well-being related risks for teleworkers. Leading by example, setting clear expectations, communicating frequently, monitoring and modeling appropriate work behaviors, being purposeful in creating opportunities for remote workers – here are just a few crucial ways in which the managerial component can truly make a difference and set a company's telework practices up for success.

Savić, D. (2020) discussed in his article the disadvantages of work from home or telecommuting such as sociological and psychological challenges resulting from isolation, long work hours, and lack of separation between work and home. It requires self-discipline and dependence on personal IT tools, communication, and other resources. There are also the costs involved for organizations when transitioning to new work methods and training, along with employees' lack of both commitment and identification with organizational culture and values. The increased risk of privacy and security issues should not be underestimated. Some authors also mention the increased danger society faces by creating detached individuals.

Galanti, T., Guidetti, G., Mazzei, E., Zappalà, S., & Toscano, F. (2021) study results that employees' family-work conflict and social isolation were negatively related, while self-leadership and autonomy were positively related, to WFH productivity and WFH engagement. Family-work conflict and social isolation were negatively related to WFH stress, which was not affected by autonomy and self-leadership. They concluded that individual- and work-related aspects both hinder and facilitate WFH during the COVID-19 outbreak.

Rubin, O., Nikolaeva, A., Nello-Deakin, S., & te Brömmelstroet, M. (2020). Their analysis reveals some of the complex interactions between the domains of work, home and commuting. Understanding these interrelationships can contribute to planning a transition to low carbon mobility that mobilizes a broader societal consensus on the benefits and drawbacks of reduced mobility. Although many people welcome the possibility of working more from home, our survey shows that commuting also has an intrinsic value. Inevitably, people have conflicting wishes that need to be balanced: they want to save time and be able to work more flexibly, but they also desire face-to-face contact, being outdoors and spending (some) time alone. However, most people do not miss long commutes, particularly if travelling by car. Overall, our results

suggest that the most socially desirable way of balancing these competing inclinations/wishes might be a system which enables more commuting by cycling and walking, together with increased opportunities to work from home (if desired and possible).

Mustajab, D., et al (2020) concluded that WFH in a gender perspective provides many disadvantages for women in which they have to do multitasking which requires them to do office work and also homework at the same time, this is felt by many women who are married although some of them can share their duties with their partners but it does not give satisfaction to the results of their domestic chores because women have high standards of work in the context of domestic works which generally cannot be achieved by men so sometimes domestic works that their husbands have already done must be done again by them to better ensure that all household tasks are completed as normal like before doing WFH. Besides, the division of household tasks that they do sometimes actually becomes a problem in the household, such as protests from husbands who are reluctant to do housework or stress caused by high workloads, causing emotional instability between them and triggering arguments.

CONCLUSION AND RECOMMENDATION

The articles assessed related literature and studies regarding work from home arrangements. Its advantages and disadvantages to the employees, organization and to the society. Work from arrangements has a big benefit to the workers and greatly affects the performance and productivity of employees of various institutions. Though there are some disadvantages that if not manage correctly may lead to danger in society faces. However, the literature reviewed shows insufficiency of studies on the resolving the different disadvantages or problems that may encountered by the work from home employees. Thus, it is recommended to conduct further studies on how to resolve or deal with the disadvantages that may encountered by work from home employees, personnel, heads and officials in any type of organizations.

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