

WORK FROM HOME: EFFECTS ON THE HEALTH AND PRODUCTIVITY OF FEMALE EMPLOYEES

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Abstract: Work from home has a potential to provide notable changes to both employees and employers but have substantial challenges too. This paper contains work from home among information technology (IT) sector employees categorically exploring distinction between time use of home-based men and women workers and how telecommuting influences the health and productivity of women in the workplace. The data was collected by survey. The research uses a sample of 370 participants. We used SPSS to analyses the data. The data indicate that working remotely has a substantial effect on the health of female employees

Keywords: Work from home, Health, Productivity, Female employees.

1. Introduction

Options for workplace flexibility and how much they help employees integrate their personal and professional life are topics of growing attention (Hillet et al., 2008; Sheridar & Conway, 2001). Employees with children can now easily juggle work and family obligations because to the development of information and communication technologies (ICTS) (Barkey & Kurland, 2002; Whitehouse, Diamond & Lafferty, 2002).

Working and raising a family can be especially taxing for women in today's fast-paced, globalized world, where they spend an inordinate amount of time juggling multiple responsibilities, including childcare, housework, and the office. For some people, the work-life balance can be healthy, productive, and even enjoyable. Those who desire a high quality of life are undoubtedly concerned about the harmony between their work and personal lives. There is a strong correlation between employee satisfaction and productivity in the workplace. A happy employee, on the other hand, is a productive and successful employee, so finding a happy medium is the most important compromise of all. Keeping employees safe and extending their working lives is still a major challenge in management. According to several studies, a company's success is often based on the well-being of its employees, whether they are physically or mentally healthy. More productive employees who are happier and better able to deal with stress are more likely to do their jobs, which can have a significant impact on the company's productivity and well-being. (SOBHA, 2021)

To put it another way, working from home is when an employee receives payment from their employer in exchange for doing their job from where they choose to live or work elsewhere. In recent years, working from home has become increasingly popular. Employees can complete their tasks in their own space thanks to the growth of home networking. If an employee is allowed to work from home or telecommunicate from a remote location, then the answer is yes. There is a constraint need for people to work from home in today's rapidly expanding world because of our hectic and stressful lives, it is important to provide some downtime for our employees if we hope to keep them happy and productive. There are less interruptions from coworkers in the office when you work from home, so you have more time to focus on a specific project and to communicate with others. Flexible work arrangements like working from home can help companies retain key employees like working parents with young children, as evidenced by the



rising number of employees who make this choice. A person who works from home can do both his work and his personal tasks at the same time. Working from home can improve health and well-being by encouraging a better work life balance.(Aithal, 2015)

2. MENTAL AND PHYSICAL HEALTH EFFECTS OF WORKING AT HOME

The ongoing global pandemic brought on by the 2019 coronavirus illness (COVID-19) has had a significant negative impact on both health and the economy. Thousands of jobs have been lost in the workplace, and women have borne the brunt of the impact. It's convenient that there's a single location where white-collar workers in industries telecommuting. Even though COVID-19 is still involved in the neighbourhood, as the economy improves, many are wondering what it will be like for workers to return to a more regular office setting. To stave off costly and time-consuming office space, many companies will continue to insist that their employees do their jobs from home (WAH) because of the advent of cutting-edge technology, many more people are now able to work from home. It has been there since the 1970s, although telework had significantly less effective than today's time. The widespread availability of technology has made it feasible for businesses and individuals alike to execute tasks with a great level of mobility in terms of location and timing. Telework, however, has yet to be defined in any definitive way. Using information and communication technology (ICT) to enable distant work is known as telecommuting, or telework, and it is a type of remote employment. Working from home can help you balance your personal and professional life better, minimise your time spent tired and increase your productivity. However, excessive hours, a lack of or unclear division between work and home, and inadequate help from organisations can all have significant effects on a person's mental and physical health, and the two are increasingly difficult to keep apart. To understand how organisational, physical, environmental, and psychological factors influence people's mental and physical health in the WFH scenario, it is necessary to investigate these factors in depth. Evidence synthesis is important for creating recommendations and policies to safeguard worker health as long as COVID-19 and WFH are required to be present. We also looked at whether these results were influenced by a person's gender. Taking into account the existing body of research, we came up with recommendations for businesses looking to improve the health of their workforce.(Oakman et al., 2020)

3. COVID -19 ON WORK FROM HOME AND EMPLOYEE PRODUCTIVITY

Work-life balance, burnout, and occupational status have been the main areas of study for WFH's effects up to this point. There is still much to learn about WFH and worker productivity. Businesses do not care whether a person is productive at work or at home. Only 30% of employees feel working from home increases their productivity, compared to 45% of those who work in offices. When working from home, employees were 13% more productive than when working in an office. Managers who may have previously resisted allowing staff to work remotely out of worry that it would have a detrimental impact on productivity were relieved to observe the contrary, claim Stallard and Stallard. Pang claims that despite the spike in confirmed COVID-19 cases, the government and industry are prepared to revive the economy and seem to be "new normal." Corporate executives are concerned that the existing situation, which includes WFH issues including poor connectivity, data distribution, and remote cooperation, would reduce employee productivity. The foundation of regulations governing telecommuting is the idea that "employees who work from home will be equally or more productive than an employee who is confined to an office." Bloom discovered that distant workers were more content with their occupations, less likely to leave them, and more effective. The most common misconception is that WFH employees are less productive than those at other businesses. Stieg concludes that working from home improves some performance metrics while decreasing others. Everyone is less motivated to contribute when a team works remotely because they believe their effectiveness will diminish. WFH has a significant overall influence, according to Bloom et al. The corporation raised total factor production by 20 to 30% while lowering expenses by around \$2,000 each WFH employee annually. Approximately two-thirds of this growth may be attributed to the decreased amount of office space, with the remaining third attributable to higher productivity and lower turnover. After being forced to relocate from an office to a WFH during the COVID-19 epidemic and realizing it had mixed benefits, individuals and organizations have been engaged in a heated fight about productivity and long-term cost-efficiency showed that remote work had mixed results on revenue intent and job satisfaction, but

may have a detrimental influence on performance due to less social interaction, irregular schedules, and financial strain. Due to the COVID-19 pandemic, more companies are implementing a work from home policy, at least till the end of the year. The WFH paradigm may provide a lot of issues for organizations in terms of controlling, monitoring, and making work visible. Therefore, we put out the theory listed below. Employee productivity suffers when they work from home. **(Farooq & Sultana, 2021)**

4. PRODUCTIVITY DIFFERENCES

Without considering the frequency of inequalities in professions and industries, this section investigates whether female employees are typically less productive than male employees. Most academic publications and general social opinion frequently portray women as being less productive than men. This presumption exists and has a considerable impact on workplace operations and expectations, even if it is not frequently stated overtly. The importance of highlighting the fact that men and women are expected to execute a range of job-related duties, work in a range of jobs and industries, and have a range of acceptable productivity levels determines the degree of acceptability of this concept. The prevailing perception in the past was that women lacked the physical skills of men. In accordance with other long-held stereotypes, women were thought to lack initiative, be more emotionally and domestically committed, and take more sick days than males. Another assertion states that "the physical and biological characteristics of men and women strengthen the categorical differences between them, making it harder for them to be equal in terms of production and effective compensation inside the workplace." As a result of these gender disparities, most sectors developed work-related restrictions that favoured women for light work and men for physically demanding jobs. This theory enables the defence of lower wages for women. **(Mohammed Rezq Al Katheri, 2015)**

According to new research previous 2018, even by certain standards, the road to reaching gender parity at the workplace has been slow. Women still only get paid 81.8% of what men get for work that is equivalent to what they do. Despite these advancements, there are still surprisingly few women in positions of leadership. Hive, a productivity platform that partners with some of the most well-known companies in the world, undertook a study to learn more about how women's workplaces have changed over time. Over 3,000 working men and women provided information for the organization's "State of the Workplace Report on Gender" in a covert manner. It is jam-packed with helpful information.

According to Hive, women exert a 10% larger amount of work than men in today's offices. Two more statistics have led to this outcome. First, 66 percent of the labour that is assigned to both men and women is really completed. The fact that girls complete it at the same pace despite receiving 10% more work than men today shows that they are working harder.

Why do women have more obligations than men? Studies referenced by Hive claim that it has to do with the kind of task that was given to them. "Women are given non-promotable tasks to complete and [our emphasis] spend more time doing them than men. Non-promotable occupations are any tasks that are advantageous to the company but do not advance an individual's career." In essence, women are made to perform the duties that men find unpleasant.

Chatting really get in the way of work?

Studies from the University of California show that talking during breaks dramatically lowers productivity because it typically takes 25 minutes to resume normal operations after a break. According to a different study, talking while working reduces productivity by 20%.

Women talk 20% more than males, but they do 10% more, therefore it does not seem that this is a problem for their productivity. Additionally, they only have success in one-on-one situations.

Male co-workers actually interact a little bit more in group chats than female counterparts do, according to Hive, despite being generally less nice to them. **(Robby Berman, 2018)**

5. LITERATURE REVIEW

(Brysk, 2022) There has been a reaction against feminist principles and a rise in violence towards women as a result of the COVID-19 pandemic's effects on the economy. The interconnected nature of the public-private split and the intertwining identities of race, ethnicity, and class is heightened by the global health crisis. To realize women's equality in all its glory, the international rights framework must adapt to the new era of pandemic patriarchy. For instance, it is obvious that recognizing women's rights as human rights isn't enough; a feminist ethic of care, the fight for gender parity, and the reconstruction of global governance are all necessary for a proper global response.

(Neetha, 2021) Women's lives have been severely disrupted by the pandemic, so that many workers' lives have been thrown into an unprecedented "chronic crisis," especially those who are poor and neglected. Desperate times for women's employment, income, and working conditions are evident in evidence from the ground it is not COVID-19 that is causing women to lose their jobs, but rather structural and systemic flaws that existed prior to the outbreak, according to the article. It has been a long time since women have faced discrimination, exclusion, and precarious employment opportunities as a result of anti-women attitudes in the workplace, which have not been acknowledged or addressed. After providing an overview of women's employment in the context of the pandemic, this section will zero in on paid household labor and frontline community workers. As a result of COVID-19, the chronic problem for women has taken on a more personal and acute form, calling for immediate governmental engagement to address the structural inequalities that keep women from attaining economic security.

(Pophale, 2021) In India, domestic helpers fall into the category of unskilled labor. When joint families disintegrated and more women entered the workforce, there was a corresponding need for a helping hand in the home. Maids, on the other hand, help lower-middle-class families who are having trouble making ends meet. With COVID-19 pandemic situation, maid workers are worried about their families' financial stability. Due to a lack of social safety, the COVID-19 pandemic affected their main source of income. If they don't show up to work because they're afraid of getting infected with COVID-19, they risk losing their jobs. Slumdog's maids are one of the main reasons why they were fired from their jobs. Since maids are a vulnerable population, this study attempts to determine how COVID-19 pandemic has affected their lives.

(Awada et al., 2021) Working from home rules were approved by enterprises during the COVID-19 epidemic (WFH). WFH's impact on employees, particularly in terms of productivity and overall satisfaction, cannot be overstated. On a typical WFH day, this study aims to examine the effects of workplace, worker, and work-related factors on production and time spent at a workstation. In order to collect the necessary information, a questionnaire was developed and delivered via email. For this study, we used the responses of 988 people. Workers' assessments of their overall productivity remained consistent in comparison to their previous in-office productivity before the epidemic. Productivity was higher among employees who were older, female, and well-paid. Having a teenager, more open communication with coworkers, and a dedicated office all had a positive impact on productivity. There was a 1.5-hour increase in time spent at a workstation in a typical WFH day. A greater number of people who worked longer hours had children in school, an office desk, or an adjustable chair, or all three. The findings suggest that both firms and employees should consider several crucial criteria in order to improve the work-from-home experience.

(Kitagawa et al., 2021) The global economy has been hit hard by the COVID-19 coronavirus infection epidemic that has been sweeping the globe this year. A major shift in how people go about their workdays has resulted from the growing popularity of telecommuting. Future of WFH hinges heavily on how it affects employee productivity. To date, we have not seen any evidence that WFH has decreased output. Using one-of-a-kind surveys conducted at four Japanese manufacturing enterprises, we compare the output of remote workers with that of in-office employees. We also shed light on potential factors that might lead to increased productivity as a result of WFH. The section that follows presents our findings and discussion. Workers who work from home lose more productivity even after accounting for the time-invariant component of individual production. Not only that, but we learned that the most significant causes of productivity declines are subpar WFH configurations and difficulties in coordinating efforts. Thirdly, we found that remote workers generally had better psychological health than their non-remote counterparts. WFH has the potential to increase productivity by improving the health of workers if sufficient resources are allocated to modernizing WFH equipment and strengthening communication.

(Weitzer et al., 2021) In the first 50 days of Austria's COVID-19 preparation, researchers looked at how remote workers' productivity and quality of life had changed. To evaluate the effectiveness of the initial 50 days of COVID-19 prevention measures, a sample of 1,010 Austrians participated in an online survey. We utilized multinomial logistic regression models to investigate if there was a connection between increased or decreased output in the working population subsample (N = 686) and changes in overall quality of life. We were able to determine the odds ratios (OR) and 95% confidence intervals (CIs) for several measures of productivity and quality of life. Only 17.5% of Austrians reported an increase in quality of life during COVID-19 mitigation, whereas 20.7% reported a decrease. At least 12.7% more workers reported increased productivity as a result of these changes. During the prevention stage, working from home was associated with a higher quality of life (vs. none, partially: OR 2.07, 95 percent CI 1.09–3.91; all the time: 3.69, 1.86–7.29). However, it discovered that distant workers were less productive (vs. none, partially: 1.42, 0.86–2.35; all the time: 1.48, 0.85–2.58). Women, the elderly, and those with less education were less likely to reap the benefits of working from home. Increases in workplace and employee flexibility may have positive effects on stakeholders, public health, the environment, and people's professional and personal life.

(Masduki Asbari, 2020) The goal of this research is to find out how work-family conflict affects employee well-being and productivity. There are other objectives in mind as well, such as testing whether job satisfaction can impact how people feel about their jobs. A total of 1045 Indonesian female employees were the focus of this study. The job satisfaction is negatively and significantly affected by the conflict in the survey questionnaires. Work-family conflict does not appear to have a significant impact on the performance of female employees, according to the findings. However, the job satisfaction variable has had a significant indirect impact on performance because of work-family conflict. Employee output is significantly influenced by their level of job satisfaction.

(Aldrich & Lotito, 2020) The COVID-19 pandemic is being dealt with more quickly and effectively by female leaders around the world, according to several media outlets. Using information from the Corona virus Government Response Tracker, this study investigates if and how nations governed by women behaved differently to the outbreak. Claims made in the media that there is a correlation between the sex of government officials and the timing of school closures or coordinated public awareness campaigns lack empirical foundation. Research shows that legislative parity between the sexes is associated with a policy that has strong gendered effects: the closing of schools. These results will aid in elucidating the potential gendered aspect of crisis response and opening new lines of inquiry.

(Ramos, 2020) When it comes to health, social, and economic well-being, the COVID19 pandemic is particularly damaging to women's well-being. Women are in charge when it comes to responding to Ebola. This puts them at an increased risk of infection because they make up nearly 70% of the health care workers. Due to school and child care facility closures as well as longstanding gender inequalities in unpaid work, women are increasingly shouldering more of the burden in their families. Moreover, women are more vulnerable to abuse, exploitation, and harassment in times of emergency and quarantine. Consider women's concerns when developing policy. When it comes to helping parents balance the demands of work and family, governments should investigate emergency measures like bolstering child-care assistance programs, increasing financial assistance to small businesses, and improving services for women who have been the victims of violence. All policy responses to the crisis must consider the needs, responsibilities, and perspectives of women.

(Daniela Del Boca, 2020) Previous recessions have shown that male-dominated industries tend to suffer more severely than female-dominated ones during economic downturns. COVID-19 has had far-reaching implications on the economy, including those related to health and society. Many businesses and educational institutions have been closed as a precautionary measure against the virus's spread. The effects of COVID-19 on housework, child care, and homeschooling in two-income Italian families will be studied. As a result of the pandemic of influenza virus type 19 (COVID-19), women are often responsible for taking on more housekeeping and childcare duties, however both parents pitch in with the kids. A page is required here. Our data suggests that in times of crisis, women are not affected by their spouses' work schedules in terms of the quantity of housework they are expected to complete. Women who maintain full-time jobs report spending more time on housekeeping than did women before the poll. On the other side, males spend more time on housekeeping when their partners continue to work at their former job. Working parents

are less likely to spend time with their kids since daycare and work hours are more evenly balanced. Families with children are homeschooled are less likely to spend more time together if both parents keep working after the lockdown ends. Women who were unemployed before the emergency have the same outcomes as couples who are now employed. Women with young children have the most difficulty balancing their professional and personal lives during COVID-19. It is even more difficult to strike a work-life balance when one or both of your partners is still working outside the home.

(Deepanshu Mohan, 2018) There is no legal or social protection for domestic workers, making them one of the world's most vulnerable groups of workers but despite having a significant impact on the economy and society, many people fail to recognize them. During the recent health crisis, the preexisting adversities and vulnerabilities became more apparent. Domestic workers, particularly women, have been particularly hard hit by the economic hardships they have faced as a result of the economic crisis. Female domestic workers in Pune, Lucknow, Jaipur, Kati, and Bhopal are the focus of this paper's investigation of the pandemic's impact on their lives. Women's domestic workers in various Indian cities were randomly sampled and their work, income, expenditure, and consumption were analyzed over time using a random sample survey. Workers in the informal economy, such as street vendors and domestic workers, were impacted by the crisis as well, according to our research. Moreover, it can be used to inform the government's policy response to the problem of domestic workers being excluded from the benefits enjoyed by their counterparts in the formal sector.

6. RESEARCH METHODOLOGY

This section covers methods and measures, ethical issues, data collection, and data analysis. In the context of academia, research is an intellectual endeavor. According to researchers, the process of conducting research entails defining and redefining problems, coming up with hypotheses for potential solutions, acquiring data, drawing conclusions, and testing the conclusions to see if the results support the hypothesis.

RESEARCH DESIGN

Researchers choose the optimal approach for achieving a set of preset goals based on the study's design. Research questions given at the outset of a project can be utilized to develop a methodical strategy for gathering and analyzing data. The purpose of this paper is to use a descriptive research approach to examine the effects of working remotely has on the well-being and output of female workers. A descriptive study can be either qualitative or quantitative in nature. The study included a mix of quantitative and qualitative approaches. That is why they are employing a hybrid strategy. Establishing research aims and collecting and analyzing participant data are fundamental steps in every academic study. The focus of this research is on “to investigate the Impact of Work from Home on the Health and Productivity of Female Employees.”

RESEARCH APPROACH

The most critical aspect of the endeavor is the research methodology. The objectives of the study will determine the best research strategy. Working at home: The best way to determine the impact of satisfaction on the health or productivity of female employees is to use a descriptive survey research technique. Surveys will be used to gather data. When responding to the survey, respondents have the option of selecting between structured and open-ended questions.

7. METHODS AND TOOLS

The data was obtained using a survey. In social science, there are many ways to gather data, but surveys are one of the most popular methods. Every survey uses a representative sample in an effort to characterize or explain the opinions of the population. Checklists were developed to analyze reports on the effects of female employees working from home on their health and productivity. The survey information gathered from key employees and leaders.

Sample size: 370 on target population

8. STATISTICAL ANALYSIS

The statistical tool SPSS 26.0 was used to analyse the study's data. Methods such as ANOVA tests were used to assess the most important data points. The most crucial aspects of the study were highlighted by using percentage analysis. A useful method for comparing and assessing pertinent data is percentage analysis. This is the simplest way to present all the information that has to be presented. The gathered data allows for the ability to view the broader picture. Graphs are frequently used to make percentage analyses more visually attractive.

ANOVA Test

- The one-way ANOVA is used to determine what is going on if there is a significant disagreement between the population mean and other groups' means. The test's "variables" are referred to as
- “Dependent variable”
- “Independent variable (Also called variable of grouping, or factor)”

“Significance level”: “There was a predetermined statistical significance threshold. To begin with, the value of 0.05 is used”.

RESEARCH OBJECTIVES

- “To Investigate the Impact of Work from Home on the Health of Female Employees”
- “To Investigate the Impact of Work from Home on the Productivity of Female Employees”

HYPOTHESIS

Null Hypothesis: “There is no significant impact of Work from Home on the Health of Female Employees”.

Alternative Hypothesis: “There is significant impact of Work from Home on the Health of Female Employees”.

9. RESULT AND DISCUSSION

A complete justification for how the survey results should be interpreted, in this study, analyses of variance (ANOVA) were employed. ANOVA is used to demonstrate the link between variables when there are more than two, one variable acting as the independent variable and the other as the dependent variable.

9.1 One-way Anova test description

10. Anova test on Feel worse due to your work pressure or long hours

ANOVA			
	Mean Square	F	Sig.
Do you find it challenging to find time between work and your hobbies, leisure pursuits, or to keep up with friends and your extended family?	3.674	2.830	.032
Would you desire to reduce working hours and less stress level, but feel powerless to change the situation?	.264	.180	.095
Do you accept that in the occurrence of a pandemic, people feel at ease working from home?	2.348	1.853	.013
Do you have prior experience of work from home?	.578	.283	.888
Do you agree that the average time spent on your professional work in a day during work from home is higher than the average time spent in the office?	15.978	14.004	.000

Would you continue to work from home if given an opportunity?	2.158	1.017	.405
Do you agree that there should be a proper process for the health and welfare of the employees?	1.990	1.077	.375
Do you agree that there should be a proper policy for job security for work-from-home workers?	1.852	1.110	.359
Do you agree that job satisfaction matters in the quality of work life?	.818	.441	.778
Do you think you Should to improve Competence development?	14.835	14.602	.000
Do you agree that working women felt better when they worked from home, which led to an improvement in their official duties?	.346	.210	.932
Do you agree that women should have been able to combine their personal and professional life by working from home, but they were unable to do so?	4.152	2.293	.069
Do you agree that the extra workload of both official and domestic duties cause irritation for working women, yet they handle the extra job burden and family responsibilities with ease and neutrality?	.150	.080	.088
Do you agree that working from home allows women to devote sometime in yoga, exercise, and meditation for fitness?	12.732	11.047	.000
Do you agree that working women can fulfil their official obligations on time?	4.098	2.366	.062
Do you agree that women have been able to focus on pursuing their careers in this corona pandemic?	13.408	13.898	.000
The working women provide the impression that they can devote more time to their interests and do not feel neutral or the same?	1.202	.778	.544
The working women observed that the company, irrespective of industry, offered flexible working hours for work from home?	.158	.080	.988
Do you agree that working women execute their duties more effectively and efficiently?	2.430	1.277	.288
Do you agree that people should maintain a balance between their work and non-work life?	4.402	3.099	.021
Do you agree that you do not get much time in a week to take care of your partner/family members?	1.572	.916	.046
Do you agree that you should take your remaining office work to your home?	3.078	1.347	.262
Are you often work late or at weekend to deal with paperwork without interruptions?	5.384	3.678	.009
Do you worry about the effect of work stress on your health?	.923	.521	.072

Anova testing is covered in the above table. Finding it tough to fit in time outside of work for your hobbies, recreational pursuits, or to keep up with friends and extended family ties? Your sig. value of 0.03 indicates that you feel this to be true. Its sig. value is 0.09 and f value is 0.18; the desire to work less and feel less stressed is present, but the inability to change the situation is felt. Accept that in the event of a pandemic, people feel at ease working from home; its sig. value is 0.01 and f value is 1.85. Work from home prior experience has a sig. value of 0.88 and a f value

of 0.28. Recognize that working from home increases the amount of time you spend on professional tasks per day; its significance value is 0.00 and its f value is 14.00. If given the chance, would you continue working from home? Its sig. value is 0.40 and its f value is 1.01. Accept that a proper procedure should be in place for the employees' health and welfare; its sig. value is 0.37 and its f value is 1.07. Agree that a robust policy should be in place to ensure the job security of those who work from home; its sig. value is 0.35 and f value is 1.11. Accept that the quality of the work life is influenced by job satisfaction; its sig. value is 0.77 and its f value is 0.44. Considering that Competence Development's sig. value is 0.00 and f value is 14.60, you should try to enhance it. Its value is 0.93 and its f value is 0.21. If you agree that working women felt better when they worked from home, it improved how they performed their official tasks. If you disagree, however, your value is 0.93 and your f value is 0.21. The women who participated in the study agreed that working from home would help them balance their personal and professional life, however they were unable to do so. The sig. value is 0.06 and the f value is 2.29. Although working women find the additional workload of both official and domestic tasks to be irksome, they manage it with ease and neutrality; their sig. value is 0.88, and their f value is 0.08. Women were not interested in these activities and working women were neutral, thus the sig. value is 0.00 and the f value is 11.04. It is agreed that working women should set aside time for yoga, exercise, and meditation for fitness. In agreement, the sig. value is 0.06 and the f value is 2.36. Working women can fulfil their professional duties on schedule. Accept that during this corona pandemic, women have been able to concentrate on advancing their jobs; its sig. value is 0.00 and f value is 13.89. Working women convey the idea that they have more time to dedicate to their interests and do not feel neutral or the same; their sig. value is 0.54 and f value is 0.77. The working women noticed that, regardless of industry, the company provided flexible working hours for work from home; its sig. value is 0.98 and its f value is 0.08. The sig. value is 0.28 and the f value is 1.27, both of which agree that working women perform their responsibilities more effectively. Its sig. value is 0.02 and f value is 3.09, and both agree that people should maintain a balance between their job and personal lives. Accept that you do not have a lot of time each week to spend with your partner or family members; the sig. value is 0.04 and the f value is 0.91. Accept the fact that you should bring the work that is still in the workplace home; its sig. value is 0.26 and its f value is 1.34. Work without interruptions, frequently at night or on weekends, with a sig. value of 0.00 and f value of 3.67. If you are concerned about how work stress affects your health, you should know that its significance value is 0.07 and its f value is 0.52.

11. CONCLUSION

It is true that there are pros and cons to working from home, just like there are two sides to every coin or that there are shades of grey in any situation. Working from home has both benefits and drawbacks for employees and companies. Employees' drive, or lack thereof, while working from home is entirely dependent on the individual. In addition, the firm's industry and its specific type of business have a significant impact on staff productivity. As a result, it's difficult for professional women to balance their personal and professional lives. Results show that women can handle their professional and family responsibilities when working remotely, but that they sacrifice family time as a result. Although many women believed that being able to work from home would allow them to better balance their professional and personal lives, they ultimately found that it did not. Women in the workforce should practise yoga, exercise, and meditation to be healthy, yet few of them are interested in doing so.

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