Work From Home before COVID and after COVID affected the India Industries and Society

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ABSTRACT

Purpose: In the shape of the Covid-19 epidemic, the world has seen and still has seen a once a century catastrophe. Not only have deaths and illnesses among nearly all nationalities been unprecedented, but they have also wrought devastation in all spheres of life, including companies. Without vaccine and highly infectious pathogen Covid-19 combined with the World Health Organization's strict guidelines, governments had to take some of the toughest measures to arrest, to the extent possible, the spill in the virus in a way that saved maximum lives, in the form of national lock-downs. The purpose of this study is to understand the framework of investigation of work from home and the impact of work from home before COVID-19 along with its impact on India industries and society before and after the time of COVID-19.

Design/Methodology/Approach: The questionnaire was developed using a survey of the literature. The quantitative method was chosen as the ideal strategy for this investigation here on strength of this research. After sifting the replies, the survey was given to 100 people, and the data was analyzed using statistical methods.

Findings: The goal of the study is to investigate the impact of work from home on society and industries or companies before and after COVID-19 pandemic period. The findings revealed that Individuals working in the home-based virtual environment expressed several modifications in their roles and work itself due to the pandemic demands. Stress levels increased due to work and non-work-related stressors primarily around balancing work and family responsibilities, synchronization of work remotely, uncertainties related to the future, and the deadly nature of the COVID-19 disease. Heightened levels of isolation and lack of belongingness were also experienced by employees as they worked from home.

Originality/Value: This paper will help to understand the whole structure of work from home theme as well as its impact on working staff as well as on society and industries, which help them to understand the struggle of employees of working from home.

Paper Type: Empirical Research Paper.

KEYWORDS: COVID | Work From Home | Society | Industries | Work Life Balance

Work From Home (WFH)

The exceptional situation of Covid-19 has ensured, whether it is employers or workers, that everyone has some kind of understanding of the WFH. There is also no agreement among academia over a WFH definition. WFH is frequently used as a telework interchangeably, although there are fundamental distinctions between both. WFH may be seen as a telecommunications subset, since teleworks encompass not just work done from home but also work done while on a journey.

WFH is an alternative method to organize tasks that may be described as work that can be done from their homes (far from conventional places such as factories or offices) and that allows workers to access their work via the use of IT. This may be as an alternative to the conventional method to conduct work for a short time or for long term.

One truth must be apparent that, in spite of its present popularity, despite the current attack of the prevailing epidemic, WFH is not a new idea. The workplace is dynamic and is frequently transformed. However, certain times revolutionize the work process and make a seismic change in the manner in which the work was done before. The Industrial Revolution in Europe was one such time. Work was mostly family-owned companies before the industrial revolution and was largely carried out at home. India's internationally renowned craft, gemstones manufacturing, carving work in ivory, wood, steel and marble, ironsmith's work, spice manufacture were all family companies and were thus carried out at home.

The manufacturing process progressed to the industrial level from a household to large factories after the Industrial Revolution and employees migrated from their home-based businesses. This phenomenon lasted for more than 200 centuries.

After the advent and extensive use of ICTs, another turning point occurred in the world of work, allowing the trend which had begun during the Industrial Revolution to change and people again began to come home for work.

Benefits of Work From Home

Even before many businesses were compelled to adopt WFH unprepared, some had some kind of pre-pandemic experience. This metric has been employed since a number of times by service-based businesses, in particular IT and software companies such as Tata Consultant Services (TCS), Infosys, International Business Machines (IBM) and Cognizant. However, the rights or the entitlement of an employee have not been regarded as a privilege, and workers whose work duties were suitable for such an arrangement have been awarded under proper conditions.

Studies have shown that workers, employers and the company in general may profit from working from home.

Benefit for employers

- WFH may increase productivity compared to traditional styles of work.
- Reduced sales rate.
- Reduced organization's costs.
- The WFH will be able to recruit employees from a broader talent pool since geographical conditions will not be restricted.
- In cases of undesirable events, such natural disasters, the workforce dispersed provides continuity and thus lowers risks.

Benefit for employees

It helps to reduce travel time: this is particularly significant in the Indian context since its people spend an average of 7 percent of the day on travel.

- Reduced expenses and related travel
- Lower employee stress and greater balance of work and leisure
- Enhanced independence for persons
- Family and leisure time increased
- Increased job content
- Less distracted by co-workers

Benefit for the society

- **It contributes to air pollution reduction:** In the Indian context, it is particularly important because 21 of the 30 most polluted cities in the world are in India and a large proportion are the pollution from motor vehicles.
- **Less congestion of traffic:** Indian highways are well renowned for severe congestion of traffic. The average time it takes to reach the workplace is the highest in many of their biggest cities in the globe.
- **Less pressure on Metropolitan Cities:** Migration to large cities has led to overpopulation and unforeseen developments. Less strain on metropolitan City. WFH is contributing to reducing pressure to reverse migration on natural resources, services and amenities of large cities.
- **Better inclusive society:** The WFH arrangement provides both women and particularly skilled people with a unique option that until now has not been completely incorporated into the workforce, which will improve the integration of society.

Literature Review

Ben Etheridge, Li Tang (2020) Using survey data from the UK, self-reported domestic workers productivity is examined under lockdown. Workers claim on average to be as productive as early in the year before the epidemic. However, the average conceals significant variations in different industries by the intensity of the job and by the individual. Workers in industry and professions that are appropriate for home work report average greater output according to objective measurements. Those who have significantly increased their labor intensity at home claim improvements in productivity, whereas those who have always worked at home report decrease in productivity. Women and those in low-paid occupations are notable categories who experience the worst average decreases in productivity. Decreases in productivity are closely linked to decreases in mental health. We show the causal impact of productivity on well-being on the basis of claimed causes for declining productivity.

Alexander Bick, Adam Blandin (2020) Based on the results of a recent, extensive poll, we can reveal that, by May of 2020, 35.2% of American workers were doing so in full time capacity, up from 8.2% in February. White individuals, those with higher levels of education, and those with higher incomes have shown the most resilience in terms of leaving the house and staying employed in the wake of the pandemic. Before the pandemic, more jobs were lost by people who worked from home than by those who commuted to work each day. This demonstrates that, despite the rise of telecommuting, demand conditions had just as significant a role as the economy in causing job losses. We found that in May, 71.7% of workers who were able to work remotely actually did so.

Dr. K. Selvasundaram (2020) Forcibly pushed by authorities, this law addresses the sensitive topic of 'Work of the Home' (WFH) in the context of the Covid-2019 pandemic. The idea of working remotely is growing in popularity across many sectors of the economy, not just the information technology and education sectors. Since COVID 19 mandated that almost all employees across all sectors first work from home, the WFH concept is new to the vast majority of workers. This article aims to encourage employee engagement in their personal lives outside of work, as a counterpoint to the inventive atmosphere in which they must operate. Worker satisfaction with working from home was shown to be influenced by factors like the well-being of their children and other family members, the happiness of their immediate environment, the nature of the job being done from home, and the worker's reputation for virtue among their peers. While many of those polled said they would be willing to work remotely, the vast majority said they would not.

Jodi Oakman (2020) Millions of people who formerly commuted to an office every day are now able to work from the comfort of their own homes because to the COVID-19 epidemic. Considerations on how to enhance employees' health while working from home should be based on the most reliable data possible in order to maximise productivity. The goal of this brief analysis was to determine how WAH affects workers' mental and physical health, if there are any distinctions based on gender, and what steps businesses and their employees might do to improve health.

Budoor Almarzooqi, Fatema Ameen Alaamer (2020) To better prepare for and speed up the fight against the prion worldwide pandemic declared by the World Health Organization. on 11 March 2020, the officially the kingdom of Jordan has implemented a home labour option in numerous occupations and organisations (WHO, 2020). This setup allows for a large-scale experiment and an opportunity to investigate the work from many vantage points. The purpose of this study is to look at how workers felt about their homework assignments during the flu outbreak, and to speculate on whether or not this is a viable long-term option for certain jobs and circumstances. We test three hypotheses: (H1) that employees have a positive experience when they work from home; (H2) that respondents consider working from home as a viable option; and (H3) that there are significant differences in how men and women perceive home-based employment. A quantitative approach was used to create a self-reported survey with 24 multiple-choice questions. The Cronbach Alpha value, an indicator of construct validity, was calculated to be 0.737. Two outside experts' comments on the questionnaire's substance have just been sought. By using Online Through google app, we were able to easily automate and disperse the survey over several social media channels. Overall, 219 responses were tallied and analysed. 95% of those that telecommuted were satisfied, with 71% calling it "very satisfying," therefore H1 was granted. In particular, 86% of telecommuters reported greater productivity as a result of working from home. For H2, a one-tailed t-test with a 0.05 significance threshold was accepted. Two-tailed testing indicated that hypothesis 3 (H3) should be disregarded. This study presents 100 years of actual data from a worldwide experiment in home work during a transnational pandemic. Since other preceding research used previously obtained work data to speculate on how many employment the pandemic would support via remote work, this study was the first to present empirical evidence of employees' perspectives on the matter. When asked how they managed their professional and personal lives during the pandemic, 94% of respondents answered they worked from home. This indicates that many people were in a state of work-life convergence. Given the magnitude of the phenomenon, the researchers want to probe the exploratory nature of this investigation. Future research in Bahrain should take a more multifaceted and comprehensive picture of experience by polling residents' opinions and gathering information via techniques like in-depth questionnaire and interview.

Akanksha Jaiswal (2020) The current COVID-19 outbreak has caused unprecedented disruption in human existence. Using the typology of crises, we characterise COVID-19 as an intractable crisis that forced governments to implement lockdowns. Companies have recommended employees to work from home since the closure has had a significant impact on national budgets and businesses. Drawing from studies on the effects of isolation on workers, we wondered how the ban from home situation affects employees. As the economy is in shambles right now, this research might provide light on the nature and standard of current labour. To this end, we interviewed 24 managers and executives from industry and servic companies extensively and analysed the data using MAXQDA. Work hours increased, responsibilities shifted, output declined, and stress levels climbed. Staff members reported Along with these findings, we also observed a heightened degree of ingenuity among employees during this period of seclusion. These creative approaches have been used to either help people advance in their careers or solve issues of long-term organisation. The creative process has nothing to do with the individual. Our findings have important implications for businesses and their CEOs, who will need to rethink their homework rules for new hires. We stress our theoretical framework and point to potential research avenues.

Dr. Jolly Sahni (2020) In order to adapt to the new realities that the continuing Coronavirus 19 (COVID-19) crisis has imposed, several adjustments have been implemented. To better understand how organisations and individuals cope with these shifts and challenges, this study is being conducted. Although the coronavirus has been extensively studied and its implications on human behaviour and psychology are still not publicly known, this does not diminish the need of disclosing them. Twenty-three middle-level managers in the public and commercial sectors in Riyadh, Saudi Arabia, were interviewed in detail to learn more about the effects of their actions. Using the Conserve of asset theory (COR), this research looked at how different types of stress were seen by workers and how they dealt with them, including the types of organisational support offered during times of crisis. The stress levels reported by those interviewed ranged from moderate to severe. Five categories have been established to represent the most salient themes that emerged during the interviews: Prompts for stress (ii) Organizational backing (iii) Coping tools and resources (iv) WFH border fuzziness (v) Looking on the bright side throughout this crisis. The study presents a comprehensive stress model that includes primary stressors, management strategies (resources), organisational backing, and outcomes. Worry about the future, misunderstandings at work, a lack of focus, and the gradual depletion of resources like time and control all contribute to stress during WFH. All of these factors have the potential to have an adverse effect on workers' psychological well-being, raising the risk for chronic stress and even psychosomatic disease. This being

the case, it is an issue of paramount importance that must be addressed by all institutions. According to the findings, it is critical to improve workers' emotional and mental well-being by providing them with psycho-social support, community resources, and an effective corporate support system. Developing a tailored EAP for situations like COVID-19 and the like will be greatly aided by these findings, which have substantial and immediate political ramifications. In spite of the fact that there are less obstacles to entry, businesses still need to explore their alternatives for dealing with locks. Now more than ever, inventiveness and originality need to be quick on their feet.

Bucurean Mirela (2020) Academics have taken an increased interest in the efficiency of remote workers in recent years. Working from home has been shown to be successful in several studies. Is it still lucrative to work from home, especially since the spread of the coronavirus has led to a dramatic increase in the number of people doing their jobs from home? Given that employees have little choice but to work from home during this pandemic, this is the primary focus of the current study. Workers had previously committed to work from home on at least one day each week, and sometimes spent two or three days per week there before the outbreak. Working from home full-time might be an adjustment for some people. Also, employees are being forced to work remotely without receiving any additional support or education. In fact, the vast majority of them had never done any kind of job from home before. Despite being used to working remotely and having the necessary skills, employees often aren't ready to spend so much time away from the office. Working from home always has its advantages, such as not having to worry about your children's safety while you're at work, not having to spend time in traffic, and never having to attend a meeting or deal with a bully employer. Working from home has many advantages, but it also comes with a few disadvantages. Mental health illnesses may have devastating effects, including explosive behaviour and other physical health issues, and this has specialists worried. Learning more about the pros and cons of telecommuting, as well as ways to make it more efficient, is the objective of this study. In order to achieve this goal, a survey was sent to the staff of three different private companies in Bihor County. The results indicate that working from home has a negative effect. We have learned about the primary benefits, main challenges, and best practises for working effectively from home.

Esra Thorstensson (2020) More and more businesses and government agencies are allowing their employees to telecommute. There are advantages to working at the office and there are downsides to working from home (WFH). One professor has found that working from home boosts productivity, whereas another has found the opposite to be true. According to the study's results, remote employment negatively impacts workers' output. Some variables have

positive or negative impacts, while others' impact is conditional on worker characteristics and attitudes, as well as external influences.

Objectives of the Paper:-

a. To analyze the Work from Home Before COVID-19.

b. Too analyze the Commuting and Work from Home During COVID-19.

c. To analyze a framework of investigation of Work from home.

Research Methodology

• **Research Problem**

"The method that a scientist adopts for their research is measured by several elements. This included the faith of the scientist; the substance of the topic of knowledge, the position of scientific study is included hypotheses, if particular problem is important. Typically, it is ideal to employ a quantitative technique if the purpose of a research is really to test hypotheses or to detect or forecast factors that might effect a conclusion. The quantitative method was chosen as the ideal strategy for this investigation here on strength of this research.

• **Research Philosophy**

Data points that really are representative population are typically believed being a synthesis of facts in survey method, which is empirical study in which material is typically in the shape of numbers. The statistical method of a model and structure may be utilised to measure and assess correlations between multiple variables."

• **Research Design**

The study contains a strategy for data collecting, measurement & evaluation which will assist researchers to handle their research challenges but also attain research objectives. As every investigator is distinctive and consequently advised study procedures varies from one investigator to some other, this seems to be typically objective. The research is statistical and also descriptive inside the framework of its character. Various secondary kinds of information have been procured.

• **Study Deign**

The current research largely consists of descriptive and analytical components.

• **Sample Size**

100 Respondents

• **Sampling Technique**

In the present research work, for sample selection Experience Sampling Method will be used which includes face to face interaction.

• **Data Collection**

Collected data is defined as a way of gathering and analysing statistics for certain variables in order to answer relevant questions and assess the outcomes obtained through data sampling. When gathering information from large groups of people, a questionnaire is a frequent technique of data collecting. Interviews may be composed in a range of methods, but they typically comprise of two basic components: the questionnaire and the results.

➤ Questions

➤ Responses

The questions for this will be prepared in advance, and questionnaires will be performed in order to gather responses. The information gathered is saved in the databases in a logical and orderly manner.

Data Collection Procedure:

Present study is based mainly on Primary data. Personal interactions, interviews and questionnaire have been used to collect the analytical data.

Data Analysis Procedure:

In the present study, in order to analyze the response of respondents, SPSS have been used along with Ms-Excel statistical analysis analysis.

SPSS: SPSS provides data analysis for descriptive and bivariate statistics, numeral outcome predictions and predictions for identifying groups. The software also provides data transformation, graphing and direct marketing features. The software interface displays open data similarly to a spreadsheet in its main view.

Nature of Research

In gather answers from the general public, quantitative approach has relied on standardised questionnaires. Use of sampling techniques is common in statistical tests, such as customer surveys, in which the results may be represented numerically and thus are subject to statistical modification, enabling researchers to anticipate future occurrences or quantities. Investigators that conduct quantitative surveys are enthusiastic about the accuracy, factuality, and effectiveness of making decisions based on the outcomes of their studies. At the very least, that was what they come to the conclusion.
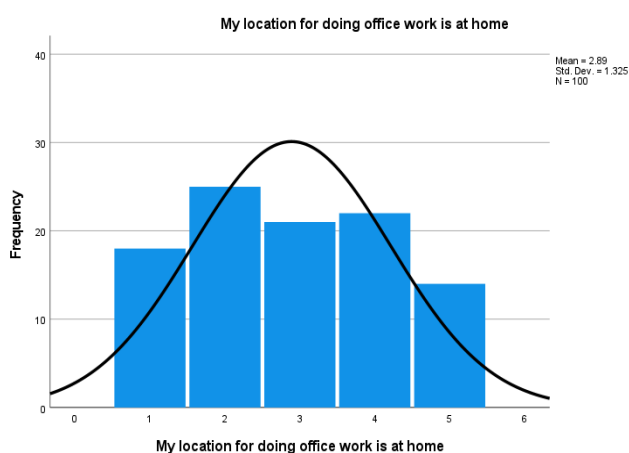
Data Analysis:-

Table 1

My location for doing office work is at home		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	18	18.0	18.0	18.0
	Agree	25	25.0	25.0	43.0
	Neither Agree Nor Disagree	21	21.0	21.0	64.0
	Disagree	22	22.0	22.0	86.0
	Strongly Disagree	14	14.0	14.0	100.0
	Total	100	100.0	100.0	

Figure 1

From survey, it is resulted that the "my location for doing office works is at home" for, respondents who "strongly agree" are 18 percent, and those respondents who "agree" to it are 25 percent whereas the respondents who "neither agree or disagree" are 21 percent and whose answer is "disagree" are 22 percent and whose answer is "strongly disagree" are 14 percent. Total number of responding candidates are 100 and the standard deviation for these candidates are 1.325 and mean value for the responding candidates are 2.89.
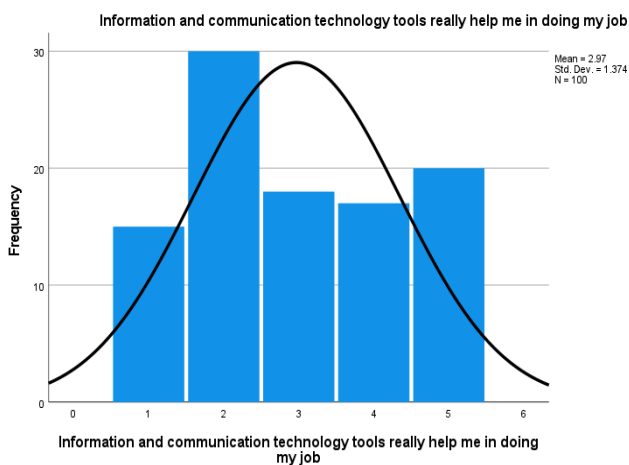
Figure 2
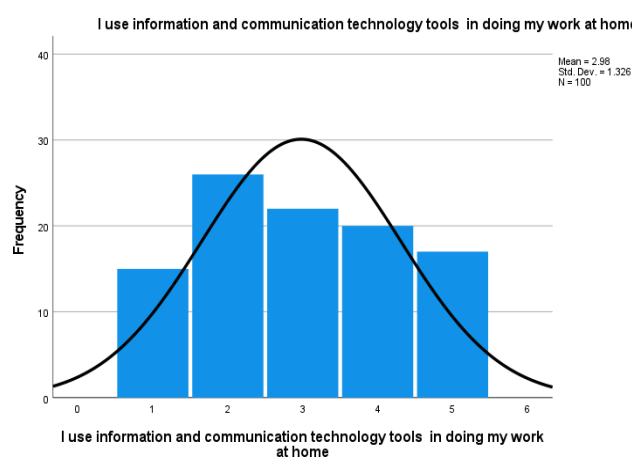
From survey, it is resulted that the "I use info and communication technology tools in doing my work at home" for, respondents who "strongly agree" are 15 percent, and those respondents who "agree" to it are 26 percent whereas the respondents who "neither agree or disagree" are 22 percent and whose answer is "disagree" are 20 percent and whose answer is "strongly disagree" are 17 percent. Total number of responding candidates are 100 and the standard deviation for these candidates are 1.326 and mean value for the responding candidates are 2.98.

Table 2: Information & Communication Tools

I use information and communication technology tools in doing my work at home		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	15	15.0	15.0	15.0
	Agree	26	26.0	26.0	41.0
	Neither Agree Nor Disagree	22	22.0	22.0	63.0
	Disagree	20	20.0	20.0	83.0
	Strongly Disagree	17	17.0	17.0	100.0
	Total	100	100.0	100.0	

Table 3

Information and communication technology tools really help me in doing my job					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	15	15.0	15.0	15.0
	Agree	30	30.0	30.0	45.0
	Neither Agree Nor Disagree	18	18.0	18.0	63.0
	Disagree	17	17.0	17.0	80.0
	Strongly Disagree	20	20.0	20.0	100.0
	Total	100	100.0	100.0	

Figure 3

Information and communication technology tools really help me in doing my job

Figure 4

Information and communication technology tools allow me to do my chores at home.

From survey, it is resulted that the "information and communication technology tools really help me in doing my job" for, respondents who "strongly agree" are 15 percent, and those respondents who "agree" to it are 30 percent whereas the respondents who "neither agree or disagree" are 18 percent and whose answer is "disagree" are 17 percent and whose answer is "strongly disagree" are 20 percent. Total number of responding candidates are 100 and the standard deviation for these candidates are 1.374 and mean value for the responding candidates are 2.97.
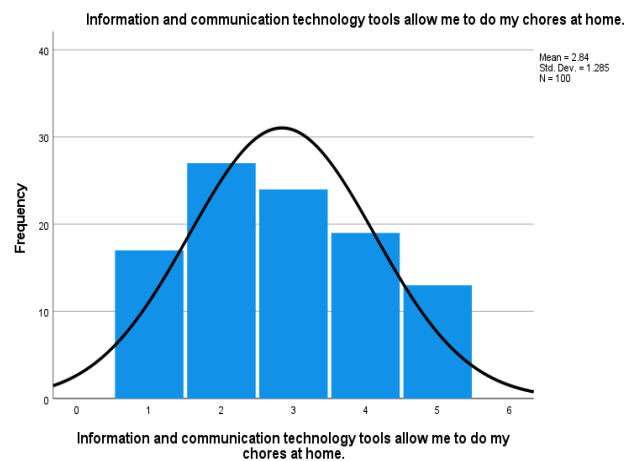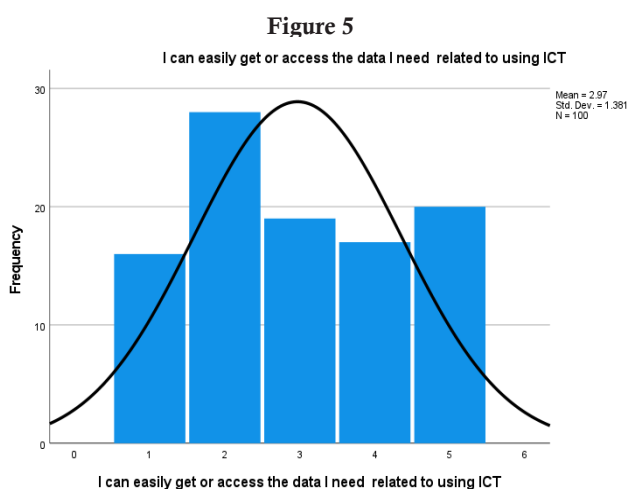
From survey, it is resulted that the "Information and communication technology tools allow me to do my chores at home" for, respondents who "strongly agree" are 17 percent, and those respondents who "agree" to it are 27 percent whereas the respondents who "neither agree or disagree" are 24 percent and whose answer is "disagree" are 19 percent and whose answer is "strongly disagree" are 13 percent. Total number of responding candidates are 100 and the standard deviation for these candidates are 1.285 and mean value for the responding candidates are 2.84

Table 4

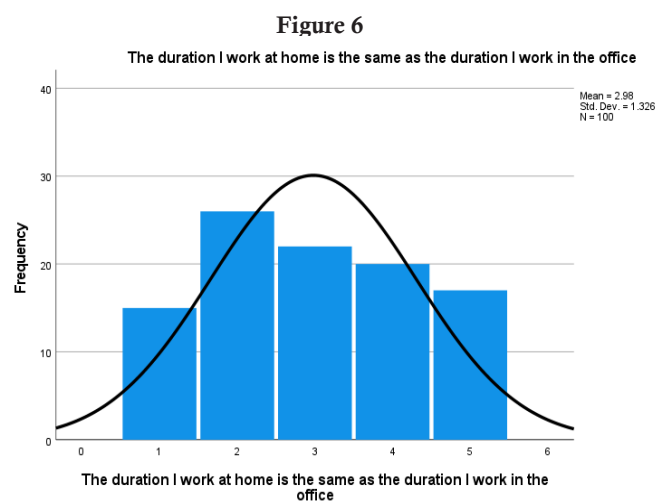| Information and communication technology tools allow me to do my chores at home.					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	17	17.0	17.0	17.0
	Agree	27	27.0	27.0	44.0
	Neither Agree Nor Disagree	24	24.0	24.0	68.0
	Disagree	19	19.0	19.0	87.0
	Strongly Disagree	13	13.0	13.0	100.0
	Total	100	100.0	100.0	

Table 5

I can easily get or access the data I need related to using ICT		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	16	16.0	16.0	16.0
	Agree	28	28.0	28.0	44.0
	Neither Agree Nor Disagree	19	19.0	19.0	63.0
	Disagree	17	17.0	17.0	80.0
	Strongly Disagree	20	20.0	20.0	100.0
	Total	100	100.0	100.0	

Figure 5

I can easily get or access the data I need related to using ICT

Mean = 2.97
Std. Dev. = 1.381
N = 100

From survey, it is resulted that the "I can easily get or access the data I need related to using ICT" for, respondents who "strongly agree" are 16 percent, and those respondents who "agree" to it are 28 percent whereas the respondents who "neither agree or disagree" are 19percent and whose answer is "disagree" are 17 percent and whose answer is "strongly disagree" are 20 percent. Total number of responding candidates are 100 and the standard deviation for these candidates are 1.381 and mean value for the responding candidates are 2.97.

Figure 6

The duration I work at home is the same as the duration I work in the office

Mean = 2.98
Std. Dev. = 1.326
N = 100

From survey, it is resulted that the "The duration I work at home is the same as the duration I work in the office" for, respondents who "strongly agree" are 15 percent, and those respondents who "agree" to it are 26 percent whereas the respondents who "neither agree or disagree" are 22percent and whose answer is "disagree" are 20percent and whose answer is "strongly disagree" are 17 percent. Total number of responding candidates are 100 and the standard deviation for these candidates are 1.326 and mean value for the responding candidates are 2.98

Table 6

The duration I work at home is the same as the duration I work in the office		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	15	15.0	15.0	15.0
	Agree	26	26.0	26.0	41.0
	Neither Agree Nor Disagree	22	22.0	22.0	63.0
	Disagree	20	20.0	20.0	83.0
	Strongly Disagree	17	17.0	17.0	100.0
	Total	100	100.0	100.0	

Table 7

The company can monitor the results of my work easily		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	17	17.0	17.0	17.0
	Agree	26	26.0	26.0	43.0
	Neither Agree Nor Disagree	24	24.0	24.0	67.0
	Disagree	19	19.0	19.0	86.0
	Strongly Disagree	14	14.0	14.0	100.0
	Total	100	100.0	100.0	

Figure 7

The company can monitor the results of my work easily
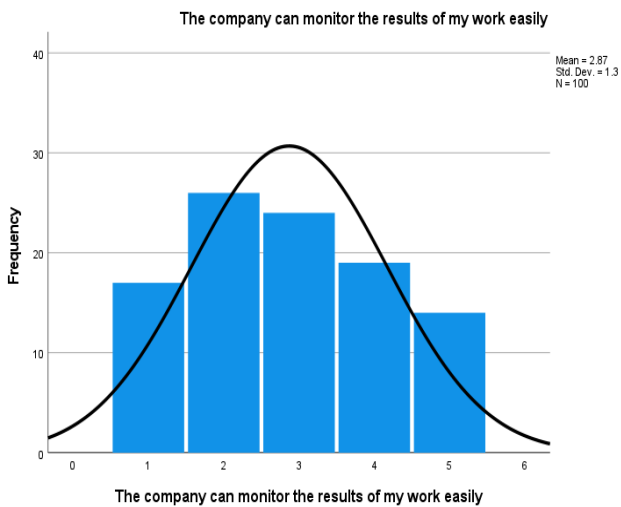
From survey, it is resulted that the "The company can monitor the results of my work easily" for, respondents who "strongly agree" are 17 percent, and those respondents who "agree" to it are 26 percent whereas the respondents who "neither agree or disagree" are 24 percent and whose answer is "disagree" are 19 percent and whose answer is "strongly disagree" are 14 percent. Total number of responding candidates are 100 and the standard deviation for these candidates are 1.3 and mean value for the responding candidates are 2.87

Figure 8

Working time does not take up my time in carrying ouy my personal or family life
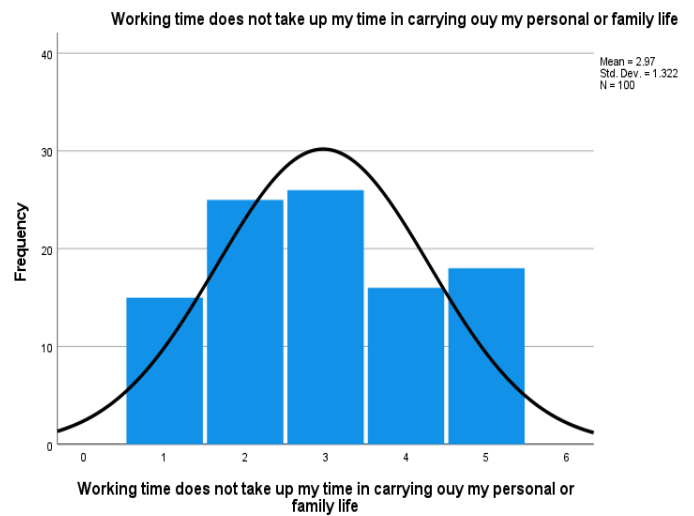
From survey, it is resulted that the "Working time does not take up my time in carrying out my personal or family life" for, respondents who "strongly agree" are 15 percent, and those respondents who "agree" to it are 25 percent whereas the respondents who "neither agree or disagree" are 26percent and whose answer is "disagree" are 16percent and whose answer is "strongly disagree" are 18 percent. Total number of responding candidates are 100 and the standard deviation for these candidates are 1.322 and mean value for the responding candidates are 2.97.

Table 8

Working time does not take up my time in carrying out my personal or family life		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	15	15.0	15.0	15.0
	Agree	25	25.0	25.0	40.0
	Neither Agree Nor Disagree	26	26.0	26.0	66.0
	Disagree	16	16.0	16.0	82.0
	Strongly Disagree	18	18.0	18.0	100.0
	Total	100	100.0	100.0	

Table 9

I work from home according to time set by the company		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	15	15.0	15.0	15.0
	Agree	28	28.0	28.0	43.0
	Neither Agree Nor Disagree	23	23.0	23.0	66.0
	Disagree	21	21.0	21.0	87.0
	Strongly Disagree	13	13.0	13.0	100.0
	Total	100	100.0	100.0	

Figure 9

I work from home acccording to time set by the company
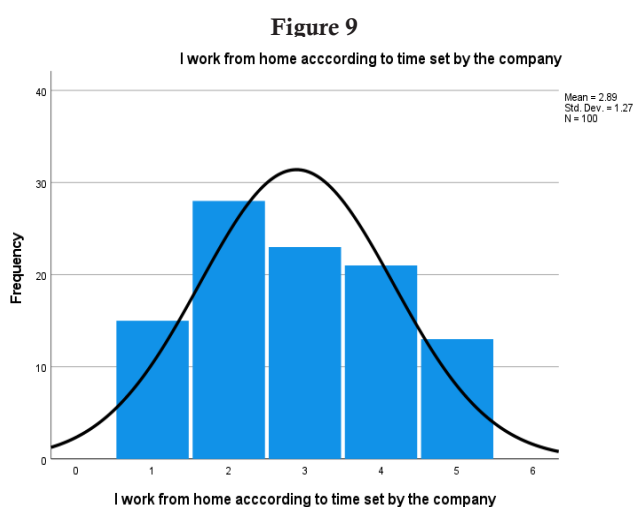
From survey, it is resulted that the "I work from home according to time set by the company" for, respondents who "strongly agree" are 15 percent, and those respondents who "agree" to it are 28 percent whereas the respondents who "neither agree or disagree" are 23percent and whose answer is "disagree" are 21percent and whose answer is "strongly disagree" are 13 percent. Total number of responding candidates are 100 and the standard deviation for these candidates are 1.27 and mean value for the responding candidates are 2.89

Figure 10

I still have time to do hobbies and other activites outside of work activities
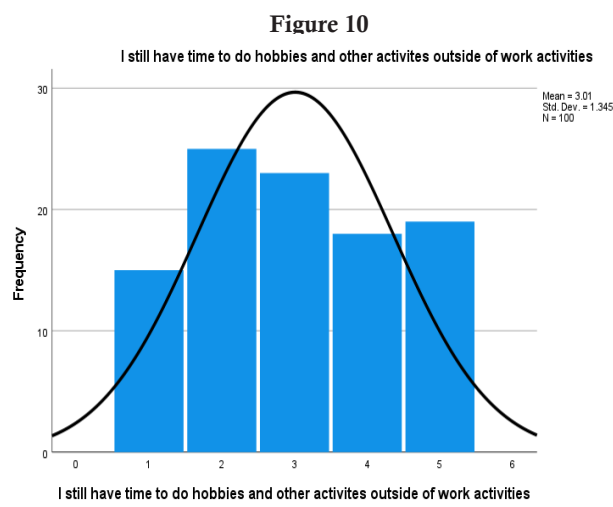
From survey, it is resulted that the "I still have time to do hobbies and other activities outside of work activities" for, respondents who "strongly agree" are 15 percent, and those respondents who "agree" to it are 25 percent whereas the respondents who "neither agree or disagree" are 23percent and whose answer is "disagree" are 18percent and whose answer is "strongly disagree" are 19 percent. Total number of responding candidates are 100 and the standard deviation for these candidates are 1.345 and mean value for the responding candidates are 3.01

Table 10

I still have time to do hobbies and other activities outside of work activities		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strongly Agree	15	15.0	15.0	15.0
	Agree	25	25.0	25.0	40.0
	Neither Agree Nor Disagree	23	23.0	23.0	63.0
	Disagree	18	18.0	18.0	81.0
	Strongly Disagree	19	19.0	19.0	100.0
	Total	100	100.0	100.0	

Conclusion

Since 2020, a great deal has occurred, including the spread of the coronavirus, the declaration of the pandemic status of COVID-19, the suspension of all economic activity, and the seclusion of the general population. Instead of giving in to the crisis, however, people rallied around a common goal and carried on with their work in whatever ways they could. India Inc. remote workers have reported making many adjustments to their jobs and the nature of their work in response to the global flu crisis. Work-life balance issues, coordinating work from a distance, future uncertainty, and the potentially fatal effects of the COVID-19 virus all contributed to a rise in stress levels.

Employees working from home reported feeling more lonely and disconnected from the company as a result of the arrangement. In spite of being compelled to WFH, these people's imaginations were sparked. Employees put in meaningful time improving their own skills or addressing the company's long-standing problems. The fact that it came from inside is the most significant aspect. Even though we were unable to see the results of workers' creative efforts within the scope of our research, we remain hopeful that businesses will continue to encourage their employees to follow their hunches. We predict that a hybrid work-from-home model will be the best option for companies in the future as many waves of the COVID-19 pandemic continuously interrupt organisational performance.

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Annexure 15.2

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Reviewers Memorandum

Reviewer's Comment 1: This research is thorough and well-organized. The study is performed to look into the effects of working from home on businesses, industries, and society both before and after the COVID-19 epidemic. Graphs and figures have been used by authors to convey their ideas in clear, meaningful language.

Reviewer's Comment 2: This essay will assist readers in comprehending the overall framework of the work-from-home concept as well as its effects on employed individuals as well as on society and businesses, aiding in their comprehension of the challenges faced by those who choose to work from home.

Reviewer's Comment 3: The results showed that people who worked in a home-based virtual environment expressed many changes in their duties and the nature of their job as a result of the pandemic demands. The difficulty of juggling job and family obligations, coordinating work done remotely, future uncertainty, and the lethal nature of the COVID-19 disease all contributed to an increase in stress levels. As a result of working from home, employees also reported feeling more alone and a sense of belonging.

Editorial Excerpt

The article has 05% of plagiarism which is the accepted percentage as per the norms and standards of the journal for publication. As per the editorial board's observations and blind reviewers' remarks the paper had some minor revisions which were communicated on a timely basis to the authors (Rakesh and Divyanshu), and accordingly, all the corrections had been incorporated as and when directed and required to do so. The comments related to this manuscript are noticeably related to the theme "**Work from home before COVID and after COVID affected the India industries and society**" both subject-wise and research-wise. The workplace is dynamic and always changing. Nonetheless, there are occasions when the work process is revolutionised and a fundamental shift from the way the work was done before is made. WFH is a different approach to planning projects that could be categorised as work that people can undertake from their homes. After comprehensive reviews and the editorial board's remarks, the manuscript has been categorized and decided to publish under the "**Empirical Research Paper**" category.

Acknowledgement

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