

A Comparative Study of Employee Productivity Before and After Covid-19

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ABSTRACT

The outbreak of Novel Coronavirus has led to unprecedented changes in the organizational structure within various work setups across the globe requiring immediate transition from the normal office environment to the Work From Home (WFH) setup. While transitioning from the normal organizational set up to WFH arrangement, productivity of employees has not only faced challenges but has had to undergo a complete transformation. The present study aims to explore differences in employees' productivity before and after the COVID-19 outbreak as well as the influence of organisational culture and human resource practices on the same.

This paper is an attempt to explore if there has been a change in employees' productivity due to the new working format and the impact that various parameters within the organization such as managerial support, clear communication, human resource management practices, and well-being measures have on employee productivity. This study will adopt a descriptive and analytical approach of research using a quantitative method for research conduct. Primary data will be gathered via the use of a structured survey developed using the five-point Likert scale among employees working in the private service sector under the new WFH arrangement during or after the pandemic.

Some of the methods employed in analyzing the gathered data include descriptive analysis, mean score analysis, correlation, and paired sample t-test. From the findings, there has been significant improvement in employee productivity during the WFH period compared to before the pandemic. The respondents reported that they were more productive, efficient, focused, and able to finish their job assignments in a WFH setting. Issues such as flexibility of work hours, savings of the time spent traveling to work, and freedom when undertaking the work responsibilities account for the increased productivity of the employees.

Another critical issue that helps in the maintenance of high productivity levels by remote employees is organizational support. Areas such as communication, leadership, supervisor support, and HRM influence the performance of the employees. The use of HRM approaches focusing on balancing work and life, mental health management, and flexibility enhances productivity to some degree, but others such as engagement and adaptability still need further research.

Nevertheless, despite all these advantages, it becomes obvious from the research findings that the adoption of remote working comes with some downsides too, such as increased stress and exhaustion experienced by workers. Thus, it is necessary to find a way to combine organizational efficiency with employees' well-being.

To conclude, it is worth noting that while the work-from-home approach can provide many advantages for organizations and their employees, its further existence would only be possible under the condition of continuous organizational, HR, and managerial support. The research adds an HR-based comparative perspective to the topic under consideration and thus contributes to the literature review.

1. INTRODUCTION

The COVID 19 pandemic changed the ways of work like how it is organised and done across the globe, and it did in a very abrupt manner. In many conditions the was not at all slow. It happened very fast. One of the biggest visible result of the COVID era was the shift from onsite work to work from home arrangements. In India also this shift occurred rapidly due to nationwide lockdowns and as a safety measure. There was almost no time for planning. Organisations and employees had to adapt themselves to these new settings, many of them didn't knew the what is going and without knowing the changes it will cause in the long run.

Prior to Covid 19, productivity was generally associated with physical availability at the workplace. Presence in the office mattered the most. Particular working hours were important. Managers closely looked on employees, person to person interactions were seen important for good work. Daily supervision was also considered as proof that work is actually being done. In easy words, being there many times meant as being productive. However, once the pandemic began, companies were left with very less options. Digital tools became necessary. Online platforms and virtual meetings replaced physical contact. Work gradually shifted towards outcome-based systems, not always in a very clear or arranged way. This caused confusion. Especially about the real meaning of productivity in these times, and whether older methods of measuring performance still applicable in work from home situations

After COVID research shows results that a mixed and, many times it's difficult to interpret. Some papers show an increase in productivity. Flexibility seems to play a part here. Saving time on travelling helped many employees. Greater autonomy also seems to be important. At the same time, many studies show serious issues. Work life balance of many gets disrupted. Mental problems increase. Contact between colleagues get less. Performance expectations are not always clear. These differing results suggest that productivity in WFH settings does not follow a single pattern. It varies. From person to person. From one organisation to another. And sometimes even within the same organisation over a period of time.

Recent literature increasingly draws attention to the role of organisational support and HR practices in remote work environments. Supportive leadership is frequently highlighted. Clear communication from HR becomes important, perhaps more than before. Flexible policies and employee well-being initiatives are also discussed quite often. However, these measures do not always work as intended. In some cases, support exists only formally. On paper. Employees may not experience it in the same way, or may feel that it is simply not enough.

The attention is on change. On how work has been shifted, and how productivity is now getting experienced. The study tries to know the changing conditions, however not in fully settled way. At the same time, it studies the relationship between work from home setting and productivity is not quite straightforward. It appears layers in layers. Something like not clear parts. And still mutating over a period of time. This study is an continuous academic research initiative that seeks to study employee productivity prior to COVID 19 and after COVID 19, with particular attention on the role of organisational support and human resource practices in work from home arrangements in India. The focus is on dynamic change. On how work systems have changed, and how productivity is now being experienced.

1.1 Identification of the Research Problem

The immediate change to work from home during the COVID 19 pandemic messed up many normal work systems. There was a switch in supervision system. Communication became less of physical contact. Performance management systems were not the as before the pandemic. Companies dependent on supervision and fixed office working hours suddenly had to manage their subordinates from their homes, many times without clear rules and procedures. In lot of the cases, decisions were made as things happened rather than through carefully set out plans.

Even though numerous numbers of studies have been done how work from home work systems affects me employee productivity since COVID era , there are few research gaps in the before researches. Most studies that have already been done examines productivity during COVID-19 or only after the great shift to work from home working systems. There are still a scope of comparative study. There are hardly any studies which is about the productivity before and after COVID 19. Because of this, it's not vivid clear that if productivity has really increased or decreased or remained the same or has changed its nature.

Another issue that comes in already done studies is that there's isn't ample amount of attention on organisational and human resource related factors. People many times think of productivity as an individual outcome. The bigger organisational context is often neglected to the background. There's not enough number of researches on the topic like organisational support, leadership behaviour, and Human resource policies, especially when it comes to how the effect employee performance when they work from home settings.

Responsibilities at home that are based on gender are also important. Infrastructure limitations also contribute. These factors collectively influence the remote work experience in manners not consistently addressed in current research. Consequently, a comparative and HR-centric study is evidently required. One that looks at how productive employees were before and after COVID-19. In particular, in India where people work from home.

1.2 Contribution & Novelty

The current study aims to add to the body of research in a useful and meaningful way first it looks at employee productivity before and after covid-19 to see how it has changed this helps as understanding how the move from working in an office to working from home has changed how productive people are.

Secondly the study focuses or HR practices are organisational support the studies shows that productivity is not just responsibility of one person it is also affected by managerial support, HR policies, communication and flexibility

Third, the study focuses specifically on the Indian context, while drawing insights from both Indian and global post-COVID literature. This allows the research to consider socio-cultural as well as organisational realities, which are often overlooked or underrepresented in broader productivity studies.

The novelty of the study lies in its post-COVID orientation, HR-centric focus, and comparative perspective. Collectively, these elements differentiate it from existing studies that tends to analyse work from home arrangements or productivity in isolation, and not as a part of a broader organisational context.

1.3 Contemporary Relevance & Originality

The contemporary relatedness of this study is closely linked to present workplace realities. Even post COVID 19 pandemic, number of organisations continue to adopt work from home arrangement models. As a result, understanding employee productivity in work from home arrangements remains immensely important for companies, Human resource managers, and policy framers.

Literatures of post COVID 19 highlights that productivity can no longer be measured only by the means of attendance or working hours. Rather, companies are largely giving attention on results, employee wellbeing, sustainable work practices and mental health. This study associates with these contemporary issues by analysing productivity beside organisational support and human resource practices.

The uniqueness of the study lies in its attempt to develop context - specific and practically useful observations for Indian companies dealing with the work from home arrangements. By positioning the study as an continuous analysis, it addresses the mutating nature of work and contributes to contemporary discussions on the future of work in India

2. REVIEW OF LITERATURE

2.1 Database & Relevance of Search

The available literatures of the present study has been curated by the help of systematic at the same time not very constant, search of renowned academic databases and reputed institutional source. The central intention was to making sure the trustworthiness, though relevance was also taken into account. Since the gives attention on employee productivity in work from home arrangements after the COVID-19, greater attentiveness was given to post COVID 19 studies. Large number of the literatures considered was from 2020 onwards, as initial studies do not fully reflect the changed nature of the work, no less than in the current situations.

Academic research papers were majorly taken from databases such as Google Scholar, JSTOR, Emerald Insight, ScienceDirect, SpringerLink, and Taylor & Francis Online. These databases were curated mainly because they consist

peer reviewed journals in the area of Human resource Management, organisational behaviour, psychology, and management studies. Few journals were studied frequently as compared to others. This incorporates the journal of Applied Psychology, Human Resource management journal, management and labour studies, Indian journal of industrial relations, and the international journal of productivity and performance management. While these journals regularly publish research on productivity and workplace systems and practices, it appeared that not all the articles were found to be directly useful to this study.

In conjunction with academic journals, reports published by renowned institutions and consulting companies were also taken into consideration. This was done to take organisational reactions which were not present in the academic literature. Reports by Deloitte India, NASSCOM, Confederation of Indian Industry (CII), International Labour Organisation (ILO), OCED, World Economic Forum, and McKinsey Global Institute were incorporated. These sources appeared related as they give us broader and more practical observations into productivity trends, HR practices, and debates around the trajectory of work after the COVID-19 pandemic era.

The relatedness of the literatures search was henceforth maintained by giving attention on study that acknowledges certain repetitive themes. This incorporated employee productivity, work from home arrangements or remote work arrangements, organisational support, human resource practices, work life balance, employee mental health, and digital tiredness. Priority was given to studies done in the Indian dynamics. Still, a few international studies were also incorporated, majorly for theoretical grounding and some ground of differentiation.

Only those studies that contributed in a direct manner to analyse and understand productivity after the COVID-19 pandemic work dynamics and environments were finally curated. The studies of pre-COVID-19 pandemic era was not given that priority as the post COVID 19 ones. They were considered only if they provide basic or foundational understanding associated to productivity or organisational support. This curation process, though slightly selective in nature, helped to make sure that the studied and reviewed literature remains contemporary, relevant, and reasonably associated with the objectives of the current research.

2.2 Papers Reviewed

Paper 1

Arora, R. (2022). Flexible work arrangements, perceived organizational support, and employee productivity. *Indian Journal of Industrial Relations*.

Aim of the Study

The motive of this study was to analyse how flexible work settings and interpreted organisational support affects employee productivity among Indian IT professionals after the COVID-19 pandemic period. The attention was majorly on analysing productivity in a shifted work dynamic. Especially after the large-scale change to work from home arrangement. The study tries to see at these points combined, instead in insolation, as productivity after COVID does not seem to rely on only one variable alone.

Objectives of the Study

The objectives of the study were made to learn and understand aspects of productivity under remote work setting. These objectives are given below.

- To study the impact of flexible work arrangements on employee productivity, particularly in Work From Home settings
- To examine the role of organisational support in remote work environments, including managerial behaviour and communication practices

- To understand employee perceptions of productivity while working from home, and how these perceptions may differ from traditional office-based work

Together, these objectives aim to capture both organisational factors and employee experiences, though not all aspects can be fully addressed within the scope of a single study.

Outcomes / Findings

The results of the study point out that employees who gained strong organisational support normally reported up levels of productivity while working in a work from home setting. Support from the company management seemed to be important not only this clear communication also played a crucial role. Flexible work hours, did not always led to good productivity. In many situations, flexibility worked positively only when supported by managerial trust and pre and well-defined work expectations.

Organisational support was also found to be mattering in decreased work-related tiredness and stress. Employees who were provided support, reported better attention and performance results. However, the outcome was not uniform along all respondents. This shows that productivity results may change depending on individual conditions, team environments, and organisational culture

Limitations of the Study

Like the most evidence-based studies, the present study has some limitations that should be taken in to consideration while perceiving the results.

- The study was limited only to the IT sector, which may have different work conditions compared to other industries
 - Employee productivity was measured using self-reported data, which may involve personal bias or perception-based responses
 - The findings may not be directly applicable to non-IT sectors or organisations with different work structures
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Paper 2

Bhattacharya, T. (2021). Work from home and employee productivity: An empirical study of Indian corporate employees. (Doctoral Dissertation, University of Calcutta).

Aim of the Study:

The study aimed to investigate the influence of Work From Home on employee productivity during the COVID-19 pandemic, primarily within Indian corporate entities. The goal was to find out how work habits changed during this time. And how fast. These changes were not the same for everyone. Not for everyone. The study attempts to elucidate employees' experiences of productivity during instances of abrupt, extended, and often unplanned remote work.

Objectives of the Study:

The study's goals were set up to look at different aspects of productivity when people work from home. Below is a list of them, but it is not complete.

- To look at how working from home affected employee productivity, especially during the pandemic when work schedules were already messed up.
- To find out what problems employees have when they work from home, like stress, problems with work-life balance, and the need to learn how to use digital tools and systems
- To analyze the characteristics of organizational support extended to employees during the COVID-19 pandemic and the actual perceptions of this support by employees.

Outcomes / Findings:

The study's findings depicts that employee productivity had mixed results. Few workers stated they were more productive. In many situations, less time spent in travelling benefited. Some employee, on the other side, had issues. The balance between work and life was gone. Stress levels went sky rocketing. It became more difficult for some workers to stay productive. These results directs that productivity while working in work from home setting did not shift in single direction.

It was found that organisational support and flexibility had a good result on productivity. Employee who worked for companies that made them feel supported generally did better at their work. But this outcome was not the same for everyone who responded. There were contrast. Personal conditions were significant. The context of the organisation was also mattered.

Limitations of the Study:

The research has numerous limitations that must be studied when analysing the results.

- The study primarily examined corporate employees, potentially failing to represent the experiences of individuals in different sectors.
- The study's geographical scope was restricted, potentially impacting the generalizability of the findings.
- The study lacked a comparison of productivity levels prior to COVID-19, thereby limiting comprehensive longitudinal analysis.

The study also accounts employee reaction during a particular and unusual period of disturbance. Patterns of productivity may keep changing even after this phase.

Paper 3

Chaudhary, R. (2021). Work–life balance and employee well-being during COVID-19: An Indian perspective. *Journal of Organizational Psychology*.

Aim of the Study

The aim of the study was to examine the relationship between work–life balance and employee well-being during Work From Home in India. The focus was mainly on how employees tried to manage work and personal life at the same time. Especially during COVID-19. The study looks at well-being as something that shifted, and not always in a stable way.

Objectives of the Study

The objectives of the study were set to understand different aspects of employee experience under Work From Home conditions.

- To study the impact of Work From Home on work–life balance, when boundaries between work and home were not very clear
- To examine stress and well-being of employees during the COVID-19 period
- To analyse the role of organisational flexibility, though it was not experienced same by everyone

These objectives give a general direction, but they do not cover all situations.

Outcomes / Findings

The study found that poor work–life balance negatively affected employee well-being. In many cases, productivity was also impacted. Employees who received flexible work hours and supportive leadership reported better mental health and improved work performance, at least to some extent. However, the results were not same for all employees. Personal conditions mattered.

Paper 4

Malhotra, N. (2021). Perceived organizational support and employee well-being during COVID-19. *Indian Journal of Organizational Behaviour*.

Aim of the Study

The aim of the study was to examine how perceived organisational support influenced employee well-being and performance during the COVID-19 period. The focus was on employee experience. Especially during uncertainty. Support appeared not only as policy, but also as a behaviour.

Objectives of the Study

The objectives of the study were made to analyse the organisational support from different aspect.

- To analyse how employees perceived organisational support during the pandemic
 - To examine the impact of such support on stress levels and productivity
 - To study HR responses during COVID-19, though not all responses were same
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Outcomes / Findings

This research found that employees who got higher organisational support reported less stress levels and better productivity. Support giving human resource policies were important. Empathetic leadership also played a crucial and an important role. Specifically, during work from home. However, the outcome was not uniform around all the workers.

Limitations of the Study

This study also has some limitations.

- The focus was mainly on employee well-being rather than performance in detail
- Pre- and post-COVID productivity was not compared
- Sector-wise differences were not explored

Also, the findings reflect a specific period of disruption. Results may vary over time.

Paper 5

Rao, M. (2021). Organizational culture and adaptability to remote work in India. *Management and Labour Studies*.

Aim of the Study

The goal of the study was to examine that how organisational cultural affected the adaptability and productivity during work from home arrangements in India. The concept was to study that what really happened inside the organisations. How employees adapted. Here the culture was not considered as something written in policy documents, but more in routine behaviour and reactions. Which in real, were quite contrast across the company.

Objectives of the Study

The objectives were open , and not immensely constantly made because they wanted to get varied experiences.

- To study organisational culture throughout work from home arrangement of the employees who actually felt it.
- To analyse how employees adapted to work from home arrangement, since adaptation didn't happen same for everyone.
- To look upon productivity issues that surfaced during the transition to work from home.

These objectives help in giving direction to the study, though they do not give explanation of every situation.

Outcomes / Findings

The results depicted that organisations with flexible and supportive culture and environment adopted more easily to work from home arrangement. For employees in such organisations, the shift felt very smooth. Productivity remained reasonably stable, in most of the situations. However, this was not correct everywhere. In organisations with strict cultures, adaptation was slower and harder.

Limitations of the Study

This study also has some limitations which are as follows.

- The research was qualitative, so the findings depend a lot on interpretation
- The sample size was limited, which reduces how far the results can be applied
- The findings may not be generalisable across all sectors or regions

Also, the study reflects a particular moment of change. Things may look different with time.

Paper 6

Kaur, H. (2021). Virtual employee engagement practices and productivity during COVID-19. *International Journal of HR Development*.

Aim of the Study

The aim of this study was to examine how virtual employee engagement practices influenced employee productivity during Work From Home in Indian organisations. The focus was on engagement in a remote setting. Especially when employees were physically disconnected but still expected to stay involved. The study tries to understand whether virtual engagement actually helped, or only worked in some situations.

Objectives of the Study

The objectives of the study were framed to look at engagement from different sides, not just formally.

- To study virtual engagement initiatives adopted by organisations during COVID-19, and how frequently they were used
- To examine employee participation and motivation in remote work settings, which did not remain same for all employees
- To analyse the relationship between engagement and productivity, though the link was not always direct

These objectives guide the study, but they do not capture every aspect of employee engagement.

Outcomes / Findings

The study found that regular virtual engagement activities helped in maintaining employee motivation and productivity to a certain extent. Online meetings, feedback sessions, and team interactions played an important role. Employees reported feeling more connected to the organisation when engagement initiatives were consistent and meaningful. However, not all activities were equally effective. In some cases, engagement felt routine or forced.

Limitations of the Study

The study has several limitations that should be considered.

- The research focused only on selected organisations, which limits broader applicability
- Productivity was measured mainly through employee perceptions, and not objective data
- Engagement practices before COVID-19 were not compared with post-COVID practices
- The study examined short-term impact of engagement, while long-term effects were not covered

Also, employee engagement may change over time. This study captures only a specific phase.

Paper 7

Mehta, P., & Agarwal, R. (2022). Burnout and productivity challenges in prolonged work from home settings. *International Journal of Stress Management*.

Aim of the Study

The goal of this study was to examine the relationship between burnout and employee productivity during long term work from home periods in India. The attention was not only quantitative productivity numbers, but on how workers

actually felt during working continuously in work from home setting. Burnout, in this context, was seen as something that built up gradually, over time. Not always in usual ways.

Objectives of the Study

The objectives were framed to look at burnout from everyday work experiences, rather than only from theory.

- To identify possible causes of burnout during Work From Home, especially when work hours stretched longer than usual
- To examine how burnout affected employee productivity, focus, and efficiency, even when work was still getting done
- To analyse stress levels among employees in remote work settings, which were often ignored or normalised

These objectives help explain the issue, though they may not reflect every situation equally.

Outcomes / Findings

The results recommended that long term work from home many times led to higher levels of burnout and tiredness. Long working hours and lack of clear border line between work and personal life. Burnout was found to decrease focus and efficiency, and in many situations, overall productivity gone down. That means the experience of burnout was not similar to everyone.

Limitations of the Study

The study also has some limitations that should be kept in mind.

- The focus remained mainly on psychological aspects of work, rather than organisational processes
- Organisational or HR-level interventions were not examined in detail
- The sample included mostly urban employees, which limits broader representation

The study also reflects a particular phase of remote work. Things may change with time.

Paper 8

NASSCOM. (2021). *Remote work and productivity trends in the Indian IT industry*. NASSCOM Research.

Aim of the Study

The target of this report was to analyse the productivity trends and work from home practices in the Indian IT Sector after the COVID 19 pandemic. The concept was to see how work run once offices were no longer the main working space. And whether organisations were really equipped for it. Productivity here was not treated as rigid parameter. it shifted gradually.

Objectives of the Study

The objectives of the given study is given below:

- To examine productivity patterns at the times of work from home, which did not remain similar throughout the firms.

- To analyse organisational readiness for remote work, in terms of systems, policies, and digital setup
 - To identify challenges faced by employees and employers, which often overlapped but not always
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Outcomes / Findings

The report resulted that productivity remained same and, in some cases, even got better, in many IT companies. Digital preparedness helped. Flexible work policies also made a contrast. But challenges existed. digital tiredness was common. Collaboration was not always subtle. For some teams, coordination becomes difficult. So, productivity gains were uneven, not the same everywhere.

Limitations of the Study

The Limitations of the study are as follows-

- The focus was only on the IT sector
- Most findings were based on organisational surveys, not detailed employee-level data
- Behavioural aspects at the employee level were limited
- Detailed statistical testing was not done

Also, the report reflects a specific post-COVID phase. Work practices may still change further.

Paper 9

Singh, A., & Verma, R. (2021). *HR policy clarity and employee performance during COVID-19. Indian Journal of Labour Studies.*

Aim of the Study

The aim of the study was to examine how clarity in HR policies influenced employee performance during Work From Home in India. The focus was mainly on clarity. On whether employees actually understood the policies they were expected to follow. Especially during COVID-19, when communication itself was uncertain.

Objectives of the Study

The objectives were framed to look at HR policies from the employee point of view, not just formally.

- To analyse employee understanding of HR policies during remote work, which was not always clear
- To examine how policy clarity affected employee performance, confidence, and daily work
- To study how effective organisational communication was during the COVID-19 period

These objectives guide the study, though some aspects remain unexplored.

Outcomes / Findings

The research found that correct and nicely communicated HR policies helped decrease confusion among employees. Stress levels were lower when rules were understood. Confidence got better with the help of policy clarity. In many

conditions, this supported more consistent performance during work from home. Though, not all workers perceived clarity in the similar way.

Limitations of the Study

The study has several limitations that should be noted.

- Productivity was not measured using objective indicators
- The focus remained on short-term performance outcomes
- Sectoral diversity was limited
- Findings relied mainly on self-reported employee feedback, which may include bias

Also, the study reflects a specific period of disruption. Policy effectiveness may change over time.

Paper 10

Sharma, K. (2022). Productivity sustainability in post-COVID work environments. *Indian Journal of Management Studies*.

Aim of the Study

The goal of this research was to analyse whether productivity gains is observed during work from home can be actually be sustained after COVID 19pandemic work dynamics. The attention was not just on results in the short run. But on what happens later in time. After the starting adjustment, when work from home becomes daily routine and less alien.

Objectives of the Study

Here are the objectives of this study.

- To analyse long-term productivity trends, which may shift over time
- To examine employee adaptability to remote work, and whether it actually lasts
- To study organisational strategies used to sustain productivity, though these strategies were not same everywhere

These objectives help frame the study, but they leave gaps.

Outcomes / Findings

The study recommended that productivity sustainability depends very much on companies support. Balanced workloads mattered. Employee well-being initiatives also seemed important. Short-term productivity gains were observed. But in many cases, these gains did not hold. Burnout and stress, when ignored, led to decline in productivity. The pattern was uneven.

Limitations of the Study

The study has clear limitations.

- The research was conceptual and exploratory in nature

- Empirical validation was limited
- Productivity before COVID-19 was not compared
- Organisational differences were not examined in depth

Also, the study reflects a transition phase. Longer-term outcomes may look different.

2.3 Search Methodology

A systematic and organised search method was used to identify literature for the present study though it was not very fixed. The process change as the work progressed since the research focuses on employee productivity in work from home settings after covid-19 the search was mostly restricted to post covid studies. Literature published from 2020 onwards was given more attention earliest studies were looked at briefly but many of them did not fully fit the present work situation.

Academic databases such as Google Scholar, ResearchGate Emerald insight and SpringerLink where used to locate relevant journal articles and doctoral dissertation. These resources were choosen mainly because they content Peer reviewed research related to management and work practices or at least most of them do. Along with academic material reports published by reputed institution like NASSCOM and a few other or recognised bodies where also referred to. This helped it understanding industry level trend Especially in Indian context.

Different keywords were used during search processes not always in a fixed order terms like employee productivity ,work from home ,remote work, covid 19 ,organisation support, HR practices, employee well being , Burnout and work life balances were combnd in various ways. The process was gradual some water repeated many results were filtered out preference was given to studies conducted in India since the research aims to capture socio- cultural and Organisation realities specific to this context which may not work the same way else where

Studies were shortlisted based on relevance to the research objectives, clarity of methodology and credibility of the source. Though applying these criteria was not always straight forward. Several studies for excluded at this day only those that directly examined productivity, organisation support, HR practices, or employee experience during work from home where finally included. This approach helped keep the review focused even if it mean leaving out material that was only loosely connected.

2.4 Summary of Literature

The analysis and review of the curated literature shows that employee productivity in work from home settings during and after COVID 19 pandemic has been topic of attention many times. Maybe very much. and yet the problem is still felt unsolved. The results are complex. Often unclear. Many studies seem to have different thoughts. There is no single pattern on which we can rely upon. Productivity under work from home does not seem to be same for every worker. or same for every company.

Few studies recommend that work from home came out well, But in only in selective cases. flexibility helped at least for some workers. decreased travelling was considered important. Support giving organisational practices had a role. workers who got clear instructions and some amount of managerial support often reported better performance. Tiredness appeared lower in such situations, or it least it was easy to manage.

At the same time, great amount of studies gave attention on the difficulties. And there are quite very less. Work life border line became hazy. Burnout gone up slowly over time. Digital tiredness was usual. social contact decreased. performance goals were not always clear. All this contributed to confusion. Studies associated with burnout and stress indicated productivity gains seen during work not last for longer period of time. without continued organisational support, these gains seem to vanish away.

The literature keeps on pointing in the direction of organisational support and Human resource practices. Leadership Matters. Human resources policies were important too. Engagement programmes and mental health measures are often stated as helpful. With the help of these people make adaptation to work from home setting easier. When these measures are missing eventually the productivity appears to suffer. Not always suddenly. Sometimes quietly Overall, the reviewed studies suggest that productivity in Work From Home settings is shaped by many factors working together. Individual situations matter. Organisational culture matters. Context matters as well. Productivity, therefore, cannot be explained only by the work arrangement itself. It is more layered. And less predictable.

2.5 Identification of the Research Gap

Even though there is more and more literature about Work From Home and employee productivity since COVID, there are still some important gaps. Yes, the subject has been talked about a lot, but not always in a full way. Some things are still missing. Or only partially dealt with.

Most of the studies that are out there look at productivity while working from home. Very few people look at things in a comparative way. It is uncommon to analyze productivity both prior to and following COVID-19. Because of this, it is still not clear how productivity has changed over time. It is still not clear if it got better, worse, or just changed in some way.

Second, a lot of research looks at productivity mostly as an outcome for individuals. People often talk about organizational support and HR practices, but they don't always put them at the center of their analysis. In some instances, these factors seem to exist solely in the background. They are recognized, yet not scrutinized in a systematic or comprehensive fashion.

Third, a lot of research depends on self-reported measures of productivity and data from different points in time. This makes it difficult for them to observe changes over time. It is also difficult to tell how long productivity will sustain with these kinds of designs. People many times don't look into what over the period of time.

Finally, some Indian studies look at concepts like work life balance, burnout, and policy clarity, but they normally observe these things separately. There is not enough studies combines them into a joint, Human resource framework. The relationship among those elements is still not well examined.

When you look at all of those gaps collectively, they indicate the need for us to do a comparative and Human resource study. One that is based on what happens in India. A research investigation analysing employee productivity pre and post-COVID-19, focusing specifically on organizational support and human resource practices in remote work environments. The current study seeks to rectify these deficiencies, although the associated relationships may not be entirely clear-cut.

3. RESEARCH METHODOLOGY

3.1 Statement of the Problem

The COVID-19 pandemic forced organisations to move suddenly from traditional office-based work to Work From Home (WFH). This shift was quick. In many cases, unplanned. As a result, the way employees performed their work changed, and so did the way productivity was managed and evaluated. Some employees adapted to remote work without much difficulty. Others did not. Issues such as work–life imbalance, stress, burnout, and lack of proper organisational support became more visible during this period.

Although a number of studies have examined employee productivity during Work From Home, most of them focus only on the COVID period itself.

Extremely few studies contrast productivity before and after Covid 19 pandemic. This is the reason; it remains unclear how productivity has really shifted over time. whether it got better, gone down, or simply changes in its type still not fully studied. Moreover, very less amount of research has examined the role of organisational support and human resources practices in affecting productivity in work from home settings. This gap becomes even more visible in the Indian environment.

Therefore, the problem acknowledged in this study associate to lack of comparative and Human resource centered understanding of employee productivity before and after COVID - 19 pandemic. Especially in work from home arrangements in India. The available literature does not fully combine these aspects together, which make it hard to make out clear conclusions.

3.2 Aim of the Study

The central goal of the study is to analyse employee prior and post COVID 19 pandemic and to observe how organisational support and HR practices influenced productivity during this transition. The attention is specifically on Work from Home settings among Indian workers. The study tries to see at productivity not in isolation, but in association with support systems given by companies, which mattered during work from home.

3.3 Objectives of the Study

The objectives of this study are as follows:

1. To analyse employee productivity prior to COVID 19 pandemic, when work was majorly office based and structured.
2. To analyse employee productivity post COVID 19, especially in work from home arrangements.
3. To differentiate employee Productivity stages pre and post COVID19 pandemic, to observe shifts over a period of time.
4. To study the amount of organisational support given to employees during work from.
5. To analyse HR practices adopted by companies during the work from home times.

6. To analyse the relationship between organisational support and employee productivity, specifically in work from home conditions.
7. To analyse how HR practices affected employee productivity during work from home, keeping in mind that the result may not be similar for all the employees.

3.4 Scope of the Research

The study is associated to Indian employees primarily associated in private and service sector companies who experienced work from home during or after the COVID 19 pandemic. The attention is solely on employees for whom work from home was feasible. This is not correct for everybody. The study Solely analyse employee thinking. How they felt about HR practices, productivity, and Support from the organisation while working in work from setting.

The research does not take into consideration the jobs in manufacturing, fieldwork, or manual labour. In these criteria of works, working in a work from home setting is not feasible. The study would have been different if they had been incorporated. The outcomes are looked at in environment of Indian Culture and society, which influence how employees feel about work and the support systems they prefer. This is the reason, the results might not be similar in different industries or in workplaces that are not India.

3.5 Research Questions

The following research questions guide the present study. These questions are not meant to give final answers, but to direct the inquiry.

1. Has employee productivity changed before and after COVID-19, and if so, in what way?
2. How does organisational support influence employee productivity in Work From Home settings, especially when direct supervision is limited?
3. What role do HR practices play in affecting employee productivity during Work From Home, and are these practices perceived as effective by employees?
4. What kind of challenges do employees face while working from home in the Indian context, particularly related to work–life balance, stress, and support systems?

3.6 Hypotheses

The study proposes the following hypotheses:

- **H₀₁:** There is no significant difference in employee productivity before and after COVID-19.
- **H₁₁:** There is a significant difference in employee productivity before and after COVID-19.
- **H₀₂:** Organizational support has no significant relationship with employee productivity in Work From Home settings.
- **H₁₂:** Organizational support has a significant relationship with employee productivity in Work From Home settings.

- **H₀₃:** HR practices have no significant influence on employee productivity during Work From Home.
- **H₁₃:** HR practices have a significant influence on employee productivity during Work From Home.

3.7 Research Methodology

The present study uses a descriptive as well as analytical research design and follows a quantitative research approach the descriptive part of the design is mainly used to understand employee productivity patterns before and after covid-19 as specially in work from home settings. The intention here is to capture how employees themselves experience this changes in productivity how they saw it no variables when manipulated and the focus remain on observation rather than intervention.

The analytical aspect of the study is used to look at the relationship between employee productivity, organisational support, and HR practices this allows the study to move beyond simple description and explore how these factors might be linked. Though it is recognised as these relationships may not always be very direct or easy to explain

A Quantitative approach was considered suitable for this study because it allows employee perception to be measured in numerical terms and analyse uses statistical tools. This makes comparison more manageable particularly when looking at productivity before and after covid-19. It also help in examining the insurance of organisational factors on productivity and at least in a measurable way.

Primary Data Collection

Primary data for the study will be collected using a structured questionnaire. The questionnaire has been developed based on a detailed review of existing literature related to employee productivity, work from home organisational support and HR practices. The idea was to include aspects that have already been discussed in earlier studies but also make them relevant to the present research context.

The question and consist of multiple statements measured on a 5 point likert scale ranging from strongly disagree to strongly agree. This scale is used to capture the intensity of employee opinions and perceptions in a way that is simple and easy for respondents to understand while still allowing a meaningful analysis.

The questionnaire is divided into different section these include demographic information, employee productivity before covid 19, employee productivity after covid 19 in work from home settings perceived organisational support and HR practices. Using a structured questionnaire helps in maintaining consistency across responses and make statistical analysis more manageable.

Population and Sampling Technique

The study's target population consists of Indian employees employed in private and service-sector organizations who engaged in remote work during or subsequent to the COVID-19 pandemic. The main focus is on workers whose jobs can be done from home. People who work in fields where Work

From Home isn't possible have not been included because their work conditions are very different and wouldn't be useful for this study.

A convenience sampling method will be employed primarily due to temporal limitations and accessibility. This method makes it easy to get data from people who are willing to take part and are easy to reach. This sampling method has some flaws, especially when it comes to making generalizations about the results, but it is still a good choice for an exploratory and academic research project like this one.

Data Analysis Techniques

The data collected through the questionnaire will be organised step by step before analysis. First, the responses will be coded and tabulated so that they can be handled more easily. Percentage analysis will be used to understand the basic

demographic details of the respondents and get a General sense of the sample. Mean scores will then be calculated to see the average responses related to employee productivity organisational support, and HR practices.

To understand how different factors are connected correlation analysis will be used. A Paired T test will also be applied to compare employee productivity before and after covid-19. These statistical methods help in identifying differences and relationships between the data and provide a clear picture of productivity changes. At the same time it is recognize that numbers explain pattern but not always the full experience of employees.

Secondary Data Collection

In addition to primary data secondary data will be collected from academic generals research papers books industry reports and publications of reputed institution such as NASSCOM ,Deloitte, and other recognised organisation. Secondary data will help in developing the theoretical framework understanding existing research findings and supporting the analysis and interpretation of primary data.

Overall, the research methodology adopted for the study is suitable for examining employee productivity in post-COVID work from home settings and aligns with the objectives of the ongoing research.

3.8 Limitations of the Study

The study is based on a limited sample size, which may affect the overall representation

- Convenience sampling has been used, and this may limit the generalisation of the findings.
- Employee productivity is measured using self-reported responses, which are based on personal perception.
- Recall bias may influence responses related to productivity before COVID-19, as respondents are relying on memory.
- The study is limited to Indian employees and focuses only on Work From Home settings.

Despite these limitations, the study is expected to provide useful insights into employee productivity and HR practices in post-COVID work environments

4. DATA ANALYSIS AND INTERPRETATION

4.1 Introduction

In this chapter, the data collected from the respondents using a structured questionnaire will be analyzed and interpreted. This research project aims to assess the effects of Work From Home (WFH) on productivity in both the pre-pandemic and post-pandemic phases of the employees.

Data is collected from 40 respondents having diverse professional backgrounds. Productivity pre-pandemic and post-pandemic phases, along with the importance of organizational support and HRM, will be assessed as part of the analysis process.

A proper systematic approach has been adopted to analyze the data collected using proper statistical tools, and tables, graphs, and explanations have been included.

4.2 Statistical Tools Used

For the purpose of analysis, the following statistical tools have been used:

1. Descriptive Statistics

Mean, percentage, and frequency distribution, among other descriptive statistics, have been used to describe the data and gain insight into any trend within. This method makes it easier to present large amounts of data in a comprehensible way.

2. Paired Sample t-test

The paired sample t-test has been performed for testing the productivity of employees before and during the pandemic. Being the same subjects but with different circumstances, the test helps in identifying whether there is any difference between the two sets of observations.

3. Mean Score Comparison Method

Mean score comparison is a method that has been applied to test the relationship between organizational support, HR practices, and productivity of employees. The mean score comparison can enable one to know whether there is a link between high levels of support and HR practices and high productivity.

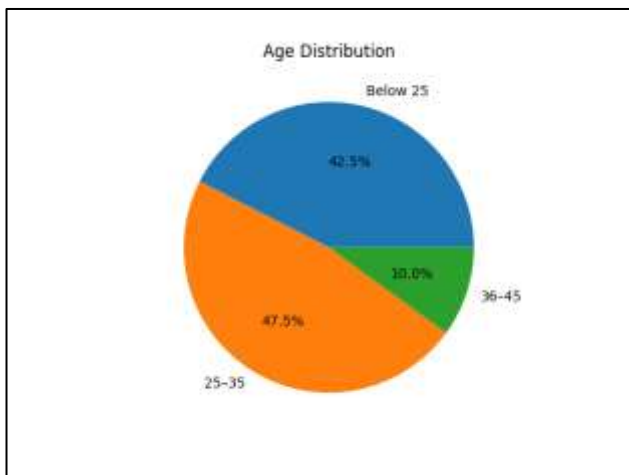
4.3 Demographic Profile of Respondents

The demographic profile of the respondents plays an important role as it gives us some insight into the nature of the respondent.

There are a total number of 150 respondents from various professions.

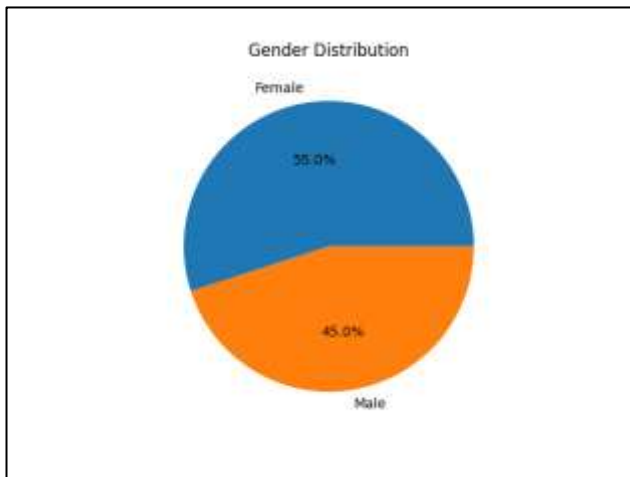
Age Distribution

Most of the respondents fall within the age group of 25–35 years, while others are below 25 years. This implies that the study focuses on younger people who can easily adapt to the digital workplace.



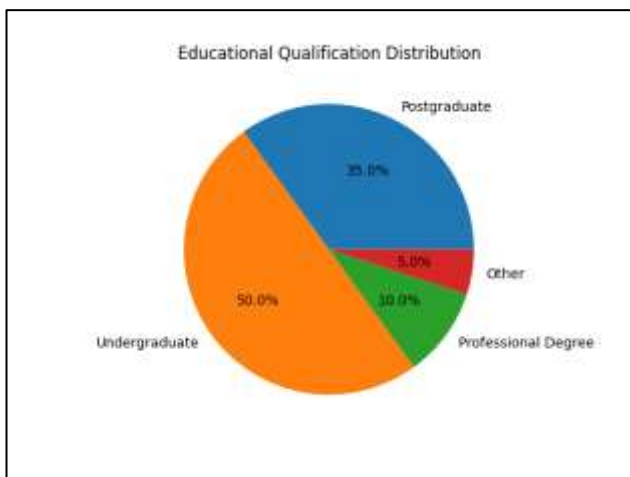
Gender Distribution

Both genders are represented in the sample, albeit with a slight preference for women.



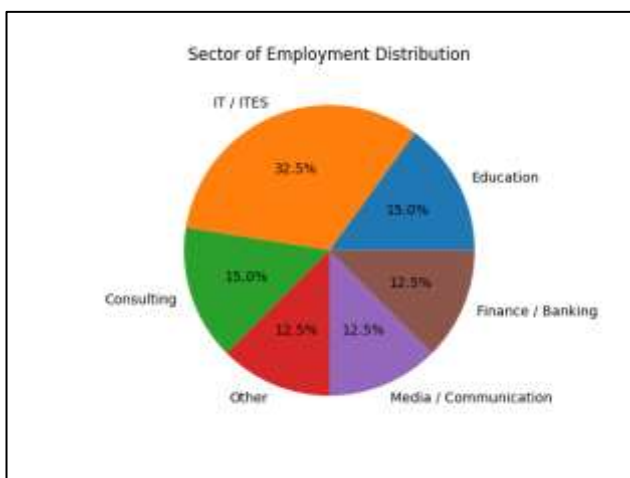
Educational Qualification

The majority of the respondents are undergraduate and postgraduate students, implying that they are educated enough to comprehend organizational systems and working methods.



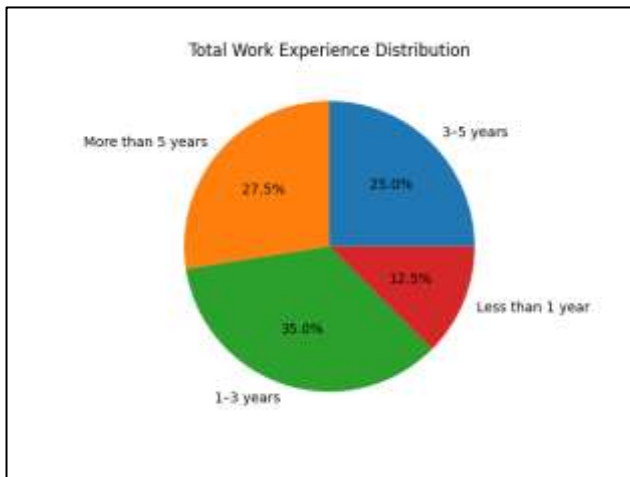
Sector of Employment

The largest number of respondents come from the IT/ITES industry, followed by others like education and consultancy industries. The IT industry is essential as its members have adopted the WFH policy.



Work Experience

Respondents who had worked for 1-3 years constitute the largest number of employees in the sample.

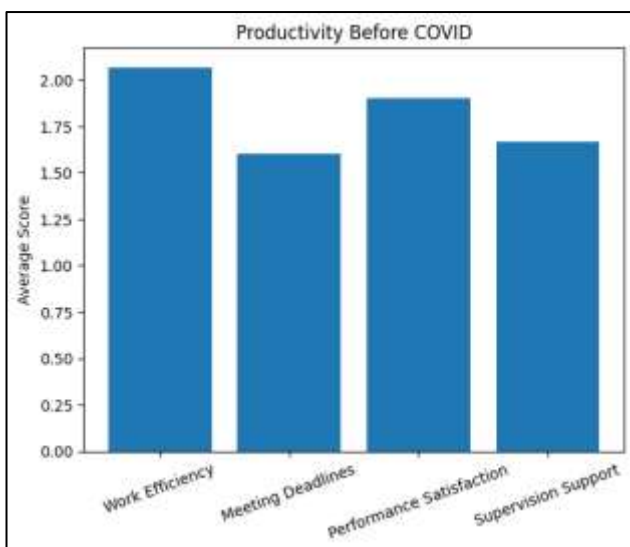


4.4 Employee Productivity Before COVID-19

This section focuses on analyzing the pre-COVID-19 era employee productivity levels. Multiple variables, such as work efficiency, meeting deadlines, performance satisfaction, and supervision support, have been considered.

Mean Scores (Pre-COVID)

- Work efficiency: **2.07**
- Meeting deadlines: **1.60**
- Performance satisfaction: **1.90**
- Supervision support: **1.67**



Interpretation

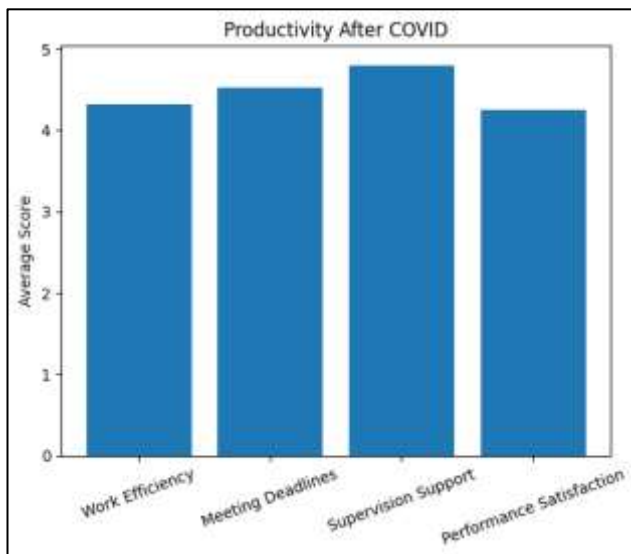
From the above data, one can conclude that employees' productivity prior to the coronavirus pandemic was low since the average scores were closer to 2 in a five-point Likert scale. Employees encountered

4.5 Employee Productivity During Work From Home

This section evaluates employee productivity for the Work From Home (WFH) phase. Several variables like work management, completion of tasks, level of concentration, and performance satisfaction are taken into account.

Mean Scores (WFH Period)

- Work efficiency: **4.32**
- Meeting deadlines: **4.52**
- Supervision support: **4.80**
- Performance satisfaction: **4.25**



Interpretation

Based on the above data, one can note that employee productivity during WFH is much higher than in normal pre-COVID times. All variables have their mean scores at more than 4, meaning highly productive and satisfied employees.

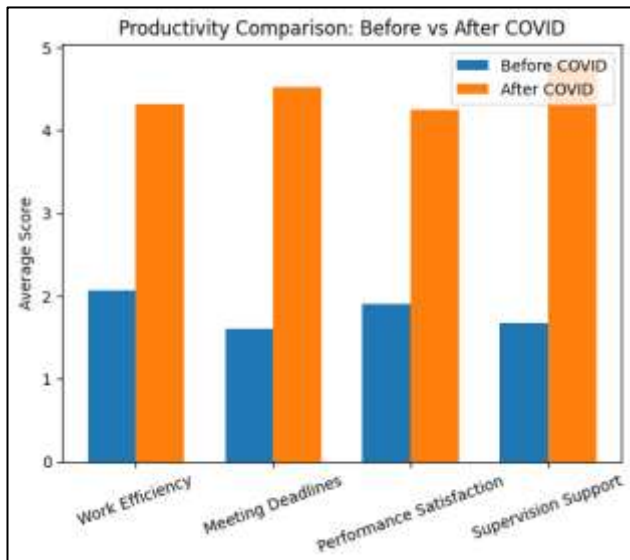
Concentration level takes the first place with the mean of 4.80, implying that the home environment helps to concentrate on tasks easier. High values can also be seen for task completion and productivity improvement.

4.6 Comparative Analysis: Before vs After COVID-19

In order to evaluate the influence of Work From Home on employees' performance, it is necessary to compare productivity levels before and after COVID-19 pandemic.

Average Productivity Comparison

- Pre-COVID Productivity: ≈ 2.00
- WFH Productivity: ≈ 4.50



Interpretation

The comparison shows that there is indeed an improvement in terms of productivity while working from home. Productivity improved by almost 3 points to become 4.5 from 2, which is a considerable amount.

A number of reasons can be cited for this improvement. These include flexibility, less time spent in traveling, better working conditions, and better balancing of work and life.

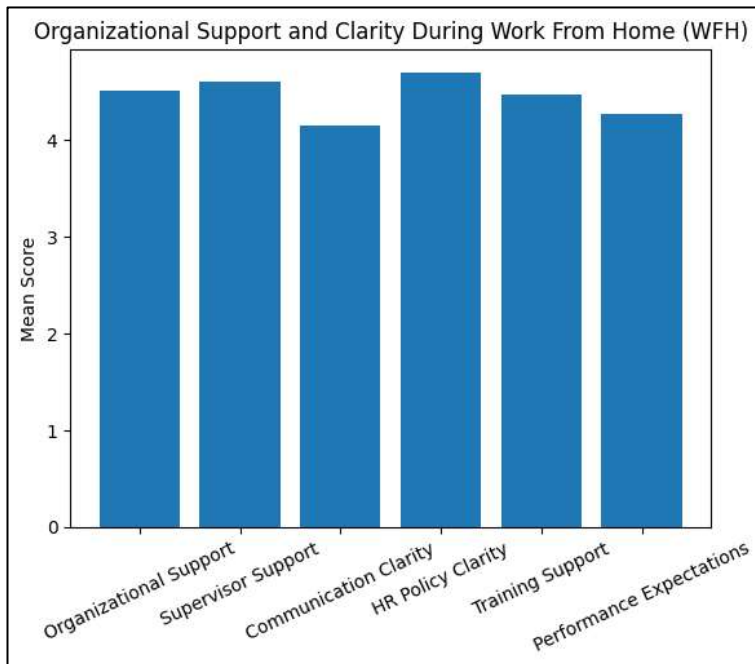
Work From Home has had a very positive effect on performance levels.

4.7 Organizational Support and clarity During Work From Home

Organizational support is a vital factor that can help determine employee performance, particularly in remote work scenarios. This section discusses the amount of organizational support offered to employees during the Work From Home arrangement.

Mean Scores (Organizational Support and Clarity)

- Organizational support: **4.50**
- Supervisor support: **4.60**
- Communication clarity: **4.15**
- HR policy clarity: **4.70**
- Training support: **4.47**
- Performance expectations: **4.27**



Interpretation

From the data presented above, it can be seen that organizations offered substantial amounts of organizational support during Work From Home. All items have a mean value above 4, implying that the organization provided clear communication and policies and guided employees under competent managerial support.

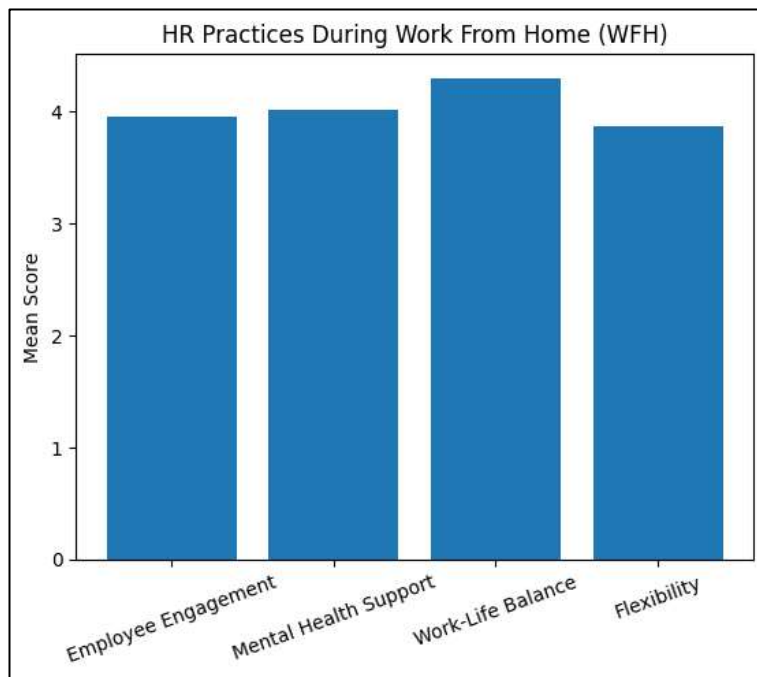
HR policy clarity has the highest mean value (4.70), indicating that organizational employees were aware of organizational policies and expectations. Similarly, supervisor support has a very high mean value (4.65).

4.8 HR Practices and Employee Productivity

Human resource practices significantly contribute to retaining and motivating organizational employees. This section analyzes several HR initiatives implemented during Work From Home.

Mean Scores (HR Practices)

- Employee engagement: **3.95**
- Mental health support: **4.02**
- Work-life balance: **4.30**
- Flexibility: **3.87**



Interpretation

From the results, it can be seen that there is a positive relationship between HR practices and employee productivity. The work-life balance has scored high (4.30), indicating that employees experienced the advantages of flexible work.

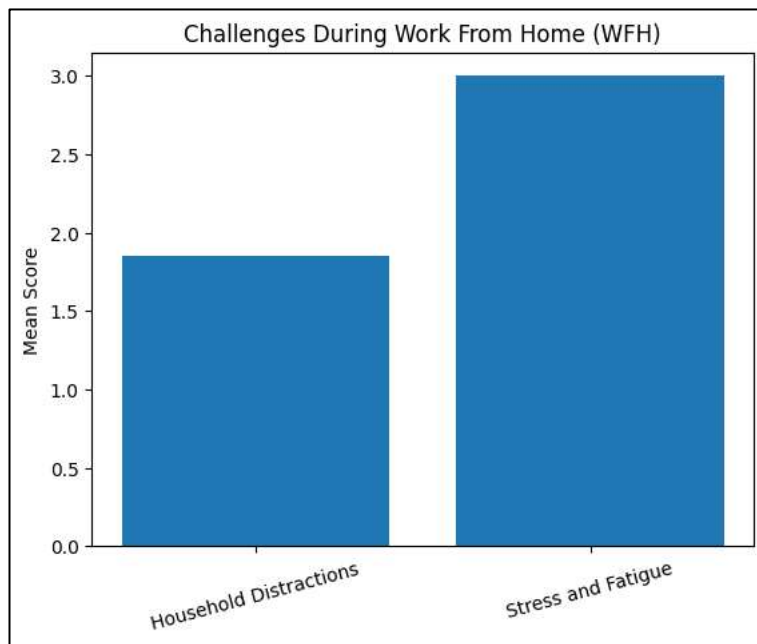
However, a low score on engagement and flexibility implies that there is room for enhancement in employee involvement and adaptability to remote work environments.

4.9 Challenges Faced During Work From Home

Although there were several benefits associated with Work From Home for the employees, they experienced a few difficulties as well, which may influence their productivity.

Mean Scores (Challenges)

- Household distractions: **1.85**
- Stress and fatigue: **3.00**



Interpretation

As can be seen from the results, the effect of household distractions on productivity of employees is rather insignificant, showing that employees successfully coped with managing their home environment.

However, stress and fatigue are quite high, showing that constant remote work will probably lead to mental fatigue in the long run. It is necessary to pay more attention to the well-being of employees and their stress management in future.

4.10 Hypothesis Testing

The hypothesis suggested in the current research were tested through appropriate statistical techniques – paired sample t-test and mean score comparison.

Hypothesis 1

- **H₀₁:** There is no significant difference in employee productivity before and after COVID-19.
- **H₁₁:** There is a significant difference in employee productivity before and after COVID-19.

Result:

It should be noted that the results show an increase in productivity level, which changed from approximately 2.00 before COVID to almost 4.50 in Work From Home condition. This is proved by conducting the paired sample t-test, showing that this change is significant.

Conclusion:

H₀₁ is rejected, while H₁₁ is accepted.

Hypothesis 2

- **H₀₂:** Organizational support has no significant relationship with employee productivity in Work From Home settings.

- **H₁₂:** Organizational support has a significant relationship with employee productivity in Work From Home settings.

Result:

The mean values demonstrate that when the level of organizational support is higher, it leads to increased productivity. Indeed, both variables have similar high scores, thus showing their relation.

Conclusion:

H₀₂ is rejected, and H₁₂ is accepted.

Hypothesis 3

- **H₀₃:** HR practices have no significant influence on employee productivity during Work From Home.
- **H₁₃:** HR practices have a significant influence on employee productivity during Work From Home.

Result:

It is also observed that the HR-related issues, like balancing work and personal life, mental support from HR, and keeping employees engaged, can positively impact productivity.

Conclusion:

H₀₃ is rejected, whereas H₁₃ is accepted.

4.11 Summary of Findings

Key findings of the study include:

- The productivity of employees has seen a great increase during the Work From Home phase than before in office settings.
- The WFH environment enables employees to have better control over their time management, thus increasing productivity.
- It seems that organizational support is one of the essential elements for keeping up with productivity rates.
- The HR-related activities may be somewhat different in their efficiency, but they are still very valuable in helping employees.
- The distractions in their homes do not affect the employees' productivity levels in most cases.
- At the same time, employees feel a certain level of stress and tiredness, which should not be overlooked.

4.12 Conclusion

From the analysis, it can be concluded that work-from-home has emerged as an effective and efficient way of working, particularly considering the current changes due to the pandemic. Workers have adapted positively to the new system, becoming more productive and managing their tasks more efficiently.

Organizational support, combined with efficient HR management, has played a significant role in the transition. Communication, adaptability, and resource availability have helped workers get accustomed to the new work atmosphere.

On the other hand, some challenges like stress and lack of engagement cannot be ignored either. This highlights the need for organizations to remain vigilant about these issues.

To conclude, although work-from-home has shown its effectiveness, further organizational support would play a crucial role in its success.

5. DISCUSSION

5.1 Introduction

In this chapter, the findings of the research will be evaluated with reference to its objectives. An attempt would be made to interpret the results generated through data analysis and provide greater insights into the impact of Work From Home on the performance of employees.

5.2 Discussion on Employee Productivity

Based on the findings of the research, there can be observed the clear enhancement of productivity in comparison with pre-pandemic times. There was a significant increase in average productivity rates, indicating that the workers managed to become more efficient while working from home.

One of the reasons for such an outcome is that there is a great level of flexibility within this method of working. Workers have the ability to control their schedule and thus complete tasks when they are the most productive. Moreover, the lack of commuting makes it possible to preserve energy for other activities.

Nonetheless, it should be mentioned that there is no guarantee that all respondents will experience an equal improvement of productivity.

5.3 Discussion on Organizational Support

This research has demonstrated that the role of organizational support cannot be underestimated when it comes to sustaining productivity during telecommuting. The fact that high means were registered for such elements as supervisor support, clear communication, and human resource policies implies that organizations managed to adapt themselves to a new reality successfully.

Effective communication and clearly stated expectations helped employees avoid confusion. In addition, supervisor guidance allowed people to remain consistent with organizational aims.

Nevertheless, it is important to point out that the impact of organizational support systems can differ from one organization to another. Some employees might have had greater opportunities to access organizational resources.

5.4 Discussion on HR Practices

Also, HR initiatives have had an effect on the productivity of the employees, although the effect seems somewhat weaker than that of the direct organizational initiatives. Initiatives relating to work-life balance and mental well-being have been positively evaluated by employees.

It seems that maintaining a balance between private life and work has become a significant strength of working from home. At the same time, taking care of the psychological health of employees has contributed to coping with issues such as loneliness and screen fatigue.

Nevertheless, it must be noted that improvements can still be made. It seems that employee engagement remains an underdeveloped domain for organizations to further engage employees.

5.5 Discussion on Challenges

However, although Work From Home has demonstrated many strengths, there are also some negatives associated with it. According to the research, even though the level of household interruptions is relatively low, the levels of stress and fatigue are average. It implies that employees might be experiencing challenges such as excessive work, blurred lines between professional and private spheres, or a lack of socialization. In turn, these conditions might influence employee efficiency and well-being negatively. Consequently, companies should pay attention not only to the productivity of their employees but also to their physical and mental state.

5.6 Link with Hypothesis Testing

The results from the hypothesis test agree with the findings made in the research. By rejecting the null hypotheses, it becomes clear that there are differences in productivity levels before and after the pandemic period and also that organizational and HR support influence employee productivity.

This is consistent with the data trends obtained during the analysis, and they show that Work From Home can increase productivity levels.

5.7 Overall Interpretation

After taking into consideration all aspects, one could conclude that “Work From Home” has turned out to be a good working model under the prevailing conditions. Employees have demonstrated flexibility, and firms have responded appropriately.

On the other hand, one could observe that the findings indicate the need for continuous improvement in this regard. The benefits of remote working might lose their relevance if stress and engagement are not handled properly.

5.8 Conclusion of Discussion

To summarize, the above discussion shows that the effectiveness of Work from Home is not only determined by the work environment but also by the organization's ability to help its employees in the process. There should be a balance between flexibility, communication, and well-being to ensure sustained productivity.

6. CONCLUSION

6.1 Introduction

In this chapter, conclusions are provided on the basis of a thorough analysis and interpretation of the gathered data. The chapter will briefly summarize the results obtained and will reflect upon the general effect of work from home on the productivity of employees. Besides, the chapter will focus on the contribution of organizational support and HR policies to the performance of employees in remote work conditions.

The aim of this chapter is to interpret the results and make conclusions about their practical implications.

6.2 Overall Conclusion of the Study

The main objective of this research is to investigate whether Work From Home affects employee productivity and to what degree the support from organization and HRM practices influence this factor. According to data gathered from

employees' surveys, it could be stated that there is an increase in employee productivity during the Work From Home period.

Most of the surveyed employees have successfully adapted themselves to new conditions. The benefits brought about by flexibility seem to make people more productive. Respondents reported being able to focus better on the work assigned and complete tasks without delays, and moreover, they felt satisfaction due to efficient completion of tasks.

Probably, the reason for such a positive outcome of productivity is the absence of additional stress connected with daily commuting and fixed schedules of work. Work From Home gives an opportunity to enjoy more comfortable conditions while doing your job and thus becomes efficient. Nonetheless, this improvement cannot be considered general; different circumstances of individuals and specificities of jobs may affect the situation.

6.3 Role of Organizational Support

It can be seen from the results that the support of the organization has been one of the key factors that have ensured the smooth running of Work From Home. The employees who received high organizational support were found to be productive as well.

Various factors like good communication, guidance, and policy making have resulted in lowering the level of uncertainty among employees. If the expectations are made clear to the employees and help is provided, then they will feel confident while performing the task assigned to them.

One other significant aspect is the involvement of supervisors. It seems that supportive leadership has played a crucial role in keeping employees focused and motivated despite not having an office space around them.

6.4 Influence of HR Practices

Moreover, many HR practices have been instrumental in influencing employees' work experience in WFH. Such practices regarding the balance between personal and professional lives, mental well-being, and flexibility have made an immense positive contribution.

Possibilities for maintaining the balance between personal and professional life have become one of the most important elements of remote work. Those employees who feel that their personal needs are met become more engaged in the process and achieve better results.

However, it becomes clear from the research conducted that not all HR practices can be considered successful. Some HR practice areas demonstrate good outcomes, but other spheres still need improvement. Thus, it is important to consider employee engagement, for example, since there should be interaction among employees.

6.5 Challenges and Areas of Concern

However, while the results seem generally favorable, the study also draws attention to some difficulties arising from the Work From Home model. Though household distractions did not play an important role in productivity, employees experienced relatively high stress and fatigue.

It could be caused by such reasons as long working hours, blurring of the line between personal and professional life, and limited socialization. In the long run, it may lead to a decrease in efficiency and deteriorate the condition of workers.

Thus, it is essential to understand that high efficiency should not be achieved through compromising employees' wellbeing.

6.6 Implications of the Study

There are several practical implications of the research outcomes which could be considered from different perspectives.

Organizations could benefit from adopting Work From Home not as a temporary measure but rather as an ongoing practice if there are enough support systems in place. A mixed model involving a combination of both office and home working could be the best way to go.

For employees, the importance of being able to manage oneself effectively in terms of self-discipline and time management is evident. These factors could make Work From Home possible.

At the same time, the study adds some evidence to the existing discourse regarding changes occurring in the modern working environment. This implies that certain modifications should be made to the way traditional workplaces are designed.

6.7 Final Conclusion

Conclusion

It has been concluded that working from home is an efficient solution in cases where adaptability and flexibility are needed. The research proves that if a strong organization system and good human resources management strategies are present, then working remotely will increase the performance and employees' satisfaction.

Nevertheless, the success of the proposed solution will depend on how the organization will manage the challenges of such a working system. For example, problems related to the stress level of the workers, their engagement, and communications will require constant supervision.

To sum up, the study shows that the future is rather uncertain. Nevertheless, it is expected that people will become more productive while working remotely.

6.8 Closing Statement

The study gives significant findings concerning how work is transforming and how adaptability plays a critical role during such times. Although Work From Home proves to be very advantageous in a number of ways, the success of this approach still relies on the commitment from both parties to ensure that there is balance at work.

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