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A STUDY ON THE INFLUENCE OF WORK FROM HOME CULTURE ON EMPLOYEE PRODUCTIVITY DURING THE COVID-19 PANDEMIC WITH SPECIAL REFERENCE TO SOFTWARE INDUSTRY

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ABSTRACT

Working from home has now become a worldwide trend after the very start of COVID-19 pandemic. This study focused on software industry examining the impact of work from home culture on employee productivity. Further, relationship between structural and relational factors of virtual work experience were studied. The correlation between such factors were then considered to measure the significant change in employee productivity. Based on the date collected from 50 respondents, it was found that majority of the factors studied had a positive correlation with quality of experience with work from home, hence enabling larger chances of employee being more productive at home than at office.

COVID - 19 AND WORK FROM HOME

Work from home is not a new thing to software industry, it has always been in practice. However, the scenario is different during COVID-19. The extended lockdowns throughout the nation for days continuously will have a certain impact on the employee's mental health. Sharing day to day routines with spouse, looking after the kids full-time and making enough adjustments so that the work routine of the employee is not in conflict with their spouse's is another challenge if both are working professionals. Working from home with all these factors is a new thing for any software professional, they haven't faced anything like this since they started working. It is essential to know whether the present work from home scenario has any impact on employee productivity or not. If it has any impact, it is better to seek remedies at a very earlier stage so that there is no compromise on the productivity of the employees.

1 . INTRODUCTION

1.1 ABOUT THE STUDY

The study basically focuses on the impact of work from home culture during the COVID-19 pandemic on employee productivity with special reference to software industry. Though work from home culture is not so new to the software industry, never in the experience of the employees of software industry have they worked continuously from home for such a long term. This study really wants to understand whether the employees were at ease in handling their productivity even though there was a compulsive need to work from home or have they failed to do so in their attempt.

In general there are no proper scales to measure employee productivity, each organisation use a unique scale of measure to keep track of this, hence in this study the collective positive correlation between structural and relational factors of virtual work experience is considered as the scale to measure the significant change in employee productivity.

1.2 NEED FOR THE STUDY

The way of managing employees have changed a lot during the COVID-19 pandemic, with extensive work from home options, the relationship between the employees and the team leads and managers are completely online over audio/video conferencing. There is a high possibility that the employees can lack the context in which a command is given, this could seriously affect an employee productivity. Not just with that, due to the pandemic employees have to work from home along with their families, which may act as a possibility of distraction and could decrease employee productivity.

There are multiple issues, but the ultimate concern is just one, that is employee productivity. It is high time to manage the productivity of employees during such crisis as it could seriously impact the organisation's collective productivity and could lead the organisation to loss making situations. During the pandemic even top organisations are running out of fuel, at such crucial times being unmindful of employee productivity and the ways to increase the same would lead to complications and ultimately end in revenue losses. Hence this study becomes very essential to understand the impact of work from home culture on employee productivity.

2 . REVIEW OF LITERATURE

This study on the impact of work from home culture on employee productivity has received a variety of inputs from the following pieces of work. Regarding the advantages and disadvantages of working from home and its effects, it was found that professional isolation and job performance was highly negatively correlated, that is with increasing professional isolation, the job performance of the employee was found to decrease and vice versa (Ajay K Garg et al., 2015). Working from home led to a 13 % increase in performance of the employees, of which 9% was from working more minutes per shift and 4% from more calls per minute and it was also found that employees working from home reported improved work satisfaction. (Nicholas Bloom et al., 2015).

The emerging technological advancements have made working from home at ease, with these advancements in technology, a lot of time is saved, essentially the telecommuting phase is becoming faster and faster day by day. When technology allows more meaningful connections between employees, lesser employees would have the need to come together physically to work, most of them would prefer working from home. (Nuwer R, 2016).

It was found that working from home has a very significantly positive influence on work effort, the employees tend to involve much themselves into the work when working from home when compared to that of working from office. It was also found that the more often the employees are allowed to work from home, the higher is the work effort they provided. (Kira Rupietta et al., 2016).

Regarding job satisfaction of employees, it was found that by increasing remote work of the employees, the job satisfaction levels of the employees are also increased. The reason that was told for this was that with increased remote work, the employees get to gave higher perceived autonomy in work, lesser influence of their superiors, lesser work-family conflict and more of telecommuting intensity, which in turn had a very positive influence on the job satisfaction levels of the employees. It was also found that the most efficient way to increase job satisfaction levels of the employees is to let them work from home. (Marie Antoinette Schall, 2019). Greater psychic costs are faced by Work From Home (WFH) workers when compared to Covid Work From Home (CWFH) workers, and insights on managing workers during a crisis like the COVID-19 was also given to be further established into employee management strategies. (Prithwiraj Choudhury et al., 2020).

3 . RESEARCH METHODOLOGY

3.1 OBJECTIVES OF THE STUDY

The study has a major objective to check whether work from home culture has an influence on employee productivity during the pandemic with special reference to software industry. In order to meet this objective, they are split into two as listed below.

3.1.1 PRIMARY OBJECTIVE

To study the relationship between structural and relational factors of experience with work from home during the COVID-19 pandemic.

3.1.2 SECONDARY OBJECTIVE

To study the influence of work from home culture on employee productivity during the COVID-19 pandemic.

3.2 SCOPE OF THE STUDY

The study has a very good scope, especially at this time during the COVID-19 pandemic, the examinations and results of the study can be used by various organisations in framing effective strategies to increase employee productivity, not just that, these research insights provide valuable information on what factors influence work from home way of working and pave way for adjusting and redefining such factors to achieve high employee productivity.

3.3 NEED FOR THE STUDY

The way of managing employees have changed a lot during the COVID-19 pandemic, with extensive work from home options, the relationship between the employees and the team leads and managers are completely online over audio/video conferencing. There is a high possibility that the employees can lack the context in which a command is given, this could seriously affect an employee productivity. Not just with

that, due to the pandemic employees have to work from home along with their families, which may act as a possibility of distraction and could decrease employee productivity.

There are multiple issues, but the ultimate concern is just one, that is employee productivity. It is high time to manage the productivity of employees during such crisis as it could seriously impact the organisation's collective productivity and could lead the organisation to loss making situations.

During the pandemic even top organisations are running out of fuel, at such crucial times being unmindful of employee productivity and the ways to increase the same would lead to complications and ultimately end in revenue losses. Hence this study becomes very essential to understand the impact of work from home culture on employee productivity.

3.4 RESEARCH DESIGN

The study chooses a descriptive research design where in the primary data is collected through an online survey form with the intensions of meeting the study objectives.

This study examines the relationship between structural and relational factors of experience with work from home during the COVID-19 pandemic and also gives insights on the influence of work from home culture on employee productivity during the COVID-19 pandemic.

3.5 DATA COLLECTION

The data needed for the study was collected as primary data through online survey forms, simple random sampling of probability sampling method was chosen and a sample size of 70 participants was fixed.

Out of the 70 participants who were invited to participate in the survey through completely online mode, 50 participants turned in and gave their valuable inputs.

For this purpose the questionnaire based on Likert 5 Point Scale was used and the same was transformed into electronic survey forms using Google Forms platform and was shared among the survey participants through email.

3.6 TOOLS USED FOR ANALYSIS

The study has used IBM SPSS Statistical Tool software to conduct all of its analysis in a very detailed manner. The following are the major analysis done by the study,

- Reliability Analysis
- Percentage Analysis
- Descriptive Statistics Analysis
- Factor Analysis
- Correlation Analysis
- Regression Analysis

3.7 LIMITATIONS OF THE STUDY

The study also has a few limitations, the limitations of the study are because of the following factors listed below,

- The study results are based on the data from only 50 respondents
- The study has only focused on experience of work from home during the COVID-19 pandemic
- The study has been conducted for software industry only
- The study does not speak about employee productivity at designation levels in the industry
- The study results are in general for a software industry and has no insights whatsoever on the type of incorporation of the organisation involved in the software industry

4 . DATA ANALYSIS AND INTERPRETATION

4.1 RELIABILITY ANALYSIS

Reliability Analysis was conducted to test the consistency of the scales used in the questionnaire. Cronbach's Alpha Value was used for the purpose, greater the value of alpha, greater is the consistency of scale used. Below is the table of results for the reliability analysis conducted for this study.

RELIABILITY ANALYSIS

Cronbach's Alpha	N of Items
.791	27

Table 1

INTERPRETATION

The obtained Cronbach's Alpha Value is 0.791 which is greater than the necessary threshold value of 0.70, hence the scale used in the questionnaire is consistent and reliable.

4.2 PERCENTAGE ANALYSIS

Percentage Analysis was conducted to study the demography of the collected primary data through online survey forms. Below are the table of results for the percentage analysis conducted for this study.

This study contains two major demographic variables, they are listed below,

- Gender
- Age

The interpretations for the percentage analysis done are as follows.

4.2.1 PERCENTAGE ANALYSIS - GENDER

PERCENTAGE ANALYSIS - GENDER

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	26	52.0	52.0	52.0
	Female	24	48.0	48.0	100.0
	Total	50	100.0	100.0	

Table 2

PERCENTAGE ANALYSIS - GENDER

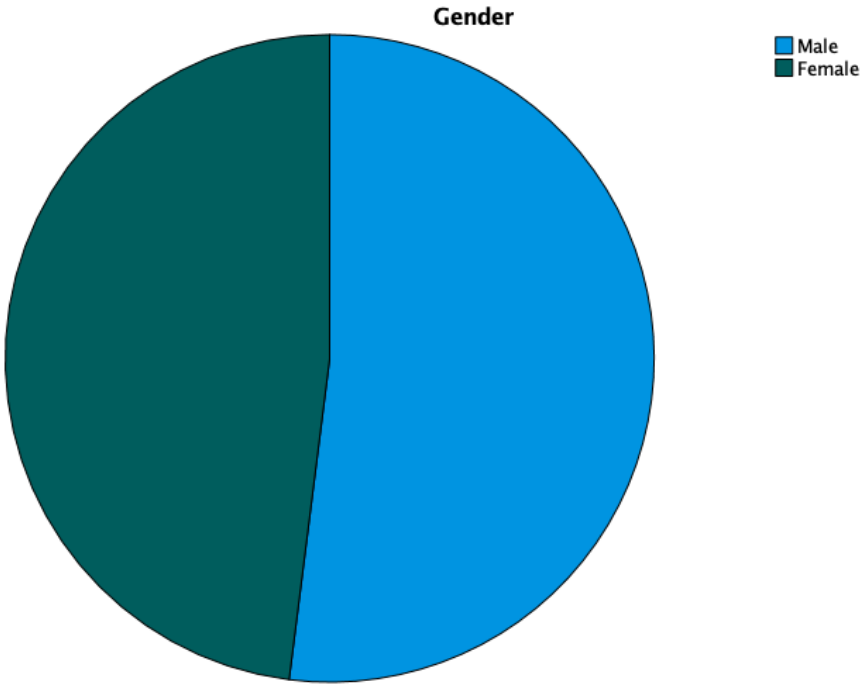

Figure 1

INTERPRETATION

The total number of respondents to the survey is 50. Out of the 50 respondents, 52% are Male, that is 26 respondents are Male and 48% are Female, that is 24 respondents are Female. The primary data of the study are almost equally contributed by both genders.

4.2.2 PERCENTAGE ANALYSIS - AGE

PERCENTAGE ANALYSIS - AGE

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	18-25	40	80.0	80.0	80.0
	26-35	9	18.0	18.0	98.0
	46-55	1	2.0	2.0	100.0
	Total	50	100.0	100.0	

Table 3

PERCENTAGE ANALYSIS - AGE

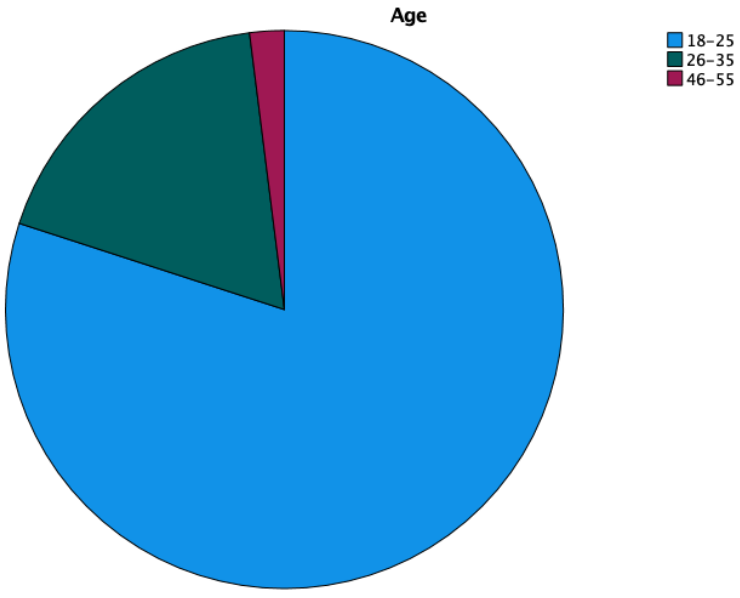

Figure 2

INTERPRETATION

The total number of respondents to the survey is 50. Out of the 50 respondents, 80% of the respondents belong to the age category of 18-25, 18% of the respondents belong to the age category of 26-35 and 2% of the respondents belong to the age category of 46-55, that is 40 respondents belong to the age category of 18-25, 9 respondents belong to the age category of 26-35 and 1 respondent belongs to the age category of 46-55. The data infers that most contribution was made to the study by people belonging to age group of 18-25.

4.3 DESCRIPTIVE STATISTICS ANALYSIS

Descriptive Statistics Analysis are used to describe the basic features of the data in study. They are different form inferential statistics, as they only show what is in the data, that is no new information is being found. They are mostly used to present quantitative descriptions in manageable form. The Descriptive Statistics Analysis was done on the data to calculate, Mean, Standard Deviation, Variance, Skewness and Kurtosis of all factors under study. The table of results of the Descriptive Statistics Analysis done for the data of the study is as follows.

DESCRIPTIVE STATISTICS ANALYSIS

	N	Mean	Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Work Independence	50	3.3200	1.08371	1.174	-.267	.337	-1.178	.662
Clarity Of Evaluation Criteria	50	3.5533	.81263	.660	-.863	.337	1.229	.662
Interpersonal Trust	50	3.8800	.82258	.677	-.790	.337	.413	.662
Organisational Connectedness	50	3.6000	1.05463	1.112	-.179	.337	-1.148	.662
Work From Home Experience	50	3.1400	.91123	.830	-.219	.337	-.183	.662
Stress Factor	50	2.9200	.83723	.701	.517	.337	.291	.662
Professional Isolation	50	3.4200	.77788	.605	-.291	.337	-.077	.662
Job Performance	50	3.5900	.98297	.966	-.598	.337	-.234	.662
Valid N (listwise)	50							

Table 4

INTERPRETATION

The above results show the Mean, Standard Deviation, Variance, Skewness and Kurtosis of the factors involved in the study. Skewness can be quantified as a representation of the extent to which a given distribution varies from a normal distribution. The value of Skewness for all factors lie between the acceptable range of -2 to +2. Kurtosis is a measure of the combined weight of a distribution's tails relative to the center of the distribution. The value of Kurtosis for all factors lie between the acceptable range of -2 to +2. Hence the data collected is significant enough for the study.

4.4 FACTOR ANALYSIS

Factor Analysis is used to identify the relationship between variables, it also reduces larger number of variables into smaller number of variables in order to conduct the study at ease. The Kaiser-Meyer-Olkin (KMO) and Bartlett's Test measure of sampling adequacy was used to examine the appropriateness of Factor Analysis. Test for communality was conducted to test the extent to which each of the variables are interconnected.

4.4.1 KMO AND BARTLETT'S TEST

Kaiser-Meyer-Olkin (KMO) Test was conducted to measure the sampling adequacy and Bartlett's Test of Sphericity was conducted to test whether the obtained correlation matrix is an identity matrix therefore indicating whether the variables are related or unrelated depending upon the significance value obtained, lower levels of significance (less than 0.05) indicate that factor analysis is useful with the data collected.

KMO AND BARTLETT'S TEST

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.534
Bartlett's Test of Sphericity	Approx. Chi-Square	102.888
	df	28
	Sig.	.000

Table 5

INTERPRETATION

The KMO measure of sampling adequacy amounts to 0.534 which is above the threshold value of 0.5 recommended by Kaiser (1974). Approximate Chi-Square value computes to 102.888 with 28 Degrees Of Freedom (DOF). Significant value for Bartlett's Test of Sphericity is less than 0.05 and therefore the test is highly significant and shows that the factor analysis done is appropriate.

4.4.2 TEST FOR COMMUNALITY

Test for communality measures the extent to which an item correlates with all other items. Usually higher communalities are better. Communality value should be greater that 0.5, which shows much correlation. Initial communalities are estimates of the variance in each variable accounted for by all components or factors. For principal components extraction, this is always equal to 1.0 for correlation analyses. Extraction communalities are estimates of the variance in each variable accounted for by the components. The table of results for the test of communality for this study is as follows.

TEST FOR COMMUNALITY

	Initial	Extraction
Work Independence	1.000	.775
Clarity Of Evaluation Criteria	1.000	.666
Interpersonal Trust	1.000	.740
Organisational Connectedness	1.000	.548
Work From Home Experience	1.000	.639
Professional Isolation	1.000	.750
Job Performance	1.000	.575
Stress Factor	1.000	.852

Extraction Method: Principal Component Analysis.

Table 6

INTERPRETATION

The results shown above clearly indicate that no variable has a communality that is less than 0.5. This shows that all variables correlate with each other very well and hence shows a very strong association with each other. The strong association of variables with each other is a favourable result in conducting a factor analysis and also shows its appropriateness.

4.4.3 ROTATED COMPONENT MATRIX

The rotated component matrix is the key output of principal component analysis, it helps us to determine what the component represents. It contains estimates of the correlations between each of the variables and the estimated components. The table of results for rotated component matrix of this study is as follows.

ROTATED COMPONENT MATRIX

	Component		
	1	2	3
Work Independence	.818		.314
Clarity Of Evaluation Criteria	.716	.391	
Interpersonal Trust		.857	
Organisational Connectedness		.711	
Work From Home Experience	.799		
Professional Isolation	-.384	.570	.527
Job Performance			.659
Stress Factor			.921

Extraction Method: Principal Component Analysis.
Rotation Method: Varimax with Kaiser Normalization.

a. Rotation converged in 5 iterations.

Table 7

INTERPRETATION

The above results convey that, the first component is highly correlated to Work Independence (0.818) and has positive correlations with Clarity Of Evaluation Criteria (0.716) and Work From Home Experience (0.799). It is also found that the first component is negatively correlated to Professional Isolation (0.384). The second component is highly correlated to Interpersonal Trust (0.857) and has positive correlations with Clarity of Evaluation Criteria (0.391), Professional Isolation (0.570) and Organisational Connectedness (0.711). The third component is highly correlated to Stress Factor (0.921) and has positive correlations with Work Independence (0.314), Professional Isolation (0.527) and Job Performance (0.659). The results recommend more attention towards Work Independence, Interpersonal Trust and Stress Factor.

4.5 CORRELATION ANALYSIS

Correlation Analysis is a statistical method used to evaluate the strength of relationship between two quantitative factors. Normally the correlation coefficient value between two factors must lie between -1 to +1. Factors having correlation value nearing +1 are said to be highly correlated with each other and those having value nearing -1 are said to be weakly correlated with each other. The table of results for the Correlation Analysis conducted on the data of the study is as follows.

CORRELATION ANALYSIS

		Work Independence	Clarity Of Evaluation Criteria	Interpersonal Trust	Organisational Connectedness	Work From Home Experience	Stress Factor	Professional Isolation	Job Performance
Work Independence	Pearson Correlation	1	.469**	-.015	.189	.491**	.321*	-.239	.295*
	Sig. (2-tailed)		.001	.917	.189	.000	.023	.095	.038
	N	50	50	50	50	50	50	50	50
Clarity Of Evaluation Criteria	Pearson Correlation	.469**	1	.254	.220	.435**	-.040	.055	.281*
	Sig. (2-tailed)	.001		.075	.125	.002	.781	.703	.048
	N	50	50	50	50	50	50	50	50
Interpersonal Trust	Pearson Correlation	-.015	.254	1	.435**	.077	-.032	.350*	.222
	Sig. (2-tailed)	.917	.075		.002	.594	.828	.013	.122
	N	50	50	50	50	50	50	50	50
Organisational Connectedness	Pearson Correlation	.189	.220	.435**	1	.035	.152	.319*	.193
	Sig. (2-tailed)	.189	.125	.002		.811	.293	.024	.179
	N	50	50	50	50	50	50	50	50
Work From Home Experience	Pearson Correlation	.491**	.435**	.077	.035	1	.045	-.200	.164
	Sig. (2-tailed)	.000	.002	.594	.811		.758	.164	.255
	N	50	50	50	50	50	50	50	50
Stress Factor	Pearson Correlation	.321*	-.040	-.032	.152	.045	1	.405**	.414**
	Sig. (2-tailed)	.023	.781	.828	.293	.758		.004	.003
	N	50	50	50	50	50	50	50	50
Professional Isolation	Pearson Correlation	-.239	.055	.350*	.319*	-.200	.405**	1	.287*
	Sig. (2-tailed)	.095	.703	.013	.024	.164	.004		.043
	N	50	50	50	50	50	50	50	50
Job Performance	Pearson Correlation	.295*	.281*	.222	.193	.164	.414**	.287*	1
	Sig. (2-tailed)	.038	.048	.122	.179	.255	.003	.043	
	N	50	50	50	50	50	50	50	50

**. Correlation is significant at the 0.01 level (2-tailed).
*. Correlation is significant at the 0.05 level (2-tailed).

Table 8

INTERPRETATION

The results show that the major factor of the study, Work From Home Experience is highly correlated with Work Independence (0.491) and has a positive correlation with Organisational Connectedness (0.035), Stress Factor (0.045), Interpersonal Trust (0.077), Job Performance (0.164) and Clarity Of Evaluation Criteria (0.435). It is negatively correlated with Professional Isolation (0.200). The results recommend higher attention to Work Independence and Clarity Of Evaluation Criteria to improve Work From Home Experience of employees.

4.6 REGRESSION ANALYSIS

Regression Analysis is a set of statistical ways of estimating the relationship between a dependent variable and one or more independent variables. As far as this study is concerned, linear regression technique using analysis of variance (ANOVA) has been used to identify the relationship between the dependent variable and independent variables.

Hypothesis are to be set to conduct the analysis and infer the results, two hypothesis are set, they are called the Null Hypothesis (H0) and Alternate Hypothesis (H1). If the results are statically significant, then Null Hypothesis (H0) is rejected and Alternate Hypothesis (H1) is accepted and vice versa if results are not statically significant.

4.6.1 MODEL SUMMARY

The model summary table reports the strength of the relationship between the model and the dependent variable. R, the multiple correlation coefficient, is the linear correlation between the observed and model-predicted values of the dependent variable. Its large value indicates a strong relationship. R Square, the coefficient of determination, is the squared value of the multiple correlation coefficient. Adjusted R Square is a "corrected" R Square statistic that penalises models with large numbers of parameters.

MODEL SUMMARY

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.559[a]	.313	.268	.77978

a. Predictors: (Constant), Professional Isolation, Clarity Of Evaluation Criteria, Work Independence

Table 9

INTERPRETATION

The model summary shows that the strength of the model taken for analysis is 31.3% which is above the threshold value of 30% for qualitative studies like this study.

4.6.2 ANALYSIS OF VARIANCE (ANOVA)

An Analysis Of Variance (ANOVA) Test is a way to find out whether the results of a survey are significant or insignificant. In simple words this test results tells us whether we should accept the Null Hypothesis (H0) and reject the Alternate Hypothesis (H1) or reject the Null Hypothesis (H0) and accept the Alternate Hypothesis. Taking inputs from the correlation results, the study has only included factors that are highly correlated to Work From Experience, that is, Work Independence, Clarity of Evaluation Criteria and Professional Isolation.

DEFINING HYPOTHESIS

NULL HYPOTHESIS (H0)

Work From Home Experience does not depend upon Work Independence, Clarity of Evaluation Criteria and Professional Isolation.

ALTERNATE HYPOTHESIS (H1)

Work From Home Experience depends upon Work Independence, Clarity of Evaluation and Professional Isolation.

The table of results for the Analysis Of Variance (ANOVA) Test conducted on the data of the study is as follows.

ANALYSIS OF VARIANCE (ANOVA) TEST

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.716	3	4.239	6.971	.001[b]
	Residual	27.970	46	.608		
	Total	40.687	49			

a. Dependent Variable: Work From Home Experience

b. Predictors: (Constant), Professional Isolation, Clarity Of Evaluation Criteria, Work Independence

Table 10

INTERPRETATION

The results show that the obtained Significance Value is 0.001 which is less than 0.05, provided that the Level Of Significance is at 5%. Therefore the data is statistically significant, which means that Null Hypothesis (H0) should be rejected and Alternate Hypothesis (H1) should be accepted.

4.6.3 CONSTRUCTION OF REGRESSION EQUATION

A regression equation is a statistical model that determined the specific relationship between the predictor variable and the outcome variable. The coefficients that contribute to the regression equation are as follows.

COEFFICIENTS OF REGRESSION EQUATION

Model		Unstandardized Coefficients		Standardized Coefficients		
		B	Std. Error	Beta	t	Sig.
1	(Constant)	1.639	.737		2.225	.031
	Work Independence	.269	.122	.320	2.207	.032
	Clarity Of Evaluation Criteria	.328	.158	.293	2.073	.044
	Professional Isolation	-.163	.150	-.140	-1.087	.283

a. Dependent Variable: Work From Home Experience

Table 11

INTERPRETATION

The coefficients of regression equation table clearly shows that Work Independence (0.032), Clarity Of Evaluation Criteria (0.044) are statistically significant and Professional Isolation (0.283) is statistically insignificant. Hence for constructing the regression equation only factors that are statically significant are considered.

REGRESSION EQUATION

Work From Home Experience (Y)

= 1.639 + 0.269(Work Independence) + 0.328(Clarity of Evaluation Criteria)

5 . SUGGESTIONS AND CONCLUSION

5.1 SUGGESTIONS

The study was basically conducted to identify if there is any influence of work from home culture on employee productivity during the COVID-19 pandemic with special reference to software industry, to identify this the study analysed if the work from home experience of the employees have been enhanced, with the quality increase in the experience of work from home, the productivity of the employees should also be significantly increased. In order to know whether the quality of experience with work from home among employees has increased or decreased the study analysed and compared most common organisational and personal factors with employees work from home experience.

The factors analysed with Work From Home Experience are Work Independence, Clarity of Evaluation Criteria, Interpersonal Trust, Organisational Connectedness, Stress Factors, Professional Isolation and Job Performance. According to the results of the analysis it was evident that these factors has a statical significance on Work From Home Experience. Based on the results, the study suggests additional attention to Work Independence and Clarity of Evaluation Criteria in order to increase the quality of experience with work from home as these two factors are highly positively correlated.

The study also suggests special attention to Professional Isolation, organisations must ensure that their employees do not feel isolated, as it has a strong negative correlation with the quality of experience with work from home perceived by the employees. Finally, majority of the factors studied had a positive correlation with quality of experience with work from home, hence enabling larger chances of employee being more productive at home than at office.

5.2 CONCLUSION

The study thus verifies the significant relationship between structural and relational factors of experience with work from home during the COVID-19 pandemic. It also verifies a strong positive correlation between these factors and quality of experience with work from home during the pandemic, thus showing higher chances of increased employee productivity.

6 . QUESTIONNAIRE

QUESTIONNAIRE							
S.NO.	**QUESTION**						
1	Name						
2	Gender	Male			Female		
3	Age	18 - 25	26 - 35	36 - 45	46 - 55	56 - 60	60

PLEASE RATE THE FOLLOWING

On a scale of 1 to 5 please rate the following questions,

1 - being **strongly disagree**,
2 - being **disagree**,
3 - being **neither agree nor disagree**,
4 - being **agree** and
5 - being **strongly agree**.

(Please ✓ Tick Appropriate)

S.NO.	QUESTION	1	2	3	4	5
4	Travel savings to and from office will offset cost that I will incur for expenses at home because of starting work from home.					
5	My performance does not depend on working with others.					
6	To perform my best, I need to work independently.					
7	My work primarily involves completing independent task or projects.					
8	I feel pressured because meetings take me away from my work.					
9	I feel interrupted when colleagues talk with me.					
10	I am distracted by other things going on in my work environment, such as background noise.					
11	There are objective criteria by which my performance can be evaluated.					
12	It is easy to measure and quantify my performance.					

13	The measures of my job performance are clear.					
14	The social events in my office are adequate to build a sense of community.					
15	The work-related meetings in my office are adequate to build good working relationships.					
16	I trust my supervisors.					
17	My supervisors trust me.					
18	I trust my peers.					
19	My peers trust me.					
20	After starting work from home, I feel left out on activities and meetings that could enhance my career.					
21	After starting work from home, I miss out on opportunities to be mentored.					
22	After starting work from home, I feel out of the loop.					
23	After starting work from home, I miss face-to-face contact with co-workers.					
24	After starting work from home, I feel isolated.					
25	After starting work from home, I miss the emotional support of co-workers.					
26	After starting work from home, I miss informal interaction with others.					
27	Working from home allows me to perform my job better than I could when I worked in the office.					
28	After starting work from home, I am able to balance my job and personal life.					
29	My productivity has increased by working from home.					
30	After starting work from home, I miss physical interaction with others to coordinate complex tasks.					
31	After starting work from home, contextual information is likely to get lost with electronic correspondents.					

7 . REFERENCES

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