The satisfaction between work life balance and work stress of employees working from home during and after the pandemic

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Abstract Every sector and organization in the world has been significantly impacted by the early 2020 corona virus (COVID-19) outbreak, which has also changed how people live and work. All these transformations are dealt with in a new way: like works from home and through teleworking. By examining a wide range of potential markers of job satisfaction when working from home when affected by COVID-19, including work-life balance and work stress, this study seeks to close any gaps. A total of 343 home workers in the IT industry from all over India participated in a quantitative study, and SPSS was used to analyze the results. The study discovered significant direct and indirect effects of work stress, work-life balance, and working from home on job happiness. Indian workers benefit from working from home as a new pace of work that keeps them happy in their current setting. Working from home might be advantageous; something the corporation should take into account given the collectivist environment.

Keywords: COVID-19, job satisfaction, IT, stress, employees

1. Introduction

The downfall and telework started after the outbreak of the deadly pandemic throughout the world. All previously unthinkable workplace scenarios have become reality, and many people now work remotely. The COVID-19 epidemic has had a tremendous impact on information technology (IT), telecommuting, and the practice of working from home across all industries (Kramer and Kramer, 2020). To stop the pandemic from spreading while maintaining the ability to do business as usual, the World Health Organization advised businesses and governments to use teleworking as a new workplace innovation. This necessitates a flexible work schedule that is not constrained by time, place, or preferred means of technical engagement. Before the pandemic, working from home was an option, but it quickly became needed. Even after the outbreak, this existing worldwide job norm is anticipated to endure. Contact between employees and employers and how organizations run have both been significantly impacted by this development. Early in the 1990s, teleworking became widely used due to organisations' need for remote working environments (Neirotti et al., 2013; Wirth and Di Martino, 1990).

Achieving work-life balance the efficiency of teleworking was further enhanced by the rise in single parents in today's culture (Marx, 2021; Baruch, 2000). In response to the pandemic crisis and the rapid advancement of IT, Bentley et al. (2016) proposed the resumption of teleworking. To effectively adjust to these changes in workers' professions and personal lives, a number of firms have begun to offer a new method of working (Ittonová and Fedákóvá, 2017). Working from home enables one to take care of family members, which has been suggested to help people achieve a better work-life balance (Markham and Ammons, 2004; Johnson et al., 2007). The pros and cons of the WFH policy should be carefully considered. Working from home can improve one's quality of life, ability to be creative and imaginative, ability to be happy at work (Webstar and Ellis, 1998), and other factors (Jalali Naini and Azarbouyeh, 2014).

Teleworking is predicted to double annually (Raiiene et al., 2020), indicating that it is growing increasingly common in many nations throughout the world. According to several studies (Kossek et al., 2006; Fonner and Roloff, 2010; Contreras et al., 2020; Kok and Coenen, 2014; Anderson et al., 2015), teleworking improves job performance, eliminates work-family imbalance, lowers stress levels, and decreases intentions to leave the job. However, if employees have access to management help, peer support, and technology support, this value can be demonstrated. Working from home supports the maintenance of a healthy work-life balance while minimizing any negative effects that may result from social isolation (Contreras et al., 2020). Teleworking eliminates office distractions, enables people to choose their own work schedules, and gives remote workers more freedom to handle personal and family concerns. Teleworking also lowers employee stress because there is no direct supervisor present and less formal monitoring at work. Additionally, by enabling remote workers to work from anywhere, they are better able to balance their personal and professional responsibilities.
The dangers and disadvantages of embracing remote work must be taken into account. For instance, social isolation can be a severe issue that demotivates workers and lowers performance. Because they frequently combine their personal and professional lives, people who work from home usually experience work overload, greater levels of stress, and a drop in job satisfaction (Lo and Liu, 2018). This study aims to close some of the gaps in the literature by examining a variety of potential predictors of job satisfaction when working from home when affected by COVID-19. The initial aim of this study was to investigate the effects of working from home, work-life balance, and stress on job satisfaction in the context of Indian workers to ascertain whether they have any moderating effects on the relationship between working from home and job satisfaction. This work makes a contribution in both theoretical and practical sense. A model that describes how working from home affects work-life balance, workplace stress, and job satisfaction is the theoretical contribution of this study. This study provides useful results for the first year of COVID-19’s work-from-home policy, such as methods for reducing work-related stress and the value of work-life balance.

2. Literature review

2.1. Working from Home

Working remotely as telework, was originally popularized in the 1970s and allowed people to do business from a variety of locations, including their homes or offices (Nilles, 1997). According to the European Framework Agreement on Telework, which was adopted in 2002, teleworking is any activity or method of carrying out work that can be done on a regular basis while utilizing information technology. With regard to work-life balance, this idea has made teleworking particularly popular in the European environment. In contrast to some observers, working from home is primarily motivated by the thought of working from home (Chung, 2018; Baruch, 2001). Working remotely has long been a divisive topic due to the murky lines that exist between work and no work when one is not physically present at a job, the emotional and social implications, and the benefits and drawbacks of time flexibility.

Working remotely or at home has some advantages, such as developing time management skills, having access to company documents from anywhere, working when productivity is at its highest, having a suitable workspace at home, being able to work from home in case of illness, and being able to take care of family members. According to empirical studies, working from home has various advantages, including improved job satisfaction, lowered turnover intentions, and less stress. To properly perform work from home, several corporate and public sectors in India have embraced the concepts of telework, telecommuting, and remote work. Work-life balance, maintaining one's health, and finding fulfillment in one's job are all more challenging while working from home (Kim et al. 2019). Working from home improves job satisfaction, according to Cohen and Liani (2009), Chung (2018), Coenen and Kok (2014), and Contreras et al. 2020. It is common knowledge that the Internet of Things (IoT) has an effect on how it develops. Working from home can be more stressful, according to a number of studies (Gajendran and Harrison, 2007, Contreras et al., 2020, Gálvez et al., 2020, among others). However, according to Jaali Naini and Azarbouye (2014) and Kim et al. (2019), having a flexible schedule can aid in reducing stress.

2.2. Work Stress

Stress at work affects a person's emotions, thoughts, and demeanor. The disparity between the requirements of the job and the available resources will lead to stress at work as well as a rise in negativity and dissatisfaction. In these situations, working from home might lead to role ambiguity, overwork, role conflict, and time restraints, all of which could impair job satisfaction (Kim et al., 2019). Work stress is another significant element that has an impact on job satisfaction. The copious evidence presented by Chao et al. (2015) shows that work stress negatively affects job satisfaction.

2.3. Work–Life Balance

According to Jyothi and Jyothi (2012), finding harmony between a worker's personal and familial lives is necessary for achieving work-life balance. The fundamental tenet of the work-life balance concept is the conviction that to achieve perfect balance in one's life, one's personal and professional lives should coexist in peace. Additionally, there are differences between how men and women employ flexible working, which affects how effectively they can balance professional and personal obligations (Chung and van der Lippe, 2020; Rodriguez-Modroo and López-Igual, 2020). Work-life balance may affect an employee's performance in both positive and bad ways. A person's low productivity and poor performance for an organization might be caused by an imbalance between their personal and professional lives (Cohen and Liani, 2009; Konrad and Mangel, 2000). If a person is unable to manage their obligations at work and at home, they will become stressed. Work-life balance and job satisfaction were found to be positively correlated in a prior study (Fransman and Jackson, 2018).

The consequences of organizational services and policies that are put in place to assist employees with conflicts that occur between their employment and their personal lives have been the focus of work-life research. A recent study (Hunt and Emslie, 2009; Chan and Hon, 2013) aims to investigate the role that businesses play in assisting in reducing the stress that employees experience as a result of the demands of their professions and the tasks that they are expected to undertake at home. According to the research, employees who have access to benefits such as time off, child care, parental leave, and
Kathiravan and Mugunthan (2023)

supervisor support are more likely to report lower levels of work-life conflict, higher levels of job satisfaction, lower levels of emotional exhaustion, and lower rates of quitting intentions. Studies on the topic of work-life balance have also taken a gendered perspective, particularly in regards to how gender norms and expectations affect how people perceive their obligations to their families and employers. The results show that gender expectations in the situation have an impact on how much people feel that their personal and professional lives are incompatible, which may increase stress levels and feelings of conflict between work and personal life (Lawson et al., 2013; Helmle et al., 2014).

2.4. Job Satisfaction

The most frequently cited benefit of teleworking is increased job satisfaction (Virick et al., 2010). A global construct and a multidimensional dimension have been used to describe and evaluate the perceived relationship between what a person wants from their employment and what they believe their company offers (Lund, 2003) (Locke, 1970). The term "level of job satisfaction" refers to a person's mental condition following favorable and constructive occurrence that result from their job appraisal or work experience. Employees feel satisfied as a result of the qualities that support and facilitate the achievement of their work's objectives (Clark, 1996). Researchers and companies are aiming to develop an innovative model of job management when talking about teleworking or working from home to support and enhance their employees' work-life balance (Erro-Garcés and Belzunegui-Eraso, 2020). One aspect of telecommuting that may encourage creativity is employee happiness (Webstar and Ellis, 1998). According to Roz and Kim et al. (2019), this is seen as an effort to increase employee job satisfaction while they are working from home. On the other hand, it has contradictory effects on employee outcomes related to stress, wellbeing, work-life balance, and job satisfaction.

2.5. Conceptual Framework and Hypothesis

A series of hypotheses has been formulated to investigate the relationships between remote work, job satisfaction, work-life balance, and work-related stress. The first hypothesis postulates that remote work is positively related to job satisfaction. The second hypothesis suggests that remote work is positively associated with work-life balance. The third hypothesis proposes a positive association between remote work and work-related stress. The fourth hypothesis examines the positive relationship between work-life balance and job satisfaction. Lastly, the fifth hypothesis investigates the negative relationship between work-related stress and job satisfaction (Figure 1).

![Conceptual Framework](image)

**Figure 1** Conceptual Framework.

2.6. Research Gap

Although scholars are becoming more interested in this subject, little is known about how to reconcile work and life and be happy. Relevantly, employees spend a significant amount of time at work. However, earlier research on life satisfaction or wellbeing frequently concentrated on no work populations (such as patients, children, teenagers, and/or students). As a result of the lack of attention given to employee well-being, this study contends that there is a substantial research gap in the field of management. Meanwhile, a surge in workplace stress may have contributed to a worker's poor behavior (Hunt and Emслиe, 2009). Lait and Wallace (2002) state that failure to complete tasks, turnover, and absenteeism are

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all becoming more prevalent in the workplace and are all jeopardizing the effectiveness and growth of the company. Neufeld and Fang (2005) assert that the organization has a duty to play a considerable role in locating and retaining skilled, educated, and physically fit long-term employees. To achieve this goal, the company must create an environment where employees can develop personally and assess their well-being (Neufeld and Fang, 2005). Employees are expected to put in much effort, so as a result, they frequently have to work overtime to meet their financial responsibilities, which seriously impairs their capacity to maintain a healthy balance between work and family life. Longer workdays lead to more “job-to-home spillover,” which can be detrimental to employee productivity at the office as well as to the output and profits of businesses. This suggests that there may be a gap in the literature that this study is seeking to fill, especially in terms of employee happiness and family commitment to improve creativity and innovation in terms of performance (of the employees).

3. Materials and Methods

The empirical study focuses on a quantitative methodology to comprehend the relationship between the variables assessed by the research instruments (work from home, work-life balance, work stress, and job satisfaction) before and after the COVID-19 pandemic in India. It uses both secondary and primary data, including both primary data (obtained from an online survey used to collect variable and biographical data) and secondary data (obtained from academic journals, publications, and other sources). Indians who worked from home (either full- or part-time; not all sectors offer full employment from home) were study participants. Participants were home-based employers, and they were grouped according to a variety of broad parameters. The 5-point Likert scale, one of the primary psychometric instruments that are often employed in the social sciences, served as the foundation for collecting participant responses.

To collect information, a closed-ended survey is employed. The survey questionnaire was distributed online through Facebook, Instagram, and other social media platforms. When the survey was made using Google Forms, the intended audience received the link.

3.1. Tools used and the time period

The information came from a study that was carried out on social networking sites such as Facebook, LinkedIn, Twitter, and Instagram. The data were analyzed using statistical techniques such regression analysis, simple percentage analysis, ANOVA, and Cronbach’s alpha. The acquired data were reviewed and analyzed using the spreadsheet tools SPSS and Microsoft Excel. The period of time chosen was from January 2020 to December 2022, providing ample time for participants to respond.

3.2. Sampling

The Cochran formula suggests that a minimum of 385 surveys be conducted. With a 5% margin of error, a 95% confidence level, and a 50% assumption for the unknown population, the sample size is roughly calculated. Only respondents who were able to work from home were included in the online survey because of the limitations of the created research. Therefore, based on the desired samples, 400 people were invited. There were 389 responses, but 46 of them were inconsistent and unsuitable, and another 11 people chose not to participate out of disinterest. After reduction and filtering, the study sample consisted of the remaining 343 questionnaires. The survey’s response rate of 85.75% is a valid estimate as a result. Additionally, the analyses based on age, income, and gender is integrated using a moderator procedure, and additional outcomes are assessed to determine the effects of the contributing factors. Finally, the sample technique employed is random and practical sampling.

3.3. Instrument

Work from home (WFH) tests from Neufeld and Fang’s (2005) study consisted of 15 questions made up of five indicator telecommuting subscales (productivity, attitudinal component, social element, and environmental factor dependent on resource and distraction). Work-life balance (WLB) is the modern name for the three components that make up the Fisher et al (2009) work-life balance self-assessment scale: the work/personal life enhancement (WPLE) questionnaire, work interference with personal life (WIPL), and personal life interference with work (PLIW). Developed by Wallace and Lait in 2002, the six-item job stress questionnaire has six items. The job satisfaction survey, based on Tsui and Schriesheim (1980), has five components: coworkers, managers, remuneration, and general job satisfaction.

4. Results

4.1. Data analysis and results

The analysis was performed on datasets with a sample size of 343; the first part of the analysis included descriptive datasets with simple percentage, mean and standard deviation, as well as reliability testing through the Cronbach alpha test;
the second part included the analysis of variables using the statistical analysis methods regression. The outcomes are as follows:

4.2. Descriptive analysis

The research focuses on analyzing the variables and examines the impact of variables by focusing on age, gender and income. Using the simple percentage analysis, the ratio of gender and educational qualification, age and income is estimated. The results are as follows (refer to Table 1):

Table 1 Descriptive analysis.

<table>
<thead>
<tr>
<th></th>
<th>Frequency (f)</th>
<th>Percent (%)</th>
<th>Valid %</th>
<th>Cumulative %</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Education</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>School-level</td>
<td>80</td>
<td>53.9</td>
<td>53.9</td>
<td>53.9</td>
</tr>
<tr>
<td>UG</td>
<td>124</td>
<td>80.8</td>
<td>80.8</td>
<td>80.8</td>
</tr>
<tr>
<td>PG</td>
<td>140</td>
<td>93.3</td>
<td>93.3</td>
<td>93.3</td>
</tr>
<tr>
<td>Doctorate</td>
<td>54</td>
<td>35.7</td>
<td>35.7</td>
<td>35.7</td>
</tr>
<tr>
<td>Total</td>
<td>343</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td><strong>Gender</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>134</td>
<td>95.9</td>
<td>95.9</td>
<td>95.9</td>
</tr>
<tr>
<td>Female</td>
<td>209</td>
<td>63.9</td>
<td>63.9</td>
<td>63.9</td>
</tr>
<tr>
<td>Total</td>
<td>343</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15000-25000</td>
<td>16</td>
<td>11.6</td>
<td>11.6</td>
<td>11.6</td>
</tr>
<tr>
<td>26000-35000</td>
<td>126</td>
<td>88.4</td>
<td>88.4</td>
<td>88.4</td>
</tr>
<tr>
<td>36000-45000</td>
<td>142</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td>Above 46000</td>
<td>42</td>
<td>30.4</td>
<td>30.4</td>
<td>30.4</td>
</tr>
<tr>
<td>Total</td>
<td>343</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
<tr>
<td><strong>Age</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20-30 years</td>
<td>113</td>
<td>33.3</td>
<td>33.3</td>
<td>33.3</td>
</tr>
<tr>
<td>30-40 years</td>
<td>124</td>
<td>36.2</td>
<td>36.2</td>
<td>36.2</td>
</tr>
<tr>
<td>40-50 years</td>
<td>48</td>
<td>14.0</td>
<td>14.0</td>
<td>14.0</td>
</tr>
<tr>
<td>Above 50 years</td>
<td>58</td>
<td>16.9</td>
<td>16.9</td>
<td>16.9</td>
</tr>
<tr>
<td>Total</td>
<td>343</td>
<td>100.0</td>
<td>100.0</td>
<td>100.0</td>
</tr>
</tbody>
</table>

Table 1 shows the results analyzed from the descriptive datasets, where the majority (60.9%) of the respondents were female. The majority (40.8%) had a postgraduate level of education, and the majority of respondents (46.1%) were married. A total of 36.2% of the participating respondents were found to be 30-40 years of age, followed by 20-30 years (32.9%), 14% were 40-50 years of age and 16% were above 50 years of age. Finally, major income earners were found to fall within the range of 36000-45000/month (41.4%), followed by 26000-35000/month.

Inference: Thus, it can be inferred that, in this research, married female respondents belonging to the PG educational qualification with an income level of 25000 and above are found to be the most impacted in work from home jobs.

4.3. Reliability test

In this study, the dependability of the variables was examined and measured using the Cronbach alpha (a) reliability test. When the internal consistency is close to 1, the value produced is a good fit, and when it is closer to 0, it is not, according to test 3's standard measures. According to the condition, an exceptional score of 0.9, a good score of 0.8, an acceptable score of 0.7, a dubious score of 0.6, and an unsatisfactory score of 0.5 are all considered.

Table 2 shows that the values obtained are acceptable and a good fit for the research. Thus, the variables are acceptable and reliable.
### Table 2 Reliability results.

<table>
<thead>
<tr>
<th>Item Name</th>
<th>Alpha value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Work from home</td>
<td>.958</td>
</tr>
<tr>
<td>Work life balance</td>
<td>.898</td>
</tr>
<tr>
<td>Job satisfaction</td>
<td>.726</td>
</tr>
<tr>
<td>Work stress</td>
<td>.826</td>
</tr>
</tbody>
</table>

### 4.4. Hypothesis testing: Regression analysis

The hypotheses are tested, and the results are obtained as follows: (Table 3, 4 and 5).

**Hypothesis 1** Working from home is positively related to job satisfaction.

**Hypothesis 2** Working from home is positively related to work–life balance.

#### Table 3 Model summary.

<table>
<thead>
<tr>
<th>Model</th>
<th>R</th>
<th>Adjusted R²</th>
<th>Std. Error of Estimate</th>
<th>R Square Change</th>
<th>F Change</th>
<th>df1</th>
<th>df2</th>
<th>Sig. F Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>.183173</td>
<td>.033</td>
<td>.031</td>
<td>.462</td>
<td>11.765</td>
<td>1</td>
<td>341</td>
<td>.000</td>
</tr>
</tbody>
</table>

*a. Predictors: (Constant), WFHPMEAN*

#### Table 4 ANOVA.

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Regression Residual Total</td>
<td>2.516</td>
<td>1</td>
<td>2.516</td>
<td>11.765</td>
<td>.000</td>
</tr>
<tr>
<td>2</td>
<td>72.913</td>
<td>341</td>
<td>.214</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3</td>
<td>75.429</td>
<td>342</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

*a. Dependent Variable: Work from home gives me job satisfaction*

*b. Predictors: (Constant), WFHPMEAN*

#### Table 5 Coefficients.

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>(Constant)</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>WFHPMEAN</td>
<td></td>
<td></td>
</tr>
<tr>
<td>1</td>
<td>1.880</td>
<td>.163</td>
<td>11.514</td>
</tr>
<tr>
<td></td>
<td>-.170</td>
<td>.050</td>
<td>-3.430</td>
</tr>
</tbody>
</table>

*a. Dependent Variable: Work from home gives me job satisfaction*

From Table 3, the R, R² and adjusted-R² values are observed to be .183, .033 and .031, respectively, where the R² insists that the association of the variables is 33% stronger. From ANOVA table 4 the p value (i.e., p<0.005) is found significant with .000. Similarly, Table 5 predicts the association between job satisfaction and work from home.

Through the outcome obtained from the regression calculation, it is inferred that hypothesis H1 is true where work from home is positively related to job satisfaction.

**Hypothesis 2** Working from home is positively related to work–life balance.
From Table 6, the $R$, $R^2$ and adjusted-$R^2$ values are observed to be 0.099, 0.010 and 0.007, respectively, where the $R^2$ insists that the association of the variables is 10% stronger. From ANOVA table 7 the $p$ value (i.e., $p<0.005$) is found significant with 0.000. Similarly, Table 8 predicts the association between job satisfaction and work-life balance.

Through the outcome obtained from the regression calculation, it is inferred that hypothesis H2 is true, where work from home is positively related to work-life balance.

**Table 6 Model summary.**

<table>
<thead>
<tr>
<th>Model</th>
<th>$R$</th>
<th>$R^2$</th>
<th>Adjusted $R^2$</th>
<th>Std. Error of Estimate</th>
<th>Change Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>0.099</td>
<td>0.010</td>
<td>0.007</td>
<td>0.468</td>
<td></td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), WLBMEAN

**Table 7 ANOVA.**

<table>
<thead>
<tr>
<th>Model</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Square</th>
<th>$F$</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Regression</td>
<td>0.745</td>
<td>1</td>
<td>0.745</td>
<td>3.401</td>
<td>0.066b</td>
</tr>
<tr>
<td>Residual</td>
<td>74.684</td>
<td>341</td>
<td>0.219</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>75.429</td>
<td>342</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: Work from home gives me job satisfaction

b. Predictors: (Constant), WLBMEAN

**Table 8 Coefficients.**

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>1.188</td>
<td>0.079</td>
</tr>
<tr>
<td>WLBMEAN</td>
<td>0.045</td>
<td>0.024</td>
</tr>
</tbody>
</table>

**Hypothesis 3** Working from home is positively related to work stress.

From Table 9, the $R$, $R^2$ and adjusted-$R^2$ values are observed to be 0.043, 0.002 and -0.001, respectively, where the $R^2$ insists that the association of the variables is 10% stronger. From ANOVA table 10 the $p$ value (i.e., $p>0.005$) is found insignificant with 0.428. Similarly, Table 11 predicts the association between work from home and job satisfaction.

Through the outcome obtained from the regression calculation, it is inferred that hypothesis H3 is false because work from home is positively related to work stress. Therefore, it is inferred that working from home leads to work stress, especially for women who do household chores as well as work from home.
Hypothesis 4 Work–life balance is positively related to job satisfaction.

From Table 12, the R, R² and adjusted-R² values are observed to be 0.099, 0.010 and 0.007, respectively, where the R² insists that the association of the variables is 10% stronger. From ANOVA table 13 the p value (i.e., p<0.005) is found significant with 0.000. Similarly, Table 14 predicts the association between work-life balance and job satisfaction.

Through the outcome obtained from the regression calculation, it is inferred that hypothesis H4 is true where work-life balance is positively related to job satisfaction.
Hypothesis 5 Work stress is negatively related to job satisfaction.

From Table 15, the R, R² and adjusted-R² values are observed to be .631, .398 and .396, respectively, where the R² insists that the association of the variables is 39% stronger. From ANOVA table 16 the p value (i.e., p<0.005) is found significant with .000. Similarly, Table 17 predicts the association between work stress and job satisfaction.

Through the outcome obtained from the regression calculation, it is inferred that hypothesis H5 is true where work stress is negatively related to job satisfaction.
5. Discussion and Conclusion

The association between working remotely or from home and organizational outcomes such as job satisfaction was the study’s initial hypothesis. The three sub hypotheses for this construct were utilized to show how it related to other factors found in this study. Based on the investigation’s findings, we can state clearly that working from home has a significant, negative impact on how work and life are balanced. This finding implies that job satisfaction is negatively impacted by working remotely. Since this situation is a result of the Indian government’s working from home policy, which was implemented for the first time in India, it is still necessary to adapt to this new working style. Workers without access to a good IT infrastructure had to assess this new working style, especially for the kinds of jobs that require full ICT assistance, when the work-from-home policies were implemented during the global epidemic, as it was thought to be the best option for Indian employees. The findings of earlier studies (Golden and Eddleston, 2020; Novianti and Roz, 2020; Gajendran and Harrison, 2007; Virick et al., 2010) are consistent with those of this study.

The second concept demonstrated that work-life balance is significantly and negatively impacted by having a home office. Employees struggle to combine their personal and professional lives since they are still used to having defined work hours. To attain a work-life balance condition, it may be challenging to draw lines between job and personal life, particularly in the pandemic situation with its tight restrictive rules. According to a recent study (Sirgy and Lee, 2019), telecommuting may offer a kind of freedom that unleashes employees’ creativity in the digital workplace. However, employees must push this approach and successfully implement it with organizational support. India is said to need additional time to create a national policy that permits remote employment as a result. With the right strategies, innovation may be boosted in this digital workplace. Given that India is a collective society where a good pace of teamwork setting in the digital space may open up creative ideas, the positive effects may have a positive impact on personal well-being, but the opportunity in terms of productivity and innovation is still wide open (Hunter and Valcour, 2017).

The third theory is that working remotely has a significant, unfavorable impact on workplace stress. Due to the current pandemic, employees are expected to put in more work and occasionally even work extra to complete the tasks for which they were hired. On a social level, isolated workers experience stress at work and disengagement from their jobs. This result is somewhat in line with the findings of Harrison’s and Gajendran (2007) study, which showed that the amount of stress experienced by employees when working remotely increased proportionally. The study found that in the early phases of the epidemic, when stress levels were still lower, workers were still adjusting and setting up the correct pace of working from home. This may demonstrate that the employees experienced stress as they adapted to their new work environment but that stress may have been mitigated by their close closeness to their family (Hilbrecht et al., 2008, 2013).

The results of the fourth hypothesis supported the notion that a good work-life balance has a positive and significant impact on job satisfaction. Employees who have effective time management abilities are likely to be happier at work. Because they are still perceived as being in the early phases of adjusting to the workplace and in the early stages of their careers (tenure of less than five years), the majority of the participants were regarded as being in the early stages of their careers. According to the research by Song and Gao, which was released in 2015, a higher percentage of people were able to work from home throughout the holiday season than they were over the same period the year before. The results of the fourth hypothesis supported the notion that a good work-life balance has a positive and significant influence on job satisfaction. Employees who have effective time management abilities are likely to be happier at work. Because they are still viewed as being in the early stages of adjusting to the workplace and in the early stages of their careers (tenure of less than five years), the majority of respondents were defined as being in the starting phases of their careers. The study by Song and Gao (2020), which was released in 2020, discovered that the number of people who were able to work from home throughout the Christmas season was much higher than the number of people who were able to do so over the course of the prior year.

Table 17 Coefficientsa.

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
</tr>
<tr>
<td>1 (Constant)</td>
<td>1.222</td>
<td>.128</td>
</tr>
<tr>
<td>WSMEA</td>
<td>.563</td>
<td>.038</td>
</tr>
<tr>
<td>N</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

a. Dependent Variable: JSMEAN
The original purpose of this study was to identify the factors influencing work-life balance in the early stages of the epidemic, when working from home laws in India were neither well-regulated by the government nor by the organisations themselves. It is uncommon to bring up the subject of work-life balance in a collectivist environment. As they became closer to their families, the study participants' attitudes on the concept of work-life balance improved. On the one hand, this might have increased their job satisfaction, but on the other hand, it is crucial to take work stress into consideration. In this study, participants were expected to work from home, which had a detrimental impact on workplace happiness. Work stress can reduce satisfaction with employment in a traditional work setting. The results of this study demonstrate that even though Indian professionals rarely work remotely, there is still room for productivity growth as long as the appropriate rules are in place. Indian workers are more accustomed to working from home, and as long as they are dedicated to their tasks and complete them, doing so might keep them satisfied with their jobs.

In light of the COVID-19 outbreak in particular, the research presents a number of helpful implications for the application of the working from home policy in an Indian context. Executives at the company should give remote employees' job happiness a top priority. There is no doubt that working from home may make it more difficult for an employee to maintain a balance between their personal and professional lives. It is important to concentrate on the workload at hand because working remotely might be challenging due to issues such as a lack of IT support and other tasks that reduce job satisfaction.

The survey's partial replies were not examined because there was not enough time to contact them and get them to complete it, which is one of the paper's drawbacks. Nevertheless, all respondents from all throughout India were contacted by means of online surveys that were disseminated through personal networks. To give questions with the same meaning for people throughout India, a more comprehensive instrument adoption and translation must be done using the reverse translation method. Although it might seem similar to working from home, non-digital workers might not be familiar with the concepts of telecommuting work settings in some regions; thus, future research needs to take a closer look at the contrasts between the two. Future research that can be done to conceptualize work-from-home from the standpoint of management or supervisors is advised whenever possible.

Ethical Considerations
Not Applicable.

Conflict of Interest
The authors declare no conflicts of interest.

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https://www.malque.pub/ojs/index.php/mr


