

Analysing work from home after COVID-19 as the new normal

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Abstract

To understand more about the experiences of employers and employees after more than two years of COVID-19, a SWOT analysis is conducted and primary data is gathered. A paper explains why people in Patna are unproductive and why working from home is unacceptable. Data is collected from 347 respondents working from home in Patna district through an online survey with the help of Google Forms, Gmail, WhatsApp, and different social media sites from July 1 to September 30. SWOT analysis is used to identify the advantages, disadvantages, opportunities, and threats associated with working from home. While working from home, the company begins a performance evaluation on a new weight. Watch out for phoney websites that purport to provide jobs that can be done from home. Prospective employees worldwide can work remotely without worrying about obtaining a passport or visa. Software as a Service emerges as a new market to provide businesses with all services provided while working from home. To set up a home office, most employees spend money on furniture, with most of them spending RS 10,000 on furnishings. Working from home increases internet bills by Rs. 1000. We accepted technological innovation when we adopted the work-from-home paradigm. Employees with higher technological expertise are valued more highly than those with experience. Moonlighting is a crucial idea about which employers need to exercise caution when their staff members work from home.

INTRODUCTION

The initial trials involving remote work were conducted during the 1970s and 1980s. Remote work became feasible with the advent of personal computers and new developments in communication technologies, including fax machines and early email. Jack Nilles: Nilles is frequently credited with being the "father of telecommuting." He is credited with creating the phrase "telecommuting" and popularising the idea of working remotely in the 1970s. Nilles, a management consultant and futurist, saw that information technology may allow individuals to operate from places other than the typical workplace. To investigate the viability of allowing workers to work from home, a few businesses and governmental organisations ran trial initiatives. Remote work was transformed in the 1990s with the widespread use of the Internet. Employees located in faraway areas may now collaborate and communicate with clients and coworkers more easily because of the internet's quicker and

more dependable access. A rise in telecommuting resulted from this, particularly in the knowledge- and technology-based sectors. Companies began to embrace work-from-home possibilities as part of an expanding trend toward flexible work arrangements. Employers realized that letting workers work from home might have several advantages, including better work-life balance, shorter commutes, and more productivity. Remote work has been made easier by developments in cloud-based collaboration tools and video conferencing. The employment environment was greatly impacted by the worldwide financial crisis of 2008. Many businesses were struggling financially and were looking for methods to save expenses. Due to its ability to save costs by allowing firms to minimize overhead and office space, remote work has become more and more popular. In the 2010s, the gig economy and digital nomadism—the work-from-home movement—were further propelled by the emergence of the gig economy and the growing population of digital nomads. With the use of technology, freelancers, independent contractors, and those with location-independent occupations were able to operate remotely from any point on the globe. Technological developments in cloud-based services, mobile devices, and internet access make this possible. Work from home was significantly impacted by the COVID-19 pandemic. Lockdowns imposed by governments throughout the globe to stop the virus's spread compelled several businesses to widely embrace remote labour. Businesses swiftly made the switch to remote work arrangements for their employees, mostly depending on technology for remote collaboration such as project management software and video conferencing platforms. Long before “work from home” was a recognized part of the workplace culture, Lijjat Papad was executing it. Giving women financial independence without forcing them to leave their homes was the driving force behind this. With this choice, a stay-at-home mom may manage her family and earn a living (Karelia, 2020) .

REVIEW OF LITERATURE

These terms refer to working from locations other than a standard office space: work from home,

telework, telecommunicating, virtual work, remote work, and mobile telework (Nilles, 1997) (Kurland, 2002). Before the Industrial Revolution, the majority of workers were engaged in agriculture, either as independent contractors, landowners, tenants, or skilled craftspeople and labourers. Families did not keep their homes and work separate, as they worked together in small houses (cottage industries) or on farmland (Aitha, 2016). Micro and macro changes in the workplace are expected to follow from the economic and social shock caused by the COVID-19 epidemic, which will alter people's and organisations' views of labour and careers (Amit Kramer, 2020).

RESEARCH METHODOLOGY

The information is gathered using a Google questionnaire that is sent to the respondent via Gmail, social media, and personal communication. Employee data regarding their work from home practices in the Patna district is gathered using snowball sampling techniques. The total no of Respondent is 347. Due to the ease of comprehension of our respondents, we gather data in both Hindi and English. Two years following the COVID-19 epidemic, a survey is given to respondents to ascertain what differences in perceptions the various age groups have regarding working from home. Based on analysis done for work from home and their outlook for the future, data is gathered using a Likert scale with five points: 1 for strongly disagree, 2 for disagree, 3 for neutral, 4 for agree, and 5 for strongly agree.

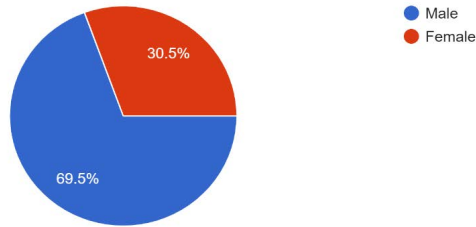
Research Objective

- Analysis work from home on the basis of strengths, weaknesses, opportunities, and threats (SWOT) analysis.
- To research the actual experiences and opinions of people about working from home after two years of COVID-19
- Investigating the reasons why it is unacceptable to work from home after the COVID-19 pandemic. Out of 347 responses, 69.5% are male and 30.5% are female (Figure 1).

A total of 347 respondents shared information about their educational backgrounds. Of these, 12.4% only completed the 12th grade, 49% had



Sex लिंग
347 responses



Out of 347 responses, 69.5% are male and 30.5% are female.

Figure 1: Percentage of male and female

Count of Yearly Income
वार्षिक आमदनी

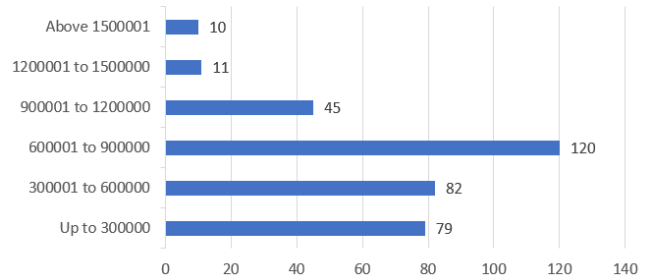


Figure 3: Yearly income

Education qualification

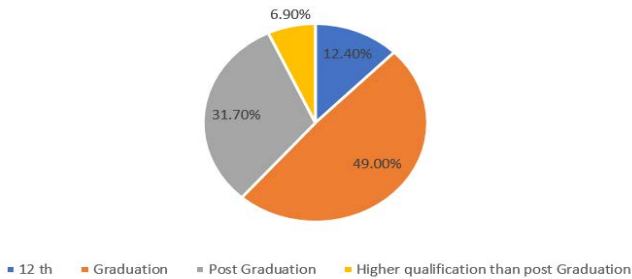


Figure 2: Education qualification

Age of Rsepondant

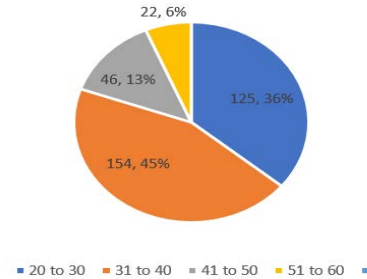


Figure 4: Age

completed graduate school, 31.7% had completed postgraduation, and 6.9% had completed higher education than postgraduation (Figure 2).

To find out yearly income of respondent information collect. According to new income tax slab FY2023-24 (AY2024-25) (Figure 3).

According to the data collection, the age of respondents from 20 to 30 years is 36%, 31 to 40 years is 45%, 41 to 50 years is 13%, and 51 to 60 years is 6% (Figure 4). Younger age employees have a greater probability than older-age employees of choosing to work from home. Younger employees are more open to accepting technology than older employees are, which means they are more supportive of working from home.

According to data collection, 23.6% are from the East, 24.8% are from the West, 22.5% are from the North, 10.4% are from the South, 15.3 are from the Middle, and nearby Patna are about 3.5% (Figure 5).

Strengths

From the data analysis, 56.6% of respondents strongly

agree, 21.3% agree, 13% are neutral, 6.1 disagree, and 3.2% strongly disagree, while managing personal and work obligations can be done with more flexibility when working from home (Figure 6). So, most of the respondents strongly agree. Traditional workplaces (work from the office) An employee's day is crammed with work, and he needs to give up all other priorities because of the extremely strict working hours (Bhatnagar, 2020).The pandemic has hastened trends in the future of work, including the creation of hybrid models, more focus on employee health plans, and more workplace flexibility (Singh A. K., Work From Home is Becoming the new standard of employment., 2024)

From data analysis 25.1% of respondents strongly agree, 48.1% agree, 17.6% are neutral, 6.9% disagree, and 2.3 % strongly disagree. The benefits of working from home include increased employee accountability and responsibility. So, most of the respondents agree with the response (Figure 7).

Based on data analysis, 55.6% of respondents strongly agree, 23.1% are followed by agree, neutral

Which side of Patna Do You live ? आप पटना के किस तरफ रहते हैं ?
347 responses

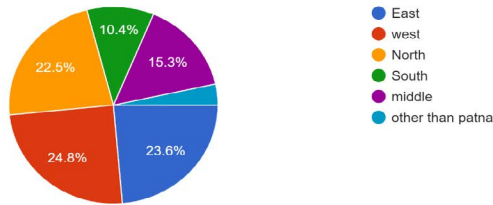


Figure 5: Data collection area

Working from home reduces the need to commute, saving time and lowering stress. घर से काम करने से आवागमन की आवश्यकता कम हो जाती है, समय की बचत होती है और तनाव कम होता है.
347 responses

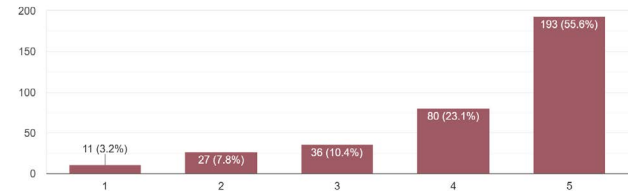


Figure 8: Working from home status

Managing personal and work obligations can be done with more flexibility when work from home? घर से काम करते समय व्यक्तिगत और कार्य दायित्वों का प्रबंधन अधिक लचीलेपन के साथ किया जा सकता है।
347 responses

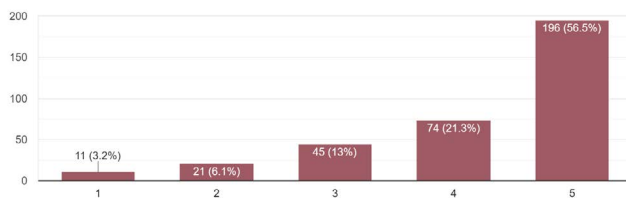


Figure 6: Flexibility during work from home

Working from home offers a comfortable and familiar setting, which boosts productivity. घर से काम करना एक आरामदायक और परिचित सेटिंग प्रदान करता है, जो उत्पादकता को बढ़ाता है।
347 responses

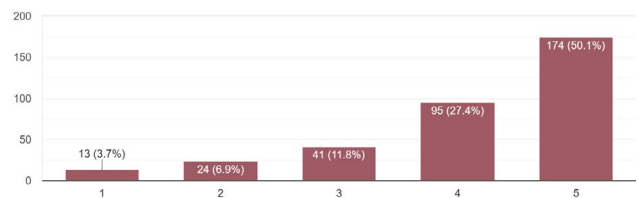


Figure 9: Comfortable and familiar setting, which boosts productivity

The benefits of working from home include increased employee accountability and responsibility. घर से काम करने के फायदों में कर्मचारी की बड़ी हुई जवाबदेही और ज़िम्मेदारी शामिल है।
347 responses

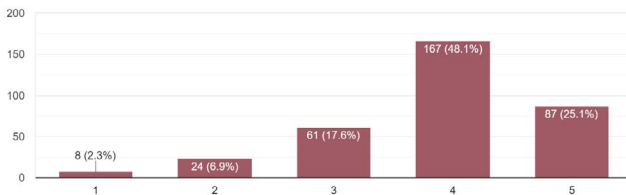


Figure 7: Employee accountability and responsibility.

Do you believe WHF is economically beneficial to both employers and employees because it saves money in numerous ways? क्या आप मानते हैं कि डब्ल्यू.ए. से फायदेमंद है क्योंकि यह कई तरीकों से पैसे बचाता है?
346 responses

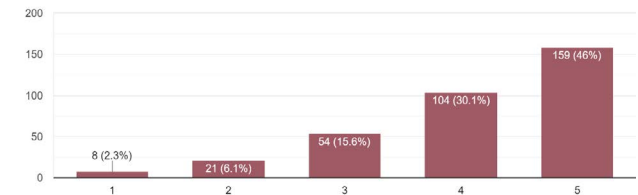


Figure 10: Economically beneficial

10.4%, 7.8 % disagree, and 3.2% strongly disagree that eliminating the need to commute by working from home saves time and decreases stress. Thus, the majority of respondents indicate that they strongly agree (Figure 8).

On-the-basis data analysis out of the respondents, 50.1% strongly agree, 27.4% agree, 11.8% are neutral, 6.9% disagree, and 3.7% really disagree that working from home increases productivity since it provides a cozy and familiar environment. So, the majority of respondents indicate that they strongly agree (Figure 9).

The data analysis indicates that 46% of respondents

strongly agree, 30.1 percent agree, 15.6% are neutral, 6.1% disagree, and 2.3% strongly disagree that it is economically advantageous for both companies and employees due to the multiple ways in which it saves money. Thus, the majority of respondents indicate that they strongly agree. From the perspective of the employer, the advantages of working from home are reduced office space requirements, increased productivity, less absenteeism, flexible employment relations, improved customer service, and object-oriented management. From the perspective of the employee, the benefits of working from home include cost savings, reduced labour issues,



personal independence, autonomy, flexibility, and opportunities for handicapped individuals (Manuela Pérez Pérez, 2002) (Figure 10).

The data analysis indicates that 31.7% of respondents highly agree, 30.8% agree, 30.8% are neutral, 3.7% disagree, and 2.9% strongly disagree that there is potential for increased independence and autonomy in task management. Thus, about an equal percentage of respondents indicated that they were strongly agree, agree, or neutral (Figure 11).

According to the data analysis, 39.8% of respondents strongly agree, 36.9% agree, 17% are neutral, 4.9 % disagree, and 1.4% strongly disagree that working from home promotes regular attendance at work and reduces absenteeism rates. As a result, the majority of respondents indicate that they agree or strongly agree (Figure 12).

Based on data analysis It is believed by 59.4% of respondents that there is an opportunity to work from home or attend classes from home throughout the chilly winter, scorching summer, and heavy rainy seasons. 23.3% of respondents agree, 8.4% are neutral, 6.9% disagree, and 2.3% strongly disagree. Thus, a majority of respondents indicate that they strongly agree. The district magistrate of Patna suspended all academic activity at all private and public schools (including preschools and Anganwadi centers) in the Patna District up to the 12th class from June 16 to June 28, 2023, due to the excessive humidity and temperatures that were prevalent at the time. Because of the heat wave, Patna D.P.S. School permits all employees and teachers to work from home. Because of the low temperatures in Patna, Jammu, and the northeast during the winter and the summer heat waves, as well as the flooding conditions in Bihar, Delhi, and Mumbai, the organisation has the option to allow employees to work from home. While Bengaluru residents are fighting the water issue, they are also pushing for the government to order people to work from home until things get better (Bhalerao, 2024) (Figure 13).

Weaknesses

The main problem is that working from home is not common in countries like India, but other countries have a high acceptance rate after COVID-19. According to the Global Remote Work Index

2023 report, India is placed 64th out of 108 nations in terms of remote work performance. Cyber safety, economic safety, digital and physical infrastructure, and social safety are the four main factors used by cybersecurity company Nord Layer to evaluate nations for the Global Remote Work Index (GRWI) (Tamelis, 2023).

Based on data analysis working from home may lead to feelings of loneliness and a reduction in social interaction, according to 26.2% of respondents who strongly agree with this statement, 19.9% who agree, 36.6% who are neutral, 13.5 who disagree, and 3.7% who severely disagree. The majority of respondents exhibit a neutral response, indicating that they are neither in support of nor accepting of the possibility that working from home might lead to feelings of loneliness and a reduction in social connections. Because there was little communication, the participants who worked from home were unhappy with their employment (Luan Joe Carlo Barilli, 2022) (Figure 14).

From data analysis 30 % of respondents strongly agree, 39.2% agree, 14.1% are neutral, 14.1% disagree, and 2.6% strongly disagree that distractions from work, such as housework or family obligations, may occur when working from home. So, most of the respondents showed an agreeing response. The participant said that loud noises outside his house occasionally prevented him from working (Luan Joe Carlo Barilli, 2022) (Figure 15).

Based on the data analysis, it can be inferred that 49% of respondents highly agree, 29.4% agree, 14.4% are neutral, 5.8% disagree, and 1.4% strongly disagree that having self-discipline and self-motivation is necessary to work from home. Thus, a majority of respondents indicate that they strongly agree (Figure 16).

From data analysis 22.5% of respondents strongly agree, 41.8% agree, 21.6% are neutral, 10.7% disagree, and 3.5 % strongly disagree that collaboration and effective communication with coworkers may be hampered by working from home. So, most of the respondents agree with the response. Lack of communication between you and your team when working from home will create a barrier to communication and may cause work to not be completed efficiently (Bhatnagar, 2020).

Increased independence and autonomy in task management are possible when working from home. घर से काम करने पर कार्य प्रबंधन में बढ़ी हुई स्वतंत्रता और स्वायत्तता संभव है।
347 responses

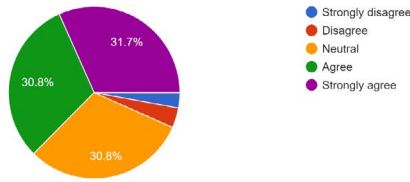


Figure 11: Increased independence and autonomy

Working from home encourages consistent attendance at work and lowers absenteeism. घर से काम करने से काम पर निरंतर उपस्थिति को बढ़ावा मिलता है और अनुपस्थिति कम होती है।
347 responses

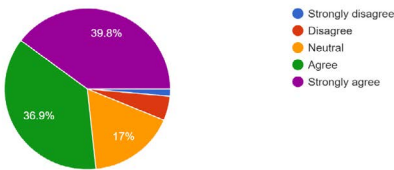


Figure 12: Attendance rate

Do you believe there is a chance to work from home or attend classes from home throughout the cold winter months, burning summer, and heavy rainy s...ने या घर से कक्षाओं में भाग लेने का मौका मिलता है?
347 responses

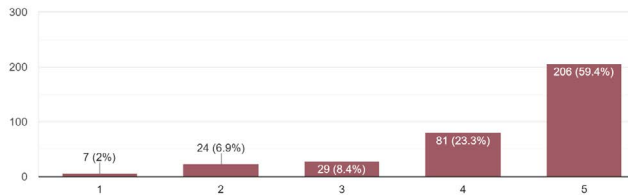


Figure 13: Working during different seasons

Feelings of loneliness and less social connection can result from working from home. घर से काम करने के कारण अकेलेपन की भावनाएँ और कम सामाजिक जुड़ाव महसूस हो सकता है।
347 responses

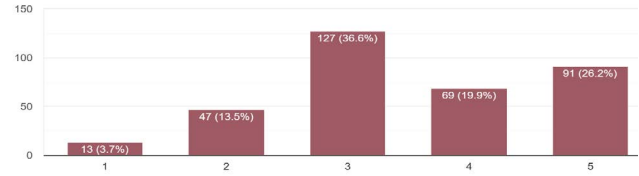


Figure 14: Social connection

Distractions from work, such as housework or family obligations, may occur when working from home. घर से काम करते समय काम से ध्यान भटक सकता है, जैसे कि घर के काम या पारिवारिक दायित्व।
347 responses

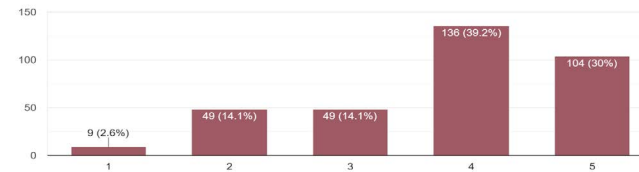


Figure 15: Distractions from work

Self-discipline and self-motivation are needed to work from home. घर से काम करने के लिए आत्म-अनुशासन और आत्म-प्रेरणा की आवश्यकता होती है।
347 responses

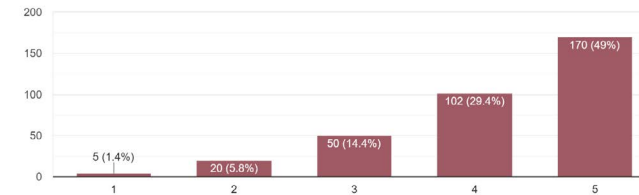


Figure 16: Self-discipline and self-motivation

One of the biggest challenges that respondents had when working remotely was collaborating or communicating with others (Flores, 2019) (Figure 17)

According to the data analysis, 19.9% of respondents highly agree, 15% agree, 42.9% are neutral, 17.3% disagree, and 4.9% strongly disagree. Would you miss work or miss out on opportunities for promotion if you worked from home? Since most respondents give a neutral response, they are neither confirming nor disputing the idea that working from home will hurt your chances of getting promoted or cause you to be late. Conditional on performance, employees working from home were less likely to be promoted than their office-based peers. This was

likely due to reduced training opportunities and less face-to-face contact with team leaders (Singh A. K., Impact of COVID-19 on the business sector market and evolution of the work from home concept, 2023) (Figure 18).

From the data analysis, 42.4% of respondents strongly agree, 22.8% agree, 21.3% are neutral, 8.4% disagree, and 5.2% strongly disagree. Office politics, the office environment, and other distractions are increasingly common when working from the office. So, most of the respondents strongly agree. The benefits of working and training remotely over typical office settings are becoming more widely acknowledged. This is because working



Collaboration and effective communication with coworkers may be hampered by working from home. घर से काम करने से सहकर्मियों के साथ सहयोग और प्रभावी संचार में बाधा आ सकती है।
347 responses

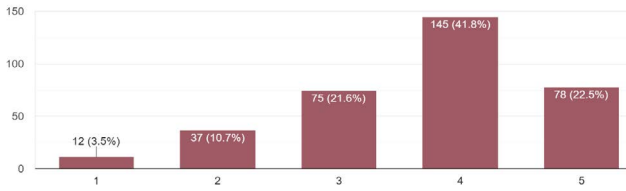


Figure 17: Communication with coworkers

Do you believe that it is challenging to determine your performance evaluation when working from home? क्या आप मानते हैं कि घर से काम करते समय अपने प्रदर्शन का मूल्यांकन निर्धारित करना चुनौतीपूर्ण है?
347 responses

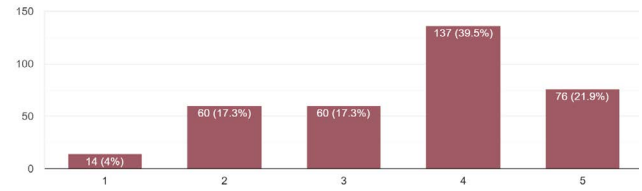


Figure 20: Performance evaluation

While working from home, would your promotion opportunity suffer, or would you be late? घर से काम करते समय, क्या आपकी पदोन्नति का अवसर प्रभावित होगा, या आपको देर हो सकता है?
347 responses

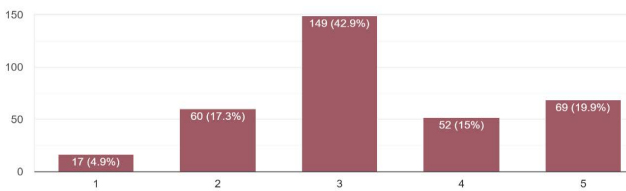


Figure 18: Opportunities for promotion

The absence of formal Work from Home Policies and Regulations by the government and office leads to a number of issues. सरकार और कार्यालय द्वारा पंचारिक अनुपस्थिति के कारण कई समस्याएं पैदा होती हैं।
347 responses

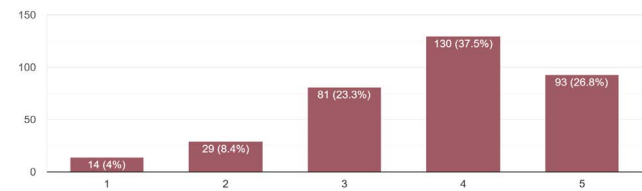


Figure 21: Policies and regulations by the government

Office politics, the office environment, and other distractions are increasingly common when working from office. कार्यालय से काम करते समय कार्या...ीति, कार्यालय का माहौल और अन्य विकर्षण आम होते हैं।
347 responses

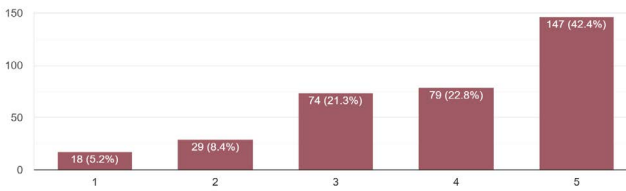


Figure 19: Office environment, and distractions

When evaluating performance, your organization gives more weight to what? प्रदर्शन का मूल्यांकन करते समय, आपका संगठन किस चीज़ को अधिक महत्व देता है।
347 responses

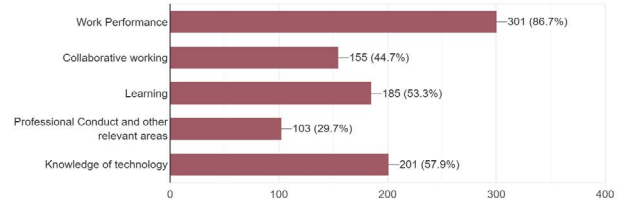


Figure 22: Performance evaluation weight

remotely often offers better comfort, lower levels of distraction, and higher levels of motivation overall (Buljan, 2021) (Figure 19).

From an examination of the data, it is difficult to assess your performance rating when working from home, according to 21.9% of respondents who strongly agree, 39.5% who agree, 17.3% who are neutral, 17.3% who disagree, and 4% who severely disagree. So, the majority of respondents indicate that they agree (Figure 20).

From data analysis 26.8% of respondents strongly agree, 37.5% agree, 23.3% are neutral, 8.4% disagree, and 4% strongly disagree. The absence of formal work-from-home policies and regulations

by the government and office leads to a number of issues. So, most of the respondents showed an agreeing response. To manage remote teams effectively, it's important to have clear goals, established communication procedures, and consistent feedback (Panchuk, 2023). Government rules and regulations need to be improved in order to effectively regulate and make WFH possible (Butakhieo, 2020). Numerous organizations have had to undergo substantial transformation as a result of the COVID-19 pandemic, reevaluating key elements of their technology and business process architecture in order to maintain operations while adhering to new guidelines and regulations

(Yogesh Kumar Dwivedi*, 2020). Both employers and employees need to be aware of these differences and make sure that both their place of residence and the remote work site abide by all applicable laws (Lahoti). Some laws pertaining to working from home that the Indian government needs to change include those that deal with medical claims, income taxation, leave policies, the Maternity Benefit Act of 1961, using office supplies and furniture in home offices, Internet and electricity bills, and non-deductible expenses (Singh A. k., 2023) (Figure 21).

Data research reveals that the company emphasizes work performance, technological knowledge, and learning when assessing employee performance. Of the respondents' 86.7%, place greater value on job performance, 57.9% place more value on technological knowledge, 53.3% place more value on learning, 44.7% place more value on collaborative working, and 29.7% place more value on professional conduct and other relevant subjects. Once people become familiar with working from home, they discover that technical knowledge is crucial for assessing their performance (Figure 22).

Based on a study of data since June 2023, it has been known that the attrition rate among women working in the technology sector is higher than ever, despite the fact that 38.3% of respondents strongly agree, 35.7% agree, 17.9% are neutral, 4.9 disagree, and 3.2% strongly disagree that companies strictly adhere to return to office standards. As a result, the vast majority of respondents say they strongly agree or agree. Remarks come in light of the increasing number of women employees, particularly from the IT sector, resigning after being called back to the office by their respective companies (Kharge, 2023). TCS claims that one of the main reasons why female employees are quitting their jobs so quickly is because the firm decided to stop allowing them to work from home (Haider, 2023) (Figure 23).

From data analysis 29.8% of respondents strongly agree, 39.3% agree, 15% are neutral, 11.6% disagree, and 4.3 % strongly disagree that there is a lack of access to opportunities for training and professional growth. So, most of the respondents showed an agreeing response. Employers and workers may benefit from greater freedom while working remotely, but managing certain aspects, including staff training and development, can be difficult

(Haque, 2023). The average number of learning hours per employee has decreased as a result of the back-to-office policy. The company's annual report states that from 121 in FY22 to 82 in FY23, the average number of learning hours decreased (Haider, 2023) (Figure 24).

According to data analysis, 31.2% of respondents strongly agree, 41.6% agree, 17.9% are neutral, 5.5% disagree, and 3.8% strongly disagree. A heavier dependence on technology—which is prone to network issues and other technical issues—could arise from working from home. Thus, the majority of respondents indicate that they agree. Employees are unaware of what WFH means and do not have access to the necessary tools for this shift, such as software, formal documentation, and a suitable workspace. If this practice is to become the new standard or a viable choice, proper training is necessary (Butakhieo, 2020). IT infrastructure deficiencies and security threats are problems that remote HR management faces. Providing dependable internet access, facilitating remote tools, and protecting confidential information are important issues (Haque, 2023). There are concerns about the sufficiency of mobile broadband connections in small towns due to the rise in fixed broadband demand brought about by the urban move to work from home (Nidhi Tandon, 2022) (Figure 25).

From the data analysis, 46.8% of respondents strongly agree, 19.7% agree, 18.5% are neutral, 11.8% disagree, and 3.2% strongly disagree that the sense of belonging and team cohesion may suffer from work-from-home employment. So, most of the respondents showed a strongly agreeable response (Figure 26).

Opportunities

From the data analysis, 52.2% of respondents strongly agree, 24.8% agree, 15.6% are neutral, 4.3% disagree, and 3.2% strongly disagree that people who work from home have more possibilities to improve their time management abilities. So, most of the respondents strongly agree (Figure 27).

Based on the data analysis, 40.9% of respondents strongly agree, 36.6% agree, 15.6% are neutral, 4% disagree, and 2.9% strongly disagree that employees who have the option to work from home report



Because all companies strictly adhere to return to office standards, it has been acknowledged since June 2023 that the attrition rate among women work...ओं के बीच नौकरी छोड़ने की दर पहले से कहीं अधिक है।
347 responses

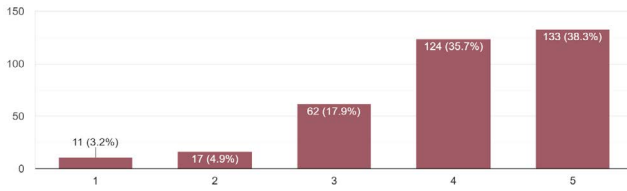


Figure 23: Return to office

The sense of belonging and team cohesion may suffer from work from home employment. घर से काम करने पर अपनेपन और टीम में एकजुटता की भावना प्रभावित हो सकती है।
346 responses

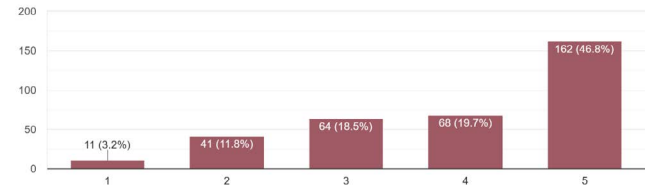


Figure 26: Team cohesion

Lack of access to opportunities for training and professional growth may occur from working from home. घर से काम करने से प्रशिक्षण और व्यावसायिक विकास के अवसरों तक पहुंच में कमी हो सकती है।
346 responses

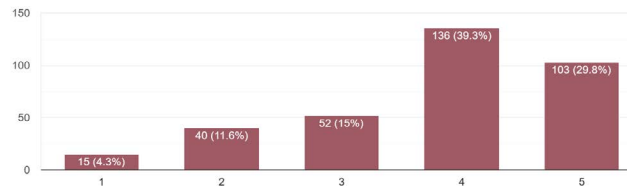


Figure 24: Training and professional growth

People who work from home have more possibilities to improve their time management abilities. जो लोग घर से काम करते हैं उनके पास अपनी सम...न क्षमताओं में सुधार करने की अधिक संभावनाएं होती हैं।
347 responses

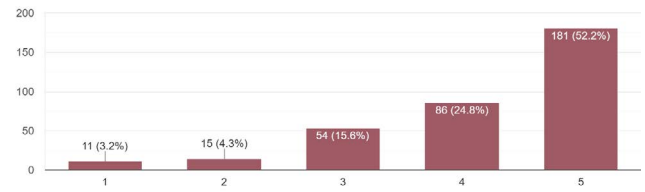


Figure 27: Time management abilities

Working from home could result in a greater reliance on technology, which is subject to connectivity failures and other technical problems. घर से काम...विटी विफलताओं और अन्य तकनीकी समस्याओं के अधीन है।
346 responses

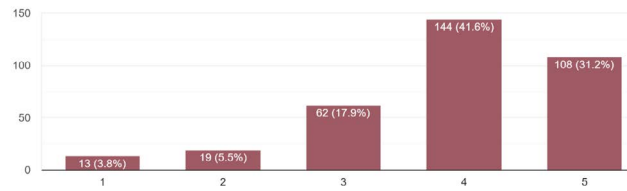


Figure 25: Dependence on technology

Employees who have the option to work from home report feeling more satisfied with their jobs since they may do so in a more relaxing and custom...धिक आरामदायक और अनुकूलित सेटिंग में कर सकते हैं।
347 responses

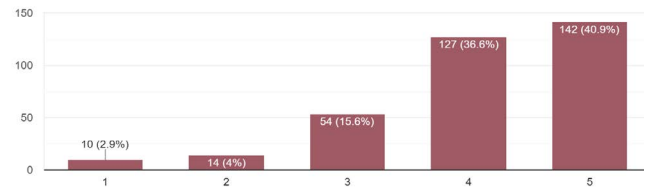


Figure 28: Feeling more satisfied

feeling more satisfied with their jobs because they can do so in a more personalized and relaxed environment. As a result, the majority of respondents indicate that they agree or strongly agree (Figure 28).

From the data analysis, 51.3% of respondents strongly agree, 27.1% agree, 14.1% are neutral, 5.5% disagree, and 2% strongly disagree with the idea people who live in rural areas or have physical restrictions, working from home expands their career options. So, most of the respondents strongly agree. New inhabitants might be advantageous for rural regions, and businesses located in places that were previously unappealing to workers would

now be able to hire staff members based in more desirable locales (Stephan Kaiser, 2022). Operating remotely lessens or removes onsite barriers for people with impairments, such as specific transit issues and wheelchair accessibility (Dyer, 2021). work from home opens a new door of opportunities for handicapped individuals (Manuela Pérez Pérez, 2002) (Figure 29).

Based on data analysis, the percentage of respondents who strongly agree that home-based employment contributes to more diversity and inclusion in the workforce is 27.7%; the percentage who agree is 46.4%; the percentage who disagree

is 16.1%; and the percentage who are neutral is 2.6%. So, the majority of respondents indicate that they agree (Figure 30).

From the data analysis, 42.4% of respondents strongly agree, 32.9% agree, 15.9% are neutral, 66.9% disagree, and 2% strongly disagree that for freelancers and independent contractors, working from home might result in more career opportunities. So, most of the respondents strongly agree (Figure 31).

Results of data analysis show that, when it comes to the possibility of companies saving money on office space and related expenditures, 48.4% of respondents highly agree, 26.8% agree, 17.9% are neutral, 5.5% disagree, and 1.4% strongly disagree. Thus, a majority of respondents indicate that they strongly agree. Employers may draw in skilled workers from across the country and drastically cut costs associated with office space and technology by allowing employees to work remotely (Panchuk, 2023) (Figure 32).

From the data analysis, 48.4% of respondents strongly agree, 28% agree, 15.6% are neutral, 6.6% disagree, and 1.4% strongly disagree, indicating that the cloud computing industry has a bright future after working from home. So, most of the respondents strongly agree. Because cloud storage offers so many advantages over local device data storage, it has completely changed the infrastructure of traditional data storage (Mehrey, 2020) (Figure 33).

The data analysis indicates that 30.8% of respondents highly agree, 47.1% agree, 16.1% are neutral, 4% disagree, and 2% strongly disagree that as more individuals opt to work from home, the SaaS (software as a service) industry will continue to grow. So, the majority of respondents indicate that they agree. Because work-from-home policies are accepted globally, after COVID-19, about 282 sites have been identified. To assist individuals who work from home and businesses that run their entire business from home, multiple organizations are offering free access to their premium technologies (Das, 2022) (Figure 34).

Analysing the data, 48.7% of respondents highly agree, 30.8% agree, 14.1% are neutral, 5.5% disagree, and 0.9% strongly disagree. Jobs from home allow companies to hire people from developing countries

at a lower cost and foster the development of new talent globally. In light of this, the majority of respondents agree that hiring labour from developing countries can result in lower labour costs. Although the virtual workspace has made it possible to access a wider range of talent globally, enhance work-life balance, and be more flexible, it has also highlighted a number of particular concerns (Shamsul Huq Bin Shahriar, 2022). Expanding one's pool of potential candidates through homework increases the likelihood of successful recruitment (kumar, 2022). Employees from anywhere on the globe may work from home without worrying about obtaining a passport or visa (Figure 35).

According to the survey, 60.2% of participants acknowledged that they spent up to Rs 10,000 on home office furniture. 30.3% of respondents claim that they spend up to Rs. 20000, 5.5% of respondents claim that they spend up to Rs. 30000, 2% of respondents claim that they spend up to Rs. 40000, and 2% of respondents claim that they spend more than Rs. 40000 (Figure 36).

Using data analysis of pie charts, 73.5% of respondents said that they needed to buy work-from-home furnishings to set up their home office. 26.5% said that they did not need to buy furniture because they were already at home. Based mostly on the increasing number of enterprises offering their workers the opportunity to work from home by using cloud-based solutions, the Indian work-from-home furniture market is expected to increase from \$2.22 billion in 2021 to \$3.49 billion by 2026. Additionally, there is a lot of demand coming from these online channels because of the growing trend of various furniture firms like Wooden Street, Furniture Walla, Pepper Fry, Rentomojo, Urban Ladder, and others (Madki, 2021) (Figure 37).

According to the poll, 51% of participants acknowledged that the option to work from home has resulted in a rise in their internet cost of Rs. 1000. 25.9% of respondents claim that there has been a rise of Rs 500, 18.7% claim that there has been an increase of Rs 2000, 2.6% claim that there has been an increase of Rs 3000, and 1.7% claim that there has been an increase of Rs 4000. So, we can say that most of the employees spend \$1,000 on internet bills while working from home (Figure 38).

Making use of pie chart data analysis, with 10.1%



For people who live in rural places or have physical restrictions, working from home expands their career options. जो लोग ग्रामीण इलाकों में रहते हैं या ...लिए घर से काम करने से उनके करियर के विकल्प बढ़ जाते हैं।
347 responses

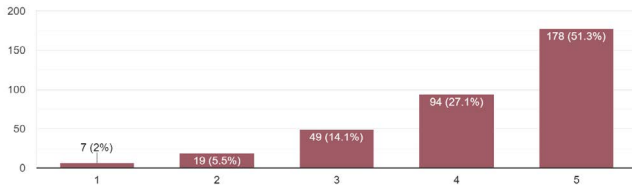


Figure 29: Career options

Companies have the chance to cut back on office space and related expenses thanks to remote employment. दूरस्थ रोजगार के कारण कंपनियों के पास क...लय स्थान और संबंधित खर्चों में कटौती करने का मौका है।
347 responses

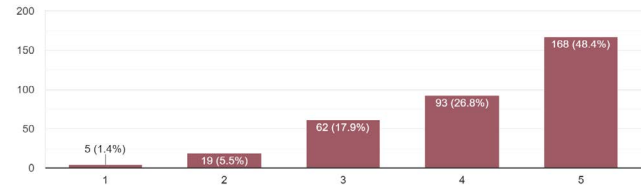


Figure 32: Office space

Greater diversity and inclusion in the workforce are made possible by home-based employment. घर-आधारित रोजगार द्वारा कार्यबल में व्यापक विविधता और समावेशन संभव हो पाता है।
347 responses

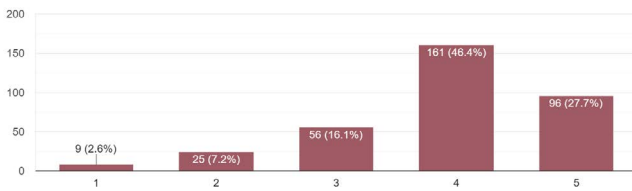


Figure 30: Diversity in workforce

Do you believe that the cloud computing industry has a bright future after working from home? क्या आपको विश्वास है कि घर से काम करने के बाद क्लाउड कंप्यूटिंग उद्योग का भविष्य उज्ज्वल है?
347 responses

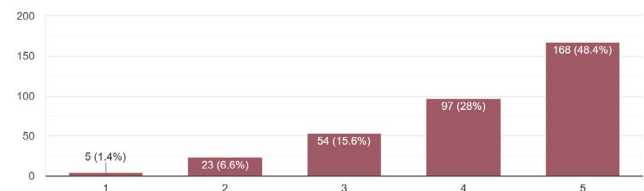


Figure 33: Cloud computing industry

For freelancers and independent contractors, work from home might result in more career opportunities. फ्रीलांसरों और स्वतंत्र ठेकेदारों के लिए, घर से काम करने से करियर के अधिक अवसर मिल सकते हैं।
347 responses

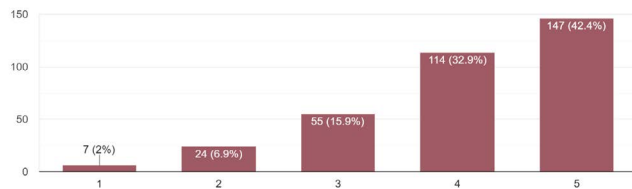


Figure 31: Career opportunities

Do you believe that SaaS (Software as a Service) businesses will continue to develop as more people choose to work from home? क्या आप मानते हैं ... जारी रहेगा क्योंकि अधिक लोग घर से काम करना चुनेंगे?
347 responses

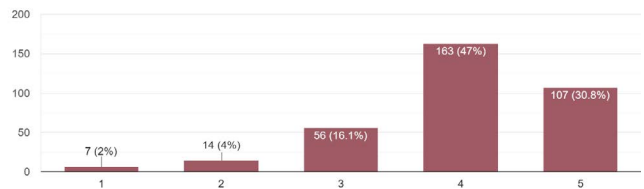


Figure 34: Software as a service

saying no and 18.5% saying maybe, most of the 71.4% of respondents claimed they had enough time for hobbies when working from home. This indicates that most respondents do have enough time for hobbies when working from home (Figure 39).

Using the data analysis of pie charts during the COVID-19 lockdown, 65.3% of respondents indicate they have consumed, made, or tasted something they have never eaten before; 17.6% may be, and just 17% say they have not. Thus, a significant portion of respondents acknowledged that they experiment with or eat different foods as they have lots of free time after working from home. While working from home, employees have enough time to enjoy their

lives and use that time to manage their work-life balance (Figure 40).

Threats

Based on data analysis the majority of respondents—28% strongly agree, 47.1% agree, 16.8% are neutral, 6.6% disagree, and 1.4% strongly disagree—believe that networking possibilities, face-to-face encounters, and socialisation are the most important aspects of working from home. So, the majority of respondents indicate that they agree. One disadvantage of working from home is that there is less possibility for social networking and face-to-face interaction with coworkers. When

Home-based work creates fresh talents around the world and gives employers the chance to hire workers at low cost from emerging nations घर से काम करने की संभावना के परिणामस्वरूप आपका इंटरनेट बिल कितना बढ़ गया

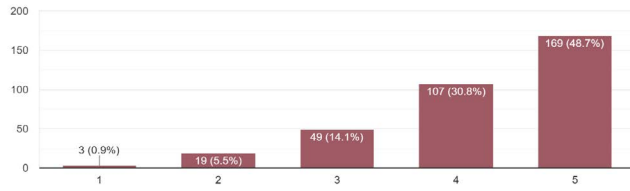


Figure 35: New talent globally

How much your Internet bill increased as a result of the possibility to work from home घर से काम करने की संभावना के परिणामस्वरूप आपका इंटरनेट बिल कितना बढ़ गया

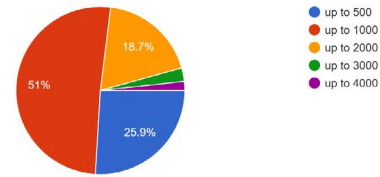


Figure 38: Internet Bill

How much did you spend on your home office furniture? अपने अपने गृह कार्यालय के फर्नीचर पर कितना खर्च किया? 347 responses

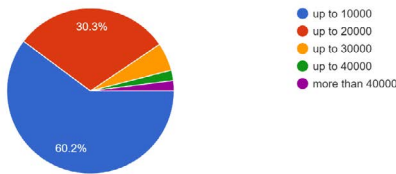


Figure 36: Spend on your home office furniture

Do you have enough time for hobbies while working from home? क्या घर से काम करते समय आपके पास शौक के लिए पर्याप्त समय मिलता है? 346 responses

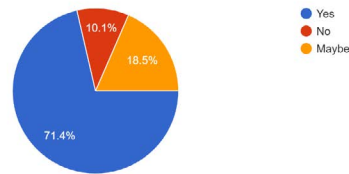


Figure 39: Time for hobbies

Do you need to buy Work from home furnishings to set up your home office. क्या आपको अपना गृह कार्यालय स्थापित करने के लिए घरेलू सामान खरीदने की आवश्यकता हुई है? 347 responses

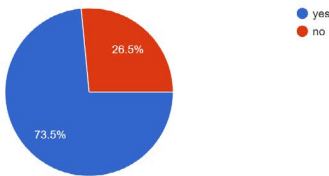


Figure 37: Buying furniture

Do you ever consume, make, or taste something that you've never tried before when working from home during Lockdown in COVID-19? क्या आपने कभी ...या, बनाया या चखा जो आपने पहले कभी नहीं खाया हो? 346 responses

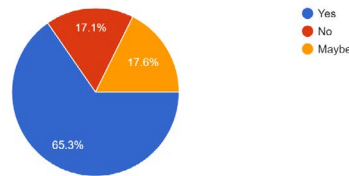


Figure 40: Tried before work from home

working from home, employees may experience loneliness because they are not surrounded by their coworkers (Kurland, 2002) (Figure 41).

Moonlighting

The term “moonlighting” describes the practice of doing two jobs or launching a side business while one is still employed at their principal place of employment. The idea of moonlighting is accepted in several businesses in India, where people work numerous jobs to augment their income. It is also not prohibited. The provisions of the employment contract and the rules and regulations that apply in the area where the employer operates will determine the precise consequences of breaking

a corporate clause that prohibits moonlighting (kamakotti, 2023). A worker who does a second job or does work while simultaneously maintaining a primary employment with a corporation is said to be moonlighting in hybrid work arrangement (Priyanka, 2023) (Figure 42).

Using the data analysis of pie charts just 24% of respondents said they had heard of the idea of moonlighting while working from home, whereas 61.3% said no and 14.7% said maybe, and thus, the majority of respondents reject the idea of moonlighting. 300 workers at Wipro were let off as part of a firm policy against moonlighting. The chairman of Wipro, Rishad Premji, stated that the business had discovered 300 individuals working

Do you believe that, when working from home, networking opportunities, in-person interactions, and socialization are most crucial? क्या आप मानते हैं कि, ...सर, व्यक्तिगत बातचीत और समाजीकरण सबसे महत्वपूर्ण हैं?
346 responses

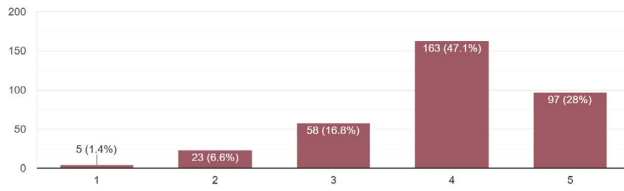


Figure 41: Socialisation impact on work from home

The lines between personal and professional life may become blurred when working from home, which would result in longer workdays. घर से काम करने...ती है, जिसके परिणामस्वरूप कार्यदिवस लंबा हो जाएगा।
346 responses

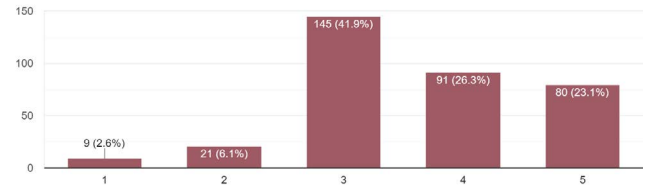


Figure 44: Personal and professional life

Did you hear the concept of moonlighting while working from home? क्या आपने घर से काम करते समय चांदनी की अवधारणा सुनी है?
346 responses

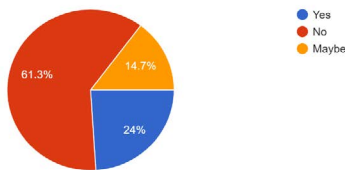


Figure 42: Moonlighting concept

Do you believe that there is less supervision from higher authorities when working from home rather than going to an office? क्या आप मानते हैं कि कार्याल... से काम करने पर उच्च अधिकारियों की निगरानी कम होती है?
346 responses

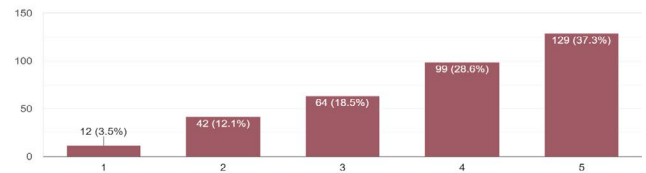


Figure 45: Supervision by higher authorities

Do you believe that while working from home, many fraudulent websites and authorities have the possibility to trap those who want to work? क्या आप... को फंसाने की संभावना होती है जो काम करना चाहते हैं?
346 responses

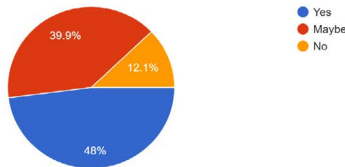


Figure 43: Response on fraudulent websites

for competitor companies on the side in the last few months and that such individuals had no place in the organisation (Shah, 2022).

Based on the data analysis of pie charts, While working from home, there is a chance that many bogus websites and authorities will snare individuals who wish to work; 48% of respondents say yes, 39.9% may be, and just 12.1% say no. Accordingly, a majority of respondents indicate “yes” or “maybe,” with very few saying “no.” Thus, it appears that the majority of respondents concur that there are several bogus websites and that law enforcement might potentially ensnare job seekers. The Indian Cybercrime Coordination Centre (I4C) states that in 2023, WFH and part-time employment scams

accounted for the largest proportion of cyber crimes registered in the nation, behind illegal applications for loans (Sharma, 2024). Two incidents that were discovered include fraud involving the provision of work-from-home jobs in Delhi, NCR. The first case involves losses of 8 lakhs, while the second case involves losses of 9.32 lakhs (Kumari, 2023) (Sengupta, 2023) (Figure 43).

From data analysis 23.1% of respondents strongly agree, 26.3% agree, 41.9% are neutral, 6.1% disagree, and 2.6% strongly disagree. The lines between personal and professional life may become blurred when working from home, which would result in longer workdays. So, most of the respondents show a neutral response (Figure 44).

The data analysis shows that 37.3% of respondents highly agree, 28.6% agree, 18.5% are neutral, 12.1% disagree, and 3.5% strongly disagree that working from home results in less supervision by higher authorities than going into an office. The majority of respondents indicate strong agreement. Lack of supervision may cause workers to put off doing their work and be less responsible for the tasks assigned to them. One drawback of working from home (Bhatnagar, 2020) (Figure 45).

Table 1: Description strengths and weaknesses of work from home after analysis of primary data

Strengths	Weaknesses
<ol style="list-style-type: none"> 1. Managing personal and work obligations can be done with more flexibility. 2. Increased employee accountability and responsibility. 3.Reduces the need to commute, saving time and lowering stress. 4. offers a comfortable and familiar setting, which boosts productivity. 5. It is economically beneficial to both employers and employees because it saves money in numerous ways. 6. Increased independence and autonomy in task management. 7. Encourages consistent attendance at work and lowers absenteeism. 8. Attend classes from home throughout the cold winter months, burning summer , and heavy rainy seasons. 	<ol style="list-style-type: none"> 1. Feelings of loneliness and less social connection. 2. Distractions from work, such as housework or family obligations, may occur. 3. Self-discipline and self-motivation are needed. 4. Collaboration and effective communication with coworkers may be hampered. 5. Would the promotion opportunity suffer, or would you be late? 6. Office politics, the office environment, and other distractions are increasingly common. 7. Challenges to determine your performance evaluation. 8. Policies and regulations by the government and office lead to a number of issues. 9. The company emphasises work performance, technological knowledge, and learning when assessing employee performance. 10. The attrition rate among women working in technology is higher. 11. Lack of access to opportunities for training and professional growth. 12. Greater reliance on technology, which is subject to connectivity failures and other technical problems. 13. A sense of belonging and team cohesion may suffer.

Source: - Personal writings of the authors

Table 2: Description opportunities and threats work from home after analysis of primary data

Opportunities	Threats
<ol style="list-style-type: none"> 1. Possibilities to improve their time management abilities. 2. Feeling more satisfied with their jobs since they may do so in a more relaxing and customized setting 3. People who live in rural (village area) places or have physical restrictions expand their career options. 4. Greater diversity and inclusion in the workforce are made possible. 5. For freelancers and independent contractors, this might result in more career opportunities. 6. Chance to cut back on office space and related expenses 7. The cloud computing industry has a bright future. 8. SaaS (software as a service) businesses will continue to develop 9. Fresh talents from around the world give employers the chance to hire workers at low cost from emerging nations. 10. Opportunity in the furniture industry 11. Enough time for hobbies 12. Enough time for you so you can consume, make, or taste something that you've never tried before. 	<ol style="list-style-type: none"> 1. Networking opportunities, in-person interactions, and socialization are most crucial. 2. Concept of Moonlighting 3. Fraudulent websites and authorities have the possibility of trapping 4. The lines between personal and professional life may become blurred. 5. Less supervision from higher authorities

Source: -Personal writings of the authors.

Virtual Recruitment

Video conferencing technology was quickly adopted for virtual job interviews because of the COVID-19 epidemic, and it seems that this procedure is now a standard part of the hiring procedure (Srivastava, 2023). Virtual interviews are now considered normal

practice in various businesses (The Interesting Impact of Remote Work on the Hiring Process, 2023).

RESULT AND CONCLUSION

Primary data is collected according to SWOT analysis to find out what the strengths, weaknesses



(Table 1), opportunities, and threats of working from home (Table 2). From strengths analysis it encourages consistent attendance at work, lowers absenteeism, and allows students to attend classes from home throughout any season, which is economically beneficial to both employers and employees. From weaknesses analysis, less social connection, and promotion opportunities, it is challenging to determine your performance evaluation, the attrition rate among women, policies, and regulations by the government, greater reliance on technology and access to opportunities for training and professional growth find out. Improve management abilities, who live in rural places expand their career options, freelancers more career opportunities, cut back on office space, bright future for the cloud computing industry, SaaS (software as a service) businesses, and opportunity for the furniture industry. Fresh talents around the world are being discovered. Threat analysis networking opportunities, concept of moonlighting, fraudulent websites possibility to trap, less supervision from higher authorities is found out (Figure 43).

Based on 108 countries, India ranks 64th in the world for remote work performance, according to the Global Remote Work Index 2023 study. For cybersecurity company Nord Layer, the four primary concerns are cyber safety, economic safety, digital and physical infrastructure, and social safety, so we can say that these basic factors also play a main role while working from home for a long period of time. From the SWOT analysis, when we add strengths and opportunities from the positive side, a total of 20 outputs are found, and when we add weaknesses and threats from the negative side, a total of 18 outputs are found. So, we can say that the positive side outweighs the negative side of working from home. But there is a negative aspect too, so we need to manage that negative aspect while working from home.

Future Recommendation

Strict guidelines and restrictions for working from home should be in place, along with an advisory council for WFH. It is possible for a fake employee to exist under the WFH option. Any home-based service provider, including freelancers, may fabricate

expenditures in the name of their business. Therefore, only tax-paying employees should get their salaries in this manner—that is, to be paid electronically to their accounts for all workers who work from home. If you work from home, there should be an office deadline. One does not automatically become available to you around the clock just because one works from home. If you arrive at work after hours for more than three days in a month, your salary will be reduced by one day. You are authorized to avoid your daily meetings. Employees should be encouraged to work from home rather than being coerced into doing so, and all office meetings must be recorded.

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