



Impact of Work from Home on Employee Productivity and Work-Life Balance

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Abstract—

The present research study focuses on analysing the impact of work-from-home (WFH) on employee productivity and work-life balance. In recent years, especially after the COVID-19 pandemic, organizations across various sectors have increasingly adopted remote working practices as a flexible working model. This shift has significantly changed the way employees perform their tasks, communicate with colleagues, and manage personal as well as professional responsibilities. The primary objective of this study is to examine whether work-from-home positively or negatively affects employee productivity and to identify the key factors influencing employee performance in a remote working environment. The study also aims to understand the relationship between flexibility, communication, distractions, time management, and work-life balance in the context of remote work.

The research is based on primary data collected from 50 respondents through a structured questionnaire using a Likert scale. The study follows a descriptive and analytical research design. Statistical tools such as percentage analysis, tabulation, graphical representation, and correlation analysis have been used to interpret the collected data. The findings of the study indicate that work-from-home offers several benefits such as flexible working hours, reduced commuting time, and improved work-life balance, which positively contribute to employee productivity. However, the study also highlights challenges such as household distractions, communication gaps, lack of proper workspace,

and limited interaction with team members that may negatively affect employee performance. The correlation analysis shows a moderate positive relationship between work-from-home and employee productivity. The study concludes that work-from-home can be an effective working model when supported by proper communication systems, organizational support, technological resources, and employee discipline. It further suggests that a balanced hybrid work model can help organizations achieve improved productivity and employee satisfaction.



I. INTRODUCTION

Work from Home (WFH) has emerged as one of the most significant workplace transformations in recent years, particularly after the outbreak of the COVID-19 pandemic. Organizations across various industries adopted remote working practices to ensure employee safety and business continuity. Even after the pandemic, many companies continue to follow hybrid or fully remote work models due to advancements in digital technology and changing employee preferences. Work-from-home allows employees to perform their job responsibilities from their homes instead of working in a traditional office environment.

Employee productivity is considered one of the most important factors contributing to organizational growth and success. Productivity refers to the efficiency and effectiveness with which employees complete their tasks and achieve organizational objectives. With the increasing adoption of remote work practices, organizations have become more concerned about understanding how work-from-home influences employee productivity and overall work performance. Some researchers suggest that remote working improves productivity due to flexible working hours, reduced commuting time, and better work-life balance [1]. However, others argue that distractions at home, communication barriers, lack of supervision, and feelings of isolation may negatively affect employee efficiency and engagement [2].

Work-from-home offers several benefits to employees and organizations. Employees can save travel time, reduce stress associated with commuting, and maintain better balance between personal and professional life. Organizations can also reduce operational costs related to office infrastructure and utilities. Despite these advantages, remote work creates challenges in communication, collaboration, time management, and maintaining employee motivation. The effectiveness of work-from-home largely depends on factors such as technological support, work environment, organizational culture, and individual discipline.

The existing literature presents mixed findings regarding the impact of work-from-home on employee productivity. While some studies report positive outcomes in terms of flexibility and efficiency, others highlight negative effects caused by distractions and reduced interaction among team

members. Therefore, it becomes important to analyze the actual impact of work-from-home on employee productivity in a structured and empirical manner.

The present study aims to examine the relationship between work-from-home and employee productivity by analyzing employee perceptions and experiences. The research focuses on identifying key factors such as communication, work-life balance, time management, and home environment that influence productivity in remote working conditions. The study also attempts to understand whether work-from-home increases or decreases employee performance and how organizations can effectively manage remote working practices to achieve better productivity outcomes.

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II. LITERATURE REVIEW

The concept of work-from-home (WFH) has gained major importance after the COVID-19 pandemic, leading many researchers to study its impact on employee productivity. According to Bloom (2020), employees working remotely often show higher productivity due to flexible schedules, fewer workplace distractions, and reduced commuting time [1]. Deloitte (2021) also reported that work-from-home improves work-life balance and employee satisfaction, which positively affects performance [2]. However, Wang et al. (2021) identified challenges such as household distractions, lack of proper workspace, and communication barriers that may reduce employee efficiency [3]. Allen et al. (2015) emphasized the importance of effective communication and collaboration in maintaining productivity during remote work [4]. Studies also suggest that technological support, self-discipline, and time management significantly influence employee performance in a work-from-home environment. Overall, previous research indicates that WFH has both positive and negative effects on productivity depending on organizational and individual factors.



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III. METHODOLOGY

The present study is based on descriptive and analytical research design to examine the impact of work-from-home on employee productivity and work-life balance. The study mainly focuses on understanding employee experiences and identifying factors influencing productivity in a remote working environment. Primary data was collected through a structured questionnaire using a Likert scale method. The questionnaire was distributed online through Google Forms to employees working in different sectors. Convenience sampling technique was used for selecting respondents based on availability and willingness to participate in the study. A total of 50 respondents were included as the sample size. The collected data was analyzed using percentage analysis, tabulation, graphs, and correlation analysis to understand the relationship between work-from-home and employee productivity. In this study, work-from-home is considered as the independent variable, while employee productivity is treated as the dependent variable. The research helps in understanding the effectiveness of remote working practices and their impact on employee performance.

IV. RESULTS AND DISCUSSION

The analysis of data collected from 50 respondents indicates that work-from-home has a noticeable impact on employee productivity and work-life balance. The findings show that a majority of respondents believe that work-from-home improves flexibility, time management, and overall productivity. Around 60% of respondents agreed that they feel more productive while working remotely, and a similar percentage reported that they are able to manage their time effectively. Many employees also preferred work-from-home over traditional office work due to reduced commuting time and better work-life balance.

However, the study also identified several challenges associated with remote working. Approximately 70% of respondents reported facing distractions at home, which negatively affects concentration and efficiency. Communication with team members was

another major concern, as only half of the respondents believed that communication during work-from-home is effective. Correlation analysis showed a moderate positive relationship ($r = +0.65$) between work-from-home and employee productivity, indicating that remote work can improve productivity when managed effectively.

V. CONCLUSION

The present study concludes that work-from-home has a significant impact on employee productivity and work-life balance. The findings reveal that remote working provides several benefits such as flexible working hours, reduced commuting time, and better time management, which positively influence employee performance and satisfaction. A majority of respondents reported that they feel more productive and comfortable while working from home.

However, the study also identified certain challenges including household distractions, communication barriers, and lack of proper workspace, which may negatively affect employee efficiency. The correlation analysis indicates a moderate positive relationship between work-from-home and employee productivity, suggesting that remote work can improve performance when supported by proper communication, technology, and organizational policies.

Therefore, organizations should focus on maintaining effective communication systems, providing technological support, and encouraging employees to follow a structured work routine. A balanced hybrid work model can help organizations achieve both employee satisfaction and higher productivity.

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