An Analysis on the Work from Home Trends and Concerning Behavioral Disorders

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Abstract

This study is based on work-from-home trends and it impacts on an individual's behavior. In modern days working from home is the trend that can able to improves the health of well-being of individuals. In Covid 19 pandemic situation, this model helps the world to continue the working process from the individual's comfortable position. These trends make a positive impact on the working process and also make an effective impact on the employees and their psychological perspective. This study has shed light on the impact of the work-from-trend and also highlight the issues of work from home model. From this article's review, it has been seen that due to work-from-home facilities people are facing different kinds of problems that make effects their psychological status. They are not showing interest to communicate with others or interact with others people in society. In India, 3-4million people are facing these kinds of issues and also lose their personalities. This study has also highlighted the significance of working from home and there are various issues that also influence behavioral disorders. Remote work is the process that is responsible for the isolate of employees and they are not even trying to communicate with society. The aim of this study is to monitor the influence of work from home trends on the mental condition of employees This study has used a secondary qualitative method to get the desired results from the study and it helps to gain more knowledge on the specific subject matter.

Keywords

Absence of motivation, Anxiety, Ineffective communication, stress, WFH model,.

INTRODUCTION

Work-from-home is the concept that improves the employee's well-being and health. This concept is believed in remote work that helps to continue the work from the home or remote location. In covid 19 pandemic situation, Work from home facilities helps employees to save their job in critical and emergency situation. On other hand, it can be said that working from the preferable zone or home and that is able to eliminate the commute needs that can be much more stressful for individuals or employees. Accordingly, this is time-saving, it has not needed any kind of transportation cost, and provides the opportunity to spend more time with the family. A recent study shows that in the modern era, multiple companies are trying to recruit employees globally, and also provide them with work-from facilities for the betterment of their organization. The work-from-home facilities provide various opportunities as well as it also makes a huge impact on the behavior of individuals. From recent statistics, it has been seen that in 2021 25-30% workforce was conducted remotely, and more than 95% of Indian businesses chose work from home model to get the desired result from the business [1]. In addition, 87% of employees prefer the works from home and 45% of individuals try to adopt a 100% work-from-home model and 42% would like to implement a hybrid work model. All the model has a major impact on behavioral factors and it is responsible for the lack of social interaction, lack of maintaining the proper routine, and many more. On the other hand, this facility is responsible for loneliness, and it is also a barrier to interacting with the other person. Due to work from the home model, people are not showing interest to communicate with others physically and increases depression and anxiety among individuals [2]. These factors hamper psychological health and increase behavioral disorders also. This study will shed light on the impact work from home trends and also try to highlight the significance of WFH in behavioral disorders. According this study will discuss the issues and mitigation strategies of working from home with behavioral disorders.

LITERATURE REVIEW

Impact of Work from home (WFH) trends

The work-from-home trend is become popular due to the sudden appearance of Covid 19 that assists companies in the continuity of their operating process through access to the main system of the business operations. This factor reflects that the remote work guides provide to have the choice of a working environment and help individual employees to work from any location. The IT companies such as Cognizant, Amazon, Flipkart, Snapdeal, Uber, Ola, Swiggy, Paytm, Wipro, and Tech Mahindra had introduced work-from-home policies and prioritized data privacy and enhanced connectivity [3]. This factor assists the government in taking quick decisions by considering the WFH impact with the ministry for coordinating and delivering services remotely. Remote work allows companies to go through a massive transition that assists to adopt the hybrid and work-from-home models in the long term and maintain productivity effectively. This factor helps to attract talent by providing the facilities to improve the quality of work-life

balance through the flexibility of schedules without any interruption of others employees.

The WFH process also expands the opportunities through the utilization of online meeting schedulers such as Zoom, Google meet, and Skype for discussing business activities through effective communication. Remote employees work an extra 1.4 days per month compared to office work that leads to getting results of three additional weeks of work every year [4]. This factor shows the enhancement of productivity among the employees in a short time period and through promoting the quality of interaction among the employees and resolving their doubts effectively. The development of communication among the employees and managers has improved by sharing detailed information about the business activities and saves a lot of time in the working process. The WFH was also introduced in the first place to reduce the impact of Covid 19 virus that helps to improve the safety and measurement of employees in the workplace. This factor assists it decreases the in-person interactions and enhances job satisfaction among the working employees through the application of the WFH model in the firms.

The pandemic creates a focus on the employees to work on the WFH model without any preparation and guidelines that highlight the organizational design shock. The Indian economy shows that 49-57% of WFH activity leads to increased anxiety among employees and develops insecurity of employment and reduces productivity [5]. The lack of knowledge related to business models, operational activities, job design, HR practices, organizational culture, and more in the WFH context that leads to procrastination and loneliness among the employees. The influence of WFH guides the employees in understanding the way home-based work characteristics on the working environment in shaping the employee's experience. This factor develops the absence of feelings professionals and social isolation as the impact of a lack of sense of belongingness that causes to feel detachment from the working objectives.

Significance of WFH in the behavioral disorder

The WFH model assists companies in emerging telecommunication technologies in the working process for developing flexibility in operating processes and provides better quality of work-life balance. The application of the WFH model guides to reducing the expenses of the business operation by lessening the required office space and focusing on setting up a remote work system effectively. The survey shows that 16- 65% of staff had completed the job responsibility through the WFH model during the pandemic and maintained the operating process of firms effectively [6]. On the other hand, it has been seen that this working process helps the employees to choose their working hours that allows for developing the individual's approach to promoting a healthier lifestyle. The promotion of motivation and guidance from the managers help to resolve the employee's problems related to the working process and develops the

quality of mental health effectively. This factor guides in maintaining the mental health of the individual employees in improving the indoor environment quality factors such as lighting, temperature, humidity, air quality, and more.

The workers of the organizations are responsible for setting up the workplace with suitable conditions at the home for providing better quality work outcomes. The application of digital technology guides employees to get the facilities to smart work hubs in providing the teleworkers geographical and temporal flexibility in the operating process. As opined, the WFH causes the reduced opportunity to socialize with other staff and decreases physical movement that affected the health condition of individual employees negatively. The lack of physical movement increases the risk of improving the risk of heart disease, obesity, high blood pressure, and high blood cholesterol [7]. This factor leads to a lack of sleep, and an increment of knee and shoulder injury, and is also one of the causes of depression and anxiety among the WFH employees of the businesses. The development of extended screening hours guides to develop the fatigue, tiredness, headaches, and eye-related symptoms that caused blurred work-life boundaries and develop mental detachment from the work.

The increment of workload on the employees faces difficulty to deliver the work on time and extending the timeline of business activities that enhances work stress and anxiety. The interruption of work-life boundaries causes the disruption of the relationship between parents, relatives, and other staff that reflects the influence of emotional exhaustion due to overtime business activities of the companies [8]. The social and behavioral factors assist the workers to manage the chaotic environment and developed the distraction and affected the parenting process negatively. This factor leads to managing the performance of homeschooling for their kids and developing the quality of distraction among the employees and kids in the working process of firms.

Issues of the WFH and its influence on behavioral disorder

The work-from-home policies affected the working culture of telecommuting that causes distraction in creativity and innovation in completing the business operation effectively. The lack of human touch in the working process causes the employees to feel discouraged in maintaining the work performance and affected the collaborative work negatively. Poor employee engagement increases the stress and anxiety among the working staff that leads to high employee turnover in the companies [9]. This factor reflects that communication through calls and email did not create any meaningful relationships with coworkers that causes obstacles to getting fruitful results in the collaborative working process. The disruption of the collaborative working process causes not understanding of the company's value in the creation of working objectives and leads to face loopholes in the communication process. This factor increases the conflict between the working for the team due to the lack of

transparency about each other and highlights the lack of group meetings occurrence for discussing the meeting details.

On the other hand, the examination of people's tweets related to the WFH concept got 100,000 tweets for analyzing the employee's reactions to the remote working process and motivating the employees to achieve the job targets [10]. The role blurring assists to limit of work and home realm that creates difficulty in maintaining the job and family relationship due to the absence of proper physical boundaries. This role blurring leads to developing conflict in the work-life due to increment of the job pressure that extends the correlations on the employee's access and builds weak decisions and schedule power in operating the business activity. The digital working process causes the workers to feel isolation, irritability, worry, and guilt that signs of stressful mental health symptoms and decreases the qaulity of performance management of the individual employees.

The survey conducted in April 2020 showcased that working women felt overwhelmed due to managing work stress and family stress and experienced the symptoms of burnout and stress. This factor indicates the insufficient support of the workplace in maintaining the daily work in the workforce and family assistance to develop mental stress and decreases performance effectively [11]. The absence of intercommunication among the employees causes a developing amount of conflict in managing the working objectives and increases the lack of transparency about each other working areas. This factor reduces the effectiveness of the communication with the stakeholders and leads to face loss in operating the business activity in India.

Strategies to reduce the effect of behavioral disorders

The Work from home trend causes to face challenges in stress and anxiety due to a lack of communication among the employees and managers related to the working process. This factor highlights to see behavioral disorders such as feeling isolated, and depressed, and also facing physical challenges such as obesity, risk of heart disease, and high blood pressure. The application of effective strategies helps to reduce the impact of behavioral disorder among the working employees of the organization are mentioned below:

- The analysis of performance metrics assists the managers to identify the gaps in understanding the working objectives for maintaining the organizational workflow. The analysis of completing tasks helps to determine root causes and build a system in supporting the employees with effective goals [12]. This factor guides to construction of purposeful communication for avoiding conflicts among the collaborative team and enhances the team's performance effectively.
- Setting goals allows managing the realistic perceptive for developing the decision-making process in determining the pathway in fulfilling the specific objectives and project designing process.

This factor assists in enhancing the team performance through critical thinking about the working circumstances and meeting deadlines in producing high-quality work in the operating process.

- The development of communication and decision-making process guides to improve accountability by priority for meeting the specific standards that offer constructive feedback in enhancing the engagement among the team members. This factor assists to meet deadlines producing high-quality work and resolving the employee's problem effectively [13].
- The construction of feedback opportunities helps to provide guidance from the team leaders in proceeding with the working process of the organizations in managing the workflow efficiently. This factor guides to offer of incentives by providing rewards according to their performance for developing satisfaction in the working employees and motivates them to complete their work successfully.

METHODOLOGY

Introduction

The methodology assists to resolve the research problem to understand and analyze the WFH trend analysis that determines the impact of the behavioral disorders on the employees. The deductive approach, explanatory method, and descriptive design help to collect the secondary data and analysis the psychological effect of Working from home on the lifestyle of the employees.

Research approach

The deductive approach helps to enhance the logical approach for tracking down the data collection progress by generalizing the ideas in outlining the conclusion through specific observations in this study process. The application of this research approach assists to understand the impact of the remote working model on the employee and its response to the workforce that helps to monitor the performance of employees. The factor guides to observe of the existing circumstances during the Covid 19 and the implementation of the WFH model in the organizational process. The deductive approach also helps to analyze the secondary data from the existing journals and articles to measure the employee's behavioral disorder as the influence of the WFH model [14].

Research method

The explanatory method helps to enhance the investigation process to know more about the research topic and define the research issues by monitoring the research background effectively. This method determines the influence of the sudden changes in the organizational process and its impact on the employees and their performance management in maintaining the workforce efficiently. This factor assists to

well - research about the WFH trends and their effect on their behavioral disorder for determining the needs of the employees in the firms through secondary data collection. The explanatory method guides to determining the root causes of the behavioral disorder among the working employees in the WFH model of the firms by analyzing the existing literature effectively.

Research design

The descriptive design allows for describing the identify the study design and determining the research problem for the continuity of the research process and measuring the research trends appropriately. This design assists to develop the opportunity by observing the secondary data of the existing literature on the WFH model trends and its impact on the behavioral disorder of the employees. This factor helps to describe the factors related to work from the home process and its impact on the employees by analyzing the affecting factor of the organizational process. This analysis assists to motivate the employees by resolving the behavioral disorder among the employees and develop the quality of organizational functions [15].

Data collection

The secondary data collection assists to gather the existing literature on the work-from-home trends for monitoring the workload impact on the mental health of employees effectively. The gathering of data is related to constructing the research process to understand the employee's adoption of the WFH model in the organizational functions and monitor the existing literature effectively. This monitoring helps to determine the gaps in the WFH model and its effect on the behavioral disorder that helps to fulfill the purpose of the research work. The analysis of existing literature guides going through a wide range of information and gathering an extensive number of details in research planning in this research.

Data analysis

The secondary data analysis guides the monitoring of the resources utilize in the existing literature on work-from-home trends and monitors the causes of dissatisfaction among employees in the organizational functions. This factor assists to board perspective on analysis of the contribution of constructing high-quality databases in resolving the WFH issues effectively. The availability of existing resources on the WFH trends and its impact on behavioral disorders such as *stress, isolation, and the absence of self-initiated creativity* in maintaining the workflow efficiently [16]. This factor identifies the issues among the employees in the WFH model and causes behavioral disorder in the operating process of firms and impacts motivation among the employees.

Reliability and validity

The reliability and validity assist to gather data related to

the WFH trends from reliable resources such as the latest journals and articles for getting proper insights about the working topic. The development of accurate secondary data helps to remove the bias in finding the literature on WFH trends and their impact on organizational function. The enhancement of validity of gathered data for measuring the quality of producer used in the gathered data and analysis them effectively. This factor also provides information on the behavioral disorder among the working staff as the impact of work from the home process and its influence on their performance.

Conclusion

This methodology assists to improve the insights about the working process of the WFH model and analysis of the employee's responses in adopting the new working culture of fulfilling the organizational objectives effectively. The secondary data collection and analysis allows in the understanding of the behavioral disorder among the employees and their impact on the business performance of the businesses.

DISCUSSION

Result

The data analysis of the past literature shows that the Indian organization had applied the work-from-home model in the organizational function due to the influence of strict rules and regulations of Covid 19. This factor leads to closing the office process of maintaining sanitization in the pandemic situation and reducing the impact of infection among the employees that introduce the WFH model. The employees of the organizations had continuity in the operating process for motivating the employees by resolving work-related issues and reshaping the organizational culture effectively [17]. This factor assists to provide the training and development program in upgrading the skills of the individual employees such as leadership, decision making, and critical thinking in developing the performance in the working process. This development of communication allows for expanding opportunities in the workplace by enhancing the decisions process efficiently. The improvement of decisions among the team members in collaborative work assists to improve the flexibility that increases the business's values positively.

On the other hand, the existing literature reflects that 29% of remote employees had faced a struggle to balance their work life and reduced employee performance negatively in India. This factor allows for measuring performance management and shows the stress and anxiety impact on working work that increases the conflict in managing the business activities [18]. 31% of employees need a day of for maintaining their mental health of the employees and this reflects the symptoms of obesity and high blood pressure among the employees. This factor highlights the influence of ineffective communication with the other team members in the collaborative work and lack of transparency about the

business activities

Discussion

The above analysis of the existing literature on the WFH trends reflects that Indian companies increased productivity in 77% of the remote working processes and resolve the bussiness related issues effectively. 30% of the work of the businesses had done in less time and 24% of more business work in a short time period that causes the businesses to improve their business performance in the working process of the firms [19]. This factor assists to motivate the employees through proper guidance of the managers in providing the pathway of getting success in completing the business objectives. The providing of motivation causes employees to enhance their mental health of employees and improve the quality of job security in the operating process. The Pomodoro technique assists to decompress the working process of employees and develops the mind focus by refreshing working activities. The application of this technique helps to identify the task then set a timer for fulfilling the task without any distraction, take a break of 5 minutes, and repeat this process 3 times.

This factor helps to increase the focus of the employees on the working objective and dissolve the problems in a fixed time for developing their performance effectively. This performance-developing process guides the mental stress of the employees and provides satisfaction in the working process. On the other hand, the WFH model creates distance due to the lack of efficient communication between the team leaders and the team members [20]. This factor increases the conflict between the working process and the organizational objectives that create difficulty to fulfill long-term goals in a short period of time. This factor increases among the employees that reduce their performance in completing the task on time and decreases the business performance of the Indian companies.

CONCLUSION

From this study, it has been seen that work from home model is a modern concept that put its a positive and versatile impact on businesses and industries. In India, this concept helps the employees to continue their work from the desirable location and home as well. Some industry or organizations uses the hybrid work-from-home model to get a satisfying result from their business. It helps the employees to spend more time with their families. On the other hand, the work-home model has also some negative sight that makes a psychological impact on the individual's mind. Working from models reduces interaction with other people and the employees also not showing interest to communicate with the physical world. Accordingly, this process influences the individuals to get unprofessional due to not maintaining the schedules. They are not maintaining their schedules and time. It hampers health and also make an impact on behavior also. This process is responsible for loneliness and increases depression as well. This study has discussed the mitigation strategies for reducing these factors and also highlight the impact on individuals. The sudden spread of Covid 19 pandemic has triggered the trend of work-from-home culture by which companies can maintain their business continuity. Some of the significant IT companies are Flipkart, Paytm, Wipro, Tech Mahindra, and Amazon, they also promoted the work from culture to improve connectivity. From this study, individuals can also get an idea of hybrid and work from the culture in order to maintain the productivity of their business. Companies have been using different platforms such as Skype, zoom meet, and Google meet and promote communication. On the other hand, WFH culture can lead to the uncertainty of employees related to their job. Therefore, job uncertainty can be observed among them and the rate is 49-57%. Due to the WFH activities, telecommunication become enhanced and the flexible work process enhances the quality of life. The application of digital technology guides employees to get the facilities to smart work hubs in providing the teleworkers geographical and temporal flexibility in the operating process. According to the survey, there are 16- 65% of staff had completed the job responsibility through the WFH model during the pandemic and maintained the operating process of firms effectively.

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