

## **WORK FROM HOME DURING COVID-19 PANDEMIC: AN IMPACT ASSESMENT OF CYTIVA PVT. LTD.**

*Jitendra Kumar & Prof. Sharad Prawal*

*Department of PMIR, Patna University, Bihar, India*

### **ABSTRACT**

*The COVID-19 pandemic has had a significant impact on our work and personal lives. Companies, organizations, and institutions boosted their efforts in response to national and local containment policies (International Labour Office, 2020). To stay safe, employees should work from home. WFH was founded in the early 2000s, at a time when telecommuting technologies were becoming more prevalent began to develop, and workers were able to work from home to avoid commuting, schedules can be more flexible, resulting in a better work-life balance (Lina, 2021).*

*Finding the right work-life balance is a challenge for all employees. Employees' ability to successfully combine work, family responsibilities, and personal life is critical for both employers and employees' family members (Baruch, Y. 2000).*

*Companies are now evaluating whether operating costs could be drastically reduced by reducing the amount of office space required. In addition to the benefits to businesses, WFH has been shown to have direct benefits to employees. Most importantly, WFH reduces daily commuting time and allows employees to better care for their families (Bailey, 2002).*

*During this pandemic, the work from home setup has brought success to the organization in terms of business growth, with a growth rate of > 200%. At the same time, there are a number of drawbacks to working full-time at home. Employees who work from home miss out on opportunities to socialize with co-workers and may have fewer physical activities, such as walking between meeting locations. Furthermore, long periods of screen time from full-time computer work can cause fatigue, tiredness, headaches, and other eye-related symptoms (Lina, 2021). Full-time WFH without face-to-face interactions and social support on a daily basis may contribute to mental issues such as social isolation and depression in people who live alone.*

*Overall, the pandemic has created a new environment for discussing WFH in terms of both work and home life. The results of a survey aimed at understanding the relationships between many of these social, behavioral, and physical factors on the physical and mental well-being of workers who switched to WFH during the COVID-19 pandemic are presented in this paper.*

**KEYWORDS:** *WFH, COVID-19, Physical and Mental Well Beings, Flexi Working*

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### **Article History**

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