

# “A Study on Remote Employees \_ resistance to join office”

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## **Abstract**

Recently many companies like Tata Consultancy, Infosys declared that they have decided to end 'Work from Home' (WFH) policy and all employees must return to office if they want to continue with the current job. As a result some join the regular office while some refused to join citing that they are more comfortable in previous mode. There is a difference of opinion regarding this issue. Some are in favor of it while some are strongly against it. The purpose of this paper is to determine the reasons as to why employees are not ready to return to regular office in spite of firms offering HYBRID mode. The current study aimed to critically assess the factors due to which employees prefer work from home over office work. For the purpose of study data was collected from 60 employees residing in Chandrapur city through questionnaire.

**Key words:** - Remote working, employee productivity, Effect of end of WFH on employee

## **Introduction: -**

History of Work From Home

For 21<sup>st</sup> century people WFH concept was new but it was prevalent in middle age. Remote work dates back two centuries, spurred on by the first Industrial Revolution. **The history of remote work** has been fascinating, particularly how it originated and the role advanced technology has played in fuelling its popularity in recent times. Today employees Work From Home using computers/laptops connected to internet and business applications

The circumstances for permanent remote work are different today to what it was a few hundred years ago. Before storefronts and commercial real-estate, craftsmen in trades such as carpentry, pottery, whole-grain foods, and smiths sold their wares in the comfort of their homes. The move to town hall markets and storefronts rose from increasing demand. The period between the 1700s to 1800s marked the birth of mass-production. Factories sprouted, necessitating hiring manual labour. The concept of scheduled hours of duty and reporting to managers followed soon after.

The Pandemic COVID-19 hit us very badly it resulted in transforming every walk of our life. It altogether changed everyone's outlook towards life. Work From Home (WFH) concept was

introduced by the companies to complete the work since employees working in metro cities returned to their native places to ensure safety. With the surge in remote working coupled with rapid adoption of telecommunication technology companies observed no significant change in employee productivity. With the closure of offices and cubicles and the conversion of spare bedrooms, closets, and kitchen tables into work-from-home stations

Businesses have decided to end WFH and have asked employees in no certain terms to join offices but today business houses are facing great resistance from employees, because after almost two years of working remotely, flexible scheduling, and zero commute time, many workers are refusing to head back to the office.

Making this harder for managers, is the fact that working from home can make changing jobs so much easier. You can search for jobs and interview discreetly from the comfort of your own home. Searching and interviewing while working at the office can be hard, with several hours away under some dubious excuse. Almost half of survey respondents in April 2020 said it was easier to search for a new job from home

Employees frustrated by a bad review from the boss or unhappy with their schedule are having increasing luck landing a new job – sometimes within a single day of looking. Employees rapidly search for a job, interview online, and accept a new job within a couple of days. This is happening even within the day, particularly in hot markets like the tech industry. It's not unheard of for someone to search the help wanted in the morning, take an interview in the afternoon, and accept an offer by the close of business. Companies have offered the HYBRID mode of working for the employees still they are not interested in joining. This study tries to analyse the reasons behind employees' refusal to join office.

### **Review of literature:-**

1 Remote: Office Not Required by Jason Fried and David Heinemeier Hansson.

2 HBR Guide To Remote Work *The Harvard Business Review's* encyclopedia-like HBR Guide series.

### **Research Methodology:-**

The study under taken is descriptive in nature, for the collection of data following resources were used.

1) Primary Data

2) Secondary Data.

**1) Primary Data:** - Primary data collection methods can be divided into two groups: quantitative and qualitative. Primary data was collected through close ended questionnaire.

**Sampling:** - The universe of the study covers whole Chandrapur city as its population. The sampling is selected by using convenient sampling and the sample size was confined to 60.

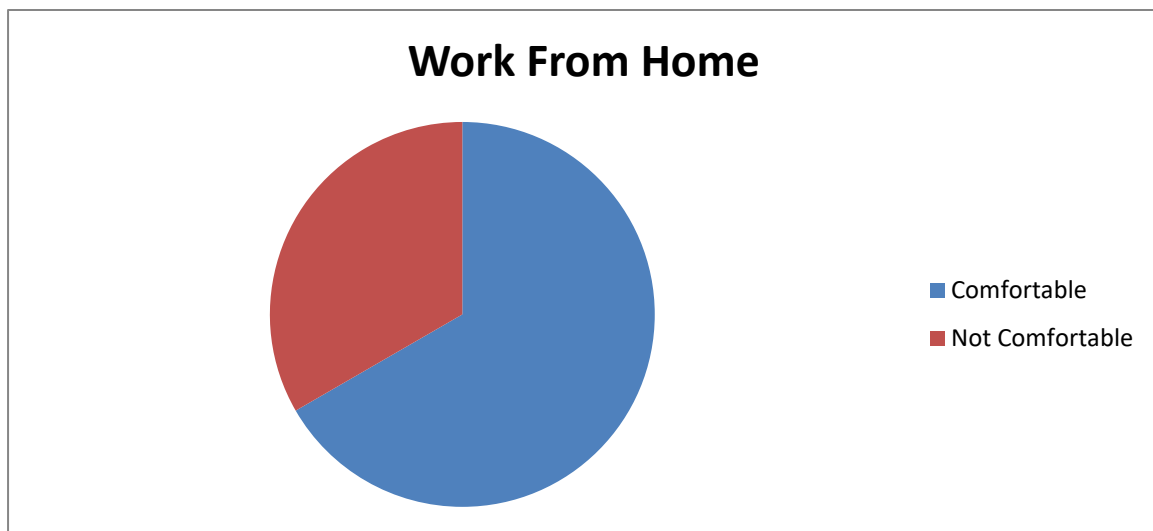
**2Secondary Data:**-Secondary data is a type of data that has already been published in books, newspapers, magazines, journals, online portals etc. There is an abundance of data available in these sources about research area, almost regardless of the nature of the research area.

### Objectives

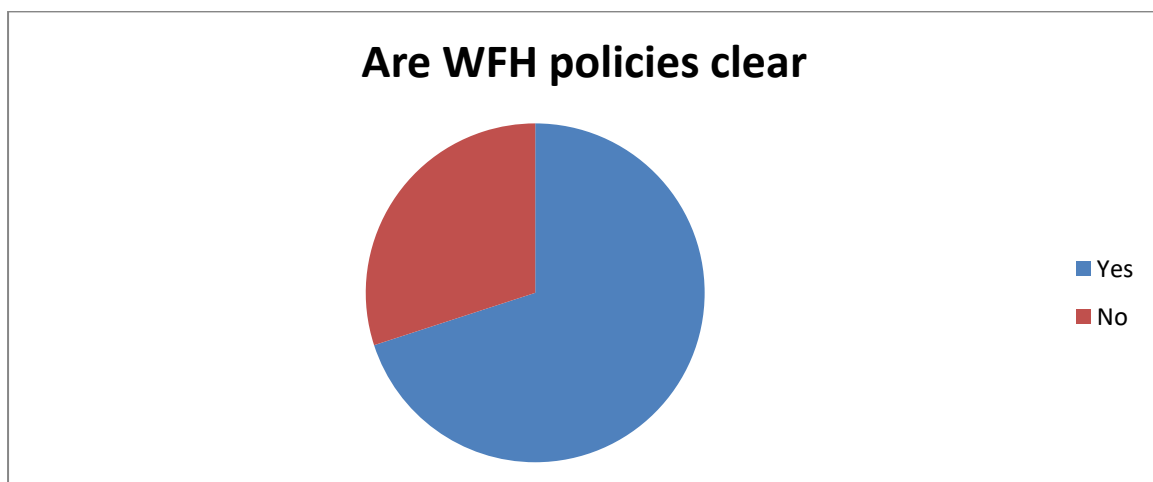
- 1) To study the factors which prevent employees from joining office physically?
- 2) To study job satisfaction among the employees
- 3) To study the future trends regarding WFH

### Data Collection

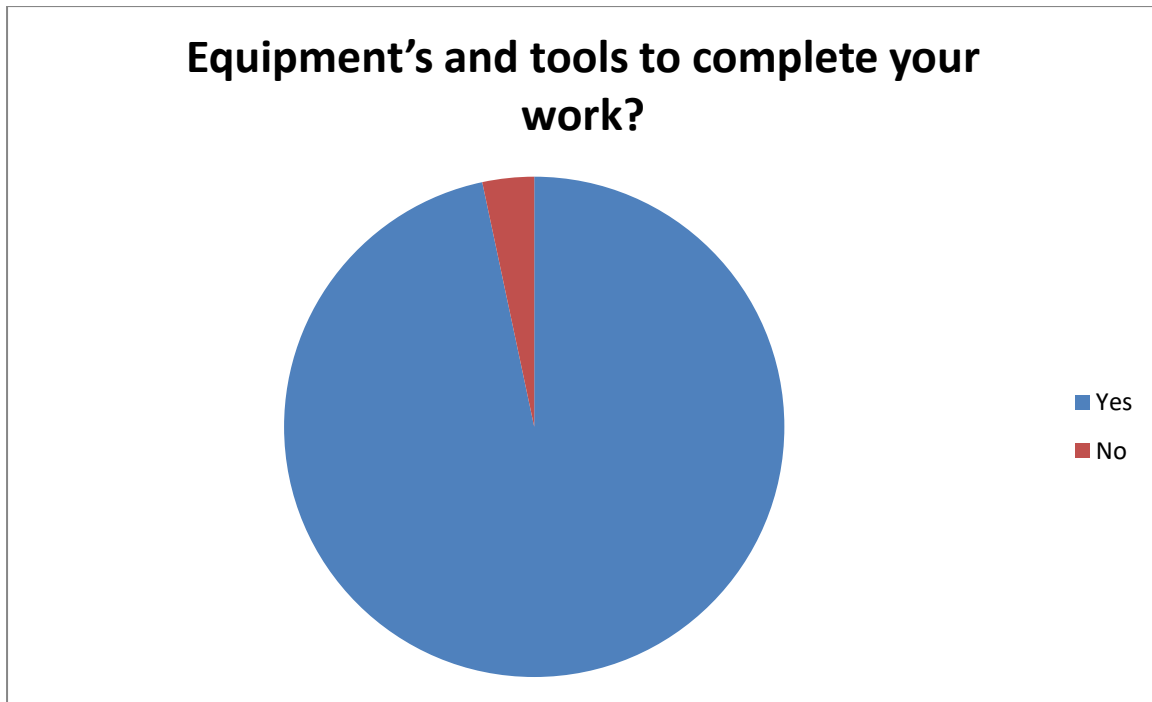
1 How do you feel about working from home



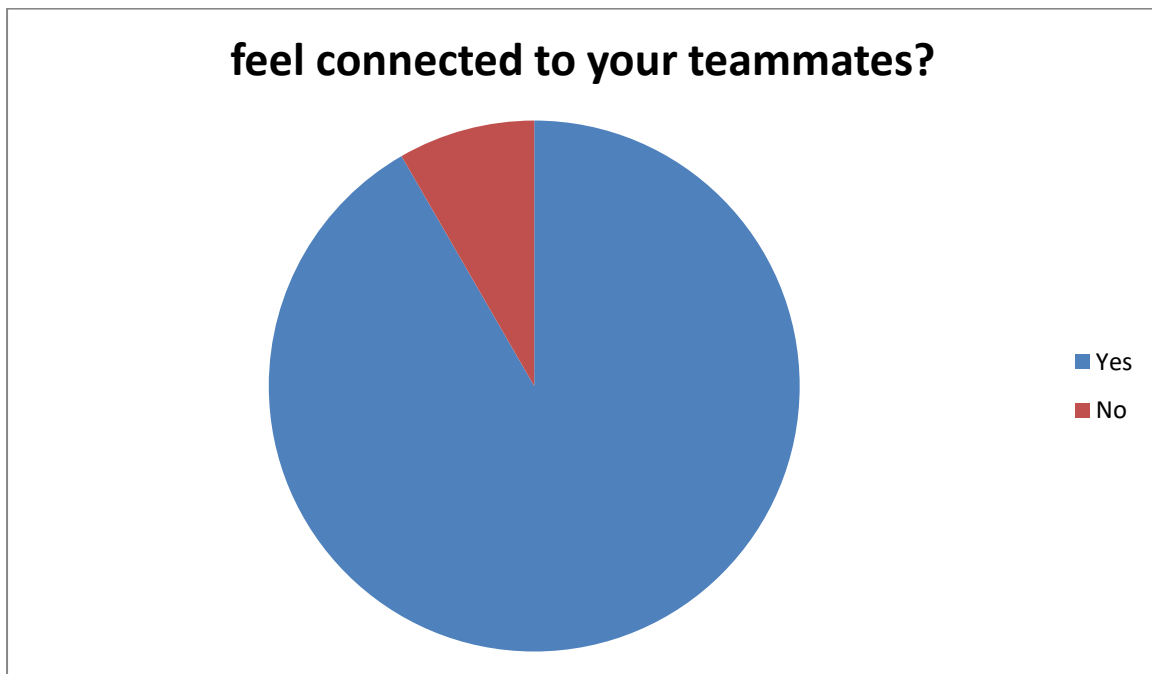
2 Are WFH policies clear



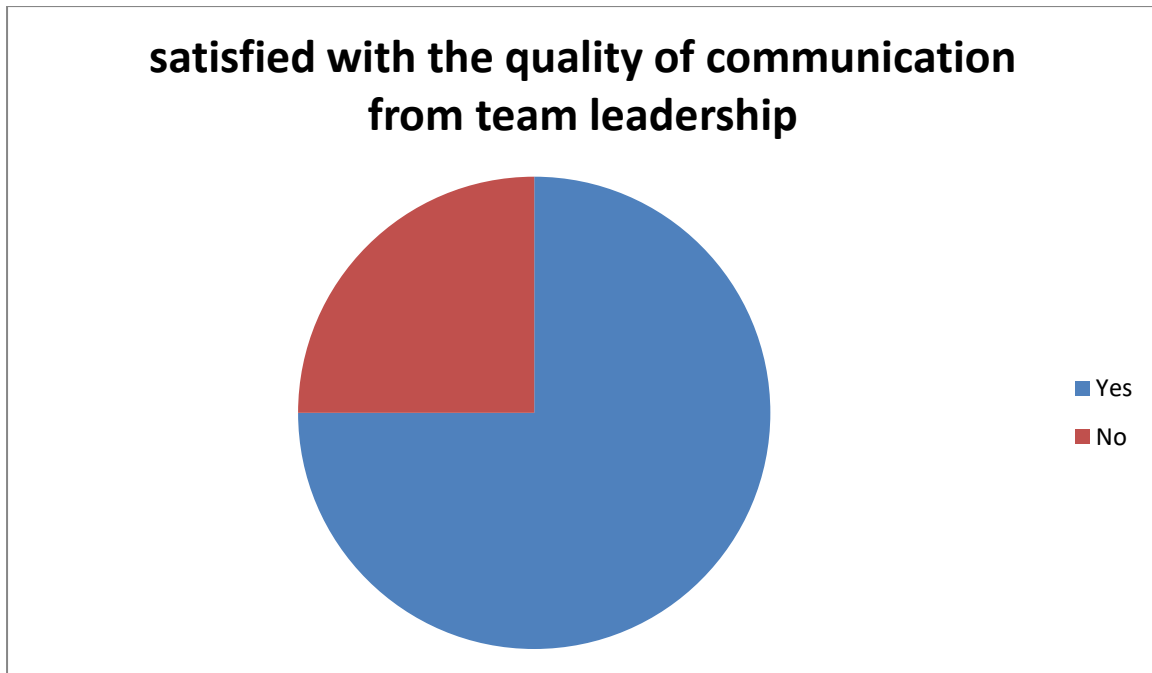
3 Do you have all the equipment's and tools to complete your work?



4 Do you feel connected to your teammates?



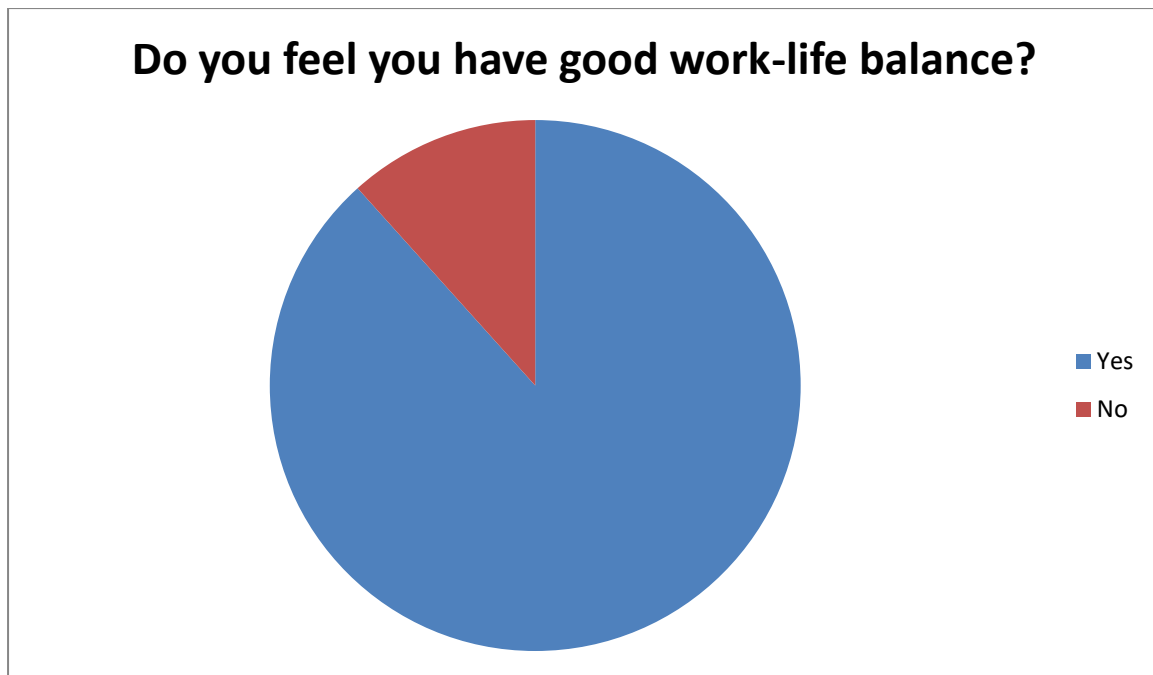
5 Satisfied with the quality of communication from team leadership



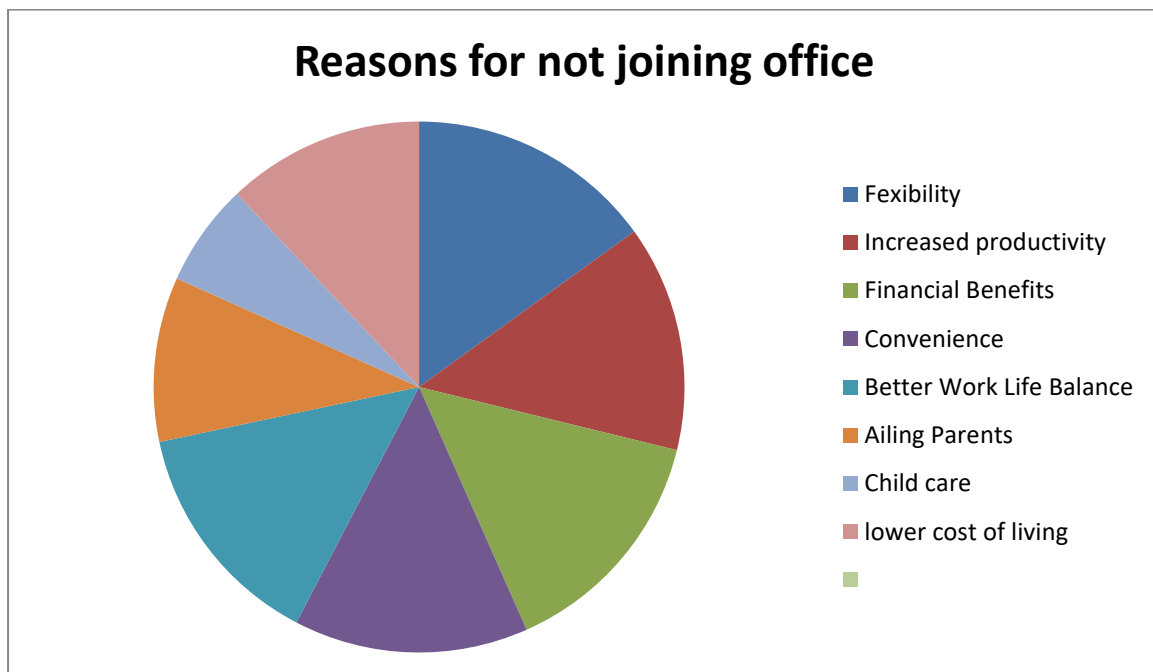
6 Is it easy to reach to your teammates and team leadership when you need the



7 Do you feel you have good work-life balance?



8 Reasons for not joining office



## **Findings & Conclusion**

1 All the employees are from I T Industry

1 The results indicate that Employees are highly satisfied by working from Home.

2 They do not want to join office siting different reasons like financial benefits like lower cost of living, increase in savings, more spare time for families,

3 Most of the respondents are young I T professionals some of them recently had kids which are looked after by their parents.

4 They can take care of their parents while staying at home

5 Less disturbances/distractions

6 It is very convenient because of flexibility of working hours.

7 Some of them said they would search for other WFH jobs if pressurized.

Conclusion: Hence it can be conclude that companies are having tough time in getting employees back to the office.

## **References**

1 <https://www.sorryonmute.com/history-remote-work-industries/>

2 <https://siepr.stanford.edu/publications/work/great-resistance-getting-employees-back-office>

### Questionnaire

1 Name

2 Age

3 Qualifications

4 Experience

5 Income

6 How do you feel about working from home

a Comfortable            b Not comfortable

7 Are WFH policies clear

a Yes                      b No

8 Do you have all the equipment's and tools to complete your work to your usual ability

a Yes            b No

9 Do you have a separate suitable work space in your home?

a Yes            b No c

10 Do you feel connected to your teammates?

aYes            b No

11 Are you satisfied with the quality of communication from team leadership?

a Yes            b No

12 Is it easy to reach to your teammates and team leadership when you need the

a Yes            b No

13 Do you feel you have good work-life balance?

a Yes            b No

14 Have you been able to stick to a work routine or schedule?

a Yes            b No

15 Do you feel as productive at home as you are at office?

a Yes            b No

16 Do you feel supported and trusted by your Team leader/Organization

a Yes            b No c

17 Do you feel you have been able to learn & develop during this period?

a Yes            b No

18 Reasons for not joining office

aFlexibility            b Increased productivity            c Financial benefits

d Convenience            e Better work life balance            f Taking care of ailing parents

g Child care            h Lower cost of living            I Increased savings

19 Any other information\_\_\_\_\_