

Quality of Work Life Balance of Employees and Challenges Faced while Transitioning to Remote Work

S.Deepa¹ | Dr.S.Pougajendy²

¹ M.Phil Research Scholar, Department of Management Studies, Prist Deemed to be University, Puducherry campus

² Associate Professor and Head, Department of Management Studies, Prist Deemed to be University, Puducherry campus

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ABSTRACT

The success of any organization is very keen on how it attracts and motivates its employees. Today organizations must be more flexible in order that they're able to develop their employees and luxuriate in their dedication. A balance between two Significance areas of human life are often achieved only with the quality of working life, but it's now subject to serious variations of the active spread of remote employment. The article deals with studying the state of Quality of work-life balance during the changes in Work-Life because of the pandemic of Covid-19, and the forced transition to remote work.

Aim:

1. To identify the prevalence of dimensions of the quality of work-life balance.
2. To find the Challenges faced with working remotely.

Methodology:

Using a Questionnaire, survey research was conducted over 106 employees. Data Analysis was done using IBM SPSS

Result:

The relation between the dimensions and Overall Quality of Work-Life Balance within the concern are positively correlated. A small division of labor force has few problems in balancing with the normal Work-Life while working remotely. Having time to multi-task work and life tasks, working remotely will retain you to hit an improved life balance. Sincere effort during this trend will yield rewarding results.

Keywords:

Quality of Work-Life Balance, Remote work, transitioning, Walton's, Resilience

INTRODUCTION

The pursuit for improved productivity through human resources has its foundation within the early nineteenth century, with F.W Taylor developing Scientific Management Theory and creating a replacement awareness regarding human resources. Before the arrival of Scientific Management, human resources were considered as

a mere instrument of production concerning work from dawn to dusk. The working conditions were paid scanty attention. The labor was motivated by the lure of cash. Scientific Management focused totally on the division of labor, hierarchy, close supervision, and management principles. These also given society many advantages. Continuous studies and investigations are carried out from

then on to understand human actions at work and also the ways to improve their job satisfaction, balanced with the organizations' goal of striving towards greater job efficiency and employee satisfaction. Different methods are developed and applied to the case of the quality of work-life of employees in order to consider these twin goals. The corporate is reliable for maintaining the standard of work-life or besides called the standard of work-life (QWL) and humanizing the workforce to be willing to contribute ideally to know company objectives. Sojka (2014) defines the standard of labor life could even be a gaggle of phenomena and attributes that arise within the interaction of a private and also the environment within which he's employed in an exceeding corporation. The concept embraces the implications of the workplace on job satisfaction, satisfaction in non-Work-Life domains, and satisfaction with overall life, personal happiness, and subjective well-being. Furthermore, improving employees' QWL will certainly affect the organization's efficiency, while improved productivity will reinforce QWL [2018]. In the literature of reference, there's an ongoing and fruitful discussion about the components of QWL [2019] and its different associations with metrics of non-economic performance, namely satisfaction and fulfillment of physical conditions considered basic to make sure functionality, health, and safety within the workplace [2016]. The foremost responsive components of the QWL, still unfamiliar, are essentially associated with the socio-emotional and psychological needs of employees, which require the aim of more behavioral.

EVOLUTION OF QUALITY OF WORK LIFE (QWL)

The Quality of Work-Life applies to all or any of the organizational inputs aimed at the satisfaction of the workforce and maximizing the productivity of the organization. Walton R.E. The improvement of the Standard of Labor Life was traced to different stages in history (1973). The initial steps were followed by the unionization movement in the 1930s and 1940s, legislation implemented at the beginning of the 20th century to protect employees against the hazards inherent in the workplace and to minimize hardship. Emphasis was put on 'job protection, due process of workplace law and economic benefits for the worker. The 1950s and therefore the 1960s saw the occurrence of different ideas by psychologists suggesting a positive relationship between morality and productivity, and thus the prospect of improving human

relationships that could lead to productivity change. Reform efforts to accumulate fair job opportunities and employee enrichment programs have also been enforced. The idea of QWL was developed early on, consistent with Walton, as a wider idea than the earlier innovations, and something with ideals, human needs, and expectations.

QUALITY OF WORK LIFE: CONCEPT

Quality Of work-life means The relationship of quality between employees and therefore the working environment."

This attempts to establish certain circumstances within the organizations.

A) Foster individual learning and development.

(b) Provide people with authority and power over what they do and the way they do it.

To make enjoyable and meaningful work available to the individual as a source of private pleasure and a way to value personal rewards.

The purpose of Quality of Work-Life is to incorporate within the organization the socio-psychological needs of individuals, the particular requirements of a specific technology, the organization's structure and processes, and therefore the current socio-cultural environment. It is also concerned with the general atmosphere of work.

Today, there has been a strong debate about fair pay, flexible working hours, working conditions, etc. The term "quality of Work-Life" has appeared in Research journals and press in the USA only in the 1970s. there's no generally accepted definition of this term. However, some attempts were made to explain the term quality of Work-Life. It refers to the favorableness or unfavorableness of the employment environment for people. Quality of Work-Life means various things to different people.

SIGNIFICANCE OF QUALITY OF WORK LIFE

Research studies and literature within the field of quality of Work-Life indicates that approving quality of Work-Life in a corporation is helpful:

- a) To develop more positive feelings towards one's self (greater self esteem)
- b) To insure more positive feeling towards one's Job (improved job satisfaction and involvement).
- c) To develop more positive feelings towards the organization (stronger commitment to the organization goals)
- d) To improve physical and psychological health.

e) To ensure greater growth and development of the individual as an individual and as a productive member of the organization.

f) To decrease absenteeism and labor turnover and accidents.

g) To achieve higher quality and quantity output of products and services.

Overall quality of Work-Life involves interaction of the individual and therefore the organization to satisfy one another important needs and expectations. Quality Work-Life improvements can also facilitate such social goals as greater economic prosperity or political stability. they'll also provide remedies to such social evils as psychological state problems, unemployment, drug-and alcohol-addiction among workers and their families.

Quality Work-Life enhances improvements from the attitude of humanitarian values.

DIMENSIONS OF QUALITY OF WORK LIFE

Recharad E.Walton (1973), explains quality of Work-Life in terms of eight broad conditions of employment that constitute desirable QWL. He proposed the same criteria for measuring QWL.

The conditions/Criteria include:

- 1) Adequate income and Fair compensation
- 2) Safe and healthy working conditions
- 3) Opportunities to Develop Human Capacities
- 4) Maintain Growth and Security
- 5) Social Integration in the Work Organization
- 6) Constitutionalism in the work organization
- 7) Work and Total Life Space
- 8) Social relevance of working life

RESEARCH DESIGN:

In Concordance with the aim of the study, Questionnaires were sent to the workers working within the concern. Questions supported Demographic variables, dimensions of Quality of work-life Balance, working remotely. Over the span of fortnight, a complete number of 106 of the surveys returned back in valid.

DATA ANALYSIS:

We used IBM SPSS software for the evaluation of our data. An analysis of opinion of respondents

based on dimensions of Quality of work-life balance is done using correlation Co-efficient.

Hypothesis Model:

H1: There is no significance difference between adequate income and Fair compensation and Overall Quality of Work-Life Balance.

H2: There is no significance difference between safe and healthy working conditions and Overall Quality of Work-Life Balance.

H3: There is no significance difference between Opportunities to Develop Human Capacities and Overall Quality of Work-Life Balance.

H4: There is no significance difference between Maintain Growth and Security and Overall Quality of Work-Life Balance.

H5: There is no significance difference between Social Integration in the Work Organization and Overall Quality of Work-Life Balance.

H6: There is no significance difference between Constitutionalism in the work organization and Overall Quality of Work-Life Balance.

H7: There is no significance difference between Work and Total Life Space and Overall Quality of Work-Life Balance.

H8: There is no significance difference between social relevance of working life and Overall Quality of Work-Life Balance.

CHALLENGES FACED OF WORKING REMOTELY

Transition of working remotely was analyzed supported the three aspects from superior and therefore the concern.

- Work Arrangement,
- Psychological aspects and
- Support

Work Arrangement:

Questions supported Work arrangement like Workload, Complexity of labor, essential technology, difficulty of the tasks, Impact of caring for youngsters, or elderly.

Psychological Aspects:

Questions based Psychological aspects on Liberty, responsibilities while performing from home, physically, mentally, emotionally shattered while performing from home.

Support:

Questions supported Support provided to figure remotely from the organization, whether or not they are Valued and trusted by superior, experts advise while needed, Claim for Internet bill.

- The biggest problem that employees face while working remotely is social isolation or loneliness. Working remotely means you're the master of your empire, but it also limits human interaction.
- Employers will got to make sure that there's the required infrastructure to conduct remote activities. Use of the foremost efficient online platforms, high-speed internet connection, and access to tools, technology, data, and communications that employees need to perform the activity.

It is harder for employers to watch employees remotely, companies got to find solutions to balance control over work from home (results-based management under well-defined deadlines). Companies will get to redefine how processes are implemented to manage and control the workflow during a remote work situation.

RESULT:

Table briefly shows these results Valuated based on Dimensions :

VALUATION OF THE HYPOTHESES

HYPOT HESIS	DIMENSION	EFFEC T	Result
H1	Adequate income and Fair compensation	Positive	H1 Accepted
H2	Safe and healthy working conditions	Positive	H2 Accepted
H3	Opportunities to Develop Human Capacities	Positive	H3 Accepted
H4	Maintain Growth and Security	Positive	H4 Accepted
H5	Social Integration in the Work Organization	Positive	H5 Accepted
H6	Constitutionalism in the work organization	Positive	H6 Accepted
H7	Work and Total Life Space	Positive	H7 Accepted
H8	Social relevance of working life	Positive	H8 Accepted

From the above table, it is inferred that;

The relation between adequate income and Fair compensation and Overall Quality of Work-Life Balance in the concern are positively correlated.
 The relation between safe and healthy working conditions and Overall Quality of Work-Life Balance in the concern are positively correlated.
 The relation between Opportunities to Develop Human Capacities and Overall Quality of Work-Life Balance in the concern are positively correlated.
 The relation Maintain Growth and Security and Overall Quality of Work-Life Balance in the concern are positively correlated.

The relation between Social Integration in the Work Organization and Overall Quality of Work-Life Balance in the concern are positively correlated.
 The relation between Constitutionalism in the work organization and Overall Quality of Work-Life Balance in the concern are positively correlated.
 The relation between Work and Total Life Space and Overall Quality of Work-Life Balance in the concern are positively correlated.
 The relation between social relevance of working life and Overall Quality of Work-Life Balance in the concern are positively correlated.

CONCLUSION

The quality of Work-Life approach consider individual as asset to the organization instead of costs. Engaging from home adds a plus complexity, as companies ought to find the proper methods of communication for all employees.
 Having efficient collaboration tools in place to streamline work and allowing differences in the creative process for people to possess the time-without interruption to try and do their best work are both necessary.
 Pop up chats are great for a few workers – but massively intrusive for others. Adopting these changes might take time. Recognize and respect for excellent work. It's hard to keep track of all the massive work people do. However, it's an excellent morale booster for the entire team. a small division of labor force has few problems in balancing with the quality of Work-Life while working remotely. Encourage work breaks, not only will they appreciate you. They're going to be much focused while keeping them fresh and cheerful.
 Though a majority of employees got to continue working remotely once the pandemic passes, it'll take a short time to shift business processes and pivot to the choices that change remote work and technology to attain success. A balancing act may not be as simple as we predict. But a sincere

attempt will yield fruitful results with improved performance and productivity of the organization.

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