

# Employee Productivity During Work from Home: An IT Employee Study

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*Abstract- The COVID-19 pandemic has accelerated the transition to remote work for all industries, but especially for the Information Technology (IT) industry. WFH arrangements offer flexibility and cost savings, but the effect of WFH on employee productivity is still a debated issue. The study examines the factors affecting employee productivity while WFH among IT professionals. The study examined the relationship of work environment, communication, technological support, work-life balance and productivity. The results indicate that employee productivity can improve in remote work environments if organisations provide appropriate technological infrastructure, effective communication channels, and support for work-life balance. The study concludes that WFH can be a sustainable work model for the IT industry if it is properly managed.*

**Keywords:** *Work From Home, Employee Productivity, Remote Work, IT Employees, Work-Life Balance, Organizational Performance*

## I. INTRODUCTION

The idea of Work from Home (WFH) has changed the traditional workplace practices especially in the Information Technology (IT) industry. Advancements in digital technologies and internet connectivity have allowed employees to perform the tasks remotely, while still being in communication with their colleagues and clients. The COVID-19 pandemic has also accelerated the global adoption of remote working practices.

Productivity of the employees is very essential for the success of the organization. Increasingly, organisations have tried to find out if remote employees are able to keep up or improve on performance. Some studies indicate increased efficiency from reduced commuting time and increased flexibility, while others point to challenges

such as isolation, distractions, and communication barriers.

This study investigates the employee productivity during WFH among IT employees. It also finds the causes that contribute or inhibit the performance

## II. OBJECTIVES OF THE STUDY

The main objectives of this study are:

- To examine the effect of work-from-home arrangements on employee productivity.
- To find factors affecting productivity of IT employees working from home.
- To explore the role of communication and technological assistance in remote working.
- To assess the relationship between work-life balance and productivity.
- To advise organisations on the implementation of WFH policies.

## III. RESEARCH QUESTIONS

- Does working from home increase productivity of employees in the IT sector?
- What are the major factors that affect productivity during remote work?
- How does work-life balance affect employee performance in a work-from-home environment?
- What difficulties do IT employees face in remote working environments?

## IV. LITERATURE REVIEW

4 Review of literature

Some researchers have explored the impact of teleworking on employees' productivity.

Bloom et al. (2015) found that remote workers were more productive as there are fewer distractions and commute stress.

Allen et al. (2021) report that flexible work arrangements improved employee satisfaction and organisational commitment.

Wang et al. (2020) identified several challenges associated with remote work, such as social isolation, communication difficulties, and blurred boundaries between personal and professional life.

Gajendran and Harrison (2007) concluded that the right management practices can lead to telecommuting having a positive effect on job performance and employee satisfaction.

The literature suggests that the productivity of employees working in a home environment is affected by organisational support, technology readiness, communication and individual work habits.

## V. RESEARCH METHODOLOGY

### 5.1 Research Design

The study is descriptive research design to evaluate the productivity of IT employees during WFH.

### 5.2 Data Collection

The primary data can be gathered through the structured questionnaires to the IT professionals working remotely.

#### Sample Size

- Number of respondents: 100 IT employees
- Sampling Technique: Convenience Sampling

#### Data Sources

- Primary Data: Survey questionnaire
- Secondary Data: Research articles, journals, reports, and organizational publications

### 5.3 Variables Studied

#### Independent Variables

- Work Environment
- Communication Effectiveness
- Technological Support
- Work-Life Balance
- Employee Motivation
- Dependent Variable
- Employee Productivity

## VI. DATA ANALYSIS AND INTERPRETATION

Table 1: Employee Perception of Productivity During WFH

Response	Number of Employees	Percentage
Increased Productivity	60	60%
No Change	25	25%
Decreased Productivity	15	15%

#### Interpretation

The majority (60%) of IT employees reported increased productivity while working from home. This indicates that remote work can positively influence performance when employees have adequate resources and support.

Table 2: Factors Affecting Productivity

Factor	Percentage of Respondents
Flexible Working Hours	35%
Better Work-Life Balance	25%
Reduced Travel Time	20%
Technology Support	12%
Home Working Environment	8%

#### Interpretation

Flexible working hours emerged as the most influential factor affecting productivity, followed by improved work-life balance and reduced commuting time.

Table 3: Challenges Faced During WFH

Challenge	Percentage
Internet Connectivity Issues	30%
Communication Barriers	25%
Household Distractions	20%
Work-Life Boundary Issues	15%
Social Isolation	10%

## Interpretation

Internet connectivity and communication challenges were the most commonly reported issues affecting employee productivity during remote work.

## VII. FINDINGS

The major findings of the study are:

- The study found that most IT workers feel they get more done when working from home.
- Flexible schedules are a major reason for this improved performance, and since employees do not have to commute, they have more time and energy to put into their tasks.
- Good communication tools and the right technical setup are also necessary for remote work to succeed.
- When people have a better balance between their work and personal lives, they tend to be more motivated and efficient.
- At the same time, things like poor internet connections and communication gaps remain significant problems.

## VIII. RECOMMENDATIONS

Based on these findings;

- Companies should focus on providing reliable tech support and making sure their digital systems are secure.
- Managers need to set up clear ways for people to communicate, such as holding regular video meetings.
- It is also helpful if employees have a specific area at home dedicated to work so they can avoid distractions.
- Companies should consider offering flexible schedules to help people balance their jobs and personal lives, and wellness programs can help address the stress or isolation that sometimes comes with working remotely.
- Moving toward a hybrid model that combines remote work with some office time is often the best approach.

## IX. CONCLUSION

In the end, the study suggests that working from home can definitely improve productivity for IT

workers. Most employees find they can get more done because they save time on commuting and have a better work-life balance. There are still hurdles, like internet problems or distractions at home, but these can be overcome.

When companies provide the right technology, effective management, and support for employee well-being, they can really see the benefits of remote work. If it is handled the right way, working from home is a practical and long-term option for the IT industry

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