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## Demographic and work profile of work from home employees

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### Abstract

This study's abstract provides a comprehensive overview of remote work dynamics based on analysis from multiple tables. It explores the demographic diversity of work-from-home (WFH) employees, their work profiles, perceived advantages, and environmental conditions. The findings highlight inclusive gender representation, a range of experience levels, and diverse occupational roles in the remote workforce. Employees appreciate work-life balance benefits, financial savings, and improved comfort associated with WFH. However, concerns arise regarding environmental aspects such as lighting, ventilation, noise, temperature, and humidity. The insights underline the significance of tailored remote work policies to meet individual needs while fostering a productive and healthy work environment.

**Keywords:** Work from home, quarter ends and environmental condition

### Introduction

The shift towards remote work has transformed the landscape of employment, creating new opportunities and challenges for both organizations and employees. As highlighted in this comprehensive study, understanding the demographic profile, work profiles, advantages and environmental conditions of employees engaged in remote work is crucial for designing effective remote work policies and fostering a productive and healthy work environment.

The demographic insights underline the inclusive nature of remote work, transcending traditional barriers such as gender, age, education and family structure. This departure from historical imbalances suggests that remote work has the potential to offer more equitable opportunities, signaling a promising shift towards diversity and inclusivity.

The research paper also delves into the work profiles of remote employees, shedding light on their experience levels, working hours, resting periods and preferences for remote work. These findings emphasize the importance of balancing workloads, maintaining work-life boundaries, and supporting employees at various career stages. The data also underlines the significance of adapting to individual productivity rhythms and preferences.

Advantages of remote work, highlight the potential for improved work-life balance, reduced stress and enhanced well-being. These benefits resonate strongly with employees, providing organizations with insights to create remote work policies that cater to these preferences and ultimately lead to a more content and productive workforce.

Lastly, the perceived environmental conditions shed light on the importance of the home office setup in influencing employee comfort and efficiency. Addressing factors such as lighting, ventilation, noise, temperature, and humidity can contribute to employees' overall well-being and job satisfaction.

As organizations navigate the evolving landscape of remote work, these findings hold significant implications. Organizations can tailor their remote work policies to align with the diverse needs and preferences of employees. This might involve creating flexible work arrangements, providing resources for home office optimization, and fostering a culture that values work-life balance and well-being. The insights provided by this study offer valuable guidance for organizations seeking to create a productive, inclusive and adaptable remote work environment.

## Methodology

**Research Design:** The research design employed for this study is both exploratory and experimental. The exploratory aspect involves uncovering insights and patterns in the data, while the experimental component facilitates controlled investigations to test hypotheses.

**Location of the Study:** The study was conducted in the Hubli-Dharwad twin city region, providing a localized context for the research.

**Criteria for Sample Selection:** The sample selection was carried out using a purposive random sampling method, which ensured a representative mix of participants in the study.

**Sample Selection:** The study focused on employees engaged in remote work (WFH employees), constituting the chosen sample.

## Sample Size

**Survey:** The survey component involved a total of N=220 participants, contributing to a comprehensive data pool.

**Tools for Data Collection:** The data collection process utilized a self-structured schedule with an interview method. This approach allowed for structured yet flexible interactions with participants, facilitating a deeper understanding of their experiences.

**Statistical Analysis:** The data analysis encompassed several statistical techniques.

**Frequency and Percentage:** These measures were employed to present the occurrence and relative distribution of responses.

The chosen methodology, combining exploratory and ensures a comprehensive exploration of the research objectives. The location, Hubli-Dharwad twin city, offers a relevant context for the study. Purposive random sampling aids in capturing diverse perspectives, while the survey contribute to a robust dataset. The data collection tools and statistical analyses applied enhance the rigor and depth of the findings, facilitating meaningful insights for research in this domain.

## Results and Discussion

**Table 1:** Demographic profile of the WFH employees, N=220

Particulars	Category	Frequency	Percentage (%)
Gender	Male	130	59.10
	Female	90	40.90
Place	Hubli	62	28.18
	Dharwad	158	71.82
Age	Up to 35 years	143	65.00
	36-50 years	59	26.81
	Above 50 years	18	8.19
Education	Graduate	186	84.55
	Post-graduate	34	15.45
Marital status	Married	122	55.46
	Unmarried	98	44.54
Type of family	Nuclear	152	69.09
	Joint	49	22.27
	Extended	19	8.64
Occupation	Consultant	22	10.00
	Executive	34	15.45
	Software engineer	88	40.00
	Human Resource	11	05.00
	Recruitment officer	18	08.18
	Analyst	44	20.00
	Manager	03	01.37

The study provides insights into the demographic profile of employees who are working from home (WFH), with a total sample size of 220 participants. The data presented in Table 1 highlights various demographic factors such as gender, place of residence, age, education, marital status, type of family, and occupation. Let's delve into the key findings and implications of the results.

**Gender Distribution:** The gender distribution of WFH employees shows that 59.10 per cent are male, while 40.90 cent are female. This indicates a relatively balanced gender representation among the remote workforce. The findings are encouraging as they reflect a departure from historical gender imbalances seen in certain industries, suggesting that remote work might offer more equitable opportunities.

**Place of Residence:** In terms of the location of the WFH employees, the majority (71.82%) reside in Dharwad, while

28.18 cent are located in Hubli. This distribution could be due to the availability of remote work-friendly infrastructure and job opportunities in these areas. Organizations and policymakers could consider further developing remote work facilities in both locations to cater to the needs of this workforce.

**Age Distribution:** The age distribution reveals that the highest percentage (65.00%) of WFH employees are up to 35 years old, indicating that remote work is popular among the younger workforce. However, it's worth noting that a notable proportion (26.81%) falls within the 36-50 age range, and 8.19% are above 50 years old. This suggests that remote work appeals to a broad range of age groups, dispelling the notion that it's predominantly embraced by younger employees.

**Education Level:** The education level of WFH employees demonstrates that the majority (84.55%) are graduates, with the remaining 15.45 per cent holding post-graduate degrees. This could reflect the nature of jobs that can be performed remotely, which may require higher levels of education. Employers might need to ensure that remote work opportunities are accessible to individuals across educational backgrounds.

**Marital Status and Family Type:** In terms of marital status, 55.46 per cent of WFH employees are married, while 44.54 per cent are unmarried. Regarding family type, a substantial percentage (69.09%) come from nuclear families, with smaller proportions from joint (22.27%) and extended (8.64%) families. These statistics hint at the importance of a flexible work environment for employees with various familial responsibilities and structures.

**Occupation:** The distribution of occupations among WFH employees indicates that software engineers constitute the largest group (40.00%), followed by analysts (20.00%) and executives (15.45%). This distribution underscores the prevalence of roles that can be effectively carried out remotely, such as technology-related positions. However, even less tech-centric roles like consultants, human resource professionals, and recruitment officers are also engaging in remote work, albeit in smaller numbers. The study is in line with Varekamp and Van (2010) [5] resulted that the respondents were majority of women (75.00%) living with a family and their mean age was 46 years, and were having higher education (54.00%), also belonged to commercial services (58.00%). Donny (2020) [1] who revealed that there were more youthful respondents ones. This was due to the fact that in Indonesia, younger people were more familiar with technology. Seventy six percent of respondents completed bachelor's degree. In terms of occupations, the majority of respondents worked in marketing or human resources, with information technology, design or creative, instructors and others.

**Table 2:** Work profile of WFH employees, N=220

Work profile	Frequency (%)	
Years of work experience	1-5 years	42(19.09)
	5-10 years	139 (63.18)
	10-15 years	39 (17.73)
Number of working days (month)	22 days	198 (90.00)
	26 days	22 (10.00)
Number of working hours with laptop	8 hours	42 (19.10)
	> 8 hours	178 (80.90)
Frequency of resting periods in a day	1-2 times	181 (82.28)
	3-4 times	39 (17.72)
Peak working hours of the day	Morning	42 (19.09)
	Afternoon	93 (42.27)
	Evening	85 (38.64)
Peak working months of the year	March	56 (25.45)
	September and October	83 (37.72)
	December	52 (23.64)
	Quarter ends	29 (13.19)
Preference for permanent work from home	Yes	76 (34.54)
	No	144 (65.46)

\*Figures in the parentheses indicates percentages

Table 2 provides insights into the work profiles of employees engaged in remote work, shedding light on various aspects such as years of work experience, number of working days, working hours, resting periods, peak working hours, peak working months, and preferences for permanent remote work. The following is an analysis of the findings and their implications.

**Years of work experience:** The data reveals that the majority of WFH employees have between 5 to 10 years of work experience (63.18%), followed by those with 1 to 5 years of experience (19.09%) and 10 to 15 years of experience (17.73%). This suggests that mid-career professionals form a significant portion of the remote workforce. Organizations and professionals alike should consider how remote work aligns with different career stages and experience levels.

**Number of working days:** A notable proportion of WFH employees work for 26 days per month (90.00%), while a smaller percentage works for 22 days (10.00%). The prevalence of working for 26 days could indicate a potential challenge in maintaining a healthy work-life balance. It's crucial for both employers and employees to be mindful of overworking and ensure that remote work does not lead to burnout.

**Number of working hours with laptop:** The distribution of working hours with a laptop shows that a substantial portion of WFH employees work more than 8 hours a day (80.90%), with a smaller segment working 8 hours (19.10%). This data highlights the potential risk of extended working hours in a remote setup. Clear boundaries between work and personal life are crucial to prevent stress and maintain overall well-being.

**Frequency of resting periods:** The majority of WFH employees take resting periods 1 to 2 times a day (82.28%), while a smaller group takes breaks 3 to 4 times a day (17.72%). Regular breaks are essential for maintaining productivity and mental clarity. Encouraging a culture of effective time management and rest can contribute to employee performance and satisfaction.

**Peak working hours of the day:** The distribution of peak working hours shows that employees tend to be most productive during the afternoon (42.27%), followed closely by the evening (38.64%) and morning (19.09%). This data emphasizes the importance of flexible work hours in accommodating individual productivity rhythms.

**Peak working months of the year:** The months of September and October are reported as peak working months (37.72%), followed by March (25.45%) and December (23.64%). The connection to quarter ends (13.19%) also highlights the influence of financial reporting cycles on workloads. Understanding these patterns can assist organizations in resource allocation and workload distribution.

**Preference for permanent work from home:** Approximately one-third of WFH employees express a preference for permanent remote work (34.54%), while the remaining majority prefers not to work permanently from

home (65.46%). This finding suggests that while remote work has gained popularity, a significant portion still values in-person interactions and office settings.

The work profile insights provide valuable information for organizations to tailor remote work policies and practices to meet the specific needs of employees. The data underscores the importance of addressing work-life balance, setting boundaries, promoting regular breaks, and offering flexibility in work hours. Additionally, understanding peak working hours and months can aid in optimizing work schedules and resource allocation. The results are in par with Faiza *et al.*, (2013) [2] depicted in their study that majority of the employees (52.00%) did not take break while 48 per cent of them took. And the number of working hours at the daily base with the computer was 5-6 hours for the majority of the employees (58.00%) followed by 3-4 hours (24%). Geetha (2020) [3] found that participants were prompted to indicate their preferred comfortable working postures, 51 per cent expressed comfort in sitting on a chair with back support, while 15 per cent indicated a preference for a posture involving stretched legs with a laptop placed on their laps followed by sitting on floor (12%).

**Table 3:** Advantages of working from home mode, N=220

Statements	Frequency	Percentage (%)
Spend time with family	176	80.00
Can do savings	158	71.81
Can avoid traffic	212	96.36
Can have home food	144	65.45
Can be comfortable at home	140	63.63

\*Multiple responses

Figures in the parentheses indicates percentages

The advantages of remote work, as gleaned from responses provided by 220 participants, highlight several key benefits. Foremost, the ability to avoid traffic congestion stands out as the most prevalent advantage (96.36%), underscoring the appeal of time savings and reduced stress from commuting. Additionally, spending quality time with family emerged as a significant benefit (80.00%), reflecting the desire for improved work-life balance. A substantial proportion of participants also recognized the financial gains of remote work (71.81%), which encompass reduced expenses associated with commuting and work-related activities. Working from the comfort of one's own home was seen as valuable by 63.63 per cent of respondents, showcasing the appeal of a personalized workspace. Furthermore, the opportunity to enjoy home-cooked meals was noted by 65.45 per cent of participants, indicating the convenience and health-related aspects of this aspect. These findings collectively underscore the multifaceted advantages that remote work offers, ranging from convenience and financial savings to improved family time and well-being. Organizational policies can leverage these insights to create a more accommodating and satisfying remote work experience for employees. In lines with Sridevi and Sanjana, 2021 the majority of stated that 43.2 per cent of respondents spent quality time their family and majority of them were female followed 47.7 per cent spent less than Rs. 100 on travelling followed by 34.2 per cent spent up to Rs. 500. Thus the study revealed that the work from home has

reduced the money spent on travelling to a great extent or almost to zero, reduced the hassles of commutation, access to homemade food etc.

**Table 4:** Perceived environmental condition of WFH employees, N=220

Environmental conditions	Frequency	Percentage (%)
<b>Lighting</b>		
Sufficient	156	70.90
Insufficient	64	29.10
<b>Ventilation</b>		
Good	120	54.54
Fair	100	45.46
<b>Noise</b>		
Disturbing	88	40.00
Fair enough	132	60.00
<b>Temperature</b>		
Comfortable	123	55.91
Not comfortable	97	44.09
<b>Relative humidity</b>		
Comfortable	122	55.45
Not comfortable	98	44.55

\*Figures in the parentheses indicates percentages

Table 4 provides insights into the perceived environmental conditions of employees working from home (WFH). The responses reflect the employees' opinions on factors such as lighting, ventilation, noise, temperature, and relative humidity. Here, we'll analyze the findings and their implications.

**Lighting:** The majority of WFH employees (70.90%) perceive their lighting conditions as sufficient, while a notable proportion (29.10%) finds them insufficient. Adequate lighting is essential for maintaining focus, reducing eye strain, and creating a conducive work environment. Organizations can encourage employees to optimize their home office lighting to ensure productivity and well-being.

**Ventilation:** About half of the respondents (54.54%) rate their ventilation as good, while the remaining respondents (45.46%) consider it fair. Proper ventilation is crucial for maintaining air quality and ensuring a comfortable workspace. Employees should be aware of the importance of well-ventilated areas and consider ways to improve indoor air circulation in their home offices.

**Noise:** Responses regarding noise perception reveal that 60.00 per cent of employees find the noise level to be fair enough, while 40.00 per cent find it disturbing. Noise can significantly impact concentration and work efficiency. Employees should explore strategies to mitigate noise, such as using noise-cancelling headphones or designating quieter areas for work.

**Temperature:** More than half of the employees (55.91%) find the temperature in their home office to be comfortable, while 44.09 per cent do not find it comfortable. Maintaining a suitable temperature is vital for employee comfort and productivity. Organizations can provide guidance on adjusting indoor temperatures and optimizing heating or cooling systems at home.

**Relative Humidity:** Similar to temperature, the majority of respondents (55.45%) consider the relative humidity in their workspace to be comfortable. However, a significant proportion (44.55%) do not find it comfortable. Appropriate humidity levels are important for respiratory health and overall comfort. Employees should be encouraged to monitor and regulate indoor humidity as needed.

The findings from Table 4 highlight the importance of the home office environment on employee well-being and productivity. Organizations can consider the following implications.

**Guidance and Education:** Organizations can provide employees with guidance on setting up their home offices, emphasizing the importance of proper lighting, ventilation, and noise reduction strategies.

**Wellness Initiatives:** Consider offering resources or recommendations for creating a comfortable and productive home workspace, including tips on optimizing lighting, managing temperature, and reducing noise distractions.

**Flexible Work Arrangements:** Flexibility in work hours can allow employees to adapt their work schedule to times when lighting is most conducive, noise levels are lower, and temperatures are comfortable.

**Health and Safety:** Encouraging employees to pay attention to environmental factors such as ventilation and humidity can contribute to their overall health and well-being while working remotely.

## Conclusion

In conclusion, the comprehensive analysis of the various tables provides valuable insights into the multifaceted landscape of working from home (WFH) employees. The demographic profile depicted diverse workforce in terms of gender, age, education, marital status, and occupation, highlighting the inclusive nature of remote work. This data indicates the need for tailored policies that cater to the unique needs of different employee segments. Result sheds light on the work profile of WFH employees, emphasizing the range of experience levels, workdays, hours, and peak working periods. These findings underscore the importance of promoting work-life balance, setting clear boundaries, and offering flexibility to accommodate individual preferences and productivity rhythms. The advantages outlined in a compelling case for remote work, ranging from spending quality time with family and financial savings to avoiding traffic and enjoying home comforts. These advantages signal a shift towards a more balanced and fulfilling work experience that resonates with employees' personal lives. The perceived environmental conditions discussed and highlighted the critical role of the home office environment in influencing employee well-being and productivity. The findings underscore the need for guidance on creating ergonomic workspaces that consider factors such as lighting, ventilation, noise reduction, temperature, and humidity. Collectively, these insights provide a holistic view of the remote work landscape, offering valuable implications for organizations, policymakers, and employees. Crafting remote work policies that address the diverse needs and preferences of employees, while also considering environmental factors, is crucial for creating a

sustainable, inclusive, and productive remote work culture. As the modern workforce continues to evolve, the lessons from these tables can serve as a foundation for fostering a harmonious blend of work, personal life, and well-being in the era of remote work.

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