

WORK FROM HOME DURING AND POST COVID FOR IT PROFESSIONAL

M. MOHAMED SHAMEEN

Ph.D. Research Scholar, Department of Management Studies, Bharath Institute of Higher Education and Research (BIHER) pursuing his research in the field of Human Resource Management, Assistant Professor in Department of Business Administration, The New College, and Chennai.

Dr. D. ARUN KUMAR

Assistant Professor, Department of Management Studies, Bharath Institute of Higher Education and Research (BIHER), Chennai.

Abstract

The Covid-19 Pandemic caused lockdowns which lead to major economic disturbances across the world forcing companies to implement work from home (WFH) to their employees at all levels. The main challenge of this work from home is the maintaining adaptability and productivity of the employees in the IT firm. Therefore, it is imperative to study the impact of the work from home policy the inherent issues such as level of performance of the employees and output. Most of the I T firms are of the view resort to WFH as a permanent feature and reviewing the merits and demerits. Innovations in Information and Communication technologies have paved the way to accomplish the task of external work environment. Broadband internet access and user-friendly laptop have helped the software professionals in IT industry to work from home. The efficiency and effectiveness of the employees of the IT industry should be analyzed in order to study the work from home policy. Achieving the overall goals and objectives of the organization depends upon the productivity and performance of the employees. A unique pattern to be evolved in the IT sector industry to evaluate the performance of the employees.

Keywords: Work from Home, Productivity, Innovations.

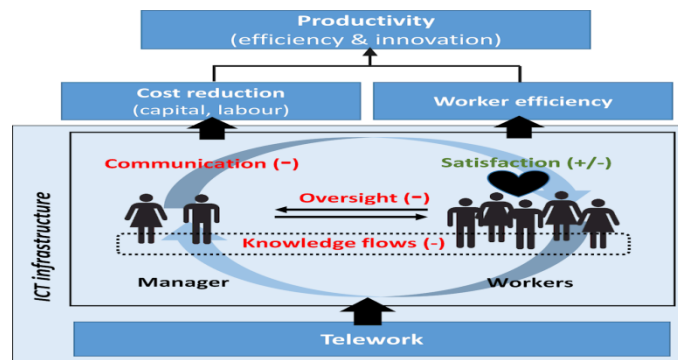
INTRODUCTION

The volatile growth of information technology has led to the progress of both mass and more urbane information applications. Personal Computers and Application Software represent a crucial a part of modern work life, because they allow us connect from nearly everywhere - as long a phone signal is available, access the net, check emails and social networks. Understanding user acceptance, adoption, and effective usage of gadgets and online platforms is a high priority item for organizations and individuals alike.

CONCEPTUAL FRAMEWORK

With almost one third of the world on a lockdown, the corporates and the offices have now rapidly shifted to working from home. Since no specific treatment has been suggested by any medical institution so far, World Health Organization has recommended that the only possible solution to be safe is to self-isolate and stay home. Due to this, the

world has come to a screeching halt and the businesses have to be shifted to remote work. Work-from-Home is a very new experience for most of us and hence the perception of the people ranges from being very excited to very hopeless. This study aims to examine the cause and effects of work from home for the IT sector employees. This study analyzed people Work-from-Home concept by analyzing twitter activities posted on social media. Total 100,000 tweets were analysed for this study. Results indicate that Work-from-Home concept was taken positively by the people. The emotions associated with most of the tweets were of trust and anticipation indicating that this concept is being welcomed by the people.



OBJECTIVES

- To develop and validate online training acceptance model.
- To find out the effectiveness of WFH among IT employees.
- To identify best work model suited for IT sector to overcome the barriers in times of COVID

PLATFORM FOR E-TRAINING & DEVELOPMENT IN IT SECTOR



E-Training Style.

- The trainer is a guide and facilitator of training resources
- Interactive two-ways information flow -Collaborative training
- The trainee learns through practice and self-searches
- Search and investigation through the Internet
- Problem solving – Analysis evaluation – Creativity – Taking - individual differences into account -Changing content -Interest to quality -Relative cost -Interest to trainees' conditions and observation of their individual capacities.
- E-training creates interactive relationship between trainees and trainers. E-training develops the trainee's ability to use computer and take advantage of the Internet, which assists him in his career.
- The rate of growth in the IT sector for 2019-20 is approximately ten percent. The Indian IT industry has grown rapidly with an exponential growth rate after the economic reform of 1991-92. Indian IT companies have set up thousands of Centre's within India and around 80 countries across the world.

EFFECTIVENESS, PRODUCTIVITY & BENEFITS OF WORK FROM HOME

ADVANTAGES

Flexibility - home working enables more flexibility in working arrangements. With employees no longer tied to an office, they may be better placed and more willing to work flexible hours such as earlier or later in the day or even at weekends. This may help you meet certain business needs eg: if you are trading with customers residing in a different time zone.

Improved employee retention

Home working can help retain employees as the flexibility of home. Being allowed to work from home, staff will also feel increased levels of trust from their employer, which can contribute greatly to staff loyalty.

New talent

Home working can be offered as an incentive to come and work for you helping you to attract new talent to your business. Even just offering the option to work from home will give you an advantage in the job market over competitors that don't offer home working as an option to their staff.

Increased productivity

Which would normally occur in an office environment. By contrast, working from home allows for a quieter environment that can facilitate more focused work. You may also find

that some employees may wish to increase their paid contractual hours as they save time that was previously spent commuting to and from the workplace.

DISADVANTAGES

Working from home doesn't suit everyone - working from home might not be suited to everyone's personality or ability. Some employees might prefer the routine and structure that working in an office environment provides them. Some staff may prefer personal interaction with colleagues and also find face-to-face guidance with their manager extremely beneficial in helping those complete tasks and achieve their goals. The working day. Others may not have the physical space required to create a suitable dedicated working area.

Staff feeling isolated

Individuals working from home may feel a disconnect from their colleagues and organisation as a whole that an office environment naturally allows. To address this issue employers could ensure that communication is more regular. So by scheduling quick catch-ups by phone or regular team meetings through other technologies like Skype, staff are given more opportunity to feel involved and part of the team. More informal and social catch-ups would also help counteract any feelings of isolation.

Difficulty Monitoring Performance

There could be difficulty managing home workers and monitoring their performance. Different personalities may also respond to monitoring with varying degrees of positivity. You could look at setting goals and targets with workers that are easily measured so that if their targets aren't being met you can identify and remedy any performance issues at an early stage. See managing staff performance and effectively manage employees who work from home.

Home Distractions

although home working removes the distractions that may occur in the office if a worker doesn't have a suitably quiet dedicated working space at home, they may get easily distracted by household noises or other members of their household.

CONCLUSION

Work from home during and post Covid for IT Professional. Online Training and Development with reference to IT Sector during Covid-19. COVID-19 has led to compressed transformation, with companies simultaneously transforming multiple parts of the enterprise and reskilling people in what previously would have been longer-term step-by-step programs. Many consumer-facing companies have re-plat formed their

businesses in the cloud, addressed cost pressures, and continued to build resilience and security, putting the infrastructure in place to enable innovation and position them for future success.

REFERENCE

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