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## Active and passive links between work from home and employee well-being: a post-COVID performance perspective

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**Abstract:** The COVID-19 pandemic triggered companies to come up with innovative solutions to keep their employees productive while working remotely. These new norms of work are to stay for the foreseeable future and it is important for companies to understand how they best adapt to these changes in order to continue operating effectively. It is essential for employers to ensure that their employees are well taken care of during this period and that they have access to resources that would help them stay productive while working from home. To address these issues, it is important to understand the implications of telecommuting on employee well-being and occupational health. Companies must invest in digitalisation, occupational medicine, and other resources, which can help, improve employee morale, productivity, and overall well-being while working from home. The current article explores how WFH benefits employers and employees as well as some potential challenges that come with it.

**Keywords:** work from home; WFH; post-COVID performance perspective; job satisfaction; physical stress; psychological stress; home office.

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## **1 Introduction**

The outbreak of COVID-19 pandemic has drastically changed the way we work. With social distancing measures in place, many companies are now allowing their employees to work from home (WFH). As a result, new policies and regulations have been put in place to ensure that the workplace environment remains safe and secure. WFH has become the norm in many organisations due to the pandemic (Kaushik and Guleria, 2020). While it can be beneficial for some, it can also have an adverse effect on employee well-being if certain factors are not taken into consideration. It is important to understand what these factors are and how they affect employee well-being when WFH. The current article discusses the various factors that can influence employee well-being while working remotely and how they can be managed effectively. The coronavirus disease (COVID-19) has had a drastic effect on the working world, with businesses and individuals facing multiple challenges. As the pandemic continues to spread around the world, it is essential that we come together and work collaboratively to find ways to mitigate its impact. This article will explore how different industries have been affected by COVID-19. What demanding situations they are currently facing and the way they could adapt to this new fact.

WFH has turned out to be an increasingly popular way of working in current years, and it looks like this fashion is here to live. With the rise of faraway work, employees are able to experience the flexibility and convenience that includes WFH (Oakman et al., 2022). This shift has also caused a developing percentage of weekly working hours being spent at home. WFH has become a popular tendency nowadays, with many corporations evolving the idea of virtual culture (Giannini and Bowen, 2022). It may have a wonderful impact on process delight and worker properly being, because it lets in personnel to work in surroundings that are comfy and handy for them. At the equal time, it is far critical to make certain that WFH does now not lead to emotions of isolation or loneliness. Companies need to create effective techniques for conversation and collaboration between their remote personnel with a purpose to stay connected and feel supported. This will assist them preserve activity pleasure and growth their productivity.

## 2 Review of literature

WFH has had a spread of results on our physical and intellectual fitness (Niebuhr et al., 2022). While there are some tremendous components to WFH which include increased flexibility and stepped forward paintings-life stability, there also are some potential negative outcomes together with reduced social interplay, accelerated stress stages, and decreased productivity. In addition to those bodily and intellectual fitness outcomes, WFH Moreover may have a diverse of different fitness effects because of the shortage of direct face-to-face meetings and the extension in conferences through virtual and online modes (Ferri et al., 2020).

WFH has emerge as increasingly more famous within the beyond few years and is anticipated to continue to grow. It gives employees the flexibility to paintings on their own terms and permits them to cope up their paintings and personal life. However, it is far critical for employers to make certain that employees are nonetheless engaged and glad with their process whilst operating remotely. They want to ensure that personnel have got right of entry to important assets, have a clear knowledge of expectancies, and feel supported in their roles. Additionally, employers ought to create an environment in which personnel can live connected with every different and construct relationships even if WFH (Karanikas and Cauchi, 2020).

There has been a sturdy correlation between personnel' process pride and their intellectual health (example, job satisfaction) can be defined as the degree to which employees are satisfied with their paintings. In addition to increasing organisational commitment and the exceptional of relationships with leaders, working remotely can also assist to lower paintings-time warfare by strengthening work surroundings dedication and enhancing relationship excellent with top management (Crain and Stevens, 2018).

Several organisations switched absolutely to remote work with a purpose to contain the COVID-19 epidemic, which led to all personnel operating from home as a result (Bamieh and Ziegler, 2022). In those organisations, communication has therefore grown to become completely digitalised, and teleworkers in this case are much less in all likelihood to experience social isolation than they did before the pandemic owing to the fact that there is limited social isolation in this situation.

WFH research performed at some point of the COVID-19 pandemic has indicated ambivalent effects on employees' health and task delight (Niebuhr et al., 2022). According to a major German health insurance provider, a high level of psychological stress is also experienced by employees during WFH, although they experience an increase in autonomy and job satisfaction during WFH. However, a small minority of remote workers reported that they did not experience any change in their job satisfaction during the WFH period (Wheatley, 2012).

### 2.1 *Characteristics of home office*

A unique attention is located on investigating specific elements of make money WFH. In the context of objective characteristics of work-from-home, four various factors were tested (Caridade et al., 2022). They are the technical gadget in the home office (factor 2), whether or not there are company agreements defining the framework situations for operating from home (factor 3), and whether or not an organisation allows one to work at a flexible time (factor 4). The home office is likewise evaluated in terms of its subjective characteristics, specially the enjoyment of elevated autonomy (factor 5). Based on the

effects of the analysis, the four characteristics were analysed to determine whether or not or not that they had an unfavourable effect on personnel' health-workability, psychological and bodily pressure signs and symptoms, and job satisfaction.

According to Bellmann and Hübler (2020), employees who had clean agreements for WFH suggested a lot higher work than now. Significantly fewer personnel used home workplaces earlier than the COVID-19 outbreak, and contracts have been regularly now not developed in organisations. Compared to colleagues without such agreements, specific employees stated a better stability among resources and workloads. For the latter, place of job sources like greater flexibility were outweighed by way of work demands like overtime. This asserts that additional critical factors of this kind of enterprise agreement addressing WFH consist of information safety worries, agreements on putting in and financing the cell or home administrative centre, verification of operating hours, and many others. Based on these findings, we trust that having a WFH settlement in place at paintings has a favourable impact on a number of health indicators.

WFH is under a lot of pressure during the COVID-19 pandemic. The right resources are necessary for employees to handle them in a healthy manner (De Klerk et al., 2021; Misra and Panda, 2017). We presume that the ability to be flexible in one's own work, enabled by means of the employer, is a critical tool for handling the ambiguous and ever-converting desires of the place of work. The participants had been particularly questioned if they could plan their operating hours at the same time as WFH on their own or if preparations with superiors were required.

WFH can be connected to greater autonomy in terms of working hours, breaks, and job sequencing, allowing workers to have greater flexibility (Brewer, 2000). According to research, WFH's main components of greater person obligation, flexibility, and freedom have an impact on personnel' job happiness. Employees can combine expert and personal duties, giving them more freedom of their work-lifestyles stability that is one benefit of the extra flexibility. Numerous studies have revealed that WFH includes a few factors which are fitness-promoting, which includes greater flexible working hours.

This kind of recent venture in all likelihood additionally requires new assets similarly to those wished for WFH. Gajendran and Harrison's (2007) meta-evaluation discovered that telework has beneficial consequences on perceived autonomy. Job autonomy and work autonomy had been observed to be significantly correlated. Job autonomy is associated with the belief of control over one's operating surroundings, increased flexibility, and the potential to make choices. Work autonomy becomes described through Petrou et al. (2012) as personnel' control over how tasks are completed. Employees have greater freedom in the home workplace than they did in conventional offices. For example, a few people might be capable of choose a way to do their responsibilities independently of others, plan their breaks and workday's beginning and end autonomously, and so forth. Another longitudinal study supported the importance of administrative centre autonomy for workers' health during the COVID-19 pandemic (Meyer et al., 2021). In contrast to girls with excessive stages of task autonomy, they located that emotional tiredness rose among ladies with extraordinarily low degrees of work autonomy over the course of the take a look at period (at some stage in the COVID-19 epidemic).

### 3 Objectives

- To recognise the impact of work time on workability and psychological and physical strain symptoms of employees working in a corporation.
- To look at effect of work time on work satisfaction.
- To recognise the degree of digitalisation's effect on workability and mental and physical strain signs of employees operating under an employer.
- To observe the relationship among organisation's settlement of work at home and its effect on workability and mental and physical stress signs of personnel working in a corporation.
- To understand the relationship between level of pliability and workability and mental and bodily pressure signs and symptoms of personnel working in a company.
- To examine the connection between level of autonomy and workability and psychological and physical stress signs of employees working in an organisation.

### 4 Hypotheses formulation

- Hypothesis 1 Working time significantly affects work potential of personnel and physical and mental stress signs of personnel in a corporation.
- Hypothesis 2 Working time has a high quality influence on job delight of the employees.
- Hypothesis 3 The capability of era accessible in the enterprise is having an applicable effect on (3a) work ability, (3b) mental and physical stress signs, and (3c) process pleasure of the personnel.
- Hypothesis 4 The accessibility of an agency settlement on WFH (Factor 3) has an advantageous effect on (4a) work capability, (4b) mental and bodily strain symptoms, and (4c) task pleasure of the personnel.
- Hypothesis 5 Work capability (5a), physical and psychological pressure signs and symptoms (5b), and process satisfaction (5c) are all drastically definitely impacted by means of the extent of flexibility that corporations offer their employees whilst they may be on WFH (factor 4).
- Hypothesis 6 The superior autonomy (factor 9) in the corporation has an essential positive impact on (6a) work potential, (6b) mental and bodily strain symptoms, and (6c) work pleasure of the personnel.

### 5 Materials and methods

Data was collected from eminent industries of banking and IT sectors situated in the popular metros cities across India. Descriptive analyses have been carried out, and correlational analyses have been calculated for all variables used. Using online

questionnaires, employees from the selected businesses had been surveyed approximately, among one-of-a-type subjects, their cutting-edge artwork scenario and occupational fitness. The information includes  $n = 519$  personnel. The gender distribution changed into as a substitute balanced with 54% male and forty six percentage female, and prefer not to say to be 45 (SD = 12) to 57 starting from 21 to 58. Degree in arts and exchange and technical college tiers have been maximum frequently noted as the very excellent professional training (39%). In addition, 27% stated that that they had finished specialised rate added guides. 19% owns a degree from an undergraduate technical university, 3% were no vocational education diploma, and more than one. Three % are doctorate or postdoctoral diploma. The average monthly income (i.e., the sum of wages, income, profits, in each case after deduction of taxes and lots of others) was around Rs. 25,000.

## *5.1 Measures*

### *5.1.1 Factors of WFH*

In the current study participants have been allotted to signify on a sliding scale of 0%–100% how lots of their weekly art work time they presently make money WFH. Furthermore, the technical capability of apps used in the home workplace ('the technical packages I want for my work characteristic') and the experience of getting greater autonomy in the WFH ('I enjoy extra autonomy/choice-making within the domestic place of job') had been measured each with a single-item the use of a five-factor summative scale ranging from 1 (does not have a observe the least bit) to 5 (clearly applies) the existence of a settlement.

WFH become quantified the usage of an unmarried item. Response alternatives for added records at the duration of the settlement have been 1 (no agreement), 2 (sure, even in advance than the pandemic of COVID-19), or three (yes, simplest because of the fact the pandemic of COVID-19). Lastly, members were questioned approximately whether and the manner regularly their employers allowed them to make money WFH. Three options existed for the reaction: My permission to earn a living from home is not always granted, with positive recommendations, Yes, I'm flexible in phrases of agreements, and yes, I'm very bendy with my time desk. In other terms, larger numbers represent a higher degree of freedom that businesses offer for home workplaces.

### *5.1.2 Outcome variables*

For the cause of figuring out the overall stage of work ability, a single object from the work ability index (WAI) changed into employed. According to Riedel et al. (2015) the method in occupational fitness studies that is the most well-known is the only wherein a single object is used to decide a participant's work ability score (WAS). The universal work abilities of individuals had been rated on a sliding scale that ranged from 0 (almost now not capable of work) to ten (completely competent to work) (first-class paintings ability). Utilising objects from the burnout bullying inventory's subscale for bodily and psychological signs and symptoms of strain, 11 special psychological and bodily signs and symptoms, together with listlessness, headache, nightmares, and sadness, have been evaluated using a five-factor summative scale starting from 1 (does not apply in any respect) to five (this absolutely applies) In order to test the speculation, a cumulative

score changed into computed (1,155 possible factors), and the variety was as follows: Scores that were better counselled a more degree of agreement with the symptoms and, as a result, a broader spectrum of symptoms. The stage of activity delight became determined via the use of a single item on a summative scale that ranged from 1 (does not apply in any respect) to 5 (I am thrilled with my work). The item in question read, 'I am content material with my employment' (completely applies).

## 6 Results

### 6.1 Statistical analysis

The evaluation was carried out with the help of the application SPSS Statistics 26.0. Before putting the hypotheses to the test, descriptive analyses have been carried out. The correlations between all of the outcome measures and the predictors are shown in Table 1. A multiple regression model was used in order to investigate the impacts that the previously stated components had on the final variables, which were workability, job satisfaction, and stress-related symptoms respectively.

The mean values and general deviations of the gadgets that had been used are proven in Table 1. In order to assess the speculation, an ordinary score turned into created using all of the physical and psychological symptoms. The internal consistency estimate of dependability for the subscale that becomes evolved to assess pressure-connected signs and symptoms changed into found to be identical to zero.918.

### 6.2 Testing the hypotheses

The results of the many different regression fashions may be found in Table 2. Factor 2 (technical functioning) turned into the only critical predictors of employees' activity ability, and it defined eight% of the variance in workers' workability ( $F(5, 513) = 10.296, p 0.001$ ). As a right away consequence of this, Hypothesis 3a became confirmed.

While investigation was carried out to research how the predictors inspired a diffusion of physiological and psychological signs of stress. The factors factor 1 (percent of worktime spent inside the home office), factor 2 (technical functioning), and factor 3 (corporate agreement availability) importantly expected stress-related signs, with  $F(5, 513) = \text{four}, 0.483, p 0.01$ , and altered  $R^2 = 0.03$ .

Unpredictably, a tremendous beta weight for factor 3 changed into located, which indicated that employees who had greater contractual responsibilities to WFH stated struggling greater signs and symptoms related to strain. As an outcome of this, it become decided that Hypothesis 1b and 3b were accurate; however, the inquiry into Hypothesis 4b produced the other final results.

A multiple regression analysis was conducted on the subject of contentment at work. Factors 1, 2, and 5 (experience of increased flexibility) had a significant effect on job satisfaction, as shown by the statistic  $F(5, 513) = 10.08, p 0.001, R^2 = 0.08$ . As a consequence of this, Hypotheses 2c, 3c, and 6c were shown to be true. The outcomes of each of the several regressions are shown in Table 2.



**Table 1** Means (M), standard deviations (SD) and correlations (r) for the main variables of the study

Sl. no.	Variables	Mean	Sta. dev.	1	2	3	4	5	6	7
1	Percentage of working time WFH	58	41							
2	Workability	8.69	1.89	0.112						
3	Symptoms persists	21.94	7.94	0.026	-0.490**					
4	Job satisfaction of the employees	3.7	1.1	0.01.	0.4**	-0.4**				
5	Agreement	1.7	0.9	0.145**	-0.024*	0.115**	-0.035			
6	Flexibility of work	2.7	1.1	0.61**	0.16**	-0.074	0.170**	0.031		
7	The functionality of technical equipment	3.8	1.3	0.54**	0.29**	-0.114**	0.26**	0.04	0.53**	
8	Increased autonomy of the workforce	3.4	1.4	0.56**	0.17**	-0.02	0.24**	0.09.	0.55**	0.65**

Note: \*\*p-value is significant at 0.05.

**Table 2** Regression outcome

Dependent variable	Predictors	Coefficient	Standardised coefficient	R
Work ability	Factor 1	-0.0035	-0.077	0.08
	Factor 2	0.46 (0.08)	0.322	
	Factor 3	-0.045	-0.03	
	Factor 4	0.07(0.09)	0.04	
	Factor 5	-0.017	-0.012	
Stress related symptoms	Factor 1	0.025	0.131	0.03
	Factor 2	-1.109	-0.2	
	Factor 3	0.902	0.1	
	Factor 4	-0.689	-0.1	
	Factor 5	0.42	0.072	
Job satisfaction	Factor 1	-0.003	-0.127	0.08
	Factor 2	0.175(0.04)	0.21	
	Factor 3	-0.04	-0.04	
	Factor 4	0.054(0.54)	0.06	
	Factor 5	0.116*(0.047)	0.15	

Note:  $n = 519$ ; \* $p > 0.05$ ; \*\* $p > 0.01$ ; \*\*\* $p > 0.001$ .

## 7 Discussion

People's lives are being significantly altered all around the world as a right away result of the COVID-19 outbreak. The pandemic is having sizable repercussions at the place of job; but, it's also hastening the technique of digitalisation and fostering the increase of recent sorts of labour. The purpose of this studies changed into to get a deeper statement of the occasions wherein WFH may be useful to an employee's fitness as well as their degree of job satisfaction. In view of the many and often conflicting clinical statistics on the question of whether or no longer WFH is fitness beneficiary, we investigated the person factors of WFH, their outcomes on fitness, and their outcomes at the leisure one derives from their employment. We investigated the impact of five WFH functions on fitness metrics (consisting of process potential and stress-associated signs and symptoms of physical and psychological) in addition to employee activity pride via carrying out a survey. These standards consist of the proportion of weekly work time this is WFH, the functioning of the era, the presence of enterprise coverage, the degree of freedom provided by means of the corporation, and the experience of autonomy.

According to the findings of this examine, a greater share of weekly working hours become related to an increase in pressure-related signs and symptoms (WFH). Consequently, personnel who worked a more percent of their weekly hours from home quoted higher emotional and bodily ache than folks that WFH less hours. This turned into the case while contrasted to workers who WFH fewer hours. On the alternative hand, there was no correlation between the quantity of hours according to week spent WFH and overall performance at work (Hypothesis 1a). Contrary to our assumption and the findings of Bellmann and Hübler (2021), the amount of WFH had a poor have an impact on employee satisfaction (Hypothesis 2). In contrast to what many human beings believe there are superb as well as poor institutions between WFH and feeling satisfied in their career. On the other hand, Abraham et al. (2008) have proposed an idea that shows that employee satisfaction may additionally attain a plateau after which begin to drop at increasing degrees of telework (Hypothesis 3a). There turned into a fantastic correlation among the degree of application provided via generation and job pride, as well as psychological and bodily pressure-associated symptoms, and usual work performance (Hypothesis 3c). The reality that this detail has a considerable impact on all of the outcome variables lends credence to the findings from an in advance study that was executed at some stage in the EU and emphasised the importance of having a correct delivery system. Seventy seven% of employees who had sufficient equipment said being satisfied with their telework preparations, as compared to 31% of folks that did no longer have adequate system 39% of people asked stated that their employment contract imposed obstacles on WFH.

On the work-factor questionnaire, we observed, tons to our marvel, that the existence of a company agreement become connected to an extra wide variety of strain-related signs than we had anticipated. Although agencies' policies and processes regarding telecommuting range with reference to the kinds of approved sports and the extent of complexity worried, which leads to exclusive forms of results it is viable that this is because the variable that turned into used did no longer look into the first-rate of the agreements.

According to Bichler et al. (2022), the importance of personnel' fitness during the COVID-19 outbreak cannot be overstated when thinking about the subjectively experienced will increase in autonomy during WFH. At evaluation to the outcomes of

different research our evaluation discovered that a greater feeling of autonomy within the domestic workplace did now not have an impact on either work overall performance (Hypothesis 6a) or stress-related signs (Hypothesis 6b). However, opposite to what changed into hypothesised, having an extra degree of autonomy undoubtedly forecasted work pleasure (Hypothesis 6c). This finding is compatible with the findings of the meta-analysis performed by way of Gajendran and Harrison (2007).

## **8 Conclusions**

The COVID-19 pandemic swiftly altered the landscape of the globe and had a significant impact on the working environment. As a direct consequence of the COVID-19 epidemic, the rate of WFH absorption has skyrocketed to previously unheard-of levels. There is a correlation between WFH characteristics and health and job happiness. These characteristics include the usability of technology, the proportion of WFH, and a feeling of autonomy. For a work-from-home environment to be both healthy and enjoyable, it is necessary to have a high degree of autonomy in addition to enough technology tools that are in good working order. Both should be guaranteed by legally enacted restrictions that are reasonable. While looking at WFH as whole, factors such as the working environment, the availability of social support, and casual communication should be examined. A significant number of individuals want to keep WFH until the end of the pandemic. It is possible to devise and put into effect individualised therapies and legal rules if one has a comprehensive understanding of the components of WFH and their effects on the health of employees and their level of happiness with their jobs.

### *8.1 Implications*

Even when the COVID-19 period has surpassed or corona virus period-associated restrictions were loosened, its miles believed that WFH will stay a vital issue of trendy modern-day administrative centre. The pattern in the direction of WFH may additionally retain even after the pandemic has stopped due to the benefits that corporations and individuals have seen with WFH in addition to technological traits (Putri and Irwansyah, 2020). This will permit for the identification of capacity threat factors as well as the introduction of effective administrative centre guidelines.

The productiveness of the generation inside the home office had immense impact on at the health and happiness of the workforce members, in addition to their level of pleasure with their jobs. Due to the reality that the transition method toward WFH became in most cases unplanned, the technological infrastructure determined in lots of human beings' homes turned into work places to help them within the productive and healthful work situations wherein they were required to do their jobs. When enterprises and people beautify their technical facilities in WFH facility, the operating environment has the ability to add enhancements. The right operation of the technological equipment has an impact on each and each final result acquired in our inquiry. Additionally, WFH need to observe a few regulations, inclusive of people who alter legal responsibility coverage. However, so one can set up more unique guidelines, teamwork is necessary. In a manner analogous to the guidelines that govern telework, employers are obligated to offer the specified technical equipment and make sure its capability. In the sake of

occupational protection and fitness, as an instance, it may be viable for firms to provide movable, ergonomically constructed paintings equipment for WFH.

It is extensive to take into consideration now not simplest the factors that directly make a contribution to WFH but also the results that are probably predicted from the ones factors. Expression of make money WFH as a percent of weekly operating hours is some other technique that can be used to create a hybrid mode of working.

The increase in a person's sense of personal autonomy that they report having experienced was evaluated as a work resource. In order for workers at WFH to be able to meet the requirements of this new sort of employment, the company has begun giving them more freedom. The findings of this study have revealed how important autonomy is to one's level of satisfaction while working. The autonomy of workers needs to be incrementally expanded the moment that a crisis occurs in the not too distant future. It's possible for employers to delegate greater control to workers during times of crisis, and employees' health might even be safeguarded thanks to flexible work arrangements that encourage work-from-home and hybrid work models. When faced with a crisis, employees who have the freedom to make their own decisions do better in the balancing act between their personal and professional responsibilities. The role that personal and work-related resources play in regard to emergent work forms, such as WFH should also be the subject of more study in the future. Businesses have a responsibility to encourage the use of the appropriate resources, such as social support and feedback, which are necessary for productive, joyful labour in the context of traditional working hours as well as emerging forms of employment.

## 8.2 *Limitations*

This study, just like every other examination in the subject, contains a number of shortcomings. To begin, the data that were used in this study were collected from a single source and consisted of just self-reported information. When self-reported measures and outcome measurements convey the same underlying meaning, this enhances the likelihood of common-method bias, social desirability bias, and conceptual overlap.

Second, since we used a cross-sectional study methodology, we are unable to draw any conclusions about possible causes. Despite the fact that the researchers asked slightly different questions in each poll, they conducted each of them using the same respondent pool. As a direct consequence of this, the research presented in this article was of the cross-sectional kind and relied on data collected at a single point of measurement. In order to make assertions about causality, longitudinal study designs that include many measurement time points are required. The researchers that worked on this project have not yet completed their analysis of the data accumulated from the first and second series time factors. In addition, since the records were accumulated at some point of the lockdown that came about within the wintry weather of 2020, there's a loss of baseline statistics approximately worker health, happiness at work, and other factors before the beginning of the COVID-19 pandemic.

Thirdly, a single item was utilised to examine the bulk of the factors that were associated with both causes and outcomes. Because of the cost involved, we chose to proceed in this manner. However, the variance that is assessed is much reduced because to the design of this questionnaire. In addition, the fact that each significant component was only embodied by a single item meant that it was impossible to construct any latent factors. In further study, specific WFH traits should be selected, and subscales should be

used to evaluate them. In addition to that, we took use of a few items that had not been confirmed. Because of the COVID-19 scenario's present relevance and the experimental nature of the study's original design, the use of existing (sub) scales was only just barely viable (Fell et al., 2020). This was due to the uniqueness of the problem as well as the current relevance of the situation.

In addition, the investigation was limited to a single unit. Interviews with locals working in other countries should be part of further study to validate the results. In order to achieve a certain amount of generalisability and to represent the diversity that exists within the German working population, a survey was administered to workers from a number of industries (Neffke and Henning, 2013).

Lastly, the pandemic caused by COVID-19, a situation that was both worrisome and uncertain, was exploited to solve research difficulties about WFH. When analysing the findings of the study done on the effects of WFH on people's health during the pandemic, this should be taken into consideration. The COVID-19 pandemic setting may make the health risks associated with WFH even more severe. There is a possibility that virus-related worry will have a major influence on the existing relationship between WFH and health results, and on task pride. For example, it is seen that social isolation had worse effects on job engagement among employees who pronounced excessive stages of virus-associated fear, (i.e., the phenomenon of being concerned, afraid, unhappy, or furious) than in those who reported lower levels of virus-related anxiety. This was the case even though both groups of workers were exposed to the same amount of social isolation.

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