

RESEARCHING AND ANALYSING DATA

Title: Working from Home

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Executive summary

The work from home is the concept that has been adapting to different organisations nowadays. A number of pros and cons are associated with this and an organisation needs to consider those. A primary and secondary research has conducted by the researcher to gain understanding of work from home.

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Introduction

A number of organisations have been allowing work from to their employees since past few years for different reason. Due to association of different technologies, the working from home is much easier nowadays and sometimes it is helpful to cut some extra cost for an organisation. This report will focus on the pros and cons of the working from home in recent scenario. A research question will be made in order to conduct the study. The researcher will conduct a primary and secondary research to answer that questions. The data visualization processes are used to analyse the data gathered and make a conclusion.

Research question

The research question for this study is following:

- Do organisations need to allow work from home more?

Secondary research

The work from home is considered by different organisations currently by considering its different pros and cons. A number of people prefer work from home for different reason such as increasing age, medical treatment, sickness of relatives and more. The work from home is getting easier for technological advancements such as voice mail, video calling, email and more that is helpful for the worker to connect with the managers and get support immediately. As for instance, the CEO of Yahoo Marissa Mayer prefers work from home because it helps her to complete other tasks along with office works.

The organisations need to have trust to provide work from home facility to its employees. If employees are efficient and the organisations have positive working experience, then it is easier to allow work from home. However, the trust can be earned easily by working face to face rather than using email or video calls. Therefore, the employers need to examine the workers before allow them working from home.

According to Arlinghaus and Nachreiner (2014), building trust is not an easier task and an organisation needs to work as team to complete its all the tasks. It needs to face challenges, failure and success together, which is helpful for them to gain trust on each other. If an organisation allows work from home, then it can be hard to work with each other and sometimes communication problems arise during completing larger projects. According to Bloom (2014), the work from home facility is helpful to cut different expenditure of an organisation such as office rent, electricity bills, usage of computers and more.

The organisations need to spend ample amount on its employees for hiring and maintaining them. Apart from this, it focuses on hiring skilled workers and replacing them can reduce the productivity of the organisations sometimes. As stated by Dockery and Bawa (2014), if the employees demand some flexible working environment such as work from home, then the organisations need to allow it to enhance employee satisfaction. However, different hardship needs to be faced by the organisation while it allows work from home to its employees. The organisations need to fix meetings on specific days when all the workers are available along with employees who are working from home. According to Sarbu (2015), the employees who work in the office regularly need to take some extra burden such as answering calls, deal with managers face to face and others. Apart from this, the clients cannot be flexible as the organisation and for this reason, the employees need to come office to attain meeting with clients.

As opined by Bloom *et al.* (2014), the people who work from home are more productive than the people who work from the office on a regular basis. A Chinese travel website CTrip compared it's both types of workers and it was seen that the employees who worked from home took 13.5 percent more calls than workers in office that can be equivalent to a full day working capacity in a week.

The pros related to the work from are the workers can complete their work in their style and no one can create disturbance or monitor overtime. Sometimes, the workers can get some reduced taxation due to working from home. As argued by Beckmann and Rubietta (2016), the single parents or person with medical conditions are more facilitated by working from home. The cons related to working from home are workers need to maintain self-discipline while working from home. That is because, sitting at home or doing different other tasks at home can create laziness in the worker which can affect the given task. Those workers need to be self-motivated because no one can support those while working from home. Sometimes the workers need to deal with any kind of problems related to the job while the managers or others workers are too busy to answer calls or emails. Sometimes, the workers need to deal with mistake on their own during working from home. According to Moen *et al.* (2016), the collaboration with coworkers becomes lower which create problems to gain knowledge about different recent changes associated with the project or the organisation. Apart from this, the managers cannot recognise the hard work while an employee works at home and for this reason, it can prevent the promotion or enhancement of wage for their achievements.

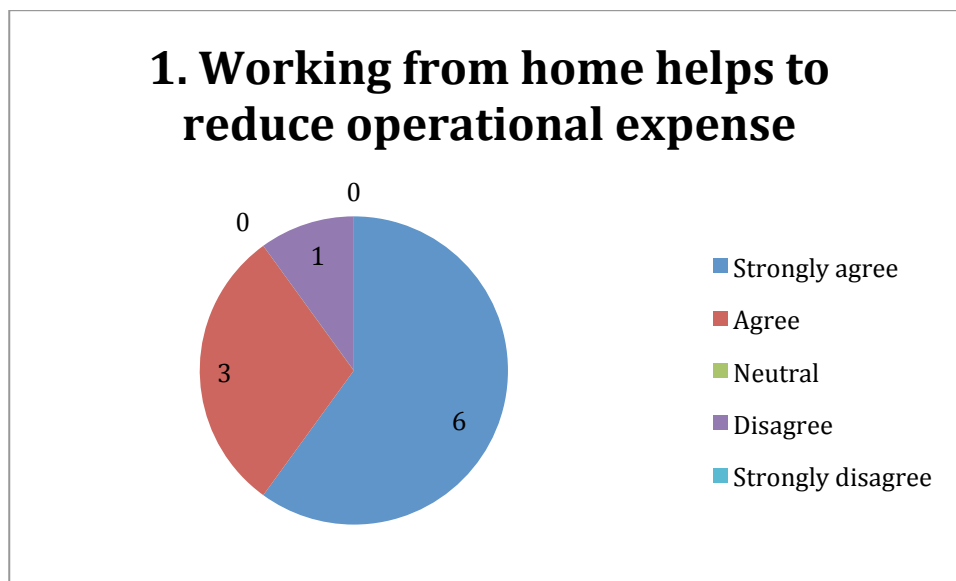
Primary research

Methodology: In order to conduct the primary research, the researcher has created a questionnaire with 5 questions. The generated data from the respondents will be analysed by using proper tools and graphs to develop a conclusion.

Sampling: In order to conduct the primary research, the researcher has selected simple random sampling. In this process, the researcher has chosen 10 people randomly who are employed in different organisations and has experience of work from home.

Data analysis:

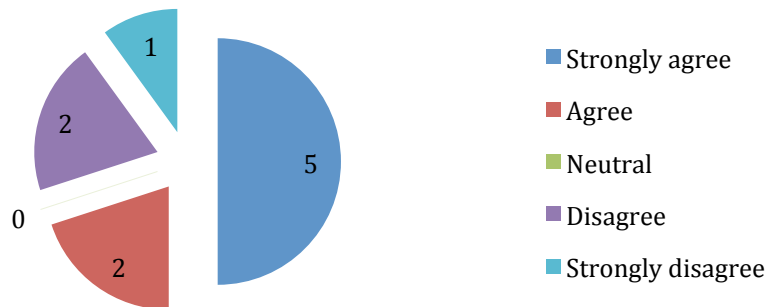
1. Working from home helps to reduce operational expense



According to the survey, 6 people are strongly agreed that working from home can reduce the operational expense of the organizations while 3 people agree with this. Online 1 people disagree with this question. Therefore, the work from home can cut some extra cost for the organisation and reduce operations expense.

2. Working from home requires trust on the employees

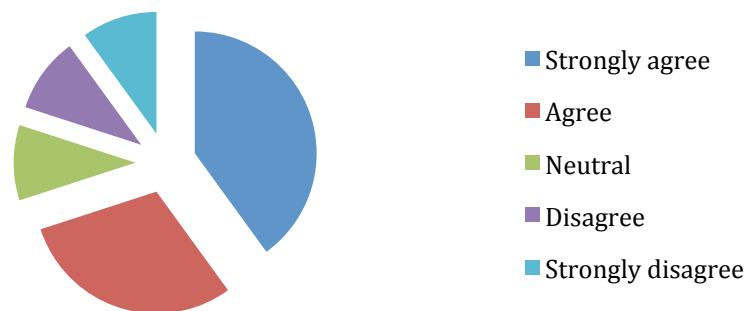
2. Working from home requires trust on the employees



According to the survey, 5 people are strongly agreed that working from home requires trust on the employees while 2 people agree with this. The 2 people disagree and 1 people is strongly disagree with the question. Therefore, employers need to gain trust while allowing work from home.

3. Chances of mistakes are more in works during working from home

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According to the survey, 4 people are strongly agreed that chances are mistake is high during working at home while 3 people are agreed with this. On the other hand, the 1 people remain neutral and remaining two people disagree and strongly disagree with the question. Therefore, the chances of mistake are high while working from home.

4. Facility like work from home can enhance employee satisfaction

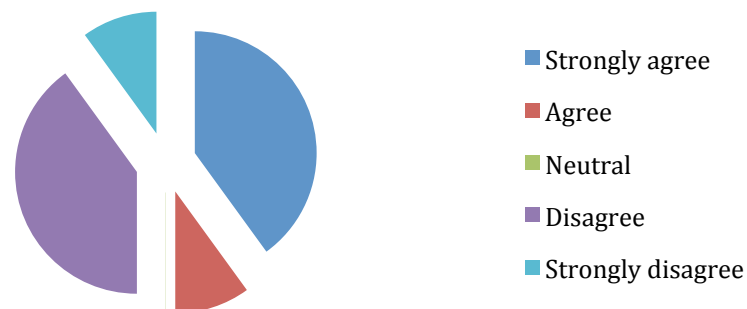
4. Facility like work from home can enhance employee satisfaction



According to the survey, 6 people strongly agree that work from home can increase employee satisfaction while 3 people agree with this. Only 1 people disagrees with this question. Therefore, work from home is helpful to enhance employee satisfaction.

5. Working from home can enhance productivity of the workers

5. Working from home can enhance productivity of the workers



According to the survey, 4 people are strongly agreed that work from home can enhance the productivity of the workers while 1 people agree with the question. 4 people disagree with it while 1 people is strongly disagree. Therefore, work from home can enhance the productivity of the workers.

	Help in reducing	Require	Chances	Employee	Enhancemen
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	operating expense	ment of trust	of mistakes	satisfactio n	t of productivity
	1	1	1	1	1
	1	1	1	1	1
	1	1	1	1	1
	1	1	1	1	1
	1	1	2	1	2
	1	2	2	1	3
	2	2	2	2	3
	2	3	3	2	3
	2	3	4	2	3
	4	4	5	4	5
Mean	1.6	1.9	2.2	1.6	2.3
Standar d deviation	0.966091783	1.100504 935	1.398411 798	0.9660917 83	1.33749351

Ethical consideration

In order to complete the research, the researcher has considered different ethical factors. The researcher take chosen 10 participate for the primary research and details of them will not be disclosed. The researcher will keep the information secret given by the participate and that information will not be used for any commercial purpose.

Conclusion

The work from home is the new trend in current scenario and different organisations are focusing on providing this facility to its employees. Different pros and cons are associated with the work from home and an organisation needs to consider those before allowing it to its employees. The

work from home can create communication problem among the employees which can affect a project. Sometimes any mistake needs to handle employees if working from home. The organisations face hardship to arrange team meetings or client meetings if a number of people are working from home. The regular employees need to take some extra burden for the home workers. The work from home facility can help to reduce some extra expenditure for an organisation such as rent, bills and others. An organisation needs to gain trust on the employees related to their efficiency of work before allow them working from home. However, it can be built by woking face-to-face and employers need to examine employees efficiently. The work from home facility also helps to gain productivity of the employees. This process is becoming easier due to the advancement of different technologies and any organisation can allow work from home if it can find out the positive effects.

Reference list

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Appendix

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1. Working from home helps to reduce operational expense	6	3	0	1	0
2. Working from home requires trust on the employees	5	2	0	2	1
3. Chances of mistakes are more in works during working from home	4	3	1	1	1
4. Facility like work from home can enhance employee satisfaction	6	3	0	1	0
5. Working from home can enhance productivity of the workers	4	1	0	4	1

	Strongly agree	Agree	Neutral	Disagree	Strongly disagree
1. Working from home helps to reduce operational expense	6	3	0	1	0
2. Working from home requires trust on the employees	5	2	0	2	
3. Chances of mistakes are more in works during working from home	4	3	1	1	
4. Facility like work from home can enhance employee satisfaction	6	3	0	1	
5. Working from home can enhance productivity of the workers	4	1	0	4	1

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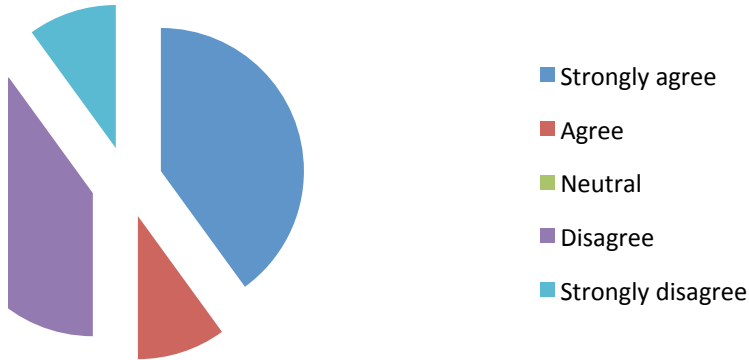
4. Facility like work from home can enhance employee satisfaction



1. Working from home helps to reduce operational expense

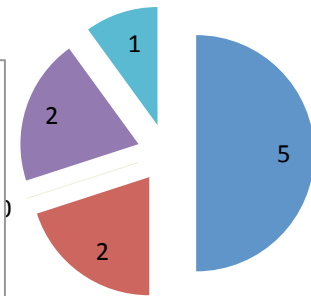
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Working from home can enhance productivity of the workers

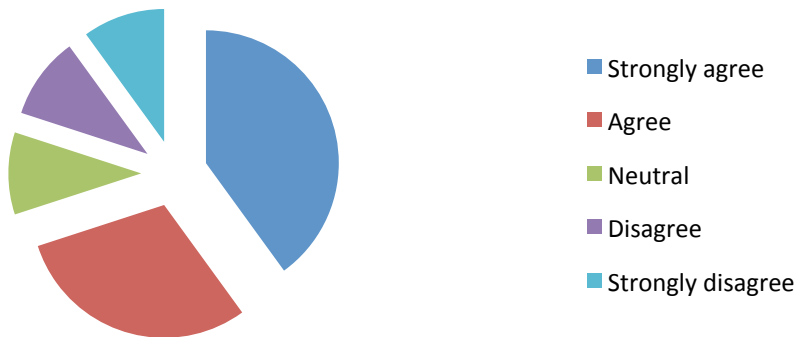


Strongly agree
Agree
Neutral
Disagree
Strongly disagree

2. Working from home the emplo



3. Chances of mistakes are more in works during working from home



Strongly agree
Agree
Neutral
Disagree
Strongly disagree

requires trust on
employees

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

Help in reducing operating expense

Requirement of trust

	1	1
	1	1
	1	1
	1	1
	1	1
	1	2
	2	2
	2	3
	2	3
	4	4

Mean

1.6

1.9

Standard deviation

0.966091783

1.100504935

Chances of mistakes	Employee satisfaction	Enhancement of productivity	4	1
1		1	1	
1		1	1	
1		1	1	
1		1	1	
2		1	2	
2		1	3	
2		2	3	
3		2	3	
4		2	3	
5		4	5	
2.2		1.6	2.3	
1.398411798	0.966091783	1.33749351		

0	4	1
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