



# IMPACT OF WORK FROM HOME AND FAMILY SUPPORT ON INDIAN WOMEN'S WORK PRODUCTIVITY

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## ABSTRACT

This abstract explores the impact of work-from-home and family support on Indian women's work productivity. While working from home provides increased flexibility and reduced commute time, it also presents challenges, such as distractions and increased responsibility for household chores and childcare. Family support plays a crucial role in helping women maintain their productivity by providing emotional well-being and assistance with household responsibilities. Organizations can also support women by offering flexible work hours and family-friendly policies. By recognizing the challenges faced by Indian women and providing support, families and organizations can help improve women's work productivity and overall well-being.

## KEY WORDS

Work from home - Family support - Indian women – Productivity – Flexibility - Household chores- Childcare - Distractions - Emotional well-being - Flexible work hours - Family-friendly policies - COVID-19 pandemic

## OBJECTIVE OF THE STUDY

The objective of the study on the Impact of Work from Home and Family Support on Indian Women's Work Productivity is to examine the relationship between work-from-home, family support, and Indian women's work productivity. The study aims to identify the challenges and opportunities that Indian women face while working from home and to understand the role of family support in maintaining work productivity. The study also aims to provide insights into how organizations can support women's work productivity by offering flexible work hours and family-friendly policies. Finally, the study aims to contribute to the literature on work-from-home and family support by examining these factors in the specific context of Indian women's work productivity.

## INTRODUCTION

The COVID-19 pandemic has significantly changed how we work and live. One of the most significant changes has been the shift to work from home, which has impacted the productivity and work-life balance of many Indian women. In this journal entry, I want to reflect on the impact of work-from-home and family support on Indian women's work productivity.

For many Indian women, working from home has provided increased flexibility and reduced commute time, which has led to a better work-life balance. However, working from home has also come with its own set of challenges. With family members at home, it can be challenging to maintain focus and productivity. Women are often expected to take care of household chores and children in addition to their work responsibilities, which can lead to increased stress and reduced productivity.

Family support plays a crucial role in helping Indian women maintain their work productivity while working from home. When family members understand and respect their work responsibilities, they can support women in managing household responsibilities and caring

for children. Family support can also provide a sense of emotional well-being and reduce stress levels, which can lead to increased productivity.

It is also essential for organizations to recognize the challenges faced by Indian women while working from home and to provide support accordingly. This could include flexible work hours, job-sharing, and family-friendly policies such as parental leave and childcare support.

Working from home has positively and negatively impacted Indian women's work productivity. Family support plays a crucial role in helping women maintain their productivity while working from home. By recognizing the challenges faced by women and providing support, families and organizations can help improve women's work productivity and overall well-being.

## IMPACT OF WORK FROM HOME ON INDIAN WOMEN'S WORK PRODUCTIVITY

The impact of working from home on Indian women's work productivity has been a topic of much discussion and research, particularly in the wake of the COVID-19 pandemic. While some studies suggest that working from home can positively impact women's productivity by providing them with greater flexibility and control over their work schedules, others suggest that it can also lead to longer working hours and increased stress.

One study conducted in 2021 by Jit and Jaiswal found that working from home had a positive impact on women's productivity, but the effect was moderated by factors such as age and educational qualification. Another study conducted by Kaur and Gupta in 2020 found that family support positively influenced women's work productivity while working from home.

However, other studies have highlighted women's challenges while working from home, such as the lack of dedicated workspace and the difficulty in balancing work and family responsibilities. Some studies have also noted that women who work from home may face greater scrutiny and expectations from their employers, which can add to their stress levels. The impact of work from home on Indian women's work productivity is complex and multifaceted, and more research is needed to understand its effects fully. It is important for employers to provide support and resources to help women manage their work and family responsibilities while working from home and address any barriers hindering their productivity.

Studies have shown that working from home can positively impact work productivity, particularly for women. A study conducted by the International Labour Organization (ILO) found that working from home can increase productivity by reducing the time and cost of commuting. Women, in particular, benefit from work-from-home policies as they are often responsible for taking care of household chores and children. However, studies have also shown that working from home can present challenges to work productivity, particularly when family members are also at home. A study conducted by the Indian Journal of Applied Research found that women working from home face numerous distractions, including children, household chores, and family members, which can lead to decreased work productivity.

Family support plays a crucial role in helping women maintain their work productivity while working from home. A study conducted by the Journal of Business and Psychology found that family support positively affects work-family balance and work engagement. The study also found that women receiving high levels of family support are more likely to experience emotional well-being, leading to increased productivity.

Organizational support is also essential in helping women maintain their work productivity while working from home. A study conducted by the Indian Journal of Occupational and Environmental Medicine found that organizations can support women's work productivity by offering flexible work hours and family-friendly policies such as parental leave and childcare support.

Work-from-home and family support significantly impact Indian women's work productivity. While working from home provides increased flexibility, it also presents challenges, such as distractions and increased responsibility for household chores and childcare. Family support positively affects work productivity by providing emotional well-being and assistance with household responsibilities. Organizations can support women's work productivity by offering flexible work hours and family-friendly policies.

## LITERATURE REVIEW

The COVID-19 pandemic has shifted how we work, with many organizations adopting work-from-home policies to maintain social distancing. While working from home has provided increased flexibility, it has also presented challenges, particularly for women who are often expected to take on additional household chores and childcare responsibilities. In this literature review, we examine previous studies that have explored the impact of work-from-home and family support on Indian women's work productivity.

- Sahoo, S., & Kumar, S. (2021): The authors have conducted an empirical study in India to examine the impact of work from home and family support on women's work productivity during the COVID-19 pandemic. They have used a survey method to collect data from 246 women and have analyzed the data using regression analysis. The authors have found that family support positively influences women's work productivity while working from home.
- Chauhan, A., & Chakraborty, B. (2021): The authors have conducted a study to examine the impact of work from home and family support on work productivity and mental health during COVID-19 among Indian women. They have used an online survey method to collect data from 217 women and have analyzed the data using structural equation modeling. The authors have found that family support positively influences work productivity and mental health among women working from home.

- Jit, I., & Jaiswal, A. K. (2021): The authors have conducted a study to examine the impact of work from home on women's productivity during the COVID-19 pandemic in India. They have used a survey method to collect data from 385 women and have analyzed the data using multiple regression analysis. The authors have found that work from home positively influences women's productivity, but the effect is moderated by factors such as age and educational qualification.
- Kaur, A., & Gupta, N. (2020): The authors have conducted a study to examine the impact of work from home and family support on women's work productivity in the Indian IT industry. They have used a survey method to collect data from 400 women and have analyzed the data using structural equation modelling. The authors have found that family support positively influences women's work productivity while working from home.
- Mehta, N., & Nandal, R. (2020): The authors have conducted a study to examine the role of family support in balancing work and family among women employees in India. They have used a survey method to collect data from 300 women and have analyzed the data using regression analysis. The authors have found that family support positively influences work-family balance and emotional well-being among women.

**There are several possibilities for future research on the impact of work-from-home and family support on Indian women's work productivity. Some potential areas of study could include:**

**Long-term effects:** While many studies have focused on the short-term effects of work-from-home and family support on women's productivity, it would be interesting to see how these factors impact women's careers over the long term. Longitudinal studies could help track the career trajectories of women working from home and those not and identify any differences in their outcomes.

**Intersectionality:** Future studies could examine how the impact of work-from-home and family support varies across different demographic groups, such as women of different ages, educational backgrounds, and socio-economic statuses. This could help identify any specific challenges certain groups of women face and develop targeted interventions to support them.

**Mental health:** The impact of work-from-home and family support on women's mental health is an important area of study, particularly given the increased stress and anxiety that many women have experienced during the COVID-19 pandemic. Future studies could examine the relationship between work from home, family support, and mental health outcomes such as stress, burnout, and depression.

**Organizational policies and practices:** It would be interesting to study the impact of organizational policies and practices on women's work-from-home productivity. This could include factors such as access to technology, flexible work arrangements, and support for work-life balance. Studying the role of organizational policies and practices could help to identify best practices for promoting women's productivity while working from home.

There is much potential for future research on the impact of work-from-home and family support on Indian women's work productivity. By conducting rigorous studies in this area, researchers can help to inform policies and practices that promote gender equality in the workplace and support women's career advancement.

## CONCLUSION

In conclusion, the impact of work-from-home and family support on Indian women's work productivity is an important area of research, particularly in the context of the COVID-19 pandemic. Studies suggest that family support can positively influence women's productivity while working from home and that working from home can also positively impact productivity under certain conditions.

However, it is also important to recognize women's challenges while working from home, such as the need for a more dedicated workspace and difficulty balancing work and family responsibilities. Employers can help to address these challenges by providing support and resources to help women manage their work and family responsibilities, such as flexible work schedules and access to childcare.

More research is needed to fully understand the impact of work-from-home and family support on Indian women's work productivity and to develop strategies to help women overcome the challenges they face while working from home. By addressing these challenges and supporting women, employers can help promote gender equality in the workplace and improve their female employees' overall well-being and productivity.

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