

# The Remote Work Paradigm: Facilitating Quality Of Work Life And Family Well-Being For Work-Life Balance

Ms. Aasha<sup>1\*</sup>, Dr. Harani. B<sup>2</sup>

<sup>1\*</sup>Research Scholar REVA University, Bangalore, aashasujit17@gmail.com

<sup>2</sup>Associate Professor, Research Supervisor REVA University, Bangalore harani.b@reva.edu.in

## Abstract:

Recent events throughout the world have increased the frequency of remote work, which has raised awareness of the requirement of creating an atmosphere that supports both personal and professional well-being.. The research aimed to ascertain the effect of remote working on achieving work-life equilibrium, as well as the association between work-life and family happiness in a remote work setting. Through an analysis of the potential and difficulties associated with working remotely, together with the particular dynamics of juggling work and family obligations, this article sought to offer insights for promoting a happy coexistence of work and personal life Using an virtual survey, information is gathered from 287 IT specialists in Bengaluru, Karnataka, India. Structural Equation Modeling was employed as the primary analytical technique to examine the complex relationships among variables.

**Key words:** Remote work, quality of work life, family wellbeing, work life balance

## 1. Introduction

The advent of work-from-home and remote work arrangements, fuelled by recent global events and technological advancements, has radically changed traditional concepts of work-life balance. Work from home is defined as compensated work done remotely, usually from home (Handaru, A. W., Ahmad, G. N., & Anomsari, S. 2021). As more people opt to work from home, the boundaries between business and personal duties are becoming more blurred, necessitating a reevaluation of the most effective strategies to balance work and life. Stress can cause imbalances in body and mind, which can impact a person's emotional state, perspective, and capacity to handle life's demands and cons. Maintaining work-life balance can be facilitated by establishing a balanced schedule that allocates equal amounts of time for work and family obligations. Hasan, A., Ashiq, A., Mehar, M. R., Sheikh, M. A., & Khalid, M. (2018) The idea of remote work in the modern workplace has developed from a supplementary perk to a key business strategy for companies all over the world. Profoundly, remote work provides an adaptable structure that enables workers to customize their work surroundings and schedules to suit their own requirements and preferences. This can result in improved job satisfaction, lower stress levels, and increased productivity. To preserve team cohesiveness and productivity, this flexibility necessitates clear communication, disciplined self-management, and appropriate technology tools.

Moreover, the consequences of distant work extend beyond the individual worker and impact more significant social issues including sustainable urban development, economic disparity, and environmental quality. Because remote work eliminates the need for frequent travel, it can aid in achieving environmental goals by lowering pollution levels and traffic congestion.

## 2. Review of Literature:

1. Chakraborty, P., & Mittal, P. (2023) examined IT professionals' perspectives on work from home following the pandemic. Despite the difficulties, the research revealed that IT workers valued the comfort and flexibility that came with being able to work from home.
2. Santhi, T. S., & Sundar, K. (2012) examined the level of satisfaction that the employers of the female respondents felt about the various factors influencing work-life balance.. In addition, the paper identifies the policies implemented to support the overall work-life balance of female employees across all cadres and emphasizes the key variables influencing it for different categories of women employees in the IT industry.
3. Putri, A., & Amran, A. (2021) investigated how working from home affected employees' work-life balance during the COVID-19 epidemic. The survey approach was combined with the descriptive verification research type. Primary data from the questionnaire's distribution were used. The findings demonstrated that employees' work-life balance is positively and significantly impacted by working from home.

## 3. Objectives:

1. To examine the synergy between quality of work life and personal well-being in the remote work setting.
2. To assess the influence of work from home on achieving work-life balance.

#### 4. Statement of problem:

Recent years have seen a critical mass of research on the facilitation of family well-being and work-life quality for work-life balance in remote work situations. There is a growing recognition of the blurring of work-life borders and the challenge of striking a balance between these two spheres. Men and women view their jobs in various ways. This problem is often perceived as a challenge to preserving the "work-family balance" Jones, F., Westman, M., and Burke, R. J. (2013). Remote working as become an emerging phenomenon. Quality of work life and family well-being are critical determinants of overall employee well-being and satisfaction. Understanding these dynamics is essential for promoting employee well-being in remote work environments. A number of factors are included in the quality of work life, such as perceived organizational support, job satisfaction, work engagement, and the harmony between work and personal obligations. The happiness, unity, and well-being felt in family ties and interactions, on the other hand, are related to the quality of family life. In determining an individual's overall well-being and level of life satisfaction, both dimensions are crucial.

#### 5. Research Methodology:

The associations between work-life balance, family life quality, work-life quality, and working from home (WFH) have all been studied empirically. The original data, collected via a structured questionnaire, consisted of 287 IT professionals from Bengaluru in the Indian state of Karnataka. Structural Equation Modeling was employed as the primary analytical technique to examine the complex relationships among variables. Latent constructs for work-life balance, family life quality, and work-life quality were incorporated in the model, as well as observed variables representing specific indicators within each construct. Path analysis was conducted to estimate direct and indirect effects.

##### 5.1 Measures:

- **Work From Home Experience:** Frequency and duration of remote work, perceived autonomy, and satisfaction with remote work arrangements.
- **Work Life Quality:** Satisfaction in job, involvement in job, perceived company support, and work-life balance perceptions.
- **Quality of Family Life:** Family satisfaction, family cohesion, and perceived support within familial relationships.
- **Work-Life Equilibrium:** The perception of harmony between the spheres of personal and family and work.

##### 5.2 Formation of Hypothesis

H1: Work from home has significant influence on Quality of work life.

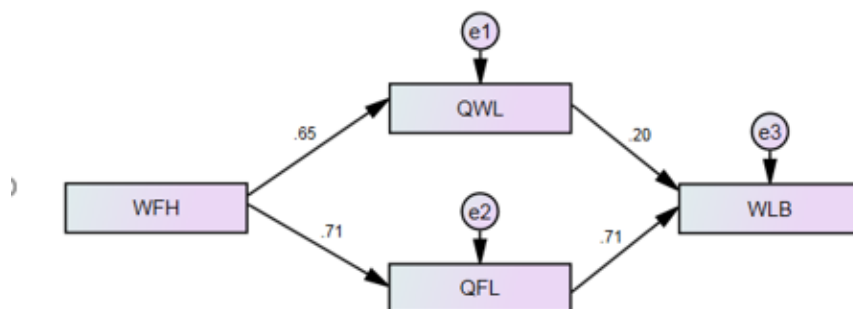
H2: Work from home has significant influence on Quality of family life.

H3: Work from home, Quality work life and Quality family life significantly influences Work life balance.

#### 6. Data Analysis:

This study examines how work-life balance, which in turn affects job satisfaction, is influenced by factors such as work-life balance, quality of work-life, and family life. Even in cases when a dependent variable turns into an independent variable in other interactions, the linkages between independent and dependent variables are expressed by the structural model. By defining the structural model, the SEM estimates multiple regression equations that are independent but interconnected at the same time. To determine which independent variable predicts each dependent variable, the researcher makes use of theory, past knowledge, and the research purpose. In this case, numerous measurable variables are used to measure the latent variables mentioned above.

##### 6.1 The structural model is given below:



The following table gives the regression estimate and standard estimates for testing the hypothesis.

|        |      |        | Estimate | S.E. | C.R.   | P     |
|--------|------|--------|----------|------|--------|-------|
| p3_qwl | <--- | p2_wfh | .561     | .038 | 14.578 | 0.000 |
| p4_qfl | <--- | p2_wfh | .709     | .042 | 16.914 | 0.000 |
| p5_wlb | <--- | p3_qwl | .251     | .047 | 5.326  | 0.000 |
| p5_wlb | <--- | p4_qfl | .745     | .040 | 18.473 | 0.000 |

## 6.2 Analysis of Influence:

From the above table it is found that Work from Home significantly ( $p = 0.000$ ) influences the family and work quality. In turn, the impact WFH, QWL and QFL significantly ( $p = 0.000$ ) influences WLB. P3\_ work life quality <--- p2\_work from home: The coefficient of 0.561 reveals a constructive relationship between working from home (p2) and the work life quality (p3). This means that as the frequency of working from home increases, the perceived work quality tends to increase as well. Standard error (S.E.) of 0.038 suggests the precision of this estimate, and the critical ratio (C.R.) of 14.578 indicates that this relationship is statistically significant at a very high level ( $p < 0.001$ ). P4\_quality family life <--- p2\_work from home: Similarly, the coefficient of 0.709 suggests a positive relationship between working from home and the family life quality. This shows individuals working from home more frequently tend to perceive their family life as of higher quality. Again, the statistical significance is very high (C.R. = 16.914,  $p < 0.001$ ).

P5\_work life balance <--- p3\_quality work life: Here, the coefficient of 0.251 suggests a positive relationship between the quality of work life and work-life balance. This reveals as the work life quality improves, individuals tend to perceive their work-life balance as better. The statistical significance is high (C.R. = 5.326,  $p < 0.001$ ). P5\_work life balance <--- p4\_quality family life: The correlation coefficient of 0.745 suggests a robust positive association between work-life balance and family quality. This suggests that individuals who perceive their family life as of higher quality also tend to perceive their work-life balance as better. Once again, the statistical significance is very high (C.R. = 18.473,  $p < 0.001$ ). In conclusion, the analysis points to a favourable correlation between the work and personal quality through remote work. Furthermore, there is a positive correlation between these two characteristics and work-life balance. This suggests that flexible work schedules, the ability to work from home is one way to improve overall quality of life and work-life balance.

## Standardized Direct Effects (Group number 1 - Default model)

|        | p2_wfh | p4_qfl | p3_qwl | p5_wlb |
|--------|--------|--------|--------|--------|
| p4_qfl | .707   | .000   | .000   | .000   |
| p3_qwl | .653   | .000   | .000   | .000   |
| p5_wlb | .000   | .706   | .203   | .000   |

From the above table it is found that Work from home has significant direct effect on QFL (0.707) and QWL (0.653). Similarly QFL has significant Direct effect on WLB (0.706) than the QWL (0.203 < 0.706).

In conclusion, the quality of work life and family life are strongly positively correlated with working from home, according to this correlation matrix. It also shows a strong positive correlation between the quality of personal life and balance between work and life. However, the correlation between the quality of work life and work-life balance is weaker but still positive.

## Standardized Indirect Effects (Group number 1 - Default model)

|        | p2_wfh | p4_qfl | p3_qwl | p5_wlb |
|--------|--------|--------|--------|--------|
| p4_qfl | .000   | .000   | .000   | .000   |
| p3_qwl | .000   | .000   | .000   | .000   |
| p5_wlb | .632   | .000   | .000   | .000   |

The aforementioned data indicates that, after accounting for the impact of working from home, family life quality has a considerable impact on work-life balance (Indirect effect = 0.632 ). Likewise, considering the influence of family life quality. In conclusion, this correlation matrix indicates that there is no association between working from home and the work and family quality, but that working from home and work-life balance are relatively favourably correlated. Furthermore, no relationship has been found between the standard of job life and the standard of family life.

## 7. Findings:

1. Working from home is absolutely related with both eminence of working life and the quality of personal life. Additionally, both of these factors positively influence work-life balance.
2. The correlation matrix indicates robust positive correlations between working from home and both the family and work quality. Furthermore, a robust positive link is noted between work-life balance and the quality of family life. The quality of work life and work-life balance have a significantly weaker but still good association.
3. There is a moderate constructive correlation among balancing work and life and operating from home.
4. There is no correlation observed between working from home and either the quality of family life or the quality of work life.

## 8. Conclusion:

Working from home or remote working has a positive influence on both the work and family quality. Moreover, these improvements in quality are linked to an enhancement in work-life balance. Therefore, it can be concluded that flexible work arrangements, like remote work, play a significant role in enhancing quality of life and fostering better work-life balance for individuals.

Both job and family life are positively impacted by working from home. Furthermore, an improved quality of family life is associated with better work-life balance. Even while there isn't as much of a correlation between work-life quality and work-life balance, it still implies that improvements in work-life quality can lead to more balanced lives. Therefore, adopting flexible work arrangements—like working remotely—may result in an increase in general well-being and a better balance between work and personal life. On the whole, while working from home may contribute to a better work-life balance, it does not directly correlate with improvements in the quality of family life or work life. Furthermore, the lack of association between the quality of family life and work life shows that upgrades in one area may not necessarily translate to improvements in the other. Therefore, to address each aspect effectively, strategies beyond remote work arrangements may be necessary, focusing on specific interventions tailored to enhance family life and work life separately.

## 9. Future study:

The present study has focused on the influence of working from home on work life and family life employing quantitative data collected through IT professionals. It might be possible to perform a study that uses qualitative research techniques, such focus groups and interviews, to learn more about the varying subjective experiences of people who work remotely. Understanding the qualitative aspects of how remote work impacts work life and family dynamics would provide rich context to complement quantitative findings.

## 10. References:

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