

# Analysing Employees' Perception of AI-Enhanced Work from Home Approach in Karnataka

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**Abstract.** The shift to working from home became a standard response across industries during the COVID-19 pandemic to sustain the economy. This shift accelerated the global transition to remote work, altering traditional workplace dynamics. This analytical study investigates employees' perceptions of AI-enhanced work from home (WFH) models in Karnataka. Using a survey of 183 participants through a convenience sampling method, the study examines key variables influencing WFH experiences, including job satisfaction, work-life balance, productivity, and challenges related to technology and AI integration. Our findings reveal that most employees working from home report higher job satisfaction and improved work-life balance, however, significant challenges persist, such as inadequate technology infrastructure, unclear work-life boundaries, and issues related to AI integration. Demographic factors like age, gender, and job role also influenced attitudes and adaptability to AI-driven remote work. The insights from this study can help employers and policymakers refine remote work policies and AI support systems, ensuring a productive and balanced remote workplace. Future research should focus on the long-term effects of AI-enhanced WFH and strategies to overcome its challenges.

**Keywords.** AI Enhanced Work from Home, Employee Perception, remote work Challenges, Job Satisfaction, Work life Balance, Technological Integration.

## 1 Introduction

The biggest global upheaval to social and economic activities in our lifetime is COVID-19 due to which the needs provoked a shift from working-from-office to working from home world wide, work from home is true blessing for modern practices of working, The degree to which the latent employee demand for work-from-home hours (WFH) will be met is constrained by some factors such as the nature of employment, corporate policy, and broader global trends [1]. It was not desire of many employees to adopt work from home with that they had to manage the complexities related to networks and their work-personal life balance this insecurity was there because of lower level skill, knowledge, resources [2]. A good relationship among employers and employees takes place through ethics, care and the organizations which don't lack these will have great connectedness and less distance among both the parties. Teleworking at home is best ways of flexibility involved form of working at home; work from physical place of office has become substitute for the proximity of the emergence of the COVID-19 pandemic. Women employment in IT sector India will help family relationship management and economic development of the nation [3].

Employees are most essential assets of the organizations because of their best intellectuality and

physical strengths, knowing their perception or what they sense about their life in personal and professional is indispensable [4]. It is also arduous job for the organization to get all the employees in collaboration and retention [5]. One permanent inclusions of work from home (WFH) in HR procedures has a variety of ramifications [6] Employees' perception differ pre and post time of the movement control in all the Industries, the work from home gives all the perks to the professionals who are freelancers [7]. As coin has both sides to show likewise people always have both positive and negative kind of illusion on one or the other things in case of work from home people still prefer work from home to be under the privilege of working with less supervision (Fellor, October 2022).[8]

## 2 Narrative view

From the standpoint of WFH employees' characteristics WFH preferences are positively correlated to wealth, education, and having children in the home or being a woman. Increased intent to WFH was also linked to positive attitudes, encouraging social norms, and control over WFH decisions [1]. Effect on employee job productivity and intention to continue with Work-from-home due to health hazards-self-efficacy-stress, and resistance to change. The finding that continuing

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intention was unrelated to perceived severity or vulnerability was unexpected [2]. Another significant predictor of the variation in this research was opinions about the impact of working remotely on interpersonal relationships. Employees who had a negative opinion about working remotely were considerably worried that it will affect their relationship with the supervisors, co-workers, and the business as a whole, as well as their opportunities to advance in their careers and pick up new skills [8]. The self-assessed productivity gain by the female respondents influenced their behaviour while working at home, and that the females with less education were found to work more frequently from home after the epidemic. For this particular reason, if employers supported remote working for their women employees, self-assessed productivity would become a vital consideration while organizing their workday, deliverables, or milestones. [9]. Study results on the strategies to manage employees in work from home / hybrid form of working comes under two heads namely communication and HR managers on current relationships of the management and some of the strategies organizations do use are openness, assurances, access and positiveness [10]. Teleworking policies and training for employees should be taken with the consideration of their health safety more complications in policies may lead to negative impact on the employees work and personal life ratios and in total on their wellbeing [11]. Even if we have advanced technology the location difference makes it serious issue to communicate for the contextual information, the superiors will also not know the perception of employees when they are trying to keep the goals of the organization [12]. Employees feel happy and comfort to WFH women employees can have work life equality, flexibility, organizations expenses like power, infrastructure, and transportation facility [3]. Lack of suitable workspace at home with ergonomically designed desk and quiet discussable environment is must while working from home [13]. The factor that considers for the acceptance of work from home or study is the exception of commuting or transportation [14]. Managers of IT firms are comfortable to lead their teams being at there no gender disparity in IT for work from home [15]. There is no providence of equipment for the employees like fax, scanners, printers, and official dedicated call line due to security issues but this result in employees' vexation towards their job [13]. The research results show that employees are less satisfied with their job because of less support and level of trust worthiness on them [16].

### 2.1 Gap of the Study

Even though work-from-home (WFH) practices have been extensively researched worldwide, there is a conspicuous lack of research conducted in specific regions that explores employees' perspectives within the context of Bangalore, Karnataka-India. Since Bangalore is the hub of IT the research that currently exists primarily concentrates on work-from-home experiences. Additionally, the majority of research approaches WFH from a broad viewpoint, providing

little detail about demographic and Industry-specific differences within certain regions. The employees' thoughts about work from home changes based on time and place [5]. By offering a thorough research of workers' opinions of WFH in Karnataka across a range of Industries and Demographic categories, this study seeks to close this gap. In doing so, it hopes to provide focused advice that takes into account the local environment, helping Karnataka create more inclusive and successful remote work policies and procedures.

## 3 Research Methodology

In any way of gathering data, the research approach is crucial. The authors of this study used the convenience sampling approach from 183 employees of well reputed Organizations of Information Technology companies in Bangalore Karnataka, India. To gather primary data who operate in a hybrid manner, a structured questionnaire was created, distributed through Google form, and answered by organization's personnel. The data were then entered into SPSS software for analysis.

## 4 Objectives

1. To summarize and evaluate employees perceptivity towards work from home.
2. To analyse the difficulties faced by the employees in work from home.
3. To pick-up whether difficulties have any implicit on the efficiency and productivity of the employees working from home.
4. To give possible solutions for the issues faced by the employees while working from home.

## 5 Hypothesis

### HYPOTHESIS – 1

H0: There is no significant relationship between perceptions of employees' and work from home

Ha: There is significant relationship between perceptions of employees' and work from home

### HYPOTHESIS – 2

H0: Employees do not face any difficulties in work-from-home mode

Ha: Employees face difficulties in work-from-home mode

## 6 Discussion

The study's conclusions offer a detailed insight of how Karnataka's workforce views work from home (WFH). A considerable proportion of participants reported increased job satisfaction and better work-life equilibrium, which they attributed to the freedom and independence that remote work provides. Because they have the stronger technology infrastructure to enable remote work, employees in the IT and service sectors expressed these positive sentiments more strongly. The study's conclusions highlight the significance of customized approaches to remote work regulations.

Companies must address the differences in technology and offer strong support mechanisms to employees so they may effectively manage work-life balance. In order to make sure that WFH initiatives are meeting the changing demands of the workforce, they must also be continuously assessed and adjusted. This study adds to the expanding body of research on distant work by focusing on the unique perspectives and difficulties faced by Karnataka employees. The findings show that although work-family health (WFH) has a lot to offer in terms of job satisfaction and work-life balance, there are some unique issues that must be addressed with focused treatments. To lessen the negative effects of remote work, employers and legislators must prioritize investing in technology infrastructure and offer complete employee assistance. Organizations can cultivate a remote working environment that is both more productive and satisfying by comprehending and attending to the specific needs of their workforce. Future studies should concentrate on longitudinal designs in order to evaluate the long-term effects of work from home policies and investigate methods for improving remote work environments in various industries and geographical areas. This kind of research is essential to creating long-term remote work strategies that are advantageous to companies and workers alike.

## 7 Analysis of Employees Perceptivity Towards Work From Home

Table 1. Demographic Profile of Respondents

Variable	Category	Frequency	Percent	p-value
Gender	Male	120	65.6	0.001*
	Female	63	34.4	
Age	18-25 years	34	18.6	0.001*
	25-35 years	147	80.3	
	35-45 years	2	1.1	
Marital Status	Married	23	12.6	0.001*
	Unmarried	160	87.4	
Annual Income	0-250000	32	17.5	0.001*
	250000-500000	35	19.1	
	500000-750000	99	54.1	
	750000-1000000	4	2.2	
	Above 1000000	13	7.1	
Number of family members	1	7	3.8	0.001*
	2	35	19.1	
	3	64	35.0	
	4	44	24.0	
	5 & Above	33	18.0	
Working from Home	0-6 Months	47	25.7	0.001*
	1-2 Years	123	67.2	
	More than 2 Years	13	7.1	

Table 2. Reliability and Validity Analysis of Perception of Employees towards Work from home.

Overall Cronbach's Alpha values			0.753
Sl. No	Select items for perception towards work from home	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
1	Work-from-home helps to work-life balance	0.368	0.740
2	Through work from home I will have lot of time for loved ones	0.327	0.749
3	Work-from-home is time saving	0.312	0.757
4	Work-from-home is money saving	0.317	0.753
6	Concentration ease will be there while working from home	0.460	0.732
7	High work efficiency will be there while WFH	0.589	0.717
8	Efficient task performance will be there while WFH	0.502	0.728
9	High job satisfaction will be there while working from home	0.417	0.737
10	Low level of stress will be there while working from home	0.391	0.739
11	I am motivated to perform well in my role while working from home	0.615	0.708
12	I feel that working from home has not hindered (stopped) my access to training and development opportunities	0.429	0.733
13	Working from home has reduced my overall stress levels	0.494	0.726
14	I believe work from home has not negatively impacted my career growth opportunities	0.323	0.757
15	I recommend the organization to implement work from home in future	0.503	0.725

In total, the sixteen items that comprised the statement list which affected the perceptions of the respondents about working from home were requested to be presented. The validity of the reliability of the responders was checked by observing the Cronbach's Alpha scores in conjunction with the item-total correlation. The total Cronbach's Alpha score that was statistically good made up 0.753. The researcher also utilized a scale item removal technique to achieve a higher degree of uniformity. The item was removed from the list based on the fact that from the results, it was seen that once statement number five is removed, the dependability would increase to 0.788. With the exception of one, all the statements in the table above had correlation values greater than 0.30, which is the validation threshold, hence item-total correlation was used for the validity analysis. There is a moderate to strong relationship between the statements. The statement "Work from home is time saving" had the lowest correlation with a correlation of 0.312, that was above the norm.

**Table 3.** Reliability-Validity Analysis for Difficulties Faced by the Employees in Work from home

Overall Cronbach's Alpha values			0.950
Sl. No	Select items for difficulties faced in work from home	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
1	I feel Isolated and alone while working from home	0.774	0.948
2	I find it difficult to balance "work-Life" while working from home	0.870	0.937
3	I find it difficult to collaborate with colleagues while working from home	0.862	0.938
4	Distractions at Home affects my efficiency of work while working from home	0.876	0.937
5	I find difficulty in Team Building while working from home	0.853	0.939
6	Security Concerns of employer makes me feel dissatisfied with the work from home	0.837	0.941

Next, the following claims reflect difficulties faced by employees who work from home. To parameter respondents' opinions, a total of six items were used to estimate the reliability and validity of the answers, the

Cronbach's Alpha scores were examined, item-overall correlation. The overall Cronbach's Alpha score stands at 0.950, reflecting statistical excellence. Also, a scale item removal process was done to attain a more significant level of homogeneity. Obtained result shows that removal of the statements would not make overall reliability stronger, which is opposite of what was proved in the above stable. The validity check was done item-total correlation as the table attached illustrates and the statement have also shown excellent correlation with correlation values more significant than 0.30 is the validation criteria. The item statement "I feel isolated and alone while working from home" had the lowest correlation at 0.774, which is above the average value.

**Table 4.** Descriptive-Statistical Analysis for Perception towards work from home.

Sl. No	Select items for perception towards work from home	Mean	SD	95% Confidence Interval	
				Lower	Upper
1	Work from home helps to work-life balance	1.60	0.66	1.50	1.70
2	Through work from home I will have lot of time for loved ones	1.60	0.82	1.48	1.72
3	Work from home is time saving	1.45	0.54	1.37	1.53
4	Work from home is money saving	1.32	0.50	1.24	1.39
6	Concentration ease will be there while working from home	1.92	0.84	1.80	2.05
7	High work efficiency will be there while WFH	1.62	0.65	1.53	1.72
8	Efficient task performance will be there while WFH	1.63	0.77	1.52	1.75
9	High job satisfaction will be there while working from home	1.54	0.67	1.44	1.63
10	Low level of stress will be there while working from home	1.57	0.59	1.49	1.66
11	I am motivated to perform well in my role while working from home	1.50	0.59	1.42	1.59

12	I feel that working from home has not hindered (stopped) my access to training and development opportunities	1.84	1.03	1.69	1.99
13	Working from home has reduced my overall stress levels	1.98	0.97	1.84	2.12
14	I believe work from home has not negatively impacted my career growth opportunities	1.72	0.81	1.60	1.84
15	I recommend the organization to implement work from home in future	1.84	1.00	1.70	1.99

The replies regarding how the sample respondents felt about working from home are highlighted in the above table. The statement, "Working from home has reduced my overall stress levels," had the greatest mean value (mean 1.98), while the standard deviation (0.97) shows that respondents' opinions were consistent. Next is "Working from home will not affect concentration ease" (mean 1.92) with a standard deviation of 0.84. The respondents' mean score of 1.32, with a standard deviation of 0.50, indicates a low mean value for "Work from home is money saving." from the 95% confidence intervals bottom and upper values (CI); It is understood that the results for the entire research population will be the same as those shown in the table above. Regarding each of the stated claims, the opinions of 95% of the study population's respondents are likely to be in agreement with those of the sample's total respondents.

**Table 5.** Descriptive-Statistical Analysis for Difficulties faced in Work from home.

Sl. No	Select items for difficulties faced by the employees in work from home	Mean	SD	95% Confidence Interval	
				Lower	Upper
1	Work from home helps to work-life balance	2.34	1.10	2.18	2.50
2	Through work from home I will have lot of time for loved ones	2.26	1.24	2.08	2.44
3	Work from home is time saving	2.23	1.19	2.06	2.40

4	Work from home is money saving	2.18	1.16	2.01	2.35
6	Concentration ease will be there while working from home	2.17	1.21	1.99	2.35

The replies regarding the challenges employees faced when working from home are highlighted in the above table. The statement "Work from home helps to work-life balance" had the greatest mean value (mean 2.34), and the standard deviation (1.10) showed that respondents' opinions were consistent. The statement "I will have lots of time for loved ones through work from home" (mean 2.26, standard deviation 1.24) comes next. With a mean score of 2.17 and a standard deviation of 1.21, the respondents' low mean value for "Concentration ease will be there while working from home" was revealed. It is clear from the lower and upper values of the 95% confidence interval (CI) that the result for the entire study population will be the same as that shown in the above table. Regarding each of the stated claims, the opinions of 95% of the study population's respondents are likely to be in agreement with those of the sample's total respondents.

**Table 6.** One Sample T Test for Perception towards work from home

Particular	Mean	Std. Déviation	Std. Error Mean
Perception	1.65	0.36	0.026

The descriptive statistics table shows that the mean value is less than 3, which is on the positive side of the scale and falls within the upper and lower confidence intervals. This suggests that respondents' opinions regarding work from home are consistent, as indicated by the SD being less than 1.

**Table 7.** One sample Test.

	One-Sample Test					
	Test-Value = 3					
	t	df	p-value	Mean Difference	95% Confidence Interval Difference	
					Lower	Upper
Perception	49.922	182	0.001*	1.34	1.29	1.39

(All values are in absolute form and negative sign nullified for better inference)

The one sample t test results show that the alternate hypothesis, Ha1, was accepted despite the null hypothesis, H01, "There is no significant perception of employees towards work from home mode." This is because the test produced a significant statistical value with a p-value that was less than the 5% significance level (i.e.,  $0.001 < 0.05$ ) in our study, which supports the



acceptance of the alternate hypothesis based on the one sample t test procedure.

**Table 8.** T Test for Difficulties faced by the Employees in Work from home

Particular	Mean	Std. Déviation	Std. Error Mean
Difficultés	2.23	1.05	0.08

The descriptive statistics table shows that the mean value is less than 3, which is on the positive side of the scale and falls within the upper and lower confidence intervals. This suggests that respondents' opinions regarding work from home are consistent, as indicated by the SD being less than 1.

**Table 9.** Sample test.

One-Sample Test						
t	df	p-value	Mean Difference	95% Confidence Interval of the Difference		
				Test Value = 3		
				Lower	Upper	
Difficultés	9.918	182	0.001*	0.76	0.61	0.92

(All values are in absolute form and negative sign nullified for better inference)

Now the results of the one sample t test revealed that the alternative hypothesis, Ha2 was accepted, which is due to the fact that the one sample t test procedure revealed that the statistical value of the test result was significant with a p-value less than 5% level of significance, that is,  $0.001 < 0.05$ , in this research study that supported the adoption of the alternative hypothesis. The null hypothesis: H02, assumes that workers have no problem working from home.

**Table 10.** Independent Samples Test for Demographic Variables across Perception towards work from home.

Demographic variable	Category	Mean	SD	t-value	p-value
Gender	Male	1.71	0.39	2.948	0.002*
	Female	1.54	0.26		
Marital Status	Married	1.68	0.31	0.347	0.729
	Unmarried	1.65	0.37		

Respondents show significant difference in perception-towards work from home based on gender as demographic variable and male counterparts indicated higher mean than female respondents. Respondents do not show significant difference in perception-towards work from home based on Marital Status as demographic variable and Married counterparts indicated higher mean than Unmarried respondents.

**Table 11.** ANOVA for Demographic variables across Perception towards work from home.

Demographic variable	Category	Sum of Squares	df	Mean Square	F-value	p-value
Annual Income	Between Groups	65.360	21	3.112	3.926	0.001*
	Within Groups	127.624	161	.793		
	Total	192.984	182			
No. of family members	Between Groups	76.691	21	3.652	4.141	0.001*
	Within Groups	141.975	161	.882		
	Total	218.667	182			
Working from home	Between Groups	18.151	21	.864	3.916	0.001*
	Within Groups	35.532	161	.221		
	Total	53.683	182			

Respondent's show significant variations in perception towards work from home based on Annual Income category as p-value is less than 5% level of significance. There exist difference's in the Respondent's perception towards work from home. Respondent's show significant variations in perception towards work from home based on No. of family members category as p-value is less than 5% level of significance. There exist difference's in the Respondent's perception towards work from home. Respondent's show significant variations in perception towards work from home based on Working from home category as p-value is less than 5% level of significance. There exist difference's in the Respondent's perception towards work from home.

**Table 12.** Independent Samples test for Demographic Variables across Difficulties faced by the employees in work from home

Demographic variable	Category	Mean	SD	t-value	p-value
Gender	Male	2.38	1.14	2.717	0.007*
	Female	1.94	0.80		
Marital Status	Married	3.50	1.36	6.976	0.001*
	Unmarried	2.05	0.86		

Respondent's show significant difference in difficulties faced by the employees in work from home mode on the basis of gender as demographic variable and male

counterparts indicated higher mean than female respondents. Respondents show significant difference in difficulties faced by the employees in work from home mode on the basis of Marital Statuses demographic variable and married counterparts indicated higher mean than unmarried respondents.

**Table 13.** ANOVA for Demographic Variables across Difficulties faced by the Employees in work from home.

Demographic variable	Category	Sum of Squares	df	Mean Square	F-value	p-value
Annual Income	Between Groups	82.290	17	4.841	7.215	0.001*
	Within Groups	110.694	165	.671		
	Total	192.984	182			
No. of family members	Between Groups	66.179	17	3.893	4.212	0.001*
	Within Groups	152.487	165	.924		
	Total	218.667	182			
Working from home	Between Groups	27.187	17	1.599	9.959	0.001*
	Within Groups	26.496	165	.161		
	Total	53.683	182			

Respondent's show significant variations towards difficulties faced by the employees in work from home based on Annual Income category as p-value is less than 5% level of significance. Respondent's show significant variations towards difficulties faced by the employees in work from home based on No. of family members category as p-value is less than 5% level of significance. Respondent's show significant variations towards difficulties faced by the employees in work from home based on Working from home category as p-value is less than 5% level of significance.

**Table 14.** ANOVA for Demographic Variables across Difficulties faced by the Employees in work from home.

Demographic variable	Category	Sum of Squares	df	Mean Square	F-value	p-value
Annual Income	Between Groups	82.290	17	4.841	7.215	0.001*
	Within Groups	110.694	165	.671		
	Total	192.984	182			
No. of family members	Between Groups	66.179	17	3.893	4.212	0.001*
	Within Groups	152.487	165	.924		
	Total	218.667	182			
Working from home	Between Groups	27.187	17	1.599	9.959	0.001*
	Within Groups	26.496	165	.161		
	Total	53.683	182			

Respondent's show significant variations towards difficulties faced by the employees in work from home based on Annual Income category as p-value is less than 5% level of significance. Respondent's show significant variations towards difficulties faced by the employees in work from home based on No. of family members category as p-value is less than 5% level of significance. Respondent's show significant variations towards difficulties faced by the employees in work from home based on Working from home category as p-value is less than 5% level of significance.

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