

A Comparative Study on Employees' Perception of Work From Home and Work from Office in the IT Industry

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Abstract: *This study analyses employees' perception towards Work from Home (WFH) and Work from Office (WFO) in the IT industry. The rapid transformation of work culture after the COVID-19 pandemic has significantly influenced organizational practices and employee preferences. The research focuses on comparing overall perception, factors influencing work mode preference, communication and collaboration effectiveness, trust levels towards management and co-workers, and challenges faced in WFH arrangements.*

Primary data were collected from 51 IT employees using a structured questionnaire measured on a 5-point Likert scale. Statistical tools such as Percentage Analysis, Chi-Square Test, and ANOVA were applied using SPSS for interpretation. The findings reveal that employees generally maintain positive perceptions towards both WFH and WFO models. No significant differences were observed in communication, collaboration, or trust levels across work modes. However, reduced commuting time strongly influences preference for WFH, while face-to-face communication motivates preference for WFO.

The study concludes that a flexible hybrid model supported by strong communication systems and trust-based management practices is the most sustainable work arrangement for the IT industry..

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