

# Impact on Company's and Employees in the Context of Work from Home (Remote Work) due to Covid'

Chawhan Zobiya Mohd Shakir<sup>1</sup> and Dr Balram Gowda<sup>2</sup>

Research Scholar<sup>1</sup> and Assistant Professor<sup>2</sup>

The Byramjee Jeejeebhoy College of Commerce, Mumbai, Maharashtra, India

**Abstract:** *COVID-19 has become a huge worry for the Globe. The social and economic impact of COVID-19 pandemic Will be far reaching and devastating for all. In this globally connected world, every country will get impacted By the devastation caused by the pandemic. The COVID-19 is likely to lead to certain permanent or long-lasting. By the time, when the pandemic ends, we will probably see a new world, a new lexicon, a new social Norm with far reaching economic and social destruction. When COVID-19 outbreak started spreading across The world, thousands of people started facing severe health issues and death rates increased.*

**Keywords:** COVID-19

## I. INTRODUCTION

COVID-19 has become a huge worry for the Globe. The social and economic impact of COVID-19 pandemic Will be far reaching and devastating for all. In this globally connected world, every country will get impacted By the devastation caused by the pandemic. The COVID-19 is likely to lead to certain permanent or long-lasting. By the time, when the pandemic ends, we will probably see a new world, a new lexicon, a new social Norm with far reaching economic and social destruction. When COVID-19 outbreak started spreading across The world, thousands of people started facing severe health issues and death rates increased. The only way to Stop the spread of the pandemic was to stop all social and economic activities in the affected countries for Indefinite period of time. This led many countries to impose complete lock-down all across the globe which Is still going on going on. In such a scenario all business activities, across all industries were completely Stopped. The lockdown impacted various sectors in varied degree. For example, the airlines, hospitality, hotel, Manufacturing industry is totally stopped and will take a long time to come out of this situation, if at all. Millions of people in these sectors are likely to lose jobs in these sectors. COVID-19 pandemic caused Enormous disruption in businesses, which will take years to recover, if at all. The disruption is likely to lead To permanent shut down of many businesses, unable to bear the financial losses and disruptions caused by the Pandemic. To get over the current situation, companies are trying to run offices and administration jobs Through "Work from Home" mode. Companies are trying to cope up with economic turbulence caused due to COVID 19 through the usage of disruptive technology by working from home concept. Earlier work from Home was an acceptable business practice only in IT and Technology sectors. However, other industry sectors Were reluctant to adopt WFH as a good business practice. The biggest business change that we can see today, Forced by the global spread the pandemic, is that many companies have been forced to implementing Work From Home mode for their employees. During the last 2 months, companies have found significant benefit in The WFH. Most companies, going forward, are looking at WFH as an integral business model. The WFH mode Is helping some industries and functions in keeping its operations going, in a limited way. This research paper Analyses the positives and negatives aspects of work from home concept as during this COVID-19 crisis, People working on WFH, are compelled to live in social isolation and emotional distancing. One can balance The responsibilities of work-life domains, especially when life domain needs as much attention as to work, During these difficult times.

## **II. RESEARCH AND METHODOLOGY**

### **OBJECTIVES**

- To study the financial impact on companies after pandemic as work from home started.
- To study the financial effect of work from home on employees.
- To find out the impact on companies' culture before pandemic.
- To find out the impact on companies' culture after pandemic.
- To find out the impact on employee salaries.
- To find out the age wise preference on Work from home.
- To find out the relationship between different income group and their preference towards Work From home.

### **HYPOTHESIS**

H0 – There is no financial impact on companies after pandemic as work from home started.

H1 – There is a financial impact on companies after pandemic as work from home started.

H0 – There is no impact on companies' culture of pandemic.

H2 – There is an impact on companies' culture of pandemic.

H0 – There is no age wise preference on Work from home.

H3 – There is an age wise preference on Work from home.

H0 – There is no relationship between different income group and their preference towards Work from home.

H4 – There is a relationship between different income group and their preference towards Work from home.