

Stress From Working from Home : A Review

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Abstract: *The covid-19 virus continues to spread around the Globe no one was sure about the crises that befall on everyone's regular life as it brought uncertainties that have lasted for the last 2 years and after the spread of covid-19, we have a new definition of new normal in every phase of life. The strict government rules and regulations have been led to many inconvenient working conditions. All over India organizations have been shifted to work from home policy to control the spreading of the virus. People doing work from home leads to increases in stress and anxiety among employees. When running from domestic, humans lack face-to-face communication with colleagues, and as soon as issues arise at paintings, it is tough to remedy them quickly thru online digital communique. In Work from home, people feel isolated which can also lead to psychological stress. Both managers and employees face different challenges when working from home. Managers require new ways of communicating with their team they must be open enough so employees feel comfortable, but confident enough to say no or explain if they are dealing with stress. This research paper aims at understanding the literature review of the title Stress from work from home.*

Keywords: Stress, Work from Home, Challenges

I. INTRODUCTION

There are some more common stress issues faced by remote workers leading to workplace stress, mental health issues, working for longer hours, Blurring work-life balance, and many more. The poor balance between work and family can be a major stressor for a person they need to handle both of them equitably proper balance between work and life may reduce stress. When people work at home some family tasks such as childcare or housework need to be shared between them this creates a stressful environment and messed up this creates problems between work and home this imbalance between work and home can affect job productivity and hr practitioners need to consider this and do something with these problems. To over from stress managers and HR professionals do support employees to use virtual meeting options to allow teams to connect face-to-face. Working from home can cause people to feel isolated, so it's important to check routine with your team related to work and how they are doing.

It's a great time to encourage employees to sharpen their skills with online training it will be a new opportunity for employees to sharpen their skills. COVID-19 has resulted in many businesses closing down and workers losing their jobs, but thanks to the capacity to work from home, many jobs have been saved and some core businesses can continue providing essential services.

II. LITERATURE REVIEW

Table 1: Summary of Title and Keywords is as under:

Author Name	Title	Keywords
Sultan Bilge Keskinçilic Kara a , Demet Zafer Güneş b, Buse Şentürk Tüysüzer (2021)	Work-Family Conflict during Working from Home Due to Pandemic: A Qualitative Research on Female Teachers	Family Work Relationship, COVID-19, Pandemics, Females, Teachers, School Closing, Distance Education, Family Structure, Conflict, Stress Variables, Time Management, Behavior, Job Satisfaction, Teacher Motivation, Foreign Countries



Parul Kumar , Neha Kumar , Priti Aggarwal Jasmine A L Yeap	Working in lockdown: the relationship between COVID-19 induced work stressors, job performance, distress, and life satisfaction	COVID-19; Family distraction; Job performance; Life satisfaction; Occupational discomfort; Role overload; SARS coronavirus.
Yijing Xiao, Burcin Becerik-Gerber, DDes, Gale Lucas and Shawn C. Roll,	Impacts of Working From Home During COVID-19 Pandemic on Physical and Mental Well-Being of Office Workstation Users	COVID-19 pandemic, home office, mental well-being, physical well-being, work from home
Nazim Ali & Shahid Jan Kakakhel(December 2013)	Relationship between Occupational Stress and Organizational Commitment	Occupational Stress; commitment; pharmaceuticals firms; Pakistan
Ajay K Garg, Jan van der Rijst	The benefits and pitfalls of employees working From home	Professional Isolation, Job Performance
Salima Hamouche	Human resource management and the COVID-19 crisis: implications, challenges, opportunities, and future organizational directions	COVID-19, crisis, human resource management (HRM), remote work, work from home
Christian Wiradendi Wolor, Sholatia Dalimunthe, Ika Febrilia , S Martono	How to Manage Stress Experienced by Employees When Working from Home Due to the Covid-19 Virus Outbreak	Stress; Work from home; Covid-19
Piya Majumdar, Ankita Biswas , Subhashis Sahu	COVID-19 pandemic and lockdown: cause of sleep disruption, depression, somatic pain, and increased screen exposure of office workers and students of India	COVID-19 lockdown social distancing depression sleep duration and pattern screen time somatic pain
YeenHuang ,NingZhao	Generalized anxiety disorder, depressive symptoms and sleep quality during COVID-19 outbreak in China	COVID-19 Mental health, Anxiety Depressive symptoms Sleep
Antoinette M LeeJosephine GWS Wong, Grainne M McAlonan, Vinci Cheung, Charlton Cheung, Pak C Sham, Chung-Ming Chu, Poon- Chuen Wong, Kenneth WT Tsang, Siew E Chua.	Stress and Psychological Distress Among SARS Survivors 1 Year After the Outbreak	Severe acute respiratory syndrome, SARS, depression, anxiety, posttraumatic symptoms, long-term psychological distress, health care workers, infectious disease outbreak, Hong Kong

Table 2: Summary of Literature Review

Author & Year	Title	Objective	Findings
Yijing Xiao, Burcin Becerik-Gerber, DDes, Gale Lucas, and Shawn C. Roll, (Nov 23 2020)	Impacts of Working From Home During COVID-19 Pandemic on Physical and Mental Well-Being of Office Workstation Users.	This study aims to know the social behavior, mental and physical health of people who are working from home and tell about negative aspects of full-time work from home	The findings concluded that People working from home reported a decrease in overall physical and mental health status. WFH saves time and gives more flexibility for workers to take care of their families. Companies allow working people whenever they are productive and WFH workers can take a break for a healthier lifestyle and they can enhance their mental and physical health.



Elizabeth Scott (April 07, 2021)	Tips to Handle the Stress of Working From Home	The objective of this study is ways to handle stress	From the study it is found that Working from home is not easy as it looks. WFH may feel a lack of structure. Work-life balance is disturbed by getting work from home daily routine has been disturbed, getting less exercise at home as compared to when you were going office.
Guneev Puri (24 MAY 2021)	Work from home stress-How to deal with it during the pandemic?	This study aims to help out from getting the stress of working from home.	It has been found that The constant juggling between office and home, and the lack of a professional environment has led to a further loss of morale. With no definite end to the pandemic in perception, the only solution we have is to find the right plan to deal with this stress.
Parul Kumar, Neha Kumar, Priti Aggarwal & Jasmine A.L. Yeap (Mar 12, 2021)	Working in lockdown: the relationship between COVID-19 induced work stressors, job performance,distress, and life satisfaction	To find the the impact of distress and job performance on the employees' life satisfaction .	Here this study tells about negative aspects of WFH during the pandemic as well as potential benefits for employees and employers. It also tells about the mental and physical situations of the mindset of people during the pandemic.
Mike Dockery and Sherry Bawa (8 MAY 2020)	Working from Home in the COVID-19 Lockdown	To know the challenges faced during Work from Home.	Working from home is unaware of the new normal as many organizations and workers try to keep operating under the social distancing restrictions needed to stamp out the spread of the COVID-19 virus. Some of us will be well familiar with, and set up for, working from home, while maybe not to the same amount that we are doing now. Others are trying to work from home for the first time.

III. RESEARCH GAP

Though a wide research has been done earlier regarding the topic Stress from work from home but nowhere it is mentioned the tools about its measurement, its index. The kind of organisation or the kind of employee viz. private organizations or public organization ,etc. is not covered.

3.1 Objectives

To summarise the literature review of Stress from work from home.

3.2 Research Methodology

Secondary data has been collected in the form of journals, research articles ,research papers .

IV. RESULTS AND DISCUSSION

Here we are concluding our research on the stress of working from home, we see how pandemic has been badly affected to the work, health of the people and many more. Mostly people have been shifted to work from home or some has been lost his/her job during covid-19. Many businesses and shops have been closed, there are financial difficulties among peoples. The situation is getting very worse people are not getting work. While heading off the office and staying socially remote is important to stopping the unfold of the virus, operating from domestic can bring about different health concerns and these



has led to increased stress, anxiety, eye strain among employees. During the outbreak, young people had a higher risk of anxiety than older people. The continual stress of residing via a virus caused a number of physical symptoms like headache, insomnia, digestive problems, hormonal imbalances, and fatigue. Employees were very disturbed while work from home as there are lots of distractions and health problems. More people are operating a greater quantity of hours so lack of scheduled work times will eliminate from entertainment time which is a massive threat for intellectual health issues. However, they have to tackle all these problems so there are certain tips to handle the stress of work from home that are people should make a proper routine this may include spend some time outside take fresh air by this mind will fresh and we can do work easily, create dedicated workspace, connect to your friends so these are all things which can make you feel less stressful and you feel happy a can-do work easily.

V. CONCLUSION

Hence it has been concluded from the study that stress from work from home exists whether you are an employee of small, medium or big organization. Mental Stress, Emotional Stress has been caused due to work from home as work from home does not result in enough productivity, quality and efficiency of work. It does not allow to complete the tasks within a given period of time.

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