



A STUDY ON WORK FROM HOME EMPLOYEES AND ITS INFLUENCE ON WORK STRESS

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Abstract:

Work from home has become increasingly important in modern workplaces due to technological advancements and changing work practices. Many organizations have adopted remote working to improve flexibility and productivity. However, working from home can also create challenges that influence employee stress levels. This study examines the influence of work-from-home practices on employee work stress. The main objective is to understand how remote working affects employees' work-life balance, productivity, and mental well-being. The research focuses on factors such as workload, communication gaps, family distractions, and technological issues. Primary data were collected through a structured questionnaire from employees working in different sectors. The collected data were analyzed using percentage analysis. The results show that while work from home offers flexibility and saves commuting time, it can also increase stress due to longer working hours and continuous online communication. The study concludes that proper organizational support, clear communication, and effective time management can help reduce work stress. Implementing suitable work policies can create a balanced and productive remote working environment.

Keywords: Work From Home, Remote Work, Work Stress, Employee Well-being

1. Introduction

The concept of Work-From-Home (WFH) has gained significant importance in recent years due to rapid technological advancements and unexpected global situations such as the COVID-19 pandemic. Organizations across various sectors have adopted remote working arrangements to ensure business continuity, employee safety, and operational efficiency. While Work-From-Home offers several advantages such as flexibility, reduced commuting time, and improved work-life balance, it has also introduced new challenges, particularly related to employee stress and job commitment. Young employees, especially those in the early stages of their careers, are one of the most affected groups in the Work-From-Home environment.

2. Review of Literature

1. Kaur and Sharma (2023) The research examined HR practices and work stress among remote employees. Supportive HR policies reduced stress and improved work-life balance. Lack of HR support increased burnout. The study concluded that HR practices play a vital role in stress reduction. online work increased physical.

2. Rao and Prasad (2023) The study examined work stress among IT professionals working from home. Long screen time, tight deadlines, and continuous and mental stress. The study concluded that IT professionals face high stress in remote work settings.

OBJECTIVES OF THE STUDY

- To study employee satisfaction with current work-from-home practices
- To analyse the level of stress experienced due to workload and work pressure
- To examine the impact of extended screen time on employee health and

3. RESEARCH METHODOLOGY

PRIMARY DATA

Primary data was collected through a structured questionnaire from 100 work-from-home employees working in various sectors such as IT, education, customer support, and corporate services.

SECONDARY DATA

Secondary data was collected from various sources such as journals, research articles, books, websites.

SAMPLE SIZE

The sample size for the study consisted of 100 work-from-home employees selected from different organizations and industries. The respondents were chosen based on convenience sampling to ensure diversity in age, gender, and job roles.

Tools for Data Analysis

The collected data were analysed using percentage analysis for the purpose of interpretation and presentation of results. The findings are presented through tables and charts.

4. DATA ANALYSIS AND INTERPRETATION

TABLE 1

GENDER OF THE RESPONDENTS

| S.NO | GENDER | NO OF RESPONDENTS | PERCENTAGE % |
|-------------|---------------|--------------------------|---------------------|
| 1 | Male | 50 | 50 |

| | | | |
|---|--------------|------------|------------|
| 2 | Female | 49 | 49 |
| 3 | Others | 1 | 1 |
| | TOTAL | 100 | 100 |

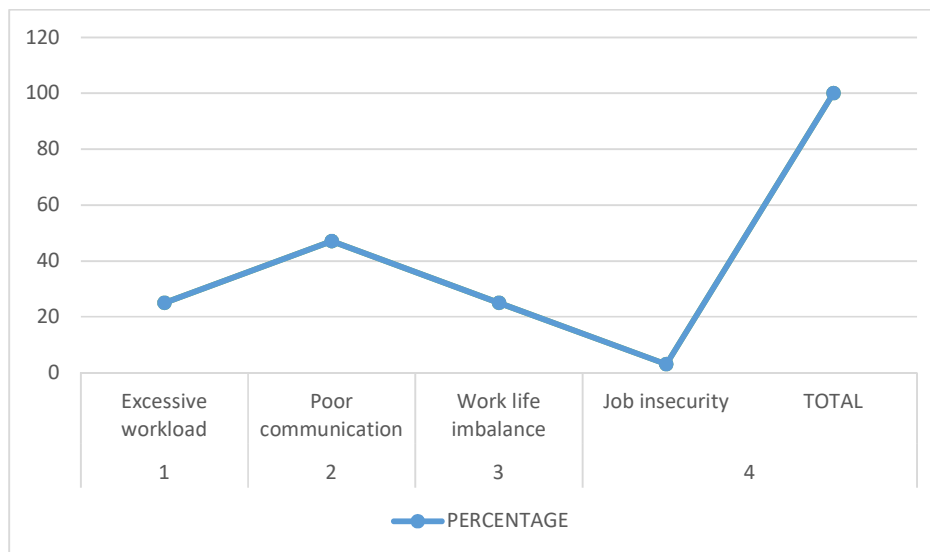
SOURCE : PRIMARY DATA

INTERPRETATION

Table 4.1 shows the gender distribution of the respondents. It is observed that 50% of respondents are male and 49% are female, while 1% belong to other gender categories. The percentage of male and female respondents is almost equal in the study. This indicates balanced participation among both genders

CHART 1

MAIN CAUSE OF WORK STRESS



INTERPRETATION

Chart 1 shows the main causes of work stress among respondents. The majority (47%) reported poor communication as the main cause. About 25% feel excessive workload and work-life imbalance cause stress. Only 3% mentioned job insecurity.

FINDINGS

- Majority 42% of the respondents have 1–3 years of work experience.
- Majority 60% of the respondents are currently working in a work-from-home arrangement

- Majority 47% of the respondents have a separate workspace at home for work purposes.
- Majority 54% of the respondents stated that work from home helps them save commuting time.

SUGGESTIONS

- Based on the findings of the study, the following suggestions are recommended to reduce work from home stress:
- Organizations should provide proper training and support for remote work tools and technologies.
- Employers should encourage flexible working hours to help employees maintain work-life balance.
- Companies should conduct regular virtual meetings and team interactions to improve communication among employees.

5. CONCLUSION

The study reveals that work-from-home arrangements have become increasingly common in many industries, especially in IT, banking, and service sectors. Work from home offers several benefits such as flexibility in work schedules, reduced commuting time, and cost savings for employees. Many employees experience improved work-life balance because they can manage personal and professional responsibilities more conveniently.

References

1. Kaur, G., and R. Sharma. 2023. "HR Practices and Work Stress." *Asian Journal of Management* 14(2): 101–112.
2. Rao, P., and K. Prasad. 2023. "IT Professionals and Work Stress." *Journal of Information Technology* 38(4): 390–402.