

Impact of Work from Home on Work-Life Balance: Study of Employees' Experience during Covid-19 Pandemic

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Covid-19 pandemic has impacted every aspect of human life. Many employees start work from home during this pandemic situation, which disturbs employees' regular work and non-work schedules. However, there were limited studies that examine the effect of Work from Home on Work-Life Balance. Thus, the current study examines the effect of Work from Home on Work-Life Balance and examines the moderating role of gender. Using a structured questionnaire, data were collected from 301 employees who started work from home during Covid-19 pandemic. The data were analyzed using regression with the Statistical Package of Social Science (SPSS 26.0 version). The results show that Work from Home significantly impacts Work-Life Balance, where Work from Home decreases employee Work-Life Balance. However, the moderating effect of gender was insignificant. The study makes a significant theoretical contribution by addressing the inadequacy of Work from Home policies by supporting the argument that the employees face so many challenges when performing organizational activities at their home. It is suggested that managers and practitioners should have a better understanding of the individuals and organization before implementing Work from Home practices to the employees. Cross-validation of this study's findings in various industries and different cultures comparatively among a more extensive sample in subsequent studies is recommended, which will add more insights to the present study's substance.

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