REMOTE WORK IN IT INDUSTRY AND EMPLOYEE SATISFACTION DURING COVID 19 – WITH SPECIAL REFERENCE TO TECHNOPARK EMPLOYEES

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ABSTRACT
The ability to perform at their highest level and remain pleased at work depends greatly on satisfaction at work. People that stay with the company no matter what occurs are individuals who are happy in their jobs. Employees must be passionate about their work, and this passion can only exist when each employee is satisfied as an individual and the organization as a whole is satisfied. For people all around the world, Covid-19 altered the workplace. Along with other industries, it had an impact on the IT industries. However, the remote working programme helped to overcome the pandemic scenario. The IT industry's policy of allowing remote work was a key step that enabled businesses and people to survive the pandemic. When they were less distracted than in an office setting, the workers were more productive and efficient. During the epidemic, it was important to assess the challenges and issues that distant workers encountered in addition to their level of satisfaction. It assisted in determining the elements that affect employees' job satisfaction levels at the company and provided insight into what different levels of employees thought about the benefits and drawbacks of remote work. Only Techno Park employees were included in the study. The study, which involved 117 participants, extensively examines the degree to which employees who worked remotely at Techno Park during COVID-19 were satisfied with their jobs.
Keywords: IT sector, remote working, Covid pandemic, job satisfaction, Techno Park.

Introduction

When someone works remotely, they carry out their regular job obligations away from the typical office setting. Most businesses started looking for chances to switch from physical to virtual labour (working remotely or from home) when Covid-19 was discovered. The virus's global spread had compelled employers to set up or tolerate remote work arrangements. Organisations were forced and persuaded to view virtual work arrangements as the new standard and a manifestation of the law of the fittest. as a result of the declaration of emergencies by the federal and municipal governments, and the imposition of various restrictions to "flatten the curve." But if you're wondering whether working from home is a recent occurrence, the answer is a quick and simple no.

The concept of remote working did not take off as swiftly as expected when it initially appeared in the 1970s (Smith 2018). This changed when employees were sent home from work globally due to the current Covid-19 pandemic. Working remotely was formerly a choice; however, Covid-19 has now made it mandatory for all jobs, even those considered vital. Prior to Covid-19, research argues that working remotely can increase job satisfaction (Smith 2018). Job satisfaction is characterised by the employee's general positive attitude towards their role and work environment. Emotions can be evaluated on their cognitive (evaluative), affective (emotional), or behavioural levels. Locke defined job satisfaction as "a pleasant or positive emotional state resulting from the assessment of one's job or job experiences" in 1976.

The relationship between remote work and job satisfaction is based on the idea that it allows employees more freedom and flexibility in how their work is carried out, enabling them to meet both the demands of their jobs and their own personal (life and family) expectations. (Virick 2010). There have been numerous research in this field, and the extent to which the satisfaction metrics capture feelings or ideas on the job differs. (Hulin, 2003). Job satisfaction is influenced by a person's work environment, work-life balance, and the value that a position can provide for an employee. Job happiness is occasionally discussed in relation to other important factors, like overall health, job stress, control at work, homework interaction, and working circumstances. (Tomazevic & J Seljak, 2014). This implies that an employee's level of job satisfaction is influenced by their variety of attitudes. These views have a tenuous connection to the job when it comes to specific elements like pay, hiring supervisors, working conditions, grievance resolution, and fair treatment by the employer. A more comprehensive approach, however, calls for the integration of other factors before a complete understanding of job satisfaction can be obtained. The employee's age, health, desire, and level of aspirations should all be taken into consideration. How content he is at work also depends on his social position, leisure interests, involvement in groups, and other factors.

According to study, people and organisations can both benefit from remote work options. (Felstead & Henseke, 2017). A cost-effective and productive workforce is advantageous to employers, Employees benefit in terms of building acquisition, construction, or upkeep combined with improved job satisfaction, wellbeing at work, and

work-life balance. The benefits of working remotely, according to Smith (2018), include increased productivity, fewer interruptions, higher staff morale, and greater employee autonomy. Despite these benefits, it has been highlighted that adoption of remote work since its introduction in the 1970s has been slower than anticipated. (Torten 2016). This is because there are obstacles for both the employer and the employee. Because they are concerned about losing control over their staff, employers might not approve a remote employment arrangement (Bailey & Kurland, 2002; Torten 2016). Personal preferences regarding their own degree of work-life balance or scheduling flexibility, feeling alone, and deteriorating connections with coworkers may all be obstacles for employees (Smith 2018; Torten). Employees gain from improved work-life balance, wellbeing at work, and job satisfaction. (Felstead & Henseke, 2017). According to Smith (2018), Increased productivity, fewer interruptions, increased staff morale, and more employee autonomy are all benefits of working remotely.

Despite these benefits, it has been highlighted that adoption of remote work since its introduction in the 1970s has been slower than anticipated. (Torten 2016). This is because there are obstacles for both the employer and the employee. Because they are concerned about losing control over their staff, employers might not approve a remote employment arrangement (Bailey & Kurland, 2002; Torten 2016). Personal preferences regarding their own level of work-life balance or flexibility, feeling alone, and deteriorating connections with coworkers may all be obstacles for employees (Smith 2018; Torten).

Review of Literature
Any researcher can use a literature review of nearby or related topics as a platform to properly understand the research challenge at hand and to assist develop an appropriate methodology for the study.

Biju, Vijaya, Akhil (2022) claims that remote workers in the IT industry voiced concern about inadequate power and power disruptions during work hours. On the other side, employees were able to significantly reduce the time and money they previously spent on getting to and from work. They found that employees in the IT industry were equally satisfied with the WFH policy regardless of their gender. Employees in the IT sector were able to develop solid friendship networks with their friends and their families over the WFH period. We also found that men in the IT industry have a better work-life balance than women. This highlights how difficult it is for female workers to achieve a healthy work-life balance while working from home. They face difficulties balancing their responsibilities as primary homemakers and their employment. They need the support of their families to keep a healthy work-life balance. Distractions in the home office and a lack of physical assistance from coworkers when tackling difficult jobs are WFH's main problems. According to the report, female IT workers are very concerned about finding a work-life balance because of their growing family responsibilities. WFH has no additional effect because it does not lengthen the working week for personnel in the IT industry.

Marissa (2021) claims that working from home has a positive impact on job satisfaction. The study's results are significant because they corroborate the idea that participants who worked remotely for the bulk of the week experienced better levels of job satisfaction than those who did so on a smaller number of days. Participants who worked remotely for diverse lengths of hours each week reported varying levels of job satisfaction. The number of days that participants worked remotely was related to how satisfied they were with their jobs.

Gigi & Sangeetha (2020) The study's objectives included figuring out how remote work affects the IT industry, identifying the advantages and disadvantages of it for workers, looking at how demographic characteristics affect workers' attitudes towards remote work, and providing answers to any issues that may come up. It was found that among employees of the IT sector, communication had the biggest impact on job satisfaction.

Bhattarai (2020) Physically, psychologically, monetarily, and technologically are the four main ways that the environment is regarded to affect job satisfaction. The study found that those who are compelled to work longer than their usual shifts (what they refer to as being overworked) are often less satisfied than people who do not have to commute because they can spend more time with their families. Participants also demonstrated a happy side as compared to the stress of virtual meetings that lasted for hours and occurred more frequently each week, showing a willingness to forego the cost of petrol or public transit.

Dhanasekhar (2019) In an effort to assess the advantages of remote work globally, research was undertaken from both the company and employee viewpoints. The study provided concrete evidence that workers choose remote work due to its benefits and flexibility. Since it offers those who can't commute to work job options and has several benefits for management in terms of expenses, employee happiness, and staff retention, many businesses are encouraging it. It was found that the primary issue with this remote employment is the isolation of the employees, which the management also considers by holding team-building activities. This study

recommended that the technology industry start allowing employees to work from home, which has been proven to increase productivity, quality, employee happiness, and retention.

Schall (2019) The main goal of the study was to investigate how workers' sentiments of job satisfaction are impacted by remote employment. The study found that working remotely increases workers' job satisfaction. More specifically, despite what was previously believed, job satisfaction does not decrease as the intensity of distant labour increases. Further research was done on potential mediators such perceived autonomy, work-family conflict, and telecommuting intensity. The results suggest that employees who work remotely see their amount of autonomy as being higher, which increases their level of job satisfaction. The results also imply that remote workers have less work-related interruptions of their family time, which contributes to an increase in job satisfaction. The results also suggest that employees who work remotely do so more frequently, which boosts job satisfaction. Ultimately, working remotely can benefit people by encouraging a more independent work environment and, simultaneously, lowering pressures related to work and family. In exchange, the employer could gain from a contented workforce. Overall, future businesses may utilise the study's findings to help them decide whether to launch telecommuting projects.

Raziqa (2015) explains how many businesses struggle because they don't understand the importance of a pleasant workplace for employee job satisfaction. Such businesses lack the internal resources necessary to produce market-beating products that outperform those of their competitors. Employees play a critical role in helping a company achieve its goals and realise its vision. Employees should adhere to the performance guidelines established by the company in order to guarantee the quality of their work. In order to meet the needs of the business, employees need a working environment that allows them to work independently and is devoid of any barriers that can impede them from reaching their full potential. The purpose of the author's article is to investigate how working conditions impact employees' job satisfaction.

Aazami (2015) the technique - 567 Malaysian women who work in the public sector were included in a cross-sectional study. To gather the information, many self-administered questionnaires were used. The study's conclusions indicate a link between four physical issues and both psychological pain and job satisfaction. Job satisfaction was the main predictor of psychological distress, sleep disorders, headaches, and gastrointestinal problems. Based on the results of this study, we infer that there is a link between employee health and job happiness. Furthermore, levels of job satisfaction might differ from how an individual perceives their total level of job satisfaction in a number of ways. The major objective of rules and procedures should be to improve working conditions because doing so will increase employee and job fit.

Vroom (2012) Job satisfaction is the emotional commitment an employee has to their role at work. A key factor in inspiring and motivating people to perform better is job happiness. Many people throughout the years have defined job satisfaction as the comprehensive amalgamation of psychological, physiological, and environmental elements that encourage employees to declare that they are glad or happy with their jobs. The significance of employees at work is also emphasised because a variety of circumstances may have an impact on an employee's success at work. According to Clark, if workers are unhappy with their tasks, it could be because they are unaware of their legal rights, the workplace is unsafe, their coworkers are rude, or their supervisor is secretive. According to Clark, if employees are dissatisfied with the task assigned to them, they may not be aware of their rights, or their coworkers may be unwilling, their supervisor may not be treating them with respect, and they may not be taken into account when making decisions, which could make them feel cut off from the business. Additionally, he emphasised that businesses nowadays cannot afford disgruntled employees since they will not meet the standards or expectations of their manager and will be fired as a result, costing the company more money to hire new workers. As a result, it is desirable for businesses to provide employees with a flexible work environment where they feel valued and part of the team. Employee morale should be high since it will be evident in their work because low morale would make them work less hard.

Rania (2011) The study developed a model that took into account elements including work-life balance, career opportunities, recognition, and employee pleasure. The exogenous elements that have an impact on employees, according to the study, are career opportunities, recognition, job responsibilities, pay, and relationships between superiors and subordinates. The study also reveals that there is a strong mediator between employee satisfaction and job task, called work-life balance.

Ratna (2008) The study found that as people become older, work-life balance gets worse. The survey recommends giving female employees flexible work schedules and hours since having closer interactions with coworkers helps them maintain a good work-life balance. The study's findings once more advised businesses to implement growth-oriented policies and a flexible work environment.

Golden & Veiga (2005) investigated the relationship between remote work and job satisfaction among 321 professional-level employees. The researchers collected and calculated the amount of time they spent working remotely each week (telecommuting intensity). The researchers, who were the first to establish a curvilinear connection (inverted u-shaped), predicted that employees would experience higher levels of job satisfaction at lower levels of remote work and lower levels of job satisfaction at larger levels of remote work. Based on their data, the researchers found support for a curvilinear link. They found that the amount of remote work and job satisfaction were inversely correlated, and that the employees' levels of job satisfaction increased as the amount of remote work grew. The main takeaway from this finding is that people who work remotely for a few days a week are still able to meet their personal needs and have face-to-face interactions with their coworkers and managers. On the other hand, when employees work remotely for the most of the workweek, they have a greater sense of isolation.

Objectives of the Study
1. To identify factors related to employee satisfaction when working from home.
2. To determine the aspects of work interference with personal life.
3. To analyze the impact of covid among the Techno Park employees.
4. To interpret the problems faced by the Techno Park employees during covid

Hypothesis
Hypothesis formulated for the proposed study includes:
1. H0: There is a significant difference between employee satisfaction when working from home based on gender.
2. H0: The relationship between work interference and personal life are not significant.
3. H0: The impact of Covid among the employees is significant.

Research Methodology
This study's research design is of the descriptive variety. Studies that focus on describing a certain person or group's features are known as descriptive research studies. 117 participants were chosen as the sample size for the investigation. To ensure a sufficient representation of the various categories of Techno Park employees, a practical sample technique was employed for the study. Respondents' initial information on employee satisfaction with remote work was gathered. The relevant secondary data would be gathered from the company manuals, magazines, journals, articles, website and reviewing previous research works. Scientific statistical tools such as mean, median, percentages, and SPSS were used to analyse the acquired data.

Data Analysis and Interpretation
The study "Remote Work in IT Industry and Employee Satisfaction during Covid 19 – With Special reference to Techno Park Employees" provides an analysis of data and the interpretations of the analysis that have been obtained through a structured questionnaire.

Category	Level	Count	Total	Proportion	p-value
Gender	Female	57	117	0.487	0.853
	Male	60	117	0.513	0.853
Age	18 -30	93	117	0.795	<.001
	30 - 40	20	117	0.171	<.001
	40-50	4	117	0.034	<.001
Qualification	Graduation	72	117	0.615	0.016
	Post-Graduation	24	117	0.205	<.001
	Plus two	18	117	0.154	<.001
	SSLC	3	117	0.026	<.001
Experience	Below 1 year	31	117	0.265	<.001
	5 years -10 years	15	117	0.128	<.001
	More than 10 years	6	117	0.051	<.001
	1 year -5 years	65	117	0.556	0.267
Level	Middle level	78	117	0.667	<.001
	Top level	19	117	0.162	<.001
	Lower level	20	117	0.171	<.001

Table .1 Demographic Variables
Source: Primary Data

Interpretation
Table shows the proportion of respondents according to demographic variables. From the table it is found that the number of male employees is greater than female employee's .Most of the employees of the study come under the age limit of 18 – 30. Majority of the employees have a qualification of graduation in any subject. The above table expresses the majority of the employees having 1 to 5 years of experience and also shows that the majority of the employees are working at middle level management.

		Frequency	Percentage
Work from Home before Covid 19	Yes	82	70.1
	No	35	29.9
	Total	117	100.0

Table .2 Work from Home before Covid 19
Source: Primary Data

Interpretation
Table shows the percentage of Techno Park employees working from home before covid 19 situation. We can interpret that 70.1 percent of employees were working from home before Covid 19 pandemic.

Hypothesis No: 1
H0: There is a significant difference between employee satisfaction when working from home based on gender.
H1: There is no significant difference between employee satisfaction when working from home based on gender.

Factors related to employee satisfaction	Mean		Standard deviation		Standard error		Stati	p-value
	Female	Male	Female	Male	Female	Male		
Flexibility of working hours	3.89	4.27	0.880	0.584	0.1166	0.0708	1321	0.018
Suitability of work place at home	4.00	4.07	0.964	0.516	0.1276	0.0667	1657	0.740
Superiors support	3.86	3.95	1.060	0.622	0.1404	0.0803	1643	0.684
Time for communication with co-workers	3.70	3.97	0.865	0.581	0.1146	0.0750	1419	0.062
Possible to take care of family	3.81	4.08	0.972	0.743	0.1287	0.0959	1456	0.129
Save travel expense	4.05	4.05	1.007	0.675	0.1334	0.0871	1580	0.425
Possibility to work from home in case of sickness	4.00	3.92	0.886	0.645	0.1174	0.0833	1533	0.289
Convenience	3.82	4.10	0.889	0.511	0.1177	0.0660	1443	0.094
Promotion opportunities	3.58	4.30	1.034	0.820	0.1370	0.1035	1270	0.009
Change in remuneration	3.40	3.87	1.083	0.700	0.1435	0.0904	1272	0.009
Overall employee satisfaction	3.81	4.03	0.607	0.397	0.0805	0.0512	1358	0.050

Table .3 Factors Related To Employee Satisfaction When Working From Home
Source: Primary Data. Mann-Whitney U Test. Level of significance: 95%

Interpretation
The table shows the factors related to employee satisfaction when working from home. As we can interpret from the available data, the total mean score of 3.81 (female) and 4.03(male) shows that the respondents have positively taken the statement. The highest satisfaction is on the factor with a mean score of 4.05 (save travel

expense) for females and 4.30 (promotion) for males. The least satisfaction is on the factors with a mean score of 3.40 (change in remuneration) for females and 3.87 (change in remuneration) for males.

As majority of the p values are greater than 0.05, the null hypothesis that there is significance difference between employee satisfaction when working from home based on gender is rejected and the alternative hypothesis that there is no significance difference between employee satisfactions when working from home based on gender is accepted.

	Frequency	Percentage
Yes	82	70.1
No	35	29.9
Total	117	100.0

Table .4 Work Life Balance
Source: Primary Data

Hypothesis No: 2
H0: The relationship between work interference and personal life are not significant.
H1: the relationship between work interference and personal life are significant.

Aspects of work interference	mean	Standard deviation	Standard error	statistics	p-value
Always anxious about work	3.85	0.906	0.0838	4098	<.001
Depressed mood	2.63	1.072	0.0991	1689	0.001
Not able to sleep well	3.36	1.004	0.0928	2677	<.001
Health issues	3.76	0.897	0.0829	4011	<.001
Increased stress level	3.51	1.047	0.968	3046	<.001
Disconnected with outside world	3.66	0.960	0.0891	3702	<.001
Obsessed with social media	3.38	1.016	0.0939	2678	<.001
Aggressive attitude & behavior	3.57	0.977	0.0903	3410	<.001
Eating habits disoriented	3.62	0.999	0.0923	3374	<.001
No physical activities	3.53	1.103	0.1020	3680	<.001
Not able to complete family obligations	3.33	1.122	0.1037	2527	0.006
Average work interference	3.49	0.626	0.0581	5659	<.001

Table .5 Aspects of Work Interference with Personal Life
Source: Primary data .Wilcoxon Test. Level of significance: 99%

Interpretation
Table shows the aspects of work interference with personal life. We can interpret from the available data that the average mean of 3.49 shows that the respondents have positively taken the statement. From the available data it is clear that the highest aspect of interference with mean score is 3.85 (always anxious about the work) and the least aspect of interference with mean score is 2.63 (depressed mood).

In this table, we can see that as the majority of the p values are less than 0.001, the null hypothesis that the relationship between work interference and personal life are not significant is rejected and the alternative hypothesis that the relationship between work interference and personal life are significant is accepted.

Hypothesis No: 3
H0: The impact of Covid among the employees is significant.
H1: The impact of Covid among the employees is not significant.

Impact	Mean	Median	χ^2	df	p-value
Interaction with superiors and co workers	3.86	4.00			
Learn from internet	3.86	4.00			
Increase social connections	3.90	4.00			
Relived from travel issues	3.77	4.00			
Confidence in my opinion	3.72	4.00			
I feel that I am in charge of the situation in which I live	3.57	4.00			
Use my personal talents and potential	3.66	4.00			

Aim in my life	3.68	4.00			
Positive attitude and aware of my limitations	3.78	4.00			
Relived from long distance travel	3.95	4.00			
Enjoyed free time	3.61	4.00			
Interaction with friends	3.90	4.00	65.7	16	<.001
Disconnected from nature	3.81	4.00			
Engage with community	3.66	4.00			
Expansion of social interactions	3.78	4.00			
Know about happenings in society	3.89	4.00			
Average impact	3.79	4.00			

Table .6 Impact of Covid among Techno Park Employees
Source: Primary data. Friedman Test. Level of significance: 99%

Interpretation
Table shows the impact of covid among Techno Park employees. We can interpret that an average mean of 3.79 has positively responded to the statement. The highest impact is 3.90 (increase in social connection and interaction with friends) and the least impact is 3.57 (I feel that I am in charge of the situation I live in). Here also it is seen that the p value is less than 0.001, so the null hypothesis that the impacts of covid among the employees are significant is accepted and the alternative hypothesis that the impact of covid among the employees are not significant is rejected.

Challenges	Total	Level			Chi-square test		
		Middle	Top	Lower	Value	df	P
Too many distractions at home	74	48	15	11			
Communication with team	9	7	1	1			
More social responsibility	7	7	0	0			
Gaining access to essentials	17	12	1	4			
Not enough productivity tools	5	2	0	3			
Keeping schedule	5	2	2	1			
Total	117	78	19	20			
					15.6	10	0.112

Table .7 Challenges faced during Work from Home
Source: Primary data .Chi- Square Test.

Interpretation
Table shows the challenges faced by Techno Park employees when working from home. From the table it is clear that too many distractions at home is the major problem faced by employees, showing a total of 74 employees. The least problem faced by employees is not having enough productivity tools and keeping a schedule.

Table Showing Advantage of Working from Home

	Level	Mean	Median	SD	Minimum	Maximum
Better work life balance	Middle level	3.87	4	0.945	1	5
	Top level	4.16	4	0.602	3	5
	Lower level	3.65	3.5	1.089	2	5
Less commute stress	Middle level	3.71	4	0.884	1	5

	Top level	3.84	4	0.898	1	5
	Lower level	3.4	3.5	1.095	1	5
Location independence	Middle level	3.63	4	0.854	1	5
	Top level	3.63	4	0.895	1	5
	Lower level	3.55	3.5	0.999	2	5
Improved internal talents	Middle level	3.71	4	0.968	1	5
	Top level	3.95	4	0.621	3	5
	Lower level	3.9	4	0.852	2	5
Money savings	Middle level	3.71	4	0.927	1	5
	Top level	4.11	4	0.567	3	5
	Lower level	3.6	3.5	1.046	2	5
Increased productivity and performance	Middle level	3.56	4	0.877	1	5
	Top level	3.58	4	1.017	1	5
	Lower level	3.5	4	0.827	2	5
Reduced transportation cost	Middle level	3.71	4	0.982	1	5
	Top level	3.68	4	0.946	1	5
	Lower level	3.5	3	0.761	2	5

More free time	Middle level	3.67	4	0.892	1	5
	Top level	3.68	4	0.885	1	5
	Lower level	3.35	3	0.813	2	5
Attract new talent	Middle level	3.62	4	1.035	1	5
	Top level	3.89	4	0.937	1	5
	Lower level	3.5	3.5	1	1	5
Less sickness absences	Middle level	3.65	4	1.017	1	5
	Top level	3.58	4	1.017	1	5
	Lower level	3.8	4	1.005	2	5
Technology make work easier	Middle level	3.63	4	1.046	1	5
	Top level	3.74	4	0.933	1	5
	Lower level	3.55	3	0.999	2	5

Table .8 Pros and Cons of Work from Home
Source: Primary Data

Interpretation
Table shows the pros or advantages of working from home. The major advantage achieved by the middle and top level employees is the better work life balance with a mean score of 3.87 for Middle level employees and with mean score of 4.16 for Top level employees. The advantage achieved by Lower level employees is improved internal talents with a mean score of 3.90.

Table Showing Disadvantage of Working from Home

CONS						
	Level	Mean	Median	SD	Minimum	Maximum
Lack of team work	Middle level	3.65	4	0.835	1	5
	Top level	3.53	4	1.073	1	5

	Lower level	3.4	3	1.095	1	5
Loss of motivation	Middle level	4.04	4	0.746	2	5
	Top level	4.16	4	0.688	3	5
	Lower level	3.6	3	0.754	3	5
Unmentioned performance	Middle level	3.72	4	0.836	1	5
	Top level	3.47	4	0.841	1	4
	Lower level	3.6	4	0.754	2	5
Lack of office equipment	Middle level	3.9	4	0.695	1	5
	Top level	3.79	4	0.855	1	5
	Lower level	3.65	4	0.671	2	5
Lack of good working environment	Middle level	4.01	4	0.614	2	5
	Top level	3.79	4	0.419	3	4
	Lower level	3.7	3.5	0.801	3	5
Home distractions	Middle level	4.03	4	0.644	2	5
	Top level	4.26	4	0.562	3	5
	Lower level	3.8	4	1.056	1	5
Staff feeling isolated	Middle level	3.77	4	0.896	1	5
	Top level	3.95	4	0.705	2	5
	Lower level	3.65	4	0.671	3	5
Potential burden	Middle level	4.06	4	0.827	1	5
	Top level	3.84	4	0.898	1	5

	Lower level	4.1	4	0.788	3	5
	Middle level	3.63	4	0.968	1	5
Cost of working from home	Top level	3.58	4	0.838	1	5
	Lower level	3.9	4	0.852	3	5
	Middle level	3.71	4	0.884	1	5
Poor broadband speed	Top level	4.21	4	0.535	3	5
	Lower level	3.55	3.5	0.759	2	5
	Middle level	3.9	4	0.877	1	5
Negative impact on mental health	Top level	4.05	4	0.524	3	5
	Lower level	3.45	3.5	1.05	1	5
	Middle level	3.81	4	0.994	1	5
Decreased staff morale	Top level	4	4	0.667	3	5
	Lower level	3.8	4	0.768	3	5

Table .9 Disadvantage of Working from Home
Source: Primary Data

Interpretation
Table shows the cons of work from home. Table indicates that the main con faced by middle level employees is potential burden with a mean score of 4.06, the main con faced by Top level employees is home distractions with a mean score of 4.26 and main con faced by Lower level employees is potential burden with a mean score of 4.10.

Suggestions and Conclusions
Everything suffered a negative impact due to covid. There were a lot of issues throughout that time. Employees at Techno Park had several issues as well. Due to the pandemic crisis, several of them have lost their jobs. Some of the workers were under a lot of strain and stress. According to the study, most employees worked from home prior to the covid 19 incident. Majority of companies provided sufficient amenities and necessities for both in-

office and remote work. There was no gender-based variation in the significance of employee happiness with working from home. Due to working from home, the majority of Techno Park employees maintain a healthy work-life balance. There was a connection between work related interruption and employees' personal lives at Techno Park and they were greatly impacted by covid. Too many distractions at home, access to necessities, team communication, and increased social duty are the key challenges that employees encounter when working from home. Lower level employees had the opportunity to develop their innate abilities, whereas top and medium level employees benefited most from a better work-life balance. Middle-level and lower-level employees' main issue is potential load, but top-level employees' issue is domestic distractions. Techno Park provides sufficient amenities and necessities for both working from home and in an office. The management also motivates staff to do tasks successfully and efficiently. According to the report, most employees are just as productive whether they work from home or in an office. If all necessities are provided, employees prefer working from home to working in an office in general.

Suggestions

Some of the suggestions are: to control or restrict the amount of time that workers work, to communicate clearly with supervisors and coworkers. Avoid putting your personnel under stress. In the event of a pandemic, pay particular attention to the employees' physical and emotional wellbeing. Avoid equating the employee's work and personal lives. Work and personal life must be balanced. To improve performance, give staff technical training. For employee happiness, give the workers welfare amenities. Raise awareness of the corporate goal among workers and inspire them to work toward it. Enhance employee working conditions. The management should provide opportunities for employees to express their recommendations and should properly acknowledge those that are worthwhile. Uphold positive connections with management and other employees. The management should implement cutting-edge technology in accordance with employee needs. The majority of workers feel that working from home is preferable to working in an office. But the major drawback of working from home is the presence of too many distractions at home and a lack of necessities.

Conclusion

This study has much relevance in the present scenario because a good portion of private job employees are employed in Techno Park. The workforce were impacted by the Covid epidemic, which significantly rocked the entire world. During this time, the idea of remote work started to circulate in Kerala. Prior to Covid, studies suggested a link between remote employment and job happiness. It is unclear if covid-19 has affected the job satisfaction of people who switched to remote work from the usual office setting or traditional office space. The specific issue is that there is a dearth of data on employee job satisfaction among the group of people who were requested to work from home as a result of the global financial crisis. The Techno Park employees' relationships with their family and friends strengthened as a result of their ability to work remotely. Better work-life balance is the main benefit received by top and medium level employees, while lower level employees have the opportunity to develop their innate abilities. Potential burden and home diversions are the two main issues that middle and high level employees deal with.

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