

Work-Family Interface: Implications of Work from Home on Family and Job Satisfaction

Ms. Aasha¹, Dr. Harani B.², Dr. Leelavathi³, Dr. Madhu Druva Kumar⁴

¹ Research Scholar, REVA University, Bangalore, Karnataka, India. ORCID: 0000-0002-5057-5182

² Professor & Research Supervisor, REVA University, Bangalore, Karnataka, India. ORCID: 0000-0002-8241-3938

³ Assistant Professor, Kristu Jayanti Deemed to be University, Bengaluru, Karnataka, India.

⁴ Associate Professor, Kristu Jayanti Deemed to be University, Bengaluru, Karnataka, India. ORCID: 0000-0002-8101-7212

Abstract: The advent of the concept Work from Home (WFH) has given a new meaning to the work-family interface, influencing both job satisfaction and family life. The study analysis the impact of work from home on the balance between personal and professional responsibilities, using Z test and ANOVA. Data was collected from 287 IT professionals in Bengaluru, Karnataka state of India using an online structured survey. While WFH offers flexibility and increased family interaction, it also minimises the work-home boundaries, potentially leading to role conflict and stress. The study examines how these factors impact job satisfaction and family well-being. Findings would update the organizational policies to enhance work-life balance, ensure in productivity while fostering family harmony in an evolving work environment.

Keywords: Work family interface, work from home, Job satisfaction

Introduction

The dawn of remote work has changed the conventional workplace and brought about new dynamics in the relationship between work and family. Employees encounter possibilities and difficulties that impact their job happiness and family well-being when professional and personal areas are integrated. Working from home (WFH) frees up time for commuting, which increases flexibility and may improve family relationships. The lines between work and personal obligations are blurred, though, which frequently results in role conflicts, elevated stress levels, and trouble preserving a positive work-life balance.

Work from home arrangements have a major impact on job satisfaction, which is a critical component of employee productivity and well-being. Some workers experience loneliness, a lack of managerial support, and the strain of being available all the time, while others gain from autonomy and less interruptions at work. Determining whether working remotely promotes contentment or causes burnout depends critically on one's capacity to keep work and home obligations apart. Moreover, the effects on family life are just as complicated. WFH gives parents and other caregiver's additional chances to spend time with their families, but it can also cause work to intrude and disturb the balance of the family. Increased presence may lead to better family interactions, while work-related stress may cause relationships to worsen.

It is crucial to comprehend how remote work affects the work-family balance in order to create plans that maximize both individual and professional well-being. Companies must understand that in order for workers to successfully manage their two responsibilities, they require flexible policies, well-

defined work boundaries, and mental health support. This study examines the positive and negative effects of remote work on employees' family lives and job satisfaction. The study intends to shed light on these dynamics in order to develop a sustainable and well-balanced remote work model that promotes worker productivity and family well-being

Review of Literature

Kowalski (2022), in the article titled 'Work-from-home productivity and job satisfaction: a double-layered moderated mediation model' investigated the relationship between work-from-home productivity (WFHP) and job satisfaction. Through a structured survey instrument, data were collected from 1158 respondents from India. Structural equation modelling (SEM) was adopted to analyse the data. The findings indicated that Work from Home productivity positively predicts job satisfaction and work life balance.

Niebuhr (2023), in the research paper Healthy and happy working from home? Effects of working from home on employee health and job satisfaction investigated the influence of specific characteristics of WFH for health and job satisfaction among German employees. The study was based on 519 data from a Germany-wide panel survey with employees from different industries. Multiple regressions were used to analyse the data and it was found that increased autonomy leads to positive effects on employees' job satisfaction.

Chong, A., Gordo, M., & Gere, J. (2018), in the article, The influences of work and home interference and facilitation on job satisfaction investigated the simultaneous and interactive effects of domain interference and facilitation on job satisfaction with a sample of 159 respondents. Results indicated that work-home interference and facilitation had a positive influence on the job satisfaction.

Work from Home and Job Satisfaction

Work from Home has an impact on Job satisfaction both favourably and adversely. Bloom et al. (2015) assert that the flexibility and autonomy offered by the remote work enriches job satisfaction among the employees. Golden and Veiga (2018) remark that remote working can cause professional isolation, which reduces workplace involvement. Furthermore, Gajendran and Harrison (2007) discovered that although remote working leads to job satisfaction, it can also cause stress and burnout among the employees.

Work-Family Interface and Work-Life Balance

The work family interaction has a significant impact on both the family wellbeing and job happiness. Allen et al. (2020), expresses that family engagement can enhance interpersonal relationships. Kossek et al. (2011), analysis that employees may meet role clash which could have an unfavorable effect on both work presentation and home relationships. Additionally, Shockley and Allen (2015) emphasises that individual deviations, such marital status and gender have an influence on employees work life balance.

Demographic Factors Influencing Work from Home Experiences

Various studies have addressed on the effects of demographic factors such as age, gender, income, experience and marital status on the results of work from home. (Chung et.al. 2021) discusses that female employees have more domestic responsibilities which makes it difficult for them to balance between work and personal life. (Tavares, 2017), expresses that younger employees could find it

difficult to maintain discipline and network professionally in the remote work environment. According to Baruch (2000), more experienced professionals typically adjust to remote working than employees with less experience. (Felstead & Henseke, 2017).

Objectives:

To analyze the impact of work from home on job satisfaction and family life across different demographic factors

To assess the effects of remote work on family life and relationships.

To evaluate the impact of work from home on job satisfaction

Statement of the Problem:

Work from Home has brought about a transition in the traditional work structures offering advantages as well as challenges that differ among demographic groups. Work from home option provides benefits of flexibility and eliminates commuting stress but at the same time can lead to work life conflict as there is minimal boundaries between professional and personal life. However, the effect of work from home is not even, as factors like gender, age, experience, income and marital status considerably influence adoption of the policy. Despite pervasive adoption of work from home, few research examines how these demographic factors shape the work –family interface, creating organisations without clear plans to address employee's diverse needs. By understanding these differences, companies can design effective policies that encourage job satisfaction and foster a sustainable remote work model, ensuring employees enjoy healthy work life balance while maximising productivity and engagement.

Research Methodology

To evaluate the impact of work from on job satisfaction and family life the study adopted empirical analysis. A structured questionnaire was used to collect the primary data from 287 respondents. The target population included employees from various IT firms in Bengaluru who worked remotely. A stratified random sampling method was adopted. Descriptive statistics and inferential analysis was conducted to examine the impact of work from home on job satisfaction and family life.

Analysis

Demographic Profile of the respondents

The demographic profile of the respondents are important influential features that impact the work life balance of the IT professional who work from home. The sample of 287 IT professional were selected for the study and the following table projects their distribution across various demographic factors such as age, gender, educational qualification, marital status etc.

Table No: 1 - Demographic Profile of the respondents

Profile		Frequency	Percent
Gender	Female	181	63.1
	Male	106	36.9
	Total	287	100.0

Profile		Frequency	Percent
Age Group	20 years to 30 years	157	54.7
	31 years to 40 years	91	31.7
	41 years to 50 years	29	10.1
	Above 50 years	10	3.5
	Total	287	100.0
Years of Experience	Below 5 years	136	47.4
	5 years to 10 years	61	21.3
	11 years to 15 years	44	15.3
	Above 15 years	46	16.0
	Total	287	100.0
Income Level	Below Rs 5,00,000	151	52.6
	5,00,001 to 10,00,000	57	19.9
	10,00,001 to 15,00,000	41	14.3
	Above 15,00,001	38	13.2
	Total	287	100.0
Marital Status	Married	195	67.9
	Unmarried	102	35.5
	Total	287	100.0
Total		287	100.0

In the context of Work from home, the table no. 1 shows the demographic data which provides important insights about the makeup of the workforce. The fact that women make up the majority of responders (63.1%) suggests that female participation is substantial.

Employees with the age group of 20 to 30 years of age are the largest age group of the respondents (54.7 %). 31.7 % of the respondents belong to the age group of 31 to 40 years, while 16% have more than 15 years of experience, while almost half of the total (47.4%) have less than five. With regard to the income level of the respondents, 52.6% of the respondents have less than ₹5, 00,000 a year. Furthermore, the results show that 67.9% are married, indicating the probable complications faced by the respondents in managing work and personal obligations. On the whole these components impact the employees in striking a work- family balance, which in turn effects work family interactions and job satisfaction.

Gender Influence on the Constructs

Null Hypothesis:

Respondents belonging to the two groups male and female give on an average same level of opinion on the constructs Work from home, Family Life and Job Satisfaction.

Alternative Hypothesis:

Male and Female respondents do not give on an average same level of opinion on the constructs Work from home, Family Life and Job Satisfaction.

Table no. 2 - Z' Test for Constructs – Classification Based on Gender

Constructs	Gender	Mean	Zo	Significance	Remark
Work from home (WFH)	Male	50.7127	0.786	0.433	Not Significant
	Female	50.0000			
	Female	47.4245			
Quality of family life (QFL)	Male	41.3425	3.167	0.002	Significant
	Female	38.5094			
	Female	49.0943			
Job satisfaction (JS)	Male	43.1768	3.200	0.002	Significant
	Female	40.6226			

The analysis shows that except for WFH for all other constructs the analysis significance is less than 0.05, the level of significance is fixed. The Null Hypotheses is rejected. This indicates that male and female do not give on an average same level of opinion on the constructs QFL and JS.

From the mean values of QFL and JS, it is found that male respondents have significantly higher opinion than that of the female counterparts.

Influence of Marital Status on Constructs.

Null Hypothesis:

Both married and unmarried respondents give on an average same level of opinion on the constructs Work from home, Family Life and Job Satisfaction.

Alternate Hypothesis:

Both married and unmarried respondents do not give on an average same level of opinion on the constructs Work from home, Family Life and Job Satisfaction.

Table no. 3 - 'Z' Test for Constructs – Classification Based on Marital Status

Constructs	Gender	Mean	Zo	Significance	Remark
Work from home (WFH)	Married	51.95 28	2.9 62	0.003	Significant
	Unmarried	49.37 82			
	Unmarried	47.03 21			
Quality of family life (QFL)	Married	40.17 32	- 0.251	0.802	Not Significant
	Unmarried	40.39 74			
	Unmarried	49.66 67			
Job satisfaction (JS)	Married	43.11 81	1.9 77	0.049	Significant
	Unmarried	41.55 13			

The analysis shows that for all the constructs the analysis significance is less than 0.05, the level of significance is fixed. The Null Hypotheses is rejected. This indicates that married and unmarried respondents do not give on an average same level of opinion on the constructs WFH, QFL and JS. From the mean values of WFH, QFL, and JS, it is found that married respondents have significantly higher opinion than that of the unmarried respondents.

Influence of Age on Constructs:**Null Hypothesis:**

Respondents belonging to different age groups have expressed on an average same level of opinion on the constructs under study.

Alternate Hypothesis:

Respondents belonging to different age groups do not express on an average same level of opinion on the constructs under study.

Table no. 4 – ANOVA Analysis for Influence of Age on Constructs

			M	Std.	F	Sig	Inference
		N	ean	Deviation			
Work from home	20 years to 30 years	157	49.6561	8.11513	7.698	<.001	Significant
	31 years to 40 years	91	52.8022	5.75851			
	Above 40 years	39	48.1538	6.58762			
	Total	287	50.4495	7.41267			
Quality of family life	20 years to 30 years	157	40.1465	6.90950	15.204	<.001	Significant
	31 years to 40 years	91	42.7143	6.41749			
	Above 40yrs	39	35.2564	9.03128			
	Total	287	40.2962	7.42793			
Job satisfaction	20 years to 30 years	157	41.0191	6.61919	10.774	<.001	Significant
	30 years to 40 years	91	44.8132	6.38037			
	Above 40 years	39	41.1026	5.59979			
	Total	287	42.2334	6.63150			

Keenly examining the table no. 4, ANOVA analysis it is found that the analysis significance for the constructs WFH, QFL and JS are lesser than 0.05, the fixed level of significance and hence the Null Hypothesis is rejected. It is concluded that respondents belonging to various age groups have significantly different level of WFH, QFL and JS.

Influence of Income on Constructs:**Null Hypothesis:**

Respondents having different levels of income have expressed on an average same level of opinion on the constructs under study.

Alternate Hypothesis:

Respondents having different levels of income do not express on an average same level of opinion on the constructs under study.

Table no. 5 – ANOVA Analysis for Influence of Income on Constructs

		N	Mean	Std. Deviation	F	Sig.	Inference
Work from home	Below Rs 5,00,000	151	50.2517	7.40920	1.415	0.239	Not significant
	5,00,001 to 10,00,000	57	49.4035	7.71098			
	10,00,001 to 15,00,000	41	52.4390	5.18193			
	Above 15,00,001	38	50.6579	8.76811			
	Total	287	50.4495	7.41267			
Quality of family life	Below Rs 5,00,000	151	40.1457	7.51212	2.279	0.080	Significant
	5,00,001 to 10,00,000	57	39.9474	6.40709			
	10,00,001 to 15,00,000	41	42.8293	6.82972			
	Above 15,00,001	38	38.6842	8.66526			
	Total	287	40.2962	7.42793			

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Job satisfaction	Below Rs 5,00,000	1 51	41. 0662	6.5 9764	8. 583	0. 000	Significant
	5,00,001 to 10,00,000	5 7	41. 7018	6.2 5633			
	10,00,001 to 15,00,000	4 1	46. 6829	5.5 5625			
	Above 15,00,001	3 8	42. 8684	6.5 1888			
	Total	2 87	42. 2334	6.6 3150			

From the above table it is found that results of Work from Home and Quality of Family Life are significant and for the construct Job Satisfaction is lesser than 0.05, the fixed level of significance and hence the Null Hypothesis is rejected. It is concluded that respondents with varying income level have significantly different level of Job satisfaction.

Influence of Experience on Constructs:

Null Hypothesis:

Respondents having different years of experience have expressed on an average same level of opinion on the constructs under study.

Alternate Hypothesis:

Respondents having different years of experience do not express on an average same level of opinion on the constructs under study.

Table no. 6 – ANOVA Analysis for Influence of Experience on Constructs

		N	Mean	F	Sig.	Inference
Work from home	Below 5 years	13 6	49.77 21	2.67 4	0.05	Not Significant
	5 years to 10 years	61 75	51.14			
	10 years to 15 years	44 91	52.90			

	Above 15 years	46	49.17			
	Total	28	50.44			
		7	95			
Quality of family life	Below 5 years	13	40.71	6.01	0.00	Significant
	5 years to 10 years	61	40.93			
	10 years to 15 years	44	42.27			
	Above 15 years	46	36.32			
	Total	28	40.29			
		7	62			
Job satisfaction	Below 5 years	13	41.09	4.60	0.00	Significant
	5 years to 10 years	61	42.62			
	10 years to 15 years	44	45.25			
	Above 15 years	46	42.19			
	Total	28	42.23			
		7	34			

From the above table no 6, it is found that for Work from Home the analysis significance for the constructs Quality Family Life and Job Satisfaction are lesser than 0.05, the fixed level of significance and hence the Null Hypothesis is rejected. It is concluded that respondents with different years of experience have significantly different level of Quality Family Life and Job Satisfaction.

Key Findings:

Demographic Influence on Remote Work Adaptation: The majority of respondents are young (54.7% aged 20–30) with less than five years of experience (47.4%), indicating that early-career employees form a significant portion of the remote workforce. Additionally, a higher percentage of females (63.1%) and married individuals (67.9%) suggest that work-from-home challenges, particularly work-life balance, may disproportionately impact women and married employees.

Economic and Experience-Based Variations: More than half (52.6%) of the workforce earns below ₹5, 00,000 annually, and a significant portion has limited professional experience. This suggests potential challenges such as lack of a proper home office setup, financial constraints, and difficulty in managing professional responsibilities remotely.

Male respondents have significantly higher opinion on Quality of family life and Job satisfaction when compared to the female counterparts.

Married respondents have significantly higher opinions on Work from Home, Quality of Family Life and Job satisfaction than unmarried respondents, as the null hypothesis is rejected for all constructs with a significance level below 0.05.

Respondents belonging to different age groups, dissimilar experience levels and with varying income levels have significantly different levels of WFH, QFL and JS

Conclusion:

The study emphasis noteworthy demographic and economic influences on work from home adoption. A majority of the respondents are young and at early career professionals, with a significant female representations and married individuals, signifying possible challenges in work life balance. Economic and experience based variations indicate that employees with lower income and less experience may face issues in relation to adjustments with work from home mainly because of financial constraints and inadequate office set ups at home. The study also highlights that the male respondents have higher job satisfaction compared to female counterparts. Married individuals have significantly higher opinion in work from home, quality of family life and job satisfaction than unmarried respondents. Moreover,

Respondents belonging to different age groups, experience levels and income levels display different perceptions on work from home family life quality and job satisfaction underlining the multifaceted interplay of demographic and economic factors in influencing remote work experiences.

Future Implications:

Future study can investigate the impact of work from home on employee productivity in the long run along with the challenges faced. Industry specific changes in the work from home can be also be studied to give wider insights on the concept

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