

Determinants Of Work From Home Concept Among Women Professionals' In Madurai District

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ARTICLE INFO	ABSTRACT
	<p>The pandemic situation has made us to realise about many life changes and taught us the lessons to cope up with the unexpected changes in our life path and in career. The present scenario shows the uncertainty prevail for human beings. This pandemic situation brings out perception risk and psychological disorders to many people and thereby frightens and grabs their attention. But, it's important to note that most of them die from an illness that's all too familiar — the seasonal flu. This public perception of risk and human judgment and decision-making, curtails the economic development and business advancements. In view with this perspective, the study aims to explore the factors influencing the Quality parameters identified in this research using factor analysis. Descriptive research design with simple random sampling technique is used for this article. Sample size of 500 restricted to women professionals in academic field. Qualitative factors such as Socio – Cultural, Economical and Financial, Legal, Political, Personal, Psychological and Technological factors among the 56 variables enlisted for the article with a segregation of 8 variables under each parameter.</p>
	<p>Keywords Academic Profession, Qualitative Parameters, Women Professionals, Work from Home Concept</p>

Introduction

The present scenario shows the unexpected changes in the life of human beings. This pandemic situation brings out perception risk and psychological disorders to many people and thereby frightens and grabs their attention. But, it's important to note that most of them die from an illness that's all too familiar — the seasonal flu. This public thought of risk and human judgment and decision-making, curtails the upliftment of economy and advancement of businesses. The various phases of Lockdowns for 240 days in India influence the basic survival of many businesses, start-ups, micro enterprises and cottage industries. In spite of difficulties, this arena gives new lessons and innovations to the world. It transforms the key areas of global ways into new path. Qualitative factors of Work from home are explored to the maximum among the Women Professors in Madurai District.

Objectives of the study

1. To identify the Qualitative Parameters for Work from Home concept for better performance among Women professors' in Madurai District, Tamilnadu
2. To explore the factors those have impact on the Qualitative parameters identified in this research using factor analysis

Need for the study

The work from home concept in the education sector mainly affects the women professors' in performance of their tasks and affects the overall wellbeing. The efficiency of female professors is considerably reduced and those factors must be concentrated in this time for the betterment of the learner's society.

Scope of the Study

This research has taken into account the women professionals in academic sector in Madurai region, Tamilnadu. The qualitative parameters are segregated into different factors with regard to the ratings given by the respondents.

Limitations of the Study

1. The time is a constraint to collect data as well as processing the study.
2. The scope is limited to qualitative parameters only and quantifiable factors are not considered

Research Framework

Descriptive Research Design and Simple Random Sampling technique has been adopted. Structured – Undisguised Questionnaire comprised with Dichotomous, Open- ended and multiple choice questions were used for collecting data. The Likert's Scale is used as scaling techniques with five points rating. A sample size of 500 women Faculty has been chosen from in and around Madurai district.

Data Analysis and Interpretation

SPSS 2020 statistical Software was used to analyse the collected data and the results are discussed below.

Demographic Profile of the respondents

The Demographic Profile of the Respondents is analysed using Percentage analysis.

1. Age of the Respondents

Respondents' age are categorised as Below 25 Years, 26 - 35 Years, 36 - 45 Years, 46 - 55 Years and Above 55 Years and analysed using percentage analysis.

Table 1.1 Age of the Respondents

Age Group	Frequency	Percent
Below 25 Years	2	0.4
26 - 35 Years	118	23.6
36 - 45 Years	295	59.0
46 - 55 Years	79	15.8
Above 55 Years	6	1.2
Total	500	100.0

Interpretation

From this Table-1.1, Out of 500 respondents, 59% belongs to the category of 36 – 45 years, 23.6% of them belong to the Age category of 26 – 35 years, 15.8% are in 46 – 55 years, 1.2% is above 55 years and the remaining 0.4% is below 25 years.

2. Area of Residence

The Area of Residence of the respondents is classified into three groups as Rural, Semi-urban and Urban area using percentage analysis.

Table 1.2 Area of Residence of the Respondents

Area	Frequency	Percent
Rural	91	18.2
Semi-Urban	135	27.0
Urban	274	54.8
Total	500	100.0

Interpretation

The Table 1.2 indicated that many of the respondents (54.8%) are residing in urban area, 27% are in Semi-urban area and the left (18.2%) in rural area.

3. Educational Qualification

Educational Qualification of the respondents are scaled under five categories as Engineering Master Degree (Arts), Doctoral Degree, Medicinal Degree and Master Degree (Science)

Table 1.3 Educational Qualification of the Respondents

Educational Qualification	Frequency	Percent
Engineering	46	9.2
Master Degree (Arts)	145	29.0
Doctoral Degree	236	47.2
Medicinal Degree	41	8.2

Master Degree (Science)	32	6.4
Total	500	100.0

Interpretation

Percentage analysis of the education of the respondents is observed in table 1.3. It indicated that 47.2% of the respondents are with Doctoral degree, 29% are with Master degree in Arts, 9.2% are with engineering degree as qualification, 8.2% are with Medicinal degree and 6.4% are with Master degree in Science.

4. Marital Status

Marital status of the respondents are assessed as Single, Married, Widowed, Divorced and Others using percentage analysis.

Table 1.4 Marital Status of the Respondents

Marital Status	Frequency	Percent
Single	24	4.8
Married	458	91.6
Widowed	6	1.2
Divorced	6	1.2
Others	6	1.2
Total	500	100.0

Interpretation:

Out of 100%, 91.6% of the respondents are married, 4.2% are single and the other respondents are divided equally as 1.2% of the respondents each in the categories Widowed, Divorced and Others.

5. Monthly Average income

Respondents' Monthly income are categorised as Below Rs.10,000, Rs.10,001 - Rs.15,000, Rs. 15,001 - Rs. 20,000, Rs. 20,001 - Rs.25,000 and Rs. 25,001 and more using percentage analysis.

Table 1.5 Monthly Average income of the Respondents

Average Monthly Income	Frequency	Percent
Below Rs.10,000	30	6.0
Rs.10,001 - Rs.15,000	27	5.4
Rs. 15,001 - Rs. 20,000	76	15.2
Rs. 20,001 - Rs.25,000	121	24.2
More than Rs. 25,001	246	49.2
Total	500	100.0

Interpretation

Percentage analysis indicated that 49.2% of the respondents are earning above Rs. 25,001, 24.2% are having Rs. 20,001 - Rs.25,000, 15.2% are with Rs. 15,001 - Rs. 20,000, 6% with Below Rs.10,000 and 5.4% are earning Rs.10,001 - Rs.15,000 on an average per month.

6. Dependents in the family

The dependent members of the respondents is assessed using percentage analysis through five categories such as starting with zero and ended with 4 and more people as dependents.

The dependents also included the children of the respondents.

Table 1.6 Dependent Members in the family of the Respondents

Dependent Members	Frequency	Percent
NIL	22	4.4
1	103	20.6
2	170	34.0
3	123	24.6
More than 4	82	16.4
Total	500	100.0

Interpretation

From the table, it is found that, 34% are with 2 members as dependent members in their family, 24.6% are with 3 dependents, 20.6% are with one person as dependent, 16.4% are with 4 and members as dependents and the rest 4.4% are not having any dependents in their family.

7. Nature of Family

The family type of the respondents are classified as Joint Family and Nuclear Family systems for the research. Percentage analysis is used to identify the type of family.

Table 1.7 Nature of Family of the Respondents

Nature of Family	Frequency	Percent
Joint Family	180	36.0
Nuclear Family	320	64.0
Total	500	100.0

Interpretation

Out of 100%, it is found from the above analysis that 64% of the respondents are in Nuclear family and 36% are in Joint family.

Factor Analysis

The factor analysis is used to assess the grouping of the qualitative parameters for the article under limited factors. Totally 56 variables are taken into account for the Factor analysis using Confirmatory Factor Analysis (CFA) method.

KMO and Bartlett's Test

To Test out the Sampling adequacy and to analyse the true existence of the variances among variables, the Kaiser-Meyer-Olkin test and Bartlett's Test of Sphericity are performed Table 1.8 shows the result:

Table 1.8 KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.863
Bartlett's Test of Sphericity	Approx. Chi-Square	23624.686
	df	1540
	Sig.	.000

From the table 1.8, it is understood that the KMO value exhibits the sampling is adequate to perform factor analysis. The value Bartlett's test of sphericity ($p = 0.000$) shows the true existence of variations within the variables taken for factor analysis.

Principal Component Analysis - Extraction Method

The Principal Component Analysis extracts the common variance and group them into factors. The Eigen Values shows variance explained by that particular factor out of the total variance. From the commonality column, the level of variance is explained by the first factor out of the total variance. Factor loading shows the variance explained by the variable on that particular factor. The following table exhibits Principal Component Analysis:

Table 1.9 Principal Component Analysis - Extraction Method

Component	Initial Eigen values			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	10.303	18.398	18.398	7.118	12.710	12.710
2	4.394	7.847	26.246	4.474	7.988	20.698
3	3.301	5.895	32.141	4.383	7.827	28.525
4	2.765	4.938	37.079	3.260	5.822	34.347
5	2.456	4.386	41.465	3.086	5.511	39.858
6	2.382	4.253	45.718	2.772	4.950	44.808
7	2.193	3.916	49.634	2.703	4.826	49.634
8	1.890	3.375	53.009			
9	1.809	3.230	56.239			
10	1.683	3.005	59.243			
11	1.602	2.860	62.104			
12	1.555	2.776	64.880			
13	1.471	2.627	67.506			
14	1.286	2.297	69.803			
15	1.234	2.204	72.007			

Component	Initial Eigen values			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
16	1.226	2.188	74.196			
17	1.064	1.900	76.095			
18	1.012	1.808	77.903			
19	.989	1.766	79.669			
20	.896	1.599	81.268			
21	.806	1.439	82.707			
22	.766	1.367	84.074			
23	.699	1.249	85.323			
24	.664	1.186	86.509			
25	.592	1.056	87.565			
26	.582	1.039	88.605			
27	.570	1.018	89.623			
28	.508	.907	90.530			
29	.453	.809	91.339			
30	.403	.720	92.059			
31	.389	.694	92.754			
32	.381	.680	93.433			
33	.363	.649	94.082			
34	.351	.626	94.709			
35	.325	.580	95.289			
36	.305	.545	95.833			
37	.278	.497	96.330			
38	.264	.471	96.801			
39	.227	.405	97.206			
40	.214	.383	97.589			
41	.188	.335	97.924			
42	.173	.308	98.233			
43	.149	.266	98.499			
44	.127	.227	98.726			
45	.124	.222	98.948			
46	.099	.176	99.124			
47	.097	.172	99.296			
48	.083	.148	99.444			
49	.073	.130	99.574			
50	.058	.104	99.678			
51	.053	.095	99.774			
52	.045	.081	99.854			
53	.034	.060	99.914			
54	.024	.043	99.957			
55	.018	.031	99.989			
56	.006	.011	100.000			

The principal component analysis indicated that the factor loadings made within seven factors and all the 56 variables are loaded into seven factors.

Rotation Method: Varimax with Kaiser Normalization

The Rotated component matrix exhibited the grouping of variables as factor loadings under seven factors the correlation value of the variables are listed in the table given below:

Factors	Component						
	1	2	3	4	5	6	7
The Income can be saved by reducing unwanted expenses	.674						
The Gender Inequality can be reduced in Work from home as efficiency is measured in terms of achievement	.765						
The Material deprivation is insisted to accept work from home in this pandemic situation	.371						
The Education of the pupils is Mandatory to avoid learning gap	.414						
The Work from home concept increases Social security by reducing social contact with others	.700						
The women professionals can gain the advantage of Collective bargaining to enhance their facilities for work from home	.354						
The work from home concept made Social needs satisfaction to the women professionals by having flexible working time and spending more time with family members	.522						
The Safety issues are considerably increased in work from home concept	.809						
Wages are very important to cope up with this pandemic situation		.315					
Non-standard forms of employment are a serious issue in work from home concept		.580					
Salary payment is not made on time		.615					
Fringe benefits and incentives are highly reduced and sometimes not paid to women professionals		.519					
Economic equity is achieved in work from home		.685					
Economic democracy in demanding for necessities and basic facilities for work from home is highly possible		.496					
Sudden Economic and social change affect the stability in the working basement of the women professionals		.317					
Productivity is improved in work from home concept		.675					
Working conditions are mandatory in work from home concept			.757				
Job security is assured in work from home concept			.373				
Labour standards can be maintained legally in work from home concept			.569				
Employment opportunities can be sustained in the same level even in this pandemic situation			.304				
Job autonomy is increased in work from home concept			.403				
Code of practices are framed commonly for women professionals to cope up with work from home concept			.697				
Regional legislations are enacted to pass on with this pandemic situation			.629				
Lockdown announcements make the women professionals to feel comfortable in doing work from home			.345				
Work/labour market is more stabilised in this pandemic situation				.526			
Labour market segregation is same as it is before in this pandemic situation				.796			
Political disruptions are highly reduced in our country				.663			
Sense of control by state government to avoid the spreading of the disease is highly appreciable in making work from home concept				.679			
Working environment is very much conducive at home in our country				.814			
Work organization is empowered in this present era				.465			
Employer characteristics are well determined to cope up with this pandemic situation				.310			
Employment quality is improved in work from home concept				.486			
Skills and Career development is improved in work from home concept					.385		
Collective interest representation of women professionals is highly accepted by the employer					.532		
Health and well-being is safeguarded in this situation					.529		

Work - family Conflicts are considerably reduced by increasing more understanding among the family members					.505		
Mutual Understanding is increased in work from home concept					.437		
Superior relations are gained positively through frequent meetings through online mode					.849		
Peer group orientation is increased in work from home concept					.502		
Learning opportunities are tapped more in this pandemic situation					.297		
Job Satisfaction is improved						.346	
Self-realization can be easily accomplished						.303	
Workload can be shared among the family members						.305	
Stress is reduced in the work from home concept						.740	
Individual characteristics are revealed as more autonomy in work nature						.411	
Inter-personal issues is highly reduced, As face-to-face interactions with peer group are not possible in work from concept						.519	
Inter-role conflict is avoided with proper time management						.776	
Psychological isolation is not possible in work from home concept						.449	
Resources are available at home for technical support							.673
Communication links are used properly without interruptions							.375
Compatibility softwares are installed to improve interactions							.307
Technological infrastructure is improved at home with less investments							.482
High speed internet is made using Wi-Fi setups at home							.574
Messenger communication system is enriched through social media							.455
Computing hardwares is not an issue at home							.399
Finance for facilities is provided by the organisation for work from home							.322

Table 1.10 Rotation Method: Varimax with Kaiser Normalization.

From the Table 1.10, the variables are grouped under the following factors and each factor is loaded with eight variables:

1. Socio – Cultural factors
 - Income
 - Inequality
 - Material deprivation
 - Education
 - Social security
 - Collective bargaining
 - Social needs satisfaction
 - Safety issues
2. Economical and Financial factors
 - Wages
 - Non-standard forms of employment
 - Salary payment
 - Fringe benefits and incentives
 - Economic equity
 - Economic democracy
 - Economic and social change
 - Productivity
3. Legal factors
 - Working conditions
 - Job security
 - Labour standards
 - Employment opportunities
 - Job autonomy
 - Code of practices
 - Regional legislations
 - Lockdown instructions

4. Political factors
 - Work/labour market
 - Labour market segregation
 - political disruptions
 - Sense of control
 - Working environment
 - Work organization
 - Employer characteristics
 - Employment quality
5. Personal factors
 - Skills and Career development
 - Collective interest representation
 - Health and well-being
 - Work - family Conflicts
 - Mutual Understanding
 - Superior relations
 - Peer group orientation
 - Learning opportunities
6. Psychological factors
 - Job Satisfaction
 - Self-realization
 - Workload
 - Stress
 - Individual characteristics
 - Inter-personal issues
 - inter-role conflict
 - Psychological isolation
7. Technological factors
 - Resources
 - Communication links
 - Compatibility softwares
 - Technological infrastructure
 - High speed internet
 - Messenger communication system
 - Computing hard wares
 - Finance for facilities

The variables are tested by framing statements and then added in the questionnaire.

Table 1.11 Factors and Variable Statements

S.No	Factors	Variables as statements
1.	Socio – Cultural factors	The Income can be saved by reducing unwanted expenses
		The Gender Inequality can be reduced in Work from home as efficiency is measured in terms of achievement
		The Material deprivation is insisted to accept work from home in this pandemic situation
		The Education of the pupils is Mandatory to avoid learning gap
		The Work from home concept increases Social security by reducing social contact with others
		The women professionals can gain the advantage of Collective bargaining to enhance their facilities for work from home
		The work from home concept made Social needs satisfaction to the women professionals by having flexible working time and spending more time with family members
		The Safety issues are considerably increased in work from home concept
2.	Economical and Financial factors	Wages are very important to cope up with this pandemic situation
		Non-standard forms of employment are a serious issue in work from home concept.
		Salary payment is not made on time
		Fringe benefits and incentives are highly reduced and sometimes not paid to women professionals

		Economic equity is achieved in work from home
		Economic democracy in demanding for necessities and basic facilities for work from home is highly possible
		Sudden Economic and social change affect the stability in the working basement of the women professionals
		Productivity is improved in work from home concept
3.	Legal factors	Working conditions are mandatory in work from home concept
		Job security is assured in work from home concept
		Labour standards can be maintained legally in work from home concept
		Employment opportunities can be sustained in the same level even in this pandemic situation
		Job autonomy is increased in work from home concept
		Code of practices are framed commonly for women professionals to cope up with work from home concept
		Regional legislations are enacted to pass on with this pandemic situation
		Lockdown announcements make the women professionals to feel comfortable in doing work from home
4.	Political factors	Work/labour market is more stabilised in this pandemic situation
		Labour market segregation is same as it is before in this pandemic situation
		political disruptions are highly reduced in our country
		Sense of control by state government to avoid the spreading of the disease is highly appreciable in making work from home concept
		Working environment is very much conducive at home in our country
		Work organization is empowered in this present era
		Employer characteristics are well determined to cope up with this pandemic situation
		Employment quality is improved in work from home concept
5.	Personal factors	Skills and Career development is improved in work from home concept
		Collective interest representation of women professionals is highly accepted by the employer
		Health and well-being is safeguarded in this situation
		Work - family Conflicts are considerably reduced by increasing more understanding among the family members
		Mutual Understanding is increased in work from home concept
		Superior relations are gained positively through frequent meetings through online mode
		Peer group orientation is increased in work from home concept
		Learning opportunities are tapped more in this pandemic situation
6.	Psychological factors	Job Satisfaction is improved
		Self-realization can be easily accomplished
		Workload can be shared among the family members
		Stress is reduced in the work from home concept
		Individual characteristics are revealed as more autonomy in work nature
		Inter-personal issues is highly reduced, As face-to-face interactions with peer group are not possible in work from concept
		Inter-role conflict is avoided with proper time management
		Psychological isolation is not possible in work from home concept
7.	Technological factors	Resources are available at home for technical support
		Communication links are used properly without interruptions
		Compatibility softwares are installed to improve interactions
		Technological infrastructure is improved at home with less investments
		High speed internet is made using Wi-Fi setups at home
		Messenger communication system is enriched through social media
		Computing hardware is not an issue at home
		Finance for facilities is provided by the organisation for work from home

Conclusion

In this research paper, the qualitative factors are explored into seven factors listed as Socio – Cultural, Economical and Financial, Legal, Political, Personal, Psychological and Technological. This research has tried

to showcase the qualitative parameters of the work from home concept especially in education sector among the working women professors' in Madurai District.

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