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## ASSESSMENT OF THE PRODUCTIVITY OF EDUCATORS WHILE A LOCKDOWN WHILE WORKING FROM HOME

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### ABSTRACT:

The global coronavirus outbreak has had an impact on people's life in many spheres of society. The education sector, in particular, has had to significantly alter its operations as it teaches huge numbers of students in batches mostly through face-to-face interaction. Since face-to-face instruction in a classroom is no longer an option due to the epidemic, educational institutions have adopted new technology like virtual classrooms for mass communication. While the new technology have allowed for the continuation of teaching huge numbers of students in their homes, they have also presented new difficulties for both teachers and students. The implementation of new pedagogies made necessary by modern technologies has significantly altered the effectiveness and performance of the institutions' teachers.

**Keywords:** *work from home, productivity, flexibility, performance, virtual classroom*

### INTRODUCTION

In a traditional classroom, instruction is given in person between a teacher and a student. However, with the recent COVID-19 lockout, new methods of instruction have evolved for the student body. Because of the many technology improvements that have occurred in the current scenario, this new setting has led to new normal ways of providing the course materials through a virtual classroom setting. Institutions are being compelled by this new normal to switch from office-based work to remote work. Teachers now have to provide classes from the comfort of their homes, but they have to do so in a more rigorous manner than before prior to. Work from home is a setting where employees can work from their respective places as per decided working hours between the employer & the employee. Productivity is a measure of the efficiency of a person. The teacher's productivity is defined by the number of hours the classes take, the quality of content, the engagement of students, the quality of assignments given to students & provides opportunity for students to learn. The work from home during lockdown has impacted the teacher's productivity in a big way.

### REVIEW OF LITERATURE

Due to the advantages it provides for workers, working from home (WFH) has gained popularity as a research topic since the early 2000s and has been embraced by numerous large technology companies (Ford et al., 2020, p. 3). But after the COVID-19 outbreak in 2019, it began to become more well-known since WFH was made mandatory for many professions worldwide in an effort to stop the pandemic from spreading.

As Kniffin et al. (2020, p. 3) state, there was already a trend towards migration of work to online or virtual environments prior to the pandemic and the pandemic accelerated the trend. On the other hand, there is a key difference between previous WFH practice and WFH during the pandemic: being voluntary vs compulsory, respectively.

Kniffin et al. (2020, p. 3) address the concept as “Mandatory Work From Home (MWFH)” In other words, WFH during the pandemic is a new concept; it is different from WFH during “normal times” (Ford et al., 2020, p. 2). Prior to the pandemic, many studies were conducted on “remote work”, and “telecommuting” as these terms are broader than WFH and they imply the ability to work from any location, not necessarily from home, however these two terms have often been used synonymous with WFH (Ford et al., 2020, p. 3). As there have been restrictions and prohibitions due to the pandemic, such as partial or full lockdowns and limitations or stops in flights, researchers focused more on working from home, as the professionals cannot “work from anywhere” any more. GitLab (2020) conducted a survey with the title “The Future of Work is Remote”: in the beginning of 2020 and collected data from 3000 professionals working remotely in IT sector as managers, associates, assistants and directors. According to the survey, more than half of the employees travel less and find themselves to be more productive and efficient. Moreover, most of them believe that remote work is the future (GitLab, 2020, pp. 3-5).

Several meta-analyses have shown positive relationships between homeworking and increased job satisfaction (and performance, autonomy, and reduced work-family conflict, amongst other outcomes) (Gajendran & Harrison, 2007).

### **THE FACE-TO-FACE EDUCATION SYSTEM**

The proliferation of the coronavirus has the greatest negative impact on this educational model. The teacher and the student meet at an educational facility to share information and knowledge under the informal education method. Classes usually consist of a group of students gathered in a classroom where the instructor uses standard teaching aids such as whiteboards, blackboards, books, slideshows, notes, etc. to impart knowledge with the class. The student’s performance is reviewed through assignments that they need to submit to the teacher for appraisal. A continuous performance assessment of the student is conducted by their class teachers. The conventional classroom must be established by the institution in a physical setting where the teachers & the students have to travel from their respective places to the institution arriving at a specified time.

### **TRANSITION TO THE VIRTUAL EDUCATION SYSTEM:**

In the lockdown scenario, all the physical institutions have been closed, forbidding the employees & students to come together. However, education needs to be continuous, irrespective of social restrictions imposed by the lockdown

measures. Since the teachers and students are confined to their places, the only rescue comes through virtual education technologies like e- learning, virtual classroom, teleconferencing & audio counselling.

### **WORK FROM HOME**

Employees spend all or part of their week working from home or somewhere else away from the employer's premises.

### **ADVANTAGES OF EMPLOYEES WORKING FROM HOME**

There are various advantages for businesses to consider when it comes to the growing number of workers who work from home or use their house as a base of operations for a portion of the workweek. These advantages include:

Increased employee retention: working from home helps keep parents who have childcare duties employed. Access to a broader group of students

Possible productivity increases due to fewer interruptions and shorter travel times.

Reduced levels of stress and illness.

Financial advantages: saving on office space and other facilities.

Better work-life balance: employees working from home can improve their health and well-being.

### **DISADVANTAGES OF EMPLOYEES WORKING FROM HOME**

Difficulties in performance monitoring: managing home workers and monitoring their performance may be difficult.

Communication problems: there could be increased isolation among workers at home.

Cost of work from home: initial training costs and provision of appropriate equipment, including adaptations to meet health and safety standards and the needs of disabled employees.

Decreased staff morale: maintaining team spirit can be more difficult when employees work in different places.

Increased telecommunications costs include increased telephone bills or broadband or an obligation to provide e-commerce employees with a mobile phone for work purposes.

Information security risk: information security problems are more likely to occur.

Performance problems: possible deterioration of employees' skills and quality of work.

Problems with staff development: difficulty maintaining staff development and improving skills.

Family distractions

### **TOOLS FOR MEASURING PRODUCTIVITY IN THE NEW ENVIRONMENT**

Productivity is a measure or a calculation between information and yield. Productivity positively benefits an organization.

When employees are productive, organizations get more in each period. Thus, efficiency saves the employer's business money and time. On the other hand, unproductive employees are bound to take longer to complete projects, costing employers more money due to wasting time. The organizations have to develop better tools to assess the productivity

from working from home and its impact on organizational performance as well.

### **EMPLOYEE PRODUCTIVITY**

A worker's or a group of workers' efficiency is measured by employee productivity. An employee's originality over a specified time period might be used to evaluate their productivity. Generally speaking, an individual worker's productivity will be assessed in relation to the mean number of workers in a similar occupation. Since a significant part of any organization's success depends upon its workforce's productivity, employee productivity is a significant consideration for companies.

### **FACTORS AFFECTING THE TEACHER'S PRODUCTIVITY**

There are many factors that directly or indirectly influence teacher's productivity, but here we select the most effective factors that affect the productivity in teachers, such as motivation, work-life balance, productivity, job satisfaction, and stress.

### **MOTIVATION**

One fundamental aspect of the workplace that affects departmental and even organizational performance is employee motivation. Workers should receive regular motivation. Employee motivation is important for a number of reasons, chief among them being that it helps management accomplish organizational goals more effectively. A workplace without motivation could be in a perilous position. Motivated employees can escalate the productivity and creativity level of organization to new heights. Employees drained of motivation to work can waste an organization's time and resources.

### **WORK-LIFE BALANCE**

It's been said time and time again that happy individuals put in a lot of work. It's true that productivity and happiness go hand in hand. Thus, it is crucial for an organization to succeed that its workers are happy and have a healthy work-life balance. Recently, companies have understood this way of thinking and are investing more in supporting employees with work life balance opportunities through such working arrangements. Companies are aware that money can't always purchase happiness. Thus, they insist on offering personalized benefits to their employees regarding paid occasions, work choices at home, etc.

### **JOB SATISFACTION**

Productivity and job satisfaction are directly correlated. The level of contentment that a person experiences in their specific role within a business is known as job satisfaction. How much a person enjoys their work is referred to as job satisfaction. It alludes to a person's feeling of fulfillment at work, which acts as a drive to do better every day. It is not just about happiness and self-satisfaction; it is also about job fulfillment. Job satisfaction is a critical aspect in determining Employee effectiveness in any firm, and it is one of the most significant parameters for both the employers and employees.

### **STRESS**

One of the hardest things to overcome while facing many e-commerce companies is stress. It frequently happens when workers are unable to handle the pressure of the given task. It is generally accepted as one of the factors that affects

employees' job behaviors, both positively and negatively. Stress-related negative behaviors by employees may lower their productivity and ultimately jeopardize their performance for the company.

### **BENEFITS TO THE INSTITUTIONS:**

The newly forced setting of work from home has provided various benefits and shortcomings. Some major benefits are reduced infrastructural costs, reduced electricity costs, more working hours, 24\*7 availability of staff, reduced operational cost, employee work-life balance, increased job satisfaction, reduced stress, increased motivation, and satisfied employees. Some of the shortcomings are work delays, adaptation to new technologies, difficulty tracking performance & technological issues.

### **CONCLUSION**

In the altered context, the paradigm shift in the teaching-learning process has brought about a number of benefits and drawbacks. Although there are some initial difficulties in assessing employee performance and picking up new delivery tools, overall teacher morale, motivation, and efficiency have increased. This benefits educational institutions that would not have been able to operate during the lockdown. The teaching-learning environment has undergone significant change as a result of new work practices like working from home, but there are also social benefits, like less logistics, less pollution, and a better work-life balance for instructors.

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