

Opportunities and Obstacles Faced During Work From Home in Teaching Faculties

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Abstract

Introduction- The lockdown period amid Covid -19 has given the opportunity to the teaching faculties to work from home and to practise teaching learning activities using various online pedagogies (Zoom, WebEx, Google classroom, Google meet etc) to fill the knowledge gap which may transpire if the teaching learning activities are ignored and not taken earnestly. Hence taking this in consideration and prioritizing the need of learning activities to be carried in the virtual methods mostly all teaching faculties in various institutes have planned itinerary with the online teaching learning session hour by hour and day by day and also assigned assignments to the students to evaluate the effectiveness of their teaching. **Methodology:** A Non-Experimental Descriptive Research Approach “. The study was conducted among various teaching institutes of Pune City. The selection of sample was based on easy geographical accessibility, cooperation, and availability of samples. The sample size for study was 100, selected by using Non Probability Convenience Sampling Technique from various teaching institutes of Pune City who met the inclusion criteria.. **Objective:** 1. To assess the opportunities with work from home in teaching faculties from selected institutes of Pune City 2. To assess the obstacles faced with work from home in teaching faculties from selected institutes of Pune City 3. To associate the demographic variables with the opportunities and obstacles of work from home in teaching faculties from selected institutes of Pune City. **Result :** The analysis asserts that the opportunities related to personal growth were sometimes applicable for 83% and was often applicable for 17 % of the teaching faculties, work opportunities for majority of the teaching faculty’s i.e. 82 % were often applicable and for only 18% of them these opportunities were applicable some times. Work obstacles were often applicable for 53 % of teaching faculties and sometimes applicable for 47 % of teaching faculties. Technological obstacles were often applicable to 88% of teaching faculties and for 12 % it was applicable sometimes. **Conclusion:** Work from home related to teaching faculties is associated with various opportunities and obstacles however it proposes that work from home can be given to teaching faculties also as it is more opportunistic to the teachers as well to the institutes.

Key words: Opportunities, Obstacles work from home, teaching faculties.

Introduction and Background

Is It Time to Let Teaching faculties to work from home?

There is a prediction given by Bill Gates that till the year 2050, It is been assumed that 50 % of the staff working may move toward work from home by choosing home as workplace. Anyhow we don’t know these employees will work from home extensively or not, they have given this estimation, based on the current situation. There was a study done in august 2019 saying that work

from home performance becomes more commonplace .There is evolution emerging for work performing anywhere, During which the workers can live and work from any were .There was a study in 2017 that says that the many workers are willing to just accept 8% less choice to work from and also with the work from home strategy ,the organizations can even add more importance to the workers and slo can grant area flexibility ,with this they might have a peaceful environment which will help them to maintain work life balances and can lower their travel expenses ^{1,4}The importance of work-life balance

has significantly increased in recent years and though work from home is often more common in IT sector however the teaching faculties amid covid-19 lockdown have gained the opportunity to figure from home and to practice teaching learning activities using various online pedagogies (Zoom, WebEx, Google classroom, Google meet etc) to fill the knowledge gap which may result if the teaching learning activities are overlooked. Hence taking this in consideration and prioritizing the requirement of learning activities to be carried within the virtual methods mostly all teaching faculties in various institutes have planned agenda with the web teaching learning session hour by hour and day by day and also assign assignments to the scholars to referee the effectiveness of their teaching and the evidences say that work life balance is decisive involvement within human resources altogether organizations..There is a research which says that remote working is beneficial to learn the institutes also. The increased productivity at the extent of enterprises, increased retention and access to cost-saving are documented well.³ With all the above evidences and identifying the current need of work from home in teaching faculties. The researchers proposed the need to conduct the current research to identify opportunities and obstacles related to work from in teaching faculties. The current research will help to identify the obstacles faced by the teaching faculties and further strategies can be developed to overcome the obstacles and facilitate work from home in teaching smoothly and effectively.

Objective:

- 1.To assess the opportunities with work from home in teaching faculties from selected institutes of Pune City
- 2.To assess the obstacles faced with work from home in teaching faculties from selected institutes of Pune City
- 3.To associate the demographic variables with the opportunities and obstacles of work from home in teaching faculties from selected institutes of Pune City

Methodology:

Research Design:The researchers have used A Non-Experimental Descriptive Research.The study was conducted in the selected teaching institutes.

Sampling techniques: NonProbabilityconvenient sampling technique was used and all teaching faculties from various institutes of Pune City were selected

Subject Size:100 Teaching faculties; willing to participate and working in the various teaching institutes of Pune city were selected. These participants were clearly informed about the study and its purpose.

Tools of data collection: In the present study the below scales were used to collect the data.

Structured Questionnaire to assess the opportunities and obstacles with work from home in teaching faculties from selected institutes of Pune City.It has two sections:**Section I:** Consisted of items related to demographic variables of the subjects of the study. **Section II:** Consisted of 15questions regarding opportunities with work from home in teaching faculties.It is divided in 2 Parts Part A-Questions related to Personal growth opportunities Part B- Questions related to Work opportunities**Section III:** Consisted of 15 questions regarding Obstacles faced with work from home in teaching faculties.It is divided in 2 Parts Part A- Questions related to work obstaclesPart B- Questions related to technological obstacles

Validity and Reliability of tools: Tools were validated by the experts and the reliability was done by Cronbach's Alpha coefficient test. Cronbach's alphas were $r= 0.86$, & 0.9 for assessing the opportunities and obstacles with work from home in teaching faculties from selected institutes

Findings

The analysis and interpretation of the data collected to determine the opportunities and obstacles with work from home in teaching faculties from selected institutes was done keeping the objectives of the study in consideration.

1. To assess the opportunities with work from home in teaching faculties from selected institutes of Pune City.
- 2.To assess the obstacles faced with work from home in teaching faculties from selected institutes of Pune City.
- 3.To associate the demographic variables with the opportunities and obstacles of work from home in teaching faculties from selected institutes of Pune City.

The result was divided in IV Sections

Section –I: Description of Distribution of Demographic Variables. Section – II: Description of Opportunities’ of Work from home in teaching faculties. Section – III: Description of obstacles faced with work from home in teaching faculties. Section –IV: Association of demographic variables with the opportunities and obstacles of work from home in teaching faculties.

Section – II

Description of Opportunities’ of Work from home in Teaching faculties

Part-A Opportunities -Personal Growth

N=100

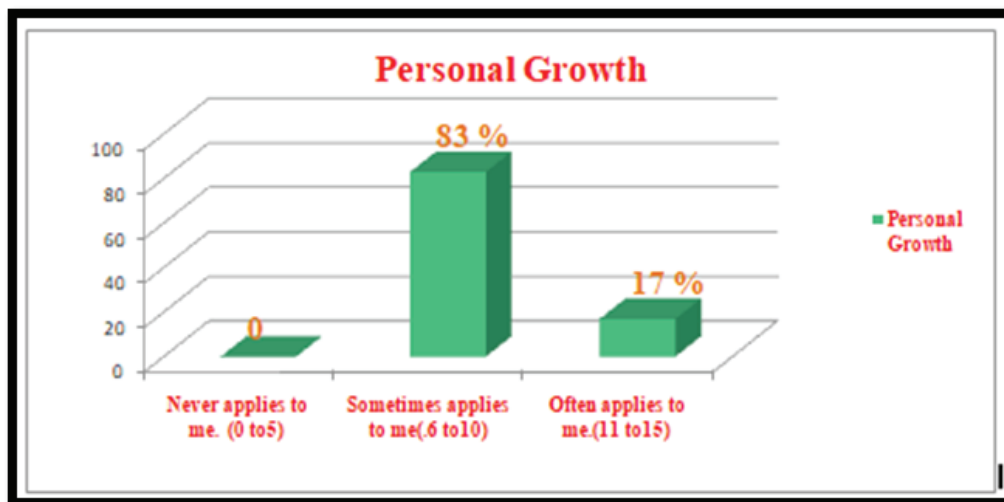


Fig 1 : Describes the data related to opportunities related to personal growth in teaching faculties.

Part B -Work opportunities

N=100

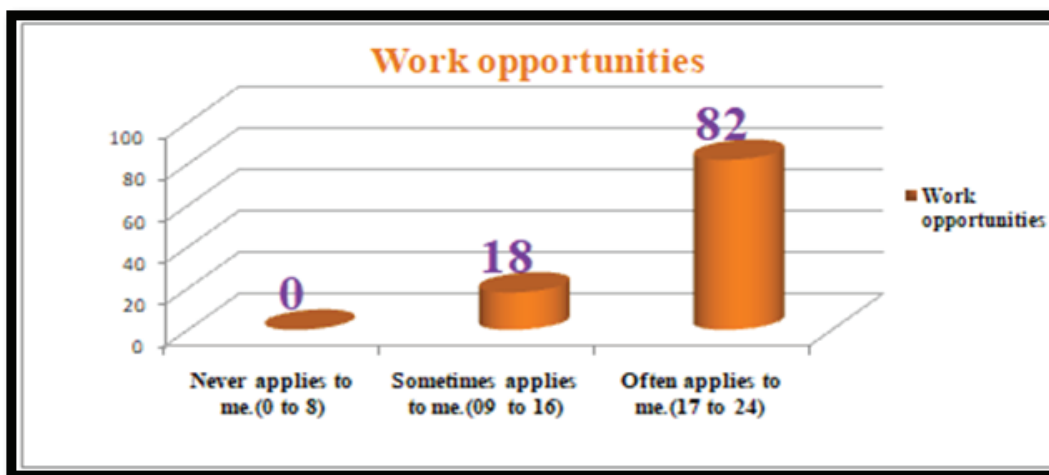


Fig 2: Describes the data related to Work opportunities in teaching faculties.

Section – III

Description of obstacles faced with work from home in teaching faculties

Part-A Work obstacles

N=100

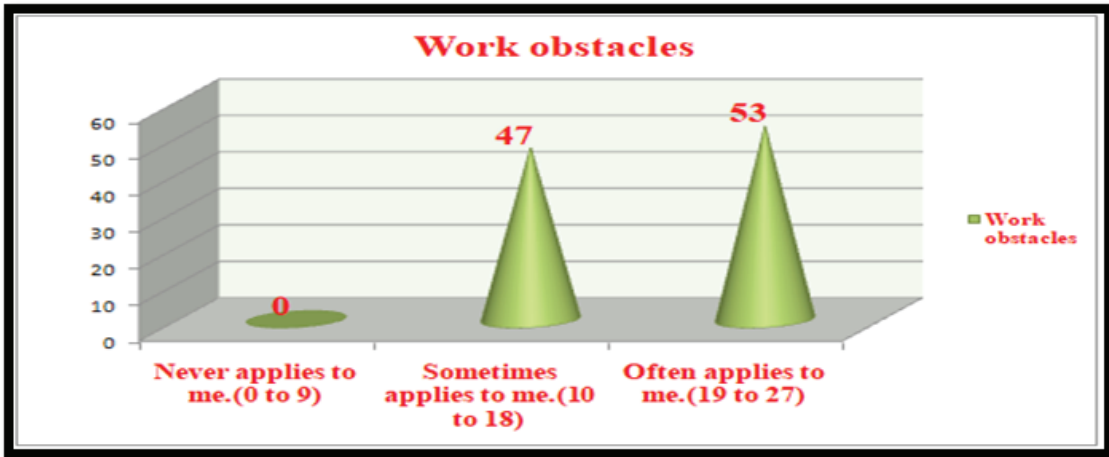


Fig 3: Describes the Work Obstacles during work from home in the teaching faculties

Part-B Technological obstacles

N=100

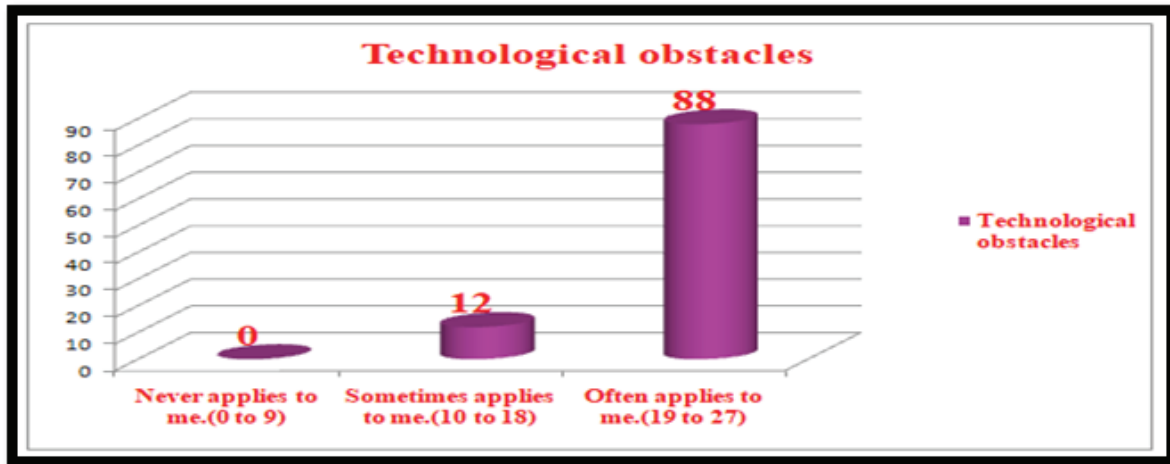


Fig 4 :Describes the technological Obstacles during work from home in the teaching faculties

Section –IV

Association of demographic variables with the opportunities and obstacles of work from home in teaching faculties

Table 1: Describes the data related to association of demographic variables with the opportunities and obstacles of work from home in teaching faculties.**N=100**

Demographic variable		Never applies to me.	Sometimes applies to me.	Often applies to me.	P Value
Age	21-30	7	15	15	0.593439
	31-40	8	18	14	
	41 and above	8	7	8	
Gender	Female	10	20	16	0.590949
	Male	10	29	15	
Marital Status	Unmarried	10	10	35	0.07503
	Married	8	17	20	
Syllabus allocated for which class	All	3	3	8	0.99187
	B.Sc	6	3	10	
	M.Sc	5	2	12	
	B.Sc	3	2	11	
	P.B.BSc and B.Sc	5	3	9	
	P.B.BSc and M.Sc	5	2	8	
Number of children's You have	1	8	8	15	0.223479
	2	14	8	18	
	Not Applicable	15	7	7	
Age of your Children's	0- 1 Year	8	10	9	0.985481
	2-5 Years	7	8	10	
	6 years and above	8	9	7	
	No applicable	8	7	9	
Type of Family	Nuclear family	35	10	10	0.07503
	Extended/Joint Family	20	8	17	

Discussion

This study was aimed to assess the opportunities and obstacles faced during work from home teaching faculties working in various institutes of Pune City. Hence the data was gathered from the participants and analysis was done to find the result.

Findings related to Opportunities of Work from home in teaching faculties

Opportunities related to personal growth in the teaching faculties

Figure 2 : Data describes the Part A of opportunities related to work from home in teaching faculties which deals with the opportunities related to personal growth. The parameters measured related to personal growth were - Are the teaching faculties able to master various online training session, getting opportunity for execution of existing technical skills one step ahead, Able to enhance their skills on online teaching applications and technologies, Acquiring time to work on new research, obtaining chance to mould virtual classroom more productive and useful for students. The analysis says that the above points were sometimes applicable for 83% and was often applicable for 17 % of the teaching faculties. Also majority of them i.e. 58 % of them able to enhance their skills on online teaching applications and technologies and 50 % of them were getting opportunity for execution of existing technical skills one step ahead.

Work Opportunities in the teaching faculties

Figure 3 describes the Part B of opportunities related to work from home in teaching faculties which deals with the work opportunities. The parameters measured related to work opportunities were –They have feasibility to work more in most productive time, Increased Possibility to take care of family members by giving more attention and time, They can also work in case of sickness, They can conserve and save traveling expenses, It has also advanced their time planning and management skills, They are able to give preference for quality time with family, Able to attain slot to de stress themselves by yoga and medication, Also able to enhance quality in teaching students via virtual teaching and now they are confident in online teaching. The result says that the above work opportunities for majority of the teaching faculties i.e. 82 % these work opportunities

were often applicable and for only 18% of them these opportunities were applicable some times.

Findings related to description of obstacles faced with work from home in teaching faculties

Work Obstacles during work from home in the teaching faculties

Figure 4 describes the Part A of obstacles related to work from home in teaching faculties which deals with the work obstacles. The parameters measured related to work obstacles were –There were hinders in exchange of information, coordinating in team work and communication gap with co-workers, Faced difficulty to access organization documents from home (Eg : Books and various reading materials), Faced plagiarism issues in students assignments, Lack of continuity in work, Students face issues of lack of attention and concentration, Unable to maintain inter personal relationships with students and social interaction within the class, Course quality is not up to the mark, Difficulty in accessibility of laptop or PC. Hence the result says that these obstacles were often applicable for 53 % of teaching faculties and sometimes applicable for 47 % of teaching faculties.

Technological Obstacles during work from home in the teaching faculties

Figure 5 describes the Part B of obstacles related to work from home in teaching faculties which deals with the technological obstacles. The parameters measured related to technological obstacles were –difficulty in accessibility of various online pedagogies, network issues which effects the work, difficulty in student accessibility for applications and software, inadequate technology support, frequent technology failures, the software's rapidly change or update due to hanging issues, difficulty in maintaining privacy and confidentiality as software's gets hacked, increased workload due to network issues and other technology failures, teaching is becoming technological centered then student centered. Hence the result for these parameters says that these obstacles were often applicable to 88% of teaching faculties and for 12 % it was applicable sometimes.

Findings related to Association of demographic variables with the opportunities and obstacles of work from home in teaching faculties

Table 7 Represents that since all the p-values corresponding to age, gender, marital status, syllabus allocated, number of children's, age of children's and type of family, are large (more than 0.05). Hence age, gender, marital status, syllabus allocated, number of children's, age of children's and type of family were found to have no significant association with the opportunities and obstacles of work from home in teaching faculties.

Similar to current study findings there was study done on the tele working the basic an assessment of the benefits and drawbacks. In their result the researcher had said that though there's a crucial variation to form and there were several drawbacks which will make the performance during teleworking to decline, these problems and work are different from the obstacles that can be prevent teleworking if they are implemented in the institutes. Several employees have told that they had problem to get the office documents and information while teleworking¹.

A study on teaching professionals for their work life balance was conducted. The study result the researcher has said that the 9.467 which is the result value using chi square test for age of the participants and also their level of attitude they have for work life balance. Since the p value was 0.304 and 0.595 that is larger than 0.005. Hence the research has accepted null hypothesis stating that no significant relation between the participants's age, gender with their level of attitude towards their work life balancing⁴.

In an another study result which is done on the suitability of the working place reception and decreased time for communication within the co-workers are the some of the most important factors which are badly affected via tele working. In this study the research has also said there is no significant effect on the work outcome of tele working with their time planning skills and lowering travel expenses also there difficult to acquire documents from office. However, reduced time for communication within the co-workers has increased the productivity of tele-workers and may be seen as a contra argument to the social isolation of tele-workers.

Conclusion:The study result has shown various opportunities and obstacles faced by teaching faculties to render here knowledge towards students, Work from

home if often very common in IT sector but know after knowing the opportunities related to work from home in teaching faculties. It can be concluded that teaching faculties can also work from home effectively and also gain various opportunities related to their work, for their personal growth and also for the institutes, Though working from home by teaching faculties also associated to have various obstacles, But if the institutes resolve their obstacles then they can work more productively.

Conflict of Interest: Nil

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Ethical Clearance: Ethical approval of the study taken from Symbiosis College of Nursing ethical committee. Informed consent was taken from the teaching faculties working in various teaching institutes of Pune city. Information given to the responders regarding the data collection procedure. The collected data was used only for research purpose and kept confidential.

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