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34. AN COMPARATIVE STUDY OF PRE AND POST HEALTH INSURANCE SCHEMES IN KARNATAKA	39
<i>Mr. Naveena.L¹, and Prof.S Venkatesh²</i>	
35. GREEN FINANCE INVESTMENT FOR SUSTAINABLE FUTURE INDIA	40
<i>Dr. T. Kadalarasane¹, and Dr. Tripura Sundari C.U.²</i>	
36. TO STUDY THE IMPULSE BUYING BEHAVIOR AMONG CUSTOMERS OF BRANDED SHOES AS AN EFFECT OF IN- STORE PROMOTIONS IN TIER TWO TOWNS OF MAHARASHTRA	41
<i>Mangesh Mannohar Dasare¹, and Dr. Pardeep Kumar²</i>	
37. ANALYSIS OF REASONS FOR LAYOFFS BY TECHNOLOGY STARTUPS DURING COVID-19 PANDEMIC	42
<i>Sekhar Chebolu¹</i>	
38. ADOPTING THE UNCERTAINTY: AN INTEGRATIVE LITERATURE REVIEW ON WORK FROM HOME	43
<i>Prof. Shurly Tiwari¹, Mr. Rishikesh², Ms. Khusboo³ & Ms. Ishita⁴</i>	
39. TO STUDY THE IMPACT OF WORK FROM HOME ON FACULTY OF HIGHER EDUCATION-BANGALORE	44
<i>Prof. Shurly Tiwari¹, Ms. Priyanka Gautam² & Ms. Pratibha³</i>	
40. EFFECT OF DEMOGRAPHIC CHARACTERISTICS ON PENSION SCHEME	45
<i>Dr. Chaithanya S¹</i>	
41. A STUDY OF INDIAN PUBLIC SECTOR AND PRIVATE SECTOR BANKS WITH SPECIAL REFERENCE TO PRIVATIZATION	46
<i>Jasprit¹</i>	
42. ALTERED CONSUMER BUYING BEHAVIOR DUE TO COVID-19	47
<i>Lucita Deruz¹, N.S.V. Supreetha², Rema Viswanathan³</i>	

ADOPTING THE UNCERTAINTY: AN INTEGRATIVE LITERATURE REVIEW ON WORK FROM HOME

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ABSTRACT:

Things become revolutionary when people get out of their comfort zone and adapt to the other side of the coin. The concept of remote working was introduced in the early 1980s and this evolution came into mainstream after global pandemic. Working from home allows a broader diversification of optimization of resources which includes labour skills, machinery skills etc. This paper studies how a sudden change can affect the emotional social wellbeing of people. During Pandemic increase in the productivity of employees is observed despite being at home and facing enormous constraints employees are able to perform well constantly across industries. This paper tries to find out the impact of the several factors on employees during WFH.

Thematic analysis was conducted in the paper. This study highlights the importance of Work-life balance as a source of satisfaction among employees. Pandemic 2020 has witnessed the impact of WFH on work life balance, this study is an attempt to identify the definitions, importance, evolution, antecedents and the impact of WFH on overall performance of employees. Research suggests curation of job patterns in this emergency which can minimize the work pressure by achieving maximum efficiency with deterministic values and sustainability in the long run.

Keywords: Work from Home, Pandemic, Employee Performance