

**BOOK OF ABSTRACTS**  
**12<sup>th</sup> INTERNATIONAL CONFERENCE ON**  
**CONTEMPORARY ISSUES IN MANAGEMENT**  
**(CIM24)**

**Editor**  
**Dr. Rony George Kurien**

**INTERNATIONAL SCHOOL OF**  
**MANAGEMENT EXCELLENCE, BANGALORE**  
**FEBRUARY 2024**



**Title:** Book of Abstracts of 12<sup>th</sup> International Conference on Contemporary Issues in Management (CIM24), Organised by International School of Management Excellence Bangalore, 23<sup>rd</sup> and 24<sup>th</sup> February 2024

**Editor's Name:** Dr. Rony George Kurien

**Published by:** Shanlax Publications,  
Vasantha Nagar, Madurai - 625003, Tamil Nadu, India

**Publisher's Address:** 61, 66 T.P.K. Main Road,  
Vasantha Nagar, Madurai - 625003,  
Tamil Nadu, India

**Printer's Details:** Shanlax Press, 66 T.P.K. Main Road, Vasantha Nagar,  
Madurai - 625003, Tamil Nadu, India

**Edition Details (I,II,III):** I

**ISBN:** 978-81-19337-45-3

**Month & Year:** January, 2024

**Copyright @** Dr. Rony George Kurien

**Pages:** 194

79	SELF-EFFICACY: DOES IT REALLY IMPORTANT FOR ADAPTING WITH BANKING 5.0 WORKING ENVIRONMENT? - A CASE OF INDIAN BANKING SECTOR <b>Isani GazalaBanu Abdul Gafar &amp; Dr. Irshad Nazeer</b>	95
80	IMPACT OF ONLINE LEARNING - SOCIAL, PSYCHOLOGICAL AND COMMUNICATION ON THE EMPLOYEES WORKING UNDER WORK FROM HOME POLICY IN MANUFACTURING COMPANIES OF PUNE <b>Swati Inamdar &amp; Prof. Dr. Anand Gaikwad</b>	96
81	HUMAN RESOURCE DEVELOPMENT IN INDIA IN THE CONTEXT OF YOUTH EMPLOYABILITY: A CRITICAL REVIEW <b>Dr. Satyajeet Nanda</b>	97
82	EMPLOYEE EXPERIENCE AND ENGAGEMENT IN THE HOTEL INDUSTRY <b>P. Bhaswani &amp; Dr. Ch. Hymavathi</b>	99
83	A REVIEW ON THE IMPACT AND RECOVERY STRATEGIES DURING PANDEMIC TIMES <b>Nayan Jain, Kusumanjali G.R &amp; M. Thashneem T. Bhanu</b>	100
84	A STUDY ON FACTORS AFFECTING EMPLOYEES DECISION OF WORK FROM HOME/OFFICE, EMPLOYERS' DECISION TO RECALL EMPLOYEES TO OFFICE, AND ROLE OF EMPLOYEE ENGAGEMENT ACTIVITIES IN BRINGING BACK EMPLOYEES <b>Vishnu Narayanan &amp; Lekshmy Jayaram</b>	101
85	IMPACT OF WORK FROM HOME ENVIRONMENT ON EMPLOYEES' PSYCHOLOGICAL WELL-BEING <b>Sriram Prabhakar &amp; Dr. M Ramesh Kumar</b>	102
86	EXPLORING THE EXPERIENTIAL DIMENSIONS OF VIPASSANA MEDITATION ON WELL-BEING THROUGH INTERPRETATIVE PHENOMENOLOGICAL ANALYSIS <b>Chaitra G.R, Dr. Harold Andrew Patrick, Dr. Satyajeet Nanda &amp; Ujjal Mukherjee</b>	103
87	VALIDATION OF DIMENSIONS OF LEARNING ORGANIZATION QUESTIONNAIRE (DLOQ) FOR THE INDIAN IT INDUSTRY <b>Biji Varughese &amp; Dr. M. Ramesh Kumar</b>	105

# IMPACT OF WORK FROM HOME ENVIRONMENT ON EMPLOYEES' PSYCHOLOGICAL WELL-BEING

**Sriram Prabhakar**

*Research Scholar,*

*International School of Management Excellence (ISME) Research Centre, Bangalore*

*(A recognised research centre of University of Mysore)*

*sriram.prabhakar@gmail.com*

**Dr. M Ramesh Kumar**

*Associate Professor,*

*International School of Management Excellence, Bengaluru*

## ABSTRACT

To examine the relationship between the employees' perception about theoretically grounded work-from-home factors and its relationship with overall satisfaction and perceived advantage, and to investigate the impact of work-from-home outcome variables on psychological well-being. Work-from-home factors and psychological well-being components were empirically investigated using 294 responses from the IT industry. Productivity, morale, and flexibility had a significant positive impact whereas, teamwork and work-life balance had a significant negative impact on the overall satisfaction and perceived advantage. Outcome variables were significantly influencing the psychological well-being of the employees. Organizations can take a cue from this study for framing work-from-home policies for their employees in the new normal. Although prior studies show positive and negative effects on the interaction between work-from-home and psychological well-being, conclusions are limited by the way the interaction between them has been modelled.

**Keywords:** *Work from Home, Psychological Well-Being, Work-Life Balanc*