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The Impact of Work from Home Set-up during the COVID-19 Pandemic

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Abstract

The novel coronavirus (COVID-19), a pandemic that has affected the globe, has threatened humanity in previously unanticipated ways, forcing citizens to rethink a broad spectrum of activities, including work to recreation, to simple travel and everyday duties. Which has had an effect not just on individuals, but also on countries as a whole, halting a host of economic sectors. This research employed the qualitative research approach. The convenience sampling was utilized to elicit the participants' perspectives on the effects of the WFH setup through an unstructured survey questionnaire distributed to 90 participants via google link, which included students who have worked from home (23.3 percent), government workers (31.1 percent), and private employees (45.6 percent). The findings were evaluated and interpreted in view of the documentary analysis. It has been discovered that the WFH setup is extremely comfortable, productive, and relaxing. The majority of respondents listed the various benefits of operating from home, such as preventing traffic or congestion, minimizing air pollution, enhancing economic conditions, and, most significantly, maintaining everyone's safety. The drawbacks, on the other side, can be used to strengthen the WFH technique. The research further stressed the potential considerations to be considered in the WFH setup, which include: employee-employer trust problems, well-structured WFH policies by different firms, evidence-based performance compensation, and motivation at work. In the future, the researcher would like to perform a series of WFH investigations to verify this study.

Keywords: Covid-19, Air Pollution, Traffic, Safety, Work from Home, Evidence-Based Performance, Motivation

Introduction

The novel coronavirus (COVID-19), a pandemic gripping the world, has threatened humanity in previously unforeseen ways, prompting citizens to rethink a broad range of activities, from employment to recreation, to simple travel and everyday tasks. Not only has this had an individual impact, but it has also had an economic impact on countries as a whole, bringing a variety of economic sectors to a halt. While there was much optimism and numerous alerts, notably from those employed in public health, the task persisted as a major transition that needs preparation, training, and facilitation. Although civilization psychologically prepared, the scale and response remained impossible and continue to be a major challenge. COVID-19 is a modern virus that has been circulating in humans since December 2019. It is a member of the coronavirus genus, which was responsible for the 2002 Extreme Acute Respiratory Syndrome epidemic in South East Asia and the 2012 Middle East Respiratory Syndrome outbreak. The recognized key mode of transmission is currently via respiratory droplets, and it is therefore thought to propagate through near communication with other humans. At the moment, the only resources available to combat viral transmission are proper mask use, the adoption of social distancing steps, and the maintenance of good hand hygiene (Centre for Health Protection [CHP] 2020a). On January 31, 2020, the World Health Organization (WHO) called the COVID-19 epidemic a global health emergency (World Health Organization 2020). The virus has grown exponentially since then. On the other hand, in the education sector the Commission on Higher Education (CHED) has created some guidelines on flexible mode of learning. While the Philippines, in particular,

faced a critical circumstance as a result of the escalation of the health crisis, avoiding and limiting the threats of institutional environment contamination has been a top priority for higher education institutions. As a result, with the introduction of community quarantine, classes had to be cancelled indefinitely. The “herculean task” then became working out how to proceed teaching and studying beyond the normal face-to-face training. As a consequence, there is an immediate need to investigate alternative creative learning modalities that can enable the transition from conventional to flexible teaching and learning choices. Since learners vary in terms of time, speed, and place, these choices enable for the customization of distribution modes in response to students' desire for access to quality education. This would also allow students the opportunity to pick the most suitable distribution mode for them as early as the time of enrollment.

Many government and non-profit organizations encouraged their citizens to spend as much time as possible at home and stop any face-to-face experiences. Government officials and event organizers could conduct a risk assessment at this point in order to keep the people protected from harm. As an illustration, the WHO has recently released a public tool for organizations to utilize in evaluating the security of activities for the public. Three types of risk management are addressed using this tool: risk estimation, risk mitigation, and risk communication. Once data is placed into these groups, the total probability of transmission and risk avoidance are calculated from 0 to 5%. In addition, it is advised that employees conduct an occupational coronavirus risk assessment for each member of the workforce, including each individual's unique situation, to further determine if protective actions are warranted. UK businesses are required to openly notify their staff of the conclusions of risk evaluations (HM Government 2020). According to a respiratory disease specialist, there are a significant number of cases of CO19 in workplaces (Hong Kong Economic Times Limited 2020). where there is a great risk for violence, employers are legally required to have WFH or other methods of lessening the probability of being harassed at work.

Working from home means whether the person is staying at a home, apartment, school, or any other place. A number of companies have a remote work-from-home policy known as WFH. This is largely attributed to the reality that home working necessitates a quiet and devoted room to conduct job tasks, which may be challenging for anyone residing in limited spaces. The Philippines is undeniably renowned for its tiny houses with an average living room per person. Over the years, the employees must be physically present in the workplace to perform their duties. During this pandemic, there is no choice but to require skeletal workforce or purely work from home setting in both public or private sectors. At the beginning, the employers found it difficult but as pandemic becomes worst, it is proving to be a success. Working at home is not a novel phenomenon. Formal academic research shows that the work-from-at-home programs do and do not have an effect. Researchers at Stanford University Professor Nicholas Bloom noticed that remote employees were 13% more involved than on-site workers. It was also noticed that they took less sick days, healed quicker, and had a lower than normal turn over. While this is compatible with sustainability, operating at home would not match all

performance expectations. The comeback of both IBM and Yahoo also placed employees back on the payroll. The answer can be contained in Judith Olson's research showing that working alone is best for those who want privacy, but not for those who want team work alone (Khetarpal, 2020). Many citizens are having problems because more work from home are the issue. They are going to bed in their pajamas for the first time, all completely on their own. In the opinion of Bharat Suvarna, who is Marketing Manager of Schindler India, the change was a little disorienting. It took some time for him to transition to working in the new way. several organizations have networking systems in place that allow them to work together from anywhere, such as Zoom, Yammer, Microsoft Teams, and Skype. No longer just for work-centric purposes, but also for camaraderie and communication with members of the team.

What is work from home set-up?

Currently, WFH is recognized as a technique that is meant to try to decrease the risk of CO19 infection. The catastrophe has already begun as the pandemic is at its height. On the other side, many other hand, this argument has been discussed in academics for many years. A recent research by Dingel and Neiman (2020) claims that approximately 37% of US jobs may be placed at home, such as banking, management, technological and scientific services. Some professions, particularly those in the ones in the medical, agricultural, and hospitality fields, cannot be done remotely. While WFH is growing in popularity, academics discuss its advantages and disadvantages. The downsides to operating from WFH include a vague boundary between the role and the home, inconvenience, and workers bearing the expenses from it. To fight the pandemic, most policymakers have designated WFH as a campaign target. In doing so, plans must be formulated with the practicality of both administrators and workers in mind, since there would be consequences for all groups in any way. In this report, the writer discovered not just the benefits and pitfalls of WFH, but also their personal interactions, which separates this study and renders it valuable to government and private organizations. He agrees that interactions can be communicated and studied in order to derive life lessons from them. Finally, respondents were asked to state frankly whether they should function safely or uncomfortably from home, and whether working from home produced more results than working in an office.

Problem Formulation

The study's key goal is to determine the effects of working from home during the COVID-19 pandemic. It precisely defines whether or not the significant three (3) groups of individuals, such as students, government workers, and private-sector employees, are happy working from home. It also examines whether working from home can be productive or not. It discusses how their perspectives on WFH have affected their lives. Finally, it addresses the positives and negatives to working from home, as well as certain aspects to remember in a WFH environment.

Research Methodology

This study utilized a qualitative approach using an unstructured survey questionnaire floated to students, government, and private employees of Calabarzon and

NCR areas. In collecting data, convenience sampling was used. Convenience sampling is a method of sampling in which the first usable primary data source is used for the study with no other criteria. In other terms, this sampling process includes collecting participants anywhere they can be located, which is normally anywhere it is convenient. Prior to topic selection in convenience sampling, no inclusion requirements were established. Both topics are welcome to take part. (<http://methods.sagepub.com/reference/encyclopedia-of-survey-research-methods/n105.xml>).

Research Design and Procedures

This research involved three stages. First, the researcher has gathered variety of literature reviews to find out the gap from the previous studies. Second, an unstructured survey questionnaire was developed and floated to those who are working from their homes or studying from their homes in both government or private sectors. Third, the result of the study was critically analyzed and interpreted.

Respondents/Participants of the Study and Sampling Technique

Respondents of this study is composed of students, government, and private employees from the CALABARZON and NCR only. The convenience sampling was used as its primary data.

Data Gathering and Ethical Considerations

Due to COVID-19 pandemic, the collection of data is made easier through the google link. The participants were asked their consent if they were willing to answer the questionnaire or not. The result of the study will be shared to the community for further improvement.

Problem Solution

A. Distribution of Respondents and Nature of Work

When anyone asks about the "nature of your work," this involves job description or scope of work. When describing a position or occupation, the "character of the jobs" applies to the kinds of activities you do as well as the working conditions. In this study, when asked about the nature of work, the participants were divided into three groups as shown below:

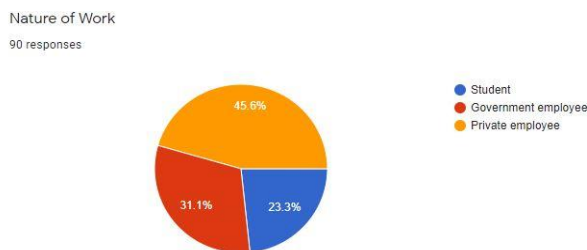


Fig 1: Distribution of Respondents and Nature of Work.

There are reportedly 45.6 percent of private workers who operate from home, 31.1 percent from the government sector, and 23.3 percent of students who have worked from home. Many of these individuals will rather function from home as teachers, administrative assistants, or part-time students employed as call center representatives or in other occupations that involve working from home. The

participants' field of employment varies due to the variety of positions or professions they have. The business sector has the most members (90), led by the government sector and students. According to the Philippine government's WFH announcement, staff and students must remain at home to be safe from the global pandemic. Regardless of employment status, both government and private workers were encouraged to begin operating from home rather than commuting and working in an office. As minors, they must take online courses or mixed learning whilst still employed in an office to cover their living expenses.

B. Are you comfortable or not comfortable in your WFH set-up? Why?

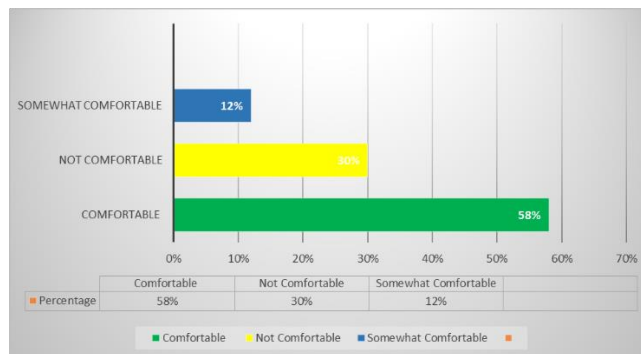


Fig 2: Assessment of Respondents as to the State of Comfort of WFH Set-Up.

As gleaned on the chart, majority of the participants are comfortable working from home which garnered 58%; while those who stated that they are not comfortable working from home got 30% from the survey; and 12% are those who are unsure of their answers whether they are comfortable or not working from their own homes.

Interestingly, those who claimed they are comfortable working from home are often those who drive to work early in the morning during non-pandemic times and come home during business hours, but they often arrive home late due to traffic congestion. They choose to operate from home so that they are not bothered by the air quality and traffic that they are subjected to on a daily basis. The most critical factor they chose to operate from home is for their own protection. Going home late on their streets is no longer dangerous, because they can now work from the comfort of their own houses. During the non-pandemic time, roughly 30% of those who go to work use public transit, 20% drive their own car, and 6% walk. Working from home saved money on petrol, avoided traffic/congestion, and increased protection. They were able to save at least half of their wages per pay day and learn how to manage their money for utilities such as gas, Wifi, and food. Aside from feeling secure at home, they understood the significance of having time with their family and still catering to their needs. Those who reported being unhappy operating from home, on the other side, are those who believe there is no longer a work-life balance. They believe that job and personal life should no longer be separated. Another factor that made them sound uneasy was their time control. In the case of students, certain parents continue to expect their children to assist with household tasks when they research or operate from home. While some are uncomfortable when they do not have good Internet access, while others find it difficult to operate at home rather than in their workplaces.

Furthermore, those who are somewhat relaxed are unable to ascertain if they are comfortable or not so they are not conducive to studying, functioning, or interacting with those in the workplace through the Internet.

Overall, the majority of participants are at ease due to the lack of traffic/congestion, air pollution, and safety. This demonstrates that WFH is beneficial to those who face intense traffic and pollution on a daily basis, as well as those who are afraid to go home alone or at night. Working from home, on the other side, can be effective if the employee is fitted with the appropriate hardware and software. The Internet connectivity is a major problem that must be addressed. Even major businesses, even though they buy the costliest Internet provider, are having trouble supplying customers with good connectivity these days. In some manner, the agency or corporation can allow its workers to access, use, and implement good software and hardware, including Internet accessibility. Employers will find this daunting at first, but once we move through the new standard, the Return on Investment (ROI) may become meaningful in the future.

In a study conducted by Walter (2013), he emphasized that feeling at ease at work is important, as it can have a significant effect on worker performance and efficiency. Whether you're interrupted by other workers' noise or actions, freezing in a cold factory, overheating in the summer sun, compelled to tolerate constant interruptions, or even exposed to the odor of stinky food (will you sign my petition to remove all fish-based lunches from the workplace microwave?), your job can suffer. As an employer, have you thought of making your employees comfortable at work? Whether during this time of pandemic or non-pandemic there is a huge difference when the employees work with comfort in terms of how the employers deal with them, giving them tasks to do, and give instructions on how to do things. In an article, "Get a comfortable chair," it stressed that companies are utilizing terms like "indefinite" or "permanent" to describe their workers who operate from home since, three months after this massive, unplanned societal experiment, working from home works.

Finally, the participants have highlighted the transportation, safety, and avoidance to air pollution have been lessened during the start of COVID-19 pandemic which could actually still be applied even after this period of pandemic. In the study of Muley, Dias, and Abdullah (2020), they found out that travel bans are enforced at the city, regional, global, and foreign levels depending on the magnitude of the infectious disease epidemic. Several attempts have been made to pinpoint the influence of travel restrictions on the spread of infectious diseases. In the early phases of the disease, the worldwide air travel network was used to collect intelligence on global outbreaks. COVID-19 was found to have spread rapidly particularly in Central Europe, France, and Spain when travel restrictions were lifted. Recently researchers noticed a strong connection between flight routes, flight numbers, and domestic COVID-related accidents, demonstrating the spread of the pandemic. Furthermore, per weekly increase in the COVID-19 rate in the United States resulted in six cases per thousand residents.

Thus, even after the COVID-19 pandemic, these factors are still conceivable with the government's assistance in their execution. Since no one knows when this pandemic will hit again, every person should show vigilance when it comes

to the environment. And while we are at home, we can cover ourselves by wearing masks, face shields, and even using alcohol to protect us from virus.

C. Are you productive or not productive in your WFH set-up rather than working in your own office?

When asked about being productive or not during this COVID-19 pandemic, the result is as follows:

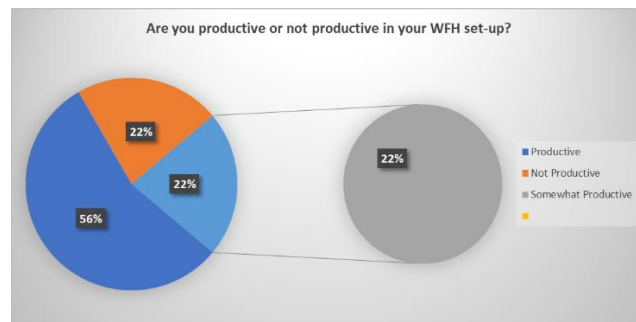


Fig 3: Assessment of the Respondents' Productivity.

Figure 3 indicates that 56 percent of participants assume they are efficient when working from home; 22 percent believe they are not productive; and 22 percent believe they are somewhat productive while working from home. The majority of participants believe they would be effective operating from home so they can multitask when doing their job duties. They should even listen to the interests of their families at the same time. This is especially useful for mothers of small children who do not have maids to care for their children. Students often claim that learning at home helps them to be more active since they do not have to drive or waste money on food at school. This would help us save money, as the pandemic has created labor shortages for certain employees in factories and enterprises. Many of their parents have lost their careers, while others have attempted to work part-time to help their households. This pandemic has both positive and negative effects on the Philippines' economy in general; nevertheless, it had a greater positive influence on those who could not afford to go to school every day, as well as those workers who usually go to work every day and spend money on their food. Some participants love operating from home since it allows them to assist their families with domestic tasks while still performing other duties assigned to them at work. Because of their comfortable and cool home climate, they have gained the opportunity to handle time and escape tension.

Several of them are being unproductive do so because they can't link to the internet and aren't accustomed to operating from home in a limited room. Any deadlines are impossible to reach since the supplies are often used at work. Others that tend to be very efficient do so due to a lack of technical expertise, which leads them to be sluggish.

Worked at home is nothing new. Formal academic study indicates that the work-from-at-home programs do and do not have an effect. Researchers at Stanford University Professor Nicholas Bloom noticed that remote employees were 13% more involved than on-site workers. It was also noticed that they took less sick days, healed quicker, and had a lower than normal turn over. Even if at home is effective, it does not meet all productivity requirements. The comeback of both IBM and Yahoo also placed employees back on the payroll. J Judith Olson finds that

solo work is perfect for remote workers, but it is not suitable for collaborative workers) (2020, Apr 19). Comfortableness also discusses about the materials and equipment you utilize at home. There is a big possibility that one is comfortable working from home if he/she has a very good laptop or desktop, a good desk and a comfortable chair. In a study conducted by Lucas (2020) he mentioned that:

“When it came to a desk, I had to think beyond the box. I choose one that complements my furniture and conveniently blends in with the rest of my living space. There are several desk options, but we’ve compiled a list of some excellent additions to your home that might also help you enjoy working.”

As long as it continues to produce comfortable gadgets, better listening abilities, and greater digital literacy, there is a greater chance that it can be maintained. employers should have several benefits in order to help employees be more efficiently.

D. Describe your experience working from home?

When asked about their experience working from home, some mention that they are exhausted working in the computer for the whole day. However, this is also an advantage because it lessens their stress each time they receive phone calls from the customers. It feels so relaxing and challenging at the same time, but more of being enjoyable and fulfilling. Some of the common feedback from the participants regarding their experiences include the following:

“It is a total adjustment to me, but it brings joy whenever I see my kids around me.”

“I can focus on my work well even if no one is looking at me since I am trained to work with everyday outputs.”

“It is so enjoyable and exciting working with my students online.”

“I feel like I am safe working from home and without going through lots of congestion on the road.”

“I feel bad if the connection is too slow. I have no landline

phone to use when the clients want to talk to me.”

“I overcome the struggle of going to work early in the morning and preparing for food for yourself and for the family. Now, I can devote my time to my work and for my family at the same time.”

“Although the workload is even doubled than working in an office, I feel secure to be staying from home rather than going outside during this pandemic. I do not want my family to be in trouble brought by this COVID-19 pandemic.”

“I am grateful that the company provides Internet allowance to make things easier for us.”

“It seems so relaxing because I have time to rest and go back to work once again after a few minutes of rest.”

“I can work in a safe environment without thinking of being contaminated by this pandemic.”

“I need to challenge myself using the digital communication strategy.”

“I need to adapt to new challenges and become more innovator, builder, and digital artist to become an effective teacher.”

“I have more time to accomplish the tasks assigned to me at my own schedule.”

“It is so timely that I can be able to save money for my transportation, avoid congestion, and being safe from any danger.”

Most of the participant’s view are positive regarding their experiences working from home. There is only one that feels negatively most especially when the Internet connection is sluggish. This will not become productive most especially when one is in a meeting and discussing some important matters for the company. Other than this, everyone is happy to work from home because they can save money for transportation, food, and protect themselves from any danger.

E. What are the advantages and disadvantages of working from home?

Table 1: Advantages and Disadvantages of WFH

| ADVANTAGES | F | In Percent | DISADVANTAGES | F | In Percent |
|---|-----------|---------------|---|----|------------|
| Less risk | 5 | 5.55% | High electricity bills | 20 | 22.22% |
| Bonding with the family | 10 | 11.11% | Slow Internet Connection | 10 | 11.11% |
| Could rest when exhausted at work | 10 | 11.11% | Trust issue from the employers | 2 | 2.22% |
| No need to wake up early and prepare food | 10 | 11.11% | No exercise | 2 | 2.22% |
| Cheaper expenses | 30 | 33.33% | Queries cannot be addressed immediately | 5 | 5.55% |
| Help with the family’s household chores | 5 | 5.55% | No separation from work and home | 5 | 5.55% |
| Save money | 10 | 11.11% | Laziness | 2 | 2.22% |
| Allowance can be saved | 10 | 11.11% | Lack of equipment | 10 | 11.11% |
| Avoidance of traffic/congestion | 20 | 22.22% | Socialization is not allowed | 10 | 11.11% |
| Prevent from being exposed to COVID-19 | 20 | 22.22% | Boring | 10 | 11.11% |
| Avoidance from air pollution | 20 | 22.22% | | | |
| Less cost | 20 | 22.22% | | | |
| Less stress | 20 | 22.22% | | | |
| Safety | 30 | 30% | | | |
| Improves Philippine economy | 30 | 30% | | | |

When asked about the advantages of WFH setting, safety, improves the Philippine economy, and cheaper expenses ranked first. Avoidance of traffic/congestion, prevent from being exposed to COVID-19, avoidance from air pollution, less cost, less stress ranked second. The third rank are the bonding with the family, could at least rest when exhausted working in the computer and no need to wake up early just to prepare food. The fourth rank is that the participant could also help with the family's household chores. On the other hand, some of the disadvantages of WFH include high electricity bill as it ranked number one, slow internet connection, lack of equipment, socialization is not allowed, and boring as it ranked second. Third, when WFH there is separation from work and home anymore and queries could not easily be answered. The last rank as part of its disadvantages is people become lazy in doing the tasks assigned to them and the "trust" issue.

Discussion

This worldwide outbreak has benefited society in so many ways. Previously, citizens would go to work and cook for their meals whilst the family was at home many times, family obligations must take priority over one's own personal interests. but after the global pandemic, people had to sit home and rest. Preventing exposure to COVID-19 is critical to ensuring that the majority of individuals remain uninfected. You do not waste money on petrol for your car if you are a driver. better air quality can be achieved if there are less cars on the route.

In fact, a person should look after himself or herself or look after their eyesight when using the computer frequently. It could also be possible to assist the family with their daily household duties. This may be a consideration in household management for each member of the household. The employee also gets a monthly stipend without having to drive or having to waste money when employed in a workplace. This would assist each employee with their financial responsibilities owing to the present circumstances. gleaned from the table: Nonetheless, staff should not be required to cover their wifi or electricity bills. As long as he or she is happy with the workplace, being tedious is possible for the employee to control. There is a need to narrow down on the tasks at hand and think about ways to contribute to the business. Institutional communication is often really necessary questions may not be satisfactorily be addressed with a ton more contact Nowadays, there are various free channels for communication, including Facebook, Skype, Telegram, and Community Chats that are used to connect with each other. For those that have professional jobs, and require to access the sites in person, there is a provision for face-to-to-face work. one can see a good strategy on the facts which is in line with the national and the President's instructions as well as with the IATF laws. It is important that businesses and workers work closely to retain and increase efficiency. A number of strengths should be built upon, whereas a few weaknesses should be a source of continuous growth and development. In addition, there are sectors that focus on face-to-to-face connectivity and these are nursing, manufacturing, and other businesses where WFH is virtually impossible. In order for these workers to finish their work satisfactorily, they should be paid for the risks. The researcher believes that in order to make this WFH set-up successful, the following should be taken into

consideration:

- ✓ ***The issue on trust between the employee and employer:*** Americans demonstrated the greatest trust gap between the people they work with and the organization for which they work. While half of American employees said they trusted their coworkers or bosses, just 38% said the same for their employer (Craver, 2016). The employers should provide benefit of the doubt to his/her employees in terms of working from home. If people are treated fairly and well-compensated equally, trust is equally present to both the employee and the employer.
- ✓ ***Well-defined WFH Policy:*** According to researchers, before leaping to the conclusion that WFH saves leasing expenses and delights workers, it is vital that people gather evidence on people's home settings, family demographics, and the pressure points of WFH. Furthermore, HRs must build solid conceptual frameworks for what leads to or detracts from WFH efficiency, which is focused on the essence of work done by workers of multiple grades, in order to formulate a new approach of managing productivity (Mitra, 2020). Aside from the Inter-Agency Task Force (IATF) directive, every agency whether public or private should come up with an excellent framework and well-defined policies that need to be disseminated to all employees. This should be explained at the beginning to avoid chaos.
- ✓ ***Output-Based Performance:*** Morris (2011) studied that many businesses focus success around how many completed goods follow quality standards and make it out the door. Others measure efficiency by the amount of waste produced at their factory. Similarly, failure to provide staff with sufficient hand security may have an effect on process productivity and the amount of parts generated. Employee confidence and protection are inextricably tied to efficiency. The bulk of firms struggle to quantify the financial effect of staff downtime on efficiency.
- ✓ ***Motivation at Work:*** In a study conducted by Büsch, V., Dittrich, D., & Lieberum, U. (2010) job environment, management, culture and freedom, or material and immaterial appreciation, satisfaction of work, demands, appraisal of self-determination, and the sense of successful work and perception of meaningful work are all important factors of motivation at work. In the Philippines, government and private agencies must provide extra mile by giving extra incentives to employees who really work so hard for the company. This is one way of keeping them in the company. Students alike do need motivation on their studies because if they do not have motivation, they would likely continue to progress. This is the role of the managers, supervisors, and department heads of an organization. This defines their organizational culture and their love to their employees or personnel.

For future perspectives, the researcher would like to look into deeper details of the above factors to be considered in order to make WFH successful. This will help people understand why there is a need for trust, clear-cut policy, output-based or evidence-based performance, and motivation at work in a WFH setup.

Conclusion

Work from home is the perfect response to the global pandemic's outbreak all over the globe. To continue providing services to its customers, the organizations had to depend on the WFH setup. According to the results of this study, the majority of participants agree that working from home is a more relaxed, efficient, and pleasant experience. It also emphasized the country's strong economy and the importance of travel bans in avoiding pollution, traffic/congestion, and safety. The study also emphasized several considerations to incorporate for a stable WFH setup, such as trust issues, a well-defined company strategy, output-based efficiency, and workplace motivation. The researcher is therefore willing to pursue doing studies on these different facets of the work-from-home setup.

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