

When Work- From-Home contributes to Work-Family Conflicts during COVID 19 Pandemic: A Cross-Sectional Study of Mauritius

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When Work- From-Home contributes to Work-Family Conflicts during COVID 19 Pandemic: A Cross-Sectional Study of Mauritius

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Abstract: Work from home (WFH) and work-family conflict (WFC) could be the two most compelling concepts in the present corporate world, notably, with the outbreak of the COVID- 19 pandemic. Work from home has become a serious alternative to office work environment. Many employees are experiencing a new way of carrying out their work in a new 'work-home' environment. However, WFH entails a series of challenges, one of which is being home with the family and yet working, which often leads to conflicts in the family. This research paper aims to identify the factors responsible for work-family conflicts during work from home practices and the impact of work from home on family life. The present study contributes to the literature in the purviews of work from home and work-family conflicts. A cross-sectional study was carried out using an online survey. The findings of the study reveal that there are many factors, such as time management, office home conflicts, work-related distractions, behavioural changes, and work environment leading to work-family conflicts.

Keywords: *Work from home (WFH), Work family conflict (WFC), behavioural changes, family demand.*

1. Introduction

In normal times and prevailing situations, individuals are confronted to the daily tensions while adjusting with the boundaries between the work and family roles. The situation that sprouted in the end of year 2019 extending to early 2020 with the outbreak of the COVID-19 pandemic propelled many individuals to work from home. Numerous reasons were attributed to individuals working from home but nevertheless they were prone to various challenges. Maximum people faced work family conflicts mainly due to their long working hours and cutting out their family and children time. The overview of work family conflict reflected the actual scenario of the interference of work role with one's personal role in life and interests as well.

Several studies exhibited that working from home helped in curtailing work family conflicts and this was the main reason why the concept of teleworking was becoming more prominent. The gist of work from home and work family conflicts had been increased in COVID-19 pandemic confinement situation when many individuals had no other alternative than to work from home where kids, spouse and other members of their family were all around. Evidence disclosed that 'work from home' had negative as well as positive impacts on the other members of the family. Increased workload with impractical time limit imbalanced between work and family and job uncertainty was the key stressors for employees.

'Work from home' with the support of technology seemed to be a better option in the time of lockdown but at the same time, it had raised the levels of stress amid mass of employees because it had blurred the boundaries between the 'office hour/work and family hour/work'. During the period of lockdown many folks were working from home, focusing mainly on their professional requests. Consequently, they could not accomplish their family constraints to that extent, and this induced work-family conflicts. Moreover, many employees were anticipating economic slow-down and were terrified of being laid-off in the near future. Subsequently, due to this situation, they had to make supplementary efforts while working from home to provide a high output. The likelihood of 'work life' meddling with 'family life' and vice versa could not be denied during work from home. Juggling between work and family during lockdown period was the principal cause of emotional exhaustion of employees.

Recent studies were investigated on the perceptions and experiences of individuals during COVID-19 pandemic. In the first place, one of the objectives of this research paper was to examine the factors of work from home leading to work-family conflict in Mauritius. A further reason was to investigate into the effects of 'work from home' on family life. Moreover, it was worth pointing out that no study to date had explored how work from home may lead to work-family conflicts in Mauritius. The literature of this research was based on work from home and work-family conflicts. Next, the research methodology would also be explained and analyzed. Finally, findings would be interpreted followed by a conclusion.

2. Literature Review

Work from Home (WFH) was presently known as a different way to work to curtail the risk of COVID-19 infection. The WFH concept was originally suggested by Nilles (1988) dating back to 1973, known as "telecommuting" or "telework" (Messenger and Gschwind 2016). WFH had been construed in different terms, namely remote work, telemarketing, flexible workplace, telework, telecommuting, e-working. These terms were related to the capability of employees to work in flexible workplaces, especially at home, by using technology to perform work duties (Gajendran and Harrison 2007; Grant et al. 2019). Gajendran and Harrison (2007) interpreted telecommuting as "a substitute work adjustment in which employees could execute work elsewhere that were normally done in main organizations, for at least some portion of their work schedule, using electronic media to interact with others inside and outside the organization", notably, they directed that "elsewhere" referred to "home".

WFH had constructive effects for both employers and employees. The advantages included cut commuting time, averting office politics, using less office space, increased pre-determination, improved gender diversity (e.g. women and careers), healthier workforces with less absenteeism and turnover, higher talent retention, job satisfaction, and better productivity (Ibarra, Gillard, and Chamorro-Premuzic, 2020).

It could be indeed an immense challenge for almost all employees to sustain the balance amid the "work life" and the "family life" with WFH. More efforts were necessitated in terms of office responsibilities with WFH and simultaneously the requirement of additional time and energy for personal and family responsibilities are crucial too. The majority of employees were experiencing work-family conflicts while they were working from their homes. There was a high level of work-home integration among the employees and the necessity of work life and children were overlapping entirely in both "time" and "space". Since the children were not attending schools and the day care centres were also not operational, both the care of the children and their education were shifted to the private sphere that was, home (Johnstone 2020). Consequently, this enacted with the roles for "work" and "family" whereby worsening WFH. One could not refute that the pressure of competing "work-family" roles increased considerably among the employees with their children at home (Dizik, 2020; Thomason and Williams, 2020). Additionally, the familiarity of the employees along with children at home had been deepened by high "work-home" integration especially when the children were toddlers and were more dependent on elders as compared to teenagers that

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required less support and supervision (Allen and Finkelstein, 2014, Erickson, Martinengo, and Hill, 2010 and Qian and Fuller, 2020).

Sirgy and Lee (2018) proved in their study that the tradition of “work life conflict” dominated the literature of “work life balance” in many studies. The balance between “work and family” could be explained in terms of “absence of conflict” or meddling between “family and work.” Work family conflicts and family work conflicts were the common terms that were used in the findings to represent “work interference” and “non work interference” (Mellner et al., 2014).

Moreover, Lapierre et al. (2016) determined through their research study that the employees that were willing and volunteered to “work from home” (WFH) were associated with “negative outcomes” like strain that was the result of “work-family conflict.” It was, however, essential to conduct a report that could evaluate employees who were eager to “work from home” and those who were reluctant to WFH. As such the outcome could be easily identified in the performance of these two types of employees.

Dockery and Bawa (2014a, 2014b) evidenced that Australian employees’ willingness to WFH was usually due to positive “job attribute.” On the other hand, it was important to notify that the level or extent of WFH (work from home) rose substantially in terms of “total hours” worked especially for the women employees. There were several possibilities, for instance, while working from home would obviously facilitate increased working hours, it could also create the work family conflict. This might not be considered by the employees when they measured the benefits of the preparations that were done for their work when they had taken the decision to start working from home. It was found that there were very few positive effects of working from home in terms of relation between “parents and children”. The justice for the share of responsibilities of taking care of the children was also comparatively very small. This did not indicate that these issues were less important part of the life of an individual. It was also ascertained that having children of a young age created more “work family conflicts,” that was, stress between family relationship and functioning as well. Therefore, it could be advocated that the constructive effects of being able to WFH became more challenging when it came to family. Working from home for both male and female employees could only be gratifying when they had the flexibility to bring a balance between their office and family responsibilities. However, this could be possible when these employees worked from their home with formal agreements regarding the working hours which they established with their organizations. There could be a substantial increase in demand of working from home these days due to Covid-19 pandemic but at the same time employees could be apprised of the negative effects of working from home. Consequently, they took prior caution of fixing the operational hours because stretched working hours further fueled work family conflicts.

Recent studies determined that work family conflicts could be lessened when employees worked from their home and this was the reason why in the United States, the concept of teleworking was increasing expeditiously as it curtailed the “work family conflict” (Golden 2012). However, when employees started working from their home to divert the same “physical space,” “time,” and other “resources” that could be dedicated to family life, the potential for work to encroach on family life grew and vice versa. Consequently, the employees were unable to disengage themselves psychologically from work and the “time based conflict” spread leading the individuals to work even after the normal working hours. This situation especially occurred when the employees were incapable of separating the responsibilities amidst home and work. It could also be highlighted in the study that when the employees worked from their home and extended their working hours they had higher risk of facing work family conflicts.

Sakamoto and Spinks (2008) in their study postulated that the total working hours and commuting time (temporal constraints of work) compounded work family conflicts. Furthermore, since the concept of teleworking had the feature where there could be less commuting time and high flexibility of scheduling the work it was considered to reduce WFC (work family conflict) principally for employees who had small kids. It was specified by most answers

of various studies that less work family conflicts were tolerated by employees who were working from their home as compared to those who working from their offices or outside their home. The structural analysis of the studies suggested that work family conflicts were not directly influenced by working from home or not working from home. This was the most prevalent feature of teleworking in which the employees who were working from their homes had lesser working hours and therefore, it was suggested that there could be different causes of work family conflicts, for instance, home-based work settings and so on.

In this new era of technology, telecommuting was highly favored among employees and companies as well whereby the employees worked from their home with formal agreements. Employees were now able to “schedule and reconcile” their professional and family life in a much better way. However, it might also muddle the boundaries between office and family life as there were chances of an increase in “work family conflicts.” It was found that “telecommuting” and particularly “exhaustive telecommuting” lowered the possibility of reconciling work and family interests and so, it increased work family conflicts. A study on “German telecommuters” demonstrated that employees generally did not reconcile their professional and family interests while working from their homes. Exhaustive telecommuting diminished the possibility of “reconciling professional and personal interests” and therefore, telecommuters were experiencing more work family conflicts. There could be a few reasons for this, for instance, the organizations were permanently connected with their employees due to advanced technology; they would expect their employees to do additional work which were over and above their regular tasks. Another possibility would be that telecommuters were constantly being interrupted by members of their family and their children while working from home. However, on the other hand, the telecommuters would always be available for any kind of family emergency. These common reasons did not differentiate between work and family and they implied serious issues and the telecommuters’ inability of reconciling professional and family interests (Sarbu, 2018).

“Work from home” or telecommuting could be convenient in improving the work life balance because it supported the family life as it allowed the employees to bestow time with their kids and family. On the other hand, there could also be another aspect of “work life balance” in which the frequency of “work life conflicts” multiplied because work impeded with the family and vice versa (Allen, Golden, & Shockley, 2015). It could also be possible that “work from home” could reduce work family conflicts because an individual could plan, schedule, and brought together both work and family life. It was fundamentally beneficial for individuals who had the responsibility of taking care of children and an elderly member of the family. However, sometimes it amplified the risks for employees experiencing heightened work family conflicts especially when they had to shoulder many family commitments.

Chung (2017) had analyzed the relation between “work autonomy” and “flexibility” on work life balance and work life conflict. He determined that telecommuting could be increasing the work family conflicts for employees who were working from their homes from the last 12 months and the main reason was that the conflict was due to long commuting time. It was also evidenced that some employees who had a perspective that office work or job could prevent them from lavishing quality time with their family and kids and this fostered work family conflicts. Furthermore, Sun (2014) in his study had found that more work conflict had been suffered by the commuters that assigned longer time on their work and this consistently could be explained by their shuttling stress. Conversely, professional, and personal interests were marginally and positively affected by “tenure” and therefore, trimmed down work family conflict.

It was a challenge for many employees to strike a balance between “work life” and the “family” when they were working from home during lockdown situation due to Covid-19 pandemic. On one hand, they had more official responsibilities for which they were expected to make additional efforts, and alternatively, more time and energy were needed to fulfill family responsibilities. At the time of lockdown, the home scenario would completely

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bechanged, and it would create many financial and social issues also. There were a number of employees who were experiencing work family conflicts while working from home. The positive aspects of WFH were while working from home individuals could “improve the bond with their family, kept their family safe, devoted more time with their family, reduced family conflict, shared household responsibilities” and so on, but at the same time the following might arise: “misunderstanding”, difficulties “to manage family’s exigencies, disturbance of family during WFH, and family conflict” (Kaldeen and Nuskiya, 2020).

In a study by Selvasundaram & Dasaradhan (2020), they advocated that the eagerness of employees for working from home radically depended on the occurrence of their children and status of the family, home environment and the situation of network connectivity. There were some employees who preferred to “work from home” as they could attain work life balance, but there were managers who were in doubt as they thought that it could lead to “shirking” from the responsibilities that were assigned to them while they were working from their homes (Bloom et al., 2015). Besides, very often working from home may draw to an overload of office work which could be the cause of “work family conflict.”

When “work pressure” intruded “family life” domain, work family conflicts would bound to happen, and the quality of family life would highly be affected by it. When family-related pressures interfered with work demands, then “family work conflict” would be endured (Liu et al., 2015). While WFH, extra efforts would be required to fulfill the demand of official responsibilities and additional time and energy would be necessary to meet personal and family responsibilities. This was the key reason why work family conflicts were withstood by many employees who worked from home.

Ayyagari, Grover, & Purvis (2011) in a research study examined that the main cause behind work family conflict and stress were “role stress” that were triggered by “role overload” and “role conflict.” It was indeed distressing for employees to bring a balance between “work and family” as excessive workload and intrusion of personal life did not grant them to do so. Consequently, they faced “job burnout, marriage breakdown, physical and mental health problems, and life dissatisfaction.” Therefore, it was difficult for telecommuters to avoid “work family conflict”.

“Work family conflict” was a kind of “inter role conflict” where the requirement of “work and family” role was not compatible with each other and therefore, the participation in work role became tough because of the involvement in family role. This showed that “telecommuting” was positively associated to “work family conflict, work overload, and stress” (Weinert et al., 2015).

The number of working hours was a key predictor of “flexibility, permeability, and work-family conflict” besides stress for telecommuters as the number of working hours was negatively connected to “flexibility” in the work sphere and positively linked to “permeability” in the home sphere and “work family conflict” (Leung & Zhang, 2016). It was found that “work family conflict” and “family work conflict” based on time and stress were hooked up to more tiredness. This, in turn, was related to high “work family conflict” and was a worse situation for individuals who were into more extensive teleworking hours.

It was however a major prerequisite for organizations to focus on improved workplace support so that they could manage “work family conflict” and “family work conflicts” of their employees. This assistance at the workplace would be beneficial in balancing different roles for work and family both (Ghayyur, & Jamal, 2012; Kang & Sandhu, 2012). The work and family fields were becoming opposite poles that demanded equal energy, time, and responsibilities as well.

Rathi & Barath (2013) found in their study that the episode of “work family conflict” could be seen when the work demand came in conflict with time that needed to be devoted to the family. “Total hours disbursed in employment,

over time demands, stringent work schedules, uncooperative peers, and a discourteous organizational culture” were some of the workplace aspects that were accountable for generating conflict between “work and family roles.”

When work experienced like “inappropriate or stern work hours, work overload and other forms of job stress, interpersonal conflict at work, extensive travel, career transitions, unaccommodating supervisor or organization” interfered with the family life work family conflict would be arisen. However, when the family bore like “presence of young kids, elder care responsibilities, interpersonal divergence within the family entity, uncooperative family members” hindered work life it generated family work conflicts (Yu Ru Hsu, 2011).

There were different types of “work family conflict” that could develop from the “work from home” (WFH). Zhang et al. (2012) found that there were different “work family conflicts” like “time based conflict,” “strain based conflict,” and “behaviour based conflict.” “Time based conflict” befell when time that should be spent for one role was taken away by another role and “work related time conflict” based on the additional time that was squandered on work, over time, and working in shifts. “Family related time conflict” took place when the amount of time that should be passed with family got distracted from the time that could be allotted for office work and in the same way the “strain based conflict” ensued when the strain that was undergone by the individual in one role did not concede him to perform in effective and efficient manner for other role (Alsam et al., 2013). “Work related strain” was associated with exhausting happenings at work that followed in tiredness or hopelessness, role vagueness and so on “Family based strain conflict”, first and foremost, happened when the career of the spouse and the expectations of the family were not in congruence. Each of these three kinds of Work Family Conflicts was bidirectional that was, “conflict due to work interfering with family,” and “conflict due to family interfering with work.”

“Work from home” became defiance when it came to family and children. Employees working from home could only be satisfied when they had the flexibility in balancing their office and nonofficial work. This could be possible when they fixed the working hours. An increase in demand of working from home was seen these days but simultaneously individuals were more aware of the consequences of working from home.

3. Research Methodology

The survey method used to conduct the present study was an online survey questionnaire. The sample size was 384, of which 55.2% were males and 44.8% were females. The sample targeted employees of different sectors to know the various factors that were responsible for work-family conflicts while 'work from home' and the effects of 'work from home' on family life. A cross-sectional study was carried out and data were collected through convenient sampling. The age group of employees was 28-35 years, 35-45 years, above 45 years. The sample of employees included those of the educational sector (schools and colleges), BPO, Multinational companies, Banks, and others. Factor analysis and Multiple Regression were applied to get the appropriate sequel.

4. Findings of the study

4.1 Demographic profile of the respondents

It was observed that 33.8% of the respondents are from the age group 28-35 years, 38.9% from 35-45 years, and 27.3% were above 45 years of age. Moreover, 22.7% of them were working in schools and colleges, 23.7% in MNCs, 18.0% in BPOs, 19.8% in banks, and 15.9% were working in other occupational sectors. Among them 26.8% were single and 73.2% were married of which 25.3% were living in a nuclear family and 74.7% were living in a joint family. Finally, 24.2% of the respondents have no children, 30.7% were with 1-2 children, and the rest 45.1% have more than 2 children.

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4.2 Factor Analysis

The Kaiser-Meyer-Olkin measure of sampling adequacy (KMO) could be calculated for individual and multiple variables and represented the ratio of the squared correlation between variables to the squared partial correlation between variables. The KMO statistic varied between 0 and 1. A value of 0 indicated that the sum of partial correlations is large relative to the sum of correlations; hence factor analysis is likely to be inappropriate. A value close to 1 indicates that factor analysis should yield distinct and reliable factors. Kaiser (1974) recommends accepting:

- values greater than 0.5 as barely acceptable;
- values between 0.5 and 0.7 are of average quality;
- values between 0.7 and 0.8 are good;
- values between 0.8 and 0.9 are great;
- values above 0.9 are superb.

A value above 0.6 for the Kaiser-Meyer-Olkin measure of sampling adequacy (KMO) pointed out that there were enough correlations. It might be observed from Table 1 that the value of KMO was 0.877 which was more than 0.6 hence confirming the validity of the factor analysis.

The hypothesis of this study was as follows:

H₀: There is no significant effect of work from home on family life

H₁: There is a significant effect of work from home on family life.

Bartlett's Test of Sphericity checked whether the correlation matrix has significant correlations among at least some of the variables. From Table 1, it could be observed that the p-value was 0.000 (less than 0.05) and so the null hypothesis could be rejected and it could be concluded that there were significant correlations between the variables.

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.877
Bartlett's Test of Sphericity	Approx. Chi-Square	5595.897
	df	171
	Sig.	.000

Table 1 KMO and Bartlett's Test

Eigen value showed the number of variables' variance that the factor was capturing. Any factor should account for the variance of at least one variable, thus factors having eigenvalues greater than 1 were considered significant and those eigenvalues less than 1 were counted as insignificant.

Five factors explained 78% of the variance (See Table 2). The 1st Factor expounded 21.710% of the variance followed by the 2nd Factor that clarified 18.484% of the variance, the 3rd Factor justified 14.928% of the variance, the 4th factor supported 13.000% of the variance and the last 5th factor explained 10.469% of the variance. Altogether the five factors could validate 78% of the variance. Whatever was explained by 20 items, 78% of that could be maintained by only these five factors. The five factors could capture 78% of variances with the response. Therefore, these aspects were the most important ones.

	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	6.846	36.030	36.030	6.846	36.030	36.030	4.125	21.710	21.710
2	2.666	14.034	50.064	2.666	14.034	50.064	3.512	18.484	40.194
3	2.233	11.750	61.814	2.233	11.750	61.814	2.836	14.928	55.122
4	1.660	8.735	70.549	1.660	8.735	70.549	2.470	13.000	68.122
5	1.528	8.043	78.592	1.528	8.043	78.592	1.989	10.469	78.592
6	.633	3.332	81.924						
7	.514	2.706	84.629						
8	.488	2.569	87.198						
9	.386	2.029	89.227						
10	.360	1.892	91.119						
11	.310	1.633	92.753						
12	.272	1.430	94.183						
13	.218	1.145	95.328						
14	.201	1.058	96.385						
15	.184	.970	97.355						
16	.164	.862	98.217						
17	.132	.697	98.915						
18	.124	.654	99.568						
19	.082	.432	100.000						

Table 2 Total Variance Explained

The point on the Scree Plot at which the curve first began to straighten out could be considered to indicate the maximum number of factors of extract. Figure 1 showed that there was a steep fall in the line till the 5th factor till the Eigenvalue of 1.

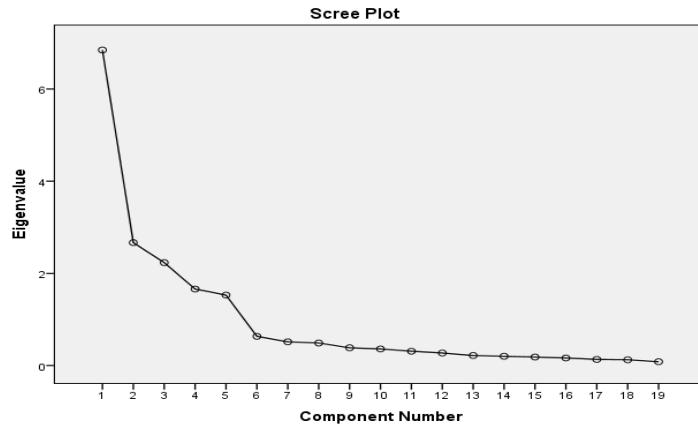


Figure 1: Scree Plot

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There were 5 factors out of 19 statements. The first factor is constituted by 5 variables namely. *‘There is no time for family while working from home, “work from home” has increased the number of working hours; Managing between family and work meetings have random schedule, and cannot plan to spend time while working from home.* The factors have been named as ‘Time Management. The second factor is constituted by 4 variables namely ‘*Job responsibilities are more during work from home*’, ‘*Family expectations are more during work from home*’, ‘*Office and Home both expect from me 24X7 attentions*’, and ‘*Office and Home both expects me to be there when required*’. The factor had been characterized as ‘Home-office conflict’. The third factor was constituted by 4 variables namely ‘*While working from home there are lots reasons of distraction*’, ‘*Focus on work is less while working from home,*’, ‘*Noise from family members at home is quite common,*’ and ‘*Noise from visitors at home is quite common.* The factor had been labeled as ‘Work-related distractions’. The fourth factor was constituted by 3 variables namely ‘*I feel irritation in my behaviour while working from home,*’, ‘*Negative behaviour of family for work leads to work-family conflict*’, and ‘*I generally observe negative behavior of kids towards work from home*’. The factor had been termed as “Behavioral Changes” and the fifth factor is constituted of 3 variables namely ‘*I do not find a proper work environment while working from home,*’, ‘*there is a lack of space to work at home,*’ and ‘*Technical issues are more often during “work from home” which results in work-family conflict*’. The factor had been called “Work Environment.”

Construct wise Reliability

The reliability statistics “Cronbach’s alpha” was applied which portrays the reliability of all constructs that measures that **“work from home leads to Family work Conflict”** The values of reliability for 5 constructs were found 0.949, 0.859, 0.949, 0.879, and 0.730 from construct 1 to 5 respectively (see Table 3 below).

SL. No.	Factor Names	Factor Loadings	Factor Reliability
1.	Time Management		0.949
1.	There is no time for family while working from home	.899	
2.	Work from home has increased the number of working hours	.894	
3.	Managing between family and work is tough	.862	
4.	Office work/meetings have a random schedule	.854	
5.	Can not plan to spend time while working from home	.789	
2.	Office- Home Conflict		0.859
1.	Job responsibilities are more during “work from home”	.918	
2.	Family expectations are more during “work from home”	.911	
3.	Office and Home both expect from me 24X7 attention	.906	
4.	Office and Home both expect me to be there when required	.889	
3.	Work-related distractions		0.949
1.	While working from home there are lots reasons of for distraction	.877	
2.	Focus on work is less while working from home	.832	
3.	Noise from family members at home is quite common	.774	
4.	Noise from visitors at home is quite common	.754	
4.	Behavioral Changes		0.879

1.	I feel irritation in my behaviour while working from home	.883	
2.	Negative behaviour of family for work leads to work-family conflict	.876	
3.	I generally observe negative behavior of kids towards “work from home”	.831	
5.	Work Environment		0.730
1.	I do not find a proper work environment while working from home	.807	
2.	There is a lack of space to work at home	.787	
3.	Technical issues are more often during work from home which results in work-family conflict	.784	
DV	Work from home leads to Family work Conflict		

Table 3 Factors, Factor Loading, and Reliability

4.3 Regression Analysis

In this study, to measure the impact of all the five constructs – Time Management, Office- Home Conflict, Work-related distractions, Behavioral Changes and Work Environment on “work from home” led to Family work Conflict,” multiple regression was applied. The model fit was determined by looking at the Model Summary (see Table 4). Here, it could be found that R² - the coefficient of determinants is 0.638 and the adjusted R Square (adjusted for the number of independent variables and sample size) is 0.634. The R² implied that 63.4% of the variation was more than 50%. Hence the model is a good fit.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.799 ^a	.638	.634	.47562
Predictors: (Constant), Time Management, Office- Home Conflict, Work-related distractions, Behavioral Changes and Work Environment				

Table 4 Model Summary

Table 5 (ANOVA) table showed whether the IDVs had a significant impact on the DVs. The significance value was less than 0.05 (0.000), which reflected one or more of the IDVs significantly influence the DV.

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	150.990	5	30.198	133.491	.000 ^b
	Residual	85.510	378	.226		
	Total	236.500	383			
Dependent Variable: work from home leads to Family work Conflict						
Predictors: (Constant), Time Management, Office- Home Conflict, Work-related distractions, Behavioral Changes and Work Environment						

Table 5 ANOVA

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When examining the probability values of all the variables (Sig), it could be observed that they all less than five percent (excluding the constant term), and were, thus significant. It meant that they had a noteworthy effect. Table 6 showed that all the 5 variables namely Time Management, Office- Home Conflict, Work-related distractions, Behavioral Changes, and Work Environment were substantially affected by the "work from home" mode of working.

Model	Un-standardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
Constant	3.938	.024		162.227	.000
Time Management	.544	.024	.693	22.403	.000
Office- Home Conflict	.147	.024	.187	6.048	.000
Work related distractions	.202	.024	.257	8.298	.000
Behavioral Changes	.157	.024	.200	6.474	.000
Work Environment	.104	.024	.132	4.270	.000

Dependent Variable: Work from home leads to Family work Conflict

Table 6 Coefficients

5. Conclusion

On one side technology and its advancement could be very advantageous and allowing the people to perform their work as per their convenience and from their comfort zones. Due to technological innovation, the concept of "work from home" became very popular and was adopted by the number of employees and their organizations. Employees believed that they could perform much better from the comfort of their homes and, they could save some time and devote it to their family. Conversely, organizations demanded much more working hours and kept on engaging their employees in some out of box work while they were working from their home. This ultra-involvement in office work and extended working hours turned out to be a major cause for work-family conflict.

The main conclusion drawn from this study could be that there were many factors related to work from home that were apt to be the reasons for work-family conflict. For instance, regarding "Time Management" the employees had no time to dedicate to their family while working from home. The latter could not plan to dedicate time while working from home and it was arduous to manage between family and work. The employees' experienced "Office-Home Conflict" because job responsibilities and family expectations increased substantially during "work from home. The office and home both expected attention from the employee and also awaited the latter to be present when required. Another factor was "Work-related distraction," as working from home led to numerous reasons for distraction for the employees. "Behavioral Changes" also transpired whereby the employees felt disturbed in their behaviour while working from home and "Work Environment" where the employees did not find a proper work environment while working from home. It was also found that the null hypothesis was rejected and the alternate hypothesis was accepted as there was a significant effect of "work from home" on the family as "work from home" headed to Family work Conflict.

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