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Research Article

The Prospects and Challenges of Working from Home (WFH) in the New Norm: Case of DIRI, Chittagong, Bangladesh

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Abstract: Working from home instead of the conventional workplace is called teleworking, remote working, virtual office, location independent working, home office, and so on. Working from home is rapidly spreading during this pandemic situation. The practice becomes much more dominant when millions of workers, many for the first time, are forced to start telecommuting. The aim of this paper is to find out the prospects and challenges of working from home (WFH) that has been faced by the employees of DIRI during this pandemic time. The quantitative study enquires how employees and stakeholders experience working from home in the aspect of work-life balance, health issues, productivity, and socio and psychological impact on their life and work. A questionnaire was developed on a 5-point Likert scale as the survey tool which was answered by 100 respondents. Findings are that a better part of the respondents agreed that working from home has more prospects than demerits and they also agreed working from home brings more amenities for them, and ensures higher productivity.

Keywords: *WFH, Work-Life Balance, Covid-19 Pandemic, Socio and Psychological Impact.*

1.0 Introduction

The current new norm situation has altered the conventional workplace. Most government and commercial sectors executives in most nations across the world are now forced to run their activities via virtual means from their own homes. Working from home (WFH) refers to the concept of managing office activities from one's own house using various online tools. The (WFH) concept is not new, but it has gained global exposure as a result of the fatal scenario caused by the novel coronavirus.

There are pros and cons to running an office from a remote location. In this scenario, the officials are confronted with a slew of issues as they adjust to their new employment. New workplaces are not always equipped with all of the amenities found in the conventional offices because of being their own abode. Again, the home officials have to maintain dual responsibilities as one of his official routines and the other is his family affairs. This situation can cause a dilemma for the executives to run their office works.

Therefore, it is a cause of concern that if official work is done from home via telecommuting and internet tools, either the work-life balance and productivity will be hampered, or the employees' social and physiological issues would be impacted.

Work from home (WFH) is always a challenge, especially for officials who are not used to working from their own homes. Despite a bounty of concerns about the utility of WFH, in the time of a pandemic, when a health issue is a primary consideration and keeping a social distance is necessary, there is no other option but to relocate official employment to one's own residence. Working from home has a lot of drawbacks, yet the possibility of doing so cannot be ruled out.

The aim of this paper is to find out the prospects and challenges of working from home (WFH) that has been faced by the employees of DIRI during this pandemic time.

The overall structure of the paper is segmented into the following sections as they are (1) Introduction, (2) Literature Review (3) An Overview of DIRI, (4) Methodology (5) Findings and Results (6) Discussions, Recommendations, and Limitations and (7) Conclusion.

2.0 Literature Review

If the works are done from the own residence instead of the conventional workplace through telecommuting, teleworking and remote working are called work from home (WFH). It might be a flexible system that allows employees to complete their tasks at their convenient time utilizing internet resources. Around 34% of CEOs expect that by 2020, more than half of their full-time employees will be teleworkers (Rahman & Zahir Uddin Arif, 2021). In the other words, Work from home is a concept in which a person can carry out his obligations while sitting in the comfort of his own house. It also allows being more flexible with work schedules (Sudershan Reddy, 2018) (Tiroina & Kuala, 2021).

Work-life balance, productivity, health issues, and social and physiological issues are the major variables to consider when working from home (WFH). Work from home (WFH) has an impact on employees' performance and work-life balance, according to a survey of Aceh Diskominfo employees. Although working from home has both positive and negative aspects, when a worker uses his time wisely, he can produce a positive outcome; otherwise, the negative outcome will be prioritized. When an employee spends more time at home dealing with family matters other than work responsibility, it might have a negative impact on his work-life balance (Tiroina & Kuala, 2021). Apart from the negative aspect, the WFH can bring more benefits for the companies as it can save the cost of buildings, increase employees' productivity and improve job satisfaction (Bao et al., 2020).

When working from home, an employee requires a peaceful mind because it gives them the strength to complete their tasks. WFH also affects the employee's social and physiological issues owing to the isolation, lengthy work hours, and the separation of work and family life. So, to get free from stress, it needs to maintain self-discipline, communication, and dependence on online tools and other resources (Savić, 2020).

Work-life balance refers to maintain a balance between professional and family responsibilities (Kumar et al., 2021). Maintaining a work-life balance while working from home is a big challenge. While staying at home, an employee must manage two sets of responsibilities: his office work and his family matters. So,

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the employee must set up his home office in such a way that no one from his family will call him. In that instance, he can make a separation between his home workplace and his family. Work-life balance can be achieved without overlooking an employee's responsibilities and obligations at work, as well as his personal matters (Tiroina & Kuala, 2021; Javed et al., 2020).

Employee productivity is described as an individual's efficiency and effectiveness in fulfilling duties and obligations at work (Sandy Staples, John S. Hulland, 1998; Al Qalhati et al., 2020). One of the main concerns while working from home is productivity. Many people have questioned whether productivity can be maintained while working from home. Some people have expressed concern that the employee will be less productive in this situation. When health issue is a primary factor during the Covid-19, working from home should not be neglected. In order to maintain productivity, the employee must follow the necessary work routine at home. According to Adam Grant's Nick Bloom experiment, home-based call centers are 13 percent more productive. Employees at those call centers are unconcerned about when, where, or how they will work, nor do they feel micromanaged (Kaushik, 2020).

Employees who telecommute or work from home are socially isolated. As a result, they may become bored with their task and lose mental vitality. They need to communicate with others on a social level on a regular basis using modern technology such as video conferencing, cellular cellphones, fax, and emails to be psychologically fit for effective work (Hobbs & Armstrong, 1998). Spirituality can also be linked to work-life balance. Because spirituality is a way of forming a relationship with God, the world, and living things, and that relationship is reflected in one's function. When a person reaches a high level of spirituality, he can develop a sense of limitation and a mentality of accepting only the finest. Thus, it aids in the individual's work-life balance (Eirionnach, 1854; Al Qalhati et al., 2020).

When an employee works from home, he can apply the features of the seven principles of Usul-e-Sabah to maintain work-life balance and productivity on the one hand, and overcome social and physiological stress on the other. The seven principles (Usul-e-Saba'h) developed by Khatemul Awliya Gauth al-Azam Maizbhandari Hazrat Maulana Shah Sufi Syed Ahmad Ullah ® might also aid in spiritual attainment. A person can acquire high spirituality, such as divine love, perfected humanity, and other moral qualities if the seven principles are followed. The seven principles are known as the three types of annihilation methods are *Fana anil Khalk* (self-reliance), *Fana anil Hawa* (avoidance of useless and vain talks), *Fana anil Irada* (surrendering one's will to the Creator's will) and four types of death are *al-Mauth Abyad* (Self-restraint), *al-Mauth Aswad* (positively accepting criticism and hostility from enemies), *al-Mauth Ahmar* (sacrificing the life of luxury) (Maizbhandari, 2012)(Bertocci, 2001).

3.0 Background

DIRI is a multi-lateral educational and research institute dedicated to gaining a comprehensive understanding of Islam through a multidisciplinary approach, with a special concentration on Sufism (tasawwuf). DIRI serves as a transforming arena where theoretical teaching is transmitted, delicate religious courage is concentrated, and spiritual development is strengthened, since Sufism is typically defined as the interiority of the religion, both in theory and practice. DIRI engages in a variety of activities to provide transformative spaces for Sufi scholars and beginners, including but not limited to academic classes, lectures, conferences, seminars, group discussion, study circles, publication of research journals, online

certificate courses, translating Sufi literature, Tasawwuf Dialogue (Invited Talk), and Sufi retreat, meditation, Yoga and physical fitness classes.

DIRI works with universities, colleges, schools, Madrasas, charities, shrines, interfaith groups, and world Sufi communities to promote its visions and mission of love, compassion, morality, and universal humanity both locally and internationally.

DIRI was founded by Syed Emdadul Hoque (Maizbhandari) in 2019 and is located in Chattogram, Bangladesh. He is Maizbhandar Darbar Sharif's current Pir (spiritual leader). He established this institute to carry out his father's and Murshid Syed Delawor Hossain Maizbhandari's (R.) visions who was the grandson and the spiritual heir of (Khatamul Auliya)Ghawth Ul Azam Shah Sufi Syed Ahmad Ullah Maizbhandari (Q.), the founder of Mazibhandari Tarika. Mazibhandari Tariqa is rooted in Qaderiyya Tariqa, and it is the only Tarika to have originated in Bangladesh. Despite the fact that it is a relatively new Sufi order, it has attracted millions of aspirants and followers both locally and globally.

4.0 The Challenges and Prospects of DIRI while working from home

Working from home is a big challenge, whether it is well-equipped with modern technology-based institutions and workplaces or not. Working outside the home has become a health hazard as a result of the Covid-19. The government and commercial offices in Bangladesh are unable to carry out official tasks in conventional workplaces due to the ongoing countrywide lockdown and shutdown. As a result, employees are more likely to pick a different workplace to handle emergency official tasks. So, working from home is becoming increasingly popular around the world. In this section, we'll talk about the issues that DIRI's employer, employees, stakeholders, and participants are facing while working from home during Covid-19, and how they're dealing with them. Finally, DIRI's prospects of working from home will be investigated. From Wuhan, China, the covid-19 outbreak has spread over the world in 2019. Bangladesh confirmed its first case of covid-19 on March 8, 2020, and was forced to go into nationwide lockdown on March 26, 2020, which lasted until May 30, 2020 (Bodrud-Doza et al., 2020). DIRI was founded in 2019, and the epidemic scenario in China was discovered at the end of that year. DIRI recently started its journey as a new institution. As a result, DIRI has experienced administering the majority of its activities through an online platform rather than a conventional workplace.

Although the pandemic has brought misery and grief to everyday life, as well as fewer opportunities to work outside the home, it has also opened up new perspectives and opportunities. When a newly established institution faces adversity, the working atmosphere is likewise impeded. However, when it comes to DIRI, we've had an exceptional experience. DIRI, has played and continues to play an important role in overcoming the challenges. Basically, during the pandemic, DIRI's innovative endeavors to provide an atmosphere for employees, stakeholders, and participants of DIRI to work from home are commendable. The main point was that the more challenges there are, the more options there are to overcome them. When the lockdown was in effect in the first quarter of 2020, a live Zoom meeting with DIRI staff, participants, and stakeholders was immediately initiated. DIRI were not used to such an environment at the time.

Through the online platform, DIRI has already passed a long way. It's high time to look into the challenges and opportunities of DIRI when working from home in the pandemic. For the convenience of investigation, we have highlighted the following issues that are handled by DIRI while working from home.

4.1 International e-conferences

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The International E-Conference on Sufism, Perfected Humanity, and Divine Communion (ICSPHDC 2020), which took place on the Zoom platform on October 30-31, 2020, was a commendable initiative. Researchers from 9 nations, 22 universities, and 6 research centers & institutes from across the world attended the two-day-long e-conference and 43 research papers were presented which was a great success. The arrangement of international e-Conference during the pandemic situation was a big challenge for DIRI. The DIRI cyber team managed and covered the two-day-long e-Conference without a hitch. Aside from that, the DIRI cyber team worked with presenters from various nations who were experiencing network frequency issues and were unfamiliar with the online platform. As a result, a large number of attendees and presenters confirmed their attendance at the e-Conference. If this International conference was held offline, it would not be successful for various reasons; in that case, the attendees would face travel costs and other obstacles. Then only a small number of participants could take part.

4.2 Invited Talks

On the initiative of the DIRI, invited talks on diverse topics such as Sufism, religious issues, and other relevant issues were held and are still being held through the online platform. These programs used online platforms to link numerous scholars from around the world. Time management and network concerns were significant challenges in that case, but the DIRI's integrated and resolute steps overcame them. Invited talks delivered via online platforms are playing a vital role in learning more from the scholars of home and abroad. DIRI has continued to host "DIRI Sunday Invited Talks" until now. At this program different schools, colleges, university teachers, and academicians attend regularly and by this program, all participants can share their knowledge and views with each other. we think this type of knowledge-sharing platform is very influential in this corona pandemic situation. But we face challenges for this type of initiative such as network problems, device problems, and lack of skills about technology, etc.

4.3 Sufi and religious counseling

The pandemic has made it impossible to organize physical gatherings of individuals. However, DIRI sees this as a chance to maximize the benefits of the e-Platform. On the e-Platform, Sufi counseling is held on a regular basis. The DIRI Zoom Platform connects a large number of participants from around the world. Sufi counseling refers to the Zikr Mahfil and discussions about various aspects of Sufism. Apart from that, Sufi followers of Maizbhandari Tarika have the opportunity to meet with Sajjadanshin (the spiritual heir) of Gausia Ahmadia Manzil Hazrat Maulana Shah Sufi Syed Emdadul Hoque Maizbhandari (M.J.A) via Zoom platform from Monday to Wednesday every week, where they receive the necessary directions.

Religious counseling is necessary for the development of moral ideals in persons. As a result, DIRI's online moral education classes, such as the Quran class with Bengali translation and tafsir (explanations) and the Tassawuf class, are extremely beneficial. A large number of participants from across the country and abroad are seen in such classes on a regular basis. Premer Tori, a Sufi music group run by DIRI, is another of DIRI's initiatives. Premer Tori manages their activities using DIRI's Zoom platform. Sufi and Maizbhandari music both ignite heavenly love in a person's heart. Divine love will arise in a person who listens to Sufi music on the one hand, and communal harmony will develop on the other.

4.4 Shah Emdadia Telemedicine service

Maizbhandar Darbar Sharif's current spiritual leader Hazrat Maulana Shah Sufi Syed Emdadul Hoque Maizbhandari (M.J.A) has made it his personal commitment to help the poor and undertake humanitarian work. For the past seven or eight years, he has been offering free medical treatment to the poor and underprivileged in Maizbhandar Darbar Sharif on his own initiative. On account of the adverse situation of coronavirus, the initiative was going to stop the last year. However, DIRI's cyber team, directed by the Managing Trustee, has assisted in overcoming the situation, and Shah Emdadia Telemedicine service is turned on. When people are imprisoned and unable to leave their homes due to lockdown, this specialist telemedicine service has opened up a new horizon. The telemedicine service has already been taken by a considerable number of patients. A study of patients who have taken the telemedicine service was recently done, and the results suggest that the majority of patients are quite satisfied with the service (S. S. I. Hoque et al., 2021).

4.5 Gausul Azam Maizbhandari Scholarship Program

DIRI's other project is to aid in the virtualization of the Gausul Azam Maizbhandari Medha Britti exam (Non-formal Scholarship Exam). The Maizbhandari Foundation organizes this exam every year which has been held in a conventional format since 2013. However, when the pandemic scenario expanded over the world last year, the exam authority found it difficult to hold the exam in a conventional mode. The exam was held in virtual mode with the help of DIR's cyber team. When the exam was held in the conventional mode, only a small number of students took part. However, this circumstance changed when the exam mode was transformed into virtual mode; a big number of students participate in it. So, the exam authority has chosen to hold the exam in virtual mode every year due to the benefits of virtual mode (Hossen et al., 2021).

4.6 Maizbhandar Foundation's Meddhabikash Program

For a long time, the Medhabikash Project of the Maizbhandar Foundation has been conducting 'the social awareness and creative enhancement Programs' among the students of school and madrasas from class VII to IX. For a long time, the authority had been used to conducting those activities in a conventional way. When health issues occurred as a result of the pandemic, however, the authorities were forced to arrange the programs in the conventional mode. However, this posed a big challenge for both the authority and the students. Because the program had been implemented in previous years prior to the outbreak of the pandemic among the village students. The village's network infrastructure is not well developed in the country, and the students' device problems are yet another concern. Despite these difficulties, the Medhabikash Project's authority was able to organize the program with the help of DIRI's cyber team (S. I. Hoque et al., 2021).

4.7 Blood Donation Program

Blood donation activities are still going on during the pandemic with the help of the Bangladesh Red Crescent Society Chattogram and the technical support of DIRI's cyber team. The Maizbhandari Shah Emdadia Blood Donors Group is made up of 700 members who donate blood voluntarily in times of need. When blood is needed for a patient, the DIRI's technical support team posts messages on the Facebook page or sends messages to members via their messengers or makes a phone call and the eager blood donor responds on the spot. As a result, this blood donor group is able to assist a large number of people across

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the country. Despite the country's lockdown, blood is still being collected from a variety of sources. DIRI provides transportation to collect blood donors from at their homes at a crucial moment (Hoque et al., 2021).

4.8 Shah Emdadia Self-reliance Program

The major focus of this program was *Fana anil Khalk* (self-reliance), one of the principles of Usul-e-Sab'a (the seven principles). DIRI was a concept partner for the project's implementation. During the pandemic, when our community was left jobless, Shah Emdadia Self-Reliance Program took the initiative to make our community self-reliant. The organization has chosen 15 jobless people from our community to receive financial assistance under the Islamic financial aid program. Then each person was given BDT 450,000 (four hundred and fifty thousand) to buy a vehicle without usury. The organization has decided to provide our community with seven more vehicles and has made a policy that everyone who has become the owner of the vehicles must refund an amount of BDT 400 (four hundred) per day. When the total amount owed on the vehicle will be paid, the vehicle's ownership will automatically be transferred to the designated person. Thus, the organization has taken the initiative to implement the program by making our community self-reliant and transforming the recipient's hand into a donor's hand.

4.9 Technical Institute Initiative and Outsourcing Training

Hazrat Maulana Shah Sufi Syed Emdadul Hoque Maizbhandari (M.J.A) established the Gausul Azam Technical Institue to provide skilled manpower who are technologically proficient. This institution has previously been approved and certified by Bangladesh's National Skill Development Authority, and it offers a variety of courses including tailoring, outsourcing, and computer courses, among others. When the pandemic waves hit last year, the institution, with the help of DIRI, organized several training programs, including sewing for the village's marginalized women. The situation is deteriorating day by day as a result of the delta variant of covid-19 in the country, the technical institute initiative is supporting unemployed men and women in earning foreign currency as well as the native currency.

4.10 DIRI Madrasah Board Initiatives

DIRI's other initiative involves delivering online classes to four madrasah students of Chattogram forming an individual board namely Darul Irfan institute Madrasha Board. When the pandemic spread across the country last year and the educational institutions were closed, DIRI, decided to provide online classes at his own expense to four thousand students of Maizbhandar Ahmadia Emdadia Madrasha, Sinnomul Madrasha, Gausia Muniria Ahmadia Madrasha, and Bador Marium Madrasha, Chattogram. Because the situation of the covid-19 in the country has not improved and the educational institutions remain closed for the past 16 months, online classes are still being held with the help of DIRI's technical support.

4.11 Herbal Village Initiative

Tree plantation is another initiative of DIRI. Anjuman-e Muttabeyeen-e Gaus-e Maizbhandari (Shah Emdadia), a spiritual organization founded by Syed Delowar Hossain Maizbhandari in 1949 organizes a tree plantation program every year. When the program was going to stop the previous year owing to the

outbreak of a pandemic, through online monitoring of DIRI the program was revived and still is ongoing. The three villages of Chattogram are already declared herbal villages under this program.

4.12 Research Methodology Course

For researchers to understand research procedures, a research methodology course is unavoidable and required. As the Darul Irfan Research Institute is basically a research institution, DIRI has taken the initiative to provide a full course on the research methodology for its members, stakeholders, participants, and staff. The course is available both offline and online simultaneously. A significant number of researchers participate in the course from home and abroad.

4.13 E-Publications

Web-based publication, often known as an e-publication, is becoming increasingly popular around the world. Teachers, students, and researchers now use Google to find their expected books, journals, and related topics. Therefore, the ebook or pdf version of the books is quite familiar. DIRI is aiming to avail the most significant books written on various topics, including Sufism available on the web. DIRI has already developed a website at the name of https://www.diri.org.bd where many pdf versions of the books are added. DIRI also has a library named Gyanvandar Library, as well as Darul Irfan Pathshala (library).

5.0 Research Objectives

The general aim of this paper is to find out the prospects and challenges of working from home (WFH) that have been faced by the employees and stakeholders of DIRI during this pandemic time. The specific objectives are as follows:

1. To study the impact of working from home on work life balance.
2. To analyze the impact of working from home on productivity.
3. To investigate the impact of working from home on health issues.
4. To evaluate the impact of working from home on socio and psychological issues.

6.0 Research Questions

1. What is the impact of working from home (WFH) on work-life balance (WLB)?
2. What is the impact of working from home (WFH) on productivity?
3. What is the impact of working from home (WFH) on health issues?
4. What is the impact of working from home (WFH) on socio and psychological issues?

7.0 Methodology

The study was carried out using the quantitative research method. Based on the research framework stated below, a questionnaire was developed using Google Form. The questionnaire is structured on a five-point Likert scale that ranges from 1 (strongly disagree) to 5 (strongly agree). And the link to the questionnaire

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was forwarded to DIRI staff, stakeholders, and participants via Whatsapp, as well as posted in the relevant DIRI group. We have a sample size of 100 respondents.
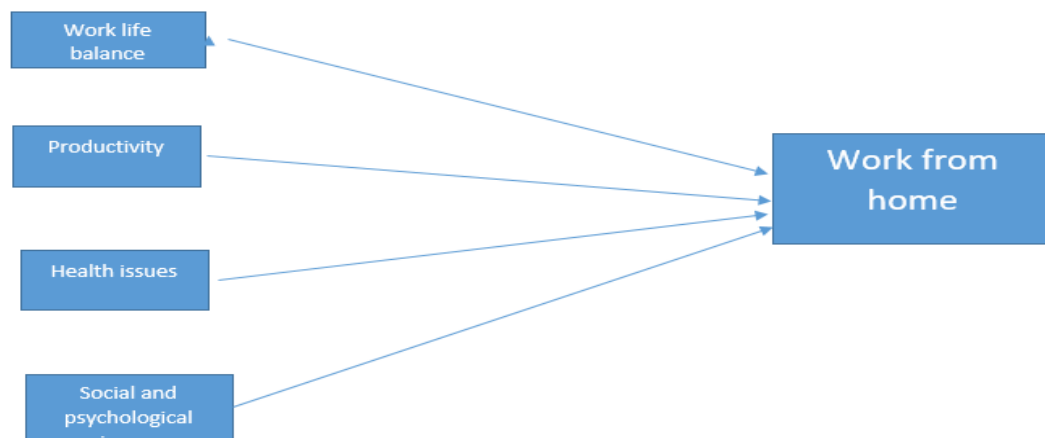

Figure: 1 The Research Framework

The research framework on which we have performed our study is depicted in Figure 1. We can detect four variables in the framework. Work from home (WFH) is an independent variable, while the other four variables (Work-life balance (WLB), productivity, health issues, and social and physiological) are dependent variables. We have attempted to demonstrate WFH's influence on the four dependent variables. Whether or not WFH has an impact on Work-life balance (WLB), productivity, health, social, and physiological issues of the individual.

We have reviewed and appraised the challenges and prospects faced by DIRI's employees, stakeholders, and participants during WFH. We asked them forty-five questions for all variables to get a better outcome. Finally, we have used the SPSS program version 26 to analyze the data.

8.0 Findings and Results

8.1 Reliability Test

Internal consistency has been examined using Cronbach's Alpha method, which is used to check the reliability of the questionnaire's statements. Cronbach's Alpha coefficient is 0.72, according to our study. The number is approved if Cronbach's Alpha coefficient is greater than or equal to .70. We can conclude that the statement made in the questionnaire is reliable.

8.2 Respondents' evaluation regarding WFH of DIRI:

We have determined the five variables specified above to assess and evaluate the responses of the respondents. We have asked forty-five questions for all variables, and responders answered as they wished. We have used a 5-point Likert scale to evaluate the information they submitted. The responses of the respondents are shown in Table 1.

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The statistics of respondents' responses on a 5-point Likert scale are shown in Table 1. There were forty-five statements in our questionnaire. Due to space constraints, we are unable to include all forty-five statements in the following table. Only the keywords of the statements have been provided in the table. Looking at the table, we can see that the agree scale is substantially 66.05%, the neutral scale is 14.53%, and disagree scale is 18.97%. The study shows that WFH has more promising for DIRI. Although DIRI faces greater difficulties in implementing WFH trends. However, DIRI's employees, stakeholders, and participants have gradually become accustomed to it. The information was gathered using a Google form. The respondents have been given as much time as they need to respond. The study demonstrates that the WFH trend of DIRI can provide greater opportunities in both pandemic and post-Covid -19 situations.

Table 1: The respondents' responses on the Likert scale in percentage

Variables	Statements	4-5	3	1-2
		Agree	Neutral	Disagree
Work From Home (WFH)	working from home before, maintaining routine, spending time with family, facing problem in WFH, home office separation, enjoying working from home, feeling reliable, WFH more flexible, minimize travelling time, saving money, Self-reliance in WFH,	66.05%	14.53%	18.97%
Work-life Balance (WLB)	effect on work-life balance, Internet problems, monitoring problem of employees' performance, technical skill development, choosing simple life			
Productivity	proper supporting by the employer, decreasing team morale, satisfaction with family life, contact with friends and family virtually, suitable workplace, available online tools, more productive, work reviews, regular contacting with the team and manager virtually, increasing productivity by self-reliance, time and resource management increase productivity,			
Health Issues	feeling potential burnout, health-related problems, hearing problem, weight gaining, insomnia, Feeling well, Sleep issues and fatigue,			

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Social & Physiological Issues	depending on the divine will reduce stress, self-restraint increase ethics, avoiding lust and greed strengthen the social relationships, impacting mental health, social isolation and lack of movement, missing family activities, relationship problems, feeling isolated, mentally stressed, maintaining social responsibility,			

8.3 Correlations among the variables

Correlations between variables have been measured using the Pearson product-moment correlation coefficient. We have been able to discover that the variables have a fairly positive correlation.

Table 2: The correlations between the variables

Correlations						
		WFH	WLB	Productivity	Health Issues	Social and Physiological Issues
WFH	Pearson Correlation	1	.475**	0.073	-0.069	0.050
	Sig. (2-tailed)		0.000	0.614	0.633	0.732
	N	100	100	100	100	100
WLB	Pearson Correlation	.475**	1	0.120	-.363**	-.299*
	Sig. (2-tailed)	0.000		0.405	0.010	0.035

	N	100	100	100	100	100
Productivity	Pearson Correlation	0.073	0.120	1	0.030	0.007
	Sig. (2-tailed)	0.614	0.405		0.836	0.960
	N	100	100	100	100	100
Health Issues	Pearson Correlation	-0.069	-.363**	0.030	1	.382**
	Sig. (2-tailed)	0.633	0.010	0.836		0.006
	N	100	100	100	100	100
Social and Physiological Issues	Pearson Correlation	0.050	-.299*	0.007	.382**	1
	Sig. (2-tailed)	0.732	0.035	0.960	0.006	
	N	100	100	100	100	100

**. Correlation is significant at the 0.01 level (2-tailed). *. Correlation is significant at the 0.05 level (2-tailed).

 Table 2 shows how significant and strong the correlations between the variables are. The Pearson product-moment correlation coefficient identifies the variables' linear correlations. The three types of correlations are measured: positive, negative, and neutral correlations between variables. There are positive correlations between the variables in the table, and their correlations are moderately significant.

9.0 Discussion and Findings

 Work from home (WFH) is becoming increasingly popular as a result of the epidemic. Although the epidemic has resulted in a catastrophic predicament for all of the world, it has also resulted in opportunity. DIRI was founded only a few months ago, just before the outbreak of corona pandemic. It did not get more time to work offline. However, the epidemic has provided DIRI with a new opportunity to engage on a worldwide scale. DIRI has been able to bring together a diverse group of academics, educators, students, and well-wishers from all around the world. Through competent leadership of the Managing Trustee and owing to the dedicated services of the employees, stakeholders, and participants of DIRI, the institution is now becoming rapidly familiar around the world.

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While working from home, DIRI noticed that many of DIRI's participants lacked Android devices, preventing them from taking part in DIRI's different online activities. In this scenario, several android smartphones were supplied among them with the financial assistance of the Managing Trustee. Apart from that, the DIRI participants had to deal with an additional issue: a lack of skills about how to use the device. DIRI has taken initiative to train them in this case. Most of them have been eventually able to operate the devices. They are now spontaneously participating in all DIRI online activities. Another problem for DIRI participants is the internet frequency. Network problems are a common occurrence in rural locations, preventing virtual work from being completed without interruption. Despite the fact that this is not the case with DIRI, it causes hardship for DIRI's participants. In rural areas, if a well-structured network frequency is built, it will be helpful for overcoming the challenge. If all relevant online tools and network facilities are equally supplied in respect of urban and rural locations, Work From Home (WFH) can provide ample possibility.

10.0 Recommendations

Some recommendations are outlined from the above study:

Firstly, DIRI needs to increase monitoring and encourage participants at field levels to participate in online activities so that they can comprehend the benefits of Work from Home (WFH) and overcome their phobia of using the internet.

Secondly, another major challenge for DIRI is the network's weak signals in the country's rural areas. In this instance, the Ministry of Information and Communication Technology should act quickly to establish a well-structured network and expand broadband access throughout the communities of the villages.

Finally, obstacle to applying the WFH paradigm is teens' misuse of social media. The misuse of social media can make it difficult to appreciate the benefits of WFH. Individuals and institutions should inspire them with the proper use of social media and other online tools so that the notion of WFH can quickly spread among teenagers throughout the country.

11.0 Limitations

There are some limitations to this study. To begin with, the study has only been completed in the case of DIRI, hence other institutions have been left out. We would get a better outcome if we could study on a larger scale with more institutions involved. Apart from that, we only questioned 100 people who were specifically targeted; the results would be more conclusive if we could include larger participants.

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