

Impact of home office on job satisfaction and work-life balance of female employees in Bangladesh during Covid-19

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Abstract

Due to Covid-19, several companies in Bangladesh allowed their employees to work from home. The objective of this research is to examine how home office affected the female employees of Bangladesh in their work-life balance and job satisfaction during the pandemic. The data was gathered using a convenience sample method. This research discusses whether the female employees of Bangladesh who have the home office facility can maintain work-life balance and whether they are satisfied with their job. According to the findings, having the scope of home office has a direct positive and statistically significant impact on the work-life balance as well as the level of job satisfaction experienced by female employees. Therefore, employers can use the outcomes of this study to reduce the emergence of negative impacts on work-life balance and on job satisfaction when female employees are working remotely. This will also help employers recognize the potential of home office and utilize it in the future.

Keywords: work-life balance (WLB); Covid-19 pandemic; female employees; home office; job satisfaction.

1. Introduction

The World Health Organization (WHO) issued a statement on Covid-19 in January of 2020, explaining how this virus would be spreading across the globe. Covid 19 pandemic restricted the regular day-to-day of individuals. The government of Bangladesh forced to instate a lockdown in the whole country in Mid-March. Most of the people were stuck at home. Offices started assigning their employees to work remotely, adopting the home office system (Prothom Alo, 2020). Home office is nothing new (Mungkasa, 2020); however, this idea is typically upheld under ordinary conditions and not because of pandemics.

According to Mungkasa (2020), home office has many advantages, such as a balance between work and everyday life; less commute time resulting in increasing fuel-saving, and reducing air pollution; it diminishes laziness and ensures almost zero percent absence. However, Bhumika (2020) disagreed and stated in her paper that working from home during the global pandemic increases the challenges of managing the family.

The global COVID-19 pandemic has caused massive changes and disruption for female employees. Among other issues, work-life balance can be difficult for working women, who also have to perform household duties disproportionately. About 3/4th of household chores are performed by women and girls (Moreira da Silva, 2019). According to research by the International Labor Organization, a woman spends 4 hours 25 minutes each day on home tasks, while a man spends only 23 minutes (Pozzan and Cattaneo 2020). Working women have difficulty juggling their jobs' demands with their families' demands because of such unequal distribution of work. Due to this imbalance of responsibilities, their career is hindered. Females also face a higher risk of losing their jobs and a lower level of job satisfaction because of their additional household responsibilities.

In addition, the women will have a greater responsibility at home due to Covid-19 because they will have to divide their time between their families and their places of employment (UN Women, 2020). There are more than just one or two things that require their attention at this time. Consequently, with Covid-19 and the high risk associated with it, people need to exercise increased caution regarding the health and safety of their family members, particularly the children. They will also be susceptible to dangers such as insecure employment, financial difficulties, and economic downturns (Carvalho, Cheung, and Siu, 2020). Bangladesh's women contribute equally to the country's economy as their male counterparts. During the time of the Covid-19 study, it was discovered, and supported by various pieces of evidence, that women's economic and productive life suffered because of the effects of this pandemic. This impaired a woman's capacity to provide for her own needs and those of her family (ILO 2020). These challenges associated with Covid-19 make a woman's life ever more difficult. Women's ability to earn money is hindered by the unequal allocation of housework responsibilities in our society. Because of their work, women often find that their personal and professional lives are in direct conflict with one another. The additional domestic chores that emerged from Covid-19 make it challenging for them to focus on their jobs because they do not receive assistance from their spouse or other family members (Sangita, 2022).

In a patriarchal society like Bangladesh, working women face the aforementioned barriers, making balancing work and family obligations more difficult. This pandemic has shown how difficult it is for Bangladeshi women to manage work and family life. Completing care jobs and other family obligations beyond paid work hours have always been stressful. However, women's health is now threatened by such demands to do both work and household duties. According to a new UK study, working mothers face 40% more stress than non-working mothers (Chandola et al., 2019).

On the other side, working from home saves a great deal of time because it eliminates commuting, leaving the employee with more free time. Dhaka's traffic congestion is intolerable. Before Covid-19, Dhaka residents spent considerable time on the road due to significant traffic congestion. According to a study conducted by Hossain (2017), the citizens of Dhaka lose around 5 million working hours annually due to traffic congestion, resulting in an annual economic loss of 3,700 million euros. Therefore, employees who work from home save both commute time and the associated economic loss. In a survey, women reported that working from home offers them a more flexible workplace, and they are capable of spending more time with their beloved ones. According to studies, a long-term home office has also been associated with increased resilience, family cohesion, and affection (Andrew et al., 2020). According to a study by Uddin (2020), having the flexibility to work from home assists female employees in prioritizing their family's needs better, and enjoying extra time with their children. Aside from additional incentives, strong safety measures, flexibility, and support from co-workers and superiors, participants attributed organizational support to the workplace during COVID-19.

2. Problem statement

This study focuses on Bangladeshi female employees and their work-life balance and job satisfaction during home office period during the covid-19 pandemic. The epidemic caused by COVID-19 has had an impact on our lives, particularly on our jobs. Especially for women who are endeavoring to achieve a balance between their individual and professional lives. Since the beginning of COVID-19 in Bangladesh, the government of Bangladesh has proclaimed a "general leave" beginning on the 26th of March 2020 and has extended it up to the 30th of May in seven distinct time slots (Prothom Alo, 2020). This was done in the name of a lockdown. Because of the lockdown and the uproar caused by Covid-19, most private businesses requested that their staff work from home (Kamruzzaman, 2020).

Some women find it difficult to adjust to working remotely during the Covid-19 epidemic, even though home office helps reduce the number of Covid-19 breakouts. Since the beginning of the pandemic, working women have lost their housemaids, which has resulted in an increase in the typical domestic activities they are responsible for, such as cooking, washing, looking after their children, and upkeep of the house (Mahi Uddin, 2021). The epidemic has generally affected working women who work from home. Employers always want

their employees to be productive. In addition, female employees are always taking care of their families, so it became more challenging to operate remotely during the pandemic. 572

Work-life imbalance may be responsible for increased stress, concern, melancholy, weariness, and inability to sleep, as suggested by Ahmed's article titled "the consequences of Work & Life Imbalance," published in 2020. Employees are similarly less satisfied, contributing to a decline in quality of life. In addition, it is detrimental to an individual's emotional and physical health to be unable to focus on the individual's work and family. Ultimately, this will result in a loss of production.

With heightened personal, professional, and emotional obligations during the epidemic, this study examines how these working women cope with home office and how it affects their work-life balance and job satisfaction.

3. Objectives

This research entails the following aspects in particular:

- To examine how home office affects Bangladeshi women's work-life balance.
- To understand how home office can affect female employees' job satisfaction.

4. Literature review

4.1 Home office

In the 1970s, telework or telecommuting, a unique means of carrying out work from numerous areas or locations (office, home, or elsewhere) using communication technology, was initially offered as a way to work from home (van Meel 2011). Telework, according to some experts, is the basis for working from home (Baruch 2001; Chung 2018). However, as the barriers between personal and professional life become increasingly blurred, as well as the benefits and drawbacks of working remotely when one is not physically present at one's place of employment, teleworking has become a new topic. Some of the advantages of teleworking consist of skills regarding time management, work during the most productive time and convenient access to an organization's documents from home, the compatibility of having a workplace at home, the capacity to work from home in cases of unavoidable circumstances, such as- sickness, and the ability to look after family members (Nakrošienė et al. 2019).

According to research (Baker, Avery & Crawford, 2007), home office configurations require organizational and family factors. There are several factors that have a vital influence on the effectiveness and appropriateness of a home office, including the use of new technology, the motivation and encouragement of employers, the accessibility of documents requested by employees, and the reduced involvement of co-workers (Baruch, 2000; Tramontano, & Charalampous, 2019; Baker 2007). In Baker's (2007) study, home office arrangements can also be affected by an employee's personal or family circumstances, such as how many family members there are and how many children they have, as well as the age of the children.

4.2 Work-Life Balance

Mayesha, Muhammad, and Fabiha (2017) studied how Bangladeshi female employees balance work and family. According to studies, the female employees face difficulties while balancing their personal and professional lives. Work-life balance has become challenging due to excessive time spent at work, overload of work, and lack of support from employers. This causes job frustration and creates more difficulties in their work-life balance. However, women can successfully manage their careers and personal lives when they are offered a healthy work-life balance.

On the other hand, an unhealthy work-life balance affects both aspects of their lives. An unbalanced work-life can lead to depression, which causes numerous psychological issues. Their paper focuses on developing strong organizational policies to attain better work-life balance. The study found that organizational support

can greatly aid in work-life balance. Support from the supervisor, family, and co-workers can help to achieve this balance. 573

According to the survey, 72% of respondents said their employment interfered with family time, while 28% said their professions did not interfere. Moreover, while 74% of respondents said their personal or familial life did not interfere with their professional performance, 26% said it did. Thus, work-life balance affects both personal and professional life of female garment workers in Bangladesh. Nevertheless, work affects family life more (Mustafa, 2015). Because women still handle the majority of household activities, work-family conflict is a bigger issue for female garment workers in Bangladesh.

4.3 Home Office and Job Satisfaction

Employment satisfaction is described as a positive attitude toward one's job and workplace. Cognitive (evaluative), affective (emotional), and behavioral phrases can all be used to describe and analyze one's feelings. Numerous research has been done in this area, and the satisfaction scores vary in how much they reflect current or prior job feelings (Hulin, 2003). Job satisfaction also considers the employee's work-life balance and the job's intrinsic value. Job satisfaction is sometimes defined by its connections with other important traits like overall health, work stress, control, work-life balance, and working conditions (Tomazevic & J Seljak, 2014).

Sellar (2021) carried out research on the female employees of Sri Lankan companies who were working from their homes. It was observed in that study that when female employees can work from home rather than needing to go to the workplace and work from their office, their degree of job satisfaction increases. Furthermore, working from home allows women to spend more time with their families, allowing them to take care of their children and elderly parents. In addition, the participants were content because working from home helped reduce the likelihood of other family members being affected by Covid-19.

4.4 Home Office and Work-Life Balance

Home office can help to achieve improved life satisfaction and a better work-life balance. However, the findings also showed that spending longer hours when working from home does not improve one's sense of well-being. In addition, there are concerns about longer working hours and blurring the lines between organizational and personal work when working from home. Therefore, according to the findings given in Takami's (2020) research, it is critical for employers and employees to limit working hours to sustain work-life balance effectively.

Mahi Uddin (2021) conducted a study on 22 married working women to understand better the connection between having a healthy work-life balance and being able to work from home. According to the poll's results, he discovered that marriage strains women who are expected to live up to high societal expectations. As a result of the gendered attitudes typically displayed toward women by society and families, women typically perform additional housework to live up to the expectations placed on them. In the year Covid-19, there was a shortage of housemaids, which meant that working women had to put in significantly more time and effort to complete the same number of tasks at home as they do at the office. Because of the mismatch between their job and personal lives, the participants felt worried and frustrated. They were concerned that this would bring about poor performance, ultimately resulting in their being fired from work.

4.5 Home Office, Job Satisfaction and Work-Life Balance during Covid-19

The COVID-19 epidemic has forced all organizations to adjust their operational procedures and worker exercises: Masks and sanitization are essential. Working from home (WFH), often known as teleworking, has become necessary. For example, video conferencing to join and plan meetings, interacting with colleagues on the job, writing reports and presentations, and using electronic devices are all examples of how technology has advanced. Employees were urged to remain at home during lockdowns and work from home as needed if their

positions allowed it. Many organizations, both new and old, were sending their workers home to make way for the world's greatest mass teleworking effort (ILO, 2020). 574

Organizational employees who are supported and/or encouraged are more likely to have positive attitudes and create results for the organization's advantage. This type of organizational activity benefits both the workers' physical and mental health as well as the company's culture. A model connecting such duties to the chance of WFH during an outbreak is needed to estimate the latter (Hayatama, Viollaz, & Winkler, 2020).

Khairunneezam (2017), in his studies, has defined work-life balance as the relationship between the personal and professional life of an employee. It encourages people to divide their time based on priorities, including family, health, vacations, and business travel. According to Isa et al. (2015), work-life balance is not simply the division of time between personal and professional life but also the reduction of conflict between these two regions and the balancing of different roles and responsibilities. Several indications show that the COVID-19 epidemic harms women's economic and productive life. This impact significantly hinders female employees' ability to provide for their families and children (ILO, 2020). The female employees face complex, linked obstacles. Their financial activity may be hampered by the unequal distribution of household responsibilities (Flynn, 2020).

COVID-19 greatly impacts women's lives in Bangladesh, among which 91.8% of women work in the private sector. During the pandemic, housekeepers, street vendors, small and medium-sized enterprises employees, cleaners, and labor workers lost their source of income. Meanwhile, according to the report by UN Women (2020), many female employees working in the private sector lost their jobs. There was a 3.43-to-1 gender wage gap in Bangladeshi households before COVID-19 (BBS Gender Statistics 2018). These factors have increased women's workload while working from home with the school being closed, the presence of the entire family, and additional family care chores. Women spend more time and energy on emotional support, hygiene, adult care, and cooking. Since the commencement of COVID-19, few gendered initiatives have been adopted due to low female executive representation. As a result, Bangladeshi working women face more difficulties than men. Furthermore, working mothers confront more work-family limitations than working men. There is evidence that women's lives have become more difficult during the pandemic.

5. Hypothesis development

The aim of this research is to bring out a critical assessment of the changes in the home office environment, as well as to investigate the potential impact of such changes on the quality of female workers' job satisfaction and work-life balance. Here, home office has been considered as an independent variable, whereas both job satisfaction and work-life balance are dependent variables. The following hypothesis were made for conducting this paper,

Hypothesis 1 (H1): Home office has a positive relationship with job satisfaction.

Hypothesis 2 (H2): Home office has a positive relationship with work-life balance.

The *independent variable* is home office, and the *dependent variables* are work-life balance and job satisfaction. These are variables chosen for the hypothesis.

6. Methodology

This research tends to take a descriptive approach. According to Akanda (2019), the process of transforming raw data into a format that will make them simple to comprehend and evaluate is what is meant by the term "descriptive analysis." The participants in this study were all female employees working in Dhaka, and they came from a variety of organizations, both public and private.

This study's data came from the female employees of Dhaka who worked from home during the global pandemic of Covid-19 from 2020 to 2021. In order to provide a more accurate assessment, data were processed and reviewed using qualitative methods. In addition, the data were analyzed using a convenient sample. The survey was completed by full-time female employees from all around Dhaka. The study's participants included corporate, public, non-profit, and entrepreneurial sectors.

All studies used IBM SPSS Statistics version 25 to compute descriptive statistics for qualitative variables. IBM SPSS will be of assistance in doing an in-depth analysis of the data obtained from the online survey and understanding the findings of that study (Stehlik-Barry, 2022). Qualitative variables are the non-numerical variables that are derived from observation in research (Verma, 2012). The study focuses on the relationship between WLB and WFH, WFH and job satisfaction, and WLB and satisfaction.

Kothari (2004) defines sampling as selecting a portion from a population for further examination. The use of random sampling helps to assure that the results acquired from a sample will be equivalent to those that would have been obtained if the whole population had been measured (Shadish et al., 2002).

The survey was distributed to 150 possible responders. Over three family members accompanied most individuals who responded (59.3%) between the ages of 25 and 29 (56.1 percent).

6.2 Data Sampling Technique

The information was gathered through an online survey. An online survey helps to save money and time, and it also helps to reach a concentrated group of people without even moving from one location to another (Wright, 2005). This strategy was used because there was a rigorous lockdown when this survey was conducted, and the researchers could not physically visit any organization. This was conducted over three days between September 26th and September 29th, 2021.

In Bangladesh, Covid-19 first declared a 10-day statewide shutdown from March 26 to April 4, extending to 15 days. This was then extended to the 30th of May 2020, with certain modifications (Ahmed, 2020).

During the lockdown, data was gathered from female working professionals from around Dhaka who could work from home due to the circumstances. Due to time constraints and the need for data collection, the questionnaire was distributed to the author's known professional contacts during the lockdown. Most of the participants were working in the private sector in Dhaka city.

6.3 Questionnaire Design

A questionnaire is used to collect statistically significant data with the help of a set of relevant questions asked to the targeted participants (Verma, 2012). Scale development procedures will be used to create the measurements. A 5-point Likert scale was used, and all items were rated on a range of 1 to 5 (strongly disagree, 2 to strongly disagree, 3 to neutral, 4 to strongly agree). The Likert scale helps to get quick responses, and it also helps by reducing abstract concepts to issues with which one may make recordable observations, especially with qualitative variables (Bhandari, 2022).

7. Results and analysis

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7.1 Respondent's Profile

A total of one hundred fifty (150) female employees working remotely for a diversity of companies in the city of Dhaka participated in this study. There was no predetermined minimum or maximum age requirement for this. The employees participated in the survey by submitting answers to questions using an online form that was distributed to them via a different range of social media platforms. The qualities may help gain an idea of the diversity that employees may encounter due to factors such as age, marital situation, professional experience, etc.

Table 1. Demography of respondents

Particulars	Items	Frequency (n=150)	Percentage
Age (years)	20–25	47	31.3
	26–30	89	59.3
	31–35	10	6.7
	36–40	4	2.7
Professional Experience	1-3 years	134	89.3
	4-6 years	3	2.0
	6-10 years	11	7.3
	> 11 years	2	1.3
Marital Status	Single	101	67.3
	Married	46	30.7
	Divorced/Widowed	3	2.0
Any child/children	Yes	7	4.7
	No	143	95.3
Working Sector	Public	6	4.0
	Private	133	88.7
	NGO	2	1.3
	Self-employed	9	6.0
Working hours during Home Office	7-8 hours	53	35.3
	8-9 hours	67	44.7
	9-10 hours	20	13.3
	> 10 hours	10	6.7

7.2 Cronbach Alpha Test

Stephanie (2022) stated that when evaluating Likert scale surveys, Cronbach's Alpha is the statistic of choice. This is because it clarifies the underlying elements, such as a person's conscientiousness, which are difficult to measure in real life. The value of Cronbach's alpha reliability coefficient usually falls somewhere in the range of 0 and 1. On the other hand, the coefficient does not have a minimum acceptable value. The degree to which Cronbach's alpha coefficient approaches a value of 1.0 indicates the degree to which the items have internal consistency (Gliem, 2003).

The questionnaire was divided into three sections: home office, work-life balance and job satisfaction. The 577 home office section and work-life balance had 8 items each, whereas the job satisfaction had 6 items. A 5-point Likert scale was used to collect the replies, and each response was assigned a weight between 1 and 5, ranging from Strongly Disagree to Neutral to Agree to Strongly Agree.

Table 2. Cronbach's Alpha Reliability Statistics.

Items	Cronbach's Alpha	Cronbach's Alpha Based on Standardized items	No. of items
HO	0.709	0.772	8
WLB	0.903	0.906	8
JS	0.789	0.797	6

The author utilized Cronbach's Alpha in order to understand the items' consistency and reliability. It can be observed in Table 2 that the Alpha values are above 0.7 (HO = 0.706, WLB = 0.903, JS = 0.789); which indicates that the items' internal consistency and reliability are acceptable (Gliem, 2003).

7.3 Pearson's Correlation

The measurement of the alleged linear relationship between two variables, both of which are measured at the continuous or scale level, is known as the Pearson correlation. It is a statistical tool developed by Karl Pearson (Verma, 2012). In this research, Pearson Correlation has been utilized for the purposes of determining whether or not there is a positive or negative link between the variables, as well as for measuring the strength and relationship between them. Here, home office was considered as an independent variable while the other two variables, work-life balance and job satisfaction were used as dependent variables.

Table 3. Correlation between Home Office, Work-Life Balance and Job Satisfaction.

Items	Mean	Std. Deviation	HO	WLB	JS
HO	3.453	0.529	-	-	-
WLB	3	1	0.483**	-	-
JS	3.6511	0.69362	0.537**	0.706**	-

N = 150

Sig. (2 tailed) = 0.000

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

The p-value assists in determining whether or not a correlation is statistically significant. If it is less than 0.05, it is statistically significant, and the estimated coefficient is reliable. In contrast, if the value is more than 0.05, the correlation is not statistically significant, and the estimated coefficient cannot be relied upon (OPEX Resources, 2017). For example, in Table 3, we can see that the p-value for all associations in Table 3 is 0.000, which is below the level of statistical significance. As a result, the correlation is bigger than zero. Therefore, it is reasonable to assume that the association revealed in table 3 occurs in the broader population.

With a correlation of 0.483, working from home and having a good work-life balance are linked which denotes that home office has a positive and significant relationship with work-life balance. Again, the correlation between home office and job satisfaction is 0.537, indicating a fair association. This means that home office and job satisfaction significant positive relationship.

According to Verma (2020), a target variable, also known as a criteria variable, is used in simple regression to make predictions based on one or more predictor variables. The purpose of the simple linear analysis is to determine the degree to which two variables are related to one another (Bevan, 2020).

In Table 4 for work-life balance the constant value is 0.593, and the home office coefficient value is 0.830 which is positive, implying that home office has a direct correlation with work-life balance. Again, from model 2 for job satisfaction, the constant value is 1.224, and the home office coefficient value is 0.703 which is positive, implying that home office has a direct correlation with job satisfaction. The findings suggest that working from home can positively influence maintaining a good work-life balance and enhancing the level of job satisfaction experienced by female professionals working in Bangladesh during the pandemic.

Table 4. Regression Coefficients

Items	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Hypothesis Decision
	B	Std. Error	Beta			
<i>HO→ WLB</i>	0.830	0.124	0.483	6.716	0.000	Accepted
<i>HO→ JS</i>	0.703	0.091	0.537	7.738	0.000	Accepted

8. Discussion

This research aims to gain a better view of home office's impact on the work-life balance and the level of job satisfaction experienced by female employees in Bangladesh.

Female employees of Bangladesh said they are able to maintain their work, family and other responsibilities while working from home (Uddin, 2021). In another study by Ehsan (2021), it was found that home office has given women an opportunity to work on their habits and interests. They have learned to bake; they have developed their cooking skills and other skills as well. Employees show more satisfaction with their jobs when they are given the flexibility to work from home rather than traveling to the office (Sellar, 2021).

In this study, the hypothesis was that a home office contributed favorably to a healthy work-life balance and increased job satisfaction levels. Work-life balance and overall job satisfaction improved due to home office, proving both hypotheses correct. Overall, working from home results in increased job satisfaction and a healthier balance between work and personal life.

9. Findings

After analyzing the results, it became clear that the availability of a home office contributed significantly to the level of contentment felt by female workers in their jobs. According to the findings of a study conducted by Fonner and Roloff (2010), home office increases the job satisfaction of the employees. This is because they were at working from home for the same length of hours as they would have been if they had been working from the office. In addition, the respondents commented that they could communicate with their co-workers without any trouble.

They also said that they were successful in meeting all of their obligations, both professional and personal. As female employees were given the opportunity to work from home, they had more time for their families and to devote more time to their hobbies and other interests. In addition, they experienced less depression and were more delighted with their occupations as a result of working from home. Oh and Choi (2020) state that one of

the determining factors in forming a high-performance team is the employee's level of comfort. In this study, it was found that the female employees were more comfortable working from home than working from office. 579

However, the respondents were dissatisfied with the promotional opportunities available to them at their place of employment and felt that there should be more diversity in these opportunities. In fact, they would prefer greater prospects for advancement in their current positions.

10. Limitations

This report has some limitations. Some of the limitations that were faced in making the report are-

- Difficulty in getting authentic information as the respondents might not feel comfortable expressing their actual feelings about the organization, they are currently working in.
- Time constraint is another crucial limitation of this study.
- While conducting the research, the contemporary global crisis of the corona pandemic has also put some limitations on preparing the report.

11. Conclusion

This study found that home office improves the balance between work and life and increases job satisfaction. Home office has been related to increasing job satisfaction and improving work-life balance, boosting employee morale and productivity.

Home office might negatively impact a female employee's work-life balance and job satisfaction, if not done properly. In this instance, special attention must be paid to the lowest findings from the distribution of surveys and use them as a basis for future evaluations of home office initiatives to lessen the negative effects on work-life balance and job satisfaction.

On the job satisfaction questionnaire, the statement "I would like to have more promotion opportunities" got the highest score. This suggests that as more people work from home, firms should focus on recognizing and promoting female employees who work remotely. The overall relationship between job satisfaction and home office was found to be positively significant, implying that if female employees had a pleasant experience when working from home, they would become increasingly content with their jobs in the long term.

The relationship between home office and work-life balance was found to be positively significant. Leading to the conclusion that if female employees have a positive experience while working from home, they will be able to balance their personal and professional life, resulting in them being satisfied with their jobs.

Overall, the article shows that the home office facility for female employees in Bangladesh is tremendously beneficial. Home office allows female professionals to spend more time with their families. Allowing time for personal interests or developing a new passion is a huge advantage. In addition, home office greatly benefits work-life balance because female employees do not have to commute during this period. These elements add to their job satisfaction.

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