

## **The Covid -19 Impact of Higher Education Institutions: Role of Faculty to Work from Home-An Empirical Study**

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### **Abstract**

The current study was intended to evaluate the COVID -19 Impact of Higher Education Institutions: Role of Faculty to Work from Home-an Empirical Study in Chennai city. Data were processed and analyzed by the Statistical Package for social science. And simple percentage, chi-square test was used to investigate the level of association among variables at the significance level of  $p < 0.05$ . In this paper, presents a brief overview of the Faculty adopts work from home during COVID-19, Advantages of Work from Home, Disadvantages of Work from Home, and Online Learning in higher education institution of Chennai city, India. Total numbers of the respondents are 452, majority of the respondents in the study, 38.05% of the respondents are male and 52.21% of the respondents are female. 47.79% of the respondents are doing work from home. 42.70% of the respondents are having dedicated workspace. 39.16% of the respondents are not having equipment to do work from home. 41.81% of the respondents are not providing flexible timer to do work from home. COVID-19 crisis may affect all over the world, this unpredictable situation facing various challenges. Then current transformation of higher education teaching and learning activities is step forward to digitalize. This study presents a COVID -19 impacts on higher education institutions in India and works from home faculty members. To the best of the author's knowledge, explain the Advantages of Work from Home, Disadvantages of Work from Home and Online Learning in higher education institutions of Chennai city, India.

**Keywords:** COVID 19, Work from Home, Online Learning, Education, Faculty, Remote Job, Outbreak, Social Distance, Lock Down.

### **INTRODUCTION**

The current outbreak of Coronavirus Disease 2019 (COVID-19) has posed many challenges before the whole world. (Patil, S., 2020) COVID-19 Virus Spreading Speedily in India from March 2020. (Kumar Chaudhary, R., 2020) The impact of pandemic COVID-19 is observed in every sector around the world. The education sectors of India as well as the world are badly affected by this. (Jena, P. K., 2020) Work from home or remote working has been seen as a buzzword during pre-COVID-19 times has become a reality during COVID-19 Pandemic starting March 2020 and will stay for a longer period in India. (Muralidhar, B. et al, 2020) The Coronavirus (COVID-19) pandemic has led to the biggest number of employees globally bound to work remotely. (Ahmad, T., 2020)

### **REVIEW OF LITERATURE**

Bartik, Alexander, et al (2020) What Jobs Are Being done at Home during the COVID-19 Crisis? Evidence from firm-level surveys. The threads of COVID-19 increase workers to do jobs remotely. Small and large scale businesses both productivity remote work. The result level of

remote work is high consideration across the world, facing challenges adopting remote work concepts. Employers feel less productivity loss from remote working in better educated and higher paid industries. Even after the COVID-19 crisis ends one-third of firms that had employees switch to remote work will remain common. Béland, Louis-Philippe, et al (2020), Covid-19, Stay-at-Home Orders and Employment: Evidence from CPS Data. Investigation the economic consequences of this pandemic and lockdown affect certain occupations. Many concerns adopt certain four different indexes: workers relatively more exposed to disease, essential/critical workers that work with proximity to coworkers and workers who can easily work remotely. Individuals suffering from the epidemic and its economic consequences are depressing in the short run accelerate the rise in flexible work arrangements. Béland, Louis-Philippe, et al (2020), the Short-Term Economic Consequences of Covid-19: Exposure to Disease, Remote Work and Government Response. The short-term consequences are employment and wages. Pandemic crisis increased the unemployment rate, decreased hours of work and labor force participation, No significant impact of wages and negative impact on the labour market, labour market inequality. Investigate whether the economic consequences of this pandemic were larger for certain occupations the result suggests that individuals in occupations working more affected while occupations able to work remotely are less affected. Lekfuangfu, Warn N, et al (2020), On Covid-19: New Implications of Job Task Requirements and Spouse's Occupational Sorting. The COVID-19 Pandemic has negative consequences under lockdown regulations. Many concern adapting work from home to reduce infection risk in the workplace. Low-income families are facing a relatively larger risk of income, job loss from pandemic crises. Income risks between income groups play an important role in shaping the individuals. The result analyzes these new labor market risks.

## **OBJECTIVE OF THE STUDY**

- A study to determine the impact of COVID-19 on the higher education in India.
- A study to identify the impact of COVID-19 on work from home using online technology.

## **SCOPE AND SIGNIFICANT OF THE STUDY**

COVID-19 pandemic has shaken individuals' life and economy around the world. Many areas of research needed regarding COVID-19 impact to identify completely impacted by this crisis. Measures, keep a social distance, avoiding social-cultural activities and religious programs and festivals etc. during this pandemic. Research required to develop vaccines, infections to prevent from virus infection and also required to recover the global economy.

## **RESEARCH DESIGN**

The respondents for this study consisted of those who are working in higher educational institutions and also do work from home aspects in COVID-19 pandemic as Chennai is a representative of the requisite population, the samples were drawn from Chennai and around. The primary data were collected from 452 respondents. Prepare table and charts Using Analysis and testing of hypotheses SPSS (Statistical Package for Social Sciences) was used. And In this step the data collection using Google form.

## **WORK FROM HOME**

During COVID-19 pandemic most of the sectors adopted work from home concept. Employees, staff work in remote locations. To certify that learning never stops, teachers are preparing lessons using distance learning tools, and parents are educate new teaching techniques at

home. Among more than 60 million students all over the world who are managing some form of virtual lectures in a period of corona virus individuals like listening to the audio lecture, downloading the PDF file and video chat with respective professors to discuss the lesson.

### **Point to consider adopting work from home during COVID-19.**

- Institution point of view
- Employees / staff point of view

### **Institutions adopting work from home during COVID-19.**

#### **Build a routine time for break**

Building a routine is critical to your success as a worker. Make sure you set your working hours ahead of time, write down your work schedule and stick to it as much as possible

#### **Work from home dedicated space in your home**

Dedicated space for completing work and ensuring you can leave from it at the end of day. Keeping a physical limit between work life and home life will assist you to work when you need to while also making your available time.

#### **Get dressed and act as though you are going into an office.**

Getting dressed will help you with focusing on working and keep you from feeling like you are stuck at home for an endless time frame. Building up this type of routine will help you feel that same sense of appeal for Saturday mornings.

#### **Utilize new techniques to increase productivity and reduce distractions.**

Restrict social media activities when you are working from home - just as you possible do when you are at the office. Spending more time intended scrolling social media, attention away from your work.

#### **Stay in touch with friends, family and coworkers via video and chat.**

Working from home does not mean employees have to avoid all public interaction. Stay attached to feel less remote, and see how much connection can sustain your productivity.

### **Faculty adopts work from home during COVID-19**

#### **Get dressed**

Taking care of your appearance can go far toward helping you feel like you're dealing with yourself. During the current lockdown pandemic, organizations conduct a lot of video meetings and conferences.

#### **Designate a workspace or home office**

Working from home is keeping work and home lives separate. Try to make your workspace comfortable with a chair you can sit with good natural lighting for eight hours a day. When using a personal computer close all the tabs and programs not related to work, only open work related tabs to reduce distraction.

#### **Keep work schedule**

Assign and separate physical workspace, it should be clear about when you're working and when you're definitely not. Prepare a schedule yourself it's time to put work away, recharge, and start tomorrow with a fresh mind. Employees have to separate time and space from work to work.

### **Keep in touch (communicate)**

Find best to verify with employer and coworkers connected through the phone or video chat. This reduces on miscommunication and separate some of the social distancing that can come from working from home. It doesn't have to stick with only text-based communications prefer face to face communication through video conferences.

## **ADVANTAGES OF WORK FROM HOME**

### **Flexible Schedule**

Take regular interval, feel No hurry to connect on the family members when they contact, and have lunch on time when we need.

### **Increased productivity & motivation**

There can be fewer disturbances at home, particularly if the workspace where you work is an open arrangement set up. They are more peaceful atmosphere that helps to complete more without being distracted. Motivation can also be increased while reducing unwanted communication and travelling time.

### **Communication**

Need Not to scramble to find a conference room or deal with a particularly co-worker. Avoid discussion with co-workers

### **Save time and money**

No stuffing yourself into a rush transportation tube. At home, you can save big time and money by going to the store and getting ready food.

### **Spend time with family and friends**

Take care of a family member who feels sick at home, be prepared for your kids earlier in every day, and get some extra time to spend with simply getting some quiet time to yourself!

### **Financially beneficial**

Organization point of view cost of expenses reduce, Less furniture is required if the majority of staff can work at home. Less electricity is also used. It's not only prudent for the employer, the reduction of travelling time and expenses are also beneficial for employees.

### **Improved employee retention**

Work from home concept can help retain employees with long daily commutes. Employees working from home can lead to maintain in health and wellness.

### **Convenience**

Ability to discover sales staffs near clients comparatively approach premises. Employees experience a better work/life balance.

### **Environmentally friendly**

They are reduction of staff commuting, travelling leads to less air contamination and securing the planet.

## **DISADVANTAGES OF WORK FROM HOME**

### **Lack of Social Interaction**

Employees have calls and online meetings with your clients or team members every Now and then, you will be home alone most of the time. No quick breaks, No regular interval together, less opportunity to interchanging plans with colleagues. The insufficient of social interactions can be really hard for some people.

### **Hard to switch off**

Employees sleep at home and work at home. Few times it's hard to dispartate private life and business life. You are not dependent on available time and can truly work from early morning until late around evening time. Your entire life spins around your work.

### **Many distractions**

Potential interruptions are wherever you work from home like go shopping for groceries, clean the house, and maybe watch the newest episode of your favorite series, etc., It takes a lot of discipline to concentrate on your activities and actually complete things on time.

### **Lack of productivity**

Distractions of work lead to reduced productivity. It is incredible when you don't have a management investigating your shoulder throughout the day. However, few people won't have the option to complete a lot of work without pressure.

### **Lack of office equipment**

Large portions of employees who work from home likewise don't have the necessary access to office equipment, hardware such as high-speed internet connection, fax/copier machine or a high-end laptop, etc., while working from home as they struggle recreating their workplace at home.

### **Difficulty monitoring performance**

Organizations are facing difficulties to managing home workers and monitoring their performance. Harder to maintains team spirit when employees are working at various areas.

### **Not all jobs suit home working**

Work from home concept might be suitable for a few categories of employment, not for all personality kinds of work.

### **Cost of working from home**

Organization point of view cost of working from home increases by providing suitable equipment, assisting the Initial stage of training and including adaptations to meet health and safety standards. Employee's point of view increase in telephone or broadband bills or the requirement of mobile phones for work purposes.

## **ONLINE LEARNING**

The Corona Virus effect is now also perceived by the education world. This has been recognized by the United Nations education, Scientific and Cultural Organization (UNESCO) outbreak has impacted the education sector. Approximately 300 million students discontinue their school activities all over the world and endanger their future education. Many institutions adopt online learning by utilizing E-campus facilities or other forms.

### **Plan for Continuity of Learning Access to Quality Education**

- Use of online/e-learning strategies
- Allocate reading and exercises for home study
- Podcast, radio or television broadcasts of instructional content
- allocate teachers/ educators to direct, examine daily or weekly follow up with students
- Review/develop accelerated education strategies.

## **Web platform for E learning**

The HRD ministry works a series of web platforms that improve learning to students over the country.

### **The SwayamMoocs Course**

Web based multimedia courses designed especially for students in the higher education sector. Academic credits points are also additionally given to a significant number of these courses.

### **E-PG Pathshala**

Another web platform, digital books up to PG level can be accessed.

### **Digital Infrastructure for Knowledge Sharing (DIKSHA)**

DIKSHA hosts over 80,000 connected and curate content pieces in 15 languages. The wide range of instructive material includes explanation videos, experiential activities, exercises, tests, quizzes, interactive games, lesson plans and worksheets, all of which make an engaging learning experience.

### **National Digital Library of India**

The National Digital Library of India is a consolidated web platform for schools, colleges, universities, teachers, students, lecturers, differently-able pupils, and anybody who has a willingness to learn.

### **E-ShodhSindhu**

Access more than 15,000 crores, peer-reviewed journals and more with the help of e-shodhsindhu digital platform.

### **Google Classroom**

Most of the University, institutions and schools have to help the teachers understand how to use online platforms and arrange online classes. It works like a learning management system or LMS. Teachers can provide any type of document (like PPT, doc and PDF), create assignments, provide links and arrange online assessment.

### **Zoho launches**

Using Zoho launch applications, institutions and teachers can upload class content, deliver live classes, provide assignments under deadlines, and collect responses on one interface. This web platform application including video content delivery, classroom communication apps, assignment management tools, as well as video-lessons and project-creation applications, and rather assembles the class on one stage.

### **Google Meet**

This layout enables larger meetings and brings the best user experience. Google Meet has some advanced features like scheduling and sharing screen, real-time captions, and layouts that you can choose as per your necessity, an expanded tiled view that gives a better view of the individuals associated through the app.

### **Zoom**

Zoom is presenting free video-conferencing classes for students from kindergarten to Grade 12 all over the world, including India. The video-conferencing app's free services and virtual experiences are now available online.

### **Team Link**

The world's most advanced constant video technology for ultra-low latency and perfectly clear video and audio. Designed for Mobile and inconsistent IP networks are high packet loss resiliency.

Ultra top quality Screen sharing and ongoing collaborations to complete work effectively. Global coverage, associated with anyone, from any place at any time.

### **Live Chat**

Many video-based collaborative free services like Skype, YouTube, social media, Loom, WebEx are also available to the teachers.

## **ADVANTAGES OF E LEARNING**

- Helps to interface the various resources in several varying formats.
- Productive way of conveying courses online.
- Convenience and flexibility, the resources are accessible from anyplace at any time.
- Web-based learning helps Students willing to study part time or do work.
- Web-based learning promotes emerging, dynamic and self supporting learning.
- 24x7 accessibility, availability helps to prepare you anytime and from anyplace.
- Not exclusively able to prepare yourself in a preferable place with available resource.
- Discussion boards and chats corner able to interact with everyone through online to clear doubts, explanation and clarification.
- The video instructions that are delivered for audio and video learning can be rewind, observed and heard.
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## **DISADVANTAGES OF E LEARNING**

- Online assessments activities examine limited form questions, exercise and tasks that are only objective in nature.
- Security, privacy are the problems of online learning programs.
- The originality of a particular learners work is also a problem as online just about anyone can do a project rather than the actual learner itself.
- The assessments that are computer marked generally have a tendency of being only knowledge-based and not necessarily practicality-based.

## **RESULTS AND DISCUSSION**

### **Impact of COVID-19 on the Higher Education System**

#### **Factor Consider Work from Home Response**

- Majority, 29.20% of the respondents are neither satisfied nor dissatisfied work from home sufficient time to preparation. 31.19% of the respondents are satisfied work from home support from family member.
- Majority, 45.35% of the respondents are neither satisfied nor dissatisfied work from home excessive household works. 32.08% of the respondents are neither satisfied nor dissatisfied work from home students active in classes.
- Majority, 31.19% of the respondents are neither satisfied nor dissatisfied work from home institutional support.

## Satisfaction towards Impact of COVID-19, Work from Home using Online

### Technology

- Majority, 31.64% of the respondents are neither satisfied nor dissatisfied feel about online class and traditional method. 31.19% of the respondents are neither satisfied nor dissatisfied working from home impacts your ability to complete work.
- Majority, 33.85% of the respondents are neither satisfied nor dissatisfied work from home influence your performance level. 30.53% of the respondents are neither satisfied nor dissatisfied work from home influence your motivational level. 36.95% of the respondents are neither satisfied nor dissatisfied institution consider employee responsibilities in family.
- Majority, 35.62% of the respondents are neither satisfied nor dissatisfied relationship with colleagues. 34.29% of the respondents are neither satisfied nor dissatisfied consider work and personal life as separate task.
- Majority, 33.19% of the respondents are neither satisfied nor dissatisfied spend time with family members during lockdown. 40.93% of the respondents are neither satisfied nor dissatisfied work from home feel more stressed.
- Majority, 36.06% of the respondents are neither satisfied nor are dissatisfied Normal working days better than this lockdown holiday. 34.29% of the respondents are neither satisfied nor dissatisfied overall satisfaction with work from home.
- Overall majority, 53.98% of the respondents are not like to continue work from home.

### Hypothesis Test

**Table: 1**

**H<sub>0</sub>: There is no Significant Relationship between Income and Work from Home**

Income	Doing Work from Home			Total	P value	Accepted/ Rejected
	Yes	No	May be			
<b>Up to Rs.20,000</b>	43	21	8	72	0.017	Rejected
<b>Rs.20,001 – 30,000</b>	42	28	24	94		
<b>Rs.30,001 – 40,000</b>	53	38	41	132		
<b>Above Rs.40,000</b>	78	31	45	154		
<b>Total</b>	216	118	118	452		
<b>Source: Collected and computed through questionnaire</b>						



## Interpretation

Table 1 represents that p value 0.017. Since p value less than 0.05, the null hypothesis is rejected at 5% level of significance, hence, it is concluded that there is no significant relationship between income and do work from home.

**Table: 2**

**H<sub>1</sub>: There is no significant relationship between income and how many hours conduct online classes a day**

Income	How many hours conduct online classes a day					Total	P value	Accepted/ Rejected
	Nil	Less than 1 hour	2 hours	3 hours	More than 3			
Up to Rs.20,000	5	10	34	16	7	72	0.046	Rejected
Rs.20,001 – 30,000	2	11	29	35	17	94		
Rs.30,001 – 40,000	7	14	36	42	33	132		
Above Rs.40,000	5	20	47	41	41	154		
<b>Total</b>	19	55	146	134	98	452		

**Source: Collected and computed through questionnaire**

**Significant at 5% ( $P < 0.05$ ) –rejected, Non significant at 0.05–( $P > 0.05$ ) - accepted**

## Interpretation

Table 2 represents that p value 0.046. Since p value less than 0.05, the null hypothesis is rejected at 5% level of significance, hence, it is concluded that there is no significant relationship between income and how many hours conduct online classes a day.

**Table: 3**

**H<sub>2</sub>: There is no Significant Relationship between Income and How Many Days Conduct Online Classes a Week**

Income	How Many Days Conduct Online Classes a Week				Total	P value	Accepted/ Rejected
	1 day	2-3 days	4-5 days	More than 5 days			
Up to Rs.20,000	12	33	21	6	72	0.042	Rejected
Rs.20,001 – 30,000	7	41	35	11	94		

<b>Rs.30,001 – 40,000</b>	10	62	44	16	132
<b>Above Rs.40,000</b>	21	45	69	19	154
<b>Total</b>	50	181	169	52	452

**Source: Collected and computed through questionnaire**

**Significant at 5% ( $P < 0.05$ ) –Rejected, Non Significant at 0.05–( $P > 0.05$ ) - Accepted**

### Interpretation

Table 3 represents that p value 0.042. Since p value less than 0.05, the null hypothesis is rejected at 5% level of significance, hence, it is concluded that there is no significant relationship between income and conduct online classes a week.

**Table: 4**

**H3: There is no Significant Relationship between Incomes and Accept, if the Institution is Reducing your Salary to Some Extent**

Income	Accept, if the Institution is Reducing your Salary to Some Extent			Total	P value	Accepted/ Rejected
	Yes	No	May be			
<b>Up to Rs.20,000</b>	31	30	11	72	0.027	Rejected
<b>Rs.20,001 –30,000</b>	29	52	13	94		
<b>Rs.30,001 – 40,000</b>	34	62	36	132		
<b>Above Rs.40,000</b>	41	73	40	154		
<b>Total</b>	135	217	100	452		

**Source: Collected and computed through questionnaire**

**Significant at 5% ( $P < 0.05$ ) –Rejected, Non Significant at 0.05–( $P > 0.05$ ) - Accepted**

### Interpretation

Table 4 represents that p value 0.027. Since p value less than 0.05, the null hypothesis is rejected at 5% level of significance, hence, it is concluded that there is no significant relationship between income and accept if the institutions is reducing salary to some extent.

## FINDING AND CONCLUSION

In this emergency time virtual/computerized training is the most ideal way in any case, one next to the other we need to consider

- Keep social distancing and conduct distance/ correspondence courses in this pandemic situation.
- Institutions adopt and conduct home schooling, private education practices.
- Communication companies improving network.

- Internet and data accessibility
- Government provides approved education applications/software for students' welfare.
- Government considers employee/ workers welfare during this crisis

COVID-19 crisis may affect all over the world, this unpredictable situation facing various challenges. Then current transformation of higher education teaching and learning activities is step forward to digitalize.

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