

**CHAPTER 4**  
**DATA ANALYSIS AND INTERPRETATION**

- 4.1 Introduction
- 4.2 Data Analysis

## **CHAPTER 4 DATA ANALYSIS AND INTERPRETATION**

### **4.1 Introduction:**

The data after collection is processed and analyzed in accordance with the purpose of research. The data should be processed so as to interpret the result and to draw the conclusions. Analysis of data is an important part of research. The data analysis should be done in proper manner, so as to achieve reliable results.

The present research study is about impact on employees behavior of e-business with reference to IT industry in Pune.

### **4.2 Data Analysis:**

#### **4.2.1 Statistical Tools used for Analysis:**

The research tools used for data analysis are mean, standard deviation and rank. Hypotheses is tested using independent sample 't' test.

#### **4.2.2 Analysis and Interpretation of Data:**

The following tables shows opinion of employees who work from home, flexi time and work from office.

**DESCRIPTIVE STATISTICS**

Table 4.3.1

**Samples Age-wise Distribution**

In the following table employees age-wise distribution is shown.

Sr.	Sample Unit	18-23	24-29	30-35	36-41	42-47	48-53	54-59	60-65	Above 65 yrs
1	Work from home	6	11	13	2	1	0	0	0	0
2	Flexi time	4	19	9	3	1	0	0	0	0
3	Work from office	2	18	10	3	0	0	0	0	0
	Total	12	48	32	8	2	0	0	0	0
	%	11.76	47.05	31.37	7.84	1.96	0	0	0	0

(Source: Field data)

Table 4.3.1 reveals that 47.05% of samples belong to age group of 24-29 and 31.37% samples belong to age group of 30-35. Rest 11.76% samples belong to age group between 18-23 and rest 7.84% and 1.96% of samples belongs to age group 36-41 and 42-47 respectively. It reveals that most of the samples working in IT industry are quite young. No samples found to have age more than 48 years.

Table 4.3.2

## Samples Distribution Educational Qualification-wise

Following table shows analysis on the basis of employees educational qualification.

Sr.	Sample Unit	Some college but not graduate	Graduate/PG general	Graduate/PG professional	Not disclosed
1	Work from home	0	12	21	0
2	Flexi time	0	13	23	0
3	Work from home	0	17	16	0
	Total	0	42	60	0
	%	0	41.17	58.82	0

(Source: Field data)

Table 4.3.2 shows that 58.82% of the employees are graduate/PG professionals and 41.17% employees are graduate/PG generals.

Table 4.3.3

## Samples Distribution Gender-wise

Following table shows distribution of sample units gender-wise.

Sr.	Sample Unit	Male	Female
1	Work from home	22	11
2	Flexi time	27	9
3	Work from office	29	4
	Total	78	24
	%	76.47	23.52

(Source: Field data)

Table 4.3.3 shows that 76.47% are male samples and 23.52% are female samples. Female samples i.e. 11 found to work from home which is more followed by 9 female availed flexi time.

Table 4.3.4

**Samples Distribution Marital Status-wise**

Following table shows distribution of samples on the basis of marital status of employees.

Sr.	Sample Unit	Married	Unmarried
1	Work from home	19	14
2	Flexi time	17	19
3	Work from office	29	4
	Total	65	37
	%	63.72	36.27

(Source: Field data)

Table 4.3.4 shows that 63.72% are married samples and 36.27% are unmarried samples.

Table 4.3.5

**Samples Distribution Dependents-wise**

Following table shows distribution of sample units on the basis of number of dependents in the family.

Sr.	Sample Unit	None	One	Two	Three	Four	More than four
1	Work from home	9	9	6	6	3	0
2	Flexi time	11	9	8	3	5	0
3	Work from office	5	7	15	5	1	0
	Total	25	25	29	14	9	0
		24.5	24.5	28.43	13.72	8.82	0

(Source: Field data)

In the table 4.3.5, it shows that there are 28.43% employees who were having two dependents. Also there are 24.5% employees who were having none or one dependent but there are 8.82% employees who were having four dependents.

Table 4.3.6

## Samples Distribution Length of Service-wise

Following table shows distribution of samples on the basis of length of service.

Sr.	Sample Unit	6 months- 1 yr	1-5	5-10	10-15	15-20	More than 20 yrs
1	Work from home	2	22	7	1	1	0
2	Flexi time	6	21	4	4	1	0
3	Work from office	1	21	6	3	2	0
	Total	9	64	17	8	4	0
	%	8.82	62.74	17.34	8.16	4.08	0

(Source: Field data)

Table 4.3.6 shows that most of the employees i.e. 62.74% are working from 1-5 years in an organization and 17.34% employees are working from 5-10 years but only 4.08% employees are working from 15-20 years in an organization.

**ANALYSIS OF SAMPLES WHO WORK FROM HOME**

Table 4.3.7

**Frequency of Samples who Work from Home**

Following table shows frequency of employees who work from home.

Sr.	1 day in week	2 days in week	3 days in week	4 days in week	5 days in week	6 days in week	Total
1	9	10	5	0	6	0	30
%	30	33.33	16.66	0	20	0	100

(Source: Field data)

In the table 4.3.7 it shows that 30% of samples working from home for one day in a week, 33.33% of samples work for two days from home, 16.66% of samples work for three days a week from home and 20% of samples working from home for five days in a week. It means that there is no definite restriction on the days in a IT industry as to how many days employees should work from home.

Table 4.3.8

**Opinion of Samples Work from Home**

Following table shows opinion of employees for work from home.

Sr.	Statements	Mean	S.D.	Rank
1	Work from home has remarkable impact on the enrichment of quality of personal life	4.09	0.53	1
2	Work from home has remarkable impact on the enrichment of quality of working life in organization	3.87	0.79	2

(Source: Field data)

Table 4.3.8 shows that work from home has more remarkable impact on the enrichment of quality of personal life than enrichment of quality of working life as it carries mean score 4.09 and 3.87 respectively. Though there is not much difference into the mean scores of these two variables the samples has given more weightage to impact on the enrichment of quality of personal life enrichment due to work from home facility.

Table 4.3.9

## Virtual Organization and Quality of Life with Samples Work from Home

In the following table researcher has facilitated 20 statements to gauged the impact on quality of life by samples.

Sr.	Statements	Mean	S.D.	Rank
1	Virtual organization saves cost of travel towards office.	4.18	0.95	1
2	Your giving your own contribution to the society.	3.93	0.89	3
3	Virtual organizations help improve relations with relatives.	3.51	1.22	13
4	Virtual organizations help improve your family relations.	3.75	1.14	9
5	You have enough time to do something you want to do.	3.81	0.91	7
6	You can freely arrange your time.	3.87	0.92	4
7	You have enough recreation in your life.	3.69	0.84	12
8	The living condition of your present neighbors is good.	3.81	0.63	7
9	Your ability to get along with your neighbor is remarkable.	3.75	0.75	9
10	Your opinion about the medical treatment and social care services.	3.82	0.92	6
11	When you feel the pressure, you can get sufficient social support.	3.5	0.98	15
12	You often feel depressed or anxious.	2.38	0.80	20
13	You think that the pressure has already affected your behavior in daily life because of virtual organization.	2.40	0.94	19
14	You often have a lonely feeling.	2.56	1.04	18
15	You can spend sufficient time with your family.	3.87	0.81	4
16	You can give your time to your children.	4.04	0.93	2
17	A virtual organization leads to less individual contacts and make life alienated from society.	3.19	1.19	17



18	The flextime allows you to attend social functions and help for increasing social bindings.	3.75	0.75	9
19	Work from home helps creative and innovative thinking.	3.51	0.90	13
20	Work from home helps completion of allotted task in less time in efficient way.	3.42	0.93	16

(Source: Field data)

In the table 4.3.9 it reveals that the virtual organization i.e. mostly work from home leads to save costs of traveling to samples this advantage carried first rank with mean score of 4.18 with SD 0.95. The virtual organizations besides saving in travelling cost helped more in giving time to children and giving contribution to the society as it carries 2<sup>nd</sup> and 3<sup>rd</sup> rank with mean score 4.04 and 3.93 respectively. Also helps to spend sufficient time with family carries rank 4<sup>th</sup> with mean score 3.87 and S.D. 0.81.

Researcher had framed few negatively toned statements as well to gauge the impact of employees work from home on quality of life by samples. Virtual organizations did not leave a feeling of loneliness since the mean score for loneliness is 2.56 and it also does not lead to depression since the mean score is 2.38. The entire variables of quality of life are quite satisfactory.

The variables of quality of work life has been categorizes in seven groups viz. opinion on adequate and fair compensation, immediate opportunity to use and develop human capability, future opportunity for continued growth and security, social integration in the work organization, constitution in the work organization, balanced role of work in the total life space and social relevance of work. The analysis of opinions of samples work from home category-wise is presented with help of seven tables below.

Table 4.3.10

Employees Opinion on Adequate and Fair Compensation with Samples Work from Home  
The following table shows opinion of employees about adequate and fair compensation.

Sr.	Statements	Mean	S.D.	Rank
1	Your pay package is commensurable to industry in Pune.	3.78	0.73	3
2	You receive bonus as per legal provisions.	3.57	0.83	6
3	Overtime work is considered and paid commensurably.	3.21	1.13	8
4	Productivity based incentives are provided.	3.30	1.13	7
5	Provident fund is provided as per legal norms.	3.96	0.60	1
6	Provision for Medical Fund or E.S.I. is made.	3.9	0.71	2
7	Other welfare facilities are provided by company which is commensurable with industry.	3.71	0.77	4
8	Required training programs are imparted as when required.	3.65	0.90	5

(Source: Field data)

From table 4.3.10 it shows that employees get provident fund, medical fund, E.S.I. as per the legal norms as it carries mean score of 3.96, 3.9 with S.D. 0.60 and 0.71 but the overtime work and productivity based incentives are not considered and paid as per the norms as it carries least mean i.e. 3.21, 3.30 with the rank 8<sup>th</sup> and 7<sup>th</sup>. It has observed that the mean score of satisfaction of samples work from home for the variables on adequate and fair compensation is in between 3.21 to 3.9 signifies moderate satisfaction. It seems little dissatisfaction in overtime pay and productively based incentives since standard deviation is more in these cases.

Table 4.3.11

**Immediate Opportunity to Use and Develop Human Capability with Samples Work from Home**

The following table interprets about immediate opportunity to use and develop human capability of samples who work from home.

Sr.	Statements	Mean	S.D.	Rank
1	Management of your organization practices redesigning of job.	3.61	0.76	7
2	Management evaluated effects of redesigning of job.	3.6	0.77	8
3	Management consults employees before redesigning.	3.53	0.84	9
4	Your participation is there in decision making.	3.65	0.82	6
5	You require multiple skills to do the job.	3.78	0.79	4
6	You perform complete job.	3.90	0.77	1
7	Regular feedback about work is received.	3.84	0.84	2
8	You enjoy autonomy at work.	3.78	0.75	4
9	Moderate delegation of authority to employees is existed in your organization.	3.8	0.71	3

(Source: Field data)

Table 4.3.11 reveals that though employees did work from home but they perform complete job as it carries 1<sup>st</sup> rank with mean 3.90 and S.D. 0.77. Also employees get regular feedback about work and they enjoy autonomy at work with mean 3.84 and 3.78 but employees have little satisfaction with the practices, evaluation effect and consultation of redesigning of job with mean score of 3.61, 3.6 and 3.53 respectively. It has observed that the mean score of satisfaction for these is above 3.53 and below 3.90 which reflecting moderate satisfaction towards variables in group opportunity to use and develop human capabilities.

Table 4.3.12

Future Opportunity for Continued Growth and Security with Samples Work from Home  
In the following table researcher has facilitate 12 statements to seek the information of the future opportunity for continued growth and security with respect to samples work from home.

Sr.	Statements	Mean	S.D.	Rank
1	Virtual organizations provide Challenging job opportunities.	3.31	0.78	11
2	You get regular Career counseling.	3.12	0.75	12
3	Career development workshops are facilitated.	3.33	0.75	10
4	Mentoring programs are organized.	3.35	0.75	9
5	Availability of Training & Development program Internal. (classroom training / on the job training / apprenticeship / case study)	3.70	0.78	4
6	Availability of Training & Development program External.(Institutional / industrial visits / seminars & conference / overseas visits)	3.64	0.79	5
7	Your organization has Promotion or upward move facilities.	3.63	0.80	7
8	Employee's job rotation system is existed in the organization.	3.38	0.95	8
9	Organization has an arrangement for employment security.	3.64	0.70	5
10	Your organization provides Chance for expanding knowledge.	3.81	0.64	1
11	The work in organization helps in development of Personality.	3.71	0.63	3
12	You are allowed to suggest for improvement in organization.	3.78	0.75	2

(Source: Field data)

In the table 4.3.12 it shows that organization provides chance for expanding knowledge with mean score of 3.81 and S.D. 0.64 but virtual organization does not provide regular career counseling and career development workshops as it carries mean rank 3.12 and 3.33. Also employees disagree with virtual organization provide challenging job

opportunities with mean 3.31 with 11<sup>th</sup> rank. It has observed that the mean score of satisfaction for these variables is in between 3.12 to 3.81 which reflect moderate satisfaction towards variables of future opportunity for continued growth and security.

Table 4.3.13

#### Social Integration in the Work Organization with Samples Work from Home

The following table depicts the opinion of samples about social integration in the work organization with respect to samples who work from home.

Sr.	Statements	Mean	S.D.	Rank
1	Organization Existence of natural work units.	3.53	0.79	8
2	Employees have meetings with top officials	3.5	0.86	9
3	Top executives involved in socio cultural activities	3.56	0.77	5
4	Celebration of different festivals takes place in organization	3.67	0.79	1
5	Working in organization endorses Sense of community	3.56	0.75	6
6	The work environment in organization facilitates Inter personnel openness	3.58	0.71	4
7	Employees receive humanized treatment by management in organization.	3.66	0.71	2
8	The work in organization has Freedom from prejudice	3.55	0.68	7
9	Joint Management Committee exists in organization.	3.58	0.68	3

(Source: Field data)

Table 4.3.13 reveals that though employees do work from home, celebration of different festivals takes place in organization with mean score 3.67 and S.D. 0.79 also employees receive humanized treatment by management as it carries mean 3.66 with 2<sup>nd</sup> rank. But employees disagree with organization existence of natural work units and employees have meetings with top officials as it carries mean rank 3.53, 3.5 with 8<sup>th</sup> and 9<sup>th</sup> rank. It has observed that the mean score of satisfaction for these variables is above 3.5 and

below 3.67 which reflects moderate satisfaction towards variables of social integration in the work organization.

Table 4.3.14

## Constitution in the Work Organization with Samples Work from Home

The following table shows constitution in the work organization of samples from work from home.

Sr.	Statements	Mean	S.D.	Rank
1	Privacy is provided and maintain in organization.	3.93	0.51	3
2	Scope for free speech is extended in organization.	3.84	0.67	5
3	Organization follows principle of Equity in work	3.84	0.72	5
4	Organization has prescribed Recruitment procedure.	3.96	0.55	1
5	Organization has prescribed Promotion policy.	3.80	0.74	7
6	Organization has prescribed Disciplinary Procedure.	3.96	0.49	1
7	Organization has prescribed Grievance Procedure.	3.80	0.70	7
8	Organization has prescribed Training & Development Policy.	3.78	0.70	9
9	Organization has prescribed Performance Appraisal Policy.	3.90	0.47	4

(Source: Field data)

Table shows that 4.3.14 employees strongly agree with that their organization has prescribed recruitment procedure and also prescribed disciplinary procedure which is important for work from home facility as it carries 3.96 with 1<sup>st</sup> rank. But employees strongly disagree with that their organization has prescribed training and development policy which is also important for work from home facility. It has observed that the mean score of satisfaction for these variables is in between 3.78 to 3.96 which reflects moderate satisfaction towards variables of constitution in the work organization.

Table 4.3.15

**Balanced Role of Work in the Total Life Space with Samples Work from Home**

In the following table researcher seeks the opinion of samples for balanced role of work in the total life space with help of samples who work from home.

Sr.	Statements	Mean	S.D.	Rank
1	You need to put Overtime work	2.70	0.86	5
2	You need to Work during inconvenient hours	2.46	0.84	7
3	You always have Overload of work	2.32	0.83	8
4	You have Transfers of job in organization	2.56	0.84	6
5	Employees in your organization enjoy weekly off.	3.93	1.01	1
6	Employees avail Government declared Holidays	3.90	1.02	2
7	Employees in your organization enjoy pay leaves	3.70	1.16	4
8	You are able to spare time for family balancing his work	3.75	0.95	3

(Source: Field data)

In the table 4.3.15 shows that employees agree that they enjoy weekly off and also avail government declared holidays with mean score 3.93 and 3.90 with 1<sup>st</sup> and 2<sup>nd</sup> rank. But employees disagree with that they always have overload of work, transfer of job in organization and need to work during inconvenient hours with mean score 2.32, 2.56 and 2.46 respectively. It has observed that the standard deviation of opinions with variables employees enjoy weekly off, employees avail government holidays and employees enjoy pay leaves is more than 1, which signifies considerable difference in opinions.

Table 4.3.16

**Social Relevance of Work with Samples Work from Home**

The following table shows the opinion of employees about social relevance of work of samples who work from home.

Sr.	Statements	Mean	S.D.	Rank
1	The job you are doing is at apex importance to society.	3.43	0.66	1
2	Your job is directly benefited to society.	3.34	0.78	3
3	You can virtually see the benefits of your job society enjoying.	3.37	0.83	2

(Source: Field data)

Table 4.3.16 reveals that employees who work from home gives apex importance to society with mean score 3.43 and they can virtually see the benefits of their job society enjoying with mean 3.37 with 2<sup>nd</sup> rank. It has observed that the mean score of satisfaction of these variables is in between 3.34 to 3.43 which reflect moderate satisfaction towards variables of social relevance of work.



**ANALYSIS OF SAMPLE FLEXI TIME****Table 4.3.17****Samples Opinion on Flexi Time**

In the following table shows opinion of employees on flexi time.

Sr.	Statements	Mean	S.D.
1	Flexi time has remarkable impact on the enrichment of quality of personal life	3.97	0.87
2	Flexi time has remarkable impact on the enrichment of quality of working life in organization	3.97	0.77

(Source: Field data)

Table 4.3.17 shows that flexi time has remarkable impact on the enrichment of quality of personal life as well as quality of working life with mean score 3.97 on five point scale with standard deviation 0.87 to 0.77. It has observed that the mean score is same for both the statements which reflect moderate satisfaction of samples towards flexi time.

Table 4.3.18

## Virtual Organization and Quality of Life with Samples Flexi Time

In the following table opinion of employees about virtual organization & quality of life of flexi time is shown.

Sr.	Statements	Mean	S.D.	Rank
1	Virtual organization saves cost of travel towards office.	4.41	0.60	1
2	Your giving your own contribution to the society.	4.19	0.57	3
3	Virtual organizations help improve relations with relatives.	4.08	0.95	4
4	Virtual organizations help improve your family relations.	4.34	0.72	2
5	You have enough time to do something you want to do.	4.05	0.95	5
6	You can freely arrange your time.	4.05	0.95	5
7	You have enough recreation in your life.	3.94	0.95	9
8	The living conditions of your present neighbors are good.	3.68	0.79	12
9	Your ability to get along with your neighbor is remarkable.	4.02	0.74	8
10	Your opinion about the medical treatment and social care services.	3.8	0.55	11
11	When you feel the pressure, you can get sufficient social support.	3.58	1.07	14
12	You often feel depressed or anxious.	2.45	0.95	20
13	You think that the pressure has already affected your behavior in daily life because of virtual organization.	2.54	1.14	19
14	You often have a lonely feeling.	2.71	1.20	18
15	You can spend sufficient time with your family.	3.41	1.33	16
16	You can give your time to your children.	3.48	1.21	15
17	A virtual organization leads to less individual contacts and make life alienated from society.	3.25	1.07	17
18	The flexitime allows you to attend social functions and help for increasing social bindings.	4.05	0.58	5
19	Work from home helps creative and innovative thinking.	3.91	0.84	10
20	Work from home helps completion of allotted task in less time in efficient way.	3.63	0.86	13

(Source: Field data)

Table 4.3.18 shows that virtual organization includes flexi time so it shows that virtual organization helps to improve family relations, employees can give contribution to the society and help to improve relations with relatives as it carries mean score 4.34,4.19 and 4.08 with S.D. 0.72,0.57 and 0.95. also employees didn't think that they feel lonely or depressed or having pressure because of virtual organization as it carries least mean score i.e. 2.71, 2.54 and 2.45 with S.D. 1.20, 1.14 and 0.95. Virtual organization does not lead to depression since the mean score is 2.45 and also does not have pressure in daily life of samples because it carries mean score 2.54. Since entire variables of quality of life reflecting satisfaction for flexi time samples.

The variables of quality of work life has been categorizes in seven groups viz. opinion on adequate and fair compensation, immediate opportunity to use and develop human capability, future opportunity for continued growth and security, social integration in the work organization, constitution in the work organization, balanced role of work in the total life space and social relevance of work. The analysis of opinions of flexi time samples category-wise is presented with help of seven tables below.

Table 4.3.19

**Flexi Time Samples Opinion on Adequate and Fair Compensation**

In the following table shows opinion of employees about adequate and fair compensation with samples flexi time.

Sr.	Statements	Mean	S.D.	Rank
1	Your pay package is commensurable to industry in Pune.	3.80	0.95	4
2	You receive bonus as per legal provisions.	3.52	1.13	7
3	Overtime work is considered and paid commensurably.	3.38	1.12	8
4	Productivity based incentives are provided.	3.61	0.99	6
5	Provident fund is provided as per legal norms.	4	0.75	2
6	Provision for Medical Fund or E.S.I. is made.	3.81	0.85	3
7	Other welfare facilities are provided by company which is commensurable with industry.	3.77	0.79	5
8	Required training programs are imparted as when required.	4.05	0.79	1

(Source: Field data)

In the table 4.3.19 shows that required training programs are imparted as when required for flexi time employees as it carries mean 4.05 with S.D. 0.79. Also employees get provident fund and having provision for medical fund or E.S.I. with mean score 4, 3.81 with 2<sup>nd</sup> and 3<sup>rd</sup> rank. But employees are disagree with that overtime work is considered and paid commensurably as it carries least mean i.e. 3.38 with 8<sup>th</sup> rank. It has observed that the mean score of satisfaction of samples flexi time for the variables on adequate and fair compensation

Is in between 3.38 to 4.05 which signifies moderate satisfaction. It seems little dissatisfaction and provision of bonus since standard deviation is more in these cases.

Table 4.3.20

**Immediate Opportunity to Use and Develop Human Capability of Samples Flexi Time**  
The following table interprets about immediate opportunity to use and develop human capability of employees of flexi time in the organization.

Sr.	Statements	Mean	S.D.	Rank
1	Management of your organization practices redesigning of job.	3.68	0.85	6
2	Management evaluated effects of redesigning of job.	3.54	0.75	7
3	Management consults employees before redesigning.	3.48	1.01	9
4	Your participation is there in decision making.	3.52	0.84	8
5	You require multiple skills to do the job.	3.83	0.50	4
6	You perform complete job.	4.11	0.52	1
7	Regular feedback about work is received.	3.97	0.67	3
8	You enjoy autonomy at work.	4.09	0.52	2
9	Moderate delegation of authority to employees is existed in your organization.	3.72	0.52	5

(Source: Field data)

Table 4.3.20 shows that employees perform complete job for flexi time facility and also they enjoy autonomy at work because of flexi time with 4.09 mean and S.D. 0.52. In the flexi time facility regular feedback about work is received as it carries mean score 3.97 with 3<sup>rd</sup> rank. But management does not consult employees before redesigning and employees participation is not there in decision making with men 3.48 and 3.52 respectively. It has observed that the mean score of satisfaction for these variables is above 3.48 and below 4.11 which reflects moderate satisfaction towards variables in group opportunity to use and develop human capabilities.

Table 4.3.21

Future Opportunity for Continued Growth and Security for Samples of Flexi Time  
In the following table researcher has facilitate 12 statements to seek the information of the future opportunity for continued growth and security with respect to samples of flexi time.

Sr.	Statements	Mean	S.D.	Rank
1	Virtual organizations provide challenging job opportunities.	3.58	0.85	11
2	You get regular career counseling.	3.25	0.88	12
3	Career development workshops are facilitated.	3.26	0.83	10
4	Mentoring programs are organized.	3.72	0.67	8
5	Availability of training & development program internal. (classroom training / on the job training / apprenticeship / case study)	3.82	0.62	7
6	Availability of training & development program external.(Institutional / industrial visits / seminars & conference / overseas visits)	3.82	0.61	6
7	Your organization has promotion or upward move facilities.	3.93	0.57	4
8	Employee's job rotation system is existed in the organization.	3.65	0.90	9
9	Organization has an arrangement for employment security.	3.94	0.53	3
10	Your organization provides chance for expanding knowledge.	4.11	0.70	1
11	The work in organization helps in development of Personality.	3.97	0.66	2
12	You are allowed to suggest for improvement in organization.	3.88	0.52	5

(Source: Field data)

Table 4.3.21 reveals that employees are strongly agree with that their organization provides chance for expanding knowledge , helps in development of personality and also has arrangement for employment security with mean score 4.11, 3.97 and 3.94 with 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> rank respectively. But employees are strongly disagree with that virtual organizations provide challenging job opportunities, regular career counseling and career

development workshops with mean 3.58, 3.25 and 3.26. It has observed that mean score of satisfaction for these variables is above 3.25 and below 4.11. It has observed that the mean score of satisfaction for these variables is in between 3.25 to 4.11 which reflect moderate satisfaction towards variables of future opportunity for continued growth and security.

Table 4.3.22

## Social Integration in the Work Organization for samples of Flexi Time

The following table depicts the opinion of employees about social integration in the work organization for flexi time.

Sr.	Statement	Mean	S.D.	Rank
1	Organization Existence of natural work units.	3.67	0.70	9
2	Employees have meetings with top officials	3.76	0.62	8
3	Top executives involved in socio cultural activities	3.87	0.71	4
4	Celebration of different festivals takes place in organization	4.08	0.45	1
5	Working in organization endorses Sense of community	3.91	0.56	3
6	The work environment in organization facilitates Inter personnel openness	3.85	0.43	7
7	Employees receive humanized treatment by management in organization.	3.86	0.57	5
8	The work in organization has Freedom from prejudice	3.86	0.50	5
9	Joint Management Committee exists in organization.	3.93	0.53	2

(Source: Field data)

Table 4.3.22 reveals that celebrations of different festivals are takes place, joint management committee exists and working in organization endorses sense of community for flexi time employees with mean score 4.08, 3.93 and 3.91 with S.D. 0.45, 0.53 and 0.56. Also employees strongly disagree with that organization Existence of natural work

units and Employees have meetings with top officials because it carries least mean score i.e. 3.67, 3.76 with 9<sup>th</sup> and 8<sup>th</sup> rank. It has observed that the mean score of satisfaction for these variables is above 3.67 and below 4.08 which reflects moderate satisfaction towards variables of social integration in the work organization.

Table 4.3.23

**Constitution in the Work Organization with the Samples of Flexi Time**

The following table shows constitution in the work organization of employees of flexi time.

Sr.	Statement	Mean	S.D.	Rank
1	Privacy is provided and maintain in organization.	4.05	0.48	7
2	Scope for free speech is extended in organization.	4.20	0.59	1
3	Organization follows principle of Equity in work	3.97	0.71	5
4	Organization has prescribed Recruitment procedure.	4.1	0.71	9
5	Organization has prescribed Promotion policy.	4.03	0.66	8
6	Organization has prescribed Disciplinary Procedure.	4.13	0.57	4
7	Organization has prescribed Grievance Procedure.	4.13	0.44	3
8	Organization has prescribed Training & Development Policy.	4.17	0.38	2
9	Organization has prescribed Performance Appraisal Policy.	4.08	0.57	6

(Source: Field data)

In the table 4.3.23 shows that employees agree with that they get scope for free speech with mean 4.20 and S.D.0.59. Also organization has prescribed training and development policy and has prescribed grievance procedure which is important for flexi time employees as it carries mean score 4.17 and 4.13 with 2<sup>nd</sup> and 3<sup>rd</sup> rank. But employees disagree with that their organization has prescribed Promotion policy and prescribed



Recruitment procedure with least mean score i.e. 4.03 and 4.1 with 8<sup>th</sup> and 9<sup>th</sup> rank. It has observed that the mean score of satisfaction for these variables is in between 3.97 to 4.20 which reflects satisfaction towards variables of constitution in the work organization.

Table 4.3.24

Balanced Role of Work in the Total Life Space of Samples of Flexi Time

In the following table researcher seeks the opinion of employees of flexi time for balanced role of work in the total life space.

Sr.	Statement	Mean	S.D.	Rank
1	You need to put Overtime work	2.91	1.37	5
2	You need to Work during inconvenient hours	2.48	1.19	8
3	You always have Overload of work	2.65	1.21	7
4	You have Transfers of job in organization	2.77	1.28	6
5	Employees in your organization enjoy weekly off.	4.30	0.58	1
6	Employees avail Government declared Holidays	4.2	0.75	4
7	Employees in your organization enjoy pay leaves	4.20	0.64	3
8	You are able to spare time for family balancing his work	4.26	0.61	2

(Source: Field data)

Table 4.3.24 shows that flexi time employees enjoy weekly off and are able to spare time for family balancing his work with mean 4.30, 4.20 and 4.26 with S.D. 0.58, 0.61 and 0.64. Also employees strongly disagree with that they need to work during inconvenient hours and they always have overload of work with mean 2.48 and 2.65. It has observed that the mean score of satisfaction for these variables is above 2.48 to below 4.30 which reflect moderate satisfaction towards variables in balanced role of work in the total life space.

Table 4.3.25

**Social Relevance of Work of Samples of Flexi Time**

The following table shows the opinion of employees of flexi time about social relevance of work.

Sr.	Statement	Mean	S.D.	Rank
1	The job you are doing is at apex importance to society.	3.47	0.61	3
2	Your job is directly benefited to society.	3.54	0.61	1
3	You can virtually see the benefits of your job society enjoying.	3.52	0.61	2

(Source: Field data)

Table 4.3.25 reveals that flexi time employees has social relevance of work i.e. their job is benefited to society, benefits of their job society enjoying and their job is at apex importance to society with same S.D. i.e. 0.61. It has observed that the standard deviation of satisfaction for these variables is same i.e. 0.61 which reflects moderate satisfaction towards variables for social relevance of work.

**ANALYSIS OF SAMPLE WORK FROM OFFICE**

Table 4.3.26

Perception of Employees about Flexi Time who Work from Office

Following table shows perception of employees who work from office about flexi time.

Sr.	Statements	Mean	S.D.
1	Flexi time has remarkable impact on the enrichment of quality of personal life	2.60	0.93
2	Flexi time has remarkable impact on the enrichment of quality of working life in organization	2.72	1.06

(Source: Field data)

Table 4.3.26 shows that employees who work from office think that flexi time has more remarkable impact on the enrichment of quality of working life in organization as compare to impact on the enrichment of quality of personal life with mean score 2.72 and 2.60 with S.D. 1.06 and 0.93.

Table 4.3.27

Perception of Employees about Work from Home who Work from Office

Following table shows perception of employees who work from office about work from home.

Sr.	Statement	Mean	S.D.
1	Work from home has remarkable impact on the enrichment of quality of personal life	2.56	0.75
2	Work from home has remarkable impact on the enrichment of quality of working life in organization	2.81	0.98

(Source: Field data)

In the table 4.3.27 it shows that employees who work from office think that work from home has more remarkable impact on the enrichment of quality of working life in organization than impact on the enrichment of quality of personal life with mean score 2.81 and 2.56.

Table 4.3.28

**Virtual Organization and Quality of Life with Samples Work from Office**

Following table shows opinion of employees who work from office about virtual organization and quality of life.

Sr.	Statements	Mean	S.D.	Rank
1	Virtual organization saves cost of travel towards office.	3.48	0.90	4
2	You're giving your own contribution to the society.	3.09	1.01	7
3	Virtual organizations help improve relations with relatives.	2.48	0.66	14
4	Virtual organizations help improve your family relations.	2.21	0.78	16
5	You have enough time to do something you want to do.	3.09	0.87	7
6	You can freely arrange your time.	2.90	0.94	11
7	You have enough recreation in your life.	3.09	0.94	7
8	The living condition of your present neighbors is good.	3.21	0.85	5
9	Your ability to get along with your neighbor is remarkable.	3.60	0.65	3
10	Your opinion about the medical treatment and social care services.	3.63	0.65	2
11	When you feel the pressure, you can get sufficient social support.	2.57	0.79	13
12	You often feel depressed or anxious.	2.09	1.19	18
13	You think that the pressure has already affected your behavior in daily life because of virtual organization.	2.36	1.31	15
14	You often have a lonely feeling.	1.90	1.01	20
15	You can spend sufficient time with your family.	3	0.79	10
16	You can give your time to your children.	3.11	0.71	6

17	A virtual organization leads to less individual contacts and make life alienated from society.	3.66	1.02	1
18	The flexitime allows you to attend social functions and help for increasing social bindings.	2.72	0.76	12
19	Work from home helps creative and innovative thinking.	2.21	0.69	16
20	Work from home helps completion of allotted task in less time in efficient way.	1.96	0.46	19

(Source: Field data)

Table 4.3.28 reveals that employees who work from office have opinion that virtual organization leads to less individual contacts and make life alienated from society with mean score 3.66 and S.D. 1.02 and also they are strongly agree with the medical treatment and social care services and their ability to get along with their neighbor is remarkable with 3.63 and 3.60 mean score with 2<sup>nd</sup> and 3<sup>rd</sup> rank. Also employees are strongly disagree with that work from home helps completion of allotted task in less time in efficient way and they often have a lonely feeling with least mean 1.96 and 1.90. Researcher had framed few negatively toned statements as well to gauge the impact of employees work from office on quality of life by samples. A virtual organization leads to less individual contacts and make life alienated from society since the mean score is 3.66.

The variables of quality of work life has been categorizes in seven groups viz. opinion on adequate and fair compensation, immediate opportunity to use and develop human capability, future opportunity for continued growth and security, social integration in the work organization, constitution in the work organization, balanced role of work in the total life space and social relevance of work. The analysis of opinions of flexi time samples category-wise is presented with help of seven tables below.

Table 4.3.29

**Opinion of Employees Work from Office on Adequate and Fair Compensation**

The following table shows opinion of employees of work from office about adequate and fair compensation.

Sr.	Statements	Mean	S.D.	Rank
1	Your pay package is commensurable to industry in Pune.	2.93	0.82	7
2	You receive bonus as per legal provisions.	2.87	0.81	8
3	Overtime work is considered and paid commensurably.	3.03	0.91	4
4	Productivity based incentives are provided.	3.03	0.80	4
5	Provident fund is provided as per legal norms.	3	1.14	6
6	Provision for Medical Fund or E.S.I. is made.	3.48	0.83	3
7	Other welfare facilities are provided by company which is commensurable with industry.	3.54	0.83	2
8	Required training programs are imparted as when required.	4	0	1

(Source: Field data)

In the table 4.3.29 it shows that employees strongly agree with that required training programs are imparted as when required and other welfare facilities are provided by company also there is provision for medical fund or E.S.I. is made with mean 4, 3.54 and 3.48 with S.D. 0, 0.83 and 0.83 with 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> rank. But employees are strongly disagree with their pay package is commensurable to industry in Pune and they receive bonus as per legal provisions with 7<sup>th</sup> and 8<sup>th</sup> rank. It has observed that the mean score of satisfaction of samples work from office for the variables on adequate and fair compensation is in between 2.93 to 4 signifies moderate satisfaction.

Table 4.3.30

**Immediate Opportunity to Use and Develop Human Capability With Respect to Samples Work from Office**

The following table interprets about immediate opportunity to use and develop human capability of employees of work from office in the organization.

Sr.	Statements	Mean	S.D.	Rank
1	Management of your organization practices redesigning of job.	3.15	0.79	9
2	Management evaluated effects of redesigning of job.	3.39	0.89	6
3	Management consults employees before redesigning.	3.33	0.73	7
4	Your participation is there in decision making.	3.51	0.61	5
5	You require multiple skill to do the job.	4.09	0.38	2
6	You perform complete job.	4.21	0.41	1
7	Regular feedback about work is received.	3.63	0.92	3
8	You enjoy autonomy at work.	3.27	1.00	8
9	Moderate delegation of authority to employees is existed in your organization.	3.63	0.54	3

(Source: Field data)

Table 4.3.30 reveals that employees perform complete job and they require multiple skill to do the job with mean score 4.21 and 4.09 with 1<sup>st</sup> and 2<sup>nd</sup> rank also they agree that moderate delegation of authority to employees is existed in their organization with mean 3.63 and S.D. 0.54. But employees strongly disagree with that management of their organization practices redesigning of job and they enjoys autonomy at work with mean 3.15 and 3.27 with 9<sup>th</sup> and 8<sup>th</sup> rank. It has observed that the mean score of satisfaction for these variables is above 3.15 and below 4.21 which reflects moderate satisfaction towards variables in group opportunity to use and develop human capabilities.

Table 4.3.31

Future Opportunity for Continued Growth and Security of Samples Work from Office  
In the following table researcher has facilitate 12 statements to seek the information of the future opportunity for continued growth and security of work from office samples.

Sr.	Statements	Mean	S.D.	Rank
1	Virtual organizations provide Challenging job opportunities.	2.96	0.80	10
2	You get regular Career counseling.	2.57	0.70	11
3	Career development workshops are facilitated.	2.42	0.83	12
4	Mentoring programs are organized.	3.60	0.55	7
5	Availability of Training & Development program Internal. (classroom training / on the job training / apprenticeship / case study)	3.96	0.52	3
6	Availability of Training & Development program External.(Institutional / industrial visits / seminars & conference / overseas visits)	3.96	0.52	3
7	Your organization has Promotion or upward move facilities.	3.33	0.95	9
8	Employee's job rotation system is existed in the organization.	3.81	0.63	6
9	Organization has an arrangement for employment security.	4.12	0.33	1
10	Your organization provides Chance for expanding knowledge.	4.09	0.38	2
11	The work in organization helps in development of Personality.	3.87	0.73	5
12	You are allowed to suggest for improvement in organization.	3.60	0.70	7

(Source: Field data)

From table 4.3.31 it shows that employees agree with that organization has an arrangement for employment security and their organization provides chance for expanding knowledge and also availability of training & development program external is there with mean score 4.12, 4.09 and 3.96 with 1<sup>st</sup>, 2<sup>nd</sup> and 3<sup>rd</sup> rank. But employees disagree with that virtual organizations provide challenging job opportunities, regular career counseling and career development programs with mean 2.96, 2.57 and 2.42 with



S.D. 0.80, 0.70 and 0.83. It has observed that the mean score of satisfaction for these variables is in between 2.42 to 4.12 which reflects moderate satisfaction towards variables of future opportunity for continued growth and security.

Table 4.3.32

**Social Integration in the Work Organization of Samples who Work from Office**  
The following table depicts the opinion of employees who work from office about social integration in the work organization.

Sr.	Statement	Mean	S.D.	Rank
1	Organization Existence of natural work units.	3.06	0.82	8
2	Employees have meetings with top officials	3.30	0.72	7
3	Top executives involved in socio cultural activities	3.72	0.45	2
4	Celebration of different festivals takes place in organization	3.57	0.96	5
5	Working in organization endorses Sense of community	3.90	0.29	1
6	The work environment in organization facilitates Inter personnel openness	3.72	0.45	2
7	Employees receive humanized treatment by management in organization.	3.72	0.45	2
8	The work in organization has Freedom from prejudice	2.78	0.73	9
9	Joint Management Committee exists in organization.	3.45	0.56	6

(Source: Field data)

In the table 4.3.32 it shows that employees strongly agree that working in organization endorses Sense of community with mean 3.90 with 1<sup>st</sup> rank also the work environment in organization facilitates inter personnel openness and employees receive humanized treatment by management in organization and top executives involved in socio cultural activities with same mean i.e. 3.72 and S.D. 0.45 with 2<sup>nd</sup> rank. It has observed that the

mean score of satisfaction for these variables is above 2.78 and below 3.90 which reflects moderate satisfaction.

Table 4.3.33

Constitution in the Work Organization for Work from Office Samples

The following table shows constitution in the work organization of employees who work from office.

Sr.	Statement	Mean	S.D.	Rank
1	Privacy is provided and maintain in organization.	3.06	0.89	9
2	Scope for free speech is extended in organization.	3.36	1.11	8
3	Organization follows principle of Equity in work	3.75	0.66	6
4	Organization has prescribed Recruitment procedure.	4	0.25	3
5	Organization has prescribed Promotion policy.	3.78	0.41	5
6	Organization has prescribed Disciplinary Procedure.	3.75	0.43	6
7	Organization has prescribed Grievance Procedure.	4	0	3
8	Organization has prescribed Training & Development Policy.	4.24	0.50	1
9	Organization has prescribed Performance Appraisal Policy.	4.24	0.43	1

(Source: Field Data)

Table 4.3.33 shows that organization has prescribed training & development policy and has prescribed performance appraisal policy with mean score 4.24 with 1<sup>st</sup> rank but employees strongly disagree with that scope for free speech is extended and privacy is provided and maintain in organization with mean 3.36, 3.06 with 8<sup>th</sup> and 9<sup>th</sup> rank. It has observed that the mean score of satisfaction for these variables is in between 3.06 to 4.24 which reflects moderate satisfaction towards constitution in the work organization.

Table 4.3.34

**Balanced Role of Work in the Total Life Space of Work from Office Samples**

In the following table researcher seeks the opinion of employees who work from office for balanced role of work in the total life space.

Sr.	Statement	Mean	S.D.	Rank
1	You need to put Overtime work	4.15	0.56	1
2	You need to Work during inconvenient hours	3.75	0.61	3
3	You always have Overload of work	3.42	0.93	6
4	You have Transfers of job in organization	3.75	0.50	3
5	Employees in your organization enjoy weekly off.	4.15	0.50	1
6	Employees avail Government declared Holidays	2.60	1.05	8
7	Employees in your organization enjoy pay leaves	3.60	0.65	7
8	You are able to spare time for family balancing his work	3.33	0.73	5

(Source: Field data)

In the table 4.3.34 it shows that employees who work from office think that they need to put overtime work and they enjoy weekly off with mean score 4.15 with 1<sup>st</sup> rank. But employees strongly disagree that they enjoy pay leaves and avail government declared holidays with least mean score 3.60 and 2.60 with S.D. 0.65 and 1.05 with 7<sup>th</sup> and 8<sup>th</sup> rank. It has observed that the standard deviation of government declared holidays is more than 1.

Table 4.3.35

**Social Relevance of Work with respect to Samples Work from Office**

The following table shows the opinion of employees of work from office about social relevance of work.

Sr.	Statement	Mean	S.D	Rank
1	The job you are doing is at apex importance to society.	3.37	0.65	1
2	Your job is directly benefited to society.	3	0.62	3
3	You can virtually see the benefits of your job society enjoying.	3.31	0.69	2

(Source: Field data)

Table 4.3.35 shows that the job they are doing is at apex importance to society with mean 3.37 and S.D. 0.65 and their job is directly benefited to society with mean 3 with 3<sup>rd</sup> rank. It has observed that the mean score of satisfaction for these variables is in between 3 to 3.37 which reflects moderate satisfaction towards variables of social relevance of work.

**COMPARATIVE STUDY**

Table 4.3.36

Perception about Flexi Time of Samples of flexi time and Work from Office

Sr.	Perception about flexi time	Work from home		Flexi time		Work from office	
		Mean	S.D.	Mean	S.D.	Mean	S.D.
1	Flexi time has remarkable impact on the enrichment of quality of personal life	-	-	3.97	0.87	2.60	0.93
2	Flexi time has remarkable impact on the enrichment of quality of working life in organization	-	-	3.97	0.77	2.72	1.06

(Source: Field data)

In the table 4.3.36 it shows that employees of flexi time think that flexi time has remarkable impact on the enrichment of quality of personal life and enrichment of quality of working life in organization with mean score 3.97 and S.D. 0.87 and 0.77 than employees who work from office.

Table 4.3.37

Perception about Work from Home for Work from Home and Work from Office Samples

Sr.	Perception about work from home	Work from home		Flexi time		Work from office	
		Mean	S.D.	Mean	S.D.	Mean	S.D.
1	Work from home has remarkable impact on the enrichment of quality of personal life	4.09	1.45	-	-	2.56	0.75
2	Work from home has remarkable impact on the enrichment of quality of working life in organization	3.87	0.53	-	-	2.81	0.98

(Source: Field data)

Table 4.3.37 shows that employees who work from home has more remarkable impact on the enrichment of quality of personal life and on the enrichment of quality of working

life in organization with mean score 4.09 and 3.87 than employees who work from office with mean score 2.56 and 2.81.

Table 4.3.38  
Opinion of All Samples on Virtual Organization and Quality of Life

Sr.	Statements	Work from home			Flexi time			Work from office		
		Mean	S.D.	Rank	Mean	S.D.	Rank	Mean	S.D.	Rank
1	Virtual organization saves cost of travel towards office.	4.18	0.95	1	4.41	0.60	1	3.48	0.90	4
2	You are giving your own contribution to the society.	3.93	0.89	3	4.19	0.57	3	3.09	1.01	7
3	Virtual organizations help improve relations with relatives.	3.51	1.22	13	4.08	0.95	4	2.48	0.66	14
4	Virtual organizations help improve your family relations.	3.75	1.14	9	4.34	0.72	2	2.21	0.78	16
5	You have enough time to do something you want to do.	3.81	0.91	7	4.05	0.95	5	3.09	0.87	7
6	You can freely arrange your time.	3.87	0.92	4	4.05	0.95	5	2.90	0.94	11
7	You have enough recreation in your life.	3.69	0.84	12	3.94	0.95	9	3.09	0.94	7
8	The living condition of your present neighbors is good.	3.81	0.63	7	3.68	0.79	12	3.21	0.85	5
9	Your ability to get along with your neighbor is remarkable.	3.75	0.75	9	4.02	0.74	8	3.60	0.65	3
10	Your opinion about the medical treatment and social care services.	3.82	0.92	6	3.8	0.55	11	3.63	0.65	2
11	When you feel the pressure, you can get sufficient social Support.	3.5	0.98	15	3.58	1.07	14	2.57	0.79	13

12	You often feel depressed or anxious.	2.38	0.80	20	2.45	0.95	20	2.09	1.19	18
13	You think that the pressure has already affected your behavior in daily life because of virtual organization.	2.40	0.94	19	2.54	1.14	19	2.36	1.31	15
14	You often have a lonely feeling.	2.56	1.04	18	2.71	1.20	18	1.90	1.01	20
15	You can spend sufficient time with your family.	3.87	0.81	4	3.41	1.33	16	3	0.79	10
16	You can give your time to your children.	4.04	0.93	2	3.48	1.21	15	3.11	0.71	6
17	A virtual organization leads to less individual contacts and make life alienated from society.	3.19	1.19	17	3.25	1.07	17	3.66	1.02	1
18	The flextime allows you to attend social functions and help for increasing social bindings.	3.75	0.75	9	4.05	0.58	5	2.72	0.76	12
19	Work from home helps creative and innovative thinking.	3.51	0.90	13	3.91	0.84	10	2.21	0.69	16
20	Work from home helps completion of allotted task in less time in efficient way.	3.42	0.93	16	3.63	0.86	13	1.96	0.46	19

(Source: Field data)

Table 4.3.38 shows that employees from work from home and flexi time think that virtual organization saves cost of travelling as it carries mean score 4.18 and 4.41 with S.D. 0.95 and 0.60 but employees who work from office disagree with the statement that virtual organization saves cost of travelling with mean score 3.48 and S.D. 0.90. Also employees from work from home and flexi time totally disagree that virtual organization leads to less individual contacts and make life alienated from society with mean score 3.19, 3.25 with S.D. 1.19 and 1.07 but opposite to this employees who work from office strongly agree that virtual organization leads to less individual contacts and make life alienated from society with mean score 3.66 and S.D. 1.02.

Table 4.3.39

## Employees Opinion on Adequate and Fair Compensation

Sr.	Statement	Work from home			Flexi time			Work from office		
		Mean	S.D.	Rank	Mean	S.D.	Rank	Mean	S.D.	Rank
1	Your pay package is commensurable to industry in Pune.	3.78	0.73	3	3.80	0.95	4	2.93	0.82	7
2	You receive bonus as per legal provisions.	3.57	0.83	6	3.52	1.13	7	2.87	0.81	8
3	Overtime work is considered and paid commensurably.	3.21	1.13	8	3.38	1.12	8	3.03	0.91	4
4	Productivity based incentives are provided.	3.30	1.13	7	3.61	0.99	6	3.03	0.80	4
5	Provident fund is provided as per legal norms.	3.96	0.60	1	4	0.75	2	3	1.14	6
6	Provision for Medical Fund or E.S.I. is made.	3.9	0.71	2	3.81	0.85	3	3.48	0.83	3
7	Other welfare facilities are provided by company which is commensurable with industry.	3.71	0.77	4	3.77	0.79	5	3.54	0.83	2
8	Required training programs are imparted as when required.	3.65	0.90	5	4.05	0.79	1	4	0	1

(Source: Field data)

In the table 4.3.39 it shows that employees who work from home and flexi time get provident fund as per legal norms but employees who work from office are disagree with that they get provident fund as per legal norms with 1<sup>st</sup>, 2<sup>nd</sup> and 6<sup>th</sup> rank respectively. Whereas employees who has facility like flexi time and work from office are agree with that required training programs are imparted as when required with 1<sup>st</sup> rank for both but employees who work from home are disagree with that required training programs are imparted as when required with mean score 3.65 with 5<sup>th</sup> rank. Also employees who work



from home, flexi time and work from office are disagree with that they receive bonus as per legal provisions with 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> rank respectively.

**Table 4.3.40**  
Immediate Opportunity to Use and Develop Human Capability of all Samples

Sr.	Statement	Work from home			Flexi time			Work from office		
		Mean	S.D.	Rank	Mean	S.D.	Rank	Mean	S.D.	Rank
1	Management of your organization practices redesigning of job.	3.61	0.76	7	3.68	0.85	6	3.15	0.79	9
2	Management evaluated effects of redesigning of job.	3.6	0.77	8	3.54	0.75	7	3.39	0.89	6
3	Management consults employees before redesigning.	3.53	0.84	9	3.48	1.01	9	3.33	0.73	7
4	Your participation is there in decision making.	3.65	0.82	6	3.52	0.84	8	3.51	0.61	5
5	You require multiple skills to do the job.	3.78	0.79	4	3.83	0.50	4	4.09	0.38	2
6	You perform complete job.	3.90	0.77	1	4.11	0.52	1	4.21	0.41	1
7	Regular feedback about work is received.	3.84	0.84	2	3.97	0.67	3	3.63	0.92	3
8	You enjoy autonomy at work.	3.78	0.75	4	4.09	0.52	2	3.27	1.00	8
9	Moderate delegation of authority to employees is existed in your organization.	3.8	0.71	3	3.72	0.52	5	3.63	0.54	3

(Source: Field data)

Table 4.3.40 reveals that employees who work from home, flexi time and work from office perform their complete job with mean score 3.90, 4.11 and 4.21 with 1<sup>st</sup> rank for all. Also regular feedback about work is received by all employees who work from home, flexi time and work from office with 2<sup>nd</sup> and 3<sup>rd</sup> rank. But all employees are disagree with

that management of their organization practices redesigning of job and effects of redesigning of job with 6<sup>th</sup>, 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> rank.

Table 4.3.41  
Future Opportunity for Continued Growth and Security of all Samples

Sr.	Statement	Work from home			Flexi time			Work from office		
		Mean	S.D.	Rank	Mean	S.D.	Rank	Mean	S.D.	Rank
1	Virtual organizations provide Challenging job opportunities.	3.31	0.78	11	3.58	0.85	11	2.96	0.80	10
2	You get regular Career counseling.	3.12	0.75	12	3.25	0.88	12	2.57	0.70	11
3	Career development workshops are facilitated.	3.33	0.75	10	3.62	0.83	10	2.42	0.83	12
4	Mentoring programs are organized.	3.35	0.75	9	3.72	0.67	8	3.60	0.55	7
5	Availability of Training & Development program Internal. (classroom training / on the job training / apprenticeship / case study)	3.70	0.78	4	3.82	0.62	7	3.96	0.52	3
6	Availability of Training & Development program External.(Institutional / industrial visits / seminars & conference / overseas visits)	3.64	0.79	5	3.83	0.61	6	3.96	0.52	3
7	Your organization has Promotion or upward move facilities.	3.63	0.87	7	3.93	0.57	4	3.33	0.95	9
8	Employee's job rotation system is existed in the organization.	3.38	0.95	8	3.65	0.90	9	3.81	0.63	6
9	Organization has an arrangement for employment security.	3.64	0.70	5	3.94	0.53	3	4.12	0.33	1
10	Your organization provides Chance for expanding knowledge.	3.81	0.64	1	4.11	0.70	1	4.09	0.38	2

11	The work in organization helps in development of Personality.	3.71	0.63	3	3.97	0.66	2	3.87	0.73	5
12	You are allowed to suggest for improvement in organization.	3.78	0.75	2	3.88	0.52	5	3.60	0.70	7

(Source: Field data)

Table 4.3.41 reveals that employees who work from home, flexi time and work from office strongly agree with that their organization provides chance for expanding knowledge with mean score 3.81, 4.11 and 4.09 with 1<sup>st</sup> and 2<sup>nd</sup> rank. But all employees are disagree with that Virtual organizations provide challenging job opportunities and regular career counseling and career development programs with 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup> rank.

Table 4.3.42

Social Integration in the Work Organization for all Samples

Sr.	Statement	Work from home			Flexi time			Work from office		
		Mean	S.D.	Rank	Mean	S.D.	Rank	Mean	S.D.	Rank
1	Organization Existence of natural work units.	3.53	0.79	8	3.67	0.70	9	3.06	0.82	8
2	Employees have meetings with top officials	3.5	0.86	9	3.76	0.62	8	3.30	0.72	7
3	Top executives involved in socio cultural activities	3.56	0.77	5	3.87	0.71	4	3.72	0.45	2
4	Celebration of different festivals takes place in organization	3.67	0.79	1	4.08	0.45	1	3.57	0.96	5
5	Working in organization endorses Sense of community	3.56	0.75	6	3.91	0.56	3	3.90	0.29	1
6	The work environment in organization facilitates Inter personnel openness	3.58	0.71	4	3.85	0.43	7	3.72	0.45	2

7	Employees receive humanized treatment by management in organization.	3.66	0.71	2	3.86	0.57	5	3.72	0.45	2
8	The work in organization has Freedom from prejudice	3.55	0.68	7	3.86	0.50	5	2.78	0.73	9
9	Joint Management Committee exists in organization.	3.58	0.68	3	3.93	0.52	2	3.45	0.56	6

(Source: Field data)

From table 4.3.42 it shows that employees who work from home and flexi time strongly agree with that celebration of different festivals takes place in organization with mean 3.67 and 4.08 with 1<sup>st</sup> rank than employees who work from office with 3.57 with 5<sup>th</sup> rank. But all employees are strongly disagree with that organization existence of natural work units and Employees have meetings with top officials with 7<sup>th</sup>, 8<sup>th</sup> and 9<sup>th</sup> rank.

Table 4.3.43  
Constitution in the Work Organization for all Samples

Sr.	Statement	Work from home			Flexi time			Work from office		
		Mean	S.D.	Rank	Mean	S.D.	Rank	Mean	S.D.	Rank
1	Privacy is provided and maintain in organization.	3.93	0.51	3	4.05	0.48	7	3.06	0.89	9
2	Scope for free speech is extended in organization.	3.84	0.67	5	4.20	0.59	1	3.36	1.11	8
3	Organization follows principle of Equity in work	3.84	0.72	5	3.97	0.71	9	3.75	0.66	6
4	Organization has prescribed Recruitment procedure.	3.96	0.55	1	4.1	0.71	5	4	0.25	3
5	Organization has prescribed Promotion policy.	3.80	0.74	7	4.03	0.66	8	3.78	0.41	5
6	Organization has prescribed Disciplinary Procedure.	3.96	0.49	1	4.13	0.57	4	3.75	0.43	6

7	Organization has prescribed Grievance Procedure.	3.80	0.70	7	4.14	0.44	3	4	0	3
8	Organization has prescribed Training & Development Policy.	3.78	0.70	9	4.17	0.38	2	4.24	0.50	1
9	Organization has prescribed Performance Appraisal Policy.	3.90	0.47	4	4.08	0.57	6	4.24	0.43	1

(Source: Field data)

In the table 4.3.43 it shows that employees who work from office and flexi time are strongly agree with that organization has prescribed training & development policy with mean score 4.24 and 4.17 with 1<sup>st</sup> and 2<sup>nd</sup> rank but employees who work from home are strongly disagree for that with 3.78 mean and 9<sup>th</sup> rank.

Table 4.3.44

Balanced Role of Work in the Total Life Space for all Samples

Sr.	Statement	Work from home			Flexi time			Work from office		
		Mean	S.D.	Rank	Mean	S.D.	Rank	Mean	S.D.	Rank
1	You need to put Overtime work	2.70	0.86	5	2.91	1.37	5	4.15	0.56	1
2	You need to Work during inconvenient hours	2.46	0.86	7	2.48	1.19	8	3.75	0.61	3
3	You always have Overload of work	2.32	0.83	8	2.65	1.21	7	3.42	0.93	6
4	You have Transfers of job in organization	2.56	0.84	6	2.77	1.28	6	3.75	0.50	3
5	Employees in your organization enjoy weekly off.	3.93	1.01	1	4.30	0.58	1	4.15	0.50	1
6	Employees avail Government declared Holidays	3.90	1.02	2	4.2	0.75	4	2.60	1.05	8
7	Employees in your organization enjoy pay leaves	3.70	1.16	4	4.20	0.64	3	3.60	0.65	5
8	You are able to spare time for family balancing his work	3.75	0.95	3	4.26	0.61	2	3.33	0.73	7

(Source: Field data)

In the table 4.3.44 it shows that all employees are strongly agree with that they all are enjoy weekly off with mean score 3.93,4.30 and 4.15 with 1<sup>st</sup> rank for all. Also employees from work from home and flexi time are able to spare time for family balancing his work with mean score 3.75 and 4.26 with 2<sup>nd</sup> and 3<sup>rd</sup> rank but employees who work from office are strongly disagree with that statement with 3.33 mean and 7<sup>th</sup> rank. But all employees mostly work from home are strongly disagree with that they always have overload of work with 6<sup>th</sup>, 7<sup>th</sup> and 8<sup>th</sup> rank.

Table 4.3.45  
Social Relevance of Work for all Samples

Sr.	Statement	Work from home			Flexi time			Work from office		
		Mean	S.D.	Rank	Mean	S.D.	Rank	Mean	S.D.	Rank
1	The job you are doing is at apex importance to society.	3.43	0.66	1	3.47	0.61	3	3.37	0.65	1
2	Your job is directly benefited to society.	3.34	0.78	3	3.54	0.61	1	3	0.62	3
3	You can virtually see the benefits of your job society enjoying.	3.37	0.83	2	3.52	0.61	2	3.31	0.69	2

(Source: Field data)

Table 4.3.45 reveal that almost all employees are strongly agree that they can see the benefits of their job society enjoying with mean score 3.37, 3.52, and 3.31 with 2<sup>nd</sup> rank.

**HYPOTHESIS TESTING**

1. H<sub>0</sub>: functioning of e business doesn't have any impact on the improvement of quality of work life.
2. H<sub>0</sub>: functioning of e business doesn't have any impact on the improvement of quality of life.

**Table 4.3.46**  
Independent Sample 't' test for Work from Home and Flexi Time Employees

	Work from home	Flexi time
Mean	3.571203018	3.75709204
Variance	0.16163627	0.18936544
Observations	78	78
Pooled Variance	0.175500855	
Hypothesized Mean Difference	0	
Df	154	
t Stat	-2.77106319	
P(T<=t) one-tail	0.003138008	
t Critical one-tail	1.654808386	
P(T<=t) two-tail	0.006276016	
t Critical two-tail	1.975488024	

The mean score of work from home is found to be 3.57 and mean score of flexi time is 3.75. The value of t is -2.77 at 99% level of significance with p value is 0.0062. Since the p value is less than alpha value then test is significant hence reject the null hypothesis and accept the alternative hypothesis.

**Table 4.3.47**  
**Independent Sample 't' test for Flexi Time and Work from Office Employees**

	Flexi time	Work from office
Mean	3.757092041	3.3452559
Variance	0.189365441	0.3271819
Observations	78	78
Pooled Variance	0.258273675	
Hypothesized Mean Difference	0	
Df	154	
t Stat	5.060770761	
P(T<=t) one-tail	5.88023E-07	
t Critical one-tail	1.654808386	
P(T<=t) two-tail	1.17605E-06	
t Critical two-tail	1.975488024	

The mean score of flexi time is 3.75 and mean score of work from office is 3.34. The value of t is 5.060 at 99% significance level with p value 1.17 which is greater than alpha value so the test is not significant hence accept the null hypothesis.

**Table 4.3.48**  
**Independent Sample 't' test for Work from Home and Work from Office Employees.**

	Work from home	Work from office
Mean	3.571203018	3.34525592
Variance	0.16163627	0.32718191
Observations	78	78
Pooled Variance	0.24440909	
Hypothesized Mean Difference	0	
Df	154	
t Stat	2.854173646	
P(T<=t) one-tail	0.002454673	
t Critical one-tail	1.654808386	
P(T<=t) two-tail	0.004909346	
t Critical two-tail	1.975488024	

In the above table mean score of work from home is found to be 3.57 and mean score of work from office is 3.34. The value of t is 2.85 with p value 0.004 which is less than



alpha value which is significant test so reject the null hypothesis and accept the alternative hypothesis.

#### HYPOTHESIS TESTING FOR QUALITY OF WORK LIFE

1. H<sub>0</sub>: functioning of e business doesn't have any impact on the improvement of quality work of life.

Table 4.3.49

Independent sample 't' test for Work from Home and Flexi Time Employees for Quality of Work Life

	Work from home	Flexi time
Mean	3.580990691	3.78270019
Variance	0.127421118	0.14606518
Observations	58	58
Pooled Variance	0.136743148	
Hypothesized Mean Difference	0	
Df	114	
t Stat	-2.937464073	
P(T<=t) one-tail	0.002002488	
t Critical one-tail	1.65832997	
P(T<=t) two-tail	0.004004976	
t Critical two-tail	1.980992234	

The mean score of work from home is found to be 3.58 and mean score of flexi time is 3.78. The value of t is -2.93 at 99% level of significance with p value is 0.004. Since the p value is less than alpha value then test is significant hence reject the null hypothesis and accept the alternative hypothesis. Therefore it has concluded that work from home and flexi time has impact on the improvement of quality work of life.

**Table 4.3.50**  
Independent Sample 't' test for Flexi Time and Work from Office Employees for Quality of Work Life

	Flexi time	Work from office
Mean	3.78270019	3.52543757
Variance	0.146065177	0.20528137
Observations	58	58
Pooled Variance	0.175673274	
Hypothesized Mean Difference	0	
Df	114	
t Stat	3.305391056	
P(T<=t) one-tail	0.000634195	
t Critical one-tail	1.65832997	
P(T<=t) two-tail	0.001268391	
t Critical two-tail	1.980992234	

In the table 4.3.50 it shows that mean score of flexi time is found to be 3.78 and mean score of work from office is 3.52. The value of t is 3.30 with p value 0.001 which is less than alpha value which is significant test so reject the null hypothesis and accept the alternative hypothesis. So it has concluded that the flexi time and work from office has impact on improvement on quality of work life.

**Table 4.3.51**  
Independent Sample 't' test for Work from Home and Work from Office Employees for Quality of Work Life

	Work from home	Work from office
Mean	3.580990691	3.52543757
Variance	0.127421118	0.20528137
Observations	58	58
Pooled Variance	0.166351245	
Hypothesized Mean Difference	0	
Df	114	
t Stat	0.733490463	
P(T<=t) one-tail	0.23238254	
t Critical one-tail	1.65832997	
P(T<=t) two-tail	0.464765081	
t Critical two-tail	1.980992234	

The mean score of work from home is found to be 3.58 and mean score of work from office is 3.52. The value of t is 0.73 at 99% level of significance with p value is 0.46. Since the p value is greater than alpha value so the test is not significant hence accept the null hypothesis. So it has concluded that work from home and work from office does not have any impact on improvement of quality of work life.

### HYPOTHESIS TESTING FOR QUALITY OF LIFE

1. H<sub>0</sub>: functioning of e business doesn't have any impact on the improvement of quality of life.

Table 4.3.52

Independent Sample 't' test for Work from Home and Flexi Time Employees for Quality of Life

	Work from home	Flexi time
Mean	3.54281877	3.68282841
Variance	0.27164839	0.32142563
Observations	20	20
Pooled Variance	0.29653701	
Hypothesized Mean Difference	0	
Df	38	
t Stat	-0.8130523	
P(T<=t) one-tail	0.21062657	
t Critical one-tail	1.68595446	
P(T<=t) two-tail	0.42125315	
t Critical two-tail	2.02439415	

In the table 4.3.52 it shows that mean score of work from home is found to be 3.54 and mean score of flexi time is 3.68. The value of t is -0.81 with p value 2.02 which is greater than alpha value hence test is not significant test so accept the null hypothesis and rejects the alternative hypothesis. So it has concluded that work from home and flexi time does not have any impact on improvement of quality of life.

Table 4.3.53

Independent Sample 't' test for Flexi Time and Work from Office Employees for Quality of Life

	Flexi time	Work from office
Mean	3.68282841	2.82272915
Variance	0.32142563	0.3235942
Observations	20	20
Pooled Variance	0.32250992	
Hypothesized Mean Difference	0	
Df	38	
t Stat	4.78935507	
P(T<=t) one-tail	1.279E-05	
t Critical one-tail	1.68595446	
P(T<=t) two-tail	2.5579E-05	
t Critical two-tail	2.02439415	

A table 4.3.53 shows that the mean score of flexi time is found to be 3.68 and mean score of work from office is 2.82. The value of t is 4.78 at 99% level of significance with p value is 2.55. Since the p value is greater than alpha value so the test is not significant hence accept the null hypothesis and reject the alternative hypothesis. Therefore it has concluded that flexi time and work from office does not have any impact on improvement of quality of life.

Table 4.3.54

Independent Sample 't' test for Work from Home and Work from Office Employees for Quality of Life

	Work from home	Work from office
Mean	3.54281877	2.82272915
Variance	0.27164839	0.3235942
Observations	20	20
Pooled Variance	0.2976213	
Hypothesized Mean Difference	0	
Df	38	
t Stat	4.17402019	
P(T<=t) one-tail	8.3968E-05	
t Critical one-tail	1.68595446	
P(T<=t) two-tail	0.00016794	
t Critical two-tail	2.02439415	

Table 4.3.54 shows that mean score of work from home is found to be 3.54 and mean score of work from office is 2.82. The value of t is 4.17 with p value 0.0001 which is less than alpha value hence test is significant test so reject the null hypothesis and accepts the alternative hypothesis. So it has concluded that work from home and work from office has impact on improvement of quality of life.

Table 4.3.55  
Summary Table for Hypothesis Testing

Sr.	Hypothesis	t-stat	p-value	Null hypothesis Accept/reject
1	Work from home and flexi time	-2.77	0.006	Reject
2	Flexi time and work from office	5.06	1.17	Accept
3	Work from home and work from office	2.85	0.004	Reject
	Quality of work life			
1	Work from home and flexi time	-2.93	0.004	Reject
2	Flexi time and work from office	3.30	0.001	Reject
3	Work from home and work from office	0.73	0.46	Accept
	Quality of life			
1	Work from home and flexi time	-0.81	0.42	Accept
2	Flexi time and work from office	4.78	2.55	Accept
3	Work from home and work from office	4.17	0.0001	Reject

In the table 4.3.55, work from home and flexi time has impact on improvement of quality of work life as it reject the null hypothesis and accept the alternative hypothesis but work from office does not have any impact on quality of work life as it accept the null hypothesis. Also work from home and flexi time does not have any impact on improvement of quality of life as it accepts the null hypothesis and work from office has impact on improvement of quality of life.