

## **THE IMPACT OF LEADERSHIP STYLES ON WORK FROM HOME (WFH) DURING THE COVID-19 SITUATION**

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### **ABSTRACT**

It's been nearly twenty months since the covid-19 pandemic hit the world. More the half the world population have lived through lockdowns. Many shifted to working at home and millions have lost their jobs. While most societies have returned to normal, but we still don't know the type of effects it has left in our lives be it personal or business. The pandemic caused a massive shift to full-time remote work for much info. workers while it was viewed as a natural experiment as some jobs were beginning to shift to remote/distance work and we will try to discuss its effects, positives, and negatives in the rest of the paper.

***Keywords:*** *Leadership Styles, Work from Home, COVID-19.*

### **1. INTRODUCTION**

The epidemic new coronavirus COVID19 challenges society in ways no way imagined ahead, forcing people to reevaluate their practices, from work to rest, simple trip and everyday chores [1], [2]. Not only did this have a particular impact, but it also had a profitable impact on the country as a whole, shutting down numerous profitable sectors altogether [3], [4]. Despite numerous prospects and in-numerous warnings, especially from the public health sector, the challenge remained a substantial change that needed planning, training, and support [5]–[7]. Society has been mentally set, but its compass and results remain

unbelievable and continue to be a major challenge [8]. COVID19 is a new complaint that has been current in the population since December 2019 [9]–[11]. It's part of the coronavirus family and is the same group of contagions that caused the outbreak of severe acute respiratory pattern in Southeast Asia in 2002 and the outbreak of Middle East respiratory pattern in 2012 [12]. Presently, the main known transmission route is by driblets from the respiratory tract [13], [14]. Thus, it's believed to spread through close contact with other people. Presently, the only means of combating the spread of the contagion are the correct use of masks, the preface of social distance measures, and the practice of hand hygiene [15]–[17]. The World Health Organization (WHO) declared the outbreak of COVID 19 as a global health exigency on January 31, 2020. Since also, the contagion has spread fleetly [18].

## **2. THEORETICAL FRAMEWORK**

WFH (Work from Home) is currently known as a choice to limit the danger of COVID 19 disease. In any case, WFH isn't new and has been the focal point of a few schools for a long time [19]. The idea of WFH was first referenced by [20], and WFH was characterized distinctively during the 40 years [21], [22]. At the end of the day, telecommuting, adaptable work, telecommuting, telecommuting, e-work [23]–[25]. These terms are the capacity of representatives to work in adaptable work areas, particularly at home, use innovation to perform some portion of their plan for getting work done, and utilize electronic media to speak with others inside and outside the association [26], [27]. Focuses to. Specifically, they said that "different spots" allude to "home." (1525). As per a new report by [28], [29], 37% of work in finance, corporate administration, proficient and logical administrations should be possible at home during the COVID 19 pandemic in the United States [30]. A few positions, particularly medical services, farming and cordiality, is impossible at home [22], [31], [32]. WFH acknowledgment is expanding all throughout the planet, however researchers are examining its qualities and shortcomings [33], [34].

WFH positively affects the two managers and representatives [35]–[37]. Benefits incorporate more limited drive times, evasion of inside governmental issues, diminished office space utilization, expanded inspiration, further developed sexual orientation variety (like ladies and vocations) [38], a sound labor force with less non-appearance and inconstancy, there are enhancements in the standard for dependability of HR, work fulfillment, and efficiency [39]–[41]. Studies have shown proof of these advantages [42], [43]. For instance, a Colefield review in the Greater Dublin region observed that representatives can save money on movement time and the worth of movement time [44], [45]. A few examinations propose that telecommuting can lessen turnover and further develop representative efficiency, commitment, and execution [46]–[48]. Likewise, e-working can further develop usefulness, adaptability, work fulfillment, and WLB [49]. This incorporates work-life clashes and diminished driving [50], [51]. Furthermore, As far

as adaptable time, WFH contended that it could assist laborers with taking care of business and save money on the expense of driving.

### **3. LITERATURE REVIEW**

#### *3.1. Covid-19 effects on working from home*

Before the covid-19 pandemic working from home was not a common thing between people [52], [53]. Only certain people were doing it most of them are people who work for themselves like stock and crypto traders also people who do e-commerce and run online stores [54]–[56]. But during the pandemic a lot of private companies and government agencies let their employees work from home [57]–[59], so most employees worked from home for about a year and that change had a lot of positive and negative impacts on employees and companies [60], [61]. One of the most important positive affects is that employees had more time with their families and that means more communicating time with the family so a stronger relationship between family members [62]–[64]. Also when working from home you can choose your working hours, so you will choose the best time for you which mean you will be more productive [65]–[68], to some people working from home is more relaxing which will result in a better working experience because in home you're working alone without coworkers so you will choose the best climate to work on [69]–[71], you got to adjust the temperature, lightning and noise as you like so you make your own working environment [72], [73].

Working from home also has a variety of positive impacts on companies [74]–[76], if they could sustain the same level of productivity [77]–[79]. because its way cheaper for companies if workers worked from home, electricity and water bills will be way cheaper [80], number of employees will be reduced as they will not need that many employees, number of first line managers will be less as if they will not need that much supervision on workers from home [81]–[83]. A lot of companies choose to be online companies during the pandemic so that means they reduced property renting which saved them money as well [84], [85]. Another important benefit is that you can have better communication with clients [86], [87], if it is too much easier for clients to contact employees [88]–[90]. Another benefit is that you can have more control on your working hours because you will choose the best time for you so your productivity will be higher [91]–[93]. A negative impact of being an employee working from home many people don't want to commute with public transportation so they decided to work from home mostly because their house didn't have power so most people couldn't go to work [94]–[96]. But with the covid-19 pandemic they are starting to commute, but some people are still choosing not to commute with public transportation because of the fear that they will die on their way to work [97], [98].

In the opinion of [99], [100] working from home has a lot of positive affects but that doesn't mean it has no negative impacts [101], [102]. First of all, employees don't have the skills for it because they didn't get

the proper training and preparation for it [103], [104], also some old generation employees who are used of doing their work manually don't know how to use electronic devices which is needed for home working [105]–[107]. Employees from home can't socialize with coworkers [108]–[110], this will affect teamwork and skills development, working from home can be bad for your health because that will mean less walking and more screen time [111], [112]. Majority of companies and businesses got affected by the pandemic, most of them are small businesses because they didn't know how keep up with the new of working [113], so they had to cut losses and one way of doing it is by firing employees because they don't need that many employees with home working, and to cut costs they had to do it [114]–[116]. A lot of companies couldn't track or monitor their employees when they are working from home so that means productivity [117], [118]. With the pandemic, many companies saw their productivity decreased, because they didn't know what to do with their employees, so they had cut them or fired them [119]–[121]. A lot of information about how to keep up with the time of working has spread across the world, some are useful while some are not [88], [122], [123].

Many people are being isolated from outside contacts that can affect their productivity level [124]–[126]. Many people attempt to work through corporate networks which is very problematic because most corporate networks are always on, and you have no idea if your company is working or not [127], [128]. When it comes to working from home, many companies see this as a great opportunity for saving money so many corporations try to implement this policy without even testing it first [129], [130]. Many companies fail to connect with their home workers because they don't have a relationship with them [131]. When it comes to work, the workplace is very serious, and many people see this as a workplace and not a fun place [114], [132]–[134]. In order to boost employees' productivity, employers should adapt the working policies according to the local culture, climate, and national holidays [135]–[137]. In this way employees can take more vacations during winter months or summer months if they want [138], [139], but the problem is many corporations don't want to adapt their working policy according to employees' needs because they think that this is bad for business.

### *3.1. General Research Model*



*Figure 1: Conceptual Research Model*

## **4. DISCUSSION**

### *4.1. The future of Working from home*

The impact of Covid-19 on organizations. The viral epidemic that broke out in 2019 has had a drastic change on the way we go to work. It changed the way we practice our work, behaviors, and habits. The impact is so strong that it may be one of the reasons why organizational culture has been rapidly changing over time, for better or worse. Covid-19 has shaped our future—our workplaces—in ways unimaginable before it occurred—meaning there are positive and negative effects of the pandemic which will affect organizations for years to come. Let's take a closer look at some of these impacts now:

### *4.2. Changes in the way we do work*

One of the most significant impacts of Covid-19 has been that it's made us more conscious about how we do our work, and what our work entails. The reason for this is simple: due to the helplessness of medical professionals in fighting the virus, employees took an active role in fighting it. And when our time is spent studying up on how to survive rather than focusing on our regular jobs, it's inevitable for this focus to trickle down into other aspects of our workplace as well. We're far more aware of what we do and how we do it, and we feel that our focus is on performing better and better rather than merely getting things done.

This change in the nature of work has had a significant impact on how we perceive our jobs, with positive results for some professions. A survey conducted by the Society of Human Resource Management (SHRM) in 2011 showed that workers were happier with their jobs, with 45% reporting an increase in job satisfaction. Another study conducted by SHRM found that these employees were more likely to stay with their companies after Covid-19.

Not all occupations have been positively impacted by changes in the way they work, though. Jobs with a high degree of complexity have been shown to suffer a negative impact due to the changes in the way we conduct our work. Since time is now a precious resource, jobs that require a lot of time and effort have been affected. A study by the University of California suggests that this may be part of a natural process, as newer jobs replace older ones. The article goes on to state that "when all else is equal, the relative wage of an occupation will correctly signal its productivity." This tends to have an impact on covid-19 survivors

who are displaced from their jobs since they're likely to take up different positions within other organizations.

#### *4.3. Changes in our leadership styles*

With all the changes, one thing is certain: employees are more involved in their work now than they ever have been. They are aware of how much damage is being done by Covid-19, so they are also more involved in the work of fighting it. This shift has given rise to a new type of "leader" that was never witnessed before Covid-19. The shift can be explained by the shift in perspectives among employees, with many taking on more responsibility and assuming leadership roles previously reserved for senior employees. This kind of shift has resulted in two major types of leaders: the reluctant leader and the reluctant follower.

There's a considerable difference between the leadership traits of people on the move and those who've been on the move for a while. Newly infected people are often highly motivated to protect their livelihoods and work to ensure that they have a secure future. This means being available for overtime, being more open to suggestions from others, and putting in extra effort in their regular jobs. One vital trait of these employees is that they want to achieve results fast so they can gain security quicker, and this is precisely what they achieve by shifting into a leadership role.

With the shift in leadership styles, employees are striving to fulfill their duties faster than ever before. The problem? This often leads to the neglect of other key tasks which, if left unattended, could cause irreparable damage to the organization. This rapid shift in leadership styles has also led to higher turnover rates among both managers and employees. Some of the most popular reasons cited by employees for leaving their jobs were: "I can't keep up with all the changes," "Too many demands on my time," and "I feel like I'm getting burned out". Many of these changes were attributed directly to Covid-19.

Many managers are also reluctant leaders, but for different reasons. Employees in managerial positions are typically older than their subordinates, and employers typically hire them because of the experience they provide. Think about it: if you're older than most of your employees, it means you've lived through more changes in the workforce than they have. And with Covid-19 decimating populations worldwide, changes are far more frequent now than ever before. In addition, this has given rise to an unusual occurrence: that of the reluctant leader who doesn't like to be in charge anymore.

## **5. CONCLUSION**

So to conclude, when working from home you can choose your working hours, so you will choose the best time for you which mean you will be more productive, to some people working from home is more relaxing which will result in a better working experience because in home you're working alone without coworkers so you will choose the best climate to work on, you got to adjust the temperature, lightning and noise as

you like so you make your own working environment. But during the pandemic a lot of private companies and government agencies let their employees work from home, so most employees worked from home for about a year and that change had a lot of positive and negative impacts on employees and companies. A negative impact of being an employee working from home many people don't want to commute with public transportation so they decided to work from home mostly because their house didn't have power so most people couldn't go to work.

Majority of companies and businesses got affected by the pandemic, most of them are small businesses because they didn't know how keep up with the new of working, so they had to cut losses and one way of doing it is by firing employees because they don't need that many employees with home working, and to cut costs they had to do it. because its way cheaper for companies if workers worked from home, electricity and water bills will be way cheaper, number of employees will be reduced as they will not need that many employees, number of first line managers will be less as if they will not need that much supervision on workers from home. First of all, employees don't have the skills for it because they didn't get the proper training and preparation for it, also some old generation employees who are used of doing their work manually don't know how to use electronic devices which is needed for home working. These terms are the capacity of representatives to work in adaptable work areas, particularly at home, use innovation to perform some portion of their plan for getting work done, and utilize electronic media to speak with others inside and outside the association. Employees from home can't socialize with coworkers, this will affect teamwork and skills development, working from home can be bad for your health because that will mean less walking and more screen time. Changes in the way we do work One of the most significant impacts of Covid-19 has been that it's made us more conscious about how we do our work, and what our work entails. A lot of companies couldn't track or monitor their employees when they are working from home so that means productivity levels decreased.

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