

Work from Home and its Pros and Cons on Employee Performance and Health

Awishantika Rai¹, Richa Singh Dubey²

¹Research Scholar, ²Associate Professor, Faculty of Commerce & Management, United University, Prayagraj, India

Abstract

Due to COVID-19, a panic situation aroused all over the world which changed the style of working on a larger scale. At its time because of the Pandemic work from home became the only way for working for all organizations. Social isolation was imposed all over the world by govt. of different countries. So, understanding its new possibilities and finding ways to adapt to the change, not only to survive but also to be better day by day in each circumstance while working. When talking about well-being and performance we are about to discuss, family conflict, social isolation, unstable physical health, emotional and mental health environment, stress experienced, self-leadership, improve productivity, quality family time, freedom to work from home, and easily done responsibility, improved relationship, care and affection toward others. The study focuses on bringing forward the challenges and new possibilities of working from home for the near future as many organizations are on edge of using the hybrid model of working in their organization (few days WFH and few days WFO). Working from home has a different impact on each person, this study helps in understanding the best possible way of WFH to org that can use them and get benefit from them in long run and make it a new normal way of working.

Keywords: Work from home, Employee well-being, Performance, Stress, Emotional aspect, Positive impact, Negative impact

Management Insight (2022). DOI: <https://doi.org/10.21844/mijia.18.2.4>

Introduction

The purpose of the research is to put light on, work from home patterns and its consequence on employee's well-being and performance, covid has a positive side as well as a negative side as it was forced on the world due to intercontinental rampant situation due to a transmittable virus novel coronavirus. As per the guideline from World Health Organization, each one has to follow strict measures in the form of worldwide lockdowns, and social distancing. While a lot of people have lost their loved ones and were on edge of losing more lives, the lockdown was introduced to the world due to the covid-19 virus being affected all over. But earning a livelihood was an important part of existing in the world. So, work from home was introduced on a massive level. The massive spread virus is both a spreading health crisis and a worldwide life threat, (Kniffin et.al.,2021). So, the person associated with should encourage each other and support fellow worker or their employers so that they can decrease the level of stress and anxiety while or after work. (Liang et.al.2015), At the time of social isolation, work was continued which created stress and burnout, but by providing home workers regular person-to-person meetings to discuss personal matters, and

Corresponding Author: Awishantika Rai, Scholar in the department of Commerce & Management, United University, Prayagraj, India, E-mail : awishantika@gmail.com

How to cite this article: Rai A. (2022). Work from Home and its Pros and Cons on Employee Performance and Health, Management Insight, 18(2) 21-30

Source of support: Nil

Conflict of interest: None

Received: 28.10.2022; **Accepted:** 17.11.2022; **Published:** 28.12.2022

arranging online team activities, the lack of support can be reduced. (Smeenk et.al.,2021). As working and going out from home was the source of earning livelihood for everyone it could not be stopped at once as well as no business can run properly without the guidance of humans. So many organizations were up to adopting the change to continue their business and serve their employees and other connections to the business. Attention towards every role is important because the conflict experienced in various roles is associated with work and family disagreement on characteristics and work outcomes. (Premeaux et.al.,2007) The learning is useful for understand the cause and effect of work from home on employees' well-being and performance, what are the challenges and benefits which they came across due to sudden changes in their work culture as well as a home culture when they were mixed. In the reference to

COVID-19, bringing the office home became the only option while companies may have to deal with several difficulties such as management and transmission (Susilo et.al., 2020)

When talking about well-being and performance we are about to discuss, family-work conflict, emotional and mental health, self-leadership, improve productivity, quality family time, freedom to work from home, and easily done responsibility came into existence. When talking about the performance of employees there should be freedom, and empowerment, as they all are very important. (Patanjali et. al. 2022). More or less by doing a deep study on these topics, one can find all new possibilities of working from home and the dimension where we have to do improvement if it has to become the way of normal working in today's era or near future in many organizations.

All country's Government rules and standards should be in the proper place to regulate and make WFH possible. Proper guidance, execution, and strategy-making should be done if one has to adapt to online working. (Joarder et. al., 2021) There are positive and negative dimensions which depend on the various factors of personal as well the professional relationship of the person with this family as well as his office people. A hybrid model can be prepared and implemented wherein the authorities can divide the staff into rotating shifts and groups of employees working in the office or employees bring office home depends on the nature of the occupation. (Shah et.al., 2021)

Research Methodology

The outcome is based on the literature review of existing work which are contributing to the topic and provides a clear vision of existing problems and further solutions in the process of research. A good quality

systematic review is always of great help and contribution to policymakers and entrepreneurs (Kraus et, al, 2020). In the first step, just an accumulation of 143 papers related to the word work from home was done. Then after septation around 87 papers, were done on basis of abstract, then around 64 papers were from the year 2020 to 2022 which were related, and after further reading, I was only able to get assess to 47 papers and while reading in detail only 30 papers which were helping in forming the vision for my research could be found. In my way of finding papers and gathering information google scholar, Scopus, emerald, Wikipedia, google image, and Elsevier helped me a lot. I have used PRISMA (Moher et, al, 2009) to select the paper according to the area, by doing depth reading of the papers, I came to know that it provides transparent reporting and a view of systematic literature view and a set of principles for further work (Tricco et al., 2018) I got to know that the topic of WFH is very sensitive and prevailing nowadays as if a hybrid model has to become the new normal in near future for the business organization in coming days.

A literature review in a systematic manner has been chosen to eliminate favours in the report (Boell & Cecez-Kecmanovic, 2015). It gives a clear vision of the review in a proper systematic manner. As the Fig.1 systematic literature review table above all the papers were studied on the same basis so that a detailed study could be done easily and important notes can be mentioned. All details were written down in the form of a table as mentioned above, first one is the serial no which shows the no of papers, and next is the title of the study which helped me to develop an understanding of the topics discussed in the paper, next the journal name suggests the publication and same the date shows publication date, methodology says about the method of research, and the conclusion from the paper shows the outcome from the whole paper. The findings were done as below method for all the papers.

Title of research	Author name	Name of the journal	Yr. of publication	Variable (dependent/independent)	Method	Findings	Recommendations
Mindfulness-Based Approaches for COVID-19 Mental Health	Katia C. Vione Yasuhiro Kotera	International Journal of Mental Health and Addiction	8.sep. 2021	Mental health, anxiety and depression/virus risk, availability of people	Observation	current findings from the COVID-19 pandemic and findings from the SARS outbreak provide clear evidence of negative mental health	little is known about how working from home, in this context, has affected workers'
COVID-19: The New Plague	Kaylene Bliss	Western Kentucky University Top SCHOLAR	2021	anxiety, her childrens disease, choice of school for her childrens in	Observation	Without the schedule of meetings, it was harder to keep him focused on his work while working myself. People already treated the service	The United States government has mishandled this pandemic, and some state governments have
Environment, Economy, And Energy: Note from South Africa	Daniel R.E. Ewim1*, Stephen S. Oyewobi 2 Sogo M.	JOURNAL OF CRITICAL REVIEWS	march.2021	environment, economy and energy consumption	questionnaire	In this study, a mini-survey was carried out to better understand the effect of the pandemic concerning energy, economics and the	The current research depended on descriptive statistics which allowed us to
Rethinking Sustainability during WFH: A survey on living	Novianto, D Hidayat, AS Hazrati, F Y	OP Conference Series: Earth and Environmental Science	2021	wether condition, gas, electricity consumption, risk of virus transmission	questionnaire	productive family supports WFH in INDONESIA, drastic reduction in transportation and mobilization. people's	In the future, research will be developed to relate the factors that cause energy consumption in
Impacts of 'Work From Home' Model on Human Health.	Kalgi Shah, Sushmitha Baskar and Ruchika	International Journal of Environment and Health Sciences	02.10. 2021	COVID-19, Physical and mental Health, Social Health, Work from Home	survey	Overall outcomes from this study indicate that the impacts of WFH on individuals' holistic health vary considerably Significant	self interpretation on the topic, conditional continuity of WFH by suggesting

Selection Criteria

As I had a keen interest in working from home its challenges and its possibilities, I have to flow certain

criteria as the topic is very new and lots of work has been done in the past 2 to 3 yrs. So only from 2020 to 2022 papers were emphasized as can be seen.

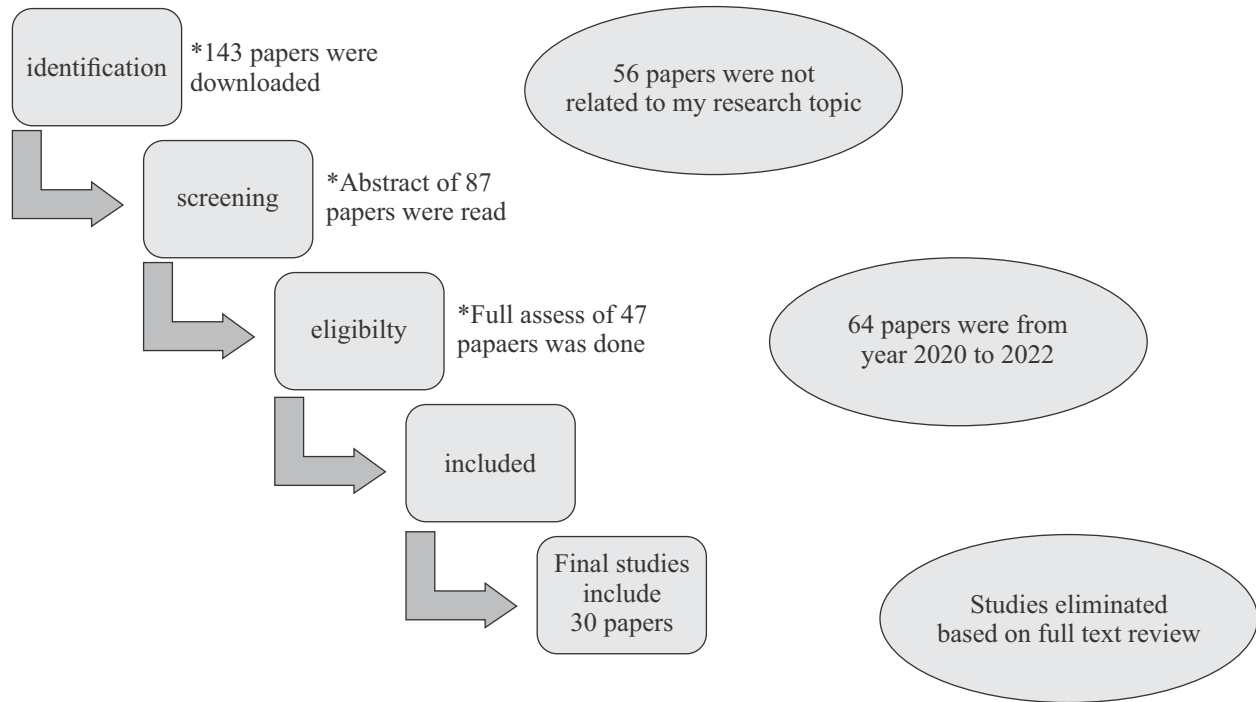


Fig.1 procedure of systematic literature review process

Review of Literature

While going around the existing papers on the topic (WFH) I got enlightened about many good and bad about the pandemic situation and its challenges and its

possibilities. They had to relate to specific keywords such as Work from home, Employee well-being, Performance, Stress, Emotional aspect, Positive impact, Negative impact challenges and benefits, etc The outcome of L.R. of research.

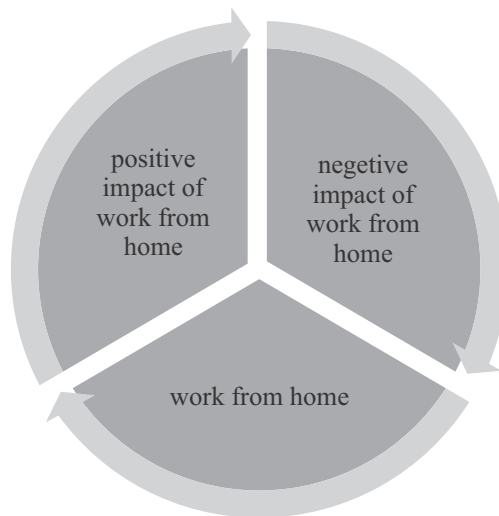


Fig 2, Effect of work from home

As per the fig, 2, Above we can conclude that work from home has two major aspect one positive and negative and both of them have several sub aspects which are discussed below.

The positive side of working from home

We all always hear that families are complaining that the

person going and earning livelihood does not give time to them due to the nature of their job. But pandemics came with a positive note that people got more time to spend with each other and which may cause a reduction of family grievances and enhance family bonding, it also improved the relationship between the organizational hierarchy for better and proper work from home.

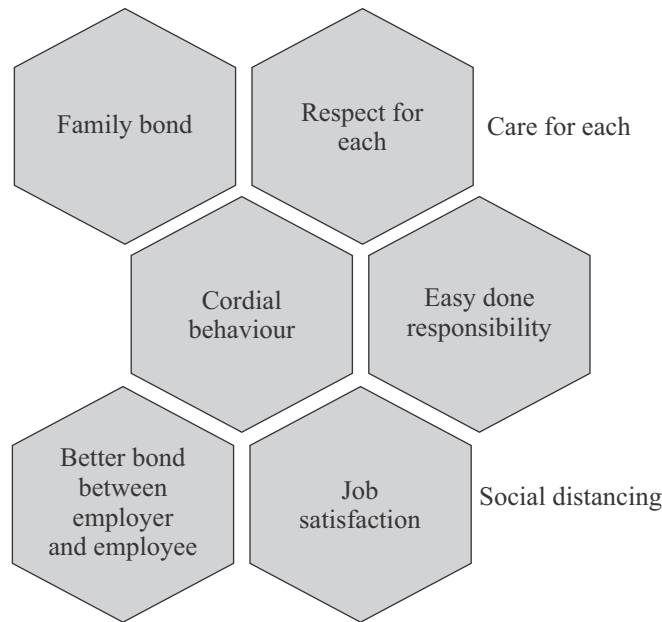


Fig 3, Positive effect of work from home.

Family bond

It has been experienced and shared that family bonds grew stronger due to work-from-home opportunities and affection towards each family member had been stronger together. Working from home has given strength to people working from home in creating positive bonds with family (Jenkins et, al, 2021). Work-life balance has gain as a positive effect, as the workers became close to their families, which in helped in increase their job satisfaction, (Wirawan et, al, 2021)

Respect for each other

During the period of social isolation, it was seen that respect for each other changed way may it be a man or a woman despite the crucial time the people taking for granted each other's work changed and respect each came new place as close encounters were done with each other work may be out of homework maybe it be home inside work. (Afiquh et, al, 2020)

Care for each other

This time gave a positive note that the family came closer to each other and respect for the other self-increased due to the

time they got to spend with each other and saw how much the second one deals with in outer world or inside the home (Wirawan et, al, 2021).

Cordial behaviour

Talking about the behavioural aspect during the covid time it was seen that the time we all got to spend together changed our behaviour in a better manner towards each other the caring behaviour for the employee and employer has also changed a lot as per the recent changes because they both were dealing with the same condition more or less at their house. (Afiquh et, al, 2020)

Easily done responsibility

At the time of universal crisis, we all got the opportunity just to be together and this helped in understand our responsibility and help each other (Jenkins et, al, 2021) before the time of pandemic it was very difficult in understanding the role of house and role of office with each other but the crisis help each other in understanding the importance of each other.

Employee and employer bond

The employer and employee Bond must be mutual and positive so that they trust each other and the virtual working pattern could be understood easily as they are ready to adapt and learn new things which are required for working from home in a pandemic situation. Relationships among the people working in the organization should be strong to uplift virtual working (Aksoy et.al.,2021) Without a well-thought work digitization strategy and a long-term oriented and detailed plan that addresses how their HRM policies and practices should be modified to cater to the changing employee expectations and attitudes, organizations cannot effectively manage their virtual work climates and optimize their employees' competencies and behaviours to maximize work performance (Aksoy et.al.,2021)

Job satisfaction

During work from home as work was being done at home and the family and Organisation were also understanding the complexity of pandemic situations. Job satisfaction has increased among people working from home (Wirawan et, al, 2021). Working from home gave a chance for flexible working hours to the employee and that helped in performance betterment as they could work with flexibility

from home at their convenience (Afiquh et.al.,2020)

Social distancing

It was only attended just because of the lock down at massive level by the government and the chances of transmitting the coronavirus decreased day by day we got safe at home and new remedies and vaccination were found in that time, which gave us a new way of living and working for livelihood. (Aksoy et.al.,2021)

The negative side of working from home

During this time every person working from home experienced a huge amount of stress, loneliness, reduced mental health, deteriorating Physical health, irritation, and an overdose of responsibility and workload. No proper training was given to the people for shifting their job online many of them just were not aware and were unable to cope with the new and sudden change in the work culture. Major impacts that are associated with negativity of working from home are lack of responsibility towards the work which increases the low productivity of employee towards the work and which increases the lack of job satisfaction in overall condition at working from home.

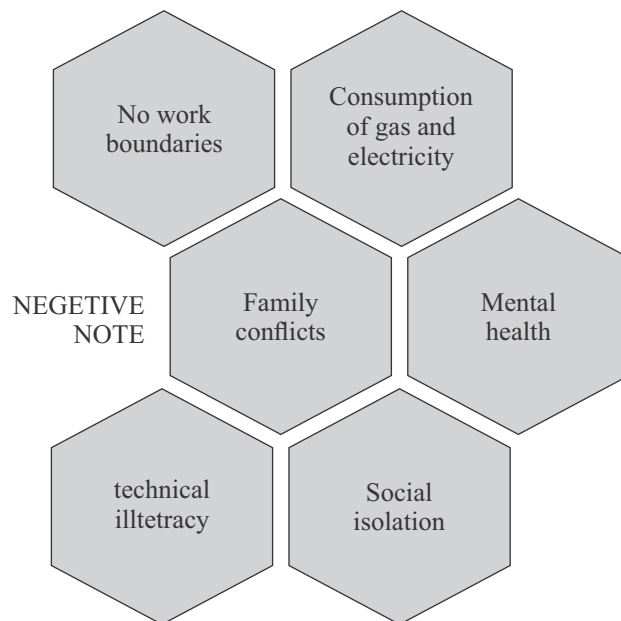


Fig 4, Negative Effect of work from home

Work Boundaries

Whenever boundaries are not defined, shows a blurred vision of the work culture which results in exertion and non-clarity of roles assign for the job, ultimately which affects the productivity in long run. (Bliss et, al, 2021) We have to set work boundaries, role clarity, and training sessions, for better productivity, (Shah et, al, 2020) Extra pressure was imposed by many organizations to work more and more work at the initial stage of working from home as there was no pre-schedule of work and they were working continuously as they were considered that they were working from home so they can keep going with extra work easily and in their space. (Jenkins et, al, 2021) Mental health has decreased in many workers due to a bad schedule of work and an overload of tasks. (Behrens et, al, ,2021)

Consumption of electricity and gas

In many states of different countries work from home was introduced and they had to work according as no other option was available in the unavoidable situation of social distancing and locking this increased the period of people inside their houses which means continuous use of light, fan, and other home appliance, and internet data use (Novianto et, al, 2021). Earlier when people were working 9 to 5 only 5-day work to leave their home at a fixed time and come back home again at a fixed time which means control monthly budget of the household was seen. (Daneil et, al, 2021) Less consumption of electricity and gas but due to the sudden change in work culture all member was stuck together in the home which led to the greater use of electricity, gas, internet usage, increased food supply, and consumption can be experienced. (Novianto et, al, 2021) Electricity and gas consumption during the pandemic has increased a lot, (Daniel et, al, 2021).

Mental health

In many cases, it was seen that working from home harmed people's mental health as they have to suffer from unavoidable situations themselves as well as their loved ones worsen physical health with the time change. (Huai, et, al, 2021) A sudden deterioration in mental health was experienced because of the multifunctionality of family members which leads to a

loss of self-control and increased stress levels, social isolation, and home Quarantine. The negative mental health impact of working from home can be seen (Katia et, al, 2021)

Family conflicts

Working from home had increased family conflict as many couples were not having healthy personal relations before the pandemic time, or with their father or mother as they were not doing good jobs or any other seeing each other for 24 hours has increased the conflicts. (Maulidina et, al, 2021) Work has increased the conflicts between family members (Ranjit et, al, 2021) Also persons living with family and working from home they are more dissatisfied due to continuous disturbance from small kids and pets and family members who are doing their household work during their work time (Huai et, al, 2021)

Technical illiteracies

when we talk about technical illiteracy, we are about to discuss the problem faced by the employees who are not technically very sound and updated on various working software's which were introduce or must say imposed by the companies at the time of lockdown. (Bliss et, al, 2021).

Social isolation

People living with a family were found more dissatisfied with WFH rather than those living alone (Mehek et, al, 2021) Most of the married women were found dissatisfied with the arrangement of working from home as they got increased responsibility from office as well as household work at the same time, as both partners were working or were having children or elderly family members to take care of and at the same time house help were not allowed due lockdown, this made their work harder and increased dissatisfaction, (Maulidina et, al, 2021) it was seen that women those who were married were more unsatisfied with the work from the home patter of working as their responsibility was doubled at that time (Mehek et, al,2021)

Gaps

The most common understanding about the gap I noticed from the existing paper was the lack of data gathering technique which made the study time taking and less reliable as most of the study was done in a pandemic time when mental health was not stable for many around the world. Also, multiple approaches were discussed at the same time which makes the paper complex to understand on the first go. Very little was discussed about the approach used to find the solution in many. Many studies rely only on secondary data as the time was of social distancing and lockdown all over the world. It can be concluded that there was a lack of data from single parents, old people just about to leave the company, gender inequality, and people living on rent and performing WFH all alone, the limitation of others can be a guiding and motivating factor for further research, only quantitative data has been used but we can go for qualitative ones also.

Future research agenda

Going through the existing research materials the future agenda is to work deeply on the topic and suggest a base model for further research which will be said to the hybrid model for proving the hypothesis and giving direction to the research.

Conclusion

We all are aware of the changes which are occurring in our work culture as well as the home culture, so finding its new possibilities and understanding new ways to adapt to the change as soon as possible just not to survive but also to be better day by day in each circumstance which we have to deal with in the way to earn our livelihood. Talking about work culture now it has become a new normal that we have to take care of ourselves and others as well and work alone from our houses.

We should be adaptive to new changes happening in our surroundings inside as well as outside the house. So that it can help increase productivity rather than cause conflicts. Working from home has its pros like increased job satisfaction, family bonding, care, and availability for family members, as well as cons like social isolation,

lack of teleworking and internet usage in the early stage, and decreased mental health of the earner. This study shows two dimensions, positive as well as negative which depend on the various factors of a person as well the professional relationship of the person with this family as well as his office people.

Working from home has become common among whole world workers in today's economy as they have to earn their livelihoods, and major changes could be seen since the enormous open out of virus all over the place in the world. Every concern may it firm, may it be a person has to follow government guidelines and suggestions while continuing to work for the firms, and while implementing working from home for everyday work operations online while being socially isolated. A clear influence on work hours, mental health, home facilities, fluctuating income, family welfare, and personal comfort was seen by self and other family members during the period. Now working from home is become the new trend with the hybrid model. And can change a lot in the method of office working in future.

References

- Abdullah, N. A. A., Rahmat, N. H., Zawawi, F. Z., Khamsah, M. A. N., & Anuarsham, A. H. (2020). Coping with post covid-19: Can work from home be a new norm? *European Journal of Social Sciences Studies*, 5(6).
- AKSOY, E., & ZEYTUN, D. Building Strong HRM Systems to Effectively Manage Virtual Work Climate.
- Bao, L., Li, T., Xia, X., Zhu, K., Li, H., & Yang, X. (2022). How does working from home affect developer productivity? —A case study of Baidu during the COVID-19 pandemic. *Science China Information Sciences*, 65(4), 1-15.
- Behrens, K., Kichko, S., & Thisse, J. F. (2021). Working from home: Too much of a good thing? *Available at SSRN 3768910*.
- Bliss, K. (2021). UA94/6/1 COVID-19: The New Plague.
- Boell, S. K., & Cecez-Kecmanovic, D. (2015). On being 'systematic' in literature reviews. *Formulating research methods for information systems*, 48-78.
- Daariy, A. (2021). How Home-Based Teleworking during COVID-19 Pandemic Affects Employee's Occupational Stress and Job Performance. *IJHCM (International Journal of Human Capital Management)*, 5(2), 1-10.
- Darouei, M., & Pluut, H. (2021). Work from home today for a better tomorrow! How working from home influences work-family conflict

- and employees' starts of the next workday. *Stress and Health*, 37(5), 986-999.
- Ewim, D. R., Oyewobi, S. S., & Abolarin, S. M. COVID-19-Environment, Economy, And Energy: Note from South Africa.
- Hayes, S., Priestley, J. L., Ishmakhametov, N., & Ray, H. E. (2020). "I'm not Working from Home, I'm Living at Work": Perceived Stress and Work-Related Burnout before and during COVID-19.
- Huai, M., Du, D., Chen, M., & Liang, J. (2021). Divided When Crisis Comes: How Perceived Self-Partner Disagreements over COVID-19 Prevention Measures Relate to Employee Work Outcomes at Home. *Current Psychology*, 1-14.
- Irawanto, D. W., Novianti, K. R., & Roz, K. (2021). Work from home: Measuring satisfaction between work-life balance and work stress during the COVID-19 pandemic in Indonesia. *Economics*, 9(3), 96.
- Isac, N., Dobrin, C., Celik, B. K., & Azar, M. H. (2021). Does Working from Home Influence Motivational Level of Employees? The Analysis of Gender Differences in Turkey. *Revista de Management Comparat International*, 22(4), 458-469.
- Jenkins, F., & Smith, J. (2021). Work-from-home during COVID-19: Accounting for the care economy to build back better. *The Economic and Labour Relations Review*, 32(1), 22-38.
- Joarder, A., & Mustafi, S. Work from Home: A Curse or Boon? Analysing People's Sentiments. *International Journal of Innovative Science and Research Technology*.
- Nemr, Katia, Simões-Zenari, Marcia, Almeida, Vanessa Cássia de, Martins, Glauciene Amaral, & Saito, Isabele Tiemi. (2021). COVID-19 and the teacher's voice: self-perception and contributions of speech therapy to voice and communication during the pandemic. *Clinics*, 76, e2641. Epub March 26, 2021. <https://doi.org/10.6061/clinics/2021/e2641>
- KC, V., & SS, S. (2021). A STUDY ON WORK FROM HOME PRACTICES AMONG MANAGERS IN IT INDUSTRY. *Parikalpana: KIIT Journal of Management*, 17(1).
- Kniffin, K. M., Narayanan, J., Anseel, F., Antonakis, J., Ashford, S. P., Bakker, A. B., & Vugt, M. V. (2021). COVID-19 and the workplace: Implications, issues, and insights for future research and action. *American Psychologist*, 76(1), 63.
- Kraus, Sascha, Matthias Breier, and Sonia Dasí-Rodríguez. "The art of crafting a systematic literature review in entrepreneurship research." *International Entrepreneurship and Management Journal* 16.3 (2020): 1023-1042.
- Liang, H. L. (2015). Are you tired? Spillover and crossover effects of emotional exhaustion on the family domain. *Asian Journal of Social Psychology*, 18(1), 22-32.
- Maulidina, A., Hidayah, Z., & Maharani, A. (2021). Examining the Link Between Information Technology Utilization, Work-Family Conflict, Commitment and Employee Performance. *Jurnal Organisasi dan Manajemen*, 17(2), 192-202.
- Moher, D., Liberati, A., Tetzlaff, J., Altman, D. G., & PRISMA Group*. (2009). Preferred reporting items for systematic reviews and meta-analyses: the PRISMA statement. *Annals of internal medicine*, 151(4), 264-269.
- Musselwhite, C., Avineri, E., & Susilo, Y. (2020). Editorial JTH 16-The Coronavirus Disease COVID-19 and implications for transport and health. *Journal of transport & health*, 16, 100853.
- Nidhi, K., Nandi, D., Segan, M., Awasthi, A. A., & Janardhanan, R. (2021). Impact of Work from Home on Married Women During COVID-19 Induced Lockdown. *Journal of Women's Health and Development*, 4, 163-172.
- Novianto, D., Hidayat, A. S., Hazrati, F. Y., Rahmavani, A. M., Fadhila, A. R., Jaya, A. M., & Koerniawan, M. D. (2021, November). Rethinking sustainability during WFH: A survey on living environment quality and energy use. In *IOP Conference Series: Earth and Environmental Science* (Vol. 881, No. 1, p. 012005). IOP Publishing.
- Patanjali, S., & Bhatta, N. M. K. (2022). Work from Home During the Pandemic: The Impact of Organizational Factors on the Productivity of Employees in the IT Industry. *Vision*, 09722629221074137.
- Peeters, M. C., Montgomery, A. J., Bakker, A. B., & Schaufeli, W. B. (2005). Balancing work and home: How job and home demands are related to burnout. *International Journal of Stress Management*, 12(1), 43.
- Premeaux, S. F., Adkins, C. L., & Mossholder, K. W. (2007). Balancing work and family: a field study of multi-dimensional, multi-role work-family conflict. *Journal of Organizational Behavior: The International Journal of Industrial, Occupational and Organizational Psychology and Behavior*, 28(6), 705-727.
- Prodanova, J., & Kocarev, L. (2021). Is job performance conditioned by work-from-home demands and resources? *Technology in Society*, 66, 101672.
- Yerina S. Ranjit, Haejung Shin, Jennifer M. First & J. Brian Houston (2021) COVID-19 protective model: the role of threat perceptions and informational cues in influencing behavior, *Journal of Risk Research*, 24:3-4, 449- 65, DOI: [10.1080/13669877.2021.1887328](https://doi.org/10.1080/13669877.2021.1887328)
- Shah, K., Baskar, S., & Kuba, R. (2021). IMPACTS OF'WORK FROM HOME'MODEL ON HUMAN HEALTH. *International Journal of Environment and Health Sciences*, 35.
- Smeenk, J. G. (2021). *Emergent practices of working from home for leadership* (Master's thesis, University of Twente).
- Susilo, D. (2020). Revealing the effect of work-from-home on job performance during the COVID-19 crisis: Empirical evidence from Indonesia. *Journal of Contemporary Issues in Business and Government*, 26(1), 23-40.

Tricco, A. C., Lillie, E., Zarin, W., O'Brien, K. K., Colquhoun, H., Levac, D., ... & Straus, S. E. (2018). PRISMA extension for scoping reviews (PRISMA-ScR): checklist and explanation. *Annals of internal medicine*, 169(7), 467-473.

Vieten, L., Wöhrmann, A. M., & Michel, A. (2022). Work-Time Control and Exhaustion: Internal Work-to-Home Interference and Internal Home-to-Work Interference as Mediators. *International Journal of Environmental Research and Public Health*, 19(6), 3487.

Vione, K. C., & Kotera, Y. (2021). Mindfulness-Based Approaches for COVID-19 Mental Health in Working from Home. *International Journal of Mental Health and Addiction*, 1-7.

Wirawan GBS, Harjana NPA, Nugrahani NW, Januraga PP. Health Beliefs and Socioeconomic Determinants of COVID-19 Booster Vaccine Acceptance: An Indonesian Cross-Sectional Study. *Vaccines (Basel)*. 2022 May 5;10(5):724. doi: 10.3390/vaccines10050724.

Xiao, Y., Becerik-Gerber, B., Lucas, G., & Roll, S. C. (2021). Impacts of working from home during COVID-19 pandemic on physical and mental well-being of office workstation users. *Journal of Occupational and Environmental Medicine*, 63(3), 181.