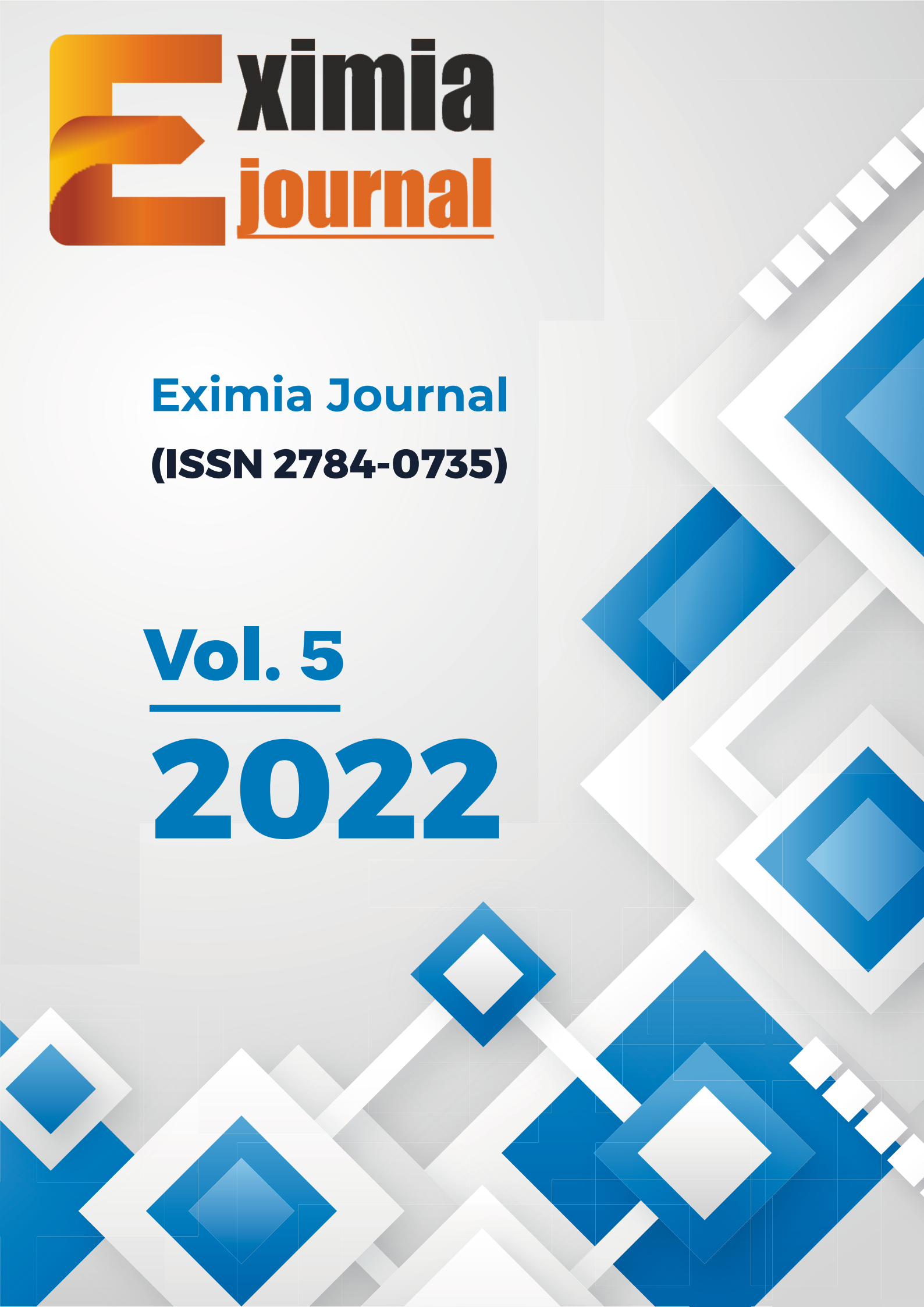




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Working from home during the Covid-19 pandemic and its effect on employees and students

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Abstract. The Covid-19 pandemic has modified our society's daily life pattern. Businesses and firms, organizations, transportation, government patterns, and educational institutions were suddenly halted. People began working from home and shifted to remote working. This research is based on an investigation of multiple publications, journals, reports, and research papers. This study's title is based on several employees and other related remote workers' perspectives exploration and results. It aims to investigate the experience, challenges, effects, and perceptions of remote workers who work from home, student e-learning, and the crucial role of technology. It will also address the main research questions which is difficulties & issues, perspective view, convenience, emerging new technology and the impacts of work from home during the pandemic. The systematic literature approach and thematic analysis was applied in this study. Therefore, the findings' authenticity is solid, accurate, and other various perspectives have been taken into account, and recommendations are provided.

Keywords. Covid-19 pandemic, work from home, remote working, virtual working, virtual learning, pandemic and struggles, technology innovation

Background of the Study

Since the pandemic started in late 2019, many businesses, organizations, and corporations have shut down. Weibel et al. (2020) said that most nations had limited and restricted travel both in and out, and almost one-third of the world was forced to live in social isolation due to the pandemic imposed by the government. Many businesses were forced to shift to working from home using a digital working platform, which became the new normal (Aum, Lee, & Shin, 2020). Working from home means working from a different location to get the job done and maintain technological productivity (Impa & Lakawat, 2021).

Before the pandemic outbreak, online working and learning were not full-scale learning opportunities. According to Drale et al. (2021), less than 5% of people in the EU worked from home before the epidemic. Working from home with online platforms, on the other hand, has increased from 5% to 37% in Europe, as many people are forced to do so to avoid further infections and take precautions. Working from home is a new trend among employees and many organizations beginning in 2020. It is inevitable to accept the fact

It is there is an inconvenience in suddenly switching to work from home for many employees, and the difficulties of balancing work and home life are a fact. It's challenging to manage work and life. Okuyan and Begen (2021) state that work-life balance can be difficult when you have to order work and family responsibilities at the same place and time. An insufficient work-life balance can lead to anxiety, tense moods, and obesity (lack of exercise and extreme eating). The challenges are the lack of access to technology, balancing job, and family obligations, loneliness, coordination, and communication.

Working people suffered and faced many challenges during work from home. While working from home, people are facing difficulties. As suggested by Lane, Mullen, and Costa (2020), coordinating schedules, working with clients to have more time and space, isolating between work and home life, and having a daily list.

However, there is a different perception about working from home during the pandemic. The majority of the people had suffered physical, mental, or social stress impacted by the pandemic. A significantly increasing number of people faced work and life balance challenges. The survey conducted by Mamun (2021) generally found that 32% of the respondents have a favorable impression of the assistance from their top management, and 68% are not in favor of working from home due to the lack of support organization.

The summary of the review of literature comes from the studies that are related to this one. The main idea is to determine what employees think about the WFH based on what they say, giving the employees' thoughts about working from home and highlighting the essential facts relevant to the study. This paper will address a research gap as a faith-based organization in Myanmar is conducting no study or research. Faith-based organizations in Myanmar had rarely conducted research on the pandemic and worked from home, and the population had not been explored before. As a result, this study will investigate how remote workers and other related employees viewed the working from home and its effect during the pandemic.

Statement of the Problem

Since the pandemic's start, people have been forced to stay at home, businesses have been closed-off, and a lockdown has been imposed in places. Work from home was implemented to continued the daily business operation. This study will address the effects and perspective of employees who work from home during the pandemic, as well as the experiences, struggle, impacts, E-learning from students, and the critical role of an advanced technology.

Purpose of the Study

This research intends to find out the perception of work-from-home employees about the COVID-19 pandemic. The outcome of this study will provide the pros and cons of remote working, importance of technology and prevent casualty in the future.

Significance of the Study

This research will present the difficulties and challenges faced by the employees who meet the ongoing pandemic. It will be beneficial for the following.

1. The respective related organizations. They will be able to provide their employees with better assistance in the future.

2. The respective teachers and schools. This group will have a mutual understanding between students and schools.

3. Future researchers. Future researchers will have a deeper analysis and recommendations.

Research Questions

The following research questions will be addressed in this study:

1. What are the issues and difficulties of work from home during the pandemic?
2. How do employees view about work from home during the pandemic?
3. What are the convenience of working from home?
4. What are the emerging new technologies during the pandemic?
5. What are the impacts caused by the pandemic?

Assumptions

Various article about working from home during the pandemic is further analyzed and read thoroughly to have accurate and solid paper results. Reliable sources and references are provided.

Limitations of the Study

The study will cover any organizations worldwide. Other organizations and companies may not be included due to a lack of research, source, and others. People who work from home are more likely to have a negative view of the current situation than people who do not work from home. This may not give an accurate picture of every employee's perception about working from home during the pandemic.

Delimitations of the Study

This study is theoretical paper research emphasizing employees' perception of work from home globally. Business, education, organizations, and government sectors are reviewed to propose a theme by thorough reading literature articles. The results and findings can be used for the improvement of the organization.

Definition of Terms

Many words and phrases are used in this research to convey meaning and show how these words were used. This section talks about some of these words and phrases.

Covid-19 refers to the novel coronavirus SARS-CoV2 that emerged in late 2019 in Wuhan, China. It is spreading quickly across the planet.

SM working refers to smart working and is free of scheduling or location limitations, with the option of working using technology tools.

WFH employees refer to work from home employees. These are people working from home instead of the office or those working at home.

Organization of the Study

This theoretical paper is divided into five chapters: the first contains the introduction, background, problem statement, and purpose. The second chapter provides a literature review, and the third consists of the methodology and ethical considerations. The fourth chapter reports the statistical results of articles, discussions, and themes. The fifth

Chapter presents summary findings, conclusions, and recommendations for future researchers.

This chapter reviews related literature on the perception of the COVID-19 pandemic, WFH, challenges, stress, isolation, impact, and technical difficulties that an employee might have. The review of related studies shows the relevant and supporting evidence for the theoretical framework of the research paper. According to the Introduction to Literature Reviews (n.d.), a review of literature review discovers, analyses, and synthesizes significant material in one's study creation; previous work on the subject is included, such as what is widely recognized or on the verge of being discovered, as well as current views on the issues.

Approach to Literature Review

Two steps of the procedure followed the literature. Firstly, the articles were broadly scanned from various websites, such as the academic search engine scholar.google.com, the AIIAS library, sciencedirect.com, and eric.ed.gov. After broad scanning, the articles were examined thoroughly by reading, then compiled into a list of potential themes and retrieved from the sources. Several pieces were saved into a file with the author's surname and publication year to facilitate narrowing down the study. After that, a review of related literature was conducted.

Biblical Perspective

Proverbs 16:16, How much better to get wisdom than gold, to get insight rather than silver! And Philippians 4:8 "Finally, brothers, whatever is true, whatever is honorable, whatever is just, whatever is pure, whatever is lovely, whatever is commendable, if there is any excellence, if there is anything worthy of praise, think about these things."

These two Bible verses were the central backbone of my inspiration to conduct research; the two scriptures discuss perspectives, pointing to the topic and urging people to discover more about it. The purpose of this study is to explore how workers felt throughout the epidemic, and as a result, it aligns with two scripts that promote more research in these areas.

Perception and Experiences of Work From Home During the Pandemic

People working remotely from home faced several obstacles and hardships during the pandemic. The exploration made by Kaur and Sharma (2020) on working women's mental health amid a new coronavirus pandemic. According to the respondents, 60% believe that working women work more hours than males, and 52% strongly believe working from home is more challenging than working in an office. Working from home was available to 92% of female respondents during the pandemic. Every company, institution, corporation, or institute changed from working at the office to working from home. Balancing office work and family obligations are challenging for working women. Working from home is more challenging than working in an office.

Italy was the first European country to experience many deaths (Giammarioli, 2021). The pandemic outbreak happened so quickly that the people of Italy did not have time for any preparation and did not get a chance to deal with it. The destructive epidemic caused several industries and organizations to go bankrupt, close down, sink in debt, and be unrecoverable. Toscano and Zappalà (2020) discovered negativity's social isolation has

little or no effect on distant job happiness. However, there is evidence that concern about the virus helps reduce social isolation and remote work happiness. They examined the stress, perceived remote work productivity, and remote work satisfaction correlates of social isolation in Italian workers and suggested a sequential mediation of stress and perceived distant work productivity, as well as the modest impact of concern about the Coronavirus. The human resources and management team should solicit help from workers because workers who are more concerned about COVID-19 are skeptical.

Some employees who work from home may experience stress and anxiety. For example, India was one of the first Asian countries severely impacted by the pandemic. Research in India sought to determine how many workers worked from home during the pandemic. Employees who work from home are under stress and anxiety. They do not alter their concentration on work, whether they work from home or in an office (Umesh, 2021). Employees working from home perceive this work situation as challenging compared to the regular face-to-face work program.

Social media and online platforms are the only communication tools during the pandemic. The descriptive research study using the internet surveys in Italy done by Bolisani, Scarso, Ipsen, Kirchner, and Hansen (2020) attempted to identify workers based on their views toward social media, with a particular emphasis on those who remained at home during lockdowns. By and large, 33% feel that their present work is more challenging than the norm; however, 36% think it does not alter, and 31% believe it is easier.

A pandemic is a global outbreak that devastates the planet and significantly alters people's perceptions. Therefore, to have a closer understanding of the people affected by the pandemic, Dubey and Tripathi (2020) analyzed over 100,000 Twitter tweets worldwide to determine the people's sentiments regarding the work-from-home concept. The study's results point to an optimistic perspective. 73% of respondents have an optimistic outlook, while only 26% are pessimistic.

While employees are working from home, providing sufficient assistance is essential while experiencing something they have never experienced before is necessary. However, there is a different perspective on it. Mamun (2021) explored a survey about a win-win scenario for both the firm and the individual analysis of the role of companies or organizations in supporting workers to various degrees, including working from home. Workers are looking for assistance from management. Only 32.1% of workers were happy with the help and support that top management gave them during the COVID-19 Pandemic. The majority of workers had negative things to say about top management.

Impact of Work Productivity, Engagement, and Stress

It is interesting to see how people are doing from engaging in a whole new work pattern life compared to the pre-pandemic period. Before the pandemic, research on the influence of remote work on employee well-being was mixed, showing both good and negative results on satisfaction (Anderson et al., 2015; Boell et al., 2013; Tavares, 2017). Teleworking has become increasingly popular worldwide (Anderson et al., 2015). According to Chanana & Sangeeta (2020), due to the pandemic caused by COVID-19, the current organizational structure of businesses is undergoing significant transformation. During this challenging period, managers of human resources are continually developing new strategies that are inventive, creative, and efficient to encourage the workers to

participate in a manner that is more beneficial to their health. Besides, research from Ojo (2021) found that the assistance of family and friends enhanced workers' ability to deal with the stress of the COVID-19 epidemic. To prevent the spread of COVID-19, most workers have been compelled to work from home, increasing their stress levels by accomplishing their professional obligations while also homeschooling and taking care of other family responsibilities. In general, the stress level rises as people transition into remote work.

The pandemic has influenced workers' productivity and adopted a new way of working. According to Syabarrudin, Eliyana, and Naimah (2020), positivity in the workplace is associated with happy workers, whereas negativity is related to dissatisfaction. Tavares (2017) also claimed many studies have shown that people who work from home are more productive than those who work in typical workplaces because they have fewer interruptions, can work longer hours, can take advantage of periods of high production, and can organize their work schedules with more freedom. Teleworkers can be more productive but are frequently hindered by insufficient technical assistance and unsuitable equipment. According to the findings from Gaskell (2021), the epidemic had a positive effect on people's productivity; a whopping 54% of those polled said it had risen higher than it had been before the pandemic per hour worked. However, Demertzis (2021) argued certain things just could not be done from home or in a more flexible manner. The duties, responsibilities, and preferences of each employee must be considered. However, this is also true at the group level if there is a significant tendency between the activities performed. Thus, a considerable population benefits from remote/teleworking during the ongoing pandemic.

Pandemic and Women's Workforce

Women always fall under-represented category. According to Organisation for Economic Co-operation and Development (OECD, 2020), many vulnerable populations have experienced and will continue to experience significant adverse effects from the epidemic on their health and well-being. Boniol et al. (2019) agreed that nearly two-thirds of all medical professionals are women; however, they are underrepresented in the professions of medicine and dentistry as well as pharmacy in the 104 countries where data is readily accessible, they account for around 85% of all nurses and midwives.

Women are significantly employed in the healthcare sector around the world. In 2020, the SARS-CoV-2 virus presented a risk to everyday human existence worldwide (Labrague et al., 2020). Female healthcare workers make up about 70 percent of all healthcare workers, putting them at increased risk for infection yet, being underrepresented in leadership and decision-making roles in the industry (OECD, 2020). The high amounts of stress that nurses experience might cause them to become depressed and anxious; they withdraw from their profession and consider leaving their careers (Labrague et al., 2020). Another finding from Rožman, Sternad, Bobek, and Tominc (2021) revealed gender differences: the work engagement among female employees during the COVID-19 pandemic is lower than work engagement among male employees. Besides, female workers' perceptions of decreased job efficiency during the COVID-19 epidemic are greater than those of male employees. In addition, female workers have been contributing a more significant amount of effort to our community.

Pandemic and the Struggle of Students

Since the Covid-19 pandemic outbreak, schools have been forced to close down and shift to an online teaching method. Classes in person were canceled because of the continued COVID 19 epidemic under social distancing guidelines (Ferrel & Ryan,2020). Research by Nugroho and Rahmawati (2020) found that social networking sites are an excellent way for students to improve their writing abilities. However, Nartiningrum and Nugroho (2020) also argued that students often have network issues, poor signals, and blackouts as part of digital learning issues. Besides, online learning lacks feedback and contact with teacher-student and social connections. Students believe their real-life achievement may be impacted by less direct contact. Lack of engagement also causes kids to understand less feedback making learning materials harder to grasp. A study done by Scagnoli, Choo and Tian (2019) found that the COVID epidemic helped us understand the significance of providing our pediatric postgraduate students with instruction through the internet. Similar levels of contentment were reported by students concerning online education across all of the investigations. Hence, advanced technology and networking may have helped students learn digitally. Nevertheless, there are untold stories behind the scenes as students struggle; the positive side of students is having easy access to online modalities. Agarwal and Kaushik (2020) stated that most participants said that the online classes provided a welcome change of pace, efficient use of time, and were simple to navigate. They were inspired to learn more about such subjects and could be able to avoid thoughts about COVID and get a good night's sleep as a result. Attendee capacity restrictions, session length restrictions, and technological problems during sessions were all cited as major roadblocks to learning. A study by Camacho-Zuñiga, Pego, Escamilla and Hosseini (2021) found that there have been significant implications for students worldwide due to Covid-19. There has been a wave of undesirable emotions that affect students at all academic levels all around the globe due to these unfavorable conditions plus health-related concerns and worry about the future. According to a search by Niemi and Kousa (2020), distance education was adequate; however, students complained about being overburdened, and some lost their enthusiasm. For instructors, non-authentic connection and a lack of spontaneity were the most common issues, and the level of engagement was not as great as it might have been. In addition to parents and children, educators were concerned more about improvements, and finally, students complained about being overburdened and lacking motivation from their teachers. The pandemic claimed victims among the teaching staff and the student body, and both groups experienced harsh and severe lengthy.

Coping With Emerging Technology

COVID-19 is the most destructive pandemic of the 21st-century, forcing people to be engaged and work differently, causing people to interact with each other, and almost everything has stopped functioning. However, modern technology eases the difficulties and challenges we face and opens a new era for technology innovation. According to López-Igual and Rodríguez-Modroño (2020), working from home is not advanced and has become common practice in numerous global economic crises in recent decades. Still, the present one has had a more significant impact on the adoption of digital technology in all sectors of human activity than any other (Shkalenko & Fadeeva, 2020). Many organizations have

It tried to let their employees stay at home and work to avoid the danger of contagious viruses, as the instructions were given by the government and asked to be implemented strategically. According to Sebastian (2021), school teachers make up 45% of survey participants, whereas college instructors make up 55%. As a result, their perspectives on working from home vary significantly, even though they have been prepared and the communication has been excellent. Sebastian discovered that teaching via the internet is a problem for them. As a result, the burden makes it difficult for them to balance working from home and being stay-at-home moms.

The use of technology has significantly increased, and so does how vital it is. According to Kaushik and Guleria (2020), digital technologies were crucial to survival during the pandemic lockdown in every aspect of life. Without them, businesses, enterprises, firms, corporations, schools, and online digital marketing would not have survived. When working from home, there is a need to create boundaries between home and work. Time management is another issue. Professionals working from home might help workers manage professional, personal, and other family obligations. However, only a few organizations promote working from home to reduce traffic congestion and pollution by decreasing vehicle numbers. People in lower-level positions must be trained to perform their duties and report to their superiors through mobile or other platforms. Therefore, individuals may improve their skill sets by becoming competent and multi-skilled. However, most people who work from home favor the current WFH. Impa and Lakawat's (2021) study found that most employees don't want to work from home in the future. Remote workers earn more than their office-based counterparts. During a pandemic, employees who work from home have a better relationship, are more trusted, and are valued more highly.

The Covid-19 pandemic has shown how Important information technology is. An essential function of informational resources is catastrophe preparedness and response (Leidner, Pan, & Pan, 2009). Besides, Individuals impacted by natural disasters have been the primary focus of studies examining the information-seeking and sharing behaviors of individuals during emergencies (Lai & Tang, 2018; Pang, Karanasios, & Anwar, 2019; Pee, Pan, Li, & Jia, 2020; Rahmi, Joho, & Shirai, 2019). The technology even influences healthcare as Kumar et al. (2020) said that there is an extensive range of prospective applications of contemporary technology that may be used to address the medical and sociocultural challenges posed by the coronavirus pandemic; however, very few of these applications are now developed sufficiently to demonstrate their effectiveness in practice. Therefore, proving technology plays a significant role even in natural disasters and health care.

Technology became part of human's daily routine during the pandemic. According to Pan and Pee (2020), COVID-19 is causing significant changes in our daily lives and how we do our jobs as the pandemic continues to develop. Goldschmidt (2020) said that the COVID-19 outbreak caused technology to emerge as a necessary component. The globe became more dependent on technology for survival and maintaining social connections during a period marked by increased social distance. The pandemic has also changed our livelihood, especially the way how we are engaged; Davison said there is no question that the COVID-19 epidemic has altered many facets of our life, particularly those dimensions that are associated with information systems, such as information behavior, business models, cybersecurity, and data privacy.

As digital technology has increased, cyber security has become critical to protect data. Conger (2020) said that when it came to cyber security, the tier 1 and 2 firms were already well-protected. To protect against intrusions due to the nature of their businesses and the possibility of COVID-19-related attacks, all organizations examined their risk profiles and the implementational security measures for remote workers. As people are forced to shift to work digitally, most major corporations, companies, and firms are well understood the danger of cyber security. This can be supported by Caligiuri et al. (2020) that the breakout of the COVID-19 pandemic has compelled many firms to begin fresheners to speed up their transition to a digital workplace, even though many had already started developing plans in this direction before the outbreak of the virus.

While corporations and firms didn't hesitate to transition to work from home, it wasn't easy as it sounded essential function of informational resources is in catastrophe preparedness and response (Leidner, Pan, & Pan, 2009). The adoption of remote working in the workplace is deeper and more complex than most organizations realize, which means that a hasty transfer to a working environment that allows for remote access might provide several issues (Verbeemen & D'Amico, 2020). Lichfield (2020) also agreed that the adoption of remote working in the workplace is deeper and more complex than the majority realize, which means that a hasty transfer to a working environment that allows for remote access might provide several issues.

Although none of us can predict how the quick age of the digital workplace will influence the labor market and the growth of digital work forms in the future, the usage of digital technologies has led us to significantly increase during the COVID-19 epidemic, at least momentarily according to Nagel (2020). People working from home have been affected by mental health issues. Some people have lost social engagement, have negative thoughts and views, and even have a severe illness caused by working from home. However, it's hard to say that it's not more effective than closing down the whole business because every employee has their perceptions of that, and it will be fascinating to find out about the present and future.

During the pandemic, employees may have encountered other emotional disorders. A pandemic may be particularly stressful, and some materials can help workers maintain their engagement level and protect them from stress, such as anxiety (Losada-Baltar et al., 2021). The pandemic-induced increase in work-related stress might be mitigated if employees develop qualities of resilience and mindfulness (Tulucu, Anasori & Kinali Madanoglu, 2022). Assessing how people change their information-gathering practices in response to these new internet contexts can assist citizens worldwide in surviving the pandemic and being ready for post-pandemic and future global disasters (Pan, Cui, & Qian, 2020). The employees have been working from home since the beginning of the pandemic. However, they encountered many difficulties, and some were unable to could not new normal. This chapter presented work-from-home employees' experiences, perceptions of working from home, how they were impacted, engaged, and dealt with many obstacles and challenges, and the importance of modern key technology.

Summary of Literature Review

The related literature review has two sections. The different perceptions and experiences of working from home, the economic crisis, a new era of machine and

technology innovation, the difficulties of engaging in pandemics, and work-life balance and attitudes were presented in the first section.

In the second section, the impact of work productivity, individual performance, the organization's help and support to employees, emerging and influencing digital technology, and severe illness and stress caused by work from home were discussed in depth.

Research Methodology

In this chapter, the research technique and method will be presented. According to Chaudhari (2021), a research methodology lays out the steps involved in conducting a specific study. It describes the methods and processes used to gather and evaluate data on a particular research subject. The techniques involved in this study include a method for analyzing the topic, a description of the case, a plan for analysis, and ethical considerations. The methodology of the study is built upon validity and reliability.

Description of the Topic

The topic of the study, "Working from home during the covid-19 pandemic and its effect on employees, was influenced by the ongoing Covid-19 pandemic. As many firms and businesses, their operations were forced to shift to conduct complete virtually; it's interesting to find out their perceptions, difficulties caused by working from home, and other affiliated struggles affected by the pandemic. As employees might have different perspectives, views, and experiences regarding working from home, most might have negatively related emotions. "WFM or Work from home" wasn't a trend until the Covid-19 outbreak in late 2019. Thus, given causes and reasons were the primary inspiration to conduct research.

Plan for Analysis

This study used the thematic analysis approach since theoretical research required broad scanning over the collected data and detecting meaning patterns throughout the data in order to generate themes. The following steps were followed:

1. Familiarization with data. Thoroughly reading articles and exploring the info to familiarization
2. Coding. Emphasizing keywords and sentences
3. Generating themes. Integrating several codes within a certain theme
4. Defining and naming. Putting a certain meaning into words and creating a name that is clear and concise
5. And writing narrative. Summarizing based on the results

McCombes (2020) stated that to achieve the research objectives, it is essential to have a well-thought-out study design in place that guides the selection of appropriate methodologies and analyses. Therefore, the articles were reviewed through reliable sources.

Ethical Considerations

The advisor, Dr. David Lumowa, approved the researcher's topic and granted permission. Upon obtaining approval, the researcher retrieved data from several online libraries and websites such as the academic search engine google scholar, AIIAS library, ScienceDirect.com, and eric.ed.gov. There are not many issues regarding ethics since the

Research doesn't require collecting personal data. Instead, it is only compiled from existing articles. Citations and Credits were fully acknowledged in chapters and on the reference page. The results will be used for no other purpose other than academic. Results and outcomes are based on the researcher's knowledge of even articles and data.

Data Gathering Procedure and Analysis

The following are the steps that this research undertook to gather the data:

1. Various articles were gathered and retrieved from the online resources, approximately 90 Journals, articles, reports, empirical studies were reviewed and around 70 of them were used in this study.
2. Upon organizing dataset, the Metrix were built to facilitate set category
3. All data is stored in Microsoft word format, and systematic analysis framework was followed.
4. After building framework and categorize dataset, the coding started to form.
5. Finally, themes were built up.

Presentation of findings

This chapter discusses the results of coding and themes. It is presented after thoroughly analyzing, reading several articles, inserting them into matrix, building similar categories, and finally forming themes. The findings were presented in a way that addresses each issue individually. In addition, there is a synopsis of the chapter included in the after section.

Themes

After thoroughly reviewing the articles, retrieving codes, and building themes, the narratives are formulated as follows. According to What is Theme in Literature? - Definition and Examples (2014) the theme of a narrative is the story's underlying moral or lesson, also referred to as the central idea in certain circles. An idea is considered universal if, even though it reflects on the human experience, it is not limited by racial or language bounds. It is not unheard of for a single written work to cover several subjects in its assessment. Therefore, the following themes are the primary and sub-themes in this chapter.

The first theme is *issues and difficulties during the pandemic (struggle)*, followed by the *stressful working environment, inequality of jobs, inequality of gender gap, struggle of remote learning, and domestic violence* as the sub-themes. The second theme is the *perspective view towards work from home*, followed by the *optimistic view and negative views* as sub-themes. This section presents the perception and pros and cons of remote working. The third theme is the *convenience of the work environment*, followed by the *healthy workplace and opportunity for family time* as the sub-themes. It focuses the family life while working from home. The fourth theme is *emerging new technologies*, followed by the *virtual world and scamming and phishing* as the sub-themes. It involves the benefits and dangers of modern technology. The fifth and final theme is *impacts caused by the pandemic*, followed by *impacted lifestyle, performance, and solution* as the sub-themes. It presents the affected life pattern and changes during work from home during the pandemic period.

Findings

The findings consist of five major components and sub-components. Each component was formed based on analyzing several articles, research papers, and reports. In addition, each theme is provided with an explanation and summary.

Issues and Difficulties During the Pandemic (Struggle)

The Covid-19 pandemic has revealed an advanced workforce such as virtual working and learning. At the same time, it also revealed the long existence of inequality in jobs and gender, education background, difficulty in coping with technology, irregular daily routine, family conflict, and several challenges.

Stressful working environment. Having a great environment is essential to the productivity of the workforce. According to Bolisani et al. (2020), Xiao et al. (2021), and Butler and Jaffe (2021), working from home may make feel isolated, longer working hours, face a lot of unusual difficulties, affecting both physically and mentally, lack of communication and socializing, dissatisfaction, unfamiliar technology issues, distractions, struggling in balancing work and life, and uncomfortable working environment. Korbel and Stegle (2020) said that women are less productive than men due to increased responsibility for household chores. Working from home also caused less interaction/relation and reduced women's performance and productivity (Drašler et al., 2021). Hence, work from home It created several unfamiliar work and stressful environments to work in than the pre-pandemic conditions.

Inequality of jobs. As soon as the pandemic began, several organizations, companies, corporations, and significant firms were forced to close down to prevent and reduce the infectious virus, which caused employees to lose jobs and affected their incomes. According to Baker (2020), Morikawa (2022), and Tønnessen et al. (2021), there are significant differences between white-collar and blue-collar workers. White-collar employees decrease in performance and productivity but increase in digital knowledge, and there is a chance for offering hybrid work in upcoming years; In contrast, some employees from the US could be done by work from one method, and blue-collar jobs are difficult to conduct by remote working and tend to be paid lower than usual which might lead to potential mental health problems. Hence, the blue-collar employees were faced several challenges as the lockdown imposed, and their jobs couldn't transition into WFM.

Information technology opened up a new era in 2020. A report from Barbour et al. (2021) said that the people from information technology sectors and major cities are most likely, and some are willing to continue working from home even after the pandemic due to a higher chance of creating virtual work opportunities shortly. Since the pandemic has forced people to be isolated and work from home, the white-collar employees did not heavily face difficulty, and there was not much concern about losing jobs. White-collar workers were not impacted compared to other workers.

Inequality of gender gap. Gender bias and equality have existed throughout the century. Evans, Lindauer, and Farrell (2020) found that there is an inequality for the minority in the legal process, Hoenig and Wenz (2021) concluded education plays a significant role in jobs, and Collins (2020) said that the gender gap in the scientific community was exacerbated by the gender gap in the field of research. According to İlkkaracan and Memiş (2021), when working from home, women find themselves in a

difficult situation, s and it is increasingly difficult for working women to maintain a reasonable work-life balance due to the increasing burden they face. There has been a significant rise among males in unpaid labor; however, this has been offset by a more remarkable growth among women in outstanding work. During the pandemic, the disparities in the amount of unpaid labor done by women were based on their degree, and job positions diminished. Observations show how vulnerable working women's balance is; however, Kim and Patterson (2022) said that there is an impact on both men and women, although the effect on women may be more significant because the consequences are being driven by the increasing familial commitments that are being imposed on women as seen by the rise in tweeting relating to families and the more prominent effects among younger academics. Furthermore, the pandemic has opened the door for women to readdress the gender inequality which existed.

Women are naturally physically and mentally weak compared to men, worsening because of the pandemic. Daraba et al. (2021) revealed that when working from home, women find themselves in a difficult situation. Researchers Yavorsky et al. (2021) indicated that women are more likely to suffer employment losses due to their historically higher concentration in risky positions and the additional responsibilities they face at home. As the economy slowly opens up, women are falling further and further left behind to return to work. Thus, the epidemic has brought to light the disparities within our community concerning education, the growing gender wage gap, and the equality between genders.

The struggle of remote learning. Online, remote and digital learning is a popular term during the pandemic. Research from Drašler et al. (2021) found that using remote learning and teaching is disadvantageous for both students and teachers as students and researchers prefer the traditional way of doing their lab activities; learning and teachers are more effective in teaching. While new students were dissatisfied with the unique learning style method, some stressed students had anxiety due to lockdown restrictions which affected their examinations. Online learning is a temporary solution. However, it is not feasible for students learning ability.

Teachers' dedications are essential to educating our new generations. Jones and Kessler (2020) described how exceedingly it is difficult for teachers to continue their work during the pandemic. Discussions are challenging if the students are not attending classes. Due to a low lack of access to the internet, teachers become less interested in collaboration, and the class requirements cannot be finished. There has been no significant shift in educators' inclination to interact throughout the rapid transition from conventional to pandemic education. Teachers were nevertheless plagued with feelings of anxiety, irritation, and exhaustion throughout their preparation and teaching activities. There are several ways in which this epidemic of COVID-19 has affected teachers' identities and commitment. Therefore, the pandemic has an enormous influence on teachers.

People were unfamiliar with remote learning until the outbreak of the Covid-19 pandemic. Alipour et al. (2021) indicated that there were few work-from-home shifts during the first wave of the pandemic. Khan and Smith (2020) revealed online learning and using social media have increased during the pandemic. Another study by Selvanathan et al. (2020) indicated a great deal of resentment about the inability of students to speak up during lectures. During online teaching, lecturers and students have various challenges in communicating with one another dissatisfaction with the group activity was evident that students were very dissatisfied with their performance, and most of them were disappointed

with using virtual learning during the epidemic. Students expressed strong disapproval of the instructor's accessibility and availability, and the lecturers found it challenging to adapt to the new teaching method due to a lack of preparation. Generally, students are adapting to the new forms of learning from home, although most of them expressed discontent with particular aspects that some aspects to be addressed. Remote learning and working have become part of a new routine and still growing in our community.

Domestic violence. Domestic violence has increased since the beginning of COVID-19. As a direct consequence of self-isolation, Evans et al. (2020) said there had been an epidemic-level rise in individual violence and child abuse cases and an epidemic-level increase due to financial distress and economic stagnation. This could also be due to the workload that they carried. Galanti et al. (2021) also agreed that family and work could be conflicted and negatively related. According to Borah Hazarika and Das (2021), people are negatively affected by a rise in household obligations and responsibilities. On the other hand, the challenges of homeschooling and being a parent, whose commitments and relations are fragile by the rebalance workload during the lockdown restrictions.

Perspective View Towards Work From Home

The pandemic has brought us both positive and negative perspectives. Virtual working/remote working has become a trend and may exist even after the pandemic. There is less pollution and more business opportunities for the information technology industry and future innovations. On the other hand, it forced people into isolation, decreased social engagement, and damaged them physically and morally.

Positive view. Various emotions across the globe can be varied during the pandemic. According to Bolisani et al. (2020), there is an equal perspective among positive and negative views towards working from home. Some people do not consider that the new standard working style is better or worse than the other. Remote working can be beneficial for employees, remarkably educated and earn a higher degree. Whether workers prefer to work from home is debatable because of the opportunities for connection and exchange of information provided by workplace culture and training; a significant number of workers will be able to maintain productive working relationships. Research from Steidtmann et al. (2021) revealed that most responders voiced their desire to carry out some portion from home in the coming years. Nevertheless, some people are optimistic about the future workforce caused by the high technologies.

Pandemic has created future options and opportunities in terms of business. Dubey and Tripathi (2020) indicated that most individuals have a favorable attitude regarding working from home. According to the survey from Gartner, 74% CFOs and finance executives are willing permanently to shift their staffs to work from home (Lavelle, 2020). Most responders voiced their desire to carry out some portion of their TMH from home in the coming years (Steidtmann et al., 2021). Barbour, Menon, and Mannering (2021) also discovered that about half of the employees who worked from home during the epidemic were willing to work if the opportunity presented. It is a potential positive for people who can work without the help of physical presence (Bolisani et al., 2020). Therefore, working from home could be a job option trending in the coming days.

Negative view. During the WFM, many people expressed primarily a negative view of how they deal with it. Galanti et al. (2021) said it is generally acknowledged that problems at home and work are linked and contribute to feelings of isolation and

engagement in social situations. One of the downsides of ~~pandemic is impacting~~ people's daily routine and activity. Khan and Smith (2020) said a shift in diet is a common side effect of lockdown, as are the elevated levels of stress and anxiety accompanying it. They are also linked to difficulties communicating with clients and coworkers (Umishio et al., 2022). In addition, the prevalence of back discomfort is significantly increased because of a reduction in physical activity impacting the increase (Guler & Ozdoglar, 2021). Working from causes people separation, negative expressions and connected to work-life balance and several obstacles.

Convenience of the Work Environment

The atmosphere of the surrounding is vital for virtual working. Although remote working will be beneficial in some aspects, it could end up with undesirable consequences and negative impacts. On the contrary, the pandemic has forced families to closely ever before, and the duties of the family have been double.

Healthy workplace. The work environment is essential to have a great outcome. According to Bolisani et al. (2020), remote work may require a significant portion of the day, resulting in longer working hours than the usual and stressful workplace. Hence, it is possible that it will not always be a beneficial option for workers if they are required to implement it unexpectedly and against their will. Kramer and Kramer (2020) also agreed that although there is a possibility that specific populations would be better off as a result of the pandemic, the Covid-19 pandemic's overall effect will be to worsen existing financial, gender, racial, and ethnic disparities. In general, it is better off without working from home during the pandemic due to its various consequences.

Opportunity for family time. Having additional family bonding time is one of the pandemic benefits. Kim and Patterson (2022) see the rise in family obligations and responsibilities for women. During the pandemic, women are more likely to increase jobs and family household chores (Yavorsky et al., 2021). According to Dunatchik et al. (2021), parents spent more time before the pandemic. Most moms have increased household chores and are likely to work from home. Bolisani et al. (2020) point out that working from home saves up additional time for the family by reducing transportation and Yamamura and Tsustsui (2021) also said that in families where there are children enrolled in elementary school, working moms are more likely to conduct their jobs from home. In contrast, working is less likely to do so. Borah Hazarika and Das (2021) also agreed that parents with homeschooling are part of being a parent. The pandemic has drawn families closer, and people are engaging and appreciating it.

Emerging New Technologies

When the lockdowns were imposed during the first wave of the Covid-19 pandemic, there were no suggestions or solutions for business continuation; however, as the pandemic worsened, the presence of firms and corporations became wary. Subsequently, online thefts, scams, and other cyber-attacks have increased due to the vulnerability of the networks and unfamiliarity with the systems. Hence, applying business intelligence, upgrading the strength of the network/system, and using various remote apps are essential for existence.

Virtual world. People were forced to be isolated as the pandemic began, an online platform usage increased. People are getting acquainted with the virtual work

of information. Finding from Saud et al. (2020) shows that people have been using social media to seek help. According to Tripathi and Bagga (2020), the demand for BI and analytics solutions has never been more significant. They have been able to better plan for the pandemic and maintain a regular operation of the business and a new method of WFH. Most companies nowadays make implementing BI implementation technologies obligatory to keep their business running. The business intelligence contributed that was unexpected in the process of putting the appropriate procedures into all over the operational divisions. Therefore, establishing application has shown to be an effective strategy for overcoming issues relating to the upskilling of personnel, improving cooperation, and so on; according to Barbour et al. (2021) virtual working could also create an opportunity for people who have lower-incomes, proving that information technology and innovations are keys to surviving these difficult times.

Establishing a new plan to keep and operate the business is essential. According to Dey et al. (2020), Employees were having difficulty adjusting to the new work patterns, and keeping up with the ever-increasing demands of the pandemic provides a chance to find out how people interact with. In addition, businesses must embrace change in their operations and stay in business over the prolonged establishing of workplace activity. Furthermore, Jones and Kessler (2020) also revealed that online learning presents complex challenges for instructors and students. Adapting to a new normal may be burdensome; however, flexibility is a way to survive. The pandemic has exposed the demanding technologies.

Scamming and phishing. There is a growing concern over cyber security threats during the pandemic; according to Hijji and Alam (2021) several cybersecurity issues need to be addressed as quickly as possible to safeguard victims and critical infrastructures equally. A study from Mathew (2020) found that different sectors of the economy have been hit particularly hard by the malware weapon known as COVID-19. Especially the healthcare industry and the financial sectors have been hit particularly hard by the surge of cyberattacks prompted by COVID-19. Advanced IT could be the solution for the occurring pandemic in our generations.

The cyber-attacks are expected during the pandemic, especially where there's vulnerability because people are not equipped well with system security and technology. Johnson and Bonner (2022) revealed that due to the COVID-19 epidemic, scammers and criminals had been given an unparalleled chance to take advantage of vulnerable people who could not defend themselves. According to Ahmad (2020), deception schemes with a new focus on the coronavirus are preying on people's vulnerabilities, playing on their fears, and exploiting disruptions in the workplace. The most successful phishing attempts are the ones that play on people's emotions and anxiety. People's insatiable need for immediate information about the coronavirus makes it difficult to ignore these communications. The additional vulnerabilities for cybercriminals to exploit are increased demand for virtual conferences and other forms of cooperation. Some IT experts confessed that remote working has resulted in a data breach at their businesses. In addition, with the increased use of technologies such as social media, websites, online teaching, and learning, it is essential to be aware of what could affect our daily lives.

Impacts Caused by the Pandemic

The livelihood of people has been changed since the Covid-19 pandemic. People are forced to spend most of their time at home. While working remotely from home, the individual work performance diverges. Nevertheless, it becomes clear that advanced technology will be the solution in the present and future.

Impacted lifestyle. The pandemic has affected individuals. Due to the pandemic, people started working from home, which became a new work pattern; however, according to Kramer and Kramer (2020), the house has been negatively impacted. Baker (2020) can also support that 25% of the US work can be done by working from home. Tønnessen et al. (2021) also agreed that there had been growth in White collar employees' performance and Digital expertise. As Morikawa (2022) claimed, work-from-home employees earn more than they worked before the pandemic. The percentage is 24.5times the usual working hours in the office. Hence, this could positively impact work caused by the pandemic.

Impacting employees' feelings and emotions are one of them caused by working from home. As Korbel and Stegle (2020) reported, the employees were feeling less stressed out during the shutdown of the laboratory than they did during their regular work routine, which could be due to fewer interruptions to their performance. There could be fewer demands from their coworkers and supervisors. Another positive impact from Rachmawati et al. (2021) is that working from home directly influences the number of times people spends commuting between their homes and places of employment. Additionally, Korbel and Stegle (2020) said that women scientists produce less than their male counterparts due to their responsibilities as homemakers. Viewing pandemics as an overall observation, the affected people will have strong views based on their job status, environment, and financial sector; however, as Kramer and Kramer (2020) claimed, the work from home (pandemic) has impacted negatively in all aspects.

Performance. The performance of productivity is one of the exciting factors to see whether working from home impacts working. According to Galanti et al. (2021), working from home presents a significant potential for firms to gain a competitive edge while enhancing overall performance. There is a substantial and unfavorable impact that job performance has on overall productivity (Pauline Ramos & Tri Prasetyo, 2020). Moreover, Sandoval-Reyes et al. (2021) also agreed that working remotely may lead to higher stress levels. Greater higher efficient work productivity performed for some people, as Bolisani et al. (2020) said that smart working/virtual working has the potential to be an advantageous option for a significant number of workers, particularly skills who can carry out their responsibilities with a high degree of independence. The vast majority of white-collar professionals have shown significant improvements in performance (Tønnessen et al.,2021). According to Guler et al. (2021), working from home increases productivity. Consequently, working from home benefits a specific group of people regarding their job status.

There is a different perspective view on work from home and work productivity. According to Morikawa (2022), after the outbreak of the COVID-19 pandemic, the productivity of WFH workers and businesses was significantly reduced than that of those who began WFH before the pandemic outbreak. As well as Korbel and Stegle (2020) claimed that there is a low level of productivity among female scientists, and Manko (2020) said that there is a negative influence on business operation. Besides, Umishio et al. (2022)

also agreed that employee performance level was substantially correlated with a person's level of satisfaction during the pandemic in their workplace. However, Seva et al. (2020) concluded that having a suitable working environment boosts performance for those from home. The majority of the workforce has declined due to covid restrictions, ions, and the WFM caused higher negativity in production rate. In general, depending on the job status and working environment will be the outcomes of work performance/productivity during the pandemic.

Solution. Finding solutions and encountering obstacles to keep running the business during the pandemic was necessary, as leadership does matter. According to Daraba et al. (2021), the restoration of personal health for female employees largely primarily facilitated ship effectiveness, which constituted a massive benefit. Public essentials need to understand the different ways in which male and female personnel react to leadership. In the healthcare sectors, Halley et al. (2021) said that to address the requirements of doctors, both professionally and personally, during the pandemic, those in charge of health care and the government need to have a solid understanding of the many different issues that they face. As well as Garfin and Dana Rose (2020) agreed that the administration and ultimately the expansion of physical and mental health services, as well as improvements in outreach and reductions in health inequities, might be made possible, at least in part via technology. Furthermore, Lopez-Leon (2020) also points out that suggestions are needed, such as studying the feasibility of virtual research and making moral lessons from any difficulties encountered. Thus, solutions and tips must come from an individual of each stakeholder as well as from the effective leader who is from the top management and who is in charge of creating the right policy to drive and lead an organization to the right path during the Covid-19 pandemic.

The new technology such as google hangouts, skype, and zoom are the most popular applications for video conferencing, virtual working, and other business transactions during the pandemic. According to Tripathi and Bagga (2020), adopting and implementing the appropriate forms of business intelligence have shown to be solutions for various variables that impact the continuance of corporate operations proving intelligent technology is the solution. Dey et al. (2020) also agreed that transformation is something that businesses need to embrace if they want to continue existing and thriving over the long term. Researchers Chadee, Ren, and Guiyao (2021) also stated that the use of technology to keep running a business would carry through in the future; in addition, Galanti et al. (2021) said that Work from is a key. Aspan (2021) also points out that to speed up the process of dealing with the pandemic, there is an urgent need for more coordination between the government and the business sector to develop a working system from home. As the pandemic is coming to an end, while contemporary intelligent technology may hold the secret to addressing the pandemic spreading through our generations, therefore we must recognize how social media, the internet, and e-learning have changed our daily lives and become a solution to the continuation of our business transactions during the Covid-19 pandemic.

Summary of Themes

The themes and narratives are provided according to the results from the data. Five main pieces and 14 sub-themes are composed and built upon the coding findings and articles. The thematic data analysis gave accuracy in forming themes and discussing the

results. There are different thoughts, views, and perspectives, and all types of points of view are presented in this chapter.

Summary, conclusions, and recommendations

This chapter provides a summary of the results in light of the findings. It was thoroughly discussed in the previous chapters how the themes were utilized. This chapter also includes suggestions and recommendations both in terms of practical use and for other study purposes.

Summary of Findings

Issues and Difficulties During the Pandemic (struggle)

The Covid-19 pandemic has indeed caused people's life misery. In early 2020 during the first wave of Covid-19, most firms and corporations were not fully transitioned online. The pandemic could take years to get back to normal, and the solutions and a way of business continuation were proposed and implemented virtual working environment. After implementing remote working, the consequences have been followed. Such as impacting employees' physical and mental, work productivity, isolation, prolonged working hours, alien technology, family conflict, among others. Virtual work worsens working conditions for some people, but other employees take it differently. The pandemic is impacting the individual level, moving on different types of jobs, and gender inequality; white-collar workers were not met with heavy struggle as they could be transitioned into online modalities, unlike blue-collar workers, who are the vast majority of jobs were done only by physically and manually. Besides, women's work was double as a covid restriction imposed. As children and husbands started joining classes and working remotely, women were burdened by the increased household duties. Some female workers couldn't keep up with it as the increased obligations and responsibilities were placed on women. Therefore, the ongoing pandemic has exposed quality education, social injustice, and gender inequalities.

Students were part of the overwhelmingly impacted group as schools, colleges, and universities were forced to shift to virtual learning. The results indicated that students and teachers prefer the traditional learning method remotely. They find it challenging as most of them are not well equipped with the technology. COVID-19 influences teachers' identity and their devotion. Technology has indeed helped many students to continue their learning; nevertheless, students and teachers find it challenging to adapt to the new method of learning and teaching due to poor preparation and understanding. Domestic violence has also increased throughout COVID-19. Some significant causes are isolation which increases aggression, debts, losing jobs and their workload, and increased housework.

Perspective View Towards Work From Home

People around the globe may have experienced a wide range of emotions during a pandemic. There are as many adherents of working from home as there are against it. Employees with a higher level of education may find it advantageous to work from home. As long as employees can communicate and share knowledge through workplace culture, a large percentage will be capable of maintaining effective working connections while working from home. It seems that the great majority would want to continue their work from home in the future. High-tech advancements, however, have some individuals

enthusiastic about the future of employment. The pandemic has opened commercial possibility as most a positive outlook on the potential of working from home. Some financial executives are open to allowing their employees to work remotely permanently; working from home may become more popular as a career alternative.

Individuals have shared their views on coping with working from home, most of which were unpleasant. Problems at home are often intertwined, contributing to feelings of isolation and disconnection in social settings. Pandemics have the unfortunate side effect of disrupting people's daily routines and activities. As mentioned in chapter 4, lockdown is associated with a change in diet and an increase in tension and anxiety, and typical adverse effects. Besides, the inability to effectively communicate with customers and colleagues is also a result of these issues. Furthermore, lacking physical activity has been linked to weight gain and poor health conditions.

The Convenience of the Work Environment

A successful result requires a positive workplace atmosphere as remote workers working from home may find themselves in prolonged working hours and under more stressful conditions than they used to. As a result, it may not always be an excellent alternative outcome for employees if they are for. Even though certain groups would benefit from the pandemic without their willingness, the overall impact of the Covid-19 pandemic is to increase the existing socioeconomic, gender, racial, and ethnic imbalances. Due to the wide range of negative implications, working from home is a temporary solution during the pandemic.

One of the advantages that have resulted from the pandemic is more quality time spent with family. During the pandemic, there is an expectation that women may lose their occupations and increase household responsibilities for the family. Before the pandemic, parents spent less time on families, but they are spending significantly far more time than they used to. One of the aspects is that most males are likely to work from home, meaning that the housework has fallen on the shoulders of the mothers. In households where there are children attending classes, working mothers are more likely to be able to carry out their jobs from home, while working fathers are less likely to be able to do so. Furthermore, working from home saves additional time for the family by reducing the amount of time spent on transportation.

Emerging New Technologies

Working from home has brought sophisticated light technologies. Scamming, phishing and other cybercrimes are rising due to increased remote working. While contemporary information technology may hold to address the pandemic through our generations, we must be aware of how social media, the internet, and e-learning have changed our daily lives. Hackers often target those who lack security knowledge and are unfamiliar with new technology during pandemics. Cyber security is becoming more of a concern as people rely upon it. As a result of a wide range of cybersecurity threats, individuals and vital infrastructures are required immediate attention to upgrade cyber-security.

The COVID-19 pandemic has substantially affected several economic sectors, including the financial industry and healthcare. Advances in information technology may solve our generation's current pandemics; nevertheless, due to the general lack of

knowledge and unfamiliarity with recent technology during the pandemic, cyberattacks are becoming more common. Emerging coronavirus-focused deception tactics aim to disrupt workplaces and exploit people's weaknesses. Phishing attacks are most successful when they elicit a strong emotional reaction. Online meetings and other forms of cooperation are part of daily routine, which might be vulnerable to cyber-attacks. Remote working has resulted in many data breaches, and it's essential to be aware of the potential downsides of technologies such as social media, various websites, and online education.

Impacts Caused by the Pandemic

Pandemic has caused people to lose jobs, become emotionally ill, and create a new work pattern yet, work from home has generally had both positive and negative effects. There has been a massive increase in white-collar professionals' performance and digital knowledge. Employees who work from home earn more than they did before the pandemic. Therefore, there might be a beneficial effect of the pandemic on work-from-home opportunities. One of the effects of work-from-home is the impact on workers' emotions. This may have been due to fewer disruptions to their typical work pattern and fewer demands from their colleagues and superiors. Regarding pandemics as an overall observation, affected individuals would have different opinions depending on their employment status, settings, and financial sectors. Yet, the work-from-home (pandemic) has negatively influenced elements.

The performance of productivity is one of the intriguing aspects of assessing whether remote working has an influence. Companies can obtain a competitive advantage while improving overall performance by allowing employees to work from home. Job performance has a significant negative impact on total productivity. Additionally, working from home may lead to increased stress levels and better productivity. Smart working/virtual working can be a beneficial choice for many employees, especially those who can carry out their obligations independently; working from home has improved productivity. Hence, working from home is advantageous to a particular demographic regarding their professional standing.

It is possible to have a different viewpoint on working from home and productivity. Worker and company productivity in work from home was much lower after the COVID-19 pandemic than it had been for those who joined work from home before the epidemic. People who work from home do better when they have a comfortable setting. People's work performance and productivity during the pandemic will vary based on their employment status and workplace conditions.

Leadership was essential not just for finding solutions to problems but overcoming challenges to keep the firm generally operating throughout the pandemic. In the healthcare industry, those in charge of health care and the government need to have a solid understanding of the many different issues that doctors face to meet the requirements during the pandemic, both professionally and personally. This is necessary for doctors' needs during the pandemic. The management and eventually the growth of physical and mental health services, as well as improvements in outreach and reductions in health disparities, could be, at least partly, by technological advancements. There is an immediate need for increased collaboration between the government and the business sector to build a system that allows employees to work from home to expedite responding to the epidemic.

Therefore, solutions and suggestions need to come from an individual representative of each stakeholder and an effective leader.

If companies want to continue to exist and thrive over the long run, they must embrace change as a primary part of their business operations. It is expected that in the future, people will continue to rely on technological advancements to keep their businesses functioning. We must acknowledge how media, the internet, and e-learning have altered our day-to-day lives and become a solution to continuing our business transactions during the Covid-19 pandemic. We must acknowledge how technology is a key to addressing the pandemic.

Conclusion

The Covid-19 pandemic has significantly influenced many aspects of human life. Some people took it as an advantage, while the vast majority considered it a harmful period. The pandemic has revealed the importance of information technology; if it's not for them then the big corporations, firms, companies, and organizations would not have survived throughout the pandemic. It also path a new way of work pattern that some people consider to keep remote working after the pandemic, creating additional job opportunities in the future. Nevertheless, people with low income and living pay check to pay check, such as the blue-collar workers, have indeed suffered hence, the pandemic has revealed the importance and gap of education in our society.

Recommendation

Based on the findings and conclusions presented, the following recommendations are suggested to administrations, management, and future researchers.

Recommendation for Administrations and Management

1. Since the effectiveness of technology has been proven during the pandemic, the administrations and management should invest more in information technology, and keep up with the latest technology.
2. The majority of people prefer to work from the office, however, a few people prefer to work from home. Therefore, choices should be given based on their preferences and convenience.
3. Most employees expressed a lack of support from the organizations thus, the human resource department should facilitate communication, provide aid and assist between the organization and employees.
4. The majority of the employees revealed unfamiliarity with remote work (virtual work) and insufficient gadgets hence, establishing an effective remote working, learning environment, performance evaluations, and providing necessary gadgets for remote work will enhance work productivity and is highly recommended.
5. Implementing a policy for social awareness of mental health will ensure employees' well-being since the depression, anxiety and stress are common during the pandemic.
6. Developing a contingency plan for the organization will benefit to increase flexibility in engaging unexpected events such as pandemics, natural disasters, national crises, etc.

Recommendation for Future Researchers

1. There is a lack of research for specific areas to explore further, which is the pros and cons of using remote working and e-learning for post-pandemic as recent studies only focus on pre and present pandemics therefore, post-pandemic research is recommended.

2. This study was done by a qualitative study, thematic analysis; therefore quantitative approach, an empirical study is encouraged to explore from the teacher's and student's perspective view regarding the effectiveness of E-learning in post-pandemic.

3. Future researchers are advised to further investigate whether E-learning has an impact on a face-to-face class such as students' preference for virtual class vs e-learning and the motives behind it since there is no study in this area.

4. The quantitative empirical study is encouraged to explore from both teachers and students whether e-learning should be implemented in high school since it had not been investigated yet.

Code	Title	Reference
<p>Longer working hours Working issues/distraction Savetime for transportation Faced difficulties Tied with the computer Missing work environment Challenging Balance expression and depends Uncomfortable working environment Adopt WFM Unfamiliar technologies</p>	<p>Working from home during COVID-19 pandemic: lessons learned and issues</p>	<p>Bolisani, E., Scarso, E., Ipsen, C., Kirchner, K. and Hansen, J.P (2020), “Working from home during COVID-19 pandemic: lessons learned and issues”, <i>Management & Marketing. Challenges for the Knowledge Society</i>, Vol. 15, No. Special Issue, pp. 458-476, DOI: 10.2478/mmcks-2020-0027.</p>
<p>Associated with Isolation, physical & mental, communication, satisfaction</p>	<p>Impacts of Working From Home During COVID-19 Pandemic on Physical and Mental Well-Being of Office Workstation Users</p>	<p>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. <i>Journal of occupational and environmental medicine</i>, 63(3), 181–190.</p>
<p>Majority have positive outlook for WFM Negative emotions for few portion Employers willing for future WFM</p>	<p>Analyzing the Sentiments towards Work-From-Home Experience during COVID-19 Pandemic</p>	<p>Dubey, A., Tripathi, S., (2020). Analysing the Sentiments towards Work-From-Home Experienceduring COVID-19 Pandemic - Letter from Academia, <i>Journal of Innovation Management</i>, www.open-jim.org, 8(1),13-19.</p>
<p>Unplanned experiment Impacting negatively overall</p>	<p>The potential impact of the Covid-19 pandemic on occupational status, work from home, and occupational mobility</p>	<p>Kramer, A., & Kramer, K. Z. (2020). The potential impact of the Covid-19 pandemic on occupational status, work from home, and occupational mobility. <i>Journal of Vocational Behavior</i>, 103442.</p>

<p>negatively related on family work conflict, social isolation</p> <p>WFM is a key but should consider for consequences, obstacles and performance</p>	<p>Work From Home During the COVID-19 Outbreak</p> <p>The Impact on Employees' Remote Work Productivity, Engagement, and Stress</p>	<p>Galanti, T., Guidetti, G., Marzoni, E., Zappalà, S., & Toscano, F. (2021). Work From Home During the COVID-19 Outbreak: The Impact on Employees' Remote Work Productivity, Engagement, and Stress. <i>Journal of occupational and environmental medicine</i>, 63(7), e426–e432. doi:10.1097/JOM.00000000000002236</p>
<p>Lack on self-control and disengagement to work and needs energy for continuation</p> <p>WFM is a future work</p>	<p>Is digital technology the magic bullet for performing work at home? Lessons learned for post COVID-19 recovery in hospitality management</p>	<p>Chadee, D., Ren, S., & Tang, G. (2021). Is digital technology the magic bullet for performing work at home? Lessons learned for post COVID-19 recovery in hospitality management. <i>International Journal of Hospitality Management</i>, 92(), 102718–. doi:10.1016/j.ijhm.2020.102718</p>
<p>Small portion of US workforce can be done WFM and difficult for majority</p> <p>Lower paid WFM employees could lead in mental health</p>	<p>Who cannot work from home? Characterizing occupations facing increased risk during the COVID-19 pandemic using 2018 BLS data</p>	<p>Baker, M. G. (2020). Who cannot work from home? Characterizing occupations facing increased risk during the COVID-19 pandemic using 2018 BLS data. <i>Who Cannot Work from Home? Characterizing Occupations Facing Increased Risk during the COVID-19 Pandemic Using 2018 BLS Data</i>. doi:10.1101/2020.03.21.20031336</p>
<p>Scamming, phishing increased</p> <p>Vulnerability for increase on virtual workplace and attackers taking advantage on video conferencing</p>	<p>Corona Virus (COVID-19) Pandemic and Work from Home: Challenges of Cybercrimes and Cybersecurity</p>	<p>Ahmad, T. (2020, April 5). Corona Virus (COVID-19) Pandemic and Work from Home: Challenges of Cybercrimes and Cybersecurity. <i>Papers.Ssrn.Com</i>. https://papers.ssrn.com/sol3/papers.cfm?abstract_id=3568830</p>

<p>Majority stays at their firms and some moved to new firms, few losses jobs</p> <p>Higher wages for white collar WFM workers in cities</p> <p>Low productivity/performance</p> <p>WFM should be based on productivity of locations for white collar employees</p> <p>Work hybrid in the future</p>	<p>Work-from-home productivity during the COVID-19 pandemic: Evidence from Japan</p>	<p>Morikawa, M. (2022). Work-from-home productivity during the COVID-19 pandemic: evidence from Japan. <i>Economic Inquiry</i>, 60(2), 508–527. Available from: doi:10.1111/ecin.13056 MORIKAWA-527</p>
<p>Business sectors are unwilling to WFM after pandemic</p> <p>IT sectors and people from metro polytan have probability to continue WFM and may work permanently</p> <p>Difficulty for lower income to WFM and may create jobs for remote working</p> <p>Half of the respondents willing to continue WFM</p>	<p>A statistical assessment of work-from-home participation during different stages of the COVID-19 pandemic</p>	<p>Barbour, N., Menon, N., & Mannering, F. (2021). A statistical assessment of work-from-home participation during different stages of the COVID-19 pandemic. <i>Transportation Research Interdisciplinary Perspectives</i>, 11, 100441. doi:10.1016/j.trip.2021.100441</p>
<p>Female scientists are fewer productive than male scientist due to household duties</p> <p>Expatriates' scientists may feel isolated</p> <p>Stress down by laboratory closed</p> <p>Videoconference is effective</p>	<p>Effects of the COVID-19 pandemic on life scientists</p>	<p>Korbel, Jan O.; Stegle, Oliver (2020). Effects of the COVID-19 pandemic on life scientists. <i>Genome Biology</i>, 21(1), -. doi:10.1186/s13059-020-02031-1</p>

Using reduced time for others		
Higher dissatisfaction and performance from students to remote learning Lectures encountered teaching remotely	Students learning experiences during COVID-19: Work from home period in Malaysian Higher Learning Institutions	Selvanathan, Mahiswaran; Hussin, Nur Atikah Mohamed; Azazi, Noor Alyani Nor (2020). Students learning experiences during COVID-19: Work from home period in Malaysian Higher Learning Institutions. <i>Teaching Public Administration</i> , (), 014473942097790–. doi:10.1177/0144739420977900
Technology is solution Technology addition caused workload and family-conflict Technology impacts mental health on both positive and negative WFM could provide time for family Technology could be solution to broaden mental and other health issues Reduce spend time on online	Technology as a coping tool during the COVID-19 pandemic: Implications and recommendations	Garfin, Dana Rose (2020). Technology as a Coping Tool during the COVID-19 Pandemic: Implications and Recommendations. <i>Stress and Health</i> , (), smi.2975–. doi:10.1002/smi.2975
WFH can reduce people’s movement and good for environment	Work from Home and the Use of ICT during the COVID-19 Pandemic in Indonesia and Its Impact on Cities in the Future	Rachmawati, R., Choirunnisa, U., Pambagyo, Z. A., Syarafina, Y. A., & Ghiffari, R. A. (2021). Work from Home and the Use of ICT during the COVID-19 Pandemic in Indonesia and Its Impact on Cities in the Future. <i>Sustainability</i> , 13(12), 6760. doi:10.3390/su13126760
WHM Less work in first covid wave	My home is my castle – The benefits of	Alipour, J.-V., Fadinger, H., & Schymik, J. (2021). My home is

<p>Effect positive on WFM workers</p> <p>Inequality skilled workers for WFM</p> <p>WFM may not necessarily important for infections due to lockdown imposed</p>	<p>working from home during a pandemic crisis</p>	<p>my castle www.thebenefits.com</p> <p>working from home during a pandemic crisis. Journal of Public Economics, 196, 104373. doi:10.1016/j.jpubeco.2021.104373</p>
<p>Concern for communication</p> <p>Isolated WFM</p> <p>Opportunity for future interaction</p>	<p>Finding community during a pandemic</p>	<p>Sharma, A. (2020). Finding community during a pandemic. Science, 368(6487), 206–206. doi:10.1126/science.368.6487.206</p>
<p>Cyber crime increased during the pandemic and may continue</p> <p>Needed to upgrade vulnerable cyber defense</p>	<p>COVID-19 pandemic cybersecurity issues</p>	<p>Pranggono, B., & Arabo, A. (2020). COVID -19 Pandemic Cybersecurity Issues. Internet Technology Letters. doi:10.1002/itl2.247</p>
<p>Negative impact on business but WFM positively impact on few</p>	<p>Considerations in the Use of Work-From-Home (WFH) for Post-Pandemic Planning and Management</p>	<p>Manko, B. A. (2021). Considerations in the use of work-from-home (WFH) for post-pandemic planning and management. Management, 25(1), 118-140. doi:http://dx.doi.org/10.2478/management-2019-0062</p>
<p>Concern for frontliners and children.</p> <p>Government responsibility to ease concern caused by Pandemic</p>	<p>The Intersection of Work and Home Challenges Faced by Physician Mothers During the Coronavirus Disease 2019 Pandemic: A Mixed-Methods Analysis</p>	<p>Halley, M. C., Mathews, K. S., Diamond, L. C., Linos, E., Sarkar, U., Mangurian, C., Sabry, H., Goyal, M. K., Olazo, K., Miller, E. G., Jagsi, R., & Linos, E. (2021). The Intersection of Work and Home Challenges Faced by Physician Mothers During the Coronavirus</p>

		<p>Disease. 2019. <i>Pandemic</i> A Mixed-Methods Analysis. <i>Journal of Women's Health</i>, 30(4), 514–524. doi:10.1089/jwh.2020.8964</p>
<p>More support and help needed for staff</p> <p>Challenges in WFM vs Resting</p> <p>Prefer WFM in the future</p>	<p>Experiences of Mental Health Clinicians and Staff in Rapidly Converting to Full-Time Telemental Health and Work from Home During the COVID-19 Pandemic</p>	<p>Steidtmann, D., McBride, S., & Mishkind, M. C. (2021). Experiences of Mental Health Clinicians and Staff in Rapidly Converting to Full-Time Telemental Health and Work from Home During the COVID-19 Pandemic. <i>Telemedicine and E-Health</i>, 27(7), 785–791. doi:10.1089/tmj.2020.0305</p>
<p>Communication impacts both positive and negative on stress and efficacy</p>	<p>Does the End Justify the Means? The Role of Organizational Communication among Work-from-Home Employees during the COVID-19 Pandemic</p>	<p>Zito, M., Ingusci, E., Cortese, C. G., Giancaspro, M. L., Manuti, A., Molino, M., ... Russo, V. (2021). Does the End Justify the Means? The Role of Organizational Communication among Work-from-Home Employees during the COVID-19 Pandemic. <i>International Journal of Environmental Research and Public Health</i>, 18(8), 3933. doi:10.3390/ijerph18083933</p>
<p>Policy and regulation needed to implement for WFM</p>	<p>Legal Basis for the Implementation of Work from Home Amid The COVID-19 Pandemic in Indonesia</p>	<p>Aspan, H. (2021). Legal Basis for the Implementation of Work from Home Amid The COVID-19 Pandemic in Indonesia. <i>Saudi J. Humanities Soc Sci</i>, 6(4), 116-121.</p>
<p>Increase in domestic violence, child abuse due to confinement (Pandemic), financial hardship, job loss</p>	<p>A Pandemic within a Pandemic — Intimate Partner Violence during Covid-19</p>	<p>Evans, M. L., Lindauer, M., & Farrell, M. E. (2020). A Pandemic within a Pandemic — Intimate Partner Violence during Covid-19. <i>New England Journal of Medicine</i>, 383(24), 2302–</p>

<p>Inequality for minority in legal process</p>		<p>2304. www.eximiajournal.com doi:10.1056/nejmp2024046</p>
<p>The impact of restrictions has been profound and hindered the functionality of the laboratory greatly</p>	<p>Remote Work During the COVID-19 Pandemic: Making the Best of It</p>	<p>Buchanan, N. D., Aslaner, D. M., Adelstein, J., MacKenzie, D. M., Wold, L. E., & Gorr, M. W. (2021). Remote work during the COVID-19 pandemic: Making the best of it. <i>Physiology</i>, 36(1), 2-4.</p>
<p>Educated employees are less likely infected due to types of work</p> <p>Differences in education matter for work</p> <p>WFM may not be a permanent solution</p>	<p>Education, health behavior, and working conditions during the pandemic: evidence from a German sample</p>	<p>Hoenig, K., & Wenz, S. E. (2021). Education, health behavior, and working conditions during the pandemic: evidence from a German sample. <i>European Societies</i>, 23(sup1), S275-S288.</p>
<p>Teaching & is difficult for both students and teachers</p> <p>Online learning is not feasible</p> <p>Concern of teachers</p> <p>Impacted emotions by pandemic</p>	<p>Teachers' Emotion and Identity Work During a Pandemic</p>	<p>Jones, A. L., & Kessler, M. A. (2020). Teachers' Emotion and Identity Work During a Pandemic. <i>Frontiers in Education</i>, 5. doi:10.3389/educ.2020.583775</p>
<p>Difficult to adopt technology</p> <p>Suddenly</p> <p>New technology</p> <p>Adopt to cope up</p> <p>Shifts to new environment</p> <p>Reflection for strategies</p> <p>Sustainability</p>	<p>Adoption, Adaptation, Use and Impact of Information Systems during Pandemic Time and Beyond: Research and Managerial Implications</p>	<p>Dey, B. L., Al-Karaghoul, W., & Muhammad, S. S. (2020). Adoption, adaptation, use and impact of information systems during pandemic time and beyond: research and managerial implications. <i>Information Systems Management</i>, 37(4), 298-302.</p>

Physical pain Disturb Long hours Men majority WFM Less exercise Fewer pain for Women WFM WFM caused pain Prefer WFM post pandemic	Work from home and musculoskeletal pain in telecommunications workers during COVID-19 pandemic: a pilot study	Radulović, A. H., Žaja, R., Milošević, M., Radulović, B., Luketić, I., & Božić, T. (2021). Work from home and musculoskeletal pain in telecommunications workers during COVID-19 pandemic: a pilot study. Archives of Industrial Hygiene and Toxicology, 72(3), 232-239.
Work Standby Resource matter WFM helps Remote working matter IT adoption and implementation IT is solution	LEVERAGING WORK FROM HOME FOR BUSINESS CONTINUITY DURING COVID-19 PANDEMIC–WITH REFERENCE TO BI SOLUTION ADOPTION	Tripathi, A., & Bagga, T. (2020). Leveraging Work from Home for Business Continuity during COVID-19 Pandemic–With Reference to BI Solution Adoption. Indian Journal of Economics and Business, 19(1), 19-34.
Women scientists suffered and matter gender gap	Productivity in a pandemic	Collins, C. (2020). Productivity in a pandemic. Science, 369(6504), 603–603. doi:10.1126/science.abe1163
WFM positive for job WFM negative for performance Performance negative for productivity	The Impact of Work-Home Arrangement on the Productivity of Employees during COVID-19 Pandemic in the Philippines: A Structural Equation Modelling Approach	Pauline Ramos, J., & Tri Prasetyo, Y. (2020). The Impact of Work-Home Arrangement on the Productivity of Employees during COVID-19 Pandemic in the Philippines: A Structural Equation Modelling Approach. 2020 The 6th International Conference on Industrial and

		Business www.eximiajournal.com doi:10.1145/3429551.3429568
<p>Online learning drawbacks for students and educators</p> <p>Students prefer traditional learning</p> <p>Researchers prefer traditional lab</p> <p>Students stressed</p> <p>Anxiety caused by online exam and relate to restriction</p> <p>WFM and interaction</p> <p>WFM women low productivity</p> <p>Women higher efficacy and physical activity</p> <p>Freshman students less satisfied</p> <p>Students better at WFH than anyone</p>	<p>Difference in the Attitude of Students and Employees of the University of Ljubljana towards Work from Home and Online Education: Lessons from COVID-19 Pandemic</p>	<p>Drašler, V., Bertonec, J., Korošec, M., Pajk Žontar, T., Poklar Ulrih, N., & Cigić, B. (2021). Difference in the Attitude of Students and Employees of the University of Ljubljana towards Work from Home and Online Education: Lessons from COVID-19 Pandemic. <i>Sustainability</i>, 13(9), 5118. doi:10.3390/su13095118</p>
<p>Positive for WFC</p> <p>Technology demands</p> <p>Remote working matter</p>	<p>Work-family conflict during the Covid-19 pandemic: teleworking of administrative and technical staff in healthcare. An Italian study</p>	<p>Ghislieri, C., Molino, M., Dolce, V., Sanseverino, D., & Presutti, M. (2021). Work-family conflict during the Covid-19 pandemic: teleworking of administrative and technical staff in healthcare. An Italian study. <i>La Medicina del lavoro</i>, 112(3), 229.</p>
<p>Disability and remote work during the pandemic with implications for cancer survivors</p>	<p>Low remote disability workers</p> <p>Disabilities faced more hardships</p>	<p>Kruse, D., Park, S. R., van der Meulen Rodgers, Y., & Schur, L. (2022). Disability and remote work during the pandemic with implications for cancer survivors.</p>

	Limit jobs for Disabilities	Journal of Gender Studies, 16(1), 183-199.
Workstation effects on productivity	Barriers and facilitators of productivity while working from home during pandemic	Seva, R. R., Tejero, L. M. S., & Fadrilan-Camacho, V. F. F. (2021). Barriers and facilitators of productivity while working from home during pandemic. <i>Journal of occupational health</i> , 63(1), e12242.
Fathers to less WFM	The impact of closing schools on working from home during the COVID-19 pandemic: evidence using panel data from Japan	Yamamura, E., & Tsustsui, Y. (2021). The impact of closing schools on working from home during the COVID-19 pandemic: evidence using panel data from Japan. <i>Review of Economics of the Household</i> , 19(1), 41–60. doi:10.1007/s11150-020-09536-5
WFM reduce stress and increase productivity Remote effects stress of men's than women productivity Remote works caused stress Perceive stress as mediator Gender caused productivity	Remote Work, Work Stress, and Work–Life during Pandemic Times: A Latin America Situation	Sandoval-Reyes, J., Idrovo-Carlier, S., & Duque-Oliva, E. J. (2021). Remote work, work stress, and work–life during pandemic times: A Latin America situation. <i>International Journal of Environmental Research and Public Health</i> , 18(13), 7069.
Impacted parent's responsibilities and pressure	Paid and unpaid work during the Covid-19 pandemic: a study of the gendered division of domestic responsibilities during lockdown	Borah Hazarika, O., & Das, S. (2021). Paid and unpaid work during the Covid-19 pandemic: A study of the gendered division of domestic responsibilities during lockdown. <i>Journal of Gender Studies</i> , 30(4), 429-439.
Suggestions needed	Recommendations for working from home during the COVID-19	Lopez-Leon, S. (2020, anuary 1). <i>Recommendations for working from home during the COVID-19</i>

	pandemic (and beyond)	<i>pandemic work during covid-19 pandemic</i> IOS Press. Content.Iospress.Com. https://content.iospress.com/articles/work/wor203187
Faced Challenges	Challenges and Gratitude: A Diary Study of Software Engineers Working From Home During Covid-19 Pandemic	Butler, J., & Jaffe, S. (2021, May). Challenges and gratitude: A diary study of software engineers working from home during covid-19 pandemic. In 2021 IEEE/ACM 43rd International Conference on Software Engineering: Software Engineering in Practice (ICSE-SEIP) (pp. 362-363). IEEE.
Leadership matters	Working from home during the corona pandemic: Investigating the role of authentic leadership, psychological capital, and gender on employee performance	Daraba, D., Wirawan, H., Salam, R., & Faisal, M. (2021). Working from home during the corona pandemic: Investigating the role of authentic leadership, psychological capital, and gender on employee performance. <i>Cogent business & management</i> , 8(1), 1885573.
Moderate effect on WFH and trait optimism	Trait Optimism and Work from Home Adjustment in the COVID-19 Pandemic: Considering the Mediating Role of Situational Optimism and the Moderating Role of Cultural Optimism	Biron, M., Peretz, H., & Turgeman-Lupo, K. (2020). Trait optimism and work from home adjustment in the COVID-19 pandemic: Considering the mediating role of situational optimism and the moderating role of cultural optimism. <i>Sustainability</i> , 12(22), 9773.
Parents more on housework Mothers' work increased Pressure	Gender, Parenting, and The Rise of Remote Work During the Pandemic: Implications for Domestic Inequality in the United States	Dunatchik, A., Gerson, K., Glass, J., Jacobs, J. A., & Stritzel, H. (2021). Gender, parenting, and the rise of remote work during the pandemic: Implications for domestic inequality in the United

		States. <i>Gender & Society</i> , 25(2), 194-205.
<p>Eating and stress increased</p> <p>Online learning and social media increased</p> <p>Food Shopping increased</p> <p>Poor management caused mortality</p> <p>Covid-obesity</p> <p>“Covibesity,” a new pandemic</p> <p>Disrupted work patterns</p> <p>Impacted change for future</p>	<p>“Covibesity,” a new pandemic</p>	<p>Khan, M. A., & Smith, J. E. M. (2020). “Covibesity,” a new pandemic. <i>Obesity medicine</i>, 19, 100282.</p>
<p>Low rating for IT but high on home environments</p> <p>Communication challenges</p> <p>Satisfaction and productivity</p>	<p>Work productivity in the office and at home during the COVID-19 pandemic: A cross-sectional analysis of office workers in Japan</p>	<p>Umishio, W., Kagi, N., Asaoka, R., Hayashi, M., Sawachi, T., & Ueno, T. (2022). Work productivity in the office and at home during the COVID-19 pandemic: a cross-sectional analysis of office workers in Japan. <i>Indoor air</i>, 32(1), e12913.</p>
<p>Backpain increased</p> <p>Weight gained and physical inactivity</p> <p>High productivity and low in health</p>	<p>Working From Home During a Pandemic Investigation of the Impact of COVID-19 on Employee Health and Productivity</p>	<p>Guler, M. A., Guler, K., Gulec, M. G., & Ozdoglar, E. (2021). Working from home during a pandemic: investigation of the impact of COVID-19 on employee health and productivity. <i>Journal of Occupational and Environmental Medicine</i>, 63(9), 731-741.</p>
<p>Changed livelihood pattern</p> <p>Caused job loss, risk of infection and remote work</p>	<p>The gendered pandemic: The implications of COVID-19 for work and family</p>	<p>Yavorsky, J. E., Qian, Y., & Sargent, A. C. (2021). The gendered pandemic: The implications of COVID-19 for work and family. <i>Sociology Compass</i>, 15(6), e12881.</p>

<p>Losing childcare impacted parents</p> <p>Women are vulnerable and left behind to bounce</p> <p>Remote work caused gender equality but benefited for pre-existing</p>	<p>Satisfaction of scientists during the COVID-19 pandemic lockdown</p>	
<p>Women are more affected</p> <p>Positive for gender equality</p>	<p>The Pandemic and Gender Inequality in Academia</p>	<p>Kim, E., & Patterson, S. (2022). The pandemic and gender inequality in academia. <i>PS: Political Science & Politics</i>, 55(1), 109-116.</p>
<p>Slight increased satisfaction for overall students</p> <p>People with children rated not changed</p> <p>Lower effect for geologist and mathematicians</p> <p>Partially observed a change caused by pandemic</p>	<p>The Pandemic and Gender Inequality in Academia</p>	<p>Raabe, I. J., Ehlert, A., Johann, D., & Rauhut, H. (2020). Satisfaction of scientists during the COVID-19 pandemic lockdown. <i>Humanities and Social Sciences Communications</i>, 7(1), 1-7.</p>
<p>Gender gap</p> <p>Decent workload paid for women</p> <p>Disparities</p>	<p>Transformations in the Gender Gaps in Paid and Unpaid Work During the COVID-19 Pandemic: Findings from Turkey</p>	<p>İlkkaracan, İ., & Memiş, E. (2021). Transformations in the gender gaps in paid and unpaid work during the COVID-19 pandemic: Findings from Turkey. <i>Feminist Economics</i>, 27(1-2), 288-309.</p>
<p>Positive for social media</p> <p>Awareness by social media</p>	<p>Usage of social media during the pandemic: Seeking support and awareness about COVID-19 through social media platforms</p>	<p>Saud, M., Mashud, M. I., & Ida, R. (2020). Usage of social media during the pandemic: Seeking support and awareness about COVID-19 through social media platforms. <i>Journal of Public Affairs</i>, 20(4), e2417.</p>

<p>During the COVID-19 pandemic are phishing, scamming, spamming, smishing, and vishing, in combination with the most used socio-technical method: fake emails, websites, and mobile apps used as weapon platforms for conducting successful cyber-attacks</p>	<p>A Multivocal Literature Review on Growing Social Engineering Based Cyber-Attacks/Threats During the COVID-19 Pandemic: Challenges and Prospective Solutions</p>	<p>Mohammad Hijri, Gidzaur Adnan (2021). <i>A Multivocal Literature Review on Growing Social Engineering Based Cyber-Attacks/Threats During the COVID-19 Pandemic: Challenges and Prospective Solutions</i></p>
<p>The pandemic has provided scammers and thieves with an unprecedented opportunity to take advantage of the weak and defenseless</p>	<p>COVID-19 Medication Scams, Cognitive Decline, & the Elderly</p>	<p>Johnson, Mark S. and Bonner, Mkay (2022) "COVID-19 Medication Scams, Cognitive Decline, & the Elderly," <i>Multidisciplinary Psychology: A Journal of Collaboration</i>: Vol. 2: Iss. 1, Article 5.</p>

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