

# A Study On: Comfortability In Completing Task Is High At Office Or Work From Home

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## **Abstract:**

In the contemporary corporate landscape, the concept of “workplace” has undergone a significant transformation, blurring the lines between professional and personal spaces. The COVID-19 pandemic accelerated this shift, giving rise to remote working as a mainstream model, where people started to work from whom which feel them more comfortable then working in a traditional method especially to current working generation millioners. This study explores the level of comfortability employees experience in completing office tasks while working in two distinct environments the traditional office and the work-from-home setup. The research examines how factors such as communication, work-life balance, social interaction, infrastructure, and organizational culture influence employees’ comfort and productivity. Findings from this analysis aim to assist human resource managers in understanding employee preferences, fostering engagement, and designing hybrid work models that align both organizational efficiency and employee well-being. Ultimately, this study highlights that comfortability is not solely dependent on physical space but on the balance between professional demands and personal adaptability.

**KEY WORDS:** Workplace Comfortability, Productivity, Human Resource Management, Work from Home, Office Environment; Employee Well-being, Remote Work, Organizational Culture, Work-Life Balance, Hybrid Work Model.

## **Introduction:**

The evolution of work culture in recent years has redefined the traditional understanding of the workplace. The other factors of production like land, materials, don’t need constant focus but labour, human resource need high level of maintenance hence they are emotional being, nonconstant in nature. So understanding the comfort place for performing task plays important role in human resource management. With the advent of digital technologies and the normalization of remote work, organizations worldwide are witnessing a paradigm shift in how tasks are accomplished. For human resource managers, understanding where employees feel most comfortable and efficient whether at the office or while working from home has become a vital concern in sustaining productivity and morale. Comfortability in performing office tasks extends beyond physical comfort; it encompasses emotional stability, focus, motivation, and the sense of belonging within the organizational ecosystem. The office environment offers structured routines, face-to-face collaboration, and immediate feedback, which can enhance team dynamics and discipline. Conversely, the work-from-home model provides flexibility, reduced commuting stress, and the comfort of familiar surroundings, which can boost creativity and personal satisfaction. However, this comfort often varies among individuals based on personality, job nature, and organizational support systems. Human Resource Management plays a crucial role in identifying these

variations and creating strategies that bridge the gap between efficiency and comfort. By analyzing employees' experiences in both environments, this research seeks to determine where comfortability — and consequently productivity — reaches its highest potential. The insights derived will contribute to developing effective HR policies, hybrid work models, and supportive frameworks that align employee well-being with organizational success.

## 2. Review of literature:

### Individual experience and psychological comfort:

Comfort is portrayed in the literature as a layered, subjective experience that goes beyond physical ergonomics. Several studies emphasize that comfort includes emotional safety, cognitive ease, and a sense of control. Environmental factors (ergonomic chair, lighting, noise levels) are important, but psychological factors autonomy, ability to manage interruptions, and perceived privacy often explain more variance in reported comfort. Qualitative interviews repeatedly reveal that the same person can feel highly comfortable for concentrated analytic work at home yet prefer the office for socially risky or evaluative tasks because in-person presence provides reassurance and immediate feedback.

### Environmental and ergonomic factors:

Empirical work distinguishes physical comfort from broader wellbeing. Office settings often provide standardized ergonomic setups, dedicated equipment, and quieter controlled spaces for some tasks; these consistently show benefits for musculoskeletal comfort and task-focused stamina. Home environments are highly variable: workers with dedicated home offices and good setups report comfort equal to or greater than the office; those in crowded or improvised spaces report decreased physical and mental comfort. Diary studies document day-to-day fluctuations tied to environmental disturbances (children, deliveries, neighbors) that reduce home-based comfort for many.

### Social dynamics and relational comfort:

A strong stream of research links comfort to social context. The office supports spontaneous collaboration, mentoring, and social cues that reduce ambiguity important for tasks requiring negotiation, creativity, or learning. For many employees, being physically present with colleagues reduces social anxiety around complex, uncertain tasks. Conversely, WFH reduces exposure to constant social evaluation and interruptions, which many report as increasing their comfort for solitary, deep-focus tasks. Mixed-methods papers highlight how social presence can both comfort and distract depending on task type and personality.

### Task characteristics and fit:

Researchers categorize tasks by cognitive demand and interdependence to predict where comfort is higher. Collaborative and creative tasks usually benefit from office proximity, where informal interactions and rapid feedback are available. Routine, solitary, and highly concentrative tasks (e.g., coding, detailed report writing) more often align with home-based comfort when environmental conditions permit. Several studies use time-use and activity logs to map task-location fit: comfort increases when workers can choose an environment suited to the task's social and cognitive demands.

## Autonomy, routines, and perceived control

Perceived control is a recurrent mediator in comfort research. WFH typically increases perceived control over scheduling, microbreaks, and environmental settings (temperature, music), which many employees link to greater comfort and productivity. However, lack of structure at home can fragment attention for some, especially those with caregiving responsibilities or poor time-management habits. Literature emphasizes the value of “structured autonomy” flexibility bounded by clear expectations and routines as a way to sustain comfort across settings.

## Managerial practices, monitoring, and trust

Managerial style strongly moderates comfort. Studies contrast trust-based, outcome-oriented management with surveillance-oriented approaches. Trust and autonomy promote comfort in both home and office contexts; surveillance, excessive monitoring, or constant check-ins erode comfort particularly in the privacy of one’s home where employees may already feel vulnerable. Interview-based studies underscore that transparent communication, regular but respectful check-ins, and clarity of expectations are consistently associated with higher comfort ratings.

## Technology, connectivity, and digital fatigue:

Technology is essential but ambivalent. Reliable tools and easy access to systems replicate office capabilities at home and support comfortable task completion. When systems are unreliable, or meetings proliferate, digital fatigue emerges as a major barrier to comfort. Several quantitative studies correlate the number and length of virtual meetings with declines in self-reported comfort and concentration. The literature also documents an “always-on” boundary erosion effect: home workers sometimes experience reduced psychological detachment from work, which undermines comfort over time.

## Social equity, space inequality, and demographic moderators:

A robust body of research highlights unequal distribution of comfort. Individuals with spacious homes, dedicated workspaces, stable internet, and fewer caregiving responsibilities report greater comfort WFH. Those in small living quarters, multi-person households, or with heavy domestic duties often find the office more comfortable or require hybrid solutions. Studies that disaggregate by socioeconomic status, gender, and family composition reveal systematic patterns: women with caregiving roles report larger comfort disruptions at home unless organizational supports exist. The literature urges that policy responses should account for these inequalities rather than assuming universal suitability of one location.

Research method; “Comfort” is measured variably across studies: self-report surveys, daily diaries, in-depth interviews, and occasional experimental manipulations (for example, randomized equipment stipends). Mixed-methods studies provide the richest insight, capturing subjective narratives alongside quantitative trends. However, many studies are cross-sectional or short-term, limiting causal claims about long-term comfort outcomes. The literature often cautions that immediate post-adoption satisfaction (e.g., early WFH during a pandemic) may not reflect stable preferences once novelty and temporary supports change.

Contradictions, boundary conditions, and hybrid models:

The literature contains plausible contradictions that usually resolve into boundary conditions: long-term, voluntary WFH with structural support tends to show improved comfort for many; imposed or poorly supported WFH often leads to mixed or negative comfort outcomes. Hybrid arrangements are consistently proposed as a middle path in empirical and theoretical work: using office time for collaborative, social, and mentoring needs while reserving home time for deep, individual tasks. Several longitudinal and quasi-experimental papers indicate hybrid models produce higher aggregate comfort across diverse worker profiles.

Practical recommendations from the evidence base:

Applied research converges on several recommendations to increase comfort across locations: align tasks and locations intentionally; invest in ergonomic support and equipment for home workers; train managers in trust-based practices and boundary-respecting communications; limit unnecessary synchronous meetings; and implement equitable policies (stipends, access to quiet shared spaces) to mitigate home-environment disadvantages. Intervention studies testing equipment subsidies or managerial trainings show promising improvements in reported comfort and wellbeing when implemented with clear guidelines.

Gaps and emerging questions:

Key gaps identified across reviews include the need for longer-term longitudinal studies tracking how comfort evolves as hybrid norms stabilize, deeper qualitative work on marginalized groups, and experimental evaluations of specific interventions (managerial, technological, spatial). Cultural and industry variation is another underexplored area: preferences and comfort predictors likely vary across countries and sectors but have received limited comparative attention.

## RESEARCH METHOD:

### 3.1 Population and Sample

**Population:** The population of this study includes currently working as well as retired software employees.

**Sample:** From the population of software employees, a sample of 100 respondents were selected using a convenience sampling method.

### 3.2 Data Collection Methods

A structured questionnaire was prepared and was sent to 100 software employees. This study adopted a mixed research approach because it consists of both option-based and open-ended questions. Data's were collected from 8/2/2025 15:54:48 to 9/3/2025 12:31:11.

### 3.3 Research Instruments

The main tool used in this study was a questionnaire to collect information from candidates about their comfortability in completing office task is high at office or at work from home. The questionnaire was made and shared using Google Forms Responder link:

[https://docs.google.com/forms/d/e/1FAIpQLSfVDWx51yGdAfV\\_7AZaKtfY9GCu70ACIP4IOLgSOIjK6sgx5Q/viewform?usp=dialog](https://docs.google.com/forms/d/e/1FAIpQLSfVDWx51yGdAfV_7AZaKtfY9GCu70ACIP4IOLgSOIjK6sgx5Q/viewform?usp=dialog)

which made it easy for respondents (Software employees) to answer online.

### 3.4 Data Analysis Technique

Data Analysis Techniques The data collected from the questionnaire was analyzed using the Mean Method. The mean was calculated for respondent's answers on different aspects of the recruitment process.

### 3.5 Research Questions

1) How many years of work experience do you have?

- A] 0-1 year
- B] 2-5 years
- C] 6-10 years
- D] More than 10 years

2) What is your current work mode?

- A] Fully from office
- B] Fully from home
- C] Hybrid (both)

3) How comfortable do you feel working from the office?

Very comfortable

- 1
- 2
- 3
- 4
- 5

Least comfortable

4) How comfortable do you feel working from Home?

Very comfortable

- 1
- 2
- 3
- 4
- 5

Least comfortable

5) What factor affect your comfort level in the office \*

- A] Traveling time
- B] Office environment
- C] Interaction with coworkers
- D] Lack of work life balance
- E] None of these above

6) What factor affect you from home\*

- A] Distraction at home
- B] Ergonomic furniture
- C] Internet connectivity
- D] Isolation

- E] Lack of interactions
- F] None of these above

7) Gender

- A] Female
- B] Male

8) Martial status

- Yes
- No

9) Age categories

- A] Baby boomers
- B] Millionaire
- C] Gen z

10) Which work space helps you focus better\*

- A] Office
- B] Home
- C] Both equally
- D] Depands on task

11) Which environment allows better time management and task competition \*

- A] Office
- B] Home
- C] Both equally
- D] Neither

12) You experience more stress in\*

- A] Office
- B] Work from home
- C] Both equally
- D] Neither

13) If you are given choice, which work mode would you prefer \*

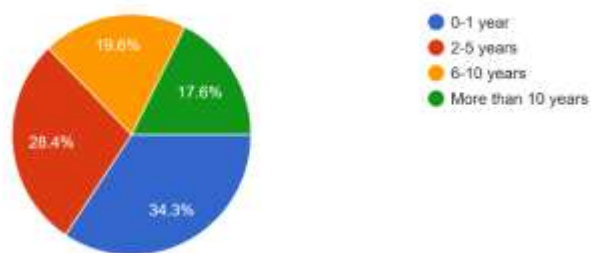
- A] Fully in office
- B] Fully remote (WORK FRPM HOME)
- C] Hybrid (both alternatively)

## 4.FINDINGS

i).How many years of work experience do you have?

How many years of work experience do you have

102 responses

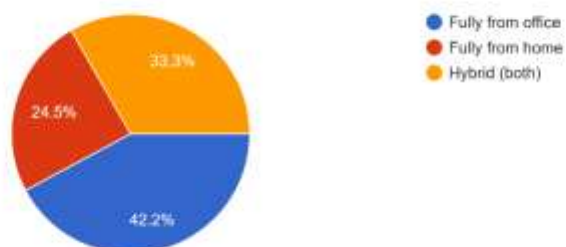


Among the selected population of 102 respondents there are 34.3% have 0-1 year work experience, 28.4% have 2-5 years work experience, 19.6% have 6-10 years of work experience and 17.6% have more than 10 years of work experience. In this selected population, work experience for 0-1 year have highest percentage of 34.3% and work experience of more than 10 years have least percentage of 17.6%

ii) What is your current work mode?

What is your current work mode

102 responses

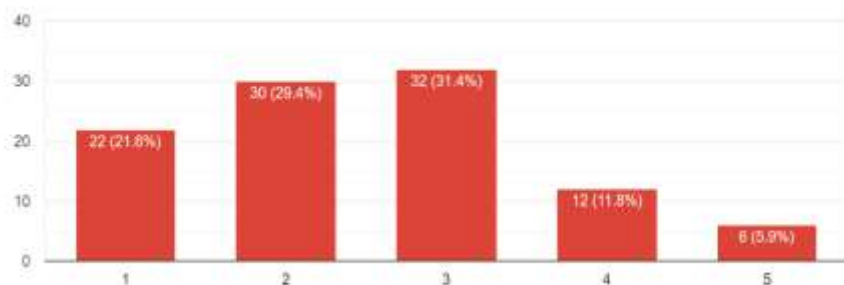


Among 102 respondents 42.2% current work mood is fully from office, 24.5% are fully from home and 33.3% are working in hybrid mood that is alternatively from both office and home. In this selected population, current work mode as fully from office is having highest percentage of 42.2% and lowest percentage of 24.5% are working fully from home.

iii) How comfortable do you feel working from the office?

How comfortable do you feel working from the office

102 responses

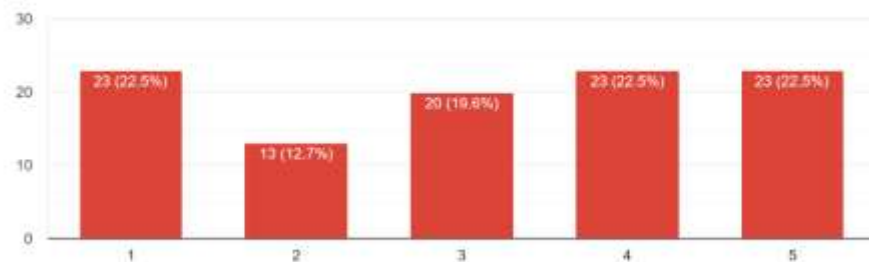


Among 102 respondents 22.6% are feeling very comfortable in working from office, 29.4% feel comfortable in working from office, 31.4% are feeling, Moderate level of comfortability in working from office, 11.8% are feeling least comfortable in working form office and 5.9% are feeling very least comfortable in working from office. In this 31.4% have highest percentage for feeling moderate level of comfortable in working from home and 11.8% have lowest percentage for feeling very least comfortable in working from office.

iv) How comfortable do you feel working from Home?

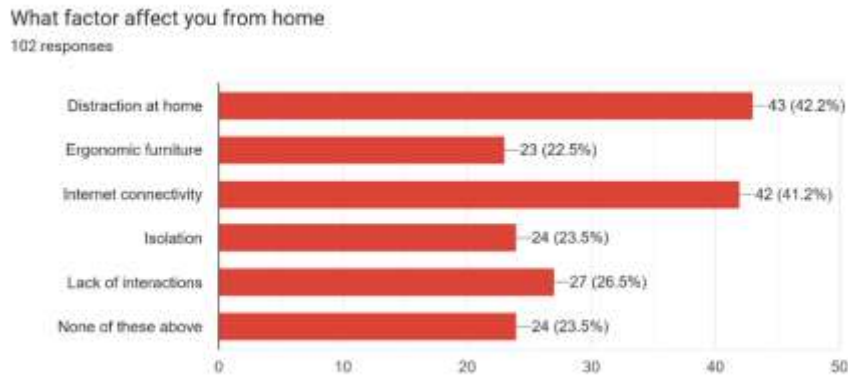
How comfortable do you feel working from Home

102 responses



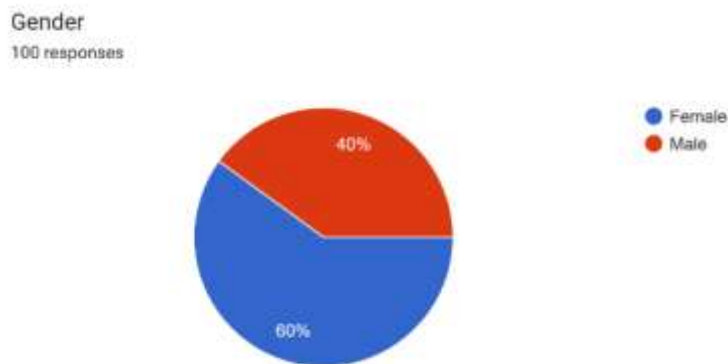
Among 102 respondents 22.5 % are feeling very comfortable in working from home, 12.7% are feeling comfortable in working from home and 19.6% are feeling Moderate level of comfortable in working from home, 22.5% are feeling least comfortable in working from home and 22.5% are feeling very least comfortable in working from home.

V) What factor affect you from home?



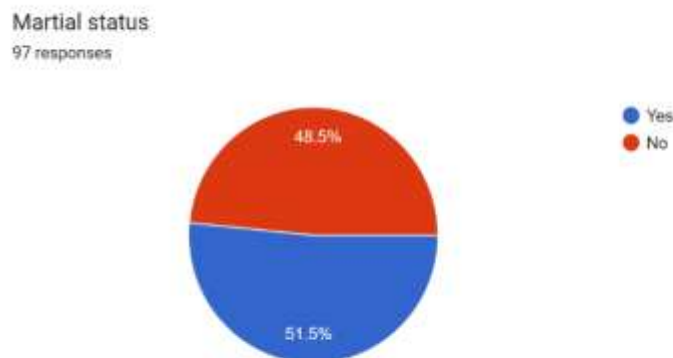
Among 102 respondents 42.2% are saying Distraction at home affecting factor, 22.5% are saying Ergonomic furniture as affecting factor, 41.2% are saying internet connectivity as the affecting factor, 23.5% are saying isolation as affecting factor, 26.5% are saying lack of interaction as affecting factor and 23.5% are saying None of the above.

Vi) Gender



Among 100 respondents 40% are male and 60% are female from this we can conclude that female are working as large in software field.

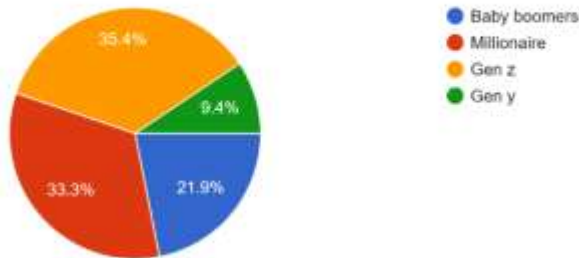
Vii) Martial status



Among 97 respondents 51.5% are married and 48.5% are unmarried

Viii) Age categories

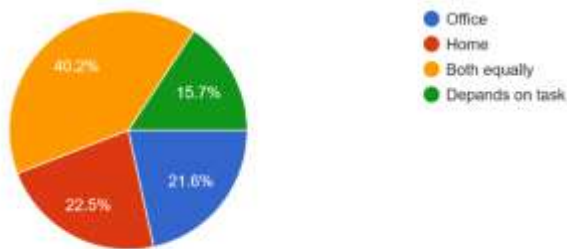
Age categories  
96 responses



Among 96 responses 21.9% belongs to baby boomers category where there are at their retirement period, 33.3% are belongs to millionaire category they are current majorly working category in market, 35.4% are belongs to generation z commonly called as gen z who are current fresher in market and finally 9.4% belongs to generation y commonly called as early 2k.

ix) which work space helps you focus better?

Which work space helps you focus better  
102 responses

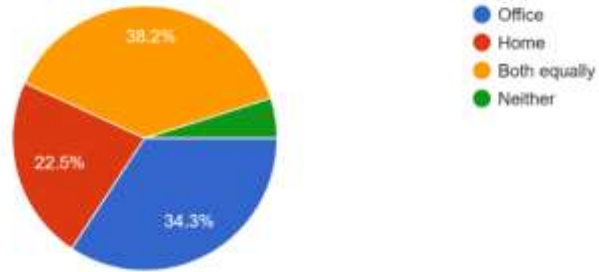


Among 102 respondents 21.6% says that working in office helps them to focus better, 22.5% says that working in home helps them to focus better, 40.2% says that working at both place giving them same level of focus and 15.7% says that focus depends on task.

x) which environment allows better time management and task completion?

Which environment allows better time management and task completion

102 responses

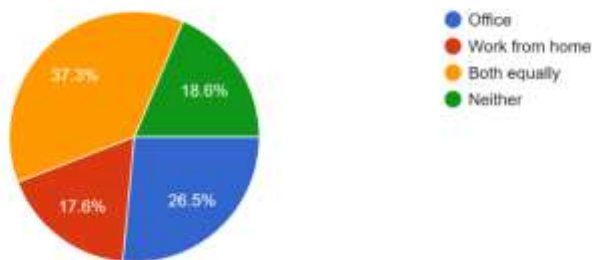


Among 102 respondents 34.3% says that office environment allows better time management and task completion, 22.5% says that home environment allows them better time management and task completion, 38.2% says that both home and office environment allows them better time management and task completion, no one says neither.

xi) where do you experience more stress?

You experience more stress in

102 responses

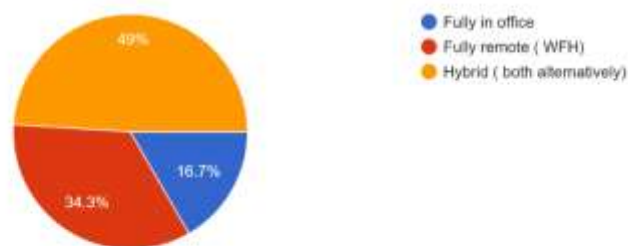


Among 102 respondents 26.5% says that in office they are more stress, 17.6% says that in work from home they are more stress, 37.3% says that in both office and work from home they are in stress irrespective of place and 18.6% says neither.

xii) If they are given choice, which work mode would you prefer?

If you are given choice, which work mode would you prefer

102 responses



Among 102 respondents 16.7% says that if they given choice to choose their own work mood they prefer working fully from office since they feel it gives them better working environment, 34.3% says that if they give choice to choose their own work mood they prefer working fully from home since its their comfort place and 49% says that if they given choice to choose their own work mood they prefer working alternatively from both office and home hence they want to enjoy both advantages.

## 5. ANALYSIS

The mean age category of the respondents is approximately Millioners. The mean work experience of the respondents

is approximately 10.5 years. The mean rating of the application process is approximately 4.79 out of 5. The

mean of the comfortability in completing task is high in office is approximately 3.89. The mean of the completing task is high in home is

approximately 3.74. The mean of completing task is high at both place is approximately 4.23.

## 6. CONCLUSION

The study on *comfortability in completing office tasks* between traditional office settings and work-from-home environments reveals that both contexts have distinct advantages shaped by psychological, social, and environmental factors. Findings across several HRM studies show that office environments tend to promote better *collaboration, team cohesion, and structured productivity*, especially for employees who rely on direct communication and managerial support. The physical workspace, ergonomic facilities, and organizational culture in offices enhance focus and accountability.

Conversely, work-from-home arrangements provide stronger *psychological comfort* through flexibility, autonomy, and reduced commuting stress. Employees often report higher satisfaction when they have control over their environment and work pace. However, challenges such as social isolation, blurred work-life boundaries, and digital fatigue reduce the overall comfort level for some individuals.

The HRM perspective emphasizes that *comfortability is not purely physical but also emotional and cognitive*. It depends on leadership style, organizational policies, and employee adaptability. Therefore, the ideal approach for modern organizations is to adopt a hybrid work model, blending the structural benefits of the office with the personal comfort of remote work. By doing so, HR managers can balance employee well-being and organizational productivity.

In summary, comfort in completing office tasks is situational rather than location-dependent. The key lies in *how organizations design, manage, and support* the work environment—whether in a corporate building or a home office. Future HRM strategies should focus on flexible scheduling, ergonomic awareness, mental health support, and technology integration to sustain employee comfort and efficiency in both settings.

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