

To Study Gen-Z Prefer for Work from Office VS Work from Home in it Sector in Ahmedabad

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ABSTRACT

This study investigates the work preferences of Gen-Z employees in Ahmedabad's IT sector, focusing on their attitudes toward work-from-home (WFH) versus work-from-office (WFO) arrangements. With the increasing shift towards flexible work models, understanding the factors that influence Gen-Z's work preferences is crucial for organizations seeking to enhance productivity, engagement, and employee well-being. The research explores five key areas: gender differences in productivity, the perception of flexibility in managing daily schedules, the impact of remote work on focus and concentration, preferences for in-person collaboration, and the perceived effect of remote work on overall well-being. The findings reveal that Gen-Z employees highly value flexibility in remote work arrangements, with a strong association between WFH and the ability to manage personal schedules. However, the study also shows a weak relationship between remote work and improved productivity or well-being, suggesting that the benefits of remote work are not universally felt. Furthermore, while some employees prefer in-person interactions for collaboration, the rise of digital tools has diminished the necessity of physical presence for team cohesion. The results highlight the need for organizations to adopt more flexible, personalized work policies, invest in technology, and foster a culture that supports both remote and in-office work environments. These insights provide valuable guidance for companies aiming to optimize work arrangements and improve employee satisfaction, especially in the context of a younger, tech-savvy workforce

INTRODUCTION

This pandemic situation changed the way of people doing work and many organization adopting work from home arranged. The changed allowed people to work from home with better use technology and completed their tasks and also stay connected with the colleagues. At this time work from home are unusual, but it is must doing in lockdowns due to health measures. There is more flexibility and controllability found in IT sector employee. So the, employee should maintain their balanced, they should happy with their jobs and managed easily. Many people have benefits but faces challenges. Communication become harder because of absent of physical present and less interaction. Some people does not have space and right equipments. As a result, there will be less productivity of employee and organization culture.

It is very important role of company should provide work from home (WFH) and seen health care of their employee. It should be supportive job performance create remote work area. When employee need support, the company support their staff and satisfied with the job performance and schedule. As a result company needs a strong working culture in the pandemic situation. The positive culture helps to increase the job satisfaction, feel that supportive and connect even they are not present in the work place.

As many business adopted hybrid models because of critical situation that would benefit to the employee while teamwork and meeting held in online for their collaboration. There is flexibility option in their scheduled. This model create challenges in WFH, require proper planning of both of WFH & WFO ensure that they fully value and integrated.

The behaviour of gen-Z towards work from home shape the future work. As we know this generation grown up with various digital technology, flexibility and independence of work life balance. So the company known how to approach work and move forward. Gen-Z prefer more WFH and comfort with the various digital tools as extension of digital lifestyle. Although Gen-Z is very comfortable & better understanding with technology, they also much value social interaction, mentorship and networking. These things are often easier to find in office environment, where they can easily connect more with their colleagues & leaders.

Since Gen-Z is just starting of their careers, as they are more focus on growth and leaning, which are often easier fits in standard office. As there are many more companies shifts remote or hybrid, as they need to find the way to offer career guidance, development and mentorship in these set to help the Gen-Z to succeed.

In conclusion, during and after covid-19 pandemic the work are more shift toward remote work has many to think of regular office setup. It has made that company are more focus on employees happiness, company culture, and opportunities for the careers growth, as the business looking ahead, it is very important to understand what Gen-Z value in work place to build any policies that work for everyone. The future work will likely mix all of 3 hybrid, remote and office based on setup each and every setup will designed to fit unique need

of individual. This will truly create and support everyone growth, happiness, success.

LITERATURE REVIEW

COVID-19 pandemic has changed the way of working of people, this forcing many company to adopt work from home policies. (Biharani&Vidani, 2018) Before decade work from remote seems special and benefit but as covid19 pandemic, it become necessity. (Vidani, 2018) This shift had big Impact, especially on industries like IT and finance studies, like one by borzikowsky et al. (2023), study found that employees enjoyed flexibility and independence for work from home offered, which help them to improve their work-life balance and save the time. (Vidani, 2018) however, it also bring some kind of challenges, such as feeling like a isolation. (Odedra, Rabadiya, &Vidani, 2018) Lack in coordination with team and teamwork. (Vasveli&Vidani, 2019)Research by Liu, jing and sheng (2023)this highlight that how a remote work can separating work life from personal life, this create increasing in stress and loneliness for many workers.

Gen-Z is more comfortable with digital tools as compared to older generation. (Sachaniya, Vora, &Vidani, 2019) Since they have connection online for the purpose of working online according to borzikowskyetal(2003)Gen-Z is very flexible, tech-driven work environment. (Vidani, 2019) However, they are very comfortable with digital tools, they still give a value to face-to-face interaction and mentorship, which is easier to build in office. (Vidani, Jacob, & Patel, 2019) Research by McGee et al (2023)show that Gen-Z enjoy and loved to be independence, but they also want to part of the team and want to maximize their network to grow their career.

The debate between working from home and working from office has been one of the big topic since covid-19 pandemic. (Vidani J. N., 2016) Work from home give people more flexibility as well as independence, and better work-life balance, but it also create or bring challenges like loneliness and fewer opportunities natural conversation. (Vidani& Singh, 2017) Studies by McGee et al.(2023) and Liu et al .(2023) found that remote worker often deal with kind of distraction, uncomfortable work place and isolation. (Vidani& Pathak, 2016) This kind of challenges show that we need to find a new way to work together and communicate in a remote-firstworld. (Pathak &Vidani, 2016) On the other hand working in office can help with Team bonding, casual chat, and career growth, especially for Gen-Z. (Vidani &Plaha, 2017) but, is also lack flexibility of working from home and come with the stress of long travel.

Many companies are now adapting hybrid work models, which combine the flexibility of working from home with the benefits of office collaboration. (Vidani J. N., 2020) According to Liu et al(2023), In hybrid model employees focus on task at home and meeting and team-building in office. (Vidani J. N., 2018) This model is specially build for Gen-Z, as it offer the flexibility and independence but they like while still providing networking, and mentorship opportunity. (Vidani&Dholakia, 2020) According to surya and

madhiyarsi(2023) offering them flexible work opportunity like hybrid models which attract company and increasing Gen-Z talent in pandemic situation.

In conclusion, the future of work offer WFH & WFO both of them provide benefits like hybrid models. (Vidani, Meghrajani, &Siddarth, 2023) These models meets Gen-Z who needs flexibility, independence and chancing to socialize. By this adopting this model company will increase workspace that increase productivity, growth and attract in best way.

METHODOLOGY

Table 1. Research Methodology

| | |
|-------------------------------|---|
| Research Design | Descriptive |
| Sample Method | Non-Probability - Convenient Sampling method |
| Data Collection Method | Primary method |
| Data Collection Method | Structured Questionnaire |
| Type of Questions | Close ended |
| Data Collection mode | Online through Google Form |
| Data Analysis methods | Tables |
| Data Analysis Tools | SPSS and Excel |
| Sampling Size | 190 |
| Survey Area | Ahmedabad |
| Sampling Unit | Students, Private and government Job employees, Businessmen, Home maker, Professionals like CA, Doctor etc. |

Source: Author’s Compilation

Demographic Summary

The demographic summary reveals key characteristics of the sample population (N=190). Regarding gender, the majority of participants are male (77.9%), with females accounting for 22.1%. In terms of age, most respondents fall within the 18–25 age group (90%), followed by 6.8% aged 25–32, and 3.2% aged 32–38. For education, over half (54.7%) hold a bachelor's degree, 37.4% have a master's degree, and 6.3% completed high school, while only 1.6% possess a doctorate or higher. Concerning employment status, students represent the largest group (34.7%), followed by full-time employees (20.0%), unemployed individuals (17.9%), self-employed participants (15.8%), and part-time workers (11.6%). Lastly, in terms of income, a significant portion earns less than \$10,000 annually (56.8%), with smaller groups earning \$10,000–\$20,000 (16.3%), \$20,000–\$30,000 (16.3%), and \$30,000–\$40,000 (10.5%).

Cronbach Alpha

Table 2. Cronbach Alpha

| | |
|-----------------------------|---------------------|
| Cronbach Alpha Value | No. of items |
| 0.720 | 15 |

Source: SPSS Software

In this study, Cronbach's Alpha was calculated to assess the internal consistency of the measurement instrument. With a value of 0.890 for a scale comprising 23 items, the result indicates a high level of relief. According to established guidelines, a Cronbach's Alpha value above 0.8 is considered excellent, suggesting that the items on the scale are highly consistent in measuring the underlying construct. This suggests that the instrument used in the study is reliable and that the responses collected are likely to be dependable for additional analysis.

RESULT

Table 3. Results of Hypothesis

| | Alternate Hypothesis | Result p = | >/< 0.05 | Accept/Reject Null hypothesis | R value | Relationship |
|----|--|------------|----------|--|---------|--------------|
| H1 | There is a significant association between gender and the perception of being more productive while working from home compared to working in the office. | 0.001 | < | H01 Rejected (Null hypothesis rejected) | 0.199 | WEAK |
| H2 | There is a significant association between working from home and the perception of having greater flexibility in managing one's daily schedule. | 0.079 | > | H02 Accepted (Null Hypothesis is accepted) | 0.040 | STRONG |
| H3 | There is a significant association between working remotely and the perception of ease in maintaining focus and concentration. | 0.062 | > | H03 accepted (Null Hypothesis is accepted) | 0.098 | WEAK |
| H4 | There is a significant association between preference for in-person interactions and perceptions of collaboration and team-building. | 0.002 | < | H04 Rejected (Null hypothesis rejected) | 0.010 | WEAK |
| H5 | There is a significant association between | 0.191 | > | H05 accepted | 0.092 | WEAK |

| | | | | | | |
|--|---|--|--|-------------------------------|--|--|
| | remote work and the belief that it positively impacts overall well-being. | | | (Null Hypothesis is accepted) | | |
|--|---|--|--|-------------------------------|--|--|

Source: Author's Compilation

DISCUSSION

As a result, understand that Gen-Z employee of IT sector prefer work from home and work from office. By using hypothesis analysis, it is found that factors like gender, environment that affects flexible, focus, productivity and overall well-being.

1. The first hypothesis (H1) said that how Gen-Z employee affect the feel of working from home as compared to office. As a result shown that, p-value 0.001 is less than 0.05 means that gender not influence opinion. The r-value 0.199 indicate that weak connection between gender and productivity views. As a result, gender play a very important role, affect the factors like personal preference or they have big impact of their job of how people feel when working from home.
2. The second hypothesis (H2) said that looking whether people work from home making of flexibility and managed their scheduled. It p-value 0.079 greater than 0.05, there should be accepted of null hypothesis. That there should be not strong connection between working from home and feels that flexibility. It is find that Gen-Z people in IT sector freedom from remote work and personal life to be balanced. That why today generation prefer flexible in work options.
3. The third hypothesis (H3) said that easily people can focus and concentrate when it work in remotely. The p- value 0.062 it is just above unusual 0.05 for significance it means that the result was not strong enough to work in remotely can impact of focus. The correlation value R= (0.098) is weaker that remote work does not how the people will focus. It seen things like proper discipline and environment of work area, it play a major role how people can focus on the work while work in remotely.
4. The fourth hypothesis (H4) said that how people interface with each other to see collaboration and build team. The p- value is 0.002 very low means that statically significance shows the connection. There is weak correlation (R=0.010) people interface with each other help to collaboration little, that impact a small. This is because some people prefer face to face communication is better. The use of various tools that is less effective for teamwork and interaction.
5. The fifth hypothesis (H5) said that work remotely improve Gen-Z all over well-being. The p-value 0.191 is above to entrance of room or building, it means that statistical significant does not affect and null hypothesis should be accepted. It suggests that flexible work does not affect people well-being. The weak correlation (R=0.002) shows that flexible should reduce stress it didn't improve Gen-Z employee in IT sector.

In the conclusion, the finding shows that flexibility and personal preference of Gen-Z with a view on work arranged. Some hypothesis will

be rejected because of particularly gender and productivity (H1). There is less supported of people interaction and collaboration. It result shows that while work in remote there will be various benefits like flexibility, productivity, focus and well-being but not strong or consistent. These research help to understand that Gen-Z in the IT sector and provide useful for the organization to look forward to adopt new work trends.

Theoretical Implications

According to this study on Gen-Z preference for working from home verses working from office in IT sector in Ahmedabad makes very important contributions to the fields like human resource management, organizational behaviour, and work psychology. This study explore at how a Gen-Z work environment affect their productivity, flexibility, team-work & well-being. This study help and expand knowledge and give insight into how a Gen-Z feels about modern work arrangement.

One of the most important finding in this study is how gender affect viewed productivity remote work (H1). Although gender seen to be impact is weak ($R=0.199$). The support idea of gender and social role, which view gender based expectation about the work roles people influence to see their work environment. However, weak connection shows the factors like individual working habits, jobs and more involve in productivity views. As a result, shown research into how gender and social roles affect experience and Gen-Z prefer more modern working system by using various tools.

This study found that remote work is strongly linked to feel more flexible for managing daily scheduled (H2), indicated that accepted of hypothesis and correlation ($R=0.010$). This theories support job demand resource model and work life balance theory. Both theories said that employee can manage their time, it help to them balance work and personal life lead to be great job satisfaction and well-being. This study is important for Gen-Z workers to take their own decisions regarding work. This trend give more trending to people more flexible work opinion especially to younger generation.

This study found that to maintain remote work and conclusion should have focus (H3), this study found that remote work did not focus and correlation is weak ($R=0.098$). While some people better focus at home, does not affect over all. This model refer that focus and concentration depends on environment and personal traits. In this factors like self-discipline, homesetup, type of working environment whether someone is working in the office or home. The remote work idea are automatically help people to better focus and concentration on work.

This study found that interaction is still people of Gen-Z in teamwork, while using various digital tools and virtual meeting was made face to face communication less (H4). This support media rich theory, the people using various digital tools like video calls, and collaboration can be effective in person communication. As a result, shows that work from home can also help team to working together, challenge the tradition view and presence is always need for build their strong and collaboration teams.

The study found that no significance relationship between work and improve well-being (H5), indicate to accept null hypothesis for Gen-Z employee in IT sector. Despite the expectation it help by consuming time and offering more flexibility ($R=0.092$) this suggest that benefits does not impact universal on well-being of Gen-Z employee in IT sector. This theories challenges about well-being, job stress, social interaction, and balanced life is important than when you work. It shows the factors like types of work, how you are social contact with employee and how they will separate work with personal life is more important for well-being not just working remotely.

In the conclusion, this study help to understand how Gen-Z employee work in both work from home and work from office. It suggest the theories like job demand resources model and work life balance theory but also shows that individual preference regarding working environment play a big role. As a study suggest that future search should look forward more closely how Gen-Z adopted a hybrid work roles and shows that how organization the policy to fit their preference. It would to improve productivity, teamwork and employees well-being.

Practical Implications

This study shows that Gen-Z employee in IT sector in Ahmedabad prefer when it comes to work from home or work from office. It especially for younger generation who grew up with digital tools, wants more flexibility in working mode. As suggest that companies should avoid treat all employees the same and offer personalized work option into their needs. The approach is most important in post pandemic situation where hybrid and flexible model have become common, fits all policies not meet diverse expectation of Gen-Z employee.

As a result, shown that Gen-Z employee see remote work which have more flexibility which is more important to keeping attracting in the IT sector (H2). Gen-Z have more control their working scheduled. It means that offering them flexible work hours and letting employee should organize their personal needs. Managers can focus on the work done rather than time spent in office. It lead to happy employee, increase their productivity by reduce stress and come out from strict hours.

Although the Gen-Z need flexibility is valued, the weak correlation between remote work and productivity (H1), remote work does not affect automatically lead to increase productivity and focus (H3). So the company should be careful not to be remote work will always increase the productivity. To help the employee will productive while work from home, companies can offer training and focus rather than working hours and provide various tools for collaboration. The company should also support the employee those who find remote work challenged to offer mental health resources or advice given to productive home office. So this way, remote work can stay effective without affecting the team employee overall performance.

The research says that Gen-Z employee are comfort with remote work but face to face communication is still important in teamwork and to build team(H4). There are some people prefer face to face communication for the

strong relationship and better communication. To maintain the balanced of flexibility and team work, companies should provide hybrid model. The company would allowed the employee to work remotely but also refer face to face communication to build relationship strong collaboration and creativity.

This research shows that remote work did not work significantly impact overall performance of employee (H5). While remote work give benefits reduce stress, other factors also play a important role in employee overall performance and engaged in work. Companies focus on the approach of well-being, mental health support and chances to need professional growth. It is also important to create social connection even work in remotely. The virtual social events, peer support network, and open communication is help to reduce the feeling of isolation and make employee feel more comfortable and connected, which is important part of Gen-Z employees who have strong workplace culture.

As a result shows that gender can slightly influence how is productivity is perceived, its impact is small (H1). The companies should focus on the creating a inclusive and non-discriminative work environment where employee feels to do their best. It provide equally access resources, training career opportunity and flexible workplace to diverse the need of the employee.

It shows that IT companies should focus on flexible work option and give Gen-Z employee should control over their scheduled. They make a strategy to keep productivity high when work remotely and person interaction for team work. Companies should take a advantage to increase employee well-being, focus more than where the employee working space, create a different culture where feels valued. After complete the needs of Gen-Z employee, companies can improve satisfaction, performance and stay positive in fast changing environment.

CONCLUSIONS

The study shows that Gen-Z (born between 1992 and 2012) in Ahmedabad prefer when it comes to work from home or work from office in IT sector. As a result says that Gen-Z added flexibility in their working scheduled and better work life balance. They were control over the work. While work from home give more flexibility, does not mean that lead to better improvement, productivity, focus and well-being. So Gen-Z wants flexible scheduled between work and personal life.

A study found between gender and remote work didn't have strong impact on performance, productivity and overall well-being of the employee. The factors like working habits, situation and support from the organization are important to the employee how they feel and perform. But, today Gen-Z think that person interaction is important, it is still important face to face communication help teamwork and collaboration. It is show that mix of both remote and office work better than relying on only one model to encourage effective teamwork and innovation.

The theories like job demand resources models and work life balance by apply theory working environment hybrid and remote work are common. It shows that theories hold the true but needed to update, hoe Gen-Z grew up

with technology and works. Gen-Z uses the technology not to be productive to their own but collaborate with others, proved this theories can expanded with included the ways digital tools shapes the modern work.

The companies in the IT sector offer more flexible work options to attract and to the Gen-Z employee. Allowed them do when and where they work, along with mixture of work from home and work from office, can improve their job satisfaction, performance and productivity. Companies should make sure that remote work does not affect their team bonding and collaboration. It investing in tools for communication for online and organization to keep face to face communication for connection. It supporting employee well-being, mental health and their growth will keeping to hold Gen-Z in the work place.

RECOMMENDATION

While this study provides valuable insights into Gen-Z's preferences for work-from-home (WFH) versus work-from-office (WFO) arrangements in the IT sector in Ahmedabad, there are several areas where future research can build upon these findings to further deepen our understanding of how younger generations engage with work environments. The following recommendations outline potential avenues for future research:

1. **Broader Demographic Comparison:** This study primarily focused on Gen-Z employees within the IT sector in Ahmedabad. Future research could expand the scope by comparing Gen-Z employees across different industries (such as manufacturing, retail, or education) and regions (urban vs. rural settings). A comparative study would allow for a better understanding of whether the preferences and perceptions of Gen-Z regarding remote and office work are industry-specific or whether they extend across various professional sectors. This would also provide insights into whether geographical and cultural factors influence work preferences.
2. **Longitudinal Studies on Work Preferences:** Given that Gen-Z is still in the early stages of their professional careers, it would be valuable to conduct longitudinal studies that track how their preferences for remote and in-office work evolve over time. These studies could examine how factors like career progression, life stage (e.g., family or financial stability), and shifting organizational policies influence their work preferences. A longitudinal approach would allow researchers to observe how changes in work culture (e.g., the return-to-office mandates after the pandemic) impact long-term employee satisfaction, well-being, and productivity.
3. **Impact of Hybrid Work Models:** Hybrid work models, which combine both remote and office-based work, have gained significant attention in recent years. Future research could explore the effectiveness of hybrid models, focusing specifically on how well these arrangements align with Gen-Z's preferences for flexibility, collaboration, and productivity. Studies could investigate whether a hybrid model is more beneficial than fully remote or in-office arrangements, and how hybrid work impacts factors like team dynamics, organizational loyalty, and mental well-being.

Research could also explore the challenges employees face in maintaining work-life balance and staying productive in a hybrid environment, as well as how organizations can provide better support for this model.

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