



# A Sustainable Working Model 'Work from Home' and the Emerging Themes During Pandemic, A Pilot Study

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**Abstract:** Work from home is a new experience for several working professionals and working along with the family members in unknown areas to study further and understand the reality a pilot study is conducted. Work from home is a viable model that has performed well since the pandemic; with the availability of internet, and cloud computing technologies, this model is very well facilitated in terms of technology, but it is not fully clear how this impacted performance, relation dynamics within the organization, within the family is not entirely known. As we all know, the new variable "Work from Home" came into being since the possible theme was not available because of the pandemic. Thus, there was no literature on how a constructivist grounded theory approach is followed to mine the narrative theme. After the pilot study, it is found that there is a significant difference in expression between males and females, and issues between males and females vary. Females express the concept of time as their 'own space', 'personal life', whereas the male has framed the idea of time as 'time', 'energy', 'availability', 'rest'. A constructivist grounded theory approach is used to uncover the emerging theme of the subject. The study is constructed based on experience collected from the field since no evidence and hypothesis of similar research is available. The narrative shows a significant disparity of expression between males and females, and issues between males and females vary. A female expresses the concept of time as own space, personal life, whereas a male has defined the idea of time as time, energy, availability, rest. Some of the prominent themes are family, relative, well-wisher, organization, personal life, and space.

**Keywords:** Work from Home, Constructivist Grounded Theory

## I. INTRODUCTION

Work from home is a phenomenon that is immersed alarmingly; the research was carried out to elucidate from the Constructivist Grounded Theory viewpoint. The literature on "work from home" is scant. The interpretation of people's experience from the perspective of PERMA is explored, and the related themes are drawn from narratives. The research is planned to put the evolving themes that have come to the surface because of the work from home mandate necessity as India was locked down for a substantial duration (23rd March to 3rd May 2020) and further accompanied by pandemic restriction precaution. The ground's truth is unclear, and there is scarcely any literature capable of drawing vector proportions to conduct further research. Thus, themes are examined from the narratives presented by subjects. From this study, three females and four males are chosen from various backgrounds who worked at home during the Lockdown in Bangalore, India. Telephone interviews obtained data, and narratives were considered for further analysis. This analysis's primary purpose is to consider evolving themes, with a great deal of emphasis on the themes emerging from narratives. At this time, the analysis must be carried out to understand the themes. There is no existence of the current studies to know the present situation's fundamental realities, specific to Bangalore, India. When searching for research data in the different databases, it is found that there are no credible studies from other locations about "work from home during lockdown or pandemic" related research.

Martin Seligman's Positive Psychology Paradigm "PERMA" is used to cognize the global themes. One of the main motives for including "PERMA" in this research for the global themes is to base the study on getting themes down within a brief time. This is a pilot study to undertake further research in the same context.

## II. RESEARCH QUESTION

What are the emerging themes of work from home during the pandemic? What is the ground reality of "Work from Home" during the lockdown?

### III. OBJECTIVES OF THE STUDY

1. To explore the emerging themes of work from home during the pandemic.
2. To understand the ground reality of "Work from Home" during the lockdown.

### IV. METHOD OF DATA COLLECTION

#### 4.1. Study Context

Seven respondents were interviewed for the pilot research work. An interview of 20 to 30 min was conducted within Work from Home and their experiences during the pandemic. They explained the content within their understanding of Positive emotions, Engagement, Relationships, Meaning, and Achievement while working from home.

The pilot study is undertaken to understand the evolving theme that is emerging since people are experiencing new dynamics while working from home. Further research will be conducted based on the emerging theme, and an interview handbook will be proposed. To analyze the data and to explore the organizing theme and sub-theme thematic analysis is used. A constructivist grounded theory approach is used to derive the emerging theme. However, the global theme was predetermined.

#### 4.2. Methodology

This study was based upon a constructivist grounded theory approach to explore 'Work from Home' and their experiences, and an inductive approach to understand the possible new emerging themes during the pandemic and work from home situation (Charmaz, 2014)., This approach was a concept of social constructivism (Creswell, 2013); the study attempted to analyze the respondents' narratives within the context of emotional perceptions.

The theory-driven top-down approach was considered to generate the Global theme, whereas the Organizing theme and sub-theme were generated by using the data-driven bottom-up approach. In this research, for 'Global Themes', the framework of Martin Seligman's Positive Psychology "PERMA" "A deductive theory-driven top-down approach" is used.

### V. FOR DEDUCTIVE THEORY-DRIVEN TOP-DOWN APPROACH, MARTIN SELIGMAN'S POSITIVE PSYCHOLOGY PARADIGM "PERMA" IS USED TO DERIVED GLOBAL THEMES

Martin Seligman, a pioneer in positive psychology, puts out a concept of wellbeing called PERMA. PERMA comprises five essential foundations of wellbeing and happiness:

- Positive emotions – feeling good
- Engagement – being completely absorbed in activities
- Relationships – being authentically connected to others
- Meaning – purposeful existence
- Achievement – a sense of accomplishment and success

To develop the Organizing theme and sub-theme inductive data-driven bottom-up approach is used (Chi, 1997), wherein themes are derived from the narrative.

### VI. RELIABILITY AND VALIDITY OF THE THEME

A deductive theory-driven top-down approach or an inductive data-driven bottom-up approach (Chi, 1997) is adopted in this research for developing the code. The theory-driven top-down approach was considered to generate the Global theme, whereas the Organizing theme and sub-theme were generated by using the data-driven bottom-up approach. Considering "A deductive theory-driven top-down approach" for this research Martin Seligman's Positive Psychology Paradigm "PERMA" for Global Themes

is used. Simultaneously, the inductive data-driven bottom-up approach (Chi, 1997) is adopted in this research to develop the theme and sub-theme, whereby themes are derived from the narrative.

Further themes are validated by another scholar who is well-versed with qualitative research. Both the data's reliability and usefulness (Campbell et al., 2013) are considered while developing the code. The narrative is being carefully observed, reading, and re-reading by another scholar to conclude the theme.

## VII. RECRUITMENT AND SAMPLING

Purposive sampling (Creswell, 2013) was used to hire a diverse cohort of employees working from home during the pandemic and around Bengaluru city.

## VIII. PARTICIPANTS

Seven participants were hired for the study representing diverse backgrounds, and interviews of 20 to 30 minutes are conducted, and details about the narrative are mentioned in (Table 1).

### 8.1. Intensive Interviewing

The participants in this research were engaged in Work from Home during a pandemic. An 'intensive,' emerging approach was considered for this study, as Charmaz (2014), encouraged a versatile and evolving interview approach centered on the theoretical categories that occurred during the analysis.

**Table 1. Demographics**

Working Individual (WI)	Age	Gender	State
WI -1	42	F	Karnataka
WI -2	27	F	Karnataka
WI -3	23	F	Karnataka
WI -4	25	M	Karnataka
WI -5	35	M	Karnataka
WI -6	46	M	Karnataka
WI -7	23	M	Karnataka

## IX. DATA ANALYSIS PROCESS

A thematic network is established in the study, Global Themes, Organizing Themes, and Sub Themes, from the narratives of the respondents, the evolving themes are mentioned below.

**Table 2. An emerging theme from Female, for Positive Emotion**

Global Themes	Organizing Themes	Sub Themes
Positive Emotion	2.1 Family	Personal Life, Space
	2.2 Relatives	

2.3 Well wisher
2.4 organization

**Table 3. An emerging theme from male, for Positive Emotion**

Global Themes	Organizing Themes	Sub Themes
<b>Positive Emotion</b>	3.1 Family	
	3.2 Relatives	Time, Energy consumption while travelling, Availability, Rest, Family time
	3.3 Well wisher	
	3.4 organization	

**Table 4. Combining both the gender, the Emerging theme from Male and Female, for Positive Emotion**

Global Themes	Organizing Themes	Sub Themes
<b>Positive Emotion</b>	4.1 Family	
	4.2 Relatives	Personal Life, Space, Time, Energy consumption while travelling, Availability, Rest, Family time
	4.3 Well wisher	
	4.4 organization	

**Table 5. An emerging theme from Female, for Engagement**

Global Themes	Organizing Themes	Sub Themes
<b>Engagement</b>	5.1 Family	
	5.2 Relatives	Own space, number of working hours get extended, fluctuation of activity during the lockdown
	5.3 Well wisher	
	5.4 organization	

**Table 6. An emerging theme from male, for Engagement**

Global Themes	Organizing Themes	Sub Themes
<b>Engagement</b>	6.1 Family	
	6.2 Relatives	Health, engage more activity
	6.3 Well wisher	

**Table 7. An emerging theme from both male and Female, for Engagement**

Global Themes	Organizing Themes	Sub Themes
<b>Engagement</b>	7.1 Family	
	7.2 Relatives	Own space, number of working hours get extended, fluctuation of activity during the lockdown, Health, engage more activity
	7.3 Well wisher	
	7.4 organization	

**Table 8. An emerging theme from Female, for Relationships**

Global Themes	Organizing Themes	Sub Themes
<b>Relationships</b>	8.1 Family	
	8.2 Relatives	Bondage, Husband, value friends, Colleague, Close relationship, Networking
	8.3 Well wisher	
	8.4 organization	

**Table 9. An emerging theme from male, for Relationships**

Global Themes	Organizing Themes	Sub Themes
<b>Relationships</b>	9.1 Family	
	9.2 Relatives	Gap, kids, house, living rooms, managing class, calls, challenge, spouse, parents, kids, friends, quality time, Family
	9.3 Well wisher	
	9.4 organization	

**Table 10. An emerging theme from both Male and Female, for Relationships**

Global Themes	Organizing Themes	Sub Themes
<b>Relationships</b>	10.1 Family	
	10.2 Relatives	Bondage, Husband, value friends, Colleague, Close relationship, Networking, Gap, kids, house, living rooms, managing class, calls, challenge, spouse, parents, kids, friends, quality time, Family
	10.3 Well wisher	
	10.4 organization	

**Table 11. An emerging theme from Female, for Meaning**

Global Themes	Organizing Themes	Sub Themes
<b>Meaning</b>	11.1 Family	
	11.2 Relatives	Efficiency in work, Thankful, Lots of resources
	11.3 Well wisher	
	11.4 organization	

**Table 12. An emerging theme from Male for Meaning**

Global Themes	Organizing Themes	Sub Themes
<b>Meaning</b>	12.1 Family	
	12.2 Relatives	Social wellbeing, regular meetings, Health, people around me, flexibility, consistency
	12.3 Well wisher	
	12.4 organization	

**Table 13. An emerging theme from both Male and Female, for Meaning**

Global Themes	Organizing Themes	Sub Themes
<b>Meaning</b>	13.1 Family	
	13.2 Relatives	Efficiency in work, Thankful, Lots of resources, Social wellbeing, regular meetings, Health, people around me, flexibility, consistency
	13.3 Well wisher	
	13.4 organization	

**Table 14. An emerging theme from Female, for Accomplishments**

Global Themes	Organizing Themes	Sub Themes
<b>Accomplishments</b>	14.1 Family	
	14.2 Relatives	Concretion, Good Quality work, re-learning, management and organization, My Body and Health, Health activity, My time, Good routine
	14.3 Well wisher	
	14.4 organization	

**Table 15. An emerging theme from male, for Accomplishments**

Global Themes	Organizing Themes	Sub Themes
<b>Accomplishments</b>	15.1 Family	
	15.2 Relatives	Resources, Dining, how to achieve, feel accomplished, moving forwards
	15.3 Well wisher	
	15.4 organization	

**Table 16. An emerging theme from both Male and Female, for Accomplishments**

Global Themes	Organizing Themes	Sub Themes
<b>Accomplishments</b>	16.1 Family	
	16.2 Relatives	Concretion, Good Quality work, re-learning, management and organization, My Body and Health, Health activity, my time, Good routine, Resources, Dining, how to achieve, feel accomplished, moving forwards
	16.3 Well wisher	
	16.4 organization	

## X. FINDINGS

The emerging theme from the narratives by using the constructivist grounded theory approach are as follows:

### **P – Positive Emotion**

Personal Life, Space, Time, Energy consumption while travelling, Availability, Rest, Family time.

### **E – Engagement**

Own space, number of working hours get extended, fluctuation of activity during the lockdown, Health, engage more activity.

### **R – Relationships**

Bondage, Husband, value friends, Colleague, Close relationship, Networking, Gap, kids, house, living rooms, managing class, calls, challenge, spouse, parents, kids, friends, quality time, family.

### **M-Meaning**

Efficiency in work, Thankful, Lots of resources, Social wellbeing, regular meetings, Health, people around me, flexibility, consistency.

### **A-Achievement**

Concretion, Good Quality work, re-learning, management and organization, My Body and Health, Health activity, my time, Good routine, Resources, Dining, how to achieve, feel accomplished, moving forwards.

### **Limitation**

The global themes were predetermined, and the interview was based on predetermined themes.

## XI. DISCUSSION

The global themes were predetermined, and the interview was based on default themes. Martin Seligman's Positive Psychology Paradigm "PERMA" is used to cognize the global themes. One of the main motives for including "PERMA" in this research for the 'global themes' is to construct the themes in short duration. The present study is a pilot project, and in the detailed future study will be undertaken based on the research findings. For this study, absolute grounded theory (GT) is not feasible because of the time required. At present, it is only possible to provide a partial Constructivist Grounded Theory (CGT) when recognizing the time for this study to attain greater wellbeing. This is the drawback of this study, though, that can be further strengthened if the research's length is considered. However, this study is not restricted to the observations; more research on the themes is underway. The theory-driven top-down approach was considered to generate the Global theme, whereas the Organizing theme and sub-theme were generated by using the data-driven bottom-up approach. Which considering "A deductive theory-driven top-down approach" for this research Martin Seligman's Positive Psychology Paradigm "PERMA" for Global Themes. Simultaneously, the inductive data-driven bottom-up approach (Chi, 1997) is adopted in this research to develop the theme and sub-theme, whereby themes are derived from the narrative. Further themes are validated by another scholar who is well-versed with qualitative research. Both the data's reliability and usefulness (Campbell et al., 2013) are considered while developing the code. The narrative is being carefully observed, reading, and re-reading by another scholar to conclude the theme. However, the theme's derivation became limited when a deductive theory-driven top-down approach was introduced for the global theme, which has led to less theme construction.

## XII. CONCLUSION

The "Work from home" is the latest variable that has been developed because of the pandemic; there was no conceivable study in this area at present; therefore, the methodology of "constructivist grounded theory" is considered. The narrative shows a significant disparity of expression between males and females, and issues between males and females vary. A female expresses the concept of time as own space, personal life, whereas a male has defined the idea of time as time, energy, availability, rest. Some of the prominent themes are family, relative, well-wisher, organization, Personal Life, Space.

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