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ANALYSIS OF FEASIBILITY OF THE WORK FROM HOME FACILITY AT DIFFERENT MANAGERIAL LEVELS ACROSS VARIOUS DEPARTMENTS IN THE DAIRY SECTOR

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ABSTRACT:

With the recent pandemic, the importance of remote working has been further enhanced. This paper seeks to understand if the work from home facility is feasible for employees across different departments and managerial levels in the dairy sector. Dairy is one of the essential commodities and it cannot afford to halt function in cases of emergencies like a pandemic. Data has been collected from the dairy sector and analyzed to understand the demographics of employees like age, marital status, job experience, gender, who are more inclined towards working from home. Factors that encourage working from home have been identified and made to rank by all three managerial levels – senior, middle and junior, to have an understanding of which managerial level values which factor the most for remote working. gives an insight to the types of jobs that can be performed remotely and the jobs that cannot be performed in a home setting. The paper also suggests how companies can make working from home feasible to most of the employees and the benefits the company and employees can gain by doing so. This study will form a framework for companies to understand why remote working do not seem feasible for some employees and how they can optimally utilize the flexible working option to benefit their businesses. The work from home facility, if utilized properly will form competitive advantage for the companies with increased organization productivity and employee satisfaction in the long run.

KEYWORDS: Dairy Sector, Feasibility Of Telecommuting, Managerial Levels, Work From Home.

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