Abstract

Purpose - Work-from-home (WFH) is a work method for employees to be more flexible and increase their performance. The first intention of WFH is to solve traffic congestion, however it develop to beneficial for employee and organization due to technology development. WFH is also an alternative for employees to work and care for their family, reduce air pollution, and for organizations to reduce costs, among others. This paper aims to mapping the element of WFH and the find challenges in implementing it.

Design/methodology - The research methodology for this paper is systematic literature review (SLR).

Findings - This paper finds that the element for WFH is evolving each decade: in 1970, it was about traffic congestion; in 1980, about skillful employees; in 1990, about transportation and technology development; and in 2000, the element is more diverse, consisting of family, management strategy, and emission. The 2010 pattern focuses on employee satisfaction and their life balance to reduce stress and increase productivity. The most recent decade is about the pandemic, since 2020 is when COVID-19 begins to spread. In addition, the study finds challenges for organization, and employee when implementing WFH.

Research limitation/implication – This study could help organizations to understand WFH development, especially for organizations that want to implement WFH. This study also found challenges which may reduce the effectiveness of WFH. However, the research does not delve deeper and only examine broadly.

Originality/Value – Few studies about work from home has been conducted. Many of research is concentrate merely on organization, individual or work force or employee, and family. This study looks on the development of WFH elements and challenges.

Keywords Work from Home, Telecommuting

Paper type Research Paper