Challenges faced by home-based professionals: Work-life balance

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Abstract

The intent of the study is to identify the challenges faced by home-based professionals: work-life balance. The challenges faced by the respondents were measured in the areas of personal productivity, IT (Information Technology) tools/resources, and clients' systems, policies, and guidelines. Results show that in terms of personal productivity, and IT tools and resources, the respondents encountered low levels of challenge. Moreover, in the area of client's systems, policies and guidelines, the respondents have a moderate level of challenge. The study shows that home-based professionals have a low to moderate level of challenges in the areas of personal productivity, IT tools and resources, client's systems, policies, and guidelines when grouped and compared to age, civil status and sex. The highest overall mean is in the personal productivity, considered as high. The home-based professionals encountered low to moderate challenges in the areas of IT tools/resources and client's systems, policies and guidelines. The statistical result shows that there is no significant difference in the areas of personal productivity, IT tools and resources, and client's systems, policies, and guidelines of the home-based professionals as they pertain to respondents' civil status and sex. A good work-life balance has numerous positive effects, including less stress, lower risk of burn out, and greater sense of well-being. This not only benefits employees but employers, too.

Keywords: challenges, home-based professionals, IT tools and resources, personal productivity, work - life balance

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1. Introduction

Many people lost their jobs because of the COVID-19 pandemic. The virus has caused fear of exposure for several of those who work or travel, making it difficult for them to provide for his or her families and thrive as they could. The trend of "work from home (WFH)" began to emerge, but it absolutely was already growing before 2020. When the virus hit, the number of individuals who work from home has just increased immensely. Now, many professionals work virtually, with implemented policies and access to tools needed for remote work provided by their companies or clients.

The 'work-from-home' has become a preferred term during the COVID-19 pandemic. Many became conscious of the work of online freelancing. As of 2018, there are quite 1,000,000 Filipino freelancers (Llamas, 2018). Some creative Filipinos landed a spot in telecommuting, a work-from-home scheme (Department of Labor and Employment). in step with the report, Filipinos took jobs like encoder/transcriptionist, online teacher, internet entrepreneur/online seller, customer service assistant, virtual assistant, web developer/programmer, online writer/editor, online trading/stock market, and online gaming (Tudy, 2020).

The employers, also called clients, usually located overseas (United States, Canada, UK, Australia, etc.), are business owners or professionals who outsource their manpower needs here within the Philippines. thanks to a far lower currency conversion rate and no mandatory benefits, they hire individuals who can do the work remotely, provide systems their workers could use, and pay them using wire transfer or through other online payment platforms like PayPal, Wise, etc. They not need to lease large offices; commutes are going to be gone. they'll hire a geographically diverse workforce without providing additional office space and without incurring any expense to relocate them. therein way, it's easier, cost-saving, and more sustainable on an element of business owners (ILO, 2020).

These Filipino home-based professionals, also referred to as freelancers, receive payment in US dollars. Since the charge per unit in Philippine pesos is high, the motivation for considering the net freelancing is extremely high. Filipinos earn from US$300 to US$1,000 a month or maybe more for a highly technical job in step with DOLE. A 2017 study conducted among 75 Filipino freelancers revealed that they received a median of around 39,000.00 pesos or roughly US$790 per month. Most of them found go through Upwork, a worldwide freelancing platform (Virtual Assistant Bootcamp, 2017). As reported on online platforms, more and more Filipinos are considering working online (Llamas, 2018). They became conscious of the variability of jobs suited to their skills or tasks with requirements easy to master. Hence, the prospects of getting a client, landing employment, and earning substantially are within the grasp of a person within the digital world (Baitenizov et al., 2019). As a result, more and more people are considering this work arrangement due to its potential income.

As corona virus cases still surge, so is that the number of people transitioning work from physical offices to home-based work. WFH was initially developed to avoid commuting, provide flexibility in schedules, and achieve a much better work-life balance. Direct benefits to employees have also been noted like more quality time with loved ones, less to zero commute stress, a chance for money-saving, and increased productivity (Chin et al, 2022). The national and native governments, organizations, and institutions have allowed and encouraged their employees to figure remotely reception to remain safe. More people began to shift from their corporate jobs to full-time home-based jobs. Some aspire to become full-time home-based workers but don't know where or a way to start.

As several benefits to engaging from home have emerged, so are the many challenges faced by workers in doing virtual jobs. Working remotely definitely has its perks but it also has its disadvantages, especially when

these challenges occur daily. it's essential to spot these challenges to avoid them or alleviate future problems. it'll not only help remote workers to develop strategies but also keep them motivated, productive, and adaptive to new ways of working. The researcher, as a home-based professional herself, desires to undertake this research to see the challenge faced by home-based professionals as a basis for an action plan, hence this study.

1.1 Theoretical Framework

The theoretical framework for this study is rational choice theory. This explain why people make the alternatives they are doing, as people weigh benefits, costs, and risks in deciding. This theory says that each one choices are rational because people calculate the prices and benefits before making a choice. Even when a choice seems irrational, there was the reasoning behind it. Rational choice theory can apply to a spread of areas, including economics, psychology, and philosophy. This theory states that individuals use their self-interest to create choices which will provide them with the best benefit. (Homans, Blau, et al., 2019).

People weigh their options and make the selection they think will serve them best. How individuals decide what is going to serve them best depends on personal preferences. as an example, one individual may decide that abstaining from smoking is best for them because they need to safeguard their health. Another individual will decide they need to smoke because it relieves their stress. Although the alternatives are opposite, both individuals make these choices to urge the simplest result for themselves. (Nickerson, 2021).

Working from home entails plenty of challenges. But, despite these challenges, the individual has got to decide whether or to not work, to continue and support his family. Rational Choice theory is predicated on the belief of involvement from rational actors (the individual). Rational actors are the individuals in an economy who make rational choices supported calculations and therefore the information that's available to them. Rational actors form the idea of rational choice theory. The rational choice theory assumes that individuals, or rational actors, attempt to actively maximize their advantage in any situation and, therefore, consistently attempt to minimize their losses.

In the present study, we compare the challenges faced with how frequently they occur within the lives of working home-based professionals. Through this theory, the researcher sought a solution from the respondents, to work out if the factors correlate with their responses.

1.2 Statement of the Problem

The main purpose of this study is to determine the challenges faced by home-based professionals: work life balance. Specifically, this study aims to answer the following questions: First, what is the profile of the respondents in terms of age, civil status and sex? Second, what are the challenges faced by home-based professionals when grouped according to: personal productivity, IT tools and resources, and Client's systems, policies and guidelines? Third, what are the challenges faced by home-based professionals when grouped according to the aforementioned variables? Fourth, is there a significant difference in the challenges faced by home-based professionals when the respondents are grouped and compared according to variables?

1.3 Hypothesis

There is no significant difference in the challenges faced by home-based professionals when they are grouped and compared according to the aforementioned variables.

1.4 Significance of the Study

This study is beneficial to the following: First, home-based professionals, this study will help them identify the various challenges they encounter while performing their jobs and come up with a solution on how to address and improve them. Second, aspiring home-based professionals and neophytes. This study will provide awareness

to aspiring home-based professionals and neophytes about the various difficulties they might encounter from working at home and how to deal with them. Third, clieng or the management because this study will help individual clients and the management in providing support and solutions to their remote workers to address issues concerning the difficulties their workers encounter while performing their jobs at home. Fourth, present researcher, because this will help her in gaining a deeper understanding of the various challenges faced by home-based professionals since she is one of them, too. Lastly, future researchers, this study will serve as a reference for research papers covering the same industry or topic.

2. Literature

The Conceptual Literature are going to be reviewed and synthesize to form a much better understanding with the underlying research variables. The articles which will be presented herein are literature which is able to support the study; moreover, will provide insights and thoughts focused on home-based professionals, the challenges they encounter, and other related aspects which are all connected to the current study. **Personal productivity**. Every employee deals with varying distractions and difficulties but prompting them to spot what pulls from their focus and helping them find ways to figure around or to figure with it can make a giant difference. (Eatough, 2021). Remote work was very rare a decade ago. functioning from home was usually only available as a special arrangement to accommodate families in specific cases. However, teleconferencing and telework technology has advanced to the purpose where some businesses thrive with completely remote teams. In fact, it's not uncommon for businesses to permit their employees to figure from home once or twice every week. (Peek, 2021). According to Gorlick, A (2020). the worldwide work-from-home movement intended to take care of output and efficiency during the COVID-19 pandemic could actually generate a worldwide productivity slump and threaten economic process for several years, says Stanford economist Nicholas Bloom. "We are home working alongside our youngsters, in unsuitable spaces, with no choice and no in-office days," says Bloom, a senior fellow at the Stanford Institute for policy Research (SIEPR). "This will create a productivity disaster for firms."

Additionally, employers can help employees limit distractions while acting from home by being upfront about them. Discuss how typical like pets, children, household chores, and social media can pull from their focus and what they will do about it. as an example, employees with kids might founded a piece station in an exceedingly guest room instead of at a busy table or at a corner in an exceedingly loud front room. Workers with pets could start taking a protracted walk with the dog before work so it isn't as energetic and distracting later. Employees who are anxious about everything occurring within the world could try turning off news notifications during work hours. Every employee deals with varying distractions but prompting them to spot what pulls from their focus and helping them find ways to figure around or work with it can make a giant difference. the info shows 66% of employees are more wish to work nights and weekend when functioning from home. 49% of employees found it hard to stay boundaries between work and residential life. 28% of employees are starting and finishing work later when functioning from home.

Establishing healthy routine and setting strong boundaries between work life and residential life is critical to successfully performing from home. It's important for workers to possess a collection schedule when performing from home but it's also complicated because one among the key perks of remote work has some flexibility over how and after they get their work done. Employees should aim to figure on the identical days for the identical amount of your time weekly but remain flexible and communicate with employers if that schedule must be adjusted slightly for things like children, medical appointment or other responsibilities. Furthermore, make sure that your accomplishments, project status, outcomes and deliverables are visible as appropriate. It's important to avoid being out of sight, out of mind. Invite and encourage feedback from co-workers' management and customers about how a virtual work arrangement has effects on them.

2.1 IT Tools and Resources

The IT sector is one in all the important sectors that contribute to the expansion of economy. The Industry

adopted many measures to realize the next level of performance and to sustain their higher market share; one among such measures is functioning from home (WFH). Whether it's thanks to crisis like COVID-19 or just the evolution of digital marketplace and global recruiting strategies, it's good to understand that remote work doesn't should be an obstacle for workers. With the correct technology and techniques, employees can have a good place to figure regardless of where they're – and even when there's no office in any respect. (Jonathan, J. 2021).

According to International Labor Organization, employers should provide workers the particular tools, equipment, supplies, and technology needed for performing the specified tasks when implementing WFH arrangements unless the terms and conditions of employment, labor contract, or company policy state otherwise. Additionally, employers should see to the repair of such tools and equipment if necessary. the kind of apparatus and set-up required depends on the business and work involved. this could include a laptop, computer monitors, software, phone, access to the net, headset, access to host applications, and other applicable equipment as deemed necessary. In other situations, it should include the delivery of kit and also the installation of technical devices required for the duty.

Employers could consider putting in a separate help desk or support email address where workers can forward issues associated with workplace tools, equipment and technology to hunt help and support when needed. Employers should also clarify that the employment of kit and tools provided by the corporate for WFH is restricted to the worker only and for work performance only. According to Bamboo, HR. (2021), ensure that once you start to figure from home as professional freelancer you've got the essential tech tools for remote work. Like computer, printer, scanner, appropriate apps for the device and internet connections must be stable.

2.2 Client's Systems, Policies, and Guidelines.

"As business leaders plan and execute the reopening of their workplaces, they're evaluating more permanent remote working arrangements as the way to satisfy employee expectations and to make more resilient business operations", says Elizabeth Joyce, vice chairman of advisory within the Gartner HR practices. In keeping with Vyas and Butakhiero (2020), the pandemic sweeping the globe, COVID-19, has rendered an oversized proportion of the workforce unable to commute to figure, on mitigate the spread of the virus. This has resulted in both employers and employees seeking alternative work arrangement, especially during a fast-paced metropolitan like metropolis. Furthermore, because of the pandemic, most if not all workers experienced work from home (WFH). Hence WFH has become a policy priority for many governments. In doing so, the policies must be made keeping in mind the practicality for both employers and employees. However, this current situation provides unique insight into how well acting from home works, and should play a significant role in future policies that reshape the present structure of working hours, possible with more flexibility (Vyas & Butakhiero, 2020).

Additionally, in accordance with Article 19(a) of the Occupational Safety and Health Convention, 1981 (No. 155), workers are legally obligated to cooperate with the employer to secure a secure and healthy working environment in support of relevant statutory provisions, collective agreements or company policies. Workers also are to blame for taking care of their own health and safety and also the safety of others, using devices and protective equipment and complying with the policies set forth by the employer. Additionally, in accordance with Paragraph 16 of the Occupational Safety and Health Recommendation, 1981 (No. 164), they must report any hazards or issues as soon as possible following the employer's reporting procedures. it's important to be clear that the workers' obligations and responsibilities apply even within the informal surroundings of WFH arrangements. Therefore, when WFH is required to reduce the spread of pandemic, workers must cooperate and comply fully with preventive measures or directives, take tutelage of their own safety and therefore the safety of others and observe company policies.

3. Methodology

This chapter discussed the research design, the subject and the respondents of the study, the data gathering instrument, validity and reliability of the instrument, the data gathering procedure, and the statistical tools used in the analysis of data.

Research design - With the nature of the problem of the study, the descriptive research design will be used. A descriptive research design is a study design to depict the participants accurately. It is all about describing people who take part in the study and it can be done using an observational, case study, or survey (Kolwalczyk, 2015). Moreover, the descriptive research design was chosen because it has the advantage of producing a good amount of responses from a wide range of people. It also provides a meaningful and accurate picture of events and seeks to explain people's perceptions and behavior based on data collected.

Data gathering tool and procedure - The study used a self-made survey questionnaire containing two parts: Part I dealt with the profile of the respondents. The respondents will fill up the questionnaire that determined the four variables used in the study namely age, civil status, and sex. Part II contained topics that determine the challenges face by home-based professionals. There were three areas covered in the study namely: a). personal productivity; b). IT tools and resources; and c). Clients' systems, policies, and guidelines. There were ten (10) items in every area, a total of thirty (30) items all in all. The researcher used Google Forms by typing the items from the questionnaire, so it would be easy and convenient to conduct the survey. Respondents choose from a range of possible responses expressing their level of agreement or disagreement with the specified statement. (Zakharenko, 2019).

Data Gathering Procedure - After establishing the validity and reliability of the instruments, the researcher conducted the study and administered the questionnaire to the respondents. The researcher used Google Forms to administer the survey, along with instructions on how to accomplish it objectively and honestly. The researcher started to survey a small number of contacts she knew, who were then asked to refer other participants who also fit the research criteria. The agreeable participants were then asked to recommend other potential contacts that might also know and recommend other participants, and so on. After answering, the summary of data was retrieved, compiled, and then tabulated.

Presentation, analysis, and interpretation of data - This chapter presents the data gathered in connection with the objectives of the study, analyzes these data, and interprets the result derived from the analysis. All these procedures are done following the specific purposes of the study. Profile of the Respondents according to the variable Age, Civil Status and Sex

Table 1

Profile of Respondents

Variables	Categories		Frequency	Percentage
	Younger (below 30 years old)		44	60.30
Age	Older (30 years old and above)		29	39.70
		Total	73	100.00
	Single		54	74.00
Civil Status	Married		19	26.00
		Total	73	100.00
	Male		25	34.20
Sex	Female		48	65.80
		Total	73	100.00

The first objective of this study was to determine the profile of home-based professionals in terms of selected variables. As shown in Table 1, from a total of 73 home-based professionals who were used as respondents, 44 or 60.3% of them were categorized as "younger" (with ages below 30 years old) and 29 or 39.7% were categorized as "older" (with ages 30 years old and above). It shows that most of the home-based

professionals are young and therefore expected to be tech-savvy and vibrant in performing their jobs as home-based professionals. As to civil status, out of 73 home-based professionals, the majority of them with 54 or 74% are single and 19 or 26% are married. Civil status is an important indicator to find out how a home-based professional will perform his work, his inclination, and commitment with his job considering that he needs it for various reasons. The findings further show that when the home-based professionals were grouped according to sex, 48 or 65.8% of them are female and 25 or 34.2% are male. The data shows that there are more female than male home-based professionals.

Table 2

Area of Personal productivity

Items	Mean	Interpretation
1.Collaborate and communicate with client and/or colleagues.	4.67	Very High
2. Up skill at home.	4.14	Above average
3. Concentrate at work.	4.42	Above Average
4. Maintain a good working relationship with the client and the team.	4.74	Very High
5. Render overtime.	4.04	Above Average
Meet deadlines.	3.27	Average
7. Deliver the work on time	4.67	Very High
8. Finish the tasks assigned daily.	4.68	Very High
9. Manage work schedule efficiently.	4.74	Very High
10. Perform well even under high pressure.	4.67	Very High
Overall Mean	4.40	Above average

The next objective of this study was to determine the challenge faced by home-based professionals when grouped according to three different areas namely the personal productivity, IT Tools and Resources, and Client's systems, policies, and guidelines. The first area is the personal productivity. Table 2 shows these findings. From the data taken from the table above, out of the ten items, Items 4 and 9 yielded the highest mean score which is 4.74 on the aspect "Maintain a good working relationship with the client and the team" and "Manage work schedule efficiently" respectively. On the other hand, Item 6 obtained the lowest mean score of 3.27 on the aspect of "Meet deadlines". The overall mean of 4.41, interpreted as above average implies that the majority of the respondents do not face challenge in terms of personal productivity.

Table 3

Area of IT tools and resources

Items	Mean	Interpretation
1. Use computer or laptop for work.	4.92	Very High
2. Work with a reliable Wi-Fi connection at home.	4.81	Very High
3. Encounter power outages in the area.	3.11	Average
4. Use a backup connection every time the Wi-Fi is interrupted.	3.25	Average
5. Work in a suitable place at home.	4.59	Very High
6. Use the tools provided by client such as time tracker, timesheet, etc.	4.82	Very High
7. Borrow from others the necessary equipment (headset, camera, etc.) for work.	2.12	Below average
8. Pay for the tools you're using for work (subscriptions, etc.)	2.62	Below average
9. Use tools that are free to do some of the tasks.	4.15	Above average
10. Utilize the tools given by employer.	4.84	Very High
Overall Mean	3.92	Average

The second area is the IT tools and resources. Findings are shown in Table 3. From the data, out of the 10 items, Item 1 obtained the highest mean score of 4.92 which is interpreted as very high in the area of "Use computer or laptop for work". On the other hand, Items 7 and 8 obtained the lowest mean scores of 2.12 and 2.62 respectively on the issues of "Borrow from others the necessary equipment (headset, camera, etc.) for work" and "Pay for the tools you're using for work (subscriptions, etc.)". The overall mean of 3.92, interpreted as average implies that the majority of the respondents do not face challenges in terms of IT tools and resources. The respondents usually own and use their computers or laptop for work. Any tools or equipment provided by the clients are also utilized and Wi-Fi connections in their homes are reliable. They do encounter difficulties when there are power outages so a backup connection is a must to avoid disruptions while working. Most of the

respondents seldom borrow equipment from others or pay for their tools to work since the client provides for these things when needed.

Table 4

Area of Client's Systems, Policies, and Guidelines

Items	Mean	Interpretation
1. Encounter a client that provides a written manual or contract.	2.73	Average
2. Follow the instructions and workflows given by the client.	4.79	Very High
3. Use the system provided by client.	4.96	Very High
4. Use the client's email to send or post chain letters, solicitations, or advertisements not related to the business.	2.29	Below average
5. Download, copy, or pirate software and electronic files that are copyrighted or without authorization.	1.27	Very low
6. Share confidential material, trade secrets, or proprietary information outside of the company.	1.26	Very Low
7. Open other websites, or do other tasks not related to the job.	1.79	Below average
8. Disclose someone else's data to be used outside the job.	1.30	Very Low
9. Follow certain policies while working like using the time tracker, attending virtual meetings, sending daily reports, etc.	4.67	Very High
10. Enter into another work agreement with a different client	1.67	Below average
Overall Mean	2.67	Average

The third area is the Client's systems, policies, and guidelines. Findings are shown in Table 4. From the data, out of the 10 items, Item 3 obtained the highest mean score of 4.96 which is interpreted as very high on the area of "Use the system provided by the client". On the other hand, Items 5, 6, and 8 obtained the lowest mean scores of 1.27, 1.26, and 1.30 respectively on the issues of "Download, copy, or pirate software and electronic files that are copyrighted or without authorization", "Share confidential material, trade secrets, or proprietary information outside of the company" and "Disclose someone else's data to be used outside of the job".

The overall mean of 2.67, interpreted as average implies that the majority of the respondents encounter minor difficulties in some instances in the area of the Client's systems, policies, and guidelines. Some of them encounter clients who do not provide written manuals or contract for work. They either agree verbally or by email only about a certain task or project. Few also enter into another work agreement which in turn, might affect their relationship and work performance with both clients. Though that is the case, the majority of home-based professionals always follow clients' policies and workflows. Software and systems provided by the employers are also being utilized. Also, the majority of them do not download, copy, or pirate software and electronic files or share confidential material.

4. Summary of findings, conclusions and recommendations

This chapter presents the summary of findings, conclusions and recommendations which were all drawn from the data gathered and interpreted in the previous chapter. This will provide answers to the statement of the problem targeting the challenges faced by home-based professionals: work life balance

4.1 Summary of the findings

Findings of the study revealed that home-based professionals are diverse and have varied demographic characteristics. The majority of the respondents are of younger age, single, and female. The challenges faced by the respondents were measured accordingly in the areas of personal productivity, IT tools and resources, and client's systems, policies, and guidelines. Results showed that in terms of personal productivity and IT tools and resources, the respondents faced low level of challenges. Moreover, in the area of Client's systems, policies, and guidelines, the respondents have a moderate level of difficulty. Furthermore, results of the study showed that home-based professionals have a low to moderate levels of challenge in the areas of technical aspect, IT Tools and Resources, and Client's systems, policies, and guidelines when grouped and compared according to age, civil status, and sex. The highest overall mean was seen in the technical aspect, considered as high. The

home-based professionals encounter low to moderate difficulties in the areas of IT tools and resources and clients' systems, policies, and guidelines.

There was no significant difference found in the difficulties encountered by home-based professionalism the areas of technical aspect and IT tools and resources when grouped and compared according to the aforementioned variables. However, a significant difference was observed in the area of clients' systems, policies, and guidelines between younger and older groups. The older home-based professionals showed lower level of difficulties encountered than the younger group.

4.2 Conclusions

The statistical result shows that there is no significant difference in the areas of personal productivity, IT tools and resources, and client's systems, policies, and guidelines of the home-based professionals as they pertain to respondents' civil status and sex. This means that demographic profile of the respondents, particularly the civil status and sex, is not a predictor for the challenges they faced. However, when the variable age is examined, there was a significant difference in the area of clients' systems, policies, and guidelines between younger and older groups. This means that the younger professionals are sometimes more prone to using the client's provided email to send or post chain letters, solicitations, or advertisements not related to the business or their work compared to those who are in the older age group. The female younger remote workers also tend to enter into another work agreement with a different client, which means getting multiple jobs at the same time to have more sources of income. Since COVID-19 has caused millions of workers to lose part or all of their income, even if still working, many workers had to accept shorter hours and/or wage cuts in different industries. So, most home-based professionals, especially those who are single earners, had to work twice as much and are likely to take multiple jobs to compensate for the loss income (Cajner, 2020).

Most of the home-based professionals, whether young or old, do not face challenges in the area of personal productivity, IT tools and resources, and clients' systems, policies, and guidelines. The older home-based professionals can concentrate more at work more than the younger remote workers because the latter normally engage in multiple jobs with different clients thus, making it a little hard for them to focus at work. On the other hand, the older age group tends to live with their partner, kids, and/or parents. So from children or pets barging into the room to their parents and spouse checking up on them from time to time, it can be hard to stay focused because of these disturbances (Connley, 2020).

When it comes to IT tools and resources, the data shows the young and single home-based professionals sometimes pay for the tools they use for work compared to the older age group. The male remote workers also tend to borrow other equipment from others such as headsets and cameras compared to female. In the area of clients' systems, policies, and guidelines, the home-based professionals generally encounter clients who do not provide a written manual or contract to start working, instead, they mutually agree verbally or the client only sends confirmation of job details via email.

4.3 Recommendations

For home-based professionals, they should develop a way to manage the challenges they face at home while working. They should set a proper work schedule they can stick with even while working at home. Moreover, home-based professionals should have a dedicated workstation or space in their house to avoid or minimize distractions from outside such as noises, kids and other family members, or household duties.

For aspiring home-based professionals and neophytes, they shall utilize the result of this research to help them overcome the difficulties they might encounter when they decide to join or are starting to work remotely. Getting a computer or laptop and other equipment first then setting a proper work schedule and space at home for work can help as they start their career in home-based work.

For the client or the management, they should consider the conditions of the home-based professionals who are working with them. They should provide the necessary tools and system to train and get their remote employees onboard their projects or company. Since communication within the team is not a problem, they should constantly check on their remote workers and provide them a written manual they can follow as soon as they join the team. Policies and guidelines should be consistent and reasonable for all remote workers to adhere to like working hours, payment, days off, etc.

For the present researcher, should have a solution for the difficulties she encounters since she is a home-based professional herself. What was recommended for other home-based workers is also the same recommendation for her.

A good work-life balance has numerous positive effects, including less stress, a lower risk of burn out, and a greater sense of well-being. This not only benefits employees but employers, too (Sanfilippo, 2021).

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