

**THE RELATIONSHIP BETWEEN TELECOMMUTING  
FROM HOME AND WORK-LIFE BALANCE DURING  
THE COVID-19 PANDEMIC: A CASE STUDY ON  
WHITE-COLLAR EMPLOYEES IN A STOCK  
EXCHANGE COMPANY.**

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## Abstract

**Summary:** The following research dissertation discusses the relationship between telecommuting, work-life balance, work-interference with family, and family-interference with work for the white-collar employees at LSEG during COVID-19. Telecommuting with ICT was extremely beneficial during the pandemic for employees and organizations as it ensured safety and minimized the spread of the virus. However, concerns regarding work and life domain interfering with each other were raised. As a result, employees faced an imbalance in work and life domains. The current study identifies the relationship between these attributes to provide a clear understanding for employers and employees of LSEG or any organization telecommuting from home on the importance of work-life balance.

**Design/Methodology/Approach:** The current study is based on the positivism research paradigm with a deductive approach and used the quantitative research method to obtain the primary data. Secondary data (i.e., peer-reviewed academic journals) was also used to support the findings. The primary data was gathered using a two-part online survey, a total of 109 responses were received, and the data was analyzed using SPSS with the relevant statistical tests.

**Findings:** The findings revealed that there is a significant positive relationship between telecommuting and WLB with the mediating variable of WIF. And there is a significant negative relationship between telecommuting and WLB with the mediating variable of FIW. The findings also proved that work-interferes with family” and “family-interferes with work” mediates the relationship between telecommuting and work-life balance.

**Keywords:** Telecommuting, Work-Life Balance, Work-Interference with Family, Family-Interference with Work