

REMOTE WORK BETWEEN FAMILY AND THE COVID 19 PANDEMIC

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ABSTRACT: *In the private area, the pandemic has had the greatest impact on social distancing, with communication being rarer and the fear of contacting the disease having a negative impact on their lives.*

From the analysis of the interviews, it is quite clear what the preference of the way of working is and what impact work life has had on personal life and how much this has been influenced.

Based on the results we can state that the preferences for the mode of work tend to be more for the remote mode as it has more benefits from the employees' perspective.

Looking at the pandemic effects felt in the work sector, as well as in the family setting, we found out from the respondents that for the professional sphere the effects were some positive ones, helping them to be more focused and productive, not having the possibility to perform other activities. Of course there were also less desirable effects due to the pandemic. The lack of socialisation was felt by all respondents. Some even spent more time with their families than before and this brought them closer together. On the other hand, a little distance was felt on the side of relationships with loved ones or friends, communicating only online.

The fact that in some families there were also children, there the personal sphere was affected more: once in a positive sense, especially in the first part of the isolation, when they spent more time together, communicated and interacted more with their children, but then the isolation was felt in a negative way, especially children missing the presence and play with their friends from school or kindergarten, but also going out to parks or not participating in other activities that consume their energy and keep them busy so that parents can carry out their professional activities in the remote version.

Keywords: *remote working; pandemic; family; professional development; challenges;*

The concept of 'work' has existed since ancient times and plays a fundamental role in human existence and social communities. Work is not only an effort to gain financial gain, but also a source of basic status or a way of spending most of one's time actively and productively. Work is not only a means of satisfying needs for self-respect and self-actualization, but also a form of alienation or is a form of human exploitation in capitalist society (Grint, 1998, p 1-12).

Work is also considered to be that which results in the production of services and goods by people trained to perform these

productive activities. (Bremond, Geledan, 1995, p. 264).

Work can be seen as providing the necessities of life, but at the same time helping the individual to integrate socially and materially. (Drăgănescu, 1987, p. 161).

Mainly, most people practice their job in a physical format, in different organizations. However, nowadays, a very widespread method of doing one's job is remote working, which is within the reach of almost everyone.

Remote working or 'remote work' is actually a concept or way of working that allows you to work remotely. Remote

working is quite common nowadays and many young people tend to choose this way of working as it comes with many positive aspects. In the following lines some advantages of remote working will be presented:

- Better work-life balance.

Many remote workplaces have a flexible schedule, which means that employees can start and end their day as they wish, as long as their work is completed and produces good results. This kind of control over work schedules is invaluable for meeting personal needs.

- Less stress

Giving up sitting in traffic or physically walking to the office helps maintain mental health. Saving time allows a focus on priorities outside of work, such as time with family, sleeping in more in the morning.

- Independent location

One of the great benefits of working from home is that you can get a wider range of employment opportunities, regardless of your location. This is especially useful for those who have the opportunity to work for large companies but in smaller towns and communities, increasing employee convenience.

- Possible benefits

Remote working offers opportunities for those struggling to find stable or long-term employment. It also gives workers the flexibility to visit doctors and make other medical appointments when needed (Courtney, 2021).

Unlike remote work, working from home has changed the business model, but also the way employees relate to their jobs. Office work has a close relationship with remote work, as remote work itself brings into focus what it really means to work through paperwork.

The possibility of working from home is a relatively new option, at least for the Romanian labour market. Even if employers are still slightly reluctant to see the return that working from home could give to their

employees, most Romanians have adapted to this possibility as they would no longer have to stand in the morning in stations or in traffic every day.

Remote working is not suitable for all employees. As well as the fact that not all work can be done 'remotely', employees also need to have certain psychological characteristics to make sense of working from home. When deciding to accept home-based work, we must also take into account aspects that may create anxiety over time, such as lack of social interaction and isolation from other colleagues..

The imminent aspects of working from home can be easily managed by some people, but will hinder others professionally and make them feel unmotivated, uncompetitive and uninspired. If you are an active, sociable person who loves the idea of being surrounded by colleagues, then working from home is not the best choice. A remote job requires a well-organised schedule on the part of the employee. Some employees are more easily organised in the office, either guided by their boss or motivated by the activities of colleagues.

Working from home is not an easy career choice. It's the start of development, and when applied to the right people, can bring outstanding performance to the company. But this issue needs to be carefully analysed and tested before it can be applied by employers and employees. On the other hand, as an employer, you cannot deprive a person who is serious and hardworking of the desire to work remotely, especially when they feel they need to work remotely, either for shorter or longer periods of time (Florea, 2021, p 2).

At the same time, other important aspects are those that make employees reflect that those with a remote job spend less or have the possibility to save more than employees who go to the office. They don't update their wardrobe frequently, and they don't eat out every day. Both working at home and in the office have advantages and disadvantages.

Depending on our state at a particular time in life or what we want, we may prefer to work at home or in the office as employees, freelancers or entrepreneurs.

1. Work-life balance

Work and privacy provide individuals with resources that can be used to improve work performance and quality of life in all other areas.

It is difficult to maintain a work-life balance, especially when you have a family, and therefore an important pre-career responsibility. There are several reasons why this can be said to be difficult, such as: reduced childcare and education facilities, long working hours, inflexible working hours and unequal sharing of family tasks between husband and wife. When participation in work activities interferes with participation in family activities or work pressure has a negative impact on family behaviour, there will be conflicts between work and family and vice versa.

Work-life balance is defined as a situation characterized by satisfaction, minimal role conflict, best employee performance in work tasks and roles and personal/family life (Byron, 2005).

2. Work-family interaction

To understand the dynamics and interaction between work and family, it is useful to turn our attention to the theory of the roles we play and identify with throughout our personal and professional lives. The basic assumption of this theoretical approach is that people, as part of a social structure, function according to roles and this alone makes the very idea of society exist and be operative. Roles, representing dynamic aspects of the social positions held by individuals, relate to expectations as well as behaviours. Roles take the form of coherent sets and patterns of behaviour rather than the form of singular acts; they

are culturally oriented and sanctioned by the group or society (Bates, Harvey, 1975, p 200). Some people tend to neglect their private lives by involving too much work. This leads to a minus on the family life side. There are children who don't understand why their parents don't have time for them if they work from home, and this can affect the parent-child relationship. On top of this, there are also employees who use company devices as their personal devices. This is very important to avoid as it can jeopardise company security data.

Work-life balance is about combining work and personal life so that both can be successfully achieved. This balance can vary depending on the personal, family, organisational or social characteristics of each individual.

Balance between family-related roles and work-related roles is positively correlated with mental health, high self-esteem, personal satisfaction and overall harmony (Clarke, 2002, p.121-141). On the other hand, Voydanoff sees work-life balance as an overall assessment where work-related resources meet family needs and family resources meet work-related needs (Voydanoff, 2005, p.825).

Gryzwacz and Carlson suggested that the responsibility for balancing work and personal life should not fall entirely on the shoulders of the individual, as there are many social and structural factors that can hinder balance. As such, balancing work and personal, family life involves meeting the expectations that others have of us as a result of the roles we have taken on. (Grzywacz, Carlson, 2007, p.485).

Voydanoff's detailed description of the model led to the definition of the concept of work-family balancing strategies - a concept adapted from Moen and Wethington's (1992) adaptive family strategies, who defined them as "actions that families devise to cope with, if not overcome, life's challenges and to achieve their goals in the face of structural obstacles" (Voydanoff, 2002, p. 150).

3. Less pleasant aspects of remote work

Lately remote work has begun to evolve and to be increasingly sought after and chosen. Many young people, even adults, tend to choose a remote job rather than office or physical work. Even though remote work has many advantages, it also comes with its less pleasant aspects, as in any job, obviously life is not all rosy, it has its less pleasant aspects, among which we mention:

Harder to monitor and evaluate work and harder to monitor remote work.

Can create difficulties in scheduling meetings and coordinating projects.

Some employees may feel neglected and isolated.

Harder to build teamwork, peer connections and manage people.

Some employees may be less productive in this arrangement.

Fewer networking opportunities for employees.

Heating and electricity bills in employees' homes may increase (Spica, Janza, 2020).

The advent of the pandemic has brought about a major change both professionally and in the family. It has brought changes in human behaviour but also in lifestyle. The pandemic has prompted many managers in private and state-owned organisations to accelerate the digitisation of activities by moving to hybrid or remote working. The Covid-19 pandemic has taken many sectors of work by surprise and is a global problem.

With the education system damaged, young people are forced to switch from physical to online. This has not only affected the children, but also the family environment as problems have not stopped arising, with children not being able to conduct their lessons online and parents not knowing how to use certain devices. This was a real problem that the pandemic was aware of.

On top of this, the family had to resort to certain measures to protect themselves. An important role in this was social distancing.

The telecommuting regime is beneficial for family life as you can be present at work and be attentive to your family's needs at the same time.

The pandemic has had big effects on work. It has affected the relationships between employees and the way work is carried out, they have had to carry out their work from home, so the office in the workplace has become the office in the bedroom or kitchen.

Some of the main effects on work that the pandemic has had were: social distancing, increased stress levels, quarantining/isolation, the problem of digitalisation, pay and location. Working from home, lack of rest and insufficient exercise can cause depression and anxiety, but not only depression and anxiety, but also health problems such as cardiovascular problems which further increase the health risks for employees.

Although today's digitization makes online interaction and collaboration with colleagues possible, many employees experience a lack of face-to-face interaction, which is essential for building and developing closer social relationships among employees (Vayre, Pignault, 2014). Lack of interpersonal interaction and possible episodes of personal failure combined with professional failure can disengage employees from what corporate culture and work environment mean and define. (Wilson, 2021).

Today's events can change the way people understand the world and influence how they make decisions. Today's young people not only face the risk of short-term unemployment, but also face social change and declining wages.

4. Research objectives

By choosing this research topic we aimed to find out how employees' professional and private lives were affected both in the pandemic and before it. We sought to

highlight which method of working was more efficient from their perspective, remote or office-based working.

This research is based on a qualitative approach, as it allows for a broader understanding of the causal relationships in the phenomenon under study, but also for a more complex analysis, as well as the fact that we can know exactly what the explanations are given by the respondents on what we are interested in.

The overall objective of the paper is to study the lives of employees between remote and office work. In order to better understand this phenomenon, we set a number of specific objectives.

(1) To highlight preferences in the choice of work performed.

(2) To identify the benefits, but also the obstacles seen from the perspective of employees working remotely and in the office.

(3) Awareness of the importance of employees' private and professional life.

(4) Highlighting the pandemic effects felt in the work sector, but also in the family setting.

The main instrument of the qualitative method is the interview guide. We believe that the chosen instrument will give a more concise view of the subject matter because it will give us the opportunity to discuss the questions in the interview guide. We will have a different relationship with the interviewees because they will have the possibility to argue their answer without having to answer the questionnaire-type questions, such as the scaled ones. Thus for the interview guide it has questions built on objectives.

5. Presentation of results

Of the interviewees, the majority of the interviewees expressed a preference to conduct the interviews online and only 2 people opted for the face-to-face version. We used the Google Meet communication

platform as a medium and the interviews were recorded with the consent of the respondents.

Interviewees ranged in age from 21 to 47 years old and had jobs involving office or remote work. The questions in the interview guide can be integrated into several discussion themes.

5.1. Experience of office or remote work and differences encountered

After completing the interviews we found that all respondents had experienced both remote and office work, with the differences being quite common for everyone. The most common were wasting time with other activities in the office and lack of socialization in remote mode. "(...)The difference is due to the approach we had. It's one thing to go and socialise face to face with the person, to see their reactions, to feel the interaction directly, but it's another to do it through a screen. And I felt that difference." (Interview 2) . This response was agreed with by the majority of interviewees.

Some came to the view that they are more focused and productive in remote mode than in the office "(...) You waste a lot of time and other activities with talking, with coffee, with eating, talking with colleagues, but when you work remotely, you are, I say much more focused, at least I feel more focused to do my work. And even though I work a lot more" (Interview 1) , "(...) And somehow I can't say more productive necessarily but, I was able to focus strictly on what I had to do. Without having my colleagues around, disturbing me or if they were making noise or something." (Interview 8).

On the task side, there were no differences "(...)From the point of view of the tasks and the object of the work, so to speak, there was no difference." (Interview 9). The last difference encountered was on the problem-solving side, i.e. in the office being much easier to do than remotely. "(...)I liked

it at work because I had a nice entourage, I could still talk when I had a problem, I just went to the person I had next to me, I didn't necessarily have to make calls or give messages. " (Interview 7).

5.2. The imprint of work on private life and its influence

The results in this category are in the majority, i.e. 8 respondents mentioned that work life has put its imprint on their private life. "(...) Somehow personal life and work life somehow merged and somehow it goes hand in hand with both which is not exactly pleasant. " (Interview no.1) , "(...) Yes, I felt that my professional life affected my private life, I felt it very much. Because as I said before, at my workplace it's not just my colleagues, it's my friends. " (Interview 2).

For some respondents combining remote work had a greater impact on them because family issues had a big impact on them. "(...) Yes, in the way that having a young child he requires a lot of attention and his mother not being away at the office and being at home, the child needs as much attention as possible and then I can say that there is a little bit of pressure from the child in terms of workload and speed. And then a little bit of stress to be able to share my answers also in terms of office work, i.e. to respond on time to the bosses' demands but also to satisfy the child's need. " (Interview 4).

On the other hand, only 2 people said that their professional life did not interfere with their private life. "(...) No, for me personally no, I mean even though work is remote from home, there are not so to speak some requirements from the company or I don't know to come in to work I don't know at a time when you somehow finished your program and you are in your private life." (Interview 3), "(...)I consider that if I worked full remotely from home it did not invade my private or professional life. It seems to me that I worked under the same conditions, the tasks were completed under the same

conditions, so there was no impact. Similarly from a personal point of view there was absolutely no impact. " (Interview 9). From a teacher's perspective the influences are felt differently, to a lesser extent compared to the much higher level for students.

"(...) I had more time for private life, for personal needs but I repeat, this was reflected on the relationship with the students to the extent that the relationship with the students suffered. And after a year and a half I had to reconnect with my students again as if we had seen each other for the first time" (Interview 5).

3. Advantages, disadvantages and differences between remote and office work

The advantages, disadvantages and differences are mostly common. The most common advantages for remote working are that you save money and time in traffic, but also that it is more convenient and you have more time for yourself, to deal with personal problems or not, or more time to spend with loved ones. "(...) I think the advantages of remote working are saving time in traffic and the frustrations that come with it, sitting in traffic, at traffic lights, endless queues in the morning and after lunch when you leave the office. I think that would be the main advantage of working from home." (Interview 9) , "(...) First of all the most important thing is the comfort at home, I mean, there's nothing more cool and nice than waking up 5 minutes before your schedule starts. " (Interview no.3) , "(...) The advantages are that I have more time with my family, I can combine more other things I have to do. And I've also noticed in my team at work that it's worked much better that way. " (Interview 7).

The most frequently mentioned disadvantage among respondents was the lack of peer interaction, with this disadvantage being felt quite strongly in the remote mode. "(...) For remote work the

disadvantage would be that there is a lack of collegial atmosphere, you are somewhat alone and still online, you don't see anyone, you just see a screen. That's what I see as the disadvantage of remote working. You see a screen and that's it. You don't have that communication between people and it's missing. " (Interview 8) , "(...) Of course, I think you need that social and face to face part. As I mentioned, clearly we talk every day between colleagues but it seems to me that it's much more personal and that face-to-face socialization. " (Interview 9) , "(...)A disadvantage of remote work I would consider that if you are not an outgoing enough person in the technological environment, you can get away from your co-workers and you can't communicate in an effective way." (Interview 10).

Of course among other disadvantages were stress."(...) Again as disadvantages of remote work. When the stress factor intervenes, you somehow spill your frustrations onto your loved ones, i.e. your child and your spouse, without doing so unintentionally. But if you have peer pressure at work or your boss calls you and says look, 20 more minutes to finish I don't know what document and then you feel that pressure very strongly, you start to limp a little bit in your relationship with your family. " (interview no.4).

The differences for respondents were minor. "(...)Minor differences, I can say so from home and office because as far as the relationship with superiors and colleagues is concerned even if we didn't see each other face to face and we only interacted at the level of technology through video calls or just simple voice calls, we had the same things to carry out, that is to say to accomplish tasks, targets and objectives. " (Interview 4). Some consider that in remote mode you get a lot of emails to announce something and in the office you deal with it by announcing face to face. "(...) Clearly a lot of announcements were made by email. And somehow before when you were in the

office you didn't necessarily have to get used to it, I mean we still said things by word of mouth somehow, you didn't have to send emails all the time." (Interview 7).

5.4. Missing and interacting with loved ones and during the pandemic period

We found out from the respondents' perspective what they missed most at work during the pandemic period. All respondents had a clear answer and that was the lack of interaction and socialising and those morning coffees. These stand out as the most missed. "(...) Interaction I had but it wasn't face to face interaction with colleagues, I missed the chats, I missed the coffees in the morning, eating lunch with them, so that's kind of what I really missed. " (Interview no.1) , "(...) That's what I miss the most, because now honestly let's be that whoever we ask, I don't think they're going to say that I miss, I really miss my office when you can just as well stay at home and work just as well from your home." (interview no.4) , "(...) Working from home the socialization, I mean that face to face socialization, those coffee breaks, those discussions in the office, let's say those brainstorming that would happen in the office when someone had a question, I don't know they would get up and say it there." (Interview 9).

In addition to these shortcomings respondents were asked how it felt to collaborate with colleagues, relatives during this period. Answers were divided. Some said about the collaboration with colleagues that it was good and others said it was distant. "(...) I talked, so I talked every day with my colleagues, because I told you, we are first of all friends, not just colleagues. but this happened only through social media." (Interview no.2) , "(...) With colleagues at work, I don't know it felt distant, I mean we only heard each other in certain Meeting uri and it wasn't that close with them." (Interview 7).

In contrast, the majority felt that

interaction with family was closer because of the pandemic and restrictions. "(...) Related to relatives I can say that probably with this pandemic, it made us closer because of the restrictions. But somehow because of creating this panic and you don't know what's really going on.

Somehow you got really scared and you thought more about the family and you started talking to the family more, which probably wasn't the case before." (Interview 6) , "(...)With relatives it was very close somehow na how I was working from home, I mean not with relatives more with close family. With my wife I stayed, much closer we were in this period, in the pandemic." (Interview 7).

Of course, there were different answers because due to restrictions some people could not see each other being from another city. "(...)With relatives it was not only because of the pandemic, but also because they are far away, more precisely in Hunedoara County." (Interview 2) , "(...)And within the family it was a bit more difficult to communicate at the beginning of the pandemic. As we live quite far away, we had to communicate with them only online, and sometimes the current situation did not allow us to leave the locality." (Interview 10).

5.5. Preference and adaptability to remote and office work

As regards the preference for remote or office work, responses were divided. I found that only 6 people preferred remote work and 3 people preferred office work and only one person told me that they liked hybrid work and why. Thus those who prefer remote work highlighted that it is more beneficial for them in terms of time. "(...) Yes, preference, yes, preference is to work from home, because I look strictly at the practical side of work and the practical side in my life, clearly it's much more ok in terms of time plus I've learned to manage my free time well." (Interview 1).

Some said they preferred this remote mode because they were closer to the child. "(...) And I will repeat myself most probably because I am close to my child and I can see what he is missing, what passions he is starting to develop , spending much more time with the child with this work at home , you manage to figure out maybe what kind of future you want to create for your child, what field you want to direct him towards." (interview no.4). There were also arguments for office work as a preference. "(...) I absolutely prefer to be in the middle of the classroom, in the middle of the students. They really like to be the teacher with them." (Interview 5);

"(...) Personally, I fit in better with office work because that's how I wanted it from the beginning and not remote work, unless in case of need." (Interview 8). Only one person expressed a preference for hybrid mode. "(...)It seems to me that the best option is the hybrid option, to go partly to the office. It seems to me that this option combines both, I get the socialisation I want with my colleagues and the convenience of being at home for 3 days." (Interview 9).

We also found, of course, that almost all respondents adapted easily to working during the pandemic period and we received only 2 answers to the contrary: "(...) Yes. And in both I felt I couldn't cope. Once when I started I was very tired, all my friends were sleeping, they were resting because they were not going to work, me on the other hand I was often working from 9 in the morning until maybe 8-9 in the evening and that adaptation was hard for me to work so many hours in the evening." (Interview 1), "(...) Yes. When I moved to work from office mode, it was a bit difficult related to what I think is prevalent for everyone, the communication problem, not that I probably had a problem, but others did and somehow, we had to figure out how to get through it." (Interview 6).

In contrast all the other responses we had were positive and adapted very easily to the

work and period. "(...)No, we didn't have such moments. I mean I didn't get frustrated going to the office or working from home, and I never felt that I couldn't do my job as well. I did my job just as well from home as I did from the office. I never felt for a second that my personal life was intertwined with my professional life." (Interview 9)

5.6. Influences caused by the pandemic on private and professional life

The main topic was whether the pandemic had an impact on private or professional life and whether any influence was felt on this side. We found that the pandemic has had an impact on professional life for the better and has influenced this part by developing much better for some. "(...)It helped me a lot to develop professionally, I mean, I was able to, very easily to learn things that would help me this professional plan. Something that I wouldn't have had time for if I hadn't stayed at home so much." (Interview 3), "(...)In the professional field the pandemic helped me to develop my skills by having more time to read books. I have learned to be more disciplined and organised at work because at home you have to not be distracted by external factors to accomplish your work tasks." (Interview 10). But there have been people for whom the pandemic has had a negative impact on their professional and personal lives. "(...) It was difficult for me to adjust both professionally and personally. As I mentioned before, no, I'm not a stay-at-home kind of person. I'm an extrovert, I like to have fun, I like to get out of the house, enjoy going out, enjoying nature." (Interview 2) "(...)It influenced my private life by na , it took me away from my friends a bit. My family became even closer somehow that all day long we stayed in the same house. But with my friends, it took me away a bit. " (interview 7). But the biggest weighting was on the professional side in a positive way. "(...)Yes, it influenced me in a positive way because now working from

home made me work and maybe focus better and be more efficient. Because there were no other factors bothering me, affecting me, maybe colleagues were talking to me and I maybe needed to work to focus, and here and at home, I am focused. " (Interview 6).

5.7. Conclusions after experience of remote and office work

From our research on technology-related difficulties we can say that none of the people we interviewed had problems with technology. All respondents answered that they work in the field and are familiar with it. "(...)I can say that for me, working in this kind of IT field has helped me a lot in everything I have accumulated so far and fortunately I have not encountered any problems or challenges in terms of technology and digitization. " (Interview 4). On the private side, however, there were cases when you had to help your family with certain things, but this was solved because people in the field are trained with this. "(...) But I can say that probably within the family I have had some misunderstanding requirements to say I don't know how to use this, related to ways of communication, help me, my parents would say help me do this, help me do that. " (Interview 6).

We wanted to find out what people have learned from this pandemic, and the majority of responses were about appreciating their loved ones. "(...)So yes, I learned in the pandemic to appreciate more also what I do and especially the people in whose lives I am involved and who interfere with me and interfere with my life. The human is the most important beyond anything and that's what I do, I invest in people. " (Interview 5). If you want something and you have the will to learn new things and develop as a person, you can do it without someone teaching you this.

It all depends on you. "(...) Pandemic taught me that if you want to learn something, you can learn even without it, let

there be some interaction with some mentors or teachers or things like that. " (Interview 3).

5.8. Preferences and improvements at work

More than half of the respondents stated that they wished that after the pandemic, their workplace would be hybrid. They came up with quite clear arguments regarding hybrid working. "(...)Hybrid meaning that the employee chooses what hybrid means, i.e. that a hybrid system is not imposed. Somehow all the disadvantages and advantages that I presented in the first remote vs office questions, basically you can take the advantages of each and have the coolest working environment so to speak. " (Interview 3), "(...) Yes, yes. I find it combines both, and the avoidance of traffic, the convenience you have from home plus the socialising. And then you also have the socialisation and this package of working from home. From my point of view, it's perfect. " (Interview 9). There were also people who mentioned that they did not want this because it was more convenient for them from home. "(...) No! I would like it to be online only! I mean if it's hybrid you still have to move with stuff, work, office, I mean homework office. " (Interview no.7).

The final question of interest in this research for respondents was whether they would change or improve anything at work. Some said that they were satisfied with everything that the company offered them, while others said they were dissatisfied and what they felt should be improved from their point of view."(...)Yes, in general I would change or try to improve communication and the relationship that an employer and employee have in any type of work that the employee does. " (Interview 6), "(...)Yes I think I'm quite happy with what they do and what they offer to employees. I generally value flexibility a lot and I find that I have flexibility in the company. That's one of the

things I appreciate about the job." (Interview 9). We want to mention that you should work at a private workspace, have your own office, because it is harder to work with all the people in the same room."(...)You come in and you have your own space, you have that privacy, you talk to someone, you don't have that colleague sitting there talking to you, and I don't know about that, that's what finishes me mentally, when I'm sitting there talking maybe on the phone with a client or maybe he's there physically at the office, he's sitting face to face with me and 10 other people at the office and then one of the people realizes that you didn't say something right, or they come up to you there and somehow take over the conversation." (Interview 1).

The pandemic has played quite a detrimental role in the lives of each of our interviewees as the restrictions imposed have been getting tighter from month to month. The employees indicated that the pandemic has given them a plus in the professional area, as they were able to invest more time in their development.

In the private area, the pandemic has had the greatest impact on social distancing, with less communication and the fear of contracting the disease having a negative impact on their lives.

From the analysis of the interviews, it is quite clear what the preference of the way of working is and what impact work life has had on personal life and how much this has been influenced.

Based on the results we can state that the preferences for the mode of work tend to be more for the remote mode as it has more benefits from the employees' perspective.

We also obtained confirmation that work life can influence private life especially if you are a parent and work from home. Thus, I also met people who confirmed this by telling me that they have also faced such situations, with the child not understanding that the parent is working even if they are at home.

Looking at the pandemic effects felt in the work sector, but also in the family setting, I found out from respondents that for the professional sphere the effects were positive, helping them to be more focused and productive, not having the possibility to perform other activities. Of course, there were also less desirable effects due to the pandemic. The lack of socialisation was felt by all respondents. Some even spent more time with their families than before and this brought them closer together. On the other hand, a little distance was felt on the side of relationships with loved ones or friends, communicating only online.

The fact that in some families there were also children, there the personal sphere was affected more: once in a positive sense, especially in the first part of the isolation, when they spent more time together, communicated and interacted more with their children, but then the isolation was felt in a negative way, especially the children missing the presence and play with their friends from school or kindergarten, but also going out to parks or not participating in other activities that consume their energy and keep them busy so that parents can carry out their professional activities in the remote version.

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