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FACTORS THAT INFLUENCE STRESS DUE TO WORKING FROM HOME: A COMPARISON BASED ON GENDER

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ABSTRACT

COVID-19 has a dramatic impact on employees and workplaces around the world including Malaysia. More public and private organizations are offering work from home as an alternative method of working for their employees. This study aimed to identify the factors influencing stress due to working from home in comparison based on gender. Because of the pandemic variables that lead work from home to arise, researchers make a big contribution to stress. Even so, stress has some adverse effects on mental and physical health. The focus of this paper is to highlight the differences between gender on such perceptions and their relationship to the mental and physical of respondents. A survey of 50 respondents was conducted for this study. To get the results, we applied correlation approaches, descriptive analysis, and regression analysis. The reliability statistics Cronbach's alpha was used to assess the reliability of the scale utilised in this study as well as the internal consistency of the survey questionnaire. This study concludes that there are differences between men and women on perceptions of control and support demands with job stress, stress related to family life, time and energy in general and institutional factors in particular. This job stress has a relationship to both mental and physical.

PROBLEM STATEMENT

COVID-19 gave a dramatic impact on the workers and work across the globe including Malaysia. The pandemic is a global health crisis and an international threat to the economy. To break the chain of the pandemic, the business and industry need to be shut down. Some businesses and industries even faced bankruptcy; a few companies even lay off their employees to survive in the industry. This brings a unique challenge to workers today. Most of the essential companies implemented work-from-home (WFH).

Gartner (2020) surveyed 229 HR leaders and found out half of them have 81% of their employees WFH during the pandemic. This work trend has also been implemented in Malaysia facilitated by connectivity and communication technologies. Millions of workers especially workers from professional fields who need to do a complex project which need them to go outstation preferred 'remote work' where they can do their project online (Allen et al., 2014). On the other hand, a worker who did not have a positive environment to do their work pleasantly might not agree with WFH work trends.

According to the *New Straits Times* (2020), some WFH-related problems include proper compensation, mental wellness, and data privacy protection. Datuk Abdul Halim Mansor, head of the Malaysian Trades Union Congress, said the government's new work trends, WFH, were unclear and contradictory. As Malaysians are categorized as highly sociable people, they might face cabin fever and depression while WFH, on the other hand, the employees who live with their family have many commitments at one time where they have to balance both work and family. Furthermore, not all facilities are as good as one. The facilities used for 'remote work' involve technologies and internet connection. This can increase the employees' stress level and their mental health are at stake if these problems do not have solutions in the future.

Beerh and Newman (1978) stated that stress is a situation where a person is forced to deviate from normal function due to a psychological or physiological condition. Modern times today are known as the age of anxiety and stress. Working from home makes it worst. Job stress can make a person mentally drained and physically burn out. The stressors due to working from home are role demand from work and no understanding between a person and family due to absent stability in home life. The Job Demand Control describes the work qualities of a job. Based on a strain hypothesis, a high demand with active jobs or high control can cause a higher job psychological stress. Hence, these types of workers need support by doing stress control.

RESEARCH QUESTION

The study's overarching research objective was to explore the factors that impact stress due to working from home in Malaysia. This study made a comparison based on gender. The specific research questions were as follows:

1) Does gender significantly have an impact on the perception of demand control in influencing job stress if work from home takes place?
2) Does gender significantly have an impact on the perception in support in relation to job stress if the work from home takes place?

RESEARCH OBJECTIVES

The overall objective was to identify the factors that influence stress due to working from home in comparison based on gender in Malaysia.

The specific objectives are as follows:

a. To determine whether males and females have significantly different perceptions of demand control in connection to job stress in the workplace (home).
b. To analyze whether gender has a significant impact on the perception of support in relation to job stress if work from home takes place.

c. To make recommendations in coping with stress if work from home takes place.

LITERATURE REVIEW

Underlying Theory

This research uses a behavioural approach to study the reaction of people to environmental stimuli. Behaviourism, often known as behavioural psychology, is a theory that holds that all behaviour's responses are linked to the environment via a process known as conditioning. In this underlying theory, the researcher discusses a few elements of the behavioural approach which is the basic assumptions, types of behaviourism, questions and lastly the critical evaluation. In conducting this research study, the researcher implements a behavioural approach. Behaviourism refers to observable stimulus-response behaviours that may be studied in a systematic and observable manner.

McLeod (2020) emphasizes that environmental factors have a big role in influencing behaviour. The "learning theory" has always been associated with behaviour as we learn new things through conditioning. However, biological maturation might be a permanent effect of a change. Based on Watson (1913), psychology, according to a behaviourist is a purely objective experimental area of natural science. Theoretically, its objective is prediction and control. The parts of a theory must be simple and backed by empirical evidence obtained from a comprehensive and controlled study and measurement of behaviour by the researcher. It can be objectively and scientifically measure as the behaviourist often accept cognitions and emotions existence instead of studying behavioural only as to observable.

Types of Behaviourism

Historically, there are two common types of behaviourism introduced by Watson (1913) which is methodological behaviourism and radical behaviourism. Methodological behaviourism is a normative theory based on the measurement of psychology that has been conducted scientifically. John Watson (1878 – 1958), mentioned that it is a dominant theme in the writings. It refers to the mental state of a human or animal's beliefs and psychology cannot define specifically the sources of the behaviour.

Skinner established radical behaviourism by arguing about the behaviour and environmental elements affected by a critical basic knowledge of a person or animal's psychological condition. Internal mental events, according to Skinner, cannot be utilised to describe behaviour since they are private for the person or the animal. He proposed that the private occurrences be highlighted in the examination of conduct. Watson's methodical behaviourism argued that behaviour is governed by a tabula rasa, or a blank slate, from birth. Skinner radical behaviourism, on the other hand, argued that behaviourism arises as a result of genetic and biological factors.

Questions

Behavioural questions are designed for the employees to know their reaction to them in a specific workplace situation and how they solve the problems to gain a better outcome. However in this research, the researcher focused on distributing questions regarding the new norms in the workplace.

The questions that the researcher distribute mostly is related to job stress. As COVID-19 caused most of the companies to implement Work From Home (WFH), the researchers want to check on how WFH affects the employees whether than can work under

pressure or not. The researcher used both methodological and radical behaviourism using the 5-point Likert scale.

Previous Studies

According to Sahni (2020), during the COVID-19 crisis, time may be a vital resource that must be managed and utilised properly, since any imbalance might result in unpleasant sensations and elevated stress levels. Some people felt a lack of resources, such as time and energy, led to dissatisfaction, which leads to low self-efficacy as a result of losing control over their schedules and time. Furthermore, the employees' concern was heightened by a lack of standards and information. Working from home has also resulted in a work-life imbalance owing to endless working hours and blurred boundaries between work and personal life, which has increased stress levels among most employees.

Moreover, the use of high mobile facilities causes employee stress because they are assigned more tasks to complete in a shorter period, so employees devote the majority of their time to official activities while still juggling household responsibilities. As a result, during the COVID-19 pandemic lockdown, there is a substantial link between high mobile teleworking and employee stress (Uford, 2021).

Later, Xiao et al. (2021) stated that working from home has resulted in a weakening of physical and mental well-being, as well as a rise in the sum of physical and mental health concerns. Physical and mental well-being were modestly linked, and both were affected by gender and economic level. Female employees were more likely than male employees to report experiencing two or more new physical and mental health concerns when working from home. Women might find it more challenging to work from home since they are more accountable for domestic duties and other home activities. Furthermore, reduced communication with coworkers has been found as a key predictor of worse well-being and higher workload, and time spent working from home has been connected to physical difficulties in employees.

Bane et al. (2021) conducted the study to determine the presence of musculoskeletal symptoms and the self-perceived working stress related to the COVID-19 pandemic's work-from-home position. According to Bane et al. (2021), the most affected areas were the lower back followed by the neck, shoulders and upper back. The causes of these musculoskeletal symptoms during the work-from-home situation can be due to the increased working hours, improper desks, lack of physical activity, and awkward postures.

Bane et al. (2021) stated that heavy physical work, uncomfortable static and dynamic working postures, and lifting, were the biomechanical components of lower back pain in work-associated musculoskeletal diseases. While the psychosocial risk variables found were negative affectivity, a lack of job control, strong psychological demands, and a high level of job discontent, The second most commonly affected areas were neck, shoulder and upper back were caused had to manage the household work along with the job, uncertain working hours, increased stress due to lack of job security, new working conditions, and fear of the spread of the infection (Bane et al., 2021). Furthermore, factors causing occupational stress were first, the lack of control over the students due to online teaching, difficulty in conducting exams and assessment of students was a major concern and the cause of stress among teachers. Secondly, time management with respect to household chores and taking online classes, preparing for lectures, seminars and tests. Thirdly, the lack of knowledge of conducting online lectures, the use of technology, challenges in effective communication, the altered or reduced quality of lectures and a general sense of anxiety because of the lockdown situation and the

spread of the infection, were also the causative factors for stress (Bane et al., 2021).

The relation between the current lockdown which brought the WFH situation and impacted the physical and mental health of the teachers is positive.

Zafir Mohd Makhbul and Fazilah Mohamad Hasun (2011) mentioned females report substantially greater levels of psychological and physical stress than males. Disparities in how men and women respond to stressful situations might explain these gender differences. From the research's findings, female workers predominate in the job market for support personnel. However, males are more stressed than women (Pietila & Rytkonen, 2008). According to Stone and Neale (1984), females are thought to be more prone to using "emotionally-focused" coping strategies than males, who are more skilled at "problem-focused" coping approaches. According to Mohd Makhbul and Mohamad Hasun (2011), women are readily pleased with their employment. Women are more likely to be pleased with their jobs when they can connect with people who understand their responsibilities within the business, but males are more likely to be satisfied when their performance is recognised by others (Kim et al., 2009).

Wu and Shih (2010) mentioned that masculine employees are more reliable in controlling stress during work better than feminine employees when the work environment is the same. The study shows that it is important for employers to design a recruitment strategy depending on the industries sectors. As working from home, in a highly stressful working environment such as the banking industry, the employees that are able to have good stress management are masculine-traits feminine employees and masculine employees. The new norms caused by the COVID-19 pandemic make a lot of industries implement working from home. Hence, job stress rising. These issues led to greater health costs, especially employees who have to be extra cautious to avoid the virus from attacking them and their families. Next, this problem might cause the percentage of absenteeism to increase and inefficient performance.

According to Bhatti et al. (2015), organizational commitment is related to the employee's job stress. During the pandemic, the employees seem to be more depressed and anxious regarding the new norms with social distancing, working from home and juggling both work and family commitment at home. Based on the study, the organization might have extremely effective communication with its personnel, such as negotiating realistic deadlines on critical tasks, scheduling time for relaxation and detachment, and not deferring dealing with unpleasant problems.

Females perceive risk more than males and take more precautions, even though both genders' awareness and knowledge indicators are strong (Rana et al., 2021). The study also shows that females prefer to stay at home as they feel safer than staying outside. As for the male, they prefer to expose to outdoor activities. This enables them to study the new norms affected by the COVID-19. Furthermore, the male population are less prone to health crisis including restrictive measure during the pandemic.

According to Limcaoco et al. (2020), the researchers mention that the COVID-19 pandemic has triggered anxiety and stress among people who complain physically. According to Brooks et al. (2020), psychological stress is also linked to an increase in mortality in the general population, and if the confinement experience is unpleasant, it implies that there may be long-term effects that harm not just the confined persons but also the health care system. Therefore, the researchers are interested in how this pandemic develops and how it affects the general population's

emotional state. Following that, it is predicted that higher-risk groups, such as the elderly and health professionals, would score higher on the stress scale due to the extremely harsh circumstances they live in hospitals throughout the world. This has an impact on the mental and physical stress charts, which are closely linked to a high proportion as a result of the COVID-19 pandemic that decimated the globe.

Moreover, the percentage chart displayed by the world hospitality showing the rate of infection and stress encountered by the elderly and professionals confined in hospitals shows substantial changes in mental stress by both categories. The stress factors faced also consist of stress on life changes, such as job loss, lack of food supply for self and family and not being able to socialize to fill field time as is customary to reduce life stress due to locked instructions.

Lastly, according to Limcaoco et al. (2020), a preliminary result showed measurements were made through previously invading diseases to differentiate the scale of stress society faced as a result of the COVID-19 pandemic, which emphasized that humans became more depressed through orders issued to curb the pandemic. this makes the reading of the stress scale faced from the previous disease to be higher because of the order issued to stop the pandemic. this connects between the differences in diseases that face the world and the rate of stress that each person faces through the different types of diseases.

To conclude the previous study above influences stresses due to working from home. According to researchers, the main problem that is the biggest cause in triggering stress while working at home is the time which is a source of major crisis during COVID-19. According to Sahni (2020), irregular time problem causes stress among workers, time available should be planned and spent wisely, as imbalances can lead to feelings of instability and increased levels of stress to occur. As a result of losing control over their schedules and times. Furthermore, the lack of guidelines and information adds to employee concerns. Therefore, companies should organize work that is organized and suitable for employees to divide their time while working at home. This is to some extent able to reduce stress levels among workers who work at home.

Several studies have clearly stated the high level of complaints from workers who work at home, the effect is not only on the mental stress faced but the effect on physical health also becomes more significant to employees as stated in the study of Bane et al. (2021), the most affected areas are the lower back followed by the neck, shoulders and spine. These symptoms are due to increased working hours as well as unconducive work environments such as chairs, tables and uncomfortable rooms. This problem can be overcome if employees who work at home can manage time well to open up some time for themselves to exercise at home to stretch the muscles that are stressed. This can stabilize the level of health of workers to do the job more perfectly.

Therefore, the company must identify the problems faced by employees that can trigger their mental stress problems. After that, the human resources department should play a role in making some appropriate time guidelines for workers working at home during COVID-19. This is to some extent able to reduce employee stress and also able to maintain employee fitness by doing some exercise for yourself to produce a perfect job with the time available.

This may be determined using a variety of research techniques conducted by researchers and parties that should be able to play an important role and take proactive efforts to minimise the rate of mental stress caused by work from home during the COVID-19 epidemic that has ravaged the globe today.

METHODOLOGY

Research Framework and Design

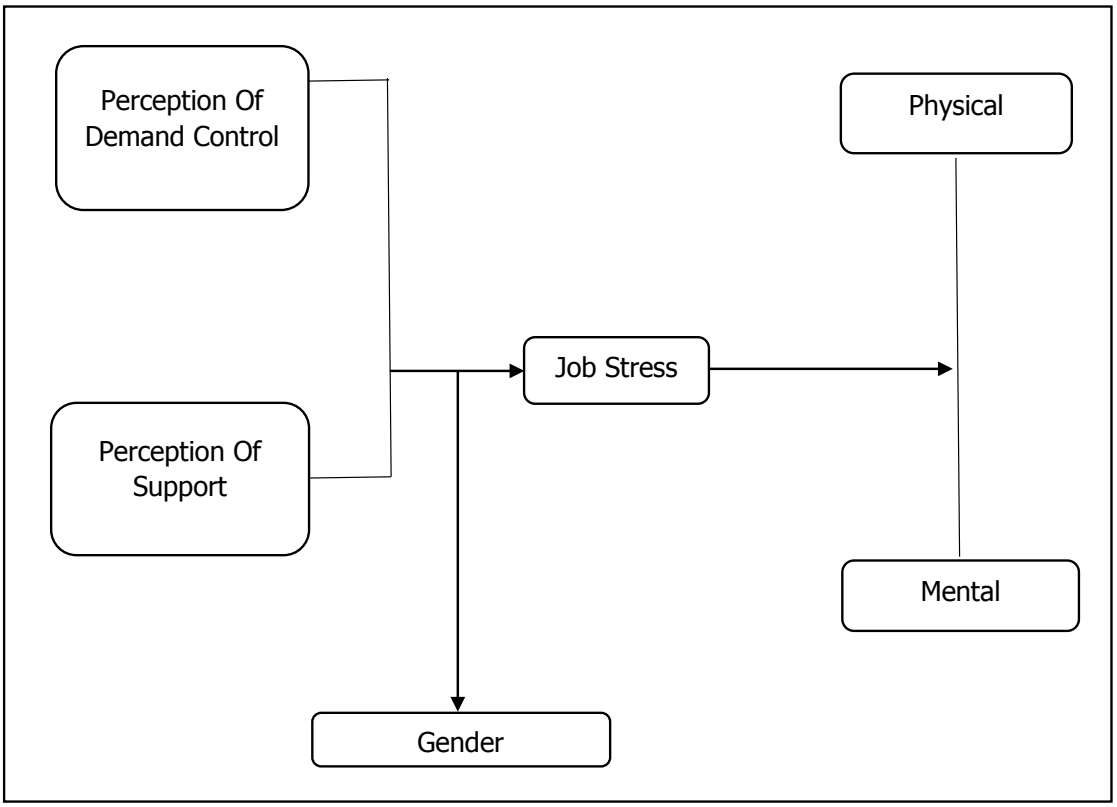

Figure 1 Conceptual framework

To answer the research questions, the research design is a research process that demands broad research assumptions on data collection and analysis techniques, as well as study design selections depending on the objectives of the study (Creswell, 2009). This research mainly focuses on the analysis of factors that influence stress due to work-from-home. Specific focus will be on those who have employee status and work from home.

The researcher used several sorts of studies to achieve the goals of this research study. First, the study used a survey (online) research design since it best served to answer the study's questions and objectives. Survey research examines a group of people or commodities by collecting and analysing data from a small number of persons or objects that are thought to be representative of the entire group. In other words, just a portion of the population is investigated, and the findings are expected to be generalizable to the entire population (Nworgu, 1991). Similarly, McBurney (1994) defines a survey as one that use questionnaires and sampling techniques to assess public opinion or individual characteristics.

Secondly, this is quantitative research, which is a formal, objective, and systematic procedure that uses numerical data to gain knowledge about any subject (Burns & Grove, 2005). A quantitative research design can assist a researcher in describing and testing connections, as well as examining the relationship between variables' causes and effects. In other words, this form of research design enables the researcher to test the study's hypotheses (Coolican, 1990). With this study approach, researchers will also be able to organise data into charts or graphs,

conduct large-scale studies, and provide more information on values and statistics. According to some academics, this research approach is a means of understanding occurrences by obtaining numerical data and analysing it using mathematically based methodologies (in particular statistics) (Aliaga &Gunderson, 2000).

Sampling

According to Bryman and Bell (2007), a sample reflects the population chosen for the study and consists of a random sample of people. This study's samples were chosen using basic random sampling and purposive sampling approaches. Simple random sampling is a type of probability sampling in which participants are drawn at random from a population. In contrast, purposive sampling is a non-probability sampling approach in which "the researcher's judgement determines items selected for the sample". The respondents of this study are individuals who had worked either in the government or private sector. The sample consisted of 50 participants who were willing to engage in the research and satisfied the sampling criteria over the two weeks of data collecting. The sample size determination was adopted from sample size determination tables that have been prepared, such as by Krejcie and Morgan (1970) and Cohen et al. (2001). A sample size of 44 was selected from a population of 50, with a sampling error of 5% (significance level (–.05) and a confidence level of 95%.

Questionnaire

To collect data relevant to the study from respondents, the researchers utilised a standardised questionnaire and a structured Google Form online questionnaire as a survey instrument. There are three sections to the questionnaire: Section A discusses the respondents' demographics, Section B addresses the independent variable, which is the perception of employees who work on demand and support, and Section C addresses the mental and physical stress that work-from-home respondents experience. In this study, gender was utilised as a moderating variable to investigate the influence it had on the independent and dependent variables.

Both Section B and C contained ten (10) items of the questionnaire and were measured using a Likert scale; this method allows researchers to analyze responses obtained from respondents more easily. The scale used and it is responded as follows:

Table 1 Likert Scale

Scale	Description
1	Strongly Agree
2	Agree
3	Neutral
4	Disagree
5	Strongly Disagree

The researcher distributed 50 questionnaire forms and conservatively envisaged that an expected response from the 50 questionnaires would be completed and returned to the researcher for analysis. Eventually, all respondents participated. This is equivalent to a 100 per cent response rate [(50/50)×100]. According to Bryman and Bell (2007), a response rate of less than 50% would result in an incorrect generalization of the whole population. The fifty (50) respondents from various districts in Malaysia, consisting of twenty-three (23) males and twenty-seven (27) females. Table 2 shows the distribution of respondents.

Table 2 Distribution of respondents

Gender	Number of respondents
Male	23
Female	27
Total	50

Pilot Study

Factor Analysis

Table 3 Total variance explained

Total Variance Explained						
	Initial Eigenvalues			Rotation Sums of Squared Loadings		
Component	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	7.811	39.053	39.053	4.292	21.462	21.462
2	3.914	19.570	58.622	4.025	20.126	41.589
3	1.651	8.257	66.880	3.973	19.867	61.455
4	1.314	6.568	73.448	2.398	11.992	73.448
5	.962	4.810	78.258			
6	.742	3.711	81.969			
7	.622	3.110	85.079			
8	.553	2.767	87.846			
9	.434	2.168	90.014			
10	.365	1.825	91.840			
11	.304	1.519	93.358			
12	.283	1.416	94.775			
13	.245	1.226	96.001			
14	.179	.894	96.895			
15	.164	.820	97.715			
16	.137	.684	98.399			
17	.114	.571	98.970			
18	.089	.444	99.414			
19	.072	.359	99.773			
20	.045	.227	100.000			

Initially, the factorability of the 20-item questionnaire was examined. Refer to Table 3, the total variance explained by each component identified from the responses by the respondent. Since the eigenvalues are set as 1, any component as an eigenvalue of 1 and above shows the component in the questionnaire can explain the changes in variance. The other 16 items have eigenvalues below 0.9 that there is no variance in the matrix, which means there are chances of high collinearity in data. There are 4 components that have an eigenvalue just over one. Therefore, there are 4 components. Component 1 explains 21.462%, component 2 with an explanation value of 20.126%, component 3 and 4 respectively can explain 19.867% and 11.992%.

Cronbach Alpha

Table 4 Reliability statistics

Cronbach's Alpha	*N* of items
0.723	3

Table 4 shows the reliability statistics of the questionnaire. The questionnaire was initially distributed to 50 respondents to check its reliability in measuring the objectives of the study. The study revealed that the Cronbach Alpha of 0.723. The estimated value of Cronbach Alpha is greater than 0.6. Thus, it can be concluded that the questionnaire was a reliable instrument to measure the objectives of this study.

Method of Analysis

Descriptive statistics were calculated using frequencies for employee demographics such as age, gender, job, number of employees in the workplace, satisfaction with the system of working from home, and applications used while working from home. Factor analysis was utilised to uncover underlying elements that are difficult to quantify, such as job stress induced by working from home, which was quantified in terms of employees' mental and physical stress. To assess the reliability of the study's objectives, reliability statistic tests were constructed to obtain Cronbach's alpha, which is to explore whether men and women differ significantly in their perceptions of demand control in relation to job stress in the workplace (home) and whether gender has a significant impact on the perception of support in relation to job stress if work from home is done. Acceptable Cronbach's alpha was identified as a minimum (0.70) and maximum (0.90). Regression analysis was used to determine how employees' perceptions of demand control and support factors affected overall job stress due to working from home, as measured in terms of mental and physical stress. Lastly, SPSS v.26 (IBM) was used for all statistical analyses, and the significance level was set at 0.05.

Hypotheses

H1: There is a significant difference between males and females in the perception of demand control in influencing job stress.
H2: There is a significant difference between males and females with perception in support relation to job stress.
H3: There is a significant relationship between job stress with the perception of demand control and support in relation to job stress.

FINDINGS

Characteristics of the Respondents

Characteristics of the respondent in evidence information in conducting research. This information is important for understanding the behaviour of the population with stress due to work from home.

Age

Table 5 Age of the respondents

Category		Frequency	Per cent	Valid Per cent
	18 – 25	4	13.3	13.3
	26 – 35	11	36.7	36.7
	36 – 45	7	23.3	23.3
	46 – 55	7	23.3	23.3
	56 – 65	1	3.3	3.3
	Total	30	100.0	100.0

Table 5 shows the age of respondents. A total of 30 respondents answered the questionnaire. The respondents were categorized under category 18 – 25 years old, 26 – 35 years old, 36 – 45 years old, 46 – 55 years old until 56 – 65 years old. While the percentages 36.7% were in the category 26 – 35 years old, 23.3% in the category 36 – 55 years old, 13.3% belonged to 18 – 25 years old. Meanwhile, 3.3% were in category 18 – 25 years old.

Gender

Table 6 Gender of the respondents

Category		Frequency	Per cent	Valid Per cent
	Male	16	53.3	53.3
	Female	14	46.7	46.7
	Total	30	100.0	100.0

Table 6 shows the result of the gender of the respondents, 30 respondents were females with 16 frequency and 53.3 %. Meanwhile, 14 frequency respondents were male with 46.7%.

Job

Table 7 Job of respondents

Types of job		Frequency	Per cent	Valid Per cent
	Educator	11	36.7	36.7
	Government officer	11	36.7	36.7
	Finance officer	4	13.3	13.3
	Marketing officer	3	10.0	10.0
	Other	1	3.3	3.3
	Total	30	100.0	100.0

Table 7 shows the jobs that perform work from home. A total of 30 respondents were educators and government officers with the 11 frequency and 36.7%, finance officers frequency with the 13.3% and 4 frequency, marketing officers were 10.0% with 3 frequency while other jobs with 3.3%.

Number of Employees in the Workplace

Table 8 Number of employees in the workplace

		Frequency	Per cent	Valid Per cent
	10 or less	3	10.0	10.0
	11 – 50	15	50.0	50.0
	51 – 500	12	40.0	40.0
	Total	30	100.0	100.0

Table 8 shows the number of employees in the workplace. From the 30 respondents, 11 – 50 employees with the 15 frequency and 50.0%, 51 – 500 number employees in the workplace with the 12 frequency and 40.0%. Meanwhile, 10 or less were in 10.05% with the 3 frequency.

Employees Satisfying Level with Working from Home System

Table 9 Employees satisfying level with working from home system

		Frequency	Per cent	Valid Per cent
	Satisfied	11	36.7	36.7
	Neither	9	30.0	30.0
	Unsatisfied	10	33.3	33.3
	Total	30	100.0	100.0

Table 9 shows the level of employees satisfied with the working from home system based on the organization. Of 30 respondents, 36.7% were satisfied from 11 frequency, unsatisfied level with the 10 frequency and 33.3%. Meanwhile neither with the 9 frequency and 30.0%.

Type of Platforms Employees Use for Work from Home

Table 10 Type of platforms employees use for work from home

		Frequency	Per cent	Valid Per cent
	Google Meet	16	53.3	53.3
	Webex	1	3.3	3.3
	Microsoft Team	3	10.0	10.0
	Other	10	33.3	33.3
	Total	30	100.0	100.0

Table 10 shows the type of platforms that employees use for meetings during work from home. Of 30 respondents, 53.3% used Google Meet with 16 frequency, Microsoft Team with the 3 frequency and 10.0%, Webex only 1 frequency with 3.3%. Meanwhile, other platforms with the 10 frequency and 33.3%.

Regression Results

Table 11 Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.327[a]	.107	.088	.80459

a. Predictors: (Constant), Perception

Table 11 shows the model summary table of the regression. The value (0.107) was observed as R Square, indicating that changes in the independent variables explained 10.7% of the dependent variable, while the remaining 89.3% was unexplained or influenced by other factors. Thus, the independent variable (perceptions of respondents who work from home on-demand control and support) can only explain 10.7% of changes in job stress related to working from home evaluated in mental and physical terms, leaving 89.3% unexplained.

Table 12 ANOVA table

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.709	1	3.709	5.730	.021[b]
	Residual	31.074	48	.647		
	Total	34.783	49			

a. Dependent Variable: Mental and Physical stress
b. Predictors: (Constant), Perception

Table 12 illustrates the ANOVA table of the regression. The estimated F value is 5.730 with a significance of 0.021. This means that the hypothesis alternative is accepted, which means the model is stable because the significance value is less than 0.05 and, the model data is normally distributed. It can be concluded that H1: there were significant differences between males and females in the perception of demand control in influencing job stress and H2: there were significant differences between males and females with perception in support in relation to job stress both have a positive and significant relationship to the mental stress and the physical stress of employees. This is because the Anova table's F value is 5.730, with a significance of 0.021. As a result, we accept the alternative hypothesis, which demonstrates a substantial difference in perception between male and female employees who work from home.

Table 13 Coefficients table

Model		Unstandardized Coefficients		Standardized Coefficients Beta		
		B	Std. Error		t	Sig.
1	(Constant)	1.846	.392		4.712	.000
	Perception	.337	.141	.327	2.394	.021

a. Dependent Variable: Mental and Physical stress

Table 13 shows the coefficients result table of the regression. The coefficient of the independent variable, that is the perception of the respondents who are working from home on the demand control and support was significant impacts mental and physical stress because we have a 0.021 or 2% significance level for perception, with an estimated t-value of 2.394 (Sig = 0.005). This implies that a unit increase in the independent variable leads to a 0.337 unit increase in mental and physical stress of the employees while working from home. This finding was corroborated by Kamaldeep Bhui et al. (2016), who observed that perceptions such as unreasonable demands and inadequate communication induced stress among employees. That being said, we accept the alternative hypothesis, H3 hence, there was a significant relationship between job stress with the perception of demand control and support in relation to job stress.

DISCUSSION

The objective of the discussion of findings section is to address the issues of the study concerning (1) whether men and women differ significantly in their perceptions of Demands, Control in relation to job stress in the workplace (home), (2) whether gender has a significant impact on the perception of support in relation to job stress if work from home takes place.

Differences Between Men And Women with Perceptions of Demand Control and Support are Related to Job Stress

There is a noticeable distinction between males and females in this perspective. According to female respondents, working from home makes them feel more stressed because they believe there is more work to do than if they work in an office, have to manage family life responsibilities while taking care of office work and have to be vigilant with smartphone notifications, require a stable internet connection and good interaction between staff. This was consistent with Bhatti et al.'s (2015) findings, organizational commitment is related to employee work stress. During a pandemic, workers seem to be more stressed and anxious about new norms by distancing themselves from society, working from home and structuring work and family commitments at home. The stress that the same job has to do over and over again affects their time and energy. Sahni (2020) states that time may be a valuable resource during a COVID-19 crisis that should be planned and spent wisely, as imbalances can lead to unpleasant feelings and increased stress levels. Some people feel that a lack of resources, such as time and energy, causes dissatisfaction, which leads to a low sense of self-efficacy as a result of losing control over their schedule and time. Furthermore, employees' fears are exacerbated by a lack of standards and information. Working from home has also increased stress levels among most workers since it produces a work-life imbalance due to irregular working hours and blurred lines between work and personal life.

Meanwhile, men say that their perception of what makes them depressed is that they do not have the complete facilities and equipment to carry out their duties effectively. Facilities and equipment are important tools in completing the work. This was consistent with Uford's (2021) findings that there is a substantial link between high mobile telecommunications work and staff stress during the COVID-19 pandemic's shutdown. Employees are stressed as a result of the increased usage of mobile facilities since they are allocated additional duties to perform. Another factor influencing their stress was not being able to physically socialize with other staff and not being able to work under stress. Men prefer to do activities or work outside (Rana et al., 2021). Finally, this study shows that there are high differences between men and women on perceptions influencing the stress of working from home.

The Relationship Between Job Stress Measured in Terms of Mental and Physical Stress, and Perception of the Respondents

Based on the analysis, perceptions of demand control and support positively influenced work stress in terms of mental and physical. The move to working from home has resulted in a decline in physical and mental well-being status as well as an increase in the number of physical and mental health problems, according to Xiao et al. (2021). Physical well-being is modestly connected to mental well-being, and both are impacted directly by gender level. Female employees were more likely than male employees to report having two or more physical and mental health concerns when working from home. Women may find it more challenging to work from home since they are more responsible for housekeeping and other household tasks. Furthermore, reduced communication with coworkers has

been recognised as a key predictor of lower well-being and higher workload, and time spent working at home has been connected to physical issues in employees.

SUGGESTION

Based on the findings of the study, the common stressors during work from home are excessive workloads, lack of social support from not supporting family and absence of complete facilities to do work efficiently. Employees need to take steps to control stress as the stress in the long term period can make one's mental drain and physically burnout. An employee personally can track what is the main stressors by doing a journal for a few weeks. They can see their pattern of stressors and how they react to the stressors. Other than that, an employee can establish their boundaries to avoid work-life conflicts. As working from home means they have to juggle both work and family commitments, it is appropriate if the employees set the time limit to check their email or any chat from their social media regarding their job. Lastly, an employee needs to communicate to both their manager and their family regarding their time preferences in blending the work and family commitment. By expressing feeling on how working from home affect them physically and mentally also can help inform the supervisors regarding the work-life conflicts. The manager can do a survey towards their employees about how to improve their work system.

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