The Impact Of Remote Work On Employee Wellbeing

Research Dissertation

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ABSTRACT

This study, "The Impact of Remote Work on Employee Well-being," examines how remote work arrangements influence employees' professional and personal lives, including work-life balance and work stress. The study depends on primary data, and the research design for this study is a quantitative data method. The primary data will be collected through self-structured questionnaires. The questionnaire was sent to 150 employees working remotely through mail and other social media channels. The respondents were chosen using a convenient sampling technique.

Collected quantitative data via survey analysis using accurate statistical techniques. Descriptive statistics will be used to summarise the collected data, and inferential statistics like correlation and regression analysis will be used to analyze the links between remote work factors and employee well-being. The first objective is to understand the impact of remote work on employee stress levels. The researcher utilized a linear regression model to determine the impact of remote work on employee stress levels. Stress level is the dependent variable. Remote work is the independent variable. The tool for the analysis is linear regression. The results show a strong positive association between remote work and employee stress levels.

The second objective is to understand the impact of remote work on employee work-life balance. The researcher utilized a linear regression model to determine the impact of remote work on work-life balance. Work-life balance is the dependent variable. Remote work is the independent variable. The tool for the analysis is linear regression. The results show a strong positive association between remote work and employee work-life balance.

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CHAPTER ONE

INTRODUCTION

1.1Background :

Madlock (2018) characterizes remote work as an arrangement between employers and employees permitting work to be conducted from home or other remote locations, diverging from the conventional office setting. Remote work has positive and negative impacts on employees. Employees may find taking a break from assigned tasks challenging working remotely. This blurring of lines may increase stress and trouble maintaining an excellent work-life balance (Golden et al.,2021). Remote work may worsen employee burnout. Employees may find it hard to regain their energy and experience tiredness from extended working hours and continuous availability if there are no clear limits and boundaries between work and personal life. (Kusmartseva & Rapp,2020).

Wilkinson (2017) emphasizes that technology and recent advancements are significant catalysts for workplace evolution, compelling businesses to stay abreast of technological shifts and monitor their competitive landscape. Technology plays a pivotal role in remote work, serving employers and employees. Virtual communication and collaboration tools are indispensable for effectively executing remote work strategies. Platforms like Google Meet, Zoom, Microsoft Teams, SharePoint, and Google Drive, as well as project management tools such as Asana and Basecamp, are essential for facilitating clear communication of objectives and tasks (Altman, J., 2021; PossibleWorks., 2020).

Economic shifts and technological progress are prompting organizations to anticipate the unexpected, swiftly adapt to changes, and cultivate greater agility, all while fostering connectivity. Additional factors contributing to the evolving nature of work include an organizational emphasis on well-being, technological advancements, evolving work styles, and increased flexibility (Harris, 2015). Flexibility encompasses adjustments in working hours, employment types, and work locations (Rubery, 2015).

Organizations worldwide have embraced flexible work arrangements for various reasons, including talent retention, commute alleviation, and fostering work-life balance. Particularly in the past years, prompted by government directives in response to the COVID-19 pandemic, remote work options have been widely adopted (CIPD, 2019; Dhaliwal, 2020).

In recent years, stress has emerged as a prevalent concern in our society, particularly within the workplace. It has increasingly garnered attention due to its significant impact on professional performance. Stress is a complex and ongoing issue that demands careful consideration and management. With the current circumstances of COVID-19-related confinement and isolation, levels of anxiety and stress are on the rise. According to Mercer (2020), employees are grappling with mental health challenges, while Deloitte (2020) recommends implementing communication channels with employees, customers, and suppliers to foster connections. Additionally, developing strategies to support employees' physical and mental well-being is crucial.

Although working remotely can lower stress and increase the balance between professional and personal life, it can also lead to social isolation and obfuscate the boundaries between work and personal life. They advise considering how organizational support and leadership might be leveraged to advance employee well-being in remote work environments.

While prior research has scrutinized remote workers' job effectiveness and productivity, there remains a notable gap in the literature concerning the performance, motivation, and well-being of individuals engaged in remote work (Anderson, D. and Kelliher, C, 2020).

This study focuses on the employees currently working on the remote work schedule, which analyses the impact of remote work on employee well-being and how organizations can optimize their remote work policies to maximize the benefits and minimize the negative consequences. This study also analyses how remote work affects employees' work-life balance, stress, and work-life balance.

1.2 Research rationale

With more workers working from home or other distant places, the typical work environment has changed due to the trend toward remote work. The impact of this shift in work dynamics on employees' stress levels, work-life balance, productivity, and general well-being are some of the issues that need to be addressed.

Working remotely brings additional pressures, including loneliness, a hazy line separating work and personal life, and difficulties with technology. Employers and legislators must comprehend how these elements affect job stress to create policies that lessen its detrimental consequences on workers' physical and emotional well-being. Work-life balance, productivity, well-being, and employee stress all have a big impact on how well an organization performs. Excessive job stress and a lack of work-life balance can cause burnout, employee turnover, and a decline in

productivity, all of which hurt the bottom line. Organizations may improve employee engagement, retention, and overall performance by emphasizing employee well-being and optimizing remote work practices.

In conclusion, learning about how remote work affects work-life balance, employee well-being, and work stress is essential to comprehend the effects of remote work on people and businesses. This research aims to offer insights that guide the development of policies, procedures, and interventions meant to advance the interests of remote employees and their employers.

1.3 Aim of the study

The study "The Impact of Remote Work on Employee Well-being" aims to comprehensively examine how remote work arrangements influence various aspects of employees' professional and personal lives, such as work-life balance and work stress.

1.4 Objectives

1. To study the impact of remote work on work stress.

2. To investigate the impact of remote work on work-life balance.

1.5 Research Questions

Based on these readings, a potential research question and sub-questions are:

Research question: What is the impact of remote work on employee well-being and how can organizations optimize their remote work policies to maximize the benefits and minimize the negative consequences?

1. How does remote work affect employees' well-being, specifically work stress?

2. How does remote work impact work-life balance?

1.6 Research Methodology

This study "The Impact of Remote Work on Employee Well-being" examines how remote work arrangements influence employees' professional and personal lives, such as work-life balance and work stress. The study depends on primary data, and the research design for this study uses a quantitative data method. The primary data will be collected through self-structured questionnaires. The questionnaire was sent to 150 employees working remotely through mail and other social media channels. The respondents were chosen using a convenient sampling technique.

Collected quantitative data via a survey will be analyzed using accurate statistical techniques. To summarise the collected data, descriptive statistics will be used, and inferential statistics like correlation and regression analysis will be used to analyze the links between remote work factors and employee well-being.

1.7 Scope of the study

The study will concentrate on several types of remote work, such as hybrid work arrangements where employees divide their time between in-office and remote work, as well as full-time and part-time remote work.

The study will examine the causes and severity of work stress that remote workers deal with. These elements include autonomy, social isolation, work-family conflict, and job demands.

One aspect of the study's focus is on how employees' capacity to manage their personal and professional lives is impacted by working remotely. This entails evaluating the liberty and flexibility provided by remote work arrangements and the difficulties in upholding work-life separation.

1.8 Limitations

1)The study may face difficulties getting a high response rate, resulting in unresponsive participants to the survey. The participants willing to respond to the survey may differ from the nonresponsive participants systematically, which affects the sample's representativeness and consequently biases the survey results.

2) External factors like family support, personal issues, or industry-specific dynamics may affect the employees' well-being and organizational success, which may be overlooked in the research. These factors may confuse the data and limit the ability to relate the results solely to remote work.

3)The data collected through surveys is based on one's reporting by participants, which can be vulnerable to response bias. Participants may provide socially acceptable comments or not precisely recall or record their experience, resulting in measurement error.

1.9 Dissertation Organisation

The study report is structured into five sections: introduction, literature review, methodology, findings, discussion, and conclusion. An overview of each section is presented below:

Section 1: Introduction

In this segment, the study offers background context, articulates research objectives, emphasizes the study's significance, outlines its scope and limitations, and presents an overview of the dissertation framework.

Section 2: Literature Review

This chapter synthesizes existing research in the field, providing a comprehensive understanding of relevant knowledge and theories pertinent to the study's subject matter.

Section 3: Methodology

Detailed insights into the research methodology are provided in this chapter, covering aspects such as research design, data types and sources, development, and validation of data collection instruments, including reliability assessment, questionnaire modules and scales, and the sampling strategy.

Section 4: Results

Findings corresponding to each research aim are presented in this chapter, utilizing tables, figures, and graphs for clarity. The chapter also includes questionnaire validity, reliability, and normality test analyses.

Section 5: Discussion

This segment critically examines the study's findings, comparing them with prior research and discussing their implications for the research objectives.

Section 6: Conclusion

The concluding chapter summarises the study's main findings, discusses their broader implications, and proposes directions for future research endeavors.

1.10 Conclusion

This research aims to analyze the impact of remote work on employee well-being to enhance remote work policies and practices. This study will strengthen the present knowledge base by giving evidence-based opinions and suggestions for organizations to develop a friendly, healthy, and productive remote work environment by addressing the research questions and sub-questions indicated in this research. Understanding the impact of remote work on

employees' well-being is crucial for developing successful remote work arrangements in various industries that will benefit the employees and the organizations.

CHAPTER TWO

REVIEW OF LITERATURE

2.1 Introduction

Efforts have been exerted to conduct a comprehensive review of the existing body of literature to provide readers with a clear understanding of the foundational concepts within the subject matter. This review also presents the various perspectives and ideas put forth by different authors regarding the variables under study. The chapter concludes by identifying the research gap present in the current literature. The primary objective of this review was to grasp the pertinent study factors, related field research, methodologies, practical implications, areas for enhancement, and potential avenues for further exploration. This assessment guided the researcher in formulating the study's methodology. However, impartial viewpoints concerning the references' genesis are presented before this assessment of occupational stress and its concepts. The researcher endeavors to contextualize the findings within the social science literature, aligning them with the objectives outlined in Chapter One and the scope of the ongoing investigation. The literature review was structured under the following headings.

1. Remote working
2. Occupational Stress
3. Work-Life Balance

2.2 Remote working

An employee engaged in remote work operates beyond the confines of a traditional office setting. The decision to offer remote work to an employee necessitates substantial deliberation and trust between the employee and their supervisor, who must approve the remote work arrangement. The COVID-19 pandemic prompted many companies to embrace remote work to curb the spread of infection and safeguard employees' families. When properly planned, remote work can bolster employee productivity, foster creativity, and yield various benefits for the organization (Greenbaum, 2019).

Forced remote work during the COVID-19 pandemic worsened technological fatigue. It reduced subjective well-being, which in turn led to an increase in job burnout, anxiety, and weariness among workers, ultimately affecting their performance as a whole (Bakken and Winn, 2021). Social isolation was also a byproduct of remote employment, which encouraged sentiments of alienation from co-workers and the company. On the other hand, participation in

decision-making procedures promoted a feeling of mastery and decreased burnout. Even while work-life balance issues arose more frequently due to distant work during the pandemic, these tensions might be lessened by encouraging a feeling of social connection and instrumental leadership, which would lower burnout rates. It has been discovered that supervisor support, good communication across organizational teams, and appropriate time management techniques may lower burnout and increase productivity in remote workers.

However, remote workers may suffer from the negative effects of professional isolation because they don't have the in-person connections and peer support usually present in workplace settings—which may offer direction and inspiration to take on challenging tasks (Hickman, 2019).

Flores (2019) explored the difficulties of working remotely, such as organizational communication strategies, the skills that remote workers need, and the benefits of working remotely for businesses and employees. The study underlined email as the primary method of contact and the advantages of flexible work schedules for remote employees.

The experiences of remote employees are greatly influenced by variables such as work-home conflict, isolation, latencies in making choices, the accessibility of family and social support, autonomy in job duties, workload, and self-efficacy (Wang et al., 2021).

In remote work environments, productivity may be increased, and burnout can be avoided by taking vacations while handling the workload and maintaining psychological wellness. Due to shifts in organizational needs and resources, work and private life interaction might reduce job satisfaction and engagement while escalating occupational exhaustion and turnover intentions (Chi et al., 2021).

Long work hours can lead to employee burnout and chronic workplace stress, negatively affecting interpersonal relationships and work quality, and ultimately affecting psychological and mental health. Work-life balance is harmed by attitudes, beliefs, and experiences related to remote work, which increases the frequency of emotional weariness and burnout symptoms. Psychological burnout and strain were exacerbated by perceived pressures associated with distant work and abrupt organizational changes, which led to emotional weariness during the COVID-19 pandemic. The distant work environment was shaped in part by personality characteristics and sociodemographic variations, which raised the risk of mental health issues, occupational burnout, and psychological discomfort (Crippa et al., 2021).

Rupietta et al. (2016) looked at how employees' work efforts are impacted when they work from home. Workers required to work from home have more intrinsic motivation and self-governing work schedules. Thus, we predict that working from home benefits the employees.

As information and communication technology (ICT) has advanced, many workers are engaging in remote work with flexible schedules. The study concluded that employees choose this alternative because of family obligations or health issues. Employers must be aware that different workers may benefit from different work-from-home arrangements at different times, regardless of whether the duties are formal or informal(Baidzowi, M. F. M., and Razak, R. A., 2016).

Nakrosiene et al.(2019) discovered that several theoretically chosen factors significantly influenced the results of telework. Reduced coworker communication, a supervisor's confidence and support, and the appropriateness of the home workspace were shown to be the most significant factors influencing various telework outcomes. Working from home was associated with higher self-report productivity; this suggests that reducing interactions with coworkers helps employees focus on their job and allows them to take care of their families when working remotely.

Gottlieb and colleagues (2020) investigated the capacity of employees in developing countries to meet skill requirements for remote work. Their study revealed less than 10% of urban jobs are conducive to ICT-based remote work. They found a notable connection between the nature of employees' occupations and their readiness for remote work. Notably, individuals from low-income brackets expressed reluctance to work remotely due to the additional expenses associated with acquiring necessary accessories and gadgets.

In a separate study, Hatayama et al. (2020) examined the global impact of COVID-19 and the widespread adoption of social distancing measures mandated by governments across numerous countries. Their research focused on the feasibility of remote work across 53 nations with varying levels of economic development, as determined by skills surveys. The results indicated a correlation between the feasibility of remote work, a nation's economic growth, its propensity for physical task adoption, and the quality of internet connectivity, highlighting substantial disparities.

Barrero and colleagues (2021) undertook a study involving 30,000 Americans to analyze the effects of remote work experienced by employees across multiple waves of the COVID-19 pandemic. Employees noted that the transition to working from home surpassed their expectations. The study revealed a significant disparity between the utilization of new

technology and reliance on it. Notably, working remotely during the initial phase (first wave) of the pandemic proved more advantageous compared to subsequent waves. A positive correlation between remote work and increased employee productivity was identified, particularly among higher income brackets.

Meanwhile, Mok et al. (2021) documented families' evolving role during the Malaysia pandemic. As face-to-face interactions with friends and extended family members decreased, families adapted to new routines, with those working from home experiencing particular benefits in caring for their loved ones. The study involved 37 respondents aged 20 to 39, who completed surveys via Google's online platform using WhatsApp and Gmail. Results indicated that working couples who telecommuted achieved a mean score of 3.6, reflecting effective interpersonal interactions with friends and relatives. Additionally, remote work facilitated increased recreational time spent with family members.

2.3 Occupational Stress

Occupational stress, as defined by various scholars, refers to the stress linked with one's job or organization. This type of stress impacts individuals and the overall health of organizations and even the nation. Terms such as "job stress," "work stress," and "occupational stress" are often used interchangeably within organizational contexts. Job stress is primarily influenced by how individuals interpret and perceive situations. It manifests as harmful physical and emotional responses when job demands exceed an employee's capabilities, resources, and needs(Abu, 2004).

Occupational stress arises from the interaction between individuals and their jobs, leading to deviations from normal functioning. It is characterized by a perceived lack of consistency in the work environment, which can result in dysfunctional behavior, poor health, and destructive tendencies. Job stress encompasses various workplace aspects that pose risks to employees, drawing increased attention over the past decades due to its significant impact on health and financial losses (Thabo,2010).

Ahmad (1991) studied how 156 middle-level public and private managers' perceptions of work-life balance linked to organizational role stress. The results showed a strong negative correlation between most of the ten aspects of organizational role stress and all four variables of perceived quality of work life—perceived influence at work, amenities at work, nature of the job, and supervisory conduct. Significant relationships between perceived influence at work and age and duration were observed; a relationship with workplace amenities was also seen.

Singh and Singh(1992) investigated the effects of role stress, organizational climate, and ego strength on the psychological pressures that middle-level managers faced, such as job anxiety, latent hostility, rage responses, and environmental irritation. Relationships between work anxiety, angry reactions, and environmental irritation in high-stress vs low-stress groups, high versus low organizational climate groups, and high versus low ego-strength groups are the first three relationships to be examined. Furthermore, it was shown that the interaction effects of all three factors on psychological strain were statistically significant.

Bhatia and Kumar (2005) investigated occupational stress and burnout among industrial employees, focusing on a sample of 100 employees spanning supervisor and sub-supervisor levels with varying lengths of service. Their study revealed that employees at the supervisor level and below, with longer tenures, experienced heightened occupational stress due to increased feelings of depersonalization and emotional exhaustion. Furthermore, the length of service demonstrated a positive relationship with stress levels.

Devi (2007) examined the levels of life stress and role stress experienced by professional women, selecting a sample of 180 women from six occupations. Her findings indicated that older individuals experienced lower levels of life stress, while younger individuals experienced higher stress levels than their older counterparts. Additionally, more incredible years of service correlated with increased role stress. Moreover, lower income levels were associated with heightened stress, indicating a decrease in stress levels with higher income.

Failure to manage stress effectively can lead to behavioral, psychological, and physical issues, contributing to job dissatisfaction. Occupational stress is recognized as a severe health risk, leading to decreased employee happiness and productivity and higher absenteeism and turnover rates. The term "work-related stress" describes the discontent arising from disparities between perceived and actual workplace conditions and natural physiological reactions to adverse circumstances.

Ritu Atheya and Renu Arora (2014) assert that high-stress job conditions and prolonged working hours are primary indicators of work-life conflict. The concept of work-life balance (WLB) has garnered increasing attention from various stakeholders, such as governments, researchers, and professionals in human resource management. Human resource professionals actively explore innovative strategies to positively influence their companies' bottom line, enhance employee morale, retain valuable institutional knowledge, and adapt to evolving workplace dynamics through work-life initiatives. This study specifically examines the impact

of stress on employees' lives, identifies factors influencing work-life balance, and recommends roles and responsibilities for key stakeholders, particularly employers, to enhance WLB options in the workplace. The authors advocate for rediscovering roles, assignments, and work paradigms, urging companies to take proactive measures such as implementing effective managerial systems, boosting employee morale, and mitigating conflicts arising from divergent ideas, goals, and value systems.

In their study "Modelling the relationship between work-life balance and organizational outcomes," Fisher-M cAuleyetal., (2003) defines the role as the sum of formal tasks, and informal tasks, and acts as organized by a person. Every person is a part of a social system, and pressure from one might influence the other. Role Space and Role Set are the two role systems. There is always a chance for disagreement and tension. Assuming that organizational role stress would interact with overall well-being and well-being is reasonable. A strong correlation is anticipated between these two regarding organizational job stress. The stress diathesis concept states that moderating variables like inner strength and coping mechanisms determine how much stressors impact sickness and well-being rather than an absolute relationship. According to the authors, a lack of appropriate coordination between various work systems, misunderstandings about the nature of the job and the goals allocated to employees, and an absence of a logical approach to the work systems are the leading causes of role conflict.

Eddleston and Mulki (2017) delved into the challenges faced by couples engaged in remote work. Employees found it difficult to delineate boundaries between their professional responsibilities and personal obligations, leading to increased stress when confronted with additional family responsibilities. The study revealed that the inability to disengage from work was positively correlated with heightened work pressure and stress levels, particularly among couples experiencing greater work-related pressures. Moreover, couples working remotely experienced heightened family conflicts due to the intertwining of professional demands with family life.

In a separate investigation, Nadal et al. (2020) surveyed 2471 employees across various sectors in America to explore the relationship between work satisfaction, stress levels, and remote work. The findings demonstrated a significant link between increased job satisfaction and reduced stress, anxiety, and fatigue among husbands working from home compared to traditional office settings. Similarly, wives reported notable associations between job satisfaction, contentment, and feelings of security while telecommuting.

Meanwhile, Oakman et al. (2020) examined the repercussions of the pandemic on working couples as they adapted to remote work and restructured their professional routines. Their research concluded that effective collaboration and regular communication with coworkers, team managers, or employers were vital in mitigating adverse effects on employees' mental and physical well-being associated with remote work.

2.3 Work-Life Balance

According to Judy de Villiers and Elize Kotze (2003), role overload and role interference are the root causes of the conflict experienced in work-life balance. This personal issue changes with time and circumstance. Complex workplace concerns include managing change, supervisory and technical competencies, leadership, roles and accountabilities, and culture, leading causes of work-life conflict. The findings indicate that work-life balance is influenced by leadership, supervisor/manager recognition, and support for individuals and their needs. Work-life balance can be enhanced by fostering individual skills that enable balance and highlighting the development of organizational capabilities that support balance. One fundamental problem the author has identified is that achieving a work-life balance is necessary for improving employee morale and shaping organizational culture.

In his research paper titled "Work/family border theory: a new theory of work/family balance," Clark (2000) posited that work-family balance entails employees' satisfaction and effective functioning at work and home while minimizing role conflict. This concept is explored in the pursuit of achieving a harmonious work-life balance. By synthesizing classic and contemporary approaches to managing multiple roles, a typology of work-life balance is proposed based on theoretical foundations. This typology delineates between beneficial, harmful, active, and passive forms of work-life balance, with employees categorized into these types expected to exhibit qualitative differences in psychological functioning and role engagement. The review highlights the author's concurrence with the notion that employees' work performance is intricately linked to the quality of their work life. Factors such as employee attitude, work approach, understanding of assignments and roles, and the organizational work climate collectively influence the quality of work life.

Lingard and Lin (2004) conducted a study with 109 female employees, demonstrating that women in the construction industry appreciated work-life balance policies due to the openness and encouragement they provided and their increased loyalty to these companies. Researchers discovered that individuals felt compelled to choose between work and family and did not think

employment in construction was compatible with family life. Female employee productivity, motivation, and attrition have all been proven to be influenced by an organization's commitment to work-life balance.

Jeff Hyman and Juliette Summers(2007) evaluated the impact of various organizational representation models on implementing work-life balance employment regulations. The study discovered that workers in the financial services industry have an impact on work-life balance issues and that initiatives about work-life balance were more comprehensive, well-defined, and high-quality in areas where autonomous unions were acknowledged. It proves that businesses and labor unions must continue emphasizing work-life balance initiatives. The authors contend that activities done by companies to train and develop employees' talent and abilities, retain people, and raise employee morale and motivation levels significantly impact work-life balance.

Margaret Deery (2008) examined the retention of high-quality personnel and the influence of work-life balance (WLB) concerns on an employee's choice to remain with or quit a company. The research also covers the need for flexible work schedules and arrangements, minimal work hours, appropriate role models, fair hiring and training practices, and family-friendly work practices within the organization. The suggestions Organisations aim not only to retain their talented staff but also to offer a comprehensive experience that balances their work environment and personal life. The authors posit that the true determinant of work-life balance lies in work conditions, employees' understanding of their roles within organizations, and management policies geared towards retention and development. A positive work experience mutually reinforces a positive work-life balance.

Bloom, Kretschmer, & Van Reenen (2011) investigated the causes and effects of family-friendly workplace practices (FFWP) using a sample of over 450 manufacturing firms across Germany, France, the U.K., and the U.S. Their study revealed a positive correlation between FFWP and firm productivity. Furthermore, they observed that firms with a higher proportion of female managers, skilled workers, and effective management tended to adopt more FFWP.

Shariq Abbas and Vandana Premi (2011) suggested that employees prioritize flexible work arrangements as the most critical policy for achieving work-life balance. However, their perception of the implementation of work-life balance policies within their organizations is generally negative. The study also found significant differences in the perceived importance of work-life balance policies between males and females in public banks, with males expressing

less importance. Interestingly, there was no significant difference between males and females in private and public banks regarding the implementation of work-life balance policies.

Ruchi Sao (2012) proposed that life can be divided into four main aspects: Work, Family, Friends/Community, and Self. Achieving happiness today necessitates maintaining a harmonious equilibrium among these four aspects. Individuals can attain maximum satisfaction by allocating appropriate and timely attention to each quadrant. Focusing on these aspects as fundamental components is not overly challenging. Moreover, an effective work-life balance attracts employees and fosters long-term retention. The authors delved into the ramifications of familial background and employee relationships within the family and community. They examined how socio-economic conditions and personal values influence work-life balance and employees' approach to performance in various situations.

Sandeep Agarwal (2012) demonstrated that the Work-Life Balance policies implemented by Gujarat Refinery are generally effective. Employees across all age groups and job categories perceive that organizational support for work-life balance enhances their personal lives. Furthermore, requests for changes in work patterns are positively received. The study emphasizes the importance of effectively communicating work-life balance policies to employees and fostering awareness about these policies to enhance organizational performance.

Ramanathan & Vanitha (2011) assert that work culture significantly shapes an organization's image and influences employee engagement. The prevailing work culture is crucial in motivating employees to contribute to the organization's objectives and mission. However, fostering an ideal work culture requires genuine employee involvement and support. Policy implementation without employee involvement, interest, and commitment may not achieve the desired outcomes. Real commitment from employees stems from experiencing an ideal work-life balance. Therefore, organizational success in the long run hinges on cultivating a conducive work culture supported by committed employees.

Bruck, Allen, and Spector (2002) examined the correlation between work-family conflict and job satisfaction. Employing a nuanced approach, they utilized a two-way measurement of work-family conflict, encompassing family interference with work (FIW) and work interference with family (WIF). Additionally, they employed a comprehensive job satisfaction measure that evaluated various facets of a person's job, such as relationships with colleagues, compensation, and opportunities for professional growth. Bruck et al. observed that individuals

often exhibited varying degrees of satisfaction across these facets. For instance, employees might feel content with their salary but dissatisfied with their job security.

Blair-Loy and Wharton (2002) noted that among a group of professionals and managers, work-group dynamics had a modest impact on utilizing family-care policies but significantly influenced the adoption of flexibility policies. They suggested that flexibility policies necessitate more significant adjustments in schedules by co-workers.

In a study involving 463 professional and technical employees in biopharmaceutical companies, Eaton (2003) discovered that the implementation of work-life practices enhanced employees' commitment to the organization, provided that employees felt empowered to utilize these practices without negative repercussions on their professional lives, such as adverse effects on their career progression.

2.4 Theories related to the study

The impact of remote work on employee well-being is a multifaceted subject that draws upon various theoretical frameworks. Some relevant theories include:

Job Demands-Resources (JD-R) Model: According to this concept, there are two main areas into which work characteristics may be divided: job demands and job resources. Work demands are those parts of the work that come with psychological and bodily consequences and call for prolonged effort. On the other side, job resources are elements of the workplace that support the accomplishment of work objectives, lessen job pressures, and foster personal development. Workplace expectations and resources may be rebalanced in ways that impact remote workers' well-being.

Social Exchange Theory: According to this idea, social interactions occur when people trade resources and advantages. When working remotely, the decrease in in-person encounters might hurt the caliber of social interactions and staff members' assistance from co-workers and managers, affecting their overall well-being.

Self-Determination Theory (SDT): SDT postulates that people are driven to satisfy the autonomy, competence, and relatedness demands, which are the three fundamental psychological needs. These demands might be influenced differently by remote work. For instance, remote work may boost autonomy by giving workers more control over their workspace, but it may also have the opposite effect on relatedness by lowering social connections with co-workers.

Effort-Reward Imbalance (ERI) Theory: According to ERI theory, the equilibrium between the amount of effort employees put in at work and the benefits they obtain from it affects their well-being. The nature of job activities, the accessibility of resources, and the perceived equity of incentive systems can all be affected by remote labor, which might upset this equilibrium.

The Transactional Model of Stress and Coping: This postulates that interactions between people and their surroundings are the source of stress. Working remotely can provide additional stresses (technical difficulties, a blurring of work-life boundaries, etc.) and opportunities for new coping mechanisms (flexible work hours, shorter commutes).

Boundary Theory: This theory investigates how well-being is impacted by the lines between the work and non-work realms. These lines become more hazy while working remotely, which may cause work-life conflict or, on the other hand, provide flexibility in handling conflicting demands and promote work-life balance.

These theories give useful frameworks for comprehending the intricate interactions that exist between remote work arrangements and employee well-being. They also shed light on how remote work may affect people's physical and mental health.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction:

The term "research methodology" pertains to the approach adopted by a researcher in their investigation, comprising various elements such as study design, philosophical stance, timeframe, and methodologies, thereby establishing the framework for the research endeavor (Goundar, 2012). This systematic research approach is essential for effectively defining and addressing issues. Research methodology provides a structured process for conducting research, guiding the researcher in setting objectives and implementing suitable strategies. It is the foundation for designing the research project, devising efficient methods as needed, and advancing the research environment

This chapter outlines the methodology proposed for the ongoing research, stemming from the research problem and the articulated research questions. Here, we elucidate the methodology employed in our study and elaborate on the theoretical framework supporting these approaches and their definitions for reader comprehension. By applying research methodology in this endeavor we offer a concise overview of typical research approaches and the methods and techniques employed for relevant data collection. Subsequently, the appropriate research methodologies were carefully selected for this thesis. The methodology chapter includes discussions on the research type/purpose and approach, research strategy, research design (including sample selection, data collection instrument, sample size, and data analysis), and ultimately, research quality criteria. Each section provides rationales and justifications for the chosen methodological approaches.

3.2 Research design

Malhotra & Birks (2006) assert that an appropriate research design enhances task efficiency. According to Collis & Hussey (2009), the research design elucidates the rationale behind the execution of research. They argue that the purpose of the study determines the most suitable research design. Bryman & Bell (2011) delineate three distinct approaches: exploratory, descriptive, and explanatory.

An exploratory study is undertaken when the subject has received limited prior investigation, necessitating the discovery of new insights. It primarily addresses the "what" question

(Neuman, 2003). Bryman and Bell (2011) emphasize the preference for an exploratory nature in qualitative research, focusing on exploration rather than theory testing through individual engagement.

Conversely, the descriptive research design aims to depict phenomena in detail (Collis & Hussey, 2009). It is more focused than exploratory research, centering on a specific issue to generate information about that particular problem area and answer "how" and "who" questions (Collis & Hussey, 2009; Neuman, 2003). Descriptive research designs are commonly employed in quantitative research (Bryman & Bell, 2011).

Lastly, the explanatory study extends from descriptive and exploratory research, delving into the "why" behind phenomena. This implies a well-defined research problem for further investigation. The explanatory design seeks to explore relationships among variables and identify causal connections (Collis & Hussey, 2009; Neuman, 2003).

Malhotra (1996) asserts that, from a management perspective, the research design serves as a guide or framework for conducting the study project. It describes the steps that must be taken to gather the information required to define or discuss the research issue. This paradigm divides research designs into two primary categories: exploratory and conclusive. Additives to conclusive research design are descriptive and causal methods.

The research used for this study is descriptive. Descriptive research frequently poses "what" questions, whereas the explanatory study could focus on "why" and "how" (Grey, 2013, p. 36). Survey research is used for the descriptive study since it enables a methodical approach to data collection over a large sample size of participants. (Ahmed and Ali, 2017).

3.3 Research Philosophy

Bryne (2016) addressed methodology, a philosophical component in which the techniques (which are distinct from the word "methodology") used to collect data, such as surveys, interviews, or case studies, are organized and analyzed. Ontology and epistemology are linked to methodology, and all of these concepts are united in research under the heading of research philosophy.

The foundation of ontology is the nature of reality. It is categorized according to subjectivism and objectivism. Objectivism, the first facet of ontology, presents the idea that social things exist outside social actors. Second, subjectivism focuses on the social phenomena that arise from the perspectives and outcomes of the social actors affected. Epistemology is commonly

interpreted as the accepted body of knowledge within a specific field of study. It may be separated into two categories: sensation researchers and resource researchers. The data is examined from the viewpoint of the natural world in resource research.

Conversely, the research on emotions focuses on employees' attitudes and sentiments towards their bosses. To do resource research, a positivist philosophy must be developed. In contrast, the interpretivism philosophy is the main emphasis of the emotion study. Within research philosophy, epistemology is therefore categorized as positivism, realism, and interpretivism. (Guha Thakurta and Chetty, 2015)

This technique makes it possible to extract essential insights and facilitates the development of broad conclusions, which enhances the study's results implementation. As such, the positivist research approach is deemed appropriate for this study.

3.4 Research approach

Smith (2015) posited that two distinct research approaches exist: deductive and inductive reasoning. Deductive reasoning progresses from the general to the specific, whereas inductive reasoning operates conversely, moving from specific instances to general principles. Furthermore, applying inductive reasoning finds more utility in informal logic and critical thinking, whereas the deductive approach is predominant in formal logic (Cruke & Decramer, 2016).

Under the deductive research approach, investigations derive hypotheses drawn from a literature review and then verify whether these hypotheses and theories hold in various contexts. However, a drawback of the deductive approach is its perceived narrowness, often confined within established parameters. Conversely, the inductive research approach begins by identifying trends in data and culminates in formulating new theories. Grounded theory is a notable example of the inductive approach (Garcia & Gluesing, 2013).

The current research adopts deductive reasoning, as it involves testing hypotheses generated from previous research. Thus, it proceeds from the general to the specific.

3.5 Nature and Sources of Data

The study depends on primary data. The research design for this study on the impact of remote work on employee well-being will use a quantitative data method. The quantitative component of the research design will consist of sending surveys to a sample of 100 employees working remotely. The primary data will be collected through self-structured questionnaires. The

respondents were chosen using a convenient sampling technique, and the data were gathered using a self-structured questionnaire. In addition to being disseminated by mail and other social media channels, the questions will be prepared in a Google form.

Collected quantitative data via a survey will be analyzed using accurate statistical techniques. Descriptive statistics will be used to summarise the collected data, and inferential statistics like correlation and regression analysis will be used to analyze the links between remote work factors and employee well-being.

3.6 Data Collection Instrument:

The instruments and techniques employed to collect and record data for a research or evaluation endeavor are known as data collection instruments. These instruments can include surveys, questionnaires, interviews, focus groups, testing protocols, observations, and other methods. Developing precise and uniform instruments for data collection can be demanding, requiring assurance that the tools are precise, dependable, and in harmony with the objectives and inquiries of the study. The data collection will be completed by 100 employees working remotely. Questionnaires will be disseminated via email accounts.

The sections of the questionnaire are outlined as follows:

1. Socio-economic profile of the respondents

2. Stress level

3. work-life balance

3.7 Data Analysis:

Software programs like IBM SPSS and MS Excel examined the gathered data. The statistical techniques employed in this data analysis are outlined as follows:

Regression Analysis: Examining the relationship between one or more independent variables (predictors) and a dependent variable (outcome) is possible through the statistical regression analysis technique. Estimating the regression equation's coefficients is the first step in modeling the linear or non-linear relationship between the variables. This equation expresses the relationship between changes in the independent variables and changes in the dependent variable. Regression analysis is widely used to identify patterns in data, generate predictions, and test hypotheses regarding the relationship between variables in various domains, including economics, social sciences, and engineering.

Correlation Analysis: To ascertain how closely two or more variables are related to one another or move in tandem, correlation analysis looks at their connection. This statistical method evaluates the direction and degree of the association between variables, identifying whether there is no systematic relationship, a negative correlation (one rises while the other falls), or a positive correlation (both increase or decrease together). In several disciplines, such as statistics, economics, psychology, and sociology, correlation analysis is helpful because it enables researchers to identify patterns, anticipate outcomes, and identify possible causal links between variables.

Before the main analysis, necessary preliminary tests, such as validity, normality, and reliability evaluations, were carried out. To make sure the data was robust, these tests used Cronbach's alpha, QQ Plot, and KMO.

3.8 Data Collection Process

Data collection will involve 100 employees working remotely. Google Forms, an online tool facilitating form creation, will be utilized for data collection. This choice was motivated by its widespread availability, affordability, user-friendliness, and utility. Respondents will receive the online form via email, a provided link, or inclusion on a website or blog.

The URL of the form was distributed through websites, blogs, or emails to reach potential respondents. Before commencing data collection, researchers secured informed consent from participants. This consent encompassed a commitment to uphold participants' integrity throughout and beyond the study, alongside a pledge of maximum privacy protection, with data usage restricted to academic purposes.

Participants were assured that opting not to continue the study would entail no negative repercussions, and all provided data would be promptly deleted. The informed consent form delineated the study's nature and the types of questions participants could anticipate, ensuring complete awareness and comprehension.

3.9 Research Ethics

The guidelines that researchers must follow when conducting their investigations are outlined by research ethics. Research is given legitimacy by ethical concerns, which are a set of norms that guarantee study participant safety, the integrity and correctness of findings, and the general credibility of the scientific activity. The following ethical standards should be followed by researchers at all times during the study:

Consent should be given voluntarily by data contributors who are aware that their involvement is optional. They do not have to worry about facing consequences if they leave any data collecting or intervention program.

The researcher must guarantee the responders' confidentiality, anonymity, and privacy. Survey replies and personal data, such as names and contact information, should be kept safe and apart. Survey replies should not be associated with personally identifying information unless expressly authorized to.

All confidentiality restrictions should be openly disclosed as part of the permission procedure.

Researchers should remain objective when gathering data and avoid imposing their prejudices or ideas.

It is imperative to uphold intellectual property rights, ensuring all study participants receive appropriate recognition to avoid copying charges. The study should include pertinent theoretical and literary sources and follow accepted citation rules.

This study meets ethical standards by closely adhering to all research rules.

3.10 Conclusion

In this study, a quantitative research methodology was applied. Primary data will be collected by adopting a survey technique with semi-standardised questions. Convenience sampling is the type of sample strategy used in this investigation. One hundred employees working remotely. One online tool for creating forms for data collection is Google Forms. The collected data was analyzed by programs such as IBM SPSS and MS Excel. ANOVA, T-test, regression, and rank analysis will all be used in the data analysis process. The conclusion and more analysis will be included in the upcoming chapters.

CHAPTER FOUR

RESULTS

4.1Introduction

The study "The Impact of Remote Work on Employee Well-being" aims to comprehensively examine how remote work arrangements influence various aspects of employees' professional and personal lives, such as work-life balance, and work stress.

The study depends on primary data. The research design for this study on the impact of remote work on employee well-being will use a quantitative data method. The quantitative component of the research design will consist of sending surveys to a sample of 100 employees working remotely. The primary data will be collected through self-structured questionnaires. The respondents were chosen using a convenient sampling technique, and the data were gathered using a self-structured questionnaire. In addition to being disseminated by mail and other social media channels, the questions will be prepared in a Google form.

Collected quantitative data via a survey will be analyzed using accurate statistical techniques. To summarise the collected data, descriptive statistics will be used, and inferential statistics like correlation and regression analysis will be used to analyze the links between remote work factors and employee well-being.

4.2 Questionnaire Preparation

Pre-structured questionnaires were the main instrument utilized for data collection. The purpose of the four-part survey is to gather data on the occupational stress that social workers experience when working with addiction treatment. According to Garavan et al. (2001), to guarantee the instrument's validity and reliability, researchers will use both current scales and items from previous studies. The questionnaire for this study was developed in collaboration with prior research and subject-matter specialists. It consists of four components (the remaining five are listed below). The subsections contain the following:

Questionnaires will be disseminated via email accounts.

The sections of the questionnaire are outlined as follows:

1. Socio-economic profile of the respondents

2. Stress level

3. work-life balance

The first section includes the Socio-economic profile of the respondents.

The second section includes the statements for the remote working section including "My location for doing office work is at home, I use information and communication technology tools in doing my work at home, Information and communication technology tools help me in doing my job, Information and communication technology tools allow me to do my chores at home, I can quickly get or access the data I need related to using ICT, The duration I work at home is the same as the duration I work in the office, I can easily communicate about work with my co-workers and The company can monitor the results of my work quickly."

The statements for the work-life balance section include, "Working time does not take my time to carry out my personal, I feel satisfied with a balanced life between work activities and activities outside of work, I work from home according to the time set by the company, I still have time to do hobbies and other activities outside of work activities, I can carry out my role well both at work and in my family, My involvement in family and work activities is balanced. I do not feel depressed either in doing work or when doing activities outside of work, I feel happy and comfortable with my work and family life."

The statements for the stress level section include, "I have a lot of work and need more time to do it. I feel bad when I take a leave. Sometimes, when I think about my job, I get a tight feeling in my chest. Many times, my job becomes a significant burden. The effect of my job on me is too high. My job makes me nervous. Many people at my office need more time to meet the company's demands. I never take a leave. I feel so burdened that even a day without work seems bad."

The final section includes suggestions from the respondents to improve the research.

4.3 Questionnaire Respondent rate

One hundred remote-working employees made up the responses. The surveys will be distributed via email accounts. One hundred and ten of the 150 samples included in the investigation showed favorable responses. Ten participants were unable to sufficiently respond to all of the questions therefore, only one hundred were permitted to respond. For further details on the study's response rate, see the data in the table below.

Table 1: Response rate to the questionnaire

Particulars	Amount of samples
Predicted sample size (determined for the study)	150
Actual answer received	110
Real samples yielded valid responses.	100
Responses were erroneous or incomplete.	10
Sample of non-response	40

4.4 Reliability analysis

Reliability analysis is a statistical approach used to assess the consistency and stability of measurements or responses from a particular scale or instrument. Reliability analysis may be utilized to study the impact of remote work on employee well-being to evaluate the consistency of survey responses evaluating various aspects of occupational stress.

Table 2: Reliability analysis

Construct	Cronbach's alpha	No.of items
Work-life balance	.742	13
Remote work	.801	10
Stress	.735	5

4.5 Construct validity

Construct validity, or how effectively a scale or measuring instrument evaluates the theoretical idea it is meant to measure, is a crucial aspect of research methodology, particularly in the social sciences. Construct validity refers to how effectively the survey instrument measures remote work's impact on employee well-being. Generally speaking, an intrinsic variable has a loading factor of at least 5. An intrinsic variable is not eligible for further statistical analysis if its value is less than 5.

Table 3: Construct validity

Latent variable	Extraction
Work-life balance	.588
Stress	.632
Remote work	.745

4.6 Normality test

A normality test in statistics aims to determine if a dataset is representative of a normal distribution, which is a symmetrical bell-shaped distribution with equal means and modes located at the center of the distribution. Because many statistical approaches presume that the data are regularly distributed, normality checks are crucial. A Q-Q plot was used to assess if the data were normal. Plotted data is considered regularly distributed if the points are closer together than the line. The graphic shows that nearly all of the points are situated along straight lines. As a consequence, one may assume that the data is routinely distributed. The normality of the Q-Q graphs for additional variables was also demonstrated.
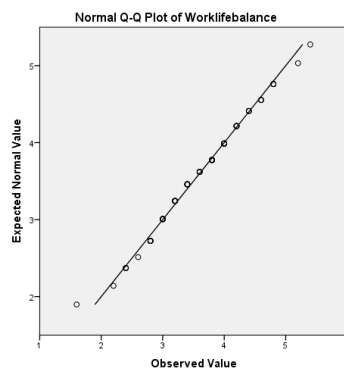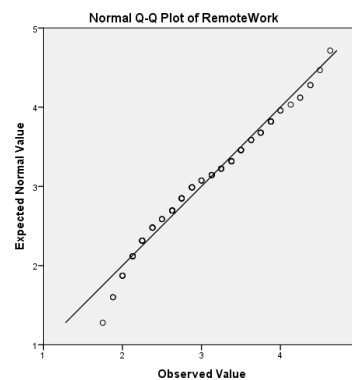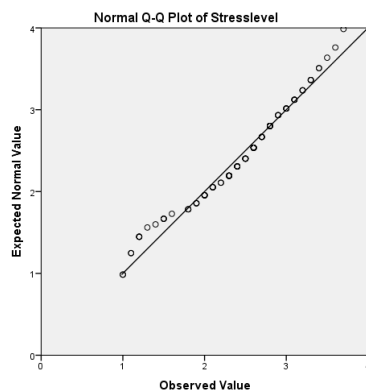
4.7 Analysis and Results

The phrase "occupational stress" refers to the psychological, physical, or emotional strain employees experience due to their workplace. A few of the reasons include a heavy workload, demanding jobs, a lack of control, unclear roles, interpersonal issues, and company culture. Stress at work has a negative impact on a person's productivity, happiness, and health. The stress level was determined in this study using the Perceived Stress Scale (PSS).

Perceived Stress Scale (PSS)

The Perceived Stress Scale (PSS) is one of the conventional instruments used to measure stress. The tool was developed in 1983, but it's still commonly used to understand how different situations affect our feelings and how much stress we perceive.

Calculating PSS Score

The steps to determine the PSS score are as follows:

• To begin, reverse the solutions to issues 4, 5, 7, and 8. Adjust the following four questions' scores:

this: 0 = 4, 1, 1 = 3, 2 = 2, 3 = 1, 4 = 0.

• After that, add up the points you were awarded for every item. Overall, I was given _____.

• A person's perceived stress score (PSS) ranges from 0 to 40; higher scores indicate more stress.

Low stress is defined as a score between 0 and 13, moderate stress as a score between 14 and 26, and severe perceived stress as a score between 27 and 40.

Applying the Perceived Stress Scale to the gathered data yields the following outcomes:

Table 5:Frequency

Perceived Stress Scale	Number of respondents
Low stress	2
Moderate stress.	70
High perceived stress	28
Total	100

Level of Occupational stress

Based on the information provided, it can be inferred that around 70% of remote workers are under moderate stress. 28% of remote workers reported feeling highly stressed out working. 2% of remote workers dealt with modest stress-related remote workers.

Objective one: To study the impact of remote work on work stress.

An analysis of the connection between a dependent variable and one or more independent variables can be done statistically using a linear regression model. To forecast the value of the dependent variable based on the values of the independent variables, a linear equation must be created. The researcher utilized a linear regression model to determine the impact of remote work on employee stress levels. Stress level is the dependent variable. Remote work is the independent variable. The tool for the analysis is linear regression. The results are presented below.

These are the outcomes.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.256[a]	.065	.056	.60995

a. Predictors: (Constant), RemoteWork

The coefficient of determination, or R square, illustrates how much variations in one variable(remote work)can explain variations in another variable (stress level). The coefficient of determination, with a value of 0.065.

Correlation coefficient (R) of.256 indicates a positive linear relationship between remote work and employee stress levels. To sum up, the coefficient of determination indicates

that the fluctuations in remote work have a tiny portion of the variability observed in employee stress levels.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.548	1	2.548	6.849	.010^b
	Residual	36.459	98	.372		
	Total	39.008	99			

a. Dependent Variable: Stresslevel

b. Predictors: (Constant), RemoteWork

The ANOVA table displays a significant result of less than 0.05, signifying a substantial prediction of the dependent variable by the independent component. This indicates that, at a 95% confidence level, the relationship between remote work and employee stress levels.

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.719	.274		6.274	.000
	RemoteWork	.233	.089	.256	2.617	.010

a. Dependent Variable: Stresslevel

A strong positive association was found between remote work and employee stress levels. It was discovered that a 1% increase in remote work corresponds to a 30% increase in employee stress levels. It's important to note that the model's coefficient of determination (R square) is somewhat low. Hence it is concluded that there is a positive relationship between remote work and employee stress levels.

Objective Two: To investigate the impact of remote work on work-life balance.

An analysis of the connection between a dependent variable and one or more independent variables can be done statistically using a linear regression model. To forecast the value of the dependent variable based on the values of the independent variables, a linear equation must be created. The researcher utilized a linear regression model to determine the impact of remote work on employee Work-life balance. Work-life balance is the dependent variable. Remote work is the independent variable. The tool for the analysis is linear regression. The results are presented below.

These are the outcomes.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.356[a]	.127	.118	.63474

a. Predictors: (Constant), RemoteWork

The coefficient of determination, or R square, illustrates how many variations in one variable(remote work)can explain variations in another variable (work-life balance). The coefficient of determination, with a value of 0.118.

Correlation coefficient (R) of.356 indicates a positive linear relationship between remote work and employee work-life balance. To sum up, the coefficient of determination indicates that the fluctuations in remote work have a tiny portion of the variability observed in employee work-life balance.

ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.737	1	5.737	14.240	.000[b]
	Residual	39.483	98	.403		
	Total	45.220	99			

a. Dependent Variable: Worklifebalance

b. Predictors: (Constant), RemoteWork

The ANOVA table displays a significant result of less than 0.05, signifying a substantial prediction of the dependent variable by the independent component. This indicates that, at a 95% confidence level, the relationship between remote work and employee work-life balance.

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.537	.285		8.898	.000
	RemoteWork	.350	.093	.356	3.774	.000

a. Dependent Variable: Worklifebalance

A strong positive association is found between remote work and employee work-life balance. It was discovered that a 1% increase in remote work corresponds to a 35% increase in employee work-life balance. It's important to note that the model's coefficient of determination (R square)

is somewhat low. Hence, it is concluded that there is a positive relationship between remote work and employee work-life balance.

4.8 Findings

The study "The Impact of Remote Work on Employee Well-being" examines how remote work arrangements influence employees' professional and personal lives, such as work-life balance and work stress. The first objective is to understand the impact of remote work on employee stress levels. The researcher utilized a linear regression model to determine the impact of remote work on employee stress levels. Stress level is the dependent variable. Remote work is the independent variable. The tool for the analysis is linear regression. The results show a strong positive association between remote work and employee stress levels.

The second objective is to understand the impact of remote work on employee work-life balance. The researcher utilized a linear regression model to determine the impact of remote work on work-life balance. Work-life balance is the dependent variable. Remote work is the independent variable. The tool for the analysis is linear regression. The results show a strong positive association between remote work and employee work-life balance.

CHAPTER FIVE

DISCUSSION

The study "The Impact of Remote Work on Employee Well-being" examines how remote work arrangements influence employees' professional and personal lives, such as work-life balance and work stress. The first objective is to understand the impact of remote work on employee stress levels. The researcher utilized a linear regression model to determine the impact of remote work on employee stress levels. Stress level is the dependent variable. Remote work is the independent variable. The tool for the analysis is linear regression. The results show a strong positive association between remote work and employee stress levels.

The second objective is to understand the impact of remote work on employee work-life balance. The researcher utilized a linear regression model to determine the impact of remote work on work-life balance. Work-life balance is the dependent variable. Remote work is the independent variable. The tool for the analysis is linear regression. The results show a strong positive association between remote work and employee work-life balance.

The study's findings correspond to the following findings of Amir (2014), who discovered that 91% of the participants had considerable stress levels. There were a lot of stressors, including money, demands for work, safety concerns, family, and rebel violence. Respondents reported Significant stress levels, according to Bennett et al. (1993); however, childcare providers reported the highest stress levels because of factors unique to their industry, relationships with coworkers, and organizational structure.

The experiences of remote employees are greatly influenced by variables such as work-home conflict, isolation, latencies in making choices, the accessibility of family and social support, autonomy in job duties, workload, and self-efficacy (Wang et al., 2021). Remote workers may suffer from the negative effects of professional isolation because they don't have the in-person connections and peer support that are usually present in workplace settings—which may offer direction and inspiration to take on challenging tasks (Hickman, 2019).

Flores (2019) explored the difficulties of working remotely, such as organizational communication strategies, the skills that remote workers need, and the benefits of working remotely for both businesses and employees. The study underlined email as the primary method of contact and the advantages of flexible work schedules for remote employees.

Dutcher (2012) conducted tests in the University of the US laboratory to investigate the impact of work-from-home policies on employees' productivity. He also looked at the kinds of work

that the workers perform at home, such as laborious or creative projects. Dutcher discovered that when employees work on a creative assignment from home, their productivity increases. On the other hand, he also discovered that working couples who performed tiresome jobs had a detrimental effect.

According to Tremblay and Thomsin's (2012) study, there has been a growing interest and curiosity in telework and mobile work due to its numerous advantages. It was found that there was a substantial correlation between gender and the technical capacity for telework. In addition, compared to men, women were more commonly linked to telework. Working couples saw several advantages, including less conflict with coworkers, balanced and promising personal and professional development, greater flexibility, and better scheduling of working hours with enhanced time management of the individual.

Bloom et al. (2015) investigated the effects of work-from-home policies on staff members using a field experiment at a Chinese travel agency. They discovered that employees perform better at work when they work from home. Representatives of call centers were given the assignments of working from home and the office. The quantity and duration of phone conversations indicate the workers' projected work performance. They clarified that working in a calmer atmosphere improved workers' performance and that taking periodic breaks boosted workers' production efforts.

CHAPTER SIX

CONCLUSION AND RECOMMENDATIONS

6.1 Introduction

During the COVID-19 epidemic, remote work was implemented to keep economic activity growing. However, this approach had a substantial impact on workers' mental health, with job stress being one of the primary culprits. This review research supported the numerous investigations conducted in the field. The final chapter of the dissertation concludes with suggestions. It was primarily focused on the limits, conclusions, and suggestions drawn from the study's findings. The reader is also given valuable facts and a synopsis of each chapter.

6.2 Recommendations

The exponential growth of remote work demands a reorientation towards sustaining the health and output of geographically distributed teams. This research presents a comprehensive approach to promote a healthy work-life balance and reduce stress among remote workers. Essential things to think about:

Timetable Independence and Adaptability: Provide flexible work schedules that consider individual needs and preferences to empower your staff. This independence promotes a better work-life balance and lessens the stress brought on by inflexible systems.

Unambiguous Communication Procedures: To guarantee effective information transmission and reduce ambiguity, establish clear norms for communication between distant teams. To maximize teamwork and reduce stress, specify preferred communication methods, response times, and staff availability windows.

Work-Life Boundaries: Encourage staff members to draw distinct lines between their personal and work lives. To minimize burnout and encourage work-life balance, set up a distinct workspace at home, set particular work hours, and discourage work-related actions outside of designated working hours.

Systems of Proactive Support: Plan frequent check-ins to give managers and remote workers continuous support, criticism, and direction. These connections allow for spotting possible stress or burnout early on, enabling prompt intervention and the supply of useful services.

Holistic Wellness Initiatives: Put in place extensive wellness initiatives that promote remote workers' emotional and physical health. Think about freely available mental health resources, online fitness courses, mindfulness training, and employee support programs.

Promoting Breaks and Disconnection: Motivate staff members to take frequent breaks during the workday and to make the most of their paid time off and vacation days. Ignoring breaks and working too much might raise stress levels, eventually reducing productivity.

Programs for skill development: Offer instruction and materials to give remote workers the tools they need to manage their time well, stay organized, and cope with stress. These competencies enable staff members to handle their jobs and effectively reduce stress.

Infrastructure for Reliable Technology: Ensure remote workers can access the infrastructure and technology they need to do their jobs well. Reducing technology stress entails offering the required hardware, software, and easily accessible technical help.

Promoting Breaks and Disconnection: Motivate staff members to take frequent breaks during the workday and to make the most of their paid time off and vacation days. Ignoring breaks and working too much might raise stress levels, eventually reducing productivity. Programs *for skill development:* Offer instruction and materials to give remote workers the tools they need to manage their time well, stay organized, and cope with stress. These competencies enable staff members to handle their job and lower their stress levels effectively.

Infrastructure for Reliable Technology: Ensure remote workers can access the infrastructure and technology they need to do their jobs well. Reducing technology stress entails offering hardware, software, and easily accessible technical help.

6.3 Implications

There are many consequences of remote work, such as work-life balance and occupational stress, and these implications can significantly impact people, businesses, and society. *Personal Welfare:* Working remotely can give people more freedom and control over their work schedules, which may lessen the stress from long commutes, set office hours, and conflicts between work and personal life. But if it is not handled well, it can also make distinguishing between work and personal life harder, creating stress.

Job satisfaction Productivity: By offering employees a more comfortable and flexible work environment, remote working can improve both job happiness and productivity. Because there are fewer distractions at work, employees could feel less stressed and have more liberty. On the other hand, difficulties like loneliness, a lack of communication, and technical problems can harm productivity and job satisfaction.

Organisational Culture and Practices: By encouraging more flexible and inclusive work arrangements, remote working can impact organizational culture and practices. Prioritizing remote work can help organizations attract a more diverse staff and cultivate a culture of trust and autonomy. It can be challenging to keep remote workers feeling connected and a part of the team. Leadership must make a conscious effort to promote teamwork, communication, and collaboration.

Investments in Technology and Infrastructure: To facilitate remote communication, collaboration, and productivity, the move to remote working calls for investments in technology and infrastructure. Employers must give staff members dependable resources and tools so they may work efficiently from any location. Remote workers may become more stressed and irritated if infrastructure and technology are not invested.

Work-Life Guidelines and Assistance: The practice of remote working emphasizes the significance of putting work-life balance rules into place and offering assistance to staff members so they can successfully manage their personal and professional obligations. Organizations should provide resources to support workers in maintaining a healthy work-life balance, including wellness programs, flexible work schedules, and access to mental health support services. Neglecting to prioritize work-life balance can lead to elevated stress levels, burnout, and turnover.

Social and Economic Repercussions: There may be more extensive social and economic repercussions from remote labor such as adjustments to consumer behavior transportation infrastructure, and urbanization. DeDecentralizationf economic activity could result from the growing use of remote employment, impacting local economies, real estate markets, and urban development. Furthermore, remote work can allow those living in underserved areas to take advantage of job possibilities and join the global economy.

Regulation and Policy Considerations: The trend toward remote work brings up policy and regulatory issues concerning employment laws, taxation, data privacy, and labor rights. To support remote work arrangements and safeguard the rights and interests of employees, governments, and legislators must modify current laws and regulations. This could entail creating policies and procedures for remote work. This could entail creating rules for policies about remote work, dealing with concerns regarding work-hour restrictions, and guaranteeing that chances for remote work are accessible to all. To sum up, remote work significantly affects work-life balance, professional stress, and other facets of society. Although it promises chances

for increased flexibility and autonomy, it also brings with it difficulties that need proactive responses by people, groups, and legislators. We may minimize possible negative consequences of remote work on productivity and well-being while maximizing positive aspects by being aware of these implications and putting the right procedures into place.

6.4 Limitations

1)The study may face difficulties getting a high response rate, resulting in unresponsive participants to the survey. The participants willing to respond to the survey may differ from the nonresponsive participants systematically, which affects the sample's representativeness and consequently biases the survey results.

2) External factors like family support, personal issues, or industry-specific dynamics may affect the employees' well-being and organizational access, which may be overlooked in the research. These factors may confuse the data and limit the ability to relate the results solely to remote work.

3)The data collected through surveys is based on one's reporting by participants, which can be vulnerable to response bias. Participants may provide socially acceptable comments or not precisely recall or record their experience, resulting in measurement error.

6.5 Conclusion:

For many businesses and organizations, working remotely has become the "new normal." This presents additional challenges for workers, who are more likely to experience anxiety, stress from technology, loneliness and lack of social interaction, occupational load, unproductive work habits, exhaustion, burnout, and increased intentions to leave.

Even though the COVID-19 outbreak was contained more than two years ago, several organizations throughout the globe continue to operate with a hybrid work culture. Employees can still not confidently affirm that working from home is handy. Doing most of the job remotely is not the best course of action. Determining the kind and scope of work that can be done online or remotely is crucial.

Furthermore, how efficiently and easily a task may be completed online depends on its nature. Organizations can assess their present work assignments and determine if remote work is appropriate in the event of a pandemic. Switching employment is the best way to get the most out of remote work. According to the authors, several organizations lack the necessary infrastructure to allow employees to work remotely in some situations. Setting limits for employees' distractions and ensuring they are kept to a minimum while working is crucial.

Setting up specific workstations close to the employee's home or a different workspace inside the home is crucial so they can work uninterrupted for extended periods.

To optimize productivity when working remotely, employees should also organize their daily tasks and domestic chores ahead of time and arrange them appropriately. The wife and husband, or other family members who work remotely, might divide up domestic chores according to their schedules so that no one is overworked.

This study "The Impact of Remote Work on Employee Well-being" examines how remote work arrangements influence employees' professional and personal lives, such as work-life balance and work stress. The study depends on primary data, and the research design for this study uses a quantitative data method. The primary data will be collected through self-structured questionnaires. The questionnaire was sent to 100 employees working remotely through mail and other social media channels. The respondents were chosen using a convenient sampling technique.

Collected quantitative data via survey method using accurate statistical techniques. Descriptive statistics will be used to summarise the collected data, and inferential statistics like correlation and regression analysis will be used to analyze the links between remote work factors and employee well-being. The first objective is to understand the impact of remote work on employee stress levels. The researcher utilized a linear regression model to determine the impact of remote work on employee stress levels. Stress level is the dependent variable. Remote work is the independent variable. The tool for the analysis is linear regression. The results show a strong positive association between remote work and employee stress levels.

The second objective is to understand the impact of remote work on employee work-life balance e. The research utilized a linear regression model to determine the impact of remote work on work-life balance. Work-life balance is the dependent variable. Remote work is the independent variable. The tool for the analysis is linear regression. The results show a strong positive association between remote work and employee work-life balance.

I have few years of experience as a remote worker during COVID-19. While doing this dissertation , I could actually relate my experience with others while doing the analysis of the collected data.By doing this dissertation, I have gained extensive knowledge regarding how remote work affects employee wellbeing.

This study will be an addition to the existing knowledge related to employee work-life balance and occupational stress.

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PERSONAL LEARNING REFLECTION :CIPD REQUIREMENT

On January 23rd,2023 I joined for the course Masters in Human Resource Management at National College Of Ireland.I choose this course for a career switch. I was previously working as a Risk Analyst in one of the Big 4's.My interest in HR blossomed during my time at the firm.Thats how I decided to choose MA in HRM to gain more knowledge in HR field.Also this course also have Chartered Institute Of Personnel Development(CIPD) accreditation which is an extra benefit for joining this course in NCI and also add as extra feather in my career journey. The process of doing this dissertation was interesting as well as challenging.Frankly, when I first attended the research class and when lecturer was telling about selecting a topic for dissertation, at that moment itself in my mind I decided that I will doing dissertation based on the topic remote work.Since I have few years of experience as a remote worker during pandemic.This increased my interests to explore the topic for my dissertation.During the pandemic , I faced many issues as a remote worker especially stress and work life balance issues. So when i was doing this dissertation and analysing the collected data I could relate the issues.Also it was interesting to go through all the articles related to remote work and I gained more knowledge going through those piece of information.Throughout the journey, I faced many challenges as well. Sometimes I got stuck in the process and my mind went blank.Sometimes I took more than set time to complete few tasks I set in my mind.But I managed to submit my research proposal on time.On December I got allocated with a supervisor.After with the guidance of my supervisor, I prepared questions which needs to be send out as the survey questionnaire for the participants who is working remotely.When I sent out survey ,many of the participants were unresponsive . But atlast I managed to meet the target.Throughout the journey, I also learned a lot myself through online sources.Through this research , I gained knowledge about how to analyse and summarise data.Eventhough it took time . I managed to learn everything.These time were hardtime for me since I were travelling back and forth due to family matters.But I overcomed all the challenges with support of my family and supervisor , especially my brothers. They supported and helped me a lot in my dissertation journey.

Overall, whole process of working on this dissertation was interesting especially since I already had experience working as a remote worker.

APPENDIX

QUESTIONNAIRE

Date:

SL.NO:

Dear Sir/ Madam,

Thank you for agreeing to participate in my study to understand "THE IMPACT OF REMOTE WORK ON EMPLOYEE WELL-BEING." The data you provide will be kept confidential and used only for the above research. Your wholehearted cooperation is solicited.

SECTION 1: SOCIO-ECONOMIC PROFILE OF THE RESPONDENTS

(Please tick in the appropriate column against each of the following statements regarding the socio-economic profile.)

1. Name of Respondent *(optional)*:………………………………………………….
2. Gender: a)   Male   ☐ b)   Female   ☐)   Others   ☐
3. Age: ……………………..
4. Educational

    Background: a) ☐ High School   b) ☐ Bachelor's Degree

    c) ☐ Master's Degree   d) ☐ Professional Degree

    e)   Any other (Please Specify) _____

5. Current Job role: ……………………
6. Type of industry you are working……………………..

SECTION 2: REMOTE WORK

7. According to your observation, please rate the following statements describing your remote working condition on a scale of 1 to 5, with "1" being "Strongly disagree" and "5" being "Strongly agree."

(Please tick in the appropriate column against each of the following statements below on five points: SA-strongly agree, A-agree, N-neutral, D-disagree, SD-strongly disagree).

Statements	SD 1	D 2	N 3	A 4	SA 5
My location for doing office work is at home.					
I use information and communication technology tools in doing my work at home.					
Information and communication technology tools help me in doing my job.					
Information and communication technology tools allow me to do my chores at home.					
I can quickly get or access the data I need related to using ICT.					
The duration I work at home is the same as the duration I work in the office.					
I can easily communicate about work with my co-workers.					
The company can monitor the results of my work quickly.					

SECTION 3: WORK-LIFE BALANCE

8. According to your observation, please rate the following statements describing your Work-Life Balance on a scale of 1 to 5, with "1" being "Strongly disagree" and "5" being "Strongly agree."

(Please tick in the appropriate column against each of the following statements below on five points: SA-strongly agree, A-agree, N-neutral, D-disagree, SD-strongly disagree).

Statements	SD 1	D 2	N 3	A 4	SA 5
Working time does not take my time to carry out my personal or family life.					
I feel satisfied with a balanced life between work activities and activities outside of work.					
I work from home according to the time set by the company.					

	SD 1	D 2	N 3	A 4	SA 5
I still have time to do hobbies and other activities outside of work activities.					
I can carry out my role well both at work and in my family.					
My involvement in family and work activities is balanced.					
I do not feel depressed either in doing work or when doing activities outside of work.					
I feel happy and comfortable with my work and family life.					

SECTION 4: JOB STRESS

9. Please rate the following statements describing your job stress on a scale of 1 to 5, with "1" being "Strongly disagree" and "5" being "Strongly agree"

(Please tick in the appropriate column against each of the following statements below on five points: SA-strongly agree, A-agree, N-neutral, D-disagree, SD-strongly disagree).

Statements	SD 1	D 2	N 3	A 4	SA 5
I have a lot of work and need more time to do it.					
I feel bad when I take a leave.					
Sometimes, when I think about my job, I get a tight feeling in my chest.					
Many times, my job becomes a significant burden.					
The effect of my job on me is too high.					
My job makes me nervous.					
Many people at my office need more time to meet the company's demands.					
I never take a leave.					
I feel so burdened that even a day without work seems bad.					

………………………………………………………………………………………………

THANK YOU