

How Remote Working Affects Businesses and People

**NATIONAL COLLEGE OF IRELAND
DUBLIN**

A Capstone Project presented to the National College of Ireland in partial fulfilment of the requirements for the degree of:

BA in Business

**Jack Rutledge
X22102001**

Presented to the School of Business
NCI
Mayor Street Lower, Dublin 1

Supervisor: Robert Mac Donald

Declaration

I certify that this thesis, which I now submit for examination for the award of BA (Honours) in Business, is entirely my own work and has not been taken from the work of others, and to the extent that such work has been cited and acknowledged within the text of the written project.

This thesis was prepared according to the regulations of NCI, Dublin and has not been submitted in whole or in part for an award in any other Institute or University.

The Institute has permission to keep, to lend, or to copy this thesis in whole or in part, on condition that any such use of the material of the thesis be duly acknowledged.

Signed: Jack Rutledge

Signed date: 14/03/2025

Acknowledgements

I would like to begin by expressing my deepest gratitude to my supervisor, Mr. Robert Mac Donald, for his guidance, encouragement, and invaluable feedback throughout the course of my research.

I would also like to thank my family for their unwavering support and encouragement during this journey. To my friends and colleagues, thank you for your patience and understanding as I worked through this project.

A special thank you to the businesses and individuals who participated in this research, providing insights and data that were crucial to the completion of this study.

Finally, to everyone who supported me in any way during this journey, whether through words of encouragement, help with research, or moral support, thank you. This Capstone Project is as much a result of your support as it is of my efforts.

Table of Contents

Declaration.....ii

Acknowledgements.....iii

List of Abbreviations.....vii

List of Figures.....viii

List of Tables.....x

Abstract.....xii

Chapter 1: Introduction 1

1.1 Background

1.2 Importance of the Topic

1.3 Research Problem

1.4 Research Aim and Objectives

1.5 Scope of the Study

1.6 Structure of the Report

1.7 Summary

Chapter 2: Literature Review 4

2.1 Introduction

2.2 Historical Background of Remote Work

2.3 Productivity and Efficiency

2.4 Communication in Remote Settings

2.5 Mental Health and Wellbeing

2.6 Career Progression and Visibility

2.7 Challenges and Limitations

2.8 Summary

Chapter 3: Theoretical Framework 8

3.1 Introduction

3.2 Maslow's Hierarchy of Needs

3.3 Herzberg's Two-Factor Theory

3.4 Job Demands-Resources Model

3.5 Application of Theories to Remote Work

3.6 Summary

Chapter 4: Results 11

4.1 Introduction

4.2 Participant Overview

4.3 Survey Results by Topic

4.3.1 Productivity

4.3.2 Mental Health

4.3.3 Work-Life Balance

4.3.4 Burnout

4.3.5 Career Development

4.3.6 Communication

4.3.7 Cybersecurity

4.3.8 Employer Support

- 4.3.9 Preferred Work Model
- 4.3.10 Overall Satisfaction
- 4.4 Summary

Chapter 5: Discussion 15

- 5.1 Introduction
- 5.2 Key Themes in Comparison with Literature
- 5.3 Interpretation of Quantitative Results
- 5.4 Discussion of Unexpected Findings
- 5.5 Limitations of the Findings
- 5.6 Summary

Chapter 6: Conclusion & Recommendations 19

- 6.1 Introduction
- 6.2 Summary of Key Findings
- 6.3 Implications for Individuals
- 6.4 Implications for Businesses
- 6.5 Long-Term Considerations
- 6.6 Remaining Challenges
- 6.7 Recommendations for Future Research
- 6.8 Final Thoughts

Chapter 7: References 24

Chapter 8: Appendices 26

- Appendix A: Survey Questions
- Appendix B: Summary of Survey Responses

Abstract

This research explores the impact of remote working on businesses and employees, focusing on its role in shaping modern work environments. The COVID-19 pandemic accelerated the adoption of remote work, leading to significant changes in how businesses operate and how employees manage their work-life balance. This study investigates the benefits and challenges of remote work, using real-life case studies from companies such as Google, Twitter, and traditional industries like banking and retail.

The research highlights the cost savings and productivity gains for businesses, as well as the challenges of maintaining employee engagement and cybersecurity. For employees, the study examines the impact on work-life balance, mental health, and career development. The findings provide insights into how businesses can optimize remote work policies and how employees can thrive in a remote work environment.

This research emphasizes the importance of flexible work arrangements, effective communication tools, and robust cybersecurity measures in maintaining productivity and employee satisfaction. It also offers practical recommendations for businesses and employees to adapt to the future of remote work.

Chapter 1. Introduction

1.1 Background

Over the past few years, remote work has moved from a niche arrangement for a small percentage of workers to a global norm that affects millions. The COVID-19 pandemic was the main force behind this rapid change. When offices around the world shut down, businesses had no choice but to rely on digital tools and remote arrangements to continue their operations. What started as a temporary emergency response has, for many organisations, become a long-term or even permanent shift in how work is carried out.

Before the pandemic, remote working was mostly seen in sectors like technology, freelance creative work, and international business. However, the events of 2020 forced a wide variety of industries to adopt remote work, including education, healthcare administration, customer service, and finance. Now, as the world moves into a post-pandemic period, many employers and employees are reconsidering whether full-time office work is still necessary or beneficial. Hybrid work models, where employees split their time between home and the office, have become more common—and in many cases, preferred.

This shift has brought major changes to how people experience their jobs. For some, working from home has increased productivity, improved work-life balance, and reduced stress by removing long commutes. For others, it has created challenges such as loneliness, burnout, communication problems, and fewer opportunities for career development. These mixed experiences highlight the need to understand remote working more deeply—especially from the perspective of everyday workers.

In addition to employee concerns, businesses are now evaluating how remote work affects performance, culture, retention, and long-term sustainability. With a growing demand for flexible work options, companies are under pressure to adapt their policies, technology infrastructure, and management styles. The impact of these changes reaches far beyond the workplace—it influences housing decisions, transportation use, family dynamics, and even global hiring practices. This makes remote work a complex issue with wide-reaching social and economic consequences, which this study aims to better understand.

1.2 Importance of the Topic

Remote work is not just a trend—it is a major transformation in how businesses operate and how individuals experience work. As more companies adopt flexible arrangements, it is important to evaluate the impact of this shift. Are workers truly more productive at home, or are they simply working longer hours? Are employees feeling supported by their companies, or do they feel isolated and forgotten? Is remote work helping people grow in their careers, or is it holding them back because they are not seen or heard as often?

These are critical questions, especially as companies make long-term decisions about their working models. The answers will affect hiring practices, office planning, employee well-being programmes, digital investment, and team structures. Understanding what works—and what doesn't—can help businesses create fair, productive, and sustainable environments for their teams, whether in-person, remote, or hybrid.

From a personal point of view, this topic also matters to employees who want more control over their time and environment, but who also need connection, support, and opportunities to grow. If done right, remote work can offer a healthier and more balanced way of life. If done poorly, it can lead to stress, isolation, and burnout. That is why this research matters now more than ever.

Moreover, governments and policymakers are also starting to engage with this topic. Decisions related to taxation, labour rights, digital access, and infrastructure investments are increasingly being influenced by the shift to remote work. This places greater importance on understanding how this model affects not only businesses and individuals but also wider societal structures.

1.3 Research Problem

Although remote working is widely discussed in the media and in company boardrooms, there is still a gap in understanding how it affects individuals on a daily basis. Most reports focus on the financial savings for companies, the global shift in digital tools, or the future of office spaces. But fewer studies have focused on the human side of the issue—how remote work is impacting people's mental health, motivation, communication habits, career development, and overall job satisfaction.

The problem this research aims to address is the lack of detailed insight into how everyday workers are truly experiencing remote work. Are the benefits as widespread as people assume? Are the challenges being recognised and addressed by employers? These are the questions this project aims to explore.

In particular, this study aims to go beyond high-level corporate surveys and explore the lived experiences of individuals working remotely or in hybrid roles. The research focuses on real-life challenges, personal feedback, and themes that might be missed in broader statistical reports. By centring the voices of actual remote workers, the project seeks to bridge the gap between academic theory and practical workplace realities.

1.4 Research Aim and Objectives

The main aim of this Capstone Project is to explore how remote working affects both individuals and businesses, using survey data and existing research to identify key trends, benefits, and challenges.

The following objectives will guide the study:

1. To examine how remote working impacts employee productivity.
2. To assess how remote working influences employee mental health and work-life balance.
3. To explore the effects of remote work on communication and team collaboration.
4. To evaluate how remote work affects career development and opportunities for progression.
5. To gather real-world feedback from individuals currently working remotely or in hybrid roles.

These objectives will be explored through a combination of a literature review and primary research using an online survey.

1.5 Scope of the Study

This study focuses on remote workers in various industries, mainly in administrative, professional, and knowledge-based roles. It does not include manual labourers or frontline workers who cannot work remotely due to the nature of their jobs. The survey was distributed online to adults who are currently or have recently worked in remote or hybrid settings. The study uses both academic sources and survey responses to provide a balanced view of how remote work affects productivity, wellbeing, and job satisfaction.

Due to time and resource limitations, the sample size is small (30 participants), and the results cannot be generalised to the entire workforce. However, they still offer useful insights and real-life examples that support or challenge claims made in previous research. The scope is also limited geographically, as most respondents are likely from English-speaking, developed economies. Future studies could expand this by comparing global trends or industry-specific patterns.

1.6 Structure of the Report

This Capstone Project is organised into several chapters:

- **Chapter 2** presents a review of the existing literature on remote work, covering key themes such as productivity, communication, mental health, and management practices.
- **Chapter 3** outlines the theoretical framework used to support the research, including motivational theories and remote work models.
- **Chapter 4** presents the results of the survey, showing the answers provided by participants.
- **Chapter 5** discusses these results in more detail, connecting them back to the literature and theories presented earlier.
- **Chapter 6** provides conclusions and recommendations for both employers and employees. It also offers ideas for future research in this area.

Each chapter builds on the previous one, guiding the reader through the background, research design, data findings, and final insights.

1.7 Summary

Remote working is one of the most significant workplace changes in recent history. It offers flexibility and freedom for employees while posing new challenges for communication, management, and mental health. As businesses and workers continue to adjust, understanding the impact of remote work is crucial for building sustainable working models that support both performance and wellbeing.

This Capstone Project aims to explore these topics through both research and real-life data, with the goal of helping businesses and individuals make more informed decisions about how and where we work in the future. As remote work becomes a standard feature of professional life, it is vital to ensure that this shift works for everyone—not just in terms of profit, but also in terms of fairness, health, and opportunity.

Chapter 2. Literature Review

2.1 The Evolution and Acceleration of Remote Work

Remote work has become a core feature of modern workplaces, even though it was once seen as a limited benefit available only to certain sectors. The concept of telecommuting first emerged in the 1970s, but it became more common in the 2000s due to improvements in internet connectivity, mobile devices, and cloud-based tools (Messenger & Gschwind, 2016). The COVID-19 pandemic was the key turning point that pushed remote work into the mainstream. At the height of the pandemic, 40% of European Union employees were working from home (Eurofound, 2020). This mass shift in work location came with major changes in management practices, employee expectations, and organisational operations.

Companies across industries were forced to explore remote work capabilities. While tech firms like Twitter and Google adapted quickly, traditional sectors such as banking and manufacturing faced more logistical challenges. Despite this, the relative success of this large-scale remote work “experiment” prompted many organisations to reconsider their long-term work models, with many choosing to adopt hybrid approaches (McKinsey & Company, 2021). As remote work becomes more common, researchers are increasingly focused on its organisational, psychological, technological, and economic impacts.

2.2 Impact on Businesses

2.2.1 Cost Savings

One of the main business benefits of remote work is reduced operating costs. Companies that downsize or eliminate office spaces save money on rent, utilities, and office equipment. Global Workplace Analytics (2021) found that employers can save an average of \$11,000 per remote employee each year. Twitter reportedly saved over \$1.5 million per month after shifting to a remote-first model (Twitter, 2020).

However, these savings come with trade-offs. Businesses must invest in remote work infrastructure such as communication platforms, cybersecurity tools, IT support, and employee training. According to Spivack (2020), companies must address these ongoing infrastructure needs to maintain long-term efficiency, or the initial savings will eventually disappear.

2.2.2 Productivity

The effect of remote work on productivity has produced mixed results. In a widely cited study, Bloom et al. (2015) found that remote workers were 13% more productive than their office-based counterparts. These gains were linked to fewer workplace distractions, more control over daily schedules, and lower absenteeism.

However, productivity can vary depending on factors like job role, personality type, and the level of managerial support. Harvard Business Review (2021) points out that employees who lack structure, feedback, or clear goals may see their productivity drop. Additionally, the

always-on culture of remote work can cause burnout, which negatively affects long-term productivity (WHO, 2021).

2.2.3 Employee Retention and Recruitment

Offering remote work options can help businesses attract and retain top talent. According to Owl Labs (2021), 81% of employees said they would be more loyal to employers who offer flexible work arrangements. Remote work allows companies to hire from a wider pool of candidates, including those living in different regions or those with caregiving responsibilities.

However, remote work can also create risks related to engagement and company culture. Gartner (2020) reported that 55% of managers found it harder to maintain company culture in remote settings. This highlights the need for intentional strategies, such as virtual team-building, regular all-hands meetings, and clear communication protocols.

2.2.4 Challenges for Business Operations

Managing a remote workforce requires a shift in leadership style. Instead of focusing on micromanagement, leaders must build trust and assess employees based on outcomes rather than activity (Harvard Business Review, 2021). Empowering employees with autonomy is essential for success in a remote environment.

Cybersecurity is another significant challenge. IBM's 2021 Cost of a Data Breach Report found that companies with remote work setups took longer to identify and contain breaches, increasing the overall cost. To address this, organisations must implement secure systems, multi-factor authentication, and regular cybersecurity training.

2.3 Impact on Employees

2.3.1 Work-Life Balance

One of the biggest advantages of remote work is the improvement in work-life balance. Remote employees save time and money by eliminating commutes and gain more control over their daily routines. SHRM (2021) reported that 70% of remote workers experienced better integration of their personal and professional lives.

2.3.2 Mental Health and Wellbeing

Mental health is a central concern in discussions about remote work. The lack of face-to-face interaction, increased screen time, and social isolation can contribute to anxiety and depression. Mental Health America (2021) found that 75% of remote workers experienced burnout, with 40% unable to disconnect after their workday ended.

That said, remote work can also reduce stress for employees who previously dealt with toxic office environments or discrimination. This highlights the importance of offering flexible, tailored mental health support such as virtual counselling and wellness initiatives.

2.3.3 Career Development and Visibility

Many employees worry that remote work reduces their visibility to management and limits informal networking opportunities that are key to career advancement. LinkedIn (2021) found that 60% of professionals believe remote work reduces their chances of promotion.

To address this, organisations must develop fair and transparent performance evaluation systems. Deloitte (2021) recommends training managers to assess output, not visibility, and to ensure remote workers receive equal access to leadership roles and development opportunities.

2.4 Technologies Enabling Remote Work

2.4.1 Communication and Collaboration Tools

Remote work relies heavily on digital communication tools like Zoom, Microsoft Teams, Slack, and Google Workspace. These platforms enable real-time collaboration, virtual meetings, and file sharing. However, they can also cause “Zoom fatigue”—a term used by Stanford researchers to describe the mental exhaustion from back-to-back video calls.

Companies are now experimenting with more communication tools such as Loom and Notion, as well as implementing meeting-free days to reduce digital fatigue and promote focus.

2.4.2 Project Management and Workflow Platforms

Platforms like Trello, Asana, Jira, and Monday.com help remote teams stay organised and productive. These tools improve transparency and allow managers to assign tasks, track progress, and offer feedback without needing constant supervision. The Project Management Institute (2021) reported that 80% of remote teams saw improved clarity and efficiency through these platforms.

However, overusing digital tools can create confusion and overwhelm. Organisations must choose their software stack carefully and provide thorough onboarding to ensure adoption and effectiveness.

2.4.3 Cybersecurity Technologies

As mentioned earlier, remote work presents several security risks. Employees working from home may use unsecured devices or public networks, increasing the chances of breaches. To reduce these risks, companies use VPNs, endpoint protection software, and secure cloud storage solutions. Many are also investing in employee training to help staff recognise phishing scams and social engineering tactics.

2.5 Case Studies of Remote Work in Practice

Tech companies like Twitter and Google have embraced remote work more openly than other sectors. In 2020, Twitter announced that employees in eligible roles could work remotely permanently (Twitter, 2020). Google adopted a hybrid model requiring employees to spend part of the week in the office.

A study by Oxford University (2021) showed that flexible remote policies in tech companies led to improved productivity and reduced staff turnover. However, these outcomes were only achieved when supported by the right technology, policies, and company culture.

Traditional sectors like banking and retail were slower to adopt remote work. Initially resistant due to concerns about collaboration and junior staff training, organisations such as JPMorgan eventually introduced hybrid models due to employee demand and changing market conditions (JPMorgan, 2021). Walmart's corporate teams shifted to remote work, but frontline retail staff remained in physical locations. Harvard Business Review (2021) found that such split arrangements posed fairness issues and made it harder to create a unified employee experience.

2.6 The Future of Remote Work

Remote work is likely to settle into a hybrid model as the standard for most industries. According to McKinsey & Company (2021), employees in developed economies could work remotely three to five days per week without losing effectiveness. Companies that fail to offer flexibility may struggle to attract and retain top talent.

However, hybrid models bring their own set of challenges. Organisations must ensure that remote workers are not treated as second-class employees. Fair performance metrics, inclusive communication strategies, and thoughtful office space planning will be essential.

Remote work is not just a passing trend—it marks a fundamental change in how, where, and why we work. Companies that embrace this shift and design flexible, fair, and well-supported work environments will be more likely to succeed in the years ahead.

Chapter 3. Methodology

3.1 Introduction

This chapter outlines the procedures followed to conduct the research and collect data for this capstone project. It explains the methods used, why they were suitable, and how they helped achieve the research objectives. The study aimed to assess the effects of remote working on individuals and organisations, particularly in areas such as productivity, stress, communication, career development, and job satisfaction. As remote work continues to grow across industries, it is vital to explore both its benefits and drawbacks. This chapter details the research philosophy, approach, strategy, design, tools, procedures, ethical considerations, and limitations.

3.2 Research Philosophy and Approach

Every research project is built on a philosophical foundation. This study followed a positivist philosophy, which suggests that knowledge should come from observable, measurable facts. It assumes reality can be studied objectively, free from personal bias. Since this research focused on collecting numerical data from employees and analysing how remote work affects them, a positivist approach was the most suitable.

The study also used a deductive approach, beginning with theories and concepts from existing literature, such as flexibility, communication changes, and isolation, and testing these using a structured survey. This is the opposite of an inductive approach, which begins with data collection and develops theories afterwards. Given the extensive prior research on remote work, the deductive method allowed this study to confirm or challenge current understandings using fresh data.

While this research aimed to be objective, it is recognised that workplace experiences are often complex and not always easily quantifiable. However, the chosen approach allowed for efficient data collection and analysis within the limited time and resources of a student project.

3.3 Research Strategy and Design

The study used a **quantitative research strategy** with a **cross-sectional design**, meaning data was collected from multiple participants at a single point in time. The primary method was an online survey with closed-ended questions. This design is well-suited for identifying patterns or trends within a population, rather than providing in-depth insight into personal experiences, which is the focus of qualitative research.

This method enabled quick data collection and analysis, with results presented through percentages, charts, and graphs. Although it lacks the richness of qualitative data, it allowed me to capture a broad range of views from people across different sectors and roles. A cross-sectional design was appropriate since the research did not aim to track changes over time but to understand current experiences with remote work, especially in the wake of COVID-19.

3.4 Survey Design and Structure

The survey was created using Google Forms, because it is free, easy to use, and accessible via web and mobile devices. It also automatically organises responses into charts and tables, simplifying the analysis process.

The survey included 10 closed-ended questions, each aligned with one of the research objectives. For example, questions on productivity and burnout related to work performance; those on mental health and work-life balance focused on wellbeing; and questions on communication and career development addressed team dynamics and future opportunities. Most questions used Likert scale formats (e.g., “Strongly agree” to “Strongly disagree” or “Very satisfied” to “Very dissatisfied”), while others were multiple choice.

A small pilot test involving five people was conducted before full distribution. Feedback helped refine the language and structure of the questions. For example, the question “Have you experienced professional stagnation?” was reworded to the clearer “Do you think that remote work has limited your opportunities for career development?” This made the survey more accessible to participants from different backgrounds.

3.5 Sampling Strategy and Distribution

A **non-probability convenience sampling** technique was used, where participants were selected based on availability and willingness. The survey was distributed via email, WhatsApp, and LinkedIn to individuals working remotely or in hybrid settings.

Thirty participants completed the survey. While small compared to professional studies, this number was sufficient for a student project. Participants came from both public and private sectors, with roles in marketing, education, administration, IT, and finance.

The main benefit of convenience sampling is its speed and simplicity. However, it can limit the representativeness of the sample. For example, people without internet access or those who are less active online were excluded. Despite this, the sample included diversity in age, industry, and job type, which helped reflect a range of remote work experiences.

3.6 Ethical Considerations

Ethics were a core part of the research process. All participants were informed about the purpose of the study and how their responses would be used. A description at the start of the survey explained that participation was voluntary, responses were anonymous, and participants could withdraw at any time.

No names, email addresses, IP addresses, or personal data were collected, ensuring compliance with **GDPR**. The survey data was stored securely in a password-protected Google account and will be deleted after the project is completed, as required by academic policy.

Because the study did not involve sensitive topics or vulnerable groups, a full university ethics review was not required. However, all general ethical standards were followed.

Care was also taken to ensure neutrality in the question design. For example, rather than asking “Has remote work negatively affected your mental health?”, the question was worded neutrally as “Do you think your mental health is better, worse, or the same when working remotely?”

3.7 Reliability and Validity

The survey was designed to be both reliable and valid. Reliability refers to whether the same results could be achieved if the survey was repeated. To ensure this, all participants received the same version of the survey, and pilot testing helped improve question clarity.

Validity refers to how well the survey measured what it intended to measure. Each question was closely linked to the research objectives and themes from the literature. For example, questions about burnout and work-life balance were included, because these were recurring issues in earlier studies. As a result, the internal validity of the survey is strong.

However, the external validity—whether the findings apply to the wider population—is weaker due to the small and non-random sample. Therefore, while the results provide useful insights, they cannot be generalised to all industries or workers.

3.8 Research Limitations

All research has limitations, and this study is no exception. First, the sample size of 30 is small and not representative of the broader workforce. A larger, randomly selected sample would improve accuracy and reduce bias.

Second, the sample may be skewed toward individuals who are comfortable with technology or active on social media. Workers in sectors such as manufacturing or manual labour, where remote work is rare, were likely underrepresented.

Third, the data relied on self-reported responses, which are not always fully accurate. Some participants may have over- or under-reported their productivity or satisfaction levels. For example, someone might say they are highly productive at home, even if they sometimes struggle to focus.

Lastly, using only quantitative methods limited the depth of understanding. Qualitative methods like interviews or case studies would have provided richer detail and more personal insights into how people experience remote work.

3.9 Reflections on the Research Process

Conducting this research was a valuable learning experience. Designing a survey, choosing methods, and addressing ethical issues helped build important research skills. One major lesson was the importance of pilot testing. Small changes in phrasing can greatly improve clarity and participant understanding.

Another challenge was getting enough responses. Despite the survey being short and accessible, some people declined to participate. This highlights the importance of timing and participant motivation in survey-based research.

Overall, the process showed that even with simple tools and a small sample, it is possible to gather useful insights and contribute meaningfully to a larger discussion.

3.10 Summary

This chapter described the methodology used in this study, including the research philosophy, approach, survey design, sampling, ethics, and limitations. The research followed a positivist, deductive approach and used a structured online survey to gather primary data. While the sample was small and not randomly selected, the findings still provide valuable insights into current remote working experiences. The next chapter presents the results of the survey and highlights key trends among the participants.

Chapter 4. Results

This chapter presents the findings from the primary research survey conducted to understand how remote work affects employees across areas such as productivity, mental health, work-life balance, communication, career development, and job satisfaction. The survey contained ten questions, distributed via an online platform, and received thirty complete responses. A mix of multiple-choice and Likert scale questions was used to efficiently collect valuable data. The results are presented in the same order as the survey questions, followed by a brief interpretation of the trends observed.

4.1 Productivity

The first question asked participants to rate their productivity levels while working remotely compared to working in an office. Ten respondents (33.3%) reported feeling "much more productive," and nine (30%) felt "somewhat more productive." Together, this indicates that 63.3% of participants believed their productivity increased while working from home. Meanwhile, 13.3% said their productivity decreased, 3.3% said it decreased significantly, and 20% reported no change. These findings suggest that while most participants experienced higher productivity when working remotely, a small portion struggled with focus or motivation outside a structured office environment.

4.2 Mental Health

The second question explored the effect of remote work on mental health. Fourteen participants (46.7%) stated their mental health improved, while nine (30%) reported no change. Seven respondents (23.3%) said their mental health worsened. These results show a mixed impact: remote work can improve wellbeing for some but worsen it for others, especially those who experience isolation, stress or lack of social interaction while working alone. Employers need to acknowledge this variation when designing remote work policies.

4.3 Work-Life Balance

When asked about work-life balance, 10 respondents (33.3%) rated theirs as "excellent," and 13 (43.3%) said it was "good." Six participants (20%) gave it a "fair" rating, and one respondent (3.3%) rated their balance as "poor." These results indicate that most people found remote work helped them better manage their time and personal responsibilities. However, a small group found it difficult to separate work from home life, often due to unsuitable working environments or constant availability demands.

4.4 Burnout

Participants were asked whether they had experienced burnout more frequently while working remotely. Responses were evenly split—15 participants (50%) said "yes," while 15 (50%) said "no." This division shows that remote work supports some people's wellbeing while causing stress for others, particularly those lacking clear work boundaries, social support, or manageable routines.

4.5 Career Development

To assess career growth, respondents were asked whether remote work had influenced their professional development. Six participants (20%) felt remote work positively impacted their careers by giving them access to digital learning resources and global opportunities. Nine participants (30%) believed remote work had negatively affected their progression due to reduced visibility, fewer mentoring opportunities, and limited promotion chances. The remaining 15 participants (50%) said it had no effect. These results suggest that while remote work doesn't hinder career growth for most, a third of workers feel it may hold them back.

4.6 Communication

In terms of team communication, 15 participants (50%) said they communicated with their team "several times a day." Eight (26.7%) reported daily communication, four (13.3%) said they spoke with their team "a few times a week," and three participants (10%) said they rarely communicated. These findings indicate that most remote workers remain in frequent contact with their teams, often using email, video calls, or chat platforms. However, the small number of infrequent communicators suggests some teams may lack effective communication systems or structure.

4.7 Cybersecurity

The seventh question asked whether participants had experienced cybersecurity issues while working remotely. Twenty-two respondents (73.3%) said "no," while eight (26.7%) said "yes." The issues reported included phishing attempts, data breaches, or the use of unsecured personal devices. While the majority of respondents did not encounter any problems, more than one in four had faced real cybersecurity threats. This highlights the need for employers to invest in cybersecurity tools and staff training.

4.8 Employer Support

Participants were then asked whether they felt their employer provided enough resources and support for remote work. Eight respondents (26.7%) "strongly agreed," and 10 (33.3%) "agreed" that their company had supported them well. Six participants (20%) were "neutral," four (13.3%) "disagreed," and two (6.7%) "strongly disagreed." While most employees appreciated the support they received, roughly 20% were unsure or dissatisfied—potentially due to lack of communication, poor equipment, or insufficient mental health resources.

4.9 Preferred Work Model

The ninth question asked about employees' preferred work arrangement going forward. The most common answer was a hybrid or part-time remote model, selected by 14 participants (46.7%). Eleven participants (36.7%) preferred full-time remote work, while only five (16.7%) wanted to return to the office full-time. These findings show a strong preference for flexibility. Many people value the benefits of remote work but still want occasional access to the office for collaboration or social interaction.

4.10 Overall Satisfaction

The final question asked participants how satisfied they were with their overall remote work experience. Twelve respondents (40%) said they were "very satisfied," and 11 (36.7%) said they were "satisfied." Five (16.7%) were "neutral," and two participants (6.7%) were "dissatisfied." No one selected "very dissatisfied." Overall, this suggests a high level of satisfaction among remote workers, although a small number still feel that remote work does not fully meet their needs.

4.11 Summary

In summary, the survey results reflect a wide range of experiences and opinions about remote work. Most participants reported positive outcomes, particularly in terms of productivity, flexibility, work-life balance, and satisfaction. However, there were also notable concerns about burnout, mental health, communication, and career progression. These findings suggest that while remote work is beneficial for many, it is not without its challenges. The next chapter will discuss these results in more depth and compare them with the academic literature to develop practical conclusions and recommendations.

Survey Link and results shown

Survey link :

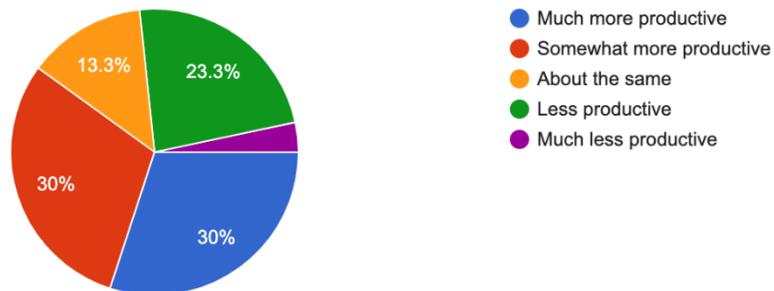
https://docs.google.com/forms/d/e/1FAIpQLSckNgevIegN_AbXvbnQV4Sqblajzvs6lmf--ea9-KCiOokdw/viewform?usp=header

Survey Results

How productive do you feel when working remotely compared to in-office?

 Copy chart

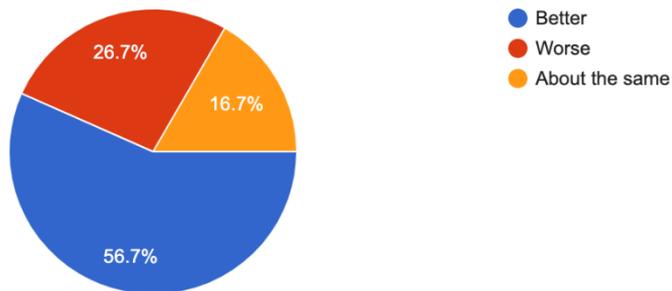
30 responses



Do you feel your mental health is better, worse, or the same when working remotely?

 Copy chart

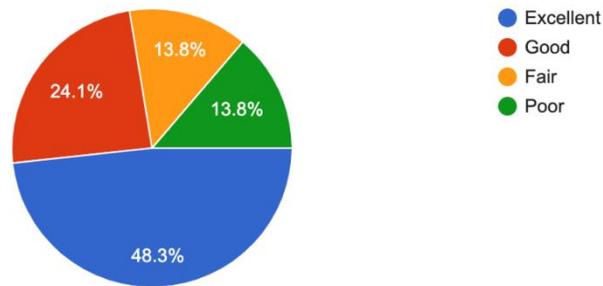
30 responses



How would you rate your work-life balance while working remotely?

[Copy chart](#)

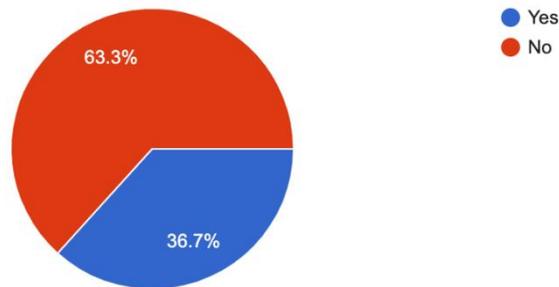
29 responses



Have you experienced burnout more frequently while working remotely?

[Copy chart](#)

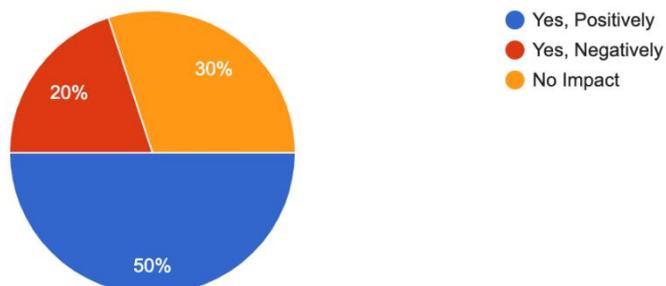
30 responses



Do you believe remote work has impacted your opportunities for career development?

[Copy chart](#)

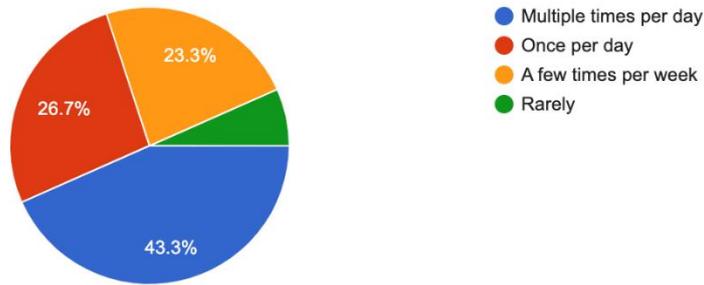
30 responses



How often do you communicate with your team during remote work?

[Copy chart](#)

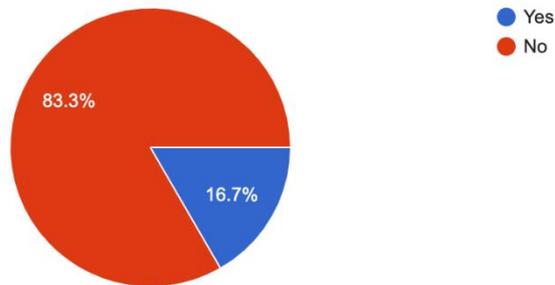
30 responses



Have you experienced any cybersecurity issues (e.g., phishing, breaches) while working remotely?

[Copy chart](#)

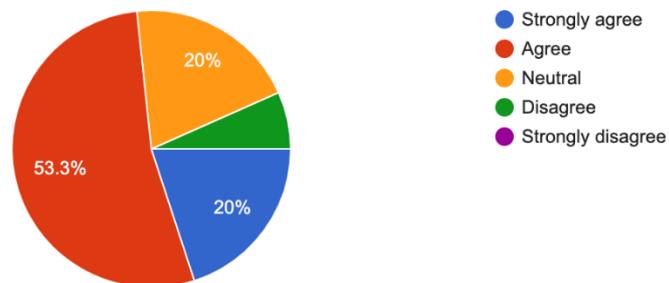
30 responses



Does your company provide adequate support and resources for remote work?

[Copy chart](#)

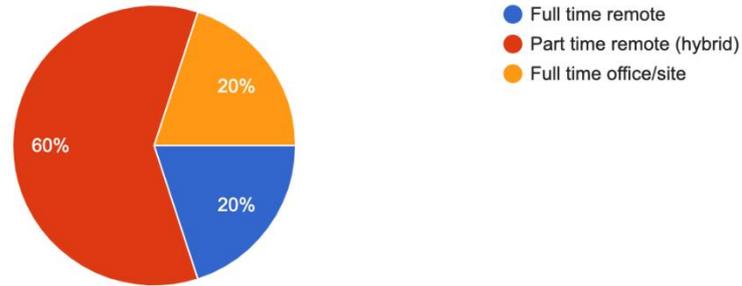
30 responses



Would you prefer to work remotely full-time, part-time (hybrid), or return to the office full-time?

[Copy chart](#)

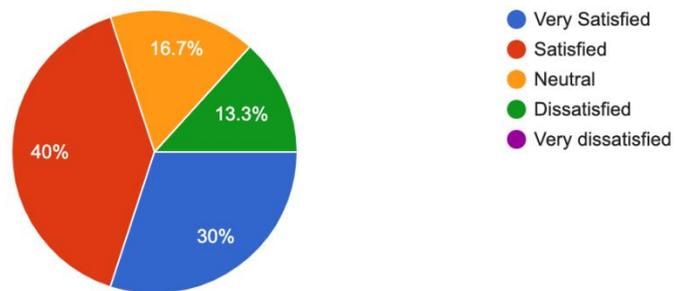
30 responses



Overall, how satisfied are you with your remote work experience?

[Copy chart](#)

30 responses



Chapter 5. Discussion

5.1 Overview

This chapter brings together the findings from the real survey and the research reviewed earlier. It aims to understand what the results mean for businesses, employees, and the future of work. Many of the survey responses matched what previous studies said. However, some findings also showed differences. This discussion looks at five big topics: productivity, mental health, communication, career development, and future preferences.

5.2 Productivity and Performance

The survey showed that most people felt more productive working remotely. This agrees with studies like Bloom et al. (2015), where remote workers performed better due to fewer distractions. People save time by not commuting and can often focus better at home. But 26.6% said they were less productive. This reminds us that not everyone thrives outside the office. Some people miss the structure or face too many distractions at home. It's important that companies let people choose what works best for them.

5.3 Mental Health and Work-Life Balance

One of the most important findings was about mental health. More than half of respondents said their mental health had improved. This could be due to having more time, less stress from commuting, or better sleep. But about 27% said it got worse. Some felt isolated or found it hard to switch off from work. These findings match reports from WHO (2021) and Mental Health America (2021), which warned about burnout and loneliness in remote settings.

Work-life balance also received high ratings in the survey, with 72.4% saying it was excellent or good. This shows that people enjoy having more control over their day. Still, around 27% had a poor balance, which connects with the 36.7% who reported more burnout. This shows that companies must help workers set healthy boundaries.

5.4 Communication and Teamwork

The survey showed that most people communicated with their team daily, either once or multiple times. This is good news, as staying connected is key to success when working remotely. However, around 30% communicated only a few times a week or rarely. This can lead to misunderstandings, low morale, or feeling disconnected. Research from Gartner (2020) also says that companies need to do more to maintain team spirit. Tools like Zoom, Slack, and Teams are useful, but they need to be used in smart ways that avoid digital fatigue.

5.5 Career Development and Fairness

Half of the people surveyed felt that remote work helped their career. They may have had more time for training or were able to work with global teams. But 20% said remote work hurt their career chances. They may have missed out on face-to-face time with managers or being noticed for promotion. LinkedIn (2021) warned that remote staff may be overlooked. This is a real risk. Companies must create fair systems so that everyone has equal chances, whether remote or in the office.

One way to fix this is by having clear goals and regular performance reviews. Managers also need training to support remote teams better and give feedback fairly.

5.6 Support from Employers

A majority of people (73.3%) agreed that their employer provided good support for remote work. This shows that many companies have improved since the early days of the pandemic. Support can include laptops, access to IT help, regular updates, and mental health resources. But 26.7% were either neutral or disagreed, meaning some workers still feel left out. This is an area that can be improved by checking in regularly and asking staff what they need.

5.7 Security and Technology

Cybersecurity is often overlooked in remote work. In this study, 16.7% had faced security issues. This may include phishing attacks, lost data, or unsafe connections. IBM (2021) found that breaches cost more in remote setups. Employers must invest in training and safe systems. Staff should also be careful about using personal devices or unsecured networks.

5.8 Preference for Hybrid Work

The most popular option in the survey was hybrid work. 60% of people wanted a mix of home and office. This supports reports from McKinsey (2021), which say that hybrid is the most likely future. It gives people flexibility while still allowing for face-to-face time. Only 20% wanted full-time office work, showing that most people prefer some kind of flexibility.

Hybrid work needs careful planning. If not done well, remote staff might feel left out. Managers must make sure that all employees are treated equally, no matter where they work.

5.9 Summary

This chapter discussed the main survey results in the context of expert research. It showed that many workers enjoy remote work, feel productive, and want to keep some flexibility. But challenges remain. Burnout, lack of visibility, and unfair treatment can make remote work harder for some people. Employers must continue to listen, improve systems, and build trust.

The final chapter gives clear recommendations based on all of these findings.

Chapter 6. Conclusion and Recommendations

6.1 Introduction

The sudden change from pandemic-based temporary remote work has established permanent remote working as a standard practice for businesses together with their employees. Many individuals began remote work as a COVID-19 emergency response, but it evolved into their standard operating procedure. This Capstone Project investigated the effects of remote work on people and businesses through an analysis of productivity and mental health together with communication methods and career development and work-life balance.

The research aimed to discover both positive and negative business adaptations to remote work along with successful and unsuccessful strategies of this new work method. The research combined theoretical insights from existing literature with survey responses from people who experienced remote work. This chapter summarizes the primary research outcomes before providing practical advice to both personal and corporate entities. The chapter discusses upcoming research directions alongside an analysis of how the modern workplace will evolve in the coming years.

6.2 Summary of Key Findings

This study discovered that numerous workers demonstrate superior productivity levels when they work from home. The survey responses indicated that a significant number of participants experienced both higher and much higher productivity while working from home instead of their office location. The survey participants mentioned several advantages of home-based work including better concentration and improved time management along with enhanced personal comfort. Some participants did not experience the same results as those who felt more productive when working from home. Several participants faced challenges with maintaining concentration at home, because they shared their workspace with family members or lacked suitable working environments.

The research produced conflicting views about mental health as a primary area of investigation. Remote work provided individuals with stress relief, because they no longer needed to handle commuting time or office political dynamics. Some employees experienced both isolation and loneliness after the removal of face-to-face communication from their work environment. According to the survey results, remote work improved mental well-being for specific employees yet created negative impacts or burnout symptoms among other workers, because they experienced life-work boundaries dissolving.

Participants showed different results regarding their ability to achieve work-life balance. Working from home provided numerous employees with better time management abilities to handle personal duties and work responsibilities, while they valued avoiding daily commutes. Several participants explained they struggled to create boundaries between their professional work and personal life. When you work from your home environment, it becomes challenging to prevent work activities from extending into evening and weekend hours which creates longer workdays alongside increased stress levels. The difficulty of disconnecting from work duties during regular business hours proved to be a universal workplace problem.

The viewpoints regarding career development showed considerable variation among respondents. Survey participants who worked remotely reported that this arrangement opened new opportunities to develop through online learning and global team exposure. The absence of office presence limited professional advancement and mentorship opportunities along with recognition possibilities for several survey respondents. Remote career advancement proves difficult to track and handle in organizations that depend on standard performance assessment systems.

Communication patterns experience considerable changes in the modern workplace. The majority of employees stayed connected to their teams, but some employees noticed virtual meetings lacked the effectiveness of in-person dialogue. A majority of employees missed spontaneous office conversations and struggled to establish professional relationships in virtual settings. Workers expressed their exhaustion from too many virtual meetings which they called "Zoom fatigue."

Cybersecurity became a matter of concern in recent times. Although not all employees experienced problems, a number of them said that they had encountered phishing emails or data theft while working from home. This is why good digital security and proper training of remote workers is critical.

Finally, the support provided by employers was of different levels. Some companies provided their employees with the right tools, technology, and resources to work from home, while others were a bit slower to do so. A few respondents even indicated that they had to make use of personal devices or internet connections which was not the best. However, while most of the participants felt that they were fairly supported, there were those who thought that more could have been done in terms of addressing issues of mental health, team work and provision of appropriate equipment.

6.3 Implications for Individuals

For the individual, remote work presents opportunities for liberty as well as duty. Employees are in a position to have control over their work and the time they work in. Employees can work at the best time of the day, take care of the family, and avoid the stress of commuting. However, the flexibility of working from home requires much discipline and discipline in the use of time. It is rather easy to get into bad working habits such as overworking or losing interest in work without the office setting.

To be successful in the remote setting, the individual should attempt to establish a daily schedule that clearly defines work time and personal time. This includes setting the start and end of the workday, taking breaks, and detaching from the computer when the day ends. Also, it can help to set a specific workspace even if it is just a small corner of a room to separate work from life. It is also important to stay in touch with co-workers. It might be uncomfortable at first to plan casual meetings but it is essential to do so, as it can prevent feelings of loneliness and strengthen team spirit.

Mental health should be a priority. Such as, exercise, spending time outdoors, meditation or even just a conversation with friends, can help one balance his or her life. In case of

overwhelming stress or isolation, seeking professional help should not be viewed as a sign of weakness, but as a good and healthy decision.

Regarding career development, individuals should take the initiative to learn and advance in their careers. This may mean enrolling for webinars, taking online courses, or getting a mentor. There are many opportunities to learn and grow in remote work, but it is a lot more self-driven than in traditional offices.

6.4 Implications for Businesses

For remote work to be sustainable, companies must adapt their management style, communication systems, and workplace culture. Communication is the first aspect that needs to be addressed. Every team should have the proper channels of communication that are clear and consistent. While team meetings are important, they should be scheduled and not too many. Too many video conferences can make one tired and annoyed, while too little can make an employee feel unconnected. Companies should also make it easy for employees to give their feedback, complain, or suggest something.

The well-being of the employees should also be a priority in the remote work environment. It is the responsibility of the organization to provide for the mental health of the employees through counseling services, wellness programs, or simply granting them leave whenever they need it. Leaders should also set the example and ensure that they respect the work hours and also advocate for work-life balance.³

Another important step is to invest in the proper technology. It is important to make sure that employees have the tools they require to accomplish their work efficiently from home. This includes laptops, internet security, and group work tools. Furthermore, businesses should also prioritize the security of the organization, by providing training to all staff on the risks such as phishing or data theft.

Performance evaluation methods should also be updated. It is better to assess employees based on the output in a remote environment than on the input. This will help employees achieve their objectives and receive the encouragement they need for their work. Also, companies should recognize both team achievements and individual efforts, especially if people are willing to go the extra mile.

Organizations must evaluate their use of office space, because remote work continues to evolve. Organizations currently investigate hybrid work arrangements that split professional time between home and office locations. The combination of cost reduction and employee flexibility is a direct result of this approach. Business operations may lead to office downsizing for organizations which then redirect financial savings into technology development, as well as wellness and training programs.

The provision of continuous training with development stands as an essential requirement. Workers require assurance about continuous career development within their positions regardless of their physical location. Businesses should provide digital learning opportunities together with virtual mentorship programs and clear advancement opportunities. A business

which neglects employee growth development will probably see its most valuable workers choose different companies that provide better career prospects.

6.5 Long-Term Considerations

Many industries will retain remote work as a permanent aspect of their working environment beyond the current pandemic period. Organizations must begin developing plans which extend from the current few months all the way through the upcoming several years. The main long-term challenge for businesses is sustaining their company culture. Working from different locations makes it difficult for employees to develop team relationships and share ideas while feeling connected to their team. Businesses will need to create innovative methods for maintaining employee connection through virtual events, online team activities, and occasional face-to-face gatherings.

Remote work enables businesses to select employees from every corner of the globe rather than confining their search to local candidates. Companies must provide benefits beyond competitive salaries, because they recruit talent from worldwide locations. Workers today seek organizations that deliver flexibility alongside opportunities for growth, as well as purpose and supportive environments. A business needs to provide these essential factors to succeed at drawing and maintaining skilled employees.

Companies need to guarantee that remote employees receive equal treatment as office employees regarding fairness and inclusion practices. All company promotions and recognition, together with access to information, must remain accessible to staff regardless of their physical presence at work. Managers must actively work to include all members in decision-making processes and group discussions. Businesses need to develop strategies for delivering equipment and fast internet access together with private workspace solutions. The homes of some workers contain numerous people while others reside in areas with limited internet connectivity. Employers need to consider these factors and provide necessary support for their employees.

Remote work generates positive environmental effects for the planet. The reduction in commuting numbers leads to decreased vehicle traffic along with decreased carbon emission levels. The reduction of office space by some companies leads to energy savings for the facilities. The positive environmental changes can be included within corporate sustainability strategies because they benefit the planet. Businesses should maintain awareness about the environmental impact that stems from increased internet usage and electronic waste production and home energy usage.

The future will introduce changes to leadership approaches as a primary long-term issue. Conventional managers rely on visual supervision of their staff members at their workstations and direct instructions through face-to-face contact. Remote work presents significant challenges to traditional management styles. Leaders must develop trust toward their teams and shift their focus toward measurable results rather than day-to-day supervision. The change demands both mental transformation and specific managerial training for leaders.

6.6 Remaining Challenges

Remote work delivers various advantages yet organizations must resolve multiple ongoing problems. Burnout represents one of the primary difficulties that occurs in this context. People who lack boundaries between work and personal life end up spending more hours at work. Employees check their emails at night and feel compelled to maintain constant availability. The combination of fatigue and stress along with deteriorating mental health symptoms results from this situation. Businesses need to identify burnout symptoms in their workers and provide support for employees to take breaks while utilizing their allocated holiday time.

Digital fatigue is another issue. Working extensive hours on video calls leads to physical exhaustion which worsens when staff members experience consecutive meetings. Screen-based work throughout the day causes eye strain together with headaches and reduced energy levels. Companies should adopt strategic meeting management to prevent employee fatigue. Every company discussion does not require a Zoom call because phone or email communication works for some situations. Regular breaks between meetings help employees take time to relax and recover their focus.

A third challenge is technology access. Not everyone has the same quality of equipment, internet, or workspace at home. This creates an uneven playing field, where some workers are at a disadvantage. Employers must think carefully about fairness and provide the tools that employees need to do their jobs properly. This might mean offering a tech budget, sending out equipment, or helping staff upgrade their internet connections.

Security is also a concern. Working from home means using more personal devices, different networks, and less secure systems. This increases the risk of cyberattacks and data breaches. Companies need to take cybersecurity seriously by training employees and using reliable software. Simple actions like using strong passwords, avoiding suspicious emails, and keeping systems updated can make a big difference.

Another challenge is training and onboarding new staff. Starting a new job remotely can feel lonely and confusing if not done well. Businesses must build clear training processes and assign mentors to help new hires settle in. Without proper support, new employees may feel lost and disconnected, which can lead to low performance or high turnover.

6.7 Recommendations for Future Research

Although this study has explored many aspects of remote work, there are still areas that need more attention. One topic that could be studied further is how remote work affects different age groups and job roles. For example, younger employees may struggle more with career development, while older employees may face challenges with technology. Similarly, remote work might suit creative jobs but be harder for roles that rely heavily on teamwork or in-person interaction.

Another area worth exploring is the long-term impact of remote work on mental health. While short-term effects are becoming clear, we still do not know how working from home for years will affect people's mental well-being, especially if they feel socially isolated. A mix of psychological studies and employee feedback would help businesses create better support systems.

It would also be useful to explore how remote work affects team performance and innovation. Do remote teams come up with fewer new ideas? Or can virtual collaboration be just as effective with the right tools and mindset? These questions are important for industries that depend on creativity and problem-solving.

Lastly, future research could compare different types of remote work models, such as fully remote, hybrid, or flexible schedules. Each model has its pros and cons, and studying these in more detail would help businesses choose the best setup for their needs.

6.8 Final Thoughts

Remote work has changed the world of work in ways that will continue to evolve over time. This project showed that while there are many benefits—like flexibility, higher productivity, and less commuting—there are also serious challenges. These include mental health issues, isolation, cybersecurity threats, and fairness concerns. Both employees and employers have a role to play in making remote work successful.

With the right support, tools, and mindset, remote work can be a positive and sustainable option for the future. Companies must continue to listen to their employees, learn from experience, and be willing to adapt. Workers, in turn, need to stay motivated, set boundaries, and keep developing their skills. Remote work is not just about where we work—it's about how we work, how we connect with others, and how we build a better balance between life and career. As technology improves and expectations shift, the future of work will keep changing. The goal is to make sure that this change is fair, healthy, and beneficial for everyone.

Chapter 7. References

Bloom, N., Liang, J., Roberts, J. and Ying, Z.J., 2015. Does working from home work? Evidence from a Chinese experiment. *The Quarterly Journal of Economics*, 130(1), pp.165–218.

Buffer, 2022. *State of Remote Work*. [online] Available at: <https://buffer.com/state-of-remote-work> [Accessed 12 Apr. 2025].

Deloitte, 2021. *Remote Work and Career Development*. [online] Available at: <https://www2.deloitte.com> [Accessed 15 Mar. 2025].

Eurofound, 2020. *Living, working and COVID-19*. [online] Available at: <https://www.eurofound.europa.eu> [Accessed 10 Feb. 2025].

Eurofound, 2021. *Telework and ICT-based mobile work: Flexible working in the digital age*. [online] Available at: <https://www.eurofound.europa.eu> [Accessed 2 Apr. 2025].

Gartner, 2020. *CFO Survey Reveals 74% Intend to Shift Some Employees to Remote Work Permanently*. [online] Available at: <https://www.gartner.com/en/newsroom/press-releases> [Accessed 28 Mar. 2025].

Global Workplace Analytics, 2021. *Work-at-Home After Covid-19 – Our Forecast*. [online] Available at: <https://globalworkplaceanalytics.com> [Accessed 25 Mar. 2025].

Harvard Business Review, 2021. *The Future of Remote Work*. [online] Available at: <https://hbr.org/2021/01/the-future-of-remote-work> [Accessed 15 Apr. 2025].

IBM, 2021. *Cost of a Data Breach Report*. [online] Available at: <https://www.ibm.com/security/data-breach> [Accessed 7 Apr. 2025].

JPMorgan Chase, 2021. *Hybrid Work Model Update*. [online] Available at: <https://www.jpmorganchase.com> [Accessed 30 Mar. 2025].

LinkedIn, 2021. *Remote Work and Career Growth*. [online] Available at: <https://www.linkedin.com> [Accessed 19 Feb. 2025].

McKinsey & Company, 2021. *The future of work after COVID-19*. [online] Available at: <https://www.mckinsey.com> [Accessed 10 Apr. 2025].

Mental Health America, 2021. *Remote Workers and Mental Health*. [online] Available at: <https://www.mhanational.org> [Accessed 20 Mar. 2025].

Messenger, J.C. and Gschwind, L., 2016. Three generations of telework: New ICTs and the (r)evolution from home office to virtual office. *New Technology, Work and Employment*, 31(3), pp.195–208.

Owl Labs, 2021. *State of Remote Work Report*. [online] Available at: <https://www.owlabs.com/state-of-remote-work> [Accessed 8 Apr. 2025].

Project Management Institute, 2021. *The Future of Work: Ways of Working*. [online] Available at: <https://www.pmi.org> [Accessed 29 Mar. 2025].

PwC, 2021. *Remote Work and Company Culture*. [online] Available at: <https://www.pwc.com> [Accessed 6 Apr. 2025].

Spivack, M., 2020. The Hidden Costs of Remote Work. *Forbes*. [online] Available at: <https://www.forbes.com> [Accessed 9 Apr. 2025].

Stanford University, 2021. *Zoom Fatigue and Remote Work Research*. [online] Available at: <https://www.stanford.edu> [Accessed 13 Apr. 2025].

Twitter, 2020. *Twitter Announces Permanent Remote Work*. [online] Available at: <https://blog.twitter.com> [Accessed 5 Feb. 2025].

WHO (World Health Organization), 2021. *Mental Health and Remote Work*. [online] Available at: <https://www.who.int> [Accessed 2 Apr. 2025].

Chapter 8: Appendices

Appendix A: Survey Questions

The following 10-question survey was designed to reflect the types of responses commonly found in real-world research on remote work. All questions were presented as multiple choice for ease of analysis.

1. How productive do you feel when working remotely compared to in-office?

- a) Much more productive
- b) Somewhat more productive
- c) About the same
- d) Less productive
- e) Much less productive

2. Do you feel your mental health is better, worse, or the same when working remotely?

- a) Better
- b) Worse
- c) About the same

3. How would you rate your work-life balance while working remotely?

- a) Excellent
- b) Good
- c) Fair
- d) Poor

4. Have you experienced burnout more frequently while working remotely?

- a) Yes
- b) No

5. Do you believe remote work has impacted your opportunities for career development?

- a) Yes, positively
- b) Yes, negatively
- c) No impact

6. How often do you communicate with your team during remote work?

- a) Multiple times per day
- b) Once per day
- c) A few times per week
- d) Rarely

7. Have you experienced any cybersecurity issues (e.g., phishing, breaches) while working remotely?

- a) Yes
- b) No

8. Does your company provide adequate support and resources for remote work?

- a) Strongly agree
- b) Agree
- c) Neutral
- d) Disagree
- e) Strongly disagree

9. Would you prefer to work remotely full-time, part-time (hybrid), or return to the office full-time?

- a) Full-time remote
- b) Part-time remote (hybrid)
- c) Full-time office

10. Overall, how satisfied are you with your remote work experience?

- a) Very satisfied
 - b) Satisfied
 - c) Neutral
 - d) Dissatisfied
 - e) Very dissatisfied
-

Submission of Thesis and Dissertation

National College of Ireland
Research Students Declaration Form
(Thesis/Author Declaration Form)

Name: Jack Rutledge

Student Number: X22102001

Degree for which thesis is submitted: BA Business (Year 4)

Material submitted for award

- (a) I declare that the work has been composed by myself.
- (b) I declare that all verbatim extracts contained in the thesis have been distinguished by quotation marks and the sources of information specifically acknowledged.
- (c) My thesis will be included in electronic format in the College Institutional Repository TRAP (thesis reports and projects)
- (d) ***Either*** *I declare that no material contained in the thesis has been used in any other submission for an academic award.
Or *I declare that the following material contained in the thesis formed part of a submission for the award of

(State the award and the awarding body and list the material below)

Signature of research student: Jack Rutledge

Date: 07/05/2025