

The Effects of Working Remotely on Employee Productivity and Work-Life Balance

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Article History	Abstract
Received: 06 June 2023 Revised: 05 Sept 2023 Accepted: 03 Dec 2023	<i>This research study aims to examine the impact of remote work on work-life balance and employee productivity. The research goal is to provide insights and recommendations for organizations, policymakers, and employees to optimize remote work arrangements. The study explores various factors, including flexibility in work schedule, work environment, technological support, social interaction, and autonomy and self-management, in relation to work-life balance and employee productivity. The findings suggest that remote work offers employees increased flexibility and autonomy over their work schedules, leading to improved work-life integration and satisfaction. However, challenges such as blurred boundaries and social isolation can affect work-life balance negatively. Regarding productivity, remote work presents opportunities for increased focus and reduced commuting time, yet collaboration and task management can be challenging. The study highlights the importance of appropriate technological support, communication tools, and a supportive work environment in determining employee productivity. The suggested implications include implementing policies and practices to support work-life balance, establishing clear boundaries, and fostering a supportive virtual work culture. By addressing these implications, organizations can optimize remote work arrangements and promote work-life balance and productivity among employees.</i>
CC License CC-BY-NC-SA 4.0	Keywords: Human Resources, Wellness, Employee Engagement, Employee Welfare

1. Introduction

Remote work has significantly increased in popularity as a competitive alternative to standard office-based employment in recent years. Technology improvements have made remote work possible, giving employees the freedom to carry out their jobs from any location outside of an actual workplace. This change in work dynamics has generated discussion and attention regarding its effects on several work-life issues, including employee productivity and work-life balance. While considered as a critical element in employee well-being and job satisfaction, the concept of work-life balance is described as the capacity to successfully balance responsibilities to one's personal life with those to one's professional obligations. For people to meet their personal and family demands while continuing to fulfil their professional obligations, achieving a healthy work-life balance is essential. Remote work has been suggested as a viable way to strike this balance because of its fundamental flexibility and potential to better integrate work and family life.

Even though remote work options are more common, there is still much to learn about how remote work affects work-life balance and employee productivity. Although reports and personal experiences point to favorable outcomes, scientific research on the precise elements influencing difficulties with or gains in work-life balance in remote work situations is lacking. To properly appreciate the ramifications and possible advantages of this work arrangement, it is also essential to comprehend the relationship between work-life balance and employee productivity in remote work situations. This study investigates how remote work affects work-life balance and employee productivity to fill information gaps. It aims to explore the elements such as schedule flexibility, work environment; technological support, social

contact, autonomy, and self-management that affect work-life balance in remote work situations. This research intends to offer useful insights for businesses, employees, and policymakers in establishing strategies and interventions to optimize remote work arrangements by looking at these characteristics and their relationships with work-life balance and worker productivity.

In conclusion, by providing light on the effects of remote work on work-life balance and employee productivity, this study will add to the body of existing knowledge. Organizations can create successful policies and practices to support their remote workforce by recognizing the specific issues that affect work-life balance in remote work situations. In the end, our research aims to create a setting where employees can attain a healthier work-life balance and increase overall productivity in the changing world of work through remote work.

2. Literature review

Literature Review of the Published Material- The literature study analyses 25 pertinent publications that were published between 2019 and 2023 and focuses on the varied topics related to remote working and work life balance and employee productivity. The findings presented in these articles create several hypotheses and assertions that need additional examination. To work from home; it was often seen as advantageous, for example due to eliminating commuting time and increasing flexibility. However, homeworking also had negative connotations, for example, blurred boundaries between work and home life due to a sense of constant connectivity to the workplace (HALL, 2023). Digital technology coupled with the quarantines caused by the COVID-19 pandemic has made working from anywhere (WFA)—a modern form of remote working—a widespread phenomenon. (Chin, 2023). Various literature has different opinion on the impact of remote working proving the difference in each understanding.

Thoti, K. K. (2018), When there is a disparity between the tasks assigned to employees and their actual ability, it can lead to stress. Perceiving that "demands exceed the personal and social resources the individual is able to mobilize" is what causes stress. The study was place in Tirupati, India, at Andhra Pradesh South Power Distribution Limited. Data was collected from employees of the APSDL Company in Tirupati using instruments that were developed utilizing nominal and likert scales. The following statistical tests were utilized for data analysis: chi-square, reliability, regression, and correlation.

Keighley (2021), in his research indicates that Interventions are needed to promote effective ways of working that also protect workers' health and wellbeing. This study explored the feasibility and acceptability of an intervention intended to promote home-working practices that would protect and promote health behavior and wellbeing. Methods: An uncontrolled, single-arm mixed-methods trial design was employed. Forty-two normally-office-based UK workers, working from home between January–February 2021 (during the Covid pandemic), consented to receive the intervention. The productivity of employee increases as Sense of community and social support in the workplace are important determinants of employee health, and as such, workplace strategies to improve sense of community and social support are required not only for employee working from home, but also those who have returned to the office, particularly as hybrid arrangements become more common.

Another study shows that remote working not only boosts employee productivity but also their motivation when getting more time to spend at home while working. Using social exchange as a theoretical framework, we explore the channel of the association between family-friendly work practices and job satisfaction through accessibility of family-friendly work practices (moderated by employee participation) and from accessibility of family-friendly work practices influencing job stress (moderated by trust in management). (Memili, 2023)

Most literature done suggests that remote working impacts positively on work life balance and employee productivity.

Research Objectives

There are 6 objectives that are highly focused through this research. The main objective of this research is to find out how remote workers view their level of work-life balance as in Understanding how remote workers perceive their work-life balance in compared to regular office-based workers is the goal of this purpose. It entails evaluating how satisfied remote workers are with their capacity to balance their job and home commitments. Another objective is to investigate the connection between work-life balance and time management flexibility: This goal focuses on examining how work-life balance is impacted by the flexibility provided by remote work arrangements. It examines whether the ability of remote workers to balance their personal and professional life is positively impacted by having control over their work schedules.

This research also helps to investigate how the workplace affects employee productivity, work-life balance, and other factors: Understanding how the physical workstation and surrounding conditions affect employee productivity and work-life balance is the goal of this purpose. It involves looking at things like comfort, noise levels, and the presence of a designated workspace. To examine the impact of technology on productivity and work-life balance for remote workers: Understanding how the suitability and availability of technical resources affect work-life balance and worker productivity is the main goal of this project. It entails evaluating the accessibility of dependable internet connectivity, suitable software programs, and hardware components required for remote work.

To investigate how social interaction affects employee productivity and work-life balance in remote work settings: The purpose of this objective is to investigate the function of social connection and engagement in distant work settings. It involves investigating the effects of virtual meetings, communication tools, and collaboration opportunities on work-life balance and worker productivity. To evaluate the connection between self-management, autonomy, and work-life balance in remote work: Understanding the effects of autonomy and self-control on work-life balance is the main goal of this objective. It entails examining how a remote worker's capacity to choose their own schedule, assign tasks, and make decisions affects their ability to maintain a healthy work-life balance.

The research objectives aim to offer a thorough understanding of how remote work affects work-life balance and worker productivity. By focusing on these goals, researchers can learn more about the elements that affect work-life balance in remote work environments and provide organizations and policymakers with information on ways to make remote work arrangements more effective.

Research Problem Statement

Despite the increasing popularity of remote work options, there is still a lack of thorough knowledge addressing how remote work affects work-life balance and employee productivity. There is a need to investigate the specific aspects that contribute to work-life balance issues or improvements in remote work environments, even though remote work offers flexibility and the opportunity for improved work-life integration. Additionally, a closer look is needed at the connection between employee productivity in remote work situations and work-life balance. By investigating the connections between remote work, work-life balance, and employee productivity, this study aims to close this gap. It does so by emphasizing the importance of factors like schedule flexibility, the work environment, technological support, social interaction, autonomy, and self-management.

The results of this study will offer organizations, workers, and policymakers' useful data for designing strategies and interventions to improve work-life balance and maximize worker productivity in remote work environments.

This problem statement emphasizes the need for a deeper understanding of how remote work affects work-life balance and employee productivity and stresses the significance of looking into certain remote work-related variables. It also highlights how important the study's conclusions are for guiding organizational practices and policymaking.

Hypothesis Statement

Remote work arrangements have a positive impact on work-life balance and employee productivity. This hypothesis indicates that that remote work schedules improve employee productivity and work-life balance. It suggests that factors like flexible work hours, a positive work environment, proper technology assistance, opportunities for social engagement, and autonomy and self-management help remote workers achieve better work-life balance and higher productivity. In other words, remote work is anticipated to enhance both employee productivity and work-life balance.

These hypotheses will be tested using data analysis and statistical techniques to determine the relationship between remote work and work-life balance as well as employee productivity. The aim is to gather evidence that supports or rejects the alternative hypothesis, thus providing insights into the actual impact of remote work on work-life balance and employee productivity.

3. Materials And Methods

Researchers can gain a better understanding of the foundational knowledge and knowledge structure within a subject area by doing a thorough statistical analysis of a particular topic (Wan and Dawod, 2022). In a bibliometric analysis, keywords, references, publications, and even the productivity of authors, nations, and organizations are analyzed. Researchers can summarize the current condition and development trends of study areas or specific conditions through bibliometric analysis and offer guidance and proposals for future research (Lu et al., 2019). We employed a bibliometric technique, as

per the previous study (Zhao et al., 2021), to analyze the current situation and development trends of remote working research, and we offered recommendations and proposals for future research. We used the widely available bibliometric data visualization software VOS viewer and scopus. bibliometric visualization tools for data analysis and visualization (Wang, 2021), for the remote working effect on work life balance and employee productivity visual analysis.

This study focuses remote working impact on work life balance and employee productivity. Considering this factor, we defined the search topic keywords as remote work, work life and employee productivity in the title, abstract, keywords, or text of the article. The time span was set from 2019 to 2023. The remote work concept was fully acknowledged when covid-19 hit the globe back in 2019 and thus, we chose 2019 as the starting point of our data. The criteria for retaining documents were as follows: (1) Based on Scopus categories, relevant literature in non-economic and non-management fields was included, and the categories of business, business finance, economics, and management remained and other relevant areas that might be useful for conducting the research; (2) the analysis considered only articles and reviews; (3) the language of the papers was English. In total, 955 publications were obtained from various subject areas Finally, all articles were downloaded and exported to software for analysis where VOS service was used. The table below shows the process illustration.

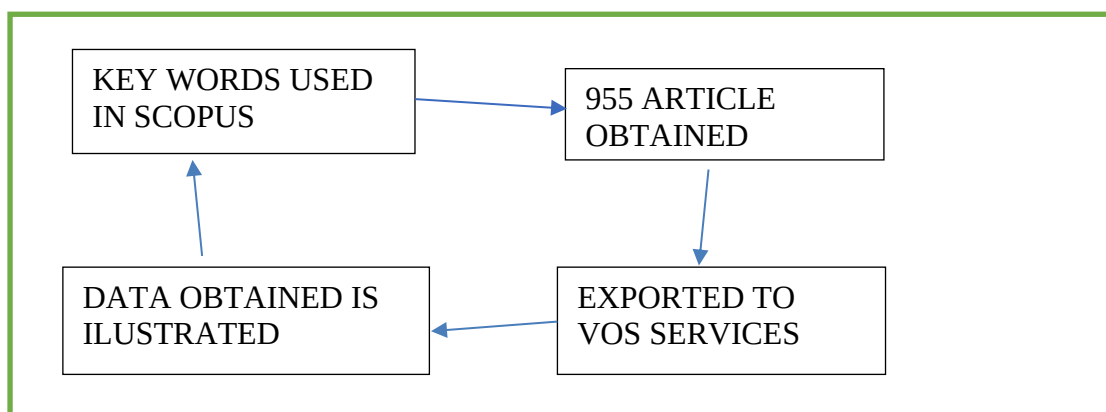


Figure 1

In addition, a thorough literature evaluation will be carried out to collect pertinent academic publications, reports, and research that will have been published between the years 2019 and 2023. A theoretical framework, research gaps, and assistance for interpreting and contextualizing the study results will be provided by the literature review, which will also help contextualize those findings.

Analysis

The examination of the Remote Work the Impact on Work-Life Balance and Employee Productivity is the primary focus of the analysis of the study. More specifically, the analysis will cover important indicators and the link between those indicators and remote work-related elements. Descriptive analysis, linear regression, multiple linear regression, and network analysis using VOS Viewer will be a part of the investigation. Analyses Descriptive analyses will be carried out to summaries and compare trends in important remote work variables, such as effect of covid and the changes in work environment, employee satisfaction, work changes, lifestyle, and government measures, before, during, the implementation. These analyses will be carried out before, during, and potentially after the implementation of remote work. By providing an overview of the amount and direction of changes in these variables, this research will give insights into the overall impact of remote work on work life and employee productivity.

Linear Regression: To evaluate the nature of the connection that exists between the remote work-related components and the primary indicators, a linear regression analysis will be carried out. To evaluate the extent of the effect that independent factors like covid19, unemployment, and government actions have on dependent variables like economic indicators, these independent variables will be analyzed. To provide statistical proof of the impact that the remote work has had on the work life balance and employee productivity, this research will quantify the degree of influence that variables connected to the topic.

Multiple Linear Regression: A multiple linear regression analysis will be carried out to investigate the impact of several independent variables all together on the primary indicators. This analysis will provide a more comprehensive understanding of the collective impact that the various remote-related factors have on the work life by taking into consideration several remote work -related factors simultaneously, such as changes, covid19, productivity and other relevant variables identified through the literature review. **Network Analysis Using VOS Viewer** Network analysis will be carried out using VOS Viewer to investigate the patterns of cooperation and knowledge distribution that exist between academics and institutions working in the area of remote work and its impact on the work life balance. This study will uncover major research issues, prominent scholars, and collaboration networks by conducting an analysis of relevant academic papers and the patterns of citations those articles include. The visualizations provided by VOS Viewer will be of assistance in determining research trends, knowledge flow, and possible knowledge gaps within the discipline, which will further improve the understanding of the research landscape.

The investigation will be carried out in a methodical and meticulous manner, following to the necessary statistical strategies and procedures. The findings of the descriptive analysis, linear regression, multiple linear regression, and network analysis will be analyzed and spoken about in the context of the study goals, the research issue, and the hypothesis statements. The results will provide light on the repercussions, implications, and prospective recovery and resilience initiatives, which will give vital insights into the interaction between the remote work impact on work life balance and employee productivity.

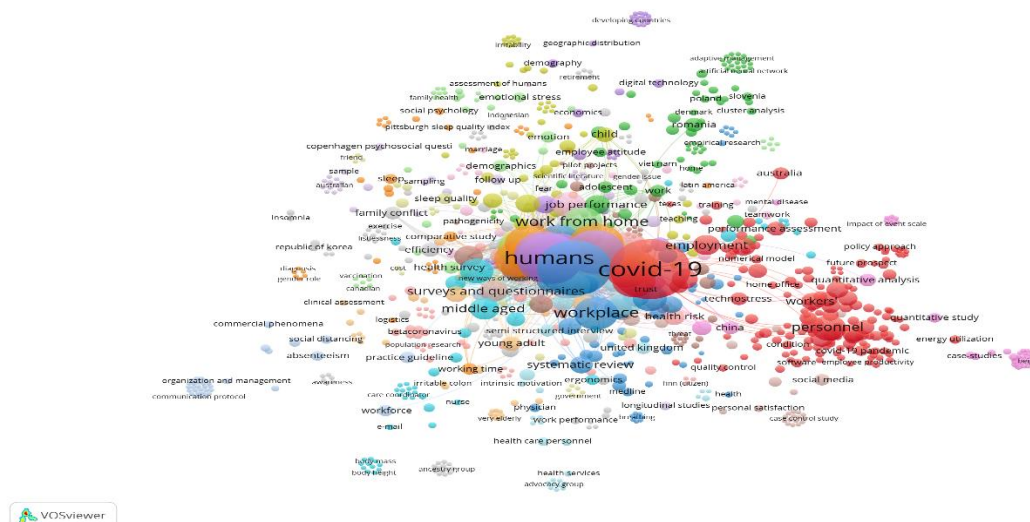


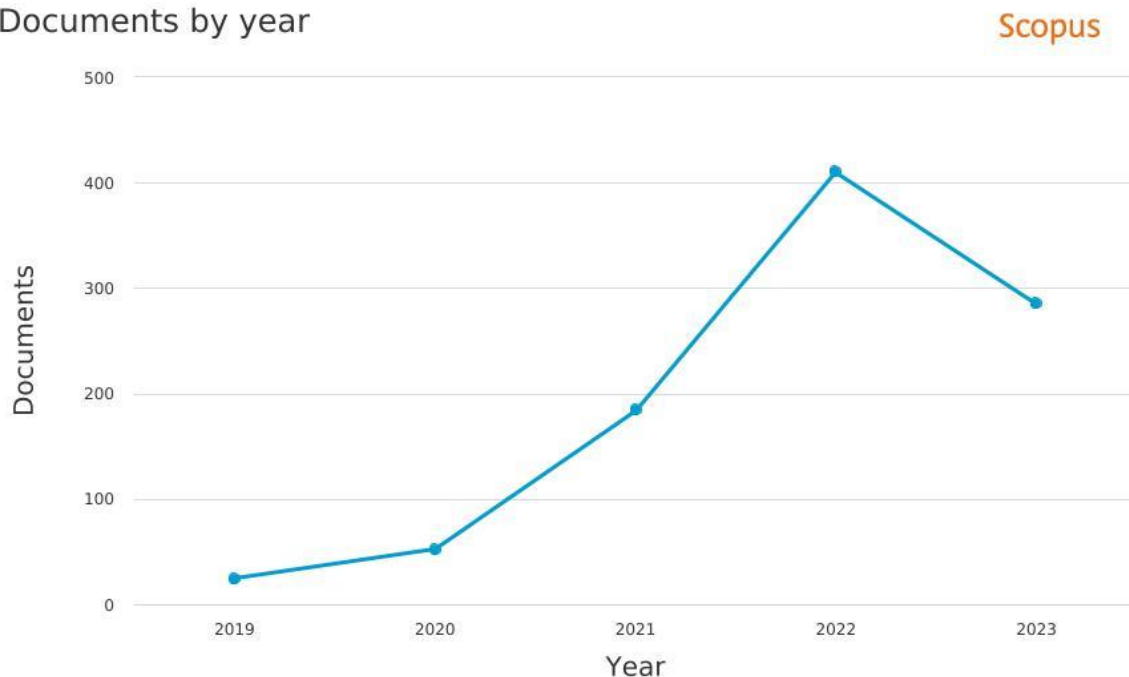
Figure 20

8.0 results

8.1 articles

The results are based on the total numbers of article that published in year between 2020 to 2023. Articles that related to the topic were published. The objective is to represent the beginning and growth phase of the study issue. Between the years 2020 and 2023, a significant number of publications on remote work were published. The number of publications that are released each year is shown in (table 1), and this number has substantially expanded, particularly over the course of the last four years. After the increase of the covid19 that impact the global economy in 2019, several significant research institutes and academics emerged, and their study focused mostly on the remote work and the impact of it towards work life balance and employee productivity The total number of publications increased consistently. In 2023 the number of total published articles were 285. In year between 2021 to 2022 were the highest which is 410 in 2021 and 184 in 2022. The total number of publications that occurred in 2020 was 52 followed by 24 in 2019. The findings presented here indicate that scholars are paying a growing amount of attention to the impact of remote work and work life balance.

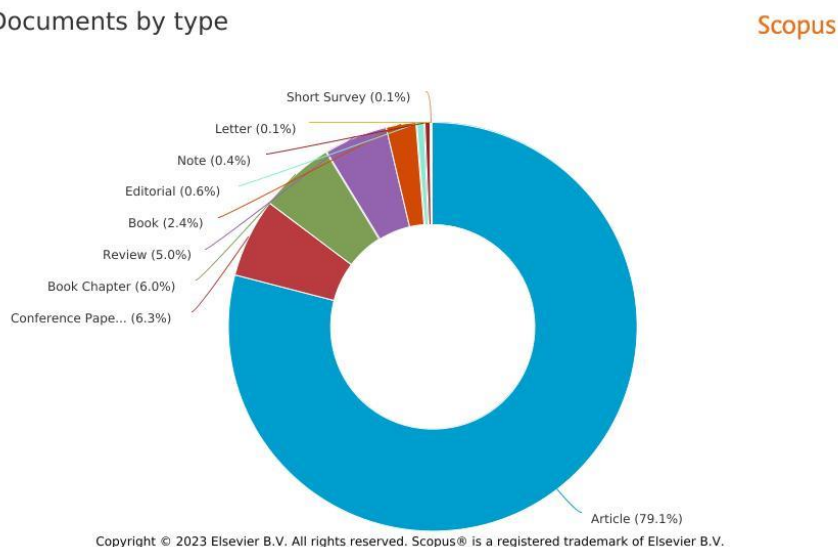
Documents by year



Document Type

The document that has the most percentage regarding the topic is article which is about 79.1% which is the highest and mostly followed by conference paper with 6.3% and book chapter with 6.0%. Most documents have less than 1.0% written from the year 2019 to 2023

Documents by type

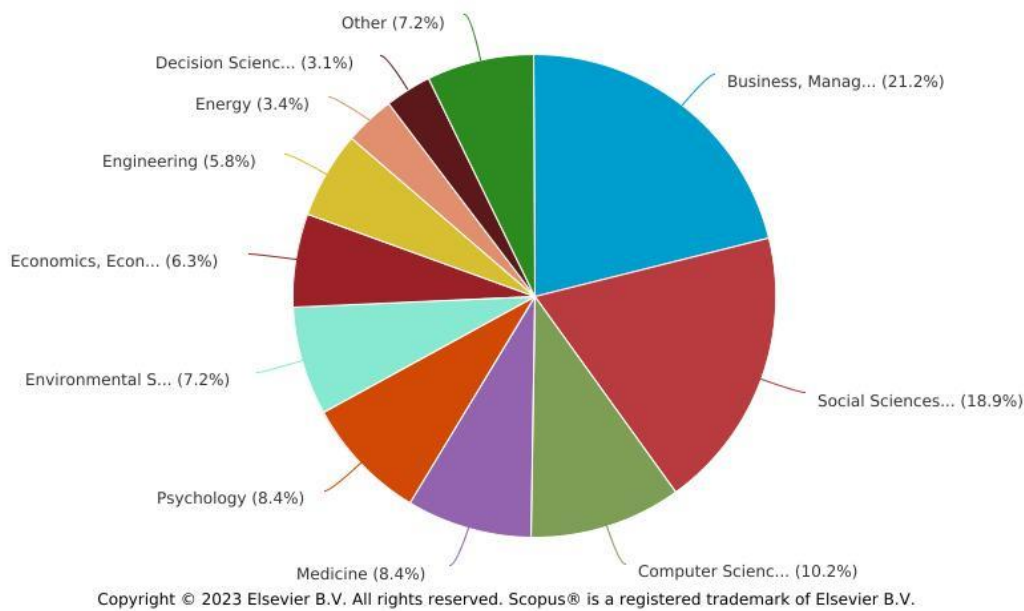


8.3 Document by subject

The document by subject that has the most written article regarding the research is business and management with 21.2% mainly due to its high focus towards workplace remodeling. Social science comes with 18.9% computer science with 10.2%. Subject like medicine and psychology both fills up with 8.4% while environmental studies and economics is with 7.2% and 6.3% respectively. Engineering takes 5.8% and energy takes 3.4% while decision science goes with 3.1%. Other subjects take 7.2% of the percentage. Although the main subjects are from business other subjects have taken up the interest in knowing the impact of remote work life as it has become the new norm.

Documents by subject area

Scopus



3. Results and Discussion

Findings of studies towards Environmental, Social and Governance

The research topic "Remote Work: The Impact on Work-Life Balance and Employee Productivity" focuses specifically on understanding the effects of remote work on work-life balance and employee productivity. While this topic primarily pertains to the dynamics between remote work arrangements and employee well-being, it does not directly address the relationship with environmental, social, and governance (ESG) factors. However, it is possible to explore potential connections between remote work and ESG considerations in a broader context.

For the Environmental Considerations: Remote work has the potential to contribute positively to environmental sustainability. By eliminating or reducing commuting needs, remote work can lead to decreased greenhouse gas emissions and energy consumption associated with daily commuting. This reduction in transportation can have a positive environmental impact, contributing to goals such as carbon footprint reduction and air quality improvement. Additionally, remote work may lead to reduced office space requirements, which can translate into energy savings and resource conservation. As a suggestion Environmental Considerations by conduct a survey or interviews to gather data on the environmental impact of remote work, such as reduced commuting distances, energy consumption, and carbon emissions. Evaluating the potential carbon footprint reduction and energy savings resulting from remote work arrangements by comparing them to traditional office-based work settings and assessing the influence of remote work on office space requirements, resource consumption, and waste generation to explore its implications for sustainability.

Social Considerations on Remote work can have social implications that relate to ESG factors. By enabling flexible work arrangements, remote work can promote work-life balance and enhance employee well-being. This can positively impact employee satisfaction, mental health, and work-life integration. Moreover, remote work can contribute to increased job opportunities and inclusivity, particularly for individuals with disabilities or those residing in remote areas with limited employment options. However, it's important to acknowledge potential challenges such as social isolation and the need for effective communication and collaboration platforms to maintain social connections and promote teamwork. Social Considerations as doing Administer surveys or conduct focus groups to understand the social benefits and challenges associated with remote work, such as work-life balance, employee well-being, and job satisfaction. TO examine the inclusivity and accessibility of remote work for individuals with disabilities or those residing in geographically isolated areas.

Helps to Investigate the impact of remote work on employee social connections, teamwork, and collaboration, and explore strategies to mitigate social isolation and foster a sense of community among remote workers.

Governance Considerations while the direct link between remote work and governance factors may be less pronounced, it is essential to ensure appropriate governance frameworks and policies to support remote work arrangements. This includes establishing guidelines for data privacy, cybersecurity, performance management, and ethical conduct in remote work settings. Organizations need to address issues such as the protection of sensitive information, compliance with regulations, and ensuring fairness and transparency in evaluating remote employees' performance. Effective governance practices and policies can contribute to building trust and confidence in remote work arrangements. Governance Considerations by review and analyze existing governance frameworks and policies related to remote work to identify best practices and areas for improvement and assessing the effectiveness of data privacy and cybersecurity measures in remote work environments and propose recommendations for enhanced governance in these areas helps to examine the fairness, transparency, and performance evaluation mechanisms in place for remote workers, considering aspects such as goal setting, communication channels, and remote team management.

Overall, while the primary focus of the research topic is on work-life balance and employee productivity, remote work can intersect with ESG considerations in terms of its potential impact on the environment, social dynamics, and governance frameworks. Exploring these relationships in a comprehensive study could shed light on the broader implications of remote work from an ESG perspective and assist organizations in aligning their practices with sustainability, social responsibility, and ethical governance principles. These suggestions aim to incorporate ESG considerations into the research study on remote work, allowing for a comprehensive examination of its impact on work-life balance and employee productivity. By exploring the environmental, social, and governance dimensions, the study can provide valuable insights for organizations to develop sustainable and socially responsible remote work policies and practices.

Recommendation

Based on the study the recommended way to have better results on Remote Work: The Impact on Work-Life Balance and Employee Productivity is Work-Life Balance Assessment this utilize validated work-life balance assessment tools, such as questionnaires or scales, to measure the work-life balance perceptions of remote workers. Consider using established scales like the Work-Life Balance Scale or the Work-Family Conflict Scale. By having a design, a longitudinal study to capture changes in work-life balance over time, comparing remote workers' experiences before and after transitioning to remote work. This can provide insights into the evolving impact of remote work on work-life balance. Including qualitative methods, such as interviews or focus groups, to gather in-depth insights into remote workers' subjective experiences of work-life balance. This can uncover personal perspectives, coping strategies, and factors influencing work-life balance outcomes.

Employee Productivity Assessment by doing the employ objective productivity measures, such as quantitative performance metrics, to assess employee productivity in remote work settings. This could include analyzing key performance indicators (KPIs), output volume, or task completion rates. Able to collect subjective data on employee perceptions of productivity through surveys or interviews. Explore factors that contribute to or hinder productivity in remote work, such as task autonomy, communication effectiveness, and workflow management. Consider conducting comparative analyses between remote workers and office-based workers to understand any differences in productivity levels and identify potential advantages or challenges of remote work arrangements.

By implementing these detailed suggestions, the research study can comprehensively examine the impact of remote work on work-life balance and employee productivity, shedding light on the factors influencing these outcomes. The findings can inform organizations, policymakers, and employees on strategies to optimize remote work arrangements and enhance work-life balance and productivity in remote work settings.

4. Conclusion

In conclusion, this research study delved into the impact of remote work on work-life balance and employee productivity, aiming to provide valuable insights for organizations, policymakers, and employees. By examining various factors and dimensions related to remote work, the study sheds light on the implications of this work arrangement for work-life balance and productivity outcomes.

The findings of this study indicate that remote work can have both positive and challenging implications for work-life balance. On the positive side, remote work offers employees greater flexibility in managing their work schedules and personal obligations. This flexibility allows for improved work-life integration, reduced commuting time, and increased autonomy over work hours. Remote work can

enhance work-life balance by providing employees with more control and the ability to accommodate personal commitments, leading to increased job satisfaction and overall well-being.

However, it is important to acknowledge the challenges that remote work can pose to work-life balance. Factors such as blurred boundaries between work and personal life, increased social isolation, and the need for self-discipline in managing time and tasks can impact work-life balance negatively. Organizations and individuals must proactively address these challenges through effective communication strategies, regular check-ins, and the establishment of clear boundaries to maintain a healthy work-life balance in remote work environments.

Regarding employee productivity, the research findings demonstrate mixed outcomes. While remote work provides opportunities for increased productivity due to reduced distractions and commuting time, it can also present challenges such as difficulties in collaboration and maintaining focus. The availability of appropriate technological support, communication tools, and a conducive work environment play crucial roles in determining employee productivity in remote work settings. Organizations need to provide the necessary resources and support to ensure remote workers can perform their tasks effectively.

To optimize remote work arrangements, organizations should consider implementing policies and practices that promote work-life balance and productivity. This may involve developing guidelines for setting boundaries between work and personal life, providing training on time management and self-discipline, and fostering a supportive virtual work culture that encourages communication, collaboration, and social interaction. Furthermore, organizations should continuously evaluate and refine remote work policies based on feedback and the evolving needs of employees.

In conclusion, remote work has the potential to positively impact work-life balance and employee productivity. However, it is crucial to address the challenges associated with remote work and ensure that appropriate support systems and practices are in place. By doing so, organizations can create a conducive remote work environment that fosters work-life balance, enhances employee well-being, and promotes productivity. This research contributes to the existing body of knowledge by providing insights and recommendations for leveraging the benefits of remote work while mitigating its challenges, ultimately leading to improved work-life balance and employee productivity in remote work settings.

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