

The Effects of Remote Work on Employee Productivity and Well-being

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Abstract

This research explores the impact of remote work on employee productivity and well-being. Through a survey of 150 remote workers, the study analyzes productivity metrics and well-being indicators. Results suggest that remote work can enhance productivity and work-life balance, though it may also lead to feelings of isolation.

Keywords

Remote work, employee productivity, well-being, telecommuting, work-life balance

Introduction

Remote work has become increasingly common, particularly in the wake of the COVID-19 pandemic. While it offers flexibility and reduces commute time, there are concerns about its effects on employee productivity and well-being. This study investigates these impacts, focusing on both the advantages and potential drawbacks of remote work.

Literature Review

Previous studies have highlighted various benefits of remote work, such as increased flexibility and reduced commuting stress (Johnson & Davis, 2020). However, some research points to challenges like social isolation and difficulty in maintaining work-life boundaries (Smith & Lee, 2021).

Methodology

The study employed a mixed-method approach, collecting quantitative data through a survey of 150 remote workers and qualitative data through interviews. The survey measured productivity levels and well-being indicators, while the interviews provided deeper insights into personal experiences with remote work.

Results

The survey results indicate that most participants experienced an increase in productivity and better work-life balance due to remote work. However, a significant minority reported feelings of isolation and difficulties in maintaining a clear boundary between work and personal life.

Discussion

These findings suggest that remote work can be beneficial for productivity and well-being when managed effectively. Organizations should consider providing support for remote workers to mitigate feelings of isolation and help maintain a healthy work-life balance.

Conclusion

The study concludes that while remote work offers substantial benefits in terms of productivity and flexibility, it is essential for organizations to address potential issues related to social isolation and work-life boundary management to ensure employee well-being.

References

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