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An Empirical Study on REMOTE WORK

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ABSTRACT: Remote work is also known as teleworking. Which means the action or practice of working from home, making use of the internet, email, and telephone. In other word we can say mobile work and distance work. During the COVID-19 pandemic millions of workers began remote work for the first time. Increase in remote work led to decrease in global CO₂ emissions. Remote work can reduce costs for organization, for example office space such as parking, computer equipment, office supplies. It also reduces costs for workers such as the costs of travelling and clothing. It may make it easier for workers to balance their work responsibilities with their personal life, for example caring for children or elderly parents. It is the best way to increase employee productivity. A 2021 study showed 6 out of 10 workers reported being more productive working from home. A 2021 employee survey report preferring a more flexible working model. It is a good way to access more employees. It gives relocation opportunities to employees. Hence, Remote work is very important and useful tool now a days for both organization as concern as employees. It provides safety, security, and satisfaction to female employee as well as male employee. On top of that it is flexible as well as reducing the workload of employees. Apart from that it is eco-friendly in nature. 58.6% of the total US workforce are remote workers. And it saves our time as well as money.

KEYWORDS: - teleworking, pandemic, eco-friendly etc.

I. INTRODUCTION

Remote work is the kind of practice of employees doing their jobs from a location other than the central office. Such locations could include an employee's home, a co-worker, other shared office, a private office or any other place which is situated outside of the traditional corporate office building or campus.

Remote work is basically a result of COVID-19 pandemic. Now a days remote work becomes popular day by day because it includes reduced or eliminating commuting times recruiting and hiring advantages as well as productivity improvements.

Remote working requires a mix of the right culture, process and technology. A successful remote workforce usually shares some common characteristics, including.

- Strong, reliable connectivity
- Communication and collaboration tools
- Healthy culture

Both individuals and organizations tend to choose remote work because it offers some clear-cut benefits. For example, remote workers typically work from an off-site location most or all the time. Sometime company hiring valuable employees, but employees are not able to relocate because of family. The solution to this kind of problem is remote work. It solves problems for both the side employee as well as the organization. Advantages of remote working is:

- Decreased and eliminated commutes.
- Enhance business continuity.
- Reduced need for corporate office space.
- Recruiting and hiring advantages

Analysis & interpretation:

Remote work has become increasingly popular in recent years, and the COVID-19 pandemic. has accelerated this trend, as many companies have been forced to adopt remote work as a way of maintaining business operations while keeping employees safe. As a result, there has been a significant amount of research conducted to better understand the impact of remote work on both employees and organizations.

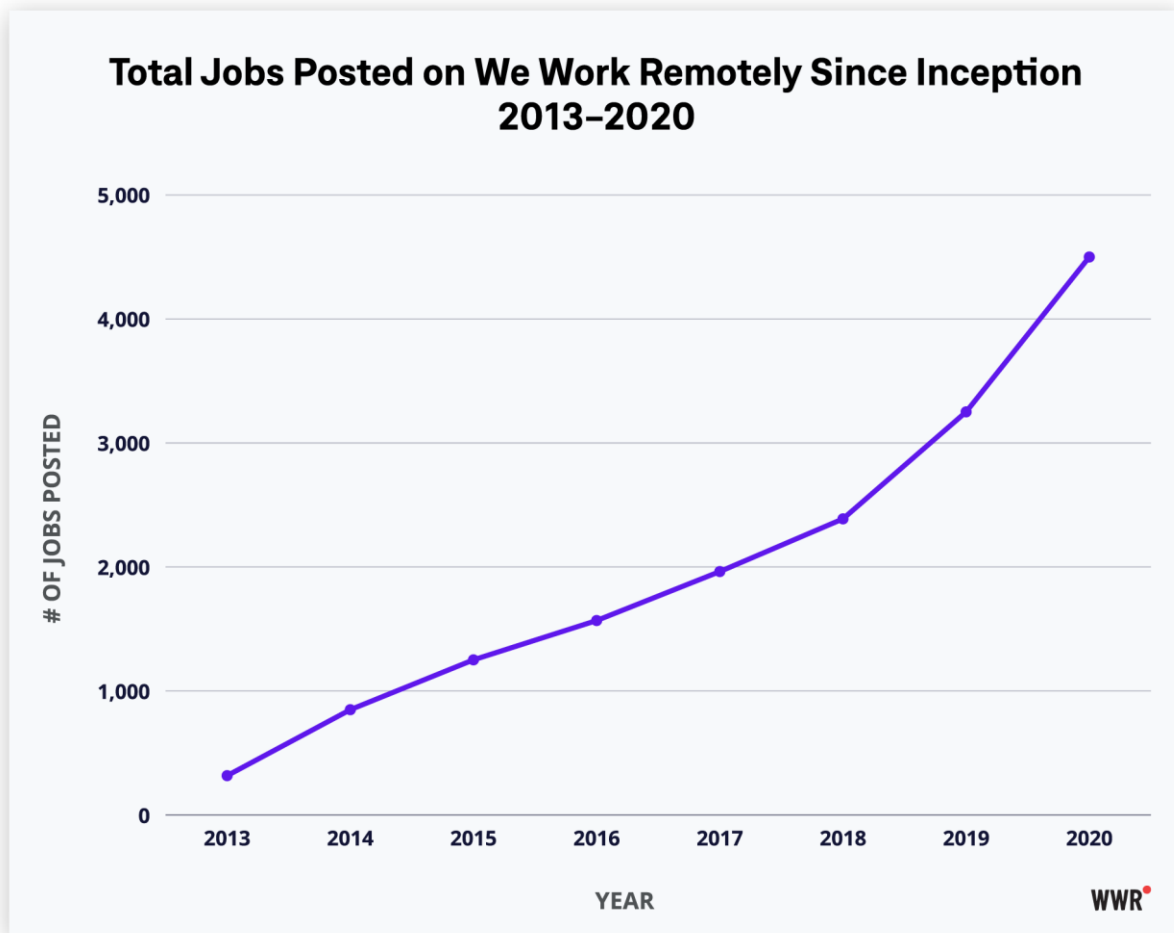
One of the main benefits of remote work is increased flexibility. Employees can work from anywhere with an internet connection, which can lead to a better work-life balance and increased job satisfaction. Remote work can also lead to cost savings for organizations, as they may not need to maintain expensive office space and other infrastructure.



However, there are also potential drawbacks to remote work. One of the biggest challenges can be maintaining a sense of connection and collaboration among remote workers, as communication can be more difficult when employees are not physically together. Remote workers may also experience feelings of isolation and burnout, as they may struggle to maintain a healthy work-life balance.

Research has shown that the use of effective digital communication tools is critical for the success of remote work. These can include video conferencing software, instant messaging platforms, and project management tools, among others. However, it is important to use these tools in a way that does not lead to overload or burnout.

Organizations that are considering implementing remote work policies should carefully consider the potential benefits and drawbacks, as well as the specific needs of their employees and the nature of their work. Remote work can be a valuable tool for increasing flexibility and productivity, but it requires careful planning and implementation to be successful.



II. RESEARCH METHODOLOGY

The research was conducted to determine the "remote Work". The study is an attempt to find whether remote work is effective and whether it is comfortable for the employee. The secondary data method is opted for collecting information.

For the study (article, website, and research papers) we consider my three main objectives.

such as, to find what the employees think about the

Remote work to study the myth among the employees and the complete findings are explained.

61% of workers are ready to accept a pay cut to maintain the remote work status. (The Guardian)

90% of remote workers said that their productivity level to be the same as working from the office. (Owl Labs)



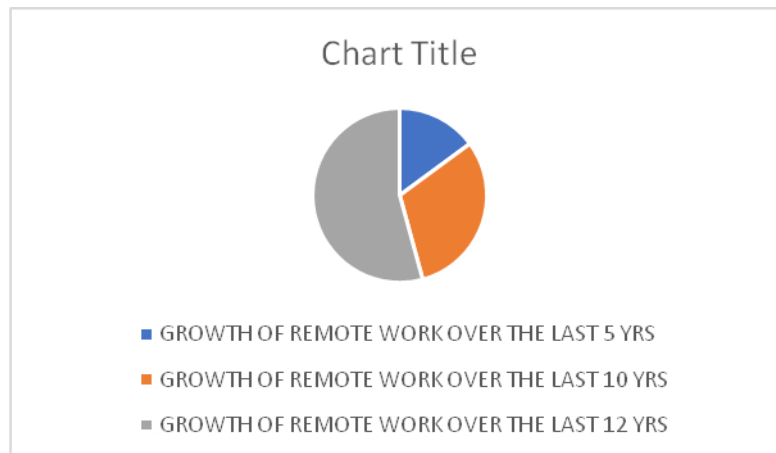
75% of people prefer remote work. (Find stack)

Employees working from home are 22% happy. (Apollo Technical)

48% of workers with flexible hours say they have an excellent work-life balance. (Flex Jobs)

16% of global companies are fully remote. (Find stack)

By 2025, 70% of the workforce will work remotely, at least five days per month. (Forbes)



Suggestion and Learnings:

- Take our communication skills to the next level through video calls, phone calls, online chat software.
- Clarify our expectations by providing updates and asking for clarification as needed.
- Set up the office and stick to them so co-workers need to know when we will be available.
- Dress for work e.g., not only will you want to look professional on video meetings, but getting dressed in the morning puts our brain in “work mode”.
- We will need to plan out in a structure manner.
- Creating a cool and new workspace at our home means setting up a home office space that is especially for our work and nothing else.
- Seek out time management tools.
- Set an alarm to remind you to take breaks, that keeps us refreshed.
- Avoid personal tasks.
- Be regular with exercise that will help us to combat the sedentary lifestyle.
- Create a strong support system.
- Be flexible, adapt to circumstances, and keep trying to develop good habits.

We will learn to excel in the virtual work landscape, we will learn how to build trust, increase productivity, and use digital tools. Remote work gives succeeding from anywhere.

Learn how to select the right digital tools to increase productivity and access to team members implement practices that will allow to be an effective leader. so many learnings are in remote work like create a plan in effective manner, develop strategies for ourself and our team also, it increase self-motivation also, its generate innovative idea, it is so flexible, employees are more comfortable in this remote work therefore the productivity is so high in this field. Remote work has long been an option for many organizations and employees. However, with the pandemic, many more organizations were forced to rapidly shift to remote work.

III. CONCLUSION

Remote work is a concern as best practices. There are some general best practices to create the conditions for success. These include clear guidelines and policies, team building, top-notch technologies. Here are some challenges also, for example productivity drains, mistrust and micromanagement, unreliable technology, the reluctant remote workforce. Remote work is a revolution for everyone during pandemic era. It also helps to maintain work life balance. Despite almost limitless flexibility in where to work, it gives satisfaction as well as reduces our stress. And the amazing thing about remote work is that it saves our valuable time. 99% of respondents said they were satisfied with their current



remote work situation and would like to continue working remotely. And it plays an important role in life of marriage women, and it is good opportunity for employee whether this a man or woman. Because of remote work only they can take care of their family and child with job. It maintains diversity in the corporate sector. And the result of this remote work increases day by day.

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