

# Impact of Remote Working on Employee Productivity

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*Abstract- In an era of digital advancements and the increasing demand for flexible working options, remote working has become a major aspect of the workplace. In this theoretical paper, the effects of remote working on employee productivity will be explored, and the existing concepts, theories, and literature will be examined. The study investigates the relationship between work-life balance, job autonomy, technological support, communication effectiveness and employee motivation and how these factors are associated with productivity in a remote setting. The paper also addresses the problems with having a remote workforce, such as social isolation, communication issues, distractions and issues with monitoring performance. The study draws on organizational behaviour and management theories and presents the positive and negative impact of remote working on employee performance. The results indicate that proper technological infrastructure, communication channels and management practices to help employees can boost their productivity. The paper sheds light on the changing nature of work and provides a theoretical basis for future empirical studies investigating the nature of remote working and productivity.*

**Keywords:** *Remote Working, Employee Productivity, Work-Life Balance, Job Autonomy, Digital Technology, Employee Performance, Virtual Communication, Flexible Work Arrangements, Organizational Support, Telecommuting*

## I. INTRODUCTION

In recent years the nature of work has changed drastically in the wake of fast changing technological advancements, globalization, and the expectations of employees. Staff working remotely, or away from a normal workplace, using digital communication/computer interaction and collaboration tools to work out of the office to accomplish the job duties is one of the most significant developments. While the idea of remote work wasn't new, the trend to remote or hybrid working has gained significant traction during the COVID-19 pandemic, leading companies around the globe to reconsider traditional office environments.

Distributed working has become an essential part of a contemporary organisational method and brings advantages like greater flexibility, decreased commuting time, cost savings and better work-life balance. In an organizational and management standpoint, remote work can be used to draw and keep talent, and improve the efficiency of operations as well. Workers are given more flexibility around work and personal lives.

While there are several benefits, there are also drawbacks to working from home. Employee performance and overall productivity may be impacted by such things as communication barriers, social isolation, work-life boundary conflicts, technology issues and less supervision. This has sparked a great deal of research interest within the academic community and considerable management interest in the effect that this type of working has on employee productivity.

Employees' productivity is one of the key indicators that can be crucial to such an organization's success, competitiveness and sustainability. Therefore, knowledge regarding the influence and productivity of teleworking are vital to both management and workers. While the motivation, communication, organizational support, and autonomy are now considered crucial for predicting performance in telework, various theories such as the Self-Determination Theory, Social Exchange Theory, and Job Characteristics Theory offer insight into the role these factors may play in employees' performance in telework environments.

The purpose of this theoretical paper is to explore the effect of working remotely on employee productivity through the review of the concepts, theories and existing literature. The paper reflects the advantages and disadvantages of telework, and reveals some of the factors affecting productivity at a distance. This paper builds on the existing literature on flexible working

arrangements and serves as a basis for future studies and organizational decision-making.

## II. LITERATURE REVIEW

This phenomenon of remote working has become an interesting topic to focus on among the research fraternity because of its booming penetration and the potential it brings in enhancing employee productivity. There are several studies that have investigated the positive and negative impacts of telework, and the findings of these studies give insights into the effects of telework on employee performance and business results.

Gajendran and Harrison (2007) stated that remote working can have a positive impact on employee performance by enhancing employee satisfaction, decreasing work related stress and preparing flexibility. According to their meta-analysis, remote workers are more likely to have greater autonomy and that helps to increase the productivity and efficiency of employees.

Bloom et al. (2015) exerted a study on remote workers and disclosed that workers at home are more productive than office workers. The higher productivity claimed to be the result of better working environments, less travel time and fewer disruption at work. The study also revealed less turnover and increased job satisfaction amongst telecommuting employees.

Allen, Golden and Shockley (2015) noted that remote work provides working population with more autonomy of their work schedule and thus contributes to improvement of work-life balance. Creating a balanced relationship between work and life can positively impact employee motivation and productivity. But the authors also noted that "overworking from home could result in loneliness and low socialization".

Wang et al. (2021) found that remote work is impacted by a variety of factors such as the technological support, communication quality, organization, and self-discipline of the employees. The research recommended that organizations have to equip colleagues with sufficient resources and

communication pathways for remote working to reap maximum benefits from them.

Theoretically, the Self-Determination Theory proposes that the reason why autonomy is an important motivator of employee productivity and motivation. When employees are working remotely, they have more freedom in managing their tasks and this increases their intrinsic motivation and productivity. In the same way, moving toward autonomy and responsibility is linked with positive work outcomes and employee effectiveness in the context of Job Characteristics Theory.

While it has its pros, there are some drawbacks to consider when working remotely, as identified in several studies. Golden, Veiga and Dino (2008) concluded that employees that use remote work too often can feel like they are isolated from others, have less access to the integration of teams, have limited career advancement opportunities and more. These can have a long-term detrimental impact on employee engagement and productivity.

In addition, communication issues continue to be on the top of the list in remote working situations. Team coordination or functionality in work may be decreased with the lack of face-to-face communication, as a result of misunderstandings or delays in information sharing. The need for collaborative toolsets and best practices for digital information has been emphasized in addressing these challenges.

In summary, available literature has suggested that remote work benefits the employees' productivity if organized in a proper way with the suitable technology and communication. Yet individual, technological, and organizational factors influence its success in large part, affecting employee remote experiences.

## III. METHODOLOGY

The research in this paper is theoretical and descriptive types. The research uses only secondary data gathered from published academic papers, research papers, books, journal publications, conference papers, and reports on remote working and productivity.

This study adopts a systematic evaluation classifies the review to analyze the previous study results and synthesize the theories and concepts related to the subject being studied. Literature useful for determining the economic viability and motivation of remote working, employee performance, work-life balance, job autonomy, the support provided by the organization, and the role of technology in affecting employee productivity was identified and selected from the academic peer-reviewed journals and published research reviewed in recognized academic databases.

The gathered data was compiled, analysed and categorised by themes to identify major benefits and challenges and determinants of the productivity of employees working remotely. Theories such as, Self-Determination Theory, Job Characteristics Theory and Social Exchange Theory were measured and explored to gain a theoretical understanding of the link between telework and productivity.

Analysis of the study is qualitative; it is intended to gain a conceptual understanding about the impact of remote working on employee performance. The findings result in the analysis and integration of literature, rather than from original research. This paper method offers a solid theoretical basis on which to think about the issues that arise because of remote work and offers suggestions as to other empirical studies to be carried out in the future.

#### IV. CONCLUSION

In an era where technology has significantly streamlined the world of work and the desire to work remotely has grown, this new working mode has become vital to the modern workplace. This theory research explained the effect of remote work on employee productivity, based on the existing literature and theory. Based on the results, there are definite benefits to remote work that can positively impact employee productivity, including more flexibility, autonomy, better work-life balance, and work time saved not spent traveling. Such factors can generally lead to increased job satisfaction, motivation, and overall job performance.

The benefits of working remotely, however, are not without some drawbacks – with communication being only some of them, staff working remotely may find it difficult to interact with one another, experience social isolation and lack of face-to-face interaction, and have challenges in balancing work-life balance. Key factors in the success of remote working are good communication, self-control, technology and organizational resources.

In general, remote work can improve employee productivity and productivity by using the right management tactics and policies. Companies need to consider remote working in a balanced and supportive way, and aim to maximize the benefits of such work with a minimum of challenges. Future studies can be conducted on the long-term outcomes of remote work in various industries, occupational groups and organisational settings.

#### V. ACKNOWLEDGEMENT

I am grateful to my teacher/guide for his valuable guidance and support throughout this research work. I also want to thank my institution for the support and learning atmosphere that I have been offered. Last but not least, I would like to express my sincere gratitude to all my family and friends for their support and inspiration in completing this study.

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