**A STUDY ON THE IMPACT OF WORKING REMOTELY ON ENGAGEMENT OF EMPLOYEES PERFORMANCE**

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**ABSTRACT**

**As remote work becomes increasingly prevalent in modern workplaces, there is a growing need to understand its implications on employee performance. This study aims to investigate the effects of remote work arrangements on various aspects of employee performance, including productivity, job satisfaction, work life balance, and overall well-being. Employing a mixed-methods approach, data was collected through surveys, interviews, and performance metrics from a diverse sample of employees across different industries. Quantitative analysis revealed significant correlations between remote work frequency and productivity levels, with remote workers often reporting higher levels of task completion and efficiency compared to their in-office counterparts. By exploring these contextual factors, we provide actionable insights for organizations aiming to optimize their remote work policies and practices. Overall, this research contributes to the growing body of literature on remote work by offering a comprehensive understanding of its impact on employee performance. The findings underscore the importance of tailoring remote work arrangements to fit the unique needs and circumstances of employees, ultimately fostering a more productive and satisfying work environment in the increasingly digital age.**

**Keywords:** Employee Performance, Job Satisfaction, Work Life Balance….

1. **INTRODUCTION**

The impact of remote work on employee engagement and performance is a topic of growing interest among researchers and practitioners. Employee engagement refers to the emotional and psychological commitment employees have towards their work and organization, while performance relates to the outcomes and results achieved by employees in their roles. Employee engagement is the depth of emotional and mental connection that employees have with their work, team, and organization. It's more than just participating in activities or events; it's about driving performance. Engaged employees understand the company's goals and their role in achieving them, leading to better decision-making. Companies with engaged employees outperform their competitors, with higher earnings per share (EPS) and quicker recovery from economic downturns. Engagement is crucial for growth and innovation. To understand your organization's needs better, conducting an employee engagement survey is essential, distinct from a satisfaction survey. A remote workforce is less physically connected to the central office, missing out on team lunches, celebrations, and informal interactions that foster a sense of camaraderie. This disconnect affects the entire organization. Studies show that 87% of workers want to feel closer to their remote colleagues, highlighting the importance of maintaining strong connections. Gallup defines engaged employees as those who are involved, enthusiastic, and committed to their work and workplace, often tied to their belief in the transparency of the company and colleagues.

1. **OBJECTIVES OF THE STUDY**

# **Primary Objective:**

* To study the employee engagement through working from home.
* To study the factor affecting the employee engagement in the remote work.

**Secondary objectives:**

* To observe the effectiveness of the communication between the employee and the manager.
* To observe the social connectedness among the employees while remote working.
* To determine the career growth while remote working.

1. **LIMITATIONS OF THE STUDY**

* Remote employees may feel isolated a lack of connection with their colleagues
* Remote workers may be distracted at home, which can make it hard to focus and be productive.
* Remote workers may have difficulty communicating with their team and internal communication.
* Remote employees may have more autonomy and independence, which can lead to a lack of productivity.
* Remote work can be a challenge for retention because remote employees may feel isolated and have a lack of connection with their colleagues.

1. **METHODOLOGY**

# **DESCRIPTIVE RESEARCH DESIGN**

Descriptive research aims to provide an accurate depiction of the participants involved in the study. In simpler terms, it focuses on describing the characteristics of the individuals who are part of the research.

# **SAMPLING TECHNIQUE**

**CONVENIENCE SAMPLING METHOD**

A convenience sample is a primary form of non-probability sampling techniques. It consists of individuals who are readily accessible or convenient to include in the study.

# **SOURCES OF DATA**

Data collection involves the process of gathering and preparing data. Primary data - is information obtained directly from original sources, such as surveys, observations, and experiments, without any processing or manipulation. In this study, 130 respondents completed questionnaires to provide primary data. On the other hand,

**Secondary data** - is information collected by someone other than the primary user. For this research, secondary data were gathered from websites, online journals, published reports, and literature reviews in published articles.

# **STRUCTURE OF QUESTIONNAIRE**

The questionnaire used in this study was split into two sections. The first section aimed to gather general information about the customers, while the second section focused on capturing the respondents' opinions regarding employee engagement during remote work. The questionnaire format included both multiple-choice questions and Likert scale questions.

# **SAMPLE SIZE**

This study utilized a convenience sampling method, with a sample size of 130 participants.

# **PERIOD OF STUDY**

The duration of study is from January to April which is a Four month of study.

# **LOCATION & TARGETED PEOPLE OF STUDY**

The study was conducted at Coimbatore for the people who are currently working from home.

1. **RESULTS AND DISCUSSION**

# **CHI SQUARE TEST**

Null Hypothesis: There is no notable difference in work intensification among employees based on their job roles while working remotely.

Alternative Hypothesis: There is a noticeable difference in work intensification among employees based on their job roles while working remotely.

**Case Processing Summary**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Case s | | | | | | |
|  | Valid | | Missing | | Total | |
| N | Percent | N | Percent | N | Percent |
| ROLE \* WORK | 130 | 96.7% | 3 | 3.3% | 130 | 100.0 % |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **ROLE \* WORK Crosstabulation** | | | | | | | |
| WORK | | | | | | | |
|  |  | 1 | 2 | 3 | 4 |  | Total |
| ROLE | 1 | Count | 14 | 4 | 8 | 0 | 26 |
|  |  | Expected Count | 13.3 | 6.4 | 3.3 | .6 | 29.0 |
|  | 2 | Count | 24 | 19 | 13 | 3 | 59 |
|  |  | Expected Count | 23.1 | 13.1 | 14.8 | .8 | 59.0 |
|  | 3 | Count | 20 | 14 | 10 | 0 | 45 |
|  |  | Expected Count | 20.1 | 9.8 | 8.1 | .7 | 45.0 |
| Total |  | Count | 63 | 38 | 27 | 2 | 130 |
|  |  | Expected Count | 63.0 | 38.0 | 27.0 | 2.0 | 130.0 |

|  |  |  |  |
| --- | --- | --- | --- |
| **Chi-Square Tests** | | | |
| Asymptotic Significance (2- sided) | | | |
|  | Value | df |  |
| Pearson Chi-Square | 4.923a | 6 | .554 |
| Likelihood Ratio | 5.768 | 6 | .450 |
| Linear-by-Linear Association | .048 | 1 | .826 |
| N of Valid Cases | 130 |  |  |
| a. 3 cells (25.0%) have expected count less than 5. The minimum expected count is .45. | | | |

# **Interpretation:**

With a Pearson chi-square value of 4.923 and a p-value of 0.554 (which is greater than 0.05), we reject the alternative hypothesis and accept the null hypothesis. This means that there is no significant difference between employees' job roles and the work intensification problems they face while working remotely.

**SIMPLE PERCENTAGE**

# **IMPACT OF** **REMOTE WORK IN WORK-LIFE BALANCE**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.No** | **Particulars** | **No.of. Respondents** | **Percentage** |
| 1 | Positive impact | 64 | 49% |
| 2 | Neutral impact | 38 | 29% |
| 3 | Negative impact | 28 | 22% |
|  | **TOTAL** | **130** | **100** |

**INTERPRETATION:**

From the above table it is clear that 49% of the respondents are impacted positively,29% of the respondents are impacted neutral on the work life balance, and the 22% of the respondents are impacted negatively work life balance. Thus the majority of the 49% of the respondents has a positive impact in the work life balance.

**SATISFACTION TOWARDS CURRENT COMPENSATION PACKAGE**

|  |  |  |  |
| --- | --- | --- | --- |
| **S.No** | **Particulars** | **No.of. Respondents** | **Percentage** |
| 1 | Satisfied | 36 | 26% |
| 2 | Dissatisfied | 26 | 20% |
| 3 | Highly satisfied | 38 | 29% |
| 4 | Highly Dissatisfied | 30 | 23% |
|  | **TOTAL** | **130** | **100** |

**INTERPRETATION:**

From the above table it is clear that 28% of the respondent are satisfied, 20% of the respondents are dissatisfied, 29% of the respondents are highly satisfied, and 23% of the respondents are highly dissatisfied. Thus the majority of the 39% of the respondents are Highly satisfied.

1. **RECOMMENDATIONS**

* Organization must work on to reduce work intensification.
* Hybrid model is the most suggested work model.
* A strict work time has to be regulated so that the employees could ensure a better work life balance.
* The organization must conduct fun events regularly so as to ensure better connectivity among workers.
* Offer flexibility in work hours to accommodate different time zones and personal schedules.
* Regular check-ins and team meetings to maintain communication and collaboration.
* Provide opportunities for virtual team building activities and social interactions to foster a sense of community.
* Establish boundaries between work and personal life to prevent burnout and promote well-being.

1. **CONCLUSION**

Remote work, especially in a hybrid model, can positively influence employee engagement by providing flexibility and autonomy. However, maintaining a strict work schedule is crucial to ensure a healthy work-life balance. Additionally, organizing regular fun events can significantly improve connectivity among remote workers. Overall, our findings suggest that organizations should consider implementing a hybrid work model and incorporating strategies to enhance engagement and performance in a remote work environment. The impact of working remotely on employee engagement and performance, we discovered several key findings. Firstly, the hybrid work model emerged as the most suggested approach, combining the benefits of remote work with the advantages of in-person collaboration. This model allows employees to enjoy the flexibility of working from home while maintaining essential face-to- face interactions with colleagues.

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