



A Study On Impact Of Remote Work At IBM

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ABSTRACT

Remote work is a kind of work process that helps the workers to do their job activities from distance or out of work surroundings. This study helps us to know the impact of remote work on employees of IBM and the impact of remote work on the employee's productivity. As we start to move beyond to COVID-19, a rise in remote working looks set to be the change in work practices most likely to stick long term. This research contributes to an important growing research agenda on remote and hybrid working, investigating its relationships with employee wellbeing, leader –member exchange. The primary data is collected by conducting an online survey to the employees of IBM through Google-form. Simple convenient sampling method is used to secondary data also collected from articles and reports. There is a positive and negative impact of remote work on the IBM employee productivity.

KEYWORDS: - Remote work, Improve working condition, productivity, IBM.

I. INTRODUCTION

The working environment significantly influences employee's productivity and desire to work in a dream company .with the use of new technologies, the staff can work in the office and remotely. As a result , there is a dispute about where work is more convenient whether in the office or work from home .The various factors influencing this , for instance the convenience of the way to the office or the employees ability to concentrate on work from comfortable environment.

A remote job is an opportunity to work from anywhere across the world, contributing to the employees freedom and flexibility. According to the center for the protection of National Infrastructure, this facility for freedom of movement is essential for retaining employees. Implementing remote work option the companies can expand the geography of finding talented employees in other countries, increasing the workforce diversity. With this the company can save space and resources by avoiding the need to organize an office.

Thus, businesses and people looking for work need to consider the pros and cons of different recruitment forms before deciding on their work process features. Remote work give more freedom to employees, makes the workforce more diverse and increase productivity .work in office, in turn can be more coordinated and productive. The choice may depend on activities of the company and the external circumstances in which it operates.

Remote work has affected income and few employees have experienced salary adjustments. Few allowances are taken away from the employees as they no longer have incurred the cost of commuting. Technology development has played a crucial role remote working. There are different forms of technology such as collaborative software, local area networks, internet access, and private visual networks that can facilitate teleworking.

OBJECTIVES: -

1. To study the impact of remote work at IBM.
2. To study the impact of remote work on the employees productivity at IBM.

THE IMPACT OF REMOTE WORK AT IBM ORGANISATION:-

- The various factors influencing the remote work at IBM are :-

➤ **Better work-life balance:-**

A very often complaint in today's world is the difficulty of marked a good work life balance. working seven or more hours a day leaves less time for family , especially when commutes and sleep are considered in. working from home remove lengthy commutes , enabling more time with love ones , And on days when employees aren't required to attend video meetings.

➤ **Higher productivity:-**

Remote workers resulted stable or increased productivity while working remotely when compared to working in office, according to great place to work report. During 2020, the steepest productivity improvements came in April and May, during the height of the pandemic. Much of this was due to the removal of daily commutes and lengthy in-person meetings.

➤ **Timeliness:-**

When working from home many of the factors that cause delays are reduced or removed, eliminated factors include oversleeping, being stuck in traffic and waiting in a long queue at the drive through to get morning breakfast. Being able to come out of the bed and start working is a big time saver.

➤ **Flexibility:-**

Remote work means employees can work from anywhere, not just their home. Coffee shops, beaches and other countries are few options. Flexible working hours can be beneficial to employees who are night awake, or to those who have small children. This freedom is invaluable for companies looking to stretch their working hours with a few staff. It is also an attractive advantage that enables employers to draw from a deeper candidate pool in the hiring process.

➤ **Results-oriented culture :-**

Remote work motivates a culture that values outcomes over hours of working. This leads to a results-oriented culture where employees are elevated based on their achievements alone. Without proper guidance, remote work can result in a culture of loss of productivity where employees feel the need to be constantly available to prove their productivity.

- From an organizational perspective, remote work has also brought about cost savings for IBM. By embracing remote work, IBM has been able to reduce office space and overhead expenses. This has resulted in significant cost savings for the company, which can be redirected towards other important initiatives
- Furthermore, remote work has expanded the talent pool for IBM. With the ability to work remotely, IBM has been able to tap into a global talent pool, allowing them to hire the best and brightest from around the world. This has not only increased diversity within the organization but has also brought in fresh perspectives and ideas.

THE IMPACT OF REMOTE WORK ON IBM EMPLOYEES PRODUCTIVITY:-

- Remote and hybrid working can have both positive impact and negative impacts on workers' health and wellbeing. ONS data stated that in February 2022, almost half of those who worked remotely reported that it improved well-being (47%). Positive and negative health impacts differ by socio-demographic characteristics as well as individual factors, such as an employee's work satisfaction and personal situations. During the covid-19, impose home working has been among the almost common causes of workplace stress; still, it is difficult to put down findings on health and wellbeing from data gathered during the pandemic to remote and hybrid working, because of the broad impact of the pandemic on people's mental health and wellbeing.

- Remote work has revolutionized the way IBM employees work and has a profound impact on their productivity .firstly; the flexibility to work from anywhere has allowed employees to create a more personalized work environment that suits their needs. This has resulted in increased job satisfaction and motivation, leading to higher productivity levels.
- Moreover, remote work has eliminated the need for commuting, saving employee’s valuable time and energy. By avoiding long commutes and traffic jams, employees can now dedicate that time to their work, resulting in improved productivity. Additionally, the reduction in commuting-related stress has positively impacted their mental well-being, allowing them to focus better on their tasks.
- Furthermore, the use of digital collaboration tools and technologies has made it easier for IBM employees to communicate and collaborate effectively, regardless of their physical location. Virtual meetings, instant messaging, and shared project platforms have facilitated seamless collaboration, enabling employees to work together efficiently and accomplish tasks in a timely manner.
- Another significant impact of remote work is the ability to achieve a better work-life balance. With the flexibility to work from home or any preferred location, employees can better manage their personal commitments while still meeting work deadlines. This balance contributes to increased job satisfaction, reduced burnout, and ultimately, higher productivity levels.

NEGATIVE IMPACT ON EMPLOYEES PRODUCTIVITY:-

- One potential negative impact is the potential for decreased collaboration and communication among team members. When working remotely, it can be more challenging to have spontaneous conversations, brainstorming sessions, or quick problem-solving discussions. This can sometimes lead to a lack of synergy and slower decision-making processes.
- Another challenge is maintaining a sense of connection and company culture. Remote work can sometimes make it harder for employees to feel connected to their colleagues and the overall organization. Building relationships, fostering teamwork, and maintaining a shared sense of purpose can require more intentional effort in a remote work environment.

II. LITERATURE REVIEW:-

- ❖ Sharon Koifman, DistantJob’s President and Founder, has more than 20 years of experience leading remote teams. All his lessons, strategies, and tips are contained in Surviving Remote Work, the ultimate guide to remote work.
- ❖ Mark Kilby and Johanna Rothman both have a wealth of experience in the industry and they bring that with them to help explain problems and offer solutions.
- ❖ Fried and Heinemeier Hansson were the founders of 37 Signals, now known as Basecamp, so they know their remote stuff. If you’re looking for a title to change minds about remote work, Remote can do that.
- ❖ Lisette has written a book that can take you from office-bound work to a fully remote team. Part I is the background information, Part II is about how someone works remotely, Part III is all about the transition to remote, and Part IV leads you through managing a remote team.

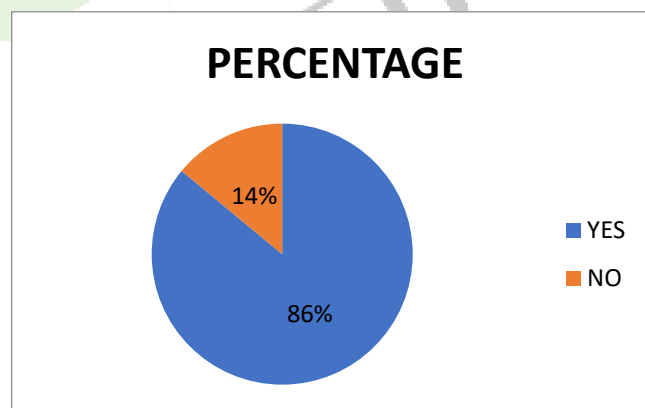
III. DATA ANALYSIS

1. Work from home policy (WFH) at IBM:-

What do employees think about the WFH policy at IBM? Explore insights about perks, benefits, and flexible hour

1. Can you work remotely?

S.NO	PERCENTAGE
YES	86%
NO	14%

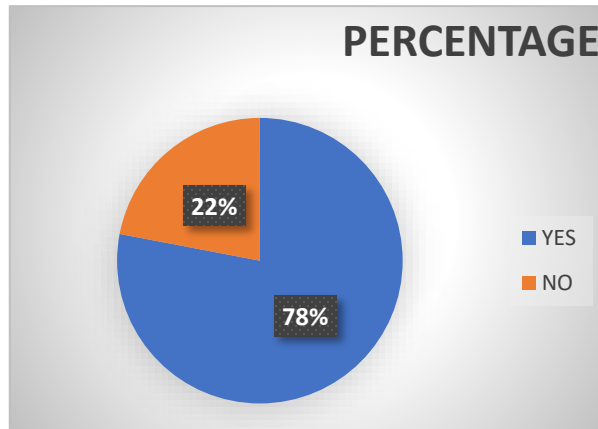


Interpretation:-

From the above pie chart, 86% of employee’s respondent to working remotely and 14% of employees respondents for not working remotely.

2. Are you satisfied with the work from home policy:-

S.NO	PERCENTAGE
YES	78%
NO	22%



Interpretation:-

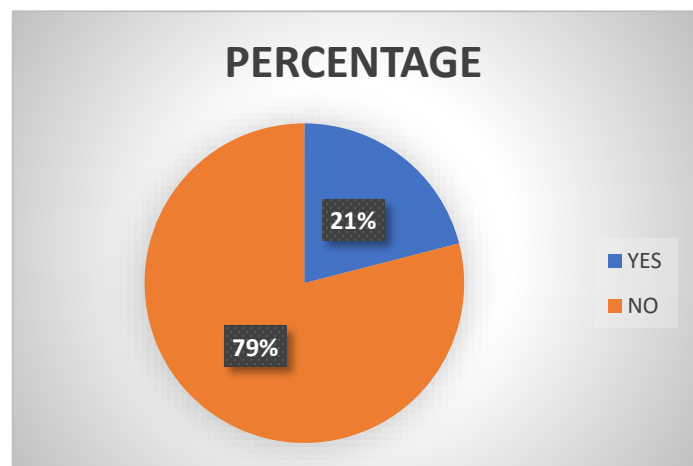
From the above pie chart, 78% of employees respondent are satisfied with WFH policy and 22% of employees are not satisfied with WFH policy .

➤ **WORK FROM HOME SUPPORT AT IBM :-**

Does the management at IBM support working from home? Explore work from home benefits, equipment and resources and other tools

- **Do you get an allowance for WFH costs?**

S.NO	PERCENTAGE
YES	21%
NO	79%

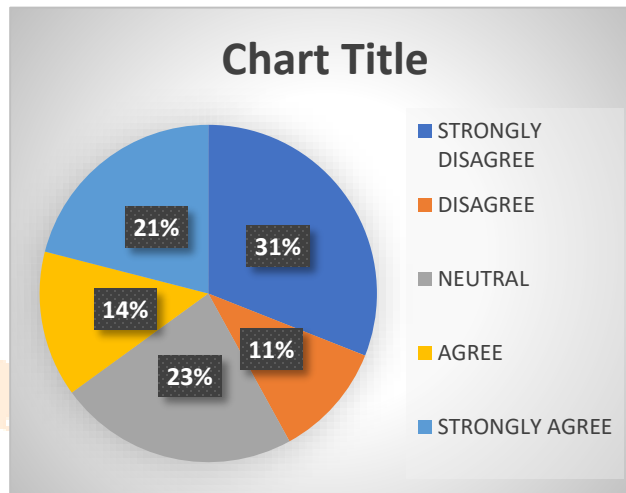


Interpretation:-

From the above pie chart, 21% of employees agreed with getting an allowance for WFH costs and 79% of employees disagreed with getting an allowance for WFH costs.

- **The WFH benefit is enough to cover costs.**

OPINION	PERCENTAGE
STRONGLY DISAGREE	31%
DISAGREE	11%
NEUTRAL	23%
AGREE	14%
STRONGLY AGREE	21%

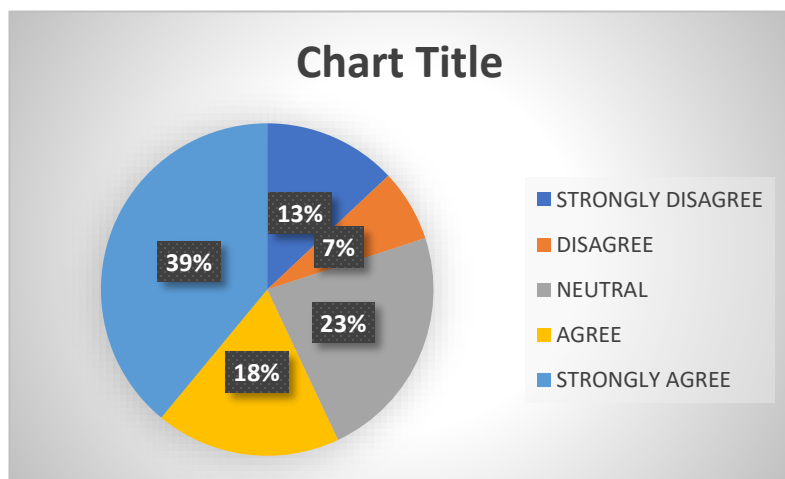


Interpretation:-

From the above pie chart, 31% of employees responds to strongly disagreed, 11% of employees disagreed, 23% of employees responds to neutral, 14% of employees agreed and 21% of employees disagreed with the WFH benefit is enough to cover costs.

- **Do you have the equipment and resources you need to WFH?**

OPINION	PERCENTAGE
STRONGLY DISAGREE	13%
DISAGREE	7%
NEUTRAL	23%
AGREE	18%
STRONGLY AGREE	39%

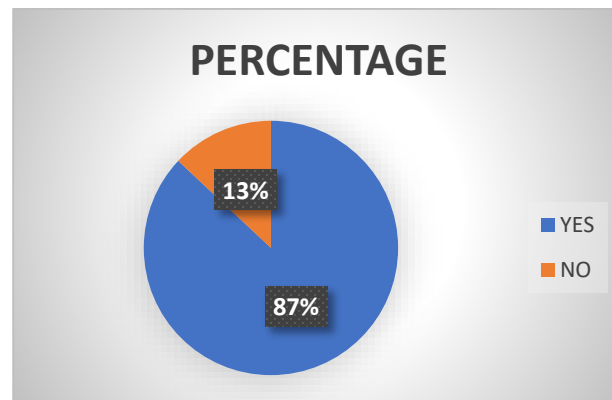


Interpretation:-

From the above pie chart, 13% of employees responds to strongly disagreed, 7% of employees disagreed, 23% of employees responds to neutral, 18% of employees agreed and 39% of employees disagreed with having the equipment and resources needed to WFH.

➤ **Can you leave for a planned appointment during the workday?**

S.NO	PERCENTAGE
YES	87%
NO	13%

**Interpretation:-**

From the above pie chart , 87% of employees respondent to taking a leave for a planned appointment during the workday and 13% of employees respondents for not taking a leave for a planned appointment during the workday .

IV. FINDINGS

1. Most of the employees agreed with working remotely.
2. Employees are satisfied with work from home policy.
3. Employees get the allowances for work from home costs.
4. Employees find it difficult to cover all costs that are benefited through WFH.

5. Employees are getting all the equipments and resources that are needed during WFH.
6. Employees are satisfied that they get leave for a planned appointment during the workday

V. SUGGESTIONS

1. Create a daily to-do list to stay organized and motivated.
2. Take regular breaks and stretch to avoid sitting for long periods.
3. Set boundaries between work and personal life to maintain a healthy work-life balance.
4. Stay connected with colleagues through chat apps or video calls to collaborate effectively.
5. Use productivity tools like project management software or time-tracking apps to stay on track.
6. Don't forget to take care of yourself by getting enough rest, eating well, and exercising regularly

VI. CONCLUSION

Remote work is not just a short-term solution; it's reanalyze the future of work. The advantages of remote work are clear, and it provides employees more flexibility and control over their lives. It also gives companies access to a diverse pool of talent and can takes to increased productivity and cost savings. As remote work continues to grow, it presents a distinctive opportunity for career growth, skill development, and exposure to new and exciting opportunities. By adapting to the remote work, companies can access to a global pool of talent, reduce overhead costs and increase productivity. Remote work is here to stay, and companies that embrace it will have a competitive edge in the modern workforce.

VII. REFERENCES

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