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## A study on influence of remote work on employee's performance

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**ABSTRACT-** This study is based on working from home and the aim is to assess the impact that working from home has on motivation and performance of employees working within organisation. Previous research around this topic has focused on how working from home is an extremely positive way of working and this has been possible due to newer technologies being readily available. The aim of this study was to look in depth at the experiences employees had whilst working from home and how each individual felt their motivation and performance levels were affected. A qualitative research approach was taken as part of this study which was carried out through the use of semi-structured interviews. This approach was taken in order to gather employees opinions and experiences to see whether any trends emerged in relation to their motivation and performance levels whilst working from home. The Working from home does higher motivation and performance levels of employees. Although there were mixed opinions presented as to whether employee performance levels were higher whilst working from home employees commented on how their performance levels would be affected negatively if working from home was removed. Overall it was clear to see the high levels of positivity surrounding working from home and how this impacts positively on employee motivation and performance levels, which can have positive effects on employee well-being, employee work life balance and also job satisfaction. In addition to this if employees are more motivated and performing to a higher standard then this is likely to also have a positive effect on the organization in terms of retaining staff and achieving more from their employees.

**Key words-** Work Attitude, Work from Home, Employee Performance.

## I. INTRODUCTION

This study will focus how employees within an organisation have the flexibility within their job roles of working from home, either when they themselves need to or when they are not required by the organisation to work in the office. This can otherwise be known as working from home, mobile working or agile working. This study aims to look specifically at the motivation and performance levels of employees who currently have the flexibility and opportunity of working from home and in addition to this how their work life balance may be affected based upon their motivation and performance satisfaction. This study aims to gain a further insight into working from home and whether this way of working should be introduced as an option for employees who currently do not work from home, this will be dependent on the outcomes of this study and if they are positive or negative in terms of employee motivation and performance levels.

develop the use of working from home is likely to develop and grow vastly. Although there are various researches that have been carried out on this flexible way of working, there are many mixed conclusions as to whether working from home is a positive or negative way of working in terms of how this can impact on employee motivation and performance levels

## II. OBJECTIVES OF THE STUDY

- To study the influence of remote work on employees performance
- To identify the strength and weakness of distribution channels To study the various problems faced by the distribution
- To study about the preference of numeric brand among dealers
- To analysis in improving brand, product or service through the effectiveness of the distribution channel
- Research may be defined as systematic gathering of data and information and analysis of advance of knowledge in any subject research attempts to find answer intellectual and practical question through application of systematic methods contain:

Research design

- Population size
- Sample size
- Sampling method
- Source of data
- Statistical tools

### III. REVIEWS OF PAST STUDIES

Kurland and Bailyn (cited in Tietze and Musson, 2010) outlines that over the past years there has been a shift in the style of work carried out in terms of employees location of work. Employees have expanded their location of the working environment in order to have the opportunity of carrying out their day to day tasks at any time, in any chosen location.

Ellis (2016) outlines that the number of employees working from home in the UK has increased over the last 10 years by around a fifth which has raised the overall number of employees working from home to 1.5 million. The Trades Union Congress (2013) outlines that more male than female employees are working from home, however, there has also been a noticeable rise over the last few years in the number of women working from home. While both of these studies reflect statistics in the UK it is interesting to see that there is a rise in this way of working and although this study is not Irish based it is clear to see that this way of working is more developed in the UK and could have the same potential impact for Irish organisations.

According to Morley, Gunnigle and Haraty (1995) literature at the time outlined that the nature was extremely loose in terms of the Irish labour market which provided and attempted to facilitate to provide higher levels of flexibility. However, at this time there was some concern as to what changes were going to be made in relation to this. This study by Morley et al (1995) suggests that flexible working strategies can assist in more responsiveness within organisations. There was also some concern around working from home and it was suggested in this study that working from home was the least used flexible working option in Ireland. However, this study concluded that there has been a shift in the ways of working due to various labour market changes, including the recession. This study suggests that organisations have had to adapt to these changes in order to survive and manage their costs, demands and inputs which suggests that there has been an increase in flexible working practices across Ireland.

Additionally, Wheatly (2012) outlines that flexible working practices within the public sector are generally available for all employees, however, this way of working may not always be available for managers within the organisations because there is a sense that managers should be available in the office to be responsive towards their employees. This study also indicates that within the private sector there wouldn't be any sort of formal policy put in place for this way of working.

According to Morganson, Major, Oborn, Verive and Heelan (2010) most literature at this time focused on categorizing employees in terms of job satisfaction and work/life balance. This literature was said to have a focus on either office based worker and employees working from home. This study concluded that research needs to be carried out to focus on different working activities and arrangements, hence why there is a further need for more studies to be carried

out within this area.

## **METHODOLOGY**

A research methodology is a systematic plan for conducting research. The process used to collect information and data for the purpose of making business decisions. The methodology may include publication research, interviews, surveys and other research techniques, and could include both present and historical information. The type of research used in this project is descriptive research design. Descriptive research designs help provide answers to the questions of who, what, when, where, and how associated with a particular research problem; a descriptive study cannot conclusively ascertain answers to why. Descriptive research is used to obtain information concerning the current status of the phenomena and to describe "what exists" with respect to variables or conditions in a situation. Primary data is defined as the data that is obtained through first-hand investigation, it includes information collected from interviews, experiments, surveys, questionnaires, focus groups and measurements. The key point in primary data is that the data collected is unique. In this study questionnaire is used as primary data collection method. Secondary data is data that is widely available and obtained from another party. Secondary data can be found in publications, journals and newspapers. For this study the data is collected from journals, websites and also from data manual of the company. The entire population of the organization is about 110 members. Sample refers to a set of observations drawn from a population. Often it is necessary to use samples for research, because it is impractical to study the whole population. The sample size of the study is restricted to 110. Though there are chances of surveying entire population it has been restricted to 110 due to time factor and interest of respondents. Sampling techniques are the strategies applied by researchers during the statistical sampling process. It is the methods used in drawing samples from a population usually in such a manner that the sample will facilitate in making conclusion from the population. Simple random sampling is used as sampling technique for the purpose of selecting respondents. Simple Random sampling is the basic sampling technique where we select a group of subjects that is sample for study from a larger group (population). Each individual is chosen entirely by chance and each member of the population has an equal chance of being included in the sample. A simple random sample is meant to be an unbiased representation of a group. A study on employee burnout in organization was carried out for a period of about three months. The study was carried out from the month of December and terminated at the month of February. A data collection technique, where in the respondents is given with the questionnaire and are asked to give answer to the series of questions, written about the employee burnout in the organization. The structure of the questionnaire was designed with demographic factor questions, multiple choice questions and scaling questions for

calculating burnout. This provides with the allowance of flexibility to the respondent to respond to the questions with the ability to qualify the answers. The questionnaire is designed to be simple and easy, with the proper length. The terms used are explained clearly and arranged in a proper logical manner

#### IV. DISCUSSIONS

On completing the project “A study on influence of remote work on employees performance”, To find out the burnout the analysis was done with the structure questionnaire with easy understanding flexible and clear performance level. The analysis was made to influence the performance among employees.

##### HYPOTHESIS 1:

##### NULL HYPOTHESIS (Ho):

There is no significant different between experience and adequate communication

##### ALTERNATIVE HYPOTHESIS (H1):

There is significant different between experience and adequate communication

##### ANOVA

##### EXPERIENCE

	Sum of Squares	Df	Mean Square	F	Sig.
Between Groups	2.381	4	.595	.518	.723
Within Groups	120.710	105	1.150		
Total	123.091	109			

##### INTERPRETATION :

From the anova table the sig.value is greater 0.723 is greater than 0.05. hence we accept the null hypothesis. therefore there is a significant difference between experience and adequate communication.

#### 4.2.2 ANOVA

##### NULL HYPOTHESIS (Ho):

There is no significant different between age and quality communication

##### ALTERNATIVE HYPOTHESIS (H1):

There is significant different between age and quality communication

#### ANOVA

##### AGE

	Sum Squares	of Df	Mean Square	F	Sig.
Between Groups	3.715	4	.929	2.089	.087
Within Groups	46.685	105	.445		
Total	50.400	109			

##### INTERPRETATION :

From the anova table the sig.value is greater 0.087 is greater than 0.05. hence we accept the null hypothesis. therefore there is a significant difference between experience and adequate communication

#### 4.2.3 CHI SQUARE

##### NULL HYPOTHESIS (Ho):

There Is no significant association between gender and supportive communication

##### ALTERNATIVE HYPOTHESIS (H1):

There is significant association between gender and supportive communication

### Chi-Square Tests

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	6.697 <sup>a</sup>	4	.153
Likelihood Ratio	8.551	4	.073
Linear-by-Linear Association	3.006	1	.083
N of Valid Cases	110		

a. 4 cells (40.0%) have expected count less than 5. The minimum expected count is 1.67.

### INTERPRETATION :

From the chi square table the sig.association value 0.153 is greater than 0.05. hence we accept the null hypothesis. therefore there is no significant association difference between gender and supportive communication.

### IV. CONCLUSION

This study set out to identify and explore motivation and performance levels of employees working from home and in addition to this to see whether this has any impact upon employees work life balance. This research was successfully compiled through the use of semi-structured interviews and by gathering a wide range of data from participants who work in an organization with the aim of meeting four key objectives, as outlined in the 'research question' section. Based on this, various findings were presented which supported the discussion regarding working from home in terms of motivation and performance levels. This section will provide a summary of the findings presented and in addition various recommendations will be offered. This research was carried out due to the fact that there was a current gap surrounding working from home, this gap being present as current literature surrounding this topic commented on how working from home was such a positive factor for employees and how this way of working was available due to newer technologies. However, the gap presented to the researcher was



that there was no indication throughout previous studies as to the impact that working from home has on the overall motivation and performance levels.

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