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# The Primary Influence Of The Work-From-Home Arrangement On The Physical Well-Being Of New Employees In Corporate Environment.

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**Abstract:** This study has been undertaken to investigate the potential impact of the work-from-home model on the physical health of new entrant employees in corporate settings. With the increasing prevalence of remote work arrangements, understanding their effects on employee well-being is crucial. Utilizing a quantitative approach, the study has examined various factors including ergonomic setup, work-life balance, commute patterns, nicotine consumption, and physical activity levels. Data is collected through surveys to assess the physical health outcomes of new entrant employees. The findings of this study suggest that newer professionals, with 1-3 years of experience, face more challenges, including ergonomic issues, unhealthy habits, and disrupted sleep patterns. This leads to increased junk food consumption, weight gain, nicotine urges, and sleep difficulties. Seasoned professionals, with 5-10 years and over 10 years of experience, adapt better, showing improved physical fitness and fewer health issues. Both groups recognize the need for targeted interventions to manage ergonomic setups, maintain physical health, and optimize productivity while working remotely.

**Keywords:** Work from Home, Remote work, New entrant employees, Corporate employees, Physical health, Ergonomics issues

## **1.INTRODUCTION**

In recent years, the landscape of corporate work environments has undergone a profound transformation with the widespread adoption of remote work practices, particularly the work-from-home model. This shift, accelerated by advancements in technology and changes in organizational culture, has offered new opportunities for flexibility and autonomy in the workplace. However, it has also raised concerns regarding its potential impact on various aspects of employee well-being, particularly their physical health.

The physical health of employees is a critical component of overall well-being and has significant implications for both individuals and organizations. As the boundaries between work and personal life become increasingly blurred in remote work settings, understanding the effects of such arrangements on employee health is paramount. This is especially relevant for new entrant employees who may be navigating the transition to

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remote work for the first time. Despite the growing prevalence of remote work, empirical research examining its impact on physical health outcomes among new entrant employees in corporate settings remains limited. Therefore, this study aims to address this gap by conducting a comprehensive investigation into the potential effects of the work-from-home model on the physical health of new entrant employees. By exploring various factors such as ergonomic setup, food consumptions, sleep patterns, and physical activity levels, this research seeks to provide insights into the mechanisms through which remote work may influence physical health outcomes. Through the use of a quantitative method approach, including surveys, this study aims to capture a nuanced understanding of the complex relationship between remote work and physical health of new entrant employees.

#### 1.1 Aim

Impact of work from home model on new entrant employee's physical health.

#### **1.2 Objective**

1. To examine the impact of work from home and unhealthy lifestyle choices and focus on the present scenarios of physical health conditions of new entrant employees working in a work from home model.

2. To examine the relationship between the availability of ergonomic office setups in home environments and the occurrence of ergonomic-related discomfort.

3. To evaluate the extent to which the lack of regular commute patterns and decreased physical activity opportunities contribute to changes in physical fitness among participants.

#### 2. Literature Review

- 1. The COVID-19 pandemic forced a rapid shift to remote work, impacting physical and mental health due to less activity, more junk food, reduced coworker interaction, and childcare duties. Distractions also hurt mental well-being. Many reported new health issues, especially women and lower earners. Factors like workspace setup and indoor environment quality influenced health outcomes. This study highlights WFH health challenges and suggests improvements. (Xiao, Y., Becerik-Gerber, B., Lucas, G. and Roll, S.C., 2021. Impacts of working from home during COVID-19 pandemic on physical and mental well-being of office workstation users. Journal of occupational and environmental medicine, 63(3), pp.181-190.)
- 2. The diverse impacts of working from home (WFH) on mental and physical health. Although studies are limited, some consistent principles can help improve conditions and reduce negative effects. Regular communication and consideration of the home environment and financial burdens are essential. Longitudinal research is necessary to develop guidelines for optimal WFH conditions that support employee health and well-being. (Oakman, J., Kinsman, N., Stuckey, R., Graham, M. and Weale, V., 2020. A rapid review of mental and physical health effects of working at home: how do we optimise health?. BMC public health, 20, pp.1-13.)
- 3. WFH was widely adopted during the pandemic to promote health and job security, but its direct impacts have been underexplored. Using an instrumental variable strategy to control for selection bias, focusing on mobile device use, the findings reveal that WFH positively affects subjective well-being, particularly for men and middle-aged individuals, but has limited effects on objective health measures. This suggests that while WFH enhances well-being, its impact on physical health is less clear. (Denzer, M. and Grunau, P., 2023. The impacts of working from home on individual health and well-being. The European Journal of Health Economics, pp.1-20.)
- 4. A complex mix of negative and positive health effects emerges, with certain groups being more vulnerable. Key areas for intervention include ergonomic design, use of online tools, promoting job autonomy, and positive work schedules. Occupational health nurses play a crucial role in addressing

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these issues, including improving sleep quality and encouraging physical activity. However, extending their role to the home raises privacy concerns, which can be mitigated through employer policies centered on well-being and worker rights. (Wells, J., Scheibein, F., Pais, L., Rebelo dos Santos, N., Dalluege, C.A., Czakert, J.P. and Berger, R., 2023. A Systematic Review of the Impact of Remote Working Referenced to the Concept of Work–Life Flow on Physical and Psychologic)

#### 2.2 Research Gap

Although there are a lot of research papers focused on Work from home, there are still some gaps among the research papers and this research paper will be focussed on those gaps.

- 1. Research papers are more inclined towards either both mental health issues and physical health issues as a whole, or on mental health of an employee, rather than entirely focused on physical health issues faced by the employees which is a key factor to be focused upon.
- 2. Several research papers have emphasised the difficulties encountered by corporate professionals, overlooking the unique circumstances of those who are just entering the workforce or have not accumulated as much experience as their longer-tenured counterparts. This difference in focus makes us wonder if current research really covers all kinds of work problems fairly and fully.
- 3. There is a lot of difference between the lifestyle of people who are staying with their roommates or alone and people who are staying with their family members. Their consumption of nicotine and junk food patterns. This part of the research needs furthermore analysis.
- 4. Most research papers talk about working from home, especially during the COVID time. But COVID is over now, and things have changed a lot. However, working from home is still popular, especially in new startup companies in India.

#### 2.3. RESEARCH QUESTIONS

1. How do changes in health-related behaviours, such as adapting junk food; nicotine intake; bad body posture among new entrant employees working remotely impact their physical health outcome?

2. What are the specific effects of the absence of regular commute patterns and reduced physical activity opportunities in remote work environments on various aspects of physical fitness, such as heart health, muscular strength, flexibility, and overall physical endurance, among new entrant employees?

3. What is the association between the availability of ergonomic office setups in home environments and the prevalence of ergonomic-related discomfort, such as back pain, neck strain, eye strain, and poor body postures, among new entrant employees participating in remote work arrangements?

4. What are the sleep patterns, sleep quality, and sleep hygiene practices of new entrant employees working from home, and how do these factors impact their physical health and overall well-being?

#### www.ijcrt.org 2.4. HYPOTHESIS

1. The absence of regular commute patterns and physical opportunities in remote work environments results in decreased levels of physical fitness among new entrant employees.

2. The lack of access to ergonomic office setups in the home environment results in a higher incidence of ergonomic related issues, including back-pain, neck strain, bad body postures among new entrant employees in remote working model.

3. There will be a significant difference in adapting junk food; nicotine intake; disturbed sleep pattern, between new entrant employees working remotely and those in work from the office model.

#### 3. Research Methodology

The main purpose of this paper is to understand the impact of work from home model on new entrant employees in corporate world.

#### **3.1 Research Methods**

The investigation targeted Indian youth to explore the effects of the work-from-home model on newly hired employees, utilizing a quantitative approach. Given the growing prevalence of remote work arrangements, particularly among younger demographics, understanding its implications on this segment of the workforce is crucial. Data collection involved a survey questionnaire administered to 54 respondents, forming the basis of the research. By analyzing the responses gathered through this survey, the study aims to shed light on the challenges and opportunities posed by remote work for newly employed individuals in India's youth demographic.

#### 3.2. DATA ANALYSIS

#### Survey

This survey includes two sets. First set of the survey is entirely focussed on the ergonomic issues and commute patterns and the second set of the survey is focussed on the junk food consumption, nicotine consumption and physical health of the employees. The analysis that follows showcases data gleaned from survey questions, organised by employees' experience levels. It sheds light on various pain points, notably including physical stress endured within the work-from-home model.

Table 1: This data highlights the differences in commute patterns between new entrant employees and long-tenured employees.

Č V	Prior to transitioning to remote work, how did you typically commute to your workplace?			
1-3 years. (42.59%)	11.11% people responded Car, 14.81% people responded Public transport, and 11.11% people responded Walking or biking			
3-5 years. (24.07%)	3-5 years. (24.07%)9.26% people responded Car and 7.41% people responded Public transport			
5-10 years. (12.96%)	7.41% people responded Car	5.56% people responded Less than 30 minutes and 3.70% people responded More than 2 hours		
(18.52%)	7.41% people responded Walking or biking	responded Less than 30 minutes		
(1.85%)	1.85% people responded Walking or biking	1.85% responded 1-2 hours		

Conclusion 1: The data suggests that commuting habits vary based on years of experience, with newer professionals often opting for more active modes of transportation and shorter commute times, while seasoned professionals may have longer commutes by car and less time spent walking or biking.

Table 2: This data highlights the differences in ergonomic issues between new entrant employees and long-tenures employees.

been		that ergonomic- related issues have impacted	physical fitness level since	physical health issues (e.g., weight gain, muscle stiffness, etc.) since	do you miss the
your current field or industry?	remote	L V	work and eliminating your commute?		associated with your previous commute?
	20.37% people responded No and 22.22%	11.11% people responded No and 31.48% people	12.96% people responded Declined moderately and	12.96% people responded No and 29.63% people	16.67% people
3-5 years. (24.07%)	11.11% people responded No and 12.96% people responded Yes	responded No and 14.81% people		11.11% people responded No and 12.96% people responded Yes	9.26% people
5-10 years. (12.96%)	1.85% responded No and 11.11% people responded Yes	12.96% people responded Yes		5.56% people responded No and	responded 2 and
Less than 1 year. (18.52%)	people responded Yes	3.70% people responded No and 14.81% people responded Yes	responded Stayed about the same	responded Yes	responded 3 and
More than 10 years. (1.85%)	1.85% responded Yes	1.85% responded Yes	1.85% responded Improved significantly	1.85% responded No	1.85% responded 1

Conclusion 2: Remote work has different impacts on physical health and productivity depending on experience. Newer professionals (1-3 years) face more ergonomic and health challenges, missing commuting's physical activity. Seasoned professionals (more than 10 years) adapt better, with improved fitness and fewer

health issues. This indicates a need for targeted support to help newer professionals with ergonomic setups and health maintenance while remote.

# Table 3: This data highlights the difference in the junk food consumption and physical exercise between new entrant employees and Long-tenured employees.

you been working in your current	-	How often do you consume fruits and vegetables in your daily diet since	engage in physical exercise or activity during	experienced any changes in your
1-3 years. (42.59%)	18.52% people responded Increased moderately and 7.41% people responded Decreased moderately	20.37% people responded Several	18.52% people	35.52% people responded Yes, i have gained weight
	7.41% people responded Increased significantly		responded 3-5	12.96% people responded Yes, i have gained weight
5-10 years. (12.96%)	7.41% people responded Increased moderately	5.56% people responded Daily	5.56%peopleresponded1-2times per week and5.56%peopleresponded Rarely	
year. (18.52%) More than 10	<ul> <li>7.41% people responded</li> <li>Increased moderately</li> <li>1.85% responded</li> <li>Decreased significantly</li> </ul>	times per week	1.85% responded	have gained weight 1.85% responded

Conclusion 3: Transitioning to remote work has generally led to an increase in junk food consumption and weight gain, particularly among those with less experience in their field. While fruit and vegetable intake has improved for some, physical exercise remains less frequent, highlighting a need for better health management strategies across all experience levels.

 Table 4: This data highlights the difference in the nicotine consumption between new entrant employees and Long-tenured employees.

been working in your		Since transitioning to your current work environment, have you noticed any changes in your nicotine intake?
1-3 years. (42.59%)		5.56% people responded Increased moderately and 5.56% people responded Stayed about the same. People with 0 intake. (22.22%)
3-5 years. (24.07%)	5.56% of people responded Multiple times a day. People with 0 intake (16.67%)	
5-10 years. (12.96%)	3.70% of people responded Rarely or Never. People with 0 intake (7.41%)	1.85% responded decreased significantly and 1.85% responded increased moderately. People with 0 intake (9.26%)
	3.70% people responded Multiple times a day and 3.70% people responded Rarely or Never. People with 0 intake (7.41%)	7.41% of people responded Stayed about the same. People with 0 intake (7.41%)
More than 10 years. (1.85%)	People with 0 intake (1.85%)	People with 0 intake (1.85%)

Conclusion 4: The data indicates that nicotine urges and intake are more prevalent among those with fewer years of experience in their field, with significant portions reporting increased use or consistent habits since transitioning to their current work environment. Conversely, those with the longest experience (more than 10 years) exhibit no nicotine use. Addressing nicotine dependence may be particularly beneficial for newer professionals to promote better health outcomes.

Table 5: This data highlights the difference in the sleep patterns between new entrant employees and Long-tenured employees.

How long			How often do			Do you feel that
have you	On average,		you	On average,		your sleep
been	how many	How would	experience	how many	How would	patterns and
working in	hours of sleep	you rate the	difficulty	hours of sleep	you rate the	sleep quality
your	do you get	quality of	falling asleep	do you get	quality of	impact your
current	per night	your sleep	or staying	per night	your sleep	physical health
field or	during		asleep during	during	during	and overall
industry?	weekdays?	weekdays?	weekdays?	weekends?	weekends?	well-being?
	12.96%					
	people					
	responded 6-7					
	hours and					
	11.11%			20.37%		
	· · ·	18.51%	14.81% people	1 1		24.07% people
-	responded 5-6		responded	responded 7-8		responded yes,
(42.59%)	hours	responded 3	Rarely	hours	responded 4	significantly
					7.41% people	
	7.41% people				responded 3,	
	responded 6-7				7.41% people	
	hours and				responded 4	
	7.41% people		9.25% people			14.81% people
	responded 7-8		-	responded 7-8		responded yes,
(24.07%)	responded	responded 3	Sometimes	hours	responded 5	significantly
		3.7 <mark>0% people</mark>				
			7.40% people			11.11% people
	responded 7-8					responded yes,
(12.96%)	hours	responded 4	Sometimes	hours	responded 4	significantly
		5.5 <mark>6% o</mark> f			-	
		people			7.41% people	
		responded 3		9.25% people	responded 4	
			5.56% people	-		11.11% people
year.	responded 6-7		responded	more than 8	people	responded yes,
(18.52%)	hours	responded 4	Rarely	hours	responded 5	somewhat
	1.85%			1.85%		
More than	responded		1.85%	responded		1.85%
10 years.	more than 8	1.851%	responded	more than 8	1.85%	responded yes,
(1.85%)	hours	responded 5	Rarely	hours	responded 5	significantly

Conclusion 5: Sleep duration and quality generally improve with more experience in the field, with those having more than 10 years of experience reporting the highest sleep quality and duration. However, a significant number of respondents across all experience levels recognize that sleep patterns and quality have a considerable impact on their physical health and overall well-being. This highlights the importance of addressing sleep issues to enhance well-being, especially for those early in their careers.

Hypothesis 1: The absence of regular commute patterns and physical opportunities in remote work environments results in decreased levels of physical fitness among new entrant employees.

Conclusion: Supported. The data shows that new entrant employees (1-3 years) often had active commute habits (e.g., walking or biking) with shorter commute times. The transition to remote work eliminates these physical activities, likely contributing to decreased physical fitness.

Hypothesis 2: The lack of access to ergonomic office setups in the home environment results in a higher incidence of ergonomic-related issues, including back pain, neck strain, and bad body posture among new entrant employees in the remote working model.

Conclusion: Supported. Newer professionals (1-3 years) face more ergonomic and health challenges, such as missing the physical activity associated with commuting. This suggests that the lack of ergonomic setups at home contributes to increased physical discomfort and health issues.

Hypothesis 3: There will be a significant difference in adapting junk food, nicotine intake, and disturbed sleep patterns between new entrant employees working remotely and those working from the office.

Conclusion: Supported. The data shows that Junk Food Consumption: Increased junk food consumption and weight gain are more prevalent among newer employees. Nicotine Intake: Nicotine urges and intake are higher among those with fewer years of experience, with newer professionals reporting increased use. Sleep Patterns: Sleep issues are common across all experience levels but improve with more experience, indicating a significant difference based on the duration of remote work experience.

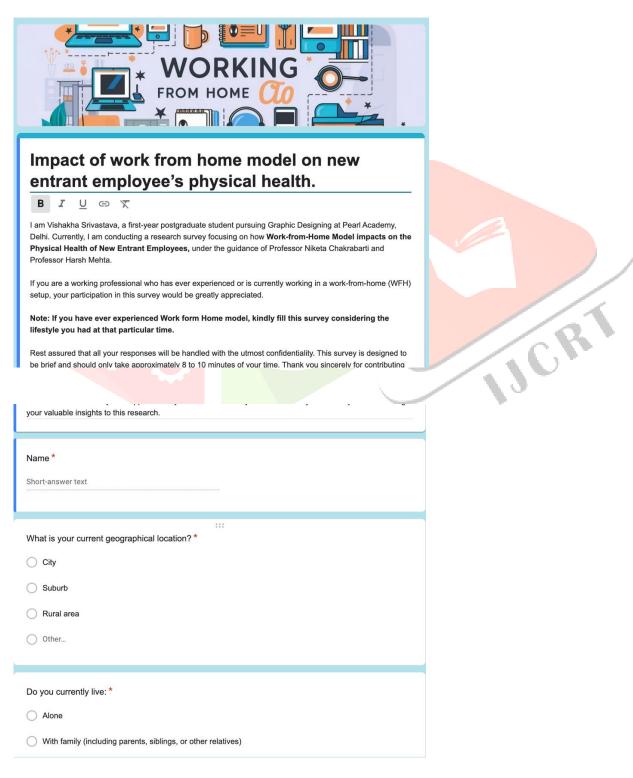
In summary, the data supports all three hypotheses, indicating that newer professionals face significant challenges related to physical fitness, ergonomic issues, and lifestyle habits when transitioning to remote work. Targeted support and interventions are necessary to help them maintain health and productivity.

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#### Appendix



With roommates	
O Other	
What is your gender identity? *	
O Male	
◯ Female	
O Non-binary/third gender	
O Prefer not to say	
What is your current employment status? *	
C Employed full-time	
C Employed part-time	
Self-employed	
Unemployed and actively seeking work	
O Unemployed and not seeking work	
What is your current job title or role? *	
Short-answer text	
How long have you been working in your current field or industry? *	
C Less than 1 year	
1-3 years	
3-5 years	
5-10 years	
O More than 10 years	
 How many hours per week do you typically work? *	JCR
C Less than 20 hours	
O 31-40 hours	
41-50 hours	
O More than 50 hours	
The initial section of the survey will concentrate on exploring ergonomics(design and	
arrangement of your workspace) and commuting habits. Description (optional)	
Do you have a dedicated workspace at home for remote work? *	
○ Yes	
O No	
* How often do you take breaks to stretch or change your sitting position during your remote	
workday?	

C Every hour	
Every few hours	
◯ Rarely	
O Never	
Have you experienced any of the following ergonomic-related issues since transitioning to * remote work?(Select all that apply)	
Back pain	
Neck pain	
Eye strain	
Bad body posture	
None of the above	
If you have experienced any of the above issues, please specify their severity with the time.	
O Mild	
Staying moderate	
O Getting severe day by day	
Do you believe that ergonomic-related issues have impacted your productivity while working * remotely?	
○ Yes	
() No	
Prior to transitioning to remote work, how did you typically commute to your workplace? $^{\star}$	
◯ Car	
Public transportation	
Walking or biking	JCR
O Other	
On an average, how much time did you spend or used to spend commuting to and from work * each day?	
Less than 30 minutes	
O 30 minutes to 1 hour	
1-2 hours	
O More than 2 hours	
$^{\rm \sc int}$ Have you noticed any changes in your overall physical fitness level since starting remote work * and eliminating your commute?	
Improved significantly	
Improved moderately	
Stayed about the same	
O Declined moderately	
<ul> <li>Declined moderately</li> <li>Declined significantly</li> </ul>	

On an average, how each day?						
C Less than 30 min	utes					
30 minutes to 1 h	our					
O 1-2 hours						
O More than 2 hour	S					
Have you noticed ar and eliminating your				itness level s	ince starting	remote work *
O Improved signific	antly					
Improved modera	ately					
Stayed about the	same					
O Declined modera	tely					
O Declined signification	intly					
On a scale of 1 to 5, commute?	how much o	do you miss	the physical	activity asso	ciated with yo	* our previous
	1	2	3	4	5	
Not at all	0	0	0	0	0	Extremely
Have you experience since starting remote Yes No					nuscle stiffne	ss, etc.) *
The next part of the much nicotine they Description (optional)	e survey wil	ll look at dif	::: ferences in			
				now much j	unk food pe	ople eat, how
On average, how ma consume per week r	any servings	s of junk foo	<b>y sleep.</b> d (e.g., fast f	food, sugary		
	any servings	s of junk foo	<b>y sleep.</b> d (e.g., fast f	food, sugary		
consume per week	any servings now compar	s of junk foo	<b>y sleep.</b> d (e.g., fast f	food, sugary		
consume per week i	any servings now compar cantly ately	s of junk foo	<b>y sleep.</b> d (e.g., fast f	food, sugary		
consume per week i Increased signific	any servings now compar cantly ately same	s of junk foo	<b>y sleep.</b> d (e.g., fast f	food, sugary		
consume per week i Increased signific Increased moder Stayed about the	any servings now compar cantly ately same rately	s of junk foo	<b>y sleep.</b> d (e.g., fast f	food, sugary		
Consume per week i Increased signific Increased moder Stayed about the Decreased mode	any servings now compar cantly ately same rately	s of junk foo	<b>y sleep.</b> d (e.g., fast f	food, sugary		
Consume per week i Increased signific Increased moder Stayed about the Decreased mode	any servings now compar cantly ately same arately icantly	s of junk foor red to before	y sleep. d (e.g., fast f e working ren	food, sugary notely?	snacks, etc.)	do you *
Consume per week in Increased signific Increased moder Stayed about the Decreased mode Decreased signific How often do you co	any servings now compar cantly ately same arately icantly	s of junk foor red to before	y sleep. d (e.g., fast f e working ren	food, sugary notely?	snacks, etc.)	do you *
Consume per week in Increased signific Increased moder Stayed about the Decreased mode Decreased signific How often do you cor remote work?	r use, and h any servings now compar- cantly ately same arately icantly	s of junk foor red to before	y sleep. d (e.g., fast f e working ren	food, sugary notely?	snacks, etc.)	do you *
Consume per week i Increased signific Increased moder Stayed about the Decreased mode Decreased signific How often do you cor remote work?	r use, and h any servings now compar- cantly ately same arately icantly	s of junk foor red to before	y sleep. d (e.g., fast f e working ren	food, sugary notely?	snacks, etc.)	do you *
Consume per week i Increased signific Stayed about the Decreased mode Decreased signific How often do you cor remote work? Daily Several times per	r use, and h any servings now compar- cantly ately same arately icantly	s of junk foor red to before	y sleep. d (e.g., fast f e working ren	food, sugary notely?	snacks, etc.)	do you *

Have you experienced any changes in your weight since starting remote work? $^{\star}$	
Yes, I have gained weight	
Yes, I have lost weight	
No, my weight has remained stable	
How often do you engage in physical exercise or activity during your remote workdays? $^{\star}$	
O Daily	
◯ 3-5 times per week	
○ 1-2 times per week	
◯ Rarely	
O Never	
How often do you feel the urge to consume nicotine products (e.g., cigarettes, vaping, etc.) * during your work hours?	
O Multiple times a day	
Once a day	
O Several times a week	
Once a week	
Rarely or never	
O Intake	
Since transitioning to your current work environment, have you noticed any changes in your * nicotine intake?	
Increased significantly	
Increased moderately	
◯ Stayed about the same	
O Decreased moderately	
O Decreased significantly	
0 intake	
How often do you experience difficulty falling asleep or staying asleep during weekdays?*	
Always	
Offen	
Sometimes	
Rarely	
O Never	
On average, how many hours of sleep do you get per night during weekends?*	
Less than 5 hours	
5-6 hours	
6-7 hours	
○ 7-8 hours	
More than 8 hours	



::: How would you rate the quality of your sleep during <b>weekends?</b> *									
	1	2	3	4	5				
Very poor	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	$\bigcirc$	Excellent			
Do you feel that you well-being?	ır sleep patte	rns and slee	p quality imp	pact your phy	rsical health a	and overall *			
Yes, significantly									
Yes, somewhat	Yes, somewhat								
O No, not really									
No, not at all	O No, not at all								

