

EUROPEAN INTERNATIONAL JOURNAL OF MULTIDISCIPLINARY
RESEARCH AND MANAGEMENT STUDIES

VOLUME04 ISSUE12

DOI: <https://doi.org/10.55640/eijmrms-04-12-16>

Pages: 87-92



RELATIONSHIP OF REMOTE WORK BETWEEN PRODUCTIVITY AND EMPLOYEE WELL-
BEING IN TECH INDUSTRY

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ABOUT ARTICLE

Key words: Remote work, prioritize, tech companies, well-being, productivity, workers, isolation, flexible, engage, communication, job satisfaction, stress.

Received: 01.12.2024

Accepted: 05.12.2024

Published: 10.12.2024

Abstract: This article explores the impact of remote work on productivity and workers' well-being. Despite, that remote work and these results are interconnected, the bond is rarely analyzed, especially in terms of the long-lasting consequences of remote work on employees in the tech industry. This study analyzes the relationship between productivity and worker welfare and survey data from tech employees across diverse organizations in the tech sector. Research reveals that remote work enhances productivity about, and most of the employees said that their anxiety or stress levels decreased. While some surveys demonstrated that this style has a negative effect. In conclusion, these results suggested that tech companies have to adopt to balanced remote work that prioritize employees well-being while maintaining productivity.

INTRODUCTION

The role of remote work in the tech sector has been a widely discussed topic around the world. Over the past few years, the COVID-19 pandemic has led to monumental changes in tech companies and their business models. However, the pandemic was not just the case inasmuch as ,this has been rising since before the pandemic, as this figure was 55% in 2016, and 65% in 2017, so it's obvious that remote working was popular in tech long before. Basically, working remotely means being able to engage in tasks and processes outside of the physical office and they use appropriate means of technology to connect with one another. An employee can perform his/her duties at home, in a co-working space or in many other places that are remote.

Remote work and productivity

Productivity is a measure of performance, whether economic or business, that indicates how efficiently a workforce, company, industry achieves their long and short term goals while maintaining high-quality results in company's reputation and success. While traditional productivity measures focus on hours worked and tasks completed, in tech companies, productivity often emphasizes cutting-edge innovations, employee performance metrics (KPIs), meeting project deadlines, and ensuring customer satisfaction (CSAT). Furthermore, productivity in tech organizations is mainly affected by major factors such as teamwork, adapting to modern means of technology and ways of working, and ensuring that resources maximally contribute to productivity.

Advantages and disadvantages of remote work on productivity

As research reveals that being a remote worker offers a variety of unique advantages. On the other hand, alongside its benefits, it brings some downsides too when it comes to productivity.

The advantages of remote work on productivity: Remote working models contribute to striking the balance between work and family life. Remote employees can spend most of their time with their families, which leads to higher employee satisfaction. At the same time, the fact that there are flexible hours that prevent employees from working at certain hours enables workers to complete their work at the desired hours. This flexibility improves productivity and strengthens the relationship between employee and employer. According to research by State and Work Productivity Report, 65% of full-time employees believe that working remotely would increase productivity, and their bosses agree. In fact, two-thirds of managers who were surveyed reported an increase in overall productivity from their remote employees. Similarly, it is widely accepted that a happy worker will produce 12% more work than an unhappy or disengaged one.

The advantages of remote work on productivity: Organizations of all sizes aspire to maintain their profits and, at the same time, try to minimize costs as much as possible so that they can maintain job satisfaction. In the case of employers, the major benefit is a significant reduction in real estate costs. In other words, with a fully remote team, businesses can save money on things like furniture or rent. According to FlexJobs, employers can save \$22,000 per remote worker each year, even with a partially remote team.

The disadvantages of remote work on productivity: On the contrary, there are also disadvantages regarding productivity in remote work. These are mainly due to the fact that employers do not have

enough resources to underpin teleworking systems effectively. Even when a company allocates the small amount of its company's resources that suggests remote work conditions, it is believed that these expenditures could negatively affect the company's overall structure. Additionally, increasing productivity in remote working models requires much more energy and effort, making it a complex, resource-intensive process.

The disadvantages of remote work on productivity: Although remote working has positive sides such as flexible working hours, it can cause many various anonymities in work and family life. For instance, there might be situations where the hours allocated for work and family do not overlap with each other. In this case, behavior causes conflicts based on time and tension. Moreover, the weakness in the communication negatively affects teamwork and employee interactions, causing to feel isolation and loneliness.

Remote Work and Employee Well-Being

Well-being for the employee in a technology organization involves the total condition of the physical, mental, and emotional health of the employees in their workplace. It also shows different elements which add value and satisfaction in their workplace performance, engagement, and satisfaction. The pressure to perform would make well-being essential especially in fast-paced and competitive environments of the technology industry, where assignments may be tough and long hours could lead to great stress management and more importantly, working in remote or hybrid work cultures. In order to increase productivity and employee satisfaction, companies need to give priority to employee well being and there are indeed challenges that come along.

Advantages and Disadvantages of remote work on well-being

After defining employee well-being in the context of tech companies, it is crucial to explore how remote working models influence this concept.

The advantage of remote work on well-being: As mentioned before, remote work is doing certain tasks outside the traditional company environments and doing it at desired times. Remotely working employees can start their day early and finish their assignments earlier compared to in the office. According to the report by the "Royal Society for Public Health" in the UK, it was revealed that 55% of the participants felt more stressed as a result of their commute. Furthermore, 32% said that working from home reduced their anxiety and/or stress levels, and 25% stated they noticed improved mental and/or physical health, according to a survey by GitHub.

The advantages of remote work on well-being: Working remotely allows workers to customize their own working environment to make it more comfortable and convenient. This may include furniture, preferred lighting, and a quiet environment free from distractions. Additionally, in this model employees are free from noise pollution, unnecessary conversations with colleagues, or even the occasional shouting of bosses. Controlling his or her work environment causes higher job satisfaction and reduced stress levels.

The disadvantages of remote work on well-being: One of the significant downsides of remote work is the potential for social isolation. The lack of face-to-face interactions with colleagues and managers makes it difficult for remote employees to engage. This can lead to feelings of loneliness and disconnection. 20% of remote workers said that they feel loneliness and disconnection according to a report by Buffer. This negative development can influence critically, leading to deep depression or stress.

The disadvantages of remote work on well-being: This flexibility of remote work can further cause workers to overwork. In this case, most remote employees will feel the need to be always available or available most of the time. This forces employees to work longer hours inasmuch as a more comfortable environment. As reported by Travel Perk, 38% of employees have experienced burnout from remote working conditions. Furthermore, 86% of employees working from home have faced extreme exhaustion. Studies found that overwork makes stress levels much worse in the workplaces of such employees and increasingly has a further negative impact on their mental health.

Possible Solutions

To maximize the benefits of remote work while mitigating its downsides in order to maintain employee satisfaction and productivity, employers should address these concerns.

1. To tackle isolation, companies should provide resources such as employee assistance programs, counseling services, and mental health awareness campaigns to support team members' emotional well-being. Or they can simply organize virtual social events and regular check-ins to foster a sense of community among the workers.
2. Employers can offer their workers flexible schedules and encourage regular breaks, intervals, or even vacations. Moreover, they should prevent employees from working beyond working hours by setting working hours and boundaries. Furthermore, they have to supply important tools for workers, such as IT support and reliable technology so that employee satisfaction increases.

Balancing Productivity and Well-Being

Nowadays, in many companies especially in tech companies employee well-being has been ignored and more profit-oriented, leading to burnout and stress. When people are exhausted physically, mentally, and emotionally, they are not able to focus on meaningful tasks or contribute to their work. On the other hand, leaders who prioritize employee health can create energy-inspired workplaces that keep employees motivated and ultimately enhance productivity. For example, there are some examples of companies that prioritized employee welfare: 1. Salesforce, 2. Microsoft, 3. Airbnb, 4. Patagonia, 5. Zappos. In fact, all of these companies have seen a significant increase in productivity of almost 25% and a reduction in employee stress levels of about 50%.

CONCLUSION

Remote work has radically changed the art of productivity and the welfare of employees in the case of technology companies. It comes with the disadvantages of both productivity and employee health, such as being isolated, experiencing burnout, and having limited resources. Nonetheless, the employees are benefitting from flexibility as well as less stress and more satisfaction. In order for both employees and businesses to thrive financially over time, it calls for a balanced approach on overall productivity and the level of employee well-being. The combination of appropriate practices and culture of work will contribute to the creation of a context that is conducive to innovation processes and for the satisfaction of employees. Remote work is a situation that isn't going away, so the tech sector should implement new tactics in executing their strategies to suit the growing expectations in the local employment market.

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