

Assessing the Effect of Remote Work on Employee Performance and Organisational Productivity: A Comparative Analysis of Traditional and Remote Work Settings.

Pan Rui, Amiya Bhaumik, Archita Chakraborty

¹ Lincoln University College, Petaling Jaya, Malaysia.

ABSTRACT

The objective of this research was to assess and compare the effects of traditional and remote work environments on the productivity and performance levels of all stakeholders, including both people and organisations. The research was conducted to assess and compare the effects of both alternatives. An investigation was conducted to identify the similarities and differences between the two distinct types of work environments. The objective of this research was delineated to examine the relationship among these three traits. A quantitative approach and a basic random sampling technique were used throughout the study endeavour. The goal of this was to make sure that the data collected was accurate and reflected the group of people being studied. The study's results show that conventional workplaces and remote workplaces were compared, and important performance measures including productivity, task completion, and creative output were looked at. The study also looked at how traditional and remote workspaces affected the organisation, such as how much work was done and how well objectives were reached. If digital technology and management methods are applied correctly, working from home may have a lot of benefits, such as more flexibility, happier employees, and improved productivity. There are some bad things about it, such as the fact that people can't talk to or collaborate with one other. This is one of the things that it possesses. On the other hand, normal office setups were good since they let people work together and were always watched. These rules, on the other hand, made it harder for workers to find a balance between their personal and professional lives. This made it harder for people to express their independence and have a good work-life balance.

Keywords: Remote Work Environments, Professional Lives, Organizations, Employee Performance, Corporate Efficiency.

INTRODUCTION

As more and more people work from home instead of in conventional offices, the topic of reorganising workplaces has become a key focus of research in organisational studies. This is due to the increasing significance of the concept of workplace reorganisation. A disturbingly large number of people are working from home, and this trend is likely to continue. Researchers have shown that the main features of traditional workplaces are linked to higher levels of cooperation, direct supervision, and a common organisational culture. There are numerous examples of these attributes, such as keeping a regular schedule, being there in person, and talking to co-workers in person. Another issue with these workplaces is that they make it harder to find a decent balance between work and home life and restrict the options workers have. This is just another reason why these workplaces are bad. On the other hand, more and more people are working from home these days because of advances in technology and events occurring throughout the world, such as the COVID-19 epidemic. There are many advantages to working from home, and these benefits are good for both individuals and businesses. There are certain particular benefits to working from home. This gives individuals more independence, which helps them execute their jobs well and maintain a good balance in their personal life. On the other hand, it helps companies save money and identify local talent, which is a big plus. Researchers are studying how working from home affects employee performance and

corporate efficiency over time. This is due to problems with communication, less team cohesiveness, and employees feeling alone. It is important to do empirical research on the disparities between the effects of traditional work environments and those of remote work settings on results for both persons and organisations (Hajjami & Crocco, 2024). Considering each of these separate consequences, this is one of the most important things the researcher need to do to be successful. The environment where people work has a direct effect on how well they can execute their tasks. This covers things like how productive someone is, how well they finish work, how creative they are, and how much they contribute overall. The researcher may call this connection a correlation since the link is so strong. The layout of the office is another thing that might affect how much work a company can get done. To get the outcomes the researcher want, it has to be made in a way that promotes teamwork, new ideas, and ongoing progress. Because of this, the workplace design has to be thought of very carefully. The objective of this research was to examine the effects of conventional and remote work environments, with remote work as the independent variable, traditional and remote settings as mediating factors, and organisational productivity and employee performance as the dependent variables at the core of the study. The aim of this study was to examine the importance of both types of work environments, and it was conducted with that goal in mind. The goal of this research is to get facts-based insights into how the design of a workplace affects the outcomes. The researcher got this information by doing quantitative research, which entails using systematic random sampling on a regular basis. Companies need to pay attention to what the data they get means so they can stay up with the quick changes that are happening at work (Jackson, 2024).

BACKGROUND OF THE STUDY

In recent decades, the historical backdrop of workplace dynamics has changed a lot because of new ways of working, better technology, and the growing effects of globalisation. As the world has become more connected, individuals have become more powerful. Individuals used to assume that conventional offices were the greatest places for companies to get work done and for individuals to accomplish their jobs properly. Having regular workdays, strong monitoring, and encouraging workers to communicate to each other directly were the most important aspects that helped these firms do well. In instances like these, managers need to be able to convince their employees to work together, share a culture, and communicate to one other while keeping a careful check on what they are doing and the results they are obtaining. On the other hand, they were experiencing a lot of difficulties since their calendars were packed, their commutes were stressful, and their professional and personal life weren't going well together. At first, working from home was a popular alternative, but it rapidly became necessary because of big concerns throughout the globe, such the COVID-19 epidemic and the advent of digital communication technologies. Companies might save money and recruit individuals from a broader variety of backgrounds if they let their employees work from home. Workers had more flexibility, businesses had more possibilities to execute their work, and companies could employ individuals from a larger variety of backgrounds. People have lost contact with each other, felt more alone, and maybe even became less of a team because they were exploited. But they accomplished a lot of great things. At some point during this transformation, individuals began to consider how the locations where employees perform their duties impact not just their job performance but also the overall productivity of enterprises (Balushi et al., 2022).

A growing number of individuals are opting to work from home or in other ways that are more flexible. Because of this, companies have had both theoretical and practical issues when attempting to find out the best ways to utilise various sorts of traditional and remote work settings. Individuals are anxious about these things since more and more individuals are working from home or other locations that provide them more flexibility. There are a lot of elements in the environment that may impact how successfully people accomplish their

work. Having digital technology at work, being able to seek support from management, and the way the workplace is set up are all examples of items that fall under this category. The place where someone works may have a major impact on how well they perform their job, how creative they are, and how well they finish tasks. A number of factors might have an effect on these things. On the other hand, how well people can adjust to their work environment has a big effect on how productive the company is. Some studies have shown that it makes people more productive and independent, while others have shown that it makes people less likely to work together and more likely to lose interest. This study aims to fill a gap in the existing literature by analysing the relative effects of traditional and remote work settings on employee performance and organisational efficiency. In this study, traditional and remote work environments functioned as mediating variables, whereas the degree of remote work conducted was the independent variable. The goal of this study was to assist companies strike a balance between making sure their workers can do their jobs, making sure their workers are happy, and letting them be flexible at work (Agwubuo & Okoro, 2024).

PURPOSE OF THE RESEARCH

The objective of this research was to examine the influence of traditional and remote work environments on employee performance and organisational productivity. The study primarily sought to examine the impact of remote work practices on both individual and group outcomes. The researchers were especially interested in how these acts affect the results for both individuals and organisations. The objective of the research was to do a comprehensive analysis of the impacts of remote work, which functioned as the independent variable. It also looked at how conventional and remote work settings affect how individuals conduct their professions by acting as mediating elements. The objective of the study was to assess the degree to which various working arrangements influence the overall efficiency and effectiveness of the organisation by examining employee performance and organisational productivity as dependent variables. The objective of this research was to provide objective insights into the impact of remote work on performance outcomes relative to traditional work environments, as well as the implications of the coexistence of both models on existing organisational structures. To attain this goal, a quantitative research design was utilised together with a basic random sampling procedure. The study also aimed to examine the relevance of conventional work settings in the context of the increasing prevalence of remote work practices. The goal was to help firms who need to improve how they manage their people in a workplace that is continually evolving by using ideas that are backed by research.

LITERATURE REVIEW

Despite the publication of several studies on the subject, significant information gaps persist about the impact of various work environments on individual worker productivity. Due to the COVID-19 pandemic, there is a lack of research on the long-term health impacts of remote labour on individuals. Most of the research that has been done has focused on the short-term effects of working from home on the health and productivity of workers who are physically present in the office. Conversely, there is a scarcity of research that thoroughly examines the long-term effects of remote and hybrid models on organisational success and worker dynamics. This is a problem that has to be addressed right now. Another reason for this disparity is because different research initiatives employ different ways to estimate productivity. This is another thing that makes this place what it is. This gap may occur because of this specific problem. This particular element is an extra reason for the difference that has been seen. It is hard to get data that everyone agrees on since some research utilise self-reported employee surveys and others use management assessments or performance indicators. This is because some research utilises questionnaires that ask employees to report on themselves. This particular issue has arisen due to the need for several studies to require workers to reveal their personal experiences.

Also, much of the study on this topic has been on knowledge-intensive businesses, such as the professional services sector and the information technology industry, from the beginning. This has been the situation since the region was initially set up (Rañeses et al., 2022). The researcher lacks substantial understanding about the impacts of traditional and distant work environments on workers engaged in sectors such as education, healthcare, and manufacturing, all of which are significantly reliant on face-to-face connection. Because of this, the researcher doesn't have a lot of information. This is because these sectors really need to be able to talk to customer service agents directly. The researcher has little knowledge on the impact of cultural and geographical elements on employee performance in emerging or Asian countries, since the bulk of studies have concentrated on Western settings. The primary reason for this is because most research have focused on Western settings. To accomplish the goal of closing these gaps and providing more detailed information about how traditional and remote locations affect performance results in different companies, more research is needed that is thorough, comparative, and specific to the setting. To provide further information, it is advisable to do this study (Pillai & Prasad, 2023).

RESEARCH QUESTION

- How does remote work influence employee performance?
- What is the effect of remote work on Traditional Work Settings?

RESEARCH METHODOLOGY

Research design

The researcher used SPSS version 25 for the quantitative data analysis. The direction and intensity of the statistical link were determined using the 95% confidence interval and odds ratio. A criterion of $p < 0.05$ was set by the researchers as being statistically significant. The data's essential characteristics were ascertained by a descriptive analysis. Information gathered from questionnaires, surveys, and polls, as well as data modified by computational tools for statistical analysis, is often evaluated using quantitative approaches.

Sampling

A random sample approach was used in the investigation. Data was collected via the use of questionnaires in the study. A total of 130 people were taken as a sample using the Rao-soft software. 200 were returned, and 50 were rejected because they were unfinished surveys out of a total of 300. During the investigation, 150 questionnaires were used.

Data and Measurement

The primary method for data gathering in the research was questionnaire surveys. In section A, participants were requested to provide fundamental demographic information; in section B, they were instructed to evaluate the significance of several channels, both online and offline, using a 5-point Likert scale. A detailed analysis of a complete array of secondary sources, including online databases, was conducted to get the necessary information.

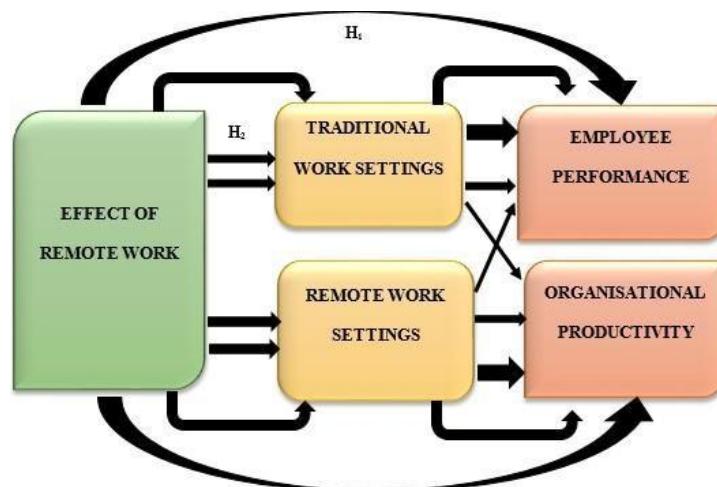
Statistical Software

The statistical analysis was conducted using SPSS 25 and MS Excel.

Statistical Tools

The basic features of the data were understood by use of descriptive analysis. Analysing the data using ANOVA is a researcher's responsibility.

CONCEPTUAL FRAMEWORK



RESULT

Factor Analysis

Finding previously unknown variables in publicly available data is a common use of Factor Analysis (FA). It is common practice to employ regression coefficients for assessments when there are no obvious visual or diagnostic signals. Achieving success in FA requires models. Finding errors, intrusions, and identifiable links are the goals of modelling. Datasets generated by different types of regression analysis may be evaluated using the Kaiser-Meyer-Olkin (KMO) Test. The researcher confirm that the model and the sample variables are representative. The numbers reveal that the data is redundant. Making the data more understandable is achieved by lowering the proportions. Any integer from 0 to 1 may be used as the KMO output. It is considered an appropriate sample size when the KMO value falls between 0.8 and 1. Kaiser states the following as the permitted limits:

The following are the standards that Kaiser has established for approval:

Unsatisfactory 0.60 to 0.69, a pitiful 0.050 to 0.059

Between 0.70 and 0.79 is a common range for middle grades.

With a quality point score ranging from 0.80 to 0.89.

Their jaws dropped when they saw the range from 0.90 to 1.00.

Testing the Adequacy of Sampling with KMO and Bartlett Measurement by Kaiser- Meyer-Olkin: .710

Here are the results of Bartlett's sphericity test:

With 190 degrees of freedom, the chi-square test is about significance = 0.000

This proves that claims made for the sake of sampling are genuine. The significance of the correlation matrices was determined by researchers using Bartlett's Test of Sphericity. According to the Kaiser-Meyer-Olkin measure, a sample is considered adequate if its value is 0.710. A p-value of 0.00 is produced using Bartlett's sphericity test. The correlation

matrix does not seem to be an identity matrix, as shown by a positive outcome of Bartlett's sphericity test.

KMO and Bartlett's Test ^a		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.710
Bartlett's Test of Sphericity	Approx. Chi-Square	4350.175
	df	190
	Sig.	.000
a. Based on correlations		

This proves that feedback given for the sake of sampling is valid. In order to determine if the correlation matrices were relevant, the researchers used Bartlett's Test of Sphericity. When the result is 0.710, the Kaiser-Meyer-Olkin measure considers the sample to be adequate. The result of Bartlett's sphericity test is a p- value of 0.00. Results from Bartlett's sphericity test that are statistically significant demonstrate that the correlation matrix is different from an identity matrix.

VARIABLES

Dependent Variable

- **Employee Performance**

Employee performance is the quality, effectiveness, and efficiency of the job that an employee does while carrying out their obligations and responsibilities at work. This is what "employee performance" means. This assessment looks at how well a person can utilise their skills, knowledge, and capabilities to reach both their own objectives and the goals of the organisation. It is common to judge performance based on important factors including productivity, accuracy, punctuality, problem-solving, teamwork, and following the organization's rules and values. This happens a lot. When the researcher break it down to its most basic parts, employee performance includes not just doing their jobs but also how they do them. A high level of performance is characterised by traits such as consistency, initiative, creativity, and adaptability to changing situations (Ferrara et al., 2022). On the other side, poor performance might mean missed deadlines, poorer productivity, or wasted time. The researcher may prevent these results by doing better. Along with getting things done, it includes things like working together, talking to each other, being a leader, and being devoted to the organization's objective. It also entails doing duties. There are a lot of things that might affect how well employees do their jobs. Some of the main things that are being looked at include motivation, job satisfaction, training, the workplace atmosphere, leadership, and the resources that are being given to workers. Businesses do performance assessments on a regular basis using structured assessment systems, feedback channels, and performance reviews. The goal of these tests is to find out what regions are strong and weak, as well as what areas could require more chances to flourish. People utilise the findings of these kinds of tests to decide on things like compensation, training, promotions, and career advancement (Hackney et al., 2022).

Independent Variable

- **Effect of Remote Work**

The term "effect of remote work" describes the good and bad things that happen when individuals do their jobs outside of the office, usually by using digital platforms and communication technology. These results might be good or bad, depending on the situation. Due to advances in technology, it has become much more important to work from a distance. This trend has been pushed even further by global occurrences like the COVID-19 epidemic. The effects of this phenomena affect not just individual workers but also companies and society as a whole. People who work from home may improve their work-life balance, have more freedom, and save time and money on their commutes. It is possible to have all of these advantages. When workers are given the ability to tailor their workday around their personal and professional requirements, they are often happier with their jobs and have more freedom (Saurombe et al., 2022). There is a potential that it will also have negative effects, such as making people feel lonely, making it hard to keep work and home life separate, and making it hard to stay motivated and disciplined. All of these things may happen. Businesses may be more productive, save money on office equipment, and hire people from all over the world instead of just in their own area. These are some of the good things that working from home may provide for businesses. At the same time, businesses could have trouble with things like communication, collaboration, supervision, and keeping the culture of their own organisations alive. Not only do they become important, but they also become quite important when it comes to keeping data safe and keeping employees interested. When looking at remote work from a societal point of view, there is less traffic, less pollution, and more job chances that are fairer for everyone. Changes to the city's economy and a growth in the number of digital divides are two possible effects that might happen as a result of this. Working remotely has several effects, including on performance, organisational practices, and social systems. In short, working from home has a lot of different effects. The whole impact relies on the efficiency of management, the availability of supporting technology, and the flexibility of workers (Ntanjana, 2022).

Mediating Variable

- **Traditional Work Settings**

During set working hours, workers do their jobs in a central, physical space, such an office, factory, or institutional building. Traditional work locations are common places where employees do their jobs. The researcher might also call these sorts of places "traditional work environments." This model, which emphasises limited timeframes, direct supervision, and in-person interactions, has traditionally been the prevailing influence in the professional environment. When workers work in these kinds of places, they frequently have to travel to a certain place, follow certain routines that have been set up ahead of time, and do their jobs according to the rules of the management and communication systems. Traditional work environments are different from other types of workplaces in a variety of ways. One of these traits is the need for physical presence, which means that meetings, performance reviews, and cooperation all happen in person. Offices, cubicles, or production rooms are common ways to set up work spaces. This is something that happens a lot. This layout makes it easier for people to draw clear lines between their personal and work lives. These areas not only promote cooperation, timely feedback, and direct responsibility, but they also assist to reinforce the company's culture by allowing people to share their experiences and engage with each other on a frequent basis (Kurdy et al., 2023). Working in conventional settings has several benefits, such as better communication between people, stronger teamwork, simpler supervision, and greater access to company resources. These are only a few of the perks. Employees typically feel that these sorts of arrangements provide them structure and predictability, which might contribute to better discipline and productivity. On the other hand, issues might come up because of strict schedules, not enough flexibility, the stress of commuting, and the difficulty of managing personal and work duties. The fact that conventional work environments are being compared more and more to remote or

hybrid work models today shows both the parallels and differences between the two types of work settings. The characteristics of the workplace are always changing, which changes how important certain parts of the work environment are. Even while they still provide people a feeling of community and safety, these changes are happening all the time. In conclusion, conventional workspaces remain an essential aspect of organisational processes. This is because they provide people a sense of structure, control, and collective involvement in the workplace (Alvarez-Torres et al., 2024).

Relationship between Effect of Remote Work and Employee Performance

The connection between working from home and employee performance is complicated and depends a lot on the situation they are in. The rules of the company, the technology it uses, and the personalities of the workers all affect how this relationship happens. When people can work from home, the usual ways of getting things done, how people conduct their jobs, and how productivity is measured all change. This creates both chances and problems when it comes to meeting performance goals. Additionally, there are many additional benefits of working from home. Workers may choose their own schedules, plan their work around the times of day when they are most productive, and avoid the stress of commuting. This might make individuals more productive, creative, and focused. They may find a better balance between their work and personal life, which makes them happier and more motivated at work, which helps them do their jobs better. Additionally, it helps people find a better balance between their work and personal life. So, working from home could be good for jobs that are task-oriented and knowledge-based since it might improve performance and spark innovation. That being said, it's important to remember that the correlation isn't always 100% reliable. Working from home might hinder performance if there are problems like not being able to communicate well, not being able to work with people, or feeling alone. If employees can't meet in person right immediately, it could be harder for them to work together as a team, coordinate their efforts, and discover answers to problems. Not having clear lines between work and personal life may also lead to overwork or burnout, both of which can hurt productivity as a whole. This is the reason why being overworked and burned out are both signs of being burned out (Jain et al., 2024). When staff are spread out across various places, it's harder to keep an eye on their job and judge it. This makes it harder for companies to keep track of how well their employees are doing. The balance between things that help and those that get in the way is what makes the link between the two things work. If there are adequate digital tools, clear methods to communicate, effective leadership, and a culture that encourages trust, working from home might greatly increase workers' productivity. If these supports are not there, there is an increased likelihood that efficiency, engagement, and responsibility may all decline. Because of this, the impact of working from home on performance is best viewed as being conditional and dependent on how well people and businesses can adapt to the changing way of working. This is the best approach to learn the material (Ogbu et al., 2024).

The following hypothesis was developed by the researcher to investigate the connection between Effect of Remote Work and Employee Performance.

“H01: There is no significant relationship between Effect of Remote Work and Employee Performance.”

“H1: There is a significant relationship between Effect of Remote Work and Employee Performance.”

Table 1: H₁ ANOVA Test

ANOVA					
Sum	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	39588.620	72	5655.519	1062.667	.000
Within Groups	492.770	77	5.322		
Total	40081.390	149			

This investigation has produced a substantial finding. The F value is 1062.667, which means it is important since the p-value is 0.000, which is lower than the alpha criterion of 0.05. This means that the "H₁: There is a significant relationship between Effect of Remote Work and Employee Performance" is true and the null hypothesis is false.

Relationship between Effect of Remote Work and Traditional Work Settings

To fully grasp the relationship between the effects of traditional work environments and the potential for remote work, it is essential to comprehend how these two models differ, complement, and influence each other within contemporary business practices. Centralised workstations, clear schedules, and people who talk to each other in person are some of the things that make traditional workplaces unique. In these places, people are given rules, supervision, and a clear line between their personal and professional life. When workers are allowed to work from home, they may do their jobs from several places other than the usual office. This shows how important it is to be flexible, independent, and connected to the internet. As a consequence, people have greater freedom and choice in their work environment. The rise of alternative work arrangements, such as remote employment, has swiftly and decisively undermined the rigidity of conventional work structures. The issue has come up since more and more people are working from far away. Because of this, it's evident that normal work conditions might be a little limiting, as workers typically have to deal with time limits and the stress of travelling. This is because it promotes greater flexibility, lowers stress for those who have to commute, and helps people better balance their work and family life. Working from home shows that the researcher don't always have to be there in person to get things done. This means that companies have to think about new ways to assess and improve how well their workers are doing their jobs (Sokolić, 2022). The two models are related to each other in a way that depends on each other, and they are not completely incompatible with each other. It is hard to copy the parts that make up a normal workplace, such good communication skills, good teamwork skills, and a strong sense of culture. When workers are spread out across a lot of different places, it's hard to copy these traits in the workplace. Working from home might make the researcher more productive and provide the researcher more freedom, which might not be possible in a regular workplace. One good thing about working from home is this. Because of this, more businesses are starting to use hybrid models, which mix the structure of conventional offices with the freedom of working from home. These models have become much more popular in the previous several years. When workers can work from home, it changes how typical workplaces operate, but it doesn't make them go away completely. One reason for this is because working from home gives the researcher more freedom. Even if working from home emphasises internet access and flexibility, traditional workplaces remain crucial for fostering a culture that prioritises collaboration, mentoring, and organisational cohesion. Also, traditional enterprises still play a big role in shaping a company's culture. There are several reasons why their relationship is seen to be complimentary, one of which being that each person may make up for the other's weaknesses. By trying to bring these two things together, organisations may be able to be more flexible, keep their workers happy, and last

longer (Meiryani et al., 2022).

In light of the above, the researcher came up with the following hypothesis to test on the relationship between Effect of Remote Work and Traditional Work Settings.

"H02: There is no significant relationship between Effect of Remote Work and Traditional Work Settings."

"H2: There is a significant relationship between Effect of Remote Work and Traditional Work Settings."

Table 2: H₂ ANOVA Test

ANOVA					
Sum	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	39588.620	50	5655.525	1057.107	.000
Within Groups	492.770	99	5.350		
Total	40081.390	149			

This investigation has produced a substantial finding. The F value is 1057.107, which means it is important since the p-value is 0.000, which is lower than the alpha criterion of 0.05. This means that the "H2: There is a significant relationship between Effect of Remote Work and Traditional Work Settings " is true and the null hypothesis is false.

DISCUSSION

The findings of this study make it possible to find out a lot about how traditional and remote work locations affect people's performance and businesses' efficiency. The investigation's results led to the conclusion that remote work significantly influenced the outcomes for both people and organisations, particularly in contrast to traditional work settings. This decision was reached based on the findings of the investigation. Employees who worked from home enjoyed greater freedom, less stress from commuting, and more chances to work alone. All of these things made the staff members happier with their jobs and, in many cases, made their individual performance better. The numbers also revealed that working from home made people more efficient at getting things done and made it easier for them to balance their work and family lives. There were other benefits to working from home as well. The study found that working from home has a lot of problems, such as less chances to work together in person, problems with communication, and feelings of loneliness, all of which might hurt performance from time to time. The survey also found that working from home has a lot of good points. On the other hand, traditional workspaces still had value since they made it easier for people to work together, gave quick feedback, and helped the organisation grow a better culture. On the other hand, these jobs also had stringent schedules and made it harder to get to work. Both of these things made the people who were there less healthy and less productive. The results indicated that the most advantageous outcomes were attained via the execution of a comprehensive plan that included elements from both conventional and distant settings. But this was the case when the organization's productivity was taken into account. When it comes to adapting, businesses that just use traditional ways may not be as efficient. Conversely, companies that fully adopt remote work have difficulties in sustaining collaboration and coherence. The study results indicate that remote work exerted both direct and indirect effects on employee performance and the typical working conditions. These repercussions, in turn, affected the company's productivity in a number of ways. The study's results showed that working from home had an impact on how well the

workers did their jobs. To reach the maximum levels of productivity and performance in a workplace that is always changing, the results showed that hybrid work models were needed. These models would include the best parts of both methods. This action was taken because hybrid work models were being produced.

CONCLUSION

The study's findings culminated in a conclusion that underscored the substantial and varied impacts of conventional and remote work environments on individual performance and organisational productivity. The independent variable, which was working from a distance, had a substantial influence on how well the workers did. In addition, the normal areas of work were modified in a way that could be measured. The findings revealed that persons who worked from home fared better at their professions because it allowed them more flexibility, helped them achieve a good balance between their work and personal life, and made travelling less stressful. Considering all of these things made people happier at work and more productive. On the other hand, deals done from a distance didn't always work out as well as they might have since people couldn't communicate to each other, work together, or deal with the emotions that come with being alone. Traditional workplaces, on the other hand, had a lot of good things about them, such as colleagues getting along better, speedier monitoring, and a strong business culture. The researcher can acquire these advantages at a normal employment. On the other hand, these organisations were affected by rigid restrictions and the high cost of commuting, which impacted both performance and productivity at the same time. The study's findings indicated that remote work altered individuals' job performance in conventional office settings. Companies need to reconsider how they operate their businesses, utilise their resources, and manage their workers because of this. The study of the organization's productivity showed that neither regular offices nor remote labour could get the greatest outcomes on their own. When the examination was over, this was the conclusion that was reached. A blended approach that employed the best features of both models also succeeded. Companies who were able to adapt by combining the finest features of traditional offices with the flexibility of working from home discovered that this transformation made them stronger, more creative, and more successful in the long term. The study found that working from home improved employee performance and changed the role of traditional offices in modern businesses. This was the conclusion that was drawn from the study's results. It was important to strike a strategic balance between conventional and remote methods in order to increase production, get staff more interested, and make sure the organisation would survive in the long run. The quantitative evidence that backed this theory proved that it was important to do so. The study's findings, detailed in the conclusion, highlighted the dynamic nature of work settings and provided evidence-based advice for organisations seeking to harmonise workplace legislation with employee requirements and performance goals in an ever-changing landscape.

REFERENCES

1. Agwubuo, O., & Okoro, U. (2024). The impact of remote work on employee productivity and well-being: A comparative analysis of pre- and post-pandemic HR strategies. SSRN. <https://doi.org/10.2139/ssrn.5138907>
2. Alvarez-Torres, F. J., & Schiuma, G. (2024). Measuring the impact of remote working adaptation on employees' well-being during COVID-19: Insights for innovation management environments. European Journal of Innovation Management, 27(2), 608–627. <https://doi.org/10.1108/EJIM-06-2021-0305>
3. Balushi, A. T. H., Al, B. A., & Jalagat, J. (2022). Assessing the impact of remote working, work-life balance, and organizational commitment on employee productivity. European Academic Research, 10(4), 1521–1538.
4. Ferrara, B., Pansini, M., De Vincenzi, C., Buonomo, I., & Benevene, P. (2022). Investigating the role of remote working on employees' performance and well-being:

An evidence-based systematic review. *International Journal of Environmental Research and Public Health*, 19(19), 12373. <https://doi.org/10.3390/ijerph191912373>

5. Hackney, A., Yung, M., Somasundram, K. G., Nowrouzi-Kia, B., Oakman, J., & Yazdani, A. (2022). Working in the digital economy: A systematic review of the impact of work from home arrangements on personal and organizational performance and productivity. *PLOS ONE*, 17(10), e0274728. <https://doi.org/10.1371/journal.pone.0274728>
6. Hajjami, O., & Crocco, O. S. (2024). Evolving approaches to employee engagement: Comparing antecedents in remote work and traditional workplaces. *European Journal of Training and Development*, 48(3–4), 375–392. <https://doi.org/10.1108/EJTD-09-2022-0134>
7. Jackson, B. M. (2024). Strategies and tools to effectively evaluate employee performance in remote work environments: A qualitative case study (Doctoral dissertation, University of Arizona Global Campus). ProQuest Dissertations Publishing.
8. Jain, S., Devi, S., & Kumar, V. (2024). Remote working and its facilitative nuances: Visualizing the intellectual structure and setting future research agenda. *Management Research Review*, 47(5), 689–707. <https://doi.org/10.1108/MRR-04-2023-0234>
9. Kurdy, D. M., Al-Malkawi, H. A. N., & Rizwan, S. (2023). The impact of remote working on employee productivity during COVID-19 in the UAE: The moderating role of job level. *Journal of Business and Socio-Economic Development*, 3(4), 339–352. <https://doi.org/10.1108/JBSED-04-2022-0029>
10. Meiryani, M., Nelviana, N., Koh, Y., Soepriyanto, G., Aljuaid, M., & Hasan, F. (2022). The effect of transformational leadership and remote working on employee performance during COVID-19 pandemic. *Frontiers in Psychology*, 13, 919631. <https://doi.org/10.3389/fpsyg.2022.919631>
11. Ntanjana, S. (2022). Comparison of employee productivity levels between traditional and virtual offices at tertiary institutions in the Western Cape (Doctoral dissertation, Cape Peninsula University of Technology). CPUT Digital Repository.
12. Ogbu, A. D., Ozowe, W., & Ikevuje, A. H. (2024). Remote work in the oil and gas sector: An organizational culture perspective. *GSC Advanced Research and Reviews*, 20(1), 188–207. <https://doi.org/10.30574/gscarr.2024.20.1.0743>
13. Pillai, S. V., & Prasad, J. (2023). Investigating the key success metrics for WFH/remote work models. *Industrial and Commercial Training*, 55(1), 19–33. <https://doi.org/10.1108/ICT-02-2022-0022>
14. Rañeses, M. S., Bacason, E. S., & Martir, S. (2022). Investigating the impact of remote working on employee productivity and work-life balance: A study on the business consultancy industry in Dubai, UAE. *International Journal of Business & Administrative Studies*, 8(2), 52–64.
15. Saurombe, M. D., Rayners, S. S., Mokgobu, K. A., & Manka, K. (2022). The perceived influence of remote working on specific human resource management outcomes during the COVID-19 pandemic. *SA Journal of Human Resource Management*, 20, 2033. <https://doi.org/10.4102/sajhrm.v20i0.2033>
16. Sokolić, D. (2022). Remote work and hybrid work organizations. In *Economic and social development* (pp. 202–213). Varazdin Development and Entrepreneurship Agency and University North.