AN EXAMINATION OF THE IMPACTS OF CONVENTIONAL AND REMOTE WORK ENVIRONMENTS ON EMPLOYEE PERFORMANCE AND ORGANISATIONAL PRODUCTIVITY.

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ABSTRACT

The objective of this study was to evaluate and contrast the impacts of conventional and remote work settings on the productivity and performance of all stakeholders, including individuals and organisations. The research was conducted to assess and compare the outcomes of both approaches. An investigation was conducted to ascertain the levels of similarity and dissimilarity between the two distinct types of operating environments. The study's goal was to look at the link between these three traits. Throughout the article endeavour, a quantitative analysis and a random sampling process were used. This was done to make sure that the data collected for the research was correct and appropriately reflected the population being studied. The study results provide a comparison between conventional and remote workplaces, focussing on major performance measures like productivity, job completion, and creative output. The study also looked at how traditional and remote workspaces affected the firm as a whole, looking at things like how much work was done and how well objectives were met. Working from home may provide several benefits, such as greater freedom, happier employees, and more productivity, as long as digital tools and management methods are utilised correctly. There are a lot of bad things about it, including the fact that people can't talk to each other or work together. This is one of the numerous things that it has. Regular office arrangements, on the other hand, were good since they let workers work together and were always watched. But these restrictions have rendered it tougher for individuals to strike a good balance between their occupation and private life. Because of this, it was difficult for individuals to show that they were autonomous and maintain their professional and home lives in harmony.

Keywords: Remote Work, Employee Performance, Corporate Productivity, Communication Challenges, Innovation.

INTRODUCTION

People are working from home instead of in traditional offices, rearranging workplaces has become a key subject of research in the discipline of organisational studies. Working from home is become increasingly frequent. More collaboration, direct supervision, and a shared organisational culture have been linked to the basic traits of conventional work environments. Some of these traits include a regular structure, being there in person, and talking to co-workers in person. People have also said bad things about these workplaces because they make it harder to find a decent balance between work and home life and limit the choices that workers may make. On the other side, working from home is becoming more common these days because of improvements in technology and global events like the COVID-19 epidemic. There are many perks to working from home, and these benefits are good for both people and companies. On the one hand, it gives people greater flexibility to execute their tasks well and balance their personal lives. On the other side, it helps firms save money and find local talent. Researchers are examining the long- term effects of remote work on employee performance and corporate productivity due to concerns over communication challenges, reduced team cohesion, and employee isolation (Choudhury et al., 2021).

It is important to do empirical study on the distinct impacts of conventional and remote work settings on outcomes for both individuals and organisations. This is one of the most crucial things to accomplish when one think about all of these different factors. The workplace has a direct effect on how well employees do their jobs, which includes things like productivity, finishing tasks, inventiveness, and overall contribution. This link is strong enough to be called a correlation. The design of the workplace also affects how much work an organisation can do. It should be designed to encourage teamwork, innovation, and long-term growth. Because of this, the workplace's architecture should be built with care. The aim of this study 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 (Kniffin et al., 2021). The focus of this research was to investigate the effects of both kinds of work settings. The aim of this research is to provide data-driven insights on the impact of workplace architecture on results. These findings are derived from a quantitative research methodology using systematic random sampling. Companies who want to stay up with the fast-paced changes in the workplace need to think about what the results mean (Waizenegger et al., 2020).

BACKGROUND OF THE STUDY

In recent decades, the historical background of workplace dynamics has changed a lot because of the rise of new technology, the spread of alternative work arrangements, and the growing impact of globalisation. This has happened because globalisation has gotten more powerful. People used to think that traditional workplaces were the best settings for businesses to be productive and employees to do well. The viability of these workplaces was primarily predicated on scheduled workdays, tight supervision, and direct contact amongst workers. When managers operate in these kinds of situations, they need to be able to develop teamwork, a shared culture, and communication while also keeping a close eye on their employees' work and outcomes. But they also had their fair share of troubles because of their busy schedules, the stress of their commutes, and the fact that their professional and home lives were not in harmony (Bloom et al., 2022). Companies were able to cut their overhead expenses and hire people from a wider range of backgrounds when they let their workers work from home. Workers had more freedom, businesses had more freedom to choose where to operate, and corporations could hire people from a wider range of backgrounds. They led to a lot of fantastic things, but since they were used, people lost touch with each other, felt more alone, and maybe teams become less cohesive. There was a turning point throughout this change that made people think about how the environment where personnel work influences their performance and the productivity of businesses (Raghuram et al., 2019).

As more people choose to work from home or in other flexible ways, there were both theoretical and practical problems regarding how firms might get the most out of conventional and remote work situations. These concerns came up because more and more people are working from home or in other flexible ways. A number of things in the environment may affect how well employees do their jobs. The organisation of the workplace, the support of management, and the availability of digital technologies are some of these things. These contextual variables affect how well an employee can do their job, how creative they are, and how well they can execute tasks (Gibbs et al., 2021). On the other hand, how well individuals can adapt to their work environment has a big effect on how productive an organisation can be. Some studies have indicated that it boosts productivity and independence, while others have discovered that it raises the danger of disengagement and lowers the level of collaboration that usually happens (Savić, 2020). This research used conventional and remote work settings as mediating factors, whereas the independent variable was the remote work performed. The goal of this research was to help companies achieve a balance between keeping their people happy, making their workplaces flexible, and getting their job done.

PURPOSE OF THE STUDY

This study aimed to examine the similarities and differences between traditional and remote work settings to ascertain the impact of remote work on organisational efficiency and employee performance. This type of work is becoming more common, especially because of how digital technology is growing and how workers' expectations are changing. This is why it was important to study how working from home affects the workplace dynamics and job outcomes. The purpose of this study was to ascertain the elements that facilitated the emergence of remote work environments and to evaluate the impact of these characteristics on the products generated by the organisation. The study elucidated the influence of work environments on individual efficiency and overall organisational outcomes by designating remote work as the independent variable, traditional and remote work settings as mediating variables, and employee performance and organisational productivity as dependent variables. This elucidated the correlation between work conditions and organisational results. More specifically, the research looked at the link between working from home and the overall performance of the businesses in question. This was done to make sure that the data obtained are not biased. The main goal was to gather data that would help companies make smart decisions about how to build their workplaces so that workers may be independent, the workplace can be efficient, and workers can stay with the company for a long time. This helps businesses reach their objective of finding a stable balance.

LITERATURE REVIEW

In spite of the large number of works that have been published on the topic, there are still major knowledge gaps on the ways in which employees' productivity in the workplace is affected by the different types of work environments. For the duration of the COVID-19 epidemic, there is a dearth of study on the effects that working remotely has on one's health over the long run. The vast majority of research have focused on the short-term consequences of working remotely on the health and productivity of employees inside the workplace. On the other hand, There is a lack of research that thoroughly examines how remote and hybrid models affect organisational efficiency and worker dynamics over an extended duration (Alfaleh et al., 2021). One further thing that contributes to this gap is the fact that various research projects use different criteria to evaluate productivity. This is another element that contributes to this disparity. Because some studies depend on self-reported employee surveys, while others make use of management assessments or performance indicators, it is difficult to get at results that are widely acknowledged. This is because of the fact that some studies require employees to record their own experiences (Anakpo et al., 2023).

Additionally, the bulk of research has focused on knowledge-intensive industries such as professional services and information technology from its inception. Therefore, the researcher do not know a great lot about the impacts of conventional and remote work environments on persons who are working in sectors such as manufacturing, healthcare, and education, which are heavily reliant on face-to-face connection. This is because these industries are particularly dependent on face-to- face engagement. Because the vast majority of studies have focused on Western settings, the researcher do not have a great deal of knowledge on the ways in which cultural and geographical factors impact employee performance in developing or Asian countries. For the purpose of bridging these gaps and providing more in-depth insights into the ways in which conventional and remote locations influence performance results in a variety of firms, there is a need for more research that is comprehensive, comparative, and specific to the setting (Odunayo & Fagbemide, 2024).

RESEARCH QUESTION

- What is the effect of remote work on organisational productivity?
- How does the effect of remote work influence the nature of remote work settings?

RESEARCH METHODOLOGY

Research design

SPSS version 25 was used to analyse the quantitative data. The researcher utilised the odds ratio and 95% confidence interval to find out how strong and in what direction the statistical association was. The researchers established a statistically significant threshold of $p < 0.05$. A descriptive analysis was conducted to identify the main attributes of the data. Quantitative methods are often used to assess data acquired via surveys, polls, and questionnaires, in addition to data altered by computing tools for statistical analysis.

Sampling

The study used a random sampling procedure. The research used questionnaires for data collection. The Rao-soft program figured out that a sample size of 130 was needed. There were 300 surveys sent out, but only 200 were returned. The other 50 were thrown away since they weren't complete. There were 150 questionnaires utilised in the study.

Data and Measurement

The primary method for data gathering in the research was questionnaire surveys. In section A, participants were asked to provide basic demographic information. In section B, they were asked to rate the relevance of different channels, both online and offline, on a 5-point Likert scale. A detailed analysis of a wide range of secondary sources, including online databases, was done to gather the information needed.
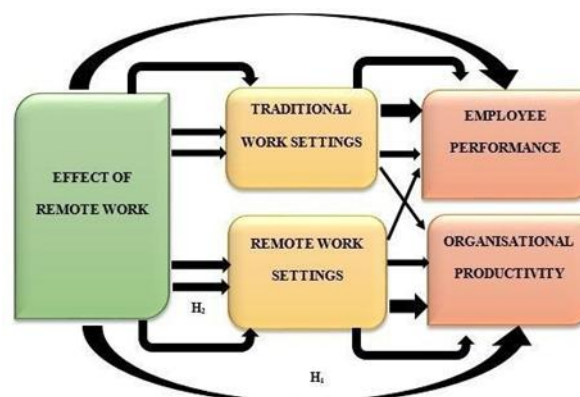
Statistical Software

SPSS 25 and MS Excel were used to do the statistical analysis.

Statistical Tools

To understand the fundamental character of the data, descriptive analysis was used. Using ANOVA, the researcher must examine the data.

CONCEPTUAL FRAMEWORK

RESULT

Factor Analysis

A prevalent use of Factor Analysis (FA) is to authenticate the essential component structure of a set of measurement items. People believe that latent elements, which are hard to perceive, have an influence on the scores of the variables that can be seen. The FA technique uses models as its basis. The main goal of this study is to find connections between variables, figure out what causes them, and figure out how big the mistakes are.

The researcher may use the Kaiser-Meyer-Olkin (KMO) approach to assess the adequacy of the data for factor analysis. The researcher checks to see whether the sample size is big enough to correctly show the full model and each of its parts. The statistical measures demonstrate how much distinct variables may change. Data that is displayed in lower percentages performs better with factor analysis.

KMO offers a full number between 0 and 1. When the KMO value is between 0.8 and 1, the sample is excellent.

If the KMO value is less than 0.6, it signifies that the sample size is too little and something has to be done. Researchers should use the most favourable viewpoint; some authors have selected 0.5 for this purpose, establishing the range as 0.5 to 0.6.

If the KMO score is close to 0, it means that the partial correlations are more relevant than the overall correlations. It is quite hard to undertake component analysis when there are big correlations.

Kaiser believes these are the right standards:

Desolate 0.050 to 0.059.

Below average are 0.60 to 0.69

The normal range for middle school is: Between 0.70 and 0.79. A point value for quality that is between 0.80 and 0.89.

The range from 0.90 to 1.00 is quite good.

Table 1: KMO and Bartlett's Test

KMO and Bartlett's Test[a]		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.798
Bartlett's Test of Sphericity	Approx. Chi-Square	4350.175
	df	190
	Sig.	.000
a. Based on correlations		

Bartlett's Test of Sphericity confirmed the significance of the correlation matrices. The Kaiser-Meyer-Olkin sample adequacy measure is 0.798. By using Bartlett's sphericity test, the researchers found a p-value of 0.00. Bartlett's sphericity test showed that the correlation matrix is wrong.

VARIABLES

Dependent Variable

- **Organisational Productivity**

"Organisational productivity" is the ability of a company to turn its resources, which may include people, technology, and money, into goods that help the company reach its long-term goals. The term "organisational productivity" refers to how well a company can change its resources. It shows not only the financial results of production, but also the intangible attributes of performance, including being able to be creative, flexible, and delighted with the services that are given to customers. In today's workplaces, it is becoming more and more vital to stress how important it is for employees to be engaged, how important it is for people to work together, and how crucial it is to utilise digital technology effectively. These traits not only improve the quality of the organization's work, but they also make it more competitive and are linked to the organization's productivity. Contemporary conceptions of organisational productivity include many significant attributes. Some of these traits include long-term growth, sustainable procedures, and making sure that each employee's work fits with the company's goals. This difference is quite different from earlier measures of efficiency, which mostly looked at output volume. More modern definitions of organisational productivity encompass these broader features. Because of this, there is a strong correlation between how productive an organisation is and how successful the business is, as well as how effectively the business can handle new conditions (Nzuva et al., 2022).

Independent Variable

- **Effect of Remote Work**

The term "effect of remote work" is used to describe the good and bad things that happen when individuals work from home, frequently using digital platforms and communication technology. Given the situation, these consequences might be either good or bad. Technological improvements have made working at a distance much more important. The COVID-19 outbreak and other events that have happened throughout the globe have sped up this tendency. The effects of this event don't only affect individual workers; they also affect companies and society as a whole. People who work from home may be able to manage their professional and personal lives better, have more freedom, and save time and money on their commutes. When workers are given the chance to customise their workdays to fit their personal and professional demands, they typically say they are happier with their jobs and feel like they have more control over their lives. It might also have unforeseen effects, such making people feel lonely, making it hard to keep their personal and work life separate, and making it hard to stay motivated and in control. Businesses could be able to hire people from all over the world instead of just from their own area, which might help them get more work done and save money on office supplies. Companies may have trouble with things like communication, working together, monitoring, and keeping their unique culture alive. They become quite important for keeping data safe and keeping people focused, among other things. From a societal point of view, working from home means less traffic and pollution, as well as more job options that are fairer for everyone. This might lead to changes in the city's economy and more digital disparities. Working from home has a lot of implications on performance, organisational practices, and social systems, among other things (Shimura et al., 2021). In short, working from home has a lot of perks for its workers. The entire effect depends on how well management works, how easy it is for workers to get more technology, and how flexible people are.

Mediating Variable

- **Remote Work Settings**

When employees are in a traditional workplace, they may use digital technology and virtual collaboration tools to get their work done. This is different from when they work in a normal workplace. This lets people work from home or from other locations that are more convenient for them. These sorts of workplaces are meant to provide people the chance to keep a good balance between their job and home life without losing productivity. This is done by giving people options for where they work and when they work. Because of global events like the COVID-19 pandemic, the shift from remote work settings being a supportive arrangement for specialist vocations to becoming a mainstream organisational standard has happened very quickly. The models in this group are ones where most of the work is done from home or a mix of home and work. There are several things that have a big effect on how well remote work arrangements operate. These include having a strong digital infrastructure, having assistance from the company, and having people who can manage themselves. More and more modern businesses are adopting these methods, which makes it clearer that remote work environments are important for keeping performance up, lowering costs, and making people happier (Boccoli et al., 2024).

Relationship between Effect of Remote Work and Organisational Productivity

Management and human resources have started studying how having remote workers affects an organization's productivity. There is evidence that working from home may affect productivity, but the specific way it does so appears to depend on the setting, the industry, and the organization's policy. Working from home might affect how much work gets done. Remote work has cut down on the time people spend commuting, given them more freedom, and helped them find a better work-life balance. In the workplace, each of these things may make people feel better and work more, particularly when utilised simultaneously. When workers can conduct their duties from home, they have greater flexibility to do them the way they choose. Also, they are less likely to be stopped as they work, which leads to better quality and more work being done. Businesses also benefit from lower operational costs and less office space, both of which help them get more done overall (Wang et al., 2021). These both help to make everyone more productive.

On the other hand, if the problems that come with working from home aren't handled properly, they might impair productivity. There are a number of things that might make it hard to work on projects that require people to work together. Some of the problems that have been brought up include poor communication, a lack of team cohesiveness, and an over-reliance on digital infrastructure. It has been shown that some occurrences of work-life blending are associated with employee burnout and a deterioration in the organization's long-term effectiveness (Balushi et al., 2022). Also, the effects of working from home on productivity aren't always the same since different industries and kinds of jobs have different effects. This is because there are several causes for this. Even while companies that depend on face-to-face contact may not benefit as much from remote locations, industries that need a lot of information generally do well in these sorts of situations. The strategy of the firm, the backing of leadership, and the technical infrastructure all play a role in whether or not working from home is good or bad for the productivity of an organisation (Choudhury et al., 2021).

After the above discussion, the researcher formulated the following hypothesis to investigate the relationship between Effect of Remote Work and Organisational Productivity.

H01: "There is no significant relationship between Effect of Remote Work and Organisational Productivity".

H1: "There is a significant relationship between Effect of Remote Work and Organisational Productivity".

Table 2: H₁ ANOVA Test

ANOVA					
Sum					
	Sum of Squares	**df**	**Mean Square**	**F**	**Sig.**
Between Groups	39588.620	53	5645.512	999.914	.000
Within Groups	492.770	96	5.646		
Total	40081.390	149			

This investigation has produced a substantial finding. The F value is 999.914, 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 Organisational Productivity" is true and the null hypothesis is false.

Relationship between Effect of Remote Work and Remote Work Settings

Modern companies have changed their rules, procedures, and facilities to make it easier for employees to work from home. These changes are a reaction to the problems that have come up because of remote work. In today's environment, working from home is not only a temporary or flexible option; it is an important part of the company's entire strategy. This may be the first time this has ever happened. The rise in remote work has made it clear that companies need to organise their remote workspaces carefully so that they can meet a wide range of human needs, technical requirements, and business objectives. To meet the increased demand from workers for improved work-life balance, shorter commutes, and more flexibility, a number of adjustments have been made to remote work arrangements. Some examples of this include hybrid models, digital collaboration platforms, and legislation that allow for flexible scheduling. Because of the changes that working from home caused, it was possible to see how traditional office layouts changed to make way for more tech-savvy workplaces (Allen et al., 2021).

Organisations have had to change their remote work environments because of problems including digital weariness, social isolation, and not having clear ways to assess progress. This is done to deal with these problems. The use of virtual engagement technologies and the improvement of management support systems have both helped to reach this aim. Also, the fact that these settings are continually changing shows that working from home is not a cure-all. The sector, role-specific demands, and cultural factors all have a big impact on how remote situations are structured and run. The notion of working from home has revolutionised how businesses think about technology, employee satisfaction, and flexibility as important parts of how they will run their businesses in the future. Because of this, the way that companies are set up has also changed for those who work from home (Shockley et al., 2021).

After the above debate, the researcher developed the following hypothesis to examine the link between the Effect of Remote Work and Remote Work Settings.

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

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

Table 2: H$_1$ ANOVA Test

ANOVA					
Sum					
	Sum of Squares	**df**	**Mean Square**	**F**	**Sig.**
Between Groups	39588.620	64	5641.715	984.077	.000
Within Groups	492.770	85	5.733		
Total	40081.390	149			

This study has yielded a significant result. The F value is 984.077, which is significant since the p-value is 0.000, which is less than the alpha threshold of 0.05. This suggests that the null hypothesis is incorrect and the "H2: There is a significant relationship between Effect of Remote Work and Remote Work Settings" is accurate.

DISCUSSION

This study's findings show that working from home has changed how remote work is done, and that this shift has a big effect on how much work firms get done. When remote work became more common, companies began employing hybrid models, digital communication tools, and guidelines to keep their workers interested in their jobs. This was done to find a middle ground between giving workers freedom and making their operations more efficient, which was the goal. One of the most convincing pieces of evidence that shows how remote work has changed businesses is that these organisations have changed their infrastructure and resources to make it easier for workers who don't work in typical office settings. In addition, the data demonstrated that working from home was not merely a response to outside pressures; it also led to changes in the organisation over a long period of time.

The study findings demonstrated that distant work had both positive and negative effects on organisational productivity. It was proven that these impacts might be both good and bad. The staff members were given more freedom, which helped them be more productive by saving money, cutting down on travel time, and giving them more freedom. On the other hand, there were problems that made it hard to keep working, such as trouble communicating, being tired from using digital devices, and not knowing when work ends and home life begins. The results showed that the organisational strategy, the support of leadership, and the digital infrastructure all had a big impact in whether or not remote work was effective. The study's findings lend credence to the notion that for organisations to effectively implement remote work, they must synchronise their policies and procedures to foster an environment conducive to employee health and productivity.

CONCLUSION

This study compared traditional work settings with remote work environments to assess their impact on employee performance and organisational efficiency. The comparison specifically focused on the distinctions between the two kinds of work settings. The study is on how working from home impacts the characteristics of work environments and the findings of productivity studies. The research specifically compares and contrasts the two kinds of studies. The results show that the introduction of remote work has changed how the firm works. These changes have led to the development of models that are more flexible and adaptable, and they rely on online communication and resources. It's more

important than ever to create remote workspaces that provide people enough freedom while also making it easy for people to talk to each other and get support with management. This idea has never been more important than it is today. One likely reason for this is because the organisation has made some changes lately.

The study's results show that operating from a distant location has a number of different effects on how well the organisation works. Even though it cut down on travel time, saved money, and made it easier to find a good balance between work and personal life, it also made things harder in some ways, like digital fatigue, not having clear lines between work and personal life, and trouble coordinating. These problems happened since it cut down on the time spent travelling. In conclusion, working from home is not just a trend; it will revolutionise the way businesses operate and how productive their employees are in the months and years to come.

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