

Navigating the Impact of Remote Work Arrangement on The Employee Professional Growth and Development at The Workplace

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ABSTRACT

This research paper aims at exploring the impact of the of Remote Work on Employee Engagement, skill enhancement, Productivity and happiness in UAE based private and public sector employees. Remote work has been seen as a new way of working in the modern business after the Covid 19 Pandemic. This work arrangement is gaining popularity in many industries around the world specially middle east. This research will investigate the assumption that remote work has a wider impact on the employee's engagement, skills, productivity and happiness level. The research concluded that all the 4 hypothesis were supported by the findings which indicate a positive relationship between the remote work arrangement and the Employee Engagement, skill enhancement, Productivity and happiness of the employees. The researcher has used quantitate as well as qualitative and quantitative measurements for testing the hypothesis including the surveys, interviews and Descriptive statistics including ANOVA, linear regression, and other techniques to obtain the results.

Keywords: Skill enhancement, Productivity, Virtual Work, Remote Work, Employee Engagement, and Employee Happiness.

INTRODUCTION

This research will explore the Impact of remote work on employee engagement, skills, productivity and happiness. It has been witnessed that there has been a radical increase in the remote working pattern during and after the covid 19 pandemic. Remote work is considered a good option to onsite work by many employees and employers.

Major positive and negative impacts of the remote work can be seen on employee engagement and employee productivity. In some cases, employee engagement and productivity has improved and in others it has decreased. The benefits of remote work may include a wider online presence of the employee in the work scene, saving commute time and fatigue as well. One of the most significant challenges of remote work can be that employees feel isolated because without daily face-to-face interactions, employees might feel disconnected from the peers and the company work culture, leading to reduced employee engagement.

LITERATURE REVIEW

The literature review includes the research article below;

Remote Work

M. Muzamil Naqshbandi (2023) (1) reveal that flexible work, not telework, has a significant and positive effect on job performance. Omaima Hajjami, Oliver S. Crocco (2023) (2) identified 18 antecedents of remote work, which were categorized into individual antecedents, for example, mindfulness and digital literacy, as well as organizational antecedents.

Employee Engagement

Afridah, STAIN Mandailing Natal (2024) (5) The implications of his research concludes that organizations in the creative industry should prioritize effective communication strategies and employee engagement to foster inclusion. Yosi Pahala (2024) (6) Institutional recommendations can improve employee engagement and their engagement, which in turn can improve overall organizational performance and success.

Employee Happiness

Foziya Farooq (2024) (3) identified six major themes, assessed the operationalization of HAW and analyzed the research methodologies and statistical tools used in the sample studies. Clément S. Bellet (2024) (4) finds evidence of a positive impact on sales performance, which is driven by changes in labor productivity—largely through workers converting more calls into sales and to a lesser extent by making more calls per hour and adhering more closely to their schedule.

Employee Skills

Alexei Tretiakov_(2023) (7) confirmed positive effects of employee empowerment on four dimensions of HR flexibility: resource flexibility in employee skills and behaviors, coordination flexibility in employee skills and behaviors, resource flexibility in HR practices. ,Tahrima Ferdous (2021) (8) The findings indicate that FWPs usage is positively associated with WLB, WLB is positively associated with wellbeing and negatively with turnover intentions, and WLB partially mediates the relationships between FWPs usage and employee outcomes.

Hypothesis

- H1: There is a positive relationship between the remote work arrangement on employee job Engagement
- H2: There is a positive impact of remote work arrangement on employee skill enhancement.
- H3: There is a positive impact of remote work arrangement on employee productivity enhancement.
- Ha 4: There is a positive impact of remote work arrangement on employee happiness enhancement.

Dependent variable X= Job engagement, Skill enhancement, Productivity and Happiness level.
Independent variable Y= Remote work arrangement

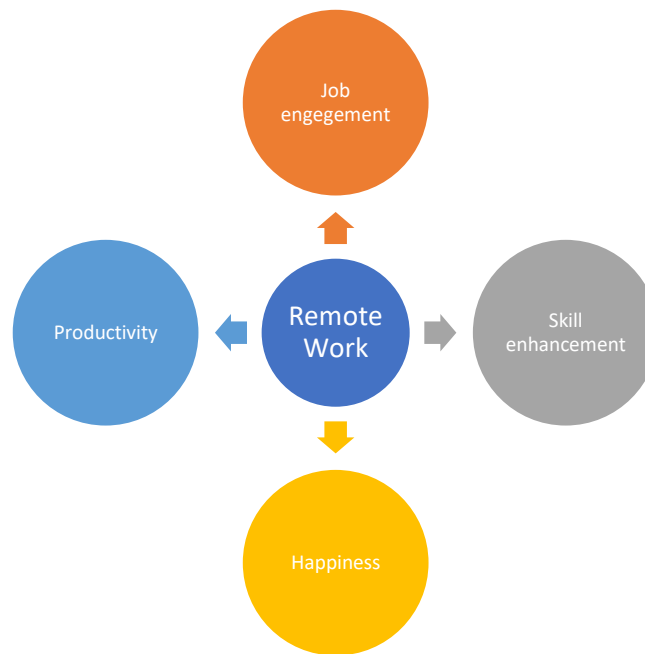


Figure 1: Proposed Model

RESEARCH METHODOLOGY/ DATA COLLECTION METHOD

This research will use both the quantitative and the qualitative techniques. The research uses the quantitative method of probability sampling in which simple random sampling method is used for the data collection. Descriptive - analysis is used to describe the basic features of different types of data to present it in a way that ensures the patterns become meaningful.

The different types of descriptive analysis methods are:

- Measures of frequency (count, percent, frequency)
- Measures of central tendency (mean, median, mode)

The qualitative method used in the research is the survey method. Relevant data was collected through conducting a survey with the working professionals selected from different industries.

Methodology

Empirical descriptive and analytic methods were used to reach the findings of this research. These methods included database surveying, relevant qualitative research approaches, and the survey design to collect data via a targeted response form the employees of public and private sector employees in UAE.

Sampling and Data Collection

The sample included employees working in small, medium and large scale organizations and business on middle and entry level jobs in the UAE. The sample survey was conducted using Likert scale and relevant measurements which was circulated to 125 employees out of which 70 employees responded to the survey questions .10 employees were interviewed by the researcher to find out their opinion on the research topic.

FINDINGS AND DISCUSSION

The frequencies shown in the below descriptive statistics table shows that the average mean in job engagement was 1.4000 from 2 indicating more than average agreement of

Table 1: validity

Descriptive Statistics									
	N	Minimum	Maximum	Sum	Mean		Std. Deviation	Skewness	
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic	Std. Error
job engagement	70	1	2	98	1.4	0.05898	0.49344	0.417	0.287
skill enhancement	70	1	2	90	1.2857	0.05438	0.45502	0.97	0.287
productivity	70	1	2	86	1.2286	0.05055	0.42294	1.321	0.287
happiness level	70	1	2	92	1.3143	0.05589	0.46758	0.818	0.287
Valid N (listwise)	70								

Analysis

The respondents. Skill enhancement mean was 1.2857 showing that less number of employees feel that skills can be enhanced using remote work. The productivity mean is 1.2286 indicating more respondents feel. There is an average impact of the remote work on productivity. Happiness level mean is 1.3143 which indicates one of the factors impacting the happiness levels is remote work but there are other factors as well influencing the employee happiness.

Table 2: Standard Deviation Table

		Job engagement	skill enhancement	productivity	Happiness level	Remote work arrangement
N	Valid	70	70	70	70	70
	Missing	0	0	0	0	0
Mean		1.4000	1.2857	1.2286	1.3143	1.4571
Std. Deviation		.49344	.45502	.42294	.46758	.50176
Minimum		1.00	1.00	1.00	1.00	1.00
Maximum		2.00	2.00	2.00	2.00	2.00
Sum		98.00	90.00	86.00	92.00	102.00

Analysis

In the above statistics table, the standard deviation for job engagement is .49344 and the mean is 1.4000 showcasing that the approximately 70 percent of the respondents agreed having the positive job engagement. The standard deviation for skill enhancement is .45502 and the mean is 1.2857 showcasing that approximately 55percent of the respondents find an increase in the skills due to remote work. The standard deviation for productivity is .42294 and the mean is 1.2286 showcasing that more than 65%of respondents believe increase in the productivity due to remote work. The standard deviation for happiness level is .46758 and the mean is 1.3143 showcasing that more than 68 %of respondents believe increase in the happiness due to remote work arrangement.

Table 3: Job engagement

Job engagement					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	42	60.0	60.0	60.0
	No	28	40.0	40.0	100.0
	Total	70	100.0	100.0	

Analysis

The valid percentages in the frequencies shown in the above descriptive statistics Job engagement table shows that 60 % of the respondents agree that remote work arrangement does have a positive impact on the employee job engagement whereas 40% of the respondents disagree and they believe that remote work does not increase employee job engagement.

Table 4: Skill Enhancement

Skill enhancement					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	50	71.4	71.4	71.4
	No	20	28.6	28.6	100.0
	Total	70	100.0	100.0	

Analysis

The valid percentages in the frequencies shown in the above descriptive statistics skills enhancement table shows that the 71.4%of respondents believe that remote work arrangement does have a positive impact on employee skill enhancement as employees feel more responsible towards their employer whereas 28.6% disagree and find no impact of remote work on the employee skills enhancement.

Table 5: Productivity

Productivity					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	yes	54	77.1	77.1	77.1
	No	16	22.9	22.9	100.0
	Total	70	100.0	100.0	

Analysis

The valid percentages in the frequencies shown in the above descriptive statistics productivity table shows that 77.1 %of respondents believe that remote work arrangement does have a positive impact on employee productivity as employees have enhanced focus on the work whereas 22.9% disagree and believe there is no impact of remote work on the productivity enhancement.

Table 6: Happiness level

Happiness level					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	48	68.6	68.6	68.6
	No	22	31.4	31.4	100.0
	Total	70	100.0	100.0	

Analysis

The valid percentages in the frequencies shown in the above descriptive statistics Employee happiness level table shows that 68.6 %of respondents believe that remote work arrangement does have a positive impact on employee happiness level which indicates that that substantial number of employees pay value to a healthy work and life balance whereas 31.4% disagree still believe there is no impact of remote work on the increase in the happiness level of the employee because monetary and nonmonetary benefits and compensation is still considered as a more impact full happiness creator compared to remote work.

Table 7: Remote Work arrangement

Remote work arrangement					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	38	54.3	54.3	54.3
	No	32	45.7	45.7	100.0
	Total	70	100.0	100.0	

Analysis

The valid percentages in the frequencies shown in the above descriptive statistics table representing the remote work arrangement shows that 54% of the respondents agree that remote work arrangement is better option than the onsite work arrangement because this arrangement provides work flexibility , saves commuting time , reduces traffic on the roads along with promoting a positive mental and physical health and wellbeing whereas 45.7% of respondents disagree .They believe that onsite work produces better results compared to the remote work because remote work may lead to lack of focus ,lazy attitude ,unprofessional attitude and lack of face to face interaction with the colleagues and the supervisors .Sometimes employees are asked to meet work deadlines outside the working hours as well in the remote work arrangement.

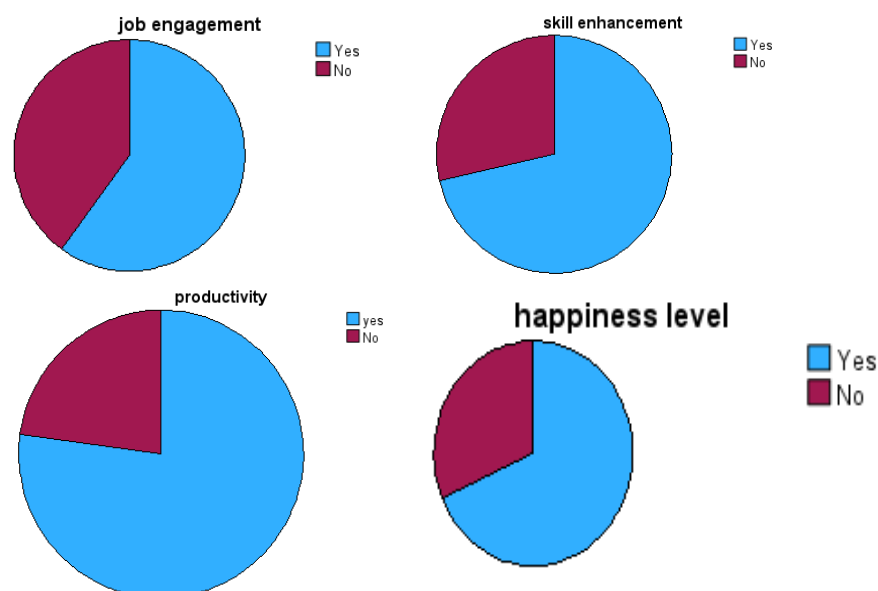


Figure 2: Pie charts showcasing the responses

Table 8: Gender and Education Analysis: Frequency table

Statistics			
		Gender	Education
N	Valid	70	70
	Missing	0	0
Mean		1.4286	1.6000
Median		1.0000	2.0000
Std. Deviation		.49844	.49344
Skewness		.295	-.417
Minimum		1.00	1.00
Maximum		2.00	2.00
Sum		100.00	112.00

Table 9: Gender

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	40	57.1	57.1	57.1
	Female	30	42.9	42.9	100.0
	Total	70	100.0	100.0	

Analysis

The valid percentages in the frequencies shown in the above descriptive statistics gender table shows that the percentage of male included in the sample was 57.1% whereas the female were 42.9%. This a good combination with the male sample size slightly higher than the female.

Table 10: Education

Education					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Undergraduate	28	40.0	40.0	40.0
	Postgraduate	42	60.0	60.0	100.0
	Total	70	100.0	100.0	

Analysis

The valid percentages in the frequencies shown in the above descriptive statistics table for education shows that the 40% of the respondents were holding undergraduate degree whereas 60 percent of the respondents held postgraduate degrees.

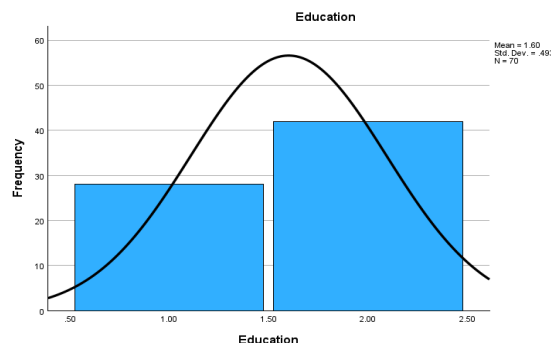


Figure 3: Respondents qualification

Analysis

The above histogram displays a normal distribution curve displaying that more than 50% of the respondents hold postgraduate degrees and less than 50% respondents hold undergraduate degree. This mix of the respondents exhibits that all the respondents were educated and had at least bachelor's degree which indicates that the sample was selected carefully and rationally by the researcher.

CONCLUSION AND LIMITATIONS

It can be concluded that there is a positive relationship between Remote Work and Employee Job Engagement, skill enhancement, Productivity and happiness in UAE based private and public sector employees. The descriptive analysis exhibits a favorable impact of remote work on the 4 dependent variables included in the research. This research is an important piece of work which highlights the growing positive impact of remote work option in the GCC workforce. The Hypothesis have been verified and supported through the results. The limitation of this research is that it does not include a huge sample size of respondents which opens the scope of further research on this topic in the future. Due to time management issues the research could not focus on micro analysis of the data which paves the way for including micro analysis in the future researches.

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