THE IMPACT OF REMOTE WORK ON THE WORK LIFE BALANCE OF EMPLOYEES

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I. Introduction

Working remotely, also known as telecommuting or telework, is the practice of doing job assignments and duties from a place other than a traditional office setting. Technological developments have made this arrangement possible by allowing workers to interact with their workplaces and work together with colleagues without physically being present. There are many different types of remote work, from part-time telecommuting to full-time remote jobs, which give people the freedom to work from anywhere they want.

The rise in remote work can be attributed in large part to the advancement of communication and information technologies. People can operate effectively from many different locations thanks to video conferencing platforms, project management tools, collaborative software, and high-speed internet. This technology versatility mimics the productivity of a traditional office setting by enabling workers to access resources, collaborate with team members, and contribute to projects.

The globalization of business is another influential factor contributing to the prevalence of remote work. With companies operating on a global scale, remote work facilitates collaboration among disparate teams in different time zones and regions, fostering a diverse and interconnected work environment.

The concept of working remotely has gained traction because it has advantages that could benefit both employers and employees. It gives companies a way to access a worldwide pool of talents, cut down on overhead related to real office space, and improve organisational resilience overall. Employees value the scheduling flexibility that remote work provides at the same time, which enhances work-life balance and job satisfaction.

A major turning point in the history of remote work was the COVID-19 pandemic[1]. Businesses had to quickly adjust in response to the global crisis in order to maintain business continuity while putting workers health and safety first. Lockdowns, social distancing tactics, and a change in public perception of remote work have forced businesses all over the world to reconsider their traditional work practices. As remote work became a more popular and sustainable approach, many businesses adopted it as an essential component of their long-term business strategies.

Following the COVID-19 pandemic, there was a significant shift in the remote work environment. Remote work had been becoming more popular before the global health crisis, but the pandemic served as a catalyst, speeding up its adoption and changing how companies and employees viewed their jobs.

The most obvious shift was the quick and broad adoption of remote work in reaction to social distancing and lockdowns put in place to stop the virus's spread. In order to maintain business

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[1] The COVID-19 pandemic is a global health crisis caused by the spread of the novel coronavirus, SARS-CoV-2. It was officially declared by the World Health Organization (WHO) in March 2020. The pandemic has led to widespread illness, significant loss of life, economic disruptions, and unprecedented public health measures worldwide.

continuity, companies that had previously been hesitant or resistant to remote work were forced to adopt it widely.

To properly endorse remote work, organisations made significant investments in technology infrastructure and collaboration tools. Cloud-based apps[2] and video conferencing platforms[3] were all widely used. Along with making remote communication easier, these technological developments also increased productivity and teamwork.

The switch to remote work resulted in a cultural shift in the way people view work. An approach that is more focused on achieving results has replaced traditional ideas of being physically present in an office. A key component of remote work culture is the belief that workers can produce quality work regardless of where they are physically located.

The pandemic made the importance of worker well-being comprehensible. Initiatives to support both the mental and physical health of their workers started to receive priority from businesses. Reliability plans, online wellness initiatives, and stress prevention measures have become essential parts of remote work approaches.

The principal aim of this thesis is to conduct a thorough investigation and analysis of the effects of remote work on employees' work-life balance. This study intends to provide insightful information that can improve organisational policies and practices, ultimately improving the general well-being and productivity of remote workers, by analysing both the advantages and disadvantages of working remotely.

In my research I will be trying to dig deep into the subject of remote work by answering these questions:

    A. How does remote work affect the work-life balance among employees?

This is an important question because it looks directly at how remote work affects work-life balance, which is a major issue in the post-pandemic world. Organisations must comprehend how remote work affects work-life balance in order to develop procedures and policies that promote worker productivity and well-being. It also offers perceptions into the possible advantages or difficulties connected with arrangements for remote work.

    B. What are the key factors influencing work-life balance in the context of remote work?

The complex issue of work-life balance in a remote work environment is covered in this question. Organisations and employees can benefit from the study's identification of the critical elements that affect work-life balance, including individual traits, organisational support, and environmental factors. recognise the precise areas in need of intervention and attention. It illuminates the elements that contribute to the outcomes of work-life balance that are favourable and those that could be damaging, enabling focused actions to improve the harmony between work and life.

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[2] Cloud-based apps are software applications that operate and store data on remote servers, accessible over the internet.

[3] Conference video platforms are digital tools that enable users to conduct virtual meetings, presentations, or discussions by facilitating live audio and video communication over the internet. Examples include Zoom, Microsoft Teams, and Google Meet.

C. How do organizational policies and interventions impact the work-life balance for remote workers?

The purpose of this question is to investigate how organisational actions and regulations support work-life balance in remote work settings; comprehending the efficacy of current policies and interventions, like technology support, flexible work arrangements, and well-being initiatives, in fostering work-life balance is crucial. Organisations can use the results to guide the optimisation of current procedures and the creation of fresh plans to guarantee that remote employees can maintain a healthy work-life balance.

Answering these questions could make an impact in the fields of work-life balance, remote work, and organisational behaviour. The results can provide insightful information that will be useful in directing future studies, carrying out measures, and developing policies regarding remote work. The goal of this process is to improve our comprehension of the variables affecting the results of work-life balance. Prioritising work-life balance in the strategic planning and management of remote work arrangements enhances employee satisfaction and productivity while also having useful ramifications for larger businesses.

Our investigation of the remote work environment will be centred on figuring out the complex interplay among coworker dynamics, supervisor support, and job autonomy. Our goal is to identify the ways in which these elements interact and affect one another's effects on the work experience as a whole. By exploring this relationship, we hope to shed light on how workplace autonomy, encouraging managers, and cooperative peers can all work together to help employees achieve the optimal work-life balance. We will closely examine the knock-on effects on creativity, productivity, and mental health beyond balance. There will be a strong focus on the critical role that supervisors play, as they are recognised as having a significant impact on employees' work-life balance. Through comprehending and maximising these interconnected elements, our goal is to add significant knowledge to the developing conversation about the modern opportunities and problems associated with remote work.

The literature places a greater emphasis on the role of supervisors because it recognises that, regardless of an individual's efforts to cultivate a high work-life balance (WLB), the success of such endeavours is highly dependent on effective supervisory support. Supervisors play a pivotal role in moulding the workplace culture and impacting worker satisfaction. Their responsibilities go beyond assigning tasks; they also include providing guidance, mentoring, and fostering a positive environment. An effective supervisor-employee dynamic raises motivation and plays a major role in improving the positive perception of the job. Given that supervisors' engagement and leadership style have a direct impact on employees' work experiences overall, understanding the complex interactions between different factors influencing WLB requires an appreciation of the critical role that supervisors play.

By writing this thesis, my objective is to offer a comprehensive knowledge of how remote work affects employees' life on a deeper level, going beyond simply recording the effects of remote work. Through in-depth examinations of variables like work-life balance, emotional health, and job satisfaction, I aim to reveal the complex interactions between the dynamics of remote work and personal experiences. My research aims to shed light on the subtle intricacies of remote work arrangements by examining them through the lenses of various job roles, organizational contexts, and demographic backgrounds. In addition, my research aims to fill in the gaps in the existing literature by examining the potential as well as the difficulties that come

with working remotely. I want to give a fair account of the advantages and disadvantages of working remotely, emphasizing the positives that come with it. These advantages include more autonomy, flexibility, and access to a worldwide talent pool.

My thesis seeks to not only produce research results but also offer suggestions on how individuals and organizations can successfully manage the challenges of working remotely. These approaches will be customized to support a positive work culture, enhance employee well-being, and maximize performance outcomes in remote work environments.

I have chosen the topic of remote work for my thesis due to both my personal experiences and deep interest in the subject matter. Through my own journey of working remotely, I have come to appreciate the numerous benefits it offers, which I am eager to explore and highlight in my research. Working remotely provides a level of autonomy and flexibility that is often lacking in traditional office settings. This freedom allows individuals to tailor their work environment to suit their preferences, resulting in increased comfort and productivity. Personally, I have found that working from home affords me more time for personal interests and hobbies, as well as significantly reducing commuting time and associated stress. Based on my personal experience, working remotely seems to provide a better environment for focus and efficiency when compared to an office setting. Being in my own comfortable environment helps me concentrate better on the duties at hand, and having the freedom to take breaks whenever I need them without being constrained by office hours improves my general well-being and job satisfaction. Nevertheless, despite these benefits, I have also experienced drawbacks from working remotely, such loneliness and sporadic lack of drive.

As time progressed, I've seen that the isolation of working remotely can occasionally result in feeling demotivated along with emotions of alienation. Maintaining a healthy work-life balance can be difficult when working remotely since it can be difficult to draw boundaries between job and personal life. By investigating methods that businesses and remote workers might use to improve their adaptability and well-being in remote work contexts, my study seeks to address these issues.

Organizations ought to give remote workers' mental health first priority and offer support systems to deal with emotions of loneliness and exhaustion. Supervisors are essential in this sense because they can offer remote workers direction and support. Ensuring that tasks are well-defined and doable, communicating clearly, and checking in frequently are all crucial for sustaining productivity and job satisfaction in remote work environments.

In summary, my thesis aims to shed light on the multifaceted nature of remote work, highlighting its benefits and challenges, and proposing strategies for individuals and organizations to thrive in remote work environments. By addressing the mental and organizational aspects of remote work, I hope to contribute to the ongoing discourse on remote work practices and ultimately improve the remote work experience for all stakeholders involved.

II.   Literature Review

Within the framework of modern organisational behaviour, this thesis seeks to explore the complex effects of remote work on workers' work-life balance. The study will specifically examine the advantages and disadvantages of working remotely, taking into account elements like freedom, flexibility, technology use, and the potential for personal and work lives to become more blurred. The main goal of the research is to comprehend how work-life balance outcomes are influenced by individual preferences, job roles, and organisational policies. The scope includes a comparison of traditional office-based work environments and remote work environments with the goal of identifying important trends, obstacles, and success factors. The ultimate objective is to offer useful information that can guide future research, interventions, and policy creation, helping to optimise remote work arrangements for higher levels of employee satisfaction and well-being.

2.1.   Key Themes and Concepts:

In this section, I will attempt to clarify each definition and concept that my thesis will highlight so that it is clear and understandable for the readers.

2.1.1 Remote work:
Any work done in a location of the employee's choosing and away from the company's designated office space is referred to as remote work. One can work remotely from home, at a coffee shop, in a co-working space, and many other locations. Whether working in-house at a company or as a freelancer, remote work is generally an option if your work can be completed without requiring in-person collaboration. Modern organisations have witnessed a notable increase in the use of remote work due to advancements in technology, evolving work cultures, and the worldwide reaction to incidents such as the COVID-19 pandemic. Numerous scholarly studies have shed light on this pattern, providing valuable perspectives on the diverse forms of telecommuting and their consequences for workers.

There are many ways that remote work can be implemented to suit the needs of employers and employees alike. These typical forms of remote work include:

- ✓ **Full-Time Remote work**: Workers do all of their work from a location other than a typical office. This can be done from any location with a reliable internet connection, including your home or a coworking space.
- ✓ **Telecommuting**: Workers alternate between working from the office and working remotely. Remote work can take many different forms, from occasional telecommuting to a few days a week.
- ✓ **Flexitime**: Employees with flexible schedules can decide when to start and end work, subject to certain restrictions. Although not always the case, it frequently goes hand in hand with remote work to offer more flexibility in terms of working hours.
- ✓ **Freelance/Work under Contract**: On a project-by-project basis, independent contractors or freelancers labour remotely. They might work for several clients at once and are not full-time staff members.

- ✓ **Remote Group/International Group**: Teams are dispersed throughout various regions of the world. Team members use digital communication tools to work together virtually even though they are geographically apart.
- ✓ **Hybrid Work**: a combination of office-based and remote work. Workers can choose where they work, which makes it possible for them to collaborate both on-site and remotely.
- ✓ **Digital Nomadism**: those who use technology to work from a distance while on the road. Digital nomads frequently relocate and frequently work from different nations.

2.1.2 Work from home: The term "work-life balance" describes the connection that exists between a person's personal life and their professional obligations. It entails efficient time and energy management to guarantee that one's personal and professional lives coexist peacefully, enabling fulfilment and satisfaction in both areas. The value of work-life balance for employee well-being cannot be overstated, as it has a direct bearing on physical and mental health, job satisfaction, and overall life satisfaction. Workers who successfully manage their personal and professional lives frequently report feeling less stressed, more satisfied at work, and having better mental and physical health. This equilibrium fosters a more upbeat and encouraging work atmosphere, which in turn raises employee commitment, productivity, and engagement.

Understanding the relationship between work and personal life is made easier by several models and theories that address work-life balance. The following are some well-known models and theories:

- ✓ **Role Theory**: according to this theory, people have different roles in their lives (e.g., employee, parent, partner). Reducing conflict and increasing satisfaction in each role is necessary to achieve work-life balance. People make an effort to carry out their duties without major disruption or conflict, guaranteeing a harmonious equilibrium between work and personal obligations.
- ✓ **Boundary Theory**: the goal of this theory is to manage and create boundaries between one's personal and professional lives. In order to stop pressure and responsibilities from shifting from one domain to another, effective boundary management is essential. People intentionally draw and preserve boundaries between their personal and professional lives to reduce the detrimental effects of one on the other.
- ✓ **Resource-Based Theory**: This theory proposes that people have finite resources, such as time and energy. Optimising the distribution of these resources to improve wellbeing is necessary to achieve work-life balance. People use their resources wisely in order to meet their obligations in both their personal and professional lives, making sure they have the capacity for each.

- ✓ **The job demands-resources model** is a framework for identifying job resources and job demands, when workers have the tools they need to handle the demands of their jobs, they can attain work-life balance, which lowers stress and improves wellbeing. Employers seek to give staff members the tools they need to successfully handle work-related demands and strike a balance between work and personal life, such as flexible scheduling and support networks.
- ✓ **The Spillover-Crossover Model** is a theoretical framework that investigates the ways in which emotions and experiences from one domain, such as work, can permeate another, such as personal life, and can even affect family members. Given that work and personal life are intertwined, organisations and individuals endeavour to maximise positive spillovers and minimise negative ones.

H1: I assume that remote work positively influences work-life balance by providing employees with greater flexibility and autonomy.

2.1.3. The impact of work-life balance on human wellbeing is one of the thesis's major ideas. As we have already discussed, there are many positive effects, but there are also negative ones. In the following paragraphs, I will explore and analyse the distinctions between these effects and determine which ones have a greater impact on employees.

Remote work has so many **positive impacts** on employee's wellbeing and productivity, and the key factors for this positive attitude towards this type of work are:

- ➢ **Increased Flexibility**: Employees who work remotely can arrange their workday to fit in their busiest hours for maximum productivity. This flexibility lessens stress and enables a better work-life balance by meeting personal obligations. In the context of remote work, increased flexibility refers to the autonomy and adaptability that workers possess in terms of scheduling, locations, and working methods. **Decreased Stress**: The ability to arrange work to accommodate one's preferences and outside obligations helps lessen the stress brought on by strict work schedules and the strains of commuting.
- ➢ **Independence and Autonomy**: Being able to work remotely gives people more freedom to choose their own hours and workspace. Workers can create a workspace that works for them, which encourages independence and autonomy in getting things done. Employee autonomy and independence are increased in multiple ways by remote work, which gives workers more control over their schedules and working conditions.
- ➢ **Cost Savings**: When we talk about cost savings in relation to remote work, we're talking about the monetary advantages that come with not having an actual office location for both employers and employees.
- ➢ **Enhanced Productivity**: Several research indicate that remote workers frequently see an increase in productivity. Employee productivity and efficiency will increase when they can concentrate on their work without the interruptions of a typical office environment. By a number of strategies that make use of technology, freedom, and flexibility, remote work can boost output.

- ➢ **Customised Work Environment**: By allowing employees to design their workspace according to their tastes, comfort and job satisfaction are raised. Increased motivation and morale may result from this personalisation. In the context of remote work, a customised work environment is one in which people are able to design a workspace that best meets their needs, preferences, and encourages productivity.
- ➢ **Environmental Impact**: Since working remotely eliminates the need for daily commuting, it has a positive impact on the environment. As a result, there is a reduction in overall ecological footprint, traffic congestion, and carbon emissions. Particularly when it comes to remote work, work-life balance can have a big environmental impact and support sustainability initiatives
- ➢ **Business Continuity**: When unforeseen circumstances like natural disasters or medical emergencies arise, remote work guarantees business continuity. Businesses that have established policies regarding remote work are better equipped to handle unforeseen difficulties. Due to its ability to bring flexibility and adaptability to an organization's operational model, remote work has a significant impact on business continuity.

H2: I assume that increased blurring of boundaries between work and personal life during remote work negatively affects work-life balance.

The benefits of working remotely are usually the ones that are emphasised the most, and this is largely due to so many businesses started implementing it and it became increasingly common. However, since remote work has become more popular, certain **disadvantages** have become apparent, such as:

- ➢ **Isolation and loneliness**: Because they don't regularly get to interact in person with their coworkers, employees working remotely may feel alone and isolated. There are several reasons why this lack of in-person communication can cause team members to feel disconnected, less engaged in social situations, and less united.
- ➢ **Communication Challenges**: Because of the lack of in-person interactions and dependence on digital tools, communication can be difficult in remote work environments.
- ➢ **Limited Team Building**: In a remote work environment, cultivating relationships and creating a strong team culture can be more difficult. Team cohesion may suffer from a decline in unplanned interactions, camaraderie, and team-building exercises.
- ➢ **Security concerns**: Potential security risks are introduced by remote work, particularly when staff members access company data from different locations. Unauthorised access, data breaches, and cybersecurity threats might all grow in importance.
- ➢ **Impact on creativity and collaboration**: In a remote work environment, collaborative creativity may suffer due to the lack of brainstorming sessions and casual conversations.
- ➢ **The Inequitable Access to Opportunities**: Disparities in the availability of opportunities for professional development, career advancement, and growth

among employees are referred to as this negative aspect of working remotely, especially when working in a remote or hybrid work environment.

➢ **Loss of Company Culture**: It is harder to keep a strong corporate culture when workers are spread out. Remote employees might experience a sense of alienation from the company culture, which could result in a loss of identity and shared values.

Job Resources:

Workplace Resources including Flexible work schedules, access to technology tools, decision-making autonomy, social support from coworkers and managers, and organisational support are all possible benefits of working remotely. These tools are essential for helping people balance their personal and professional obligations and achieve work-life balance. Location independence and flexible scheduling are common benefits of remote work. Workers can adjust their schedules to fit in with their periods of highest productivity or to take personal obligations into consideration. This adaptability makes it possible to handle the demands of both work and life in a more customised and flexible way. It is critical to provide remote workers with the infrastructure and technology they need. These covers having use of communication channels, project management tools, collaboration software, and dependable internet access. These tools improve overall work effectiveness by facilitating effective remote collaboration, task management, and communication.

Giving remote workers autonomy provides them the freedom to decide on their own within their purview. In addition to giving people more self-assurance, autonomy also enables them to customise their work procedures to fit their preferences and working styles, which helps them feel more in control of their careers. The company's dedication to facilitating remote work has a big impact on work-life balance. This assistance can take the form of providing resources for home offices, being transparent about policies regarding remote work, and giving advice on how to maintain a healthy work-life balance. Remote work arrangements must be successful, and this depends on an encouraging corporate culture.

These job resources work together to create an ecosystem that gives remote workers a sense of empowerment, connection, and preparedness. When people have access to technology, autonomy, and flexible work schedules, they can customise their work experiences. Coworkers' and managers' social support networks, in addition to larger organisational support, make sure that workers don't feel alone and can deal with the difficulties of working remotely more skilfully. In the end, these tools support the development of an environment at work that is favourable to preserving a good work-life balance.

H3: I assume that organizations that provide adequate support and resources for remote employees experience better work-life balance outcomes.

2.2. Objectives:

The objective is to examine the ways in which the adoption of remote work has caused changes and adjustments to the delicate balance between the personal and professional domains. This entails a careful examination of the ways in which virtual work environments alter conventional

ideas of work-life balance. The second objective pertains to the identification of the various factors that impact work-life balance in remote work settings. This includes a detailed analysis of the individual and organisational components that go into the overall balance or instability that remote worker's encounter. The assessment of organisational interventions and policies also aims to determine how well they support and maintain a positive work-life balance. By scrutinizing these objectives, the research aims to provide valuable insights into the intricate interplay of factors that define work-life dynamics in the contemporary landscape of remote work.

To attain a harmonious work-life balance, organizations must provide employees with essential physical and mental resources. When employees dedicate more time to meet elevated job demands, it significantly compromises their WLB. Conversely, job resources encompass factors like job autonomy, supervisor support, and co-worker support, which mitigate the adverse effects of heightened work demands on employees (Kataria, 2021). Workers tend to seriously undermine their work-life balance when they put in more time to meet increased job demands. On the other hand, job resources are those elements (like job autonomy, supervisor support, and coworker support) that help employees cope with increased workloads. (Rattrie, 2014). A good work-life balance will affect individual job satisfaction as well as other outcomes in an organization, WLB has a mediating effect between work autonomy and workload on job satisfaction (Fuadiputra, 2020)

2.2.1 Job Autonomy:

Job autonomy is particularly important for achieving work-life balance because it enables employees to work effectively and efficiently. Work autonomy is a job-related factor that can affect an individual's well-being because it gives workers flexibility and control over their performance. This freedom has to do with choosing the workflow, timetable, and other aspects of the job. Better managers of their work are thought to be less stressed, which makes them happier in their jobs. Flexibility, which offers a better balance to the conflicting demands of work and personal life, is another aspect of freedom. A higher value placed on work autonomy increases the likelihood of attaining a more favourable work-life balance (Zhang, 2011).

Since they can arrange their own work environment and set their own schedules, employees who work from home frequently feel more in control of their lives. This autonomy extends to decision-making and task execution. On the other hand, working in an office setting might mean a more regulated setting with predetermined office hours and procedures. Even though office-based work may still require autonomy to complete tasks, remote work autonomy is typically more expansive and customised due to its physical separation from traditional office spaces. The trend towards remote work has highlighted how critical it is to review and modify organisational structures to account for the various levels of autonomy needed in various work environments.

The more job autonomy remote workers have, the more effort they put into their work, according to social exchange theory. Thus, workers benefit from the possibility of a better work-life balance, which raises levels of job satisfaction and organisational commitment, and employers benefit from a more productive workforce that uses less space and is more cost-effective. This strategy contends that telework agreements make it easier for marginalised or vulnerable populations like women and young people to find employment (Rodríguez-Modroño, 2021). While home-based teleworking offers employees more freedom to manage

their working hours and enhance work–life balance, it is not without its challenges, especially for women and families with young children. Highly mobile remote work is also generally incompatible with family obligations.

Furthermore, increased job autonomy boosts one's confidence in their ability to complete a task (Johari, 2018). autonomy encourages a altered approach to work, which allows people to use strategies that complement their preferences and strong points. This feeling of control promotes a better overall work-life balance by lowering stress and burnout as well as improving job satisfaction. Autonomy emerges as a critical component in fostering WLB and improving workers' general well-being in the workplace by empowering workers to manage their time well and fostering a smooth transition between work and personal life. Reduced job stress is another outcome of work that is connected to job autonomy. Employment autonomy enables people to select their own tasks and limit their exposure to stressors; these lowers feelings of threat and promotes healthy coping mechanisms. (Saragih, 2011)

According to self-determination theory, it is not necessary to require some degree of autonomy in order to make free choices in the workplace to support psychological autonomy. As opposed to being the result of pressure or compulsion from upper management, it gives employees the freedom of agency to make meaningful decisions and the freedom to voluntarily participate in activities that bring a high level of satisfaction to their psychological needs. (Abdulrahman, 2019)

2.2.2. Supervisor Support:

Employee independence and power to decide are granted by job autonomy. In addition, supervisor support creates a supportive environment by providing resources, direction, and encouragement. Employee job satisfaction, stress levels, and work-life balance are all improved when they have both supportive supervision and autonomy. The combination guarantees a supportive and cooperative work environment while enabling individual empowerment.

Supervisors make the remote work experience smoother and more conducive to a balanced lifestyle by actively interacting with workers remotely, promptly addressing issues, and creating a supportive work culture. An engaged supervisor is essential in helping remote employees maintain a work-life balance by implementing tactics that enhance productivity and wellbeing. First, stress and uncertainty are decreased when there is consistent and open communication about expectations. Collaboratively setting reasonable objectives and due dates facilitates efficient workload management. Offering flexible work hours supports a range of personal schedules and promotes a better equilibrium between personal and work life. Furthermore, an engaged supervisor can organise online team-building exercises to keep remote employees feeling connected. Recognising accomplishments and providing emotional support are important components of job satisfaction and overall work-life balance.

Supervisor support is also a crucial element when it comes to resources that should be given to employees for a greater WLB[4], Employee perception of how frequently their supervisor expresses gratitude for their work and cares about their welfare is known as supervisor support. Subordinates feel safer and more capable of participating in activities that promote greater

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[4] WLB: Work Life Balance

WLB when supervisors enable them to apply their particular skills and knowledge and encourage them to use themselves authentically in their job roles. (Talukder, 2018).

Remote workers reported higher levels of self-regulation at work and better work outcomes when their supervisors demonstrated high congruence in control and support, as opposed to those whose supervisors demonstrated low congruence in their behaviour. Supervisor control behaviour and supervisor support behaviour have both been demonstrated to be associated with telecommuter work outcomes. Furthermore, remote workers performed better when supervisor support exceeded control than when control exceeded support when there was an incongruence in supervisor behaviours. (Gan, 2023)

In comparison to other sources of support, a study conducted by (Hämmig, 2017) revealed that the perceived lack of supervisor support was positively, consistently, and strongly associated with inadequate work and poor health outcomes. Out of all the factors that have been studied, the lack of support from supervisors has been found to have the strongest negative impact on employee health and well-being almost all the time. Regardless of the nature or scope of the issues involved, it is the most (or second most) significant source of work stress and a health risk factor among all the sources of support that are taken into consideration.

Because employee wellbeing is so intricately linked to the social exchange that occurs between managers, employees, and subordinates, it is both enabled and restricted by the support that these parties provide. It suggests that when workers are content with their managers, they can develop empathy, respect, and trust, all of which contribute to their psychological wellbeing (Haider, 2017), According to this point of view, improving employee wellbeing through human resource practices is just as crucial as improving employee satisfaction with managers and fellow employees.

2.2.3. Co-worker Support:

Coworker support is when other employees help you with tasks, share knowledge, and offer emotional support and encouragement. In virtual work environments, people must use information communication technology, email, phone calls, teleconferences, video conferences, and rarely, if ever, in-person meetings with coworkers to accomplish the majority of their organizational tasks. (Rocker, 2016) The reciprocal relationship between remote work and depression has been decreased by coworker support, demonstrating a protective effect in both pathways. (McTernan, 2016)

Relationships at work are crucial because coworkers have access to insider knowledge about workplace gossip and organizational information that outsiders do not. (Collins, 2016)The social aspects of work, such as catching up at the water cooler, having group coffee breaks and having lunch with coworkers, are essential and valued by many people. One of the main advantages of employment for many people is the social component, which is diminished for those who work from home. Apart from their purely social aspect, these kinds of interactions also help to create a loosely organized information network to which teleworkers may have limited access.

When working from home, having support and help as well as maintaining contact with coworkers prove to be very helpful (Manroop, 2023). Frequent interaction among coworkers promotes a sense of belonging and aids in warding off feelings of loneliness. Support that works collaboratively makes sure that problems are resolved quickly, which improves workflow.

Colleague support can also improve one's ability to solve problems and make decisions. Additionally, keeping up social ties even in a virtual setting lowers stress and raises morale generally while fostering a positive work culture. Maintaining communication with colleagues fosters a sense of community and mutual support, which contributes to a happier and more satisfying remote work environment.

There is a strong, negative correlation between productivity and coworker support. This makes sense because the interpersonal interactions that supportive coworkers foster are what drive productivity and creativity in the workplace, and these were negatively impacted by the switch to WFH. The unfavourable association represents the value lost from regular interactions with encouraging coworkers that take place at work. Workplace creativity and productivity are hampered when WFH removes or distances support from colleagues. We consider the loss of coworker support to be a friction for these reasons. (TJ, 2022)

The shift in coworker support that happened when work moved into home office marked a decline in people's sense of purpose and general interest in life. Similarly, the negative relationship with WLI[5] Increase suggests that finding meaning and interest in life outside of work was harmed by the encroachment of work into non-work life.

Strong correlations between the loss of coworker support, a high Core Self Evaluation, and work interfering with life (WLI Increase) have been found to exist with both productivity and meaning. These findings suggest that the acquisition of meaning and interest in life in general was weakened as work moved from the workplace to the home. (TJ, 2022)

Job Autonomy, Supervisor support and co-worker support are all intertwined variables making WLB while working remotely more achievable and plausible.

Organisational dynamics are symphonized in the complex movement of job autonomy, supervisor support, and coworker collaboration in the context of remote work. While autonomy gives people the ability to organise their work on their own, it also needs to align with group goals in order to promote a cohesive team effort. The supervisor assumes the role of a facilitator in this delicate balance, setting broad objectives and offering a structure that fosters individual autonomy while maintaining team cohesion. The supervisor plays the role of a guide, guiding through the challenges of remote work and making sure that lines of communication stay open, objectives are clear, and individual contributions are in line with the overarching organisational vision. Technology serves as a medium through which colleagues collaborate, converting online forums into environments where unplanned encounters and group discussions take place. It is critical to establish a mutual aid culture that goes beyond project-related conversations and becomes ingrained in the team's principles, encouraging cooperation among teammates. Supervisors are essential in acknowledging and celebrating the team's collective accomplishments, as success in remote work is not solely determined by individual contributions (Newman, 2021). Within this dynamic interplay, successful remote work arrangements are built on the foundation of individual autonomy when it is skilfully orchestrated with supervisor guidance and coworker collaboration, turning remote locations into an environment for innovation and collective achievement.

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[5] WLI: Work Life Integration

Supervisors must establish a foundation of trust and provide clear guidance in order for employees to flourish in their autonomy. Supervisors are the ones who design this trust, creating a climate in which people are encouraged to take responsibility for their work. Supervisors use a variety of strategies to make sure that autonomy is not a free-for-all but rather a planned and intentional part of the workplace, including transparent goal setting, clear communication of expectations, and the provision of a well-defined framework. The tenuous balance between independence and accountability is held together by the trust that exists between supervisors and employees. When individuals feel supported and trust their supervisors, they are more likely to navigate the nuances of autonomy with confidence, (Skiba, 2019) knowing that they have a guiding hand to turn to when needed. In essence, supervisor support acts as a catalyst, catalysing the effective deployment of job autonomy and transforming it from a mere concept into a tangible and empowering reality for remote workers.

A supervisor's lack of support can seriously irritate the delicate balance required to preserve a healthy work-life balance. Support from supervisors is like a cornerstone that keeps remote workers' general well-being intact. Without it, people could struggle with feelings of uncertainty and loneliness, which could make expectations and goals at work unclear. A supervisor's guidance is especially important in remote work settings, where physical distance can make communication more difficult. Employee stress could rise in the absence of this support since they might find it difficult to complete tasks without clear direction. Even more, the absence of constructive criticism and frequent check-ins can make remote employees feel underappreciated and alienated, which makes it harder to strike a healthy work-life balance. Supervisor support is, in essence, more than just a managerial duty; in the absence of it, it can tip the scales in favour of remote workers' insufficient work-life balance.

Strong working relationships should be developed and maintained by supervisors, who are essential in this regard. Supervisors should actively create a virtual environment that promotes regular communication and teamwork among team members, given the inherent challenges of physical distance (Jarmon, 2022). In order to replicate the camaraderie often found in traditional office settings, it becomes essential to establish channels for casual interactions, whether through virtual coffee breaks, team-building exercises, or informal online gatherings. This intentional effort lessens the feelings of isolation that remote workers might encounter in addition to fostering a positive work culture. Sustaining robust relationships among colleagues in a remote work environment offers significant advantages for work-life balance, going beyond simple companionship. A sense of community is created by a cohesive and encouraging team, which lessens the feeling of professional isolation that sometimes accompanies working remotely. It creates an atmosphere where coworkers are at ease asking for help, exchanging ideas, and working together to solve problems. Because of the increased ease of collaboration and the ability for individuals to take advantage of the team's collective expertise, this interconnectedness improves the overall quality of work. Additionally, a sense of camaraderie fosters a sense of belonging, which has a positive effect on workers' mental health and helps to create a more harmonious and satisfying work-life balance. Essentially, managers create connections in the virtual world by making sure that the relationships among employees are strong, which in turn strengthens the groundwork for a positive work-life balance.

In a remote work environment, where physical closeness is substituted with virtual connection, colleagues' assistance and cooperation are crucial in managing the difficulties of independent work. It gives one confidence and comfort to know that they are working as a cooperative team

rather than alone. Support from coworkers is demonstrated by shared perspectives, cooperative problem-solving, and a shared dedication to team objectives. By serving as a buffer, this support system lessens the negative effects of autonomy, like loneliness or uncertainty. Remote workers are more likely to handle the complexities of autonomy with ease when they perceive that they have a supportive community at their disposal. Support from coworkers also fosters a culture of mutual aid, where people freely share ideas and resources, improving the calibre of work produced overall. This spirit of cooperation fosters innovation and creativity as different viewpoints come together to address problems. In the end, coworker support is crucial in transforming job autonomy from a possible source of challenge into a source of empowerment and strength in the context of remote work. It also serves as a complement to job autonomy.

There are specific dynamics that arise in the remote work environment when a worker is supported by their supervisor but does not receive the same level of support from their coworkers. In order to give clear task expectations, goal alignment, and professional mentorship and to guarantee that the individual has a strategic roadmap for their work, supervisor support becomes crucial. On the other hand, a lack of support from colleagues may result in feelings of loneliness, which would reduce the social and collaborative aspects of the job. While the employee might perform exceptionally well on tasks assigned by the manager, there might be difficulties with communication, teamwork in solving problems, and the sense of camaraderie that comes from working with coworkers. Strong supervisor support promotes individual professional development, but the overall team synergy and collective innovation that result from collaborative efforts may be hampered by a lack of peer connections. For a complete and well-rounded remote work experience, it is essential to strike a balance between the support of coworkers and supervisors. This will ensure not only individual success but also the development of a cohesive and cooperative team environment.

Coworker support in a remote work setting acts as a catalyst for a multitude of positive outcomes, profoundly impacting job satisfaction, productivity, creativity, and overall happiness. The collaborative spirit fostered by supportive coworkers creates a sense of camaraderie and shared purpose, contributing significantly to job satisfaction. The knowledge that one is part of a team that values collaboration and mutual support enhances the overall work experience, translating into higher levels of job satisfaction. This sense of connection also plays a pivotal role in boosting productivity. When remote workers feel supported by their colleagues, they are more likely to engage in open communication, share insights, and collaborate seamlessly. This collaborative synergy, in turn, enhances creativity. Diverse perspectives and shared ideas create an environment conducive to innovative thinking and problem-solving. Moreover, the emotional support provided by coworkers contributes to overall happiness. Feeling connected to a supportive community mitigates the feelings of isolation that can accompany remote work, fostering a positive work environment. In essence, coworker support becomes a cornerstone that not only improves job satisfaction and productivity but also acts as a catalyst for creativity and overall happiness among remote workers.

The remote work environment takes on a complex dynamic when an employee feels well-supported by their coworkers but does not receive the same level of support from their supervisor. The presence of supervisor support can alleviate issues with task clarity, goal alignment, and overall guidance, even though support from coworkers surely fosters a sense of

community, collaboration, and shared purpose. Although helpful, peer support might not be able to replace a supervisor's mentorship and strategic guidance. Potential problems like unclear expectations, doubts about career advancement, and a possible sense of professional alienation from overarching organisational objectives can result from this imbalance. Although the employee might be successful in their current team, their ability to navigate organisational structures and express their unique contributions within a larger context may be limited if they don't have the support of their supervisor. Thus, while having supportive coworkers can undoubtedly improve a number of aspects of working remotely, a lack of support from a supervisor can result in a gap in organisational integration and strategic guidance, which can have an adverse effect on a worker's overall satisfaction and professional growth.

To sum it up, Achieving a harmonious work-life balance in a remote setting hinges on the intricate interplay between coworker support, supervisor support, and job autonomy. These elements are important because of how they all affect the experience of the remote worker. Support from coworkers creates a collaborative and community atmosphere that improves work culture and increases job satisfaction. Support from supervisors ensures both professional and personal development by offering mentorship, clear expectations, and strategic guidance. They all work together to create a harmonious workplace. Nestled between these pillars is job autonomy, which gives the individual the ability to manage tasks on their own. The symbiotic relationship among coworker support, supervisor support, and job autonomy acts as a linchpin for work-life balance. While numerous factors influence work-life balance, these three emerge as the most crucial, collectively shaping a remote work experience that is not only productive and innovative but also personally fulfilling and balanced.

Personal and professional time in home office environment:

While there are many advantages to working from home for employees, research indicates that when workers find it difficult to draw the line between work and home, their performance at work deteriorates, their job satisfaction declines, and family-related issues arise. Constant connectivity through digital platforms makes it easier to integrate work into the home environment, which can result in a persistent feeling that you are always on the clock. Establishing boundaries between professional and personal time becomes more difficult for people as the physical separation between work and home life becomes less distinct.

According to a study done by (Gillet, 2021) while working remotely fosters a positive impact on personal life by offering greater autonomy and flexibility, but it also presents certain challenges, including an increased workload, a blurring of work-life boundaries, and the possibility of feeling isolated. To achieve a balanced strategy that optimises the advantages of remote work while minimising its disadvantages on both a personal and professional level, the authors stress the necessity for organisations to put policies in place that assist staff members in overcoming these obstacles.

The end effect is a longer workday where it is harder to distinguish between work and personal time. People who are always connected may experience burnout because they find it difficult to mentally distance themselves from work-related issues. This difficulty is made worse by the lack of a physical commute or a distinct separation between the home and office. The negative impact on work-life balance manifests as a lack of true leisure time, increased stress levels, and challenges in maintaining healthy personal relationships. Maintaining work-life balance in the context of remote work requires effective management of this boundary-blurring.

When working from home, you need to establish a personal space and some alone time. To avoid receiving endless texts and emails, which requires shutting off phones and other personal electronics and putting the cell phone out of reach. These are distractions that slow down reaction times, make it harder to focus on a single task, and may even impair productivity at work and task performance. (Style, 2022)

Both distractions and an unfavourable work environment can hinder productivity. One of the main grievances expressed by office workers was the insufficient space, inadequate lighting, and inadequate ventilation in which they had to work. They thought that the management was not doing enough to address the workplace. What does this entail for office workers who telecommute, then? Since they are already accustomed to the setting, employees who work from home must take the initiative to identify workplace issues. Depending on the size of the house and the requirement to accommodate family members, not everyone may be able to set aside a specific room for work. A dedicated workspace at home is also not always agreed upon in advance by family members, which presents difficulties for some. But privacy helps draw boundaries between work-related activities and the people and things we associate with at home. (Style, 2022)

Thus, in order to balance personal and professional time when working from home, employees should learn how to self-regulate and separate their time according to company regulations. But at the same time, supervisors should shine more light on how to help employees not give in to distractions, by giving them clear instructions and tasks on how to do their daily work accordingly.

Studies suggests that managers, given their broad and overlapping duties, might have a limited understanding of their employees' needs related to work–life balance. Their own experiences with the problem often signal the assistance they offer for work-life balance: For example, flexible scheduling requests from employees have a higher probability to be granted by managers who also have elder carer duties, and work-life balance policies are more common in organisations where top management teams have children. Supervisors should determine how their own needs, struggles, and victories related to work-life balance during this pandemic might provide insights into the experiences of their staff members in order to start addressing the work-life balance concerns of their staff members. However, they ought to go farther still. The greatest way to comprehend each employee's particular situation is undoubtedly through one-on-one conversations, but managers frequently lack the time and resources necessary, particularly when they oversee large teams. In these situations, they might be able to use technology tools, like online tests, to find out more about the unique circumstances of their workers. When workers are reluctant to talk to a manager directly about personal or family matters, they may be able to gain insights through technologies that allow them to communicate with an avatar of their leader and share information about the difficulties they are facing. It is recommended that managers seek advice from human resources (HR) specialists within their organisation to gain a deeper understanding of current work-from-home policies. (Perrigino, 2020)

It is imperative that managers not only modify and enhance WFH routines but also set an example of the suggested behaviours. Subordinates observe and model their supervisors' boundary management behaviours. Even if it goes against their personal inclination, managers should lead by example for the benefit of their subordinates. For instance, in order to increase

productivity, some managers prefer to forego lunch. They should, however, take this break as well if they set up a lunch break for the people they supervise at noon. If not, the mismatch between their messaging and actions will perplex their supervisees and make WFH practices useless because managers' actions usually have a cascading effect on those under their supervision.

When it comes to remote work, supervisors and employees are both crucial in creating a focused and productive work environment. Employees must actively improve their focus and reduce their susceptibility to outside distractions. Supervisors are also accountable for offering the required assistance and direction. (Burt, 2023) When managers don't provide enough support, staff members might have trouble overcoming obstacles and staying at their best. A reduction in worker motivation and, consequently, a drop in productivity could result from a manager's absence. To establish an atmosphere that supports continued focus and productivity in the remote work environment, supervisors must provide the right support structures and employees must practise self-discipline.

2.2.4. Summary:

A thorough analysis of the intertwined domains of work-life balance (WLB) and remote work was presented in the first section of the literature review. The first talk was to lay the groundwork for a basic comprehension of these important ideas. One of the pillars of personal wellbeing, work-life balance, has been defined as the balance that is sought between work and personal obligations, with neither taking precedence over the other. The aforementioned conceptual foundation laid the groundwork for a more in-depth analysis of remote work, a paradigm shift that has impacted modern organisational structures.

Examining the nuanced nature of remote work, the review clarified its complex effects on WLB and workers' overall quality of life. There were many key factors contributing to this positivity include increased flexibility, allowing employees to tailor their workday for maximum productivity and stress reduction. Independence and autonomy are fostered as remote workers have the freedom to choose their hours and workspace, enhancing control over schedules and working conditions. Cost savings, arising from the absence of a physical office, benefit both employers and employees. Enhanced productivity is a consistent theme, supported by research indicating that remote work can boost efficiency and focus. A customised work environment, where employees design their workspace, contributes to increased job satisfaction and morale. Furthermore, remote work's positive environmental impact, stemming from reduced commuting, aligns with sustainability initiatives. The thesis also highlights the role of remote work in ensuring business continuity during unforeseen events, underlining its capacity to bring flexibility and adaptability to organizational operations. The subsequent paragraphs of the thesis promise a detailed exploration and analysis of these impacts, determining their relative significance on employees.

The widespread adoption of remote work has brought about numerous benefits, but it has also unveiled certain drawbacks. Despite the advantages often highlighted, employees working remotely may grapple with isolation and loneliness, stemming from limited in-person interactions with coworkers. Communication challenges arise due to the dependence on digital tools, leading to difficulties in effective remote communication. The remote work setting presents obstacles to team building, making it challenging to foster relationships and cultivate a strong team culture. Security concerns become prominent as remote access to company data

from various locations introduces potential risks such as unauthorized access, data breaches, and cybersecurity threats. Collaborative creativity may suffer in a remote work environment, lacking the spontaneous interactions and brainstorming sessions common in traditional settings. Inequitable access to opportunities becomes a concern, particularly regarding professional development, career advancement, and growth, impacting employees in remote or hybrid work environments. Additionally, the loss of company culture is observed, as the dispersion of workers makes it harder to maintain a cohesive corporate culture, potentially leading to a sense of alienation and a diminished shared identity and values among remote employees.

Furthermore, we discussed briefly the definition and importance of the availability of job resources to make sure that employees are getting everything they need to achieve the WLB that comes with working remotely. Many workplace benefits are available to employees who work remotely, including flexible work schedules, access to technological tools, autonomy in making decisions, and social support from managers and coworkers. These tools are essential for assisting people in striking a work-life balance and juggling their personal and professional commitments. Remote work offers location independence and flexible scheduling, which allow employees to plan their schedules around personal commitments and periods of high productivity. This allows for a more personalised and flexible approach to juggling work and life demands. By enabling smooth remote collaboration, task management, and communication, providing necessary infrastructure and technology such as communication channels, project management tools, collaboration software, and dependable internet access improves overall work effectiveness. Together, these job resources create an ecosystem that gives remote workers a feeling of readiness, empowerment, and connectedness. Technology availability, independence, and flexible work hours enable people to customise their work experiences. Coworker and manager social support networks, in addition to larger organisational support, guarantee that employees don't feel alone and can successfully handle the difficulties of working remotely. In the end, these tools help to foster an atmosphere at work that supports preserving a healthy work-life balance.

By explaining the theoretical foundations of work-life balance, remote work and job resources, this first section of the literature review essentially set the stage. It carefully analysed the advantages and disadvantages of working remotely, paving the way for a more in-depth investigation of the complex interactions between job autonomy, supervisor support, coworker dynamics, and their combined effects on remote workers' work-life balance.

The second goal of the literature is to determine the different elements that affect work-life balance in remote work environments. This will involve examining the organisational and individual elements that contribute to overall stability or unpredictability. Furthermore, evaluating organisational interventions and policies aims to determine how well they promote a healthy work-life balance. The goal of the study is to shed light on the complex interactions among variables that define work-life dynamics in the modern context of remote work.

The three factors that are discussed as being essential to achieving a work-life balance are coworker, supervisor, and job autonomy. Flexibility and performance control that come with job autonomy boost job satisfaction and improve work-life balance. Decision-making and task-execution autonomy among remote workers contributes to a sense of increased control over their lives, which is also evident in the customisation of their workspaces. The claim that

remote work autonomy leads to a more productive and economical workforce is supported by the positive correlation found between job autonomy and effort, job satisfaction, and organisational commitment (Zhang, 2011).

Supervisor support plays a pivotal role in creating a supportive work environment. Engaged supervisors aid in stress reduction through consistent communication, setting reasonable goals, and offering flexible work hours. The relationship between supervisor support and resources contributes to a better work-life balance, job satisfaction, and stress reduction. Research indicates that supervisor behaviour influences telecommuter work outcomes, emphasizing the importance of supportive supervision in remote work settings (Talukder, 2018) (Zhang, 2011)

In remote work environments, where information and emotional support are frequently shared through digital communication, coworker support is essential. Support from coworkers reduces the negative correlation between depression and remote work and promotes a feeling of community. Despite the fact that working remotely reduces productivity and meaning due to the lack of support from coworkers, a positive work culture depends on colleagues staying in touch. The trend towards remote work has brought attention to the importance of relationships among coworkers in fostering innovation and output (McTernan, 2016)

To sum up, work-life balance in remote work environments is influenced by a number of interrelated factors, including job autonomy, supervisor support, and coworker support. In order to improve employee well-being, the research highlights the necessity of striking a balance between autonomy, support, and collaboration.

Within the complex movement of organisational dynamics that is remote work, job autonomy, supervisor support, and teamwork among coworkers are key components. Job autonomy, which gives people the ability to plan their work on their own, needs to align with group objectives in order to promote a cohesive team effort. The role of the supervisor is that of a facilitator, helping the team navigate the difficulties of working remotely, maintaining open lines of communication, and coordinating individual efforts with the overall goals of the company. Technology facilitates teamwork among employees by acting as a conduit for a culture of mutual support that goes beyond project-related conversations. Therefore, for remote work to be successful, it must combine employee autonomy, manager direction, and teamwork to turn isolated workspaces into hubs for creativity and team success.

Establishing trust and giving clear direction are essential for supervisors to enable their staff members to thrive in their independence. Supervisors guarantee intentional and planned autonomy by means of transparent goal setting, unambiguous communication, and a clearly defined framework. The trust that exists between managers and staff is essential to maintaining the delicate balance between independence and accountability. Support from supervisors serves as a spark, enabling remote workers to experience job autonomy in a concrete and empowering way. The delicate balance needed for a healthy work-life balance is upset when a supervisor fails to support their employees, which negatively affects their general wellbeing and heightens feelings of loneliness and uncertainty.

Additionally, supervisors play a critical role in developing solid working relationships and establishing a remote work environment that encourages consistent communication and collaboration. Intentional initiatives, like team-building activities and virtual coffee breaks, help to foster a positive work culture and reduce feelings of isolation. Maintaining strong bonds

between coworkers in a remote work setting has major benefits for work-life balance and fosters a sense of community that goes beyond simple friendship. The negative effects of autonomy, like loneliness or uncertainty, are lessened by coworker support, which is essential in overcoming the difficulties of independent work. Coworker support creates a culture of mutual aid where resources and ideas are freely exchanged, enhancing the calibre of work produced overall. When different viewpoints come together to solve problems, innovation and creativity are fostered. In the context of remote work, coworker support serves as a catalyst, converting job autonomy from a possible source of challenge into a source of empowerment and strength.

When there is an imbalance that is, when one employee receives support from supervisors but not from colleagues, or vice versa the dynamics get more complicated. In order to ensure professional mentorship, goal alignment, task clarity, and overall career development, supervisor support is crucial. Conversely, support from coworkers fosters a sense of belonging, teamwork, and purpose. A healthy work-life balance depends on the complex interactions between job autonomy, supervisor support, and coworker support. Together, these three components influence remote work environments that promote well-being, creativity, productivity, and job satisfaction. The symbiotic relationship between job autonomy, supervisor support, and coworker support essentially serves as the cornerstone for work-life balance in the context of remote work.

In conclusion, while remote work undeniably offers significant benefits to the work-life balance of employees, such as flexibility and a sense of independence and satisfaction, it alone may not guarantee optimal job contentment. The key lies in the active involvement of supervisors who play a crucial role in ensuring a positive remote work experience. Supervisors can contribute to employee satisfaction by providing ongoing support and clear instructions, being available for guidance, and attentively addressing their needs. It is essential for supervisors to create an environment where remote workers do not feel isolated or confused. Facilitating connections among remote team members and fostering a sense of community, despite the physical distance, is vital. Moreover, supervisors should assist employees in assimilating into remote work, ensuring they have the necessary resources and feel a continued sense of connection with their colleagues. In this collaborative effort, the true potential of remote work in enhancing both work-life balance and job satisfaction can be fully realized.

III.   Methodology:

In this section of the thesis, I have conducted a thorough investigation using both qualitative and quantitative approaches. Investigating the complex dynamics of work-life balance among remote workers. In order to accomplish this, I have created a carefully thought-out survey with a variety of questions aimed towards remote workers. The purpose of this survey is to gather

vital information about respondents' preferences and experiences with remote work arrangements. I aim to reveal subtle patterns and correlations by closely examining the relationships between different elements extracted from the survey responses and their relative effects on the work-life balance of remote workers. Moreover, I will add qualitative information from in-depth interviews to the survey results in order to better understand the complexities of work-life balance in the context of remote employment, given the inherent limits of quantitative data. I will be doing these interviews with a certain subset of my friends and acquaintances that work remotely. Through these interviews, I hope to learn more about the complex issues surrounding finding a work-life balance when working remotely.

In order to shed light on the real-world experiences of remote workers, rich narratives and personal tales are intended to be extracted through the qualitative interviews. Through an exploration of the subjective narratives of persons navigating the domain of remote work, my goal is to reveal the underlying incentives, obstacles, and tactics utilized in the search of work-life balance. The focus of this qualitative investigation is on documenting the transformative path that remote workers take after they start working from home. In addition, by contrasting the quantitative results from the survey with the qualitative insights from the interviews, I hope to develop a thorough and comprehensive knowledge of the complex interactions between the dynamics of remote work and achieving work-life balance.

All things considered, this research project is a deliberate attempt to disentangle the nuances of work-life balance in the setting of remote work by utilizing a pluralistic approach to methodology that capitalizes on the advantages of both qualitative and quantitative approaches. By applying an interdisciplinary perspective, I hope to add something meaningful to the current conversation about remote work practices. My goal is to provide nuanced insights that speak to the real-world experiences of remote workers and guide future efforts to create a work environment that promotes holistic well-being.

During the formulation of my thesis, I presumed that remote workers benefit from work-life balance since it gives them more flexibility and control over their work schedules. This assumption served as the foundation for the questionnaire's original purpose, which was to determine how much remote workers believed their work-life balance was improved by the freedom that comes with working remotely. The questionnaire aimed to investigate a number of areas related to the experiences of remote workers, beginning with a review of their motivation levels and the suitability of their resources for working from home. The purpose of this investigation into these variables was to clarify how people's perceptions of work-life balance are affected by the inherent flexibility of remote work arrangements. The poll also sought to identify any potential roadblocks or enablers that might stand in the way of achieving the ideal work-life balance in a remote work environment.

To elaborate on my second hypothesis, I implied that work-life balance may be negatively impacted by the increased uncertainty of work and personal life, which is a typical occurrence in remote work arrangements. This hypothesis is based on the understanding that although working remotely provides previously unheard-of levels of freedom and autonomy, it also raises issues with establishing distinct boundaries between work and personal obligations. Boundaries are being blurred, which can lead to feelings of disorientation and isolation and ultimately make it more difficult for people to strike a healthy balance between their personal and professional life. The purpose of the questionnaire was to explore the wide range of

variables that influence this phenomenon, with an emphasis on identifying the fundamental causes of people's increased sense of boundary blurring when working remotely. Important questions centred on how supportive and directive supervisors were, and how clear and detailed the responsibilities were that were delegated to remote employees. The purpose of the questionnaire was to investigate how much people's opinions of boundary management in remote work environments are influenced by organizational support structures and communication channels.

In formulating my final hypothesis, I assumed that companies who actively provide remote workers with enough tools and assistance will probably see better results with regard to work-life balance. The notion is supported by the knowledge that organizational support systems have a significant impact on how remote work is experienced and how well employees are able to balance their personal and professional obligations. Aware of the importance of this connection, the questionnaire sought to investigate the fundamental processes by which organizational resources and support promote work-life balance. Examining how much companies give remote workers the tools and resources they need to do their jobs well while working remotely was a key component of our investigation. The purpose of the questions was to evaluate the accessibility of pertinent software and hardware, the availability of technical infrastructure, and the chances for skill and training development. Through an exploration of these aspects, the survey aimed to determine the extent to which organizational assistance supports remote workers' capacity to manage the difficulties of working remotely and attain a feeling of balance in their life.

3.1. Test Sample:

In order to adequately capture the variety of features of the sample population, I deliberately incorporated a number of demographic questions into the design of my thesis questionnaire. These demographic questions covered age, gender, nationality, and degree of education, among other things. The inclusion of these demographic factors was justified by their critical role in providing context for the research findings and elucidating the complex interactions that exist between people's demographic profiles and their experiences, beliefs, and behaviours about work-life balance.

First and foremost, the primary goal of gathering demographic information is to describe the sample population. Through the collection of data on respondents' age, gender, level of education, nationality and country of residence, my goal was to acquire an understanding of the makeup and diversity of the study participants. This fundamental knowledge is necessary to guarantee that the research findings are inclusive and diverse, which improves the reliability and applicability of the study results. Furthermore, by including the demographic questions in the segmentation analysis, it becomes easier to examine how various demographic groups could perceive work-life balance in different ways. Examining, for example, whether perceptions of work-life balance differ between age groups or between people of various genders might provide important insights into the complex dynamics at work in the workplace. By enabling the detection of potential discrepancies or patterns among demographic subgroups, this segmentation enhances the breadth of study and interpretation.

It is essential also to include questions on the frequency of working from home and from the office in my work-life balance questionnaire in order to comprehend the dynamics of remote

work and how it affects people's general wellbeing. You can learn more about respondents' adoption of remote work practices by collecting data on the percentage of days they work remotely compared to in-office. This data makes it possible to evaluate how people in various work settings manage to strike a balance between their personal and professional obligations. Furthermore, knowing how in-office versus remote workdays are distributed allows for a more thorough examination of the possible advantages and disadvantages of each setup. All things considered, these investigations add to a more sophisticated comprehension of the ways in which remote work arrangements impact people's experiences with work-life balance and provide guidance for methods of improving work arrangements to enhance wellbeing.

In the context of my work-life balance questionnaire, it is essential to ask respondents about their job satisfaction and compensation because these are key aspects that determine total job satisfaction and, by extension, work-life balance. A person's subjective assessment of a variety of characteristics of their work, including as the tasks they perform, their interactions with coworkers and managers, their possibilities for professional advancement, and the culture of the company, is included in their overall job satisfaction. Positive work-life balance outcomes are strongly correlated with high job satisfaction because people who are happy and fulfilled in their roles are more likely to have lower stress levels, higher levels of motivation, and a greater sense of fulfilment in both their personal and professional lives. Similar to how financial stability and the capacity to meet one's basic requirements are critical elements of general well-being.

In addition, the questions I brought up about technological proficiency, productivity, motivation, and access to resources when working from home are all interconnected and affect how people perceive and experience work-life balance (WLB) in the context of remote work. First of all, productivity in a remote work setting indicates an individual's capacity to complete tasks efficiently. Increased productivity can help people feel more accomplished and satisfied, which can improve overall work-life balance (WLB) by lowering stress at work and empowering them to handle their burden more skilfully. Moreover, the motivation to perform better when working remotely implies a feeling of involvement and dedication to one's job obligations. Motivation is the engine of productivity and can raise people's level of happiness with their work environment overall, which has a good impact on their work-life balance. Furthermore, having access to the tools, software, and technology required for remote work is critical to enabling smooth transitions between the home and office settings. Sufficient resources not only facilitate efficient job performance but also cultivate a feeling of self-determination and empowerment in individuals, thereby augmenting the remote work environment and improving work-life balance. Lastly, the ability to effectively use technology solutions tailored to remote work settings is essential for getting over certain obstacles and optimizing productivity when working remotely. Being computer savvy can help you achieve work-life balance by streamlining workflow procedures, reducing the difficulties of working remotely, and improving overall job performance.

In the context of my work-life balance (WLB) questionnaire, it is crucial to ask respondents' supervisors if they show concern for their well-being when they work from home. This question illuminates the crucial role supervisors play in influencing people's experiences in remote work environments. The supervisor has a broad role that can have a big impact on several WLB features for remote workers. First of all, a manager who shows real concern for the welfare of their staff members cultivates a welcoming and inclusive work environment where people are

treated with respect and feel appreciated. Such supervisory support can improve morale, job satisfaction, and remote workers' general psychological well-being by creating a positive work environment. Plus, supervisors are crucial in helping remote workers navigate the particular difficulties and complexities of remote work arrangements by setting clear expectations, offering direction, and providing assistance.

It is also imperative to inquire about the clarity of tasks when working from home, as this pertains to a key part of the efficiency of remote work and the well-being of employees. For remote workers to prioritize their activities, comprehend their roles, and efficiently handle their burden, there must be clear task clarity. Ambiguity or unclear job duties can cause remote workers to become confused, ineffective, and stressed out, which will ultimately affect their ability to maintain a healthy work-life balance. Clear and well-defined tasks help remote workers better organize their days, set and achieve achievable goals, and feel in control of their work—all of which improve overall well-being and the work experience. Clear task clarity fosters open communication and collaboration between supervisors and remote workers, enabling remote employees to seek clarification, provide feedback, and address any challenges or concerns they may encounter while working from home.

In order to investigate the effects of the work environment on people's stress levels and general well-being, questions about respondents' perceptions of stress levels when working from the office versus working from home were asked. Flexibility, independence, and a decrease in the stress of commuting are among benefits that remote work may provide, which could lessen some of the demands of typical office-based work. On the other hand, some people may experience increased stress levels at the workplace due to elements like loudness, diversions, strict schedules, and lengthy commutes. It is possible to evaluate the possible advantages and disadvantages of remote work arrangements in terms of stress management and work-life balance by knowing respondents' comparative experiences of stress in various work situations. Furthermore, my questionnaire seeks to identify areas for improvement in traditional office-based work settings and to inform strategies for optimizing remote work environments to better support employee well-being and work-life balance. It does this by examining the factors that contribute to perceived stress levels in the office versus at home.

For the next question, I thought it is imperative to ask respondents about their satisfaction with their current coworkers because this question touches on the social aspect of the workplace, which is a major determinant of their overall job satisfaction. Building strong bonds with coworkers promotes a cooperative and encouraging work environment that gives team members a sense of respect, belonging, and togetherness. Conversely, unfavourable or tense interactions with coworkers can cause people to feel alone, stressed out, and unsatisfied, which can eventually affect their capacity to strike a healthy work-life balance. My survey attempts to determine the nature of interpersonal interactions in the workplace and their effects on WLB by measuring respondents' contentment with their coworkers. Furthermore, by comprehending the elements that influence colleague satisfaction, tactics for developing a positive work environment, strengthening team dynamics, and advancing employee wellbeing can be improved. In general, this question offers insightful information about the social dynamics of the workplace and how they affect people's perceptions of work-life balance.

One of the most important questions in my questionnaire is if respondents believe their present job to be their ideal job. This question dives into the intrinsic drive and satisfaction people have

from their work. A sense of fulfilment, meaning, and enthusiasm in one's professional life is fostered when one perceives their employment as their dream job, indicating a strong fit between personal values, interests, and career objectives. People are more likely to feel more motivated, satisfied with their jobs, and generally feel better when they are working toward their personal and professional objectives. This favourable association with one's work influences people's attitudes, habits, and general quality of life outside of the office. Furthermore, those who are enthusiastic about their work are more likely to put in the time and effort necessary for their professional pursuits, which can result in higher success and achievement levels.

The next question is about the feelings of loneliness and isolation while working from home, I put this inquiry because it explores the social and emotional sides of working remotely. Remote work offers flexibility and autonomy but the absence of in-person interactions with coworkers and the larger work community can contribute to feelings of loneliness and disconnection. Gaining insight into the loneliness that respondents experienced when working from home might help identify potential problems with remote work arrangements and how they affect people's general well-being. Loneliness has a detrimental impact on motivation, job satisfaction, and mental health, which in turn affects people's capacity to strike a healthy work-life balance. Furthermore, addressing loneliness in remote work environments is essential for developing a welcoming and inclusive workplace culture, encouraging social interaction and teamwork among remote workers, and reducing the detrimental impacts of isolation on both individual and organizational performance.

Because the next questions cover the issue of job satisfaction and burnout across multiple work environments, it is vital to find out if respondents feel like giving up on work during both office-based and remote employment. These emotions may be caused by a number of things, including an excessive workload, a deficiency of motivation, job discontent, or difficulties juggling work and personal obligations. Gaining an understanding of the respondents' experiences of wanting to give up on their work in both situations offers important insights into the underlying causes of job discontent and burnout in any workplace. It recognizes the intricate relationships that exist between work-related pressures, individual wellbeing, and work-life balance. Addressing thoughts of wanting to give up on work is also essential for developing interventions and techniques that could help staff members manage their workload, create a happy work environment, and advance their general well-being. My questionnaire seeks to identify common issues and patterns among various work contexts by evaluating respondents' experiences in both office-based and remote work settings. This information will help guide initiatives to improve work-life balance, productivity, and job satisfaction for all staff members.

The final questions I asked focused on respondents' prioritization of work over personal needs, their perception that their jobs make their lives harder, and their expression of job-related unhappiness. These questions are related to one another because they all discuss how work-related stressors affect people's general well-being and ability to balance work and life. One typical problem faced by many people is balancing professional commitments with personal obligations and self-care. This is reflected in the first question, which concerns prioritizing work above personal needs. This imbalance can result in the disregard of one's relationships, physical and mental health, and overall well-being in favor of fulfilling work obligations, which can ultimately lead to feelings of discontent and burnout. The perceived detrimental effects of work on people's lives outside of the office are specifically addressed in

the second question, which asks respondents if they believe that their job makes their life more difficult. This could involve things like an overwhelming workload, long hours, irrational expectations, or a lack of support, all of which can lead to more stress, annoyance, and trouble striking a work-life balance.

In order to fully comprehend and examine the data gathered during the research process, I made use of **IBM SPSS** software, a potent instrument well-known for its proficiency in statistical analysis and data interpretation. Through the utilization of the IBM SPSS software, a diverse range of studies were conducted by me, including both straightforward descriptive statistics and intricate inferential tests. With the use of this software, I was able to examine the dataset's correlations, patterns, and trends and come to some insightful conclusions. Furthermore, IBM SPSS offered the capacity to create visual representations of the data, including tables, graphs, and charts, which improved the findings' readability and clarity. By means of IBM SPSS, I obtained a sturdy analytical framework that enabled me to decipher the complexities of the research data and extract significant insights to guide ensuing decision-making procedures.

Interview questions: For the interview segment, I prepared a range of questions for with the main objective of getting answers and conclusions that were in line with the information gathered from the questionnaire. The rationale behind this methodology was to acquire a more profound and intricate comprehension of the viewpoints and encounters of the respondents concerning remote working. The questions were thoughtfully crafted to dig into different facets of working from home, enabling a thorough analysis of the topic. A wide range of subjects were covered by the interview questions, such as work-life balance, productivity, obstacles, and methods for enhancing remote work experiences.

I wanted to get fresh insights and viewpoints from the interviewees that would not have come through the questionnaire alone, so I had open-ended conversations with them. This method made it possible to explore the themes underpinning remote work in a more dynamic and engaging way. I aimed to locate any new information or subtleties that surfaced from the conversations, as well as to confirm and contextualize the results from the questionnaire through the interview process. My goal in triangulating the data gathered from both sources was to increase the credibility and dependability of the findings I had made.

The interview questions go as follows:

- Can you describe your typical workday routine while working remotely?
- How do you manage boundaries between work and personal life when working remotely?
- What are the main advantages you perceive in remote work in terms of achieving work-life balance?
- Conversely, what are the main challenges or drawbacks you encounter in maintaining work-life balance while working remotely?
- Have you noticed any changes in your overall well-being since transitioning to remote work? If so, can you elaborate on these changes?
- How do you stay connected with colleagues and maintain a sense of camaraderie while working remotely?
- Do you feel that your employer provides adequate support and resources to facilitate work-life balance while working remotely?

- Have you experienced any difficulties in disconnecting from work during non-working hours when working remotely? If so, how do you address this?
- How do you handle distractions or interruptions to your workday while working remotely?
- Can you share any strategies or tips that have been effective for you in achieving a healthy work-life balance while working remotely?
- Have you noticed any differences in your work-life balance compared to when you were working in a traditional office setting? If so, how do these compare?
- What role do flexibility and autonomy play in your ability to achieve work-life balance while working remotely?
- In your opinion, what changes or improvements could be made to enhance work-life balance for remote workers in your organization or industry?

All things considered, the interview part of my research was a useful addition to my research, offering a deeper and more thorough grasp of the difficulties associated with working remotely. I made an effort to get insightful information through careful asking and attentive listening in order to provide a more comprehensive analysis of remote work experiences and to provide actionable advice for both individuals and companies.

Location and settings of the test sample: My outreach method for the questionnaire was purposefully broad and varied in order to gather a variety of viewpoints from people in different age groups, places, and cultural backgrounds. I tried to interact with people who might have special insights into the intersection of work-life balance and cultural adaptation in foreign settings by posting the questionnaire in Facebook groups devoted to Moroccans studying and working abroad as well as those especially designed for Moroccan remote workers. Similarly, contacting Hungarian expats gave us a chance to hear from people who are juggling work-life issues in a new cultural setting. I also targeted Remote work or Expat groups in countries all over western Europe to get a more diverse opinion since these countries tend to attract workers from all around and the world and that shows in the country-of-origin section in my questionnaire.

A variety of social media channels, including Facebook and Instagram, were used in the dissemination strategy, which allowed for widespread engagement and added a diverse range of voices, experiences, and points of view to the dataset. In addition to improving the research findings' comprehensiveness, this deliberate diversity in the respondent pool highlights how important it is to take into account different points of view when comprehending the complexity of work-life balance in the modern, globally interconnected world.

Moreover, I also had a number of insightful dialogues for the interview segment with four friends who had diverse work experiences and backgrounds. First, I had a discussion with Manal, a Moroccan national studying business administration at BGE and working part-time as an accounting intern at Paramount. After that, I spoke with Amina, a Tunisian expat living in Hungary who finished her international relations degree at ELTE and is now employed as a payroll analyst at Avis Budget Group. Another Moroccan national, Marouane, currently residing in France, an acquaintance who graduated last year in mechanical engineering from MATE University talked about his experiences as a former customer service analyst at Computacenter in Hungary. Finally, Rafael, a citizen of Brazil who also works for the Avis Budget Group as a Bill Solutions Specialist and is currently undergoing his bachelor's degree

in international relations at ELTE. It is interesting that every interviewee works remotely or in a hybrid arrangement and currently works or formerly worked in Hungary. This adds a variety of viewpoints and reflections on navigating a professional life in a dynamic and diversified work environment to the talks. (Please note that I have the consent of the interviewees to use their personal information for my thesis)

IV. Results:

4.1. Questionnaire results:

A total of 101 individuals participated in my questionnaire, providing diverse perspectives on the topic at hand. Many respondents, constituting 33.7 percent, identified as Moroccan citizens, reflecting a strong representation from this demographic group. Following closely were Hungarian citizens, comprising 11.9 percent of the respondents, showcasing significant engagement from the local community. Additionally, respondents coming from Italy accounted for 7 percent, while French nationals represented 5 percent of the total respondents. Other nationalities, including individuals from Tunisia, Iran, Ukraine, India, Syria, and more, collectively contributed to the diverse respondent pool. You can find the graph for nationalities in **Figure 1***: **Nationalities of Respondents**:

Figure 1: Nationalities of Respondents
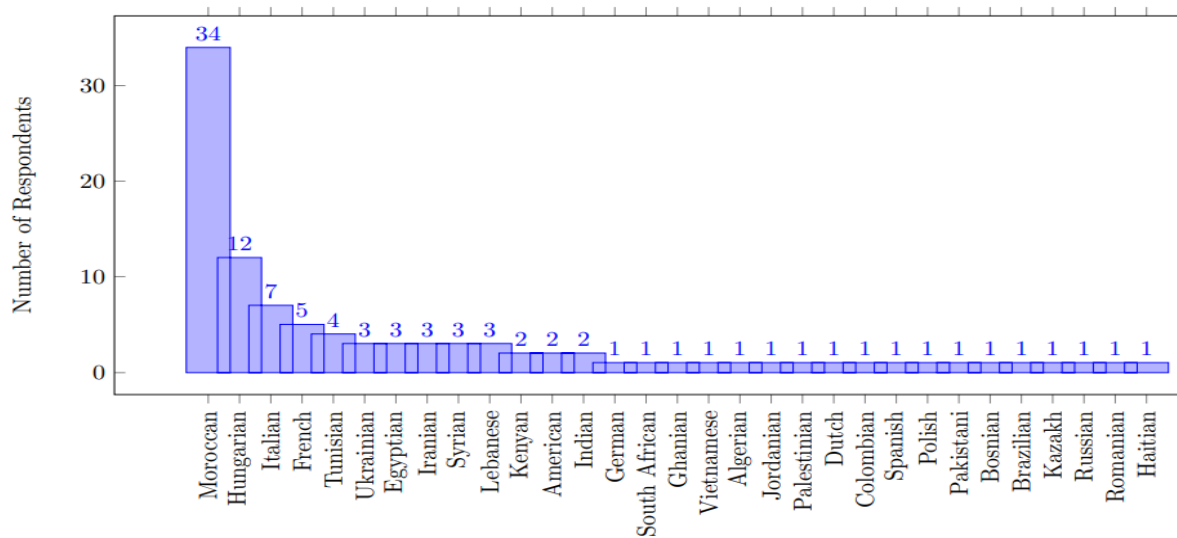
(Obtained from primary data, 2024)

Notably, a substantial portion of the respondents, amounting to 34.7 percent, currently reside in Hungary, with many of them being members of Hungarian expat groups and university communities. France emerged as the second most common country of residence, with 21.8 percent of respondents residing there, attributed to the sizable Moroccan population in the country and the linguistic and cultural ties between the two nations. Morocco itself accounted for 13.9 percent of respondents, followed by Germany with 9.9 percent. Other countries such as the UK, Italy, and the USA were also represented among the respondents, highlighting the global reach and diverse backgrounds of the participants. You can find the graph showcasing the respondents' nationalities in *Figure 2*: **Country of Residence**
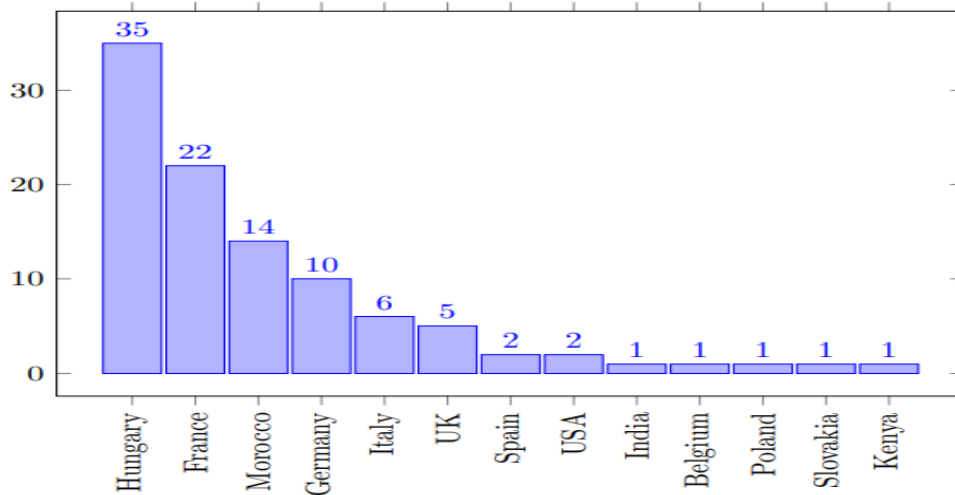
(Obtained from primary data, 2024)

You can find more information about the demographic of the participants in *Table 1*: **Demography of participants**

Table 1: Demography of participants

Particulars	Items	Frequency n=101	Percentage
Gender	Female	54	53.4%
	Male	44	43.6%
	Non-binary	3	3%
Age	Less than 20	1	1%
	20-25	62	61.3%
	26-30	31	30.7%
	31-40	7	7%
	More than 40	-	-
Education	High School Diploma	5	5%
	Bachelor's Degree	64	63.3%
	Master's Degree	32	31.7%
	Phd	-	-
Current employment	Private	87	86.1%
	Government	12	11.9%
	NGO	2	2%

(Obtained from primary data, 2024)

The respondents' demographic profile is primarily composed of persons who have analyst positions in a variety of industries, including Finance, Tech, and customer service. These industries surface as the participants' main areas of employment, which is consistent with the varied professional environment that the questionnaire examined. Furthermore, among the well-known businesses that respondents commonly brought up in the company-related inquiries are Sanofi, Dell, Avis Budget Group, and Wise. These businesses span a variety of

sectors, including technology, financial services, and pharmaceuticals. This illustrates the range of experiences and viewpoints that were represented in the survey replies. The prevalence of analyst positions emphasizes the value of data-driven insights in comprehending the dynamics of work-life balance in contemporary workplaces, and the recognition of top businesses underscores the significance of organizational context in influencing people's experiences and perceptions. Overall, the demographic makeup of the sample offers insightful background information for examining the ways in which industrial sectors, job roles, and organizational cultures interact to affect respondents' outcomes with regard to work-life balance.

Following the collection of demographic data, the questionnaire examined how frequently respondents worked from home and in an office each week. This is an important consideration when trying to comprehend work-life balance, especially in the context of hybrid work environments. Individuals' work-life balance (WLB) can be significantly impacted by the variation in the number of days they spend at the office compared to working from home, as the distribution of these workdays affects their capacity to successfully balance personal and professional obligations. For example, people with less flexible work schedules might find it harder to strike a healthy balance between work and personal life than others with more flexible schedules. I will give a thorough analysis of the information gathered from these questions in the part that follows, using a tabular style to shed light on the distribution and significance of respondents' office and remote workdays. *Table 2* and *Table 3* are showcased down below to explain the numbers more.

Table 2: Days per week working from home.

		Frequency	Percent
Valid	0 days	4	4.0
	1 days	3	3.0
	2 days	27	26.7
	3 days	40	39.6
	4 days	19	18.8
	5 days	8	7.9
	Total	101	100.0

(Obtained from primary data, 2024)

Table 3: Days per week working from office.

		Frequency	Percent
Valid	0 days	8	7.9
	1 days	20	19.8
	2 days	38	37.6
	3 days	24	23.8
	4 days	7	6.9
	5 days	4	4.0
	Total	101	100.0

(Obtained from primary data, 2024)

The data gathered from the Google survey provided insights into the respondents' opinions regarding their level of job satisfaction. The vast majority of respondents, at 82.2%, indicated that they agreed or strongly agreed with the statement "I am satisfied with my job." This suggests that workers are reasonably satisfied with their current jobs. It is interesting to note, though, that 17.8% of respondents disagreed with the statement or had no opinion at all, indicating that there are those who have different views on job satisfaction. These results indicate the need for additional research into the variables impacting job satisfaction and its consequences on organizational well-being by shedding light on the diverse experiences and attitudes present in the workforce. A more nuanced perspective among respondents was shown by the statistics addressing income satisfaction, in contrast to the high degree of agreement noted in response to the first question regarding total job satisfaction. To be more precise, 67.3% of participants agreed or strongly agreed with the statement, "I am satisfied with my salary." Nonetheless, a sizeable percentage—19.8% of respondents—stated that they were either dissatisfied or strongly disagreed with their level of income satisfaction. 12.9% of respondents were also indifferent to the topic.

The data also revealed how productive respondents thought working remotely was. Seventy-eight percent of respondents, a sizable majority, said they felt more productive when working from home. This indicates a widespread belief among a sizable segment of the labour force that working remotely boosts productivity. Notably, though, 22% of respondents disagreed, disagreed strongly, or had no opinion at all. These results demonstrate the variety of methods in which people adjust to working remotely. While some people value the freedom and flexibility that come with working remotely, others might find it difficult to work from home due to possible distractions or other difficulties. Comprehending these divergent viewpoints is vital for enterprises aiming to enhance their policies regarding remote employment. The data also provided insights into respondents' perceptions of how working from home impacts their motivation levels. A notable portion, comprising 68% of respondents, expressed agreement or disagreement with the statement "Working from home motivates me to work better." This suggests that for a significant majority of respondents, remote work serves as a source of motivation to enhance their performance. However, it is important to note that 18% of respondents disagreed or strongly disagreed with this statement, indicating a divergence in experiences and attitudes towards remote work as a motivator. Additionally, 14% of respondents remained neutral on the issue.

Important insights into respondents' opinions of the tools and technological expertise accessible for remote work were also revealed by the data. 91.7% of respondents, a sizable majority, agreed or strongly agreed with the statement "I have all the resources necessary to work from home." This suggests that the great majority of remote workers believe they have all the tools and resources they need to carry out their duties from a distance. In addition, 86.6% of respondents agreed or strongly agreed that they have the technological know-how necessary to make efficient use of resources for remote work, with only 13.3% disagreeing. These results highlight how crucial it is for remote workers to have access to resources and be technologically literate in order to facilitate remote work and ultimately increase job satisfaction. Through provision of appropriate resources and technology assistance, employers can enable their workers to flourish in remote work settings, thus augmenting job contentment and efficiency.

According to the research, there was a noticeable difference in how respondents felt their supervisor cared for their well-being when they worked from home. The statement, "My boss is concerned about my well-being when working from home," was strongly agreed upon by just 47% of respondents, while a sizable portion, or 44% of respondents, disagreed or strongly

disagreed. Furthermore, 9% of participants had no opinion. The differences in the replies show how different remote workers perceive and experience the level of support and care from their superiors. These results highlight the need of good leadership and communication in remote work environments, since supervisors are key players in creating a positive work atmosphere and attending to the requirements of their remote team members.

Organizations should prioritize initiatives aimed at promoting supervisor-employee relationships and ensuring that remote workers feel valued, supported, and cared for, thereby enhancing overall job satisfaction and well-being in remote work arrangements.

The data also revealed positive sentiments regarding the clarity of tasks when working from home among the respondents. A significant majority, comprising 83% of respondents, agreed or strongly agreed that their tasks are clear when working remotely. Conversely, only 9% of respondents disagreed with this statement, indicating a relatively low proportion of individuals who find their tasks unclear. Additionally, 8% of respondents remained neutral on this issue. These findings suggest that the majority of remote workers perceive a clear understanding of their tasks while working remotely, which is essential for maintaining productivity and job satisfaction in remote work environments. Such clarity ensures that employees can effectively prioritize their responsibilities and contribute to organizational goals, thereby fostering a positive work experience in remote settings.

Respondents' divergent viewpoints on the benefits of remote work revealed some fascinating insights in response to the following question. 76% of respondents, a sizable majority, agreed or strongly agreed that working from home relieves them of stress more than working in an office. This statement implies that the majority of respondents generally think that working remotely provides a less stressful work environment. However, 18% of respondents did not agree with this statement, demonstrating that there are those who have different experiences and opinions about the amount of stress that they encounter at work. Furthermore, 6% of participants had no opinion. These results provide credence to the claim that working remotely can reduce stress and improve the working environment for staff members. Moreover, related to this, answers to the next query demonstrated even greater differences in viewpoints about the advantages of working remotely. Although 68% of respondents believed that working from home helps them in their jobs, a sizeable fraction 16% of respondents did not agree with this statement. Furthermore, 16% of respondents had no opinion on the matter. These findings highlight the wide range of experiences and opinions people have on the benefits of working remotely. While a sizable percentage of respondents believe that working remotely is advantageous, others may have different opinions because of the lack of boundaries and the distractions that they encounter while working remotely.

74% of respondents, a sizable majority, feel that since they began working remotely, they have more time to spend with friends and family. On the other hand, 17% of participants disapproved of this statement, while 9% had no opinion. These results highlight the variety of situations and experiences that remote workers face, which are impacted by things like how frequently they work remotely and how accessible their friends and family are. Significantly, a large number of respondents are foreign nationals, which may further influence the accessibility of their family and friends in a new country. Regarding this, a resounding majority of participants (89%), agreed or strongly agreed that working remotely gives them more time for their personal interests. This opinion emphasizes how people view remote employment as having advantages in that it gives them more freedom to follow their interests and passions. On the other hand, just 6% of respondents disapproved of this claim, and 5% were undecided. These findings

highlight the benefits of remote work in terms of empowering people to give priority to their own interests and find more fulfilment outside of work obligations.

The data gathered for the following query focused on how satisfied respondents were with their coworkers. 71% of respondents, or a sizable majority, agreed or strongly agreed that they are happy with their coworkers. This suggests that most respondents had positive opinions about connections at work. It is interesting to notice that 23% of respondents didn't agree with this statement, and 6% weren't sure. The percentage of respondents who expressed unhappiness with their coworkers is noteworthy, notwithstanding the general positive feeling. These results highlight how crucial it is to cultivate great interpersonal relationships at work, since job happiness as a whole is strongly influenced by coworker satisfaction. It is essential to address any underlying difficulties affecting relationships among coworkers in order to improve the work environment as a whole, ensure employee well-being, and increase productivity.

The information for the following query showed the widest variety of answers so far. Merely 32% of participants expressed agreement or strong agreement when asked if their current position is their dream career. In contrast, 14.9% of respondents strongly disagreed, while 39.6% of respondents disagreed. In addition, 13.9% of respondents had no opinion. These results indicate that respondents had a wide range of opinions about career satisfaction, and a sizable percentage of them said that their current position did not live up to their expectations. Reaching one's ideal career is frequently a difficult undertaking impacted by a number of variables. First of all, depending on personal interests, passions, and career objectives, each person's definition of a dream job is unique and prone to change. In addition, outside variables like competitiveness, market demand, and regional limitations may make it harder to follow one's ideal career. Furthermore, obtaining a dream career may include a lengthy educational path, professional experience, and training, all of which can be very challenging for many people. In addition, the state of the economy and the nature of the labour market might affect the availability of jobs and the likelihood of landing desired roles. Ultimately, even while the idea of a dream job is idealistic, achieving it frequently calls for a trifecta of opportunity, persistence, and a fit between one's own goals and the demands of the workplace. Despite the difficulties involved, people can make an effort to consistently seek out chances that fit with their values and passions, whether it is by developing new skills, advancing in their careers, or looking for novel experiences.

For the next questions are focusing more on the negative feelings and emotions people feel while working from home, 40% of the respondents feel lonely while working from home, while 44% disagreed, and 16% remained neutral not sure how they feel. There are a number of reasons why some remote workers may feel lonely, such as the difficulty of sustaining social ties outside of work, the absence of physical boundaries between work and home life, and the dearth of in-person social encounters. On the other hand, people who do not feel lonely might have developed close social networks outside of the workplace, have a good work-life balance, or know how to use virtual communication technologies to stay in touch with loved ones and coworkers. Furthermore, how people perceive and experience loneliness when working from home can also be influenced by individual variances in personality, coping strategies, and personal circumstances.

Regarding the preceding inquiry, participants were questioned about if they felt like giving up on their job when working from home or an office. The outcomes demonstrated a clear difference between the two settings. A significant majority of respondents, 74%, disagreed with

the statement made by 19% of respondents who said they feel like giving up when working from home. On the other hand, more respondents 36.7% agreed that they feel like giving up when working from the office, compared to 56.5% who disagreed, and the remaining respondents remained neutral. These results imply that, in comparison to working from home, a greater number of people feel like giving up when working from the office. This disparity may be caused by things like job pressures, a lack of autonomy, or the idea that working remotely improves the working environment.

In the subsequent question, respondents were asked if they put personal needs second because of work. 56.4% of the sample, disagreed or strongly disagreed with this statement, according to the data, demonstrating that they put their personal demands ahead of their job obligations. On the other hand, 32.7% of respondents agreed with the statement, indicating a sizeable percentage of people who believe work should come before personal needs. The remaining responders had no opinion on the matter.

In addition, the question of whether working makes life harder for them was posed to the respondents. Surprisingly, the majority of respondents disagreed or stayed indifferent, with only 11.9% of them agreeing with this assertion. This implies that many respondents do not believe their job significantly adds to the difficulties in their lives. Finally, a question about respondents' feelings of unhappiness at work was posed. According to the data, 76.3% of the respondents, or a substantial majority, disagreed or strongly disagreed with this statement, showing that they are generally satisfied with their current employment status. On the other hand, 11.9% of respondents said they were unhappy at work, and the remaining 11.9% had no opinion. All of these findings point to respondents' overall optimism about their well-being, job satisfaction, and work-life balance. Most of the respondents put their personal needs first, don't think their occupations make their lives worse, and don't feel dissatisfied at work. This can be ascribed to a number of things, such as encouraging work settings, rewarding job descriptions, efficient time management, and the capacity to draw boundaries between work and personal life. Furthermore, these findings underscore the correlation among job satisfaction, work-life balance, and general well-being, underscoring the significance of establishing favourable work environments that give precedence to employee requirements and foster comprehensive well-being.

4.2. Interview Results:

For the interview part the answers are mostly compatible with the questionnaire answers, but I got to have more information about why the respondents chose their answers and I got a deeper understanding of their experiences and feelings about the matter, I started the Interview with Rafael, which as I mentioned before he's Bill Collection Analyst at Avis Budget Group.

Rafael has shared details about his regular workday schedule while operating remotely. Rafael said that he uses Teams to schedule his availability five minutes before the start of his shift. Although his shift started at nine, he acknowledged taking a quick break to light a cigarette before going back to work at around ten. Rafael's easy-going approach to beginning his workday is revealed by this routine, which can reflect the freedom provided by remote work arrangements. Rafael said he doesn't keep his personal and professional lives apart when talking about how he maintains boundaries while working remotely. This answer raises the possibility that there are unclear lines separating work from personal life, which could make it difficult to achieve work-life balance. Rafael highlighted the removal of the daily trip as one

of the benefits of working remotely for attaining work-life balance. This allows him to have more time for relaxation and makes effective use of his breaks. These benefits are consistent with popular impressions of remote work, emphasizing its ability to reduce the stress related to commuting and provide greater freedom in personal time management. Rafael said he has no difficulties and can accomplish the same amount of work as he could in an office setting when it comes to the advantages and disadvantages of establishing a work-life balance when working remotely. Rafael would not see any major barriers to striking a work-life balance when working remotely, based on this response, which is in contrast to the experiences of many remote workers who struggle with boundary management and overwork.

Since moving to a remote work environment, Rafael has reported feeling considerably happier and more at ease. He attributes this improvement to not having to commute or attend office hours. This improvement in well-being highlights how working remotely can help people like Rafael feel happier overall and experience less stress.

Rafael brought up the use of team calls and Teams group chat in response to a question on maintaining relationships with coworkers when working remotely. This demonstrates a proactive attempt to keep in touch and form bonds with colleagues despite geographical separation, which is essential for developing a feeling of community and collaboration in remote work settings. Rafael stated that his firm offers sufficient assistance and tools to enable remote workers to maintain a work-life balance. He spoke of having access to high-quality software and not feeling more emotionally pressured to finish duties, which points to a positive work atmosphere that prioritizes the wellbeing of its employees.

Rafael mentioned that as soon as he finishes his work, he shuts down his laptop to avoid being connected to the workplace. This method exhibits a well-defined boundary-setting technique, which is crucial to averting burnout and stress at work. Rafael also acknowledged that he was prone to distraction when talking about how to deal with interruptions and diversions during the workday. This acknowledgement points to a possible area for development in terms of staying focused and productive when working from a distance.

Rafael discussed a number of practical tips, such as being able to cook at home and cut costs on transportation, for striking a healthy work-life balance when working remotely. These tactics highlight how working remotely can help with money savings and lifestyle choices. Rafael also mentioned feeling less worn out, less anxious, and having more money saved when comparing his work-life balance in a remote situation to that in a regular office setting. These variations demonstrate how working remotely has improved Rafael's financial status and general well-being.

Rafael stressed the need of flexibility and autonomy in attaining work-life balance, namely the liberty to finish duties at his own pace, provided that goals are fulfilled. Rafael may customize his work schedule to suit his tastes thanks to this liberty, which helps him integrate work and life in a more satisfying and balanced way. Rafael offered the following adjustments or enhancements to promote work-life balance for remote workers in his company or sector: managers may be more present and cultivate stronger relationships with remote workers. This suggestion emphasizes how crucial managerial cooperation and communication are to fostering workers' engagement and well-being in distant work settings.

My second interview was with Manal, Accounting Intern at Paramount, Manal works remotely five days a week. And we get to learn more about her experience in the next paragraphs.

Manal gave insightful commentary during the discussion about her usual daily schedule and her experiences working remotely. Manal talked about how her flexible schedule lets her fit her university classes around her wake-up times of 8 to 10 a.m. because she is still a student. This scheduling flexibility exemplifies the versatility that remote work affords, allowing people like Manal to manage their professional and academic obligations. Manal acknowledged the challenge of maintaining work-life balance while working remotely, but she also said that she makes an effort to assign projects and complete them on schedule. This strategy emphasizes how crucial time management and task delegation are to preserving some form of work-life balance in a remote work environment.

Manal listed a number of benefits of working remotely that help achieve a work-life balance, such as less stress than working in an office and the ability to sleep in longer because you don't have to get up early for commuting. She also finds that having the flexibility to prepare meals at home and take breaks makes working more laid-back and pleasurable. Manal did, however, also identify a few difficulties or disadvantages with juggling work and life when working remotely, such as being easily sidetracked and finding it challenging to ask for help from coworkers. These difficulties highlight the value of efficient communication methods and distraction-management techniques in distant work environments.

Since switching to remote work, Manal has noticed improvements in her general well-being, including less stress and increased freedom to decide when to work and when to take care of personal matters as long as duties are finished. This mentality change is a reflection of the independence and adaptability that come with working remotely, which can enhance people's emotional health and sense of fulfilment in their careers. Although she admitted that keeping ties with coworkers is simpler in an office setting, she also said that she remains in touch with them and fosters a sense of camaraderie through calls and chat on Teams. This emphasizes how crucial it is to create virtual relationships and figure out how to support cooperation and teamwork in remote work settings.

Regarding employer support, Manal said that her firm tries its best to give workers enough resources and assistance, making sure they have all they need to operate efficiently from a distance. This illustrates how crucial corporate support is in helping remote workers maintain a work-life balance. Manal demonstrated a sound boundary-setting strategy by saying that she has not had any trouble unplugging from work during non-working hours. Setting time limits or employing timers to deal with interruptions and distractions is one of her proactive approaches to staying focused and productive.

Manal highlighted that in order to work remotely and maintain a healthy work-life balance, she had to set goals, review her work before turning it in, and not put too much pressure on herself. The significance of self-awareness and self-management in remote work environments is highlighted by these self-care techniques. Manal compared her work-life balance in traditional office settings and remote work settings. She noticed that she saved more time by not having to commute as well as having more time for herself. This demonstrates the advantages of working remotely for stress relief and personal time management. Manal's ability to maintain a healthy work-life balance while working remotely is mostly dependent on her flexibility and autonomy, which enable her to set aside time for studying and concentrating on her academic obligations without experiencing undue fatigue. This highlights the advantages of remote work in accommodating individuals' diverse needs and responsibilities.

Regarding adjustments or enhancements to improve work-life balance for remote workers in her company or sector, Manal recommended giving employees' mental health top priority by granting them access to therapists or psychologists and making sure managers are more aware of and receptive to their needs. These suggestions emphasize how crucial proactive management techniques and comprehensive support are in remote work settings.

The third interview was conducted with my friend Amina, who works as a Payroll analyst who works remotely four days a week. During the interview, Amina discussed her usual weekday schedule and her experiences working remotely. She told how she would get up thirty minutes ahead of time, make coffee and breakfast, and then switch on her laptop at nine in the morning to start working right away. Her structured morning routine demonstrates her methodical approach to beginning her job and emphasizes the significance of creating a reliable daily routine to efficiently shift into work mode. Our participant acknowledged the difficulties in managing work and personal life boundaries when working remotely, but she also underlined her dedication to finishing assignments on time. To sustain efficiency and concentration throughout work hours, she emphasized focusing when needed and eliminating distractions, including shutting off her phone. This proactive method of handling boundary management underscores the importance of self-discipline and self-regulation in remote work environments.

Regarding the benefits of working remotely for attaining a work-life balance, our participant mentioned that she felt more at ease working from home and valued the flexibility it provided. Being an introvert, she appreciates that working remotely reduces the need for social interaction, which suits her preferences and creates a more positive work atmosphere. She did, however, also note a number of difficulties or disadvantages with juggling work and home when working remotely, such as interruptions, imprecise communication with her boss and coworkers, and feelings of isolation and bewilderment when assignments are not well defined. These difficulties highlight how crucial it is for remote workers to have clear tasks and efficient communication in order to reduce feelings of bewilderment and loneliness.

When our participant thought back on how her general well-being had changed after going remote, she mentioned that she felt less stressed, more independent, and that she performed better on tasks that were clear. This improvement in wellbeing emphasizes how working remotely can foster autonomy and task clarity, both of which can lead to higher job satisfaction and lower stress levels. When asked how to stay in touch with coworkers and foster a sense of camaraderie when working remotely, our participant said that enhanced communication techniques and tools could enhance relationships with coworkers. This indicates that in order to promote cooperation and camaraderie among remote workers, there is a need for improved virtual collaboration tools and efforts.

Our participant reported getting sufficient technology resources from their employers, but she also highlighted not getting enough emotional support. This emphasizes how crucial it is to take care of remote workers' emotional health and offer resources for mental health assistance in order to guarantee that workers receive comprehensive support. Our participant reported that she had not encountered any problems unplugging from work during non-working hours, suggesting a sound boundary-setting strategy. She responds to distractions by shutting off her phone, demonstrating a proactive approach to attention and productivity during working hours. She also underlined the significance of setting reasonable goals and making sure that one is not overburdened with work. These self-care techniques highlight how crucial task management and self-awareness are to preserving wellbeing and preventing burnout in remote work environments.

Our subject reported feeling less stressed, having more time for herself, and feeling more independent and confident when tasks are finished when comparing her work-life balance in regular office settings to remote work. These variations demonstrate the benefits of remote work for people like our participant in terms of autonomy, job happiness, and personal time management. Furthermore, our participant's capacity to maintain a work-life balance while working remotely is greatly influenced by her flexibility and autonomy, which enable her to work independently and concentrate on her work without distractions. This demonstrates the value of flexibility as a necessary component of remote work and its beneficial effects on productivity and personal well-being.

In terms of changes or improvements to enhance work-life balance for remote workers, our participant suggested better communication with supervisors and peers and increased efforts to support mental health for remote workers. These recommendations underscore the importance of fostering a supportive and inclusive remote work culture that prioritizes communication, collaboration, and employee well-being.

And now to the next Interview, which was conducted with Marouane, former Customer service analyst at Computacenter. In order to explain his WFH routine, Marouane said he gets up just before his shift, turns on his laptop, and makes coffee as he waits to get on. Depending on the volume of labour, he may start early or take pauses till the task at hand is completed. This adaptable work style represents the flexibility that remote work affords, enabling people to organize their days around their needs and tasks. In talking about how he maintains boundaries between his personal and professional lives when working remotely, our participant mentioned how difficult it may be to focus when there isn't much work to be done. He said that when he has free time, he is easily distracted by his phone or other activities, but that when he has something to do, he can concentrate. This emphasizes the importance of self-discipline and time management in maintaining boundaries and productivity in remote work environments.

Regarding the benefits of working remotely to attain a work-life balance, our interviewee highlighted the increased flexibility and decreased stress levels in comparison to an office environment. Because of his flexibility, he may organize his schedule to fit in with his interests and obligations, which helps to create a more relaxed and well-balanced work atmosphere. He did, however, also emphasize some of the difficulties in juggling work and life when working remotely, like managing distractions at home and having trouble reaching his manager or fellow employees for assistance. These difficulties highlight how crucial it is to have efficient support networks and lines of communication when working remotely in order to reduce feelings of loneliness and boost productivity.

When our participant thought back on how his general well-being had changed after being remote, he reported feeling more independent and less worried. This improvement in wellbeing emphasizes how working remotely may foster autonomy, lower stress levels, and increase job satisfaction in general. When asked how to stay in touch with coworkers and foster a sense of camaraderie when working remotely, our participant said that enhanced communication techniques and tools could enhance relationships with coworkers. This indicates that in order to promote cooperation and camaraderie among remote workers, there is a need for improved virtual collaboration tools and efforts.
Regarding company support, our participant reported having all the tools needed to work from home, but he also emphasized that his supervisor hadn't been in touch with him promptly, particularly when he needed help right away. This suggests that in order to effectively support remote workers, supervisors need to be more responsive and have better communication channels. Our participant reported that he has not had any trouble unplugging from work during

non-working hours, which suggests a sound boundary-setting strategy. He manages distractions by concentrating on client issues and refraining from using his phone needlessly while at work, which demonstrates proactive methods for preserving concentration and output.

When working remotely, our participant stressed the significance of setting boundaries between work and play time, avoiding distractions, and maintaining focus when tasks need to be finished in order to attain a healthy work-life balance. These self-management techniques highlight how crucial self-control and mindfulness are to maximizing well-being and productivity in remote work environments. Our participant reported feeling more accomplished when working independently, having more time for himself, and experiencing less stress when comparing his work-life balance in regular office settings to remote work environments. These variations demonstrate the benefits of remote work for people like our participant in terms of autonomy, job happiness, and personal time management. Marouane's capacity to maintain a work-life balance when working remotely is greatly influenced by his flexibility and autonomy, which enable him to work independently and concentrate on his work without distractions. This demonstrates the value of flexibility as a necessary component of remote work and its beneficial effects on productivity and personal well-being.

Regarding adjustments or enhancements to improve work-life balance for remote workers, our participant also recommended stepping up efforts to support remote workers' mental health as well as improving communication with peers and supervisors. These suggestions highlight how crucial it is to create a welcoming and inclusive remote work environment that places a high value on cooperation, communication, and worker well-being.

4.3.   Results Analysis:

In order to thoroughly examine the information obtained from my survey, I employed IBM SPSS as a powerful instrument to explore the dataset and extract significant findings. Responses on the questionnaire ranged from "strongly agree" to "strongly disagree," with each response represented by a number between 1 and 5. I performed a number of analyses using SPSS to identify patterns and trends in the responses. Finding the mean for each question was a critical component of this study since it provided a thorough picture of respondents' opinions regarding the subjects of the survey. The descriptive statistics that summarize the data that was gathered are shown in the **Table 4** below, giving a clear picture of the distribution and central tendency of replies to the various questionnaire items. This thorough analysis allows for a more nuanced understanding of the opinions spoken by the participants, which promotes wise choices and useful insights.

Table 4: Means.

Question	Mean
I am satisfied with my job	2.0990
I am satisfied with my salary	2.2673
I am very productive when WFH	2.2475
WFH motivates me to work better	2.3861
I have all the resources to do my job from home	1.9010
I know how to use the technological tools necessary to WFH	1.8911
My boss is concerned about my well-being during WFH	3.0000

My tasks are clear when WFH	2.1287
I feel more stressed working from office compared to WFH	2.2970
WFH motivates me to work better	2.4158
I have more time to spend with family and friends since I started WFH	2.1881
I have more time for my personal interests since I started WFH	2.0396
I am satisfied with my co-workers	2.4554
My current job is my dream job	3.3465
WFH makes me feel lonely	3.0495
I feel like giving up on work during WFH	3.6832
I feel like giving up on work when working from office	3.2475
I put personal needs second because of work	3.3762
My job makes my life more difficult	3.6931
I am unhappy because of my job	3.8911

(Obtained from primary data, 2024)

Respondents reported moderate levels of happiness with a variety of characteristics of their work settings in the study that was done to analyse job satisfaction, salary contentment, and satisfaction with coworkers. The average results show a steady tendency of neither extreme contentment nor discontent, usually ranging from 2.0 to 2.5 on the satisfaction scale. This implies that people generally have a modest level of fulfilment with various aspects of their professions. The respondents showed a general sense of moderate pleasure, suggesting a balanced perspective on their work experiences, regardless of the factors influencing their level of satisfaction the intrinsic fulfilment gained from their responsibilities, the sufficiency of their compensation, or the connection with colleagues. The poll examined a number of topics related to work-life balance, such as stress, loneliness, and the impression that work comes before personal needs. Respondents reported comparatively high mean scores across several dimensions, usually in the range of 2.3 to 3.7. These results indicate a general trend of the questioned population experiencing considerable difficulties in balancing their personal and professional lives. The high scores on all of these factors imply that respondents frequently suffer stress and loneliness as well as the perception of having to sacrifice their personal needs in order to fulfil their work responsibilities. This recurring trend highlights the general difficulties people have finding and maintaining a healthy work-life balance, highlighting the need for initiatives and support systems to address these challenges effectively.

Moreover, the survey's results provided insight into how respondents felt about the advantages and difficulties of working remotely. The results indicate that there are benefits associated with working remotely, such as increased productivity and motivation when working from home. This is supported by the mean scores of 2.2 to 2.4 for pertinent questions. These results show that people have an overall good opinion of working remotely, indicating that they believe it improves performance and engagement. But in the middle of these seeming advantages, the poll also revealed some common problems. Loneliness and the desire to put off doing a task were found to be major roadblocks; mean ratings for these specific factors exceeded 3.0. The contrast between favourable opinions and noteworthy difficulties highlights how complicated working remotely can be. While there are clear benefits to working remotely in terms of motivation and productivity, there are drawbacks as well, like social isolation and diversions. These results highlight how crucial it is to discuss both the advantages and drawbacks of working remotely in order to help people discover more sustainable and balanced work-life balance.

The results of the poll paint a varied overview of respondents' experiences working remotely, especially when it comes to the supervisors' clarity and assistance. On the one hand, most respondents said they were sufficiently equipped with technology and resources to work remotely, indicating a certain level of readiness for this type of employment. But one noteworthy issue that comes up is the apparent lack of supervisor support and task clarity. The statement "My boss is concerned about my well-being during WFH" had an average score of 3.0, indicating that respondents believe their supervisors' support and care for their welfare while remote work still needs to be improved. This shows that in order to address the wellbeing of remote workers, supervisors must improve communication and provide more effective support. Furthermore, the statement "My tasks are clear when WFH" has a modest mean score of 2.1, indicating that there may be perceived ambiguity or lack of clarity about task directives when working remotely. This emphasizes how crucial it is to give remote workers precise instructions in order to make sure they comprehend their roles and are able to carry them out. All things considered, these results highlight how important it is to increase supervisor support and communication clarity in order to give respondents a better remote work experience and create a more encouraging and productive work environment.

The results of the study show a surprising pattern in the respondents' opinions about their present positions, with quite a bit of discontent. It is important to note that a large number of respondents expressed discontent due to the fact that their current positions don't correspond with their ideal jobs or their professional goals. The high mean ratings for work satisfaction and emotional well-being, which range from 3.3 to 3.9, indicate this unhappiness. These scores show that respondents' degrees of discontent and difficulties in their current jobs are significant. This recurring pattern of discontent highlights the widespread difficulties people encounter in discovering happiness and fulfilment in their careers. It also emphasizes how critical it is to deal with job satisfaction concerns and match job responsibilities to employees' career goals in order to create a more positive and productive work environment. Promoting the emotional health and general job happiness of respondents requires actions focused on offering chances for career advancement, job role alignment, and addressing the root reasons of discontent.

Overall, the identified trends and patterns highlight the complex interplay of factors influencing respondents' perceptions of their work environment, including satisfaction levels, challenges with work-life balance, perceptions of remote work, and the role of supervisor support in fostering a positive work experience.


4.4. Results Comparison:

In my research, comparing outcomes requires poring over and evaluating data from various groups or circumstances to find patterns, trends, or similarities. Through this comparison, I will be evaluating the efficacy of various interventions or tactics, as well as obtaining insights into how variables interact or change under various conditions.

- Analysing the differences between job happiness and wage satisfaction might reveal important details about the complex features of people's work experiences. The job satisfaction and wage satisfaction dimensions show reasonable levels of contentment; nevertheless, the little variations in mean scores reveal the relative weight given to these aspects of employment. The somewhat higher mean score for work satisfaction (2.0990) than for salary satisfaction

(2.2673) indicates that respondents generally have a more positive perception of their job responsibilities than their pay levels. This difference suggests that although people might be happy and fulfilled in their line of work, they might have concerns or be unsatisfied with their pay. There are a number of possible causes for this disparity. People might find fulfilment in their work if they have meaningful tasks, encouraging coworkers, or chances for professional advancement, for example. Even if the pay falls short of their expectations, these elements can have an impact on their level of job satisfaction overall. However, wage satisfaction reveals people's opinions about how fair and adequate their pay is in relation to their abilities, contributions, and market norms. A lower average wage satisfaction score raises the possibility that respondents don't think their pay adequately compensates them for their requirements and expectations in terms of money. It is important to note that while job satisfaction and salary satisfaction are related, they represent distinct dimensions of individuals' overall work experiences. While job satisfaction encompasses various aspects of the job itself, including tasks, relationships, and opportunities, salary satisfaction focuses specifically on perceptions of compensation. The **Figure 3: Relationship map of job and salary satisfaction.** down below shows the relationship between the two inquiries.

*Figure 3: Relationship map of job and salary satisfaction.*
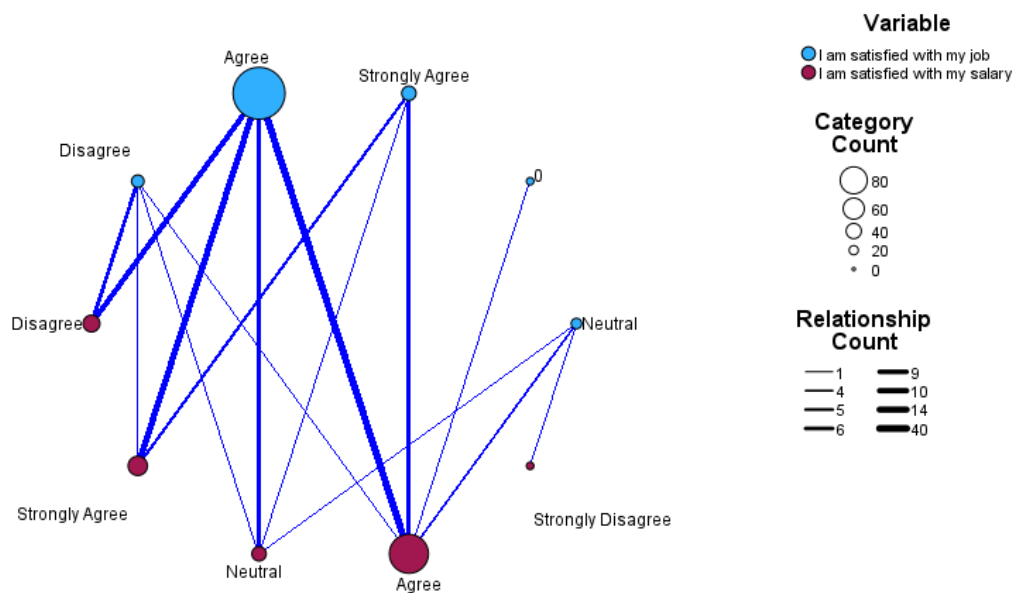
(Obtained from primary data, 2024)

Salary levels and job satisfaction are frequently correlated, especially in Western nations or other areas with strong economies. People who reside within these places usually make more money than people who live in less wealthy areas, which has a big impact on how happy they are with their jobs overall. There is a clear trend showing that higher salaries are correlated with higher levels of job happiness, as seen in the graph that shows the association between reported job satisfaction and salary levels. There are several reasons for this occurrence, such as having more financial stability, being able to afford a higher standard of living, and having access to better healthcare and education. And same goes for Individuals who reside in

developing countries often express dissatisfaction with their salaries, as lower incomes restrict financial security and limit access to essential resources. This disparity highlights the need to address economic inequalities to ensure equitable opportunities and enhance overall job satisfaction. Here is the **Figure 4: Salary satisfaction and country of residence.** showing the correlation between the two variables (Salary satisfaction and country of residence).

Figure 4: Salary satisfaction and country of residence.
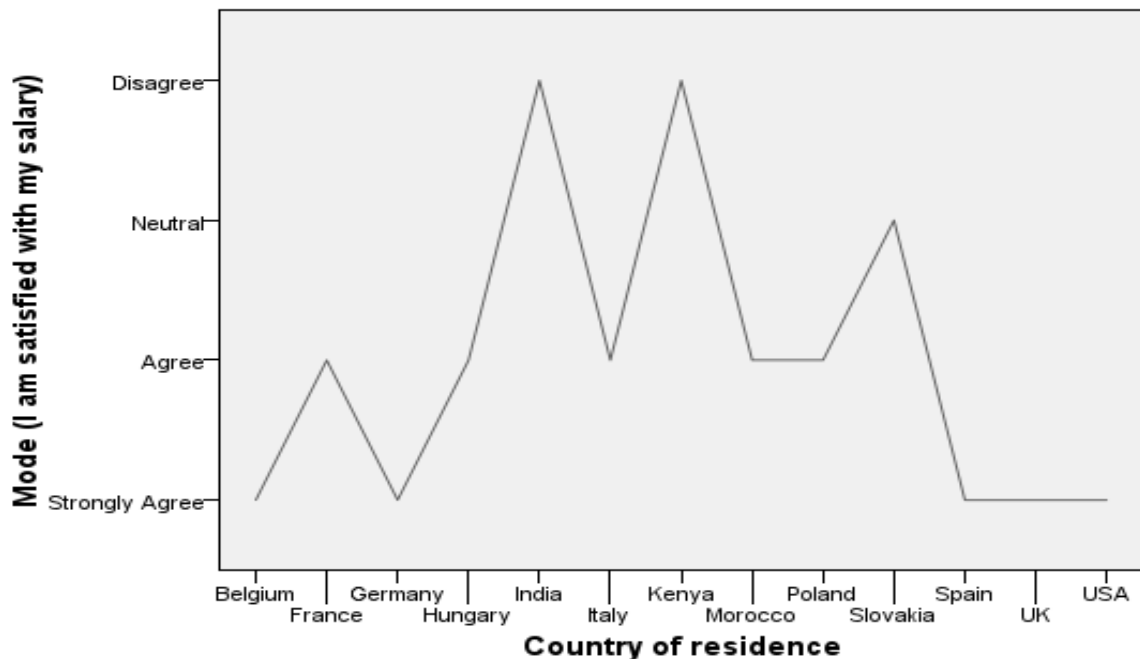
(Obtained from primary data, 2024)

- Comparing the average responses to questions about motivation and productivity when working from home offers important insights into how respondents view the dynamics of remote work. The respondents' consistent view of the positive influence of remote work on productivity and motivation levels is indicated by the identical mean scores they received for motivation ("WFH motivates me to work better") and productivity ("I am very productive when WFH"). These results suggest that people generally believe that working from home improves their productivity and increases their motivation to do their jobs properly.

The respondents' perception of the interdependence and mutual reinforcement of productivity and motivation is supported by the alignment of mean scores between these two dimensions. Stated differently, more productivity results from feeling inspired to do better when working remotely, and vice versa. This combination shows that working remotely may be able to foster an atmosphere that encourages engagement and long-term performance. There could be a number of reasons for this apparent increase in motivation and productivity when working from home. For example, the freedom and flexibility that come with working remotely might enable people to arrange their workdays in a way that best suits their productivity and concentration. Furthermore, the lack of traditional office interruptions and commute periods can enable people to devote more time and effort to their work which enhances their productivity.

Additionally, the results show that working remotely encourages motivation since it allows people to work in settings that suit their requirements and preferences. These elements can boost an individual's drive to perform well, whether it is because they feel more at ease at home, have more freedom to arrange their workspace, or experience less stress when traveling. Overall, the respondents' consistent assessments of their motivation and productivity when working from home highlight the potential advantages of remote work arrangements in promoting high performance and job satisfaction. While addressing any difficulties or obstacles to continued productivity and motivation in remote settings, companies and people can benefit from remote work by comprehending and utilizing these beneficial dynamics.

- The relatively low mean scores (1.9010 and 1.8911, respectively) for "I know how to use the technological tools necessary to WFH" and "I have all the resources to do my job from home" suggest that respondents strongly agree that they have access to the tools and resources needed for remote work. These results imply that people generally feel competent and secure in their capacity to carry out their work duties remotely. The two questions' mean scores are consistent, which highlights how technological competence and resource interdependence support productive remote work. It is necessary for people to have access to computers, internet connectivity, software, and communication tools in order to do their job duties from home. Likewise, possessing the knowledge and skills to utilize these technological tools effectively is crucial for maintaining productivity and communication in a remote work environment.

The perception of the sufficiency of resources and technological tools for remote work may be influenced by various factors. Companies may have put rules and programs in place to guarantee that workers have access to the tools and software licenses they need to carry out their duties from a distance. Furthermore, it is possible that employees received training or support materials to assist them become more adept at utilizing technology for task management, communication, and remote collaboration. Additionally, there appears to be a feeling of readiness and flexibility in reaction to the transition towards remote work arrangements given the high degree of agreement among respondents regarding the availability of resources and technology means for remote work. To get around any initial obstacles or constraints related to remote work, people might have actively looked for solutions or modified their workflows. The results underscore the significance of sufficient resources and technology infrastructure in enabling fruitful remote labour endeavours. In remote work situations, it is critical to sustain employee productivity, collaboration, and job satisfaction by making sure they have access to the tools and support systems they need. Through the resolution of any deficiencies or obstacles in terms of technology competence and resource accessibility, companies can enable staff members to flourish in remote work environments and successfully accomplish their career objectives. The **Table 5: Correlation between Resources availability and technological tools knowledge** below shows the correlation between both inquiries (please note that the correlation exists between -1 and 1)

Table 5: Correlation between Resources availability and technological tools knowledge

		I have all the resources I need to do my job from home	I know how to use the technological tools necessary to work from home
I have all the resources I need to do my job from home	Pearson Correlation	1	.510**
	Sig. (2-tailed)		<.001
	N	101	101
I know how to use the technological tools necessary to work from home	Pearson Correlation	.510**	1
	Sig. (2-tailed)	<.001	
	N	101	101

(Obtained from primary data, 2024)

- After data analysis, a pattern becomes apparent that points to a possible relationship between respondents' job satisfaction and supervisor support. While the higher mean score of 3.3465 for "Job Satisfaction" shows a considerable level of unhappiness with existing job roles, the mean score of 3.0000 for "Supervisor Support" indicates a modest level of perceived assistance from supervisors during remote employment. It is crucial to remember that these results just suggest a possible association rather than proving causation. According to the findings, respondents' job satisfaction may rise in tandem with an increase in perceived supervisor support. This finding suggests that workers are more likely to express job satisfaction when they perceive their superiors to be supportive of their well-being when working remotely. The substantial impact that supervisors can have on workers' general job satisfaction levels in remote work environments is highlighted by the positive association that exists between supervisor support and job satisfaction.

Therefore, it is important to understand that job satisfaction may also be impacted by variables other than supervisor support. Therefore, even if it seems to be important, supervisor support might not be the only factor that determines job happiness. In order to improve job satisfaction, organizations should think about taking a holistic strategy that addresses a range of issues, including organizational culture, task clarity, workload, and career development opportunities. In summary, the evidence points to a potential benefit of supervisor support for workers' job satisfaction in remote work environments. Organizations can potentially raise employee job satisfaction levels overall, which could result in a more fruitful and satisfying work experience, by creating a friendly work environment and making sure managers actively connect with and assist their remote teams.

- An understanding of the emotional experiences of respondents in various work situations can be gained by comparing the mean scores for feelings of giving up on work, regardless of whether the respondent is working from home (WFH) or the office. The comparatively high mean scores for "I feel like giving up on work when working from the office" (3.2475) and "I feel like giving up on work during WFH" (3.6832) indicate a pattern of respondents feeling like giving up on their job regardless of where they are in the world. These results suggest that, regardless of whether they are working remotely or in a regular office setting, people feel equal degrees of discouragement or disengagement from their professional tasks.

The alignment of mean scores emphasizes how these unfavourable emotions are prevalent in a variety of work settings and draws attention to the common difficulties people may encounter in staying motivated and persistent in their jobs. Regardless of the actual place where work is done, factors like workload pressure, job discontent, burnout, or personal pressures may contribute to these sentiments of wanting to give up on work. Moreover, the closeness in mean scores between remote work and office-based employment implies that remote work arrangements are not the only cause of the difficulties linked to sentiments of giving up on work. Alternatively, they could be a sign of more general organizational or personal issues that affect people's engagement, motivation, and overall wellbeing in both contexts. To tackle these obstacles, a comprehensive strategy that takes into account individual and systemic elements is needed. Workplaces can create a culture of support that values open communication, offers tools for stress and workload management, and supports a healthy work-life balance. Interventions focused on career development, job satisfaction, and mental health assistance can also lessen feelings of hopelessness and foster a more resilient and upbeat workforce. In conclusion, comparing the average scores for feelings of giving up on a task in various work settings emphasizes how critical it is to identify and treat the underlying causes of these unfavourable feelings. Organizations can foster a work environment that promotes employee well-being by recognizing and addressing the difficulties people encounter in staying motivated and persistent.

- The average scores obtained for the statements "My current job is my dream job" and "I am unhappy because of my job" provide significant information about how respondents feel about their general well-being and level of job satisfaction. A considerable degree of agreement among respondents indicating discontent with their current job duties and a sense of unhappiness ascribed to their employment is indicated by the substantially higher mean scores of 3.3465 and 3.8911, respectively. The response to the question "My current job is my dream job" reveals how respondents feel about the fit between their current positions and their ideal work environments or career goals. The average response, with a mean score of 3.3465, indicates that respondents do not believe their current jobs are satisfying their expectations for their careers or their career objectives. This sentiment of dissatisfaction with their current job roles indicates a gap between respondents' expectations and the reality of their job situations.

In a similar vein, the question "I am unhappy because of my job" probes the general emotional health of respondents and their feelings about their place of employment. The higher average score of 3.8911 suggests that a significant amount of respondents' unhappiness is generally related to their jobs. According to this, respondents may view their jobs as causes of emotional discomfort and work discontent, which may have an effect on their general happiness and well-being.

These results emphasize how important it is for firms to address concerns related to well-being and job satisfaction. Elevated levels of discontentment with present job responsibilities and job-related sadness can negatively impact staff morale, drive, and output. Therefore, in order to increase employee happiness and work discontent, firms should give priority to understanding and addressing these underlying reasons.

The study of the survey items indicates a range of uniform opinions and significant differences among the participants, pointing out aspects of the work experience that are strong and possible areas for development. In general, the participants exhibit uniform perspectives about productivity, motivation, supervisor assistance, and feelings of surrendering their task. This indicates a degree of consensus in the respondents' experiences and demonstrates that they have a common understanding of these characteristics of working remotely.

For instance, the comparatively constant mean ratings across related topics indicate that respondents are largely in agreement on their motivation and productivity levels when working remotely. In a similar vein, respondents' assessments of their supervisors' support and their lack of feelings of giving up on their work show a generally stable degree of agreement. These results imply that respondents believe their superiors to be supportive, encouraging, and productive in their remote work settings.

However, notable differences emerge in perceptions of job satisfaction, salary satisfaction, and task clarity. The variations in agreement levels across these items indicate potential areas of concern that may require further investigation and intervention to address underlying issues and enhance the overall work experience for respondents.

While some respondents may indicate happiness with their job positions, others may harbour dissatisfaction or ambivalence towards these aspects of their employment, as suggested by the differences in perceptions of job satisfaction and wage satisfaction. Comparably, the variation in how tasks are perceived as clear draws attention to possible problems with communication or role clarification in distant work environments, which may have an effect on productivity and general job satisfaction. These results highlight how critical it is to resolve these disparities and carry out focused interventions in order to enhance respondents' overall work experiences. Organizations may better support their remote workforce and create a more positive and gratifying work environment that promotes employee well-being and productivity by addressing concerns with task clarity, job satisfaction, and salary satisfaction.

4.5. Interviews analysis:

From the Interview answers that you can find from page 38 to page 44, many recurring themes surfaced about the advantages of autonomy and flexibility in remote work arrangements, as well as the difficulty in juggling work and personal obligations and dealing with distractions. Enhancing communication channels, making expectations and support resources explicit, and encouraging a sense of connection and camaraderie among remote workers are the main areas for development. These findings highlight the value of corporate support systems in enabling successful remote work and fostering worker happiness and well-being.

For instance, Rafael's answers offer a complex viewpoint on the nature of working remotely. His admiration for remote work's intrinsic flexibility illustrates how adaptable it is to different lifestyle demands and preferences. Rafael gets to start his workday more leisurely because he doesn't have to commute every day, which probably improves his sense of general wellbeing. Rafael does, however, also openly admit the drawbacks of working remotely, including the constant diversions and the hazy boundaries between business and personal obligations. Rafael's general contentment with remote work, in spite of these obstacles, highlights the possibility for it to have a good effect on both job satisfaction and general quality of life. He exhibits a great level of self-awareness and adaptability in his proactive approach to maintaining work-life balance, which is demonstrated by his conscious attempts to detach from work during non-working hours and to develop measures to control distractions. These observations emphasize how crucial it is to establish boundaries and promote self-discipline in remote work settings in order to optimize output and wellbeing.

When it comes to our next respondent Manal, her example highlights the inherent advantages that remote employment provides in terms of flexibility and autonomy. Her ability to juggle

job obligations with her personal commitments and academic endeavours attests to the flexibility of remote work in meeting a range of priorities and schedules. Remote work allows Manal to better combine her academic and professional obligations by allowing her to customize her work schedule to fit her classes at the university. However, Manal's open admission of the difficulties that come with working remotely especially with drawing boundaries between business and personal life highlights the significance of setting up precise policies and procedures to avoid any potential complications. Her admission of having trouble staying in touch with coworkers also highlights how important it is to create open lines of communication and a strong sense of community in remote work environments. Manal's recommendations for improvement—especially his support for improved contact with managers and coworkers—provide insightful information about how businesses might strengthen support systems to maximize connectivity and collaboration in remote work settings. All things considered, Manal's experience highlights the complex nature of remote work, where the advantages of flexibility are counterbalanced by the requirement for strong boundary management and communication techniques in order to promote a positive distant work culture.

Moving on to the next interview, Amina provides a balanced viewpoint on remote employment by pointing out both its benefits and drawbacks. Her admiration for the flexibility that remote work offers highlights its allure because it allows her to design a comfortable workspace that suits her tastes. Remote work reduces associated pressures by doing away with the necessity for a daily commute, which promotes a more comfortable and productive workplace. But Amina's open admission of the difficulties that come with working remotely, especially with regard to interruptions and communication gaps, captures the nuanced reality that remote workers must contend with. Distractions can be major obstacles to productivity; therefore people need to be proactive in order to keep their attention and reduce interruptions. Amina's experiences also highlight the significance of effective communication channels and easily available support services while managing remote work. Her recommendations for enhancements highlight how crucial organizational support systems are to the success of remote work. Improved channels of communication and easy access to resources for assistance can enable remote workers to overcome challenges and succeed in their positions. Organizations may boost productivity, cooperation, and employee well-being by addressing these areas for improvement and creating a more favourable work environment for remote employees. Overall, Amina's viewpoint emphasizes the dynamic interaction between the advantages and difficulties of working remotely, highlighting the necessity of taking preventative action to maximize its results.

For the following section, we have Marouane's viewpoint on remote work, which provides insightful analysis of its complex character, highlighting both advantages and disadvantages. His admiration for the freedom and flexibility that come with working remotely highlights its allure because it enables people like Marouane to organize their workdays around their schedules and tastes. Remote work circumvents the usual office setting and alleviates the pressures of bureaucratic politics and inflexible schedules, resulting in a more comfortable and freeing work atmosphere. But Marouane's open admission of the difficulties that come with working remotely, such diversions and loneliness, throws light on the complex reality that these individuals must deal with. Distractions can make it difficult to concentrate and be productive, so it is important to take preventative measures to keep your attention and reduce disruptions. Furthermore, the feeling of loneliness that some remote workers like Marouane may feel

emphasizes how crucial it is to promote relationships and companionship in distant work settings. Marouane emphasizes the importance of supportive and cooperative relationships in maximizing remote work experiences in her ideas for improvement, particularly with reference to improved communication with peers and supervisors. Effective collaboration and mutual support can be fostered by having open and transparent communication channels between colleagues and remote workers. Organizations may increase overall satisfaction and well-being by addressing these issues and developing a culture of support and connectivity that makes remote work more inclusive and gratifying for workers like Marouane.

Rafael, Manal, Amina, and Marouane's interview responses offer insightful information about the subtleties of working remotely. Regarding the advantages of flexibility and autonomy provided by remote work arrangements, a consistent theme comes to light. Manal cherishes the flexibility to adjust her schedule around her university classes, while Rafael enjoys the freedom to set up his workday as he sees fit. Marouane emphasizes the freedom to work at his own speed, while Amina finds comfort in the familiarity of working from home. But even with these advantages come difficulties, such preserving the boundaries between work and personal life, handling distractions, and making sure coworkers communicate well. While Amina and Marouane struggle with distractions and feelings of loneliness, Rafael and Manal also acknowledge difficulties setting boundaries and maintaining relationships with coworkers. These difficulties highlight how crucial it is to put procedures in place to effectively control distractions and promote open lines of communication in remote work environments.

Notwithstanding these difficulties, every response indicates general contentment with working remotely, pointing to increases in wellbeing and job satisfaction. Manal's recommendations for improved supervisor communication and Rafael's proactive approach to unplugging from work during non-working hours emphasize the value of self-control and support networks in remote work settings.

In summary, even if working remotely has many advantages in terms of flexibility and autonomy, it is important to address issues with boundary-setting, communication, and distractions in order to ensure that working remotely is a happy experience. Organizations can enhance employee satisfaction and well-being in remote work environments by putting into practice efficient tactics and creating a positive work atmosphere.

V.   Conclusions and recommendations:

Based on an extensive review of the literature, coupled with insights gleaned from interviews and qualitative data from questionnaire responses, the results have been analysed to ascertain their alignment with the hypotheses posited. The first hypothesis posited that remote work positively influences work-life balance by endowing employees with enhanced flexibility and autonomy.

To validate my initial hypotheses, I utilized SPSS to analyse the data pertaining to job satisfaction associated with remote work. Specifically, I computed the mean for responses to questions such as "Working from home motivates me to work better," "I feel more stressed working from the office compared to working from home," and "Working from home is personally beneficial for me at work." These responses were amalgamated into a single variable. Subsequently, I calculated the standard deviation and significance level. The detailed calculations are presented in the *Table 6*: **Value Calculation** below:

Table 6: Value Calculation

Metric	Value
Mean	2.30
Standard Deviation	0.58
Significance (one-sided)	0.0004

(Obtained from primary data, 2024)

After formulating the null hypothesis, which posits that **H0: remote work does not affect the work-life balance of remote workers**, I assigned the same mean value of 2.5 to represent the responses falling between "Strongly Agree" and "Agree" regarding the beneficial aspect of remote work for remote workers. With a sample size (n) of 101, the sample mean ($\bar{X}$) was computed to be 2.5. Meanwhile, the mean (μ) derived from the responses was determined to be 2.3, with a corresponding standard deviation (σ) of approximately 0.576. Utilizing these figures, the Z-value which resulted in **3.4808** was calculated to ascertain the significance of the observed difference between the sample mean and the hypothesized population mean, providing critical insights into the impact of remote work on the work-life balance of remote workers.

In the event that the null hypothesis is correct, a one-sided p-value represents the likelihood of finding a test statistic that is as extreme as or more extreme than the one derived from the sample data. A one-sided p-value of 0.0004 in this case indicates significant evidence to the contrary of the null hypothesis. Therefore, to understand the 3.4808 Z-value, We are unable to reject the null hypothesis if the Z-value is less than 1.645, which is the essential Z-value for a

one-tailed test at a 95% confidence level, then we reject the null hypothesis and determine that there is a statistically significant difference between the sample mean and population mean if the Z-value is greater than or equal to 1.645. And in my instance, the Z value was 3.4808, exceeding 1.645, **indicating that H1 is accepted and the null hypothesis (H0) is rejected.**

Moving on to the next hypothesis, in the context of analysing how remote work affects work-life balance two hypotheses were developed: the null hypothesis (**H0**) suggests that there is no apparent effect on work-life balance from the increased blurring of work and personal life that occurs during remote work, while the hypothesis (**H1**) contends that this blurring of boundaries negatively affects work-life balance.

The premise that higher blurring of work and personal life during remote work negatively affects work-life balance is supported by the replies given during the interviews with Rafael, Manal, Marouane, and Amina. When working from home, Rafael and Manal acknowledged that they did not always draw boundaries between their personal and professional lives when asked **about how they manage boundaries between work and personal life when working remotely** and **how do they handle distractions or interruptions to your workday while working remotely**. Similar feelings were expressed by Marouane and Amina, who said that they found it difficult to control interruptions and diversions when working remotely, which had an impact on their motivation and work-life balance. Additionally, the interviews showed that the participants thought their work-life balance was being negatively impacted by this blurring of boundaries. They talked about feeling the need to find ways to stay focused and avoided distractions, implying that difficulties in striking a healthy balance between personal and professional life are a result of unclear boundaries. The participants also mentioned that their supervisors did not help them manage these boundary difficulties, which made the effects even harder on their work-life balance. This lack of evidence suggests that the difficulties posed by boundary blurring may potentially be exacerbated by organizational variables.

Overall, the responses from the interviews provide compelling evidence to **support the hypothesis (H1)** that increased blurring of boundaries between work and personal life during remote work negatively affects work-life balance. The experiences shared by Rafael, Manal, Marouane, and Amina highlight the importance of establishing clear boundaries and support systems to mitigate these challenges and promote a healthier work-life balance.

For the third hypothesis (H1) which asserts that companies which provide sufficient resources and assistance to remote workers achieve better work-life balance outcomes, while the null hypothesis (H0) predicts no such improvement. To be more precise, I combined the two variables into one by calculating the mean of the answers to the questions about task clarity and resource sufficiency for remote workers (from the questionnaire). I will next compute the Z-value in order to ascertain the significance of the observed discrepancy.

After recalculating the Z-value for a one-tailed test to assess the significance of the difference between the sample mean and the population mean, it remains substantial. The provided data yielded a Z-value of 9.8 when considering a sample mean ($\bar{X}$) of 2.5, a population mean (μ) of 2.01, a population standard deviation (σ) of 0.50, and a sample size (n) of 101. Utilizing a significance level of 0.05, the critical Z-value for a one-tailed test is 1.645. Given that the calculated Z-value greatly exceeds this critical value, the result retains high statistical significance.

Consequently, **we reject the null hypothesis (H0)** and **accept the alternative hypothesis (H1)**, indicating that organizations providing adequate support and resources for remote employees indeed experience better work-life balance outcomes.

Based on my experience working remotely, I observed that operating entirely from home at first gave me a tremendous sense of flexibility and independence, which I greatly valued . It was encouraging to have the flexibility to arrange my day as I wanted and not have to deal with the headache of commuting. At first, I felt more efficient and valued the additional time I had for personal interests. I did, however, eventually start to feel demotivated and lonely. It got harder to deal with the loneliness and work started to feel less rewarding. I ultimately made the decision to move into a position in hospitality where I could interact with people more and meet new people. This personal experience influenced my choice to investigate remote employment as a research topic. I was interested in finding out if other people had gone through something similar and in finding possible answers to the problems faced by remote workers.

By examining the information gathered from the questionnaire and interview replies, it is possible to gain insight into the opinions and experiences of other remote workers. Many respondents expressed gratitude for the freedom and liberty that remote work affords, which is consistent with my personal experience. They enjoyed not having to deal with the strain of commuting and being able to arrange their days however they pleased. Like me, though, a few respondents also mentioned difficulties with loneliness, drawing boundaries between work and personal life, and having trouble communicating with superiors and colleagues.

I am able to identify recurring themes and patterns that help us comprehend the variables affecting remote job happiness by contrasting these findings with my personal experiences. The recommendations I make to solve the issues raised and improve the remote work environment for both individuals and companies will be informed by this analysis.

So, based on the data collected from the questionnaire responses and interview answers, several recommendations can be made to enhance the remote work experience for employees.

First and foremost, I would recommend encouraging open lines of communication since it is crucial to the success of remote work because it makes sure that workers feel informed, supported, and connected even when they are physically apart. Establishing efficient communication channels that promote openness, cooperation, and engagement between remote employees, managers, and coworkers should be a top priority for employers. Team meetings on a regular basis provide an opportunity to discuss projects, exchange information, and work together to resolve issues or problems. In addition to keeping everyone focused on the objectives of the company, these meetings give team members a chance to socialize and form bonds.

Supervisors and remote workers should make time for one-on-one check-ins in order to provide individualised support, feedback, and attention to needs. Periodic check-ins can be arranged to talk about performance, offer advice, and handle any problems or worries in a discreet and encouraging setting. Employers should also make use of easily accessible communication channels that promote smooth communication and information exchange. Setting up the proper technology is essential for efficient remote collaboration, whether it be project management software, email, instant messaging apps, or video conferencing equipment. All team members should be able to use these platforms, regardless of their location or time zone, and they should be dependable and easy to use. Employers may overcome common issues related to remote

work, like feelings of isolation, misalignment, and lack of direction, by placing a high priority on having clear communication lines. Good communication makes people feel like they belong, encourages teamwork, and ultimately improves remote teams' performance and well-being.

Moreover, encouraging remote workers and giving them the tools they need to succeed starts with providing them with enough resources and support. Employers must acknowledge the special requirements of remote workers and take proactive steps to provide them with the resources, technology, and support networks they need to succeed in a remote work environment. It is crucial to make sure remote workers have access to the appropriate technology. This entails offering dependable internet access, suitable gear, including laptops or desktop computers, and the necessary software programs so they may carry out their duties. Businesses should also spend money on cybersecurity solutions to secure private data and guarantee data security when workers are working remotely. Companies should provide thorough training and onboarding programs in addition to technology to acquaint remote personnel with policies, processes, and best practices related to remote work. Topics include time management techniques, cybersecurity procedures, remote collaboration tools, and effective communication techniques can all be covered in training sessions. Through the provision of continuous training and chances for professional growth, organizations can enable their remote employees to improve their abilities and efficiency. Additionally, businesses ought to set up support networks to handle the particular difficulties and worries that remote employees can have. This can involve putting up virtual help desks or support hotlines where staff members can call in for advice from IT specialists, access resources, and ask questions about technological difficulties. Companies might also establish peer support networks or mentorship programs to promote a feeling of community and provide emotional support to remote workers.

Prioritizing the supply of sufficient resources and assistance demonstrates an organization's dedication to the success and well-being of its remote workforce. With the correct tools, training, and support networks remote employees can overcome obstacles, increase productivity, and successfully contribute to the aims and objectives of the company.

Encouraging a healthy work-life balance is another essential part of helping remote workers with their mental health and wellbeing. Employers must support remote employees in drawing distinct lines between their personal and professional lives, giving self-care activities top priority, and taking regular breaks to refresh and renew. To avoid burnout and enhance general well-being, this may entail putting in place flexible work schedules, advocating time-off guidelines, and urging remote workers to unplug from work during non-working hours.

To make objectives and tasks clear in a remote work setting, regular communication is essential. It is recommended that managers arrange routine check-in meetings with remote employees to go over goals, resolve any queries or issues, and offer performance evaluations. These check-ins can be used to set objectives, define expectations, and provide direction on the order of importance and timeliness of tasks. Supervisors should also make use of technology to help distant team members communicate and work together. Project management software, instant messaging services, and video conferencing tools can facilitate communication, allow for real-time collaboration, and guarantee that distant workers have access to the data and tools they require to carry out their jobs well. Giving continuous feedback and acknowledgment is

also crucial for making duties and expectations clear. Supervisors should provide constructive criticism on the performance of remote employees, emphasizing their areas of strength and room for development. Acknowledging the successes and contributions of remote workers can improve morale, reaffirm expectations, and inspire them to continue achieving high levels of engagement and productivity.

Employers and managers may foster a positive and encouraging work environment for remote workers by putting these recommendations into practice, which will eventually boost workers' well-being, productivity, and satisfaction. Having open lines of communication and explicit expectations makes remote employees feel informed and connected, which lowers miscommunication and improves teamwork. By giving remote workers the resources and support they require to complete their jobs well, employers can encourage a sense of empowerment and self-assurance in their work. Additionally, encouraging a collaborative work atmosphere helps remote workers feel more united as a team and more positive overall by reducing emotions of loneliness. Resolving mental health and well-being issues shows a dedication to remote workers' overall wellness, which boosts job satisfaction and retention. Supervisors can help remote workers succeed in their roles and contribute to the overall success of remote work initiatives inside firms by providing clear expectations and assignments.

On another note, it is necessary to mention the limitations and that I have encountered and the future direction of the research done; There are a number of restrictions and directions for further investigation that I am able to identify, for example: The use of self-reported data, which is prone to subjectivity in respondents' interpretations and social desirability bias, could add biases or mistakes, is one restriction. Subsequent research endeavours may integrate multiple data sources or objective metrics to corroborate conclusions. The sample size and makeup may also restrict how far the results can be applied. Increasing the sample size to encompass a wider range of people or particular demographics may yield a more thorough knowledge of the connection between work-life balance and remote employment.

Moreover, the study primarily concentrated on how people saw and experienced working remotely, ignoring contextual elements like the nature of the business or organizational culture. Subsequent research endeavours may investigate the impact of these variables on the correlation between telecommuting and work-life equilibrium.

Additionally, the study mostly used cross-sectional data, which gave an overview of participants' experiences at a certain point in time. Studies that follow people longitudinally may provide valuable insights into the ways in which attitudes toward remote work and work-life balance change and develop over time. Another area for future research is the exploration of interventions or strategies to mitigate the negative impact of blurred boundaries between work and personal life during remote work. This could involve examining the effectiveness of organizational policies, supervisor training programs, or individual coping mechanisms in promoting better work-life balance.

Plus, more research into how leadership and corporate culture shape remote work experiences may provide insightful information. It would be interesting to investigate the ways in which leadership styles, communication standards, and organizational values affect the dynamics of remote work and employee results. Enhancing employee engagement, satisfaction, and productivity in remote work environments may be made easier by having a better understanding of the elements that make up a supportive work environment. A more nuanced

knowledge of how distant work affects various demographic groups may also be obtained by investigating the intersectionality of remote work with variables including gender, race, and socioeconomic position. Studies could look into how these overlapping identities affect people's experiences working remotely, their ability to access remote work opportunities, and the difficulties they might have juggling work and personal obligations.

In general, resolving these issues and investigating these avenues for the future may improve the scope and depth of studies on remote work and its effects on work-life balance, which could ultimately aid in the creation of more sensible guidelines and procedures for remote work. Examining the long-term consequences of remote work on employee well-being and organizational success is one possible direction for future research. Studies that follow remote workers over an extended period of time may be able to determine how these workers' perceptions and experiences change over time, as well as what obstacles or advantages they may encounter when working remotely.

All things considered, the thesis makes a substantial contribution to our understanding of remote work and how it affects work-life balance. By means of a thorough analysis of extant literature, questionnaire surveys, and interviews, it offers significant insights into the complexities of remote work arrangements. The study provides a detailed understanding of the consequences of remote work for employee well-being and organizational success by verifying theories regarding its advantages and disadvantages. Furthermore, the thesis establishes the foundation for further research in this area by recognizing and resolving study constraints, opening the door for ongoing progress in comprehending and improving remote work practices.

Finally, the study's focus on potential future research avenues demonstrates its dedication to continued investigation and advancement in the area of remote work and work-life balance. The thesis's main objective is to provide guidance for procedures and policies that support workers' welfare and the performance of the company in remote work settings. The study intends to aid in the creation of methods that promote a harmonic balance between work obligations and personal obligations in the rapidly changing field of remote work through its thorough methodology and forward-looking viewpoint.

VI. Summary:

To summarize my research, by using a multimodal approach that incorporates literature reviews, questionnaire surveys, and interviews, the thesis explores the complex dynamics of remote work and how it affects work-life balance. An essential component is the literature study, which provides a thorough analysis of work-life balance, remote work paradigms, and employment resources. With painstaking research, it reveals the benefits and drawbacks of remote work environments. One of the noteworthy conclusions made is that working remotely has a significant favourable impact on productivity, flexibility, and autonomy. But these advantages are balanced with some significant drawbacks, such as the fuzziness of the lines between work and personal obligations, poor communication, and the possibility of isolation among remote employees.

The literature review offers a strong framework for comprehending the complexity of remote work and its consequences for work-life balance by combining existing studies and theoretical frameworks. This basis acts as a launchpad for the ensuing empirical studies carried out via interviews and questionnaire surveys. The thesis explores firsthand perspectives from remote workers and organizational stakeholders in an effort to better understand the subtleties of remote work experiences through these empirical efforts. The thesis seeks to provide a thorough and nuanced understanding of the effects of remote work on work-life balance by combining data from these diverse sources. By doing so, it hopes to add to the continuing conversation in the subject and offer insightful information to both academics and industry.

Moreover, the examination of survey data offers important new perspectives on the complex dynamics of remote work and how it affects work-life equilibrium. The first hypothesis is strongly supported by the high mean scores obtained on questions related to autonomy and flexibility in remote work environments. These results highlight the advantages that people see from working remotely, where they have more control over their schedules and workspaces and feel more productive and empowered. Yet, despite these benefits, the survey results also highlighted some of the drawbacks of working remotely, notably with regard to the fuzziness of the lines between work-related and personal obligations. The second hypothesis is supported by the fact that this phenomenon aligns with the experiences of other individuals who expressed feelings of exhaustion and disengagement. The frequency of these issues emphasizes how crucial it is to set up limits and develop useful coping strategies in order to successfully manage the difficulties associated with working remotely.

In addition, the third hypothesis's assertions about the need of resource accessibility become clear when it comes to tackling these issues and fostering excellent work-life balance results. The study found that individuals who reported receiving more support from their supervisors and having access to essential resources demonstrated increased resilience and satisfaction in managing their work-life balance. This highlights the significant impact of organizational support systems on the experiences of remote workers. Overall, the examination of survey data provides a comprehensive grasp of the complex features of remote labor, outlining both its benefits and drawbacks. Through the validation of the proposed correlations among significant variables, our results offer significant contributions to the wider discussion on remote work

and guide approaches targeted at improving work-life equilibrium in modern work environments.

In addition to the questionnaire data, the interview results offer qualitative insights into the participants' experiences with working remotely. There are several recurring themes, including coworker interactions, supervisor assistance, managing boundaries, and distractions. The inability to keep work and home life separate is mentioned by participants, who also point to supervisors' lack of support and distractions. The significance of appropriate support systems in distant work contexts is further supported by these qualitative findings, which are consistent with the quantitative data.

The validity of the hypotheses is confirmed using the SPSS hypothesis tests and interview findings. The outcomes suggest that telecommuting has a favourable impact on work-life balance, notwithstanding certain obstacles arising from indistinct borders. The importance of organizational support in promoting happy remote work experiences is shown by the improved work-life balance outcomes experienced by organizations that offer sufficient assistance and resources to their remote workers.

In conclusion, a thorough grasp of the complex nature of remote work and its effects on work-life balance is provided by the integration of the results of literature reviews, questionnaire data analysis, and interview insights. The investigation highlights the advantages and disadvantages of working remotely, with high mean scores endorsing the theory that remote work improves work-life balance by giving people more flexibility over their schedules and workspaces.

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Year of publication: 2024

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