A Study on Remote Work Culture Pros and Cons

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Abstract: *COVID-19 pandemic has change the way businesses operates throughout the world. Businesses and other organizations all over the world was trying to survive in every possible way to overcome thenever seen before difficult situation. The organizations worldwide were trying to adopt many new tactics such as work from home, usage of online meeting apps, various software that helps for online work and usage of internet for office work. Not everyone across the globe had imagined that working remotely would become the new standard. However, some organization were implementing remote work culture to some extent before the covid-19 pandemic but pandemic situation during covid-19 period forced majority of organization to implement work from home culture. Remote work culture has its own advantages and challenges. Now when the covid-19 crisis almost over, many organizations are still trying to survive with this new norm. The employment market severely impacted by issues with employee engagement, motivation, restricted communication, employee health, performance management, job security, stress, and job satisfaction. Many organizations performance greatly affected due to remote working and now they are returning towards work from office culture or mixed approach of working. Organisations all across the world are embracing a novel idea called the hybrid work framework, which will aid in reducing the difficulties associated with remote work. This paper will throw light on various advantages and limitations of remote work culture. Moreover, this work will also help to understand why many organisations are adopting hybrid work model and the benefits of this model.*

Keywords: work from home, work from office, hybrid work model, challenges, limitations

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