

A Review of Remote Work Practices and Their Influence on Employee Engagement in the IT Sector

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Abstract: *Remote work has emerged as a dominant work arrangement in the Information Technology (sector, reshaping traditional human resource management practices and redefining employee engagement dynamics. The rapid digitalization of work processes, coupled with global disruptions such as the COVID-19 pandemic, has accelerated the adoption of work-from-home and hybrid models in IT organizations. This review paper examines existing literature on remote work practices and their influence on employee engagement in the IT sector. It synthesizes prior empirical and theoretical studies to analyze the benefits, challenges, and engagement-related outcomes of remote work. Key dimensions such as job satisfaction, motivation, organizational commitment, communication, leadership support, and work-life balance are explored. The review highlights that while remote work enhances autonomy and flexibility positively influencing engagement it also introduces risks related to isolation, technostress, and reduced social interaction. The paper concludes by emphasizing the strategic role of human resource management in sustaining employee engagement in remote IT work environments and identifies future research directions.*

Keywords: Employee Engagement, IT Sector, Work-From-Home