

# 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

## I. INTRODUCTION

During covid-19 pandemic, most of the governments all over the world, restricted organizations from gathering the employees at work place. To overcome this restrictions many organization allowed their employees to work from home with the help of internet and associated computer technology. During the pandemic, organizations all over the world and even employees had doubt about success of remote working. Nevertheless, due to unavoidable situation, collaborative efforts taken by organizations and employees, the associated computer and internet technology remote working became huge success. Employees become comfortable with remote working. However, even after the end of pandemic, work from home culture persist and many employee want to continue work from home instead of going office physically and working there.

One of the most helpful technologies for seamless remote work is video conferencing. Live video feeds help out-of-office workers see and speak to one another in real time, anywhere with an internet connection, which is the next best thing to a face-to-face meeting. Nevertheless, this capability would not be possible without the widespread broadband internet adoption, which cannot be possible without government support.

Because of these advances in communication technology and internet access, teleworking has become an accepted practice in many offices, both in the U.S. and globally. This type of work is not done entirely from home: Remote workers often turn to coffee shops or co-working spaces, and some even travel the world while maintaining their career goals.

One major concern and common assumption most employers had for working remotely was a loss of productivity. However, the pandemic showed that employees if given flexibility with daily work target it increases productivity. Prodoscore reported that remote workers' productivity increased 47 percent during the lockdown in March and April

2020. Teleconferencing and telework technology have advanced to the point where some businesses thrive with completely remote teams.

However, many companies continue to resist this work trend for various reasons. Some business owners may fear a lack of productivity in their employees, while others have not invested in teleconferencing and telework tech to support remote workers. Still, some businesses are making the necessary investments to support remote work.

However, there are many works, which requires physical presence of employees, and many employees are reluctant to attend the office physically as they become comfortable with the remote working. In such situations, many organizations are now implementing hybrid approach in which employees need not to attend the workplace physically all days instead they can choose to work few days in office physically as per requirement and the remaining day they can work from home.

Many organizations think that physical office is important so they have decided to operate may be three days a week. Several organizations are giving the liberty to the employees to remote work like IT companies they have asked their employees to remote work completely. Many organizations are going for a combination of remote work and physical presence. Whatever be the case but the Hybrid work model is the new standard and it is going to sustain.

### **Advantages of Remote Working**

**Job satisfaction:** remote workers are more satisfied with their job as they can work according to the time suitable to them. They can take a break during work as per convenience and can spend time with family members. Such kind of freedom and flexibility results in job satisfaction for the employees.

**Cost Saving:** Going to a physical office for work is expensive for employees as it incurs various associated costs such as the cost of traveling, tea, snacks, etc. Similarly, remote working can save the various expenses of the employer such as rent of office building, electricity, parking, printing, maintenance of office premises, and other miscellaneous expenses.

**Time-Saving:** In remote working, employees can save a lot of time and fuel required for going to the office physically. Remote workers can also attend meetings in online mode without traveling to the office. Employees and employers can use online software platforms like Zoom, TeamViewer, Google Meet, WebEx, skype, and video calls.

### **Work-life balance**

The facility to work remotely offers a better work/life balance. Working away from the office can make you feel in control of your life and give you more time to plan both work and home tasks. This gives a sense of achievement and makes employees more productive.

**Increased employee efficiency and productivity-**In remote working Employees are not forced to come to the office from 9am to 5 pm so they are relaxed and they save time in commuting. The time saved as well as working in a comfortable environment of their choice helps in increased happiness and thinking ability. The employees are able to perform much better and their efficiency level is also increased.

**Recruitment of best human resource-** in remote work culture organizations can hire the best talent talents throughout the world as it is not restricted to one place. This helps in better performance and gaining a competitive advantage.

**Employee safety:** Remote working saves employees from any contagious diseases like covid-19. Since employees are remote working then they hardly come in contact with other employees. This helps in maintaining social distancing thereby employees are saved from contagious diseases. Since employees are healthy, they can give their best and can help the organization grow further.

### **Disadvantages of Remote Working**

#### **Disturbances at home**

When it comes to remote working, majority of employees work from home. However, various disturbances at home can prevent a worker from concentrating on their work. Children shouting, traffic noise, doorbell ringing, dogs howling, and domestic tasks are a few of these causes. It is critical that workers have a designated workspace, access to childcare, and a schedule if they plan to continue working from home.

### **Isolation**

Working from remote location, especially for those who live alone, can lead to feelings of loneliness and isolation. The workplace is a place to socialise, network, and meet new people in addition to being a job environment. Loneliness and isolation may occur from taking this away. When implementing only remote work style, it is critical that businesses take this risk into account. Even though a person works in a real office building and has their own office, they nevertheless frequently cross paths with other people in the halls, lift, and parking lot. On their way to work and over lunch, they converse with individuals in petrol stations, cafes and restaurants. Those who work from home miss these conversations.

**Increase in electricity bills:** Energy costs will undoubtedly rise for your remote workers if they spend the majority of their time working from home rather than an office. Some of them view this as "part of the deal" and the cost they incur in exchange for having greater autonomy at work.

### **Loss of work-life balance**

Even though having a better work-life balance might occasionally be beneficial, many teleworkers discover the reverse to be true. Some workers discover that work increasingly conflicts with their personal lives. It might begin with something easy, like responding to an email after the workday has ended. However, if employees are not careful, that could lead to sending numerous emails or working excessive hours. This causes an eight-hour day for some people to become a ten-twelve hour day or even longer. When a workplace is located within the home, the distinction between work and family life obscured, which can cause fatigue and result in reduced morale.

### **Cyber Security Concerns**

A company's top priority are always safety and security. However, it turns into a crucial issue when a company needs to support remote working. When firewalls, VPN setups, and antivirus programmes are taken into account for employee home internet connections, a company's potential security gaps grow. Employees bringing their own devices onto a company network and choosing to use public Wi-Fi in coffee shops and other public places to work only complicate the situation further. Businesses must be certain they can meet or exceed security requirements before the idea of remote work is even raised in order to reduce the risk of a cybersecurity catastrophe.

## **II. CONCLUSION**

Remote working can be effective for both employee and businesses however, its implementation should be proper. Nevertheless, remote work is not suitable for every employee or every business. There are some works that requires physical presence and remote work cannot justify it. So in order to get optimum productivity organizations and businesses can chose mixed approach through which employees can work in both modes such as weekly two days they can attend the office in person and other days they can work from home. In current scenario, more people wanted to work remotely, so instead of calling the employees to office all the days organizations may allow them to work remotely for specific days of week and the remaining days they will work in office.

The biggest advantage of the mixed approach is that businesses can reduce their expenses in operating offices, maintenance, power expenses, sanitation expenses and many other expenses associated with office. The second significant advantage is that the staff would be protected from any contagious infections like COVID-19. Consequently, healthy staff can generate more earnings for the businesses. Many well-known organizations like Google, Microsoft, Ford motor company, Citigroup, Infosys and the like have acknowledged benefits of mixed approach and they are happy with its result.

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