

Challenges of Remote Working PEST Analysis

Jayanthi L*, Vijayakumari Joseph

Research Scholar, Department of Commerce, Madras Christian College, Chennai-600059,
Tamil Nadu, India

DOI: <https://doie.org/10.1006/BMEE.2024333773>

Abstracts

Improving the ideas of remote work is the current trend in human resource management (HRM). The COVID-19 pandemic's quick spread and the governments' imposition of infection control measures have severely disrupted regular workflows, which has led to a sharp rise in remote labor during the pandemic. This study primarily focuses on the difficulties associated with remote work using PEST analysis. Some of the difficulties associated with working remotely are social isolation, difficulty collaborating and communicating with others, working in different time zones, etc. Our research also examined the difficulties that employees have lately experienced during the pandemic. An increasing number of people working from home with little support, the area of research towards remote work has been expanding unstoppably. The primary issues that are raised regarding how employees perceive and are able to operate remotely during the pandemic are addressed and resolved. Innovation-related activities are now more globalized and digitalized than before. Organizations have been compelled to implement working remotely, reconsider their innovation management protocols, and comply with government directives.

Keywords: Remote working, COVID-19, pandemic, challenges of remote working, innovation management.

Introduction

Remote work is a relatively new notion in modern workplaces. Remote working is rising, and technical, demographic, social, and cultural factors indicate that it will continue to rise. It allows for more flexible scheduling for many employees while also increasing production, job happiness, and effective employee performance in the firm. Remote working, also known as telework and work from home, refers to shifting work to the worker's location rather than sending the person to the workplace. It can minimize or eliminate commuting times, give benefits in recruiting, selecting, and hiring, and increase productivity. Remote working is becoming increasingly popular since it helps both businesses and employees. It also gains a great deal of increased attention as a result of the COVID-19 pandemic. It was a challenge for many enterprises to migrate rapidly from the face-to-face work environment to a wholly remote workforce for health and safety purposes. Working from home improves work–life balance by reducing stress and providing more time for hobbies and interests, as well as improving personal relationships, among other benefits. Remote working began in 1994–1995. Because the COVID-19 pandemic has had a significant impact, several IT organizations have opted to enable their workers to work remotely. After that, the firm developed additional creative technologies to grow their business by working remotely.

The corporations faced a threat from the COVID-19 pandemic that they had not anticipated

until a few months earlier. The start of it all was a new sickness that rapidly spread over the globe, affecting economies, corporations, and society simultaneously. The saddest part was that there was no guarantee that everything would return to normal. In response to the COVID-19 pandemic during these historic times, businesses have implemented work-from-home rules and a remote work paradigm in an attempt to avoid the transmission of viruses through office contact. Furthermore, without a remote work paradigm, the lockdown would not have been possible. As a result, this phenomenon has gained significant relevance in the fight against COVID. Work-from-home is not a new concept. The notion first appeared in 1979, when an OPEC oil embargo caused a dramatic spike in petrol costs, making it more expensive to commute to and from work. When millions of Americans commuted five days a week by vehicle, bus, or other public transit, the country's fuel stocks were reduced significantly. Telecommuting was then suggested. It was proposed that 10% of all workers may work two days a week from home, which would cut down on commuting by 4% and help alleviate the petroleum crisis in general. The fact that working remotely will save employees money and time was also addressed. If an employee worked two days a week from home instead of commuting an hour each way, they might save sixteen hours a month (Noman et al., 2023).

PEST-analysis focuses on the obstacles of remote working by analyzing the ideas with the political, social, economic, and technical elements of employee views and abilities to work remotely, as well as overcoming the challenges of remote working during pandemic periods. Employees that work from home and connect through the business use technology components such as online zoom, Google meetings, and video call conferences to capture the ability of work done by the employee in a distance and time zone away from their workplace. The company should establish some explicit asynchronous communication policies in order to address the difficulties associated with distant work. The benefits of working remotely for both firms and people are enormous as remote workers are more productive and have less distractions. In order to complete the assignment on time and without any overlap, the team members must cooperate with the leader's directions and rules and work flawlessly throughout the entire procedure.

The most significant obstacle in implementing remote working is separating people's time and space between work and their personal life. Working at home causes a blurring of boundaries, which might lead to work-life conflict (Russell et al., 2009). Not every worker will find working remotely to be stress-free. It can be challenging to balance work and other household duties, such as childcare, to find a suitable workspace in the house, and there may be conflict in the family when many people work from home, which can lead to distractions or rivalry for space. These effects are unique across diverse criteria like as gender and socioeconomic class, raising questions about the inclusion of distant labor, as discussed in some of the chapters of this guidebook. Overwork, i.e. working longer hours than those contracted, and more intensive working habits, are a specific concern experienced by many workers while working remotely (Nätti et al., 2011).

The study conducted by Bowen and Pennaforte (2017) investigated how work-integrated learning participants' socializing and work reading were impacted by digital communication technologies and distant working culture. The theoretical framework states that the Work-Integrated Learning (WIL) program is associated with helping students make a smooth transition into the workforce after graduation and providing a wealth of opportunities for people to improve their skills (e.g. creativity, problem-solving, and teamwork) and achieve both personal and professional development (e.g. confidence). These skills will assist

students overcome their worries while starting a new career. The WIL program is suited for meeting the demands of the modern workplace due to the wide range of resources made available by digital technology. It accomplishes this by allowing students to learn about the most recent breakthroughs in communication technology. With the help of social media, network capabilities are shaping the nature of employment for the majority of people, including those in the WLP program. These trends are putting even more strain on the connections between academia and industry. As a result, the researchers concluded that the WIL program assists students in acquiring digital literacy for use in both personal and professional contexts, as well as developing novel strategies to improve communication flow and support career development at both the educational and professional levels.

Challenges of Remote Working

There are challenges that are faced by work from home staff such as collaborating/communicating with other, making the technology work, staying on top of informal developments, finding information, organizing my time, social isolation and so on.

Collaborating/ Communicating with Other

The organisation should provide lucid guidelines for communication to establish clear guidelines for communication first. Establish standards for response times, preferred channels of communication, and rules for both synchronous and asynchronous communication. When the majority of the contact occurs via email and similar platforms, it does not take long for bad blood to emerge unless everyone is working hard to maintain things that way. Small misunderstandings that may have been easily resolved with a simple glance or a specific tone of voice can quickly escalate into drama (Fried and Heinemeier, 2013).

When some team members work in a typical office and others do not, communication issues that are already prevalent even worsen. Working remotely while everyone else is at the office means you miss out on impromptu talks and unplanned meetings. Fear of missing out on opportunities to make decisions (FOMO) can be brought on by being away from the office. Assuming that the work environment accommodates remote workers, you're probably correct.

Effective Remote Work Collaboration and Communication Strategies

Set transparency by default

Accessibility for all must always be guaranteed. Waiting for another person to log on before choosing what to work on next costs half a day. To allow them to conduct their own study, give as much information as you can. Communication should always take place in public, unless it involves sensitive or private matter. It's possible that someone else may find it beneficial.

Default course of action

Likewise, you need to always take the initiative. Often, there is inadequate project management, incomplete work, or unavailability of decision-makers. It is always better to work than to wait. In the unlikely event that you have to wait, it is better to tend to your needs than of working at your desk.

Communicate by default in writing

Rather than employing real-time video conferencing, most remote teams use written documentation and asynchronous communication. When team members in various time zones communicate in writing, they do not have to work as hard to be available.

Take down obstacles

Give people the autonomy to make their own decisions. It is essential for managers to recognize that employees may err, but that this is a fundamental part of learning and the process of moving toward self-sufficiency. In a similar vein, unblocking someone who is currently offline should come first.

Make the most of your in-person time

Making the most of your face-to-face contact with coworkers is important while working remotely. If a meeting is planned, be sure to send out the agenda ahead of time, include any necessary reading, and ensure that everyone gets a copy. If everyone is informed before to the session, you may utilize the time to address relevant matters instead of spending it discussing the problem.

Minutes of meetings

When holding a meeting, record it and send it to those who were unable to attend. With recordings, people can sign off without worrying about missing anything.

Take a self-record

Making a Loom video and explaining the process is one of the easiest methods to showcase the job you're doing. Without worrying about schedule issues or time zone differences, you may communicate with Loom by asking questions, exchanging ideas, and exchanging expertise.

Create an internal knowledge base

One activity that remote teams may accomplish with maximum effectiveness is creating an internal knowledge base or corporate handbook. Both new and current employees can benefit from these documents as they contain all the information needed to work at a firm.

Excessive communication

If communicating in real time is difficult, you should be proactive, address misunderstandings as soon as they arise, and include context in every message.

Take cloud collaboration to the next level

Everything must be kept online so that everyone can access the same data and you never have to worry about someone else obtaining the most recent version or version history. Cloud-

based collaboration tools like Dropbox, Asana, Slack, Basecamp, Pitch, Airtable, Figma, Linear, and Notion are widely used by remote teams.

Recruit a Chief of Remote

On the leadership team of an organization, a Head of Remote is in charge of the remote work environment and culture

Make an onboarding investment

Onboarding remotely might be more challenging because you're not physically there with your new colleagues at the same time. The primary focus of your onboarding process should be the organization, any technical skills the employee has to acquire, and social engagement

with coworkers. Look through our guide to remote onboarding.

Use of project management resources

Although they won't fix every issue, many excellent tools support your team by allowing you to assign tasks and monitor progress. A few that we enjoy using are Basecamp, Product board, Linear, and Trello. But the remote teams face other work-related or project-related challenges such as difficulty in (i) Managing projects, (ii) Remote collaboration tracking tasks and productivity, (iii) Working from different locations, time zones, etc., (iv) Dealing with languages and cultural differences, (v) Building & maintaining, and (vi) Social isolation. Similarly remote workers also face many challenges in (i) maximising productivity, (ii) overcoming distractions, (iii) staying motivated, and (iv) Unplugging after work.

Benefits of remote working

In contrast to the challenges of remote working, there are advantages too, such as (i) Better work–life balance, (ii) Less commute stress, (iii) Location independence, (iv) Improved inclusivity, (v) Money savings, (vi) Positive environmental impact, (vii) Impact on sustainability, (viii) A customizable office, (ix) Increase productivity & performance, and (x) A happier healthier work life (Abi Tyas Tunggal, 2022).

PEST- Analysis

A PEST analysis (also known as STEP, PESTLE, or STEEP), which stands for Political, Economic, Socio-cultural, and technological research that examines the key elements of these four characteristics. PEST analysis is one of the environmental study tools that focuses on important factors of the external environment that impact the present and future of the organization.

To study political factors, it should pay attention to any political change that affects the organization, such as legislation, upcoming global changes, industry laws, maternity rights, data protection, health and safety, environmental policy, taxes, capital and labor transfer regulation, and so on. Political issues can lead to economic aspects, such as tax decisions made by politicians. Rent rates, exchange rates, inflation level, income growth, debts and savings level, business cycles, unemployment, availability of relevant resources, the key industries and industrial clusters, industry structures, customer confidence, and organization,

are important factors that affect (Thompson, 2002). All of these elements have an impact on social factors and are impacted by them. Population and demographics are the two most significant social forces that shape society. The subdivisions of social factors include income distribution, mobility, level of education, growth rates, age distribution, lifestyle changes, living conditions, work/career and leisure attitude, entrepreneurial spirit, customer behavior, savings rates, preferences for branded / unbranded products, fashion, hypes, pollution, harmful factors, the role of women in society, and so on (Recklies, 2006). Moreover, technological advances affect the success of the organization. Internet, nanotechnology, mobile phones, and increasing advances in computers have led to decreasing cost, time, travel, and nearer distance (Pearce & Robinson, 2005).

In the current climate, two prominent challenges faced by the IT industries, such as (i) The impact of remote working on employee perception and ability to work and (ii) Overcomes the challenges in the pandemic period.

Political Aspects

In terms of politics, the move towards remote work has the potential to disrupt the dynamic, according to a research from work, an online platform that links businesses and freelancers. Remote work has the potential to shift wealth away from the 15 most costly places in the United States and toward areas with reduced living expenses. They discovered that firms in the top 15 metropolitan regions accounted for half of all expenditure on their platform. However, cities or more rural locations where remote workers resided received 72% of the wages. With the growing number of remote workers and their purchasing power, this trend might help smaller communities that would not be able to draw in a large corporate sector. It can also have tremendous political ramifications that take years to manifest.

Creating a Policy for Remote Working in India

Remote work has become a popular permanent work structure as a result of the challenges the pandemic is currently posing. This structure is being adopted by companies such as Twitter, Zapier, and even Google; remote working policies in India have the potential to become the new norm. For this reason, any business should also establish a policy allowing employees to work remotely. An agreement between the employer and employee allowing the worker to work remotely in comfort is known as a policy that should include the following or should address the below factors

- Establish Clearly Who Can Work Remotely
- Process of Approval
- Creating Expectations
- Orient Hourly Work
- Orient Hourly Work Make trackers and schedules.
- Effective Sources for Remote Work
- Preserve the Corporate Culture

Changes Between Remote Work and Office Politics

Tens of millions of workers must now convert from in-person employment to working completely remotely because to the pandemic's quick and rapid move towards remote work. It's been over two years since many employees last visited their workplaces. In recent years, there has been a significant shift in the nature of the workplace and how people function.

There is no denying that the shift to remote work has created a new dynamic in workplace politics. That raises another issue, too, which is how to handle workplace politics in a non-office setting. Since remote work is here to stay and many firms are still adjusting to this work arrangement, it is imperative to address aspects of working life that have altered as physical offices have unexpectedly become virtual offices (Waqar Azmi, 2022).

Office Politics' Impact on Productivity

Office politics are practically unavoidable in a physical office setting. To perform one's responsibilities when working in an office, the employee must establish professional relationships with a diverse group of individuals, which is not always simple. It is unrealistic to expect coworkers to get along all of the time, and there are several scenarios in which miscommunications and misunderstandings can result in toxic, unproductive work environments.

Politics at Work When Working Remotely

When communication channels are confined to virtual areas, problem resolution can become difficult in the absence of in-person connection. Furthermore, because remote workers often work alone, it is possible to over analyze facial expressions in virtual meetings and read textual correspondence received through several channels in different ways. These occurrences may have influenced the rise of office politics in remote work situations. Although the majority cannot be ignored, it is critical to recognize that office politics may take many various shapes and evolve in response to workplace needs (Half the sky, 2021).

Economic Aspects

Remote workers made an economic contribution not only just via their labor, but also by supplying their own capital. For example, they transformed portions of their homes into temporary workplaces and paid the cost of utilities like power and Internet access. Working remotely from home is preferable to working in an office since it allows you to save time and increase productivity. The National Bureau of Economic Research (NBER) found considerable evidence that remote labor lowers inflation. Specifically, because employees prefer largely or entirely remote work, they are ready to accept lesser pay to work remotely. GDP helps to create more employment. Employers pay employees. This allows individuals to spend money on food, clothing, entertainment, and a range of other items. The more a somebody spends, the better their demand becomes. This makes the country a more appealing location to invest, resulting in increased economic growth. The government may also utilize corporate taxes to invest in education and training, which would increase labor productivity and create additional employment.

Although it has been shown that working remotely increases productivity, the blurring of work and home boundaries can lead to stress and feelings of isolation. It isn't really obvious. Although it has been shown that working remotely increases productivity, the blurring of work and home boundaries can lead to stress and feelings of isolation. There are also concerns that a lack of spontaneous interactions with coworkers may stifle creativity and erode team chemistry. Working parents, on the other hand, face an added strain as a result of school closures (Wheatley, 2020).

The coronavirus outbreak has prompted several organizations to permanently shift to remote

work. How will this affect the economy? The coronavirus pandemic has caused considerable changes in the workplace. To prevent the virus's spread and safeguard employees, several organizations have resorted to remote work, replacing meetings and talks in the break room with video conferences and instant messaging. Some organizations, particularly some of the largest names in Silicon Valley, have announced that they would allow employees to work from home on a permanent basis. However, a big proportion of the labor force is unable to work remotely, and experts warn that these trends may have significant repercussions on inequality, the economy, and the future of large cities (Siripurapu, 2022).

Socio-cultural Aspects

In addition to outlining the patterns of domestic and care labor and comparing men and women, remote and non-remote workers, the socio-cultural components also examined the gender dynamics of distant working under social distance limits. The chapter emphasizes how working remotely is typically linked to spending more time doing household chores. This occurs in the context of an ongoing unequal distribution of reproductive labor, and although men's performance improved individually when they worked remotely, the interaction between distant employment and care and household duties has significant effects on gender inequality. Strenio and Chowdhury (2021) discuss how the transition to remote work and increased reliance on ICTs has affected changes in the perpetration of sexual harassment. Using a comparison of countries from the Global North (US) and Global South (India), they examine the benefits and challenges posed by remote work in combating sexual harassment. They provide both cautions and policy proposals, arguing that remote work gives a chance to challenge corporate norms, establish rules, and set examples for an inclusive work environment in which all employees may work with security and dignity. The significance of social surroundings in literary work production, how the market structure has altered in recent years, and the probable effects of the pandemic on the sector's future. According to a Daniel Wheatley, et al. (2021), it is focused on the expectations that workers be available at all times, as well as challenges in dividing time and space between work and home, as potential causes of these behaviors. The physical remote working environment also raises issues about health and safety. Carrying out health and safety assessments and the obvious invasion of privacy that this could necessitate has historically acted as a considerable barrier to employee interest in working at home (Tietze et al., 2009). When an organization uses remote working as a cost-cutting measure, it transfers the costs of the workspace to the employee (Moos & Skaburskis, 2008). However, this may result in an unsuitable physical work environment for the employee or high costs associated with modifying a workspace at home. The provision of physical resources by employers, such as workstations, laptops, Wi-Fi routers, and other equipment, not only makes the workplace more comfortable and contributes to employee satisfaction, but it can also have negative effects on employee health and safety, which can affect productivity (including through rates of sick leave). It is important to consider the relative benefits of investing in physical resources to support and improve remote working. However, neglecting to do so can have negative effects on employees and the company, as insufficient equipment and poor ergonomics can result in health issues like eyestrain and musculoskeletal disorders (MSDs) (Brand, 2008). A third factor in terms of the health effects of working from home is that it is frequently a sedentary activity. The strain of having several individuals living in the house who need a workspace and/or equipment, as previously mentioned, as well as technological problems like sluggish internet connections, might still exist even in situations when resources are readily available. The capability of organizational systems has been put to the test by the fast spread of remote

working, which is a result of both the reality of ICTs being utilized so widely and the historical underinvestment by certain employers who have stayed too closely tied to traditional work patterns. The advent of remote working has led to the repurposing of social media and other internet platforms for business purposes, as well as the socializing of remote coworkers (Davison et al., 2014; Forgren & Byström, 2018).

Benefits of Remote Work to Society

Gains for communities and rural residents

When a remote worker lived outside of the city, did he or she ever has to fight with the neighbours for one of the five available jobs at one of the few businesses in your community? Or did the remote worker has to travel several hours each way just to visit the one big, local company that was hiring?

Many rural residents struggle with these issues. But the upside of working remotely is that additional jobs open up for those who otherwise would not have been able to find work because there were not enough location-based alternatives. A bare minimum of internet connectivity would be necessary for a whole municipality to reap the economic benefits of remote labor (Emily Courtney, 2020).

Families should reorder priorities

Parental time is enhanced when businesses allow for remote work alternatives. It is noteworthy that children who have greater parental involvement in their life do better in school and in terms of behavior. Parents may effectively manage their personal goals and their career objectives with its help. Contented children become the innovators, success stories, and leaders of the future generation, while contented parents become successful professionals.

Enables Volunteering

When working from home and not having to commute, professionals have more time to give back to their communities. Volunteering enables the provision of food for the poor, clothes and shelter for the destitute, abandoned pet adoption, and much more.

Benefits the Environment

Reducing environmental dangers and pollutants is a great way to work remotely. Reduced energy and oil consumption, reduced waste from grab-and-go meals, a decreased demand for emergency services in the case of a transportation disaster, and many other benefits are seen. We can better maintain the environment's health and save it for future generations by working remotely.

Reduces Discrimination

Workplace discrimination occurs in every organisation directly or indirectly, which can be eliminated with remote work to some extent, though, as an inclusive environment can be established. Due to the influence of our cultural upbringing, prejudices are ingrained in us as humans and will persist unless we consciously work to overcome them. People are forced to make decisions based on factors other than gender, sexual orientation, religion, skin colour, or nationality because of the division created by working remotely.

Encourages and Backs Military Wives

Underemployed and underused, military spouses provide a talented and informed labor population. Veterans and their wives find it challenging to transition to civilian life, and many

remain unemployed as a result of their need for flexibility and frequent relocation. Remote work has the potential to alter all of this, and it may also facilitate the adjustment to a significant life transition. Working remotely may provide families with stability at an uncertain part of life. This means that you must not just help veterans and other families going through a shift, but also keep working or take advantage of new opportunities.

Expands possibilities for individuals with health issues

People suffer from a variety of health issues and limitations, including physical immobility, chronic headaches, depression, and cancer. These issues should not stop anyone from contributing or working. When people can work from home, they are better equipped to care for themselves. It also allows them to pursue their professional aspirations. More independence and satisfaction follow, not to mention the financial benefits of a career.

Enhances well-being of society

Has anyone ever been on a bus or train and noticed everyone cleaning their throats, coughing, and sneezing? Yes, there are germs, and those individuals are most likely distributing them because they are incapable of adapting. Illnesses do occur, unless we want to operate in a biohazard suit. Working remotely, on the other hand, has the potential to improve well-being. We can work even if we only have a cold on some days. On other days, it may be one of our children or a sick relative. If the employment alternatives are flexible, the staff are not required to infect everyone. The staff can also keep their loved ones at home so they can recover from illness and avoid contact with infectious people.

Keeps Working After Retirement

When retirement time comes, the transition from a working professional to a retiree is a significant one. Many individuals still want to work during this period, but on their own terms for which working remotely is the solution. Working remotely after retirement allows retirees to defer squandering a major chunk of their assets while remaining professionally engaged. Not to mention that they may serve as outstanding mentors to aspiring professionals, support their working children, and give back to their communities by using their flexibility.

Technological aspects

Some of these technologies have been problematic because of worries about encryption and security, possible worker misuse, and weaknesses related with contextual collapse (Buglass et al., 2016). Fear of losing control over workers and wrongdoing has served as an organizational obstacle to the implementation of remote working procedures (Allen et al., 2015). Sato (2019) investigates this assumption in the context of the practice of teleworking in Japan, discovering that many, even bigger, firms do not provide formal teleworking options for the majority of employees. Employers that lack faith in their employees frequently engage in excessive micromanagement with monitoring technologies (Wight & Raley, 2009). This can be accomplished through the use of technical control systems, which include software for recording and monitoring activity and job fulfillment (Callaghan & Thompson, 2001). These systems provide a method for monitoring and evaluating workers, and while they have the potential to be utilized effectively to promote task completion and productive work effort among remote workers via objectives and deliverables, this is not always the case. Concerns around malfeasance drive the application of Taylorist ‘low discretion’ work organization and micro-management and monitoring and surveillance systems (Choi et al., 2008). These measures, though, reflect distrust and inflexibility around

task completion which can result in high-intensity potentially demotivating working conditions. Employed in this manner, remote working creates an invasion of privacy and can cause work-related stress (Russell et al., 2009), counteracting a number of the benefits from paid work being performed outside of the traditional workplace.

Workers can utilize technical control systems to take advantage of weaknesses in monitoring procedures, such as requesting others to register activity while they are not working. More sophisticated systems are being created, partially in response to these concerns, including those that use face recognition software to track time spent at the workstation. Concerns of this nature may reflect a risk to productivity and performance or a lack of trust, depending on the worker and other case-specific factors, but in either case, these concerns act to limit buy-in from some employers (Wight & Raley, 2009) and the realized benefits of remote work.

The existing data base reveals a wide variety of good and negative effects of remote working. However, much of the data focuses on work done from home or in other locations outside of employer/business premises by employees who work at least portion of the time in other locations. Understanding the specific impacts of the rapid expansion of remote working in response to the COVID-19 global pandemic, as well as its long-term effects, is critical as workers, organizations, and policymakers consider previous and current modes of work and make decisions about the future use of remote work.

Conclusion

Today, the IT sector is reeling from the effects of the global pandemic, and properly integrating remote work has become more crucial than ever for enterprises to survive. As your team transitions to remote work for the first time, there may be certain obstacles and hurdles. To overcome these problems and provide your team with a positive employee experience in which everyone feels appreciated and participated, you must select the correct remote work software. The challenges for remote workers are to overcome in a proper manner with the help of the organization implementation to overcome communication barriers and collaboration lowered productivity, working too much, and social isolation these challenges must be overcome by the organization and consider the employee's time and make sure to set clear asynchronous communication guidelines for the entire team. It should not be essential for all members of the remote meeting to be online at the same time in order to debate subjects. Team members should be able to contribute and express their opinions anytime they are online, according to their local time zone. Remote workers are more productive than their counterparts in the office. When you have both your professional and personal lives under one roof. It might be difficult to establish a line, which can lead to overwork and tiredness. To combat it, add a reminder on your calendar to take regular breaks during key meetings and deadlines. Social isolation is one of the most difficult problems that remote workers encounter in overcoming it. Build a team engages and encourages your team members to interact electronically, allowing your staff to increase communication and coordination through non-work-related chats. Pest research focused on the issues that employees encountered in terms of perception and capacity to work remotely during the pandemic.

References

Abi Tyas Tunggal (2022). Top 10 Remote Work Challenges (and How to Overcome Them), available at: <https://himalayas.app/advice/remote-work-challenges>

Allen, T. D., Golden, T. D., and Shockley, K. M. (2015). How effective is telecommuting? Assessing the status of our scientific findings. *Psychological Science in the Public Interest*, 16(2), 40– 68.

Anshu Siripurapu (2020). Economic Effects of Working From Home. Council on Foreign Relations, available at: <https://www.cfr.org/in-brief/economic-effects-working-home>.

Bailey, D., & Kurland, N. (2002). A review of telework research: Findings, new directions, and lessons for the study of modern work. *Journal of Organizational Behavior*, 23(4), 383–400. doi:10.1002/job.144

Bentley, T. A., Teo, S. T. T., McLeod, L., Tan, F., Bosua, R., & Gloet, M. (2016). The role of organizational support in teleworker wellbeing: A sociotechnical systems approach. *Applied Ergonomics*, 52, 207– 215. doi: 10.1016/j.apergo.2015.07.019 PMID:26360212

Buglass, S. L., Binder, J. F., Betts, L. R., & Underwood, J. D. (2016). When ‘ friends’ collide: Social heterogeneity and user vulnerability on social network sites. *Computers in Human Behavior*, 54, 62– 72. doi: 10.1016/j.chb.2015.07.039

Callaghan, G., & Thompson, P. (2001). Edwards revisited: technical control and call centres *Economic and Industrial Democracy*, 22(1), 13– 37. doi:10.1177/0143831X01221002 v.

Choi, S., Leiter, J., & Tomaskovic-Devey, D. (2008). Contingent autonomy technology, bureaucracy, and relative power in the labour process. *Work and Occupations*, 35(4), 422– 455. doi:10.1177/0730888408326766

Daniel Wheatley, Sarah Buglass, Irene Hardill (2021). Handbook of Research on Remote Work and Worker Well-Being in the Post-COVID-19 Era, IGI Global, PA: USA

Davison, R. M., Ou, C. X., Martinsons, M. G., Zhao, A. Y., & Du, R. (2014). The communicative ecology of web 2.0 at work: Social networking in the workspace. *Journal of the Association for Information Science and Technology*, 65(10), 2035– 2047. doi:10.1002/asi.23112

Emily Courtney (2020). The Benefits of Working From Home (Working Remotely), available at: <https://www.flexjobs.com/blog/post/benefits-of-remote-work/>

Fried H., Heinemeier Hansson, D. (2013). Remote: Office not required. Currency, Vermilion, WA, USA.

Half the sky (2021). Office Politics and Remote Work: What Has Changed?, available at: <https://www.halftheskyasia.com/blog/2021/09/office-politics-and-remote-work-what-has-changed?source=google.com>

Moos, M., & Skaburskis, A. (2008). The probability of single-family dwelling occupancy: Comparing home workers and commuters in Canadian cities. *Journal of Planning Education and Research*, 27(3), 319– 340. doi:10.1177/0739456X07311937

Nätti, J., Tammelin, M., Anttila, T., & Ojala, S. (2011). Work at home and time use in Finland. *New Technology, Work and Employment*, 26(1), 68– 77. doi:10.1111/j.1468-005X.2010.00258.

Noman, M., Sial, M. S., Samad, S., Li, R. Y. M., & Shi, M. (2023). Adjustment of self-initiated and organizational expatriates: The moderating role of cross-cultural training. *Frontiers in Psychology, 13*, <https://doi.org/10.3389/fpsyg.2022.1044040>.

Russell, H., O'Connell, P., & McGinnity, F. (2009). The Impact of flexible working arrangements on work-life conflict and work pressure in Ireland. *Gender, Work and Organization, 16*(1), 73– 97. doi:10.1111/j.1468-0432.2008.00431.

Sato (2019), SATO Exhibits Digital Retail Solution with Battery-free Bluetooth Sensor Tags at RETAILTECH JAPAN 2019. <https://www.sato-global.com/news/2019/release/klasqn000000wnm.html>

Siripurapu, A. (2022). Economic Effects of Working From Home. Council on Foreign Relations.

Strenio, J., & Chowdhury, J. R. (2021). Remote work, sexual harassment, and worker well-being: a study of the United States and India. In Handbook of research on remote work and worker well-being in the post-COVID-19 era (pp. 32-52). IGI Global. DOI: 10.4018/978-1-7998-6754-8.ch003

Tietze, S., Musson, G., & Scurry, T. (2009). Home Based work: A review of research into themes, directions, and implications. *Personnel Review, 38*(6), 585– 604. doi:10.1108/00483480910992229

Waqar Azmi (2022). Work From Home Policy: A Guide for HR Managers, available at: <https://www.startuphrtoolkit.com/work-from-home-policy/>

Wight, V., & Raley, S. (2009). When home becomes work: work and family time among workers at home. *Social Indicators Research, 93*(1), 197– 202. doi:10.1007/11205-008-9377-6

Wheatley, D. (2020). Changing places of work. In: Contemporary Work and the Future of Employment in Developed Societies. London: Routledge. doi:10.4324/9781351034906-8 xix.