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A Study on Work from Anywhere Future (Remote Work)

[1] Ramanathan. M, [2] Thiran. S.K, [3] Sruthi. S, [4] Surya. S

[1]Assistant Professor, Department of Management Studies, SNS College of Engineering, Coimbatore, Tamil Nadu, India
[2,3,4]MBA, Department of Management Studies, SNS College of Engineering, Coimbatore, Tamil Nadu, India

ABSTRACT:

Working from anywhere means exactly it sounds, "work from anywhere", whether might be at Home, in the office, or even at a third space like a resort hotel etc. One might also refer to this as a "flexible workspace", meaning an employee can choose to accomplish their work wherever they Choose. The model offers notable benefits to companies and their employees. Organizations can reduce or eliminate real estate costs, hiring cost and use talent globally while mitigating immigration issues and research indicates, perhaps enjoy productivity gains. Workers get geographic flexibility (that is, stay wherever they prefer) eliminate commutes and report better work/life balance. However, concerns persist regarding how WFA affects communication, including Brainstorming and problem-solving, knowledge sharing, socialization, camaraderie, and Mentoring; performance evaluation, compensation, data security and regulation.

1. INTRODUCTION

Remote work is something rare, a decade ago. Working from home was available as a special arrangement to accommodate families in specific cases. However, teleconferencing and telework technology has advanced to the point where some businesses thrive with complete remote teams. In fact, it is common for businesses to allow their employees to work from home once or twice a week. Remote work can also help prevent the spread of illness, supporting companies avoid loss in their productivity and protecting public health as well. For example, the outbreak of COVID-19 prompted many employers to shift to a remote work model for all employees possible in a bid to limit the spread of the coronavirus. Anyway Remote jobs can be done from anywhere in the world

2. PROBLEM STATEMENT

Remote work also presents unique opportunities in the face of a crisis, such as a natural disaster or an epidemic. For instance, as COVID-19 commonly known as the coronavirus, rapidly spreaded worldwide and the ability of many workers performing their entire job duties from home helped protect both the public health and also continued gain & success to the business.

To determine the effectiveness of communication technology and working remotely, we'll examine the history, the current state of the workforce and predictions for the future of remote employment.

Well! There was a time when remote work even a possibile in implementing, because the technology support haven't exist. If your colleagues and business partners wanted to get in touch with you while you were out of the office, they couldn't email, text or direct message to you. You would've needed to provide an alternative phone number, pager or even a fax number to have work related conversation. Even full-time "remote" positions were different from what they are today. "Ten years ago, remote employment basically meant a telemarketing or customer service position at below minimum wage," said Samantha Lambert, director of human resources at Website design company Blue Fountain Media. "It was connected rare with full-time career. Now, technology affords us the ability to get the same job done, no matter wherever in the world we are put up to. It Has enabled us to be in contact with co-workers or clients at any time." But Still there is lagging in performance and profit of the organization since it has gone down due to some issues employees facing in work from anywhere and we are looking for solutions to be implemented making work from anywhere system, a success.

3. OBJECTIVES OF THE STUDY

1. To evaluate performance and production of organization in work from anywhere system in terms of time saving, convenience, accuracy and reliability.

2. To study the benefits of work from anywhere for both employees and company as well. 3. To understand employee's and employer's need in work from anywhere.

4. RESEARCH METHODOLOGY

Analysis of this study is composed of secondary information. Therefore, for data collection, written sources are taken into consideration. The study analyzes work from anywhere culture and also suggests approaches promote to sustainable growth. The secondary data is extracted from the surveys, journal articles and business websites.

Sample design

A sample collection of this report was 100 collected from distinct college students, employees, professionals, business man and household mothers.

Sample size

In this study 100 respondents are taken from various districts.

Sampling technique

In this study, the convenient sampling technique is used.

STATSTICAL TOOL USED:

Percentage Analysis:

Ratios are very often expressed on percentage. In calculation of percentage only one figure is taken as base and it's represented by 100, the other figure is expressed as a ratio of this base**.**

Simple percentage analysis = <u>Number of Respondents </u>X 100 Sample size

5. REVIEW OF LITERATURE

The literature gives a clear view and idea with its possiblities and it benefits of work from remote with current trends & solutions. The greatest benefit for the employee is that you have control over your time, which is called 'temporal flexibility' you don't have to commute, you can work in the day or at night depending on your personal style and you get geographic flexibility about where you are put up to.

One striking finding is how greatly workers benefit from these arrangements.

Many need the freedom to stay anywhere. For those, in dual career situations, it eases the pain of looking over two jobs in a single location. Many employees may not want to stay in a big city. They might opt to live in small towns, prefer staying at home with their parents in their home town. People can save more if they move to small towns or they could choose to move to a better climate or a culturally preferred location. Interestingly, earlier we had office colleagues only on our floor. That can be changed with remote work we can be advocating 'virtual watercoolers' a new way to socialise with people from work,

Based on interest group or a de-stressing activity. These could be planned sessions with people randomly invited. You can create vibrant, mixed groups. People can begin new friendships which they wouldn't be able to do in the physical office.

Tracey Crosbie & Jeanne Moore, in their article 'Work-Life Balance and Working from Home, July 2004', Social policy and Society mentions that though working from home benefits a variety of workers there is no much progress in the policy development of the same. There is lack of clarity in the terms and conditions for working from home. Even though more organizations consider adopting working from home, guidelines on how to proceed remain ambiguous. For example, defined guidelines on what should be, defines hours of work and what should be the minimum wages for employees working from home. Also will there be any option for overtime, yet to be formed.

Suraya Casey in his article, 'The surprising facts about working from home, 2020' mentions that the organization's understanding that some job roles can be better performed while working from home will help in better management of teams and thus delivering the targeted results. Also, the quality of outcome in a job role wll highly depend on the attributes of the person performing the task.

Drew Desilver, in his article 'Working from home was a Luxury for the relatively affluent before coronavirus – not Anymore, 2020' talks about fields of work where working Remotely is not feasible due to the nature of the job. Jobs Carried out by restaurant servers, hair stylists, plumbers, police officers or construction workers cannot be done from home. The NCS found out that only 1% of service workers enjoy the option of working from home.

Rachel Muller-Heyndyk in her article 'Women more likely To take career break for caring responsibilities, 2019' Mentions the importance of flexible work policies for Women. Working from home relieves women employees of The stress of balancing work and life to some extent. Her Study consisted of 3,001 working adults where it was Identified that 74% of women are the main carer for children.

And they take short or long periods off work to look after Family, this number was as low as 26% for men. She suggests That companies can have policies to ensure men are eligible For equal number of parental leave and pay as women. Such Measures will ensure equality amongst the workers.

D. Sucharitha in her paper 'The impact of flexible work on Organizational performance and employee experiences in Selected IT and ITES sector, 2015' identifies that working From home either has a positive effect on employee performance or has no effect at all.

No negative impact has Been observed. It provides better work-life balance and reduces stress level. It leads to higher job satisfaction. It has been observed that there more distractions at workplace in the form of meetings and colleagues as against distractions at home. Working from home is cost effective. By raising

Managers to employee's ratio and providing greater responsibility and rewards to employee's overhead costs can be reduced.

6. RESULTS AND DISCUSSIONS

The collected 100 data were collected and analysed using statistical tools like percentage analysis and comparison of bar chart made. The percentage analysis and weighed average ranking have been used to analyse the data.

The Support from employer to employees plays an important role in work from anywhere.

TABLE

DO YOU HAVE ALL THE SUPPORT FROM YOUR EMPLOYER TO WORK RESPONDS RESPONDENTS?

S. No	Particular	Total No of Respondents	Percentage %	No of Respondents			
				East	West	North	South
1	Highly satisfied	22	22%	7	8	2	5
2	Satisfied	73	73%	17	17	21	18
3	Dissatisfied	5	5%	1	0	2	2
4	Highly dissatisfied	0	0%	0	0	0	0
	Total	**100**	**100**%	**25**	**25**	**25**	**25**

7. FINDINGS

The model offers notable benefits to companies and their employees. Organizations can reduce or eliminate real estate costs, hiring cost and use talent globally while mitigating immigration issues and research indicates, perhaps enjoy productivity gaining get geographic flexibility (that is live where they prefer to), eliminated commutes and report better work/life balance. However, concerns persist regarding how WFA benefits the communication including brainstorming and problem-solving, knowledge sharing socialization, camaraderie and mentoring, performance evaluation, compensation, data security and regulation.

8. SUGGESTIONS

1. Provide more rewards that can motivate employees well in working from anywhere.

2. Ensure your employees take periodic breaks as that can fuel them to work dedicatedly without frustration

3. Ensure the ergonomics in work from anywhere culture

4. Also concern your employees mental and physical well-being.

9. CONCLUSION

This is organizational transformation and it is a management challenge, not a technological one. The role of the manager is seminal here. Managers will need two behavioural changes they should cease to measure direct reports based on how many hours you work. Productivity can't be based on such inputs now. It will have to be based on the quality of your work. Managers also often just pick up the phone call & they directly report. People will be in different time zones, you can't have people attending team calls at midnight. A lot of work will have to be done asynchronously on slack channels or shared google docs. The manager must trust that their direct report will respond at the first opportunity.

There are two ways to manage this, one is to reduce synchronous on-camera video calls, zoom fatigue is very real, you can help by moving a large communication to asynchronous modes like a team portal, shared documents etc. Secondly you can have a dedicated team measuring employee wellness. A 'head of remote', for instance measures the time an employee spends on camera. If they spend 12 hours daily online, they must receive message from the wellness team saying, you need breaks. Well! This will improve the employees mental and physical well-being and increase their performance lead to huge gain in company production.

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