

Beyond the Office: How Remote Work Shapes Individual Employee Performance

Dr. Princy A.S¹, Haarinidevi R S², Joe Leandar X³, Hem Sachin R P⁴, Athira J Menon⁵

¹Assistant Professor, School of Management Studies, Sathyabama Institute of Science and Technology
^{2,3,4,5} MBA, School of Management Studies, Sathyabama Institute of Science and Technology

Abstract

The rapid adoption of remote work has significantly transformed modern organizational practices, enabling employees to perform their tasks outside traditional office environments. This study examines the impact of work-from-home (WFH) practices on employee performance by focusing on key factors such as productivity, efficiency, work–life balance, and communication. The research adopts a descriptive research design with a quantitative approach. Primary data were collected from 107 respondents using a structured questionnaire. Statistical techniques, including mean, standard deviation, correlation, and regression analysis, were applied to examine the relationships between work-from-home factors and employee performance. The findings reveal that work-from-home arrangements positively influence employee performance. Among the factors studied, work–life balance and productivity show the strongest impact, indicating that remote work allows employees to manage their personal and professional responsibilities while maintaining performance levels. Efficiency also contributes positively to employee outcomes, while communication remains a relatively weaker factor due to challenges associated with virtual interactions. The study highlights the importance of organizational support, digital infrastructure, and effective communication systems in ensuring successful remote work. These findings provide valuable insights for organizations seeking to design effective remote work policies that enhance employee productivity and well-being.

Keywords: Remote work, work-from-home, employee performance, productivity, work-life balance, digital workplace, organizational support

Introduction

The nature of work has undergone a significant transformation in recent years, with work-from-home (WFH) arrangements emerging as a widely adopted practice across industries. This shift was accelerated by the global pandemic, which compelled organizations to adopt remote working models to ensure business continuity. As a result, work-from-home has evolved from a temporary solution into a long-term strategic approach in many organizations.

Work-from-home enables employees to perform their job responsibilities outside traditional office environments, offering greater flexibility and autonomy. This flexibility is often associated with improved work–life balance, reduced commuting time, and increased job satisfaction. However, despite these advantages, remote work also presents several challenges, including communication gaps, lack of direct supervision, technological constraints, and potential distractions in the home environment.

Employee performance remains a critical factor for organizational success, and the transition to remote work has raised important questions regarding its impact on productivity, efficiency, and overall job outcomes. While some studies suggest that employees perform better in flexible work settings, others highlight a decline in performance due to isolation, reduced collaboration,

and blurred boundaries between work and personal life. These contrasting perspectives indicate the need for a systematic and empirical examination of the relationship between work-from-home practices and employee performance.

Review of Literature

Work-from-home (WFH) arrangements, though not entirely new, have gained significant importance in recent years, particularly following the COVID-19 pandemic. Organizations across industries were compelled to adopt remote working models to ensure continuity of operations. This shift accelerated the integration of digital technologies and transformed traditional workplace structures into more flexible and decentralized systems.

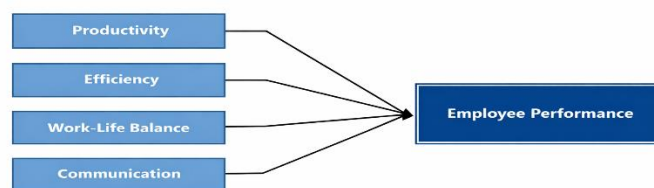
Recent studies have further explored the relationship between remote work and employee productivity. Nguyen and Patil (2024) found that work–life balance plays a mediating role in improving employee productivity in remote work settings. When employees are able to manage work responsibilities alongside personal commitments, they demonstrate higher job satisfaction and performance outcomes.

Makridis (2025) examined remote work arrangements and found that flexible work environments positively influence employee retention and job satisfaction. The study emphasized that remote work effectiveness depends largely on organizational culture, technological infrastructure, and employee self-management skills. Furthermore, Han et al. (2025) highlighted that digital transformation and remote work environments can influence employee well-being, stress levels, and overall performance.

Methodology

The study adopts a descriptive research design and employs a quantitative approach for data analysis. A total of 107 respondents were selected as the sample for the study. Data were collected using a structured questionnaire, and the collected data were analysed using statistical tools such as Mean, Standard Deviation, Correlation, and Regression Analysis.

Figure 1: Conceptual Framework of Work-from-Home Factors Influencing Employee Performance



Data Analysis

Descriptive analysis was used to summarize the data on the impact of work-from-home on employee performance

Table 1: Descriptive Statistics of Employee Perception on Work-from-Home and Performance

Variables	N	Mean	SD
Work-from-home improves productivity	107	3.54	1.12
Work-from-home enhances efficiency	107	3.49	1.10

Work-from-home supports work-life balance	107	3.98	0.82
Work-from-home affects communication	107	2.87	1.03
Work-from-home improves overall performance	107	3.46	1.09

The descriptive statistics presented in Table 1 indicate employees' perceptions of work-from-home and its influence on performance. Among the variables, **work-life balance shows the highest mean value (3.98)**, indicating that respondents strongly perceive remote work as beneficial for balancing personal and professional responsibilities. Productivity (3.54), efficiency (3.49), and overall performance (3.46) demonstrate moderate agreement among employees regarding the positive impact of remote work. However, the mean value for communication (2.87) is comparatively lower, suggesting that communication challenges remain a concern in remote work environments. The standard deviation values indicate a moderate level of variability in responses among the **107 respondents**.

Research Hypotheses

Based on the literature review and conceptual framework, the following hypotheses were developed to examine the relationship between work-from-home factors and employee performance.

H1: Work-from-home productivity positively influences employee performance.

Result: The regression analysis shows that work-from-home productivity has a positive and statistically significant impact on employee performance ($\beta = 0.36$, $t = 4.52$, $p < 0.001$). This indicates that employees who experience higher productivity while working from home tend to demonstrate improved overall job performance. Therefore, Hypothesis H1 is accepted.

H2: Work-from-home efficiency positively influences employee performance.

Result: The regression analysis indicates that work-from-home efficiency has a positive and statistically significant influence on employee performance ($\beta = 0.28$, $t = 3.41$, $p < 0.01$). This suggests that improved efficiency in remote work environments contributes to better employee performance. Therefore, Hypothesis H2 is accepted.

H3: Work-life balance positively influences employee performance.

Result: The findings reveal that work-life balance has a significant positive effect on employee performance ($\beta = 0.24$, $t = 2.98$, $p < 0.01$). Employees who maintain a healthy balance between work and personal life while working from home tend to perform better in their professional roles. Hence, Hypothesis H3 is supported.

H4: Communication in remote work environments positively influences employee performance.

Result: The regression results show that communication in remote work settings has a positive and statistically significant relationship with employee performance ($\beta = 0.19$, $t = 2.17$, $p < 0.05$). Effective communication tools and practices help employees coordinate tasks and maintain productivity while working remotely. Therefore, Hypothesis H4 is accepted.

Findings of the Study

The findings indicate that work-from-home practices positively influence employee performance. Work-life balance recorded the highest mean score, showing that employees

benefit from better balance between personal and professional life while working remotely. Productivity and efficiency also have a significant positive impact on employee performance. Communication shows a positive relationship as well, although its influence is comparatively lower. Overall, the results suggest that effective work-from-home arrangements contribute to improved employee performance.

Conclusion

The study concludes that work-from-home practices have a positive impact on employee performance. Factors such as productivity, efficiency, work–life balance, and communication significantly contribute to improving employee performance in remote work environments. Among these factors, work–life balance and productivity play a major role in enhancing employee effectiveness. The findings suggest that organizations should adopt supportive remote work policies, provide appropriate technological tools, and ensure effective communication to maximize the benefits of work-from-home arrangements. Overall, well-managed remote work practices can improve both employee well-being and organizational productivity.

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