The Effect of Remote Work on Employee Wellbeing

Cormac Porter

Aim of the Project

The Aim of the dissertation is to get a better understanding of how remote work affected employees.

Background

The background of this dissertation is an in depth analysis into the wellbeing of employees involved or previously involved in working from home. Remote work became very popular through the recent pandemic.

Figure 1: meter to measure employee happiness

The first perception of employee's idea of remote work was the freedom they would have while completing their work duties, But not many thought that the lack of social contact with their colleagues would have such an effect on their wellbeing. Work boundaries were hard set for many people as their home life and work life was under the same roof. Once a plan was set outlining start times and finish times, it gave employees more direction and grounding in helping with the adaption to this new work style.

Objective

1.Preform literature view of my title (effect of remote work on employee wellbeing)

2.Explore impact of remote work on well-being

3.Explore challenges and benefits of remote work (pro's and con's)

4.Restrictions and laws surrounding remote work

5.The best methods for implementing remote work

Figure 2: Happy employee

Figure 3: stressed and unhappy employee

Pros & Cons

Pros

1. Employees can spend more time with heir families while working from home
2. Employees have less commute time per week reducing stress
3. Childcare costs reduced due to a parent at home that can do the school pickup or the afterschool care
4. Less monitoring from managers on your progress
5. Healthier diet as you can cook your own food fresh for lunch break

Cons

1. Social isolation as employees don't have Colleagues to converse with.
2. Bad direction of tasks from mangers lead to stress and anxiety
3. Harder to get focused and in the zone to do work
4. Difficult to get recognized for a promotion
5. Response times are longer between work colleagues on sorting out possible problems during the workday.

Figure 4: Pros & Cons diagram

Results

The results for this project were acquired by a survey handed out to relevant people and by interviews conducted by myself. Displaying results on a graph like below make them far easier to be understood. The results found that people did want to return to the workplace after remote work was not as easy as they first thought.

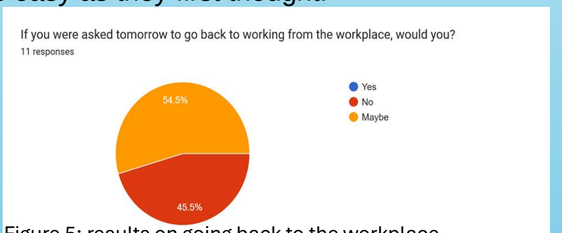

Figure 5: results on going back to the workplace

Figure 6: relationships in/out of work

Here we see people had relationships outside the workplace which would of suffered during remote work, while some people kept their social life and work life separate in terms relationships.

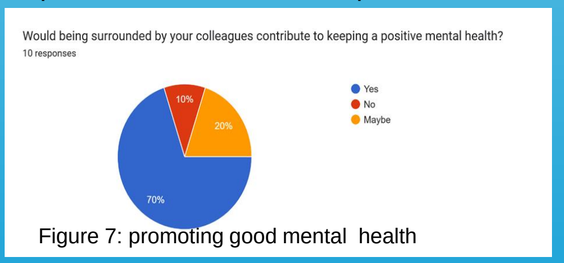

Figure 7: promoting good mental health

Majority shows here that being surrounded by people promotes positive mental health.