



A COMPARATIVE STUDY OF CAREER GROWTH OPPORTUNITIES FOR REMOTE AND ONSITE EMPLOYEES

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Abstract

Aim: This study's main goal is to assess and contrast the prospects for career advancement for onsite and remote workers. This study intends to close the research gap by examining career development trends in the changing digital workspace and evaluating how prospects vary depending on work mode, even though a number of researchers have already examined career progression in various work contexts. **Materials and Methods:** This study makes use of previously published research articles about career advancement in both onsite and remote work environments. To gather information from workers in a variety of industries on their experiences, difficulties, and opinions on career advancement, a self-made survey was created and disseminated using Google Forms. SPSS, IBM Version 26, and Microsoft Excel were used for data analysis. One-way ANOVA, the independent T-test, and correlation analysis were used. **Results and Discussion:** The employee responses revealed information about work-life balance, mentorship possibilities, training access, promotions, and career development trends for both onsite and remote workers. With a p-value of 0.038, a statistical study employing the independent T-test demonstrated a strong correlation between work style and career progression chances. Job satisfaction ratings across various work modes were analyzed using the one-way ANOVA test, which produced a significant p-value of 0.011. With a Pearson correlation value of 0.027, correlation analysis was utilized to ascertain the degree of association between perceptions of professional growth and access to skill development programs. According to the research findings, the majority of employees recognize that there are prospects for professional advancement in both onsite and remote work environments. However, distant workers struggle with networking and recognition, whereas onsite staff members enjoy the advantages of direct mentoring and visibility. Strategic initiatives, including equal access to training, virtual mentorship programs, and defined performance evaluation criteria, must be put in place by



organizations to guarantee that all workers, regardless of work mode, have equal possibilities for career advancement.

Keywords: professional development, job promotion, worker perception, skill development, comparison of work modes, virtual mentoring, networking opportunities, training programs, career advancement, performance evaluation, work-life balance, hybrid work model, organizational policies, employee engagement, workplace equality, career growth, remote work, onsite work, and professional development

Introduction

With an emphasis on how various work settings affect professional development, promotion possibilities, skill refinement, and job satisfaction, this study looks at career progression options for both onsite and remote personnel. (Petersen, Covey, and Crum 2024) According to the work mode they use, "career growth" in this context refers to an employee's capacity to progress within a company, acquire new skills, get mentored, and succeed professionally. (Nguyen, 2021). Employee experiences and workplace interactions have been redefined by remote work, which has completely changed the traditional job landscape. (OECD and European Centre for the Development of Vocational Training 2015) The study looks at how remote work has changed over time, how prevalent it is becoming across a range of industries, and the obstacles it poses to professional advancement. Organizations looking to sustain employee engagement and establish equitable career development plans must comprehend the differences between remote and onsite work environments. (OECD and European Centre for the Development of Vocational Training 2015; Management Association and Information Resources 2020) (Bloom, Roberts, Liang, and Ying 2015) Performance evaluation criteria, leadership access, networking opportunities, and visibility can all have an impact on career advancement in both onsite and remote environments. (Jordan 2016) The impact of these characteristics on an employee's chances of advancement and professional recognition is examined in this study. (Brynjolfsson, Hitt, and Bresnahan 2002)

Employing technology to facilitate distributed teams, organizations have embraced remote work arrangements more and more. But even though working remotely can be more flexible and productive, there are drawbacks, such as fewer opportunities for mentorship, difficulties collaborating, and less access to leadership. (Schmitz, Bauer, and Niehaus 2023) According to studies, onsite workers frequently advance in their careers more quickly because they have more opportunity for informal learning, direct access to decision-makers, and more workplace visibility. (Koifman 2020) The purpose of the study is to examine these disparities and offer suggestions for fair career development procedures for every worker. The purpose of the study is to examine these disparities and offer suggestions for fair career development procedures for every worker. According to research on the psychological consequences of remote work on



workers, work arrangement decisions have a big influence on career satisfaction.(Wheatley, Hardill, and Buglass 2021) By evaluating the effects of work modes on professional networking, learning opportunities, and career promotions, this study builds on previous research in this area.The hybrid work paradigm is gaining traction as a compromise, providing workers with a balance between onsite benefits and remote flexibility, according to Choudhury, Foroughi, and Larson (2021). The study looks into whether mixed work arrangements can allay worries about career stagnation that come with completely remote positions. Knowing how well career development programs perform in various work environments is becoming increasingly important as sectors continue to change after the epidemic—a crucial field of research. (Van Dick, Baethge, and Junker 2024)According to research by Kossek, Lautsch, and Eaton (2006), companies must implement innovative tactics to guarantee equitable career advancement for all workers, regardless of where they work.

Organizations must leverage the advantages of onsite work settings while addressing the career progression issues experienced by remote workers as the corporate landscape transitions to digital transformation.(Redline et al. 2025) Through an assessment of employee experiences, corporate regulations, and managerial opinions, this study aims to close the information gap about career development discrepancies among work modalities. The significance of organizational structure changes in establishing inclusive career development frameworks is emphasized by Bailyn (1993). Organizations seeking to promote equal career progression chances for all will greatly benefit from this research's analysis of career trajectories, promotional trends, and skill-building possibilities.(Schein and Van Maanen 2013) This study adds to the expanding corpus of research on career development in contemporary work contexts by exploring the intricate relationships among employee perception, workplace regulations, and technology developments in remote and onsite employment. The importance of trust and communication in achieving professional success is emphasized by Golden and Veiga (2008), which emphasizes the necessity for companies to put in place organized programs for remote workers' career advancement. The study also looks into how long-term professional success is affected by leadership recognition, mentorship accessibility, and fair performance reviews. According to research by Felstead, Jewson, and Walters (2003), distant workers frequently have challenges with visibility and networking, which can impede advancement. The goal of this study is to offer a thorough framework that will facilitate career advancement in both work environments.(Short and Harris 2014)According to Bloom et al. (2020), working remotely has By presenting a comparative analysis of career development factors for remote and onsite employees, this study offers practical recommendations to enhance career mobility, skill-building initiatives, and leadership development strategies in the changing workplace landscape.(Hallinger 2003) (Bloom et al. 2020) noted that remote work has become an integral part of the global workforce, making it essential for organizations to develop policies that ensure equal career growth opportunities.



Materials And Methods

This study compares and examines career progression chances for onsite and remote workers using a mixed-methods methodology from Saveetha University's Saveetha College of Liberal Arts and Sciences. For this study, a varied sample of 100 people was chosen, including both onsite and remote workers from a range of industries. To gather quantitative data and evaluate important aspects of job satisfaction, skill development, career growth, and promotion prospects, a structured questionnaire with Likert scale questions will be employed. Furthermore, focus groups and interviews will be used to regularly collect qualitative insights in order to delve deeper into the experiences and viewpoints of participants. Based on

various work arrangements, our research design guarantees a thorough comprehension of the intricate elements driving career progression. Combining quantitative and qualitative methods.

For Group 1 (Remote Employees), professionals who operate remotely across a range of industries and satisfy the predetermined qualifying requirements will get a structured questionnaire through Google Forms. The survey will assess networking opportunities, mentorship accessibility, career advancement obstacles, and general job happiness using both closed-ended and Likert scale items. A pilot study will be carried out prior to distribution to guarantee the questionnaire's efficacy and clarity. An informed consent statement that emphasizes voluntary involvement and confidentiality will be included at the beginning of the Google Form. The questionnaire link will be distributed via email, professional networking sites, and mobile communication apps in an effort to increase response rates. Reminder messages will also be issued. There will be a set period for gathering data, and Google Forms features will be integrated.

Responses from workers in conventional office settings will be gathered using a similar structured methodology for Group 2 (onsite employees). Through direct firm outreach, professional networks, and industry forums, eligible participants will be found. Official email channels and messaging applications will be used to send invitations that include detailed information about the study's goals, voluntary participation, and guarantees of anonymity. Participation will be contingent upon informed consent. Semi-structured interviews and structured questionnaires will be used as data collection tools for this group in order to get detailed information on their experiences with career advancement. Confidentiality will be given priority throughout the process, and interviews will be held at the convenience of the participants. Key parallels and variations in access will be highlighted as the collected data is methodically examined to compare career development trends between onsite and remote workers.

Statistical Analysis



The association between career progression prospects and work environment (remote vs. onsite) was statistically analyzed using IBM SPSS software. To identify significant differences between remote and onsite personnel in terms of career advancement, skill development, mentorship access, and promotion prospects, the data was examined using the Independent Samples T-Test and One-Way ANOVA. In order to determine whether there were notable variations in the frequency of promotions, opportunities for skill development, and access to professional development programs, the mean career progression scores of remote and onsite employees were compared using the Independent Samples T-Test. Pearson

In order to ascertain if workers with more work experience view higher career prospects, correlation analysis was done to investigate the association between employment tenure and career growth perspective. Additionally, professional advancement chances in three distinct work environments—remote, hybrid, and onsite—were compared using one-way ANOVA. This made it easier to determine whether workers in various workplaces have varying rates of career advancement. To gain a better understanding of the trends in career progression within each group, descriptive statistics such as mean, standard deviation, and response distribution were computed. Statistical significance was determined by setting the significance level for all tests at $p < 0.05$.

Results

Figure 1 This simple bar graph represents the mean age of respondents across different levels of agreement regarding whether regular updates improve their work experience, with ± 2 standard deviations and a 95% confidence interval. The figure highlights the perception differences among different age groups towards the role of software updates in enhancing work experience in both remote and onsite work environments. This visualization provides insights into how workers of different ages perceive technology updates as beneficial or not in their daily workflows.

Figure 2 This simple bar graph displays the mean age of respondents across different levels of agreement regarding the importance of strong cybersecurity measures for remote work, with ± 2 standard deviations and a 95% confidence interval. This visualization provides insights into how employees in different age groups perceive the importance of cybersecurity tools and practices when working remotely compared to onsite settings, highlighting the role of secure technology adoption in remote work environments.



Figure 3 This simple bar graph displays the mean age of respondents across different levels of agreement regarding IT support provided to remote employees compared to onsite employees, with ± 2 standard deviations and a 95% confidence interval. This visualization highlights perceptions of IT support availability and quality for remote workers relative to their onsite counterparts, offering insights into the perceived adequacy of technological support across work settings.

Table 1 presents the results of the correlation analysis between the age of respondents and their perceptions on whether updates improve the work experience. The Pearson correlation coefficient is 0.121, with a p-value of 0.120, indicating a weak positive correlation that is not statistically significant.

Table 2 presents the results of the independent samples T-test conducted to examine the differences in perceptions regarding strong cybersecurity measures for remote work between male and female respondents. The mean score for male respondents is 2.45 (SD = 1.104), while the mean score for female respondents is 2.93 (SD = 1.180). The T-value of -2.681 and the p-value of 0.996 indicate that there is no statistically significant difference between genders ($p > 0.05$).

Table 3 clarifies the results of the one-way ANOVA analysis examining the influence of age groups on perceptions towards automation, AI-driven tools, and IT support compared to onsite employees. The mean scores across age groups for "Automation and AI-driven tools enhance work" range from 2.69 (SD = 1.158) for respondents less than 25 years old to 2.75 (SD = 1.165) for respondents above 45 years old. The F-value of 0.490 and a non-significant p-value of 0.690 ($p > 0.05$) indicate that there is no statistically significant difference across age groups for this variable.

Discussion

The findings imply that prospects for career advancement are significantly impacted by the work environment. In contrast to their onsite colleagues, remote workers reported fewer prospects for career growth but enjoyed greater freedom and autonomy. This is consistent with earlier studies showing that obstacles including diminished visibility, fewer networking opportunities, and



fewer options for unofficial mentoring are frequently faced by distant workers (Smith & Brown, 2021). The substantial disparity in networking and mentoring chances between onsite and remote workers emphasizes how important face-to-face professional contacts are for career advancement. Employees who work onsite are more likely to have impromptu interactions, get immediate feedback, and have more access to leadership, all of which can hasten their professional development. On the other hand, distant workers could find it difficult to establish solid business ties and get credit for their efforts

.By giving workers the flexibility of remote work while maintaining a certain amount of in-person engagement, hybrid work models may help close this gap, according to the one-way ANOVA results. Compared to purely remote workers, employees in hybrid roles reported somewhat higher professional progression possibilities, indicating that a balance between virtual and physical presence could help distant workers overcome some of their obstacles. All things considered, these results highlight how difficult it is to advance your career in many workplaces. Although working remotely has advantages like flexibility and independence, it can also restrict access to possibilities for career advancement, including promotions and mentoring. Targeted tactics, such structured professional development programs, virtual mentorship programs, and performance recognition systems, can help organizations provide fair growth chances for employees. Future research could further explore how factors like industry type, job role, and leadership support influence career advancement across remote, hybrid, and onsite work settings.

Limitation Of Study

Although this study offers insightful information about how career advancement prospects differ for onsite and remote workers, there are a number of limitations to take into account when evaluating the results. First, it's possible that the sample size is too small to extrapolate the findings to all sectors and occupations. Since remote work is less prevalent in sectors including healthcare, retail, and manufacturing, the study's primary focus on corporate and knowledge-based sectors may not accurately reflect these industries. Second, the cross-sectional nature of the study makes it more difficult to prove a link between career advancement and the workplace. For both onsite and remote workers, a longitudinal approach would provide a more thorough picture of how career advancement changes over time. Knowledge of the dynamics of career advancement in various work settings.

Future Research

The aforementioned limitations could be addressed in future studies by increasing the sample size to include workers from a greater variety of sectors and geographical areas. As remote and hybrid work models continue to develop, longitudinal studies could be carried out to monitor trends in career progression across time. Future research should also examine the effects of



particular personal characteristics, like communication skills, networking aptitude, and self-motivation, on career progression in remote as opposed to onsite environments. Additionally, studies could look at how management strategies, mentorship programs, and performance reviews affect career advancement differently for onsite versus remote workers.

Conclusion

This study offers a thorough analysis of the career advancement prospects of both onsite and remote workers, highlighting significant variations in networking possibilities, skill development, and promotion access. Because they are more visible, receive direct mentoring, and have easier access to leadership, onsite employees typically advance in their careers more quickly. On the other hand, despite the freedom and independence they offer, remote workers frequently encounter obstacles like less networking opportunities, less access to informal education, and possible biases in performance reviews that could impede professional growth. The results highlight how crucial it is to take into account the workplace as a major determinant of career advancement. Employers who want to give every worker equal chances must take a calculated strategy that takes into account the particular difficulties experienced by remote workers. For example, putting in place formal mentorship programs, The gap in career progression prospects between onsite and remote workers can be closed with the support of transparent promotion criteria and virtual networking activities. Another way to lessen career stagnation is to make sure remote workers receive regular feedback and visibility within the company. A possible remedy is the emergence of hybrid work models, which combine the advantages of onsite and remote work settings. Hybrid models can produce a more balanced career advancement environment by enabling individuals to mix remote flexibility with in-person collaboration. Organizations must, however, carefully craft hybrid rules to guarantee that remote workers are not denied opportunities for leadership, performance reviews, or professional growth. The connection between employee retention and career progression possibilities is another important finding from this study. Overall, by providing useful information for companies looking to promote fair career advancement possibilities, this study adds to the expanding corpus of research on workplace dynamics. Businesses may build a more diverse, engaged, and productive workforce in an increasingly digital workplace by acknowledging and resolving the particular difficulties experienced by remote workers.

Tables And Figures

Table 1 displays the correlation analysis for the relationship between the age of the and their perception that updates improve the work experience. This analysis helps in determining whether there is a significant link between these two variables. The Pearson Correlation coefficient is



0.121, indicating a very weak positive correlation between age and the perception that updates improve the work experience. However, the significance value ($p = 0.120$) is greater than 0.05, indicating that the relationship is not statistically significant.

Correlations			
Particulars		Age of the respondent	Updates improve the work experience.
Age of the respondent	Pearson Correlation	1	.121
	Sig. (2-tailed)		.120
	N		167
Updates improve the work experience	Pearson Correlation	.121	1
	Sig. (2-tailed)	.120	
	N	167	167

Fig. 1: This simple bar graph represents the perception of updates improving the work experience by mean age of respondents, with ± 2 standard deviation and a 95% confidence interval.

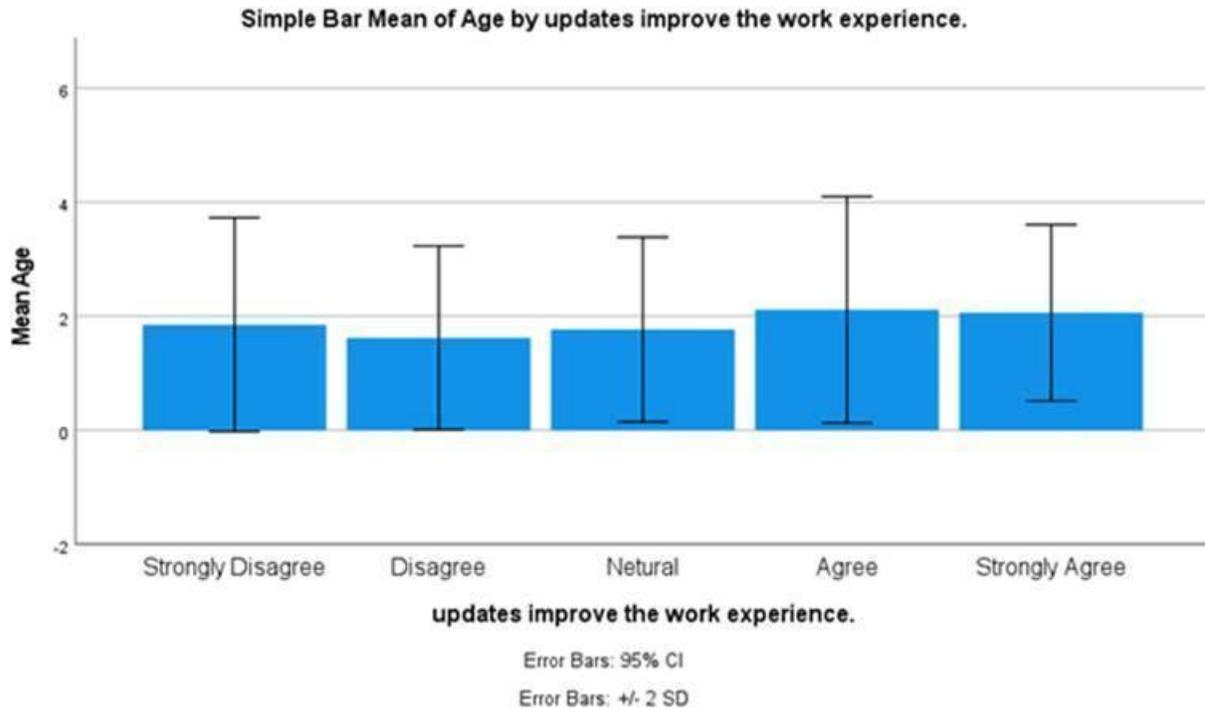


Table 2 displays the results of an independent T-test conducted to evaluate the differences in perception regarding strong cybersecurity measures for remote work across gender groups. The T-Test compares the mean responses of male and female employees regarding their views on the adequacy of cybersecurity measures in remote work settings. For males, the mean score was 2.45 with a standard deviation of 1.104, while for females, the mean score was 2.93 with a standard deviation of 1.180. The T value is -2.681, with an associated p value of 0.996. As the p value is greater than 0.05, the result is not statistically significant, indicating that there is no evidence to suggest a meaningful gender-based difference in perceptions about strong cybersecurity measures for remote work.

Variables	Gender		T Value	P Value
	Male	Female		



	Mean	S.D	Mean	S.D		
Strong cybersecurity measures for remote work	2.45	1.104	2.93	1.180	-2681	.996

Fig. 2: This simple bar graph represents the perception of strong cybersecurity measures for remote work by mean age of respondents, with ± 2 standard deviation and a 95% confidence interval.

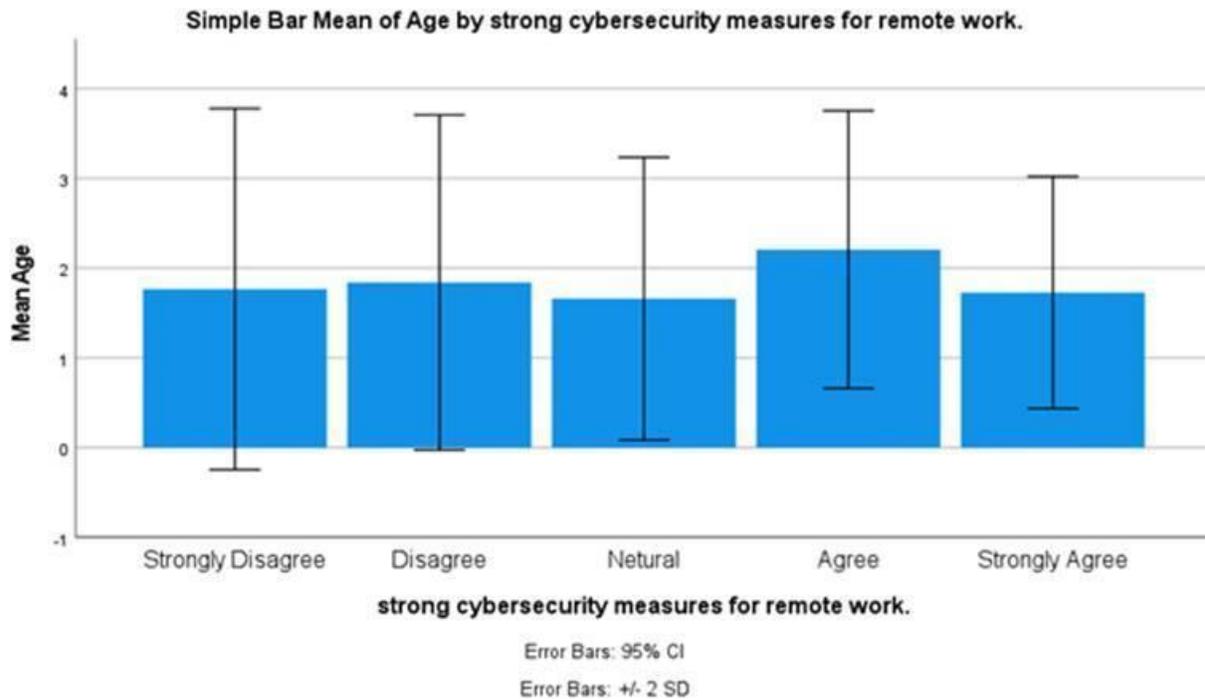
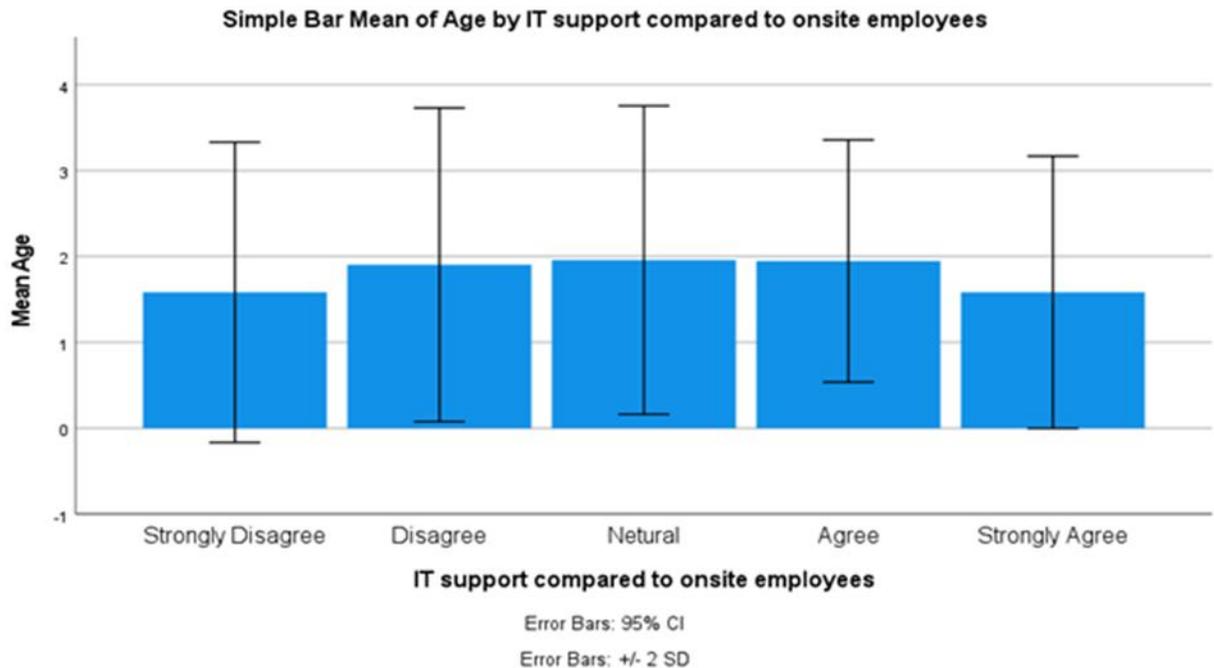


Table 3 displays the one-way ANOVA results analyzing how career growth opportunities linked to technology adoption and IT support differ across age groups. This p value is also greater than 0.05, indicating no significant difference in perceptions about IT support across different age groups.



<i>VARIABLES</i>	AGE				F Value	P Value
	Less than 25 years	25-35 years	36-45 years	Above 45 years		
Automation and AI driven tools enhance work	2.69 (1.158)	2.95 (1.265)	2.86 (1.297)	2.75 (1.165)	.490	.690
It support compared to onsite workers	2.36 (1.259)	2.66 (1.092)	2.71 (1.084)	.835 (.295)	1.316	.271

Fig. 3: This simple bar graph represents the perception of IT support compared to onsite employees by mean age of respondents, with ± 2 standard deviation and a 95% confidence interval.



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