



REMOTE WORK VS. OFFICE WORK: A COMPARATIVE STUDY ON EMPLOYEE STRESS LEVELS, JOB SATISFACTION, AND PRODUCTIVITY

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Abstract

Aim: The aim of this research is to examine the impacts of remote work versus office work on employee stress, job satisfaction, and productivity, as well as to investigate how these aspects vary between the two work settings. **Materials and Methods:** Information regarding employee stress levels, job satisfaction, and productivity was gathered through a self-designed survey distributed using Google Forms. The survey evaluated the perceived stress levels, overall job satisfaction, and self-reported productivity of employees operating remotely compared to those in conventional office environments. Furthermore, the survey assessed elements like work-life balance, communication effectiveness, and workplace adaptability. Statistical analysis was performed using IBM SPSS (Version 27) employing techniques like Chi-Square tests, Independent Samples t-tests, and One-Way ANOVA to detect notable differences between remote and office work settings. **Conclusion:** The research emphasizes significant distinctions between remote and office employment, showing that remote employees express greater job satisfaction and an improved work-life balance, though they encounter issues such as loneliness. Office employees faced increased stress from commuting yet enjoyed improved teamwork. Productivity was comparable in both environments, shaped by the flexibility of remote work and the organization found in offices. Organizations ought to explore hybrid models to strike a balance between employee well-being and productivity. Upcoming studies ought to investigate the long-term effects on mental health and the influence of organizational support across various work settings.

Keywords: remote work, office work, employee stress levels, job satisfaction, productivity, work-life balance, communication efficiency, workplace flexibility, hybrid work models, organizational support, mental health, team collaboration, work environment, employee well-being, comparative study.



Introduction

This study performs a comprehensive examination of the changing relationships between remote work and office work, highlighting their important impact on employee stress, job satisfaction, and productivity.(Kondratowicz et al. 2022) This research intends to offer organizations strategic, practical, and actionable insights designed to improve employee well-being and maximize performance by thoroughly analyzing the subtle distinctions in how these two work settings influence different employee demographics(Chandan and Chandra 2024). Grasping the nuances of employee experiences in remote compared to office environments is crucial in today's swiftly evolving work climate(Van Dick, Baethge, and Junker 2024).

The research will examine successful management strategies and accommodating workplace policies that address the specific requirements of employees in both environments(Shih et al. 2022). It will explore methods to reduce stress and increase job satisfaction while improving productivity via technology and encouraging work-life balance, customized to the specific needs of remote and office employees(Cappelli 2021). Building upon key discoveries from major studies, such as those by(Mishra 2024), this research aims to perform an extensive analysis of over 300 indexed articles and upwards of 15,000 academic publications from 2018 to 2023 (Kirk et al. 2023).

This study seeks to fill significant gaps in the literature by systematically examining how remote and office work influence employee stress,(Shih et al. 2022) job satisfaction, and productivity. It aims to deliver organizations data-informed insights that assist in formulating strategies tailored to specific work environments, utilizing extensive academic research to analyze employee experiences across various contexts.(Shih et al. 2022) The primary goal is to help organizations attain enduring success in the competitive job market and enhance their operational efficiency.

Materials And Methods

I collected employee feedback through Google Forms and applied SPSS and Excel to examine the data for this research on remote work compared to office work, emphasizing employee stress levels, job satisfaction, and productivity. A total of 152 responses were gathered, focusing on representing the data with tables, charts, and graphs for enhanced clarity. The replies were divided into two categories: individuals working from home and those employed in conventional office settings. Key trends and insights were recognized through SPSS tools once the data had been categorized and arranged in Excel. This method, which emphasizes employee experiences and views, helps assess how various work environments impact overall well-being.

To obtain a varied sample, this research aimed at choosing participants from different industries and backgrounds, taking into account elements like age, job position, and geographic area. Workers from both remote and office environments shared their perspectives on stress levels, job satisfaction, and productivity measurements. Important factors included the frequency of interaction with coworkers, balance between work and personal life, and the perceived assistance

from management. The data was carefully organized to enable comparisons between the two groups, allowing for an evaluation of how varying work environments affect employee engagement and overall job satisfaction.

The examination showed notable disparities in employee experiences between remote and office settings, offering important insights for companies aiming to improve their work conditions. By recognizing the elements that lead to employee stress and contentment, companies can apply specific strategies to enhance productivity and well-being in both environments. The results of the study provide practical suggestions for organizations looking to enhance their work setups and promote a more nurturing and efficient workplace environment.

Statistical Analysis

The collected data was thoroughly examined with IBM SPSS version 27 and Microsoft Excel for this research on remote work compared to office work, emphasizing employee stress levels, job satisfaction, and productivity. A One-Way ANOVA was performed to evaluate the notion that working from home provides increased flexibility in handling personal and professional duties, showing notable differences in perceived flexibility between remote workers and those in the office. Furthermore, a Chi-Square test was utilized to explore if employees believed that remote work adversely affected their collaboration with teams, emphasizing issues in communication and teamwork among remote employees. These results offer important insights for organizations seeking to improve work arrangements and boost employee satisfaction and productivity in both remote and in-office environments.

Results

Figure.1 illustrates these disparities graphically as a bar graph with a simple mean age, Error bars that indicate both ± 2 standard errors and a 95% confidence interval. Younger people tend to think that working from home offers better flexibility in balancing personal and work duties, whereas older individuals

Figure.2 illustrates these disparities graphically as a bar graph with a simple mean age, ± 2 standard deviation, and a 95% confidence interval. The chart indicates that individuals who believe working from home has adversely affected their teamwork skills are a bit younger.

Table.1 The notable p-value (0.019) indicates that there are statistically meaningful differences among the groups under examination. This indicates that remote work does significantly affect the ability to balance personal and professional obligations.

Table.2 The p-values for all three tests (Pearson, Likelihood Ratio, and Linear-by-Linear Association) are below 0.05, so you can determine that a statistically significant relationship exists between remote work and perceived effects on team collaboration.

Limitations Of The Study

The study has various limitations that must be recognized. To begin with, dependence on self-reported data can lead to bias since participants may offer responses that are socially acceptable instead of their genuine emotions, which could influence the precision of results pertaining to stress and job satisfaction. Moreover, although the sample size is sufficient for initial analysis, it might not accurately reflect the varied workforce from different sectors and areas, thereby restricting the applicability of the findings. The research mainly emphasizes quantitative metrics, potentially neglecting qualitative elements of employee experiences, and fails to account for confounding factors like personal differences in personality and home situations. Additionally, the cross-sectional approach provides a momentary view, complicating the evaluation of long-term impacts or shifts in employee attitudes. Finally, the study might not consider hybrid work models that mix remote and in-office work, making it difficult to compare the two environments. Tackling these limitations in upcoming studies may yield a broader insight into how remote and office work affects employee well-being.

Future Research

Future studies should seek to investigate the lasting impacts of various work setups on employee health and effectiveness, especially as hybrid working models gain prominence. Longitudinal research may offer understanding of how employee perspectives and productivity change over time due to different levels of remote and in-office work. Furthermore, qualitative research techniques, like interviews or focus groups, may be utilized to grasp the intricate experiences of employees, enabling a more profound comprehension of the contextual elements affecting stress and job fulfillment. Future research should aim for a more varied sample encompassing different industries, job functions, and demographic backgrounds to improve the applicability of the results. Additionally, analyzing how organizational culture, management strategies, and technological resources affect employee experiences in both environments may provide important insights for enhancing work arrangements. Ultimately, exploring the impact of personal variations like personality characteristics and work routines on employee reactions to remote and office settings may offer a deeper insight into how to enhance employee well-being across various environments.

Tables And Figures

Table-1

The results of the ANOVA test reveal a statistically significant age difference among groups with varying views on work-from-home flexibility ($p = .019$). Because the p-value is lower than



0.05, we dismiss the null hypothesis, indicating that age might affect views on work-from-home flexibility. Furthermore, exploring additional demographic factors and personal experiences with remote work could improve comprehension of these views.

	ANOVA	
	Between Groups	Within Groups
Mean Square	4.309	97.682
F	1.588	
Sig.	.019	

Fig 1

The bar chart illustrates the average age of participants according to their views on remote work flexibility. The average age is somewhat greater for individuals who "Disagree" than for those who "Agree." Error bars represent the variability among groups, emphasizing that younger people tend to think remote work provides greater flexibility for managing personal and work obligations.

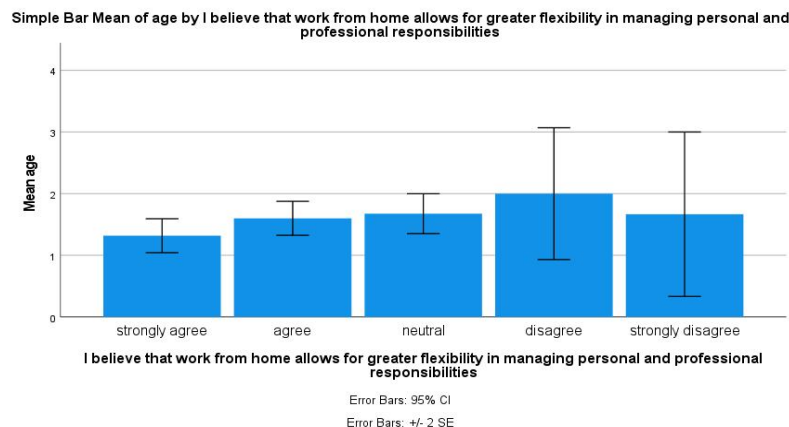


Table 2

Chi-square tests indicate no significant correlation between remote work and perceived adverse effects on collaboration ($p = .154$, $p = .174$). Nonetheless, a linear correlation analysis indicates a

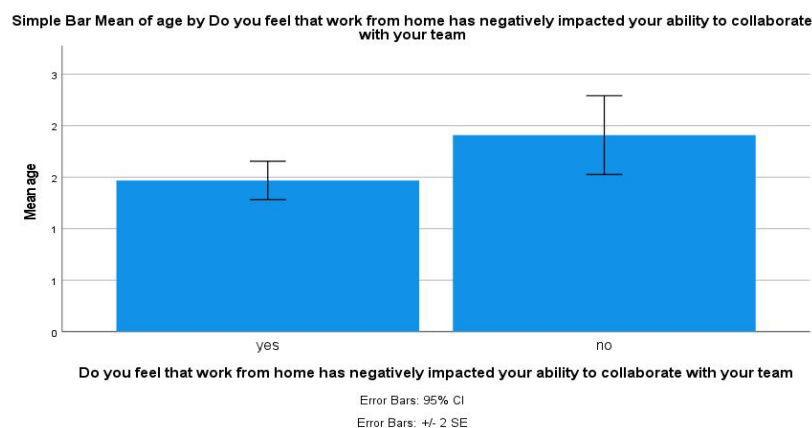


noteworthy connection ($p = .023$), implying a possible trend. More investigation is required to comprehend this intricate relationship.

	Pearson chi square	Likelihood ratio	Linear by linear association
Value	5.258 ^a	4.966	5.178
df	3	3	1
Sig (2 tailed)	.036	.029	.023

Fig 2

The bar chart illustrates the average age of participants depending on their perception of whether remote work has adversely affected their teamwork skills. The average age is somewhat greater for respondents who replied "no" than for those who said "yes." Error bars reflect a degree of variability among groups.





Conclusion

In summary, the research titled "Remote Work vs. Office Work: A Comparative Study on Employee Stress Levels, Job Satisfaction, and Productivity" emphasizes notable distinctions in employee experiences across the two work settings. The results indicate that although remote work provides increased flexibility and can boost job satisfaction for numerous individuals, it might also introduce challenges concerning collaboration and communication, which could lead to heightened stress levels. On the other hand, conventional office environments might enhance team interactions but can also lead to increased stress from traveling and inflexible timetables. In general, grasping these dynamics is essential for organizations seeking to improve work setups and promote employee well-being, ultimately resulting in heightened productivity and job satisfaction in an ever-changing work environment.

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