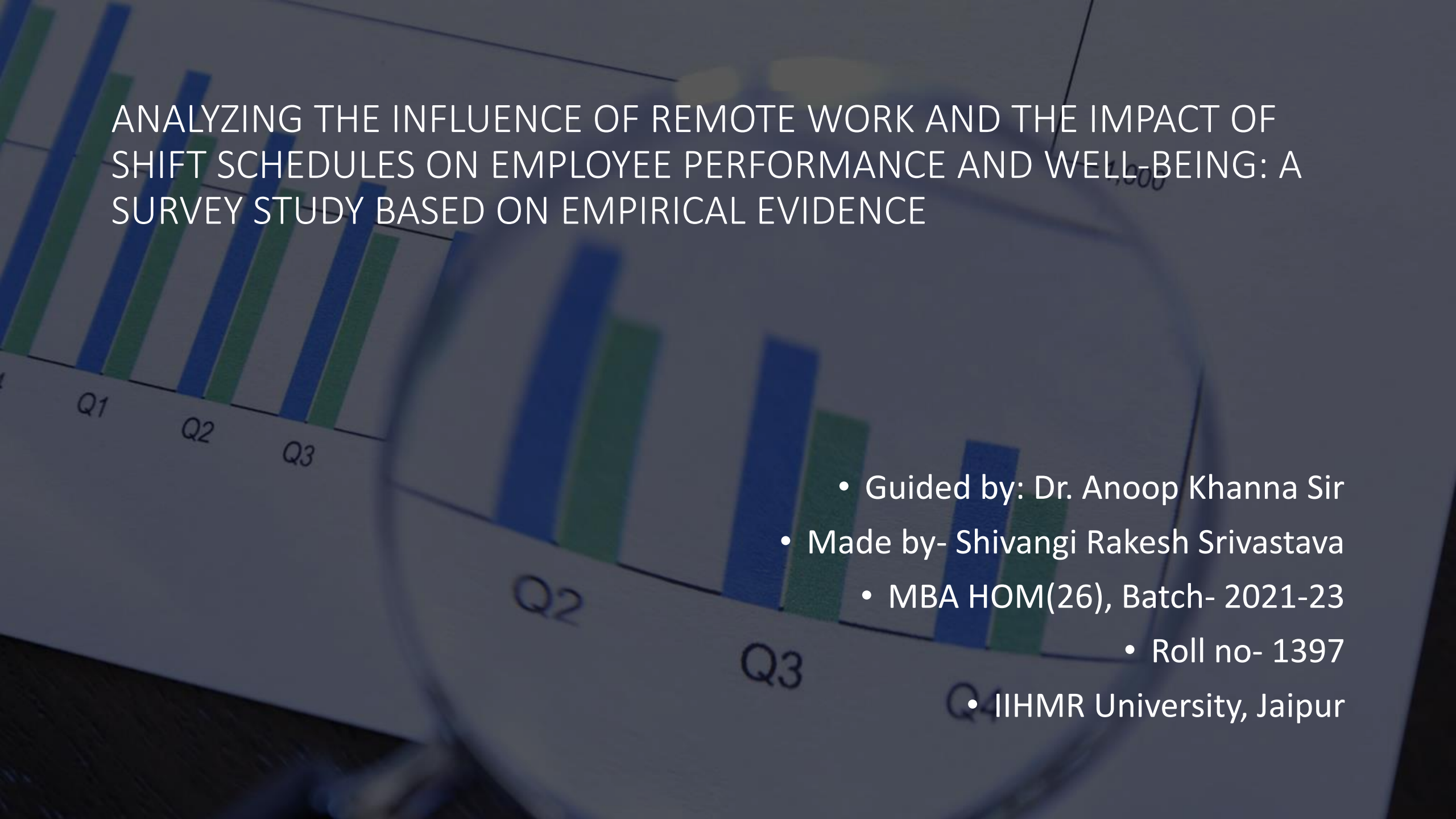




ANALYZING THE INFLUENCE OF REMOTE WORK AND THE IMPACT OF SHIFT SCHEDULES ON EMPLOYEE PERFORMANCE AND WELL-BEING: A SURVEY STUDY BASED ON EMPIRICAL EVIDENCE

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- MBA HOM(26), Batch- 2021-23
- Roll no- 1397
- IIHMR University, Jaipur



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The opportunity to do my dissertation at Doctor Alliance was a valuable learning and professional development opportunity. I am extremely grateful for the opportunity to meet and work with such extraordinary people who helped me throughout this dissertation period.

I'd want to use this opportunity to offer my heartfelt gratitude and special thanks to Vivek Kushal and Pritishma Roy Chowdhury. Despite their busy schedules, they took the time to listen, guide, and steer me in the proper way, allowing me to complete my dissertation effectively.

I also want to thank Professor Dr. Anoop Khanna, Professor at IIHMR University, who served as my mentor and gave me crucial advice and support, making the research much more bearable. At this very moment, I want to express my heartfelt appreciation for his valuable contribution.

I would also like to utilize this opportunity to express gratitude and heartfelt thanks to my family, friends, and co-workers for providing me with unwavering support and strength during this undoubtedly busy and hectic time, enabling me to formulate and complete this piece of work. Without them, it was an unsurmountable and overwhelming task.

I consider this opportunity to be a significant milestone in my professional advancement. I am committed to utilizing the acquired skills and knowledge to the utmost extent, and I will persistently strive to enhance them in pursuit of my career goals. I eagerly anticipate the prospect of continued collaboration with each of you in the times ahead.

Sincerely,

Shivangi Rakesh Srivastava

MBA-HM (96)

ABSTRACT

- In recent years, there has been a surge in the use of remote work arrangements in the modern workplace, and shift schedules have become increasingly popular in many industries. As organizations work to improve employee performance and well-being, it is essential to analyze the impact of remote work and how shift schedules affect employees.
- This survey study aims to provide an in-depth analysis of the empirical evidence that exists to understand the impact of work-from-home and shift scheduling on employee well-being and performance.
- This study includes many studies across different sectors and geographic locations, covering a wide range of perspectives and experiences. The study aims to synthesize and evaluate the empirical evidence to gain valuable insights into the impact of work-from-home and shift schedules on employees' overall work experiences and performance.



- This research examines the performance of employees in remote work environments, considering factors such as productivity, efficiency, task completion rates, and shift schedules. It also looks at the impact of shift schedules, as employees may experience issues such as fatigue, sleep disorders, and disruption of the circadian rhythm. Additionally, the study looks at the well-being of employees in the context of remote work, and the potential benefits and drawbacks of remote work, such as greater autonomy and flexibility, but also increased isolation and increased work intensity.



This study examines the responses collected from the respondents, who are employees working in various industries, shift schedules, different working hours, and work arrangements, to analyze their perceptions regarding the basic nature of their current employment, provides a deep insight into their present work scenario and draws attention to the positive and negative outcomes of their present employment nature. It emphasizes the need for more comprehensive research methodologies, longer-term studies, and cross-industry and job role comparisons. Furthermore, it emphasizes the importance of considering contextual elements, such as organizational culture, technological assistance, and individual preferences, when assessing the impact of work-from-home and shift-schedule arrangements. Based on the results, the study offers recommendations for future research initiatives. It proposes to investigate the long-term impacts of remote work on employee engagement, professional development, and organizational performance, and to develop strategies to reduce the potential adverse effects and maximize the positive outcomes.

INTRODUCTION

- COVID-19 accelerated the uptake of remote work, as organizations adopted flexible and self-managed work plans to cope with the healthcare crisis.
- There is no single definition for telework, so different terms are used interchangeably: work from home (WFH), remote working (RWH), telecommuting (TX), e-working (E-WORKING), etc. Despite the terminology differences, all of these terms refer to the same thing: working remotely and using technology to carry out tasks outside of the office.
- Remote work has transformed the traditional work environment by providing employees with the ability to work from any location at any time. At the same time, shift scheduling has become widespread in industries that work 24/7, with the goal of increasing efficiency and meeting customer needs.

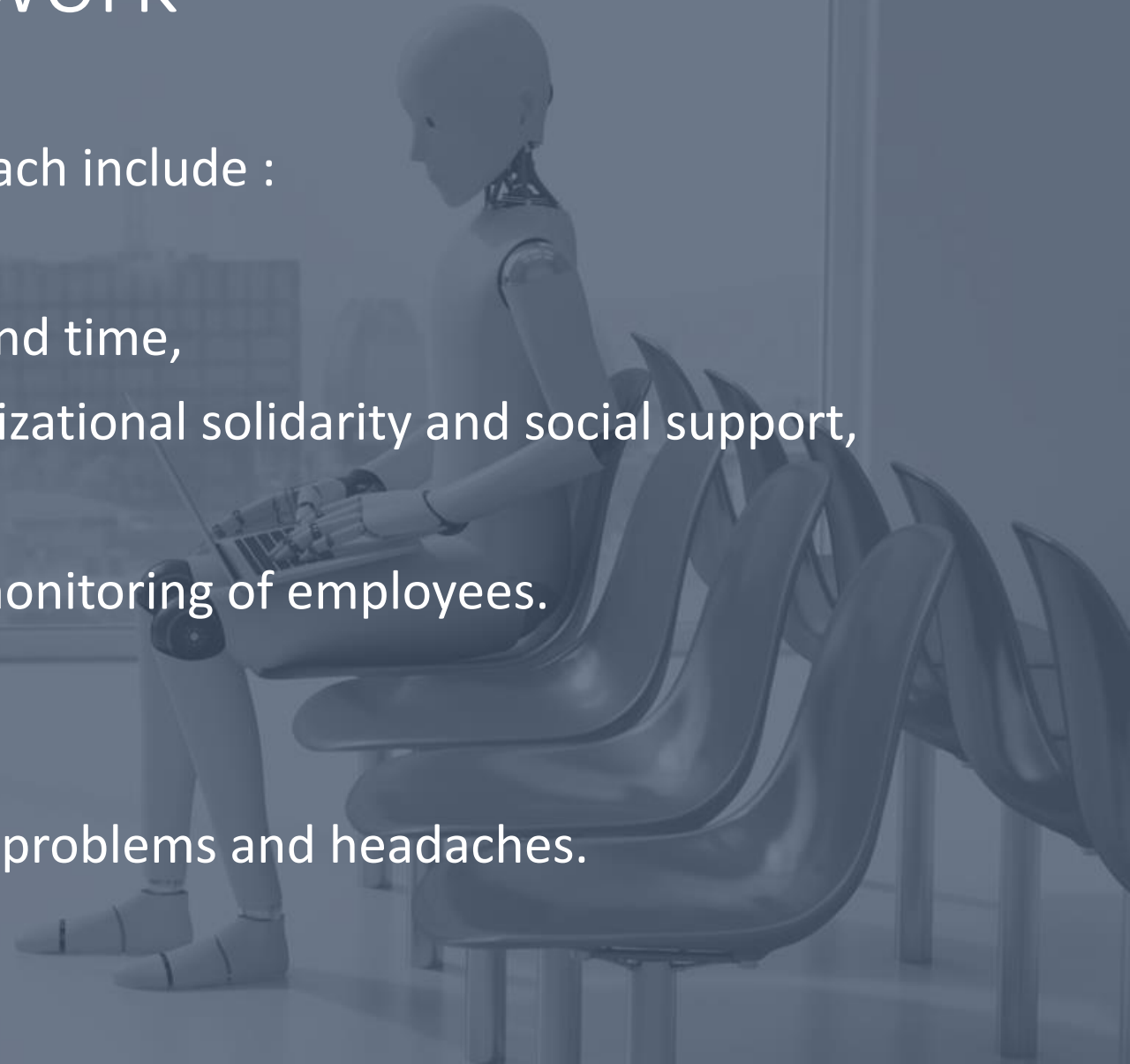
Benefits of Remote work

- For the Organizations
 - Remote work has proven to be a cost-effective solution for offices, as it has reduced costs associated with office heating, office space, and premises.
 - It has shown a positive impact on sustainability, such as reduced traffic and air pollution.
- For the employees:
 - It is thought to alleviate stress, fatigue, work-life balance, and burnout, resulting in improved work performance, employee engagement, and job satisfaction.
 - Saves time and energy for commuting.
 - Employees may feel more satisfied and productive while working from home
 - Saves risks for injuries and accidents.

Drawbacks of Remote work

The potential disadvantages of this approach include :

- ergonomic problems,
- extended working hours with no clear end time,
- the work-life balance that affects organizational solidarity and social support,
- heightened stress and anxiety.
- Impaired communication and indirect monitoring of employees.
- Increase in the sedentary lifestyle
- Sense of isolation and alienation.
- Increased screen time, leading to vision problems and headaches.



Shift schedules

- Shift schedules are typically employed in industries that operate on a 24-hour basis, such as the healthcare, transportation, and manufacturing industries. Shift schedules are intended to provide consistent coverage and maximize workforce utilization.
- There are numerous benefits, yet obstacles associated with shift work, mostly based on employee experience and perception.
- While some employees feel satisfied and productive during their shifts, including in the non-traditional ones, there are some who reportedly are unhappy and desirous of the change.
- However, there is a lack of knowledge on the effects of shift schedules on employees' performance and health.
- This paper will examine the various types of shift schedules used in various industries, such as fixed, rotating, and compressed shift schedules, and evaluate their impacts on employees' performance, health, and job satisfaction.

Research problems

- A) The effects remote work has on employee productivity, task completion, and overall job satisfaction.
- B) The benefits and obstacles presented by remote work in terms of communication, collaboration, and work-life balance, and their effects on employee well-being.
- C) Effect of varied shift schedules on Employee well-being, such as physical and mental health, and on overall job satisfaction
- D) Are there any elements or actions that can lessen the possible adverse effects of remote work on worker productivity and well-being?
- E) How do the effects of shift and remote work differ by sector and occupation? Are there any industries or professions that are more susceptible to positive or negative effects?
- F) Are there any patterns or interactions between shift scheduling and remote work that influence employee performance? What are the interactions and how could they affect the outcomes ?

Do demographic factors such as age, gender, and tenure play a role in the way remote working and shift patterns influence employee performance and overall well-being?

What are the current limitations of empirical research on the impact of shift and remote work on employee productivity and well-being, and what recommendations can be made for future research in this field?

Aims and Objectives

Some specific aims of this study are:

- This research paper seeks to evaluate the impact of remote work on employee performance, including its flexibility and challenges.
- Additionally, it will consider the mental health effects of shift schedules, such as fatigue and sleep patterns, as well as adjustment difficulties.
- Finally, it will evaluate the overall well-being of employees in terms of work-life balance, stress levels, social isolation, and work-family conflict.
- The findings of this study will be used to identify and address any disparities in performance and well-being across demographic groups.

OBJECTIVES

The objectives of the study are to:

- Evaluate the effects of remote work on employee performance, such as productivity, task completion, job satisfaction, and engagement.
- the study shall consider the effects of shift schedules, including day shifts, night shifts, and rotating shifts, on employee well-being and job performance. Exhaustion, sleep patterns, and adjustment difficulties associated with different shift schedules may also be taken into account.
- Furthermore, the study may explore the effects of different demographic groups, such as age, sex, or tenure, on employee performance.
- Finally, the study should explore the mental health implications of remote work and the impact of different shift schedules on well-being.
- Social isolation, family dynamics, and the availability of support systems should also be addressed.

S.no	ARTICLE	YEAR	AUTHOR	OBJECTIVE	FINDINGS
1.	Investigating the Role of Remote Working on Employees' Performance and Well-Being: An Evidence-Based Systematic Review	2022	Bruna Ferrara, Martina Pansini, Clara De Vincenzi, Ilaria Buonomo and Paula Benevene	This paper aims to provide a comprehensive literature review of the potential risks and opportunities for employee well-being associated with teleworking, as presented in papers published between 2010 and 2021.	- Teleworking can have a positive impact on the perception of performance, and productivity, teleworking can lead to an increase in both job satisfaction and life satisfaction. - One of the selected studies reported a negative effect: the higher the telework intensity, the higher the stress level and the lower job satisfaction. Telework was linked to increased job demands and role uncertainty, decreased employee identity due to ICT tools used for communication, decreased effectiveness of communication between colleagues, and a higher level of conflict within the organization.
2.	Health Problems of Women Working in Night Shift in India: A Review	2022	Dr. Neha, Dr. Pallavi Sarji Uthkarsh	This study examines the health and safety issues that women workers face during night shifts.	- The review describes in detail the correlation between the physical, mental, occupational, and psychosocial effects of night shifts on women. - The study concludes that although women were attracted to the lucrative salary packages and fewer interruptions, offered in the night shifts, women have been observed suffering from a myriad of problems like sleep disorders, obesity,

Literature Review

					infertility and menstrual disorders, mental health problems, GIT troubles, substance abuse, Diabetes Mellitus, musculoskeletal issues and prone to the risk of injuries, among many others.
3.	Remote working and occupational stress: Effects on IT-enabled industry employees in Hyderabad Metro, India	2023	K.D.V Prasad, Rajesh Vaidya, Ridhi Rani	In this study, the objective of the researchers was to present the findings of an empirical research project on remote working and work-related stress and its impact on employee job satisfaction, motivation, and performance.	• The results of the study indicated that the prevalence of remote working is one of the primary causes of anxiety and stress among employees. These reasons include lack of peer pressure, lack of regular break-time activities, and work-family issues. • The lack of peer-to-peer interaction further contributes to the demotivation of the employees, as there is no peer pressure in remote working environments. • The authors suggest that organizations create a comprehensive HR policy and management system to address employee anxiety, remote working issues, interactions between employees, and crisis situations such as the pandemic.

4.	The Impact of Work-from-Home on Employee Performance and Productivity: A Systematic Review	2023	Godfred Anakpo, Zanele Nqwayibana, and Syden Mishi	The goal of the study is to provide a comprehensive analysis of WFH's impact on employee efficiency and effectiveness.	- The WFH model's impact on employee productivity depends on a variety of factors, including the type of work environment, employer and sector profiles, and home environments. - Most report a positive impact, while only a small number report no difference or an adverse impact. - This study suggests that an increase in IT training and capacity building would have yielded more significant results for those
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5.	Characteristics of shift work and their impact on employee performance and wellbeing: A literature review	2016	Chiara Dall'Ora, Jane Ball, Alejandra Recio-Saucedo, Peter Griffiths	The objective of this study was to identify shift work variables that influence employee performance (e.g., job	willing to adopt WFH models post-pandemic. - The review included 35 studies conducted in the health sector, with 25 studies conducted in this sector alone. - Numerous shift work characteristics have been linked to a decrease in employee performance and
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	well-being. A literature review			(e.g., job performance, efficiency, safety, care quality, mistakes, adverse events, client satisfaction, and burnout), and well-being (e.g., job satisfaction, absence, intention to quit) across all industries, including healthcare.	- employee performance and well-being. - Large multicentre studies have shown that shifts of 12 hours or more are associated with compromised outcomes, working more than 40 hours per week is linked to adverse events, and there is no conclusive evidence regarding working a 'Compressed Working Week'. - Working overtime has been linked to decreased job performance. Rotating shifts have been associated with poorer job performance, while fixed night shifts appear to allow for resynchronization, however, job satisfaction of those working fixed nights has been reduced. - Early breaks have been linked to improved fatigue and alertness in employees, while quick returns between shifts have been linked to an increase in pathologic fatigue. - Across occupational sectors, the shift work characteristics have a consistent effect on outcomes.
6.	The Impact of Shift Work and Long Work Hours	2020	McHugh, Megan PhD; French, Dustin D.	This report provides an estimation of the	The study found that two large US manufacturing companies incurred

					Across occupational sectors, the shift work characteristics have a consistent effect on outcomes.
6.	The Impact of Shift Work and Long Work Hours on Employers' Health Care Costs	2020	McHugh, Megan PhD; French, Dustin D. Ph.D., Kwasny, Mary M. Ph.D., Maechling,	This report provides an estimation of the incremental <u>health care</u> expenses incurred by two United	The study found that two large US manufacturing companies incurred substantial excess healthcare-related costs due to their shift work and 12-

26

			Claude R. Ph.D., Holl, Jane L. MD	States manufacturing companies as a result of their shift work and extended work hours policies.	hour shift policies across four plants. - The study demonstrates the relationship between the health risk associated with long work hours. - The findings should influence employers to make additional investments in interventions to prevent and manage chronic health conditions
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						manage chronic health conditions.
7.	An exploration of the psychological factors affecting remote <u>e-workers</u> ' job effectiveness, well-being, and work-life balance	2013	Christine A. Grant, Louise M. Wallace, Peter C. Spurgeon	This paper seeks to investigate the implications of e-working from a remote location on the primary research domains of work-Life Balance, Job Effectiveness, and Well-Being. The results of the study are presented in the form of a set of generic themes derived from the primary research domains, such as building trust, management style <u>and</u> quality of work and non-working life.		• The paper provides insights into the diverse factors affecting remote e-workers and produces ten emerging themes. • Differentiating factors between e-workers included access to technology, ability to work flexibly <u>and</u> individual competencies. • Adverse impacts were found on well-being, due to over-working and a lack

					manage chronic health conditions.
7.	An exploration of the psychological factors affecting remote workers' job effectiveness, well-being, and work-life balance	2013	Christine A. Grant, Louise M. Wallace, Peter C. Spurgeon	This paper seeks to investigate the implications of e-working from a remote location on the primary research domains of work-Life Balance, Job Effectiveness, and Well-Being. The results of the study are presented in the form of a set of generic themes derived from the primary research domains, such as building trust, management style and quality of work and non-working life.	• The paper provides insights into the diverse factors affecting remote e-workers and produces ten emerging themes. • Differentiating factors between e-workers included access to technology, ability to work flexibly, and individual competencies. • Adverse impacts were found on well-being, due to over-working and a lack of time for recuperation. Trust

					primary research domains, such as building trust, management style, and quality of work and non-working life.	work flexibly, and individual competencies. • Adverse impacts were found on well-being, due to over-working and a lack of time for recuperation. Trust	
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						and management style were found to be key influences on e-worker effectiveness	
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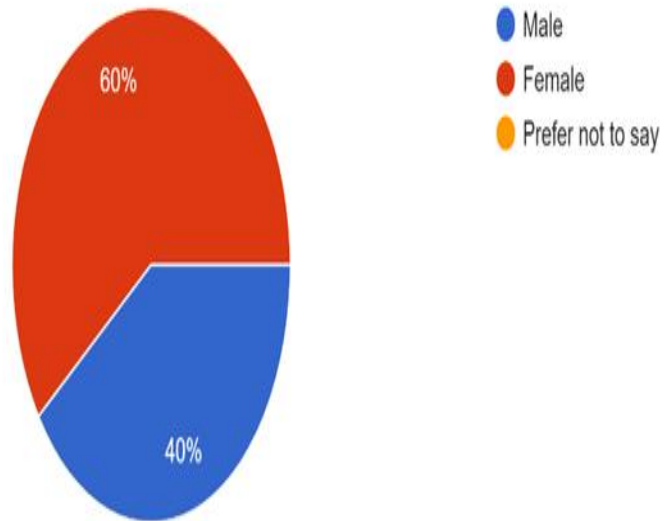
METHODOLOGY

- Literature review
 - Includes review of peer-reviewed articles from Pre-COVID, COVID, and post-COVID era
- Qualitative Analysis
 - Questionnaire survey
 - Random sampling
 - Intended participation 150, involved participants 41
 - Includes target segments of employees belonging to different age groups, industries, sectors, work arrangements, in varied shift schedules.
- Quantitative Analysis
 - Data analysis using MS Excel

Data analysis and Findings

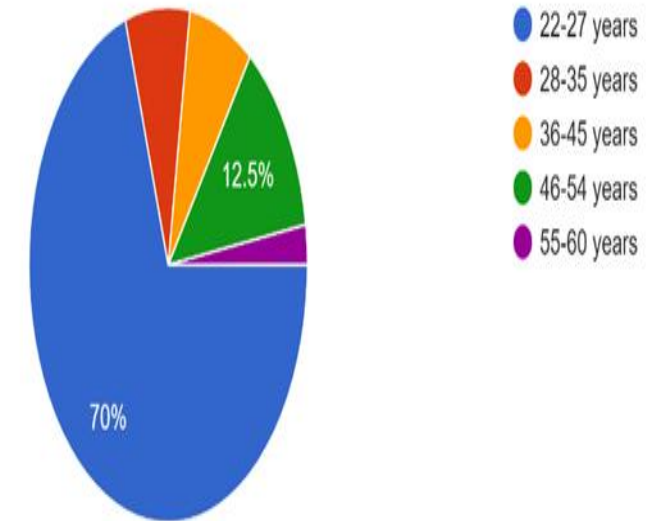
Please state your Gender

40 responses



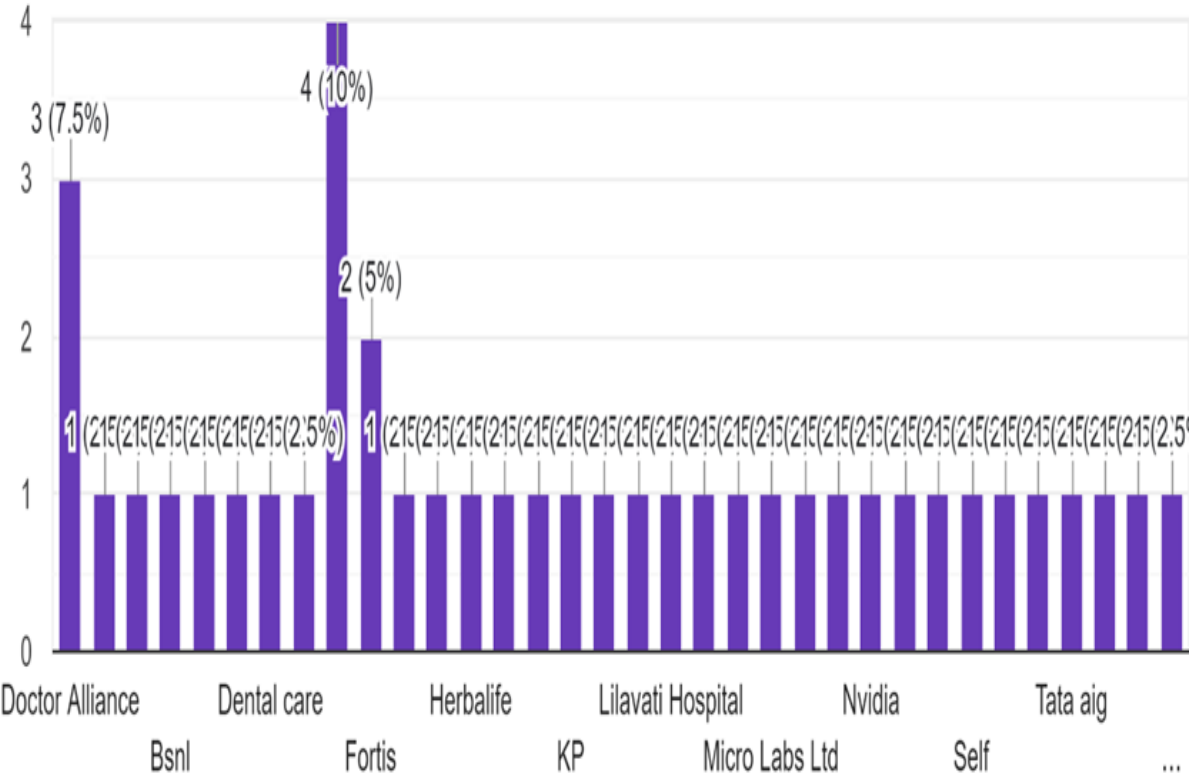
Please select your age in the range of:

40 responses



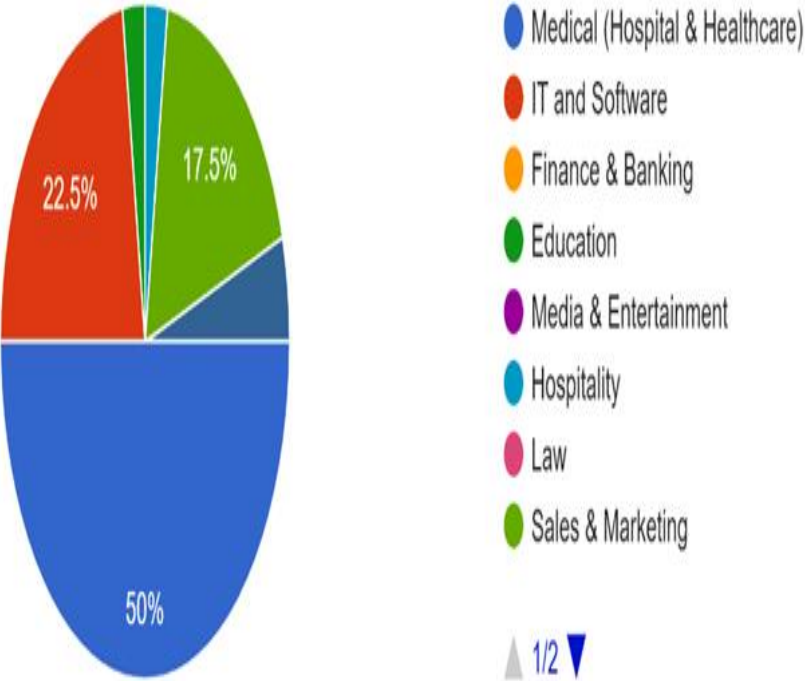
State the Organization you work for

40 responses



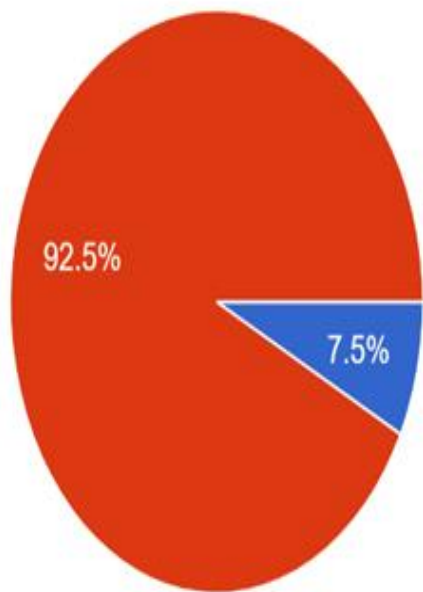
State the type of Industry you work in

40 responses



Select the Sector you work for

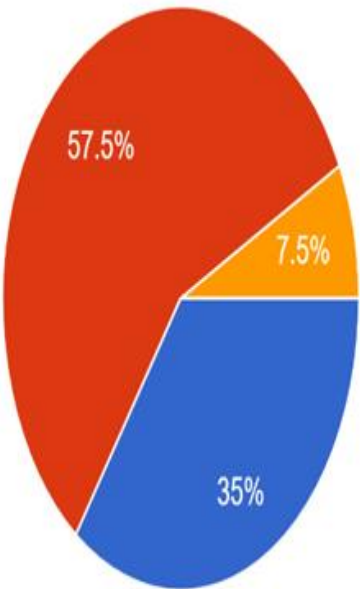
40 responses



- Governm
- Private

What is your work arrangement

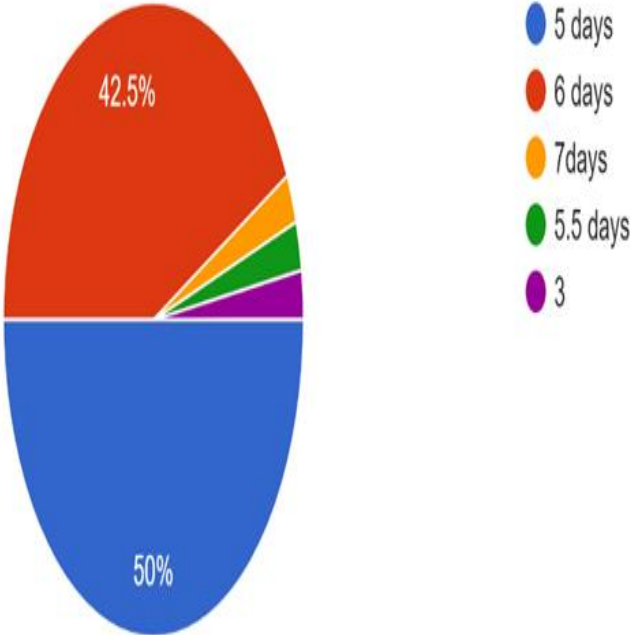
40 responses



- Work from Home
- On-Site/ Work from Office
- Hybrid

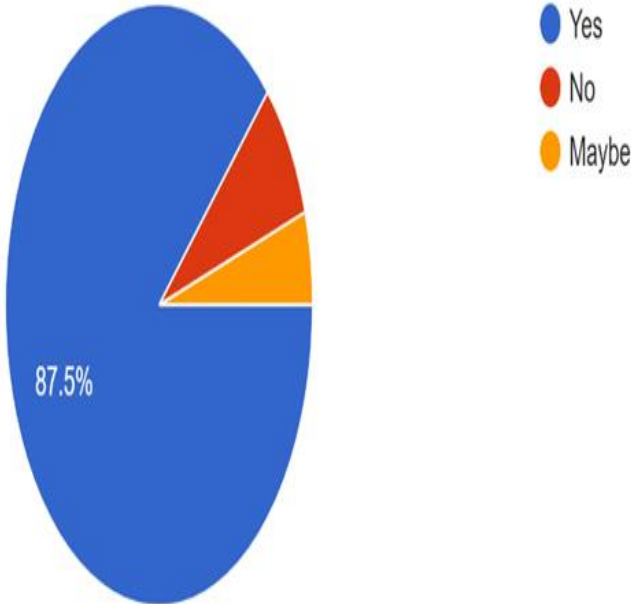
How many days a week you have to work?

40 responses



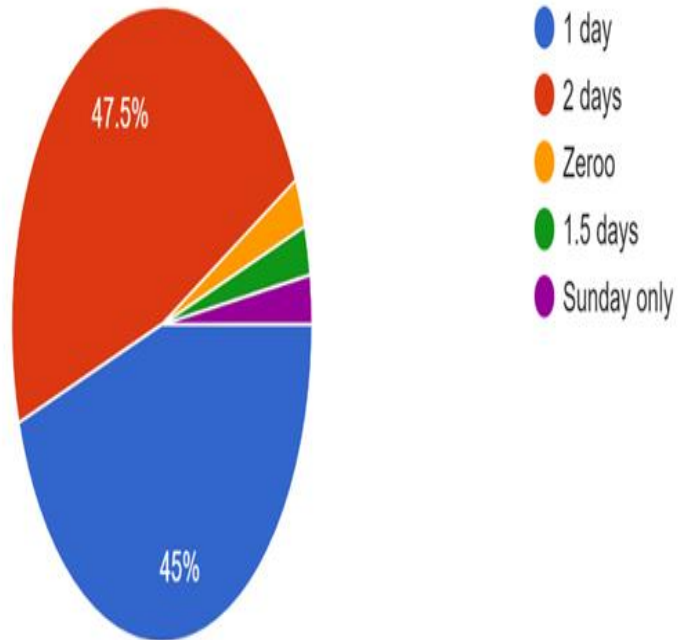
Do you get a weekly off ?

40 responses



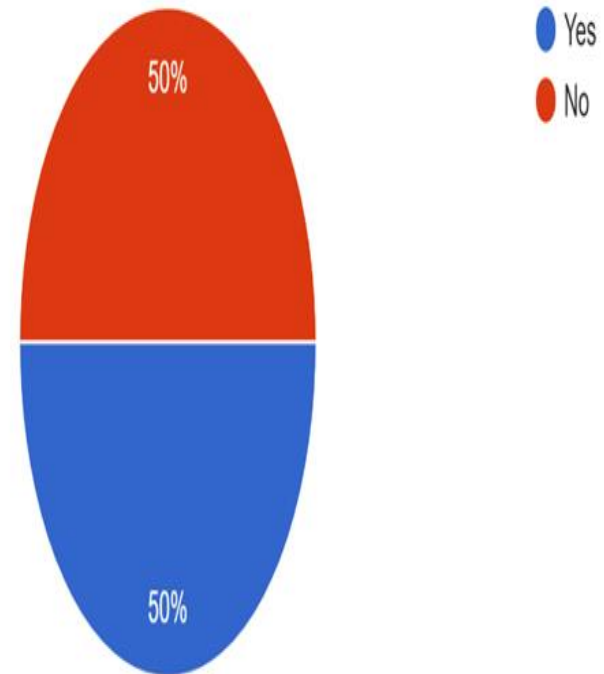
How many days a week do you get off ?

40 responses



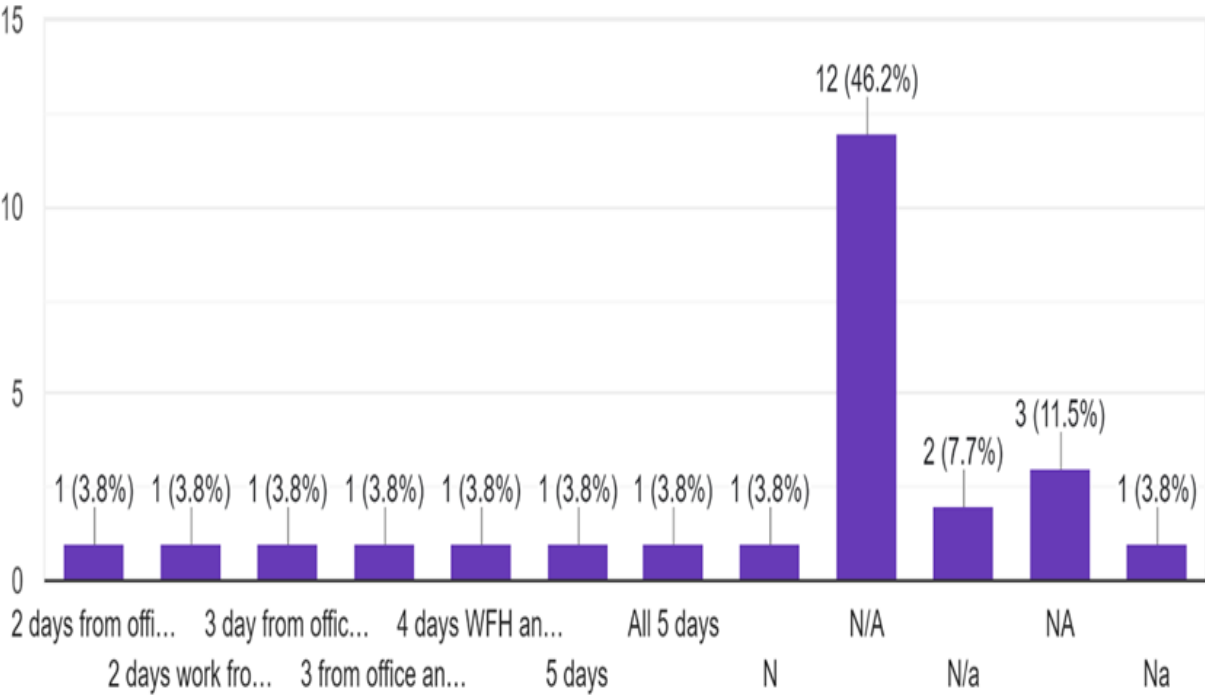
Are you satisfied with the number of weekly off days you get?

40 responses



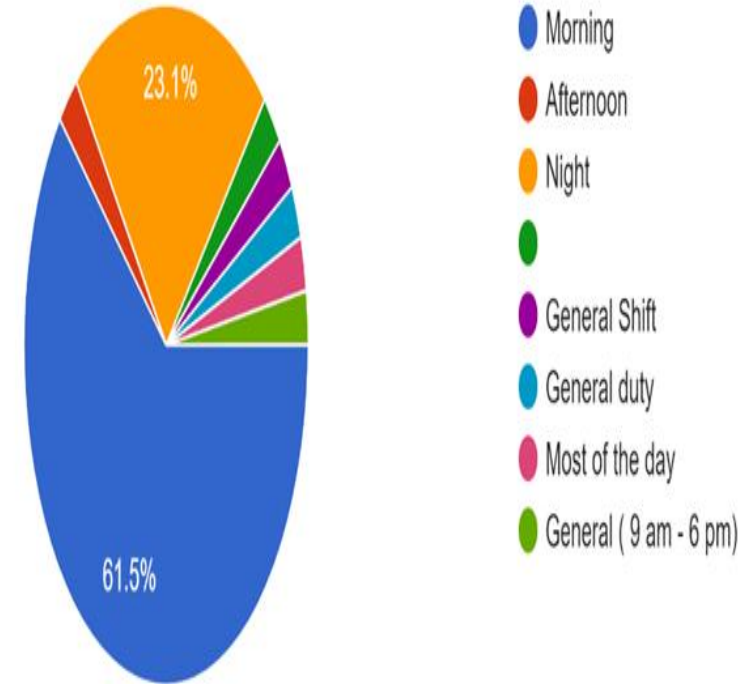
If working in Hybrid mode, how many days you work from home and from office, assuming you get a day off weekly ? (Write N/A, if not applicable)

26 responses



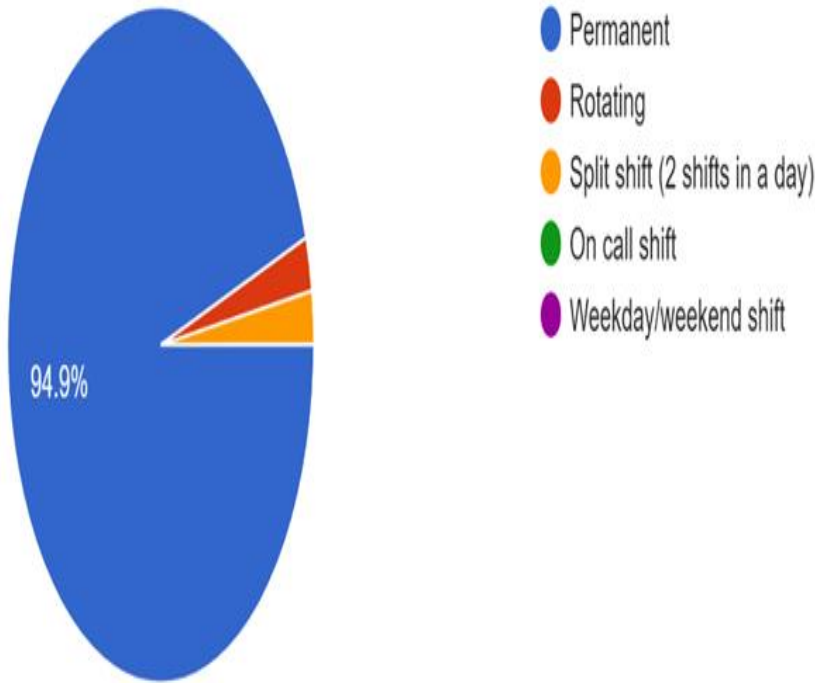
What is your work shift schedule?

39 responses



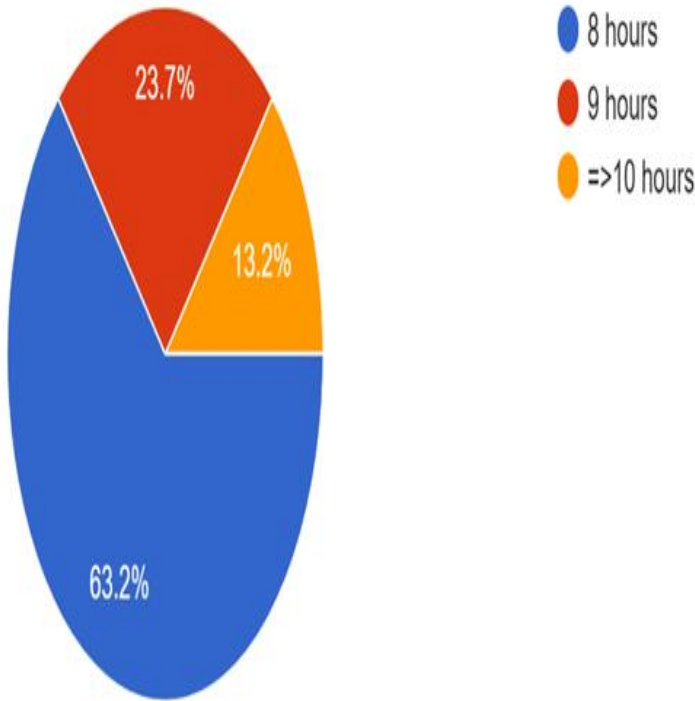
Nature of your work shift schedule

39 responses



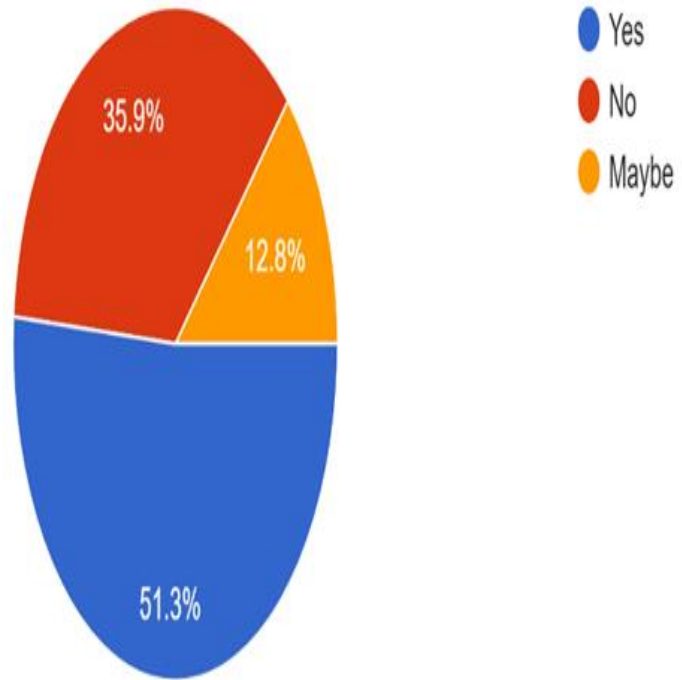
What are shift working hours ?

38 responses



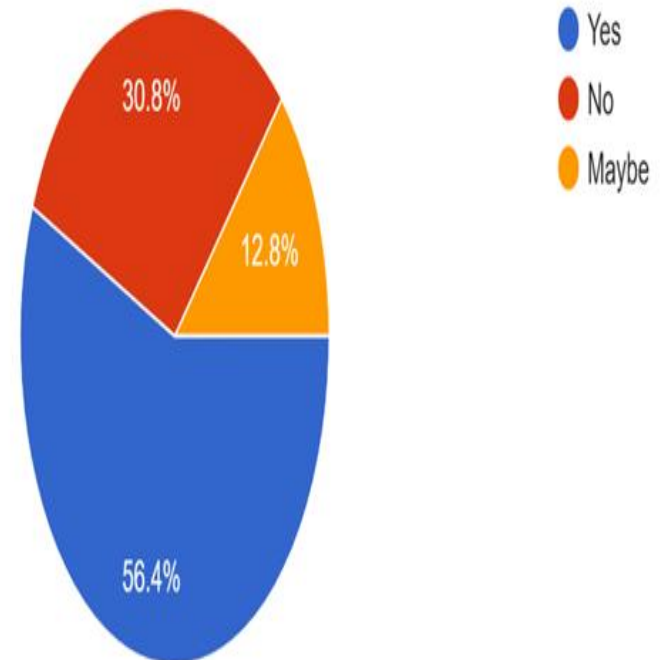
Do you feel satisfied with your work arrangement and shift schedule ?

39 responses



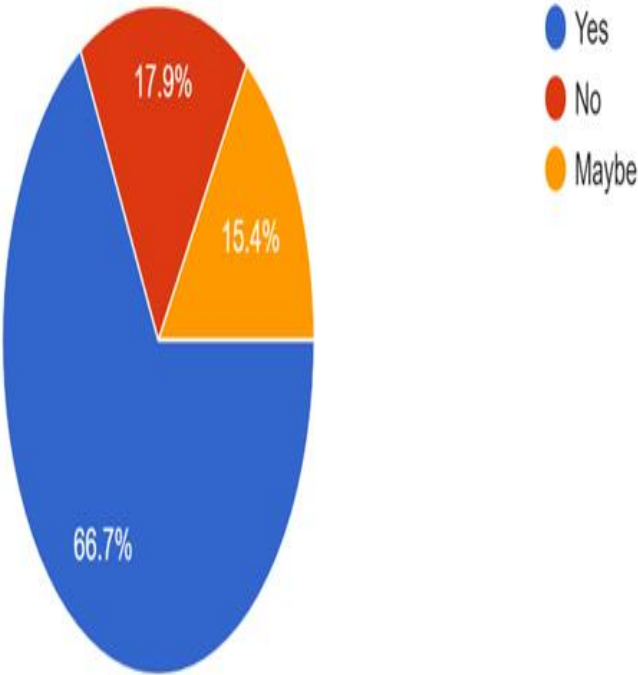
Do you feel well rested and productive during your work shift ?

39 responses



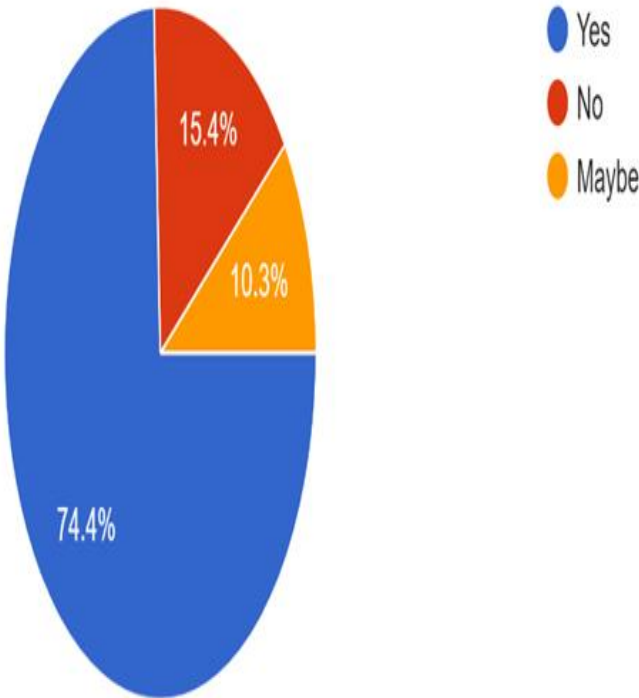
Are you able to get most or all of your assigned work done during your work shift hours?

39 responses



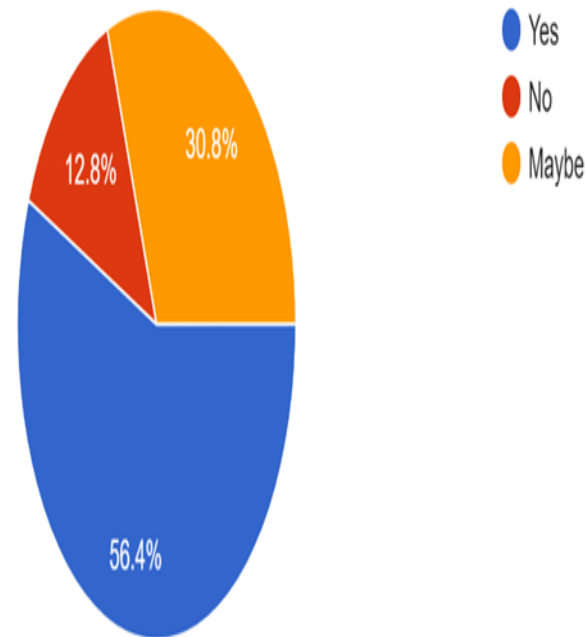
Are you satisfied with the quality of work you are able to deliver within your work shift hours ?

39 responses



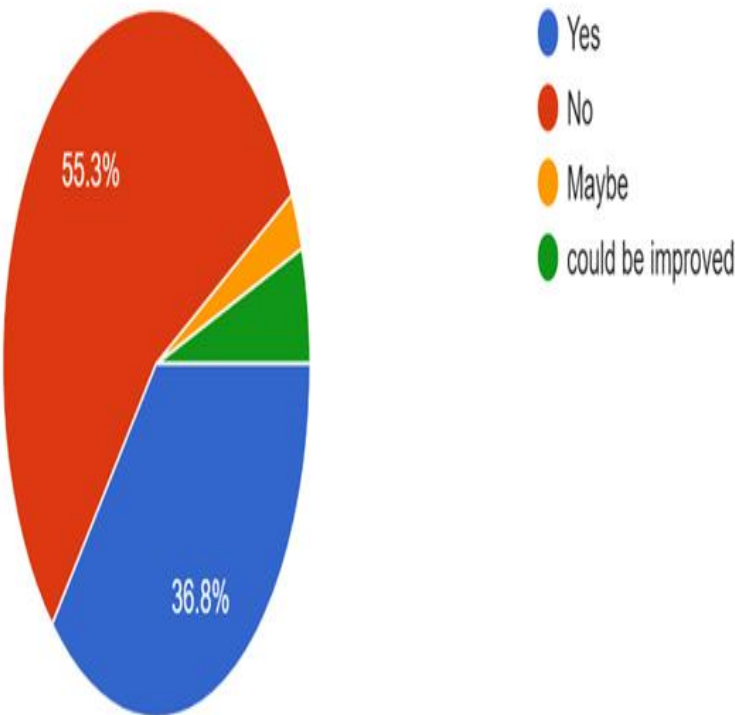
Do you feel your work quality and productivity can be improved if there are changes in the work arrangement, shift schedule and the amount of working hours?

39 responses



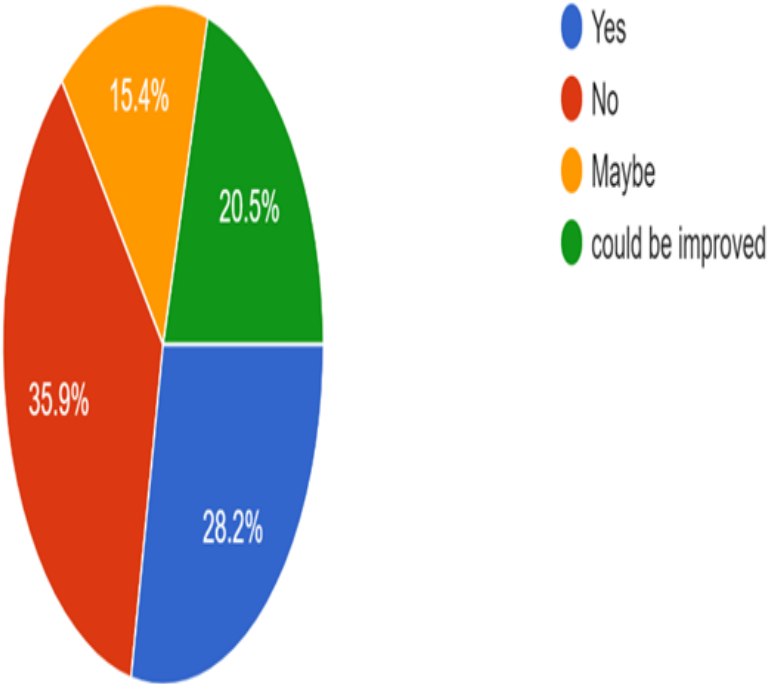
Do you get enough time to exercise and for the maintenance of your physical health and well being ?

38 responses



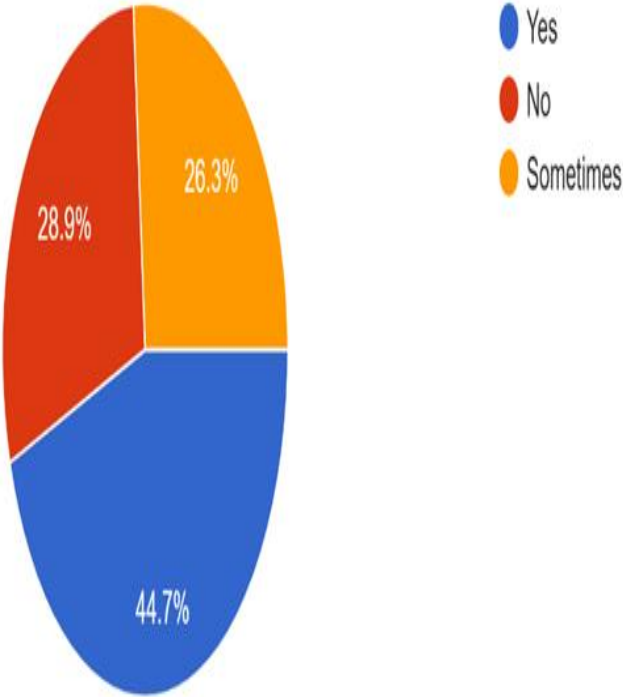
Do you get enough time for your personal life, family and friends post your working hours and shift timings ?

39 responses



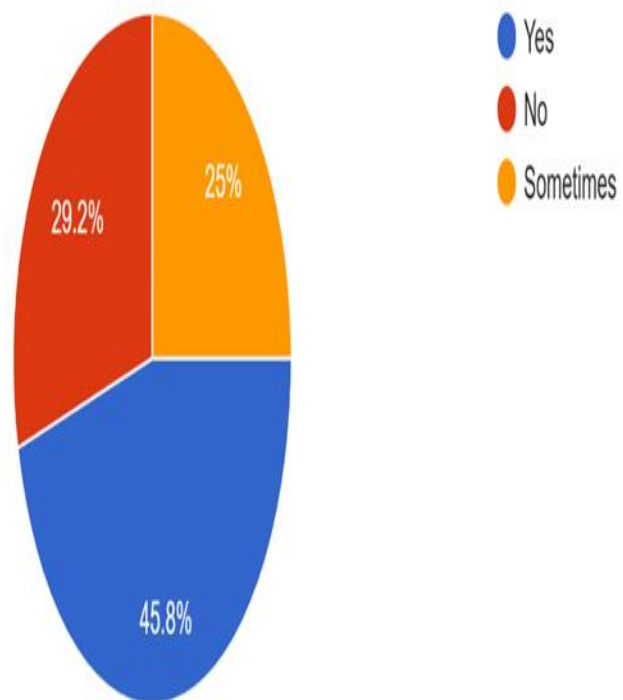
Do you often feel anxious, stressed, or overwhelmed during your shift and working hours at work?

38 responses



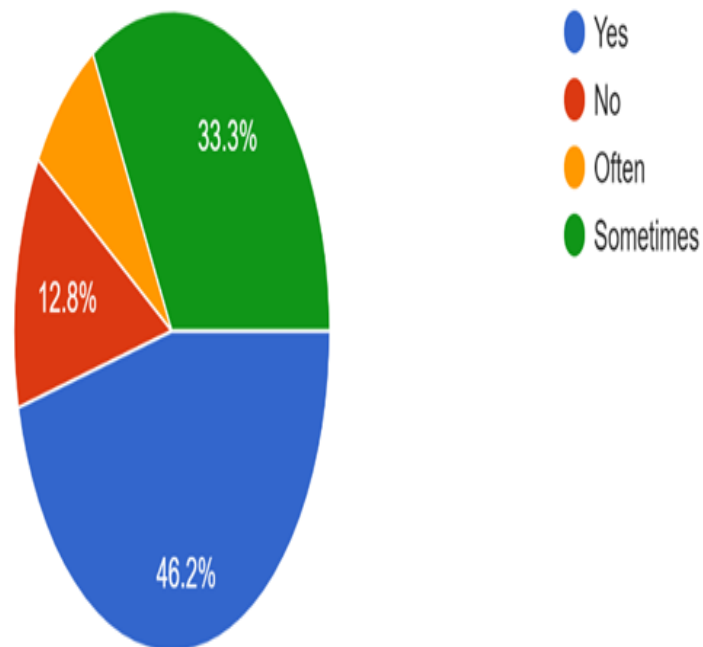
For WFH employees , do you feel often isolated or alienated from the rest of your surroundings?

24 responses



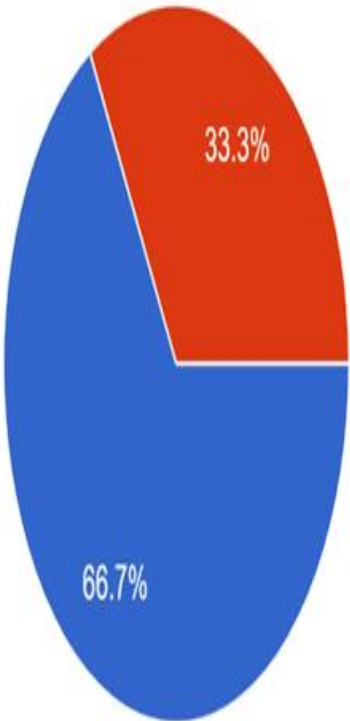
Do you feel exhausted or tired during your work shift hours? (Applicable to all work arrangements and shift schedules)

39 responses



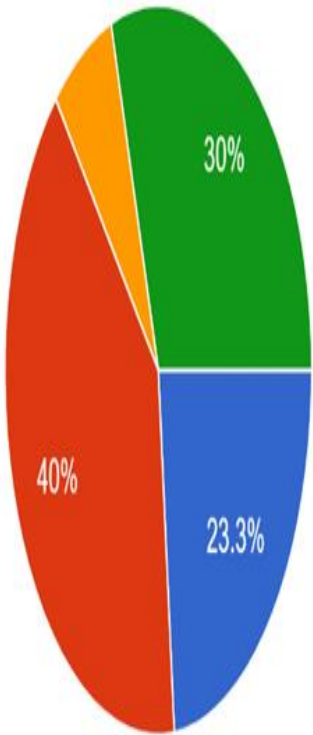
Are your work shift timings fixed?

39 responses



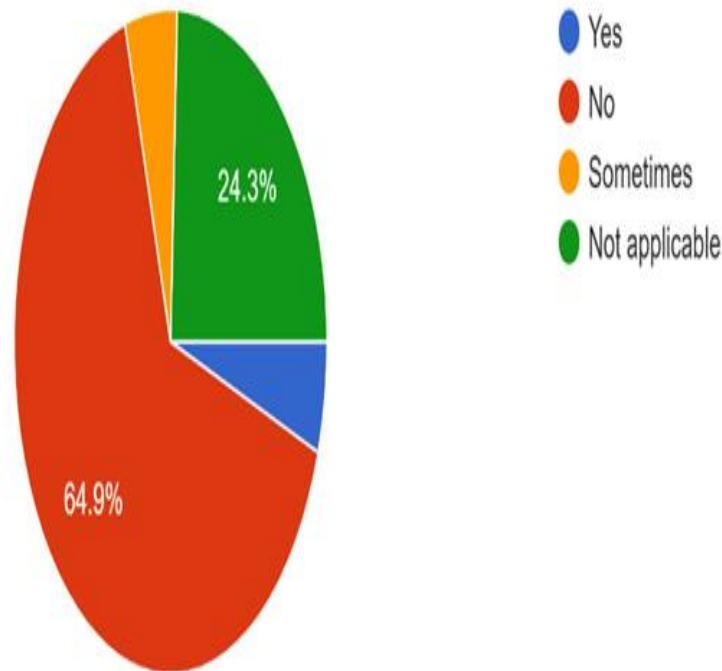
If no, what is the frequency of overtime required by your organization?

30 responses



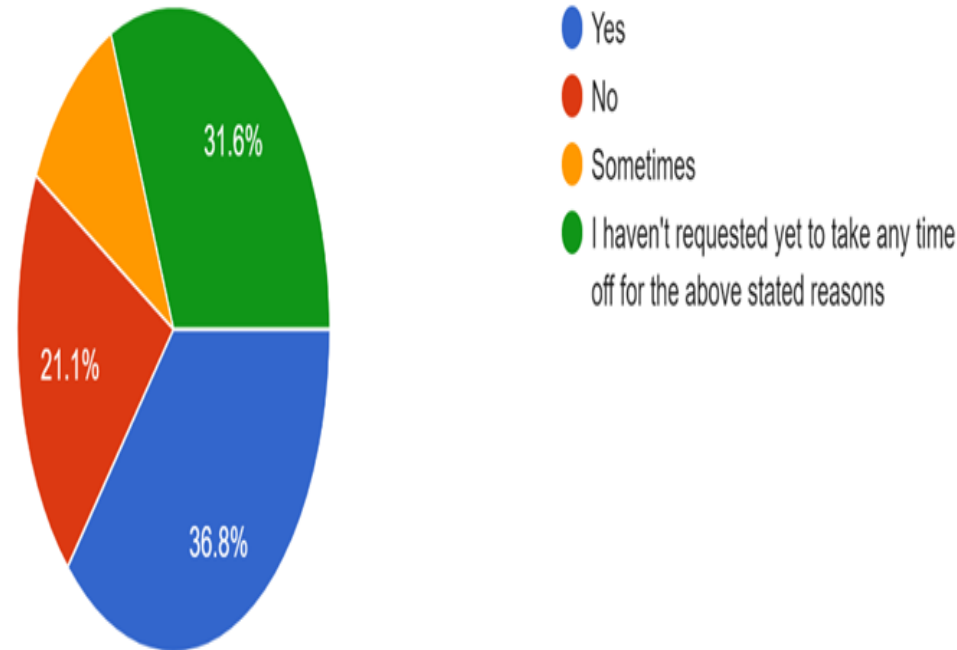
Are your overtime hours paid separately by your organization?

37 responses



Does your organization favor giving you some time off, in the event of some Physical or Mental health issues and for the preservation of general well-being, during or after your work shift hours?

38 responses



Questions Responses 41 Settings

If yes, then kindly state the illness or the ailment (could range from weight loss/gain, insomnia, vision problems, occupation-induced anxiety and stress, headache and migraines, back pain, irregular menstrual cycles, overall tiredness and fatigue etc.)

9 responses

Insomnia, irregular mensural cycle, tirednesd

Vision problems, fatigue and headache

Back pain, tiredness

Weight gain

Pcod

nil

Untitled form - Google Forms

docs.google.com/forms/d/1uoaYG4kmZ5E-IL4ep3i516J9t0Zq7X63d3EuJpylC4c/edit#responses

Untitled form

Copy chart

Send

Questions

Responses41

Settings

irregular menstrual cycles, overall tiredness and fatigue etc.)

9 responses

Insomnia, irregular mensural cycle, tirednesd

Vision problems, fatigue and headache

Back pain, tiredness

Weight gain

Pcod

nil

N/A

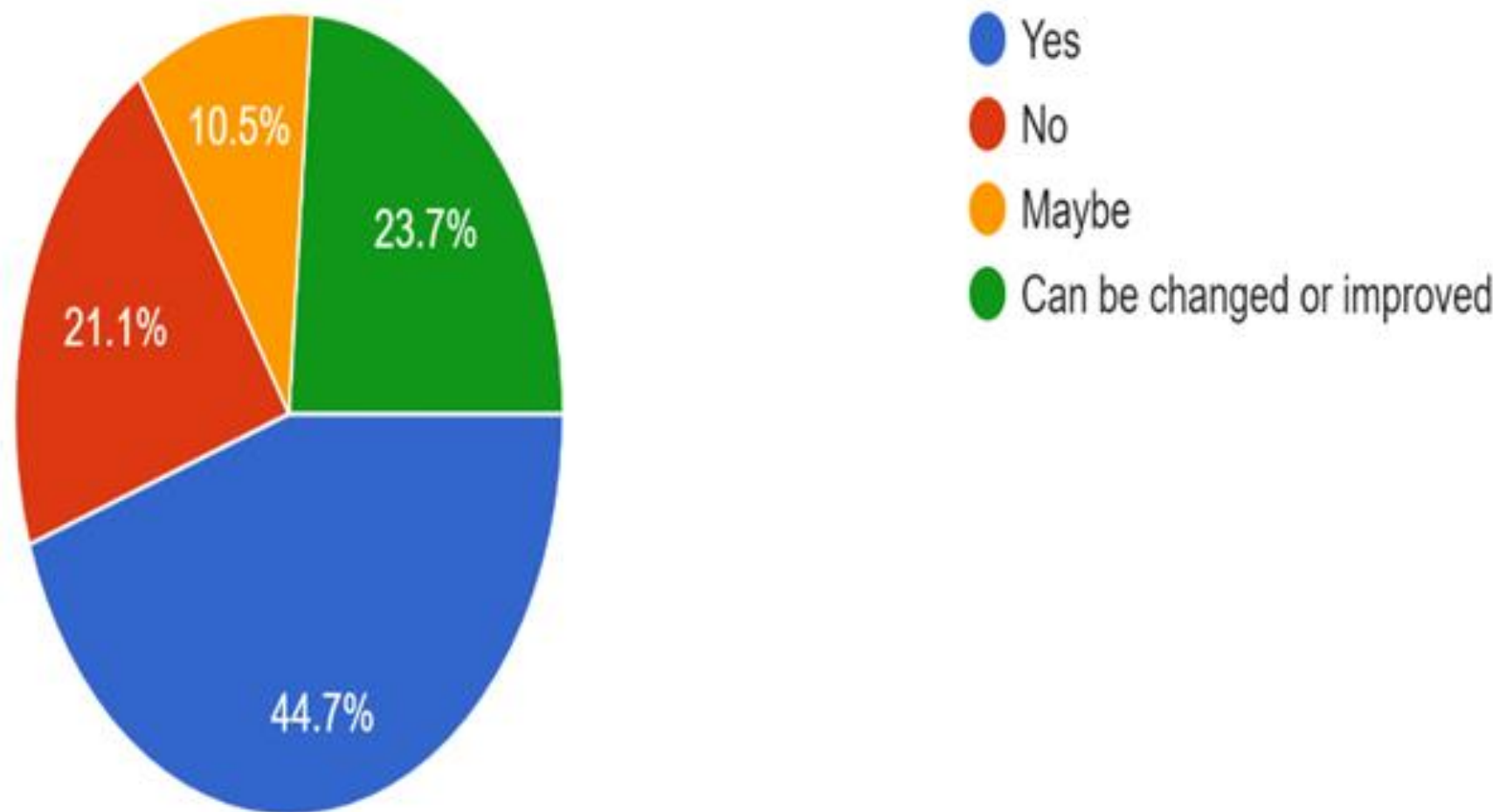
NA

Vision problems , weight gain , tiredness, fatigue, headache

12:59
04-06-2023

Overall, are you satisfied with your work arrangement and shift schedules?

38 responses



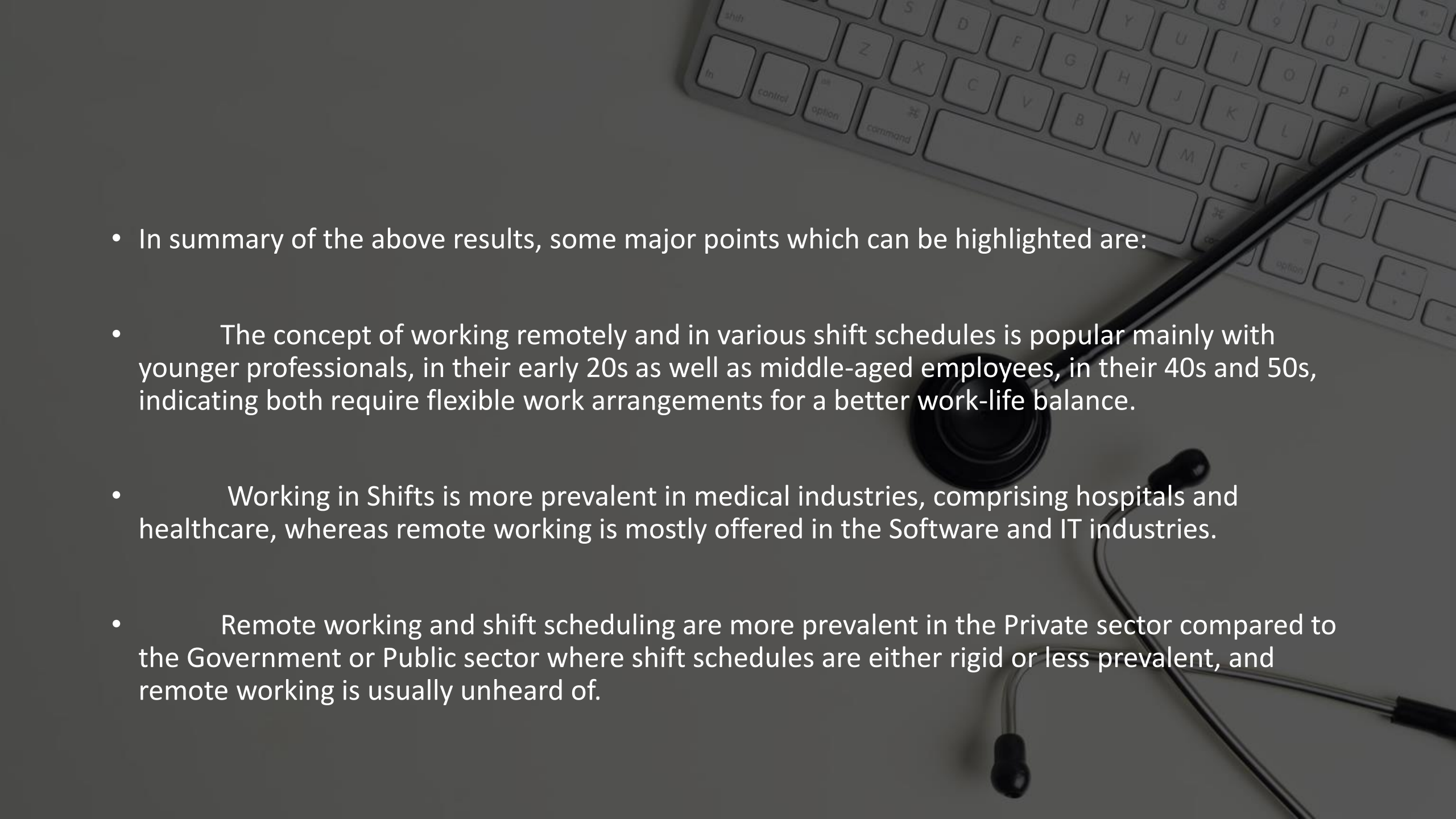


Results & Discussion

During the study, several key points regarding the impact of remote work and shift schedules on employee performance and well-being were noted.

- Remote work has been found to have a positive impact on employee performance, with most participants reporting increased productivity. This is likely due to the reduced distractions, flexible working hours, and lack of a daily commute, as well as a positive correlation between work-life balance and job satisfaction. However, some individuals have reported difficulty maintaining focus and maintaining work-life boundaries when working remotely.
- This study examined the effects of shift schedules on the performance of employees, with a focus on fatigue, work engagement, and job performance. It was found that employees who worked non-standard shifts (night shifts or rotating shifts) experienced higher levels of tiredness and fatigue than those who worked standard day shifts, in line with previous research which has indicated that this can lead to a disruption of the circadian rhythm and a decrease in alertness. Interestingly, however, the study found that employees on these non-standard shifts had a higher level of work engagement and potentially increased focus and productivity, indicating that they may have a greater sense of meaning and involvement in their job. Job performance results also varied between participants, with some reporting no significant difference between shift schedules and others reporting difficulties in adapting to non-standard shift schedules.

- • The results of the survey revealed that employees who have the option to work remotely experienced lower levels of stress related to their work than those who do not. This is likely because remote work provides individuals with the opportunity to create more conducive work environments and better manage their personal obligations. However, it was also noted that remote work may create a disconnect between work and home life, creating a sense of isolation and alienation from the surroundings, which could lead to difficulties in achieving a balanced work-life relationship. Furthermore, those assigned to non-standard shift schedules experienced higher levels of stress, which was attributed to disruption of sleep patterns and difficulties in reconciling personal and social life with their work schedule

- 
- In summary of the above results, some major points which can be highlighted are:
 - The concept of working remotely and in various shift schedules is popular mainly with younger professionals, in their early 20s as well as middle-aged employees, in their 40s and 50s, indicating both require flexible work arrangements for a better work-life balance.
 - Working in Shifts is more prevalent in medical industries, comprising hospitals and healthcare, whereas remote working is mostly offered in the Software and IT industries.
 - Remote working and shift scheduling are more prevalent in the Private sector compared to the Government or Public sector where shift schedules are either rigid or less prevalent, and remote working is usually unheard of.

- Most employees are usually satisfied with the weekly off days they get, the other proportion, a tad less, is reportedly not. Many employees do not even get a single weekly day off, which could in the long term, could lead to employee burnout and frustration, resulting in decreased productivity and can negatively affect employee performance and well-being.
- Many of the employees claim that their shift schedules are permanent and rigid and not subjected to changes, while for some, their shift schedules allow flexibility. Although it mainly depends on the employee perception and likes, the permanent and rigid nature of the work arrangements may prove to be monotonous over a long period of time and may cause dissatisfaction among the employees, as many employees feel that their work quality could be improved if there are any changes in their work arrangements and shift schedules.
- A common proportion of the employees reportedly do not get enough time for exercise and work out, and for the general maintenance of their physical health, which not only creates dissatisfaction but also puts them a risk of developing disorders and diseases like obesity, cardiovascular and musculoskeletal diseases, amongst others, in long term, owing to their sedentary lifestyle.

- Major chunk of the employees feels stressed, anxious, and overwhelmed during their work shifts which could give rise to mental health issues in the long run, particularly when most of them do not get enough time for their personal life and bonding with family and friends. Also, most of the employees working from home feel alienated and isolated from the rest of their surroundings, which in the long term, may lead to depression, frustration, and loneliness.
- [?] Most of the employees reportedly felt tired and exhausted during their work shifts and arrangements, particularly the ones working during the night shift and other non-traditional shifts, due to disturbance in the normal circadian rhythm of the body owing to disrupted sleep schedules, which may lead to lesser productivity and inferior performance at the workplace.
- [?] Many employees are required to do overtime hours by their organizations, which often are not paid separately by their organizations. This setup of prolonged and extended working hours with no to little monetary benefits may cause job dissatisfaction in the employees and may affect employee retention at the organizations.

- Many employees, particularly females have developed or have been suffering from many occupation-induced illnesses and disorders like PCOD, irregular menstrual cycles, owing to stress, non-traditional working shifts, lack of adequate exercise, and a sedentary lifestyle, which if continued could lead to infertility and other female health issues. Others reported suffering from chronic insomnia, back pain, vision problems, tiredness, and fatigue, all as a result of increased screen time due to remote work, unconventional shift schedules, and improper lifestyles.
- In conclusion, the employees although positive about remote work and adaptable to the shift schedules, felt that certain changes and improvements in their work arrangements and shifts timings and nature could lead to better health outcomes and would increase job satisfaction and productivity, leading to enhanced and superior job performance.

Recommendations to the Organizations

- Implement flexible work policies and arrangements
- Establish clear communication channels
- Conduct remote work guidance sessions and training programs
- Ensure a supportive work environment
- Acknowledge and reward employees for their achievements.
- Monitor and evaluate the effectiveness of the strategies using employee feedback
- Set clear deadlines as well as clear end times.
- Avoid giving last-minute tasks
- Prioritize employee well-being over performance first

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Questions Responses 41 Settings

Final question, what could be your suggestions to your employer and organization regarding the work arrangement and shift timings, to improve overall performance, productivity, health, and well-being, from the employee perspective?

15 responses

- Reduce overtime
- None
- Try to avoid giving last minute works instead of that organization should follow a structured way to perform tasks.
- To have a fixed workflow in place before allocation of tasks so that appropriate resources can be utilised. Also to compensate the employees for the overtime that they put in.
- Can be better if there are morning shifts and allowances for health care
- Time for relaxing and yoga
- The work timings should be flexible as long as the work is accomplished.

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- Participants' suggestions to the organizations

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Questions

Responses41

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being, from the employee perspective.

15 responses

Reduce overtime

None

Try to avoid giving last minute works instead of that organization should follow a structured way to perform tasks.

To have a fixed workflow in place before allocation of tasks so that appropriate resources can be utilised. Also to compensate the employees for the overtime that they put in.

Can be better if there are morning shifts and allowances for health care

Time for relaxing and yoga

The work timings should be flexible as long as the work is accomplished.

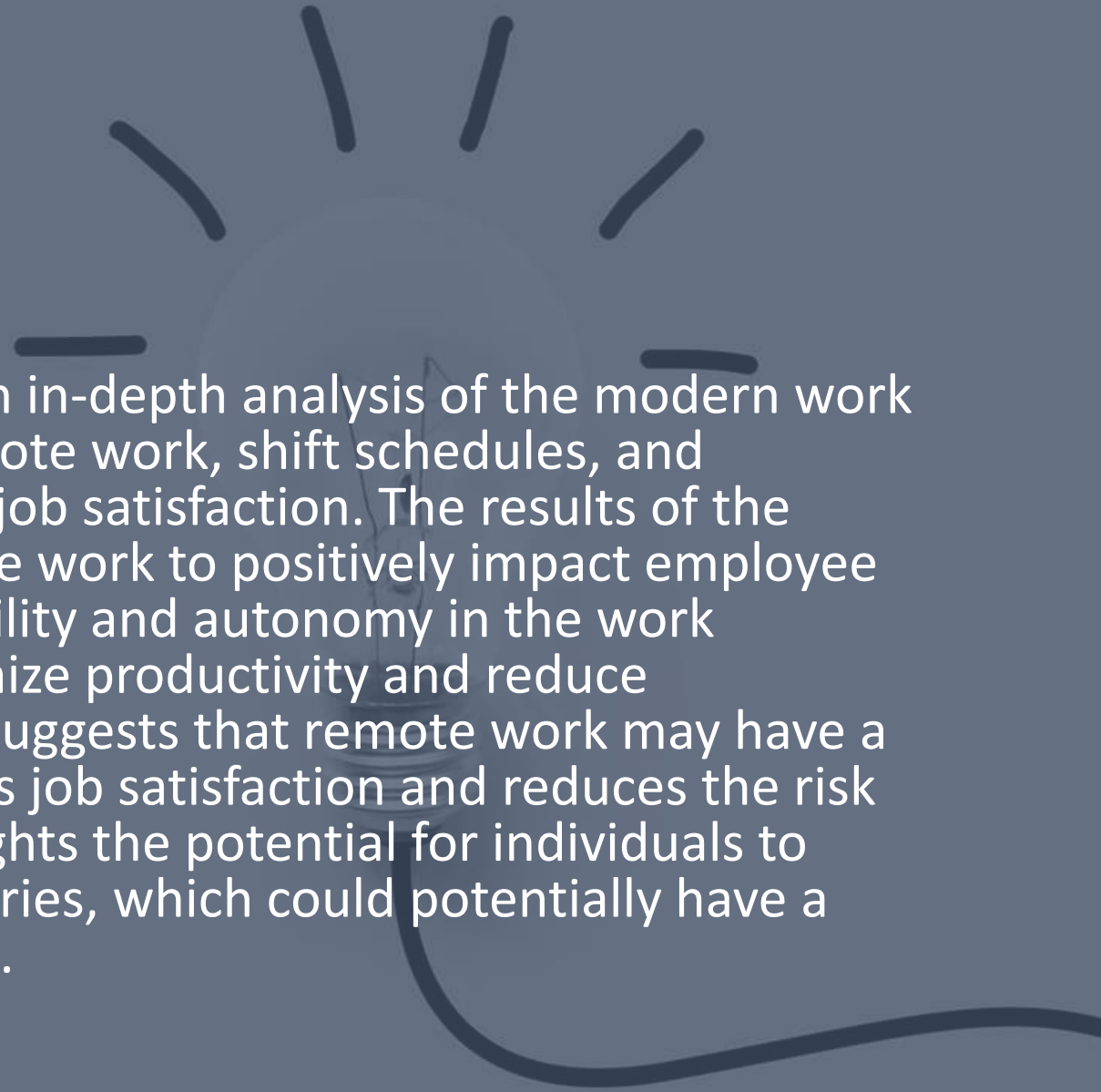
Maybe change the working hours and make it a bit more flexible

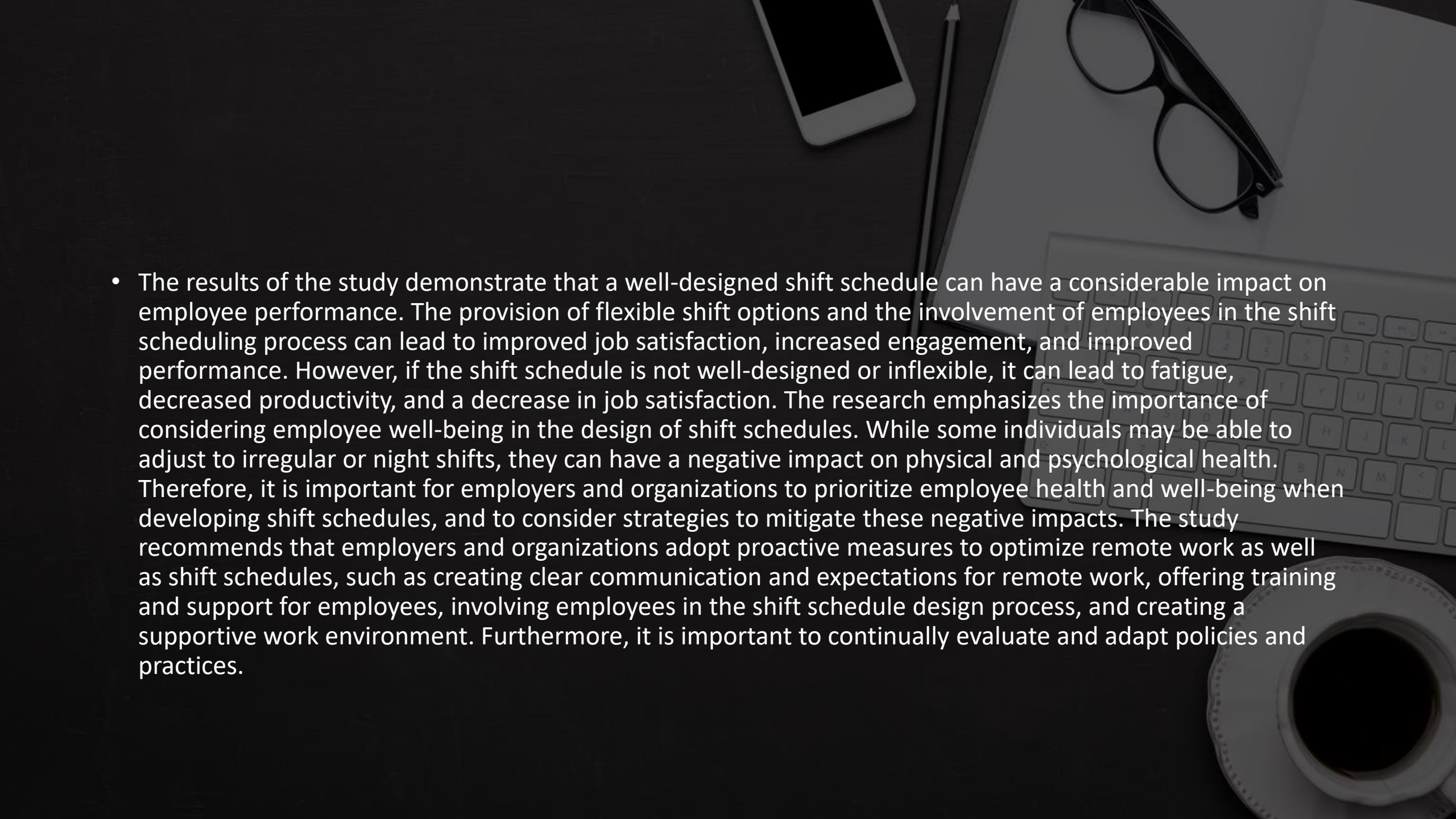
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CONCLUSION

- In conclusion, this survey study provides an in-depth analysis of the modern work environment, examining the effects of remote work, shift schedules, and employee performance on well-being and job satisfaction. The results of the study demonstrate the potential for remote work to positively impact employee performance, as it allows for greater flexibility and autonomy in the work environment, allowing employees to optimize productivity and reduce commuting stress. Additionally, the study suggests that remote work may have a positive effect on well-being, as it increases job satisfaction and reduces the risk of burnout. However, the study also highlights the potential for individuals to have trouble establishing work-life boundaries, which could potentially have a negative impact on their overall well-being.



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- The results of the study demonstrate that a well-designed shift schedule can have a considerable impact on employee performance. The provision of flexible shift options and the involvement of employees in the shift scheduling process can lead to improved job satisfaction, increased engagement, and improved performance. However, if the shift schedule is not well-designed or inflexible, it can lead to fatigue, decreased productivity, and a decrease in job satisfaction. The research emphasizes the importance of considering employee well-being in the design of shift schedules. While some individuals may be able to adjust to irregular or night shifts, they can have a negative impact on physical and psychological health. Therefore, it is important for employers and organizations to prioritize employee health and well-being when developing shift schedules, and to consider strategies to mitigate these negative impacts. The study recommends that employers and organizations adopt proactive measures to optimize remote work as well as shift schedules, such as creating clear communication and expectations for remote work, offering training and support for employees, involving employees in the shift schedule design process, and creating a supportive work environment. Furthermore, it is important to continually evaluate and adapt policies and practices.

Limitations of the Study

- Time constraints.
- Availability of limited studies on remote work and shift schedules.
- Lesser number of employees who chose to participate.
- Geographical limitations.
- Manpower constraints to conduct the study.
- Unfavorable and inconducive environment to conduct the study

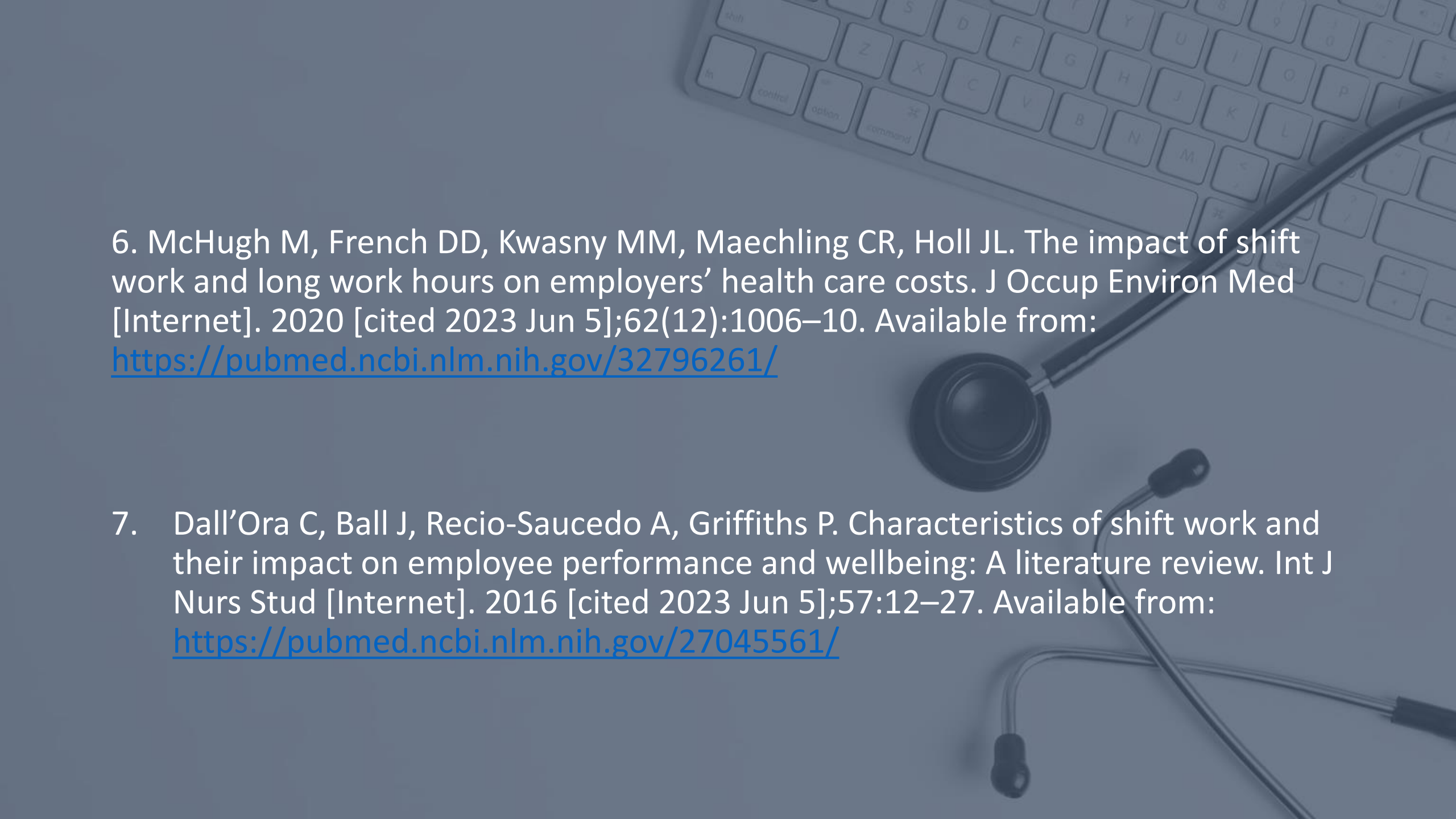
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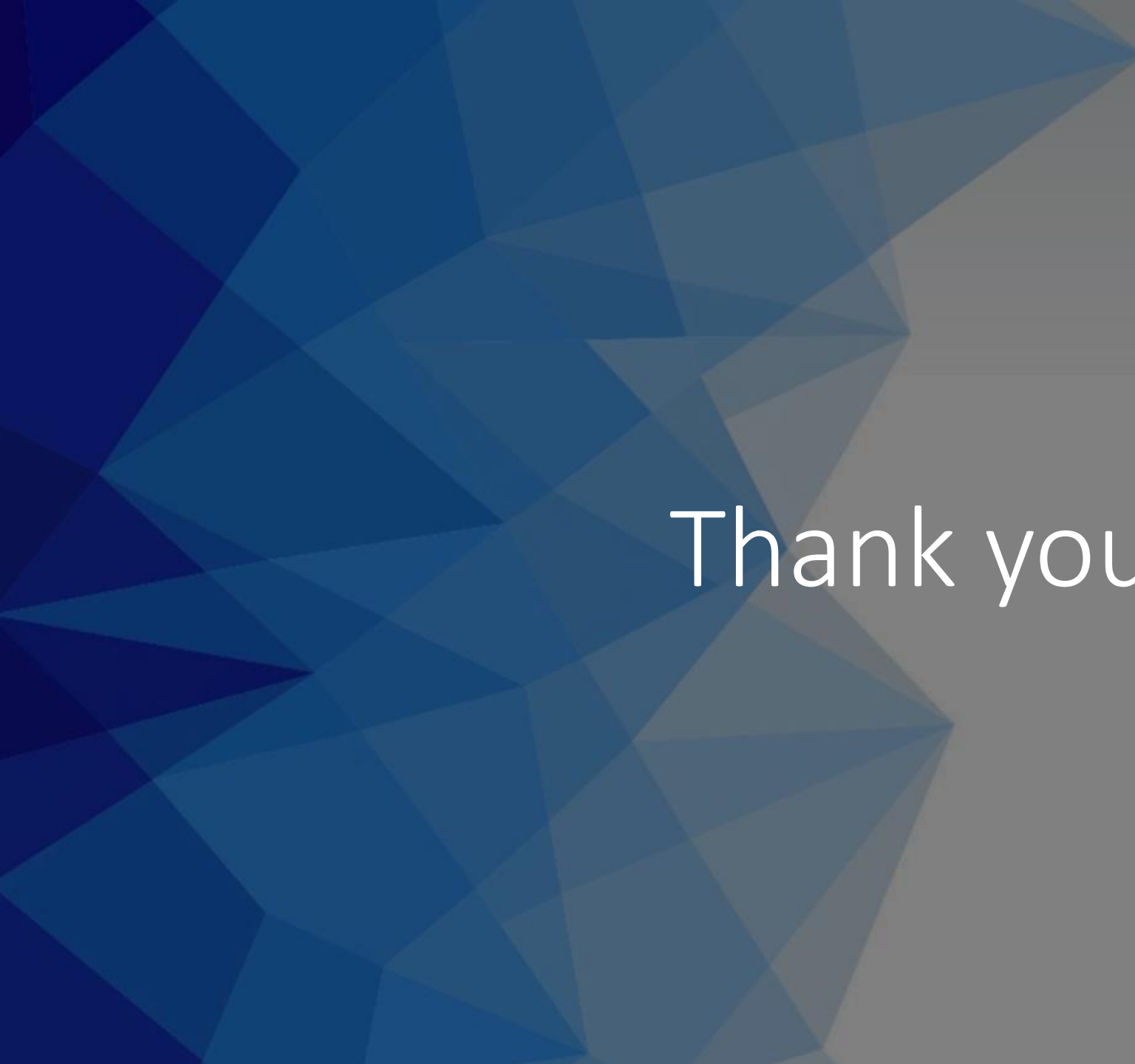
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The left side of the slide features a complex, abstract pattern of overlapping triangles in various shades of blue, ranging from dark navy to light sky blue. This pattern creates a sense of depth and movement, resembling a stylized starburst or a crystalline structure. The right side of the slide is a solid, light gray background.

Thank you !