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**Munka és magánélet egyensúlyának megteremtése a mai világban:
A home office és az azon túlmutató kapcsolatrendszer megértése**

**Balancing Work and Life in Today's World: Understanding the
Multifaceted Relationship Between Home Office and Beyond**

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1.INTRODUCTION

The epidemic and remote work have blurred work-life borders, affecting productivity, social dynamics, finances, and mental health. Understanding how remote employment affects people, society, and economies is crucial. This interdisciplinary study examines distant work's many complications using economics, sociology, psychology, marketing, public relations, pedagogy, management theory, and human resource management. This research is driven by interconnected goals to gain a complete understanding.

- Examining the impact of remote employment on work-life balance.
- Examining the long-term impact of remote employment on productivity.
- Recognizing distant work's societal influence.
- Examining the economic impact of remote employment on work arrangements.
- Assessing mental health and workforce satisfaction in distant work environments.

Fundamental research questions about remote work drive the goals.

- How does remote work impact work-life balance?
- Does remote work have lasting effects on individual and corporate productivity?
- How does distant work affect community dynamics and social structures?
- What are the economic impacts of broad remote work adoption on sectors and employment trends?
- How does remote work affect employee and team psychological well-being?

These hypotheses form the basis for our research inquiries.

- Working from home impacts long-term productivity because work-life balance has changed.
- Working from home has changed social patterns because work-life-balance has changed.
- Working from home has changed economic patterns because work-life balance has changed.
- Working from home has changed physiological patterns because work-life balance has changed.

2.LITERATURE REVIEW

This literature review delves into the evolving dynamics of work-life balance in response to societal shifts, particularly the rise in remote work due to the pandemic. This review tries to clarify the different factors that influence current views of work-life balance, using knowledge from economics, sociology, psychology, public relations, pedagogy, management theory, and human resource management.

2.1 HISTORY OF WORKING FROM HOME

The concept of working from home, first introduced in the 1970s as telecommuting, completely altered the way humans maintain their work by enabling them to work from various locations, such as their homes, utilizing technology (Van Meel, 2011). This approach, which entirely replaced traditional work-related mobility (Nilles, 1997), It became popular in Europe, especially because people were worried about balancing work and personal lives. This led to the conclusion of the European Framework Agreement on Working from Home in 2002 (Wojčák & Baráth, 2017). According to experts, the most important benefit of remote work is its ability to provide flexibility and balance between one's private and professional lives (Baruch, 2001; Chung, 2018). Discussions about remote work frequently focus around the unclear boundary between life at home and at work, as well as the benefits and drawbacks of having flexible scheduling (Nakrošienė et al., 2019). Empirical research links remote work to enhanced job performance, increased job satisfaction, decreased hiring intentions, and reduced stress levels (Anderson et al., 2015; Coenen & Kok, 2014; Contreras et al., 2020; Fonner & Roloff, 2010; Kossek et al., 2006; Vega et al., 2015). However, many accept it as a phenomenon that affects overall satisfaction and happiness, as well as the balance between work and personal life, in both positive and negative ways (Kim et al., 2020; Schieman & Glavin, 2017). Academics have clarified the ways in which remote work may successfully improve the balance between work and personal life (Ellis & Webster, 1998; Fedáková & Ištoňová, 2017; Fisher et al., 2009), but also noted its potential negative effects (Novianti & Roz, 2020; Wessels et al., 2019). The additional flexibility offered by remote work can potentially result in an increase in stress (Contreras et al., 2020; Fonner & Roloff, 2010; Gajendran & Harrison, 2007), Additionally, it might alleviate stress for individuals who have adjustable schedules (Azarbouyeh & Naini, 2014; Kim et al., 2020).

Researchers widely held the belief in the 1990s that the advancement of information technology rendered physical commuting unnecessary for workers, as the primary requirement was the movement of information (Salomon, 1998). This anticipation resulted in positive forecasts, such as AT&T's assumption in 1974 that by 1990, every American would be working remotely from their place of residence (Korte et al., 1988). The remote working paradox, which became noticeable in the late 1990s and early 2000s, refers to the gap between the availability of remote working programs and the actual number of employees who decide to use them (Khalifa & Davison, 2000). The studies conducted in the 1990s frequently linked the limited adoption of remote work to the limited availability of telecommunication technologies in households (Handy & Mokhtarian, 1996; Mokhtarian, 1998; Tung & Turban, 1996). Despite the fact that Wi-Fi has been widely installed in homes, the popularity of working from home has remained limited. Within the European Union, specifically, only 5.4% of employed workers indicated that their typical work arrangement involved working from home in 2019. This percentage has remained fairly steady since 2009 (Micaela, 2020). Before the COVID-19 pandemic, the practice of working from home was not widely accepted, and it was widely assumed that only a major event could substantially increase its spread. The pandemic, as it turned out, was precisely such an event (Aguilera et al., 2016). The lack of a globally acknowledged definition for working from home hinders the clear acceptance of this method of employment. Furthermore, the absence of clear criteria to identify individuals who qualify as remote workers further blurs our understanding of the degree to which this phenomenon is common (Mokhtarian et al., 2005). While discussing remote work, the words information worker and noninformation worker are frequently employed to distinguish between individuals who have various degrees of suitability for remote work (Mokhtarian, 1998). The effectiveness of remote work depends on individuals' willingness to accept online responsibilities, a pattern that may remain following the outbreak due to the infrastructure and agreements created over this period (Mouratidis & Peters, 2022).

2.2 INTENSIFICATION OF COVID-19 AND WORKING FROM HOME

The COVID-19 outbreak, later formally marked a global health emergency and afterwards a pandemic, caused a rapid transition to remote work on a global scale as countries implemented measures to reduce the spread of the virus. This sudden shift forced companies to quickly adjust to remote job arrangements (Chang et al., 2021). Although CEOs first expressed worries over the

effect of remote work on productivity (Golden & Gajendran, 2019), Organizations quickly adapted their operations in response to the outbreak (Williams, 2021). The investigation into the effects of remote work on variables such as job performance, contentment, and work-life balance has generated significant attention. Multiple research studies suggest that remote work can improve productivity by minimizing distractions in the office (Thulin et al., 2019). However, other individuals advise of potential disadvantages, such as difficulties in family life and a sense of being socially isolated (Jackson & Fransman, 2018). Although there are conflicting results, there is a general agreement that remote work enhances a more balanced relationship between work and personal life, which is contributing to its increasing acceptance in recent years (Ko & Kim, 2018; Thulin et al., 2019; Vilhelmson & Thulin, 2016). Remote work offers employees the opportunity to balance personal responsibilities while maintaining a professional attitude, thus improving commitment and work productivity (Gálvez et al., 2020; Iddagoda & Opatha, 2020). However, this ability to adapt can also blur the distinctions between professional and personal life, resulting in conflicts and equity issues (Sarbu, 2018). Supervisors have a vital role in assisting remote workers in dealing with these problems, as they may foster or delay work-life balance and job success (Crain & Stevens, 2018).

2.3 HOME-BASED WORK AND REMOTE DYNAMICS

Understanding creating roles, responsibilities, and structural difficulties is essential to managing home-based work and remote interactions.

2.3.1 HOME-BASED LABOR CHALLENGES AND PERSPECTIVES

While examining home-based labor, two main concerns become clear. First and foremost, the household often ignores or overlooks work, a phenomenon known as housewifisation (Mies, 1982, 2014). Converting limited home infrastructure into appropriate workstations offers significant challenges. Housewifisation, a term coined by Mies, recognizes the missed home responsibilities of women. Recent studies indicate that women experience increased household and childcare obligations during lockdowns, which further amplifies the challenges of working from home (Chung et al., 2020; Collins et al., 2021). The idea that work-from-home is a choice whereas home-based work is a result of obligation remains common, but recent research, including mine, challenges this viewpoint. Disregarding the observations regarding remote work fails to acknowledge the various difficulties faced by professionals, including those who lack adequate

home office facilities. The epidemic has driven a significant number of individuals, even those with minimal financial resources, to transition to remote employment, hence highlighting the need to address these infrastructure challenges. India's National Sample Survey (NSS) provides valuable information about the demography of home-based workers (Samantray, 2019).

In order to fully comprehend the complexity of remote work, it is crucial to establish a full structure that takes into consideration the different levels of access to physical space, office equipment, and internet connectivity. This method includes the varied experiences of individuals across the world (Islam, 2022). There is a discussion about how the unstable conditions in South Africa have caused a shift in attention from the industrial floor to the dinner table as an essential component for sustainable lives (Scully, 2016). Feminist scholars argue that the connection between women and paid employment has never been uncertain or unstable (Federici, 2008).

In order to gain a comprehensive understanding of remote work, it is essential to recognize the uncertain and unstable nature of the workplace. Even when employed, remote workers may experience a lack of job security and social security. Based on my research, they often have additional obligations, such as domestic tasks and providing care (Islam, 2022). When examining remote work, it is important to consider the wider context of one's home environment, professional responsibilities, and personal relaxation time. I suggest an integrated framework that completely examines home-based employment, taking into account differences in infrastructure and stressing the relationship between different kinds of work (Islam, 2021). A study focusing on young women from the lower middle class in Delhi's developing economy has brought focus to the difficulties they face, including limited access to the internet and limited space in their homes (Islam, 2020).

2.3.2 DETERMINANTS OF WORKING FROM HOME

On a global scale, women undertake a great deal of domestic responsibilities and are perceived as the main parents for children. A study has identified several main reasons why people choose to work remotely, including the desire for flexibility, the avoidance of traveling, the potential for better productivity, the ability to be closer to family, and the chance for improved work quality (Chesley & Flood, 2017; Craig & Powell, 2018; Tremblay, 2002). In addition, mothers value telecommuting as a means of reducing stress and benefiting their families, compared to women who have no children (Mokhtarian, 1998). Research shows that the primary motivations

for remote work include the need for flexibility, the ability to avoid commutes, the possibility for better productivity, the opportunity to be closer to family, and the potential for improved work quality (Tremblay, 2002). Women, particularly mothers, place a high priority on telecommuting as a means to reduce stress and get benefits for their families (Mokhtarian, 1998).

Not most people who express a preference for remote work actually follow through with it, as demonstrated by studies (Caulfield, 2015; de Graaff & Rietveld, 2004; Redmond & McGuinness, 2020). Factors like age, household size, education, income, and location influence the prevalence of remote jobs (Caulfield, 2015; Mannering & Mokhtarian, 1995; Redmond & McGuinness, 2020). Remote work is frequently seen in higher-paying occupations (Muhammad et al., 2007), Approximately 37% of employment in the United States is appropriate for full-time remote work, and these jobs often come with higher wages (Dingel & Neiman, 2020).

2.4 WORK FROM HOME ASPECTS

Considering several facets of remote work, I will investigate its influence on efficiency, the balance between work and personal life, and overall happiness at work. Through a thorough analysis of the challenges and benefits linked to remote work, my objective is to offer a deep awareness of its changing value in modern office situations.

2.4.1 JOB PERFORMANCE

Working from home improves productivity by using technology (Gajendran & Harrison, 2007; Nakrošienė et al., 2019), Performance is directly correlated with skills, effort, and opportunities (Salolomo & Agbaeze, 2019). Despite varied research findings (Kuruzovich et al., 2021), Employees experience heightened productivity as a result of less commuting time and fewer distractions (Akbari & Hopkins, 2019; Felstead & Henseke, 2017; Hopkins & McKay, 2019; Houghton et al., 2018). Challenges such as family chaos and isolation can affect productivity, underscoring the importance of effectively managing both home and work obligations (Abdel Hadi et al., 2021; Jackson & Fransman, 2018). During the pandemic, remote work had advantages and disadvantages, including a significant increase in productivity (Ipsen et al., 2021).

2.4.2 JOB SATISFACTION

A common benefit of remote work is an increased sense of job satisfaction (Virick et al., 2010). Job satisfaction, thoroughly analyzed by scholars such as Lund (2003), is based on the

alignment between individuals' expectations and the perceived advantages derived from their employment. Employees experience satisfaction from meeting job requirements and enjoying positive work conditions (Clark, 1996). Researchers and institutions investigating remote employment seek to improve the balance between work and personal lives (Belzunegui-Eraso & Erro-Garcés, 2020), Job happiness is crucial to fostering innovation (Ellis & Webster, 1998).

2.4.3 MAINTAINING A GOOD HEALTH

It is essential to give priority to both physical and emotional well-being, particularly in the middle of a pandemic. Remote working presents difficulties such as excessive consumption of food, resulting in the development of obesity (Hruby & Hu, 2015; Petrilli et al., 2020). Following dietary modifications, maintaining a complete diet, and engaging in regular physical exercise are crucial (Hruby & Hu, 2015; Hurt et al., 2010). Participating in home-based activities such as gardening contributes to the maintenance of mental well-being (Bavel et al., 2020). Remote workers must keep to regular schedules, provide time for rest, and enhance their work environment (Innanen et al., 2014; Maslach & Leiter, 2016; Soriano et al., 2018; Wolkoff, 2018).

2.4.4 WORK STRESS

Excessive work stress has a substantial impact on emotions, thoughts, and job satisfaction when the expectations placed on an individual exceed the available resources (Chao et al., 2015; Hsu et al., 2019; Kim et al., 2020). Unclear expectations and excessive effort are significant factors in the current situation, made worse by remote work (Kim et al., 2020).

The COVID-19 pandemic has a significant impact on all facets of life, including the realm of employment. Although remote employment provides freedom, it also presents obstacles (Bouziri et al., 2020). It is essential to implement strategies that can reduce the negative effects, enhance circumstances, and address health concerns (Gupta, 2023). It is crucial to enhance infrastructure and carry out proactive cybersecurity research after the outbreak (Gasser et al., 2020). Qualitative research can provide valuable insights and effective solutions for the issues encountered in remote work (Birimoglu Okuyan & Begen, 2022).

2.5 WORK–LIFE BALANCE

Obtaining work-life balance requires effectively integrating professional obligations with personal and familial responsibilities (Jyothi Sree & Jyothi, 2012). Both males and females make use of flexible employment arrangements, which have varying effects on their well-being (Chung & Van der Lippe, 2020; López-Igual & Rodríguez-Modroño, 2020), influencing employee performance (Cohen & Liani, 2009; Konrad & Mangel, 2000). Remote work presents difficulties, especially for an important percentage of the American population. Working parents have the challenge of managing both their professional responsibilities and family commitments due to the impact of closures. Establishing organized and systematic schedules is essential for effectively managing both professional responsibilities and taking care of children. Virtual caregivers enhance efficiency but may not be suitable for all schedules. Implementing strategies to manage distractions and establishing designated work areas can improve (Birimoglu Okuyan & Begen, 2022).

2.5.1 WORK FROM HOME AND WORK–LIFE BALANCE

Work-life balance includes the skillful management of professional obligations while balancing a life that is satisfying (Bharathi & Mala, 2016). Attaining work-life balance entails effectively managing and integrating one's professional and personal domains (Kelliher et al., 2019), Essential for both satisfaction and effectiveness (Valcour, 2007). Appropriate allocation of time between job and family is crucial (Lu et al., 2019), As the lines between the two become blurred (Kossek & Lautsch, 2012). Implementing integration across various industries helps to decrease burnout (Smit et al., 2016), However, differences over resources result in stress (Barber et al., 2016). Remote work offers flexibility (Dima et al., 2019) but challenges like work-life boundary blurring persist (Felstead & Henseke, 2017), especially for mothers (Kurowska, 2020; Zhang et al., 2020).

Remote work means the practice of using information and communication technologies (ICTs) to perform job tasks outside of conventional workplaces (Spreitzer et al., 2017), can be full-time or part-time (Bailey & Kurland, 2002). Prior to the pandemic, research focused mainly on voluntary agreements (Johnson et al., 2007; Kaduk et al., 2019), Observing effects such as increased monitoring (Valsecchi, 2006) and socio-financial impacts (Illegems et al., 2001). Research on work-life balance includes the fields of management, psychology, sociology, and family studies

(Beigi & Shirmohammadi, 2017; French & Johnson, 2016; Perry-Jenkins & Wadsworth, 2017; Powell et al., 2019), offering diverse conceptualizations (Kalliath & Brough, 2008). Factors include role stress, support, and work/family interactions (Michel et al., 2011).

2.5.2 SUPERVISOR SUPPORT AND WORK-LIFE BALANCE

Multiple studies highlight the substantial connection between a maintained balance between work and personal life and positive employee attitudes, participation, and job performance (Iddagoda & Opatha, 2020; Talukder et al., 2018). Performance improvement is driven by autonomy and flexibility (Wong et al., 2020). Supervisor who provides help to the family Behaviors play a crucial role by providing emotional support, serving as role models, and implementing innovative techniques to balance work and personal life (Hammer et al., 2009), Fostering a positive work environment and improving employee involvement and retention (Rofcanin et al., 2018; Talukder et al., 2018). Supervisors that demonstrate supportive behaviors regarding their employees' families are positively correlated with increased engagement and decreased turnover rates (Bagger & Li, 2014; Rofcanin et al., 2017), impacting job satisfaction and family life (Jain & Nair, 2017).

Employer support is crucial in the current work-life environment that combines both job and personal life (Marescaux et al., 2020). Supervisors who exhibit family supporting behaviors, which demonstrate their commitment to promoting a family-friendly environment, facilitate the achievement of work-life balance (Bagger & Li, 2014; Hammer et al., 2009). While organizational benefits are important, the presence of genuine supervisor support significantly improves the feeling of work-life balance (Talukder et al., 2018). Strong family-supportive supervisor behaviors promote workplace mood and enthusiasm and improve work-life balance (Idrovo & Bosch, 2019; Rofcanin et al., 2020), performing a vital role in obtaining an optimal balance between work and personal life (Bosch et al., 2018), enriching both work and family life (Jain & Nair, 2017). Despite the COVID-19 epidemic, the behaviors of supportive supervisors and the ability to balance work and personal life continue to have a beneficial impact on job performance, even while working remotely (Campo et al., 2021), Emphasizing the long-term significance of supportive organizational practices in promoting employee well-being and performance, even during difficult periods.

2.5.3 WORK FROM HOME AND WORK-FAMILY CONFLICT

The complex correlation between work and family includes multiple aspects, including conflict, spillover, and integration (Greenhaus & Beutell, 1985). Remote employment, frequently regarded as a remedy for achieving a more harmonious balance between work and personal life, has the potential to maintain traditional gender stereotypes, placing women at a disadvantage. Additionally, there are two models. The flexibility model and the exploitation model present opposing views on remote employment, revealing positive as well as negative effects on women (Sullivan & Lewis, 2001).

The flexibility model suggests that remote work can improve work-life balance, boost female labor participation, and promote male engagement in domestic duties (Lewis, 1997; Sayer, 2005). Recent research indicates that distant employment can amplify work-family conflict for women, therefore maintaining traditional gender standards (Connell, 2004; Estes et al., 2007). Flexible arrangements may not lead to a decrease in home responsibilities, have an influence on female employment, and have varying effects on male and female employees (Alon et al., 2020; Everingham, 2002; Sullivan & Lewis, 2001).

The process of balancing work responsibilities and household chores leads to work-family conflict among women (Chung & Van der Lippe, 2020), leading to tensions between roles (Emslie & Hunt, 2009; Nippert-Eng, 2008). While remote work is often perceived as extending the scope of traditional household responsibilities, it does not necessarily reduce the difficulties of maintaining a work-life balance (Hilbrecht et al., 2008). Although there may be perceived advantages, neglecting facing established gender roles may block women's ambitions in their working lives (Wilson & Greenhill, 2004). The epidemic increases difficulties, limiting women's availability of childcare and cleaning assistance, affecting their capacity to manage both job and family obligations (Çoban, 2022).

2.6 WORK FROM HOME IN THE POST-COVID WORLD

Following the COVID-19 pandemic, remote work has become a permanent feature, leading to substantial transformations. Continue to be attentive for additional investigation into the consequences of this.

2.6.1 WORK FROM HOME CHARACTERISTICS

Studies suggest a significant rise in remote work, particularly driven by the COVID-19 epidemic (Béland et al., 2023; Gálvez et al., 2020). Although initially hesitant, numerous employees now prefer remote work because of its perceived advantages in productivity (Baudot & Kelly, 2020). However, some individuals desire for the experience of commuting to their workplaces. (Marks et al., 2020). Technological developments such as virtual reality and remote workplace platforms are designed to cater to the increasing need for remote work (Fereydooni & Walker, 2020). Evidence from empirical studies indicates that the pandemic did not have an adverse impact on the availability of parents in the workforce, as a significant number of them showed a desire to continue working remotely even after the virus reduces (Barkowski et al., 2021; McLaughlin et al., 2020).

However, remote work presents difficulties such as the administration of childcare and restricted autonomy (Cuerdo-Vilches et al., 2021; Gorlick, 2020; Mazumder et al., 2021), resulting in heightened levels of stress and a lower level of satisfaction (Galanti et al., 2021; Toscano & Zappalà, 2020). Disadvantages continue to exist, as individuals with lower incomes show less interest towards working remotely (Atchison Christina et al., 2020), Increased by inequality caused by race, ethnicity, gender, and education (Figueroa et al., 2021). Individuals with greater assets and those who are white are more inclined to have the opportunity to work remotely (Bick et al., 2020), The gender disparities in employment outcomes are worsened, leading to more difficulties for males (Alon et al., 2020; Arntz et al., 2020).

The COVID-19 epidemic has caused a quick shift towards digitalized workforces, leading industry leaders to modify labor structures in order to redefine company culture and community importance. Specifically, younger employees are exhibiting increased reticence when it comes to resuming work in traditional office environments (Boland et al., 2020; Savić, 2020; Schwartz & Marcos, 2021; Wilbur et al., 2023). From 2011 to 2018, the proportion of working hours completed from home in the United States was approximately 15% prior to the epidemic (Hensvik et al., 2020). Recent findings from the COVID-19 pandemic emphasize changing employee inclinations, as around 32% of people, particularly those with families and residing in suburban areas, choose to evade long journeys to work and instead favor the continuation of remote employment. In contrast, approximately 21% of employees, who are usually young, single, and living in urban areas, strongly object to work-from-home rules (Bloom, 2021).

As people resume their pre-pandemic schedules, the substantial decrease in travel time is anticipated to result in favorable consequences for workers. Nevertheless, these advantages are expected to be more noticeable among individuals with advanced education and higher-income occupations (Barrero et al., 2021). The adoption of remote work rules has resulted in significant changes in local labor markets, with metropolitan areas suffering a decline in economic activity while residential suburbs observe a rise. This contributed to pre-existing supply chain difficulties (De Fraja et al., 2021; Ramani & Bloom, 2021). The pandemic's influence on travel patterns and procedures for social distancing may fundamentally alter metropolitan regions in the future, highlighting the significance of incorporating diverse transportation methods to improve the flexibility, cost, accessibility, and sustainability of transportation networks (Amekudzi-Kennedy et al., 2020; Bert et al., 2020; Keenan, 2020; Rupani et al., 2020; Vogel et al., 2021). It is essential to have a thorough comprehension of commuting patterns, both before and after the COVID-19 pandemic. Nevertheless, there is a dearth of research that examines and contrasts these tendencies across various economic brackets. It is crucial to study the trends of remote work and how urban architecture and infrastructure affect people's interactions with their surroundings in a world after the epidemic (Kong et al., 2022).

2.6.2 POSSIBLE WORKPLACE CHANGES AFTER COVID-19

The COVID-19 epidemic caused substantial changes in work settings, forcing businesses and organizations to modify their practices to ensure both safety and productivity (Birimoglu Okuyan & Begen, 2022). Remote work has become a popular choice, with major businesses such as Twitter, Facebook, Amazon, and Microsoft adopting it either temporarily or indefinitely. Additionally, social distancing measures have caused certain industries to implement shift-based schedules to protect their employees. Meanwhile, educational institutions have adopted a combination of in-person and remote learning approaches (Fantini et al., 2020). Public locations, such as grocery stores, prominently exhibit hazardous signs and symbols to encourage physical distance. This practice is expected to keep going once schools and offices resume operations (Birimoglu Okuyan & Begen, 2022). Utilizing contactless technology, such as smart doors and facial recognition, is being implemented to decrease physical touch and mitigate the risk of infection (Fantini et al., 2020). The workplace is now going through modifications to enlarge the entrances, enforce

rigorous cleaning practices, and incorporate technology in order to reduce the transmission of COVID-19 (Birimoglu Okuyan & Begen, 2022).

The quick shift to remote work has changed the workplace, meetings, and social relationships, leaving many longing for their former job. Workers who worked for their former employer, even infrequently, during the epidemic are less inclined to work remotely afterward, claiming more productivity and fewer family concerns. Without remote work experience, workers are less inclined to work from home after the pandemic. Remote workers adapt better to the pandemic and work more, improving their job satisfaction. Remote labor has increased due to the pandemic, forcing employers to reassess safety and efficiency (Kong et al., 2022).

3.METHODS

Participants from 20 different countries were interviewed and given a structured questionnaire for the study. SPSS was used for quantitative analysis and thematic coding for qualitative insights. This comprehensive methodology ensured reliable analysis and findings.

3.1 SAMPLE SIZE DETERMINATION

The statistical population comprises employees from several companies. We selected the individuals based on their qualities, evaluating them using the LinkedIn platform. We also provided them with a questionnaire to use as a study assessment tool. The sample size for the given case has been determined using the G Power software, and the analytical findings from the software are presented in **Table 1**.

Table 1: Output table of G Power software to determine sample size
(Source: author's own work)

Test Name	Error Probability	Power	Hypothesis Type	Sample Size
ANOVA	0.05	0.95	-	107
Independent t-test	0.05	0.95	Two-tailed	143
Linear Regression	0.05	0.95	Two-tailed	131

The software's analysis revealed that the maximum sample size is 143 respondents. Given the need to account for any errors, the research concluded that a statistical sample size of 150 is appropriate.

3.2 VALIDATION

Validation in statistics includes the process of verifying that the methods employed for gathering and examining data are dependable and precisely illustrate the phenomenon being investigated.

3.2.1 QUESTIONNAIRE VALIDITY ASSESSMENT

The goal of validity is to ensure that the measurement tool accurately assesses the specified characteristic or feature. The significance of validity stems from the fact that inadequate and insufficient measurements have the potential to render any scientific investigation devoid of value and lacking in reliability. During the pilot phase, a total of 50 questionnaires were distributed to

employees from different firms. After the questionnaires were returned and analyzed using SPSS software, it was determined that the questionnaire items effectively assess the research variables.

3.2.2 QUESTIONNAIRE RELIABILITY ASSESSMENT

The questionnaire's validity and reliability were assessed using two methods: exploratory factor analysis and Cronbach's alpha coefficient, due to the creation of the research tool.

First Method: Exploratory Factor Analysis

Exploratory factor analysis is a technique commonly employed to evaluate the validity of a tool. The principal components were examined in this part using varimax rotation. The obtained indices demonstrate that the variables are capable of being factored. According to **Table 2**, the results of the KMO and Bartlett's test confirm that this method has been a suitable approach for evaluating the questionnaire's validity (based on a KMO index value greater than 0.7 and a significance level less than 0.05). Ultimately, four components were identified that had eigenvalues exceeding 1.

Table 2: KMO Coefficients and Bartlett
(Source: author's own work, SPSS)

Questions	KMO test	Bartlett Test		
	0.742	Chi Square Approximate	P-value	df
		292.589	0.00	66

Second Method :Cronbach's alpha

Internal consistency is a widely used approach to evaluate the reliability of a scale, which is a tool for measurement. In this research, the reliability was assessed using Cronbach's alpha coefficient, a widely recognized measure. The analysis was conducted using SPSS software. According to the **Table 3** , The Cronbach's alpha coefficient is 0.86, above the threshold of 0.7. These findings suggest that the items in the questionnaire, **Table 4** have acceptable reliability.

Table 3: Reliability Statistics
(Source: author's own work, SPSS)

Cronbach's Alpha	N of Items
0.866	4

Table 4: Item-Total Statistics
(Source: author's own work, SPSS)

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
Long-Term Productivity	0.86	1.048	0.106	0.865
Societal	0.80	.897	0.175	0.795
Economic	0.89	.959	0.193	0.772
Psychological	0.83	.905	0.263	0.791

4. RESULTS AND DISCUSSION

This study is notable for its comprehensive examination of the dynamics of remote work, specifically in the post-COVID age. I collected varied perspectives on remote work's impact by distributing surveys in 20 countries and interviewing people. This study was conducted two years after the COVID-19 epidemic, allowing for a complete effect analysis. I use this method to depict the changing nature of remote work and its effects on individuals and organizations worldwide.

There are gaps in the remote work literature, which this study addresses. A notable deficiency is in the thorough examination of how remote work impacts different demographic groups, taking into account factors such as age, educational background, living arrangements, and length of remote work experience. Furthermore, even though previous research has outlined the advantages and difficulties of working remotely, more study is required to determine practical ways to lessen the negative effects of this arrangement, including social isolation, work-life conflicts, and the long-term COVID-19 effect.

This study enhances the current body of literature by linking findings from several studies and providing a holistic perspective on distant work. Some studies focus entirely on remote work's benefits for productivity and satisfaction with work, but this research acknowledges the limitations and highlights the need for specific solutions.

Similar to previous studies, my findings emphasize the potential advantages of remote work, such as enhanced flexibility and job satisfaction. In addition, research agree that supervisor support and organizational rules help remote workers achieve work-life balance. My research stresses the problems of remote work and the need for specialized ways to overcome them, unlike some studies that only highlight its benefits.

4.1 DESCRIPTIVE STATISTICS ANALYSIS

The frequency of each demographic factor, such as age, gender, education, place of residence, and duration of telecommuting, is stated in the **Table 5**, **Table 6**, **Figure 1**, **Figure 2**, **Figure 3**, **Figure 4**, **Figure 5**, **Figure 6**.

Table 5: Gender * Age Crosstabulation

(Source: author's own work, SPSS)

		Age					Total
		Under 25	25-34	35-44	45-54	55 and above	
Gender	male	5	59	21	5	0	90
	female	10	28	20	1	1	60
Total		15	87	41	6	1	150

Table 6: Educational Background * Living Arrangement Crosstabulation

(Source: author's own work, SPSS)

		Living Arrangement				Total
		Alone	With Family	With Roommates/Flat mates	Other (please specify)	
Educational Background	High school	1	3	3	0	7
	Bachelor's Degree	17	23	9	5	54
	Master's Degree	27	34	17	2	80
	Ph.D. or equivalent	4	3	2	0	9
Total		45	65	32	8	150

Figure 1: Gender
(Source: author's own work, SPSS)

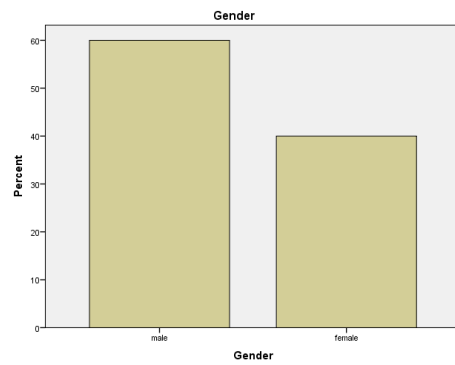


Figure 2: Age
(Source: author's own work, SPSS)

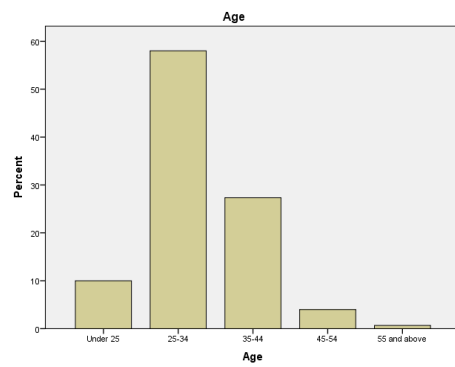


Figure 3: Educational Background
(Source: author's own work, SPSS)

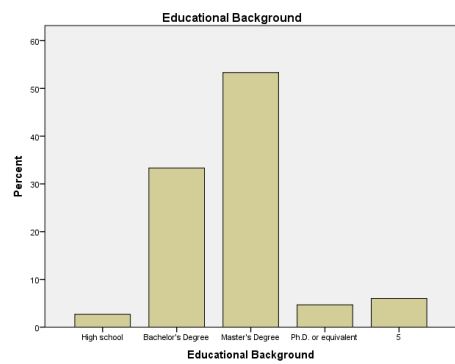


Figure 4: Living Arrangement
(Source: author's own work, SPSS)

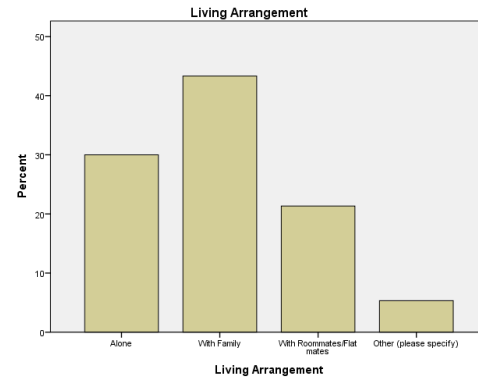


Figure 5: Place of Residency
(Source: author's own work, SPSS)

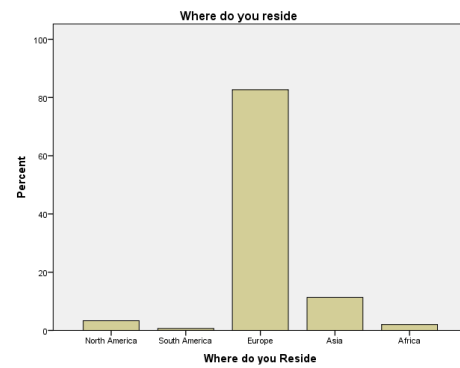
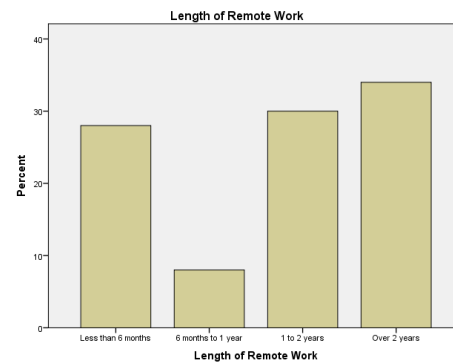


Figure 6: Remote Work Duration
(Source: author's own work, SPSS)



4.2 INFERENCE ANALYSIS

In the following sections, we will use inferential analysis techniques to uncover hidden patterns and relationships within the data, allowing us to gain deeper insights and reach meaningful conclusions.

4.2.1 GENDER'S IMPACT ON WORK-LIFE BALANCE

The results of the independent t-test indicate that employees' gender has a substantial impact on the emphasis they place on achieving a work-life balance. Based on the data in **Table 7**, it appears that only the psychological element may have a varying effect on men and women (significance level, two-tailed = 0.250). Women, with a coefficient of 0.82, have a somewhat higher level of influence compared to males, who have a coefficient of 0.80.

Table 7: Levene's Test for Equality of Variances
(Source: author's own work, SPSS)

		F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
								Lower	Upper
Long Term Productivity	Equal variances assumed	.629	.429	.364	148	.716	.081	-.131	.190
	Equal variances not assumed			.369	132.097	.713	.080	-.129	.188
Societal	Equal variances assumed	2.633	.107	1.020	148	.310	.093	-.089	.278
	Equal variances not assumed			1.070	144.203	.286	.088	-.080	.269
Economic	Equal variances assumed	.168	.683	.809	148	.420	.082	-.096	.230
	Equal variances not assumed			.812	128.219	.418	.082	-.096	.229
Psychological	Equal variances assumed	.349	.556	-2.519	148	.013	.080	-.360	-.043
	Equal variances not assumed			-2.469	117.816	.015	.082	-.364	-.040

4.2.2 EDUCATIONAL LEVEL AND WORK-LIFE BALANCE

In order to perform the ANOVA test, it is necessary to first verify the homogeneity of variances using the Levene's test. The data shown in **Table 8** shows that the significance level for each factor is higher than 0.00, indicating that the variances are homogeneous.

Table 8: Test of Homogeneity of Variances
(Source: author's own work, SPSS)

	Levene Statistic	df1	df2	Sig.
Long Term Productivity	.549	4	145	.700
Societal	1.732	4	145	.146
Economic	1.326	4	145	.263
Psychological	.215	4	145	.930

Table 9 shows no significant association between employees' education level and work-life balance, since each significance level is bigger than 0.05.

Table 9: ANOVA
(Source: author's own work, SPSS)

		Sum of Squares	df	Mean Square	F	Sig.
Long Term Productivity	Between Groups	.484	4	.121	.504	.733
	Within Groups	34.791	145	.240		
Societal	Between Groups	.349	4	.087	.277	.893
	Within Groups	45.693	145	.315		
Economic	Between Groups	.478	4	.120	.483	.748
	Within Groups	35.893	145	.248		
Psychological	Between Groups	.290	4	.072	.297	.880
	Within Groups	35.396	145	.244		

4.2.3 LIVING ARRANGEMENTS AND WORK-LIFE BALANCE

Before conducting the ANOVA test, check variance homogeneity with Levene's test. **Table 10** shows that each factor's significance level is more than 0.00, indicating uniform variances.

Table 10: Test of Homogeneity of Variances
(Source: author's own work, SPSS)

	Levene Statistic	df1	df2	Sig.
Long-Term Productivity	1.030	3	146	.381
Societal	1.049	3	146	.373
Economic	1.784	3	146	.153
Psychological	.426	3	146	.735

Table 11 shows no significant association between employees' housing arrangements and work-life balance, as each has a significance level greater than 0.05.

Table 11: ANOVA
(Source: author's own work, SPSS)

		Sum of Squares	df	Mean Square	F	Sig.
Long-Term Productivity	Between Groups	.793	3	.264	1.119	.344
	Within Groups	34.482	146	.236		
Societal	Between Groups	.181	3	.060	.192	.902
	Within Groups	45.861	146	.314		
Economic	Between Groups	.185	3	.062	.249	.862
	Within Groups	36.186	146	.248		
Psychological	Between Groups	.032	3	.011	.044	.988
	Within Groups	35.654	146	.244		

4.2.4 TELECOMMUTING DURATION AND WORK-LIFE BALANCE

Before conducting the ANOVA test, check variance homogeneity with Levene's test. **Table 12** shows that each factor has a significance level greater than 0.00, indicating uniform variances.

Table 12: Test of Homogeneity of Variances
(Source: author's own work, SPSS)

	Levene Statistic	df1	df2	Sig.
Long-Term Productivity	.134	3	146	.939
Societal	.334	3	146	.801
Economic	1.655	3	146	.179
Psychological	1.500	3	146	.217

Table 13 shows that employees' telecommuting time does not affect work-life balance because the significance level for each is greater than 0.05.

Table 13: ANOVA

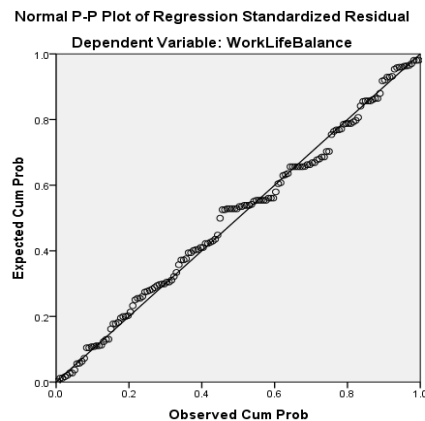
(Source: author's own work, SPSS)

		Sum of Squares	df	Mean Square	F	Sig.
Long-Term Productivity	Between Groups	.403	3	.134	.563	.640
	Within Groups	34.871	146	.239		
Societal	Between Groups	.090	3	.030	.096	.962
	Within Groups	45.951	146	.315		
Economic	Between Groups	1.145	3	.382	1.582	.196
	Within Groups	35.226	146	.241		
Psychological	Between Groups	1.466	3	.489	2.086	.105
	Within Groups	34.220	146	.234		

4.3 FIRST HYPOTHESIS TEST

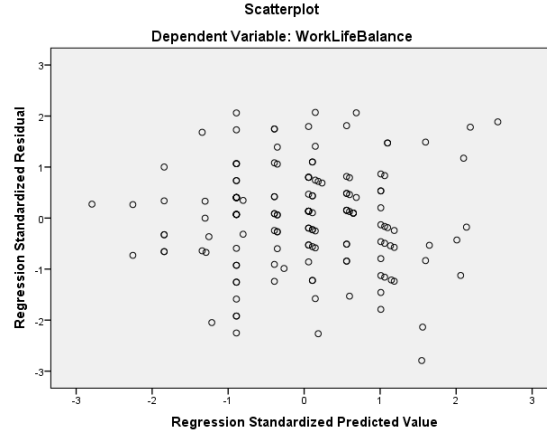
Some believe telecommuting has hurt long-term productivity owing to work-life balance issues. The initial assumption is defined as follows: Variables should not have a linear relationship. The variables are non-linear because the Pearson correlation matrix is less than 0.6 for each element. The second assumption relies on the assumption that the variables exhibit linearity. **Figure 7** illustrates a linear correlation between long-term productivity and work-life balance.

Figure 7: Assessing Linearity
(Source: author's own work, SPSS)



The ultimate assumption relies on the normal distribution of residuals. Upon doing calculations and analyzing the scatter plot depicted in **Figure 8**, it is evident that the data is concentrated within the zero range on both axes. Thus, it can be inferred that the residuals exhibit a normal distribution.

Figure 8: Residuals Normality Scatter Plot
(Source: author's own work, SPSS)



To evaluate the correlation between the long-term production component and work-life balance, we employ multiple regression analysis, as represented by **Equation (1)**. We can use structural equations to determine the link between dependent and independent variables and their roles in this test.

$$Y_1 = a + bX_1 + \epsilon_1 \quad (1)$$

$Y_1 =$ *Work-life Balance*
 $b_1 =$ *Coefficient value*
 $a = 0$
 $X_1 =$ *Long-term Productivity*
 $\epsilon =$ *Possible error*

Based on the information provided in **Table 14**, the ANOVA test has found that the coefficient of determination (R-squared) is statistically significant (significance level = 0.00). Additionally, the long-term productivity component has been shown to have a positive influence on work-life balance, with a coefficient of 0.274.

Table 14: Model Summary^b
(Source: author's own work, SPSS)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.537 ^a	.288	.274	.251

a. Predictors: (Constant), Q10, Q9, Q8

b. Dependent Variable: Work-Life Balance

The majority views telecommuting's impact on long-term productivity positively, according to **Table 15**. Moreover, the impact of telecommuting on this aspect ranges from above average to quite significant. Telecommuting has primarily facilitated communication and collaboration, but it has also brought along new obstacles and distractions.

Table 15: Frequencies of Questions
(Source: author's own work, SPSS)

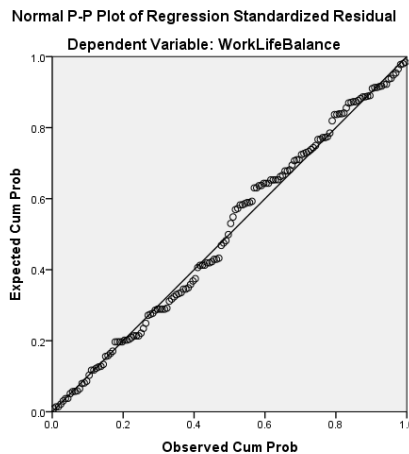
			Frequency	Percent	Valid Percent
Q8	Valid	Positively	100	66.2	66.7
		Negatively	37	24.5	24.7
		Don't know	13	8.6	8.7
Q9	Valid	Not at all	6	4.0	4.0
		Slightly	14	9.3	9.3
		Moderately	73	48.3	48.7
		Very much	44	29.3	29.3
		Significantly	13	8.7	8.7
Q10	Valid	Facilitating better communication and collaboration	78	51.7	52.0
		Introducing new challenges and distractions	38	25.2	25.3
		Streamlining work processes and tasks	27	17.9	18.0
		No noticeable impact	4	2.6	2.7
		Don't know	3	2.0	2.0

4.4 SECOND HYPOTHESIS TEST

There is a hypothesis that suggests that telecommuting has had an impact on social aspects as a result of alterations in the balance between work and personal life. The initial assumption is defined as follows: Variables should exhibit a non-linear relationship. The Pearson correlation matrix has been analyzed, and the value of each factor is below 0.6, suggesting the presence of non-linearity in the variables. The second assumption relies on the assumption that the variables

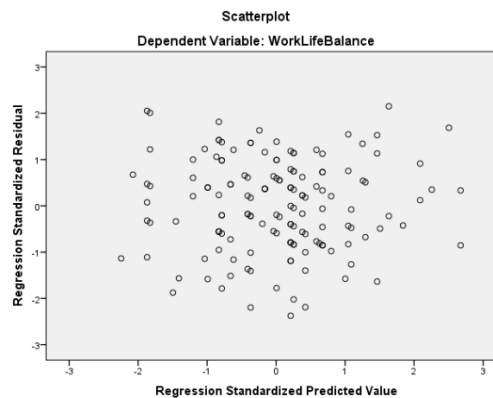
exhibit linearity. **Figure 9** illustrates a linear association between social conditions and work-life balance.

Figure 9: Assessing Linearity
(Source: author's own work, SPSS)



The ultimate assumption relies on the normal distribution of residuals. Upon doing calculations and analyzing the scatter plot presented in **Figure 10**, it is evident that the data is concentrated at the zero range on both axes. Thus, it can be inferred that the residuals exhibit a normal distribution.

Figure 10: Residuals Normality Scatter Plot
(Source: author's own work, SPSS)



We employ multiple regression analysis, **Equation (2)**, to examine the social component and work-life balance. Starting with structural equations, we may determine the link between dependent and independent variables and their roles in this test.

$$Y_2 = a + bX_2 + \epsilon \quad (2)$$

$Y =$ *Work-life Balance*
 $b_2 =$ *Coefficient value*
 $a = 0$
 $X_2 =$ *Social variables*
 $\epsilon =$ *Possible error*

Based on **Table 16**, the ANOVA test has found that the coefficient of determination (R-squared) is statistically significant (significance level = 0.00). Additionally, the social component has a substantial influence on work-life balance, with a coefficient of 0.488.

Table 16: Model Summary^b
(Source: author's own work, SPSS)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.706 ^a	.499	.488	.211

a. Predictors: (Constant), Q13, Q12, Q11

b. Dependent Variable: Work-Life Balance

Table 17 reveals that the prevailing sentiment concerning the influence of telecommuting on social aspects is predominantly unfavorable. Moreover, the impact of telecommuting on this aspect ranges predominantly from above average to exceedingly high. Telecommuting has significantly influenced the dynamics between friends and colleagues, ultimately resulting in heightened individual isolation.

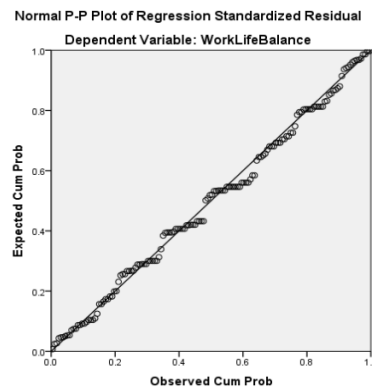
Table 17: Frequencies of Questions
(Source: author's own work, SPSS)

			Frequency	Percent	Valid Percent
Q11	Valid	Positively	59	39.1	39.9
		Negatively	64	42.4	42.7
		Don't know	27	17.9	18.0
Q12	Valid	Not at all	2	1.3	1.3
		Slightly	26	17.2	17.3
		Moderately	60	39.7	40.0
		Very much	56	37.1	37.3
		Significantly	6	4.0	4.0
Q13	Valid	Increased social isolation	41	27.2	27.3
		Enhanced family connections	33	21.9	22.0
		Changes in communication with friends and colleagues	43	28.5	28.7
		Impact on community involvement	24	15.9	16.0
		No noticeable impact	4	2.6	2.7
		Don't know	5	3.3	3.3

4.5 THIRD HYPOTHESIS TEST

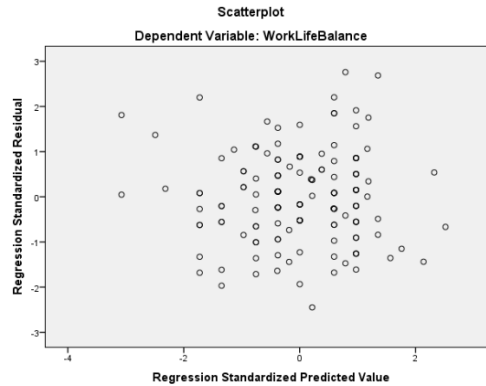
The economic impact of telecommuting may be attributed to work-life balance changes. The initial assumption is defined as follows: Variables should not have a linear relationship. The variables are non-linear because the Pearson correlation matrix is less than 0.6 for each element. The second assumption relies on the assumption that the variables exhibit linearity. The **Figure 11** illustrates a linear relationship between economic conditions and work-life balance.

Figure 11: Assessing Linearity
(Source: author's own work, SPSS)



The ultimate assumption relies on the normal distribution of residuals. Upon computation and analysis of the scatter plot provided, **Figure 12**, it is evident that the data clusters around the zero value on both axes. Thus, it can be inferred that the residuals exhibit a normal distribution.

Figure 12: Residuals Normality Scatter Plot
(Source: author's own work, SPSS)



We employ multiple regression analysis, **Equation 3**, to examine the economic component and work-life balance. We can use structural equations to determine the link between dependent and independent variables and their roles in this test.

$$Y_3 = a + bX_3 + \epsilon_3 \quad (3)$$

$Y =$ *Work-life Balance*
 $b_3 =$ *Coefficient value*
 $a = 0$
 $X_3 =$ *Economic variables*
 $\epsilon =$ *Possible error*

According to **Table 18**, the ANOVA test shows that the coefficient of determination (R-squared) is significant (significance level = 0.00) and that the economic component influences work-life balance by 0.357.

Table 18: Model Summary^b
(Source: author's own work, SPSS)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.608 ^a	.370	.357	.236

Table 19 shows that most people believe telecommuting impacts economic patterns in society, mostly from above average to very high. Telecommuting has affected career possibilities, pay, and economic standing.

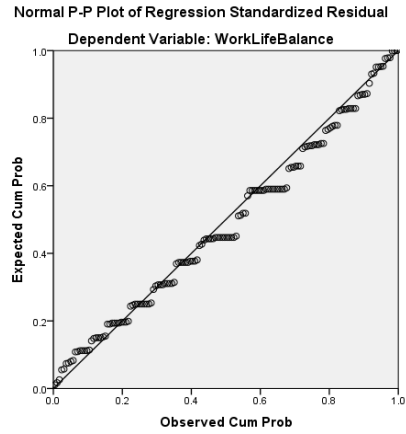
Table 19: Frequencies of Questions
(Source: author's own work, SPSS)

Q14			Frequency	Percent	Valid Percent
	Valid	Agree	131	86.8	87.3
		Disagree	6	4.0	4.0
		Don't know	13	8.6	8.7
Q15	Valid	Not at all	4	2.6	2.7
		Slightly	28	18.5	18.7
		Moderately	61	40.4	40.7
		Very much	53	35.1	35.3
		Significantly	4	2.6	2.7
Q16	Valid	Positive impact	4	2.6	2.7
		Negative impact	58	38.4	38.7
		Limited impact	26	17.2	17.3
		No noticeable impact	54	35.8	36.0
		Don't know	8	5.3	5.3

4.6 FOURTH HYPOTHESIS TEST

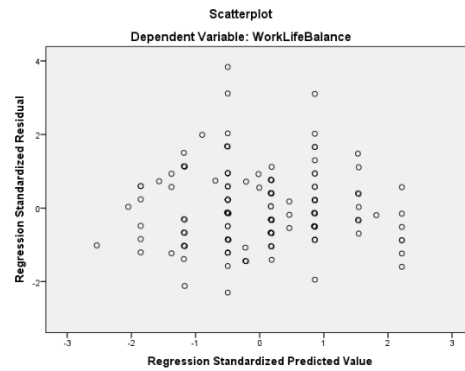
Work-life balance adjustments may have influenced telecommuting's psychological impact. The initial assumption is defined in the following manner: Variables should exhibit a non-linear relationship. Our Pearson correlation matrix shows that the variables are non-linear because each value is less than 0.6. The second assumption relies on the assumption that the variables exhibit linearity. **Figure 13** illustrates a linear link between the psychological component and work-life balance.

Figure 13: Assessing Linearity
(Source: author's own work, SPSS)



Normal residual distribution is the last assumption. Calculations and the scatter plot in **Figure 14** show that data accumulates within the zero range on both axes. Thus, residuals are normally distributed.

Figure 14: Residuals Normality Scatter Plot
(Source: author's own work, SPSS)



We employ multiple regression analysis **Equation 4** to analyze the psychological component's link to life. We can use structural equations to determine the link between dependent and independent variables and their roles in this test.

$$Y_4 = a + b_4 X_1 + \epsilon_4 \quad (4)$$

$Y =$ Work-life Balance
 $b_4 =$ Coefficient value
 $a = 0$
 $X_1 =$ Long-term Productivity
 $\epsilon_4 =$ Possible error

In the **Table 20**, the ANOVA test shows that the coefficient of determination (R-squared) is significant (significance level = 0.00) and that the psychological component influences work-life balance by 0.386.

Table 20: Model Summary^b
(Source: author's own work, SPSS)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.631 ^a	.398	.386	.231

a. Predictors: (Constant), Q19, Q17, Q18

b. Dependent Variable: Work-Life Balance

The **Table 21** below shows that most participants feel telecommuting affects psychological issues. This impact on individual and group mental health is above average to very high. Telecommuting has a moderate to high impact on job satisfaction.

Table 21: Frequencies of Questions
(Source: author's own work, SPSS)

Q14	Valid		Frequency	Percent	Valid Percent
		Yes	133	88.1	88.7
		No	7	4.6	4.7
		Don't know	10	6.6	6.7
Q15	Valid	Not at all	2	1.3	1.3
		Slightly	24	15.9	16.0
		Moderately	61	40.4	40.7
		Very much	50	33.1	33.3
		Significantly	13	8.6	8.7
Q16	Valid	Not at all	1	7.0	7.0
		Slightly	22	14.6	14.7
		Moderately	72	47.4	48.0
		Very much	43	28.5	28.7
		Significantly	12	7.9	8.0

4.7 ANALYZING RESPONDENTS' INTERVIEW RESPONSES

Employees from various companies were interviewed and given questionnaires for data collecting. Remote work experiences were discussed in 10-question interviews with 16 international employees. The 16 interviews' summary is in **Table 22**. Please note that the first two questions of the interview introduce the workplace and the employees' job responsibilities, which include internal department managers, company research, internal planning managers, and issue analysis.

Table 22: Summary of Extracted Information
(Source: author's own work)

Factor	Attitude	Frequency	Points
Long-Term Productivity	Agree	6	• flow mindset • more efficiency • more flexibility to create a personalized work environment • tailor their schedules • comfortable workspace • eliminating commute time
	Disagree	5	• harder and less natural to collaborate • increased stress and reduced productivity • spontaneous interactions • lead to burnout
	Neutral	5	both beneficial and challenging
Social Impact	Agree	6	• spend time with family • allowing individuals to participate in local community events • more diversified social life • broader social perspective
	Disagree	7	• team social events • separated from colleagues • decreased social interactions • diminishing the richness of in-person connections
	Neutral	3	Allows individuals to integrate work and personal life seamlessly. However, can also lead to asynchronous schedules
Economic Impact	Agree	9	• reducing 'commute carbon' • rise in online shopping • shifts in local economies and housing markets • companies reassess their office space needs • influencing transportation • influence employment trends
	Disagree	4	• macroeconomic factors

Factor	Attitude	Frequency	Points
			overall impact is multifaceted
	Neutral	3	Potential decline in the commercial real estate market, but the broader economic patterns are shaped by multiple variables.
Psychological Impact	Agree	8	- better balance work and personal responsibilities - greater control over their schedules - improving work-life harmony - comfortable work environment - mental well-being
	Disagree	6	- more isolation - increased stress and burnout - difficulty in disconnecting - feelings of disconnection
	Neutral	2	Changes in daily routines and the work environment. Some experiencing improved mental well-being

In conclusion, most respondents agreed that remote work has long-term benefits like a flow mindset, increased efficiency, more flexibility to create personalized work environments, the ability to tailor schedules, comfortable workspace, and no commute time. They also highlighted negative effects such as lost social events, friendships and professional collaboration, diminished social connections, and more. Respondents generally endorsed the idea that internet purchase, reduced air pollution, transportation system effects, and hiring trends would affect societal economic patterns. Finally, they agreed that remote work improves work-life balance, personal planning control, comfortable work settings, and mental serenity.

Table 23 presents the significant findings obtained from the investigation and summation of crucial points gathered from additional interview questions.

Table 23: Essential Points and Suggestions
(Source: author's own work)

Factor	Attitude	Frequency	Points
Technology/infrastructure at your company	Agree	12	- optimizes physical health - secure data access - supporting remote work high level of efficiency - smooth experience - seamlessly access resources
	Disagree	0	-
	Neutral	4	Both digital tools and the human element
The most important factor	Productivity	2	More available working hours
	Social	4	the lack of social interaction

Factor	Attitude	Frequency	Points
			Decreased team cohesion
	Economic	3	- rise of remote work - reduced expenses on commuting
	Psychology	3	- feelings of isolation - mentally transition from work to personal life - Well-being
	Other	4	- Job Satisfaction - Collaboration - Professional Development - Flexibility
Initiatives, policies or programs for work-life balance	hybrid way of working	5	-
	Flexible work time	5	
	Remote wellness program	1	
	Regular check-ins	3	
	Virtual communications	2	
professional development	Agree	13	- comprehensive remote learning curriculum - access to guidance and support - remote-friendly performance review process - cross-functional project - virtual "Leadership Academy" - enhance virtual professional development opportunities
	Disagree	0	-
	Neutral	3	-

Participants listed various benefits of using technology and its infrastructure in the workplace, including enhanced physical health, secure data access, a comfortable experience, simple resource access, and more. Many cited diminished social connections and desirable cohesion among colleagues as the most relevant reasons. Others identified professional happiness, collaboration, personal growth, and flexibility as important influences. In remote work, they advised hybrid work approaches and flexible hours for work-life balance. They advised virtual environments and regular check-ins.

Finally, they agreed that remote work benefits career development through comprehensive learning programs, access to support and guidance resources, multi-functional project creation, effective remote execution processes, and virtual leadership academies.

5. CONCLUSIONS AND RECOMMENDATION

In order to evaluate the influence of each of the four components under study, linear regression analysis has been employed using mathematical equations, namely **Equation 5**.

$$Y = (b_1X_1 + a_1) + (b_2X_2 + a_2) + (b_3X_3 + a_3) + (b_4X_4 + a_4) + e \quad (5)$$

Given the constraint that the intercept from the origin is zero, the **Equation (6)** can be reduced as follows:

$$Y = b_1X_1 + b_2X_2 + b_3X_3 + b_4X_4 + e \quad (6)$$

The parameters utilized in this mathematical equation are defined as follows:

Y = Work-Life Balance (Dependent Variable)
X₁ = Long-term productivity (Independent variable)
X₂ = Societal impact (Independent variable)
X₃ = Economic impact (Independent variable)
X₄ = Psychological impact (Independent variable)
B = Related Coefficient value
e = Possible error

As shown in **Table 24**, each of the four components—long-term productivity, economic, social, and psychological—has a different impact on work-life balance (with a significant threshold of 0.05 to 0.00). On the quality of employees' remote work, long-term productivity has an impact of 0.274, social elements 0.488, economic component 0.357, and psychological component 0.386.

Table 24: Coefficients^a
(Source: author's own work, SPSS)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-4.598E-16	.000		.000	1.000
	Long-Term Productivity	.250	.000	0.274	300.400	.000
	Societal	.250	.000	0.488	341.751	.000
	Economic	.250	.000	0.357	294.169	.000
	Psychological	.250	.000	0.386	290.930	.000

a. Dependent Variable: Work-life balance

Conclusively, the factors that impact the work-life balance of employees can be listed in order of significance as **Table 25**: social, psychological, economic, and lastly, long-term productivity. The social component is significantly more influential than the other three elements, indicating a substantial disparity in its effect.

Table 25: Conclusion and Recommendation Summary
(Source: author's own work)

Priority	Hypothesis	Accept/ Reject	Why?	Recommendations
Social	Working from home has changed social patterns because work-life-balance has changed.	Accepted	R-squared=0.488>0	Companies should focus virtual team-building and check-ins to promote virtual social interactions
Psychological	Working from home has changed physiological patterns because work-life balance has changed.	Accepted	R-squared=0.386>0	To improve remote worker well-being, employers should prioritize mental health support services
Economic	Working from home has changed economic patterns because work-life balance has changed.	Accepted	R-squared=0.357>0	To help people adjust to professional and financial changes caused by remote work, economic policies must be modified

Priority	Hypothesis	Accept/ Reject	Why?	Recommendations
Long-term productivity	Working from home impacts long-term productivity because work-life balance has changed.	Accepted	R-squared=0.274>0	Justifying remote collaboration tool investments to boost efficiency

Additionally, the study investigates the correlation between different demographic variables and employees' opinions of work-life balance. Gender matters, with women more affected by psychology than men. Nevertheless, there are no notable correlations observed between the degree of schooling, housing arrangements, telecommuting time, and feelings of work-life balance. This shows how multiple elements affect people's work-life balance perspectives.

SUMMARY

The study begins with a thorough literature review and a clear methodology, which comprises collecting data from individuals from 20 nations via questionnaires and interviews. After reviewing the literature and describing the technique, the study interviewed and surveyed people in 20 countries.

We then perform statistical analysis, including multiple regressions. With their knowledge and results, professionals draw conclusions and make recommendations. The study indicated that social factors affect remote workers' work-life balance the most, followed by psychological, economic, and long-term productivity aspects. This means prioritizing social support measures to improve remote workers' well-being and productivity.

Social variables affect remote work-life balance most, according to theoretical models and empirical evidence. Remote work can boost productivity but limit social connection. They stressed the importance of technology in the workplace and recommended hybrid work strategies for work-life balance. Remote workers also needed professional growth and support. This thesis examines how remote work affects various aspects of life, stressing the role of social elements in work-life balance. For remote workers, social support, technology, and job progression are crucial.

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