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THE PRESENT AND FUTURE OF REMOTE WORK

A távmunka jelene és jövője

In this research, the present and future of remote work are discussed. The reason behind the topic is the dramatic changes in the world of work. The aim of the paper is to analyze the different aspects around the present and the future of remote work from a theoretical and a practical point of view.

The first part of the paper is a literature review based on domestic and international academic sources which help to show the changes in the world of work and the roots of remote work. The research examines the various types of remote work, its advantages and disadvantages and also the difference between home office and remote work. Moreover, the paper analyzes the actual situation of remote work and the questions around how to regulate certain aspects of remote work. Furthermore, the research will include the effects of remote work on environmental and economic sustainability.

In the second part of the paper, an empirical study was conducted with different research methods. The questions of two research methods used in the study are in harmony to ensure the richness and quality of the study. The main research questions of the paper are: „How have employers and employees experienced the effect of remote work throughout the COVID-19 pandemic?; What are the positives and negatives associated with working remotely?; „What do people think about working remotely, the future of work and working onsite or at home?“. On the quantitative side of the research, a survey was created to find out the answers for the above mentioned questions. Lower and higher level evaluation statistical methods have been applied to prove or refute the stated hypotheses. On the other hand, the conducted in-depth interviews provide the base for the qualitative side of the paper. The purpose of the qualitative research is to reach out to some HR Executives of big corporations who have the adequate amount of experience in working remotely.

The author's expectations are supported by the results of the research. Employees and corporations could adapt to the changes brought by the pandemic. In the future, it is possible that hybrid work will be the solution benefiting not just the employees but also the employers.