

REMOTE WORKING AND ITS IMPACT ON WOMEN: A LITERATURE REVIEW

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ABSTRACT:

Remote work which is also known as teleworking or telecommuting was first introduced by Jack Nillies in the year 1973, from then to till date it becomes more famous way of working. Remote working pose different challenges and opportunity for employees and its impact on women employees is different than men as in a more conventional way in India home responsibility like taking care of children, parents still lie on the shoulders of women. How it affects them is being reviewed in this paper. So in order to study that, current challenges and trends of the organisation towards the remote working in literature over the past decade is covered. Remote working pros and cons from organisation and employee point of view is covered. At last we propose different strategies to grab the opportunities given and strategies to handle challenges.

Keywords: *Remote working, conventional, employee, strategies*

Introduction

In an essay titled "Economic Possibilities for Our Grandchildren," John Maynard Keynes suggested that by the conclusion of 2030, people would only need to work 15 hours per week. This prediction appears plausible, considering that in the current year, 2022, the standard workweek is typically 40 hours. This statement clearly shows that the remote working is an important topic which needs to be explored more. Many of us may be not aware that remote working is not new as it was first introduced in the year 1973 when NASA engineer Jack Nilles called it as teleworking or telecommuting. But the maximum boost to this type of working came after Covid -19 when almost every type of organisation voluntarily opted for this type of working in order to maintain social distancing. So in this paper we try to meet the following objectives. Firstly, we will describe the possible definition given by all experts. Secondly we review the literature of last ten years from 2003 to 2023 to get in-depth knowledge of this type of working. Thirdly we chart down different challenges and opportunity

which resulted due to this type of working.

Remote Working Background

Remote working, often referred to as telecommuting, work from home (WFH), telework, or sometimes hybrid work, is a practice where individuals work from their homes or other locations instead of a traditional office setting. This concept isn't new; before the Industrial Revolution, many works, such as handicrafts, jewelry making, and spice production, were family enterprises conducted at home, particularly in places like India. The term "remote work" was first coined in 1973 by NASA engineer Jack Niles. In 1979, IBM began a trend by allowing five of its employees to work from home, a number which expanded to 2,000 by 1983. This shift in mindset was encapsulated by a 1995 slogan: "work is something we do, not something we travel to." Innovations in information and communication technologies, such as computers, mobile devices, laptops, and tablets, have further facilitated remote work. By 2025, it's projected that 22% of the American workforce will be

working remotely. This trend is driven by the desire for flexibility, work-life balance, cost reduction, and enhanced productivity. However, remote work also has its challenges, such as non-standard working hours, technical issues, and potential for workplace inequality. On the positive side, it can lead to time savings, reduced anxiety and stress, and better balance between home and work life. During remote working, there's a shift from informal to more formal interactions, and a loss of connectedness and tacit knowledge, which can result in workplace inequality. However, it also offers increased family time. Motivating and retaining employees is crucial in remote work settings. Leaders can adopt techniques similar to those used by online teachers to engage participants, such as ensuring everyone's participation in meetings, showing empathy, and appreciating their work. Companies are also adapting by offering flexible working arrangements to meet employees' personal and domestic needs, a trend known as organizational adaptation. In table 1, we have presented the complete valuation of research domains by various experts.

Table 1: Experts Contribution Table

Researcher	Factors	Advantage	Disadvantage
Grant, C. A et, al (2013)	Job effectiveness, well-being and work-life balance	increased productivity, work from any location, no temporal working hours restriction, low stress and well being	work intensification, extended working hours, Physical problem for long sitting, Blurred boundaries
Keeling, T., et, al (2015)	privacy, interaction control and information	privacy, interaction control and withdrawal	Lack of social interaction
O'Neill, et, al (2014)	Cyber lacking	Work from any location (home)	Cyber lacking
Abdelkader, A. et. al. (2014)	(Cost),Performance ,job satisfaction, job stress(gender) communication, trust ,organisational commitment, disciplined worker who follow time are more productive and less stressed in remote working perspective.	situational freedom, promoting higher worker retention rates and lower facility costs	Blurred boundaries mixing office and personal work, for best result in remote working job redesign need to be done. not suitable for every job, Job insecurity. Special leadership style required
Dery, K., & Hafermalz, E. et.al. (2016).	Organisational belonging for remote workers	Overdependence on technology. Technology advancement can overcome virtual presence	One of the significant challenges faced in remote work is the loss of those casual and spontaneous interactions which typically happen in a physical office space. These interactions are vital for relationship-building and fostering a sense of community within an organization, but they are often absent in a virtual work environment
Errichiello, L., & Pianese, T. (2016).	Antecedents Of Remote Work Adoption, Remote work implementation and outcome	Productivity, job satisfaction, turnover, balance	Isolation
Elshaiekh, N. E. M., Hassan, (2018, November).	Remote working ,performance	self-motivated and self-disciplined	Balancing work and personal life becomes more complex when working from home. The absence of a structured office environment can make it difficult to manage time effectively, leading to either overworking or struggling to stay on task.
Jaeger, F. N., (2018)	Medium for communication, skills required, benefit and challenges, difficulty encountered by remote workers	Flexibility in working hours is beneficial	Independent working, isolation ,communicating others is a challenge, blurred boundaries
Dr. KDV et.al. (2020)	The policies and practices of an organization, including those related to work-life balance, employee benefits, and career development opportunities, directly affect employee morale and mental health.	Communication problem, like internet glitch slow decision making. Fear of 24/7 reporting, lack of trust, working too much, interruption, bad health habits.	Opportunities, low cost,autonomy.minimal supervision, no office politics
Even, Angela (2020)	Dep variable: social and organisational isolation. Independent variable :practices to avoid these variables	face to face interactions, involvement in information exchange, leaders with specialised training which provide tools for remote working social isolation handling	Leaders with special skills required, Social isolation, low face to face communication

effectively for office tasks. Lastly, the study recommends that companies consider a hybrid working model, combining both remote and in-office work, to boost employee engagement. This model provides flexibility and supports a healthy balance between work and personal life, potentially leading to higher productivity and job satisfaction.

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Discussion

The study suggests several key recommendations for employers in both the private and public sectors to enhance remote working effectiveness. Firstly, employers are advised to provide support and resources that enhance the remote work environment, as this has been shown to positively impact employee performance. Secondly, offering flexible work arrangements is crucial to balance employees' personal and professional responsibilities, as work-life balance (WLB) is closely linked to increased productivity. Additionally, maintaining an optimal number of employees is vital for their on-job roles. The study also highlights that remote working allows employees to better manage their work-life balance, suggesting that employers should permit work-from-home options when the job does not require physical presence in the office. This approach not only improves WLB by eliminating commute time but also can be used

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