

Assessing Employee Job Satisfaction and Work-Life Balance in Remote Work Environments

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Abstract - Achieving job satisfaction and work-life balance concurrently is essential for employee well-being, reflecting contentment with both professional roles and personal pursuits in their lives. The COVID-19 epidemic has resulted in an increased interest in evaluating the impact of remote work arrangements on employee job satisfaction and work-life balance. The purpose of this study is to evaluate the experiences of employees working remotely across various industries in India during covid pandemic, in order to gain insight into how this form of work affects job satisfaction and perceived work-life balance in this context, A cross-sectional survey methodology was used, and data were analyzed using SPSS 25. Regression and correlation analyses were employed to test hypotheses, with data obtained through an online questionnaire utilizing a Purposive sampling method. The questionnaire includes (15) Likert scale items aimed at assessing job satisfaction, work-life balance, and remote work. The findings highlight the positive impact of remote work on employee well-being and suggest that firms can improve job satisfaction and work-life balance by embracing and enhancing remote work policies. As work paradigms evolve, this research provides useful insights for firms looking to adapt to shifting workplace dynamics and nurture a more content and balanced workforce in modern work contexts.

Keywords: Remote work, Effects on employees, job satisfaction, work-life balance, Covid 19

I. INTRODUCTION

Telecommuting is a phenomenon in which employees avoid commuting to a physical office site. It is also known as remote work (RW), teleworking, home office, mobile work, and flexible workspace. Despite technological breakthroughs, telecommuting has been hard to gain tolerance for this arrangement, just 12% of people conduct primary or occasional remote work (Brenke¹, 2016). According to the Bureau of Labor Statistics (2019)², almost one-quarter of wage and salary workers performed some remote work in 2018.

The COVID-19 pandemic has created significant disruptions in daily life due to its global expansion. And it causes social distancing measures, resulting in a trend toward remote work for employees. During the pandemic, the shift to remote work brought challenges such as reduced peer communication, potential instabilities in network connection and scheduling, lost personal time, feelings of loneliness, and diminished work motivation. According to recent research, these issues have led to poorer job satisfaction (Panisoara et al³, 2022; Purwanto et al⁴, 2020).

Maintaining a healthy work-life balance is essential for general well-being. Studies have demonstrated that work-life balance influences workplace happiness and motivation (Kaliannan et al⁵, 2016; Blackburn et al⁶, 2017; Hasan &

Teng⁷, 2017). Work-life balance was connected to higher levels of job satisfaction even before the epidemic (Putra et al⁸, 2020). Furthermore, there is a positive relationship between job satisfaction and work motivation (Rozzaid et al⁹, 2015; Maurya & Agarwal¹⁰, 2018; Parimita et al¹¹, 2018).

The work landscape has seen significant change in recent years, owing to technological advancements and a shift toward more flexible work arrangements. This evolution has resulted in the increased use of remote work environments, which have become an integral aspect of many organizations' operational strategy. Remote work, defined as the ability to perform job functions outside of a traditional office setting, has provided employees with additional flexibility and autonomy, allowing them to cross geographical boundaries and achieve a harmonious work-life balance.

Employers must increasingly grasp how this paradigm shift affects employee job satisfaction and work-life balance as remote work continues to transform the constraints of the modern workplace. Employee job satisfaction is an important aspect in corporate performance since it measures how satisfied and fulfilled individuals are in their jobs. Work-life balance, defined as the integration of one's professional and personal lives, is essential not just for

individual well-being but also for overall workplace productivity and employee retention.

This study dives into the intricate relationship between remote work environments, employee job satisfaction, and work-life balance. By researching the experiences and perspectives of employees involved in remote work arrangements, we hope to offer light on the different systems that enable this increasing world of employment. Our investigation is driven by a desire to appreciate the nuances of remote work, identify potential issues, and design ways to increase job satisfaction and work-life balance in this setting.

II. REVIEW OF LITERATURE

Working outside the employer's facilities, generally from home, utilizing information and communication technology is classified as remote work (ILO¹², 2021). Employees face both positive and bad aspects of remote work, according to the literature. Spatial and temporal flexibility, greater work-life balance, time saved from commuting, and increased productivity are among the benefits (Hardill & Green, 2003¹³; Nickson & Siddons¹⁴, 2012; Flores, 2019¹⁵; Klopotek¹⁶, 2017; Bloom et al¹⁷., 2015; Choudhury et al¹⁸., 2020). Remote work gives employees more control over their daily lives and working hours, which contributes to employee happiness (ILO¹², 2021; Baker et al¹⁹., 2007).

Furthermore, "digital nomads" choose remote work while traveling, embracing location-independent lifestyles (Reichenberger²⁰, 2018). Remote work's flexibility allows for more imaginative and progressive job designs. However, downsides of remote work include reduced face-to-face interaction, loneliness, the need for digital skills, difficulty separating work and personal life, and challenges in adapting to new routines and technology (Ferreria et al²¹., 2021; Guinaliu & Jordan, 2016²²; Stone et al²³., 2018; Vartiainen & Andriessen²⁴, 2006; Raghuram et al²⁵., 2001; Allen et al²⁶., 2021). During the pandemic, lockdowns and mandatory remote work had a severe influence on work satisfaction and family life, notably for mothers (Möhring et al²⁷., 2021).

The widespread use of digital technologies and constant online availability might result in stress and psychological problems. The integration of remote work into family life can exacerbate the friction between work and everyday life (Gaudio, 2017²⁸). Employees' behaviors and emotions can be negatively impacted by this "work to family spillover" (Yang and Yin, 2020²⁹; McDaniel et al³⁰., 2021).

With the rise of remote work as a result of pandemic lockdowns, the link between remote work experience and career and life satisfaction becomes more feasible. Job satisfaction is linked to psychological factors (Locke³¹, 1976; Hulin & Judge³², 2003). Daily activities, social connections, health, and money all have an impact on job and life satisfaction (Kapteyn et al³³., 2010).

Flexible remote work arrangements are connected with improved job satisfaction and lower turnover, according to research (McNall et al³⁴., 2009). Remote employment was

linked to job and life satisfaction during the COVID-19 pandemic, with stress, self-efficacy, and self-esteem acting as moderators (Kondratowicz et al³⁵., 2021). Numerous studies have linked remote work to higher job satisfaction, owing to variables such as less commute, greater control over scheduling, and the advantages of working from home (Schall³⁶, 2019; Zakaria et al³⁷., 2021). Remote work and job satisfaction are also mediated by perceived autonomy (Schall³⁶, 2019).

In terms of life happiness, research shows that employees who work from home are happier than office workers (Bellmann & Hübler³⁸, 2021). Loneliness, emotional tiredness, and stress, on the other hand, might hinder positive well-being when working remotely (Iqbal et al³⁹., 2020).

The shift to remote work during the COVID-19 pandemic has significantly impacted employees' perceptions and experiences, as highlighted by several recent studies. Garcés et al⁴⁰. (2022) found that a positive telework experience during the pandemic had a significant positive impact on employees' perceived wellbeing, with this effect being mediated by Work-Life balance, indicating that achieving a better balance between work and personal life contributed to improved wellbeing among teleworkers. Furthermore, in groups with a high preference for telework, the positive effect of telework experience on wellbeing was not only indirect but also direct. This aligns with the findings of Orešković et al⁴¹. (2023), who observed high levels of job satisfaction and work-life balance among employees working from home, with many expressing a desire to continue remote work arrangements. However, Siregar & Rachmawati⁴² (2023) emphasize the importance of addressing work-life balance and work stress factors in remote work arrangements to maintain job satisfaction. In addition, Shirmohammadi et al⁴³. (2022) highlight how the COVID-19 pandemic challenged perceptions of remote work as flexible and family-friendly, revealing misalignments between idealized expectations and the realities of remote work, particularly regarding work intensity, spatial limitations, technostress, and caregiving responsibilities. These studies collectively underscore the complex interplay between remote work, job satisfaction, work-life balance, and employee wellbeing, necessitating a nuanced approach to remote work policy and management.

Research Objective:

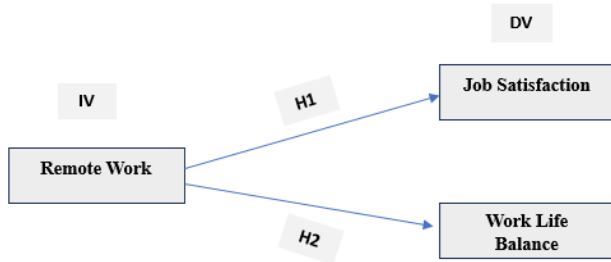
1. To examine the relationship between remote work environments and employee job satisfaction and work-life balance.
2. To assess the impact of remote work environments on employee job satisfaction and work-life balance.

Hypothesis:

(H1): Remote work has positive Impact on employee job satisfaction.

(H2): Remote work has positive Impact on employee work-life balance.

Research Model



III. RESEARCH METHODOLOGY

This study follows a cross-sectional design to look into the relationship between job satisfaction and work-life balance among remote workers. Purposive sampling will be used to select participants involved in remote work from a variety of industries and job roles. With a targeted sample size of (117) participants, purposive sampling was chosen for this study due to its ability to target a specific group of individuals who meet predetermined criteria relevant to the research question. Given our focus on remote workers across various industries and job roles, purposive sampling allows us to select participants actively engaged in remote work, ensuring that the data collected is relevant and rich. This approach aligns with the research objectives by allowing us to collect insights from people who have firsthand experience in remote work settings, thereby increasing the study's validity and relevance.

LinkedIn emerges as the primary platform for participant recruitment due to its extensive network of professionals from various industries and job sectors. Using LinkedIn's large user base allows us to reach a diverse range of remote workers with varying experiences and backgrounds. We can

effectively recruit participants who meet our study's criteria by conducting targeted outreach efforts, such as connecting with individuals in relevant LinkedIn groups and engaging with professionals in remote work-focused networks. By utilizing LinkedIn as a recruitment platform, we can access a large pool of potential participants and ensure a comprehensive and varied sample.

This approach not only improves the representativeness of our sample, but also allows us to capture a wide range of perspectives and experiences related to remote work. Additionally, LinkedIn provides features that allow for direct communication with potential participants, making it easier to distribute survey invitations and engage with respondents throughout the data collection process.

The survey instrument, created using online survey platforms, will include questions about job satisfaction, work-life balance, remote work experiences, and demographics. The study followed strict ethical guidelines to protect participants' privacy and ensure their full understanding and consent to participate. To better understand the data, we applied statistical methods such as correlation and regression analysis. We also acknowledged any limitations, such as potential bias in how participants reported their experiences, to ensure that our findings were accurate and transparent.

Expected Contributions: This study is aimed to shed light on the dynamics of remote work in terms of job satisfaction and work-life balance. The findings can be used to inform HR policies and practices aimed at improving employee well-being and productivity in remote work environments. Furthermore, the study can serve as a foundation for future research in the shifting terrain of remote work.

IV. DATA ANALYSIS AND INTERPRETATION

Table 1. Demographic profile of Respondent

		Frequency	Percentage
Gender	Male	105	89.7%
	Female	12	10.3%
Age	18-25	31	26.5%
	26-35	48	41.0%
	36-45	23	19.7%
	Above 45	15	12.8%
Education	Bachelor	51	43.6%
	Master	55	47.0%
	PHD	11	9.4%
Experience	1 year	63	53.8%
	2 years	40	34.2%
	3 years	12	10.3%
	more than 3 years	2	1.7%

Table (1) presents the demographic profile of respondents. The majority of respondents were male (89.7%), while a smaller proportion were female (10.3%). Regarding age distribution, the largest percentage of respondents fell within the 26-35 age range (41.0%), followed by the 18-25 age range (26.5%). The educational background of respondents varied, with 43.6% holding a Bachelor's degree, 47.0% holding a Master's degree, and 9.4% holding a Ph.D. In terms of experience, the majority of respondents had 1 year of experience (53.8%), followed by 2 years of experience (34.2%), while a smaller percentage had 3 years of experience (10.3%) and more than 3 years of experience (1.7%).

Table 2. Reliability of questionnaire

Reliability Statistics	
Cronbach's Alpha	N of Items
.930	15

The reliability of the questionnaire was assessed using Cronbach's Alpha coefficient, which yielded a high value of .930. This indicates a strong internal consistency among the items comprising the questionnaire. The questionnaire consisted of 15 items in total.

Table 3. correlation between Remote Work and Job satisfaction

Correlations			
		job satisfaction	Remote work
Pearson Correlation	job satisfaction	1.000	.658
	Remote work	.658	1.000
Sig. (1-tailed)	job satisfaction	.	.000
	Remote work	.000	.
N	job satisfaction	117	117

A Pearson correlation analysis indicated a significant positive association between remote work and job satisfaction, $r(117) = .658, p < .001$. This finding suggests that as remote work increases, job satisfaction tends to increase as well.

Table 4. correlation between Remote Work and Work life balance

Correlations			
		work life balance	Remote work
Pearson Correlation	work life balance	1.000	.842
	Remote work	.842	1.000
Sig. (1-tailed)	work life balance	.	.000
	Remote work	.000	.
N	work life balance	117	117
	Remote work	117	117

The Pearson correlation analysis revealed a significant positive correlation between remote work and work-life balance, $r(117) = .842, p < .001$. This indicates that as the extent of remote work increases, individuals report higher levels of work-life balance. The sample size for both work-life balance and remote work variables was 117.

Table 5. Regression Analysis for Hypotheses H1 and H2

Hypothesis	Regression weights	Beta Coefficient	R ²	Adjusted R -Square	F	P-Value	Hypothesis Supported
H1	RW → JS	.658	.433	.428	87.770	.000	Yes
H2	RW → WLB	.842	.709	.706	279.204	.000	Yes

For Hypothesis H1, the regression analysis revealed a significant positive relationship between remote work (RW) and job satisfaction (JS), with a beta coefficient of .658 ($p < .001$), indicating that a unit change in remote work is associated with a .658 unit change in job satisfaction. The model accounted for 43.3% of the variance in job satisfaction ($R^2 = .433$), with an adjusted R^2 of .428. The F-test was significant ($F = 87.770, p < .001$), supporting Hypothesis H1.

For Hypothesis H2, the regression analysis indicated a significant positive relationship between remote work (RW) and work-life balance (WLB), with a beta coefficient of .842 ($p < .001$), indicating that a unit change in remote work is associated with a .842 unit change in work-life balance. The model accounted for 70.9% of the variance in work-life balance ($R^2 = .709$), with an adjusted R^2 of .706. The F-test

was significant ($F = 279.204, p < .001$), supporting Hypothesis H2.

V. FINDINGS:

1. The study discovered a statistically significant positive correlation between remote work and job satisfaction ($r = 0.658, p 0.001$). As a result, as the scope of remote work grows, employees report higher levels of job satisfaction. The positive association indicates that companies that implement remote work policies may help to increase employee job satisfaction. This study emphasizes the potential benefits of remote work for improving overall job satisfaction.
2. The study found a high favorability Correlation between remote work and work-life balance ($r = 0.842, p \leq 0.001$). This implies that as the number of remote job opportunities

expands, employees' work-life balance improves. The strong link suggests that companies that promote remote work arrangements may indirectly help their employees achieve a better work-life balance. These findings emphasize the significance of remote work in promoting a healthy work-life balance.

3. The regression analysis for Hypothesis H1 revealed a significant positive correlation between remote work (RW) and job satisfaction (JS) (Beta = .658, $p < .001$). This means that a unit change in remote work corresponds to a .658 unit change in job satisfaction. The model explained 43.3% of the variance in job satisfaction ($R^2 = .433$, adjusted $R^2 = .428$), with a significant F-test ($F = 87.770$, $p < .001$), confirming Hypothesis H1.

4. The regression analysis for Hypothesis H2 showed a significant positive correlation between remote work (RW) and work-life balance (WLB) (Beta = .842, $p < .001$). This indicates that a unit change in remote work corresponds to a .842 unit change in work-life balance. The model explained 70.9% of the variance in work-life balance ($R^2 = .709$, adjusted $R^2 = .706$) and had a significant F-test ($F = 279.204$, $p < .001$), supporting Hypothesis H2.

The study also found that remote work is associated with higher job satisfaction and better work-life balance among employees. These positive connections are supported by correlation analysis and regression models, demonstrating the potential benefits of remote work for businesses looking to improve employee well-being and productivity in remote work settings.

Conclusion:

our study highlights the significant positive relationship between remote work and both job satisfaction and work-life balance. The findings reveal a robust correlation between remote work and job satisfaction, with employees reporting higher levels of job satisfaction as the scope of remote work expands. This underscores the potential of remote work policies to enhance overall job satisfaction within organizations. Additionally, our research demonstrates a strong link between remote work and work-life balance, indicating that increasing remote job opportunities can lead to improvements in employees' work-life balance. Regression analysis further confirms these associations, showing that changes in remote work correspond to significant changes in both job satisfaction and work-life balance. These findings emphasize the importance of remote work arrangements in promoting employee well-being and productivity. As businesses navigate the evolving landscape of remote work, our study underscores the potential benefits of embracing remote work policies to foster job satisfaction and support employees in achieving a healthier work-life balance.

Recommendation:

Based on the study's findings, the following recommendations are made...

Embrace Remote Work Flexibility: Where possible, organizations are recommended to consider extending remote work flexibility to their employees. Allowing for remote work can lead to enhanced job satisfaction and a better work-life balance. However, the level of remote work should be adapted to people's specific demands and functions.

Support Technological Infrastructure: Organizations should invest in and maintain a strong technology infrastructure to support the success of remote work arrangements. This involves providing employees with the hardware, software, and technical assistance they need to accomplish their remote work activities effectively.

Foster Work-Life Balance: Organizations should actively encourage work-life balance efforts in addition to remote work. This could include providing flexible work hours, encouraging employees to take frequent breaks, and giving resources for stress management and maintaining a healthy work-life balance.

Monitor Remote Work Policies: Organizations should constantly evaluate and change their remote work rules in response to employee input and changing work dynamics. Solicit feedback from employees on a regular basis to identify areas for improvement and to ensure that remote work arrangements fit with their needs and preferences.

Evaluate Performance: Implement performance evaluation metrics that take remote work arrangements into consideration. Make certain that remote employees are evaluated based on their productivity and contributions rather than their physical presence in the office.

Research Continuation: Given the growing nature of remote work, more research into its impact on many areas of employee well-being, organizational performance, and the changing dynamics of the modern workplace is recommended.

These guidelines provide actionable advice for firms looking to use remote work as a strategy to improve employee satisfaction, work-life balance, and overall productivity in the context of changing work environments.

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Appendix Questionnaire

Please rate each statement below on a scale from 1 to 5, where 1 indicates Strongly Disagree and 5 indicates Strongly Agree. Use the scale to reflect your level of agreement or disagreement with each statement regarding your job satisfaction and work-life balance in the remote work setup.						
Variables	Statement	SD	D	N	A	SA
Job satisfaction	1. I felt very satisfied with my current job while working remotely.					
	2. Throughout my experience of working remotely, I felt valued and appreciated for my contributions.					
	3. Working remotely provided me with opportunities for growth and advancement.					
	4. My job while working remotely gave me a sense of purpose and fulfillment.					
	5. Communication and support from my remote team and supervisors were satisfactory.					
Work-Life Balance	6. I was able to successfully separate my work and personal lives while working remotely.					
	7. Remote work allowed me to effectively manage both my personal and professional responsibilities.					
	8. Remote work caused me to feel stressed or overwhelmed compared to my personal life.					
	9. Remote work enabled me to balance my personal commitments and interests effectively.					
	10. I achieved a better balance between my work and personal life during remote work.					
Remote-Work	11. working remotely enabled me to achieve a higher level of productivity compared to working in a traditional office setting.					
	12. remote work provided me with a better work-life balance compared to working in an office.					
	13. I found myself familiar with the technology and tools necessary to effectively carry out my job duties remotely					
	14. I felt isolated or disconnected from my team or colleagues during remote work.					
	15. Remote work provided me with the freedom and independence to manage my tasks and schedule.					