

## **Role of Technology in Increasing Productivity: As Evidenced by the Current Pandemic**

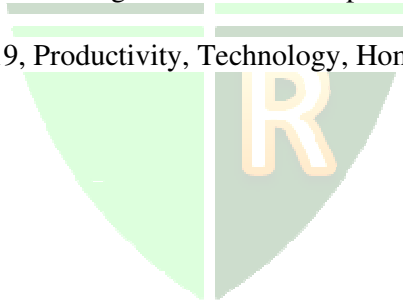
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### **ABSTRACT**

While it was challenging at first for both companies and workers to adapt, the transition due to the COVID-19 pandemic to home-based work versus office-based work got much more manageable with time. When both employers and workers got accustomed to the idea of working from home, they, albeit slowly, started to realize that there were many advantages (which they experienced daily) tied to the practice. This paper demonstrates that employers that adopted new technologies that working from home can increase efficiency and productivity and it may be unnecessary for people to return to total office-based work after the pandemic. Despite COVID-19 showing employers who embraced technologies that working from the home environment can raise productivity and efficiency, such information will never eliminate the return to offices; neither will it require people to permanently work from their home settings. This result is the case because both return to offices and staying at home comes with multiple advantages of their own. Overall, bosses should balance working from the home environment and working out of the office space.

Keywords: Pandemic, Covid-19, Productivity, Technology, Home-based Work



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## INTRODUCTION

The advent of the COVID-19 pandemic proved to be very frustrating to the entire globe because it restricted the capacity of people to report to work and go back home as their traditional schedules dictated. Plausibly, people had to work from home to ward off the quick spreading of the illness and decrease the pandemic's mortality rate. While it was challenging at first for both companies and company workers to adapt, the situation got much more manageable with time. For most workers, the challenges they encountered revolved around budgeting time and finding a safe space in their places of residence where they could work quietly and without distractions. On the other side, it is worth mentioning that employers had their fair share of challenges. The primary difficulties involved spending tremendous amounts of money on post-modern technology, which would help foster flawless communication between managers in the office and operatives from home. The top five teleworking technology that has been sold and used by most companies includes Chat App, Screen-Sharing App, Web Conferencing, Cloud-Based Project Management Solution, and Flexible Business Telephone Service. When both employers and workers got accustomed to the idea of working from home, they, albeit slowly, started to realize that there were many advantages (which they experienced daily) tied to the practice.

Most importantly, minimal time was lost because there was no need for morning routines and commuting to work every day. While it was an excellent move for employers to commit considerable amounts of capital reserves to the business' technology, they later realized that it was the best decision they could make, especially when their investments started paying off within a short period. In its entirety, this paper will demonstrate whether the coronavirus demonstrated to employers that adopted technologies that working from home can increase efficiency and productivity and whether such a demonstration would make it unnecessary for people to return to offices after the pandemic.

## BACKGROUND

While telework was usually rare, it is presently a necessity. The 2017-2018 Bureau of Labor Statistics estimates in Figure 1 (Appendix A) from the American Time Use Survey demonstrated that just under 33% of workers more than 15 years said they could work from home (Katherine Guyot and Isabel V. Sawhill, 2020). Most of those who conducted remote work never had an official remote-work disposition but were instead carrying assignments from work with them (to do in the evening or on Saturday and Sunday). Only twenty percent affirmed that they were paid once in a while to work from the comfort of their house, and only twelve worked from home at least 24-hours straight per month. As evidenced by the graph below, higher earners are involved in remote work much more.

### Prevalence of work from home in 2017-18, by earnings quartile

Employees that can telecommute tend towards being highly paid labor force. Precisely under 50% of the American labor force in the top twenty-five percent of the earnings distribution got involved in any profitable labor in 2017 and 2018, compared to four percent in the bottom quartile (Katherine Guyot and Isabel V. Sawhill, 2020). Approximately 33 percent of employees in the top quartile were involved in remote work at least on one occasion every thirty days; the equivalent population for the quartile at the bottom was too limited to come to terms with the reporting standard of the researchers.

After COVID-19 struck, telecommuting increased as many individuals in the United States stayed at home, even though differences remained. For example, Figure 2 (Appendix

B) sourced by (Katherine Guyot & Isabel V. Sawhill, 2020) from a study by their partners Richard Reeves and Jonathan Rothwell, demonstrated that high earning employees were bound to be involved in remote work in the course of the COVID-19 pandemic and much less likely to be capable of working in comparison to workers predisposed to a lower-income.

Overall, current statistics affirm that about 50 percent of employed workers are presently working from home. However, some labor experts approximate that only 33 percent of work can be done exclusively from home. The movement is significant. Between 2005-2015, the percentage of employees that worked from the comfort of their home grew by approximately two to three percentage points (Katherine Guyot & Isabel V. Sawhill, 2020). Given that growth rate, working from home was the fastest-developing approach to commuting during recent years. If the present culture of telecommuting sticks, the COVID-19 pandemic will have increased this trend massively. So far, surveyed financial officers admitted that they planned to maintain about 20 percent of their labor force working remotely to reduce costs (Katherine Guyot & Isabel V. Sawhill, 2020).

### **HOW COVID-19 HAS PROVEN THE EFFICIENCY AND PRODUCTIVITY OF WORK FROM HOME**

Working from the home environment, more so throughout the current COVID-19 pandemic, has primarily depended on teleworking through applications like Chat App, Screen-Sharing App, Web Conferencing, Cloud-Based Project Management Solution, and Flexible Business Telephone Service. Teleworking refers to the practice or action of working from home daily using the world wide web for surfing content, sending and receiving email, and the telephone to get office work done. Plausibly, teleworking is only successful when there are intense levels of trust between the management and the employees. While the idea initially proved to be very expensive because of setting up internet and fitting-in desks, the long-term benefits have started to show (Afrianty et al., 2021). The set-up costs revolved around purchasing hardware and software that would have made teleworking (teleconferencing) easy. It was also necessary to make sure that employees had broadband in the places where they lived. Other costs that the employer incurred resonated with looking for skilled technicians and paying installation fees and employee-training fees; the installations were internet-based and inspired by a matching Internet Service Provider for both employees and employers. There are specific efficiency and productivity variables that employers have realized after embracing technologies and having workers complete their tasks from home; these are shown in Figure 3 in Appendix C.

#### **Saving Time by Not Commuting**

The typical workday starts at 6:00 or 6:30 a.m., depending on how far an employee commutes to work. Employees wake up at this time, take a shower, shine their shoes, get dressed, eat breakfast, and rush out to catch a bus, train, or drive to work. As such, there is considerable generalized movement from 6:00 to 8:00 a.m. Moreover, after an employee arrives in the office, saying hi to colleagues and figuring out where to start may take up to 30 minutes. These scenarios make everyone's typical workday start at 8:30 a.m. As such, a whole two hours and thirty minutes got wasted on the road for no good reason.

Conversely, working from home has been very efficient because it provides opportunities for limited generalized movement. Instead of having to wake up at 6:00 a.m., employees can sleep in up until 7:45 a.m., skip taking a shower, grab breakfast, and go straight into working. The extra two hours that employees save for sleeping help them wake up feeling refreshed and with a zeal to work. Efficiency and productivity increase because

there are no issues such as traffic snarl-ups and lateness. Save for time spent on traffic, and commuting is also expensive for fuel or bus money. Since working from home wards off the need for staff members to use transport money, considerable motivation comes from saving that amount for other purposes and working extra hard to show employers that teleworking is productive so that they would not have to change their minds.

### **Very Few to Null Sick Days**

While most employees will not admit this to save face or to protect their job positions, they lie to their immediate bosses plenty of times that they are sick just so that they can go about their personal affairs like visiting old friends and running errands that were on the back-burner for too long. The truth is that on occasion, it is hard to get out of bed because of fatigue, burnout, demotivation, and many other related reasons. What's more, staff members may have personal errands to run at home and out of the house. When workers are involved in telework from the comfort of their desks at home, there is no need to lie to their superiors that they are sick just to get the day off and bum around. They simply need to budget their time to complete personal errands and work assignments. For example, on a day that an employee is feeling particularly lazy, he or she may not be willing to wake up very early and therefore opts to call in sick. However, when said employee is working from home, this situation may play out very differently. They will sleep all they want up until 9:00 a.m. or 11:00 a.m., lazily get out of bed, make breakfast, and after that engage in work. The employee did something meaningful, and no matter how limited the efficiency and productivity is, it still beats calling in sick and bumming on the couch all day. It is also critical to mention that when employees work from their homes, they are less likely to get sick from infectious diseases like the common cold and COVID-19. By and large, remote workers are happier and more energized working from the comfort of their home because they stand a slight chance of having their immune system compromised due to burnout. Additionally, the fact that workers are doing their assignments in isolation makes them predisposed to a limited opportunity of COVID-19 infections spreading, as would be the case inside an office setting where everyone is in close proximity.

### **Zero Distractions from Workmates**

Facebook, WhatsApp, and Twitter are not the primary distractions that make people bum around in a typical office environment. Most places of work have restricted their internet access from any social media sites. The immediate distraction often stems from fellow members of staff. "Did you hear that Sally from Finance is getting a baby with a married man?" "Don't you think that our team leaders hire young interns just so that they could date them?" "I heard that Irene from HR increased her salary without following any due process; perhaps she gets that confidence because Isaac (our CEO) is her cousin?" With such conversations in the picture, time becomes wasted in gossip and banter; besides, employees and their managers may bear resentment and even quarrel over personal issues simply because they are spending too much time together. When everyone is working from home, interactions are usually limited to morning zoom meetings to brief what they should do for an entire workday and their long-term objectives. In the home environment, everything is so familiar and humdrum that there is nothing else to do but work; the television, the iPod, and even working out are routine options and do not give employees much choice other than working hard. In addition, the distance created by teleworking discourages employees from engaging in unnecessary gossip.

## No Frustration from Micromanagement

Many bosses believe that the accomplishment of work is successful by doing it their way. For example, if a boss or a head of a department believes that employees should start with Task A, then head on Task B, then Task C, they would never accept any other formula. Bosses with such a mentality believe in Theory X and shun the machinations of theory Y. Theory X is an authoritarian approach to motivation. Its proponents assume that employees have to be followed around and pushed so that they can work. On the other side, proponents of Theory Y believe that employees are competent and are always motivated to work. As previously mentioned, the problem with many work environments is that many bosses are proponents of theory X and prefer breathing down employees' necks whenever they get a slight inkling of deviation from their way.

Employees do not like micromanagement, so they struggle to maintain their status quo to keep their jobs, but their creativity shuts down. Creativity often births efficiency and productivity even over short periods, and therefore the bane of micromanagement will always be limited productivity on the part of employees. The beauty of working from home is that it grants employees the liberty to work at their own pace and approach if they do an exceptional job and meet their targets. COVID-19 and teleworking have made some employers realize productivity and efficiency rates of as much as 13 percent over one quarter (Bloom et al., 2015). For the entirety of the COVID-19 period, teleworking has proven that employees are better off working in environments where they feel free and empowered to make professional decisions independently.



## Saving on Costs

Whenever employees are at home, the management can save on multiple costs, at least over time. The first example is that home working forces employees to buy and use their office equipment; erasers, pencils, notebooks, permanent markers, pens, and staples. Second, there will be no need for staff to make 10.00 o'clock tea or dispense water; therefore, the employer will not have to replace water bottles or buy coffee, cocoa, or sugar, among other necessities. Overall, savings on office area, utility bills, office supplies, and other facilities give management the option of saving on such costs. Other than the management, employees can save on expenses such as transport money, lunch money, and taxes (Perino, 2019). Considering commuting, it is plausible that costs vary by state regarding what employees spend on fuel and transport services. Depending upon the condition, workers in the United States pay between \$2000 to \$5000 per year on transportation (Perino, 2019). Distance often determines the transportation expense. Regarding taxes, it is notable that employees can take advantage of tax relief systems available from revenue and customs for working from their homes.

## Remote-Work Technology Has Gone Mainstream

The widespread adoption and use of remote-working technology, a defining picture of COVID-19, is another relevant factor for increased productivity and efficiency. Such technology had proven to boost work-from-home productivity by 46% during the pandemic, relative to the situation before the pandemic came into the picture (BBC, 2021). This phenomenon is regarding a school of thought developed by Rutgers's Morris A. Davis, University of Wisconsin's Jesse M. Gregory, and University of North Carolina's Andra C. Ghent. While most remote work technologies have been around for some time now, the technologies have become more valuable after being adopted on a wide scale; the above

researchers note. Remote-work technology assures that often-time face-to-face interaction only takes place when it is necessary. In this way, employees do not have time for banter (BBC, 2021). Overall, with teleworking technology in the picture and people working from home, cities do not have to function as business centers.

### **Fewer Needs for Regular Holidays**

Getting dressed and showing up is often the most challenging part of mornings, and working from the home environment helps the workers feel like they are taking a break from hectic office routines even though they are still working. Another way to put it is that whenever employees work from their homes, every day feels like a holiday, and the incentive to get away from work to escape to the home environment is non-existent. Employees also feel more energized and can spend time with their families and thus never seek to take as many leave days as they traditionally would before the pandemic struck (Wilson, 2021). Even though COVID-19 has got many employees working from their homes not asking for leaves as often, employers must see that all staff members take their holidays and don't fall victim to burnout.

### **More Flexibility and Agility**

Working from home comfort has helped both employers and employees realize more flexibility and agility in working arrangements. Workers no longer confined to an office setting may be better positioned and more inclined to do flexible hours in the day or during weekends. What's more, employees become free and motivated because they can work even when they are traveling interstate-e.g., working with their laptops on trains during transit and working while enjoying a holiday location. The advantage of such arrangements is that they help employees and employers to achieve specific unique needs of the business (Sapta et al., 2021). A good example is when a company is trading with customers living in another time zone. Overall, arrangements of working remotely come with flexibility and agility that permits employers to begin and end their day as they deem fit, provided that they complete their tasks on time and that they realize strong outcomes (Stella et al., n.d.). Working from home has proven to be so convenient that some workers are looking to do so permanently. They plan to confirm their productivity and efficiency to employers to work remotely long after COVID-19 ends and people are required to go back to the office. Perhaps the free will on when to work and when to get a break is the ultimate reason why more employees prefer to work in the home setting. Employers are allowing them not only because COVID-19 is in the picture but also because it has proven insanely productive.

### **Reduced Turnover Owing to Home Comforts**

Working from the home environment can be of great help to employee retention. First, employees are often less inclined to quit when they are working from their homes because they can meet the needs of their children, minimize their commute, and even fit their working hours into their personal life. Second, whenever they are permitted to perform work from their home, staff members will also experience increased trust from their bosses, which can significantly contribute to their loyalty (Sapta et al., 2021). Third, reduced turnover comes into the picture for remote work arrangements because workers and bosses are less prone to get involved in a conflict. Note that whenever employees and management cram into a cubicle and office arrangements, they are bound to get into misunderstandings. For example, bosses may get frustrated when they see misdemeanors such as reporting late to



work, eating while in proximity to PC keyboards (this may ruin company hardware due to spills) and taking too many breaks for invalid reasons, dressing that is not in line with company policy, surfing the internet for gossip from social media, and even something as basic as looking demotivated (Perino, 2019). The benefit of reduced turnover is that it helps the company's human resource unit and saves money that the administration would otherwise spend on severance pay for outgoing employees, advertising for open positions, vetting, and training new employees. Hiring employees now and then also wastes considerable time; it takes days and even weeks for orientation to take root and for a new employee to be competent (Sapta et al., 2021). Before a new employee becomes competent, an organization may lose revenue because of disappointed customers and work not delivered in good time.

Overall, the above premises are valid enough to prove that the pandemic has demonstrated to bosses that embracing technologies that working from the home setting can increase efficiency and productivity (Awada et al., 2021). The productivity in question stems from reduced turnover due to comforts from home, greater agility and flexibility, reduced desire for regular holidays, the fact that remote work technology has gone mainstream, savings on costs, zero frustration from micromanagement, zero distractions from workmates, limited to null requests for sick days, and saving time by refraining from commuting for every weekday (Russo et al., 2021).

### **Will This Information Eliminate the Return To Offices?**

#### **A Case against Working from the Home**

With the teleworking technology COVID-19 has inspired, it has become viable (and even advantageous) for workers to do their assignments from home. However, there will always be questions on whether that is genuinely beneficial to the culture of companies, over time, their career advancement strategies, and flow of work, especially the moment normalcy returns post-pandemic. It is common knowledge that the world wide web and an assortment of other technology platforms are making it easier than ever for employees and their bosses to be physically apart but in constant communication-even. However, this reality is bringing about a significant challenge for workers and business managers alike. Individuals in every work environment are finding it mandatory to answer the question: is it better to go to work in the comfort of the home or from the office (Pieper, 2021; Schilirò, 2021). The above decision can seriously impact everything about a company, from workflow to organizational culture, and it is one that more and more workers (and bosses) are experiencing. A 2021 Gallup Poll came to realize that 73 percent of workers in the United States presently work remotely in an individual capacity and are more productive depending on the amount of time spent at home. For example, consuming twenty percent of the 40 hour-minimum expected of them every week yields 20 percent productivity, i.e., 20 percent more output (BBC, 2021).

For the period that the pandemic has been in the picture, multiple studies found it is more advantageous for workers and even managers to do their work from the home environment than their traditional place of work. Unfortunately, no common ground has emerged from the information: a retail bank based in Europe hired Humanyze to analyze its office layout (Kauhik, 2020). The statistics company found that sales teams interacting face-to-face in office settings did better than teams working remotely. Meanwhile, another study by Stanford begs to differ, concluding that working from the home setting culminated into a performance increase of 13 percent, of which nine percent resulted from working longer per shift (very few breaks and sick days) and four percent from more calls every minute (connected to less noise and a more convenient working environment).

Some companies have chosen to depend on both office and remote work. Therefore it is easy for such entities to realize the benefits of both. A healthful work-life equilibrium is essential for workers, and working from their home every once in a while, can be helpful in the maintenance of such a balance (Bloom et al., 2021). The points of view which support working from home are very compelling. Individuals who work from their homes often spend considerable time and money commuting, and the work-from-home arrangement can be beneficial for working parents. In addition to that, some tasks do not need an employee to be within an office physically. Larsen & Toubro, for example, all the staff writers work from home. By utilizing Trello, Slack, and Harvest tools, the company can maintain seamless communication with remote workers, irrespective of their location (Sapta et al., 2021). Even so, there is a strong argument for working from the office a majority of the time. Even with Chief Executive Officer Tom Gimbel (from recruiting company LaSalle in Chicago), it is agreeable that erosion of corporate culture follows whenever workers spread out very far and wide. Figure 4 (Appendix D) demonstrates the frustrations of employees concerning remote work; the report posits that the most common struggles employees encounter when working from home include limited collaboration and communication, loneliness, distractions at home, not being able to unplug, being in another time zone in comparison to teammates, staying motivated, trouble finding reliable Wi-Fi, and taking vacation time.

### **WHY IS OFFICE WORKING STILL RELEVANT?**

For more than a year, COVID-19 has allowed for experimentation between office work and remote work. Most employers have attested to seeing five primary advantages for themselves and workers working from the office (Sapta et al., 2021). The office's direct benefits include networking opportunities, elevated company culture, increased creative content, teamwork, and work-life balance (Sahai et al., 2021). While one may argue that it is possible to achieve the same attributes even when working from the home environment, the levels achievable in office settings are greater.

#### **Remote Work does not Provide Opportunities for Networking**

When an employee is working in an office environment, it is much easier for their managers, customers, and corporate executives to discover their true potential, i.e., their commitment, productivity, and mindfulness will be front and center. Getting social with higher-ups offers employees the chance to demonstrate their skills in leadership and come up with meaningful connections with the best players in their field (Nolan et al., 2021). In-office interaction time comes in handy whenever it is time for managers to make promotions and provide bonuses. In an office environment, managers and operatives affiliated with a particular company can meet with clients frequently, and this way, trust is forged. Trust helps bring forth repeat purchases and opportunities for growth, e.g., referrals that bring forth bigger businesses.

#### **Remote Work Kills the Elevated Culture of Companies**

Whenever spending valuable time with co-employees, the social foundation involved makes it easier for workers to make their ideas known, and more importantly, their dissent. It is harder for a businessperson to realize meaningful relationships with co-workers over the phone, mainly because they cannot read each other's body language (Charbonneau & Doberstein, 2020). An employee may not know whether his or her boss is angry and therefore



may not know that it is the moment to act right. For some individuals, the office can be the primary place for individuals to forge friendships.

### **Remote Work does not Give Room for Additional Creative Content**

Many professional roles need a high amount of open discourse and collaboration. Whenever people are physically present in office settings, the environment fosters spontaneous and quick sharing of ideas (and takes away frustrating miscommunication). Employees within an office setting will naturally realize that they have the same problems, and their mirror neurons will influence them to copy each other concerning problem-solving (Contreras, Baykal & Abid, 2020; Vahdat, 2021). Mirror neurons are a class of nerve cells that regulate their actions both when a person executes a particular motor action and the moment they observe a similar or the same act carried out by another person. The creative content stemming from such off-the-cuff exchange of ideas often sets a brand apart from its competitors. Remote work promotes a lone-wolf mentality where employees look to outdo each other and minimize communication (Linnes, 2020).

### **Remote Work Undermines Teamwork**

When employees are physically working in an office environment, it is easier for any one of them to step in and provide a helping hand to find solutions to issues that their team members are troubled with (and vice versa!). Yet, it is very challenging for an employer or employee to keep tabs on the progress of their teams-or lack thereof-minus the physical proximity which an office affords. It is possible to find out that not having employees in nearby physical proximity culminates in staff development and improving skillsets. What's more, it is not easy to encourage employees to take the chance to understand new skills utilizing online courses and events (Kamal, 2020).

### **Remote Work does not Promote Work-Life Balance**

Even though working from a home environment may sound luxurious, it can bring about more harm than good in an individual's work-life balance. The house should never be a place of stress but rather a solace, family-building, and relaxation. Whenever the line blurs between home and works becoming greyed out, it can be more complicated to do away with the frustration of work-life from 5 p.m. Similarly, the distractions of life that occur daily can become much harder to ignore the moment an individual must confront them all through the day (noisy roommates, crying babies, and one's favorite midday television show) (Iqbal, 2021). Employees involved in remote work may experience possible burnout. While an office offers a clear-cut physical differentiation between office and home work life, working from home can lead to employees forgetting to tell apart homelife and work-life. The primary challenge is workers finding it complicated to know when to turn off work culminating in overtime, rising levels of anxiety, and inescapable fatigue. In-office settings, it is typical for employers to encourage their staff members to take breaks regularly and remind them about the value of taking their leave.

### **Limited Feelings of Isolation and Depression**

Feeling disconnected has never been more apparent the way it has during this COVID-19 period. A study from bloom in April 2021 revealed that many employees working from their homes attest to the importance of physically seeing colleagues. After several

confessions from employees, researchers concluded that workers are affected by the possibility that they may never see their workmates in person ever again (Amankwah-Amoah et al., 2021). Their day to day could revolve around zoom calls or even virtual on-screen avatars, which take the place of people's real faces. Unlike employers who are only concerned with results, many employees think that face-to-face interactions are relevant. They do not believe that all offices in the world could survive with working from home arrangements and be successful; they tend to think that serendipity is vital in all offices. Serendipity occurs when employees run into each other and when they come across each other in the corridors. Admittedly, many of the ways individuals arrive at company decisions happen outside of meetings; they occur in the corridors (Ebekozen & Aigbavboa, 2021).

Eddie Obeng, the pioneer of Pentacle, a virtual school of business, said that he has concerns regarding the feelings of remote workers, saying that without meaningful personal interactions, feelings of loneliness and isolation result. It is an argument furthered by Christy Johnson, who manages an American-based consulting business staffed solely by employees who work from their home environment. She affirms that staying alone in home settings was the most excellent motivator for employees to leave their jobs even before completing one year at a company. In fact, from time to time, she attempts to arrange for yearly in-person meetings to make up for this loss of in-person meetings that could weigh in on employees' morale or take productivity to sub-zero levels (Farooq & Sultana, 2021). Christy also attempts to copy impromptu conversations on Friday afternoons regarding people's engaging schedules during the weekend. The same way individuals would be chatting on a Friday afternoon in a typical office. Many researchers agree that a single day per week in the office is relevant for the cohesion of teams and interactions between workers.

### **Remote Work and Information Security Risk**

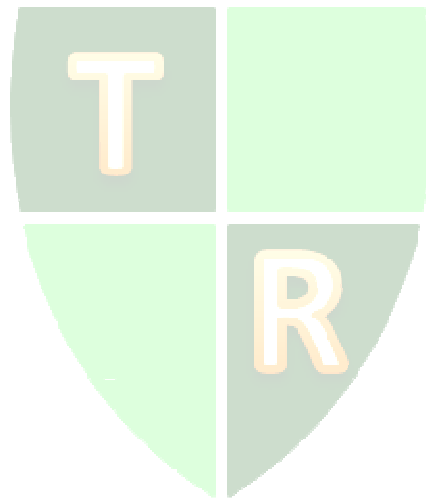
Challenges in information security could mostly manifest whenever employees are involved in remote work. There is an increased risk with work devices used at home, and employees' need to get servers from their houses. Bosses have a burden to see that measures are put in place to secure company information by installing remote-wipe applications and encryption software (Borkovich & Skovira, 2020). Such initiatives come with added costs but are mandatory in securing mobile devices if employees work from their homes. Additionally, setting up virtual private networks at home is inconvenient to help encrypt company information and offer secured access to remote PCs. Such an arrangement is a necessity because it aids in keeping files and data safe, yet access to staff is guaranteed. While the home environment is more vulnerable in terms of information security, there is a significant disadvantage because IT professionals are not on standby to correct mishaps and conduct maintenance (Hu et al., 2021). Figure 4 (Appendix D) shows just how much remote work has challenged information security.

### **CONCLUSION**

Despite COVID-19 showing employers who embraced technologies that working from the home environment can raise productivity and efficiency, such information will never eliminate the return to offices; neither will it require people to permanently work from their home settings. This result is the case because both return to offices and staying at home comes with multiple advantages of their own. Overall, bosses should balance working from the home environment and working out of the office space. Without a doubt, the coronavirus pandemic has provided many bosses, who may not have considered the home environment as an option for employees, a practical idea into how it impacts their trade and workers. It has

made both employers and employees have direct experiences of the merits and demerits of working from their home. Such an experience can be essential in nurturing the future direction of workers' working practices. The pros outweigh the cons because statistically, when workers spend 20 percent of their days working from home, they are bound to expand 20 percent fewer funds in commuting and be 13% more productive. Employees are bound to put in more hours and more innovation to show appreciation for their benefits. Note that they also get the capacity to live far away from urban centers and re-arrange their lives (and) experience some quiet. Therefore, both the office and the home have proven enormously beneficial; if everything is gotten right.

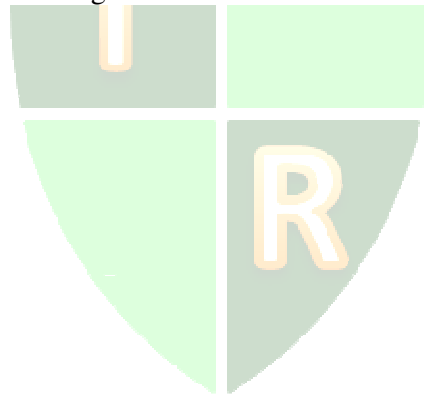
In conclusion, a move towards working from the home environment does not mean workers must work only from the home setting. On the contrary, the most practical approach is dividing work hours between the home and office spaces. However, it may necessitate remote workers to participate in meetings to keep themselves fully engaged and informed.



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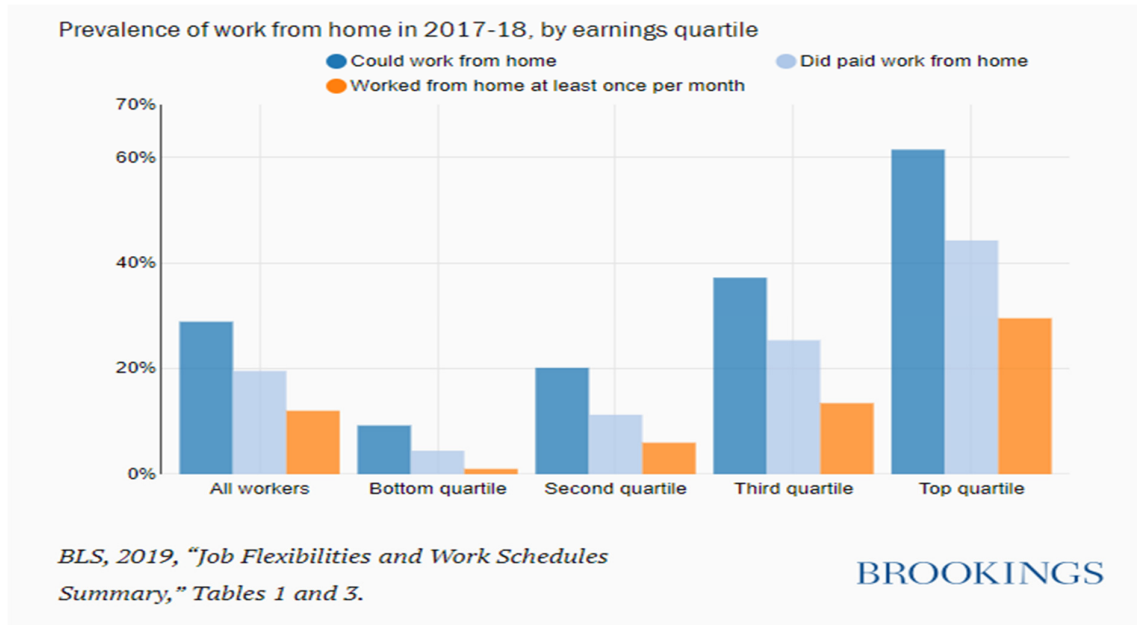
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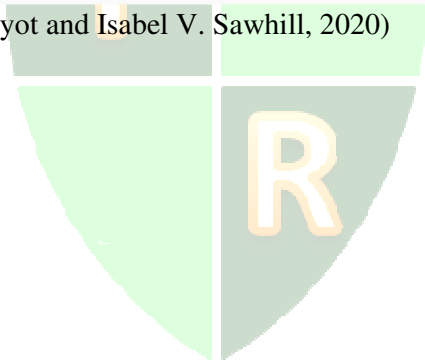
APPENDICES

APPENDIX A

Figure 1



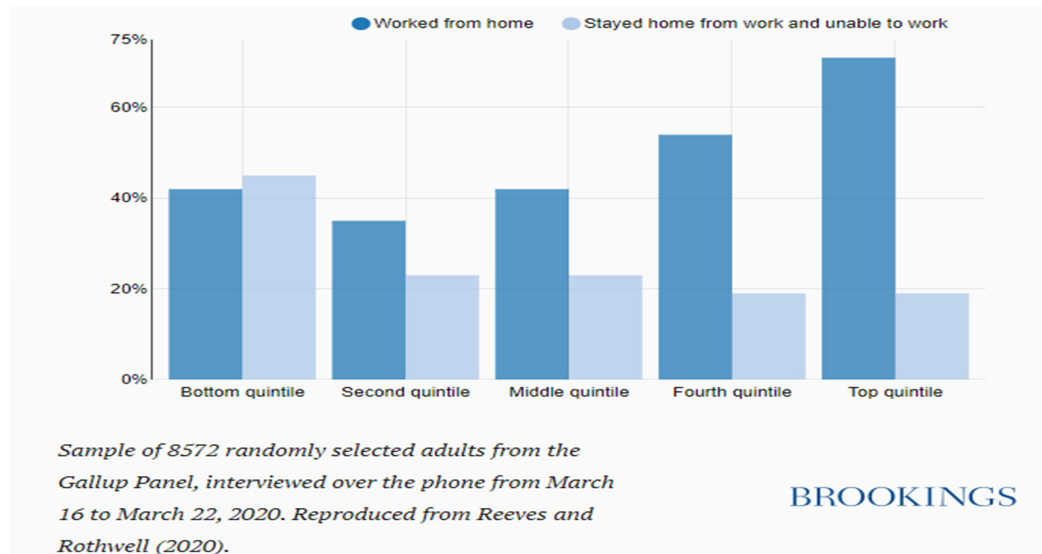
Source: (Katherine Guyot and Isabel V. Sawhill, 2020)



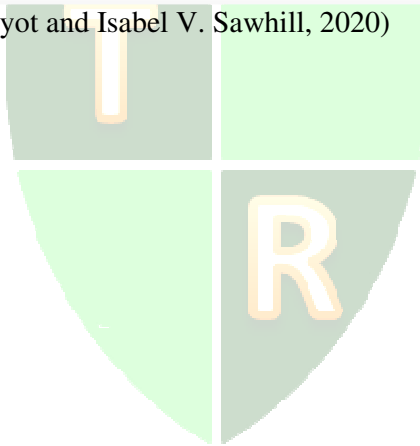


**APPENDIX B**

**Figure 2: Working from Home During the Pandemic, by Income Quintile**



Source: (Katherine Guyot and Isabel V. Sawhill, 2020)



APPENDIX C

Figure 3

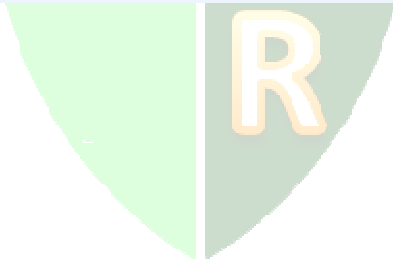


### Top 10 Advantages of Working from Home

1. Flexible schedule
2. Custom environment
3. Cozy clothes
4. It's easier to make calls
5. Knock off weekend to-do's
6. No office distractions
7. Zero commuting
8. Save money
9. Forget crowds and traffic
10. More time with loved ones

ClickTime <https://www.clicktime.com/blog/top-10-advantages-disadvantages-working-from-home/>

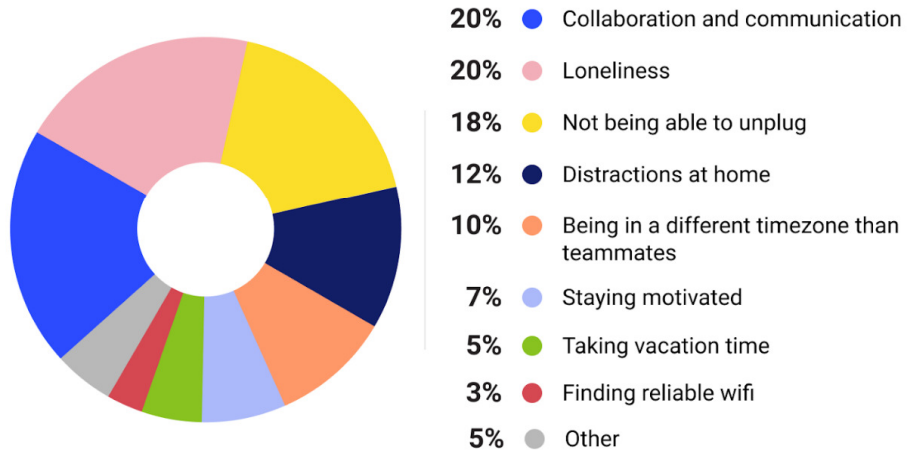
Source: ClickTime



APPENDIX D

Figure 4

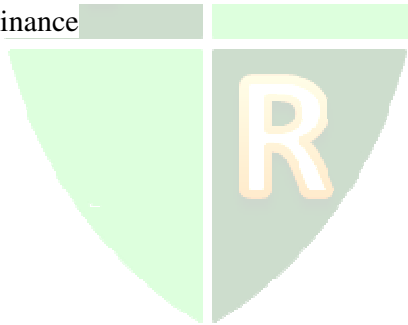
### What's your biggest struggle with working remotely?



State of Remote Report 2020  
[buffer.com/state-of-remote-2020](https://buffer.com/state-of-remote-2020)

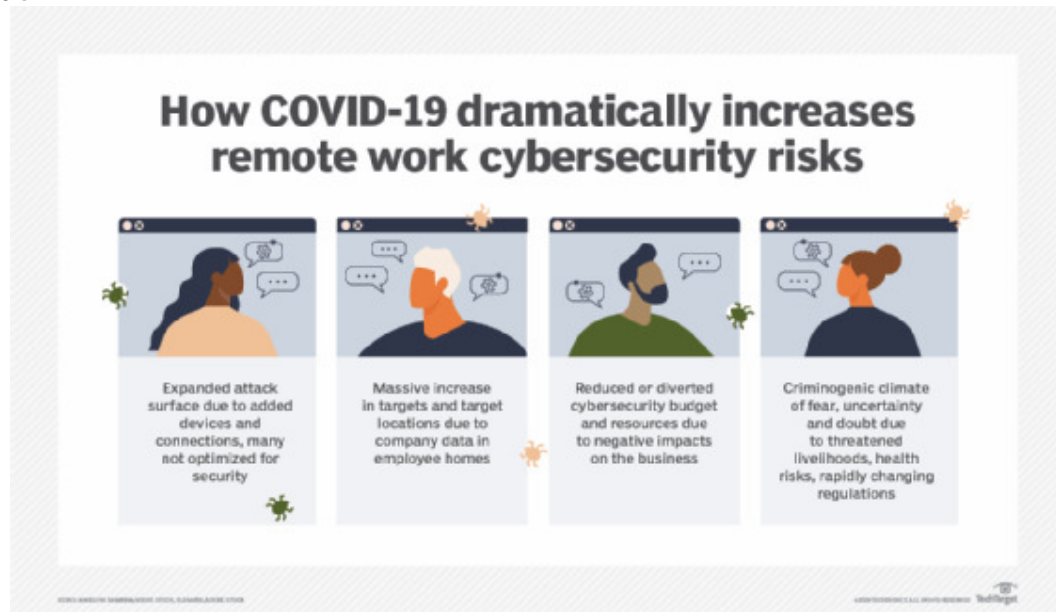


Source: Business and Finance



APPENDIX E

Figure 5



Source: Remote work cybersecurity challenges and how to address them

