

## A STUDY ON IMPACT OF REMOTE WORK ON EMPLOYEE ENGAGEMENT AND PRODUCTIVITY AT TUBE INVESTMENTS OF INDIA LIMITED

Sumiya S<sup>1</sup>, Waseem Fathima A M<sup>2</sup>

<sup>1</sup>Assistant Professor, MEASI Institute of Management  
sumiya.s@measiim.edu.in

<sup>2</sup>Second year MBA, MEASI Institute of Management  
waseem.23m138@measiim.edu.in

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### ABSTRACT

In recent years, companies have placed a greater emphasis on employee productivity and engagement, mainly as remote work has grown more common. This study investigates how Tube Investments of India Limited employees' productivity and engagement are affected by working remotely. Given the growing popularity of remote work, it is critical to comprehend how these changes impact workers' productivity and general engagement with the company. The study looks at how communication styles, work-life balance, technology use, and employee well-being initiatives affect the engagement and productivity of remote workers. The study finds a high correlation between gender and yearly income, a noteworthy relationship between rewards and work-life balance, and notable variances in vigor across the sexes. Simple random sampling was cast-off to select 66 respondents for the study, and inferential statistical techniques were used to analyze the data. It also emphasizes commitment as a significant factor in fostering employees' financial knowledge. The findings imply that although working remotely can boost output, there are drawbacks, like loneliness and trouble establishing work-life balance. The study concludes that firms should implement methods that support open communication, work-life balance, and employee well-being initiatives to improve engagement and productivity in remote work environments.

**Key Words:** Remote work, Vigor, task performance Employee engagement, Productivity.

### 1. INTRODUCTION

Remote employment has revolutionized how companies function and how employees interact. As companies adopt flexible work arrangements, the impact on employee commitment and efficiency has become discussed. Advances in technology and changing work environment standards allow employees to work remotely, blurring workplace boundaries. This change changes where work ends and how employees interact with their jobs, partners, and the company. Representative commitment, measured by work fulfillment, responsibility, and inspiration, changes significantly with distant work. Detachment from the focused working environment contradicts traditional methods for building commitment through close collaboration and shared places. Organizations should explore new ways to maintain and strengthen commitment in a distributed workplace. When employees operate remotely, clear communication, continuous initiative, and excellent professional development opportunities are essential. Positive thought and examination have also examined the impact of remote work on efficiency. Advocates say adaptability and reduced driving time can boost efficiency as workers get greater control over their schedules and workplaces. However, doubters point out home interruptions, unclear work-life limitations, and challenges managing remote groups. Organizations seeking to boost efficiency without sacrificing employee well-being must understand these factors. In this case, firms that want to succeed in the changing workplace must examine the intersection of remote work, employee dedication, and efficiency. By examining remote work plan motivations, challenges, and results, associations can develop mechanisms to maximize its benefits while addressing its inherent complexities. This study will explore how distant employment affects representational dedication and efficiency in modern workplaces.

### 2. REVIEW OF LITERATURE

**Jamal, M.T. et al (2021)** Using the Job Demands-Resources (JD-R) model, researchers evaluated the characteristics that support or impede remote working and their impact on employees' well-being and performance during the COVID-19 pandemic lockdown. A survey of 371 IT workers was conducted, and the stated hypotheses were tested using structural equation modeling (SEM). Results showed that job demands such as responsibility pressure, task dependency, professional isolation, and family interference caused fatigue and stress. In contrast, autonomy, schedule flexibility, and adequate technological support improved work-life balance, job satisfaction, productivity, and overall well-being. The study focuses on reducing stress and improving employee well-being in crises such as the pandemic.

**Pass, S., & Ridgway, M. (2022)** discussed how COVID-19 and "enforced" remote work affect employee engagement intelligently. Due to nationwide lockdowns brought on by the COVID-19 epidemic, many employees were forced to work remotely.

Although first thought to be transitory, remote and hybrid work styles are commonplace in many firms. Businesses must evaluate how the future of work will affect employee engagement and how HRD can help managers and staff develop the skills they need to participate successfully. Three main ideas are presented in this study's analysis of academic and professional literature: provide workers more autonomy to improve engagement and accountability; emphasize flexibility and inclusion; and include workers in conversations about the organization's future.

**Hamdani, S. A. S. (2024)** explored how distant work and AI tools affect Pakistan's digital marketing workforce. The study examines how remote work and AI effect work-life balance, productivity, loneliness, and communication using semi-structured interviews with experts.

Remote work enhances work-life balance and productivity, while chatbots and content automation boost productivity. Technology overuse and critical thinking deterioration were worries. The study helps Pakistani digital marketing organizations evaluate remote labor methods.

### 3. STATEMENT OF THE RESEARCH PROBLEM

The swing to remote work, accelerated by global disruptions such as the COVID-19 pandemic, has transformed traditional workplace dynamics.

This transition poses opportunities and challenges for organizations like Tube Investments of India Limited. While remote work bargains flexibility and cost savings, it raises concerns about maintaining employee engagement and productivity in a virtual environment. Despite the growing relevance of remote work, there is a lack of comprehensive research addressing its specific impact on employee engagement and productivity in the manufacturing sector, particularly for companies like Tube Investments of India Limited. Understanding these subtleties is crucial for developing effective strategies to support employees, sustain high performance, and ensure organizational growth in the evolving workplace landscape.

This study explores the relationship between remote work, employee engagement, and productivity at Tube Investments of India Limited. The research aims to provide actionable insights for managers and policymakers to enhance workforce efficiency and satisfaction by identifying key factors influencing engagement and productivity in a remote work setup.

### 4. OBJECTIVES OF THE STUDY

- To measure the relationship between rewards and employee work life balance among the sample area.
- To assess factors influencing employee engagement in remote work, including communication practices, technology usage, and work-life balance.

### 5. RESEARCH METHODOLOGY

The study uses a descriptive research methodology to investigate the effects of remote work on employee engagement and productivity at Tube Investments of India Limited.

This systematic approach gives insights on remote employees' current levels of engagement and productivity, as well as the factors that influence these outcomes. The design guarantees that the research questions are correctly answered by collecting relevant, correct, and reliable data. The study had a total of 66 respondents.

This sample size was chosen adequate to provide a representative knowledge of the study problem while maintaining resource restrictions and the need for meaningful data. Correlation and regression analysis were utilized to investigate relationships between variables, such as how certain remote work aspects affect engagement and productivity.

### 6. DATA ANALYSIS AND INTERPRETATION

#### ONE-WAY ANOVA TEST

**Null Hypothesis ( $H_0$ ):** There is a no significant difference in vigor between genders at Tube Investments of India Limited.

Particular	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	3.314	1	3.314	4.639	.035
Within Groups	45.717	64	.714		
Total	49.030	65			

From the analysis, it is observed the p-value (0.035) is less than 0.05, we reject the null hypothesis. This means there is appropriate evidence to suggest a significant difference in vigor between genders.

## CORRELATION ANALYSIS

Null Hypothesis ( $H_0$ ): There is a no significant relationship between rewards and work-life balance among employees.

Variables	Pearson Correlation	Sig. (2-tailed)
Rewards & Work-life Balance	0.664**	0.000

From the analysis, it is observed that the p-value is less than 0.05, we discard the null hypothesis ( $H_0$ ), indicating a significant relationship between rewards and work-life balance among employees. The positive correlation of 0.664 further suggests that employees who receive better rewards are likely to report better work-life balance.

## MULTI LINEAR REGRESSION:

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.521	.533		.976	.333
	Organization citizenship Behaviour organization	.164	.085	.207	1.923	.059
	rewards	.165	.170	.140	.973	.335
	work_life	-.150	.145	-.134	-1.038	.304
	coworker_support	.156	.153	.137	1.022	.311
	vigour	.185	.176	.192	1.052	.297
	dedication	.464	.202	.443	2.302	.025
	absorption	-.122	.177	-.120	-.693	.491
	Task performance	.011	.197	.009	.056	.955

The analysis shows that the p-value for dedication is 0.025 ( $p < 0.05$ ), indicating a significant and positive bearing on financial literacy. however, the p-values for organization citizenship behaviour-organization ( $p = 0.059$ ), rewards ( $p = 0.335$ ), work\_life ( $p = 0.304$ ), coworker\_support ( $p = 0.311$ ), vigour ( $p = 0.297$ ), absorption ( $p = 0.491$ ), and task performance ( $p = 0.955$ ) suggest no significant effects. therefore, it is concluded that among the variables analyzed, only dedication significantly and positively impacts employees' financial literacy.

## 7. CONCLUSION

This study explored the relationships between various demographic factors and workplace behaviors, focusing on employees' vigor, rewards, organizational citizenship behavior, and financial literacy. The Key findings revealed significant gender differences in vigor, indicating the need for gender-sensitive organizational strategies to enhance employee engagement. Additionally, a notable impact of family type on rewards suggests that personal circumstances can shape how employees perceive rewards, urging organizations to tailor their systems to diverse needs. The study also found that age significantly influences organizational citizenship behavior, highlighting the need for age-specific initiatives to foster engagement. Strong correlations among workplace factors, such as rewards, work-life balance, and coworker support, suggest a holistic approach could enhance workplace dynamics. Importantly, dedication emerged as a critical driver of financial literacy, emphasizing the value of committed employees in improving financial knowledge and skills. These findings advocate for organizations to develop supportive environments that cater to diverse backgrounds and recognize the unique contributions of different age groups. By focusing on ongoing evaluation and adaptation of policies, organizations can remain responsive to the evolving workforce landscape, ultimately fostering a more inclusive and productive workplace culture. This proactive approach enhances employee performance and satisfaction and contributes to overall well-being, creating a harmonious organizational environment.

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