Measuring Employee Performance in the Age of Remote Work: Key Metrics and Challenges

Wellia Novita[1], Devi Edriani[2]
[1]Universitas Putra Indonesia YPTK Padang
Corresponding Author e-mail : wellianvt1@gmail.com

Abstract: This study examines the impact of the remote work environment on employee performance and key metrics for performance measurement, focusing on the mediating role of challenges in remote work. Using a quantitative approach, data were collected from 60 employees at PT. GIEB Indonesia through structured electronic surveys. The results, analysed through Structural Equation Modeling (SEM) using Smart PLS, indicate that while the remote work environment does not directly influence employee performance, it significantly affects performance indirectly through the challenges employees face. These challenges, such as communication difficulties, technical issues, and work-life balance, were critical in determining employee performance and achieving key performance metrics. The findings suggest that organisations must address these challenges by providing appropriate support and resources to improve remote work effectiveness, enhance employee productivity, and ensure accurate performance evaluation. This study contributes valuable insights into optimising remote work strategies and managing employee performance in a digitally driven work landscape.

Introduction

The transition to remote work has fundamentally transformed the measurement and management of employee performance, prompting organisations to adapt their evaluation frameworks to suit this new environment better (Values et al. 2021). Traditional performance metrics, which often relied on physical presence and observable behaviours, have proven inadequate in assessing productivity in remote settings. Consequently, organisations are developing new key performance indicators (KPIs) that align more closely with remote work dynamics, focusing on outputs rather than activity levels. However, this shift presents several challenges. Effective communication remains a critical concern, as remote work can lead to feelings of isolation and disconnection among team members, which may impact collaboration

and morale (Chatterjee, Chaudhuri, and Vrontis, 2022). Additionally, ensuring productivity remotely requires clear guidelines and regular check-ins, as employees may struggle to focus amidst home distractions. Furthermore, the challenge of managing work-life balance has become increasingly prominent, with many employees experiencing blurred boundaries between their professional and personal lives. This imbalance can lead to burnout, further complicating performance assessments (Haque, 2023). This study explores the emerging key metrics for evaluating employee performance in remote work environments and the associated challenges that organisations face. By understanding these dynamics, organisations can enhance workforce management strategies, optimising employee performance in an increasingly remote and hybrid landscape. Ultimately, this exploration is essential for organisations seeking to navigate the complexities of remote work while ensuring the well-being and productivity of their employees.

Employee performance is defined as the effectiveness with which employees meet their job responsibilities and contribute to organisational goals (Kuswati 2020). High-performing employees consistently achieve tasks, deliver quality work, demonstrate efficiency, and meet or exceed established targets (Popovici and Lavinia 2020). Additionally, performance encompasses innovation, teamwork, and adaptability to change. In remote work settings, assessing employee performance becomes more challenging due to the limited scope for traditional supervision and direct observation (Paais and Pattiruhu 2020). This shift necessitates the development of a comprehensive set of metrics that accurately reflect productivity, engagement, and individual contributions despite the physical distance (Rivaldo and Nabella, 2023). Key performance indicators in this context include communication skills, self-motivation, and the ability to independently manage time and tasks, which have emerged as vital for evaluating performance in a remote environment. Moreover, understanding and developing these performance metrics is essential to sustaining high levels of productivity and employee morale while navigating the complexities of remote work (Leech et al., 2020). By focusing on these critical factors, organisations can create a robust framework for performance evaluation that addresses the challenges of remote work and fosters a culture of accountability and engagement among employees. Ultimately, a well-defined approach to measuring employee performance in remote settings will help organisations maintain their competitive edge and achieve long-term success.

Key metrics for performance measurement are essential criteria and standards used to evaluate an employee's effectiveness and productivity (Shirmohammadi, Au, and Beigi, 2022). These metrics can differ by role and industry, encompassing both quantitative and qualitative measures (Ozimek 2020). Quantitative metrics typically include the number of tasks completed, sales figures, and deadlines met, providing concrete data on performance. In contrast, qualitative metrics assess the quality of work, creativity, problem-solving abilities, and collaborative skills among colleagues (Häkkilä et al. 2020). In the context of remote work, additional metrics, such as virtual attendance, responsiveness, and proficiency in using digital tools, gain importance (Muralidhar, Prasad, and Rao Mangipudi 2020). These metrics enable organisations to evaluate not only the output but also the efficiency and work habits of employees, thus offering a holistic view of performance. By integrating a mix of quantitative

and qualitative metrics, companies can develop a comprehensive understanding of employee performance, which is crucial for identifying areas for improvement and facilitating targeted feedback (Prasad et al. 2020). This multifaceted approach is particularly valuable in remote settings, where traditional oversight is limited, allowing organisations to maintain high productivity levels and employee engagement. Ultimately, the effective use of these performance metrics can lead to enhanced organisational success by aligning employee contributions with broader business goals and fostering a culture of continuous improvement. By leveraging these insights, organisations can navigate the challenges of remote work while optimising their workforce management strategies.

The remote work environment encompasses settings where employees fulfill their job responsibilities outside traditional office spaces, including homes, coworking locations, and other flexible workspaces (Madero Gómez et al. 2020; Gabr et al. 2021). This arrangement offers notable advantages, such as increased flexibility, improved job satisfaction, and better work-life balance. However, it also introduces specific challenges that need to be addressed for optimal productivity. Employees require reliable technology and a dedicated workspace to perform effectively, along with strong time management skills to navigate the absence of an office structure (Chafi, Hultberg, and Yams 2022). Moreover, communication and collaboration can become more complex, necessitating the use of digital tools and platforms to maintain connectivity with team members. Feelings of isolation are common in remote work settings, and the difficulty in separating professional duties from personal life can exacerbate stress (Yao et al. 2021). To cultivate a productive remote work environment, organisations must proactively tackle these challenges by fostering a culture of trust, offering the necessary resources and support, and promoting regular communication and interaction among team members (Al Dakheel et al. 2020). By addressing these factors, companies can create an effective remote work framework that not only enhances employee performance but also contributes to overall organisational success. Ultimately, understanding the dynamics of the remote work environment is crucial for organisations seeking to optimise their workforce management strategies in an increasingly flexible and digital landscape. This comprehensive approach ensures that employees remain engaged, connected, and productive, even when working from disparate locations.

Challenges in remote work present significant barriers to productivity and employee well-being, necessitating careful consideration by organisations (Shah et al. 2023). A primary concern is communication, as remote workers often lack face-to-face interactions, which can lead to misunderstandings and feelings of isolation (Kamble et al. 2020). Additionally, maintaining productivity becomes a struggle due to home distractions and the absence of a structured work environment, making it challenging for employees to focus on their tasks (Kerzner 2022). Work-life balance emerges as another critical issue; without clear boundaries between work and personal life, employees may experience difficulties that can ultimately lead to burnout (Zhou et al. 2020). Technical challenges, such as unreliable internet connections and insufficient equipment, further complicate remote work scenarios, hindering efficiency and effectiveness. Moreover, fostering team cohesion is more complex in a virtual environment, as

the lack of in-person interactions can negatively impact collaboration and morale. To effectively address these challenges, organisations must implement intentional strategies, including the adoption of robust communication tools, setting clear expectations for performance, providing necessary resources, and cultivating a supportive remote work culture (Aguinis and Burgi-Tian 2021). By taking these proactive steps, organisations can enhance their remote work environments, ensuring that employees remain engaged, productive, and connected despite the physical distance. Ultimately, navigating the complexities of remote work requires a comprehensive approach that prioritises communication, support, and resource allocation, enabling organisations to thrive in an increasingly digital landscape while safeguarding employee well-being and performance.

At PT. GIEB Indonesia, employee performance is evaluated based on how effectively individuals meet their job responsibilities and contribute to the company's overarching goals, emphasising productivity, quality of work, and teamwork. Key metrics for performance measurement include the completion of tasks, adherence to deadlines, sales performance, and the quality of project outcomes. In the context of remote work, employees are expected to maintain consistent communication, utilise digital tools proficiently, and manage their tasks independently. However, challenges inherent in remote work at PT. GIEB Indonesia pose significant hurdles, such as ensuring reliable communication among team members, maintaining productivity amid home distractions, managing work-life balance, and addressing technical difficulties like unstable internet connections or inadequate equipment. To overcome these challenges, it is essential for the company to implement robust communication strategies that facilitate effective information exchange and collaboration. Additionally, providing necessary resources, such as access to appropriate technology and training, is crucial for empowering employees to create efficient remote work environments. Supporting employees in establishing effective home office setups can further enhance their productivity and well-being. By proactively addressing these challenges, PT. GIEB Indonesia can foster a remote work culture that not only maintains high performance levels but also promotes employee engagement and satisfaction. This comprehensive approach will enable the company to thrive in an increasingly digital landscape, ensuring that employees remain connected and motivated while contributing to the organisation's success.

At PT. GIEB Indonesia, the transition to remote work has brought forth numerous challenges that impact employee performance. Communication challenges in remote work lead to decreased team collaboration, which has a direct impact on project productivity. This can also increase social isolation, which ultimately harms individual performance. This issue is especially relevant in the era of remote work, where effective digital solutions are in high demand. This shift has resulted in misunderstandings and a diminished sense of cohesion within teams, which can hinder collaborative efforts and overall productivity. Additionally, employees frequently face difficulties in sustaining productivity due to distractions at home and the lack of a structured office environment, making it harder to concentrate on their tasks. Disrupted work-life balance is also a major issue, especially for employees who have to juggle flexible working hours with family responsibilities. Blurred work-life balance in the era of remote work can exacerbate stress, reduce motivation, and lead to burnout, all of which impact employee

performance and well-being. Furthermore, technical issues such as unreliable internet connections and inadequate home office setups contribute to the complexity of remote work, impeding efficiency and effectiveness. These challenges underscore the critical need for PT. GIEB Indonesia to devise comprehensive strategies aimed at supporting their remote workforce. Such strategies should focus on enhancing communication channels, providing necessary resources and training, and fostering a supportive remote work culture that prioritises employee well-being. By addressing these issues proactively, PT. GIEB Indonesia can not only sustain productivity but also promote a healthier work environment, ultimately enabling their employees to thrive in an increasingly digital landscape. This approach will ensure that the organisation remains resilient and capable of adapting to the evolving demands of remote work while safeguarding employee morale and performance.

Based on recent research, several gaps can be identified regarding remote work challenges and performance measurement. First, a study by (Saura, Ribeiro-Soriano, and Zegarra Saldaña 2022) emphasises the need for more nuanced metrics tailored specifically to remote work environments to accurately assess employee performance beyond traditional criteria. Second, research by (Wang et al. 2021)suggests that while communication tools have improved, there is still a lack of comprehensive strategies to mitigate the impact of communication barriers in remote settings, impacting team cohesion and productivity. Lastly, a survey conducted by (Rahmadila 2024) highlights that organisations often struggle with effectively managing remote work challenges such as work-life balance and technical issues, indicating a gap in holistic approaches to supporting remote employees. These studies underline the importance of further exploration into refining performance metrics, enhancing communication strategies, and addressing broader challenges to optimise remote work effectiveness.

This research aims to comprehensively understand and address the complexities surrounding employee performance measurement in the context of remote work at PT. GIEB Indonesia. The study aims to identify effective strategies that can enhance productivity, communication, and overall performance outcomes by examining key metrics and the challenges specific to remote work environments. The research seeks to provide PT. GIEB Indonesia with actionable insights to optimise their remote work policies and practices, ensuring sustained employee engagement, well-being, and organisational effectiveness amidst the evolving dynamics of remote work arrangements.

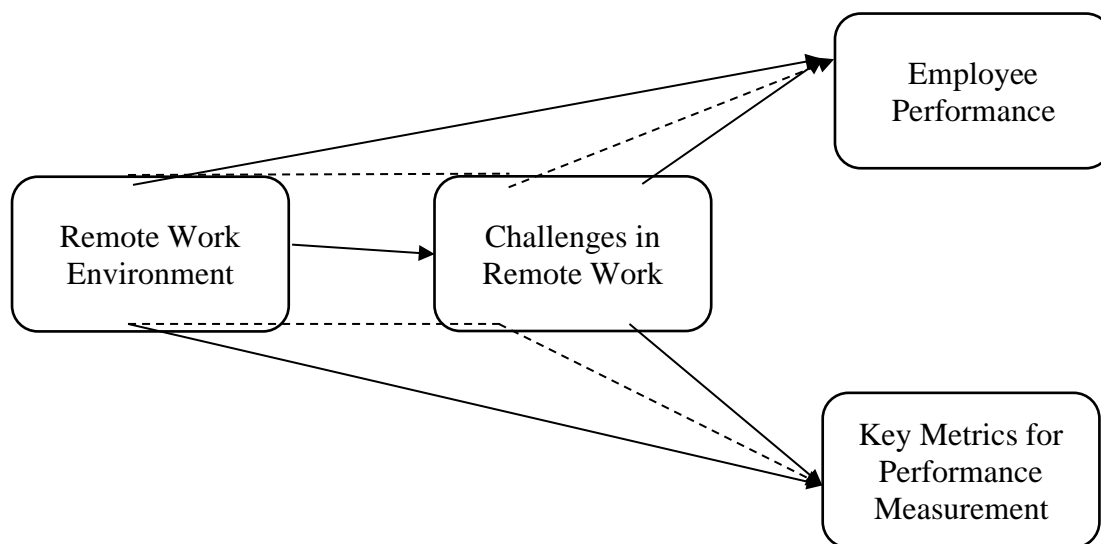The following is the framework for this research:

Figure 1. Framework

Research Methods

The research methodology for this study utilises a random sampling technique to select 60 employees from PT. GIEB Indonesia aims to gather comprehensive quantitative employee performance analysis data in a remote work environment. The study employs a cross-sectional design to collect information on key metrics related to performance measurement, focusing on variables such as productivity, communication effectiveness, and work-life balance. Data collection is conducted electronically through structured surveys, ensuring participants can respond quickly. By employing this systematic approach, the research aims to capture a snapshot of the current state of employee performance amidst the challenges of remote work.

Smart PLS software uses structural Equation Modeling (SEM) to analyse the gathered data. The SEM method with Smart PLS was chosen because it can analyse the relationship between independent variables, such as remote work environment, and mediating variables, namely work challenges, on the dependent variable, employee performance. SEM allows for a more complex and in-depth analysis of the interaction between variables in a dynamic context like this. The study also incorporates Challenges in Remote Work as an intervening variable, allowing for a nuanced understanding of how these challenges impact the relationship between the remote work environment and employee performance. By investigating these dynamics, the research seeks to provide empirical insights that can inform strategies for optimising remote work practices and enhancing overall organisational outcomes at PT. GIEB Indonesia. The findings are expected to contribute to a deeper understanding of the critical factors influencing employee performance in remote settings and offer practical recommendations for organisations navigating the complexities of a dispersed workforce. Ultimately, this methodological framework aims to foster an evidence-based approach to improving employee engagement and productivity in a changing work landscape.

Result and Discussion

In this research, validity and reliability tests were conducted to ensure the accuracy and consistency of the data. The results of these tests indicated that the values were above the acceptable thresholds, confirming that the measurement instruments used were both valid and reliable. With these satisfactory outcomes, the study was able to proceed to the next stage of analysis, ensuring that the data collected could be confidently used to examine the relationships between variables and draw meaningful conclusions.
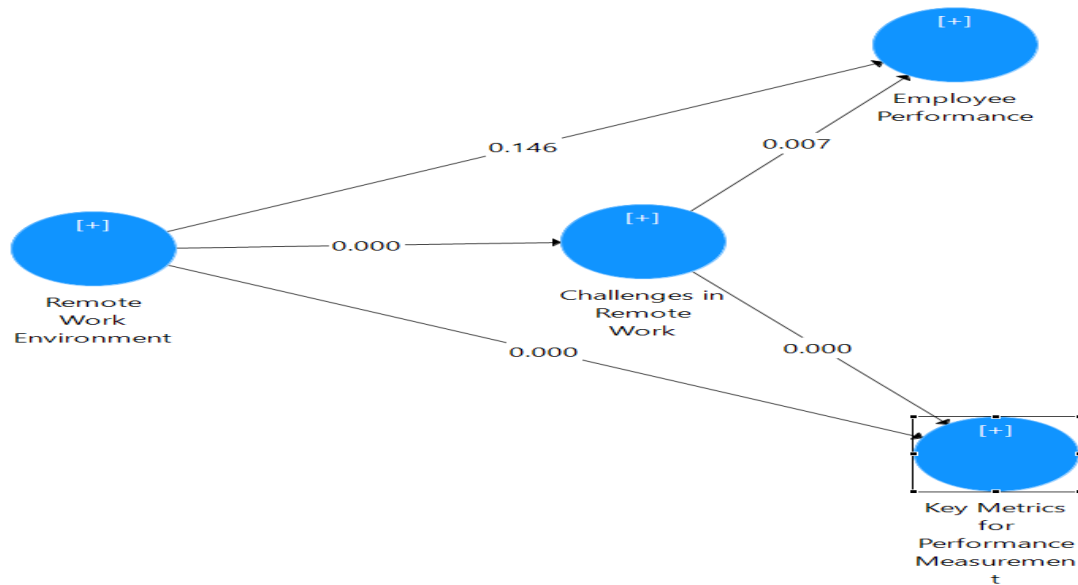

Figure 2. Hypothesis Testing

The next step in the research process involves hypothesis testing, which will be presented in the form of a table. This table will summarise the key findings of the hypothesis tests, including the relationships between the variables (such as the impact of the Remote Work Environment on Employee Performance), the statistical significance of these relationships, and any potential mediating effects of Challenges in Remote Work. The table will include columns for each hypothesis, the original sample, and the p-value, along with an indication of whether each hypothesis is accepted or rejected based on the analysis results. By organising the findings in this way, the table will provide a clear and concise overview of the results, making it easier to interpret the overall impact of the independent, dependent, and intervening variables on employee performance.

Table 1. Direct Effects

Path	Original Sample	P-Values	Decision
Remote Work Environment -> Challenges in Remote Work	0,689	0,000	Significant
Remote Work Environment -> Employee Performance	0,241	0,146	Not Significant
Remote Work Environment -> Key Metrics for Performance Measurement	0,450	0,000	Significant
Challenges in Remote Work -> Employee Performance	0,376	0,007	Significant
Challenges in Remote Work -> Key Metrics for Performance Measurement	0,407	0,000	Significant

The findings presented in Table 1 illustrate the direct effects between the variables in the context of remote work at PT. GIEB Indonesia. The first significant path is between the Remote Work Environment and Challenges in Remote Work, with a path coefficient of 0.689 and a p-value of 0.000, indicating a highly significant relationship. This suggests that the remote work environment has a substantial influence on the challenges employees face when working remotely. These challenges could stem from issues like communication difficulties, lack of proper equipment, or struggles with work-life balance. Previous research by Shah et al. (2023) confirms that remote work environments often give rise to such challenges, particularly when employees are working without the necessary infrastructure or support. The findings emphasise the importance of addressing the remote work environment to mitigate the challenges employees may encounter, which could directly affect their performance and overall well-being.

The second path examines the relationship between the Remote Work Environment and Employee Performance, which, with a path coefficient of 0.241 and a p-value of 0.146, is not statistically significant. This outcome suggests that the remote work environment alone may not directly impact employee performance in a meaningful way. A possible explanation for this finding, supported by the work of Paais and Pattiruhu (2020), is that while the work environment provides the framework for how tasks are conducted, other factors such as individual motivation, self-discipline, and personal circumstances play a more critical role in determining performance outcomes. Thus, even in a well-structured remote environment, employee performance may still vary based on personal attributes, indicating the need for tailored support and interventions that go beyond environmental factors alone.

In contrast, the path from the Remote Work Environment to Key Metrics for Performance Measurement is significant, with a path coefficient of 0.450 and a p-value of 0.000. This suggests that the remote work environment plays an important role in influencing how key performance metrics are measured and achieved. Ozimek (2020) notes that in remote work settings, traditional performance metrics may no longer be applicable, and new indicators such as task completion rates, virtual attendance, and responsiveness must be adopted. The significance of this relationship highlights the need for organisations to reassess and adapt their performance measurement tools to align with remote work dynamics. By improving the work environment, such as ensuring the availability of digital tools and communication platforms, companies can better track employee contributions and align performance metrics with the realities of remote work.

The relationship between Challenges in Remote Work and Employee Performance is also significant, with a path coefficient of 0.376 and a p-value of 0.007. This indicates that challenges faced in remote work have a meaningful negative impact on employee performance. According to Yao et al. (2021) and Wang et al. (2021), challenges such as isolation, lack of clear communication, and difficulty maintaining work-life boundaries can severely impact an employee's ability to perform effectively. The significant effect of this study reinforces the idea that addressing these challenges is crucial to ensuring sustained productivity in a remote setting. Organisations must provide robust support systems, including mental health resources, team-

building activities, and clear communication protocols, to help employees navigate the complexities of remote work and maintain high-performance levels.

Lastly, the path from Challenges in Remote Work to Key Metrics for Performance Measurement is also significant, with a path coefficient of 0.407 and a p-value of 0.000. This suggests that employees' challenges in remote work directly impact how well they meet key performance metrics. Häkkilä et al. (2020) found that technical difficulties, poor time management, and home distractions can undermine an employee's ability to meet productivity targets, deliver quality work, and collaborate effectively. This relationship indicates that organisations must actively work to reduce the challenges associated with remote work to improve performance measurement outcomes. Resources such as ergonomic home office setups, regular feedback, and practical collaboration tools will help employees overcome these hurdles and consistently meet key performance metrics. By addressing the root causes of these challenges, companies can foster an environment where employees are better equipped to succeed, even remotely.

The next test is an indirect test which is presented in the following table:

Table 2. Indirect Effects

Path	Original Sample	P-Values	Decision
Remote Work Environment -> Challenges in Remote Work -> Employee Performance	0,259	0,019	Significant
Remote Work Environment -> Challenges in Remote Work -> Key Metrics for Performance Measurement	0,281	0,002	Significant

The indirect effects presented in Table 2 provide insightful observations regarding how the Remote Work Environment influences both Employee Performance and Key Metrics for Performance Measurement through the mediating variable, Challenges in Remote Work. The first path—Remote Work Environment -> Challenges in Remote Work -> Employee Performance—shows a significant indirect effect with a path coefficient of 0.259 and a p-value of 0.019. This indicates that while the direct relationship between the Remote Work Environment and Employee Performance was not significant (as seen in Table 1), the remote work environment does impact performance indirectly by influencing the challenges employees face. The challenges arising from the remote environment, such as technical difficulties, communication barriers, and the struggle to maintain productivity, act as intermediaries that ultimately affect how employees perform. This finding aligns with research by Chatterjee et al. (2022), which suggests that in remote settings, the challenges employees face can significantly hinder their ability to perform unless properly managed. Addressing these challenges—by providing adequate support, resources, and clear communication—becomes critical for organisations to improve employee performance in remote work settings.

The second indirect path—Remote Work Environment -> Challenges in Remote Work -> Key Metrics for Performance Measurement—also shows a significant effect, with a path coefficient of 0.281 and a p-value of 0.002. This reinforces the idea that challenges in the remote work environment significantly mediate how well employees meet performance metrics, such as task completion rates, collaboration, and the quality of their work. Muralidhar et al. (2020)

emphasised the role of key metrics in evaluating remote work effectiveness, noting that when challenges in remote work are addressed, employees are better positioned to meet their performance goals. This indirect relationship suggests that improving the remote work environment, especially by reducing challenges related to communication and technology, leads to better performance measurement outcomes. By minimising obstacles in the remote work setup, organisations can improve the accuracy and effectiveness of their performance metrics, ultimately enhancing overall employee output. Therefore, understanding and managing the indirect effects of challenges is critical for optimising both employee performance and the metrics used to evaluate it in remote work environments.

Conclusion and Recommendation

In conclusion, this study highlights the remote work environment's significant impact on employee performance and key metrics for performance measurement, mainly through the mediating role of challenges in remote work. While the remote work environment's direct effect on employee performance was insignificant, the indirect effects demonstrate that challenges such as communication barriers, technological difficulties, and work-life balance issues play a critical role in shaping performance outcomes. The study confirms that addressing these challenges is essential for improving key performance metrics.

PT. GIEB Indonesia should immediately improve their digital communication infrastructure by adopting a more efficient collaboration platform. In addition, the company can provide unique training for employees to manage work-life balance better to reduce stress levels and increase productivity. In the long term, PT. GIEB Indonesia needs to adopt a flexible hybrid work policy, allowing employees to work from home while staying connected with the team in the office. If implemented well, this policy can help companies maintain high performance while maintaining employee well-being in the growing era of remote work.

References

Aguinis, Herman, and Jing Burgi-Tian. 2021. "Talent Management Challenges during COVID-19 and beyond: Performance Management to the Rescue." *BRQ Business Research Quarterly* 24(3): 233–40.

Chafi, Maral Babapour, Annemarie Hultberg, and Nina Bozic Yams. 2022. "Post-Pandemic Office Work: Perceived Challenges and Opportunities for a Sustainable Work Environment." *Sustainability (Switzerland)* 14(1): 1–20.

Chatterjee, Sheshadri, Ranjan Chaudhuri, and Demetris Vrontis. 2022. "Does Remote Work Flexibility Enhance Organisation Performance? Moderating Role of Organization Policy and Top Management Support." *Journal of Business Research* 139(October 2021): 1501–12.

Al Dakheel, Joud, Claudio Del Pero, Niccolò Aste, and Fabrizio Leonforte. 2020. "Smart Buildings Features and Key Performance Indicators: A Review." *Sustainable Cities and Society* 61(December 2019): 102328. https://doi.org/10.1016/j.scs.2020.102328.

Gabr, Hala Marawan, Shaimaa Sherif Soliman, Heba Khodary Allam, and Shaimaa Yaihya Abdel Raouf. 2021. "Effects of Remote Virtual Work Environment during COVID-19 Pandemic on Technostress among Menoufia University Staff, Egypt: A Cross-Sectional

Study." *Environmental Science and Pollution Research* 28(38): 53746–53.

Häkkilä, Jonna, Mari Karhu, Matilda Kalving, and Ashley Colley. 2020. "Practical Family Challenges of Remote Schooling during COVID-19 Pandemic in Finland." *ACM International Conference Proceeding Series*.

Haque, Saw. Mu. Shamoel. 2023. "The Impact of Remote Work on Hr Practices: Navigating Challenges, Embracing Opportunities." *European Journal of Human Resource Management Studies* 7(1): 56–84.

Kamble, Sachin S., Angappa Gunasekaran, Abhijeet Ghadge, and Rakesh Raut. 2020. "A Performance Measurement System for Industry 4.0 Enabled Smart Manufacturing System in SMMEs- A Review and Empirical Investigation." *International Journal of Production Economics* 229(August 2019).

Kerzner, Harold. 2022. "Project Management Metrics, KPIs, and Dashboards: A Guide to Measuring and Monitoring Project Performance, Fourth Edition." *Project Management Metrics, KPIs, and Dashboards: A Guide to Measuring and Monitoring Project Performance, Fourth Edition*: 1–434.

Kuswati, Yeti. 2020. "The Effect of Motivation on Employee Performance." *Budapest International Research and Critics Institute-Journal (BIRCI-Journal)*: 995–1002.

Leech, Nancy L, Sophie Gullett, Miriam Howland Cummings, and Carolyn Haug. 2020. "Challenges of Remote Teaching for K-12 Teachers During COVID-19." *Journal of Educational Leadership in Action* 7(1).

Madero Gómez, Sergio, Oscar Eliud Ortiz Mendoza, Jacobo Ramírez, and Miguel R. Olivas-Luján. 2020. "Stress and Myths Related to the COVID-19 Pandemic's Effects on Remote Work." *Management Research* 18(4): 401–20.

Muralidhar, Budumuru, KDV Prasad, and Mruthyanjaya Rao Mangipudi. 2020. "Article ID: IJARET_11_06_025 Analysis with Reference to International Agricultural Research Institute." *International Journal of Advanced Research in Engineering and Technology (IJARET)* 11(6): 281–97.

Ozimek, Adam. 2020. "The Future of Remote Work , According to Startups." *Visual Capitalist*: 1–9. https://www.visualcapitalist.com/the-future-of-remote-work-according-to-startups/.

Paais, Maartje, and Jozef R. Pattiruhu. 2020. "Effect of Motivation, Leadership, and Organizational Culture on Satisfaction and Employee Performance." *Journal of Asian Finance, Economics and Business* 7(8): 577–88.

Popovici, Veronica, and Alina Lavinia Lavinia. 2020. "Remote Work Revolution: Current Opportunities and Challenges for Organisations." *Ovidius University Annals: Economic Sciences Series* XX(1): 468–72. https://d1wqtxts1xzle7.cloudfront.net/100575511/35-libre.pdf?1680446462=&response-content-disposition=inline%3B+filename%3DRemote_Work_Revolution_Current_Opportuni.pdf&Expires=1710314352&Signature=SdjGIlkU~0T40Et~RkbEX8WOgdddx9m70o7YmqeXY5x8epLC7-E525IOD5.

Prasad, K. D.V., Mruthyanjaya Rao Mangipudi, Rajesh W. Vaidya, and Budumuru Muralidhar. 2020. "Organisational Climate, Opportunities, Challenges and Psychological Well-being of the Remote Working Employees during Covid-19 Pandemic: A General Linear Model Approach with Reference to Information Technology Industry in Hyderabad."

International Journal of Advanced Research in Engineering and Technology 11(4): 372–89.

Rahmadila, Mutiara. 2024. "The Influence Of Leadership On Employee Performance." *Journal of Law, Social Science and Humanities* 316(2001): 4–24.

Rivaldo, Yandra, and Septa Diana Nabella. 2023. "Employee Performance: Education, Training, Experience and Work Discipline." *Quality - Access to Success* 24(193): 182–88.

Saura, Jose Ramon, Domingo Ribeiro-Soriano, and Pablo Zegarra Saldaña. 2022. "Exploring the Challenges of Remote Work on Twitter Users' Sentiments: From Digital Technology Development to a Post-Pandemic Era." *Journal of Business Research* 142(January): 242–54.

Shah, Harsh Mukeshkumar et al. 2023. "Mining and Fusing Productivity Metrics with Code Quality Information at Scale." *Proceedings - 2023 IEEE International Conference on Software Maintenance and Evolution, ICSME 2023*: 563–67.

Shirmohammadi, Melika, Wee Chan Au, and Mina Beigi. 2022. "Remote Work and Work-Life Balance: Lessons Learned from the Covid-19 Pandemic and Suggestions for HRD Practitioners." *Human Resource Development International* 25(2): 163–81. https://doi.org/10.1080/13678868.2022.2047380.

Values, Cultural, A S A Strategic, Step To, and Improve Employee. 2021. "Earning Cultural Values As A Strategic Step To." *Scientific Journal Of Reflection: Economic, Accounting, Management and Business* 4(1): 221–30.

Wang, Bin, Yukun Liu, Jing Qian, and Sharon K. Parker. 2021. 70 Applied Psychology *Achieving Effective Remote Working During the COVID-19 Pandemic: A Work Design Perspective*.

Yao, Yanxin et al. 2021. "Assessment Methods and Performance Metrics for Redox Flow Batteries." *Nature Energy* 6(6): 582–88. http://dx.doi.org/10.1038/s41560-020-00772-8.

Zhou, ing et al. 2020. "Journal of Applied Psychology." *In Search Of Research Excellence: Exemplars in Entrepreneurship*: 182–91.