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Karieson University

Department of Human Resource Management

Project Title

The Impact of Remote Work on Employee
Productivity and Work-Life Balance: A Human
Resource Perspective

Submitted in Partial Fulfillment of the
Requirements for the Award of
[Degree/Diploma/Certificate] in HR

BY:

StudentName: _____

Registration Number: _____

Institution: _____

Department: _____

Supervisor: _____

Date: _____

DECLARATION

I declare that this project titled The Impact of Remote Work on Employees is my original work and has not been submitted to any other university or institution for the award of a degree, diploma, or any other academic qualification.

All sources of information used in this project have been duly acknowledged and referenced. Any assistance received in the preparation of this project has been fully disclosed.

I further declare that this work was carried out under the supervision of [Supervisor's Name], in partial fulfillment of the requirements for the award of [Degree / Course Name] at [University Name].

Student Name: _____

Registration Number: _____

Signature: _____

Date: _____

DEDICATION

This project is dedicated to my parents and family members whose love, guidance, and continuous support made the successful completion of this work possible. I am deeply grateful for their encouragement throughout my studies.

ACKNOWLEDGEMENT

I would like to express my sincere gratitude to all those who contributed to the successful completion of this research project. First and foremost, I am deeply grateful to my supervisor for the guidance, constructive feedback, and continuous support provided throughout the research process. Their academic insight and encouragement played a vital role in shaping this study.

I also acknowledge the lecturers and staff of the institution for equipping me with the necessary knowledge and research skills that made this study possible. Special appreciation goes to the respondents who willingly participated in the study and provided valuable information essential to the achievement of the research objectives.

I extend my heartfelt appreciation to my family and friends for their unwavering moral support, encouragement, and understanding during the period of this study. Finally, I acknowledge all individuals who contributed directly or indirectly to this research but are not mentioned by name. Your support is sincerely appreciated.

ABSTRACT

The rapid adoption of remote work has transformed traditional workplace structures, particularly influencing employee productivity and work-life balance. This study examined the effects of remote work on employee productivity and work-life balance, with a specific focus on the role of Human Resource (HR) management in facilitating effective remote work practices.

The study adopted a descriptive research design. Data were collected using questionnaires and relevant secondary sources, and analyzed using appropriate qualitative and quantitative techniques. The theoretical framework of the study was guided by Herzberg's Two-Factor Theory and the Work-Life Balance Theory. The findings revealed that remote work has a significant influence on employee productivity by offering flexibility, reducing commuting time, and enhancing job satisfaction. However, challenges such as work overload, isolation, and blurred work-life boundaries were also identified. The study further established that effective HR strategies, including clear communication policies, performance management systems, and employee support programs, play a critical role in enhancing the success of remote work arrangements.

The study concludes that while remote work can improve productivity and work-life balance, its effectiveness largely depends on proper HR management and organizational support. The study recommends that organizations develop clear remote work policies, invest in employee well-being initiatives, and strengthen HR practices to maximize the benefits of remote work.