The Role of digital and remote team in project management

TABLE OF CONTENT:

1. INTRODICTION: …………………………………………………………….….......… 04
   1. EFFECT OF DIGITAL TEAM IN DEVELOPMENT PROJECTS………….……..04
   2. EFFECT OF REMOTE TEAM IN DEVELOPMENT PROJECTS ……………….05
2. REMOTE TEAM IN PROJECT MANAGEMENT…: …………………….…...………07
3. RESEARCH: …………………...…………………………………………….………....08
4. REFERENCES: ……………………..………………………………………….………11

INTRODUCTION:

Our world is evolving at a quicker rate than ever recorded previously. And Pakistan, with over 64 million internet users and 62 million mobile data subscribers, is no exception. Pakistanis are now anticipating improved digital services from their government as a result of their increased digital literacy. Prior to then, the Punjab government faced several obstacles in delivering public services. This had a negative influence on the province's socioeconomic outcomes the health sector's performance was harmed by vaccinators' absence, resulting in a low vaccination rate in Punjab (49 percent in 2014).

**EFFECTIVE OF DIGITAL WORK IN DEVELOPMENT PROJECTS:**

The role of digital project manager is to guarantee the entirety of the fundamental expectations for a task are finished and given throughout on schedule and on financial plan. All the more as of late, project directors have become liable for ensuring the venture likewise lines up with business objectives.

1. **Smart management to improve staff performance:**

The PPMRP(Punjab Public Management Reform Program) created intelligent management solutions to assist some government agencies in improving their staff performance and overall user experience. For example, smartphone applications and central dashboards aided in the tracking and analysis of hundreds of field employees in the health, agriculture, and education sectors on a regular basis. When combined with user input, this data aided in identifying underperforming regions and implementing corrective actions.

1. **Digital Tax collection:**

Additionally, the PPMRP promoted technological solutions that would improve revenue collection, therefore extending the tax base and increasing transparency. For example, in all 36 districts of Punjab, previous manual cadasters of urban properties have been digitised and geo-mapped, adding more than 1 million additional properties to the tax base. This technology assisted in the generation of digital tax bills, as well as the provision of an online tax calculator and property title verification system. Additionally, citizens now have access to full information about their transactions and the dates on which their payments are due\

1. **Work Ethics and Culture:**

When technology is brought into the government ecosystem, whether as software or digital infrastructure, the major issue is the ensuing cultural transformation fight. The resistance to technology is not primarily motivated by technophobia; rather, it is motivated by the threat to the status quo. Technology strives to increase openness, visibility, and responsibility for all stakeholders, which is frequently met with resistance from most of them. As a result, this social transformation requires the careful management of an expert in organizational behavior or cultural change.

1. **Secure and Reliable Digital Access:**

Finally, access to a secure, quicker, and more dependable communication network is a significant problem, particularly in small cities, isolated locations, farms, and along roads and motorways. This is crucial for any significant digitization initiative in Pakistan to succeed. Unless and until Pakistan achieves equal digital access, we will never have complete, accurate, and timely information on on-the-ground situations, which is important for top-down decision-making.

1. **Frequently Leadership changes**

The top leadership function of the department is essential. They must guide the entire digital transformation process to a logical end; otherwise, time and effort will be wasted. When top management changes, projects that do not generate significant returns during a single term tend to fade out and become lost in limbo. As a result, fear ensues, as do unreasonable demands from the delivery crew and unwarranted hurry. This is where expectations must be controlled quite carefully.

1. **Context driven Digital Payments Gateway:**

While a context-driven digital payments gateway is a critical building element for digitally capturing and documenting all economic activities, commerce, and trade, it is critical to identify and comprehend the context of each payment. In an ideal world, all penalties, fees, and taxes would be processed electronically, eliminating the need for cash handling. Once created and fully operational, this will provide a much-needed method for assessing the performance of the government's tax policy whether it resulted in an increase or decrease in actual revenue.

1. **Enrolment in Private sector:**

This approach must not exclude domestic players who can contribute to Pakistan's digital and technology ecosystem's growth by providing financial opportunities to start-ups and small and medium-sized enterprises (SMEs) and enabling the success of government-led initiatives such as Additionally, entrepreneurs, investors, and other businesses should priorities ethical and sustainable business practices in order to earn the trust of both the government and their customers.

1. **CPEC plan for Pakistan:**

CPEC (China Pakistan Economy Corridor) is concentrating its efforts not just on increasing connection through appropriate infrastructure, but also on strengthening the digital sector to ensure the initiative's success. For example, one of the CPEC projects is the installation of 820 kilometers of fiber-optic cable, which will connect a greater number of Pakistanis to the digital world.

According to the WEF report, Pakistan's government is ensuring that the investments benefit its people through increasing transparency surrounding the CPEC transactions.

**EFFECTIVE OF REMOTE WORK IN DEVELOPMENT PROJECTS:**

1. **Cost effective:**

Remote work is a cost-effective option for both employers and individuals. The cost of office space and other financial expenditures (such as utilities, system installation, and so on) are removed, while employees save money on commuting.

1. **Cyber Security:**

Teleworkers confront specific cybersecurity dangers, particularly if they use personal equipment that may lack adequate security measures to prevent attacks. Organizations must continue to educate employees about security and accelerate the use of multifactor authentication across all services.

1. **Better work life Balance:**

Multitasking is the essence of project management. It might be daunting to remain on top of all tasks in such a high-pressure workplace. When you are not required to travel, you may devote all of your attention to the task assigned to you. The time saved by avoiding a lengthy journey can be spent on project work. Additionally, you may stay updated about the progress of assignments through individual work updates.

1. **Productivity:**

When employees work from home, there is an obvious danger of decreased productivity. Without frequent monitoring, some team members may not make the most use of their time.

1. **Building and maintaining trust:**

When it comes to remote work, trust issues are frequently encountered, especially with new team members. Likewise, clients will be more worried when tasks are completed remotely.

1. **Flexible:**

Remote project management encourages adaptability, enabling you to respond to and adapt to any unforeseen changes or problems. While the in-house staff has a defined schedule for coming and leaving the workplace, remote work enables individuals to control their own workflows. The project management process is adaptable to changing timetables.

Amazon is the most powerful corporation in 2020, having accumulated a massive amount of reputation over the last decade. The reason for their meteoric rise is their unwavering commitment to client service and happiness. Amazon.com has had a significant impact on how people purchase. It has had a rippling effect on the global macroeconomy, affecting employment, inflation, and investment. Amazon's addition of Pakistan to its list implies that this platform would facilitate massive trading in Pakistan. Additionally, individuals will have the option of sending items from all over the world. However, the concern here is how this would affect Pakistan's economy. The following are some of Armónico’s economic impacts on Pakistan. Remote employment can obstruct communication between workers, their supervisors, and human resources personnel, making it more difficult for employees to report wrongdoing. Reduce reporting obstacles by establishing a tightly monitored chat room or virtual reporting system via which employees may readily communicate with supervisors or human resources.

Amazon offers virtual (or "remote") employment available in some sectors for eligible persons. Therefore, whether you live in a region without an Amazon physical store or just want to check if there are any virtual jobs available in your area, you've come to the correct spot.

RESEARCH:

FROM GOOGLE(ARTICLE)

Prior to the pandemic, the first two techniques offered critical evidence for evaluating and designing remote working policies. For instance, a critical conclusion of those research is that managers should apply this strategy to the right individuals and positions. However, remote work was no longer a choice during the pandemic rather, the COVID-19 epidemic compelled individuals to work from home regardless of their preferences, talents, or job requirements. In other words, remote working has become a new normal or a new environment during the epidemic, emphasizing the necessity of the third method. The benefit of this third approach is that it views remote work as a context/setting (Bailey, 2002) and emphasizes the link between virtual work features and work experiences. Due to the COVID-19 outbreak, employees were compelled to work from home. Certain experts even predict that the epidemic will permanently relocate some occupations (Greer, 2020) Thus, it is also feasible and vital to investigate how to maximize the benefits of remote working. The third method, which emphasizes the importance of virtual work characteristics and their related consequences, can give useful evidence for managers seeking to increase employee productivity and well-being through suitable remote work redesign.

**SOCIAL INTEGRATION OUTREACH PROGRAM:**

An increasing number of businesses, including Amazon, Capital One, Google, Microsoft, Salesforce, and Siemens, have extended their remote work policies (at least partially) or permanently beyond 2021. On July 29, Zillow, an online real estate marketplace, was added to that list. Chief People Officer Dan Spaulding stated that about 90% of the 5,400-strong employees would have the opportunity to work from home permanently on an ongoing basis. That is a major change from the company's position on remote employment before to the epidemic.

## REFERENCES

*Covid-19 has underlined the digital divide in Pakistani higher education*. Times Higher Education (THE). (2021). Retrieved 26 September 2021, from https://www.timeshighereducation.com/opinion/covid-19-has-underlined-digital-divide-pakistani-higher-education.

paul, C. (2021). *Pakistan: Technology boosts education reform in remote areas | Global Partnership for Education*. Globalpartnership.org. Retrieved 26 September 2021, from https://www.globalpartnership.org/results/stories-of-change/pakistan-technology-boosts-education-reform-remote-areas.

Stone, G. (2020). Digital Natives – The Journey Begins: Digital Technologies Action Research. *Science Journal Of Education*, *8*(1), 1. https://doi.org/10.11648/j.sjedu.20200801.11

*The 8 Challenges in Pakistan’s Digital Transformation Journey • The Lakshmi Mittal and Family South Asia Institute*. The Lakshmi Mittal and Family South Asia Institute. (2021). Retrieved 26 September 2021, from https://mittalsouthasiainstitute.harvard.edu/2020/09/8-challenges-pakistans-digital-transformation-journey/.

Vicary, J. (2020). Online worldwide seminar on logic and semantics https://www.cs.bham.ac.uk/~vicaryjo/owls. *ACM SIGLOG News*, *7*(3), 45-46. https://doi.org/10.1145/3436980.3436986

Zahra-Malik, M. (2021). *The coronavirus effect on Pakistan’s digital divide*. Bbc.com. Retrieved 26 September 2021, from https://www.bbc.com/worklife/article/20200713-the-coronavirus-effect-on-pakistans-digital-divide.

Greeh, S., 2021. *COVID-19 Health Advisory Platform by Ministry of National Health Services Regulations and Coordination*. [online] Covid.gov.pk. Available at: <https://covid.gov.pk/> [Accessed 26 September 2021].

Hicks, M., 2019. Why the urgency of digital transformation is hurting the digital workplace. *Strategic HR Review*, [online] 18(1), pp.34-35. Available at: <https://www.reworked.co/digital-workplace/year-one-ac-how-the-digital-workplace-is-evolving-post-coronavirus/>.

Muzafarovich, H., 2021. https://usajournalshub.com/index.php/tajpslc/article/view/2166/2058. *The American Journal of Political Science Law and Criminology*, [online] 03(02), pp.83-86. Available at: <https://www.sciencedirect.com/science/article/pii/S1029313221000452>.

nohu, B., 2021. *EPI-WIN, World Health Organization's epidemic information network*. [online] Who.int. Available at: <https://www.who.int/teams/risk-communication/employers-and-workers> [Accessed 26 September 2021].

Polopolus, L., Olexa, M., Roka, F. and Fountain, C., 1969. 2003 Handbook of Employment Regulations Affecting Florida Farm Employers and Workers: Occupational Safety and Health Act (OSHA) Hazard Communication Standard [Federal]. *EDIS*, [online] 2003(11). Available at: <https://www.who.int/teams/risk-communication/employers-and-workers>.