

Data Analysis

Here is the Thematic Analysis of the qualitative data:

Initial Codes:

"no commute time": Assigned to statements mentioning the elimination of commuting and its impact.

"flexible schedule": Used for mentions of adjusting work hours to personal productivity rhythms.

"distractions at home": Coded for any mention of home-based distractions impacting work.

"digital tools dependency": For mentions of increased reliance on digital communication and management tools.

"company support": When participants discussed how company policies or tools supported their remote work.

"work-life balance": For discussions about the balance between personal life and work demands.

"professional isolation": When respondents talked about feelings of isolation due to remote work.

Themes

1. Adjustments to Daily Routine and Time Management

Patterns: All respondents noted shifts in their daily routines, with changes primarily around the start and end of their workday. The lack of a commute was frequently mentioned as a positive change, allowing earlier starts and more flexible schedules.

Supporting Quote: A mid-level engineer mentioned, "Now, I start my day by checking emails and Slack messages during what would have been my commute time".

2. Productivity Assessment and Influencing Factors

Patterns: Factors that positively influenced productivity included flexible scheduling and reduced commute times. Conversely, distractions at home and the lack of in-person interactions were seen as detrimental.

Supporting Quote: One respondent highlighted, "Distractions at home, such as chores or family needs, interrupt my deep work sessions."

3. Company Support for Remote Work

Patterns: Company support was vital in creating a smooth transition to remote work. This support ranged from providing necessary technological tools to implementing flexible work policies and maintaining regular virtual check-ins.

Supporting Quote: A senior engineer stated, "The company's robust support system for remote work...has significantly facilitated the transition and maintained high levels of productivity."

4. Impact on Job Satisfaction and Work-Life Balance

Emergent Patterns: Enhanced flexibility was often linked with improved job satisfaction and work-life balance.

Supporting Quote: "This support has allowed me to structure my workday around peak productivity times and manage personal commitments more effectively."