

### **Related to RQ1: Impact of Remote Work on Hours Worked and Tasks Completed**

Question 1: "Can you describe how your daily work routine has changed since shifting to remote work?"

Question 2: "What differences have you noticed in the way you manage your workload in a remote setting compared to in-office work?"

### **Related to RQ2: Perceived Productivity of Software Engineers**

Question 3: "How do you assess your productivity when working remotely, and what factors do you believe influence this perception?"

Question 4: "In your experience, what are the key factors that have improved or hindered your productivity while working remotely?"

### **Related to RQ3: Influence of Job Satisfaction, Company Support, and Challenges on Productivity**

Question 5: "Can you talk about how your company's support for remote work has affected your work life and productivity?"

Question 6: "What challenges have you faced while working remotely, and how have you addressed them?"

## **Response 1: Mid-Level Software Engineer, Atlassian**

Question 1:

Answer: Previously, the commute structured my day with a clear start and end. Now, I start my day by checking emails and Slack messages during what would have been my commute time, allowing me to dive into coding or meetings earlier. The lack of a physical boundary between home and work means my days sometimes extend longer than they would onsite, as I tend to wrap up tasks in the evening that weren't completed during the day.

Question 2:

Answer: In a remote setting, I've had to become more proactive in managing my workload. I use more detailed scheduling and project management software to keep track of deadlines and priorities, which was less critical in an office setting where unprepared meetings and desk-side chats could quickly resolve issues.

Question 3:

Answer: I assess my productivity by the number of tasks I complete and the quality of work I deliver. Key indicators include meeting project milestones, code quality, and feedback from peers and managers. I think, overall, working remotely has definitely not decreased my productivity, but more so remained the same.

Question 4:

Answer: I think improved factors include the no commute time, which allows for more rest and a flexible schedule to work during my peak hours. However, distractions at home, such as chores or family needs, interrupt my deep work sessions.

Question 5:

Answer: The company's support for remote work has greatly benefited my work life balance and overall job satisfaction. This support has allowed me to structure my workday around peak productivity times and manage personal commitments more effectively. Regular virtual check-ins have also helped maintain a sense of connection and support with the team.

Question 6:

Answer: The main challenges has been managing distractions at home. Some of these are family, food, and tv. To address these, I've established a dedicated workspace and set boundaries with family during work hours. I would say this has eliminated 90% of distractions.

## **Response 2: Graduate Software Engineer, MongoDB**

Question 1:

Answer: Since starting my career fully remote, I've had to establish a work routine from scratch. My day typically begins with a quick virtual stand-up meeting with the team, which helps set the tone and priorities for the day. I schedule deep work blocks in the morning when I'm most focused. This structure helps me manage tasks effectively despite not having the in-office environment.

Question 2:

Answer: Given that my entire experience has been remote, I've relied heavily on digital tools from the start. The lack of physical interaction requires me to be more explicit in my communications and more proactive in seeking feedback to ensure I am aligned with the team's expectations and project requirements.

Question 3:

Answer: Factors that influence my productivity include the clarity of task requirements, the effectiveness of my communication with teammates, and my ability to stay motivated and disciplined in a home environment. I would say my productivity is optimal, as I am completing my tasks and have no backlogs.

Question 4:

Answer: The key factors that have improved my productivity include the flexibility to work in a personalized space and the lack of a commute, which saves time and energy. However, the feeling of isolation and no of in-person mentoring can sometimes reduce my productivity and professional growth.

Question 5:

Answer: The company has been very supportive of remote work, providing necessary tools and flexible work policies that help me manage my schedule effectively. This supportive environment has absolutely impacted my productivity by making resources readily available and encouraging a healthy work-life balance.

Question 6:

Answer: The main challenges are like building a professional network and gaining practical experience. I do aim to seek mentorship through online professional networks, participate in virtual tech communities, and attend webinars and workshops to improve this.

### **Response 3: Senior Software Engineer, Atlassian**

Question 1:

Answer: Remote work has altered my daily routine quite a bit. I now start my day earlier to overlap with colleagues in different time zones, spending my mornings on synchronous tasks like live meetings and collaborative work. The afternoons are reserved for deep-focus tasks and follow-ups on earlier discussions.

Question 2:

Answer: The most significant difference in managing my workload remotely is the need for rigorous scheduling and advanced planning due to the time zone disparities with team members. Communication has to be more structured, with a clear agenda for each interaction to maximize the effectiveness of our limited time.

Question 3:

Answer: I assess my productivity based on the successful execution of projects, team performance, and the ability to meet key milestones on time. The major factors influencing my productivity are effective time management, the quality of digital communication tools, and my ability to motivate and lead my team remotely. I would say my productivity has remained relatively stable, if not increased, since working remote.

Question 4:

Answer: Improved factors include the flexibility of working hours and the reduced stress from commuting, which have allowed me to allocate more time to strategic planning and personal development. Challenges include managing cross-cultural communication nuances and time zone differences.

Question 5:

Answer: The company's robust support system for remote work, including access to premium communication and collaboration tools, has significantly facilitated the transition and maintained high levels of productivity. Overall, the support is there, and it has definitely improved my productivity over my career.

Question 6:

Answer: The primary challenges have been maintaining team cohesion and ensuring effective communication across diverse cultures and time zones. To address these, I've implemented regular team check-ins and one-on-one virtual meetings to stay connected. We also use asynchronous communication methods effectively, allowing for flexible responses that accommodate different working hours.