

A Systematic Study of Remote Work model in Human Resource Management

Ashim

NIMS University, Rajasthan, Jaipur

ashim.aanandsingh@gmail.com

ABSTRACT

Study Of Research on Remote work model in HRM, here are some essential review and management about how company take place remote work model in every organizations and in Corporation legal entity company for production raising and employee. Specially COVID-19 there are major issues and focusing on remote work in different specializations and department for financing, online marketing, meetings, etc are held on remote Methods. This research papers conduct specially on how remote work run in all different specialization run on the basis of situation and control the work in hrm. Now, people and employees are aware of production and adoption of remote work, they can easily work in anywhere and anytime for office work from WFH. Remote work also bring some new technologies and understanding of knowledge of social media platform in which they run their Programme like, Company use some online platform to promote some ads and meetings on Google meets, Microsoft teams, Zooms etc. Remote Work analyzes the social and digital awareness among employees and better quality work and maintain stress free work health from distance working. Remote work not only short-term (Temporary) for company or in marketing fields but now it take place long-term (Permanent). Employees also satisfied his/her jobs and newly employee which are interested for remote work specially in online marketing fields and human resources like, recruiting, job interview etc. Most of the IT company give free remote work for few days or months for employee for their suitable work.

Keywords: Social Media, Human resources, Work From Home, IT Company, COVID-19, Online Marketing.

INTRODUCTION

This chapter or research about remote work model in HRM. The remote work now accepted by whole organizations and global world. It nearly cover all different work of organization like human resources, online marketing, financing, etc . The purpose of remote work is not only for Company benefit and management issues but it also for employees satisfactions and they can easily focus on work related to his/her jobs models.

When remote work take place newly in market and IT organizations company they don't know how to manage and work on it, they specially called trainer for this and make employees learned or trained for few days on how they proceed their work from home. It analyze the how employee work in office with going through stress and work load in same time, the management decided to let them freely work in remote method from their home for employee. The remote work is not old traditional or new techniques for company but they can't major focus on work from home but after COVID-19 they truly need this type of techniques work. Now, most the highly IT active company run this type of online programme for running productions and benefits for businessman and org. Remote

work also bring some happiness for employees for spending time with family members and enjoying their culture while working from home, it means raising better performance and profit for org.

- There are some few issues examine and analyze the remote work methods by experts opinion, literature etc.
 1. Some employee facing too much new marketing technology of social media in remote work while working on it.
 2. Lack of Network and issues interruption in online meetings and far from network where they lived in areas, region etc.
 3. Risk for hacking and data/information leaked during online work for office work.
 4. Organization identify all unwanted error & fraud work and clear those particular problems in who are working WFH.

Methodology of the study

While study and research on remote work model in hrm I found some data analysis like primary data and secondary data of human resources management in IT company.

- Methods of collections:
So, there are two types of data analysis
 1. Primary data
 2. Secondary data

- **Primary Data**

Primary data is analysis of first hand copy of data and it is fresh and current exact information about any research . It is essential data because it have unique data and accuracy.

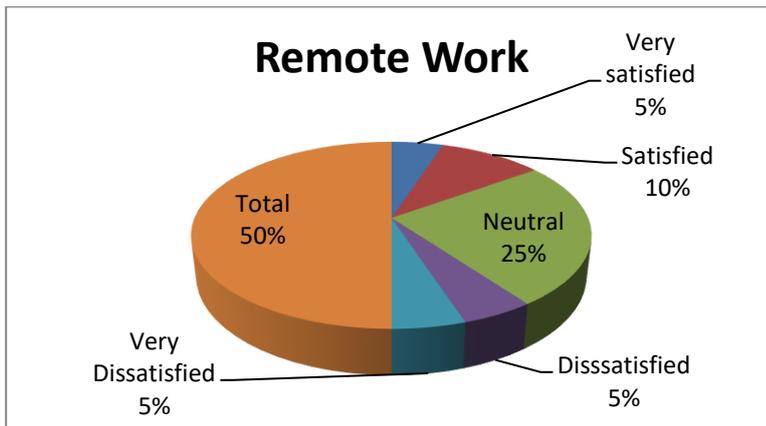
- **Secondary Data**

Secondary data is means to it have already data and we researcher work on it. It is available in literature form and official existing records.

Example: published books, mazagine form, newsletter etc.

DATA ANALYSIS AND INTERPRETATION

Particular	Response	Percent of response
Very satisfied	10	10%
Satisfied	20	20%
Neutral	50	50%
Dissatisfied	10	10%
Very satisfied	10	10%
Total	100	100%



Inference:

- 10% of employees very satisfied in remote work in org.
- 20% of employees satisfies to their work
- 50% of employee are agree in neutral in remote work
- 10% of employees not agreed to their work
- 10% of employees very satisfied in work

Interpretation

From the above data it can be seen that most of the 50% employees are neutral work neither agree nor disagree in their work for org and others are very less in 10%, 20% are left employees think that they work from office not remote work according to their response.

REVIEW OF LITERATURE

- **Shamoel Haque August 2023 Have global impact on remote work in Human Resources Management**, remote work for organizations and emphasizes the importance of HR professionals in optimizing remote work environments. It suggests that by embracing remote work, organizations can become more resilient and attract top talent. The paragraph also stresses the need for HR leaders to adopt technology and develop new skills to effectively manage remote teams and overcome challenges associated with remote work arrangements.
- **Maria Botsivali April 2024, Review About The big future of Remote work in Human Resources Management**, he rapid adoption of remote work due to the COVID-19 pandemic, highlighting its importance for business continuity and employee safety. It acknowledges that while telecommuting became necessary, it wasn't always seamlessly integrated into business strategies. Despite its popularity among employees, there's a lack of extensive scientific research on its long-term effects. The paragraph also mentions the gap in widespread adoption of remote work frameworks within businesses, prompting a study to explore this aspect from the perspective of HR executives through a descriptive literature review.
- **Melika Shirmohammadi Feb 2022, literature review on Work life balance and Remote Work Manage by employees in org**, impact of the COVID-19 pandemic on remote work and work-life balance, highlighting challenges such as sudden transitions, caregiving responsibilities, technology adaptation, and health

concerns. It emphasizes the need for inclusive research and reimagining organizational solutions to address remote employees' needs. The paragraph also proposes questions about the perception of remote work and lessons learned from the pandemic-induced remote work shift. It outlines an integrative literature review approach to gain insights into person-environment fit regarding remote work, aiming to offer practical suggestions for HRD practitioners in supporting remote workers from diverse backgrounds.

OBJECTIVE OF THE RESEARCH

- The objective of study of remote work model in HRM to help deeply research of how remote run in every specialization of employee department.
- Employee can work easily from anywhere and anytime in different locations and we get to know well how properly human resource held work from home.
- More benefits and comfortable while working rather than in office work.
- To understand the behavior of employee motivation and happiness behind remote work

SCOPE OF THE RESEARCH

The Scope of the study of remote work in HRM to raise of many chances and opportunity for employee for improving skills and upgrades his work techniques for jobs and face challenges tasks.

1. Full-Time Work

In remote work, full time is likely to more occur in organization for employee and it is the best part for employee to cover his work in work from home and learn something new.

2. Social media online platform

Now-a-days social media platform is most mandatory in remote work many different IT and HRM are focus on online platform for raising his ads, events, programme, meetings, recruitment, hiring etc for future reference.

3. Work performance

It is very essential for employees to perform his work day to day performance in remote work and self evaluation.

4. Management and employee Engagement

During this study and research, I learned that involvement and engagement of both employees and management together in work for productivity and profit, benefits for organizations. This means team work and participation of all employees and employers etc.

5. Regular communication

Regular communication refers to daily virtual meeting and delivering messages time to time. In this study, the scope of remote work is mainly focus on daily basis communication and conducting meetings and discussion related to topic.

FINDINGS

1. Recently we have research about remote work in hrm, I have found some data analysis that most of the employees are less in remote work like 10%,20% means 50% are not in favor of remote work.
2. This data show that analysis of remote work for employees are very difficulty and for some its agree to work this methods.
3. Almost 50% are in favor and 50% are not in favor for remote work, it is called maintaining balance of remote work life in human resources management org.
4. Health conscious in remote work model very carefully for employee to manage his work conditions.
5. Employees manage their work life balance according to their suitable comfort zone where he work from home or work from office.

LIMITATION OF RESEARCH

1. There is some limitation of this research paper in remote work model is lack of network and unavailability of internet issues those particular area etc
2. Lack of health issues in continuation of working in front of desktop or laptop system.
3. In remote work model feeling alone for individual employee where he work from, it means he have only for work not fun and family environment.
4. Raise of issues new innovation of technology in remote model for employee because he must have face issues and challenges in work.

CONCLUSION

1. In this research study analysis about remote work beneficiary for employees for workload and stress and he can increase productivity.
2. The conclusion of remote work is new way raise of technology in all different specialization for org, this is benefit for specially for social media platform, online running sites, server apps etc.
3. It has many advantage and profit for productivity for company and in online marketing for online selling & buying of materials.
4. Social isolation and flexibility must be in remote work for working hours and cost saving is more benefit for org and company for raising productivity.
5. Spending time with family with remote working duration of office work is not possible happens.

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