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**HONOR PLEDGE** \_\_\_\_\_\_\_Emily Blank\_\_\_\_\_\_\_

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I pledge to support the Honor System of Old Dominion University. I will refrain from any form of academic dishonesty or deception, such as cheating or plagiarism. I am aware that as a member of the academic community it is my responsibility to turn in all suspected violations of the Honor Code. I will report to a hearing if summoned.

**The Future of Remote Work Post Pandemic**

Ever since the COVID-19 pandemic, most workplaces were forced to adapt to it by utilizing remote work. While some organizations may have returned to a traditional office environment, many others are recognizing the benefits of remote work for both employers and employees. This research paper explores the potential future trajectory of remote work policies and examining how these policies might evolve to accommodate the impending workforce. This includes analyzing the long-term implications of this shift, as well as considering how remote work might reshape workplace culture, and its effect on communication strategies. By examining the data, one aims to highlight the potential opportunities and challenges associated with the future of remote work in a post pandemic world.

In a scholarly article titled, Consequences of COVID-19 on Employees in Remote Working: Challenges, Risks and Opportunities An Evidence-Based Literature Review, goes on to discuss how the COVID-19 pandemic caused a major shift in work organizations, with many companies implementing remote work (De Vincenzi et al. 2022). In this research it analyzes 67 studies published between 2020 and 2022 to look and see how individual and organizational factors, along with the remote work, influenced employees. The authors found that both individual and organizational factors influenced these outcomes (De Vincenzi et al. 2022). Employee satisfaction with remote work conditions, digital literacy, and self-discipline were positively linked to productivity, while concerns about the virus, work-home interference, and lack of clear work policies were negatively linked (De Vincenzi et al. 2022).

It appears that a strong leadership, clear communication, and access to proper resources at home were all found to be important for employee well-being. Social isolation, longer working hours, and difficulty disconnecting from work were all detrimental to well-being (De Vincenzi et al. 2022). Interestingly enough, some demographic factors like gender and age also seemed to have played a role, with women and younger employees experiencing more negative effects. Examples of successful interventions include online mental health resources, team-building activities, and peer support networks. The study acknowledges challenges in adapting these practices to different organizational contexts but emphasizes the potential benefits for employee well-being and future research opportunities (De Vincenzi et al. 2022).

In a different scholarly article labeled, Paradigm shifts caused by the COVID-19 pandemic, it provides more research and explores the explosion of remote work now known as teleworking during COVID-19. They go on to analyze the surge in telework across numerous industries and how employees navigated through this new work environment including how organizations managed their remote work arrangements (Howe et al. 2021). While many hope for a return to normalcy, the pandemic's lasting effects will likely create a "new normal" for businesses and employees (Howe et al. 2021). This article explores potential long-term effects on job security, finances, remote work, worker well-being, and career attitudes, offering practical guidance for businesses to adapt to this evolving landscape (Howe et al. 2021).

“Many industries, like travel and hospitality, are struggling to adapt to new consumer behaviors. Businesses need to ask themselves difficult questions about their financial viability and staffing needs in this "new normal" (Howe et al. 2021). For employees, the pandemic has blurred the lines between work and personal life. Though some are finding a new work-life balance through remote work, others face challenges managing childcare and home schooling while working (Howe et al. 2021). Organizations can help by providing support systems and clear communication channels for remote workers.

The pandemic has also shaken career confidence, with many workers rethinking their fields entirely (Howe et al. 2021). This may lead to a surge in skill development and a competitive advantage for jobs that can be done remotely. Businesses will need to adapt their recruiting and onboarding practices to this evolving landscape (Howe et al. 2021). Due to this, the COVID-19 pandemic has caused numerous paradigm shifts for businesses, affecting everything from job security to employee well-being (Howe et al. 2021). To navigate this evolving landscape, organizations can invest in employee skill development, which not only increases employee retention and productivity but also positions the organization for long-term success by proactively adapting to these new realities.

In other research provided by Society for Human Resource Management (SHRM), goes on to discuss the growing trend of remote work and explores its benefits for both employers and employees. Many companies are adopting hybrid models where some staff work remotely while others still come into the office (SHRM, 2023). While challenges like isolation and burnout happen, the article determines that remote work is likely to be permanent (SHRM, 2023). They share a study that was conducted in February 2023 revealing that nearly half of all workers are actively seeking remote work opportunities (SHRM, 2023).

As highlighted in the article, hybrid models are emerging but with such a high number of employees seeking fully remote options, companies will likely need to adapt further (SHRM, 2023). This could potentially lead to more permanent and structured remote work programs. The continued rise of hybrid models can also be a point of exploration, examining how policies might be crafted to ensure a successful balance between remote and in-office work. (SHRM, 2023).

The American College of Sports Medicine also researched this, noting that the COVID-19 pandemic has significantly impacted businesses, disrupting not only health and safety but also work arrangements and employee well-being (The American College of Sports Medicine, 2022). Businesses need to adapt to a "new normal" that includes remote work options, a focus on mental health, and redesigned jobs that offer more control and flexibility (The American College of Sports Medicine, 2022). In rebuilding, businesses should go beyond simply repairing the damage. They have an opportunity to create a healthier, more equitable future by prioritizing worker health, environmental sustainability, and shared value creation alongside economic success (The American College of Sports Medicine, 2022). This will require collaboration between businesses, public health organizations, and workers themselves. By working together, businesses can not only recover from the pandemic but emerge stronger and more resilient (The American College of Sports Medicine, 2022).

Lastly, Forbes came out with an article stating that despite some headlines suggesting that a return to office work is approaching, the data is showing that remote work is more than likely here to stay (Tsipursky, 2023). It goes on to say that job seeking interest in remote positions are at an all-time high and that unemployment rates make it difficult for companies to find potential employees if they require in-office work (Tsipursky 2023). While some other articles may suggest a return to traditional office work, the data is starting to paint a different picture. It shows that remote work is more than likely here to stay, driven by both employee demand and the challenges companies face in attracting talent in a competitive job market (Tsipursky 2023).

This emphasis on employee demand connects directly to how remote work policies might evolve in the future. As companies compete for talent in a tight job market, they'll likely be forced to adapt and potentially enhance their remote work offerings (Tsipursky 2023). This data point about employee preference contributes to my thesis, allowing me to explore how these dynamics might influence the long-term physical workplaces, company culture, and overall work structures. (Tsipursky 2023).

The COVID-19 pandemic has fundamentally reshaped the way we work. Remote work, once a novelty, has become a mainstay for many employees, with research suggesting a strong preference for it to continue. This shift necessitates adaptation from businesses. To remain competitive and attract top talent, organizations will likely need to solidify and potentially enhance remote work offerings. This evolution in work styles will undoubtedly impact company culture, physical workplaces, and overall work structures. Further research is needed to explore how best to navigate this "new normal" and establish a successful balance between remote and in-office work, while ensuring employee well-being and maximizing productivity.

**References**

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