

COMPARATIVE ANALYSIS OF REMOTE WORK AND TRADITIONAL OFFICE SETTING ON EMPLOYEES JOB SATISFACTION

ABSTRACT

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The transition between remote work and traditional office settings is a key focus in understanding employee job satisfaction. Remote work offers flexibility and an improved work-life balance, while traditional office environments provide structure and direct supervision. This study examined how these differing work arrangements affect task completion, work quality, time management, collaboration effectiveness, work-life balance, and job stress levels among employees. This study employed a quantitative descriptive design, surveying 30 employees of a private company divided into remote workers and office-based staff. A structured questionnaire measured key job satisfaction indicators across both groups. Collected data were analyzed using percentage calculations, weighted means, and Pearson's r correlation to identify significant relationships between work setting and satisfaction metrics. Remote workers reported higher job satisfaction, driven by scheduling flexibility, absence of commuting stress, and greater autonomy over work tasks. They demonstrated stronger time management skills and experienced lower stress levels compared to office-based employees. Office-based staff indicated more effective collaboration and clearer communication but reported higher levels of job-related stress and poorer work-life balance. The findings highlighted that remote work and traditional office settings each offer distinct benefits and challenges. Remote work boosted autonomy and reduced stress but sometimes led to social isolation and communication gaps. Conversely, office environments supported teamwork and immediate feedback but often undermined work-life balance. These results suggested that organizations should adopt flexible work policies, invest in digital collaboration tools, and implement mental well-being initiatives to optimize job satisfaction in both settings.

RECOMMENDED CITATION

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