

**REMOTE WORKING AND EMPLOYEES' WELL-
BEING AMONG ACADEMIC STAFF OF BELLS
UNIVERSITY OF TECHNOLOGY, OGUN STATE,
NIGERIA**

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A blurred photograph of a group of seven business professionals, four men and three women, standing in a line and holding hands. They are dressed in professional attire, including suits and blouses. The image is out of focus, emphasizing a sense of unity and teamwork.

INTRODUCTION

- The outbreak of the Covid-19 pandemic in so many parts of the world brought about so many changes including the changing nature of the work system from the traditional work design to working remotely especially from the Nigerian scenario.
- This created a slight shift in the business world especially from the so many challenges associated with the traditional work setting; which has resulted in the difficulty encountered by many firms coping with the exigencies of modern dynamic business world.



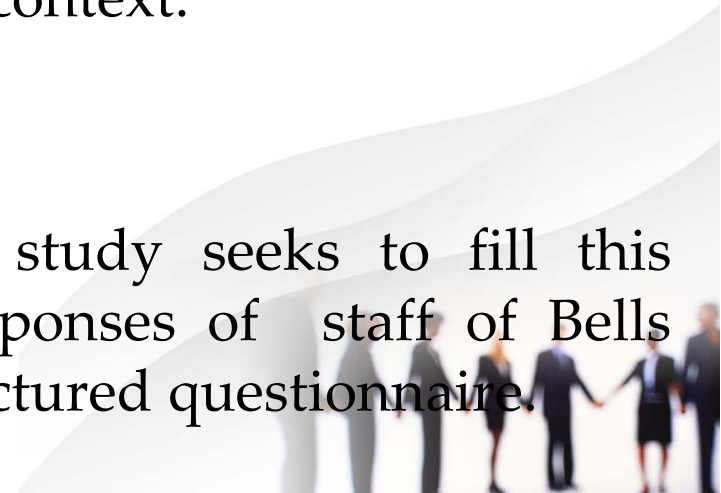
INTRODUCTION CONT'D

- In spite of the advantages of remote working, some studies have revealed its adverse effect on some employees (Davis and Green, 2020; Burke, 2020).
- Some previous studies attributed mental stress of most employees to remote working in countries like Finland, the Netherlands, Ireland and France, which are under European Union (OECD, 2018).
- Consequently, this shift towards a remote culture of work, which has extended beyond the COVID-19 pandemic has had its own impacts on the well-being of employees.



STATEMENT OF RESEARCH PROBLEM

- Remote working confer huge benefits on organisations and individuals in terms of reducing costs, increasing productivity and fostering higher work concentration (Ingusci, Signore, Cortese & Ciavolino, 2022).
- However, remote working is quite strange within African work settings (Matli, 2020); and scholars in the field of Human Resource Management are yet to fully ascertain the precise ways it relates to employees' well being within the African context.
- Therefore, this present cross sectional study seeks to fill this knowledge lacunae by utilizing the responses of staff of Bells University of Technology with a well structured questionnaire.



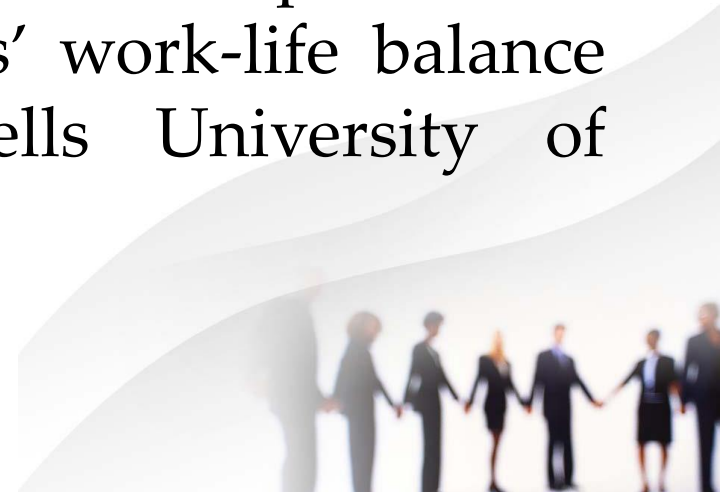
OBJECTIVES OF THE STUDY

- The broad objective is to examine the effect of remote working on employees' well-being among academic staff of Bells University of Technology, Ogun state, Nigeria.
- While the specific objective is to investigate the relationship between remote working and employee work-life balance among academic staff of Bells University of Technology, Ogun state, Nigeria.



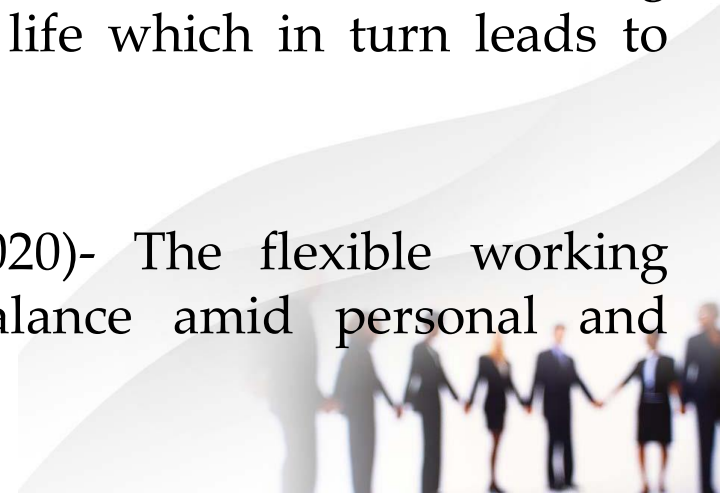
RESEARCH HYPOTHESES

- **H₀₁** - Remote working has no significant effect on employees' well-being among academic staff of Bells University of Technology, Ogun state, Nigeria.
- **H₀₂**- There is no significant relationship between remote working and employees' work-life balance among academic staff of Bells University of Technology, Ogun state, Nigeria.



CONCEPTUAL CLARIFICATION

- **Remote working:** Employees' ability to work from a different location from their workplace and its a strategy arising from their desire to manage and maintain contacts with both work and family (Lord, 2020).
- Olanipekun *et al.*, (2021) - A sudden new work development strategy created by the pandemic to ensure flexibility in the organization.
- **Employees' Well-being:** Henn, Hill and Jorgensen (2016)- A process of attaining a balance from both challenging and rewarding life events.
- Ryff (2015)- A form of relating positively with and having mastery of the environment, having a good understanding of other individuals, having autonomies, and establishing a purpose in life which in turn leads to personal growth and development.
- **Worklife balance:** Mensah and Adjei (2020)- The flexible working schedules that allow people create a balance amid personal and employment responsibilities.



THEORETICAL REVIEW

- *Boundary Theory* – This theory asserts that individuals are capable of managing the boundary that exist between work and personal life through either segmentation or integrating the two aspects (Ashforth, Kreiner and Fugate, 2000).
- *Self Determination Theory* - This theory is centered on the philosophy that motivating human improves them both psychologically and in the area of their well-being and result to success of ensuring that the basic things of life are satisfactory. This satisfaction ranges from autonomy which implies the responsibility of an individual towards performance and competency (Deci & Ryan, 2000).



EMPIRICAL REVIEW

- Empirical outcome of past research concluded that some employees engaging in the remote working style often feel it enhances their work-life-balance, while other findings proved otherwise and submitted that remote pattern of work often breed work-family conflict and may be having similar challenges with employees subscribing to on-site method of work (Hartig, Kylin, & Johansson, 2017; Hayman, 2019).
- *The mixed and inconclusive results generated from different studies suggest that there is variation in the effect of remote work on work-life balance.*



RESEARCH METHODS

- *Research Design* - The study adopted descriptive research design.
- *Study Population* - The population for this study was Two Hundred and Seven (207) academic staff of Bells University of Technology, Ogun State.
- *Area of Study* -The study location was Bells University of Technology, Ota, Ogun State, Nigeria.
- *Sample Size Determination* -Using Krejcie and Morgan, (1970) sample size calculator, a sample size of One Hundred and Thirty-Five (135) was drawn at 95% level of confidence from the population of Two Hundred and Seven (207).
- *Sampling Technique* - This study employed the multi-stage sampling technique which include purposive, stratified and the simple random sampling technique.



RESEARCH METHODS CONT'D

- *Instrument for Data Collection* - Primary data was obtained using a structured questionnaire.
- *Validity of the Research Instrument* - Pilot study and pre-testing were used to validate the research instrument.
- *Reliability of the Research Instrument* -Cronbach alpha was used to test the reliability of the research instrument and it produced coefficients greater than 0.70 for all study's variables.
- *Method of Data Analysis* – The quantitative data obtained was analyzed using descriptive and inferential statistics through frequency distribution and simple percentages, with the aid of Statistical Package for Social Sciences (SPSS) version 22.0. Regression and Correlation analysis were employed as statistical tools for testing the hypotheses stated in the study.



RESEARCH FINDINGS

Findings from the research indicated that:

- remote working has positive and significant effect on employees' well-being among academic staff of Bells University of Technology, Ogun state, Nigeria, hence H01 was rejected.
- there was a considerable degree of association and significant relationship between the two observed variables, hence H02 was rejected and alternative hypothesis accepted.




CONCLUSION

Given the findings of this study, it can be concluded that;

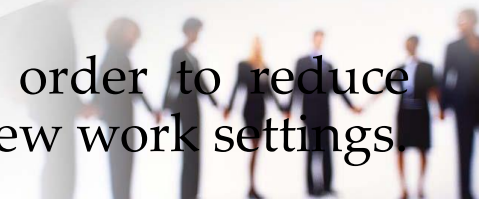
- There is need for employees to balance the aspect of their work with other life goals and aspirations.
- Remote working system serves as a mechanism for ensuring greater degree of autonomy and how employees can plan their work process.
- Remote working system is a veritable tool for enhancing employees' career development and their mental health.

Thus, if employees' job is to be enriched, attention should be given more to the efficiency and core offerings of the remote working system.



RECOMMENDATIONS

- Management of Bells University of Technology should ensure that employees strictly align their focus with the working plan of the institution while working remotely.
- Management should establish a code of conduct for regulating remote work, to favour the employees and the institution.
- A clear guide on the expectation of the institution should be clearly communicated and protocols for attending virtual meetings should be made available.
- Management should be empathetic by providing financial rewards where and when necessary and show emotional support and respect to employees' effort being exerted while working from home.
- Management should set realistic working objectives and respect the normal working hours.
- Management should adjust workload accordingly in order to reduce stress and ensure that employees adapt quickly to the new work settings.



Thank you for listening!

