

OPEN ACCESS

Volume: 13

Special Issue: 1

Month: May

Year: 2026

P-ISSN: 2321-4643

E-ISSN: 2581-9402

Citation:

Athira Krishna, G., and Subi Mol. "Remote Work Culture and Its Impact on Employee Performance: A Study at I-Tech Software Academy, Nagercoil." Shanlax International Journal of Management, vol. 13, no. S1, 2026, pp. 135-138.

DOI:

<https://doi.org/10.34293/management.v13iS1-i3-may.11025>

# Remote Work Culture and its Impact on Employee Performance: A Study at I-Tech Software Academy, Nagercoil

**G. Athira Krishna**

*II MBA, Department of Management Studies  
St. Xavier's Catholic College of Engineering (Autonomous), Nagercoil*

**Dr. Subi Mol**

*Assistant Professor, Department of Management Studies  
St. Xavier's Catholic College of Engineering (Autonomous), Nagercoil*

## Abstract

*The transformation of workplace structures through remote work has changed employee performance dynamics in the information technology sector. The flexibility offered by remote work has influenced employee productivity and work-life balance in different ways. This study examines remote work culture and its influence on employee performance among employees of I-Tech Software Academy, Nagercoil. The study specifically focuses on two dimensions: the role of work-life balance in employee performance and the relationship between remote work practices and employee productivity. A descriptive research design was adopted, and data were collected from employees using a structured questionnaire. Statistical tools such as Kruskal–Wallis test and regression analysis were used for analysis. The findings reveal that work-life balance significantly influences employee performance, whereas remote work practices alone do not have a statistically significant effect on productivity. The study provides practical recommendations for improving remote work policies and organizational support systems.*

**Keywords:** Employee Performance, Organizational Support, Productivity, Remote Work, Work-life Balance.

## Introduction

Remote work has become one of the most important workplace transformations in the digital era. Technological advancements, internet accessibility, and changing employee expectations have made remote work a common organizational practice. Initially introduced as a flexible work arrangement, remote work gained momentum globally after the COVID-19 pandemic. Remote work culture refers to an organizational environment where employees perform their duties outside traditional office settings using digital tools and communication platforms. This working model provides flexibility and convenience, allowing employees to balance professional and personal responsibilities. In the IT sector, remote work has become highly relevant because most tasks are technology-driven.

However, employee performance in remote settings depends on various factors such as communication, organizational support, motivation, and work-life balance. This study focuses on understanding how remote work culture affects employee performance at I-Tech Software Academy, Nagercoil, with emphasis on work-life balance and productivity

### **Literature Review Discussion**

Previous studies indicate that remote work significantly influences organizational culture, employee motivation, and productivity. Soumaya Aharouay and Boussehaib (2025) found that trust-based leadership positively affects team efficiency. Mozammel et al. (2025) observed that flexible work arrangements improve performance when communication systems are strong. Rita Tóth and Dunavölgyi (2025) emphasized that employee autonomy enhances life satisfaction and productivity. Boxiang Lu (2024) highlighted the importance of structured communication in remote work settings. Sarika Patil (2024) concluded that improved work-life balance contributes positively to employee productivity. The literature shows that remote work offers both opportunities and challenges, making it important to analyze its direct influence on employee performance.

### **Objectives of the Study**

The study is based on the following exact objectives from your project:

- To study the role of work-life balance in shaping employee performance under remote work conditions.
- To analyse the relationship between remote work practices and employee productivity levels.

### **Research Methodology**

This study adopts a descriptive research design to examine employee perceptions regarding remote work culture. The study adopts a descriptive research design to analyze and describe the existing conditions related to the research topic. A simple random sampling technique was used to select respondents, ensuring equal opportunity for participation. The study includes a sample size of 90 employees. Data were collected using a structured questionnaire. Both primary and secondary data were used, where primary data were collected directly from employees, and secondary data were obtained from books, reports, journals, and relevant published sources.

### **Statistical Tools Used**

- Kruskal–Wallis Test
- Regression Analysis

### **Data Analysis and Interpretation**

#### **Kruskal Wallis Test**

#### **Hypothesis 1**

There is no significant difference among the number of years of employees with respect to work-life balance of employees. .

**Table 1 Kruskal–Wallis Test Result: Number of Years of Employees with Respect to Work-life Balance of Employees**

<b>Factor</b>	<b>Chi-square</b>	<b>P-value</b>
Work-related factors	1.082	0.781
Flexibility	6.399	0.094

Organizational support	4.880	0.181
Work interference	11.155	0.011
Social-emotional factors	1.370	0.713

Source: Primary Survey

### Interpretation

The Kruskal–Wallis test shows that work interference has a significant relationship with employee work-life balance since the p-value is less than 0.05. This indicates that balancing personal and professional responsibilities influences employee performance in remote work settings.

### Regression Analysis

#### H0 (Null Hypothesis)

The relationship between remote work practices and employee productivity has no significant impact on employee productivity.

**Table 2 Regression Analysis on Remote Work Practices and Employee Productivity**

Model	Unstandardized Coefficient (B)	Standard Error	Standardized Coefficient (Beta)	t-value	Sig.
Constant	3.214	0.482	—	6.668	0.000
Remote Work Practices	-0.006	0.095	-0.007	-0.061	0.952
Source	Sum of Squares	df	Mean Square	F	Sig.
Regression	0.002	1	0.002	0.004	0.952
Residual	41.237	88	0.469		
Total	41.239	89			

### Interpretation

The regression analysis shows that remote work practices have no significant effect on employee productivity ( $\beta = -0.006$ ,  $p = 0.952$ ). The R-square value of 0.000 indicates that remote work practices explain almost none of the variation in employee productivity. The ANOVA result also confirms that the model is not statistically significant ( $F = 0.004$ ,  $p = 0.952$ ). Therefore, the null hypothesis is accepted, indicating no significant relationship between remote work practices and employee productivity.

### Interpretation

The regression analysis indicates that remote work practices do not have a significant direct relationship with employee productivity, as the p-value is greater than 0.05. This suggests that productivity depends on other supporting factors beyond remote work practices.

### Findings

- Work-life balance plays an important role in employee performance under remote working conditions.
- Work interference significantly affects employee efficiency.
- Employees with balanced personal and professional life perform better.
- Remote work practices alone do not significantly determine employee productivity.

- Productivity depends on organizational support, communication, and motivation.

### **Suggestions**

- Organization of the study can develop policies to improve work-life balance among employees.
- Managers should reduce work interference by providing clear schedules and deadlines.
- Employee wellness programs can be introduced to reduce stress.
- Better communication channels can be maintained to improve collaboration.
- Organizations should provide technical and managerial support to improve productivity.

### **Conclusion**

Remote work culture has become an essential part of modern organizational practices, especially in the IT sector. This study concludes that work-life balance is a major factor influencing employee performance. Employees who maintain a healthy balance between work and personal life show better engagement and efficiency. However, remote work practices themselves do not directly improve productivity unless supported by proper organizational systems. Therefore, companies should focus on strengthening employee support mechanisms, communication systems, and flexible policies to achieve better performance outcomes.

### **References**

1. Soumaya Aharouay, & Fatima Ezzahra Boussehaib. (2025). The impact of remote work on team performance and management culture.
2. Suzanne T. Jamaledine Chmeis, & Hala M. Zeine. (2024). The effect of remote work on employee performance.
3. Anna Daniela Costache. (2023). The impact of remote work on the culture and performance of multinational corporations.
4. Rita Tóth, & Mária Dunavölgyi. (2025). Exploring the psychological impact of choice in telework: Enhancing employee performance and life satisfaction.
5. Boxiang Lu. (2024). Research on the impact of remote work on employee performance and organizational culture and management strategies.
6. Mozammel, Irum, & Abdulla. (2025). Impact of remote work on organizational culture and employee performance.
7. Sarika Patil. (2024). The impact of remote work on work-life balance and employee productivity.
8. Popovac, et al. (2025). Evaluating the impact of remote work on employee health and sustainable lifestyles in the IT sector.
9. Shahrizal Mohd Safri, Muhammad Amiruddin Azizi Salleh, & Muhammad Syafiq Mohd Salleh. (2024). A study on remote working of employee motivation and productivity.
10. Yutong Zhou. (2024). The interrelationship between remote work and organizational culture: Implications for engagement, productivity, and leadership.