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Remote management

1. Introduction

this report shows what remote management is and what are the factors that come with remote managing, to help create an understand of the effects remote working with all the information u will need to know remote working. with secondary research that analyses remote management trough different peoples perspectives such as managers, employees< and the organisation the issue of work-life balance, rarely discussed as an organisational concern before the mid1990s, has recently risen many corporate agendas as a critical area for action. This follows the immense changes that have been occurring within both organisations and wider society. (Caroline Glynn, Ingrid Steinberg and Claire McCartney 2002) This essay will examine the concept of remote management and explore its impact on employees, managers, and organisations. It will draw on secondary research, using both qualitative data, which focuses on individual experiences and perspectives, and quantitative data, which provides measurable evidence of trends and outcomes. Key areas of discussion will include productivity, motivation, communication, and employee wellbeing. By analysing both the advantages and disadvantages of remote working, this essay aims to provide a balanced understanding of how remote management can be implemented effectively while addressing its challenges.

Remote management is when a manager supervises workers without being in the same place as them, instead of meeting them in person they use tools like emails, video calls, and online platforms to communicate and monitor work. It allows people to work from different locations while still being guided and supported by their manager.

Analysing remote management is all about understanding of people's perspectives. Looking at all these viewpoints helps create a system that is fair and effective for everyone working together.

Qualitative is about describing things using words instead of numbers, it focuses on people's experiences, opinions, and feelings and it also helps explain what something is like rather than how much or how many, it is important because it helps us understand why people think or feel a certain way,

Quantitative refers to information that is expressed using numbers and measurements, it focuses on amounts or how often something happens it is important because it allows people to compare, analyse and make decisions based on clear measurable data. It helps show patterns, trends and relationships that can be counted or tracked over time.

Secondary research is research gathered from the second person whether it is from an article someone else has written, an interview if it's another person's opinion or statement that is secondary research it is important as getting other people's opinions on different subjects is great as it keeps a understanding of different opinions.

2. Employee

Remote working has become a huge part of most companies in 2025 although it has its advantages and disadvantages, I have done some secondary research on these advantages and disadvantages from the information I have collected (Diane Gabrielle Tremblay Laurence Thomsin 2012) stated less interference by colleagues, A gain in flexibility, personal and professional development, fewer trips and reduced time loss, better organisation of working hours and opportunities for a better allocation of time, This suggests that less interference with colleagues help you focus on a task with hand, not only that but having so much control on the hours that you work it also means spending less money on traveling This matters because having less work on your shoulders means having the spare time to help your well-being and also having that time to work on any tasks that need to be done such as work or home tasks also not feeling so overwhelmed with the hours you work also saving money can be great as you can put it towards other things that might be more important to you, another piece of research I have gathered is (Katarzyna Koziół- Nadina 2024) stated that remote working can increase motivation to work, and also that remote working can have higher productivity which is brilliant as having more motivation to work is great for your mental health and having a higher productivity encourages you to do more work this matters as the more work you do the happier your employee will be with you. Remote working has many great advantages like saving money or even an increase in motivation to work all these are great points however it also has its disadvantages. Remote working can create a feeling of social isolation and the feeling of loneliness and a huge decrease in motivation and identification with the job (Katarzyna Koziół- Nadina 2024) this isn't good as not seeing your colleagues can make you feel cut off from normal work place interactions, the feeling of isolation can make someone feel alone or unsupported. A decrease in motivation can make it harder to focus also an identification with the job can make a person feel disconnected from their job which may impact the way they work. According to (Katarzyna Koziół- Nadina 2024) remote working can change motivation and productivity with employees, this indicates that being at home may help people on their own concentrate better as there are distractions and they have more self-

control of how they manage their time, this shows that employees are more likely to complete more work and feel more positive about themselves which also benefits the organisation. A good recommendation is that organisations should aim to create a balanced remote working environment that maximises the benefits for employees while reducing the negative impacts. This can be achieved by allowing flexible working arrangements so employees can manage their time effectively, while also providing clear guidance and structure to maintain productivity. To address issues such as isolation and reduced motivation, organisations should encourage regular communication through team meetings, virtual check ins, and opportunities for social interaction. In addition, providing mental health support and promoting employee wellbeing can help reduce feelings of loneliness and stress. Overall, by supporting flexibility while maintaining strong communication and engagement, organisations can improve employee motivation, productivity, and overall job satisfaction in a remote working environment

- 3. Manager

remote working was often seen as a privilege for managers and sufficiently long-tenured professionals, accompanied by an established trust between employer and employee during remote work (Luxembourg, 2015). In the past, remote working and therefore managing people remotely was usually limited to managers or experienced employees who had been with a company for a long time. Employers trusted these individuals to work independently without constant supervision, which made it easier to manage them from a distance. Because remote management relies heavily on communication, accountability, and trust, only those who had already proven their reliability were given the opportunity to work remotely or manage others remotely.

When team members are experienced and reliable, managers do not need to spend as much time closely supervising their work, which saves time and reduces stress. It also helps managers focus on bigger tasks like planning, decision-making, and improving team performance. Overall, having a trusted and experienced team makes remote management smoother, more efficient, and more productive.

They can manage effective performance by using optimal acquisition and utilization of internal and external resources, i.e., human, financial, and instrumental resources (2022 Grzegorz Kowalski and Katarzyna Ślebarska) effective performance depends on how well they acquire and use resources without a physical workplace. Managers need to ensure employees are supported through clear communication, regular check-ins, and access to training, even when working from different locations. They must carefully manage budgets often investing in digital tools and software while reducing costs like office space. In addition, managers rely heavily on technology and online platforms to monitor performance, support collaboration, and keep teams connected. By effectively coordinating these resources remotely, managers can maintain productivity and ensure organisational goals are achieved despite the challenges of not working face-to-face it increases their responsibility and workload, as they must ensure that employees are motivated, supported, and productive without being physically present. Communication becomes more challenging, requiring managers to spend extra time coordinating tasks, monitoring progress, and resolving issues through digital tools.

managers have distinct responsibilities including decision-making and leading others (Kraut et al., 1989), this means that the manager has many things to consider such as higher responsibility leading the team and making decisions that may impact on it can increase pressure and stress. Managers are responsible for making important decisions that affect the whole organisation, and without face-to-face interaction, this can become more difficult and time consuming. Also, leading others remotely can make it harder to communicate clearly and motivate employees. Managers may struggle to ensure that everyone understands their roles or feels engaged, which can affect team performance. This can lead the manager to be overwhelmed and stressed. It can also make monitoring and supporting staff more challenging. Managers cannot easily observe employees'

work or notice if someone is struggling, which may lead to reduced productivity or missed problems. As a manager i work more hours per day when I work from home”; “I take less breaks when I work from home”; “I have problems to separate work and family life when I work from home (Worrall and Cooper, 2007). Working from home can negatively affect managers by increasing their workload and making it harder to maintain a healthy work-life balance. Many managers report working longer hours when at home, often because there is no clear boundary between work time and personal time. They may also take fewer breaks, as they feel the need to stay constantly available as they have more responsibility as having the managers role. In addition, working in the same space as they live can make it difficult to separate work responsibilities from family life, leading to stress, fatigue, and reduced overall wellbeing

A clear recommendation based on this is that organisations should provide stronger support systems for managers working remotely to help them manage their increased responsibilities more effectively. This could include offering training in digital communication and leadership skills, as well as providing access to reliable technology and collaboration tools to improve communication and performance monitoring. In addition, organisations should encourage managers to maintain a healthy work-life balance by setting clear working hours, promoting regular breaks, and reducing the expectation of constant availability. Implementing regular check-ins and support networks can also help managers share challenges and reduce feelings of stress and isolation. Overall, by supporting managers in these ways, organisations can improve productivity, decision-making, and employee wellbeing in a remote working environment.

- 4. Organisation

, the most important of which include the reduction of costs associated with renting office space (Richter et al., 2017) one of the most significant advantages being discussed is saving money by reducing the need to rent office space. Businesses often spend a large amount on rent, utilities, and maintenance for physical offices, so cutting back on these costs can make a big financial difference. This is especially relevant in situations like remote or hybrid working, where employees do not need to be in a central office every day, allowing companies to operate more efficiently while spending less. this is fantastic as Reducing the costs associated with renting office space can be very beneficial for businesses because it allows them to save a significant amount of money that can be used in other important areas, such as improving employee salaries or expanding the business if they wish so . By not relying heavily on physical office space, companies can also offer more flexible working options, which can increase employee satisfaction and productivity.

Organisations has led to rapid and far-reaching changes in organisations from all sectors (Noella Edelmann 2021) Remote working has caused organisations across all sectors to rapidly adapt the way they operate, leading to widespread and significant changes in communication methods, management styles, and the use of digital technology, as businesses have had to find new ways to maintain productivity, collaboration, and employee wellbeing outside of a traditional office environment. This point can be a positive but can also be a negative as on the positive side, it can increase flexibility, allowing employees to work from home or choose their hours, which often improves job satisfaction and productivity. Organisations can also reduce costs, such as spending less on office space, utilities, and travel. In addition, remote working encourages the use of digital tools and technology, helping businesses become more modern and efficient. On the bad side it can become

Finally, it can weaken organisational culture, as employees are not physically together to share values, ideas, and a sense of belonging. One major issue is poor communication. Without face-to-face interaction, messages can be misunderstood, and it may take longer to share information, which can slow down decision-making.

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5.conclusion

This report assesses the positive and negative impact remote working has on employees, managers and organisations. In conclusion remote management has become a significant part of modern organisations and has brought both opportunities and challenges for employees, managers and organisations, the research shows that remote working can improve flexibility productivity and job satisfaction, particularly for employees also highlights important drawbacks such as isolation, reduced motivation and difficulties in maintaining a clear work life balance. From a managerial perspective remote working increases responsibility and pressure as managers must lead teams, make decisions and manage resources effectively without face to face interaction, this can make communication, performance monitoring, and employees support more difficult, often leading to longer working hours and increased stress. Similarly, organisations have had to rapidly adapt by changing their communication methods, investing in digital technologies, rethinking how they maintain productivity and organisational culture. Overall remote management is a complex system that requires careful planning and balance, while it offers many benefits its success depends on how well organisations support their employees and managers, maintain clear communication and address challenges such as isolation and work life balance. By understanding different perspectives and using both qualitative and quantitative research, organisations can create more effective remote working strategies that benefit everyone involved.

Reflection During the covid pandemic I was studying in school, so it was a very hard transition between going to school to remote learning at first I struggled as I was so used to the routine of waking early getting ready then leaving to head to school then instantly it was all remote the first piece of work I was sent was English practice paper i found it extremely difficult as I didn't have a clear understanding of what needed to be done, there was no support from teachers like it would have been in school i thought about giving up as if I didn't have a chance of even creating an understanding but I stepped up done some research and got it done i have realised that working from home can be very stressful without having the support and help you need it can be beneficial with certain things as working from home so anything happens I will be there but in my experience I would rather work in a work place so that the support And help is surrounding me. If i was remote working again I would ask for more help and not struggle by myself as support is always there but can be more difficult to get help in a remote setting.

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