

DIGITAL SKILL AND RESEARCH METHOD
DOES WORKING FROM HOME HARM YOUR CAREER?

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EXECUTIVE SUMMARY

The current report highlights disadvantages of working from home and its impact on career due to continuously habituating on working lonely at home. Moreover, this strategy can assure flexible working and no such morning commuters are there but here employees are not get the chances to prove their merit. Although working from home increase degree of flexibility in working but it remote employee are working without any kind of training or instruction that results negative outcome. Working from home may be the reason of improper planning as well as lack of commitment and coordination with people. Moreover, a person cannot be succeeding without having knowledge about outside environment. Working from home can reduce the invested money of an organization as well as provide flexibility in operational processes. This is because; employees lose their memory power and thinking ability in a continuous way due to having habituate of working lonely. The current research involves use of positivism philosophy along with the deductive approach and descriptive design. Therefore, it helps to draw final result after observing properly. Descriptive approach has been exercised for discussing the obtained information regarding key issues and negative impacts on career due to working from home.

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CHAPTER 1: INTRODUCTION

Most of the UK organisation has adopted working from home facilities but due to an ineffective business structure, they become unable to manage remote employees properly. Moreover, although this strategy can assure flexible working and no such morning commuters are there but here employees are not got the chances to prove their merit. In this section, research aims and objectives are given along with a background of the study.

The research paper has aimed to identify whether working from home can harm the career of an employee or not.

The major objectives of the research are as follows:

- To identify the degree of flexibility of work from home practices
- To evaluate whether work from home has a negative effect on professional development
- To examine the impact of work from home practice on the organizational output
- To recommend several strategies for minimizing challenges in working from home practices

Working from home can save the money hidden cost of an organization as well as provide flexibility in business operations. Moreover, it can assure less stress in communication as well as it reduces the chances of counterproductive of an organization. Although working from home increase degree of flexibility in working but it remote employee are working without any kind of training or instruction that results in a negative outcome (recruitukltd.co.uk, 2018).

Often employees working from home have faced isolation due to removal from co-workers and its impact on their creativity and innovation. Apart from that, working from home can lead to destruction due to interruption of the physical presence of friends, children or neighbours. Is it an issue because this distraction and lack of creativity also effect on the personal and professional development of an employee. As mentioned by Canonico (2018), in most of the cases, organizational are unable to manage remote works effectively and that also reflects on

professional opportunities of the workers in a sector. It is an issue now because, in work from home practice, the employee becomes isolated from the workplace that fades organisational loyalties, leads a breakdown of a healthy relationship of the employees and makes them feel liberties that results in lack of dedication. The research sheds light on both the positive and negative impact of work from home strategy in order to determine whether it is harmful to the career development of an employee.

For overcoming communication issues in working from home practices, owner of a business sector can maintain mutual understanding and review activities of the worker in regular basis for achieving success (nibusinessinfo.co.uk, 2018). Henceforth, an organisation requires to tackle the responsibility to make the worker feel that they are an important part of the business and talk to them regarding career opportunities.

CHAPTER 2: LITERATURE REVIEW

Working from home may be the reason of improper planning as well as lack of commitment and coordination with people. Due to which it may affect on whole career in a negative ways by weakening the thinking ability (The Disadvantages of Working from Home, 2018). Moreover, a person cannot be succeeding without having knowledge about outside environment. Now, if anyone works from home, slowly loses the memory power and avoids talking with surrounding people which are the key reason of hampering on career.

Conceptual framework

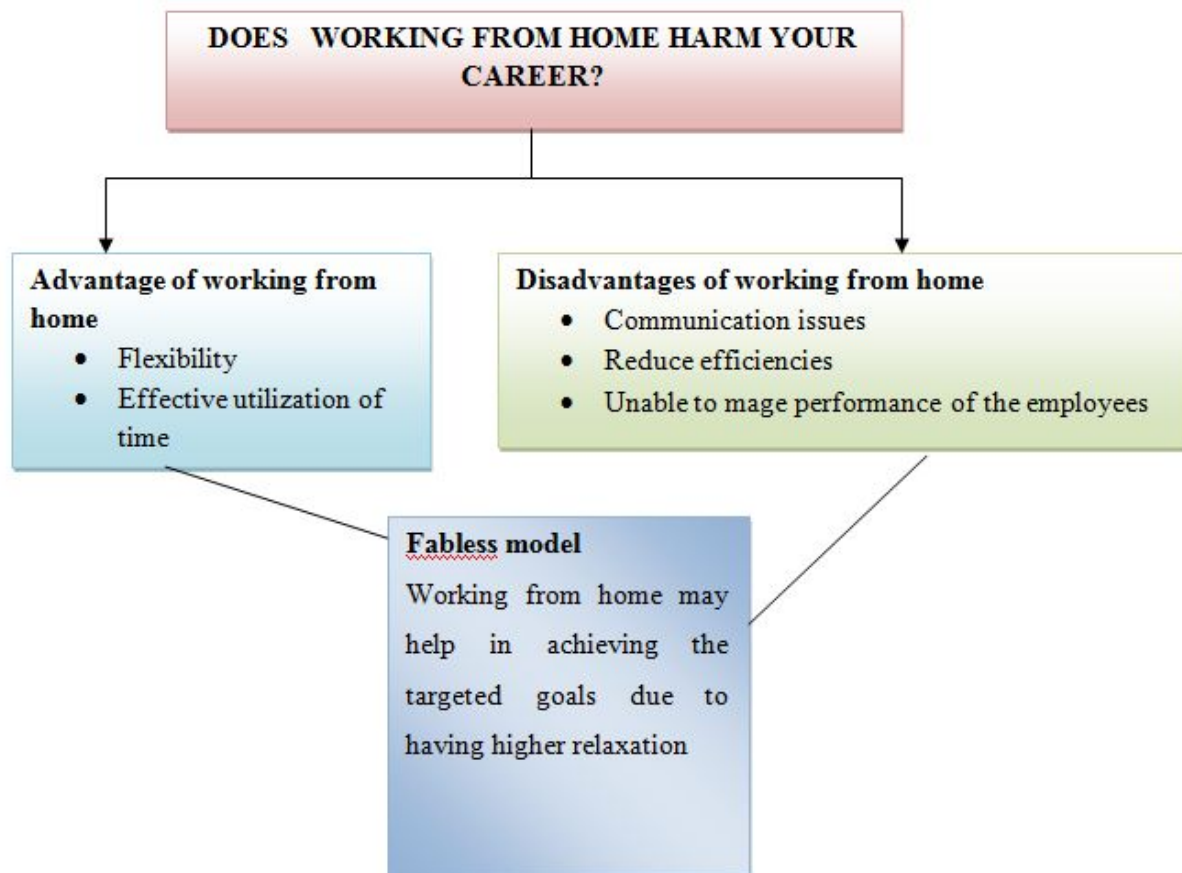


Figure 1: Conceptual framework

(Source: Sousa, 2014, p.52)

Fabless model

As per Fabless model, significant advantages can be achieved such as proper time management as well as flexibility in work. Moreover, working from home may help in achieving the targeted goals due to having higher relaxation. People who work from home also give more focus on targeted work due to getting additional time as well as lack of noise like workplace (Sousa, 2014, p.52). However, the model also discusses major disadvantages that might hamper on a person's career. As a result, the person will not be able to take part in any outside events due to having lack of thinking power and strong sensory memory.

The thing is that a person loses memory power and thinking ability on a complex situation due to relaxing heavily in doing several work of the organization.

Critically analyze the contribution of working from home on career

Working from home can reduce the invested money of an organization as well as provide flexibility in operational processes (Working from home may actually hurt your career, 2018). Moreover, it may be the reason of less stress in case of communicating with other people as well as diminishes chances of misalignment in the organization. Although, working from home enhance flexibility with higher rate but reduces the chances of thinking ability of every employee of the organization. This is because; employees lose their memory power and thinking ability in a continuous way due to having habituate of working lonely (The Impact of Working at Home on Career Outcomes of Professional Employees, 2018). They forget about coordinating with other members of the organization as well as simply avoid cooperating to the person by providing appropriate opportunity to them. In addition, they do not think about any relationship and collaboration with company stakeholders as well as other people of the organization which can affect negatively on their career.

CHAPTER 3: RESEARCH DESIGN AND METHODOLOGY

The current research involves use of positivism philosophy along with the deductive approach and descriptive design (Saunders *et al.* 2009, p.52).

As per the view of Kothari (2004, p.25), positivism research philosophy indicates that factual knowledge can be gained through the ways of observing advantages due to working from home. It helps in understanding the factors which may help to achieve definite goals and objectives. The researcher has emphasized on gathering of information through actual facts and proper observation.

As opined by Rosenberg (2018, p.22), for the effective completion of the research the researcher has chosen deductive approach in order to understand properly the reason of hampering on career due to working from home as well as major advantages of such activity.

Moreover, deductive approach has been considered by the researcher by following all scholars' theory based on major disadvantages of working from home as well as its impact on career. Therefore, it helps to draw final result after observing properly. Descriptive approach has been exercised for discussing the obtained information regarding key issues and negative impacts on career due to working from home.

As the preferred research strategy, the researcher has chosen primary research method so as to gather different views based on the way of impacting on career and major disadvantages that are occurred due to completing work from home. Therefore, a survey has been conducted among a number of managers in order to gather their view regarding disadvantages and its effect on career due to working from home. In addition, it might help the researcher in describing the evidence based result (Sousa, 2014, p.52).

In this research paper the profitability sampling research has been used to select 3 managers of the Wiser Company. The researcher has followed random sampling method at time of selecting the respondents to be interviewed for sole purpose of avoiding generation of biased outcome.

Research Timeline

Activity	Week 1-2	Week 3-4	Week 5-6	Week 7-8	Week 9-10	Week 11-12

Selection of topic						
Review of literature						
Identification of methods for research						
Primary data collection						
Analysis of collected data						
Conclusion and Recommendation						
Final submission						

Figure 2: Gantt chart

(Source: nibusinessinfo.co.uk, 2018)

While conducting this research, the researcher has followed the ethical and moral principles. The researcher has ensured that the important information is kept secret and is not misused. In addition, the researcher has complied with the guidelines of Data Protection Act 1988 in order to ensure that the ion is kept confidential. All essential data regarding the research topic is not manipulated and only the team members can access the information.

Thus, the research has been conducted by following thee positivism philosophy so as to define the factual results based on proper evidence. In addition, deductive approach is being used in the research method it helps to describe the reason of different issues within the organization.

CHAPTER 4: RESULT ANALYSIS AND DISCUSSION

In this section, the questionnaire is prepared and an interview session is conducted for the managers of WISER in the UK.

What kind of challenges have you faced to manage the performance of a remote employee?

As per the opinion of the first manager, as employees are working without any kind of instruction, hence performance issues are there that reflects on overall business performances. Moreover, difficulties are there in staff development and upgrading the skill of the employs as no such training session has been arranged for them. On the other hand, based on the comments of the second manager, the remote working practice has decreased employee morale, as well as a feeling of isolation, also decrease team spirit. The second respondent also added that in work, from home practice, the senior employee cannot share their views and opinion with junior members due to which new joint does not have efficient knowledge regarding their job responsibilities. It is seen that, due to lack of communication and interaction, proficiency level of the worker are not increasing and it becomes hard for the remote worker to identify career opportunities. According to the opinion of the third manager, issues are there in communication and it also increases telecommunication cost to supply a mobile phone to the employee for work purpose. Therefore, from the interview, it is seen that managers are facing issues to supervise the performance of the remote employees in their sector and this practice decreased staff integration as well as employee morale.

What does “work from home” actually mean to you?

According to the opinion of the first manager, several reasons are there for implementing work from practices. He also added that in work from home practice there is no commute and this practice can save time as well as reduce the stress level of an employee. Based on the opinion of the second manager, in work from home practice an organisation can recruit and offer a chance to a huge number of applicants for different positions as well as this practice can increase the number of potential workers in a domain. He also added that due to lack of interruptions and availability of peaceful environment an employee can concentrate on their performances that reduce chances of destruction. Moreover, this practice can increase the percentage of employee

retention in a company as well as huge possibilities are there to enhance profitability due to the less commuting time. In addition, working from home practice support employees to maintain proper work-life balance and they can focus on their career opportunities. Based on the comments of the third manager, financial benefits are also there in this practice as well as it reduces sickness level and stress of employees that may results staff motivations.

How do you tackle lack of face to face contact in remote working practices?

According to the response of the first manager, although difficulties are their issues of communication in interaction but defining organizational goals and respond to the remote employee can reduce chances of miscommunication. Remote employees are guided over a phone call and two-way horizontal communications are maintained to enhance employee morale and get better business output. In addition, proactive management can support an organization to measure the performance level of the employees and organization can give feedback to their remote workers in order to motivate them as well as enhance employee morale. Based on the opinion of the second manager, implementation of advanced technology (such as cloud-based electronic communication system) has made communication procedure much easier. As per the opinion of the third manager, video hangout and one to one chat facilities have reduced chances of miscommunication and employees are constructed over a phone call or video conferences whenever required. Henceforth, communicating the right method in right time and proper tome of interaction can be maintained in order to minimize the communication gap among the remote employees.

CHAPTER 5: RECOMMENDATIONS AND CONCLUSION

Thus, from the illustration, it can be said that, although working from home increase degree of flexibility in working remote employee are working without any kind of training or instruction that results in a negative outcome. As per the interview, managers are facing issues to supervise the performance of the remote employees in their sector and this practice decreased staff integration as well as employee morale. On the other hand, implementations of video hangout and one to one chat facilities have reduced chances of miscommunication among employees. Moreover, communication through a right method in right time and in a proper tome of interaction should be maintained in order to minimize the communication gap among the remote employees. Therefore, in order to overcome communication issues in remote workers, the owner of a business sector must maintain mutual understanding and review activities of the worker in regular basis for achieving success.

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APPENDIX

What kind of challenges have you faced to manage performance of remote employee?

Respondents	Responses
Manager 1	“I have faced performance issues of the workers as they are working without instruction”
Manager 2	“I have noticed that feeling of isolation among remote workers has decreased their team spirit. I think, due to lack of communication and interaction, proficiency level of the worker are not increasing and it become hard for the remote worker to identify career opportunities”
Manager 3	“I have faced communication barrier and unable to manage performance level of the employee”

What does “work from home” actually mean to you?

Respondents	Responses
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Manager 1	“I think there are no commute in work from home practice, I believe that can save time as well as reduce stress level of an employee”
Manager 2	“I can recruit and offer chance to huge number of applicants for different positions and this practice has increased number of potential workers in my domain”
Manager 3	“I have received financial benefits and this practice reduces sickness level and stress of employees that may results staff motivations”

How do you tackle lack of face to face contact in remote working practices?

Respondents	Responses
Manager 1	“Defining organizational goals and proactive management support out company to mange performance of the employees. In addition, employees are instructed over phone that reduces chances of miscommunications”

Manager 2	“Implementation of electronic based communication tools has made our communication procedure much easier”
Manager 3	“We have video hangout and one to one chat facilities for instructing remote worker whenever required”