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Understanding the Impact of Remote Work on Employee Wellness and Job Satisfaction after Post-Pandemic

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Abstract

The COVID-19 pandemic has resulted in increased health issues and the emergence of a new virus. Additionally, new methods to work have emerged. Prior to the outbreak, telecommuting was common in a narrow range of industries. Nonetheless, in the aftermath of the epidemic and the succeeding period of increased personal caution and the implementation of government policies, remote work became the dominating technique across all industries. Working remotely may appear to be advantageous in a variety of ways, but it has a significant impact on the happiness and well-being of individuals engaged. The purpose of this research study is to examine the effects of various features of remote work on employees' physical and emotional health, adherence to designated work hours, level of job engagement, support from supervisors, sense of autonomy, and perception of independence. An online poll was done with the involvement of 260 employees from various pharmaceutical businesses. According to the results of the multiple regression analysis, people who were given access to office supplies and autonomy over their working hours had better physical and mental health. A five-point Likert scale was purposefully used to collect data for this investigation. The data is evaluated via Partial Least Squares Structural Equation Modeling (PLS-SEM). The report ends with a discussion and presentation of the study's theoretical and practical consequences.

Keywords: Scheduled work hours, Work time allocation, Employer supportiveness, Enhanced independence, Physical health status, Mental health status, Remote work, Telecommuting.

Introduction

Research is needed to understand the complex relationship between remote work, employee satisfaction, and job performance. Remote work, or telecommuting, involves employees performing their jobs from home, reducing stress and providing more control over their workspace. However, it can also cause feelings of isolation and limit access to ergonomic work spaces (Schall, 2019). Occupational happiness encompasses various dimensions, including job satisfaction, and can be influenced by factors such as work environment, salary, work-life balance, and the nature of the work. Remote work can have both positive and negative effects on mental and physical health (McPhail *et al.,* 2024). To ensure the effectiveness of remote work, organizations must provide adequate support and use relevant tools. Maintaining a healthy work-life balance is crucial for employee satisfaction and well-being (Russo et al., 2024). Clear boundaries between work and personal time can lead to job satisfaction and lower strain levels. Leaders who establish clear objectives, provide consistent feedback, and offer emotional support can significantly improve the well-being and contentment of their teams (Dogra et al., 2024). Transformational leadership styles are most effective when workers work remotely, promoting motivation, trust, and a sense of belonging.

As a result of India's economic recovery following the pandemic, nearly all businesses have resumed operations in their physical locations after a two-year period of remote work. Nasscom and Boston Consulting Group (BCG) on June 9, 2022, more than half of pharmaceutical employees prefer a hybrid work style compared to their peers in other industries (Gereffi *et al.,* 2009). Only 26% of the workforce has shown a willingness to return to a full-

time position. Furthermore, the study found that if given the opportunity, more than 70% of pharmaceutical employees would select a work schedule that included both in-person and remote work, while 26% would choose to work entirely from home.

All enterprises were expected to follow standardized operating rules established by the Indian government. Protocols include keeping a safe distance from others, avoiding social meetings, wearing suitable masks, and maintaining a clean work environment (Kakkar et al., 2023). The government strongly advises firms to keep a significant physical separation between people and their work environments. Certain organizations implemented a policy that allowed part-time employees to rotate throughout the organization as long as they followed specific requirements (Gupta, 2023).

Concurrently, teleworking was a novel concept for the great majority of firms and employees. While the Internet occasionally helped to enhance productivity, it was never the primary strategy used to achieve the intended goal (Efimov *et al.,* 2024).

Employees that engage in remote work, also known as telecommuting, mobile work, or distance work, are not required to travel to a physical office or centralized work location. On the contrary, their employers coordinate the job so that they can do it from the comfort of their own homes (Babapour Chafi *et al.,* 2024). Work, on the other hand, can be done remotely, giving employees the freedom to choose a convenient place, such as their home or any other suitable site *(*Aguilera *et al, 2016).*

The COVID-19 epidemic has created a reorganization of personnel priorities. The importance of work-life balance, flexible scheduling, and mental wellness has grown dramatically. McKinsey & Company research published in February 2022, 52% of employees would like to preserve a work-life balance following the outbreak. The majority of pharmaceutical personnel in India prefer hybrid work arrangements, which allow them to complete their jobs from home (Dragan *et al.,* 2022).

In view of the ongoing pandemic, companies must evaluate the long-term implications of online labor before deciding how to proceed with operations. Certain firms may return to traditional office methods, while others prefer hybrid models that combine remote and on-site labor. To establish and maintain the viability of remote work, it is critical to handle the issues it brings, such as guaranteeing equal resource access, preserving company culture, and offering chances for professional growth (Barber and Santuzzi, 2015). The COVID-19 pandemic has significantly impacted remote work, affecting employee health and job satisfaction. Organizations must navigate this unfamiliar environment, reduce negative effects, and develop rules to improve the remote work experience (Bhat *et al.,* 2017). The purpose of this study is to evaluate the effects of various distant work-related issues on the physical and mental health of pharmaceutical sector personnel. The primary goal of this study is to evaluate how the number of designated remote work hours impacts physical and mental health, as well as if time spent working from home is beneficial. The research will also look into the consequences of increased workplace autonomy and employer help on employees' physical and emotional health.

Literature Review

Employee satisfaction in the workplace is heavily influenced by the characteristics of security, independence, freedom, and authority (Grote and Guest, 2017; Guest, 2017). Finally, these difficulties indicate their significance. Because problems get more complex in a hybrid or remote work setting (Butterick & Charlwood, 2021). There is a rising emphasis on documenting and analyzing the impact of the COVID-19 pandemic on employee safety and welfare. To acquire the whole content, please check the scientific works produced by Chan et al. and Oakman et al. (2020). Businesses and individuals are becoming more aware of the psychological effects of social isolation, higher job demands, and distant work arrangements (Nesher Shoshan & Wehrt, 2022). Individuals who are responsible for the well-being of others benefit more (Craig & Churchill, 2021; Shockley et al., 2021b). Despite the abundance of scholarly literature devoted to the study of trust, a significant number of these studies have fallen short of developing comprehensive procedures for its measurement and analysis. A recent study

conducted during the pandemic looked into the relationship between the benefits of remote work and the level of trust between managers and employees (Vyas & Butakhieo, 2021). Acquiring precise information from governmental and public health authorities enables personnel to make well-informed decisions about their day-to-day responsibilities and fosters trust among diverse cohorts, reducing feelings of apprehension and despondency (Atiku et al., 2020). Similarly, an organization's effective handling of an epidemic boosts employee confidence, leading in increased occupational productivity and focus (Vo-Thanh et al., 2021). The development of loyalty and altruism in both personal and professional contexts is dependent on the formation of trust and loyalty through social ties (Hafermalz & Riemer, 2021).

A recent study on redundancies in the United Kingdom during the COVID-19 epidemic discovered that prioritizing trust and commitment in collaborative human resource management (HRM) practices can reduce the negative consequences of layoffs. Furthermore, Cregan et al. (2021) found that termination victims shown a great level of devotion and conscientiousness in their respective roles. Nonetheless, it became clear early on in the epidemic that a number of managers intended to change the way the management system worked. To achieve this goal, strategic efforts were implemented, such as using surveillance software to monitor personnel activities and increasing the frequency of online meetings (Aloisi & De Stefano, 2022; Wang et al., 2021). Cregan et al. (2021) discovered that during periods of widespread job losses, newly hired workers in performance-based organizations immediately avoided taking on more responsibilities. The personnel' actions were motivated by the belief that management was responsible and that the labor reductions constituted a breach of confidence, undermining the organization's long-term efficiency.

The COVID-19 pandemic has led to a shift in remote work practices, affecting employee wellbeing and contentment. This study examines factors affecting physical and emotional health, including fixed working hours, time allocation, home office structure, company support, autonomy, and job satisfaction. The distribution of work hours significantly impacts performance and happiness. On the contrary, increasing autonomy is a feature of remote work that can be both advantageous and challenging to achieve (Gomez et al., 2020). Golden (2005), flexible work schedules have the potential to increase job satisfaction and help people achieve a better work-life balance. In contrast, an excess of flexibility in the lack of clearly defined limitations can lead to an overwhelming burden and tiredness (Allen et al., 2015). Kelly et al. (2014) discovered that employees who were given more authority over their work schedules reported lower levels of tension and higher job satisfaction. Employees who are given this autonomy may be able to strike a better balance between their personal and professional commitments. This, in turn, has a good effect on their general health. Nonetheless, maintaining productivity and avoiding exhaustion requires balancing adaptation with moments of relaxation (Kohont and Ignjatovic, 2020).

Work time allocation refers to the method by which employees divide their working hours amongst various positions or duties. Because of the increased presence of distractions, excellent time management skills are required when working remotely (Aravanis, 2020). Barber *et al.,* (2013) discovered that those with good time management skills have higher levels of job satisfaction and less stress. The practice of telecommuting frequently results in the merging of one's personal and professional realms. As a result, individuals must have strong time management skills. Efficient time management practices, such as establishing clear work boundaries and prioritizing responsibilities, can help maintain a work-life balance (Eddleston & Mulki, 2017). Research indicates that time management training can enhance employees' ability to handle remote work challenges. Ergonomics are crucial for employee welfare and productivity, with a study showing that improving home office environments can reduce musculoskeletal discomfort and improve job performance. Employers can provide financial resources and ergonomic evaluations to help remote workers improve their work environment (Biron *et al.,* 2016).
The level of assistance provided by companies is an important aspect in determining the effectiveness of remote work arrangements. Employers who provide vital tools and promote effective communication can significantly improve their employees' satisfaction and well-being. Eisenberger *et al.,* (1986) found that employees who sense organizational support are more devoted to their employment and report higher levels of job satisfaction. Remote workers must feel engaged and supported by receiving frequent updates and communicating efficiently. Wang *et al.,* (2020) emphasize the necessity of managers offering emotional support and efficient tools to keep employees motivated and productive when working remotely.

One of the advantages of working remotely is increased autonomy. Individuals' job happiness and motivation levels may improve when they are given more control over their work tasks and objectives (Spreitzer *et al.,* 1999). Deci and Ryan's (2000) Self-Determination Theory, achieving autonomy is a fundamental psychological necessity that boosts individuals' motivation and enjoyment. Spreitzer *et al.,* 1999 discovered that employees who were given more autonomy reported lower levels of tension and higher job satisfaction. Remote employment can meet the criteria for autonomy if individuals are given the resources and assistance they need to manage their responsibilities independently.

Physical health is an important aspect of overall well-being, and remote work can have both positive and negative implications. Remote work reduces travel time and tension, giving employees more time for physical activity and relaxation (Tavares, 2017). Extended periods of inactivity and poor ergonomic design can lead to musculoskeletal disorders and other health complications (Robertson *et al.,* 2013). Employers can support employee well-being by facilitating regular moments of relaxation and physical activity, as well as providing workers with the necessary equipment to build an ergonomic home office (Gajendran & Harrison, 2007). Employees who engage in frequent outdoor activities report higher job satisfaction and lower stress (Raglin, 1990).

Remote work also has a big impact on personnel's mental health. Loneliness and sadness can occur from professional isolation and a lack of communication with coworkers (Kong *et al.,* 2015). Wang *et al.* (2020) found that people who worked remotely experienced higher levels of stress and anxiety than those who worked in a traditional office setting. In contrast, when done correctly, remote work can have a positive impact on one's emotional well-being. Tavares (2017), the flexibility to set flexible work hours, avoid the stress of commuting, and work in a comfortable atmosphere can all have a favorable impact on mental health. Employers must prioritize mental health support. One feasible technique for attaining this goal is to promote the harmonious integration of professional and personal realms while also building virtual social interactions (Eurofound, 2020).

Remote employment has a significant impact on management contentment, which includes both job satisfaction and corporate growth. Remote work has the potential to improve job happiness by giving employees more liberty and a wider range of possibilities (Charalampous et al., 2019). Nonetheless, advancement in one's job may be challenging due to reduced exposure and limited networking opportunities (Golden and Veiga, 2005). According to the findings of a study conducted by Kohont and Ignjatovic (2020), remote workers frequently experience sentiments of isolation about prospects for career advancement. Employers can build employee support by establishing virtual mentorship initiatives, providing opportunities for skill enhancement, and ensuring that remote workers have equal access to professional development materials as their office-based colleagues (Kong *et al.,* 2015).

The change to remote work has had a significant impact on employee job satisfaction, affecting not only their mental health but also their overall enjoyment of the workplace (Eurofound. 2020). Predetermined work hours, time allocation, the installation of a home office, company support, enhanced autonomy, physical and emotional well-being, and job satisfaction are all important factors to consider when working remotely. Remote work offers numerous benefits, such as increased freedom, flexibility, and reduced commuting stress. However, it also has limitations, such as feelings of alienation, difficulty distinguishing between work and personal life, and health concerns. Employers have a responsibility to support their remote workforce by providing resources, creating a pleasant work environment, and ensuring equitable career growth opportunities (Buffardi *et al.,* 1999). E-working, or telecommuting, is the practice of working remotely from home using electronic devices. This practice allows employees to work from anywhere, promoting a healthy balance between professional and personal life (Agarwal and Lenka, 2015). E-working has both positive and negative consequences, such as improved work-life balance, increased job satisfaction, and increased employee engagement (Chatterjee *et al.,* 2021). However, it can also lead to negative impacts on wellbeing, such as communication overload, job overload, and workplace stress (Van *et al.,* 2020).

Research on telework in business focuses on virtual team performance, telework characteristics, virtual leadership, mutual trust and communication, and mental stress and anxiety (Wang *et al.,* 2020). In Canada, concerns about age, gender, and income inequalities are also addressed. This study examines the use of telework in Lithuania, Italy, and France under normal circumstances. Remote work is becoming increasingly common globally, offering

both benefits and challenges. Employers must continue researching and refining the process to ensure its success and mutual benefits for both companies and employees. However, the research will concentrate on Egyptian employees' impressions of remote work and how it affects their mental health, emotional exhaustion, and capacity to maintain a work-life balance during the pandemic (Clark *et al.,* 2021).

During the COVID-19 pandemic, employees must adjust to a new work method. They are accustomed to working in a comfortable office environment, engaging with coworkers, attending meetings, and contacting clients (Xiao *et al.,* 2021). However, with remote work becoming the norm, the border between business and personal life will inevitably blur, even for experienced specialists. Due to an increase in school closures, children are staying at home with working parents who may struggle to combine their responsibilities. This situation may have a negative impact on the parents' general health (Staglin, 2020). Employee wellbeing, according to Pradhan and Hati (2019), refers to the total quality of one's work life. Workplace interventions influence employee wellness, which includes workers' mental, physical, and emotional health (Juniper, Bellamy, & White, 2011).
In 2020, the World Health Organization (WHO) issued a detailed definition of employee well-being. It was characterized as each employee's ability to be self-aware of their own abilities, effectively manage everyday stressors, perform well at work, and contribute to the growth of their community (Toscano et al., 2020). Previous studies on the cognitive and physiological impacts of remote work yielded mixed results (Golden *et al,* 2006; Maruyama *et al.,* 2009). Working from home has inherent benefits that are more effective in decreasing blood pressure than working in a traditional office setting (Grant *et al.,* 2019). However, if you are unable to psychologically disconnect from your job, the validity of these benefits may be questioned (Palm *et al.,* 2020). The authors also emphasized the significance of distinguishing between physical and mental absences from work in order to properly recover from psychological isolation. Maintaining work availability can hinder mental withdrawal, leading to increased stress and negative health consequences due to emotional and digital distance from work (Park *et al.,* 2011).

Conceptual Framework

Research shows a link between long remote work hours and increased risk of health issues and physical pain, particularly due to poor ergonomic settings and extended sitting. The convergence of personal and professional worlds and lack of a defined workplace further exacerbates these health risks (Pauleen *et al.,* 2015). The key causes of this are insufficient breaks and a lack of ergonomically adapted home office layouts (Eurofound, 2020). To mitigate these negative consequences on physical health, it is critical to effectively manage and organize one's working hours. Due to advancements in technology, which facilitated remote work, a significant number of individuals choose to work from home during and after the COVID-19 outbreak.
Altered the work pattern significantly (Charalampous, et al.). Working from home has several advantages, such as eliminating the need to commute, providing flexibility in scheduling, allowing for quality time with family, and reducing potential distractions. However, there are also negative aspects to consider. More precisely, burnout is attributed to extended work hours and little social interaction with colleagues (Lu, Y *et al.,* 2021). These factors have a detrimental impact on employees' mental well-being and cause them to experience anxiety on managing their personal lives and daily routines upon returning to work (Karacsony, 2021). Employees expressed concerns regarding the supervision and safety of their children while they were at day care. Amidst the pandemic, certain individuals have chosen to relocate to their place of origin. With the current push for employees to return to work, those who relocated to their hometowns during the Covid-19 pandemic must now seek transportation options to commute to their workplaces. For the majority of individuals, working from home is a more cost-effective option (Ebener and Hasselhorn, 2019).

There is considerable debate on the impact of working from home (WFH) on health. In order to get further insight into the health issues associated with remote work, the following study inquiries aim to gather information about individuals engaged in this type of employment (Douglas *et al.,* 2020). Here are the items: 1. Does telecommuting impact an employee's job performance? Does it induce physiological and psychological strain that has a beneficial or detrimental impact on one's well-being? 2. What factors of remote work influence job satisfaction positively or negatively?

Bouziri *et al.,* (2020) conducted a study to determine the impact of working from home on health during the

COVID-19 outbreak. However, their findings did not provide a clear indication of any such effect. However, the potential health hazards associated with working from home during a pandemic are being investigated due to the swift implementation of remote work policies by firms, as mandated by the government. Consequently, not all employees possess a complete home office arrangement, and reduced physical activity results in stress and impairs their work performance (Borle *et al.,* 2021). On the basic of above discussion the following hypothesis is framed.

H1: The number of scheduled work hours from home negatively the physical health.

Prolonged periods of remote work can have a significant negative impact on a person's mental health. Insufficient separation between an individual's work and personal domains increases the chance of suffering stress and weariness (Wang *et al.,* 2020). Allen et al., (2015) found that excessive hours of remote work are connected with greater mental anguish and decreasing overall health. Feelings of loneliness and unease may arise as a result of the expectation that one will be accessible after conventional work hours and the constant demand for connectivity (Eurofound, 2020). Furthermore, a lack of usual social connections in the workplace may cause individuals to feel isolated, which can be harmful to their psychological well-being (Buffardi et al., 1999). Effective time management is critical for maintaining good mental health while working remotely. On the basic of above discussion the following hypothesis is framed.

H2: The number of scheduled work hours from home negatively the Mental health.

To maintain good health while working remotely, it is critical to plan your work hours effectively. Setting aside time at regular intervals and engaging in physical activity can significantly mitigate the detrimental effects of prolonged sitting and looking at displays. According to (Wright *et al.,* 2007) research findings, incorporating short periods of leisure into one's daily routine can significantly improve physical well-being and stress reduction (Robertson et al., 2013). Dedicated intervals of physical activity have been found to promote general health and reduce the risk of acquiring musculoskeletal problems (Raglin, 1990). Employees' well-being and efficiency can be improved by successfully managing their work schedules. On the basic of above discussion the following hypothesis is framed.

H3: The work time allocation at the home office positively influence the physical health.

The way one splits their work hours has a significant impact on their mental health when working remotely. Regular leisure, pleasant activities, and social contacts can help reduce stress and promote mental health. Empirical evidence supports the idea that people with good time management skills report less anxiety and more job satisfaction (Bedford, 2019). Preventing mental weariness and exhaustion through regular breaks and effective time management strategies can help to promote optimal mental health (Tavares, 2017). Maintaining optimal mental health while working remotely requires establishing clear boundaries between work and personal life through the establishment of scheduled work hours (Eddleston & Mulki, 2017). According to research, employees who are content with their occupations perform better at work and have a better feeling of general well-being. It leads to improved productivity and contentment.

During the COVID-19 pandemic, distant work resulted in an unbalanced work-life, an increased load, and a decline in physical health due to insufficient physical activity (Kaltiainen and Hakanen, 2024). An fundamental paradigm shift in the way people work has disrupted their emotional homeostasis. Detachment from the outside world and feelings of isolation have come from their failure to build any type of connection with their colleagues (Borle et al., 2022; Hawkley and Cacioppo, 2010). The adoption of remote work practices, continuous screen usage, and consistent online presence has the potential to increase individuals' anxiety, nurture a fear of missing out (FOMO), and provoke feelings of insecurity (Killgore et al., 2020). Remote employment has the potential to negatively impact employees' emotional well-being due to a variety of issues. Despite the fact that the majority of employees agreed, they chose not to change jobs while working remotely (Kniffin et al., 2021). Thus, our viewpoint is as follows: On the basic of above discussion the following hypothesis is framed.

H4: The work time allocation at the home office positively influence the Mental health.

Employer assistance is critical to enhancing the physical health of pharmacy professionals who work remotely. Employers who are supportive may provide a variety of services to their employees, such as wellness programs that encourage physical exercise, ergonomic exams, and home office equipment (Gajendran and Harrison, 2007).

A study conducted by Eisenberger et al. in 1986 found a link between the level of support employees perceive from their employers and their general well-being and job satisfaction. Proactively addressing employees' physical health needs can mitigate remote work-related issues like musculoskeletal pain, by providing necessary tools and fostering a wellness-focused mindset.

Wright, et al., (2007), employee weariness has a significant impact on both physical well-being and workflow. ADP poll from the previous year, the Indian labor force was the most diligent. According to the results of a poll of 1,909 employees performed in India, 72% experienced tension at least once during the workweek. Microsoft India, InMobi, and Zest have formed a collaborative effort to present an innovative solution for employees to request and use sick leave as needed throughout the year. The term "sick leaves" has been changed to "Sick and Mental Health Leave," which gives employees a temporary break from their professional commitments to address personal and mental health difficulties (Sonnentag *et al.,* 2008).

Numerous Indian firms have launched programs to improve the psychological well-being of its employees. Organizations are developing and implementing policies to combat the COVID-19 pandemic in accordance with COVID-19 drugs. Recognition and rewards for sustaining good health Give leaders and administrators guidance on how to provide aid (Sonnentag, 2018). On the basic of above discussion the following hypothesis is framed.

H5: The Employers supportiveness to boost physical well-being for Pharmaceutical employees

The presence of supervisors who offer support is critical for improving the psychological well-being of remote employees. Employee stress and anxiety can be significantly reduced by continuously monitoring them, creating a supportive work environment, and providing mental health supports (Wang *et al.,* 2020). Existing research has found a strong link between job satisfaction and improved mental health; however, this correlation is dependent on how much assistance an individual feels they receive from their supervisor (Eisenberger *et al.,* 1986). Employers can help employees cope with mental health concerns related to remote work by providing counseling services, facilitating online social connections, and encouraging a harmonious work-life balance (Eurofound, 2020). Remote pharmacists require complete workplace support to ensure their mental well-being. On the basic of above discussion the following hypothesis is framed.

H6: The Employers supportiveness to boost mental well-being for Pharmaceutical employees

Individuals who may work remotely have greater flexibility in structuring their calendars, allowing them to incorporate intervals of physical activity and relaxation. This may have a positive effect on their general well-being. Employees' schedule liberty allows them to engage in physical activities and take breaks, both of which are critical for stress mitigation and health preservation (Spreitzer *et al.,* 1999). Existing research indicates that employees who are given more autonomy in the job have better physical well-being due to their increased ability to balance professional and personal duties (Deci & Ryan, 2000). Individuals' overall well-being can be improved by giving them more autonomy and allowing them to participate in jobs that promote health and value wellbeing. On the basic of above discussion the following hypothesis is framed.

H7: Enhanced Independence during work from home has a notable positive influence on physical health.

Remote job has a substantial impact on mental health at home by increasing independence and autonomy. According to Self-Determination Theory, autonomy is an essential psychological necessity that, when met, improves individuals' motivation and well-being (Deci and Ryan, 2000). Spreitzer et al. (1999) found that people who have more autonomy at work are more satisfied with their occupations and feel less stress. The capacity to design one's own work schedule and handle personal obligations in a way that is consistent with one's personal preferences has been linked to reduced job-related stress and improved mental health (Eddleston & Mulki, 2017). Enhanced autonomy for personnel has the ability to improve their emotional well-being, which can then benefit their physical health. Job autonomy refers to an employee's ability to make decisions about their work environment and how they carry out their professional responsibilities. The COVID-19 epidemic forced remote work, which prompted firms to give employees more freedom in structuring their daily routines.

I'm interested in the specific amount of pauses assigned to users, as well as the times of logging in and logging out. According to Wang et al., the obstacles of "remote work" have a favorable impact on employee productivity and well-being. According to Bakker and Demerouti (2007), the Job Demands-Resources (JD-R) paradigm argues that work autonomy can be used as a job resource, lowering work-related anxiety and boosting job satisfaction. On the basic of above discussion the following hypothesis is framed.

H8: Enhanced Independence during work from home has a notable positive influence on mental health

Figure 1: Proposed Research Model

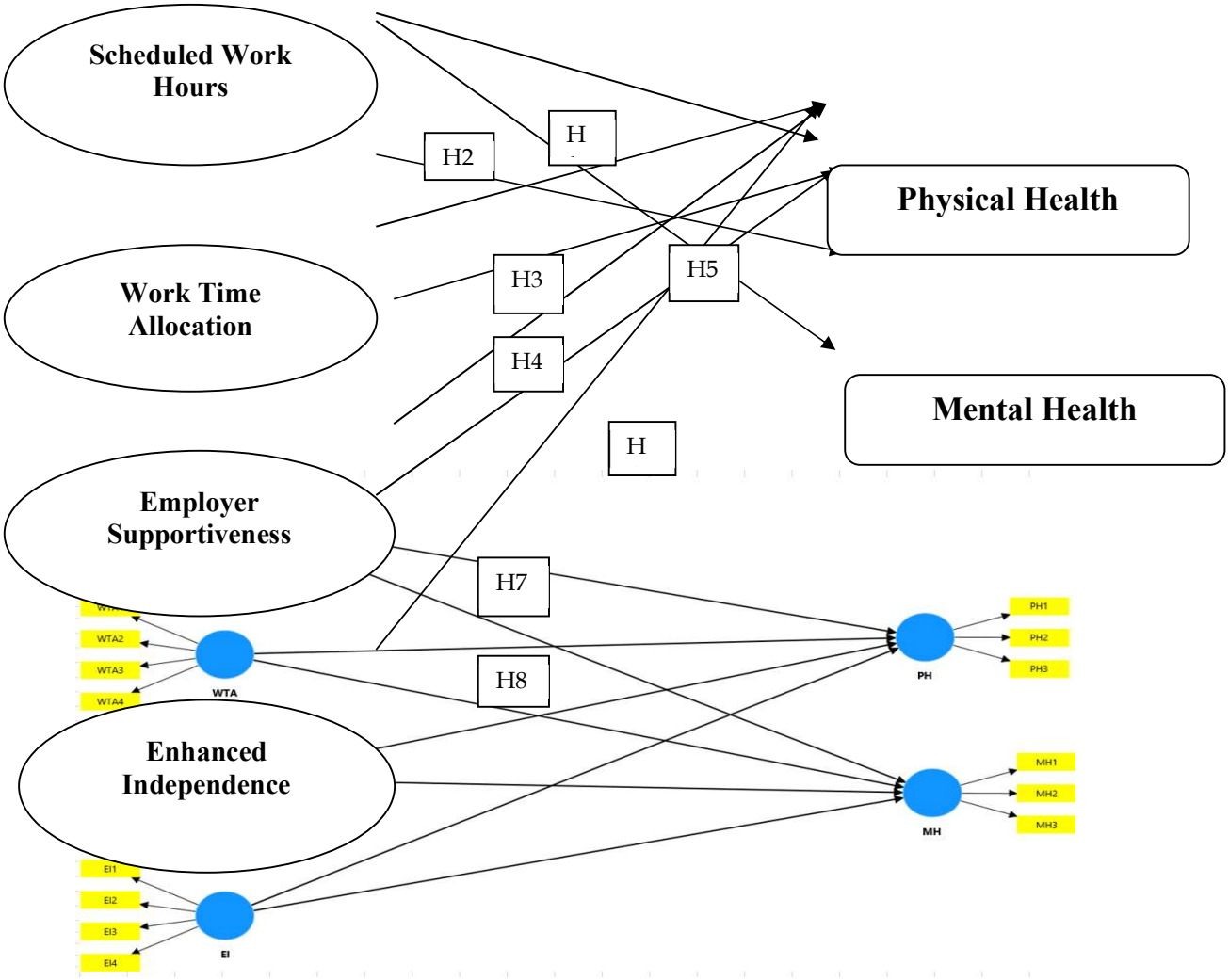

Figure 2:Measurement Model (CFA)

Research Methodology

Demographic Profile

As shown in Table 1, the total sample size was 260, with 64% men and 37% women. 16% of responders are between the ages of 22 and 27. 29% of respondents are between the ages of 28 and 33. 24% of respondents are between the ages of 34 and 39, with 19% falling between the ages of 40 and 45. 12% of responders are over the age of 46 years. 57% of respondents were undergraduates, whereas 47% were postgraduates. 31% of respondents' experience is less than ten years. 28% of respondents have between 11 and 20 years of experience. 21% of respondents have between 21 and 30 years of experience, while 20% are over the age of 30.

Table1: Demographic Profile		
Gender	**f**	**%**
Male	**163**	**63%**
Female	**97**	**37%**
Age (Years)		
22-27	**42**	**16%**
28-33	**76**	**29%**
34-39	**62**	**24%**
40-45	**50**	**19%**
46+	**30**	**12%**
Qualification		
UG	**147**	**57%**
PG	**113**	**43%**
Experience		
>10 Years	**80**	**31%**
11-20	**72**	**28%**
21-30	**56**	**21%**
<30 Years	**52**	**20%**

The quantitative methodology was chosen as the major data gathering approach for this study in order to achieve the main goal quickly. The researchers used a quantitative methodology since it is more suited to bigger sample numbers, allowing for the extrapolation of findings to a larger population. The practice of gathering information from key informants within an organization has been widely adopted in many business research projects. The study sample included managers in various hierarchical positions at manufacturing facilities in northern India and Delhi -NCR. The current study used disproportionate stratified sampling, which involved partitioning the target population into discrete cohorts. The rationale for this decision stemmed from the disparity in group sizes; certain groups, including Deputy Managers, have fewer members than others, such as department or unit heads, who have more members. Following that, individuals for the designated group were randomly chosen from each unique subgroup. A total of 320 questionnaires were distributed manually and 260 questionnaires were returned, accounting for an 81% response rate. For response collecting, the researchers used five-point Likert scales with the subjects. The employees received a 19-item survey with response options ranging from "Strongly Agree" (value "5") to "Strongly Disagree" (value "1"). Each item used a five-point Likert scale, with a five representing "strongly agree" and a one indicating "strongly disagree." The study was conducted in Northern India because of its ideal geographical location. The preliminary research provided useful insights for the questionnaire's design.

The research consisted of two main components. The previous section examined the demographic characteristics of the cohort under research, whereas the following segment presented statements about the variables under inquiry.

Results

The regression analysis results are shown in a table. This makes it easier to determine how much variability in the outcome (dependent variable) can be explained by the predictors. This is the aggregation of the full regression model. The correlation coefficient, 0.724 in this case, indicates the size and direction of the linear relationship between the predictors and the outcome. A correlation value of 0.724 indicates a significant and favorable link. R^2 represents the coefficient of determination. The value 0.525 is the proportion of variance in the dependent variable that can be accurately predicted by the independent factors. Upon closer examination, the model explains 52.5% of the observed variances in the outcome in this specific situation. Adjusted R Square is a derivative of R2 that accounts for the number of components in the model. Although slightly lower, the corrected R-squared value (0.515) provides a more precise representation of the model's fit in the presence of numerous predictors. The estimate includes a standard error of 0.350. The average distance between measured values and the regression line is calculated. The statistic provides insight into the model's precision, with lower values indicating a better fit. The R-squared deviation measures how adding more predictors to a model affects R^2. The measured R^2 change of 0.525 indicates that the aforementioned predictors add 52.5 percent to the overall variability in the result. The F-statistic, shown as the change in R^2 in figure 56,068 F Change, determines the statistical significance of the fluctuation. A higher number indicates a more robust alignment of the model with the extra predictors. The F-test is defined by the presence of two degrees of freedom (df1 and df2). df1(5) denotes the number of variables, whereas df2 (254) represents the number of observations.

The value of sig. F Change (0.000) indicates the statistical significance of the F change. A significant discrepancy (R^2=0.000) indicates that the predictors considerably improve the model's performance. The data in the table 2 show that the predictive model, which incorporates Enhanced Independence, Scheduled Work Hours, Work Time Allocation, and Employer Supportiveness, can account for 52.5% of the observed variation in outcome. The statistical significance and huge rise in the F-value indicate that combining the components improves the model's performance significantly. Despite being slightly more realistic in its estimation, the improved R^2 remains highly successful in explaining events.

Table 2: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.724[a]	.525	.515	.350	.525	56.068	5	254	.000

a. Predictors: (Constant), SWH,WTA,ES,EI

To understand the significance of the regression model in predicting the dependent variable, Mental Health (MH), consult the ANOVA table 3. An exposition the aforementioned value represents the all-encompassing regression model being analyzed. The regression analysis yields a sum of squares of 34.308, which can be attributed to the regression. The aforementioned value indicates how well the predictors (Enhanced Independence, Work Time Allocation, Scheduled Work Hours, and Work Time Support) explain for changes in the dependent variable (MH). The residual, 31.085%, is calculated by summing the squares of the residuals. This demonstrates the extent to which the predictors are unable to explain the variability in the dependent variable. 65,393 is the sum of the squares of all values in the dependent variable.

The degrees of freedom for the regression model (5) are calculated by adding one to the total number of variables. Regression analysis seeks to understand the relationship between a dependent variable and one or more independent variables. To calculate the degrees of freedom for the residuals (254), remove the sum of all

observations from the number of predictors, minus one. The variation between the number of measurements and one is equivalent to 259 degrees of freedom. 68% of the squares generated by regression had a value of 6.862 or higher, indicating retreat. The mean square error for regression is denoted as follows. To calculate the residual mean square, divide the sum of the residual squares by the number of degrees of freedom. The residual mean square in this case is 0.122.The F-statistic, represented by the value 56.068, measures the degree to which the mean square residual deviates from the mean square regression. This value serves as a measure of the regression model's overall significance. The p-value, which is set to 0.000, represents the probability that the observed F-statistic is the result of random variation. A value of 0.000 indicates a high level of importance for the model.

The Stepping Back Sum of Squares (34.308) assesses how well the predictors (scheduled work hours, work time allocation, employer support, and increased freedom) can explain the total variation in Mental Health (MH). The residual sum of squares, 31.085, assesses the amount to which extraneous factors or random error contribute to the variability observed in MH beyond what the predictors can account for. There are 65,393 squares in all. This demonstrates the level of alteration that MH has undergone across all available data. The large value of the F-statistic (56.068) indicates that the regression model accounts for a significant portion of the variation in the dependent variable. The evidence suggests that the aforementioned elements have a significant impact on overall mental health. The incredibly low p-value (0.000) indicates that the results were extremely unlikely to occur by coincidence. We may conclude from statistical analysis that the regression model is significant and that its constituents (SWH, WTA, ES, and EI) have a significant impact on mental health. The results in the table show that the regression model, which incorporates Scheduled Work Hours, Work Time Allocation, Employer Supportiveness, and Enhanced Independence, explains a significant percentage of the variation in mental health. As evidenced by the strong F-statistic and highly small p-value, these variables have a significant and statistically significant impact on mental health.

Table 3 : ANOVA[a]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34.308	5	6.862	56.068	.000[b]
	Residual	31.085	254	.122		
	Total	65.393	259			

a. Dependent Variable: MH

b. Predictors: (Constant), SWH,WTA,ES,EI

The table 4 of coefficients provides a complete study of the link between each predictor variable and the dependent variable, Physical Health (PH). Each table column and row's meaning is explained in detail below. When all other predictors are maintained constant, the unstandardized coefficients (B) reflect the variance in the dependent variable caused by a one-unit increase in the predictor variable.

When all predictors have zero values, the regression model's intercept is exactly 1.383; this value is used as the expected value for the dependant variable. The coefficient for the variable "Scheduled Work Hours" is -0.051, indicating that each additional hour of remote work results in a 0.051-unit drop in health. Nonetheless, it is crucial to note that this effect is not statistically significant. The coefficient for work time allocation is 0.266, implying that a 0.266-unit improvement in health is due to more efficient distribution of work time at home. The coefficient for workplace support for physical health is 0.455, indicating that a 0.455-unit increase in such help has a significant impact. Despite having a modestly positive value of 0.017, the Enhanced Independence effect is statistically insignificant. An irrational and insignificant link between health and well-being. Standardized coefficients, also known as Beta coefficients, assess the significance of each predictor in a standardized manner. The WTA and ES had the highest Beta values (0.316 and 0.500, respectively), indicating that they are better at

predicting physical health.

The t-value determines the significance of the hypothesis that each variable deviates considerably from zero. A higher level of statistical significance corresponds to larger absolute values. The Weighted T-value Average (WTA) at 6.143 and the Effect Size (ES) at 9.596 have high t-values, indicating that both variables are statistically significant. This denotes the p-value for each single t-test. A p-value of less than 0.05 is typically used to signify statistical significance. The values of ES (0.000) and WTA (0.000) are quite important, while SWH (0.152), EI (0.507), and PH (0.535) are insignificant.

The tolerance and variance inflation factor (VIF) procedures are used to assess the strength of the relationship between two or more elements, often known as the degree of multicollinearity. When tolerance and VIF levels are close to one, it is favorable. This indicates a low level of multicollinearity. The collinearity data for all predictors is good, as shown by VIF values less than 1.5. The intercept point is 1.383 (a constant). The predicted value of the average degree of physical health, assuming all predictors are zero, is 1.383. Scheduled Work Hours have a mild negative impact on physical health. Work time allocation has a significant and positive impact on health. Improving one's time management skills within the limits of one's home has positive effects for one's general well-being.

Employer supportiveness (ES) has a significant and strong impact on improving physical health. Employers that provide support are critical for health maintenance. The minor positive benefit of Enhanced Independence (EI) is not statistically significant. Independent employment from home has little impact on physical health. The Physical Health (PH) prediction lacks the logical power to predict its own consequences, casting doubt on its accuracy. Improved work-hour management and employer support play an important role in boosting remote workers' physical health. On the contrary, imposing strict work schedules and increasing independence have no significant impact. The absence of collinearity indicates that each distinct component contributes independently to the understanding of physical health.

Table 4: Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1.383	.300		4.614	.000		
	SWH	-.051	.036	-.063	-1.438	.152	.965	1.036
	WTA	.266	.043	.316	6.143	.000	.707	1.414
	ES	.455	.047	.500	9.596	.000	.689	1.452
	EI	.017	.026	.029	.664	.507	.982	1.018
	PH	.015	.024	.027	.621	.535	.960	1.042

a. Dependent Variable: PH

The correlations table 5 visualizes the interrelationships that exist between different factors. Enhanced Independence (EI) has a moderately positive connection with the following variables: Work Time Allocation (WTA), Mental Health (MH), Physical Health (PH), and Scheduled Work Hours. However, a fragile link can be seen between ES and Employer Supportiveness. Positive associations between ES, MH, PH, and SWH are insignificant. Furthermore, ES and WTA have a significantly weak inverse association. A relatively positive link has been found between mental health (MH) and physical health (PH), subjective well-being (SWH), and well-being attained via participation in activities (WTA). There is a slight positive link between PH and SWH, but the relationship between PH and WTA is significantly weaker. A weak link exists between SWH and WTA. Overall,

there is a strong positive relationship between work-life balance (WTA) and physical health (PH), implying that improved physical well-being is associated with a more harmonious integration of the professional and personal realms. The smallest link exists between emotional intelligence (EI) and emotional stability (ES). A substantial fraction of variables have moderate correlations, indicating that they are primarily independent of each other. A limited set of variables exhibits faint or weak positive connections. This implies that, while the variables are associated, their mutual influence is insignificant.

Table 5: Correlations

Variables	EI	ES	MH	PH	SWH	WTA
EI	1.000	0.014	0.071	0.148	0.106	0.105
ES	0.014	1.000	0.044	0.008	0.041	-0.050
MH	0.071	0.044	1.000	0.201	0.092	0.201
PH	0.148	0.008	0.201	1.000	0.192	0.296
SWH	0.106	0.041	0.092	0.192	1.000	0.093
WTA	0.105	-0.050	0.201	0.296	0.093	1.000

The covariance table 6 depicts the degree of variation between two variables that are coupled. The link between Enhanced Independence (EI) and Work Time Allocation (WTA), Employer Supportiveness (ES), Mental Health (MH), Physical Health (PH), and Scheduled Work Hours (SWH) is tenuous. This shows that even little variations in EI have little effect on these parameters. The association between ES and MH, PH, and SWH is found to be limited, but a slight inverse correlation exists with WTA. As a result, changes in ES have minor effects on these variables. There is no substantial relationship found between mental health (MH) and physical health (PH), subjective well-being (SWH), or willingness to accept. As a result, changes in MH have little affect on these variables. The Pearson correlation coefficient (PH) is somewhat correlated with significant wave height (SWH), while it is strongly correlated with wave trough amplitude (WTA). This research indicates that pH changes have a greater impact on the weighted average cost of capital (WACC). Ambiguity defines the link between SWH and WTA. Overall, the covariances indicate that the changes in these variables have minor effects on one another. Variations in one variable rarely have no effect on variations in another. The strongest association is seen between PH and WTA, indicating that a significant portion of variability is shared. In contrast, the covariance between WTA and ES is low, implying that their variability has little commonality. The observed pattern of low covariance indicates that changes in one variable have little effect on the others.

Table 6: Covariances

Variables	EI	ES	MH	PH	SWH	WTA
EI	1.000	0.014	0.071	0.148	0.106	0.105
ES	0.014	1.000	0.044	0.008	0.041	-0.050
MH	0.071	0.044	1.000	0.201	0.092	0.201
PH	0.148	0.008	0.201	1.000	0.192	0.296
SWH	0.106	0.041	0.092	0.192	1.000	0.093
WTA	0.105	-0.050	0.201	0.296	0.093	1.000

The descriptive table 7 includes criteria such as work time allocation (WTA), enhanced independence (EI), employer supportiveness (ES), mental health (MH), and physical health (PH). Each measure has a standard deviation of one, indicating that they are evenly distributed around the mean. The magnitudes of increased kurtosis vary. For example, the Extrinsic Incentive (EI) has a kurtosis value of 9.801, indicating a significant peak in its distribution. The Extrinsic Satisfaction (ES) has a negative kurtosis value of -0.425, indicating that the distribution

is more uniform or flat. The residual variables have positive kurtosis values, indicating that their distributions are to varying degrees peaked. All variables have negative skewness, which means their distributions are skewed to the left. The variable EI has the most prominent negative skewness, as indicated by its value of -2.957, indicating a significant elongation of the left tail of the distribution. All variables have Cramér-von Mises p values of 0.000, indicating that their distributions differ significantly from the normal distribution. In short, although the distributions of the variables varied, they all follow a same pattern. The variables in question have varying degrees of left skewness and peakiness, and the Cramér-von Mises test shows that they all deviate significantly from a normal distribution.

Table 7: Descriptives

Variables	Standard deviation	Excess kurtosis	Skewness	Cramér-von Mises p value
EI	1.000	9.801	-2.957	0.000
ES	1.000	-0.425	-0.722	0.000
MH	1.000	2.407	-1.699	0.000
PH	1.000	2.577	-1.704	0.000
SWH	1.000	3.447	-1.970	0.000
WTA	1.000	4.338	-2.090	0.000

Table 8 indicate that, that the adjusted R-square and R-squared values indicate how well the model explains the variability in Physical Health (PH) and Mental Health (MH). The R-square score of 0.200 for mental health suggests that the model's predictors can account for 20% of the observed variability. The revised R-squared value for MH is 0.350, indicating a slight decline from its initial value. Taking into account the amount of variables included in the model, 35% of the variation was explained. The R-square score of 0.425 for the variable PH indicates that the predictors included in the model can explain 42.5% of the observed variability in PH. The corrected R-square value for PH is 0.525, indicating that the number of predictors can account for 52.5% of the variation. These results suggest that the model's variables can only explain a small percentage of the variation observed in both mental and physical health. Nonetheless, their effectiveness in clarifying mental health appears to be slightly higher than that of physical health. In contrast, low R-square values indicate that an excess of the variability found in both MH and PH can be attributed to unaccounted-for causes.

Table 8: R-square

Variables	R-square	R-square adjusted
MH	0.200	0.350
PH	0.425	0.525

Table 9 study indicate that, the dependability and precision of six variables: work time allocation (WTA), enhanced independence (EI), employer supportiveness (ES), physical health (PH), mental health (MH), and scheduled work hours (SWH). Strong Cronbach's alpha values for all forms range from 0.918 (SWH) to 0.974 (MH), indicating that the data is internally consistent. The high composite reliability ratings (rho_a and rho_c), ranging from 0.946 (SWH) to 0.983 (MH), indicate that the construct measurements are accurate. All constructs had Average Variance Extracted (AVE) values greater than 0.820, indicating their validity and ability to explain a significant percentage of the variability observed in their respective indicators. The mean values for EI, ES, MH, PH, SWH, and WTA are as follows: 0.893, 0.860, 0.950, 0.900, 0.853, and 0.820. The higher values of these numbers indicate that the concepts are clear and that the signs accurately represent the concealed variables. In

general, the metrics of validity and reliability indicate that the measurement model used to assess the variables in this study is robust and exact.

Table 9: Construct Reliability and Validity

Variables	Cronbach's alpha	Composite reliability (rho_a)	Composite reliability (rho_c)	Average variance extracted (AVE)
EI	0.960	0.979	0.971	0.893
ES	0.948	8.611	0.948	0.860
MH	0.974	0.981	0.983	0.950
PH	0.944	0.947	0.964	0.900
SWH	0.918	1.014	0.946	0.853
WTA	0.927	0.964	0.948	0.820

The Heterotrait-Monotrait (HTMT) ratio matrix is displayed in the table 10. The purpose of this evaluation is to determine discriminant validity by comparing the degree of similarity between the test and several groups. The discriminant validity of a test is established when the correlations (monotrait correlations) between items comprising the same construct are stronger than the correlations between items containing different constructs. The diagonal elements of this matrix represent the HTMT ratios between the individual constructs and themselves. To show whether or not the matrix is discriminant valid, these ratios must be close to one. The HTMT rates are significantly less than one for each structure, indicating major differences between the designs. The values of the off-diagonal elements in the matrix, which represent the correlations between the various constructs, are typically less than one. This lends credibility to the concept of discriminant validity. In the aforementioned scenario, the HTMT ratios for MH and PH, 0.024 for the comparison of EI and ES, and SWH and WTA are 0.209 and 0.102, respectively. These figures indicate that the correlations between the various constructs are significantly less than one. As a result, each construct assesses a single component and has no meaningful association with the others. Overall, the HTMT ratios indicate that the measurement model has discriminant validity, which means that the constructs are distinct and assess separate aspects of the phenomenon under investigation.

Table 10: Discriminant validity

Variables	EI	ES	MH	PH	SWH	WTA
EI						
ES	0.024					
MH	0.068	0.029				
PH	0.153	0.011	0.209			
SWH	0.118	0.033	0.089	0.193		
WTA	0.108	0.040	0.204	0.305	0.102	0.000

The Fornell-Larcker criterion in table 11 assesses the validity of measuring constructs by examining the correlations between the square roots of the average variance extracted (AVE) for each construct. The diagonal entries in this table represent the square roots of each construct's average variance extracted (AVE). In the model, the values should outweigh the interrelationships between the constructs. The off-diagonal numbers represent the linkages between the different structures. Off the diagonal, the numerical values are less significant than those on the diagonal. This shows that the indicators linked with each concept have a stronger reciprocal influence on their variance than the indicators of other constructs. To give an example, the square root of the mean value for EI is 0.945, which is higher than the values associated with MH (0.071), PH (0.148), SWH (0.106), and WTA (0.105).

In a similar vein, the square root of the average variance extracted (AVE) for ES is 0.927, indicating a stronger association when compared to other constructs. The aforementioned trend is consistent across all constructs, supporting the measuring model's discriminant validity. In essence, the Fornell-Larcker criterion establishes the uniqueness of each construct within the model, validating the measuring model's validity.

Table 11: Fornell-Larcker Criterion

Variables	EI	ES	MH	PH	SWH	WTA
EI	0.945					
ES	0.014	0.927				
MH	0.071	0.044	0.975			
PH	0.148	0.008	0.201	0.949		
SWH	0.106	0.041	0.092	0.192	0.924	
WTA	0.105	-0.050	0.201	0.296	0.093	0.905

Table 12 in model fit summary examines the difference between the fit indices of the model being evaluated, which is the estimated model, and the saturated model (which fits exactly). A variety of fit indices are used to determine how well the anticipated model matches the observed data. The standardized root mean square residual (SRMR) compares the observed covariance matrices to those implied by the model. A lower numerical value indicates a greater level of precision in the model's output. The d_ULS and d_G discrepancy indices measure the difference between the estimated log-likelihood ratio and the saturated model's. Smaller values suggest a closer approximation. The chi-square statistic is used to evaluate the difference between the expected and observed covariance matrices. A lack of significance in the chi-square score indicates that the data effectively fits the model. The normed fit index (NFI) evaluates how well the estimated and saturated models match the data's covariance structure. A number of approximately 1 indicates a high level of fitting precision. Based on the indices, the anticipated model has a relatively strong agreement with the data in this specific circumstance. Although the SRMR, d_ULS, and d_G values all indicate a good fit, they lack the robustness of the saturated model. The computed model accurately reproduces the data's correlational structure, with a chi-square value of 0.018 and a Normed Fit Index of 0.918, despite not fully mimicking the saturated model.

Table 12: Model Fit

Variables	Saturated model	Estimated model
SRMR	0.536	0.043
d_ULS	0.265	0.383
d_G	0.327	0.330
Chi-square	526.949	531.854
NFI	0.918	0.908

This table 13 shows the route coefficients in a structural equation model, which indicate the links between several independent factors (EI, ES, SWH, WTA) and dependent factors (MH, PH). The components indicate the direction and magnitude of the relationships. With a coefficient of 0.043, the association between emotional intelligence (EI) and mental health (MH) is relatively positive. Physical health (PH) has improved somewhat, as seen by the value of 0.103. Emotional Stability (ES) causes a small increase in both MH (0.050) and PH (0.014). Mental Health (MH) and Physical Health (PH) are both significantly and favorably influenced by Social Well-being and Happiness (SWH), as seen by coefficients of 0.271 and 0.068, respectively, indicating that SWH plays an important role in both domains. Physical Health (PH) is positively influenced by Work Time Autonomy (WTA), as demonstrated by a coefficient of 0.271, but Mental Health (MH) is positively influenced by WTA (0.193). This shows that giving employees more control over their work hours can benefit both their physical and mental health.

Table 13: Path Coefficients

Variables	Path coefficients
EI -> MH	0.043
EI -> PH	0.103
ES -> MH	0.050
ES -> PH	0.014
SWH -> MH	0.271
SWH -> PH	0.068
WTA -> MH	0.193
WTA -> PH	0.271

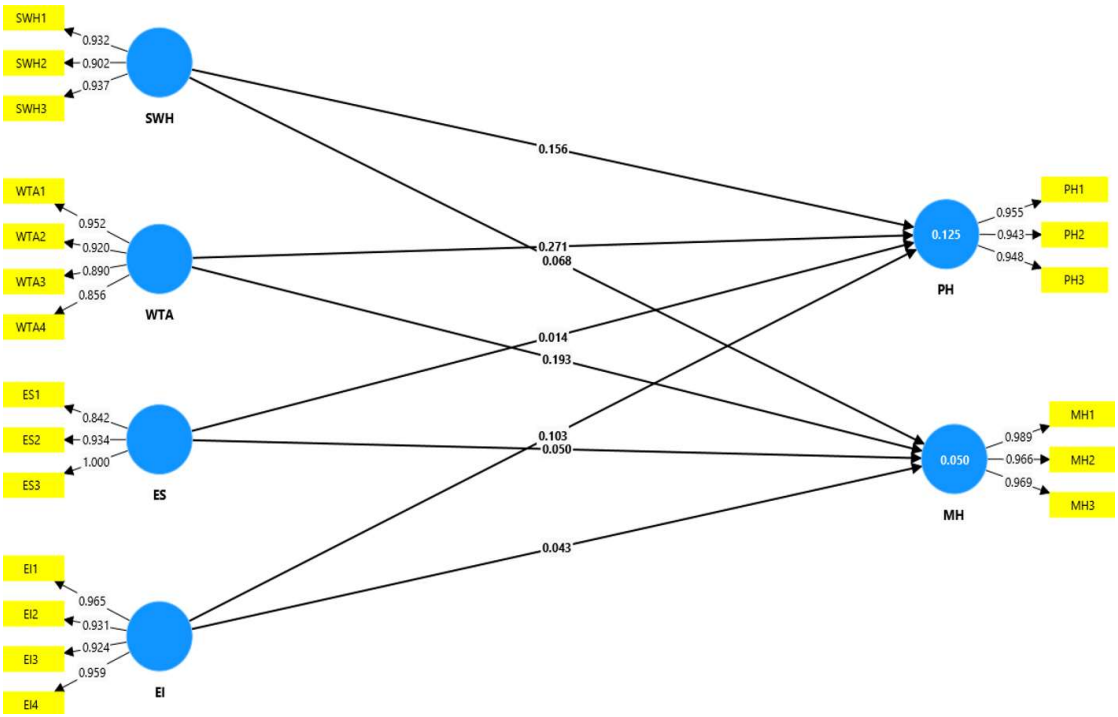

Figure 3: Structural Model (Path Coefficients)

Discussion

A study evaluating workplace features on employees' mental and physical health found that autonomy, stable work schedules, excellent time management, and supportive employers significantly impact mental well-being. These characteristics accounted for 52.5% of observed differences in mental health outcomes, emphasizing the importance of understanding these factors in today's workplace. Furthermore, the study looked into the sum of squares for residual components, which represent unexplained factors, and regression. The regression model's capacity to predict mental health outcomes was statistically significant, as evidenced by the strong F-statistic and significantly low p-value. As a result, a substantial association exists between the predictors and mental health. The table of coefficients shows that variables such as work time allocation and employer supportiveness have a significant and favorable effect on health. Although Enhanced Independence had no discernible effects, Scheduled Work Hours reduced productivity somewhat. We discovered thought-provoking insights by examining the linkages between various components. There was a direct association between work-hour distribution and physical

well-being. Efficient time management at work improves one's overall well-being.
The table provided a thorough evaluation of the distribution of several parameters. Despite the differences in their distributions, they all showed significant departures from a normal distribution, implying that each variable had distinct patterns. These data indicate the model's efficacy in explaining the variability of mental and physical health. While the model could only explain a portion of the variability, it had superior predictive capabilities for mental health outcomes compared to physical health outcomes. The researchers looked at the accuracy and dependability of their measurements. The results of the analysis, which included composite reliability scores and strong Cronbach's alpha values, showed that the assessments were reliable and consistent across all individuals. Furthermore, the categories showed high Average Variance Extracted (AVE) values, indicating their ability to integrate changes in indicators.
The study examined the relationship between physical and mental health, scheduled work hours, increased autonomy, employer support, and specified work hours. Results showed that working conditions significantly impact both mental and physical health, and that employer support and work time allocation are crucial for employee satisfaction and well-being. The model match report showed some signs of appropriateness but lacked robustness.
Nonetheless, the research study demonstrated the complexities of the complicated relationship between many components and emphasized the necessity for further exploration to completely understand their effects. Companies can improve their employees' physical and emotional health by recognizing key elements that influence the workplace environment. This study provides valuable insights for politicians, employers, and healthcare practitioners looking to increase employee satisfaction and well-being in modern workplaces.

The goal of this study was to gain a better understanding of how remote work affects employees' physical and emotional well-being. The current focus with employee pleasure and wellness is exacerbated by statewide closure and social distancing policies, which impose stress by restricting physical contacts with others. According to the findings of this study, remote workers' predisposition to work longer hours than office-based employees accelerates weariness, resulting in increased levels of stress, fatigue, and boredom.
Golden and Vega (2005) found that the length of time people spend working has a significant impact on job satisfaction. Long periods of remote work can put a strain on employees' minds and bodies, resulting in decreased productivity and, as a result, job satisfaction.
The ability of an employee to do office responsibilities from a distance has a significant impact on job performance. A lack of suitable ergonomic facilities in a person's home may cause psychological anguish and reduced job satisfaction.

Optimal worker health leads to enhanced focus and optimal organizational job performance. Employees may benefit from developing an optimistic mindset in order to better navigate and deal with uncertainty. Many firms coordinate online activities to keep employees engaged and promote a favorable environment. Employees in this study express gratitude for their employer's initiatives to enhance morale and reduce monotony. Employees see their leaders' behaviors as indications of concern and encouragement to feel involved. When personal duties are present, it is more difficult to maintain an appropriate separation between professional and familial domains. Giving employees the authority to set their own work schedules and approaches allows them to successfully traverse the complex balance that exists between their personal and professional lives. According to the study's findings, enhanced workplace autonomy is related with higher job satisfaction, lower physical and mental tension, and increased productivity.

Implications for Practice

This study highlights the link between occupational factors and staff members' physical and psychological well-being. Factors like work hours and employer assistance significantly impact employees' psychological and physiological well-being. Increased autonomy in remote work contexts can significantly impact mental well-being. The findings are crucial for policymakers and employers, as they provide insights for developing policies that promote remote employees' welfare and contentment. Policymakers can also use these findings to design legislation and regulations for remote work, promoting work-life balance and overall health.
Future Research Scope:

The study explores the link between workplace incidents and employees' health outcomes, but further research is needed to understand the long-term benefits of remote work, individual differences, and the impact of coping methods and personality traits. Experimental designs and longitudinal studies can provide insights into employment characteristics and strategies for improving staff welfare.

Limitations:

The study's cross-sectional statistics and self-reported ratings may lead to bias or mistakes, making it difficult to establish causality between health outcomes and work variables.

Furthermore, it should be noted that the study focused solely on a limited set of work-related parameters and their impact on health outcomes; no other potentially significant variables were included. To gain a more comprehensive understanding of the relationship between labor and health, future research should broaden the scope of variables and outcomes examined. The current study provides a comprehensive analysis of the relationship between remote work and employees' mental and physical health. The current study is a longitudinal investigation limited to participants who are actively employed in the pharmaceutical sector. A cross-sectional investigation would provide further insights and data.

This study has extensive implications for a variety of fields, including information technology, leisure, and education. Although there are additional issues that could be researched, they are subject to change and have a restricted timeline. Co-working facilities are becoming increasingly popular in tandem with India Inc.'s transition to a hybrid work paradigm. That is a contemplative aspect that requires deeper investigation. Additional research might be conducted to investigate the dual effects of coworking spaces on employee satisfaction and productivity. Additionally, this study could be expanded to cover business entities. Despite being limited to India, this study has the potential to serve as a model for other countries seeking a better understanding of the various human resource strategies implemented by businesses in various sectors, as well as the government's stance on remote employees.

Conclusion:

The current study investigates the association between remote work and several employee well-being indicators, such as physical and mental health, clear work schedules, time management, organizational support, and improved autonomy. The study's findings addressed a research gap by establishing correlations between the researched variables using statistical analysis. This study contributes to the current body of knowledge addressing employees' psychological and physical wellbeing. The suggested model considers the impact of the work environment on a variety of aspects, including employee health and job performance. According to an Economic Times poll released in July 2022, 73% of Indian businesses are considering introducing a hybrid work paradigm. Companies utilize this method in response to employee performance. It is critical to consider peer interaction and create a supportive work environment. Understanding these dimensions allows organizations to improve their decision-making processes, resulting in outcomes that benefit both individuals and the organization as a whole.

This study makes major contributions by investigating the influence of occupational characteristics on the well-being of remote workers. The findings highlight the importance of several factors, such as company support, fair work schedules, and more individual autonomy, in improving employee happiness and well-being. Politicians and employers can improve the well-being and supportive culture in the workplace by concentrating on the aforementioned factors. This will benefit both small and large firms. Additional research is needed to fully understand the impact of work-related factors on health outcomes and to identify effective strategies for enhancing the welfare of distant employees.

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