

## **THE IMPACT OF REMOTE WORK ON JOB SATISFACTION AMIDST THE COVID-19 PANDEMIC: A COMPREHENSIVE ANALYSIS**

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### **ABSTRACT**

*The advent of the COVID-19 pandemic disrupted traditional workplace dynamics, necessitating a shift towards remote work to mitigate viral transmission. This unforeseen challenge prompted a collective exploration of alternative work arrangements by employers and employees alike. However, a notable research gap emerged regarding the impact of remote work, specifically work from home (WFH), on job satisfaction within commercial organizations. To bridge this gap, this study focused on Cytiva, a commercial entity, with a dual objective: assessing the prevalence of WFH and job satisfaction levels while scrutinizing the influence of WFH factors on job satisfaction.*

*Employing a mixed-method approach, combining qualitative and quantitative research methods, the study sought to offer a comprehensive understanding of the phenomenon. Qualitative research aimed to capture subjective experiences, while quantitative research gathered numerical data for broader generalizations. This mixed-method strategy aimed to provide both in-depth insights into employees' remote work experiences during the pandemic and statistically significant observations on WFH prevalence.*

*A pilot study involving approximately 500 Cytiva employees utilized questionnaires distributed electronically or administered through personal interviews. Descriptive analysis was applied to explore the empirical relationship between WFH conditions during the pandemic and employees' job satisfaction. The findings highlighted a substantial presence of WFH factors and high job satisfaction levels among Cytiva employees. Examining job satisfaction through the lenses of physical, psychological, financial, and technological factors revealed a departure from traditional influencers, emphasizing a significant positive impact of WFH on Cytiva employees' job satisfaction.*

**KEYWORDS:** *Work from Home, Job Satisfaction, COVID-19*

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