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Final Project 1 – Assignment 2

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The Impact of Remote Work on the Productivity of the Differences

Faculty of Management
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The Impact of Remote Work on the Productivity of the Differences

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1. Research Questions

- **RQ1:** To what extent do individual-level factors (demographics, well-being, perceived autonomy) predict perceived productivity in remote/hybrid workers in the Gulf region?
- **RQ2:** How do work-related factors (job role, industry, remote work intensity) influence perceived productivity in the Gulf region?
- **RQ3:** What is the relative impact of organizational-level factors (management support, technological adequacy, communication effectiveness) on perceived productivity in the Gulf region?

2. Research Objectives

- To identify the key individual, work-related, and organizational factors that influence perceived productivity among remote and hybrid employees in the UAE and KSA.
- To quantitatively measure the strength and direction of the relationship between these factors and perceived productivity.
- To develop a predictive model that explains the variance in perceived productivity based on the identified factors.
- To provide evidence-based recommendations for organizations in the Gulf to optimize productivity in remote and hybrid work environments.

3. Research Hypotheses

- **H1: (Organizational Support)** Higher levels of perceived organizational support (including management support and technological adequacy) will be positively and significantly correlated with higher levels of perceived employee productivity.
- **H2: (Demographic Interaction)** The presence of young children in the home will be negatively correlated with perceived productivity. Furthermore, there will be a

significant interaction effect, such that this negative correlation is stronger for female employees than for male employees.

- **H3: (Psychological Mediation)** Perceived autonomy will act as a mediator in the relationship between management support and perceived productivity. That is, effective management support increases an employee's sense of autonomy, which in turn leads to higher perceived productivity.

4. Research Model

The proposed research model is a multi-level framework that conceptualizes perceived employee productivity as the primary dependent variable. This outcome is influenced by three categories of independent variables:

1. **Individual-Level Factors:** Including demographics (gender, parental status), psychological states (well-being, stress), and perceptions (perceived autonomy).
2. **Work-Related Factors:** Including work modality (hybrid vs. fully remote), industry sector, and job role characteristics.
3. **Organizational-Level Factors:** Including management support, technological infrastructure, and communication effectiveness.

The model posits direct relationships between these independent variables and the dependent variable, as well as interactive and mediating effects, such as the mediating role of autonomy (H3) and the interaction between gender and parental status (H2).

5. Suggested Industry/Organization for the Empirical Study (Scope of The Study)

The study will focus on employees in remote-capable jobs who are currently working in either a fully remote or hybrid arrangement within the Gulf Cooperation Council (GCC), with a particular focus on the United Arab Emirates (UAE) and the Kingdom of Saudi Arabia (KSA). The research will target knowledge workers across various industries known for high rates of remote work adoption in the region, such as Technology & IT,

Marketing, Consulting, and Finance. The scope is limited to self-perceived productivity and the factors influencing it, rather than objective output metrics, to ensure generalizability across different job roles and organizations. The survey instrument is designed to be culturally relevant for use in this specified region.

6. Research Methodology

This study will employ a quantitative, cross-sectional research design. Data will be collected through a structured online survey administered to a sample of employees in the UAE and KSA who work in a remote or hybrid capacity. The survey instrument will consist of sections designed to measure each of the constructs in the research model, utilizing 5-point Likert scales to capture perceptions and attitudes. The collected data will be analyzed using statistical software. The analysis will include descriptive statistics, correlation analysis to examine the relationships between variables, and multiple regression analysis to test the predictive power of the model and the specific hypotheses.

7. Suggested Structure for Project (Research Workflow)

This research project will be executed through a structured workflow divided into four distinct phases, ensuring a systematic progression from theoretical conception to empirical conclusion.

- **Phase 1: Foundational Research and Proposal Development.** This initial phase involves conducting an exhaustive review of existing academic and industry literature to establish a strong theoretical foundation. Key activities include identifying the central research problem, defining the theoretical and practical gaps, and formulating specific research questions and testable hypotheses. This phase culminates in the development of a comprehensive research proposal, which is represented by the current document.
- **Phase 2: Instrument Design and Data Collection.** The second phase focuses on the empirical aspect of the study. It begins with the design and validation of the

primary data collection tool—a quantitative survey based on the constructs identified in the literature review. A pilot test will be conducted to refine the survey for clarity and relevance. Following this, the finalized survey will be distributed to the target sample of remote and hybrid employees across the UAE and KSA to gather the necessary data.

- **Phase 3: Data Analysis.** Once a sufficient number of responses are collected, the third phase will commence. This phase involves cleaning and coding the raw survey data to prepare it for statistical analysis. The analysis will include descriptive statistics to summarize the sample's characteristics, followed by inferential statistical tests such as correlation and multiple regression analysis. These tests will be used to examine the relationships between the independent and dependent variables and to formally test the research hypotheses.
- **Phase 4: Interpretation, Conclusion, and Reporting.** The final phase involves interpreting the results from the data analysis. This includes discussing the statistical findings in the context of the research questions and the existing literature. Conclusions will be drawn regarding the factors that significantly impact perceived productivity in the GCC. The phase will conclude with the formulation of practical recommendations for organizations and the compilation of the complete research findings into the final project report.

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