Abstract

This research explores employee well-being in remote work environments, utilizing a mixed-methods approach to gain a comprehensive understanding of the factors influencing employee health, satisfaction, and productivity in virtual settings. As remote work becomes increasingly prevalent, especially in the wake of the COVID-19 pandemic, understanding how this work arrangement impacts employee well-being is critical for organizations aiming to support a healthy and engaged workforce. The study combines qualitative interviews with remote employees and managers to capture their experiences, challenges, and perceptions of well-being in remote work contexts. Additionally, a quantitative survey is administered to measure key well-being indicators, including work-life balance, mental health, job satisfaction, and productivity levels. The findings reveal that while remote work offers flexibility and autonomy, it also presents challenges such as social isolation, difficulties in maintaining work-life boundaries, and burnout. Factors such as organizational support, communication practices, and access to mental health resources are identified as crucial elements in promoting employee well-being. This research provides actionable insights for organizations seeking to enhance remote work environments by developing policies and practices that foster well-being, productivity, and engagement. Ultimately, the study emphasizes the importance of a holistic approach to employee support in remote work settings, ensuring long-term success and sustainability for both employees and organizations.