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MASTER'S THESIS

"*Correlation between remote work and job quality*"

speciality - "Business Psychology"

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CORRELATION BETWEEN REMOTE WORK AND JOB QUALITY

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Table - 1 Participants divided by sexes

Men	35
Women	50

Table - 2 Participants divided by ages

20 - 25	16
26- 35	61
36- 45	7
45 and over	1

Table - 3 Participants divided by ages and sexes

Age Group	Men	Women
20 - 25	10	6
26- 35	22	39
36- 45	3	4
45 and over	0	1
Total	**35**	**50**

Table - 4 Working format (online/offline/mixed)

Online	42
Offline	21
Mixed	22

Table - 5 Productivity _____ . Table reveals data for remote workers divided by ages

Age Group	Decreseased	As usual	Increased
20 - 25	6	3	7
26- 35	10	17	34
36- 45	1	4	2
45 and over	1	0	0
Total	**18**	**24**	**43**

Abstract

The researcher's objective of this paper is to assess the correlation between remote work type and level of productivity in Kazakhstani companies. The importance of this paper stems from the two reasons. First, during the period of globalization, the development of information and communication systems has increased (Smith, J.D, 2020). Second, the situation with the pandemic created new ways to work for employees and employers (Pedchenko, 2020) all over the world.

This research investigated the correlation between two dimensions: work type and job quality based on results of structured interviews among workers in Nur-Sultan who had experienced working remotely during the COVID-19 period.

Introduction

«Remote work» has already found legal support in most countries of the world (US Office of Personnel Management, 2011). The trend that was applied as a temporary instrument because of COVID, however, now it has chances to become a long-term solution for many famous large companies such as Facebook, Twitter, Square, Spotify, Coinbase (BBC press, 2020). The insurance giant Nationwide announced it would adopt a hybrid model (Council on Foreign Relations, 2020). Kazakhstani companies also apply for distance work. From the survey by ANCOR Central Asia report, it has seen that 44% of Kazakhstani companies changed their offline work format to online (Forbes, 2020). Some companies in Kazakhstan such as quasi-governmental companies ("NITEC" JSC, "BTSD" LLP) which need offline part of work from employees, followed COVID-Secure -government guidelines at the workplace.

«More than 26 million Americans - about 16% of the total workforce - now work remotely at least part of the time» (U.S. Bureau of Labor Statistics, 2015). Between 2005 and 2015, the number of U.S. remote employees increased by 115% (U.S. Bureau of Labor Statistics, 2015). In recent years, experts had controversial opinions about remote employees' productivity. Some researchers have addressed that working at home impacts on employees' job quality only positively. According to the Boston Consulting Group survey, 75% of employees feel that their productivity has increased (Adriana Dahik, 2020). However several cases showed that home is not

the best place because of distractions related to family members, children and duties such as washing, buying products, paying attention to guests (Schall, 2019).

Employees and employers meet with problems related to the quality of the final product and provide client-oriented services because of switching to online without any preparation to work online. For instance, teachers and administrators switched to online format without additional training and extra budget. Teachers have to use numerous digital tools to deliver e-learning (Plitnichenko. 2020). It will negatively affect the quality of service/teaching, product's cost and response rate of customers in the future (Wang, 2020).

According to analysis of working practices in the UK (Kelliher, 2008), for not well -prepared employees in terms of having isolated physical place at home and self-management issues, remote working gives additional levels of stress, problems with boundaries (private and work life), and will initiate physical and mental diseases.

This study will be useful for the employer from a financial point of view - reducing the expenses, for employees from the point of view of having a flexible schedule.

The paper applied Social Exchange Theory, Behavioral Theory and Environmental Theory to make theoretically informed predictions. The hypotheses were then tested using social survey data which includes quantitative (questionnaire) methods to collect data for the researchers. The research group will involve more than 80 participants.

The paper also provides a basis for future research in the remote work area through its development in terms of creating new policies and strategies for remote teams.

Definition of key terms

The definition of «work in distance» is found in the legislation of the CIS countries, including Kazakhstan and Russia. Scientific articles often also use the term «remote work» (Bloom et al., 2013). In the EU and the US, the use of the concept «telework» prevails (United States Office of Personnel Management, 2011).

In the Kazakhstani Labor Code, telework is treated as: «Remote work is a special form of carrying out the labor process outside the employer's location where employees use technologies to communicate with other team members or with company clients. Also workers are able to do all necessary actions by computers such as financial reports, meetings, presentations' (Labor Code of Kazakhstan Republic, paragraph 1, article 138). This

means that more office work does not have to be done in the office. The popularity of this business format is growing every year, including Kazakhstani companies. In an interview with the newspaper «Azattyq», psychologist Raisa Baidalieva said that the restructuring of the population's consciousness will happen, but not at the moment. The population will get used to both distance work and online learning. She mentioned that it would be difficult for people to organize themselves (Azattyq, 2020).

The term «job quality» is used as a synonym to the word «productivity». When employers try to evaluate «job quality» they use criteria such as finished task suitableness to describe from supervisor, ending the task in time and usefulness of the outcome for clients, for the team.

Research question

Is remote work useful to apply in a long- term perspective for employees and employers who started to practice online working during the COVID-19 in Kazakhstan Republic?

Hypothesis

Hypothesis 1. Remote workers complete more tasks than do onsite employees

Hypothesis 2. Remote workers meet lack of communication problems often than office workers who work on-site

Hypothesis 3. Remote workers with a lower level of distractions at home are more productive than employees with more home distractions

Hypothesis 4. Remote workers with comfortable work conditions such as a worktable, office chair, light, low level of noise are more productive than remote workers without necessary conditions

Hypothesis 5. Remote workers are more productive than onsite workers because of their strong self-management

Literature Review

Remote work became a trend. Working mainly from home has increased by 80% in 20 years (CIPD Report, 2020). The number of employees permanently working remotely globally is set to double in 2021, according to a new survey by a U.S. technology research firm (Reuters/Eva Plevier, 2020).

Social exchange Theory

During the COVID employers and employees who had never experienced to work remotely full-time, switched their way of working. This action created new questions such as how to manage fully remote workers? How to deal with absenteeism? (Maurer, 2020)

To understand the pros and cons of distance work the researchers used Emerson's social exchange theory, which explains the relation between motivation and how people behave when they are interested in the exchanging process. When employers and employees choose a remote type of work, they get benefits and drawbacks for both sides (Janza, 2020).

According to published research (Chaves-Dreyfuss, 2020), remote workers work more hours a day almost twice as often as office workers (53% versus 28%) do. This research used self-efficacy theory (D.Sandy Staples, John S, Hulland, Christopher A.Higgins, 1999) which can help prevent worker's behavior and his attitudes in the changed environment. Also, productivity levels are affected by the way your remote workers work (Hendricks, 2014). Remote working is not necessarily an addition to productivity gains in all companies and in all positions. Homeworking is most suitable for high-skilled specialists and managerial occupation (CIPD Report, 2020).

Many people need a team, office energy, to start thought processes, to integrate into the work rhythm. For the office worker, home is a place of relaxation, not concentration. It takes effort and special skill to create a mood in a comfortable home environment (Choi, 2017). For employees who perform routine, repetitive tasks, productivity is even 6-10% lower than in the office (Hendricks, 2014).

In all cases, people try to get the greatest reward with the least cost: material, time, and physical. Employees keep full pay and benefits (Janza, 2020). One disadvantage of social theory is that each side can neglect this provision (Nye, 1982). For example, if an employee does not meet deadlines for personal reasons, or because he is not responsible, he can take advantage of the fact of working from home, so he has poor Internet,

lack of isolated workspace, or find other reasons. Considering the options available to him to get out of a critical situation, he must make a rational decision, which is he will take into account possible ways of outcome (to get a reprimand or punishment for his irresponsibility, or to lie for his own benefit). If he chooses to lie, the employer and colleagues will understand and look with understanding at his situation.

In addition, from the employers' side there are many benefits of remote workers such as reducing the costs of rent, business trips and costs of arrangement of offices. However, they risk getting a bad-quality product in the end (Hendricks, 2014).

Environmental Theory

Environmental surroundings, such as office space and other aesthetics in an office, can influence the performance of a remote worker, physical and mental aspects of working remotely may help or hinder a remote employee's performance (Nightingale, (1989). Workplace isolation is impacted both mentally and physically.

Nightingale identified five environmental factors that affect a person (Nightingale, (1989). Due to the isolation, two factors may not be enough for a person: clean fresh air, direct sunlight. Nevertheless, the other three factors have no connection with the environment. There is clean water (even in an isolated mode, it is enough for a person to order or buy water), effective drainage (here it meant general wellness procedures), cleanliness (order and landscaping of the place).

Employers may have such a case: in order not to spend money on rent, the boss refuses the employee a workspace, or does not want to spend money on the employee's Internet and informs that the budget was not calculated for this type of cost (Miller, 2020). 56% of Nulab's State of Remote Workers from home during the pandemic were not allowed to bring equipment home from the office and almost 1 out of 3 workers have had to buy necessary things from their own budget to provide themselves conditions for remote work (Miller, 2020). Employers should update policies for remote workers in terms of providing necessary equipment after a pandemic (Miller, 2020).

However, according to the YouGov poll of more than 1,000 employers conducted in June, employers said that their 61% employees reported an improved work-life balance (J.Owen, 2020).

On the other hand, Kazakhstani people mostly want to work onsite. The Bitrix-24 analytical center in Kazakhstan surveyed among 1,000 business representatives from August 19 to 27 and found that 56% of respondents did not plan to continue working from home after the quarantine. 36 percent of the same survey participants said that the main disadvantage when working remotely is the lack of personal communications. Thirty one percent of respondents believe that this is due to being in a confined space, 24% feel low motivation and involvement of colleagues in work, and for nine percent of employees, the main disadvantage of remote work is a decrease in loyalty to the company (Liter, 2020).

In addition, according to this theory, various activities are required to keep the mind active. It includes communicating with the person, about the person, and about other people. Live communication affects positively interpersonal relationships between colleagues, also to the productivity of each employee. However, if an employee has an effective relationship with family members and friends, he may not feel the need to communicate with colleagues. For instance, 38% of employers who participated in the YouGov poll reported an improved focus on the work from their employees (J.Owen, 2020).

Behavioral Theory

Behavioral theory used to determine some models of motivation in different situations among people with various backgrounds (Lippényi, 2019). The researcher applied this theory to understand how online distance work may influence workers' behavior. When people change their work conditions, time and type of communication they will adapt.

Although scientists in various disciplines have mentioned the harmful effects of occupational isolation, few have formulated a theoretical rationale, especially in the workplace (Timothy J.Legg, 2020). Given the growing concern about occupational isolation among teleworkers, they have developed a measure of occupational isolation, proposed a theory of its impact on the performance of teleworkers and their intention to change jobs, and empirically tested these relationships. Besides, the mitigating effects of time spent on telework, the degree of face-to-face interaction, and access to communication-enhancing technologies were considered to account for some of the most significant contingencies associated with this mode of operation. In particular, it was found that the professional isolation of teleworkers is negatively associated with labor productivity. Although some believe

that teleworking enables people to be more productive, the findings offer a caveat—such benefits may not go to those who feel professionally isolated (Golden et al., 2008)

This experiment mentioned that empirical study of the capacity transform of telework shows a tendency to hub on individual employees working from home. In this contribution, Tanja van der Lippe and Zoltán Lippényi (2019) sought to improve understanding of the importance of working from home on work outcomes by studying colleagues who also work from home. Employees do not exist in a vacuum when they work. Since employees must work together in many, if not most, jobs, the researchers argue that productivity depends not only on individual employees working from home but also on their colleagues working from home. Using unique data for 2016 relating to 11,011 employees in 869 teams, 259 work establishments in nine European countries, they showed how employees and colleagues working from home were related to the work of employees and their teams. This study has three significant conclusions. Firstly, researchers established that each staff dispatch better, when their teammates work in office. The second issue is that the manager controls co-workers' performance and reports poorly when personnel usually work from home. Finally, the third conclusion is telework met difficulties related to completing complex tasks which will involve several team members as consultants (Lippe and Lippényi, 2019).

Behavioral theory has its limits too. First, the biggest limitation of behavioral theory is if an employee lacks certain skills and has received the necessary training under the new rules of online work, has been trained and practiced how to settle relationships with colleagues, it does not mean that practical skills and human behavior are synchronized. An employee may know how to behave in certain situations, but it can be a difficult task to behave in this way.

Moreover, workers have the problem related to work with specific digital programs. For instance, programs which require installing additional security certificates or setting extra confidential options.

Adaptability is another disadvantage of behavior theory. People who adapted to work with a controller/manager at the office have difficulties with self-management at home during the remote work period. According Tanja van der Lippe and Zoltán Lippényi study's results (2019), a staff is comfortable when colleagues work in the office, a staff is comfortable because of control and fast feedback by the manager in the workplace. The employee quickly adapts, firstly, control by manager (that is, responsibility can be applied to another one.

The worker becomes less responsible because of a manager who reminds him about deadlines and pushes him to complete tasks. Therefore switching to an online type of work needs actions oriented to changing style of communication with team members which will cover all vulnerable interrelated parts of work.

Recapitulating the above studies, it was identified that working from home could influence employees and the organization in dissimilar ways: most of the employees earn more money and felt a surge of potential as mentioned in the first study. However, in the second study the situation happened the other way around: employees felt adverse effects on their performance as soon as they started to work in distance. Researchers accepted the fact that the results of a future study indicate that other factors may affect the productivity of employees who work at home, such as colleagues or a Manager (as was revealed in the third study), the home atmosphere and family, the inability to allocate time and time management, etc. In any case, the results will be valuable for managers of large and small enterprises, as this topic is very relevant due to the status of the virus and quarantine.

The remote workers had changed their behavior in a different environment. That is why the way of management of the employees should be changed. Also work conditions should be provided by employers and should be agreed from both sides.

The researchers hope that the results of this study will help to take the best approach to switch to the online format without any significant drawbacks in terms of leadership, onboarding processes for refreshers and level of knowledge which will be increased by side-by-side working between senior and junior specialists.

Methodology

The aim of research is to investigate remote working as a long-term solution for office workers. The researcher established a cause-and-effect relationship using social survey which includes quantitative (structured interview) methods. Instruments were questionnaires. Questionnaire includes 13 questions (10 - in main part, 3 - in additional part for mixed type of work).

The research needs primary data which is collected by providing questionnaires.

The structured interview (questionnaire) was chosen, because it provides an opportunity to cover several representatives in different companies and to save a huge amount of the time. The questions covered parts such as work conditions, self-management, attitudes, and technical issues.

Sampling

The target audience were all people who had remote work experience during the quarantine time (March 2020 - April 2021) between the ages of 20 and 55, Nur-Sultan population. Participation was optional and voluntary. All ethical issues by APA were conducted.

The researcher used probability sampling methods - stratified random sampling. The researchers chose stratified random sampling because of the reason to cover all types of office workers. The researcher used two characteristics: gender, with two strata (male and female), and age, with four strata (20-25, 26-35, 36-45, 46 and over).

The investigator expected to get information from at least one representative in each group. Therefore, the sample size was 83 respondents (table 1): 48 - women and 35 - men.

Table 1. Respondents

#	Group	Number of people
1	20-25	16
2	26-35	59
3	36-45	7
4	45 and over	1

Details

The structured interviews were conducted through an online - survey link via Google Docs. The questionnaire (Appendix 1) was published on 25 March 2021 and was available for respondents who were chosen by sampling. The researcher instructed these people 30 minutes before publishing the questionnaire.

Several questions related to advantages and disadvantages of remote work that have multiple-choice options and the option to enter their own answer if participants do not find an answer in the provided list.

Limitations

Research has several limitations such as:

- time;

- type of work.

Time-bounded research allows us to cover less number of respondents.

Questionnaire was filled only by workers who can use a computer/ mobile device that means that part of people without internet connection or digital devices were not included in the research.

In addition people which work mainly related to physical services were excluded from the research. For example, waiters, hostesses, tourist agents.

Data analysis

Thematic analysis was used to explore the themes across the data collected related to the four research areas: work conditions, communication problems, mixed type of work and productivity. The themes were elicited by searching for commonality, relationships and differences (Gibson and Brown, 2009).

Results

Before Interpreting the results we would just restate the main aim which is to find an answer to the question: Is remote work useful to apply in a long- term perspective for employees and employers who started to practice online working during the COVID-19 in Kazakhstan Republic.

Despite the fact that only 83 respondents took part in the research, it was enough to cover all main groups of people divided by age and sexes.

The result surprisingly demonstrates mostly positive trends of remote work in Kazakhstani companies. People feel a lack of stress related to their duties. Just a small number of respondents meet with problems. These negative feedbacks related to paper-based processes, lack of communication and over hours. The issue

related to over hours supports self-efficacy theory which said that experienced people more work because of self-motivation.

People who participated in the survey were mostly mature workers with experience over 5 years and over. Therefore by Social Exchange Theory's description these positive results will be dependent on their set of skills and knowledge.

More details will be given below in the splitted sections.

Work conditions

The most remarkable result to emerge from the data is the lack of complaints related to technical support, work with specific programmes, problems with technical devices or the internet. Only 7% of all respondents marked these factors as important. The respondents several times marked positive answers as "I have no problem working at home" - 23%, "I have all necessary equipment at home" - 50%, "I have access to internet, workspace, VPN, monitors" - 73%.

The minority (8%) of respondents reported about the problems related to children and family distractions. That fact demonstrates that people learnt to arrange their working hours correctly or they have an isolated workplace at home without any noises and uncomfortable conditions. Hypotheses 3 "Remote workers with a lower level of distractions at home are more productive than employees with more home distractions" was not proved.

Question 3 related to benefits which allowed to mark more than one answer, people gave a unique set of results. It is interesting that as a major benefit 81% chose "partial lack of dress code/ no dress code". Then is a flexible schedule - 50% and time with family- 50%. Third place remains "money saving "moments. 47% of people answered that they reduced food and way expenses. Just a few workers chose "safety" and "lack of stress" as benefits.

Productivity

The overall response to this question was quite positive. Research shows that productivity levels have increased among 51% respondents, 16% respondents said that their productivity is as usual. Also, respondents complete faster tasks than in the traditional way. Only a quarter of respondents complained of problems with

productivity and lower speed than before. This moment proved Hypothesis 1 "Remote workers complete more tasks than do onsite employees " and also cover the part of Behavioral Theory which marked that people will adapt to work conditions/ changes.

In addition, according to Behavioral Theory (Lippenyi, 2019), the researcher suggested that remote workers are more productive than onsite workers because of their strong self-management skills (Hypothesis 5) and self - organized work environment which is more isolated than office environment, especially if workers sit in open-space. This theory was partially proved by questions related to drawbacks. However, 15% of respondents emphasized that time-management courses will be helpful for their productivity.

Communication problems

According to Environmental Theory researcher Hypothesis 2 related to lack of communication which meets more frequently among remote workers. This assumption was proved by response from 50% workers who highlighted the problem with lack of communication/socialisation as one of the major negative moments at the distance work.

This information claims the researcher to the point of lack of small talks and other outside communication among respondents which will not significantly impact on productivity. However it will be counted by HR-departments as a potential risk for mental health among introverted people in the long-term perspective.

Interestingly, the controversial fact that 75% of respondents said that feedback from supervisor and communication with the team remained as it was before the remote type of work. 77% of respondents mentioned that group chats and messengers help them to be in touch with colleagues. Problems such as absenteeism or managing remote teams which were mentioned in the Literature review part did not appear during the data collecting.

Mixed type of work

Almost a quarter of respondents currently work in the mixed mode. When the workers were asked about the reason for visiting the office 48% of workers answered that they sometimes want to work onsite with clients or colleagues, 40% work because of the supervisor's order and 22% have a flexible schedule which is agreed by both sides.

73% of respondents report that they visit the office 2-3 times a week, 7% of workers prefer to work in a 50-50 format (home and office), Very few participants visit the office for meetings.

Significance

The results of the research will be used as a fundamental overview of remote work tendencies in Kazakhstani companies. HR departments will use outputs to create narrow investigation in their companies to provide changes which will help employees save productivity.

Long-term changes may involve transformation in terms of organizational structure, onboarding, job security, corporate rules and organizational events' celebrating.

Conclusion

This current research found that well-created processes in the company to transition employers from offline to online, technical equipment, self-management skills, physical conditions such as light, table, chair; and competencies of team members were important. As psychologist Raisa Baidieva said in the Introduction part: the restructuring of the population's consciousness will happen, but not at the moment. However, research results have shown that people's behavior and attitudes changed significantly in comparison with previous research which was conducted almost a year before by The Bitrix center. The previous survey indicated that 56% people want to return to the traditional way.

However, returning to the current research results, despite negative factors, almost half of respondents want to work remotely, slightly over a quarter prefer a mixed type of work, 8% - require specific conditions such as picking up children at school and kindergarten, and only 10% - want to go to work in the traditional way. Just under 17% of all respondents met feasible negative moments during the remote work experience. People had learnt to save their productivity after the first wave of COVID-19.

These facts give an area to think to Kazakhstani entrepreneurs in terms of way of hiring and applying remote working type in the future. They can have a real opportunity to grow the number of workers without physical changes in terms of providing physical workplaces and extra expenses related to food and training. This research report proved the assumption about the future of remote work with saving quality and productivity among employees.

Also, a mixed type of work will be more suitable for companies which have key tasks related to stakeholders, clients or physical events such as training, exhibitions' arrangements or so on.

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Appendix 1 - Questionnaire

Part 1 - General information

1) Your age

    a) 20-25

    b) 26-35

    c) 36-45

    d) 45 and over

2) You a

    a) man

    b) woman

Part 2 - Main part

3) How was changed your/your colleagues metrics in the different areas

    a) productivity (increased/as usual/decreased)

    b) support from supervisor (increased/as usual/decreased)

    c) feedback from colleagues (increased/as usual/decreased)

    d) my speed of completing issues (increased/as usual/decreased)

    e) technical support (increased/as usual/decreased)

4) What do you like about distance work? *You can choose at least 3 answers*

    a) flexible schedule

    b) an opportunity to work form any city

    c) time with family

    d) home atmosphere

    e) no dress code/partial lack of dress code

    f) lack of food and way expenses

    g) an opportunity to focus on individual task

    h) optimal level of control from supervisor

      i) low level of stress

      j) safety

5) What do you not like? *You can choose at least 3 answers*

      a) lack of communication

      b) lack of help from teammates

      c) work and life disbalance

      d) lack of meetings

      e) discomfort related to home environment

      f) lack of support from supervisor

      g) i am tired after remote work day

      h) no full-fledged isolated workspace

      i) *other (option to write own answer)*

6) Instruments which helped me to higher my efficiency:

      a) paperless business- processes

      b) time-management trainings

      c) babysitter

      d) bonuses

      e) printer

      f) video - instructions

      g) *other (option to write own answer)*

7) Tasks/events which help me to connect with people and get actual information?

      a) messengers (Telegram, WhatsApp and etc)

      b) corporate Emails

      c) information which published on the company's site

d) programs for tasks' tracking (Jira, redmine, Trello and so on)

e) news related to work on social networks

f) *other (option to write own answer)*

8) I have all these staff (stable speed of internet, VPN access, necessary technical equipment, monitor, work desk at home)to be productive worker:

a) Yes

b) No (skip question #9)

c) Yes, but I have minor problems

9) What problems did you meet?

a) problems with technical equipment

b) problems with internet

c) VPN access

d) no isolated workspace at home

e) problems with specific software installing and working

10) I want to work online after COVID-19

a) of course

b) if I will have mixed type of work

c) If I will have necessary equipments and comfortable conditions at home

d) If children will go to the school/ kindergarten

e) No, I want to work from the office

11) I am currently working

a) online

b) offline

c) both online and offline

Part 3 - questions for respondents who mixed online and offline types.

12) Do you visit the office because of

    a) supervisor's initiative

    b) my initiative

    c) both sides' agreement

13) How much time I spend in the office

    a) 2-3 days a week

    b) when supervisor asks me

    c) when I have a meeting

    d) when I have training/course

    e) half day at home, half day in the office

Appendix 2 - Ethical Review Form

Higher School of Economics M.Narikbayev KAZGUU University is concerned about ethical issues related to research. A student should review "Ethics in Research" section in Master's Dissertation Guidelines and have a discussion with a supervisor regarding ethical consideration in research.

Research Ethics Approval form should be filled prior to the start of data collection. A supervisor should sign a form as a sign of confirmation. A supervisor might contact Disciplinary and Ethics committee in case if there are some doubts on research and an expert's opinion is required.

Name of Student	Arystambekova Ayauzhan
Degree Programme	Business Psychology
E-mail	arystambekova.a@gmail.com
Supervisor's Name	Nazarova Marzhan

1. Does your research involve vulnerable groups? (Yes/No) **No.**
2. Does your research involve sensitive topics? (Yes/No) **No.**
3. Does your research may potentially harm (psychologically/physically/financially, etc) participants? (Yes/No) **No.**
4. Describe outline and objectives of your research.

Research should give answers to the question about benefits of remote working. If remote work has positive impacts on people's mental health, financial side and physical points then it will be a long-term alternative for many companies.

5. Describe your research design and how human participants will be involved.

People will participate via filling Google form with questionnaires. Questionnaires consist of questions with a variety of possible answers. Participants can give their own answer If he/she does not find a suitable answer from the list.

Results will be analyzed by thematic analysis.

6. Describe potential risks of your research to your human participants and how you are going to avoid these risks.

No risks exist.

7. Describe how anonymity of respondents will be ensured.

Google form does not ask personal data from participants. Also we use only depersonalized results which will be used to compare research results with secondary data.

8. Describe how informed consent will be provided.

When participants open questionnaires we suggest reading short descriptions of the research and show consent form. Participants can stop filling questionnaires at any time, close it after reading all conditions If they do not want to participate.

9. Describe how you will ensure privacy of data collection.

All research data will be used without mentioning any participants' names. Researcher will use only statistical depersonalized results of research divided by stratas.

10. Describe how data will be stored throughout and at the end of the project.

All data saved in the MS Excel file in the Google Drive.

Student's Name   Arystambekova Ayauzhan

Student's Signature   _____

Date   _____

Supervisor's Name   Nazarova Marzhan

Supervisor's Signature   _____

For Supervisor's: Contact Disciplinary and Ethics Committee, if there are any ethical issues that seems controversial and unclear. Send this form and provide your explanation.