Proposal Presentation

The Effectiveness of Remote Work Policies on Employee Productivity

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Today's Presentation

- The presentation introduces remote work policies as a potential area of applied organizational research.
- The proposed research context and the relationship between remote work arrangements and employee productivity are explained.
- The potential problem of practice and its consequences for organizational leaders are identified.
- The significance of the topic and the reasons for examining remote work policies are discussed.
- Ethical considerations and potential researcher biases are examined alongside strategies for reducing their influence.
- Eight keywords are presented to guide the search for relevant scholarly literature.

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Today's Presenter

- I'm a faith-centered, family-oriented person who loves reading the Bible and cherishes time with loved ones. I'm excited to pursue my doctoral degree and am known for my natural leadership, supportive spirit, and driven personality.

“The What” – Proposed Project Topic(s)

- The broad topic of this project is the effectiveness of remote work policies on employee productivity.
- The specific focus is how policy flexibility, communication expectations, performance monitoring, and managerial support relate to employee productivity.
- The proposed setting is a medium-sized organization with employees working remotely or through hybrid arrangements.
- The research will examine how organizational policies define work schedules, task responsibilities, communication procedures, and performance expectations.
- The project seeks to understand which policy features employees and managers consider helpful in supporting productive work.
- The intended outcome is to identify opportunities for improving remote work policies in ways that support organizational objectives and employee performance.



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“The Why” – What Makes It Meaningful

- Organizations may experience difficulties evaluating productivity when employees work in different locations and follow flexible schedules.
- Unclear remote work policies may create confusion about availability, communication, task ownership, and performance expectations (Nwankpa & Roumani, 2024).
- Inadequate technology or managerial support may make it more difficult for employees to complete their responsibilities efficiently.
- Excessive monitoring may create concerns about employee autonomy, trust, and the appropriate use of performance information (Nwankpa & Roumani, 2024).
- Inconsistent policies may contribute to unequal experiences among employees performing similar responsibilities.
- Examining these challenges may help leaders identify policy improvements that support productivity, accountability, and effective coordination.

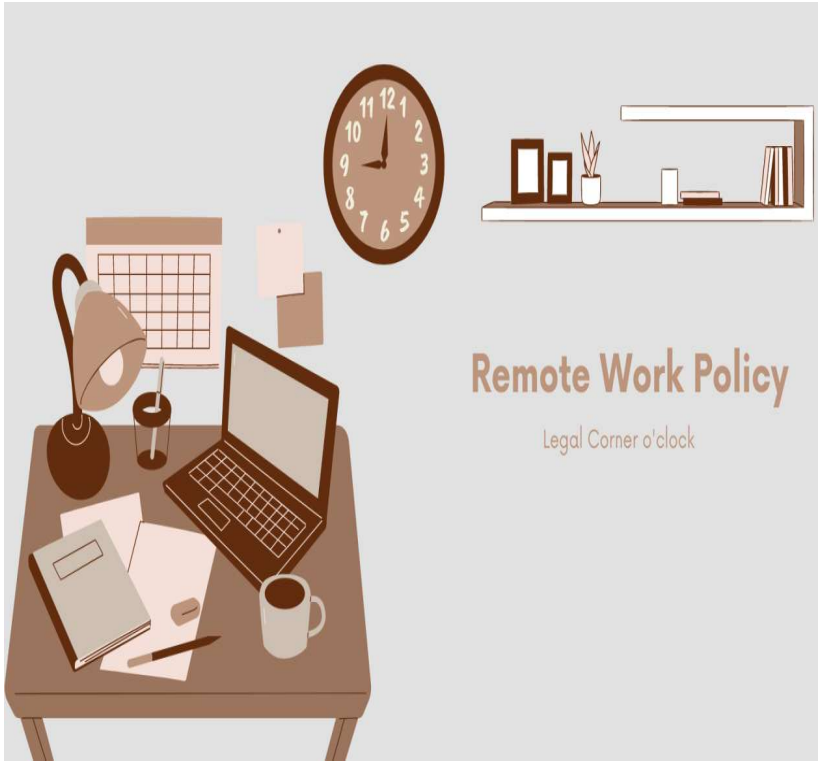
Problem of Practice Problem Statement

- The problem of practice is the lack of clearly evaluated remote work policies aligned with employee responsibilities and organizational performance expectations, which may result in inconsistent productivity outcomes and difficulties in managing employee performance (Bartik et al., 2025).
- The project will examine how existing policies define productivity, accountability, communication, and employee availability.
- The research will consider how employees and managers understand and experience the current policy arrangements.
- The investigation will explore potential gaps between organizational expectations and employees' practical working conditions.
- The findings may inform recommendations for reviewing remote work policies within the selected organizational setting

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Why This Topic Is Important

- Remote work policies matter to organizational leaders responsible for employee productivity, workforce planning, and operational performance.
- Understanding policy effectiveness can help leaders distinguish between measurable productivity outcomes and assumptions about employee visibility (Leonardi et al., 2024).
- Clear expectations may improve coordination by defining responsibilities, communication procedures, and performance standards.
- Appropriate flexibility may help organizations accommodate different employee needs while maintaining accountability for results.
- Evaluating employee and managerial perspectives may reveal policy gaps that require targeted organizational responses (Bartik et al., 2025).
- The proposed research may inform evidence-based decisions about retaining, revising, or expanding remote and hybrid work arrangements.



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Ethical Considerations

- Employee participation in interviews, surveys, or other research activities must be voluntary and based on informed consent.
- Confidentiality must be protected because participants may discuss workplace policies, supervisors, and performance expectations.
- Research records must be stored securely, with access restricted to authorized individuals.
- Recruitment and data collection procedures should minimize the possibility that employees feel pressured by their managers to participate.
- Employee productivity information must be handled carefully to prevent unauthorized disclosure or inappropriate employment-related consequences.
- Institutional approval and organizational permission must be obtained before research data are collected.

Ameliorating Potential Bias

- Confirmation bias may arise if the researcher assumes that remote work automatically improves or reduces employee productivity.
- Selection bias may occur if participants come predominantly from one department, job level, or working arrangement.
- Social desirability bias may influence employees to provide responses they believe managers or researchers prefer.
- Neutral survey and interview questions should be used to encourage honest responses without suggesting a preferred conclusion (Jabarov, 2023).
- Multiple evidence sources and appropriate productivity measures should be considered to reduce dependence on individual perceptions (Jabarov, 2023).
- Reflective documentation and fair reporting of contradictory findings should support balanced interpretation of the evidence.

Researching The Topic

- The keyword *remote work policies* will help identify studies examining formal organizational arrangements for working outside traditional offices.
- The keyword *employee productivity* will support searches for research measuring employee output, performance, and task completion.
- The keyword *telework* will identify literature using an alternative term for work performed remotely through technology.
- The keyword *hybrid work* will help locate research on arrangements combining remote and office-based work.
- The keyword *performance management* will support searches on setting expectations and evaluating employee results.
- The additional keywords *employee engagement, work flexibility, and organizational effectiveness* will help explore related factors and outcomes.

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References

Bartik, A., Cullen, Z., Glaeser, E., Luca, M., & Stanton, C. (2025). The rise of remote work evidence on productivity and preferences from firm and worker surveys. *Journal of economics & management strategy*, *34*(3), 759-772.

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QUESTIONS & DISCUSSION



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