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## Analysis of the Dependence of Factors Influencing the Evaluation of Remote Work

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**Abstract:**

**Purpose:** The aim of the article is to present in-depth results of the study, which was carried out to check the sense of health and general well-being of employees working at home.

**Design/Methodology/Approach:** To achieve the goal, the respondents were asked about the approach of the management of organizations from various industries in terms of organizing work during the COVID-19 pandemic, and employees were also asked about their work from home, attitude to this type of work, their housing and other possibilities. The study was based on the CAWI computer-assisted diagnostic survey. The research tool was a self-questionnaire. The questionnaires in the period from 12 to 21 November 2020 were completed by 95 respondents aged 18 to 59. The basic results are presented in the article: "The impact of remote work on human well-being".

**Findings:** As a result, it turned out that women more often feel the psychological and physical effects of a pandemic, and men are more unanimous in their indications (e.g., weight gain, mood drops, etc.). In addition, it turned out that employees of medium and large enterprises can count on the greatest support in the field of organizational changes.

**Practical Implications:** The conclusions drawn based on the analyzes are a signpost for the individualization of solutions by organizations in supporting the achievement of a sense of mental and physical well-being of their employees

**Originality/Value:** The research on impact of COVID-19 on well-being and comfort of employees have been conducted all over the world since the pandemic hit the world. Providing various perspectives, social and economical background can improve resilience of companies and economies in the future, disregarding the type and duration of crises to come.

**Keywords:** Individualization of HR solutions, remote work, Covid-19 pandemic, employee well-being, health.

**JEL Classification:** M2, J62.

**Paper type:** Research article.

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## 1. Introduction

The Covid-19 pandemic has made changes to working from home around the world. On March 11, 2020, WHO has announced a pandemic, but the governments of most countries have already implemented the so-called lockdown, wishing to limit the transmission of the coronavirus among the society (Polish Agency for Enterprise Development, Coronavirus – the state of epidemic threat poses numerous limitations for economic activity; Wikipedia). Many people were faced with the need to work remotely and organize a workplace practically overnight. Companies also had to adapt to the new reality, both in terms of work organization and support for their employees.

This requirement may depend on health, gender, age, and others. Recalling the data obtained in the Eurofound survey from April 2020, women more often than men find it difficult to focus on work because of their family (29% vs.16%), it is more difficult for them to find time to work because of their family (24% vs.13%) and time for family due to work (32% and 25%) (Ahrendt and Mascherini, 2020). Also in a pandemic situation, it can be suspected that it is hampered, for example, by distance learning (in Poland during the first, second and third coronavirus waves) and closed kindergartens and nurseries (during the first and third waves of SARS-Cov2) (<https://sip.lex.pl/legal-acts/dzu-journal-Ustaw/child-care-at-age-up-years-3-17688988>, Journal of Laws 2021, item 560).

Considering that most of the respondents were women (81.1%), there is a high probability that they are responsible for organizing home life and supporting both children and seniors in functioning during a pandemic (21.1% are also concerned about your health or that of your family). As shown by the data, women suffered the most in the pandemic exacerbations. Data in the PwC report indicate that worldwide nearly 510 million (40% of working women) work in sectors identified by the International Labor Organization as being most affected by COVID-19 (compared to 37% of men working in these sectors). These industries include, among others tourism, trade, entertainment, and catering services.

The authors of the report noted that COVID-19 also increases the unequal burden of unpaid care and housework more often performed by women than by men. More women have left their jobs due to caring responsibilities, and the longer they are, the greater the chance that women will leave the labor market permanently - not only hampering economic growth, but also distracting them from achieving gender equality status (<https://www.pwc.pl/pl/media/2021/2021-03-05-pwc-women-in-work-index-2021.html> from: PwC Report).

A different opinion follows from the Resolution Foundation report, which indicated that in the United Kingdom, the employment rate among men has decreased to a greater extent than among women since the beginning of the pandemic (by 2.4% and 0.8%, respectively). At the same time, according to these data, the economic inactivity of women aged 16-64 reached a record low level in the three months to February 2021, while the economic inactivity of men reached the highest level. At the same time, the authors of the study pointed out that the pandemic mainly affected young workers from

the worst-paid industries (<https://www.pulshr.pl/rekrutacja/Skutki-pandemii-na-rynku-pracy-szym-dotykaja-mezczyzn-niz-kobiet>, 82251.html).

Due to the situation on the labor market, job insecurity or employment in a different environment than before, i.e., at home, the mental and physical condition of employees may be disturbed. The Hays Poland study showed that every third employee experienced a deterioration in mental health because of the pandemic. Even though more and more attention is paid to human well-being, in Poland still few organizations have it included in their activities (Czyż, 2020).

The World Health Organization recognizes health as a concept closely related to mental, physical, and social well-being. The definition known practically all over the world indicates that "Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity." (<https://www.who.int/about/who-we-are/constitution>). It is worth noting that in the preamble to the Constitution of the World Health Organization, which was developed and signed in 1946, it was assumed that "Informed opinion and active co-operation on the part of the public are of the utmost importance in the improvement of the health of the people." And "Governments have a responsibility for the health of their peoples which can be fulfilled only by the provision of adequate health and social measures." (<https://www.who.int/about/who-we-are/constitution>).

## **2. Analysis of Dependencies in the Study on Remote Work**

The study used the method of a diagnostic survey. The research tool was a self-questionnaire. The questionnaires posted on one of the portals supporting the survey was completed by 95 respondents (77 women and 18 men). The study was conducted in the period from November 12 to 21, 2020 at the age of 18 to 59. Participation in the study was voluntary and anonymous (Stasiuk-Piekarska, 2021). The independent variables include the size of the enterprise (micro and small, medium, large) as an ordinal qualitative variable, gender (female, male) that is a qualitative nominal variable and age (18-35 years, 36-59 years) being a qualitative ordinal variable. In turn, the dependent variable was answers to questions 1-10 (qualitative nominal variables).

The qualitative variables as well as the answers to the questions were described using the number (n) and frequency (%). Pearson's chi-square test was used to test the relationship between qualitative variables, and in the case of too small frequencies expected in the contingency table larger than 2x2, the NW chi-square test (maximum likelihood) was used. The significance test of the difference between the two structure indices was used to compare the multiple responses in the two groups, and the  $F_p$  test comparing k frequencies in the three groups. A p value <0.05 was considered statistically significant. Statistical calculations were performed using the statistical package STATISTICA 10 PL by StatSoft.

At the outset, by examining the relationships, the division of the respondents by sex, age, education, industry they represent and the size of the enterprise in which they are employed was verified:

- the vast majority of the respondents were women 77 (81.1%) people. There were 18 men (18.9%). A total of 95 people completed the questionnaire;
- the highest number of respondents aged 31-35 39 (41.1%) people, 11 (11.6%) of the respondents were 18-30 years old, 21 (22.1%) of the respondents were 36-40 years old, 41-45 years (16 (16.8%) of the respondents, and 46-59 years 7 (7.4%) of the respondents. One person did not provide age;
- most of the respondents had a master's degree 58 (61.1%) people, 12 (12.6%) of the respondents had bachelor's or engineering education, and 10 (10.5%) of the respondents had higher doctoral education. The rest had secondary education 15 (15.8%) of the respondents;
- respondents most often worked in the industry, education 26 (27.4%) people, industry 17 (17.9%) people, consulting and other B2B support 12 (12.6%) people, public administration (incl. offices) 11 (11.6%) people.

A detailed distribution of responses regarding the industries represented is presented in Table 1.

**Table 1.** *The number and frequency of respondents by industry (multiple responses)*

Industry [n = 95]	n	%
Trade (carried out stationary)	6	6,3
Trade (carried out by mail order)	5	5,3
Industry	17	17,9
Education	26	27,4
Health Service	9	9,5
Construction	5	5,3
Culture	3	3,2
Agriculture, forestry, hunting	3	3,2
Transport and storage	5	5,3
Insurance, legal and banking services	6	6,3
Public administration (including offices)	11	11,6
Consulting and other B2B support	12	12,6
Hospitality and gastronomy	3	3,2
"Beauty" (hairdressing, cosmetics etc.)	1	1,1
Total	112	117,9

*Source:* own study.

The division of trade into mail order and stationary trade was introduced on purpose because direct sales generally prevent the lack of contact with the client and remote work. Analyzing the number of respondents' indications in terms of the size of the enterprise, almost half of the respondents worked in large enterprises 46 (48.4%) people, 27 (28.4%) respondents worked in medium-sized enterprises, in small 14 (14.7%) respondents, and in micro 8 (8.4%) respondents.

When analyzing the relationships between the variables, it was decided to check whether there were any relationships that could be assessed as statistically significant ( $p < 0.05$ ) to conclude on the differences in feelings regarding remote work. The following parameters were checked as the first correlation, the size of the enterprise and the change in the organization of work in the enterprise during the pandemic.

The results of the  $F_p$  test comparing  $k$  frequencies showed significant differences between respondents working with different sizes of enterprises for the answers:

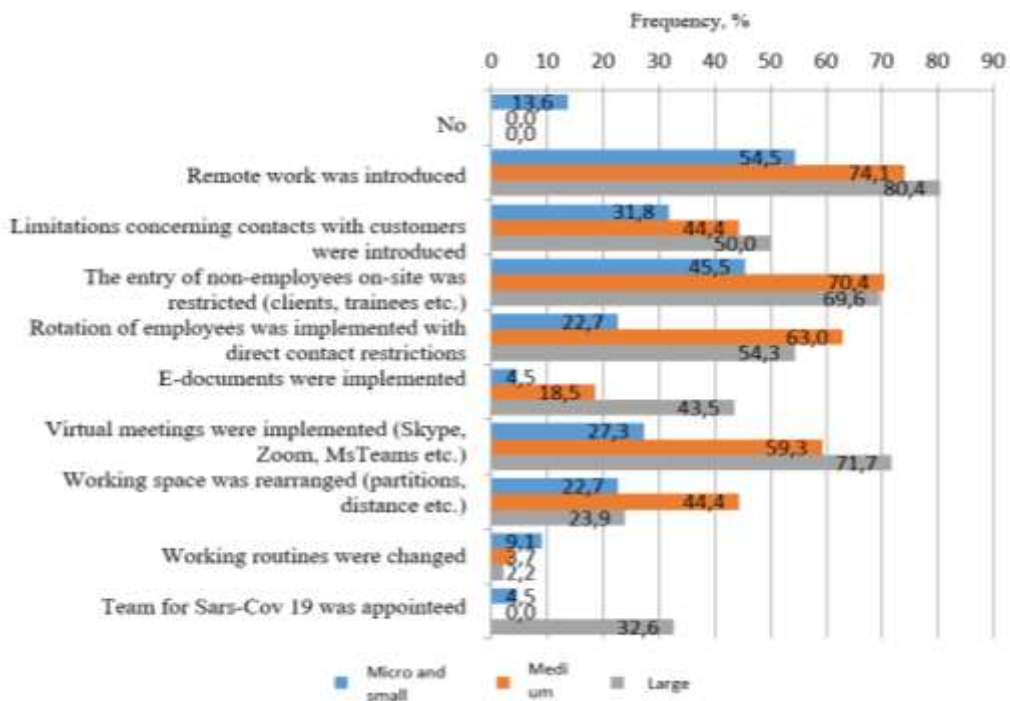
- "No" ( $p = 0.0105$ ). No changes during the pandemic were introduced only in micro and small enterprises (13.6%). Perhaps this is due to the fact that in companies of this size all improvements, including cost cuts (e.g., headquarters in the owner's apartment / house) or the specificity of the activity, did not facilitate the organizational and technical changes resulting from the pandemic.
- "Employee rotation and limitations in direct contact between teams were introduced" ( $p = 0.0129$ ). Staff rotation was most often introduced by medium and large enterprises (63.0% and 54.3% respectively). Also in this case, the number of employees indicating reclassification to a medium or large enterprise (i.e., from 50 people medium, from 250 large enterprise) ([http://www.pih.org.pl/images/definicja\\_msp.pdf](http://www.pih.org.pl/images/definicja_msp.pdf)) caused that companies wishing to maintain business continuity in the event of infection / quarantine of employees decided to introduce employee rotation.
- "Electronic document flow has been introduced" ( $p = 0.0016$ ). Electronic circulation of documents was most often introduced by large enterprises (43.5%), it may be caused by the need resulting from the organization of work. In a large enterprise, formalism, and the need to document many events more often occur, which in small and medium-sized enterprises can be carried out in a semi-formal manner. In addition, large enterprises usually have already implemented SAP systems and have larger funds, e.g., for the implementation of new IT and organizational solutions.
- "Remote mode appointments entered" ( $p = 0.0024$ ). Remote meetings were introduced most often by large enterprises (71.7%). Also in this case, large organizations base many matters on the cooperation of people from different departments, who, while carrying out their activities, must meet in a larger group of interested parties, which had to be transferred to virtual space at the time of a pandemic.
- "SARS-Cov2 team established" ( $p = 0.0001$ ). Such a team was most often appointed by large enterprises (32.6%). This dependency may be conditioned by the need to oversee a large group of employed people who may have been infected or quarantined. As a result, large enterprises, wanting to adapt to the changing guidelines and the dynamic situation, introduced employees from various departments to the activities of the SARS-Cov2 team. In small and medium-sized enterprises, there was usually no need to perform such activities, because a smaller group of people work there, and it is easier to manage information about potential infections.

The distribution of responses broken down by the size of the organization represented by the employees is presented in Figure 1.

The change of work in micro and small organizations in 13.6% did not change, although in this group of respondents the scope of duties in the positions was most often changed (9.1% of the respondents). On the other hand, in medium-sized enterprises, the entry of outsiders to the company's premises was most often restricted (indications of 70.4% of respondents from this group) and employee rotation and restrictions in direct contact between teams (in 63% of respondents) were introduced. The arrangement of rooms was also most often changed in medium-sized enterprises (44.4% of respondents). It can be assessed that in this group of companies it was decided to apply prevention in order to maintain the continuity of the organization's operation.

Another analyzed relationship was the verification of the relationship between the size of the enterprise and the availability of security measures (apart from people who were not concerned). The result of the  $F_p$  test comparing k frequencies showed a significant difference between respondents working with different sizes of enterprises only for the answer "Liquid for disinfecting flat surfaces" ( $p = 0.0219$ ). This measure was most often available in medium-sized enterprises (77.8%). It may be related to the organization of work in medium-sized enterprises, where the so-called desk-sharing is more often implemented.

**Figure 1.** Change in the organization of work in an enterprise during a pandemic among respondents working in enterprises of various sizes

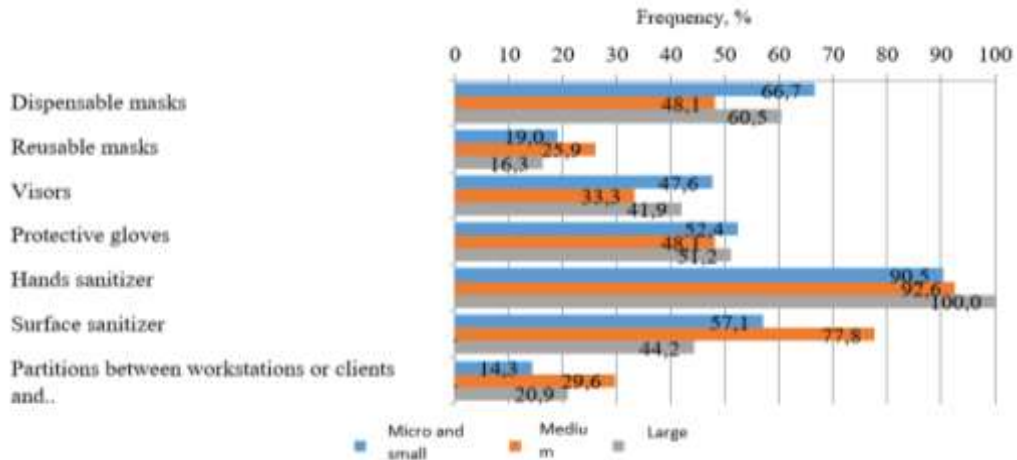


Source: Own study.

The result of the indications concerning the availability of hand disinfectant ( $p = 0.0689$ ) was also approaching the level of significance, although it was used almost in the organization, regardless of its size.

The distribution of all responses broken down by enterprise size is presented in Figure 2.

**Figure 2.** Availability of security measures among respondents working in a company of different sizes



Source: Own study.

The data presented in Figure 2 shows that in micro and small enterprises, employees most often had disposable masks at their disposal. This result certainly depends on the time of the study – at the time of the first COVID-19 wave, the result would certainly be much lower. Rather, it is not without significance that the cost of providing protective masks to a maximum of 9 people is lower than, for example, 250 or even 1000 employees.

The same can be said about the result concerning protective gloves (52.4% of the respondents) and helmets (47.6% of the respondents). Most often, medium-sized enterprises provided their employees with reusable masks (25.9% of indications in this group), liquid for disinfecting flat surfaces (77.8% of respondents) and partitions between workstations or the customer and service (29.6% of respondents). On the other hand, large enterprises provided 100% of hand sanitizer. These results can be summarized that micro and small enterprises most often invested in personal protective equipment, and medium and large organizations in collective protective equipment.

Analyzing the relationship between the size of the enterprise and the employer's requirement to use personal protective equipment such as masks / visors, the Pearson chi-square test showed a significant relationship between these data ( $p = 0.0017$ ). Such protection was most often required by employers in large enterprises (89.1%), and least frequently in micro and small enterprises (50.0%). In medium-sized enterprises it was required by 66.7% of the analyzed enterprises in which the respondents were employed. Another verified dependence was checking the size of the enterprise and the possibility of working from home. The NW chi-square test showed a significant relationship between the size of the enterprise and the ability to work from home ( $p = 0.0204$ ).

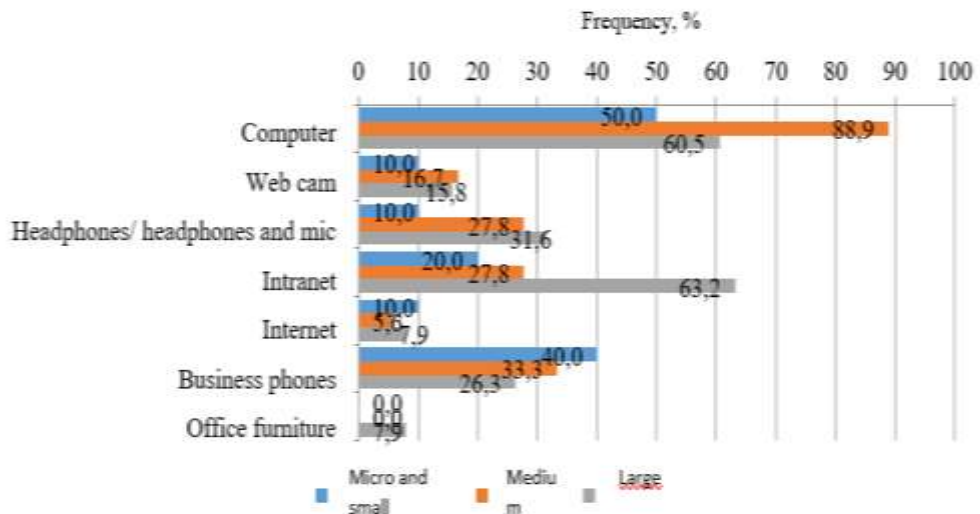
Work from home was most often made possible by employers in large enterprises (89.1%), and least often in micro and small enterprises (59.1%). In medium-sized enterprises, 77.8% of the respondents employed in this group of enterprises could work from home.

The next dependency that was analyzed was to check whether the size of the enterprise affects the provision by the employer of means enabling work at home (apart from people who were not concerned). The  $F_p$  test comparing  $k$  frequencies showed a significant difference between respondents working with different sizes of enterprises for the answers:

- computer ( $p = 0.0366$ ). The computer was most often supplied by employers in medium-sized enterprises (88.9%). This may be because people who could work from home (probably most often office workers) could work on computers that did not require high parameters in terms of their operation, or paradoxically more often needed specialized software that they have on their work computers.
- access to the internal network (Intranet) ( $p = 0.0069$ ). Access to the internal network was most often allowed by large enterprises (63.2%). This is probably the result of having an Intranet mostly by large organizations.

The distribution of answers is presented in Figure 3.

**Figure 3.** Provision of measures by the employer to enable working from home for respondents working in enterprises of various sizes



*Source:* Own study.

Micro and small enterprises most often provided their employees with the Internet (10% of respondents) and a business telephone (40% of responses). It should be asked whether this telephone was made available only during the pandemic and remote work, or whether it had already been used by employees.



Perhaps the phone was just for sharing the Internet. As mentioned, medium-sized enterprises most often equipped their employees with computers (88.9% of responses) and a web camera (16.7% of respondents from this group of enterprises). Large enterprises most often, among other organizations, supported the remote work of their employees by providing headphones (sometimes with a microphone), access to the Intranet (63.2% of respondents) and office furniture. Perhaps the last of these answers is related to the existence of ergonomic awareness more often among employees of large organizations (e.g., multinational corporations) who have knowledge of safe and healthy office work.

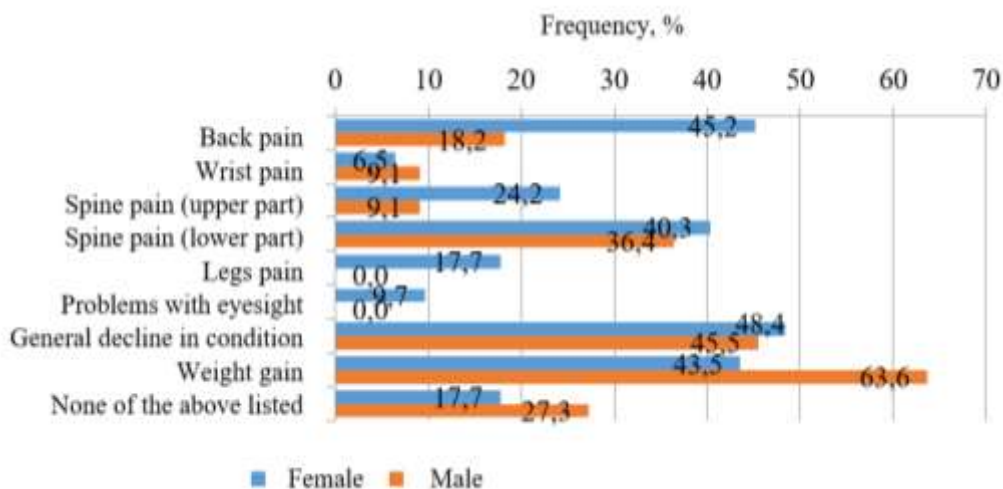
At a later stage of the analysis, the relationship between gender and age and having a suitable place to work at home (apart from people who did not apply) was checked. The NW chi-square test did not show any significant correlation between the respondents' sex and having a suitable place to work at home ( $p > 0.05$ ). When analyzing individual responses, 14.3% of women also worked from home before the pandemic (0% of men).

At the same time, over 1/3 of the surveyed men (36.4% of respondents) indicated that the pandemic forced them to find a place to work, and slightly more than 1/4 of women (22.2% of the respondents) chose this answer. The highest number of responses, 63.5% of women and 63.6% of men, indicate that I work from home wherever it is possible. Also, when analyzing having a suitable place to work at home among respondents of different ages, west chi-square NW did not show any significant correlation between these parameters.

People aged 18-35 usually do not have a place to work and work at home wherever possible (66.7% of responses). This may be because people of this age more often than older people have smaller flats (e.g., studios) or school-age children who were also at home during the so-called the second wave of the pandemic in Poland. In this age group, 23.1% of respondents declared that the pandemic forced them to find such a place, and 10.3% of the respondents worked remotely from home before the pandemic, which is why they had already created a workplace.

In the 36-59 age group, 26.5% of people declared that the pandemic forced them to create a place to work remotely from home, and 14.7% also had it before the epidemic, because they had worked like that before. Unfortunately, also more than half of the respondents (58.8%) do not have a place to work at home and work wherever it is possible. Probably, these respondents also have families with children implementing remote education (including students) and small apartments / houses.

Another verified dependence was to check the relationship between sex and age and the negative physical effects of working at home (except for people who were not concerned). The test of the significance of the difference between the two structure indices showed a significant difference between women and men only for the "leg pain" response ( $p = 0.0476$ ). Only women (17.7%) experienced leg pain. The distribution of answers by gender is presented in Figure 4.

**Figure 4.** Negative Physical Effects of Working at Home on Women and Men

*Source:* Own study.

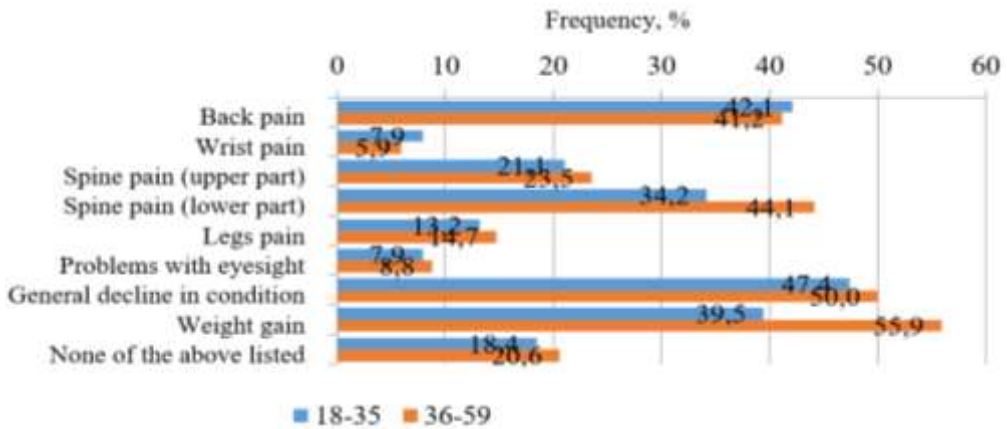
Women more often experienced a general decline in condition (48.4% of respondents), back pain (45.2% of respondents), pain in the upper (24.2% of respondents) and lower (40.3% of respondents) part of the spine, as well as the previously mentioned pains legs (17.7% of female employees), vision problems (9.7% of employees). It may be related to the difficulty in properly matching an office workstation (especially chairs) to the anatomy of women. On the other hand, men experienced wrist pain more often (9.1% of the respondents) and an increase in body weight (63.6% of the respondents). These results could be the result of closed gyms, swimming pools and other places where you can play sports, but also the effect of reduced movement due to the lack of need to move at work (e.g., from workstation to workstation).

Regarding the relationship between the negative physical effects of working at home in respondents of different ages, the test of the significance of the difference between the two structure indices did not show a significant difference between the younger and older respondents for any answer ( $p > 0.05$ ). Detailed answers of the respondents are presented in Figure 5.

People aged 18-35 experienced back pain (42.1% of respondents) and wrist pain (7.9% of respondents) more often than people in the age group 36-59. Other ailments were indicated more often by people from the older age group. Some of them may be the result of an aging body (e.g., weight gain because of a slow metabolism) – but it does not have to be.

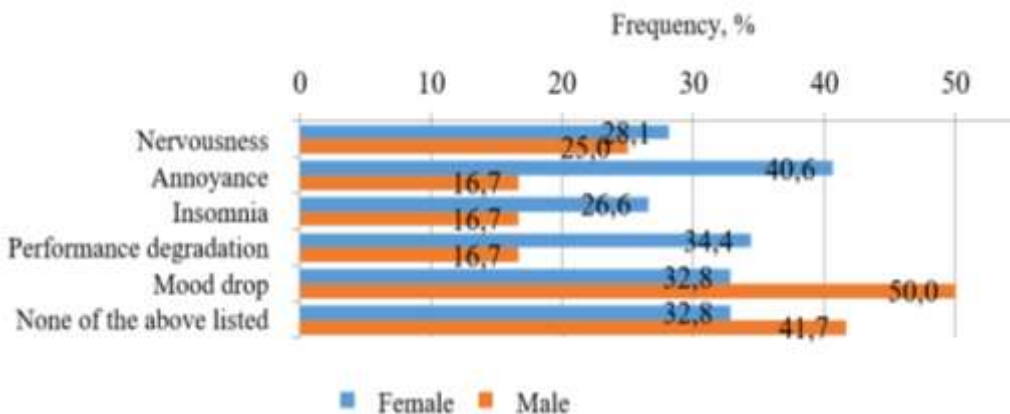
Another verified relationship was to check the relationship between gender and age and negative psychological effects of working at home (except for people who were not concerned). The significance test of the difference between the two structure indices showed no significant difference for any of the responses ( $p > 0.05$ ). The detailed answers of the respondents are presented in Figure 6.

**Figure 5.** Negative physical effects of working at home among respondents of all ages



Source: Own study.

**Figure 6.** Negative psychological effects of working at home in women and men

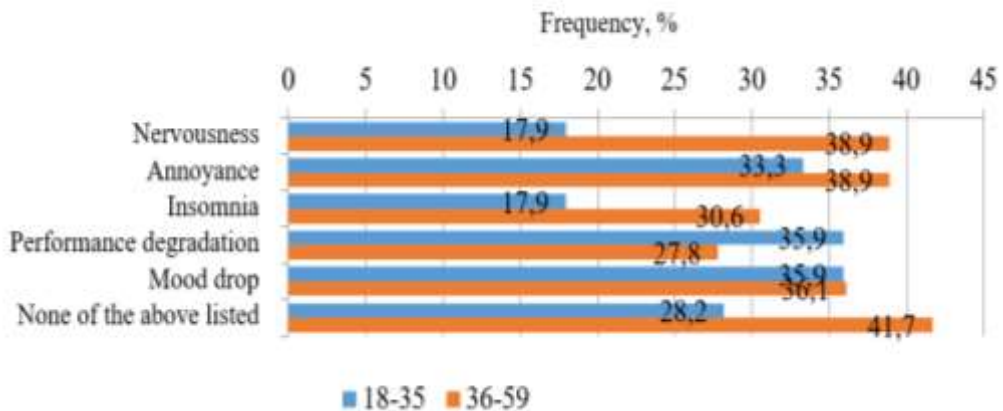


Source: Own study.

Women more often than men indicated, irritability (40.6% of respondents), decreased efficiency (34.4% of respondents), nervousness (28.1% of respondents) and insomnia (26.6% of responses). This may be due to the excess of responsibilities and care for yourself and your loved ones. On the other hand, men more often indicated low mood (50% of respondents). This may be the result of a lack of sense of the situation and difficulty adjusting to work and private life in one place.

Then, the relationship between the negative psychological effects of working at home in respondents of different ages was checked. The test of the significance of the difference between the two structure indices showed a significant difference between the younger and older subjects only for the “nervousness” response ( $p = 0.0424$ ). Nervousness was more common in people aged 36-59 (38.9%). The distribution of the respondents' answers is presented in Figure 7.

**Figure 7.** Negative psychological effects of working at home among respondents of different ages



*Source:* Own study.

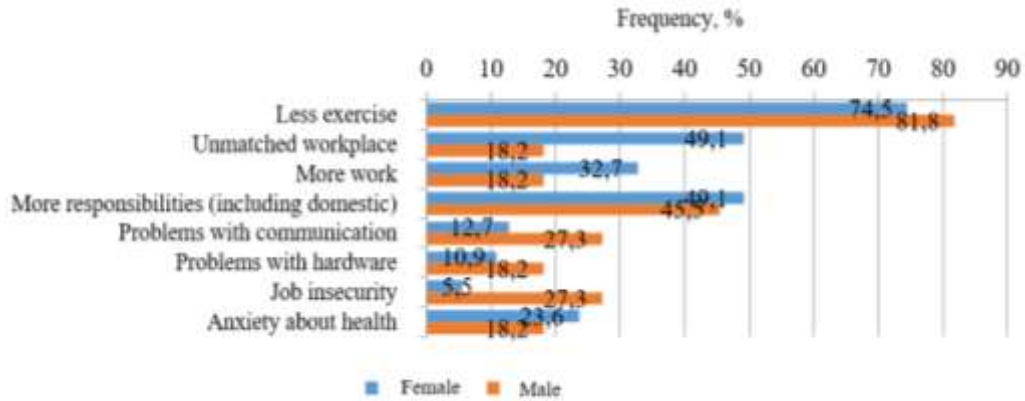
People in the 36-59 age group more often experienced nervousness and irritability (38.9% of respondents each), low mood (36.1% of responses) and insomnia (30.6% of responses). Paradoxically, people in this age category also more often indicated that they did not feel any psychological ailments due to working at home (41% of respondents). People aged 18-35 more often complained about the decline in productivity (35.9% of the respondents). This may be the result of a lack of exercise, both at work and in private life.

Another studied relationship was the relationship between sex and age parameters with the causes of the negative effects of working at home (excluding people who were not affected by this and did not feel the negative effects of working at home). When examining the reasons for the negative effects of working at home in women and men indicated by the respondents, the test of the significance of the difference between the two structure indices showed significant differences for the answers, mismatched workplace ( $p = 0.0493$ ). Women (49.1%) indicated a mismatched job more often. The designed artifacts most often do not meet the requirements of ergonomic fit to the anthropometric dimensions of users and the body structure of users, especially users.

Moreover, considering that most respondents indicated that there is no permanent place to perform professional tasks, but only work in places where they have the opportunity and the lack of office furniture provided by the employer, it may cause the ailments indicated by the employees.

Employment uncertainty ( $p = 0.0446$ ). The job insecurity was mentioned more often by men (27.3%). Considering the traditional family model and the demands placed on men regarding the maintenance of the family, they could have caused stress and mood drops indicated more often by men. The distribution of the respondents' answers is presented in Figure 8.

**Figure 8.** Reasons for the negative effects of working at home in women and men



*Source: Own study.*

The reasons for the negative effects of working at home were more often mentioned by women: mentioning a previously unmatched workplace and more duties (including domestic ones) (49.1% of respondents each), more work (32.7% of respondents), and anxiety about the health of the family and mine (23.6% of responses in this group of respondents). On the other hand, men more often indicated less traffic (81.8% of respondents), problems with communication in the enterprise and job insecurity (27.3% of respondents each) and problems with the operation of equipment (18.2% of responses).

When examining the dependence of the causes of the negative effects of work at home in respondents of different ages, the test of the significance of the difference between the two structure indices showed a significant difference between the younger and the older respondents only for the answer "problems with the functioning of the equipment" ( $p = 0.0242$ ). Interestingly, problems with the functioning of the equipment were mentioned more often by people aged 18-35 (20.6%). The reason for this may be, for example, longer work experience and the resulting experience in solving hardware problems in people from the 36-59 age group.

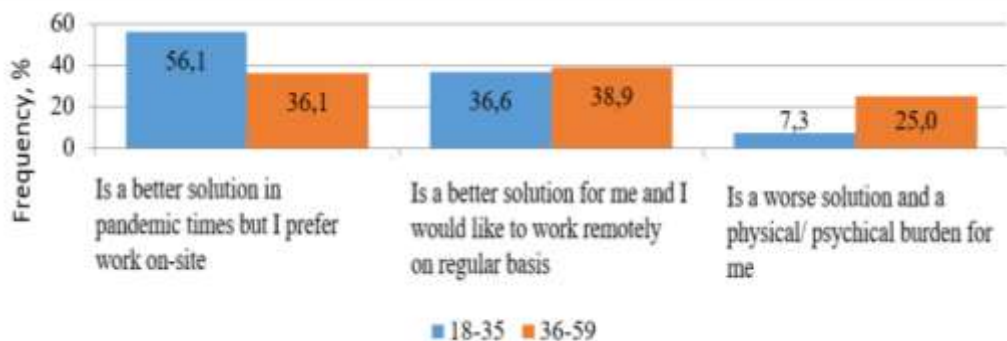
People aged 18-35 more often than people aged 36-59 indicated that the cause of their ailments was more responsibilities (58.8% vs. 38.7% of respondents), unmatched workplace (50% vs. 35.5% of respondents), more work (38.2% vs. 22.6% of respondents), problems with functioning equipment (20.6% vs. 3.2% of people). On the other hand, people from the older group more often than the respondents from the younger group believed that the causes of negative effects were, less exercise (80.6 vs. 70.6% of employees), anxiety about the health of the family and mine (29% vs. 17, 6% of respondents), problems with communication in the enterprise (16.1% vs. 14.7% of the respondents) and job insecurity (12.9% vs. 5.9% of the respondents).

The last dependencies studied were to check whether there is one between the gender, age and size of the enterprise and the respondents' opinion about working at home (excluding people who did not concern it and people who gave the answer "other").

The NW chi-square test did not show any significant correlation between the sex of the respondents and the opinion about working at home ( $p > 0.05$ ). Women more often than men indicated that remote work is a better solution in the time of the pandemic, but they prefer working in the workplace (47.7% of the respondents and 38.5% of the respondents). 38.5% of women and men each believe that working from home is a better solution for them and would like to work at least partially permanently. Employees more often than female employees (23.1% vs. 13.8% of the respondents) rated remote work as a worse solution, representing a high mental or physical burden.

When verifying the opinion about working at home in respondents of different ages, the Pearson chi-square test did not show any significant correlation between the age of the respondents and the opinion about working at home ( $p > 0.05$ ). The determined probability level,  $p = 0.0636$ , was close to the significance limit. Among the respondents who considered working at home a good solution, but only during the pandemic, the percentage of people aged 18-35 (56.1%) was higher, and among those who considered working at home to be a worse solution, the percentage of people aged 18-35 was higher, aged 36-59 (25.0%). Detailed answers of the respondents are presented in Figure 9.

**Figure 9.** Opinion about working at home among respondents of different ages

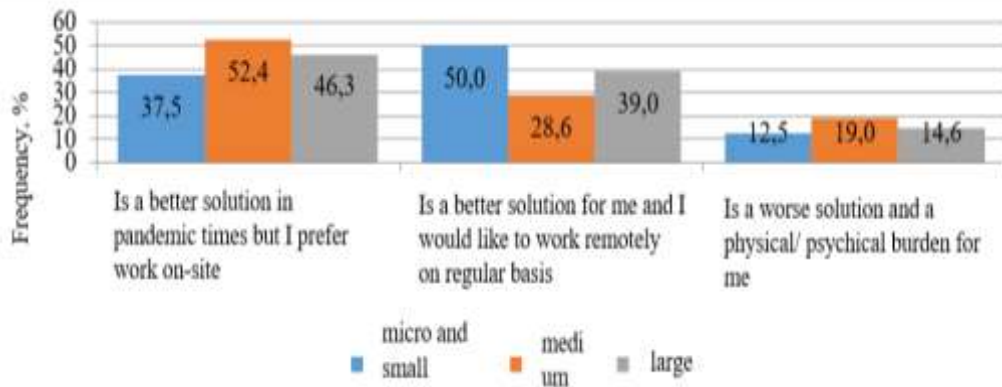


*Source:* own study.

56.1% of people aged 18-35 expressed the opinion that working at home is a better solution, but only for the duration of the pandemic (vs. 36.1% of people aged 36-59). Slightly more than 1/3 of the respondents from both age groups decided that they would like to work remotely, at least partially, also after the end of the pandemic, while 1/4 of people from the older age group consider this solution to be worse, representing a high mental and / or physical burden for the respondent.

The last relationship studied was to check whether there is a relationship between the opinion about working at home in respondents working at different sizes. The NW chi-square test showed no significant correlation between the size of the enterprise and the opinion of employees about working from home ( $p > 0.05$ ). Detailed answers are presented in Figure 10.

**Figure 10.** Opinion about working at home among respondents working in enterprises of various sizes



*Source:* own study.

Half of employees from micro and small enterprises believe that it is a better solution and would like to work like this, at least partially permanently. In turn, employees of medium and large enterprises more often expressed the opinion that it is a better solution during the pandemic but would prefer to work in the workplace after the pandemic ends.

### 3. Conclusion

The article analyzes the relationship between the responses given by the respondents regarding the impact of remote work on human well-being, and the parameters that characterize them - age, gender, and the size of the organization in which they work. The presented results show that many people – both men and women, work in places not always adapted to this, created ad hoc – although remote work at the time of the study often lasted up to 9 months. This may pose a threat not only to their efficiency, but most of all to their health and well-being.

Although the results did not always turn out to be statistically significant in terms of the parameters verified, they indicate trends in the labor market in Poland (and probably partly in the world) in terms of remote work. This study may be an introduction to the verification by companies of their organization of remote work, redefining the needs in terms of employee support and assessment of undertaken activities. It has often turned out that women feel more burdened with professional and caring work, and men fear losing their jobs.

It is a trend that is observed in various countries of the world – not only in Poland. In addition, large enterprises more often appointed COVID-19 teams, enabled remote meetings (being at least a substitute for interpersonal contacts, which are often needed to maintain mental health) and implemented electronic document circulation, as well as supporting the organization of work at home, enabling the use of office furniture (although slightly).

Ultimately, employers who want to use the potential of their employees should consider not only the epidemic situation, but also the individual problems of employees - this will allow them to tailor activities personalized for a specific person, and thus support the construction of social and economic capital in the long term in their organization. The more so as almost 1/3 of all respondents would like to work remotely, even partially, after the pandemic is over.

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