DOI: 10.52131/pjhss.2025.v13i1.2702

Pakistan Journal of Humanities and Social Sciences

Volume 13, Number 01, 2025, Pages 198-208
Journal Homepage:
https://journals.internationalrasd.org/index.php/pjhss

The Dynamics of Work from Home (WFH): Examining the Impact of Job Motiva-tion, Mental Well-being, Work Environment, and Personality on Employee Produc-tivity

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ARTICLE INFO

Article History:
Received: December 20, 2024
Revised: March 05, 2025
Accepted: March 06, 2025
Available Online: March 07, 2025

Keywords:
Work from Home (WFH)
Job Motivation
Mental Well-being
Work Environment
Personali-ty
Employee Productivity

Funding:
This research received no specific grant from any funding agency in the public, commercial, or not-for-profit sectors.

ABSTRACT

The changing operating environment of working life and megatrends, such as digitaliza-tion, have strongly increased the proportion of time- and place-independent working methods in an expert organization in recent years. The study aims to examine the impact of job motivation, mental well-being, work environment, and personality on employee productivity. The data has been collected from a sample of 150 from the IT expert tar-geted population. The Smart PLS software has been used to analyse the data and conduct the operations. The five hypotheses are proven. It shares that the environmental ele-ments in the WFH setup have a positive impact on the productivity of work. All hypothesis proved that mental fitness increases in WFH setup that has a positive impact on the productivity of work. It shows that organizations can use work-from-home support in dealing with the challenges of the workplace and supporting better productivity. More communication skills and better use of alignment are needed.

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1. Introduction

Since the beginning of 2019, different trendy ways of working and time management have been on the surface in the media. Technology constantly offers new opportunities for the development of work processes and enables an increasingly flexible choice of time and place to do work. Flexible working hours' systems, which allow working days of different lengths, have been popular in Pakistan for a long time. With the development of technology, work from home (WFH) has steadily increased its share in various companies from year to year. Never before has it been so easy to communicate, attend meetings or work, anytime and anywhere (Langdon, Biggs, & Rowland, 2016). WFH is a current topic, because with the breaking of ties to time and place, the new operating models of the information society are developing and WFH offers an opportunity for efficient and flexible work, shifting the focus from monitoring attendance to evaluating work results. The concept of telecommuting is believed to have originated in California in the United States in the 1970s, when calculations were first started on what kind of savings could be achieved by reducing commuting traffic. WFH has long been a form of work used only by individual employees, but companies have begun to more and more systematically develop WFH and related management models and systems, and to analyze its benefits and disadvantages in more detail. WFH became common in Asia in the 1990s and has since increased and reached an increasingly significant position as a form of working. Telecommuting in Asia has increased sevenfold from 1990 to 2008. At that time, 14% of the workforce worked at home, as agreed with the employer, at least a few hours a week with the help of information technology. In addition, 34% of wage earners do work related to their main job at home sometimes or partly, men slightly more than women (Kaur & Jain, 2014).

1.1. Statement of the Problem

The COVID-19 pandemic has essentially transformed the conventional paintings surroundings, compelling a widespread portion of the global staff to adopt work-from-home (WFH) preparations. This abrupt shift has introduced a myriad of demanding situations and possibilities, extremely impacting activity performance, employee strain, intellectual well-being, and productiveness. As businesses and personnel navigate this new landscape, it turns into imperative to under-stand the multifaceted effects of WFH regulations and perceive the elements that affect those consequences. One of the number one worries associated with WFH is its effect on task performance. The transition from structured office surroundings to a domestic setting can disrupt established workflows and communication channels, doubtlessly leading to reduced performance and productivity (Diamond, 2012).

1.2. Research Questions

1. How do work-from-home arrangements influence employee productivity?
2. What is the relationship between job motivation and productivity in a WFH context?
3. How does the work environment affect employee performance in work-from-home settings?
4. To what extent do personality traits moderate the impact of work-from-home dynamics on productivity?

1.3. Significance of the Study

It is in complete examination of the multifaceted impacts of work-from-home (WFH) policies throughout the COVID-19 pandemic on task performance, employee stress, intellectual well-being, and productiveness. By exploring the interplay between various factors along with work surroundings, process delight, work motivation, own family-existence balance, and persona developments, this research offers precious insights that could inform each organizational practice and coverage-making. This study contributes to the existing body of information by way of offering empirical evidence on how WFH rules affect exclusive factors of employee overall performance and well-being. It highlights the complicated interactions between work-associated and personal factors that impact productivity and mental health in a WFH setting (Robbins, 2009). By examining the jobs of labour surroundings, task pride, work motivation, family lifestyle stability, and character traits, this study identifies vital factors that mediate the connection between WFH and employee effects. Understanding those factors can assist organizations tailor their WFH rules to better assist their personnel.

1.4. Organization of Study

The study 30 divided into 5 chapters the 1st chapter is showing the introduction. It is preceded by the 2nd chapter of literature where next chapter is outlining the method for the current study. Four chapter is discussing the results and last chapter is outlining conclusion.

2. Literature Review

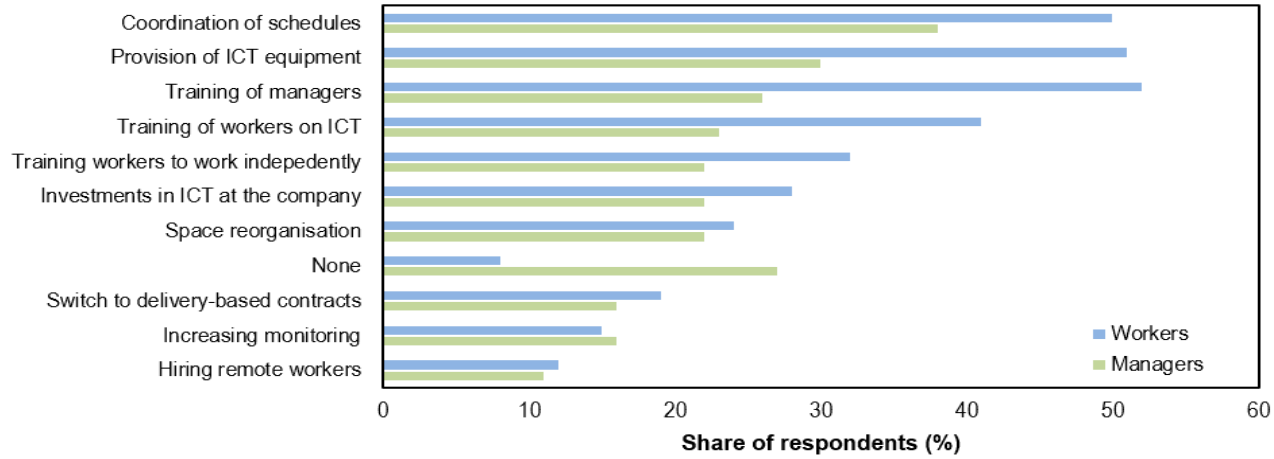
2.1. The Effect of WFH on Well-Being at Work

Well-being at work is a whole, it consists of work and the meaning of work, safety, health and well-being. Good and motivating management, as well as employees' professionalism and the atmosphere of the working community increase well-being at work. Well-being at work has a significant effect on coping at work, as well-being increases, work productivity and commitment to work increase, and the number of sickness absences also decreases. Promoting well-being at work belongs to both the employer and the employee. The employer must take care of the safety of the employees' work environment, good management and equal treatment of the employees (Flanagan, Nestel, & Joseph, 2004). The employee himself also has a great responsibility for maintaining his own work ability and professional competence. Each of us can also influence the positive atmosphere in the workplace. Well-being at work can be improved by developing working conditions and the professional skills of individuals, with activities that maintain work ability and with the help of occupational health services. The elements of a prosperous, productive and empowering work community are meaningful and smooth work, fair management, decent conditions and a supportive work community. In order for a working community to be healthy, productive and empowering, it requires action in all the above-mentioned areas (Schippers, West, & Dawson, 2015).

2.2. WFH in Pakistan and Around the World

In 2016, 32% of Pakistani worked remotely at least occasionally. Compared to the previous year, the number increased by 6.7%, which can be explained by the harmonization of WFH practices in the state sector. Most WFH is done in the capital region, where expert work is concentrated. WFH is done by far the most in expert work (Chen, 2011). The figure below gives people an idea of how the amount of WFH in Pakistan is distributed by province. WFH was done the least in Pakistan, WFH was done more sporadically. In Lapland, WFH was mostly done occasionally and weekly, but the majority did not do WFH at all. In southern Pakistan, WFH was done fairly evenly weekly, monthly and occasionally, while in northern Pakistan WFH was mostly done weekly and occasionally. For the most part, WFH was not done at all in any province.

Figure 1: Number of telework in Pakistan



Source: Oecd.org

In more and more organizations, allowing WFH is becoming commonplace, or they even want to encourage it in the hope of costing office space. In the most advanced organizations, WFH is talked about as work independent of time and place. WFH, and especially virtual work, emphasizes the employee's ability to control his own work, and the freedom to make decisions related to his own work brings with it responsibility (Sun & Bunchapattanasakda, 2019).

3. Theoretical Framework

Self-determination theory suggests that intrinsic and extrinsic motivators—such as autonomy, recognition, and financial incentives—affect an individual's engagement and efficiency. Employees with high intrinsic motivation tend to be more adaptable and productive in remote environments. Remote work presents both opportunities and challenges for mental health. While WFH can reduce commute stress and increase work-life balance, it may also lead to feelings of isolation, burnout, and lack of social interaction. The Job Demands-Resources (JD-R) model highlights the importance of balancing workload and emotional support to sustain mental well-being and, consequently, productivity.

3.1. Conceptual Framework

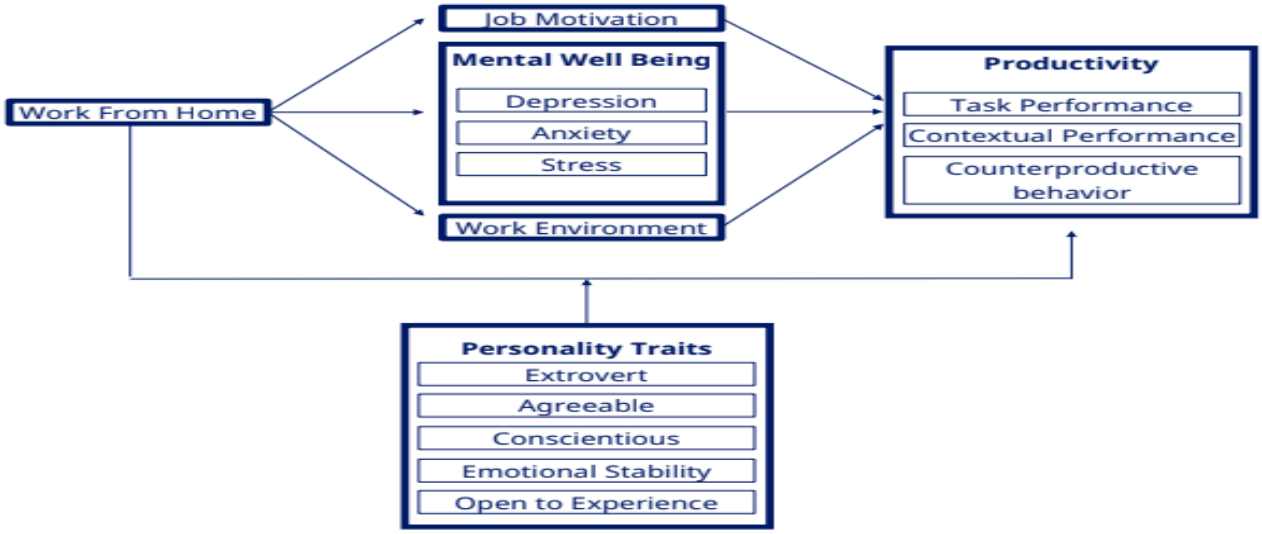
The shift to Work from Home (WFH) has fundamentally altered the traditional work paradigm, necessitating a deeper understanding of its impact on employee productivity. This conceptual review explores four key factors influencing productivity in a WFH setting: job motivation, mental well-being, work environment, and personality traits. Motivation plays a critical role in determining employee performance in remote settings.

3.2. Hypotheses

H1: Work-from-home arrangements have a positive impact on employee productivity.
H2: The role of job motivation in remote setting has a positive impact on productivity in WFH settings.
H3: The personality traits as moderator in remote setting has a positive impact in work-from-home to enhance the productivity.

H4: The environmental elements in WFH setup has positive impact on productivity of work.
H5: The mental fitness increases in WFH setup that has a positive impact on productivity of work.

Figure 2: Conceptual Framework



3.3. Research Gap

Due to the different nature of the work roles, my research is limited to dealing with the factors affecting the utilization of WFH opportunities and their possible differences between teams from the perspective of white-collar workers. This study is aimed at employees whose main tasks are recruitment or daily activities related to managing employment relationships and the organization of work shifts. The title of these employees in the client company is coordinator or consultant, based on the level of experience. The employees in question are divided into four teams. Personnel belonging to the company's administration, such as middle management and top management, are limited to the outside of this research (Retnowati Ed. et al., 2018).

4. Methodology

4.1. Research Approach

The deductive approach in methodology has been chosen for the current study plan because it involves a theory-driven approach to test the hypothesis with the help of empirical analysis and theory justification. The deductive approach encourages the replicability process to confirm the results which is helpful not only in data collection with statistical support but also how in increasing the authenticity of the concluding remarks. The approach is found helpful in using smart PLS software because it guides the researcher in focusing on validation by ensuring the specific observations and experiments in the application of the quantitative primary research paradigm.

4.2. Research Design

The quantitative research design has been chosen to analyze the needs of the current study which is found to support the evidence because it helps the researcher to test the hypothesis and discuss the link between multiple variables (Leavy, 2017). Keeping in view the role of the complex and multi-variable interactions, the researcher has chosen the link between the various variables by discussing the impact of one variable on the other. This is helpful for the researcher not only in choosing the relevant variables but also in seeing the link between the mediators for two kinds of variables. The research design helps the researcher in designing the survey instrument by exploring a validated scale while creating the survey process. Re-evaluating and organizing work management and supervision in the organization in such a way that the practices are also suitable for WFH can cause challenges in the transition to WFH.

4.3. Sampling

Sample Size: The researcher has chosen a sample size of 150 from the whole population of WFH available to the researcher for collection of the data. It is not easy for the researcher to cover the whole population.

Data Sources: This is why purpose sampling has been applied to choose 150 sample size from the whole population. The population is comprised of people working in a remote environment and handling activities with online and digital tools. The researcher has chosen the purpose of sampling because it helps to target the relevant audience with a high experience of working from home so they will be able to share the relevant challenges and choose the correct answers in the survey.

Estimation Method: The chosen samples have less time to complete the survey questionnaire because they are working from home and the population is already engaged in online jobs so it is better to explore the survey questionnaire and collect the answers with multiple choice options. Smart PLS has been explored for statistical analysis because it is helpful for the researcher to explore the results in comparison of the variables and justify the approval or rejection of the hypotheses. The technique helps handle the small sample size of 150 only.

Variables: job motivation, mental well-being, work environment, and personality traits. Motivation plays a critical role in determining employee performance in remote settings.

5. Result And Discussion

5.1. Data Screening

The data has been collected from the respondents with the help of a Google survey form by considering the variables already outlined in the conceptual framework. This is helpful to the researcher in finding the answers to the specific questions by further dividing the questions into some relevant questions comprehensible to the respondents. The feedback of the respondents has been taken with the help of a Google survey form which has been already converted automatically online in an Excel sheet. It is helpful to the researcher to continue the analysis process in the quantitative paradigm with the help of authentic software support. Smart PLS has been chosen for this purpose to analyse the data and screen the relevant information based on the Google survey forms output. Smart PLS has supported the researcher in collecting the data information supplied by the respondents. It contains production in a collaborative form which has been aligned in a tabular shape so the software results automatically. A detailed analysis has been conducted here for path coefficient, outer loading, R square and R square adjustment, HTMT, Cronbach alpha, RHO an and RHO c.

Table 1: Path Coefficient

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
Alpha -> P	0.660	0.641	0.213	3.097	0.002
MWB -> P	0.144	0.120	0.133	1.086	0.278
WE -> P	-0.233	-0.168	0.150	1.557	0.120
WFH -> Alpha	0.332	0.176	0.286	1.161	0.246
WFH -> MWB	0.411	0.434	0.097	4.224	0.000
WFH -> WE	0.665	0.662	0.061	10.922	0.000
WFH -> WM	0.621	0.630	0.057	10.795	0.000
WM -> P	0.191	0.192	0.150	1.275	0.203

Notes: MWB: mental well-being, WFH: work from home, WM: work motivation, WE: work environment.

Path coefficient has been outlined to compare the variance and discuss the results based on the data based on the data collected from respondents. It has been reviewed that the value of work-from-home practices for mental well-being has been found a P value greater than 0.05. This shows a collaboration where the results indicate a flexible process for following the work-from-home policy support and handling the reduction of stress due to the challenges of isolation and lack of clear boundaries for managing work from home and the personal life of an individual. The outer loading value has been reviewed for comparison director if it isn't more than 0.7 then it is contributing a construct for validity. It has been found that the outer loading value has been continuously less than 0.7. This is why a significant impact has been lacking for the variables while revealing the values based on the construct for variance.

Table 2: Outer Loading

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
MWB 1 <- MWB	-0.222	-0.217	0.124	1.789	0.074
MWB 10 <- MWB	0.799	0.777	0.129	6.184	0.000
MWB 11 <- MWB	0.687	0.665	0.118	5.823	0.000
MWB 12 <- MWB	0.222	0.188	0.158	1.403	0.161
MWB 13 <- MWB	0.738	0.713	0.126	5.869	0.000
MWB 14 <- MWB	0.838	0.814	0.140	5.978	0.000
MWB 15 <- MWB	0.753	0.724	0.129	5.818	0.000
MWB 16 <- MWB	0.691	0.673	0.117	5.903	0.000
MWB 17 <- MWB	0.640	0.638	0.113	5.686	0.000
MWB 18 <- MWB	0.363	0.362	0.104	3.474	0.001
MWB 19 <- MWB	0.657	0.628	0.144	4.565	0.000
MWB 2 <- MWB	0.129	0.123	0.103	1.251	0.211
MWB 20 <- MWB	0.802	0.769	0.152	5.272	0.000
MWB 21 <- MWB	0.614	0.599	0.106	5.768	0.000
MWB 3 <- MWB	0.178	0.201	0.145	1.224	0.221
MWB 4 <- MWB	0.736	0.713	0.124	5.953	0.000
MWB 5 <- MWB	0.465	0.466	0.108	4.319	0.000
MWB 6 <- MWB	0.509	0.479	0.147	3.460	0.001
MWB 7 <- MWB	0.540	0.515	0.113	4.783	0.000
MWB 8 <- MWB	0.356	0.329	0.120	2.957	0.003
MWB 9 <- MWB	0.684	0.675	0.116	5.917	0.000
P 1 <- P	0.695	0.580	0.306	2.269	0.023
P 10 <- P	0.496	0.477	0.209	2.378	0.017
P 12 <- P	0.568	0.537	0.165	3.581	0.019
P 13 <- P	0.570	0.538	0.167	3.524	0.018
P 14 <- P	0.573	0.540	0.170	3.468	0.017
P 15 <- P	0.576	0.542	0.172	3.411	0.016
P 16 <- P	0.578	0.543	0.174	3.354	0.015
P 18 <- P	0.568	0.537	0.165	3.581	0.019
P 19 <- P	0.570	0.538	0.167	3.524	0.018
P 2 <- P	0.573	0.540	0.170	3.468	0.017
P 20 <- P	0.576	0.542	0.172	3.411	0.016
P 21 <- P	0.578	0.543	0.174	3.354	0.015
P 22 <- P	0.581	0.545	0.177	3.297	0.014
P 23 <- P	0.583	0.546	0.179	3.240	0.014
P 24 <- P	0.586	0.548	0.181	3.184	0.013
P 25 <- P	0.588	0.550	0.184	3.127	0.012
P 26 <- P	0.591	0.551	0.186	3.070	0.011
P 27 <- P	0.593	0.553	0.188	3.013	0.010
P 3 <- P	0.596	0.555	0.191	2.956	0.009
P 4 <- P	0.598	0.556	0.193	2.900	0.008
P 5 <- P	0.601	0.558	0.195	2.843	0.007
P 6 <- P	0.603	0.559	0.198	2.786	0.006

P 8 <- P	0.568	0.537	0.165	3.581	0.019
P 9 <- P	0.570	0.538	0.167	3.524	0.018
PT 1 <- Alpha	0.573	0.540	0.170	3.468	0.017
PT 10 <- Alpha	0.576	0.542	0.172	3.411	0.016
PT 2 <- Alpha	0.578	0.543	0.174	3.354	0.015
PT 3 <- Alpha	0.581	0.545	0.177	3.297	0.014
PT 4 <- Alpha	0.583	0.546	0.179	3.240	0.014
PT 5 <- Alpha	0.586	0.548	0.181	3.184	0.013
PT 6 <- Alpha	0.588	0.550	0.184	3.127	0.012
PT 7 <- Alpha	0.591	0.551	0.186	3.070	0.011
PT 8 <- Alpha	0.593	0.553	0.188	3.013	0.010
PT 9 <- Alpha	0.596	0.555	0.191	2.956	0.009
WE 1 <- WE	0.598	0.556	0.193	2.900	0.008
WE 2 <- WE	0.601	0.558	0.195	2.843	0.007
WE 3 <- WE	0.603	0.559	0.198	2.786	0.006
WFH 1 <- WFH	0.606	0.561	0.200	2.729	0.005
WFH 2 <- WFH	0.608	0.563	0.202	2.672	0.004
WFH 3 <- WFH	0.611	0.564	0.205	2.616	0.003
WFH 4 <- WFH	0.613	0.566	0.207	2.559	0.002
WFH 5 <- WFH	0.616	0.568	0.209	2.502	0.001
WM 1 <- WM	0.618	0.569	0.212	2.445	0.000
WM 3 <- WM	0.568	0.537	0.165	3.581	0.019
WM 4 <- WM	0.570	0.538	0.167	3.524	0.018
WM 5 <- WM	0.573	0.540	0.170	3.468	0.017
WM 6 <- WM	0.576	0.542	0.172	3.411	0.016
WM 7 <- WM	0.578	0.543	0.174	3.354	0.015

Table 3: R Square

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
Alpha	0.110	0.113	0.088	1.249	0.212
MWB	0.169	0.198	0.058	2.935	0.003
P	0.545	0.619	0.061	8.898	0.000
WE	0.442	0.442	0.078	5.680	0.000
WM	0.385	0.400	0.070	5.492	0.000

R square value shows the coefficient of determination where variance is dependent on some independent variables relationship. The table shows that mental well-being has a threshold limit of about 0.16 and above. It is narrating a moderate explanatory power to a substantial explanatory power. The message awful our square value has provided a positive link where variance has been high representing the explanatory power for suggesting work-from-home arrangements but with the better mental well-being provision. The other value is for work environment which is a starting point from 0.442 and above. This shows a substantial explanatory forward for the threshold implementation where the policies in organizational

context can be a helpful predictor in dealing with the challenges of working from home. Motivation has a starting value of 0.385 and arranges to a higher level but has been found less than the work environment comparative. This shows that motivation needs to be addressed with mental well-being and flexibility where work-from-home strategies can be supportive.

Table 4: R Square Variance

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
Alpha	0.105	0.107	0.089	1.175	0.240
MWB	0.164	0.193	0.058	2.822	0.005
P	0.533	0.608	0.063	8.474	0.000
WE	0.438	0.438	0.078	5.597	0.000
WM	0.381	0.396	0.071	5.399	0.000

Table 5: Average Variance

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
Alpha	0.197	0.229	0.035	5.625	0.000
MWB	0.355	0.349	0.029	12.155	0.000
P	0.267	0.266	0.039	6.896	0.000
WE	0.563	0.559	0.043	13.050	0.000
WFH	0.420	0.422	0.030	13.812	0.000
WM	0.398	0.393	0.043	9.151	0.000

The average variance extracted value from the smart PLS helps analyze the amount of variance for latent constructs and align it with the total variance in finding the results for convergent validity and acceptance. The value has been compared here for the various variables as mentioned earlier and it has been found there that environment is showing a high result for above 0.50 as compared to the other 3 variables.

Table 6: Cronbach Alpha

	Original sample (O)	Sample mean (M)	Standard deviation (STDEV)	T statistics (|O/STDEV|)	P values
Alpha	0.663	0.658	0.053	12.417	0.000
MWB	0.886	0.885	0.012	72.612	0.000
P	0.840	0.835	0.032	26.276	0.000
WE	0.609	0.598	0.070	8.647	0.000
WFH	0.617	0.608	0.060	10.210	0.000
WM	0.744	0.738	0.043	17.282	0.000

The Cronbach alpha value is associated with the internal consistency and reliability in the measurement of a group of variables and outlining the acceptance of variables' application for reliability in the research. It has been found that the Cronbach alpha value is above 0.7 for work motivation and mental well-being in the sample values which shows their dominance in the earlier stages.

Table 7: HTMT

	Original sample (O)	Sample mean (M)	2.5%	97.5%
MWB <-> Alpha	0.687	0.712	0.625	0.807
P <-> Alpha	0.857	0.872	0.808	0.939
P <-> MWB	0.569	0.594	0.530	0.664
WE <-> Alpha	0.479	0.546	0.392	0.758
WE <-> MWB	0.618	0.641	0.501	0.800
WE <-> P	0.490	0.535	0.424	0.717
WFH <-> Alpha	0.665	0.692	0.560	0.848
WFH <-> MWB	0.634	0.657	0.529	0.802
WFH <-> P	0.550	0.587	0.476	0.738
WFH <-> WE	1.117	1.098	0.976	1.228
WM <-> Alpha	0.525	0.592	0.479	0.723

WM <-> MWB	0.613	0.638	0.547	0.736
WM <-> P	0.529	0.568	0.477	0.687
WM <-> WE	1.077	1.086	0.996	1.203
WM <-> WFH	0.831	0.851	0.736	0.975

HTMT is described as the discriminant validity for the constructs that helps the researcher to understand the construct value as unique and also make sure that the correlation is high or less. The ratio helps reveal the construct discrimination for the lenient cases and also finds the discriminant validity. The construct value in comparison has been found in two incidences in the sample value as high and above 1.

5.2. Statistical Techniques

Various statistical operations have been applied while reviewing the data and taking out the results. The software applications of smart PLS justify its suitability in the research because the complex model involves the use of latent variables for a limited sample size of 150 only. The software version is helpful for analysis and describes the measurements in exhibiting the values and indicating internal consistency. The popular statistical operations applied in the present study include crown veg alpha value which shows a high good internal consistency of more than 0.7 in most of the cases. Another popular population that has been explored is HTMT to find the discriminant validity which has revealed that the threshold of 0.85 has been witnessed for most of the variables to show the discriminant validity. HTMT ideally helps the researcher in the application of the discriminate validity and finding the answers with the help of relevant parts and applications.

5.3. Hypotheses Testing

H1: Work-from-home arrangements have a positive impact on employee productivity

The first hypothesis claims that work-from-home arrangement has a positive impact on employee productivity. It has been revealed that various literature sources are outlining that work-from-home arrangements have been encouraged in the era of 2020 during a pandemic. This became a tradition and people were quite comfortable with this setup. This is why the idea has been encouraged in the autonomy component and employees gain control over their environment for better output during the job.

H2: The role of job motivation in remote settings has a positive impact on productivity in WFH settings

The second hypothesis elaborates that the role of job motivation in remote settings has a positive impact on productivity in work-from-home settings. The feedback provided by the respondents agreed with the opinion that job motivation is a critical factor for encouraging the stay at the workplace and ensuring self-driving tendencies for increasing the output of an organization. The hypothesis has been tested through the lens of literature and statistical review, has been found that direct supervision in addition to the social modifications of a physical workplace can be troublesome in most cases This is why people prefer to have leniency and modified setups in maintaining high productivity and meeting their challenges by themselves. It has been found that the Cronbach alpha value is above 0.7 for work motivation and mental well-being in the sample values which shows their dominance in the earlier stages. However, the value has been continuously high for various other factors providing the connection and good constructs for accepted reliability under Cronbach alpha output. It is revealing that the leniency and modified setups are helpful to an extent where work motivation has a direct relationship with mental well-being to enhance productivity in the organization.

H3: The personality traits of a moderator in remote settings have a positive impact on work-from-home to enhance productivity

The third hypothesis elaborates that the personality traits of a moderator in a remote settings have a positive impact on working from home to increase productivity. The hypothesis has been reviewed with the help of relevant analysis and feedback from the respondents. It has been found that personality traits play a professional role in dealing with challenges even in a

workplace setting. They outline how an employee is able to stay motivated and give high productivity while interacting in a specific environment and determining the hindering productivity items over there. The outer loading value shows that the main value has been continuously less than 0.7. This is why a significant impact has been lacking for the variables while revealing the values based on the construct for variance. There is a lack of connection for the provision of a strong basis for dealing the work from home practices and work motivation which is showing a collaborative impact on the mental well-being of individuals.

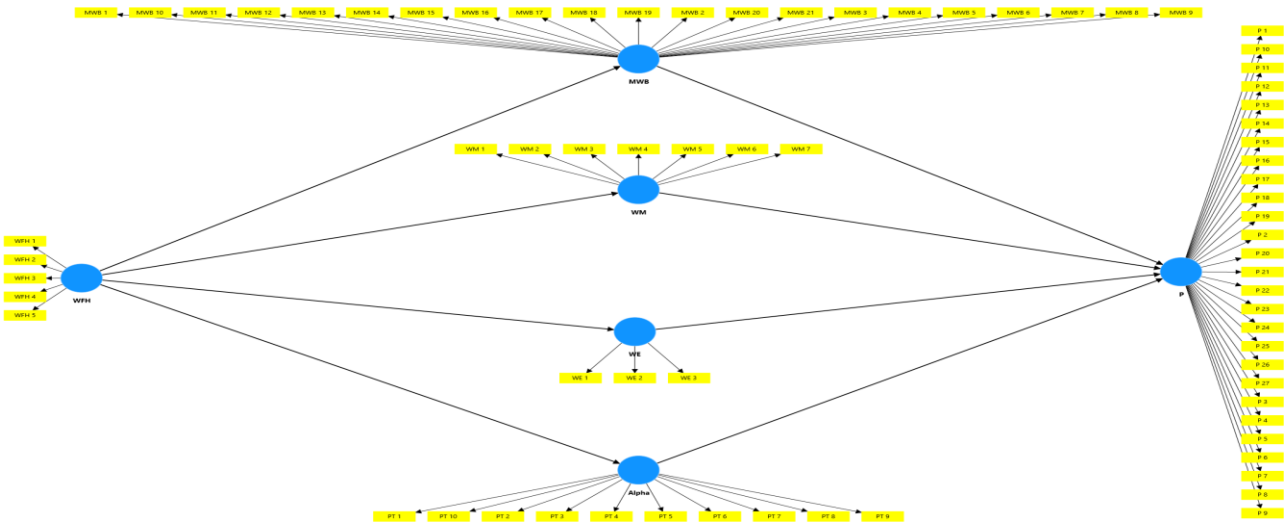
H4: The environmental elements in the WFH setup have a positive impact on the productivity of work

The fourth hypothesis analysis is that the environmental elements of work-from-home set-up has a positive impact on the productivity of work. It shows how the various elements like physical workplace environment and technological infrastructures have a professional role in effectively managing the remote setups and replacing the traditional office setups. Path coefficient has been outlined to compare the variance and discuss the results based on the data based on the data collected from respondents. It has been reviewed that the value of a work from home practices for mental well-being has been found a P value greater than 0.05. Here, it is also justified that the hypothesis has been agreed upon and proven positive. This shows a collaboration where the results indicate a flexible process for following the work-from-home policy support and handling the reduction of stress due to the challenges of isolation and lack of clear boundaries for managing work from home and the personal life of an individual.

H5: The mental fitness increases in WFH setup that has a positive impact on the productivity of work**.**

The fifth hypothesis is executing the mental fitness that has been found to be increased in work-from-home set-up with a positive impact on the productivity of the people. This has been in link with the improvement of concentration and enhancement of efficiency because people find them more fate when they are using the technological tools and resources in their convenient environment and troubleshooting the effectiveness challenges by meeting deadlines. The path coefficient low value has not been traced for the impact of mental well-being on work motivation which is also high P is greater than 0.05. This narrates that the employees need a high level of motivation for a productive association with the workplace and exhibiting intrinsic motivation for better contribution to the organizational success. Work from home and connection of mental well-being and work motivation is narrating a value of more than 0.05. It also supports the evidence for the previous variables for the positive impact of working from home only in case work motivation exists to have a positive influence on the mental well-being of individuals.

Figure 7: Diagrammatic View of Hypothesis (Author)



6. Conclusion

The respondents said that WFH is the new normal and more permissive way of working, but there is still a lot to improve and maintain when experiencing a lack of community during remote work. In the future, fully remote working or at least working in a hybrid model will certainly become a growing form of work. Regular, weekly contact with the work community by the entire staff would be an asset. Often, the meetings of the work communities are moderately tense. Perhaps you could think about the possibility of palavers going for a walk at the same time, or even a weekly break jogging together. According to many respondents, efficiency in their own work improved when working remotely, and no one was dissatisfied with the general well-being of the staff either. Loneliness came up for a few in the disadvantages of remote work. It would certainly be good to follow up on this by taking workplace well-being surveys for the staff and for supervisors to map out possible follow-up measures to ensure that in the future even remote workers experience a sense of community. The benefits brought by digitalization have made it possible to increase remote working and location-independent work.

6.1. Future Research Recommendations

In order for WFH to be a good alternative to close work, the employer should be able to offer sufficient technical capabilities so that the work can be carried out elsewhere than at the office. All the company's archives and databases should be available to employees in digital form on the same days of remote work as on days of close work, so that the work of those working remotely would be as efficient as possible from the point of view of information retrieval, and working remotely would not indirectly burden those working close to work in the form of review requests.

6.2. Practical Implementations

Nowadays, many telecommuting employees already carry a company laptop with them, and work on it during remote working days, but often a desktop computer would be both more efficient and ergonomically a better solution for doing work (Mountrakis, Im, & Ogole, 2011).

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