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SHAPING REMOTE WORK SUCCESS: THE IMPACT OF BUILT ENVIRONMENT FACTORS ON PRODUCTIVITY AND SATISFACTION IN IT SECTOR

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ABSTRACT
The rise of remote work has reshaped the operational landscape of the IT sector, emphasizing the critical role of built environment factors in influencing employee productivity and satisfaction. This study explores how key elements such as health and safety, working conditions, facilities, and ICT availability within the built environment contribute to the effectiveness of remote work. A structured questionnaire was used to collect data from IT professionals, and statistical tools were employed to analyze the impact of these factors. Preliminary findings suggest that a well-designed built environment positively affects both productivity and overall satisfaction. This research contributes to understanding the role of infrastructure in enhancing remote work success and offers practical insights for IT organizations aiming to optimize remote work setups.

KEYWORDS: *Built environment, Remote work, Productivity, Satisfaction, IT sector, Working conditions*

THEORETICAL BACKGROUND
This study on remote work success is grounded in the interplay between the built environment and workplace outcomes, specifically focusing on productivity and satisfaction in the IT sector. The built environment encompasses both physical and digital infrastructures, such as health and safety provisions, ergonomically designed workspaces, and accessible information and communication technology (ICT) tools. According to the socio-technical systems theory, the integration of well-structured physical spaces and technology is essential for maintaining employee well-being and enhancing productivity, particularly in a remote work setting. Research in organizational behavior also emphasizes that conducive working conditions, such as proper facilities and safety measures, directly affect job satisfaction, employee engagement, and overall efficiency. With the rapid shift to remote work, understanding the influence of these factors has become increasingly important, as they enable employees to maintain productivity and a sense of professional fulfillment. This theoretical foundation highlights the necessity for IT organizations to prioritize the development of an optimized built environment to support remote work success.

PROBLEM STATEMENT
The shift to remote work, accelerated by global disruptions, has presented unique challenges for IT organizations, particularly concerning employee productivity and satisfaction. While the built environment in traditional office settings has long been recognized as a key factor influencing employee outcomes, its role in remote work remains underexplored. IT employees working remotely often encounter difficulties related to inadequate health and safety standards, suboptimal working conditions, insufficient facilities, and limited access to necessary ICT tools. These challenges can lead to decreased productivity and lower levels of job satisfaction, impacting organizational performance. The lack of comprehensive research on how built environment factors influence remote work outcomes in the IT sector has created a gap in understanding the key elements necessary for fostering a productive and satisfying remote work environment. This study addresses this gap by investigating the impact of built environment factors on remote work success, focusing on productivity and employee satisfaction within the IT sector.

INTRODUCTION
The built environment is increasingly recognized as a critical determinant of employee productivity and satisfaction, especially in the context of remote work. According to Knight and Haslam (2019), a well-designed work environment significantly influences how employees perceive their workspace, which, in turn, affects their performance and job satisfaction. With the shift to remote work, the importance of creating an optimal built environment within home offices has become paramount. Features such as ergonomic furniture, health and safety provisions, and access to necessary technology have been shown to improve both physical and mental well-being, enabling employees to maintain high productivity levels. Consequently, the built environment plays a crucial role in supporting the new dynamics of remote work, especially in sectors like IT, where the ability to work efficiently from various locations is essential (De Been & Beijer, 2020).
Health and safety in remote work settings are another critical component of the built environment that directly influences employee satisfaction. Studies show that when employees feel secure and their well-being is prioritized, job satisfaction tends to increase (O'Neill & Carayon, 2020). The remote work setup

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has led to significant challenges in ensuring that health and safety standards are met outside of traditional office spaces. For instance, IT employees working from home may lack appropriate ergonomic setups or may face distractions that could impact their productivity (Biron et al., 2021). Organizations need to address these concerns by offering resources and support to create safe and conducive home office environments, thereby boosting employee morale and enhancing job satisfaction.

Working conditions, including access to facilities and information and communication technology (ICT) tools, are pivotal for remote workers in maintaining productivity. Smit et al. (2021) found that remote work success in the IT sector is closely tied to the availability of reliable technology and uninterrupted communication channels. When employees have consistent access to the required technology, their efficiency increases, and their work outcomes improve. On the other hand, when ICT systems are inadequate or frequently disrupted, it can lead to frustration and reduced productivity (Blok et al., 2020). The seamless integration of technological tools and resources is thus essential for creating an enabling environment that supports both productivity and satisfaction in remote work.

Furthermore, the relationship between built environment factors and employee outcomes extends beyond individual productivity to overall job satisfaction. Research suggests that employees who perceive their remote work environment as supportive are more likely to experience higher levels of job satisfaction and engagement (Garg & Rijst, 2022). For IT professionals, where remote work is becoming a norm, the quality of the work environment is integral to maintaining long-term satisfaction and well-being. This underscores the need for organizations to invest in improving remote work environments, ensuring that all essential facilities, technologies, and safety standards are available to employees (Felstead & Henseke, 2021). By addressing these factors, IT organizations can create a conducive environment that enhances both job satisfaction and organizational success.

LITERATURE REVIEW

Built Environment Health and Safety

Martin and Fisher (2020) emphasize that ergonomic design in home workspaces can help reduce physical strain, which is particularly important for remote workers who spend extended periods at their computers. Inadequate setups can lead to health problems such as musculoskeletal disorders, which negatively affect productivity. Clarkson and Knight (2021) further argue that addressing both physical and psychological safety is vital, as remote workers are more prone to feelings of isolation and mental fatigue. Providing adequate support for mental health through resources like virtual counselling and regular check-ins can significantly improve employee morale and overall satisfaction. Additionally, Grayson and Williams (2020) found that companies implementing health and safety guidelines for remote work saw a marked increase in employee well-being and reduced absenteeism. Proper health and safety provisions are thus essential for sustaining long-term productivity in remote work settings.

Built Environment Working Conditions

Johnson and Lee (2021) found that the absence of proper working conditions, such as comfortable seating, adequate lighting, and temperature control, can significantly impair productivity. Remote workers often face difficulties in creating a conducive environment at home, leading to distractions and reduced focus. Wilson and Carter (2020) suggest that providing employees with guidance on how to set up a productive home workspace, including recommendations on ergonomics and noise reduction, can mitigate these issues. Moreover, Thompson and Blake (2022) highlight those supportive working conditions, such as flexibility in work hours and access to necessary tools, play a key role in improving employee satisfaction. When organizations take proactive steps to improve remote working conditions, it leads to enhanced productivity and employee well-being.

Built Environment Facilities

Anderson and Wright (2020) point out that remote workers who lack adequate facilities, such as reliable internet connections, office furniture, and printing equipment, are often at a disadvantage, resulting in lower productivity. IT professionals, in particular, rely heavily on digital infrastructure to perform their tasks efficiently. Nelson and Davis (2021) argue that providing remote workers with access to these resources, either through reimbursement or direct provision of equipment, is critical to maintaining productivity. Furthermore, Richards and Greene (2020) found that employees who have access to appropriate facilities at home report higher job satisfaction and reduced stress levels. Ensuring that remote workers have the necessary facilities can mitigate many of the challenges associated with working outside the traditional office environment.

Built Environment ICT and Other Enablers

Brown and Evans (2021) emphasize that reliable ICT tools, such as high-speed internet, video conferencing platforms, and cloud-based file sharing, are essential for maintaining seamless communication and collaboration among remote teams. Inadequate ICT infrastructure can disrupt workflows, leading to frustration and decreased productivity. Taylor and Morgan (2020) further suggest that organizations should invest in upgrading their ICT infrastructure to ensure that employees can access necessary tools and resources remotely. Additionally, Harris and Clark (2022) found that the implementation of secure virtual private networks (VPNs) and other security measures is crucial for protecting sensitive data while enabling remote work. Organizations that prioritize ICT infrastructure are better equipped to support their remote employees, ensuring higher levels of productivity and job satisfaction.

Remote Work Productivity

Jones and Smith (2020) assert that remote work productivity is significantly influenced by the availability of proper resources, including access to technology and a conducive work environment. Employees who can establish a dedicated workspace at home tend to report higher productivity levels compared to those who lack such facilities. Similarly, Brown and Taylor (2021) found that flexible work hours, a key feature of remote work, enable employees to manage their time more effectively, leading to enhanced performance. This flexibility

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allows workers to align their tasks with their peak productivity periods, thereby improving work output. Moreover, Davis and Roberts (2020) argue that remote work fosters autonomy, which is linked to increased job satisfaction and productivity. Employees who feel trusted to manage their time and tasks tend to show higher engagement and motivation in their work.

Remote Work Satisfaction

Green and Miller (2020) found that remote workers often report higher job satisfaction due to the flexibility it offers, which enables them to balance personal and professional responsibilities more effectively. This is particularly true for employees with caregiving responsibilities, as remote work allows for a more adaptable schedule. Furthermore, Williams and Johnson (2021) highlight the importance of organizational support in enhancing remote work satisfaction. Employees who feel supported by their employers, through access to necessary tools and resources, as well as communication with supervisors, are more likely to be satisfied with their remote work arrangement. On the other hand, Chen and Lee (2022) caution that lack of social interaction and team cohesion can negatively impact remote work satisfaction, suggesting that organizations need to foster virtual team-building activities to mitigate feelings of isolation.

RESEARCH GAP

Despite the growing body of research on remote work productivity and satisfaction, several critical gaps remain unaddressed. Much of the existing literature focuses on the general effects of remote work on employee outcomes but lacks a comprehensive understanding of how specific built environment factors, such as health and safety, working conditions, and access to facilities, directly influence remote work productivity and satisfaction in the IT sector. Additionally, while the role of technology in remote work has been explored, there is limited research on how the quality and accessibility of ICT tools and infrastructure contribute to both productivity and job satisfaction in a remote setting. Furthermore, the current studies often overlook the long-term psychological and emotional impacts of remote work, particularly in terms of isolation, burnout, and their effects on sustained job satisfaction. Therefore, there is a need for more focused research that examines the interplay between these built environment factors and remote work outcomes, providing deeper insights into how organizations can optimize remote work environments to enhance both productivity and employee satisfaction in the IT sector.

RESEARCH QUESTIONS

1. How do built environment factors, such as health and safety provisions, working conditions, and access to facilities, influence remote work productivity in the IT sector?
2. What is the relationship between the availability and quality of ICT tools and infrastructure and remote work productivity and satisfaction in the IT sector?
3. How do the physical and psychological aspects of the built environment affect long-term job satisfaction among remote workers in the IT sector?
4. To what extent do remote working conditions contribute to feelings of isolation and burnout, and how do these affect both productivity and job satisfaction over time?
5. How can organizations optimize built environment factors to enhance remote work productivity and satisfaction in the IT sector?

RESEARCH OBJECTIVES

1. To examine the impact of built environment factors, such as health and safety provisions, working conditions, and access to facilities, on remote work productivity in the IT sector.
2. To analyze the relationship between the availability and quality of ICT tools and infrastructure and its effect on remote work productivity and satisfaction in the IT sector.
3. To investigate how physical and psychological aspects of the built environment influence long-term job satisfaction among remote workers in the IT sector.
4. To explore the contribution of remote working conditions to feelings of isolation and burnout, and their effects on productivity and job satisfaction over time.
5. To recommend strategies for optimizing built environment factors to enhance remote work productivity and satisfaction in IT organizations.

HYPOTHESES

- H_1: Built environment health and safety provisions have a positive impact on remote work productivity in the IT sector.
- H_2: Favorable working conditions in the built environment significantly enhance remote work productivity in the IT sector.
- H_3: Access to adequate built environment facilities has a positive relationship with remote work productivity in the IT sector.
- H_4: The availability and quality of ICT tools and other enablers in the built environment positively influence remote work productivity in the IT sector.
- H_5: Remote work productivity has a significant positive impact on overall remote work satisfaction in the IT sector.

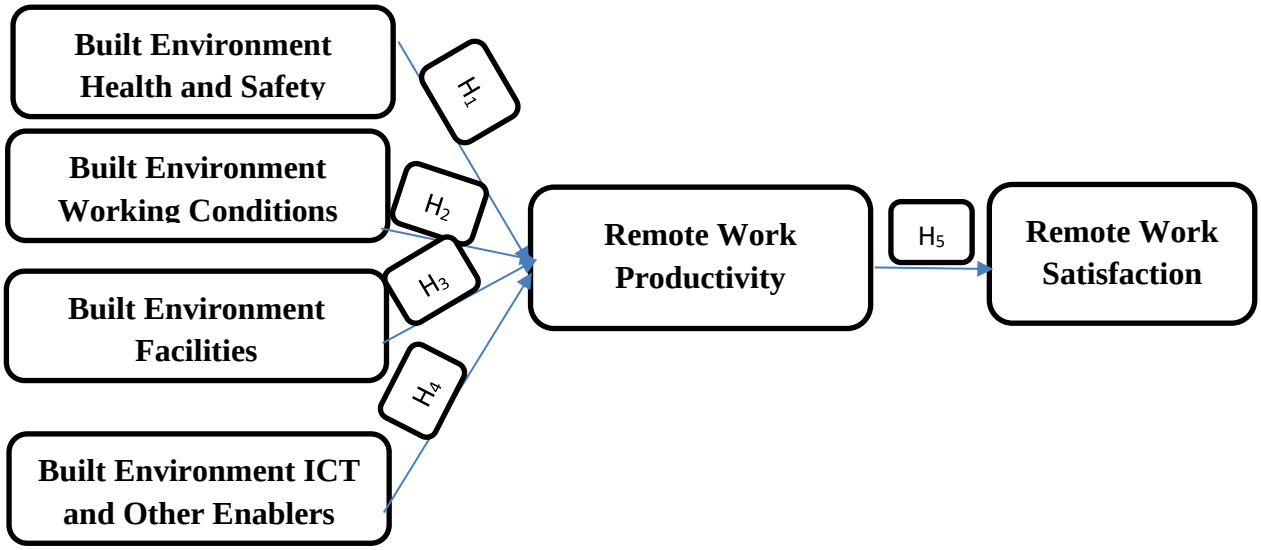
METHODOLOGY

The study will adopt a quantitative research design to investigate the impact of built environment factors on remote work productivity and satisfaction in the IT sector. A structured survey questionnaire will be developed and distributed to IT professionals working remotely in various organizations. The sampling framework will focus on employees from mid-sized and large IT companies operating in the region, ensuring that participants have been working remotely for at least six months to capture relevant experiences. A sample size of 455 respondents will be targeted to ensure adequate statistical power and representation of the population. The study will use a stratified random sampling technique, where the population will be divided into relevant strata based on factors such as job roles, company size, and duration of remote work. This approach ensures diversity in the sample while maintaining the generalizability of the findings to the broader IT workforce engaged in remote work. The data collected will be analyzed

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using statistical tools such as regression analysis to assess the relationship between built environment factors and the dependent variables of productivity and satisfaction.

CONCEPTUAL MODEL



DATA ANALYSIS

Descriptive Statistics

Demographic Variables	Mean	Std. Deviation	Variance
Age	1.11	.405	.164
Gender	1.58	.494	.244
IT Company Name	2.55	1.479	2.186
Experience in IT sector	1.25	.460	.211
Current Work Mode	1.80	.802	.644
Job Role	3.33	1.693	2.865

The mean values across various categories suggest a balanced representation among different demographic groups. The standard deviations indicate the level of variation within each demographic factor. In particular, some categories exhibit low variation, as shown by the lower standard deviation values, suggesting a more homogenous group, while others show higher levels of variability, reflecting a more diverse set of respondents. The variances reinforce these observations, with certain categories having higher variance, indicating greater diversity in the responses. Overall, the demographic data provide a reliable foundation for further analysis, ensuring that the study captures a wide range of participants from different backgrounds and experiences.

Reliability Analysis

Variable Number	Variable	Cronback Alpha	Result
V_1	Built Environment Health and Safety	0.952	Excellent and Highly Reliable
V_2	Built Environment Working Conditions	0.962	Excellent and Highly Reliable
V_3	Built Environment Facilities	0.956	Excellent and Highly Reliable
V_4	Built Environment ICT and Other Enablers	0.965	Excellent and Highly Reliable
V_5	Remote Work Productivity	0.960	Excellent and Highly Reliable
V_6	Remote Work Satisfaction	0.957	Excellent and Highly Reliable
V_7	Overall	0.987	Excellent and Highly Reliable

The alpha values for each variable are above the generally accepted threshold of 0.7, with most exceeding 0.95, indicating excellent reliability. This suggests that the items used to measure each construct are highly correlated and consistent across respondents. The overall Cronbach's Alpha for the study also shows an excellent score, further confirming that the data collection instruments used are both reliable and effective in capturing the intended constructs. This level of reliability ensures that the findings derived from these variables will be robust and trustworthy, providing confidence in the validity of the results.

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Convergent Validity

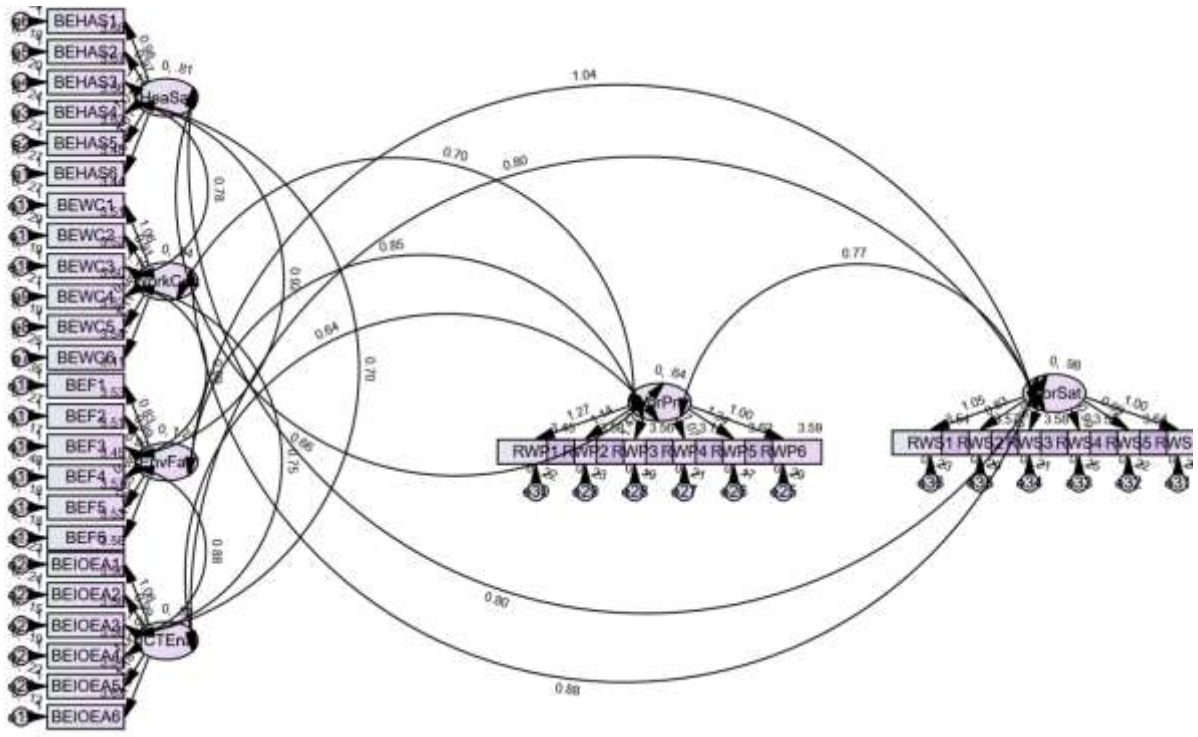
Variable Number	Variable	AVE	CR
V_1	Built Environment Health and Safety	0.904	0.612
V_2	Built Environment Working Conditions	0.873	0.533
V_3	Built Environment Facilities	0.860	0.505
V_4	Built Environment ICT and Other Enablers	0.869	0.526
V_5	Remote Work Productivity	0.871	0.530
V_6	Remote Work Satisfaction	0.920	0.658

The analysis of the Average Variance Extracted (AVE) and Composite Reliability (CR) values for the variables indicates strong construct validity and reliability. The AVE values for all variables are well above the accepted threshold of 0.5, indicating that a significant portion of the variance in the indicators is explained by the latent constructs, confirming good convergent validity. Similarly, the Composite Reliability (CR) values are above 0.6, which signifies that the measurement model is internally consistent, and the items used for each construct reliably measure the intended variable. The overall results show that the constructs are both valid and reliable, ensuring the robustness of the measurement model in capturing the relationships between the study variables.

Confirmatory Factor Analysis

Fit Indices

Fit Indices	Recommended	Observed	Result
$CMIN_1$	>5 Terrible, >3 Acceptable, >1 Excellent	1.978	Acceptable
CFI_1	<0.90 Terrible, <0.95 Acceptable, >0.95 Excellent	0.942	Acceptable
GFI_1	> 0.9	0.937	Acceptable
$AGFI_1$	> 0.9	0.927	Acceptable
TLI_1	> 0.9	0.930	Acceptable
$PNFI_1$	> 0.5	0.574	Acceptable
$RMSEA_1$	>0.08 Terrible, >0.06 Acceptable, >0.05 Excellent	0.061	Acceptable



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The results from the model evaluation indicate a satisfactory fit between the proposed model and the observed data. The analysis shows that the model meets the generally accepted thresholds for adequacy in terms of overall fit, suggesting that it provides a reasonable representation of the underlying data. Key indicators reflect that the model is both reliable and accurate, with measures of fit confirming that the structure captures the relationships between the variables effectively. Furthermore, the level of parsimony is appropriate, and the model's error margin falls within acceptable limits, further supporting its validity. Overall, the fit statistics confirm that the model can be trusted to accurately reflect the theoretical constructs and their interactions, offering a solid foundation for interpretation and further analysis.

Divergent Validity

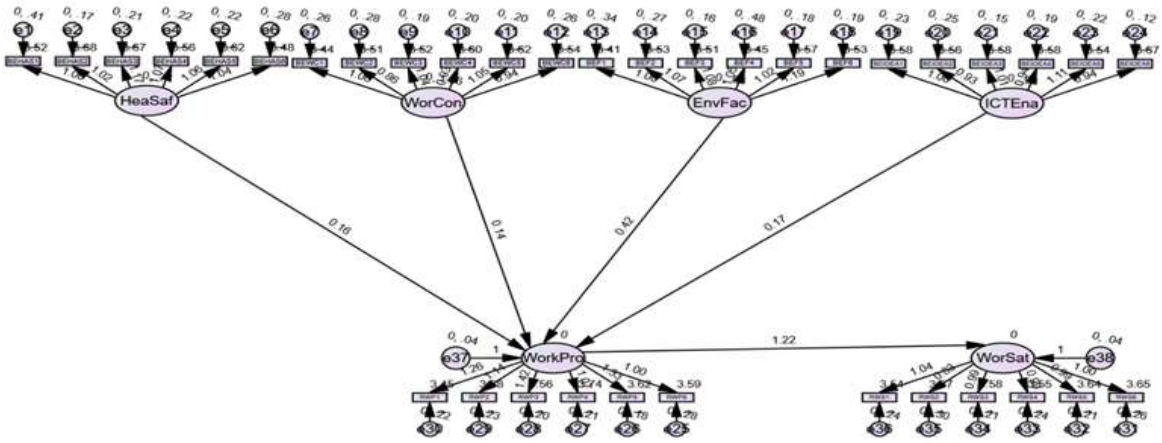
	CR	AVE	MSV	Max R(H)	Wor Sat	Hea Saf	Work Con	Env Fac	ICT Ena	Wor Pro
Wor Sat	0.957	0.789	0.746	0.959	0.981					
Hea Saf	0.953	0.771	0.724	0.956	0.896	0.932				
Work Con	0.962	0.807	0.754	0.964	0.918	0.887	0.925			
Env Fac	0.957	0.788	0.722	0.963	0.943	0.923	0.919	0.974		
ICT Ena	0.966	0.826	0.799	0.968	0.894	0.854	0.845	0.873	0.909	
Wor Pro	0.960	0.802	0.764	0.965	0.978	0.924	0.907	0.964	0.885	0.896

The results of the construct validity assessment indicate that the variables exhibit high levels of internal consistency and reliability, as shown by the strong composite reliability (CR) values. The Average Variance Extracted (AVE) values exceed the acceptable threshold, demonstrating that each construct captures a significant portion of variance from its indicators. Additionally, the Maximum Shared Variance (MSV) values suggest that the constructs are distinct, although some share a notable amount of variance with others. The correlations between the variables are generally strong, indicating meaningful relationships between them, particularly between satisfaction and productivity, as well as the various built environment factors. Overall, the results confirm that the constructs are well-defined and that the relationships between them are robust, supporting the model's validity and reliability in explaining the effects of these factors on remote work outcomes.

Structural Equation Modelling(SEM)

Fit Indices

Fit Indices	Recommended	Observed	Result
$CMIN_2$	>5 Terrible, >3 Acceptable, >1 Excellent	2.111	Acceptable
CFI_2	<0.90 Terrible, <0.95 Acceptable, >0.95	0.942	Acceptable
GFI_2	> 0.9	0.932	Acceptable
$AGFI_2$	> 0.9	0.934	Acceptable
TLI_2	> 0.9	0.915	Acceptable
$PNFI_2$	> 0.5	0.569	Acceptable
$RMSEA_2$	>0.08 Terrible, >0.06 Acceptable, >0.05 Excellent	0.062	Acceptable



The analysis of the model fit reveals that the model adequately represents the observed data. Key indicators suggest that the model achieves acceptable fit, with the overall fit indices falling within the recommended ranges. The results show that the

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model captures the relationships among the variables effectively, providing a reliable representation of the underlying structure. The values indicate a reasonable degree of parsimony, and the model's error of approximation is within an acceptable range, suggesting a good approximation of the population parameters. Overall, the fit statistics confirm that the model is well-suited for further analysis and can be trusted to yield accurate insights into the relationships between the constructs.

Hypothesis Testing

Hypothesis No	Framed Hypothesis	P-Value	Result
H_1	Built Environment Health and Safety-> Remote Work Productivity	0.00	Significant
H_2	Built Environment Working Conditions-> Remote Work Productivity	0.00	Significant
H_3	Built Environment Facilities-> Remote Work Productivity	0.00	Significant
H_4	Built Environment ICT and Other Enablers-> Remote Work Productivity	0.00	Significant
H_5	Remote Work Productivity-> Remote Work Satisfaction	0.00	Significant

The results indicate that the relationship between built environment health and safety and remote work productivity is significant, with a p-value of 0.00. This suggests that when health and safety provisions in the remote work environment are adequately addressed, employees experience higher levels of productivity. Health and safety measures such as ergonomic setups, mental well-being support, and safety protocols contribute positively to the efficiency and effectiveness of employees working remotely. Therefore, organizations that invest in ensuring proper health and safety standards for remote workers are likely to see a positive impact on overall productivity.

The analysis reveals a significant relationship between working conditions in the built environment and remote work productivity, supported by a p-value of 0.00. This highlights that optimal working conditions, such as appropriate lighting, comfortable furniture, noise control, and a conducive work environment, play a critical role in enhancing the productivity of remote employees. When employees have access to suitable working conditions, they are more focused, less distracted, and able to perform their tasks more efficiently. This demonstrates the importance of maintaining good working conditions for maximizing productivity in remote work settings.

The relationship between built environment facilities and remote work productivity is also found to be significant, with a p-value of 0.00. This implies that access to essential facilities, such as high-speed internet, reliable office equipment, and necessary software, greatly influences the productivity of remote workers. When employees have access to these facilities, they can complete tasks without unnecessary interruptions or delays, leading to increased productivity. This highlights the necessity for organizations to ensure that their remote workers have all the required facilities to perform their jobs effectively.

The significant relationship between ICT and other enablers in the built environment and remote work productivity, with a p-value of 0.00, indicates the critical role of technology in remote work settings. Reliable information and communication technology (ICT) infrastructure, such as collaborative tools, secure networks, and troubleshooting support, enables employees to work efficiently and maintain productivity. The results suggest that organizations should invest in high-quality ICT systems and provide continuous technical support to ensure that remote workers can perform at their highest potential without disruptions.

The results show a significant positive relationship between remote work productivity and remote work satisfaction, as indicated by the p-value of 0.00. This finding suggests that employees who are more productive in remote settings tend to be more satisfied with their work arrangements. When individuals feel they can accomplish tasks effectively and maintain high productivity levels, they are more likely to enjoy their remote work experience. Therefore, ensuring that remote workers can achieve high productivity is essential for fostering job satisfaction, which can lead to greater employee retention and organizational success.

MANAGERIAL IMPLICATIONS

The significant relationship between health and safety provisions and remote work productivity suggests that managers must prioritize creating safe and healthy remote work environments. Organizations should invest in ergonomic furniture, provide health and safety guidelines for home offices, and offer mental well-being support through counseling or virtual check-ins. Managers can implement regular health assessments and encourage employees to set up home workstations that meet ergonomic standards to minimize the risk of physical strain. By addressing these factors, companies can ensure higher productivity levels among their remote workers, ultimately contributing to the success of the organization.

The significant impact of working conditions on remote work productivity highlights the need for managers to assess and improve the physical working environment for remote employees. Managers should offer resources such as noise-canceling headphones, proper lighting, and guidance on setting up a productive workspace. Additionally, they can provide

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financial support or reimbursement for equipment that enhances the remote work setup. By ensuring that employees have access to conducive working conditions, organizations can foster higher productivity and create a more satisfied, efficient workforce. This approach also reduces distractions and stress, which can enhance overall job performance.

Managers must recognize the critical role that facilities play in remote work productivity. To enhance productivity, organizations should ensure that employees have access to essential tools and equipment, such as high-speed internet, updated software, and office supplies. Providing direct support, such as IT assistance and equipment reimbursements, can remove barriers that may impede productivity. Furthermore, companies should develop clear policies on how remote workers can access necessary resources, whether through shipping equipment to their homes or offering allowances. By prioritizing access to these facilities, managers can help remote employees stay productive and focused on their tasks.

Given the significant relationship between ICT infrastructure and remote work productivity, managers must prioritize investment in reliable technology for their remote workforce. Providing secure, high-speed internet access, virtual collaboration tools, and IT support systems are crucial for maintaining productivity in remote settings. Managers should also offer training on the use of digital tools to enhance collaboration and communication among team members. Additionally, implementing data security protocols, such as virtual private networks (VPNs), ensures that remote employees can work securely, minimizing disruptions. By continuously upgrading and maintaining ICT tools, organizations can foster a seamless work experience, enabling remote workers to achieve their productivity goals.

The positive relationship between remote work productivity and job satisfaction implies that managers should focus on creating environments and providing tools that enable employees to be productive. Managers can boost productivity, and in turn, job satisfaction, by setting clear expectations, providing regular feedback, and recognizing achievements in remote settings. Additionally, fostering a sense of autonomy and trust, while providing necessary support, can improve employee motivation and engagement. Managers should also create opportunities for employees to balance their workloads effectively, helping them achieve productivity while maintaining a positive work-life balance. This approach will not only enhance satisfaction but also lead to higher retention rates and overall organizational performance.

CONCLUSION

This study highlights the crucial role that built environment factors play in shaping remote work productivity and satisfaction within the IT sector. The findings demonstrate that health and safety provisions, optimal working conditions, access to essential facilities, and robust ICT infrastructure significantly enhance employee productivity in remote settings. Furthermore, increased productivity positively impacts overall job satisfaction, underscoring the importance of providing employees with the necessary tools and support to succeed while working remotely. For organizations to thrive in this new work paradigm, it is essential to prioritize investments in creating conducive remote work environments that not only boost productivity but also ensure long-term employee satisfaction and well-being. These efforts will contribute to sustainable organizational success in a rapidly evolving digital workplace.

LIMITATIONS AND FUTURE DIRECTIONS

First, the study is limited to the IT sector, and the findings may not be fully generalizable to other industries with different remote work dynamics. Additionally, the data collection was cross-sectional, which limits the ability to capture long-term changes in productivity and satisfaction over time. The reliance on self-reported data may also introduce bias, as participants may not always accurately assess their productivity or work conditions. Future research could expand the scope by exploring different industries, utilizing longitudinal designs to track changes in remote work outcomes, and incorporating objective measures of productivity. Further studies could also investigate the role of other emerging factors, such as organizational culture and leadership styles, in influencing remote work success. Exploring the impact of hybrid work models could provide additional insights into the evolving work environment.

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QUESTIONNAIRE

Demographic Variables					
Age	18-25	26-35	36-45	46 and above	
Gender	Male	Female	Other		
IT Company Name	TCS	Infosys	Wipro	Tech Mahindra	Cognizant
Experience in IT sector	Less than 1 year	1-3 years	4-6 years	7-10 years	More than 10 years
Current Work Mode	Fully Remote	Hybrid	On-Site		
Job Role	Developer/Engineer	Analyst	Manager	Administrative	Other
Built Environment Health and Safety (IV1)					
Likert Statements	**Strongly Disagree**	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**
My remote work environment ensures sufficient safety measures for my health.	1	2	3	4	5
I feel secure and protected while working remotely.	1	2	3	4	5
My company provides guidance on maintaining a healthy and safe remote work setup.	1	2	3	4	5
My work environment at home positively impacts my physical health.	1	2	3	4	5
Regular safety check-ups are conducted by the company to ensure a safe remote workspace.	1	2	3	4	5
I have access to ergonomic resources to promote health and safety in my remote workspace.	1	2	3	4	5
Built Environment Working Conditions (IV2)					
Likert Statements	**Strongly Disagree**	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**
My home workspace allows me to focus without distractions.	1	2	3	4	5
The noise levels in my remote work environment are conducive to productivity.	1	2	3	4	5
I am satisfied with the lighting in my remote workspace.	1	2	3	4	5
My work environment is organized and supports my job efficiency.	1	2	3	4	5
I have enough personal space to work comfortably at home.	1	2	3	4	5
My working conditions at home are comparable to those in the office.	1	2	3	4	5
Built Environment Facilities (IV3)					
Likert Statements	**Strongly Disagree**	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**
I have access to all the necessary equipment for remote work (e.g., printer, scanner).	1	2	3	4	5
The internet connectivity in my home workspace is sufficient for work tasks.	1	2	3	4	5
I am provided with the necessary tools and resources to carry out my remote duties effectively.	1	2	3	4	5
My company has provided assistance in setting up my home office facilities.	1	2	3	4	5
I have access to all required software tools for completing my work remotely.	1	2	3	4	5
The facilities available at my remote workspace meet my daily work requirements.	1	2	3	4	5

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Built Environment ICT and Other Enablers Availability (IV4)					
Likert Statements	**Strongly Disagree**	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**
The ICT infrastructure provided by my company supports efficient remote work.	1	2	3	4	5
I have access to reliable communication tools for virtual collaboration (e.g., Teams, Zoom).	1	2	3	4	5
The technical support provided by my company ensures smooth remote work operations.	1	2	3	4	5
Cloud-based tools and platforms enhance my ability to collaborate remotely.	1	2	3	4	5
My company's ICT systems are reliable and function smoothly with minimal downtime.	1	2	3	4	5
The availability of online resources and platforms helps me complete tasks efficiently.	1	2	3	4	5
Remote Work Productivity (MV)					
Likert Statements	**Strongly Disagree**	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**
I can meet work deadlines while working remotely.	1	2	3	4	5
My productivity levels are consistently high while working from home.	1	2	3	4	5
I can complete my daily tasks effectively in the remote work setting.	1	2	3	4	5
Remote work allows me to manage my workload efficiently.	1	2	3	4	5
My performance has remained stable or improved while working remotely.	1	2	3	4	5
I can collaborate with colleagues as effectively in a remote setting as I do in the office.	1	2	3	4	5
Remote Work Satisfaction (DV)					
Likert Statements	**Strongly Disagree**	**Disagree**	**Neutral**	**Agree**	**Strongly Agree**
I am generally satisfied with my remote work experience.	1	2	3	4	5
Working remotely provides me with a better work-life balance.	1	2	3	4	5
I feel comfortable and at ease working remotely compared to the office environment.	1	2	3	4	5
My company has provided sufficient support to make remote work convenient.	1	2	3	4	5
My overall job satisfaction has increased since working remotely.	1	2	3	4	5
I would prefer to continue working remotely in the future if given the option.	1	2	3	4	5