

ECONOMIC EFFICIENCY OF REMOTE WORKING IN PUBLIC INSTITUTIONS

Aygün KAM

**University of Lodz Economy
and Finance Phd student
aygn12@hotmail.com**

AGENDA:

- **Literatur Analysis about Research Topic**
- **The Aim of the Research**
- **Research Hypotheses and Questions**
- **Research Method**
- **Main Assumptions - Conditions for Implementation of Research**

LITERATUR ANALYSIS ABOUT RESEARCH TOPIC

- The results showed advantages;
 - such as better quality of life,
 - greater productivity and flexibility,
 - better assessment of the workload,
 - Reduction of costs, stress, commuting time.

- Disadvantages;
- ❑ Non-adaptation,
- ❑ Lack of communication,
- ❑ Lack of connection with the company,
- ❑ Psychological problems,
- ❑ Lack of infrastructure,
- ❑ Lack of control of the remote workers.

THE AIM OF THE RESEARCH

investigate the economic efficiency of public institutions working remotely

Main areas of interest:

- generation members,
- labor costs,
- household expenses,
- control mechanism of managers,
- organizational structures,
- dominant cultural structures,
- employee work-life balance.

RESEARCH HYPOTHESES AND QUESTIONS

Technology perspective

- **H1:**

If the mode of work is changed to remote working, then the differentiation of costs of adaptation to a new form of work depends on the knowledge and skills of employees of a particular generation (X or Y)

Allocative perspective

- **H2:**
- **H3:**
- **H4:**

If remote work has a dominant scope, it reduces the overall level of public institution's labor costs

If remote work has a dominant scope, it determines the increase in household expenses

The organization of work in the form of remote work significantly differentiates household expenses in terms of generational features

Management perspective

- **Purposeful app.: H5:**
- **System app.: H6:**
- **Multi-criteria app.: H7**

If in a public organization the dominant form of control of achievement of goals is direct control, then in remote work this form changes to task control

The structure of organizations implying remote work is changing from bureaucratic to flexible

If remote work is not equipped with tools to secure the socialization of employees (the possibility of teamwork), then its effectiveness, regardless of belonging to a generation group is low

RESEARCH METHOD

○ Quantitative Methods

- a) Survey (*primary data collection*)
- b) Defined Indicator Methods:
 - I. Key Goal Indicators (KGI)
 - II. Key Performance Indicators (KPI)
 - III. Cost Benefits Analysis (CBA)

○ Qualitative Methods

- a) Case Study
- b) Desk Research

MAIN ASSUMPTIONS

- *Assumption 1:* Economic efficiency in research was defined in three perspectives: technology, allocative, management.
- *Assumption 2:* The basic global trends determining the character of employees of generation Y were adopted: (1) the integration of working time and free time, (2) the need for self-fulfillment (success), (3) self-confident, (4) success-oriented, (5) Exchange ideas with supervisor (feedback).
- *Assumption 3:* The survey will be carried out among public institutions employees working mainly in the remote form. (Poland and Turkey)