

# Remote Work: The Good, The Bad, and The Unknown

In 2007, researchers conducted a meta-analysis of the existing body of research into the efficacy of remote work. 15 years later, their findings remain best-in-class.



Ravi S. Gajendran and David A. Harrison of Penn State University analyzed 47 peer-reviewed studies, and found

## REMOTE WORKERS EXPERIENCE MODESTLY ...

- *Increased feelings of freedom and discretion, which leads to a perception of greater autonomy*
- *Reduced work-family conflict*
- *Greater job satisfaction*
- *Better supervisor-reported performance improvements*
- *Lower intent to leave the firm*
- *Reduced stress*
- *Better relationships with their supervisor/manager*



Contrary to their own hypotheses (and those of many others) Gajendran and Harrison also found that

## EMPLOYEES WHO WORK REMOTELY ONLY SEVERAL DAYS PER WEEK EXPERIENCE ...

- *Equally strong co-worker relationships*
- *No adverse effects on perceived career prospects*