

Factors Influencing of Work from Home on Employee Productivity: A Case of Nepal

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Abstract

The study examines the factors influencing of work from home on employee productivity in Nepal. Employee productivity and employee efficiency are dependent variables. The selected independent variables are technology and internet connectivity, communication with management, workload management, support from the organization, time flexibility and employee autonomy. The primary source of data is used to assess the opinions of the respondents regarding factors influencing of work from home on employee productivity in Nepal. The study is based on primary data of 171 respondents. To achieve the purpose of the study, structured questionnaire is prepared. The correlation and multiple regression models are estimated to test the different factors influencing of work from home on employee productivity in Nepal.

The result shows that technology and internet connectivity has a positive impact on employee productivity and employee efficiency. It indicates that better technology and internet connectivity leads to increase in employee productivity and employee efficiency. Similarly, communication with management has a positive impact on employee productivity and employee efficiency. It shows that effective communication with management leads to increase in employee productivity and employee efficiency. Likewise, workload management has a positive impact on employee productivity and employee efficiency. It implies that better the workload management, higher would be the employee productivity and employee efficiency in Nepal. Further, support from the organization has a positive impact on employee productivity and employee efficiency in Nepal. It indicates that better support from the organization leads to increases in employee productivity and employee efficiency. Moreover, time flexibility has a positive impact on employee productivity and employee efficiency in Nepal. It states that more time flexibility leads to increase in the employee productivity and employee efficiency. In addition, employee autonomy has a positive impact on employee productivity and employee efficiency. It shows that higher the employee autonomy, higher would be the employee productivity and employee efficiency.

Keywords: technology and internet connectivity, communication with management, workload management, support from the organization, time flexibility, employee autonomy, employee productivity, employee efficiency

1. Introduction

Work from home (WFH) refers to a work arrangement where employees perform their job tasks from their own residence instead of commuting to a traditional office or workplace. This work arrangement has become increasingly common, especially with advancements in technology that facilitate remote communication and collaboration. This can involve using technology such as computers, phones, video conferencing, and cloud-based software to communicate with colleagues, manage tasks, and access work materials. Work from home or digital work interaction captured the usage of specific devices, like embedded networks and social media apps by an organizational employee to communicate with colleagues for work or work-related matters (Chadee *et al.*, 2021). Employees continue their work at home during off-job time with the aid of communication technology, thereby enabling them to come back home on time (König *et al.*, 2013). Christian *et al.* (2011) stated employee productivity as a relatively enduring state of mind referring to the simultaneous investment of personal energies in the experience or performance of work.

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Ayyagari *et al.* (2011) analyzed that the technostress: Technological antecedents and implications. The study proposed that employee productivity can be defined as the harnessing of organization members' selves to their work roles; in engagement, people employ and express themselves physically, cognitively, and emotionally during role performances. Similarly, Bentley *et al.* (2016) evaluated that the role of organisational support in teleworker wellbeing: A sociotechnical systems approach. The study argued that that employees who perceive their workload as balanced tend to exhibit higher levels of engagement and output. The study also stated that high-speed internet and reliable communication tools such as video conferencing platforms, collaboration software, and cloud services ensure that employees can perform tasks without interruptions. Likewise, Tavares *et al.* (2020) examined that the teleworking in the context of COVID-19 pandemic: Risks and opportunities. The study emphasized that the frequency and quality of communication play a pivotal role in bridging the physical distance created by remote work, employees who feel disconnected or neglected by their managers often report lower job satisfaction and efficiency. Further, Bloom *et al.* (2015) studied that does working from home work? Evidence from a Chinese experiment. The study argued that remote work enhances productivity due to fewer workplace distractions and flexible scheduling. Moreover, Kossek *et al.* (2006) investigated that the telecommuting, control, and boundary management: Correlates of policy use and practice, job control, and work-family effectiveness. The study stated that proper allocation of tasks ensures that employees can focus on their work without feeling overwhelmed or underutilized. Additionally, Tavares *et al.* (2020) examined that the teleworking in the context of COVID-19 pandemic: Risks and opportunities. The study emphasized that the frequency and quality of communication play a pivotal role in bridging the physical distance created by remote work, employees who feel disconnected or neglected by their managers often report lower job satisfaction and efficiency.

Bentley *et al.* (2016) evaluated that the role of organisational support in teleworker wellbeing: A sociotechnical systems approach. The study argued that that employees who perceive their workload as balanced tend to exhibit higher levels of engagement and output. The study also stated that high-speed internet and reliable communication tools such as video conferencing platforms, collaboration software, and cloud services ensure that employees can perform tasks without interruptions. Similarly, Eisenberger *et al.* (1986) assessed that the perceived organizational support. The study elaborated that employee who perceive their organizations as supportive are more likely to demonstrate loyalty and increased performance. Likewise, Baumruk (2004) studied that the missing link: The role of employee engagement in business success. The study stated that cognitive aspect of employee productivity employees' beliefs about the organization, its leaders and working conditions. Further, Richman (2006) elaborated that the existence of different definitions made the state of knowledge of employee engagement difficult to determine as each study examined employee engagement under a different protocol Productivity means to be psychologically as well as physically present when occupying and performing an organizational role. Moreover, Shaw (2005) studied that an engagement strategy process for communicators. The study elaborated that employee efficiency is had been as emotional and intellectual commitment to the organization. In addition, Deci and Ryan (2000) analyzed that the human needs and the self-determination of behavior. The study emphasized that intrinsic motivation, suggesting that autonomy and competence, which can be enhanced in work from home settings, are key drivers of productivity.

Baker *et al.*, (2020) studied that the employee productivity and remote working: Challenges of telecommuting. The study elaborated that high-speed internet, cloud-based

collaboration tools, and cyber security measures enable employees to perform tasks seamlessly and lack of adequate technological support, however, can lead to disruptions and reduced efficiency. Similarly, Gajendran and Harrison, (2007) examined that the good, the bad, and the unknown about telecommuting: Meta-analysis of psychological mediators and individual consequences. The study stated that employees struggling with these traits may face challenges, emphasizing the need for tailored support and training programs. Likewise, Allen *et al.*, (2015) assessed that how effective is telecommuting? Assessing the impact of telework on individuals, organizations, and society. The study emphasized that work from home alters traditional communication patterns, transitioning from face-to-face interactions to digital platforms and effective use of video conferencing, instant messaging, and project management tools is critical. Further, Felstead and Henseke, (2017) assessed that the growth of remote working and its consequences for effort, well-being, and work-life balance. The study emphasized that remote work blurs the lines between professional and personal life. The study also showed that while flexibility allows employees to manage responsibilities better, excessive overlap can lead to burnout and diminished productivity. Moreover, Gajendran and Harrison, (2007) examined that the good, the bad, and the unknown about telecommuting: Meta-analysis of psychological mediators and individual consequences. The study stated that employees struggling with these traits may face challenges, emphasizing the need for tailored support and training programs. In addition, Ferguson and Carstairs, (2007) analyzed that the employee engagement: Does it exist, and if so, how does it relate to performance, other constructs and individual differences. The study revealed that employee productivity can be universally defined and measured, it could not be managed, nor it could be known if efforts to improve it are working.

Kahn (1990) analyzed that the psychological conditions of personal engagement and disengagement at work. The study found that engaged employees express their authentic self through physical involvement, cognitive awareness, and emotional connections. Similarly, Schaufeli *et al.* (2002) examined that the measurement of engagement and burnout: A two sample confirmatory factor analytic approach. The study stated that employee also experienced three constructs in the work environment that support engagement: vigor, absorption, and dedication. Likewise, Greenhaus *et al.* (1987) assessed that the work experiences, job performance, and feelings of personal and family well-being. The study explained that working for long hours could significantly influence how people manage their work and family life. Further, Adkins and Premeaux, (2014) evaluated that the use of communication technology to manage work-home boundaries. The study revealed that the rapid development of technology had enabled the extensive use of powerful electronic devices, such as smart phones, laptops, and tablet PCs, to facilitate efficient communication across time and space. Moreover, Dahou and Hacini, (2018) investigated that the employee empowerment and its importance for performance improvement. The study demonstrated that granting employees greater control over their work processes fosters a sense of ownership, thereby improving productivity and efficiency. Furthermore, Adesina (2021) studied that the role of ergonomic design in remote work productivity. The study noted that employees with dedicated home offices are more productive than those working from shared or less-structured spaces. Additionally, Conger and Kanungo (1988) examined that the empowerment process: Integrating theory and practice. The study stated that organizations that prioritize employee well-being through mental health resources, flexible work hours, and regular check-ins can enhance overall efficiency.

In the context of Nepal, Ghimire *et al.* (2024) examined that the factors affecting

virtual work arrangements and organizational performance: Assessed within the context of Nepalese organizations. The study stated that working from Home culture was a new concept during COVID-19 pandemic for software companies in Nepal, it has been widely gaining popularity. Similarly, Thapa (2024) analyzed that the effect of flexible work environment on employee job satisfaction of Nepalese commercial banks. The study stated that telecommuting has a positive impact on employee job satisfaction. Likewise, Subedi and Bhandari (2024) studied that the work-life balance and job satisfaction: Evidence from female employees in Nepalese commercial Banks. The study showed that high work pressure impairs people's ability to balance their work and personal life and having flexible work policies and leave provisions helps to maintain the balance between work and personal life. Further, Gautam (2010) evaluated that the HR practices and employee satisfaction in Nepalese organizations. The study argued that digital divide influences work from home adoption and its effectiveness. Moreover, Gautam and Ghimire (2017) examined that the psychological empowerment in Nepalese service sector. The study emphasized that digital literacy among employees is crucial for leveraging technology effectively, a factor that warrants attention in Nepal's context. However, Silwal *et al.* (2017) investigated that the employee motivation and satisfaction in Nepalese commercial banks. The study argued that strong interpersonal relationships in workplaces may facilitate trust and collaboration remotely, on the other, resistance to change and reliance on face-to-face interactions may limit the benefits of work from home. Furthermore, Adhikari (2019) showed that workplace flexibility can enhance job satisfaction and performance, but only when accompanied by adequate support systems. In addition, Acharya and Ghimire, (2018) argued that societal norms often place a disproportionate share of household responsibilities on women, which can impact their productivity in a remote work environment. Additionally, Shrestha (2016) reported that reliance on knowledge work makes them better suited for remote operations.

The above discussion shows that empirical evidences vary greatly across the studies concerning the factors influencing of work from home on employee productivity. Though there are above mentioned empirical evidences in the context of other countries and in Nepal, no such findings using more recent data exist in the context of Nepal. Therefore, in order to support one view or the other, this study has been conducted.

The major objective of the study is to examine the factors influencing of work from home on employee productivity in Nepal. Specifically, it examines the effect of technology and internet connectivity, communication with management, workload management, support from the organization, time flexibility and employee autonomy on employee productivity and employee efficiency in Nepal.

The remainder of this study is organized as follows: section two describes the sample, data, and methodology. Section three presents the empirical results and final section draws the conclusion.

2. Methodological aspects

The study is based on primary sources of data which were gathered from 40 different districts of Nepal. For primary data a structured questionnaire was used. This study contains a sample of 40 districts of Nepal whose respective data are collected from a total of 171 respondents. The respondents' views were collected on technology and internet connectivity, communication with management, workload management, support from the organization, time flexibility, employee autonomy, employee productivity and employee efficiency. This

study is based on descriptive as well as causal comparative research designs.

The model

The model used in this study assumes that employee productivity and employee efficiency depends upon the factors influencing of work from home. The dependent variables selected for the study are employee productivity and employee efficiency. Similarly, the selected independent variables are technology and internet connectivity, communication with management, workload management, support from the organization, time flexibility and employee autonomy. Therefore, the models take the following forms:

$$EP = \beta_0 + \beta_1 TIC + \beta_2 CM + \beta_3 WLM + \beta_4 SFO + \beta_5 TF + \beta_6 EA + e$$

$$EE = \beta_0 + \beta_1 TIC + \beta_2 CM + \beta_3 WLM + \beta_4 SFO + \beta_5 TF + \beta_6 EA + e$$

Where,

EP = Employee productivity

EE = Employee efficiency

TIC = Technology and internet connectivity

CM = Communication with management

WLM= Workload management

SFO= Support from the organization

TF= Time flexibility

EA= Employee autonomy

Employee productivity was measured using a 5-point Likert scale where respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include “I am able to maintain the same level of productivity at home as I did in the office”, “I feel more productive when I can set my own work schedule” and so on. The reliability of the items was measured by computing the Cronbach’s alpha ($\alpha = 0.999$).

Employee efficiency was measured using a 5-point Likert scale where respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include “Having clear goals and deadlines increases my efficiency when working remotely”, “I feel more efficient when I have regular virtual meetings with my team” and so on. The reliability of the items was measured by computing the Cronbach’s alpha ($\alpha = 0.998$).

Technology and Internet Connectivity was measured using a 5-point Likert scale where respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include “High-speed internet is essential for maintaining my productivity”, “Technical issues with hardware or software frequently lower my productivity” and so on. The reliability of the items was measured by computing the Cronbach’s alpha ($\alpha = 0.997$).

Communication with Management was measured using a 5-point Likert scale where the respondents were asked to indicate the responses using 1 for strongly disagree and 5 for

strongly agree. There are 5 items and sample items “Timely communication from management improves my productivity”, “Clear and direct instructions from management enhance my work efficiency” and so on. The reliability of the items was measured by computing the Cronbach’s alpha ($\alpha = 0.998$).

Workload Management were measured using a 5-point Likert scale where the respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include “Having a well-structured workload schedule improves my productivity”, “I can complete my tasks efficiently when my workload is evenly distributed” and so on. The reliability of the items was measured by computing the Cronbach’s alpha ($\alpha = 0.997$).

Support from the Organization was measured using a 5-point Likert scale where the respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include “I feel that the organization recognizes and rewards productivity effectively”, “The organization provides adequate mental health support, which helps maintain my productivity” and so on. The reliability of the items was measured by computing the Cronbach’s alpha ($\alpha = 0.997$).

Time Flexibility was measured using a 5-point Likert scale where the respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include “Time flexibility allows me to balance personal and professional responsibilities more effectively”, “Time flexibility helps me maintain a better work-life balance, which in turn boosts my productivity” and so on. The reliability of the items was measured by computing the Cronbach’s alpha ($\alpha = 0.997$).

Employee Autonomy was measured using a 5-point Likert scale where the respondents were asked to indicate the responses using 1 for strongly disagree and 5 for strongly agree. There are 5 items and sample items include “Being able to set my own work schedule allows me to be more efficient”, “Autonomy in decision-making helps me complete tasks more effectively” and so on. The reliability of the items was measured by computing the Cronbach’s alpha ($\alpha = 0.999$).

The following section describes the independent variables used in this study along with the hypothesis formulation.

Technology and internet connectivity

Technology and internet connectivity combined refers to the infrastructure and tools that enable individuals to work remotely. Network upgrades to accelerate internet access, there is little rigorous research quantifying benefits to individual firms that arise from upgraded internet connectivity (Grimes *et al.*, 2012). Similarly, Al-Nashmi *et al.* (2014) reported that IT knowledge management is the variable which has the most impact on the employee productivity. Likewise, Barrero *et al.* (2021) concluded that the subjective well-being was higher during the pandemic for people with better home internet service conditional on age, employment status, earnings, working arrangements, and other controls. Further, Nayak *et al.* (2023) elaborated that IT training work as a moderator plays an important role in reducing the WFH issues mainly online teaching, lack of technology acceptance and poor working environment by increasing faculty productivity. Moreover, Arshad *et al.* (2024) stated that valuable guidance for organizations seeking to leverage IT infrastructure effectively to enable remote work while maximizing productivity and employee satisfaction. Based on it, this

study develops following hypothesis:

H₁: There is a positive relationship between technology and internet connectivity and employee productivity and employee efficiency.

Communication with management

Communication with management refers to the exchange of information, updates, and feedback between employees and their supervisors or higher-ups within an organization. The study found that provide empirical evidence to the management to ensure effective downward and horizontal communication take place in the organization (Hee *et al.*, 2019). Similarly, Kalogiannidis (2020) stated that business are encouraged to maintain a good flow of information across the organization to as to improve employee performances and business profitability in the long run. Likewise, Dlamini *et al.* (2022) found that employees' perception of their relationship with managers plays a significant role in predicting job performance. Further, Gautama *et al.* (2018) showed that organizational culture does not influence employee performance, while organizational communication and employee motivation influence employee performance. Moreover, Nabi *et al.* (2017) reported that the communication satisfaction is a very important factor in organizational setup and has a significant impact on employee productivity in all types of organizations. Additionally, Okechukwu *et al.* (2017) found that a common online supportive collaboration environment, virtual training system and an effective virtual relationship between managers and employees which allows both management and employees to be effective, productive, loyal and developed. Based on it, this study develops following hypothesis:

H₂: There is a positive relationship between communication with management and employee productivity and employee efficiency.

Workload management

Workload management refers to the process of effectively balancing and organizing tasks, responsibilities, and projects to ensure that work is completed on time, without overwhelming an individual or team. The study stated that there is a very high relationship between specialization and service delivery, task accomplishment meaning that employee efficiency rate is highly determined by the level of workload management strategies of the management team of the organization (Nwinyokpugi, 2018). Similarly, Bruggen (2015) proposed that the quality of performance is highest under moderate levels of workload, which provides evidence against a tradeoff between quantity and quality. Likewise, Cahyaningtyas and Santosa (2021) elaborated that the competency and the workload of a positive and significant effect on the stress of work and performance. Further, Asamani *et al.* (2015) showed that health institutions review and improve organizational procedures and processes to ensure smooth workflow and eliminate or minimize work interruptions that unnecessarily compound workload and undermines performance. Moreover, Johan and Satria (2023) found that workload and job stress negatively affects employee performance, and job satisfaction positively effects employee performance. Furthermore, Noor and Limakrisna (2019) reported that the workload is reflected in the extent to which tasks and jobs into a large responsibility for employees, in this case, burden the organization of work to employees. In addition, Basit and Hassan, (2017) proposed that increasing time pressure and role ambiguity would reduce employee performance in all aspects. Based on it, this study develops following hypothesis:

H₃: There is a positive relationship between workload management and employee

productivity and employee efficiency.

Support from the organization

Support from the organization refers to the resources, guidance, and assistance provided by an employer to help employees perform their job effectively, especially in a work-from-home setup. The study showed that new performance indicators of frontline workers in the context of flexible manufacturing: i.e. continuous learning, teamwork, problem solving, and active work (Chen *et al.*, 2020). Similarly, Kareem and Hussein (2019) found that the decision makers of universities should strive to develop human resource development strategies which will enable them to improve employee competency and enhance the capability of the employees to achieve desired goals and objectives of the organization. Likewise, Imtiaz and Ahmad (2009) elaborated that higher level of stress existed with no managerial concern for solution consequently lowering the employee performance; staking organizational reputation and loss of skilled employees. Further, Ibrahim and Brobbey (2015) proposed that the impact of motivation on organizational performance as improving employees' level of efficiency, helping employees to meet their personal goals, employee satisfaction, and helping employees bond with the organization. Moreover, Dlamini *et al.* (2022) stated that employees' perception of their relationship with managers plays a significant role in predicting job performance. In addition, Diamantidis and Chatzoglou (2019) reported that job environment and management support have the strongest impacts (direct and indirect) on job performance, while adaptability and intrinsic motivation directly affect job performance. Based on it, this study develops following hypothesis:

H₄: There is a positive relationship between support from the organization and employee productivity and employee efficiency.

Time flexibility

Time flexibility refers to the ability of employees to manage their work schedules in a way that accommodates their personal needs while still meeting the requirements and expectations of their job. Abid and Barech, (2017) proposed that only upper level managements that is executives have more knowledge about the flexi work arrangements advantages and disadvantage as compared to middle and lower level management. Similarly, Cavaliere *et al.* (2021) stated that flexible arrangement considerations, including job aptitude for versatility and dependability and the approach to flexible working time, have a significant effect on the accomplishment of workers. Likewise, Wolf and Beblo (2004) elaborated that the use of work time schedules with moderate flexibility is positively related to technical efficiency, highly flexible work time arrangements seem to be negatively correlated with an efficient organization of the work flow. Further, Altindag and Siller (2014) showed that flexible working models are very precious for the improvement of and the sustainability of employee performance. Moreover, Davidescu *et al.* (2020) argued that Partial home working, the mix between working from home and working in a company's office, has been considered an optimal solution in increasing organizational performance. Furthermore, Obisi (2017) stated that with flexible work arrangements, it is potentially feasible that workers can now exercise full control of their best for the growth of the organization. In addition, Khan *et al.* (2011) elaborated that Stress and work-family conflict has a significant effect on employee performance. Based on it, this study develops following hypothesis:

H₅: There is a positive relationship between time flexibility and employee productivity and employee efficiency.

Employee autonomy

Employee autonomy refers to the level of independence and control employees have over how they perform their work. Mohapatra and Sundaray (2018) emphasized that employee need to be provided with the greater authority to make independent decisions as more decision making responsibility is concerned through empowerment. Similarly, Saragih (2011) stated that the higher autonomy will leads to increasing salesperson’s job performance and job satisfaction. Likewise, Alshemmari *et al.* (2023) reported that the relationship between employee empowerment and performance can provide insights into social, which suggests that employees who feel valued and empowered. Further, Hanaysha (2016) stated that policy makers to set out their strategies with regard to human resource factors to in order to enhance both employee productivity and organizational performance. Moreover, Okochi and Ateke (2020) found that employee empowerment is a viable strategy for optimizing employee performance; and recommends that firms that seek to optimize employee performance and improve organizational. Furthermore, Johannsen and Zak (2020) proposed that increased perceived autonomy can significantly improve individual and group productivity and that this can have a salubrious impact on mood. In addition, Diamantidis and Chatzoglou, (2019) stated that job environment and management support have the strongest impacts (direct and indirect) on job performance, while adaptability and intrinsic motivation directly affect job performance. Based on it, this study develops following hypothesis:

H₆: There is a positive relationship between employee autonomy and employee productivity and employee efficiency.

3. Results and discussion

Correlation analysis

On analysis of data, correlation analysis has been undertaken first and for this purpose, Kendall’s Tau correlation coefficients along with mean and standard deviation has been computed and the results are presented in Table 1.

Table 1

Kendall’s Tau correlation coefficients matrix

This table presents Kendall’s Tau coefficients between dependent and independent variables. The correlation coefficients are based on 171 observations. The dependent variable are EP (Employee productivity) or EE (Employee efficiency). The independent variables are TIC (Technology and internet connectivity), CM (Communication with management), WLM (Workload management), SFO (Support from the organization), TF (Time flexibility) and EA employee autonomy (Employee autonomy).

Variables	Mean	S.D.	EP	EE	TIC	CM	WLM	SF0	TF	EA
EP	4.648	0.576	1							
EE	4.623	0.555	0.650**	1						
TIC	4.592	0.584	0.725**	0.614**	1					
CM	4.428	0.897	0.676**	0.522**	0.703**	1				
WLM	4.485	0.804	0.698**	0.538**	0.730**	0.715**	1			
SF0	4.529	0.739	0.761**	0.548**	0.738**	0.738**	0.771**	1		
TF	4.487	0.807	0.686**	0.570**	0.726**	0.719**	0.719**	0.771**	1	
EA	4.643	0.498	0.771**	0.643**	0.702**	0.642**	0.662**	0.720**	0.692**	1

Note: The asterisk signs (**) and (*) indicate that the results are significant at one percent and five percent levels respectively.

Table 1 shows the Kendall's Tau correlation coefficients of dependent and independent variables. The study shows that technology and internet connectivity is positively correlated to employee productivity. It means that better technology and internet connectivity leads to increase in employee productivity. Similarly, there is a positive relationship between communication with management and employee productivity. It means that effective communication with management leads to increase in employee productivity. Likewise, workload management has a positive relationship with employee productivity. It shows that better workload management leads to increase in employee productivity. Furthermore, there is a positive relationship between support from the organization and employee productivity. It indicates that better support from the organization leads to increase in employee productivity. Moreover time flexibility has a positive relationship with employee productivity. It indicates that more time flexibility leads to increase in employee productivity. In addition, employee autonomy has a positive relationship with employee productivity. It indicates that increase in employee autonomy leads to increase in employee productivity.

Similarly, the study shows that technology and internet connectivity is positively correlated to employee efficiency. It indicates that better technology and internet connectivity leads to increase in employee efficiency. Likewise, there is a positive relationship between communication with management and employee efficiency. It indicates that effective communication with management leads to increase in employee efficiency. In addition, workload management is positively related to employee efficiency. It shows that better workload management leads to increase in employee efficiency. Furthermore, there is a positive relationship between support from the organization and employee efficiency. It indicates that better support from the organization leads to increase in employee efficiency. Moreover, time flexibility has a positive relationship with employee efficiency. It means that more time flexibility leads to increase in employee efficiency. In addition, employee autonomy has a positive relationship with employee efficiency. It indicates that increase in employee autonomy leads to increase in employee efficiency.

Regression analysis

Having indicated the Kendall's Tau correlation coefficients, the regression analysis has been carried out and the results are presented in Table 2. More specifically, it shows the regression results of technology and internet connectivity, communication with management, workload management, support from the organization, time flexibility and employee autonomy on employee productivity and employee efficiency.

Table 2

Estimated regression results of technology and internet connectivity, communication with management, workload management, support from the organization, time flexibility and employee autonomy on employee productivity

The results are based on 171 observations using linear regression model. The model is $EP = \beta_0 + \beta_1 TIC + \beta_2 CM + \beta_3 WLM + \beta_4 SFO + \beta_5 TF + \beta_6 EA + e$, where the dependent variable is EP (Employee productivity). The independent variables are TIC (Technology and internet connectivity), CM (Communication with management), WLM (Workload management), SFO (Support from the organization), TF (Time flexibility) and EA (Employee autonomy).

Model	Intercept	Regression coefficient of						Adj. R bar ²	SEE	F-value
		TIC	CM	WLM	SFO	TF	EA			
1	1.326 (5.546)**	0.724 (14.013)**						0.535	0.393	196.364
2	3.228 (16.683)**		0.321 (7.484)**					0.244	0.501	56.008
3	2.652 (13.462)**			0.445 (10.29)**				0.382	0.454	105.893
4	2.049 (11.002)**				0.574 (14.144)**			0.539	0.391	200.054
5	2.432 (13.434)**					0.494 (12.438)**		0.475	0.418	154.697
6	0.413 (1.615)						0.912 (16.637)**	0.619	0.356	276.793
7	1.323 (5.539)**	0.68 (10.325)**	0.045 (1.056)					0.535	0.393	98.806
8	1.302 (5.581)**	0.587 (8.273)**	0.047 (0.912)	0.191 (3.087)**				0.557	0.384	72.393
9	1.194 (5.618)**	0.4421 (5.998)**	0.137 (2.787)**	0.091 (1.548)	0.38 (6.046)**			0.635	0.348	74.992
10	1.215 (5.824)**	0.368 (5.152)**	0.158 (3.242)**	0.081 (1.413)	0.308 (4.61)**	0.152 (2.749)**		0.649	0.342	63.876
11	0.354 (1.588)	0.173 (2.509)*	0.141 (3.277)**	0.079 (1.555)	0.215 (3.541)**	0.114 (2.323)*	0.492 (6.887)**	0.726	0.302	76.116

Notes:

- i. Figures in parenthesis are t-values
- ii. The asterisk signs (**) and (*) indicate that the results are significant at one percent and five percent level respectively.
- iii. Employee productivity is the dependent variable.

Table 2 shows that the beta coefficients for technology and internet connectivity are positive with employee productivity. It indicates that technology and internet connectivity has a positive impact on employee productivity. This finding is consistent with the findings Barrero *et al.* (2021). Similarly, the beta coefficients for communication with management are positive with employee productivity. It indicates that communication with management has a positive impact on employee productivity. This finding is similar to the findings of Nabi *et al.* (2017). Likewise, the beta coefficients for workload management are positive with employee productivity. It indicates that workload management has a positive impact on employee productivity. This finding is similar to the findings of Cahyaningtyas and Santosa (2021). Further, the beta coefficients for support from the organization are positive with employee productivity. It indicates that support from the organization has a positive impact on employee productivity. This finding is similar to the findings of Ibrahim and Brobbey (2015). Moreover, the beta coefficients for time flexibility are positive with employee productivity. It indicates that time flexibility has a positive impact on employee productivity. This finding is similar to the findings of Cavaliere *et al.* (2021). In addition, the beta coefficients for employee autonomy are positive with employee productivity. It indicates that employee autonomy has a positive impact on employee productivity. This finding is similar to the findings of Alshemmari *et al.* (2023).

Table 3 shows the regression results of technology and internet connectivity (TIC), communication with management, workload management, support from the organization, time flexibility and employee autonomy on employee efficiency.

Table 3

Estimated regression results of technology and internet connectivity, communication with management, workload management, support from the organization, time flexibility and employee autonomy on employee efficiency.

The results are based on 171 observations using linear regression model. The model is $EE = \beta_0 + \beta_1 \text{TIC} + \beta_2 \text{CM} + \beta_3 \text{WLM} + \beta_4 \text{SFO} + \beta_5 \text{TF} + \beta_6 \text{EA} + e$, where the dependent variable is EE (employee efficiency). The independent variables are TIC (Technology and internet connectivity), CM (Communication with management), WLM (Workload management), SFO (Support from the organization), TF (Time flexibility) and EA (Employee autonomy).

Model	Intercept	Regression coefficient of						Adj. R _{bar} ²	SEE	F-value
		TIC	CM	WLM	SFO	TF	EA			
1	2.715 (8.925)**	0.416 (6.322)**						0.186	0.501	39.968
2	3.913 (18.848)**		0.16 (3.492)**					0.062	0.538	12.192
3	3.65 (15.897)**			0.217 (4.304)**				0.093	0.529	18.525
4	3.338 (13.612)**				0.284 (5.312)**			0.138	0.515	28.222
5	3.156 (14.875)**					0.327 (7.027)**		0.222	0.489	49.375
6	1.861 (5.499)**						0.595 (8.21)**	0.281	0.471	67.41
7	2.716 (8.902)**	0.427 (5.081)**	0.013 (0.229)					0.182	0.502	19.898
8	2.711 (8.863)**	0.408 (4.382)**	0.032 (0.047)	0.04 (0.49)				0.178	0.503	13.286
9	2.672 (8.738)**	0.346 (3.432)**	0.065 (0.923)	0.003 (0.03)	0.141 (1.561)			0.185	0.501	10.659
10	2.71 (9.179)**	0.248 (2.449)*	0.105 (1.52)	0.015 (0.184)	0.007 (0.078)	0.284 (3.631)**		0.241	0.484	11.789
11	1.887 (5.564)**	0.062 (0.585)	0.089 (1.354)	0.017 (0.222)	0.082 (0.889)	0.248 (3.313)**	0.47 (4.324)**	0.314	0.459	13.995

Notes:

- Figures in parenthesis are t-values
- The asterisk signs (**) and (*) indicate that the results are significant at one percent and five percent level respectively.
- Employee efficiency is the dependent variable.

Table 3 shows that the beta coefficients for technology and internet connectivity are positive with employee efficiency. It indicates that technology and internet connectivity has a positive impact on employee efficiency. This finding is consistent with the findings, Arshad *et al.* (2024). Similarly, the beta coefficients for communication with management are positive with employee efficiency. It indicates that communication with management has a positive impact on employee efficiency. This finding is similar to the findings of Kalogiannidis (2020). Likewise, the beta coefficients for workload management are positive with employee efficiency. It indicates that workload management has a positive impact on employee efficiency. This finding is similar to the findings of Cahyaningtyas and Santosa (2021). Further, the beta coefficients for support from the organization are positive with employee efficiency. It indicates that support from the organization has a positive impact on employee efficiency. This finding is similar to the findings of Dlamini *et al.* (2022). Moreover, the beta coefficients for time flexibility are positive with employee efficiency. It indicates that time flexibility has a positive impact on employee efficiency. This finding is similar to the findings of Davidescu *et al.* (2020). In addition, the beta coefficients for employee autonomy are positive with employee efficiency. It indicates that employee autonomy has a positive impact on employee efficiency. This finding is similar to the findings of Okochi and Ateke (2020).

4. Summary and conclusion

Working from home (WFH) refers to a work arrangement where employees perform their job duties from a location other than a traditional office, typically from their own homes. Work from home offers numerous benefits such as flexibility, improved work-life balance,

and reduced commuting time, several unique factors influence its success in Nepal. The technological gap, cultural expectations, home environment, and organizational preparedness all play a significant role in determining employee productivity. For remote work to be truly effective in Nepal, a combination of government support, organizational investment in technology, cultural shifts, and employee well-being initiatives will be key. With these factors addressed, WFH can positively impact productivity and become a sustainable model for the future. This study provides insightful information regarding the factors influencing of work from home on employee productivity and employee efficiency in Nepal. The study analyzes various significant variables that could impact on employee productivity and employee efficiency in Nepal. These variables include how technology and internet connectivity, communication with management, workload management, time flexibility and employee autonomy influence employee productivity and employee efficiency in Nepal.

The study attempts to examine the Factors influencing of work from home on employee productivity in Nepal. The study is based on primary data of 171 respondents.

The major conclusion of the study is that technology and internet connectivity, communication with management, workload management, support from the organization, time flexibility and employee autonomy have a positive impact on employee productivity and employee efficiency in Nepal. The study also concludes that employee autonomy is the most significant factor followed by technology and internet connectivity and time flexibility are the most influencing factors that explain the work from home on employee productivity and employee efficiency in Nepal.

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