

REFERENCES

- Abioro, M. A., Oladejo, D. A., and Ashogbon, F. O. (2018). Work life balance practices and employees productivity in the nigerian university system. *Crawford Journal of Business & Social Sciences*, 13(2):49–59.
- AbuJarour, S., Ajjan, H., Fedorowicz, J., and Owens, D. (2021). How working from home during covid-19 affects academic productivity. *Communications of the Association for Information Systems*, 48(1):8.
- Anderson, D. and Kelliher, C. (2020). Enforced remote working and the work-life interface during lockdown. *Gender in Management: An International Journal*, 35(7/8):677–683.
- Ashcraft, K. L. (2018). Critical complicity: The feel of difference at work in home and field. *Management Learning*, 49(5):613–623.
- Awada, M., Lucas, G., Becerik-Gerber, B., and Roll, S. (2021). Working from home during the covid-19 pandemic: Impact on office worker productivity and work experience. *Work*, (Preprint):1–19.
- Babar, K. and Pramanik, A. (2020). Work from home gets real; efficiency, productivity challenges crop up.
- Baker, E., Avery, G. C., and Crawford, J. (2007). Satisfaction and perceived productivity when professionals work from home. *Research & Practice in Human Resource Management*.
- Bao, L., Li, T., Xia, X., Zhu, K., Li, H., and Yang, X. (2022). How does working from home affect developer productivity?—a case study of baidu during the covid-19 pandemic. *Science China Information Sciences*, 65(4):142102.
- Barrero, J. M., Bloom, N., and Davis, S. J. (2021). Why working from home will stick. Technical report, National Bureau of Economic Research.
- Bendor-Samuel, P. (2020). Manage productivity with employees working from home.
- Bick, A., Blandin, A., Mertens, K., et al. (2020). Work from home after the covid-19 outbreak.
- Bloom, N., Liang, J., Roberts, J., and Ying, Z. J. (2015). Does working from home work? evidence from a chinese experiment. *The Quarterly journal of economics*, 130(1):165–218.

- Bower, J. (2020). Creating opportunity from crisis: raising worker productivity during the pandemic.
- Chanana, N. (2021). Employee engagement practices during covid-19 lockdown. *Journal of public affairs*, 21(4):e2508.
- Chattopadhyay, S. (2021). The pandemic of productivity: The work of home and the work from home. *Anthropology in Action*, 28(1):47–51.
- Choudhury, P., Foroughi, C., and Larson, B. (2021). Work-from-anywhere: The productivity effects of geographic flexibility. *Strategic Management Journal*, 42(4):655–683.
- Connelly, B. L., Certo, S. T., Ireland, R. D., and Reutzel, C. R. (2011). Signaling theory: A review and assessment. *Journal of management*, 37(1):39–67.
- Crawford, J. (2022). Working from home, telework, and psychological wellbeing? a systematic review. *Sustainability*, 14(19):11874.
- Crowther, D. and Lancaster, G. (2008). Research methods in education.
- De Winne, S., Marescaux, E., Sels, L., Van Beveren, I., and Vanormelingen, S. (2019). The impact of employee turnover and turnover volatility on labor productivity: a flexible non-linear approach. *The International Journal of Human Resource Management*, 30(21):3049–3079.
- Desyatnikov, R. (2020). Council post: Why the pandemic hasn't changed the way we measure employee productivity.
- Dey, M., Frazis, H., Loewenstein, M. A., and Sun, H. (2020). Ability to work from home. *Monthly Labor Review*, pages 1–19.
- Dockery, M. and Bawa, S. (2020). Working from home in the covid-19 lockdown. *BCEC*, 19:1–5.
- DuBrin, A. J. (1991). Comparison of the job satisfaction and productivity of telecommuters versus in-house employees: a research note on work in progress. *Psychological Reports*, 68(3_suppl):1223–1234.
- EL Hajjar, S. T. and Alkhanaizi, M. S. (2018). Exploring the factors that affect employee training effectiveness: A case study in bahrain. *Sage Open*, 8(2):2158244018783033.
- Elshaiekh, N. E. M., Hassan, Y. A. A., and Abdallah, A. A. A. (2018). The impacts of remote working on workers performance. In *2018 International Arab Conference on Information Technology (ACIT)*, pages 1–5. IEEE.

- Etheridge, B., Wang, Y., and Tang, L. (2020). Worker productivity during lockdown and working from home: Evidence from self-reports. Technical report, ISER Working Paper Series.
- Galanti, T., Guidetti, G., Mazzei, E., Zappalà, S., and Toscano, F. (2021). Work from home during the covid-19 outbreak: The impact on employees' remote work productivity, engagement, and stress. *Journal of occupational and environmental medicine*, 63(7):e426.
- George, T. J., Atwater, L. E., Maneethai, D., and Madera, J. M. (2022). Supporting the productivity and wellbeing of remote workers: Lessons from covid-19. *Organizational Dynamics*, 51(2):100869.
- Ghosh, D., Huang, X., and Sun, L. (2020). Managerial ability and employee productivity.
- Gibbs, M., Mengel, F., and Siemroth, C. (2021). Work from home & productivity: Evidence from personnel & analytics data on it professionals. *University of Chicago, Becker Friedman Institute for Economics Working Paper*, (2021-56).
- Gorlick, A. (2020). The productivity pitfalls of working from home in the age of covid-19. *Stanford News*. March, 30:2020.
- Graziotin, D. and Fagerholm, F. (2019). Happiness and the productivity of software engineers. *Rethinking Productivity in Software Engineering*, pages 109–124.
- Gultom, E. (2021). The effect of working from home on the productivity of female lecturers during covid-19 pandemic at private universities in indonesia. *ADPEBI International Journal of Business and Social Science*, 1(1):53–63.
- Himawan, K. K., Helmi, J., and Fanggidae, J. P. (2022). The sociocultural barriers of work-from-home arrangement due to covid-19 pandemic in asia: Implications and future implementation. *Knowledge and Process Management*, 29(2):185–193.
- Jääskeläinen, A., Laihonen, H., Lönnqvist, A., Palvalin, M., Sillanpää, V., Pekkola, S., and Ukko, J. (2012). A contingency approach to performance measurement in service operations. *Measuring Business Excellence*, 16(1):43–52.
- Johnson, J. L. and Amber (2020). Enabling productive remote work: Expert tips for staying connected and engaged.
- Johnson, P. and Clark, M. (2006). *Business and management research methodologies*. Sage.

- Karanikas, N. and Cauchi, J. (2020). Literature review on parameters related to work-from-home (wfh) arrangements.
- Kazekami, S. (2020). Mechanisms to improve labor productivity by performing telework. *Telecommunications Policy*, 44(2):101868.
- Kim, E.-J., Park, S., and Kang, H.-S. (2019). Support, training readiness and learning motivation in determining intention to transfer. *European Journal of Training and Development*, 43(3/4):306–321.
- Kotini-Shah, P., Man, B., Pobee, R., Hirshfield, L. E., Risman, B. J., Buhimschi, I. A., and Weinreich, H. M. (2022). Work–life balance and productivity among academic faculty during the covid-19 pandemic: A latent class analysis. *Journal of Women’s Health*, 31(3):321–330.
- Kumar, P., Agrawal, A., and Budhwar, P. S. (2021). *Work from home: Multi-level perspectives on the new normal*. Emerald Publishing.
- Lim, V. K. and Teo, T. S. (2000). To work or not to work at home-an empirical investigation of factors affecting attitudes towards teleworking. *Journal of Managerial Psychology*, 15(6):560–586.
- Lingard, H., Brown, K., Bradley, L., Bailey, C., and Townsend, K. (2007). Improving employees’ work-life balance in the construction industry: Project alliance case study. *Journal of construction engineering and management*, 133(10):807–815.
- Mahmud, R., Lim, B. F. Y., Pazim, K. H., Lee, N. F. C., Mansur, K., and Abdullah, B. (2020). A review of working from home (wfh) and work productivity. *BIMP-EAGA Journal for Sustainable Tourism Development*, 9(1):1–6.
- Manjaree, H. and Perera, D. (2021). Determinants of employee engagement during covid 19 pandemic (case of sri lanka technological campus). *International Journal of Research and Innovation in Social Science*, 5(7):2454–6186.
- Melnikovas, A. (2018). Towards an explicit research methodology: Adapting research onion model for futures studies. *Journal of futures Studies*, 23(2):29–44.
- Menon, R. (2020). Longer working hours, employee productivity and the covid-19 economic slump. *The Wire*.
- Mihalca, L., Irimiaş, T., and Brendea, G. (2021). Teleworking during the covid-19 pandemic: Determining factors of perceived work productivity, job performance, and satisfaction. *Amfiteatru Economic*, 23(58):620–636.

- Mirela, B. (2020). The impact of working from home on productivity. a study on the pandemic period. *Annals of the University of Oradea, Economic Science Series*, 29(2).
- Mishra, P., Pandey, C. M., Singh, U., Gupta, A., Sahu, C., and Keshri, A. (2019). Descriptive statistics and normality tests for statistical data. *Annals of cardiac anaesthesia*, 22(1):67.
- Morikawa, M. (2022). Work-from-home productivity during the covid-19 pandemic: Evidence from japan. *Economic Inquiry*, 60(2):508–527.
- Munna, A. S., Shaikh, M., and Imam, S. (2020). Working from home vs learning from home: A critical investigation and analysis during the covid-19. *Online Submission*, 12(3):23–29.
- Nadhiya, S., Geetha, A., and Arunkumar, D. (2020). Role of guidance and in management towards training and development. *Malaya Journal of Matematik, Vol. S*, (2):4589–4594.
- Nakrošienė, A., Bučiūnienė, I., and Goštautaitė, B. (2019). Working from home: characteristics and outcomes of telework. *International Journal of Manpower*.
- Nolan, A., White, R., Soomro, M., Dopamu, B. C., Yilmaz, M., Solan, D., and Clarke, P. (2021). To work from home (wfh) or not to work from home? lessons learned by software engineers during the covid-19 pandemic. In *European Conference on Software Process Improvement*, pages 14–33. Springer.
- Olson, M. H. and Primps, S. B. (1984). Working at home with computers: Work and nonwork issues. *Journal of Social Issues*, 40(3):97–112.
- Ozkeser, B. (2019). Impact of training on employee motivation in human resources management. *Procedia Computer Science*, 158:802–810.
- Pang, Z., Becerik-Gerber, B., Hoque, S., O’Neill, Z., Pedrielli, G., Wen, J., and Wu, T. (2021). How work from home has affected the occupant’s well-being in the residential built environment: an international survey amid the covid-19 pandemic. *Journal of Engineering for Sustainable Buildings and Cities*, 2(4):041003.
- Pauline Ramos, J. and Tri Prasetyo, Y. (2020). The impact of work-home arrangement on the productivity of employees during covid-19 pandemic in the philippines: A structural equation modelling approach. In *2020 The 6th International Conference on Industrial and Business Engineerin*, pages 135–140.

- Pereira, A. I., Stallard, P., Roberto, M. S., Sousa, M., and Barros, L. (2021). Parenting and child mental health during the covid-19 pandemic: An online study with portuguese and british families. *Revista de Psicología Clínica con Niños y Adolescentes*, 8(3):35–42.
- Pogosyan, V. (2018). Philosophies of social behavior research: Meta-analytic review. *Wisdom*, 11(2):85–92.
- Prasetyaningtyas, S. W., Heryanto, C., Nurfauzi, N. F., and Tanjung, S. B. (2021). The effect of work from home on employee productivity in banking industry. *Jurnal Aplikasi Manajemen*, 19(3):507–521.
- Purwanto, A., Asbari, M., Fahlevi, M., Mufid, A., Agistiawati, E., Cahyono, Y., and Suryani, P. (2020). Impact of work from home (wfh) on indonesian teachers performance during the covid-19 pandemic: An exploratory study. *International Journal of Advanced Science and Technology*, 29(5):6235–6244.
- Ravi, N. and Anulakshmi, M. (2021). Work from home and employee productivity during covid-19. *Asian Basic and Applied Research Journal*, pages 14–21.
- Rume, T. and Islam, S. D.-U. (2020). Environmental effects of covid-19 pandemic and potential strategies of sustainability. *Heliyon*, 6(9):e04965.
- Russo, D., Hanel, P. H., Altnickel, S., and Van Berkel, N. (2021). The daily life of software engineers during the covid-19 pandemic. In *2021 IEEE/ACM 43rd International Conference on Software Engineering: Software Engineering in Practice (ICSE-SEIP)*, pages 364–373. IEEE.
- Sahay, A. (2016). Peeling saunder’s research onion. *Research Gate, Art*, pages 1–5.
- Santos, A. and Stuart, M. (2003). Employee perceptions and their influence on training effectiveness. *Human resource management journal*, 13(1):27–45.
- Saunders, M. N. and Townsend, K. (2016). Reporting and justifying the number of interview participants in organization and workplace research. *British Journal of Management*, 27(4):836–852.
- Savić, D. (2020). Covid-19 and work from home: Digital transformation of the workforce. *Grey Journal (TGJ)*, 16(2):101–104.
- Shareena, P. and Shahid, M. (2020). Work from home during covid-19: Employees perception and experiences. *Global Journal for Research Analysis*, 9(5):1–3.
- Shrestha, N. (2020). Detecting multicollinearity in regression analysis. *American Journal of Applied Mathematics and Statistics*, 8(2):39–42.

- Sole, F. and Schiuma, G. (2010). Using performance measures in public organisations: challenges of italian public administrations. *Measuring Business Excellence*.
- Stieg, C. (2020). Working from home actually makes you better at some tasks and worse at others, here's what you need to know. *CNBC News*. Available online at: <https://www.cnbc.com/2020/03/12/study-how-working-from-home-boosts-and-hurtsproductivity-creativity.html>. Date accessed: May.
- Suhariadi, F., Sugiarti, R., Hardaningtyas, D., Mulyati, R., Kurniasari, E., Saadah, N., Yumni, H., and Abbas, A. (2023). Work from home: A behavioral model of indonesian education workers' productivity during covid-19. *Heliyon*.
- Susomrith, P., Coetzer, A., and Ampofo, E. (2019). Training and development in small professional services firms. *European Journal of Training and Development*, 43(5/6):517–535.
- Sutarto, A. P., Wardaningsih, S., and Putri, W. H. (2021). Work from home: Indonesian employees' mental well-being and productivity during the covid-19 pandemic. *International Journal of Workplace Health Management*, 14(4):386–408.
- Tamminen, K. A. and Poucher, Z. A. (2020). Research philosophies. In *The Routledge international encyclopedia of sport and exercise psychology*, pages 535–549. Routledge.
- Tavakol, M. and Dennick, R. (2011). Making sense of cronbach's alpha. *International journal of medical education*, 2:53.
- Tejero, L. M. S., Seva, R. R., and Fadrihan-Camacho, V. F. F. (2021). Factors associated with work-life balance and productivity before and during work from home. *Journal of occupational and environmental medicine*, 63(12):1065.
- Thao, N. T. P., Van Tan, N., and Tuyet, M. T. A. (2022). Kmo and bartlett's test for components of workers' working motivation and loyalty at enterprises in dong nai province of vietnam. *International Transaction Journal of Engineering, Management, & Applied Sciences & Technologies*, 13(10):1–13.
- Tharenou, P. (2001). The relationship of training motivation to participation in training and development. *Journal of Occupational and Organizational Psychology*, 74(5):599–621.
- Thorp, A. A., Healy, G. N., Winkler, E., Clark, B. K., Gardiner, P. A., Owen, N., and Dunstan, D. W. (2012). Prolonged sedentary time and physical activity in workplace and non-work contexts: a cross-sectional study of office, customer service and call centre employees. *International journal of behavioral nutrition and physical activity*, 9:1–9.

- Thorstensson, E. (2020). The influence of working from home on employees' productivity: Comparative document analysis between the years 2000 and 2019-2020.
- Tleuken, A., Turkyilmaz, A., Sovetbek, M., Durdyev, S., Guney, M., Tokazhanov, G., Wiechetek, L., Pastuszak, Z., Draghici, A., Boatca, M. E., et al. (2022). Effects of the residential built environment on remote work productivity and satisfaction during covid-19 lockdowns: An analysis of workers' perceptions. *Building and Environment*, 219:109234.
- Toscano, F. and Zappalà, S. (2020). Social isolation and stress as predictors of productivity perception and remote work satisfaction during the covid-19 pandemic: The role of concern about the virus in a moderated double mediation. *Sustainability*, 12(23):9804.
- Umishio, W., Kagi, N., Asaoka, R., Hayashi, M., Sawachi, T., and Ueno, T. (2022). Work productivity in the office and at home during the covid-19 pandemic: A cross-sectional analysis of office workers in japan. *Indoor air*, 32(1):e12913.
- Van Der Lippe, T. and Lippényi, Z. (2020). Co-workers working from home and individual and team performance. *New Technology, Work and Employment*, 35(1):60–79.
- Vyas, L. and Butakhieo, N. (2021). The impact of working from home during covid-19 on work and life domains: an exploratory study on hong kong. *Policy design and practice*, 4(1):59–76.
- Waizenegger, L., McKenna, B., Cai, W., and Bendz, T. (2020). An affordance perspective of team collaboration and enforced working from home during covid-19. *European Journal of Information Systems*, 29(4):429–442.
- Wanyama, K. W. and Mutsotso, S. (2010). Relationship between capacity building and employee productivity on performance of commercial banks in kenya.
- Wolor, C. W., Nurkhin, A., Citriadin, Y., et al. (2021). Is working from home good for work-life balance, stress, and productivity, or does it cause problems? *Humanities and Social Sciences Letters*, 9(3):237–249.
- Wu, H. and Chen, Y. (2020). The impact of work from home (wfh) on workload and productivity in terms of different tasks and occupations. In *HCI International 2020–Late Breaking Papers: Interaction, Knowledge and Social Media: 22nd HCI International Conference, HCII 2020, Copenhagen, Denmark, July 19–24, 2020, Proceedings 22*, pages 693–706. Springer.

Xiao, Y., Becerik-Gerber, B., Lucas, G., and Roll, S. C. (2021). Impacts of working from home during covid-19 pandemic on physical and mental well-being of office workstation users. *Journal of occupational and environmental medicine*, 63(3):181.

Țălnar Naghi, D. I. (2021). Research note: Job satisfaction and working from home in romania, before and during covid-19. *Calitatea Vieții*, 32(2):109–130.