

Abstract: This project will examine the impact of remote work on business performance, employee well-being, and social structures. Remote work is something of a double-edged sword that arguably offers significant advantages on one hand, but can also introduce unique challenges on the other. The global shift toward remote work caused by the COVID-19 pandemic has thrown a wrench in the plans of how businesses typically operate and engage employees in their roles. This paper will explore a few key benefits, such as increased flexibility, reduced commuting, and access to a broader talent pool, as well as a few distinct challenges like diminished team bonding, potential for exploiting of employees or businesses, and inequity of opportunities. Using four years of research of organizational behavior, economics, and sociology, this analysis will evaluate whether remote work fosters long-term productivity and employee satisfaction or causes burnout and professional isolation. The ultimate goal is to reach a consensus decision on whether or not the benefits of this transition to remote work actually outweigh the drawbacks. This study will serve to aid in the decision of implementing or retaining the option of remote work, or methodically ridding the business world of this alternative method of modern-day labor.