

Remote Work Policies and Employee Productivity: A Post-Pandemic Assessment of HR Practices

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Abstract

The shift to remote and hybrid work arrangements during and after the COVID-19 pandemic has fundamentally reshaped human resource management practices across industries. This study examines the relationship between remote work policy design — including flexibility levels, monitoring practices, and communication protocols — and employee productivity, engagement, and retention outcomes. Drawing on survey data from HR departments and employees across multiple sectors, the paper identifies which specific policy elements correlate most strongly with sustained productivity gains versus those associated with burnout and disengagement. The findings offer practical guidance for HR practitioners designing long-term hybrid work frameworks, while also contributing to organizational economics literature on the costs and benefits of distributed workforces. The paper concludes with recommendations for balancing employee autonomy with organizational performance goals in post-pandemic labour markets.

Keywords: remote work, hybrid work, employee productivity, HR policy, post-pandemic, workforce management, talent retention