

Impact of Psychological Factor on Employee Well-being: A Study Based on Remote Workers

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Due to the global pandemic of Covid 19, many organizations must change their usual pattern of operations into the different modes. Work from home concept was emerged and followed by most of the organizations as it was the suitable method of doing their works under the social and health regulations imposed by government. One of the main concerns that arises under this practice can be identify as the employee wellbeing of those remote workers. Under the objective of identifying impact of psychological factors on the wellbeing of remote working employees who are employed in Ernst & Young. Researcher has taken two psychological factors into his consideration as self-esteem and autonomy. This is a quantitative research where primary data were collected from 100 employees and data collection was done through an online survey. Data analysis was done using multiple linear regression and the results of this study showed that there is a significant impact of autonomy on employee wellbeing rather the self-confidence Overall, the study's results show the importance of psychological factors for employee well-being. Limiting to one business organization can be identify as the main limitation of the study. Thus, managers and policy makers should give priority for the psychological factors when they developing policies related to employee well-being.

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