

## Introduction and Objectives

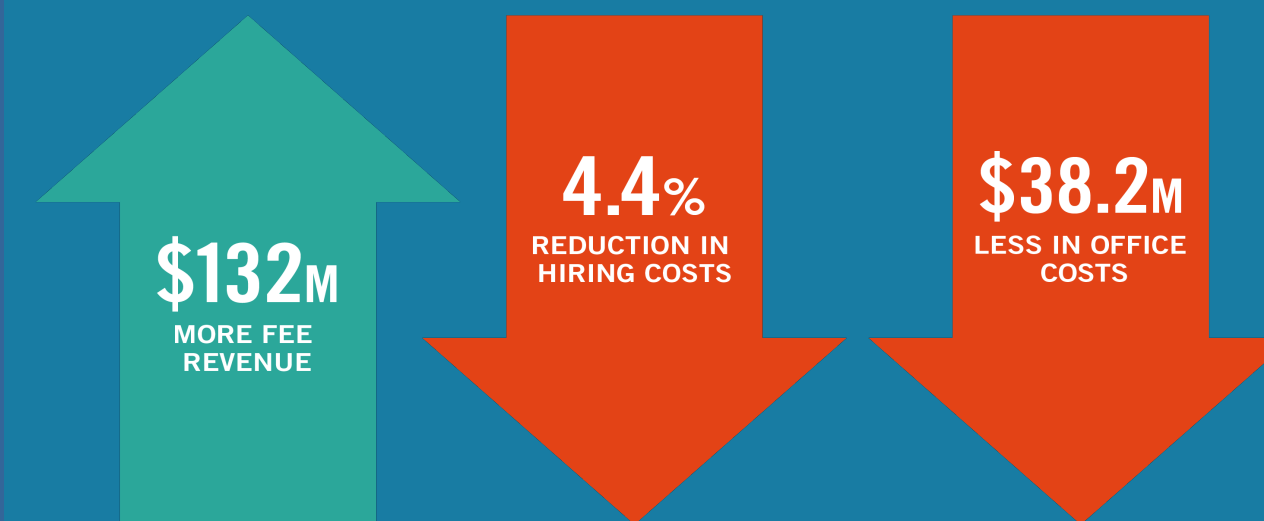
- Virtual/remote work is becoming reality.
- The goal here is to understand its impact on businesses in terms of innovation, diversity, productivity, technology, and its economic impact.

## RESULTS

### Economic impact

- Remote work decreased costs for businesses (Flores, 2019).
- Working from home was economically essential during the pandemic and accounted for over 60 percent of economic activity (Bloom, 2020).
- Productivity gains for employers and more benefits for employees (Barrero, Bloom, & Davis, 2021)

Letting patent examiners work anywhere increased fee revenue and cut costs



### Productivity

- Remote work increased productivity (Flores, 2019), (George, Atwater, Maneethai, & Madera, 2022), (Choudhury, Foroughi, & Larson, 2021), & (Popovici & Popovici, 2020).
- Remote work provides employees with many benefits including flexibility, savings on gas and time spent driving to work, more childcare option and more balance in their work and family lives (Jacks, 2021) & (Church, 2015).

### Diversity

- Some fear that working from home might undermine diversity efforts (Agovino, 2022).
- Potential problems with diverse age groups in the workplace with some not as tech savvy as others (Bell, & Narz, 2007).
- Remote work can offer flexibility and thus increase chances of having a diverse workforce (Boys, 2020) & (Aczel, Kovacs, Van Der Lippe, & Szaszi, 2021).
- Significant impact on work life integration of employees (Bell, 2012).

## Technology

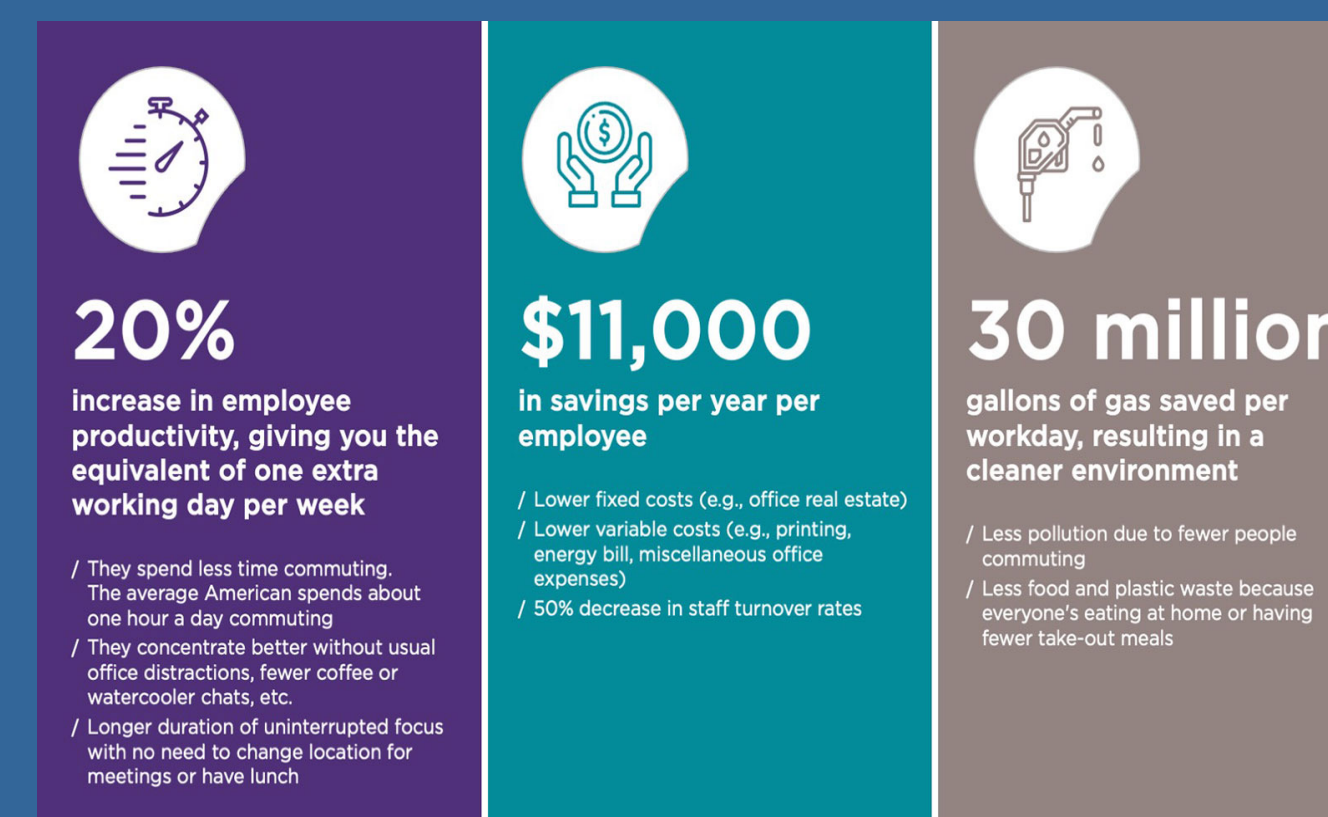
- The pandemic has led to increased technology adoption especially the work from home technology (George, Lakhani, & Puranam, 2020), (Rysavy & Michalak, 2020), & (Borkovich & Skovira, 2020).
- Widespread adoption of work-from-home (WFH) technology (Davis, Ghent, & Gregory, 2021), (Lal, Dwivedi, & Haag, 2020).
- Great development in WFH technologies (Davis, Ghent, & Gregory, 2021), (Reshma, Acharya, & Aithal, 2015).

## Innovation

- Research still lacking with regards to the impact of remote work on group creativity and innovation (George, Lakhani, & Puranam, 2020).
- It could also be a problem since it does not allow for as much knowledge transfer between coworkers as regular face to face work (Popovici & Popovici, 2020).
- Problems with building a culture that is supportive of remote work (Bell, 2012).

## Technology

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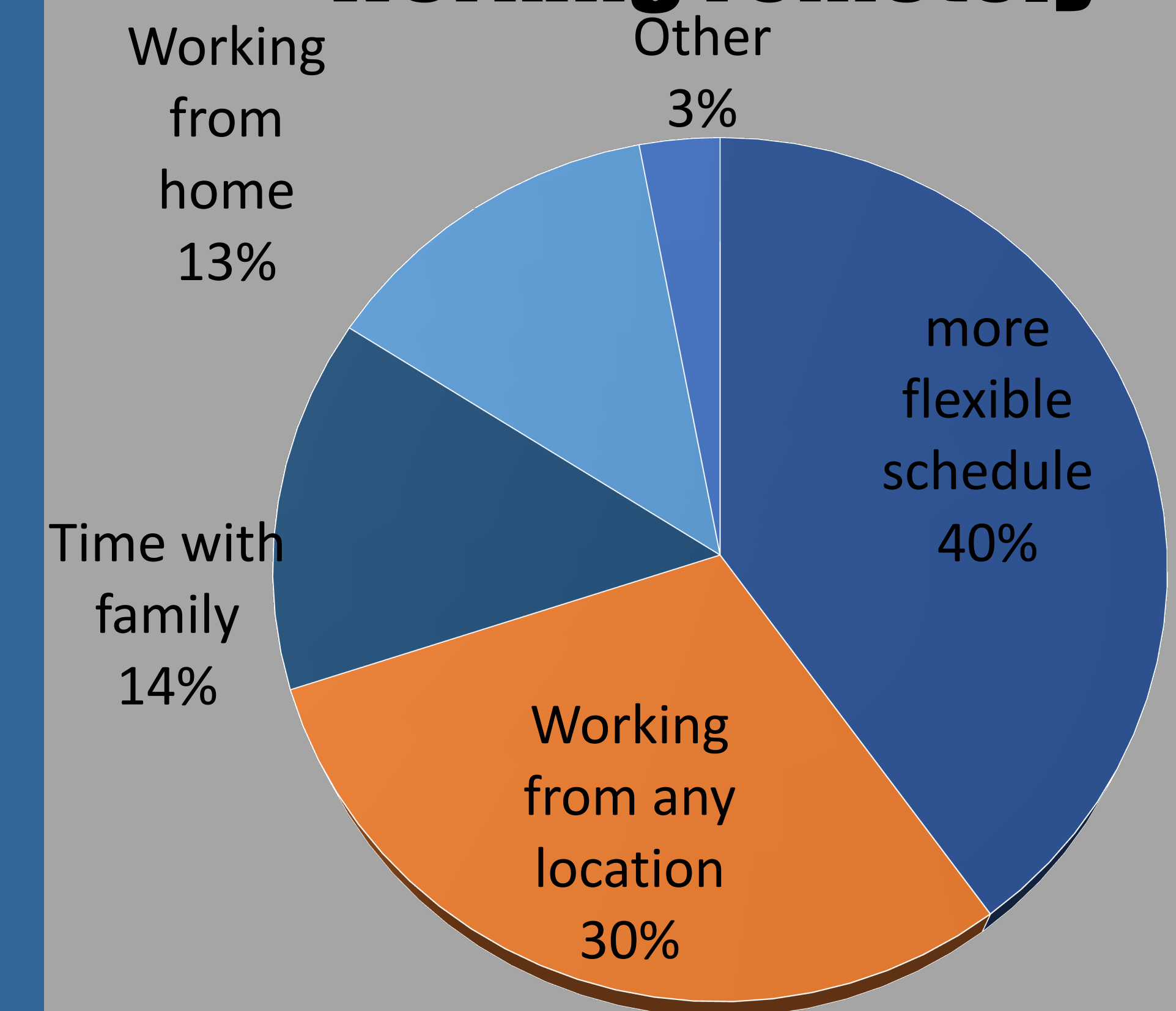


## METHODS AND MATERIALS

### Literature Review

See attached

## Biggest benefit from working remotely



## CONCLUSIONS

- Economic impact, impact on productivity and technology are positive
- Impact on diversity and innovation mixed

