

---

Applied Project

Submission

---



<b>LEARNER NUMBER</b>	51698862
<b>NAME</b>	Sarah Parreira
<b>COURSE</b>	Degree of Bachelor of Arts (Honours) in Business Studies
<b>DISSERTATION TOPIC</b>	Benefits and Challenges of Remote Work in the Irish Market
<b>SUPERVISOR</b>	Klaus Walter
<b>WORD COUNT</b>	6.082
<b>DUE DATE</b>	30 November 2022

I certify that:

I consent to having my dissertation be retained in  
the library for the purpose of future research. Yes ☒

No ☐

[Note that if no checkboxes are selected, this dissertation will be regarded as NOT properly submitted, and may be subject to a late submission penalty]

#### INTELLECTUAL PROPERTY STATEMENT

By checking the box below: I/we (if submitting on behalf of a group) certify that the assignment may be checked for plagiarism by electronic or other means and may be transferred and stored in a database for the purposes of data-matching to help detect plagiarism. The assignment has not previously been submitted for assessment in any other module or to any other institution.

☒ Agree

Signature: Sarah Parreira

Date: 30/11/2022

Notes:



## Benefits and Challenges of Remote Work in the Irish Mark

Compiled by:

Sarah Parreira

This project is submitted in part fulfilment of the Degree of Bachelor of Arts  
(Honours) In Business Studies.

Independent College Dublin

November 2022

## **Benefits and Challenges of Remote Work in the Irish Market.**

Thesis Approved:

---

---

---

## **Abstract**

Our way of life has undergone several modifications because of the coronavirus epidemic. Several societal customs were altered as a result of COVID-19. The implementation of remote work was basically one of them. Even if this modality already exists, it was the epidemic that made corporations turn to remote employment as a survival tactic.

Even though we gathered information on this modality, further research is still necessary because eyesight changes depending on the situation.

The examination of the selected subject that is being provided suggests a reflective viewpoint to increase knowledge of how those who work remotely see this work style.

Considering the situation as it is now, potential solutions, and regular news coverage, it is a significant issue. The topic of interest is still connected to the welfare of the workforce.

There are adaption processes brought on by this new long-distance interaction between the employer and the employee. It also presents a number of problems for people who utilize it as well as several benefits for all parties.

For this study, a positivist approach was implemented, and data were collected through an online survey, which generated a total of 104 responses. The data reveal a good acceptance, and, in general, the interviewees were satisfied with the opportunity to work remotely in the Irish market.

## Table of Contents

<b>Chapter 1.....</b>	<b>9</b>
1. Introduction .....	9
1.1 Background of Research .....	9
1.2 Rationale for the Study .....	10
1.3. Statement of the Research Objectives .....	10
1.4 Information Gathering & Data Collection .....	11
1.5 Expected Outcomes of the Study.....	11
1.6 Chapter-by-chapter Overview.....	11
<b>Chapter 2.....</b>	<b>12</b>
2. Literature Review .....	12
2.1. How remote work can stimulate the employee-company relationship. ....	12
2.2. Analyse whether remote work affects workers' mental health. ....	14
2.3. Covid 19 Effects on Remote Work. ....	15
2.4. Analyse whether remote work interferes with the environment. ....	17
2.5. Barriers and Limitations of Remote Work .....	18
<b>Chapter 3.....</b>	<b>19</b>
3. Methodology.....	19
3.1. Philosophy Employed.....	20
3.2. Research Method.....	20
3.3. Research Approach .....	21
3.4. Data Collection Method and Sample .....	21
3.5. Ethical Section .....	23
<b>Chapter 4.....</b>	<b>23</b>
4. Findings .....	23
4.1. Introduction .....	23
4.2. Survey Results .....	24
4.2.1. “How remote work can stimulate the employee-company relationship” .....	26
4.2.2. Analyse whether remote work affects workers' mental health. ....	28
4.2.3. Covid-19 Effects on Remote Work. ....	32
4.2.4. Analyse whether remote work interferes with the environment. ....	34
4.2.5. Barriers and Limitations of Remote Work .....	36
<b>Chapter 5.....</b>	<b>39</b>
5. Conclusion.....	39
5.1. Limitations.....	40

5.2. Recommendation.....	40
<b>References.....</b>	<b>42</b>
<b>Appendices.....</b>	<b>45</b>
Appendix A - Informed Consent – Online Survey .....	45
Appendix B – Figures.....	46
Appendix C - Template Question Survey Onlie .....	55
Appendix D - Form A: Application for Ethical Approval.....	56

## List of Figures

Figure 1- What is your age group .....	25
Figure 2- Which gender are you .....	25
Figure 3- In which sector do you currently work .....	25
Figure 4- Level of satisfaction with your currently working conditions, considering your relationships with the company .....	26
Figure 5- How satisfied you are with how you get information and feedback from your manager .....	27
Figure 6- support from your managers and colleagues to do your job well .....	28
Figure 7- How feeling working remotely .....	29
Figure 8 - Remote work helps find the right balance .....	29
Figure 9– Management shows health and well-being priorities.....	30
Figure 10– Company improvements work from home.....	31
Figure 11– Company improvements work from home.....	32
Figure 12– Regular Breaks .....	33
Figure 13– WHF Policies.....	33
Figure 14 – Impacts of Covid in Remote Work.....	34
Figure 15– How Challenging is working from home or Hybrid.....	35
Figure 16– Remote Work or Hybrid.....	35
Figure 17– Home Office Impact .....	36
Figure 18– Three main challenges concerning remote work.....	37
Figure 19– Equipment & tools to complete the job .....	38
Figure 20– Interactions to satisfy job needs .....	38



## **Chapter 1**

### **1. Introduction**

One morning, you wake up in your home and realize that you don't need to get dressed for work, rush out of bed to catch the bus, drive your car, or utilize any other mode of transportation to get to work. Your home, bedroom, kitchen, or living room were all "relocated" to by the corporation.

Several changes at work have been brought on by technological advancements and the Covid 19 epidemic. In this situation, the interactions between the employees and the business exhibited flexibility and agility. Additionally, remote and hybrid work are one of the realities of the modern workplace.

The research area is to conclude that the practice of remote work in the Irish market, despite its challenges, had a good acceptance and a certain balance, as demonstrated by the result of the applied research.

Therefore, it is believed that the research will bring more insights and understanding, targeting the aspects generated by working remotely in Ireland. One of the largest business trends right now is this kind of employment, which has the power to completely change how businesses and professionals interact.

#### **1.1 Background of Research**

This research aims to help companies assess how remote workers view the conditions offered by organisations, from their levels of satisfaction to the way they analyse the support provided. It aims to help organisations improve their work methods.

## **1.2 Rationale for the Study**

This thesis, entitled "Benefits and Challenges of Remote Work in the Irish market", is an essential component of study in which it aims to bring a relevant subject to society. The organisational climate can be conceptualised as the atmosphere of the work environment, encompassing issues such as work processes, internal communication, interpersonal relationships, and leadership, among others. The way employees perceive these factors influences their behaviour positively or negatively. In other words, the results presented by the study aim to serve as a tool for companies and contribute to the fact that the remote work modality in the Irish market is increasingly used and that the information addressed brings a factual basis. Since an excellent organisational climate directly influences employee satisfaction and productivity.

## **1.3. Statement of the Research Objectives**

- To comprehend the relationship between remote employees and your company and how satisfied they are with the support and tools offered to carry out their work.
- To Explore whether remote work contributes to a balance between personal and professional life.
- To Explore the advantages and disadvantages of remote work.
- To Analyse whether it is possible to remain productive and maintain a healthy routine considering the WFH policies adopted by the company in which it operates.
- To Determine the level at which the WFH challenges the employee in the face of their tasks.

## **1.4 Information Gathering & Data Collection**

This research presented objective quantitative (primary research) data collected using a questionnaire survey and secondary research (literature review).

## **1.5 Expected Outcomes of the Study**

It is expected to verify through applied research in this thesis the strong acceptance of remote work in the Irish market and to understand through this the impacts generated in the view of these workers. Moreover, that can serve as a parameter for organisations to improve their way of working and support their employees, who, in many cases, showed that some points could be improved.

## **1.6 Chapter-by-chapter Overview**

This study was divided into five chapters. In chapter one, an overview of the theme of this dissertation is presented, and the research question, its purpose and objectives are presented. Chapter two includes a broad overview of the literature in line with the purpose of this study, with the citation of authors focused on remote work.

Then chapter three is dedicated to explaining how the research was conducted. It provides an overview of the research philosophy, the approach to theory development, methodological choices, research strategy, and techniques and procedures adopted by the researcher for primary research.

In chapter four, the data collected in the primary research will be discussed, being this chapter dedicated to the analysis of the research results. In chapter five, the findings of the previous section are analysed in light of the literature and the research

objectives outlined in the introductory chapter. Finally, this chapter concludes the research, outlining and providing recommendations for future research and companies with remote workers in Ireland.

## **Chapter 2**

### **2. Literature Review**

Isolation was essential at stages of the Covid 19 epidemic to keep the illness from spreading. Remote work was the way to keep going, at least for those professionals whose jobs did not need them to be physically present in a certain area. This step advanced a practice that several businesses had been progressively implementing before to the outbreak.

This research will analyse the benefits and challenges that remote work has generated for workers who use this method in the Irish market. In this thesis, the responses to the applied online survey will be evaluated to possibly serve as a guide for future improvements and adaptations for companies with remote workers.

#### **2.1. How remote work can stimulate the employee-company relationship.**

The COVID-19 epidemic compelled large-scale remote/hybrid work. As a result, many individuals and businesses have had to adjust to and manage the impact of this abrupt change on organizations, their employees, and society. Felstead (2022) Furthermore, it has ramifications, just like any other work environment, and remote work is trying to combine people management and quality of life in the work environment, even if done

from home. Furthermore, remote work is done with flexibility, concentrating on tasks rather than the clock.

On the contrary, remote employment can strengthen the employee-company relationship. The interaction between both sides is critical for strengthening the company's culture and providing more effective business ideas. A healthy and robust relationship may increase productivity, happiness, and profitability.

To excite the individual and the firm, various adjustments in processes must be implemented to guarantee that this experience benefits the person and the organization practically and quantitatively. Fisher and Phillips (2002) According to Julia Hobsbawm, as remote work grows more common, conventional offices are doomed. It may seem like a radical viewpoint, but if we look to the future, remote work is already a part of the workplace's history, and more organizations are managing their WFH (work from home) teams. Maintaining creative engagement is essential, and this mode of remote work will provide more objectivity with a better work/life balance.

Remote work is becoming increasingly popular, and more sectors are implementing remote work regulations. According to Gallup statistics (2016), the number of remote workers is growing; more than half of office workers said they would transfer to a company that offered flexible working hours.

The flexibility of remote work boosts engagement, productivity, and cost savings for Hickman & Robinson. Many employees are hesitant to forsake their personal life, and therefore seek jobs that allow them to combine the two.

Remote work has various advantages for both the firm and the person, and the pandemic shown that it is feasible to work remotely or hybrid. It is normal for humans to want to know what is coming up in their future employment. Change happens all the

time, thus we strive to predict our future experiences in our life expectancy. In the expert scope, remote work, which occurs and governs the coming off work, is a common point for people who want to carve a constructive path in the employee-company connection. (Ducker, 2014).

Many businesses are embracing remote employment. And in this sense, this refers to more adaptability, innovation, and flexibility. And organizations have begun a race to adapt so that this paradigm can flourish and spread to additional organizations.

## **2.2. Analyse whether remote work affects workers' mental health.**

Psychological health is an important component of human well-being and understanding the link between remote work and mental health is critical since the proportion of people engaged in remote work is predicted to remain consistently high. (Bertoni, Cavapozzi, Pasini, & Pavese, 2021).

While remote work can boost productivity and help people balance work and family life, it can also have a negative impact on mental health, due to increased loneliness and family tension in the case of spouses working from home.

Concerning the Irish market, it is anticipated that 88% of individuals employed who can work remotely would wish to do so if all current constraints are lifted. (Ireland's CSO, 2021)

Workers regard remote work as a benefit, and it is all about finding a better balance between work and home life. To fulfil family care obligations, they avoid daily commuting and reduce the distractions that might be produced in person.

Remote work may boost job happiness, performance, and organizational commitment while also reducing stress and tiredness for those who utilize it. (Abrams, 2019)

Prior to the Covid 19 outbreak, there was already a growing interest in researching the implications of rising technology and globalisation on the workplace. It was also highlighted that expectations for more flexible working arrangements are rising, which has an influence on employees' job satisfaction, overall job performance, levels of conflict between family and work, and rates of desire to leave. (Schall, 2019).

Working from home is becoming more popular due to the benefits it provides. The impact of remote work on job satisfaction and the balance of work and personal life is clear. Remote work does not have a substantial influence on work-life balance, and these two factors are critical in defining the circumstances that workers desire. (Bellmann and Hübler, 2020).

Similarly, Charalampous and Tramontano (2021) feel that emotions associated with distant work are good based on the natural history of the work as well as the circumstances and density of responsibilities. However, remote work appears to favourably improve emotions in general by offering the balance that many employees want.

### **2.3. Covid 19 Effects on Remote Work.**

It is vital to investigate the implications of the Covid 19 epidemic to demonstrate its impact on the workforce and build human behaviour and organizational solutions. The goal is to preserve happiness in the remote work environment and to highlight the

optimal circumstances to use as a successful strategy. (Gómez, Mendoza, Ramirez, & Olivas-Luján, 2020).

According to Nagel (2020), the Covid 19 epidemic caused a large surge in the digital market, altering the method of working and the whole workplace. Furthermore, most people believe that remote work will be a more important source of revenue than regular occupations. Shows a new vision of working established during and after the epidemic, as well as the desire to work from a distance that evolved as a result of the pandemic.

Changes are essentially the "cause" of new technologies, whether in contracts, jobs, or governments; nonetheless, the pandemic has expedited changes in the organizational environment.

According to Erickson and Norlander (2022), the work model resulted in major organizational changes as well as the acceleration of key technology developments. Processes, including regulations, are taking place to accompany technology advancement and the future of remote work.

The economic impact of Covid 19 led in drastic changes, and organizations had to adjust quickly to this new situation of new work patterns, ignoring long-term implications. Innovative job kinds have to be developed and implemented in order to minimize stoppages that impacted huge corporations as well as everyone else involved.

Companies' willingness to modify their practices has become a priority for improvements in their digital structure and organizational improvement. (Carroll and Conboy, 2020).



According to Crowley and Doran (2020), COVID-19 has converted the workplace into a site that represents the regional economy's transition to remote labour. It should be highlighted that these topics were scrutinized by academics, public opinion, and government.

#### **2.4. Analyse whether remote work interferes with the environment.**

According to research conducted by Ireland's Department of Enterprise, Commerce, and Employment (2019), the abrupt introduction of remote work has frequently resulted in unsatisfactory working circumstances. Furthermore, despite problems, workers continue to be interested in remote work.

Furthermore, according to the research, remote work is essential, and its advantages might conflict with public policy objectives in Ireland.

The COVID-19 pandemic compelled widespread distant labour, leading in management and adaptation by individuals, businesses, and society to mitigate the consequences. (Felstead, 2022)

The topic of remote work is generating a lot of interest and research. Many publications extol the virtues of remote work, and the key issue will be to distinguish between a fad and an economic approach. According to Forbes' Farrer (2020), company executives feel that working from home benefits brand sustainability and will spend in growing it as a source. There will be value for the world if there is a benefit for corporations.

According to a Forbes article by Hussain (2019), the remote labour force trend shows no signs of slowing. Despite the hurdles, the fact is that working with a remote team

may be one of the most essential decisions for people and enterprises. There are various benefits to this form of business that are worth investigating.

To promote autonomy and flexibility, several organizations still offer their workers remote or hybrid work. With a better mix of professional and home life, they would be able to maintain efficiency and keep turnover intentions low. (Santos, 2021).

Although there are positive "repercussions" and even elements for the enhancement of remote work, it is important to note that remote work has helped enterprises to continue running even after the global epidemic of Covid 19, which prevented many businesses from being completed.

## **2.5. Barriers and Limitations of Remote Work**

It was previously projected that many individuals will begin working from home at some time in the future.

The experience of the Covid-19 epidemic has answered the question of whether working from home is feasible. However, it has led to a greater knowledge of the obstacles and opportunities associated with this mode of remote working. (O'Connell, 2021). This stage attempts to become acquainted with and recognize the many aspects of remote work and its impact on workers.

One of the problems of remote work, according to Flores (2019), is "isolation." The lack of connection among workers might contribute to this "feeling" of isolation and expose workers to social dangers.

Employees are experiencing sentiments of isolation. Without face-to-face contact, many employees lack a common sense of purpose and are less loyal to their employers. Furthermore, its consequences might include an increase in stress and an impact on decision-making.

It may be exciting at first to cease attending to the workplace and not meet their co-workers. However, in the long run, this can be detrimental to the company's retention efforts since it can decrease employee motivation and satisfaction—loneliness and a sense of isolation impact worker motivation and, as a result, productivity. (Popovici, V., and A. L. Popovici, 2020).

Other management issues arise because of remote working. Problems might arise, resulting in ineffective communication owing to a lack of interaction or poor plan quality on the side of management. Communication is a component that is more dependent on person efforts than communication instruments. It is natural to have problems with interpretation, which can lead to misunderstandings and internal conflict, reducing team productivity. (Ferreira, Pereira, Bianchi, and da Silva, 2002)

Unfortunately for Clark (2021), the reality of remote work is not so pleasant. While many succeed in this modality, others struggle to adjust to the shift in the work environment. Furthermore, when the struggle is intense, productivity falls and the organization's procedures might be disrupted, resulting in additional issues.

## **Chapter 3**

### **3. Methodology**

The following chapter presents the methodology and techniques used to examine the relationship between remote workers in Ireland and their companies and the satisfaction of this type of work.

It includes an overview of the research philosophy employed, the rationale for the methodology chosen and a description of data collection and sampling.

### **3.1. Philosophy Employed**

The method used for the research was the quantitative survey conducted by positivist philosophy. It has an honest approach to science, giving independence to the observer and is designed to produce facts not influenced by human interpretation. (Crotty 1998)

As the objective of this study is to identify the relationship between the remote worker in the Irish market with your company, for this reason, the positivist approach was implemented. It will allow the researcher to develop a theory based on their findings and observations from the results collected.

In addition, the research adopted a deductive approach, which approaches logical reasoning to reach more particular conclusions based on general principles and propositions.

### **3.2. Research Method**

For this study, a quantitative method was adopted, in which a questionnaire was distributed through an online survey to collect primary data on remote workers in the Irish market.

In quantitative research, it is possible to examine and measure relationships between variables, measured numerically and analysed using various statistical and graphical techniques. (Saunders, Lewis & Thornhill, 1997).

The quantitative data collection intends to find a relationship between remote workers with this type of work and the relationship with the company in which they work.

### **3.3. Research Approach**

This study implemented a deductive approach that involves a hypothesis (or hypotheses) based on present philosophy and then creating a research strategy to test the hypothesis". In other words, the deductive approach involves deducing conclusions from premises or propositions. In addition to having a deductive approach, this research has a descriptive narrative. It is used to describe the characteristics of a population, aiming to characterise a particular phenomenon, establishing relationships between what involves standardised data collection techniques, such as questionnaires and observation techniques. (Wilson, 2010).

Moreover, survey-type applied research provided the chance to seek information directly from a specific interest group, so this approach was functional mainly due to the theme of this thesis.

### **3.4. Data Collection Method and Sample**

In this study, the quantitative method was applied, and an online survey was distributed to collect as much data as possible. In addition, the data, usually achieved

through a questionnaire applied to a sample, are standardised, and allow simple contrast (Saunders, 2019).

The population of this research are people from different locations in the Republic of Ireland who use remote work. An online survey was developed and shared on social media such as Facebook, Instagram, LinkedIn, and WhatsApp groups to reach a more significant number of people. The survey was created in Google Forms and generated 104 responses, which were answered from 20/09/2022 to 16/10/2022 and the participation in this research was entirely voluntary. Due to the limited time to develop the study and for financial and practical reasons, the sampling method adopted was non-probabilistic convenience sampling.

Participants answered 20 questions about their opinion of remote work. The questions were written in a closed format with radio buttons and ratings. The first three questions were developed to find statically relevant data, such as age, gender, and area of expertise. The survey has not needed any participant identification, and the characteristics mentioned above were only used for the concept of a participant's demographic profile. This question structure makes it simpler to manage the data and analyse the variables.

According to the CSO Work-Life Balance Survey developed by the Central Statistical Office (CSO) conducted in the third half of 2021, nearly four in ten employees (39%) were working remotely at some point in the past year, compared to just 8% benefiting from some form of remote work before the Covid-19 pandemic obligatory many people out of their workplaces.

The objective of the research was to verify the opinions of remote workers in Ireland and encourage them to rate their satisfaction with remote work, the relationship and support of the company they work for and define possible challenges encountered.

### **3.5. Ethical Section**

The present research considered all ethical aspects to avoid harming the participants. Furthermore, participation in this research was entirely voluntary.

The primary research contains a consent form, which has all the details about the nature and necessity of the research – making clear the intention/reason of the study and allowing the participants to decide whether or not they want to participate in the online survey.

The questionnaire did not require identification, and aspects such as age, gender and area of activity were used only for the demographic profile of the participants.

The source was duly referenced for secondary research, obtained from books, articles, reports and Google Scholar.

## **Chapter 4**

### **4. Findings**

#### **4.1. Introduction**

With the Coronavirus pandemic, many companies implemented remote work, being a way to continue activities. Given the movement of numerous workers to remote work, the project is committed to examining the "Benefits and Challenges of Remote Work in the Irish Market" through the eyes of these workers.

In this chapter, the emphasis is on evaluating the data collected through the online survey based on 104 samples. The results will be interpreted together based on the methodology and the research objective.

## **4.2. Survey Results**

The questions for the online survey were designed according to the five sub-themes developed for this thesis.

The first three questions of the online survey were dedicated to tracing the demographic profile of the participants.

According to the figures below, it is possible to view the demographic profile of the participants. According to the data collected, most participants were women (70.2%) aged 25 to 34 (49%). Regarding the activity area, most were employed in Computing or IT (21.2%).



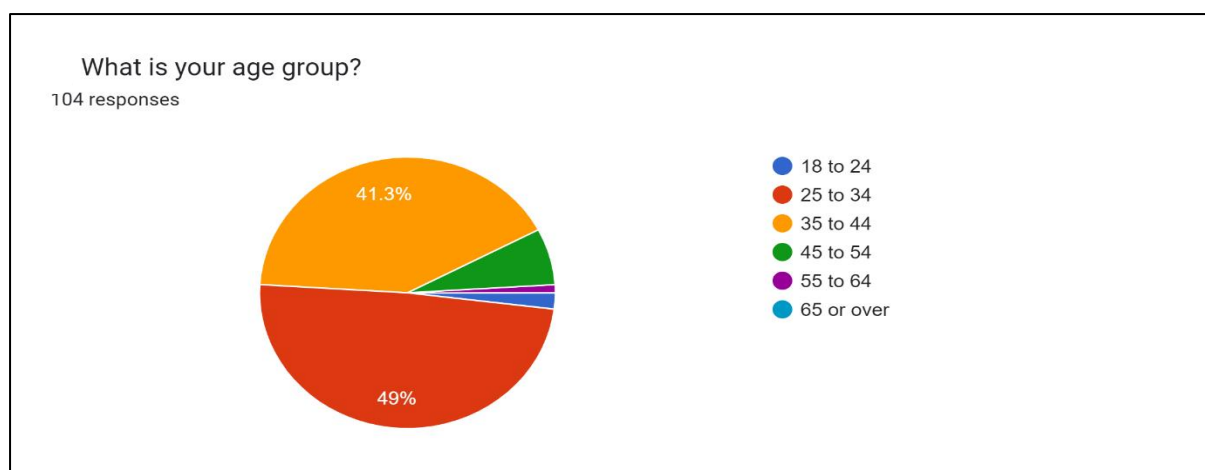


Figure 1- What is your age group

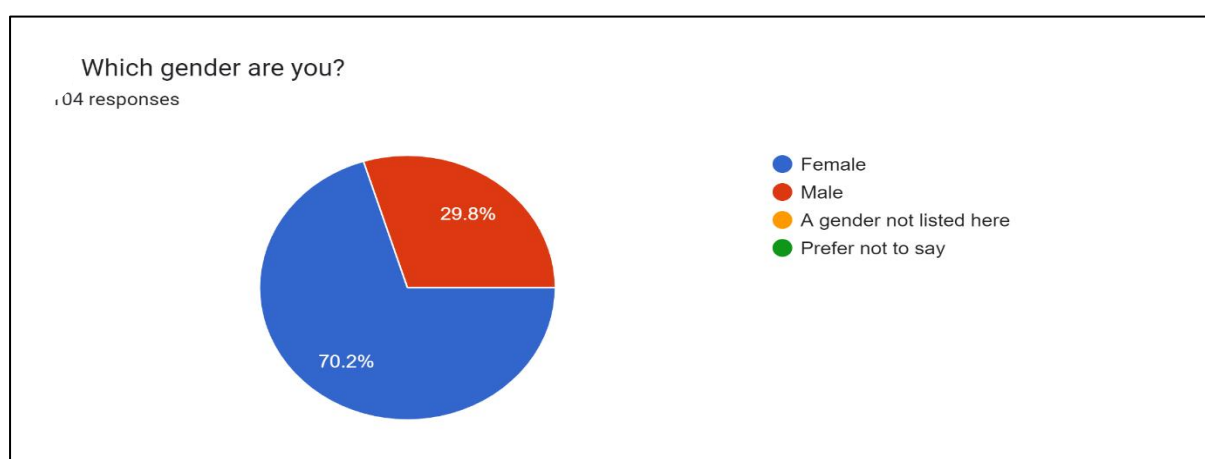


Figure 2- Which gender are you

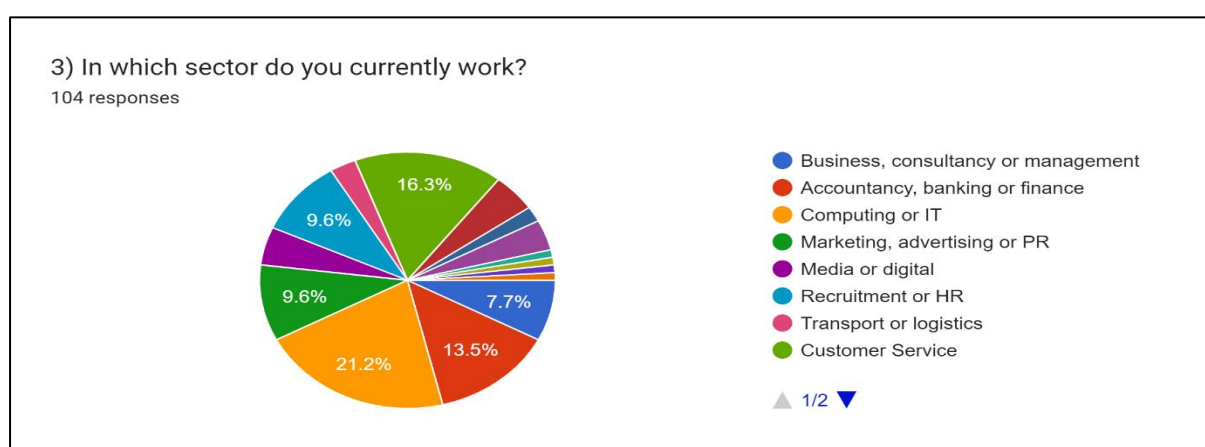


Figure 3- In which sector do you currently work

The following questions were designed according to the sub-themes proposed for the research.

#### 4.2.1. “How remote work can stimulate the employee-company relationship”.

The questions elaborated based on this sub-theme reflect the participants' satisfaction regarding their current working conditions, with the way to obtain information and feedback from their manager and if they feel that they have support from their manager or co-workers to carry out their activities.

One of the questions elaborated on in the research was for the participants to choose, on a scale from 0 to 10, their level of satisfaction with their current working conditions, considering their relationship with the company where they work.

On a scale of 0 to 10, where 0 is very unsatisfied, and 10 is very satisfied, the survey showed that only 15.4% are very satisfied and 1.9% are very dissatisfied with their working conditions, also considering the relationship with the company. It is possible, through this result, to assume that some companies still need to adjust so that there is a greater degree of satisfaction on the part of their employees.



Figure 4- Level of satisfaction with your currently working conditions, considering your relationships with the company

According to Ducker (2014), changes occur all the time; therefore, we try to predict the subsequent experiences in our life expectancy. In the field of expertise, remote work, which takes place and determines the arrival of work, is a recurrent point for those who intend to mark a beneficial path in the relationship between employee and company.

The second question was designed to determine how satisfied remote workers are with how remote workers get information and feedback from their manager while working from home. Moreover, according to the survey, 33.7% of the participants are very satisfied with how they obtain information and feedback from their management group. Since there was no percentage of very dissatisfied, only 10.6% were more or less dissatisfied, and 44.2% were more or less satisfied. This leads us to the point that despite.

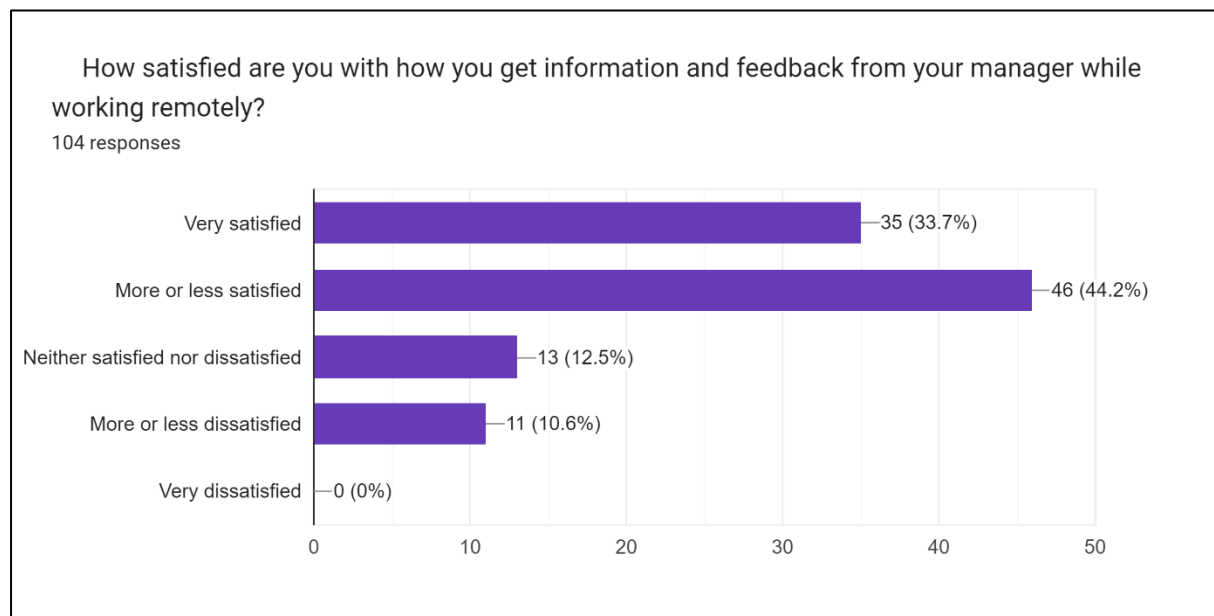


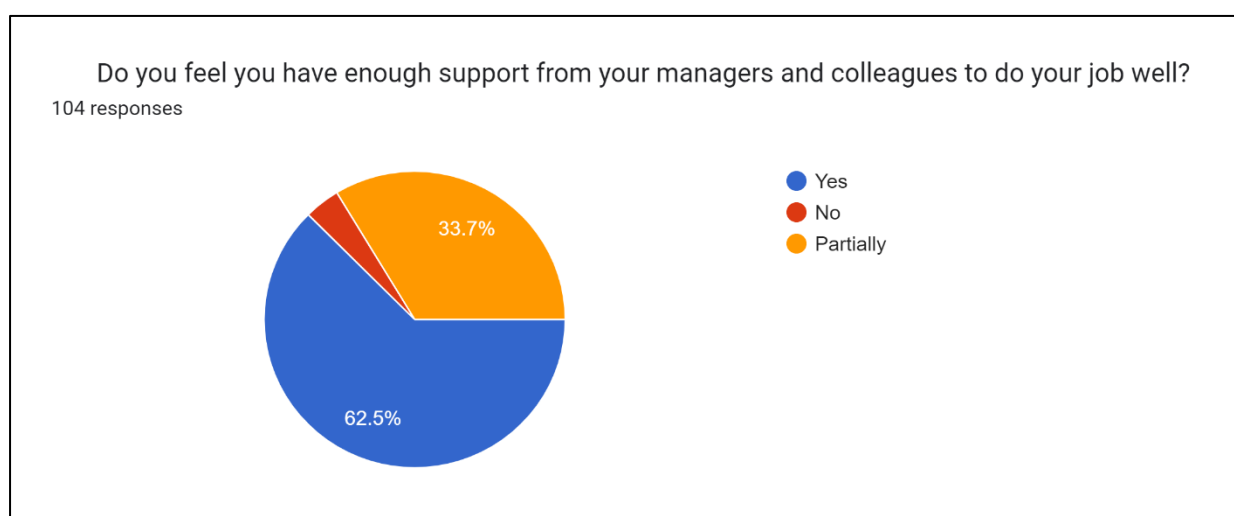
Figure 5- How satisfied you are with how you get information and feedback from your manager

The third question was created to determine whether remote workers have support from their managers and co-workers regarding tasks.

The result showed that 62.5% answered that yes, they have support. However, 33.7% of the participants responded that they have this "support" partially, and 3.8% do not have any support.

For Fisher & Philips (2021), for the WHF to stimulate and find a balance between the employee and the company, it is necessary to implement some changes in the processes to ensure that this experience benefits both parties tangibly and measurably.

The result allows us to conclude that despite the excellent result, it is still essential to analyse what ways companies can do to remedy this lack of support felt by their employees.



*Figure 6- support from your managers and colleagues to do your job well*

#### **4.2.2. Analyse whether remote work affects workers' mental health.**

According to the Central Statistics Office of Ireland - CSO (2021), 88% of remote workers would like to keep working from home even if all restrictions imposed during the pandemic were removed.

According to Bellmann & Hubler (2020), the effect of remote work on satisfaction and work-life balance is evident. Remote work generally does not significantly affect work-life balance, and these two elements are essential in defining the conditions workers want.

The survey found that 30.8% of participants feel fully productive in the remote work environment against 1% who feel ineffective.

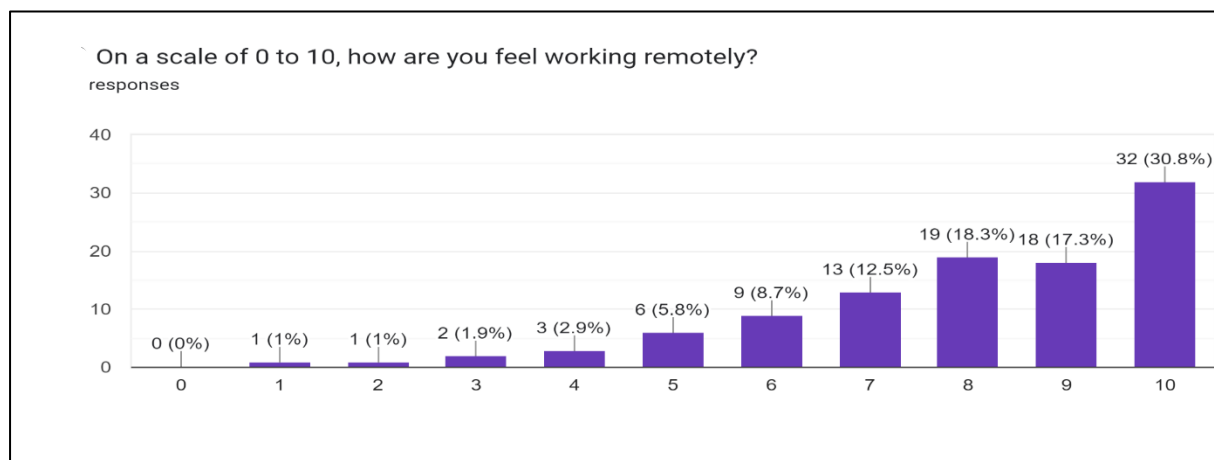


Figure 7- How feeling working remotely

The survey data also showed that 87.5% of the samples agree that remote work provides a balance between personal and professional life. Moreover, only 12.5% disagreed.

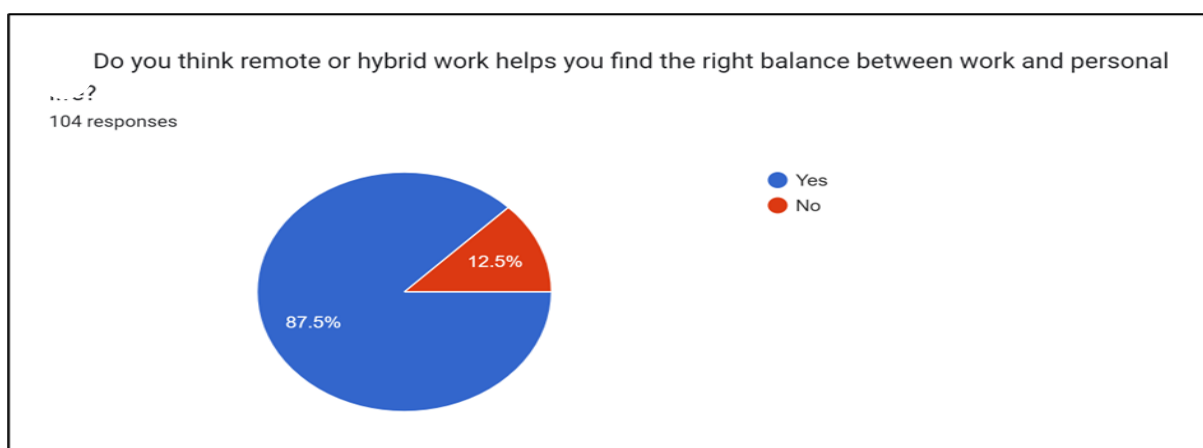
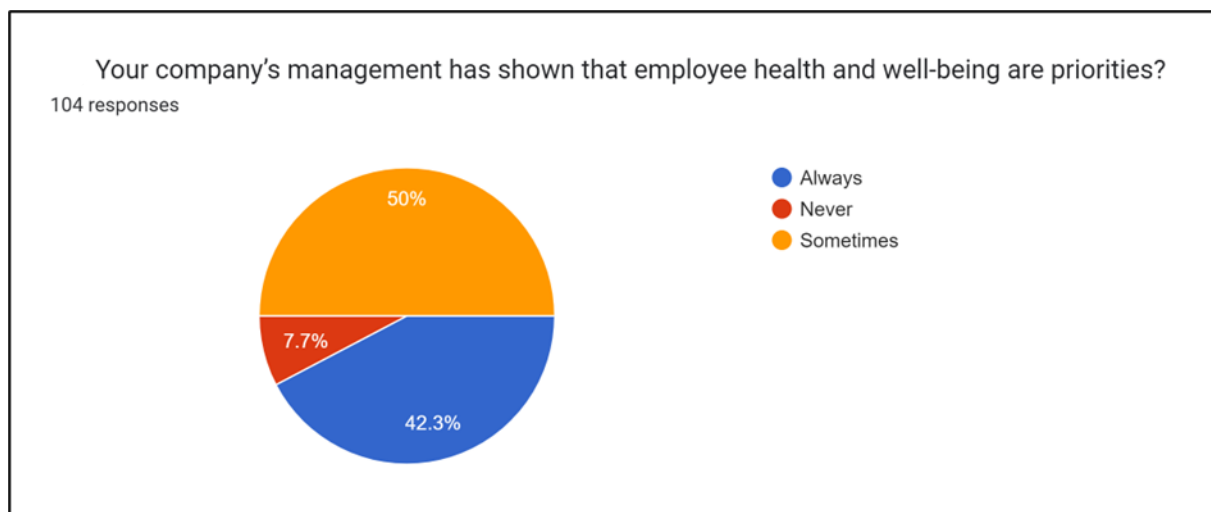


Figure 8 - Remote work helps find the right balance

Another point addressed during the online survey was to extract information from the participants if they think that the company, they work for has demonstrated in some way that the health and well-being of its employees are indeed priorities.

Although this practice is becoming popular, it is necessary to evaluate it as more companies adopt this modality.

The results showed that 50% of the participants believe that sometimes the company shows this concern, with 42.3% believing that this occurs all the time, and only 7.7% have never witnessed this concern on the part of the management.



*Figure 9– Management shows health and well-being priorities*

As with any culture change, it is necessary to try to get it right, invest to reap results, act strategically and correct failures. Furthermore, with remote work, it would be no different.

The survey showed that 63.5% believe that there is nothing companies can do to improve the experience of working remotely, and 19.20% of the participants believe that other practices could be adopted by the company where they work.

However, 17.3% of the participants who answered yes, wrote which practice could be adopted as:

- Promote more interaction between employees.
- Offer financial support to cover expenses with internet and appropriate furniture.
- Promote more training and technical support.
- Adopt a rule regarding breaks during working hours.
- Concern about employee mental health and well-being.



Figure 10– Company improvements work from home

Although the theme that was analysed was if remote work affects workers' mental health was necessary to investigate how the participant's feelings in case their work only from the office.

On a scale of 0 to 10, where 0 is not productive, and 10 is full productive, the result was broad and showed that 14,4% of participants considering not productive and 9,6% felt full productive working from the office.

The result caused surprise and demonstrated a variation between opposing opinions.

This leads us to believe that it may be possible, by analysing previous results as well, that participants are satisfied working remotely, but that does not mean that they are more productive.

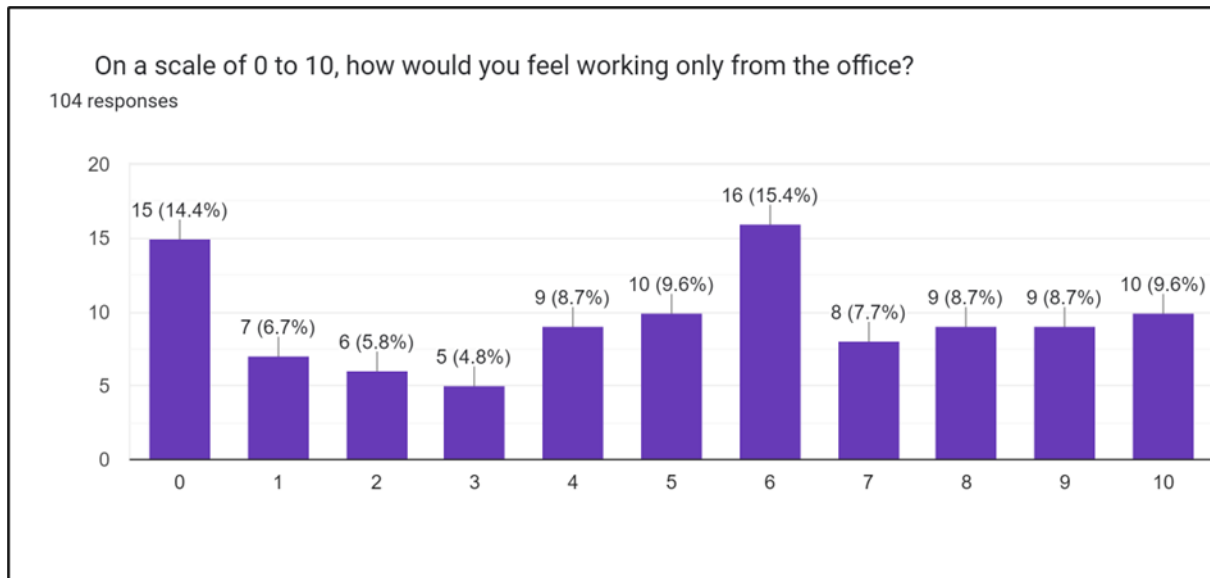


Figure 11– Company improvements work from home

#### 4.2.3. Covid-19 Effects on Remote Work.

It is essential to explore the effects of the Covid 19 pandemic to show its impact on the workforce and to build approaches associated with human behaviour and the organisational point of view. The decisive purpose is to preserve well-being in the remote work environment and emphasise the best conditions to embrace as an effective strategy. (Gómez, Mendoza, Ramírez & Olivas-Luján, 2020).

Given that the pandemic significantly impacted the way of working and remote work needed to be quickly incorporated into organizations, the study created questions to analyse from the point of view of the remote worker the effects of covid 19 on their work.



Regarding regular breaks in remote work, 63.3% of participants take regular breaks during working hours, 8.7% said they do not take regular breaks, and 25% said they sometimes take breaks.

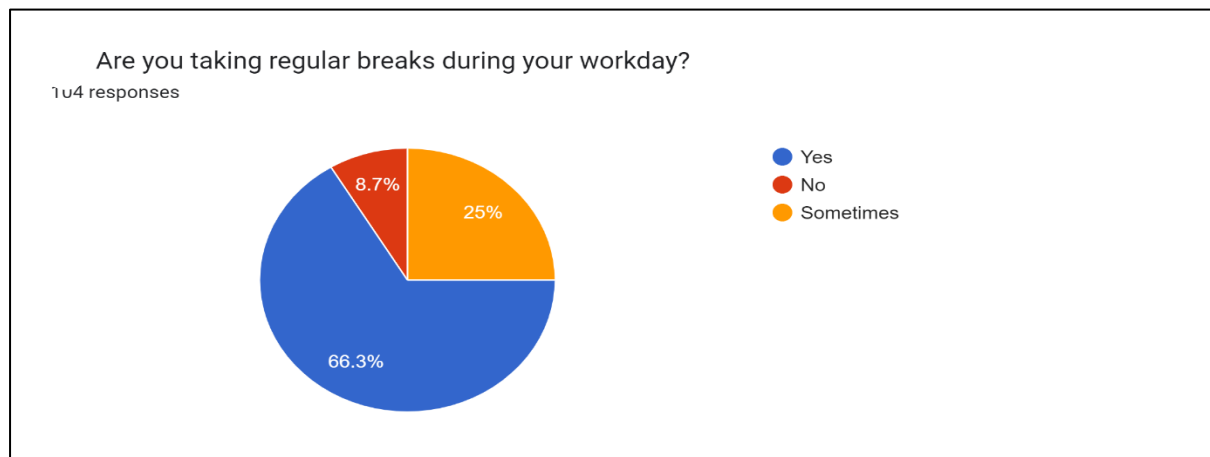


Figure 12– Regular Breaks

The survey also asked whether remote work policies are clear, and 63.5% of respondents answered yes, 27.9% said no, and 8.7% said WHF's policies are partially transparent.

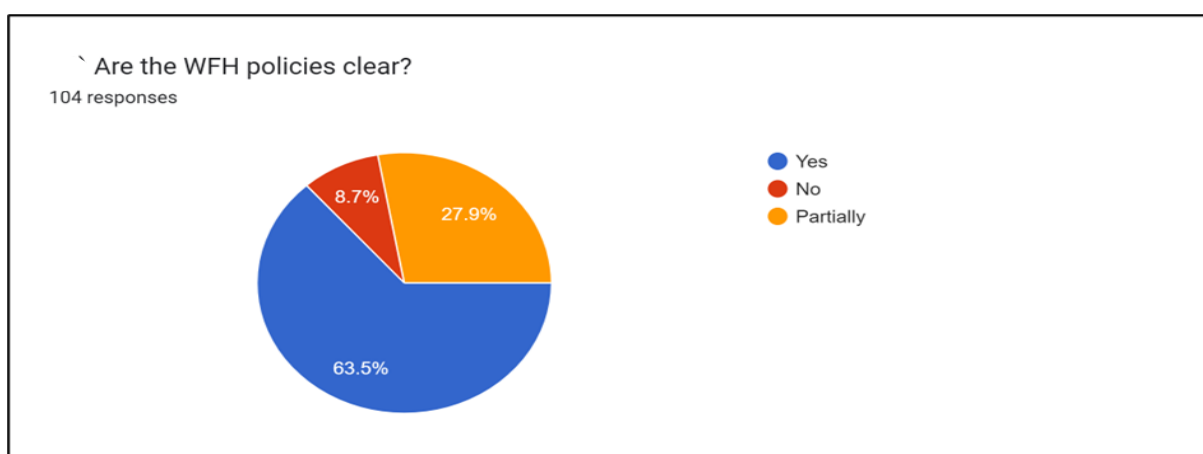


Figure 13– WHF Policies

"COVID-19 has transformed the workplace into a place that embodies this transition to remote work in regional economies." (Crowley and Doran, 2020)

Considering the transformations caused in the workplace due to Covid, it is critical to assess whether possible impacts were generated.

However, the survey determined that 67.3% of the participants agreed that the pandemic impacted the way they work, and 32.7% said that it did not affect their work.

The elaborated question allowed that if the participant said yes, they would be free to score what changed their opinion. As shown in the figure below, a few of the 67.3% scored what changed.

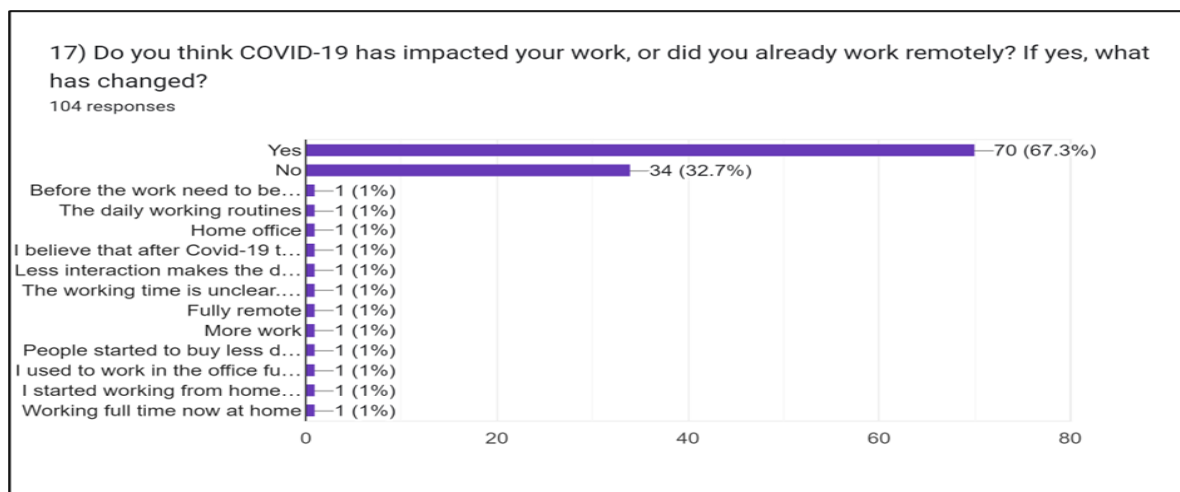


Figure 14 – Impacts of Covid in Remote Work

#### 4.2.4. Analyse whether remote work interferes with the environment.

In 2019 the (DETE) Department of Enterprise, Commerce and Employment of the Republic of Ireland carried out a study that pointed out that the sudden introduction of the WFH often resulted in less-than-ideal conditions. However, interest in the modality of work continues to grow.

To analyse possible interferences due to the increasing implementation of remote work, a question was created to scale how challenged the remote worker is.

The survey showed that only 5.8% of participants are fully challenged working from home or a hybrid, and only 4.8% are not challenged. The result showed a variation between opinions, and the reasons behind it can be numerous.

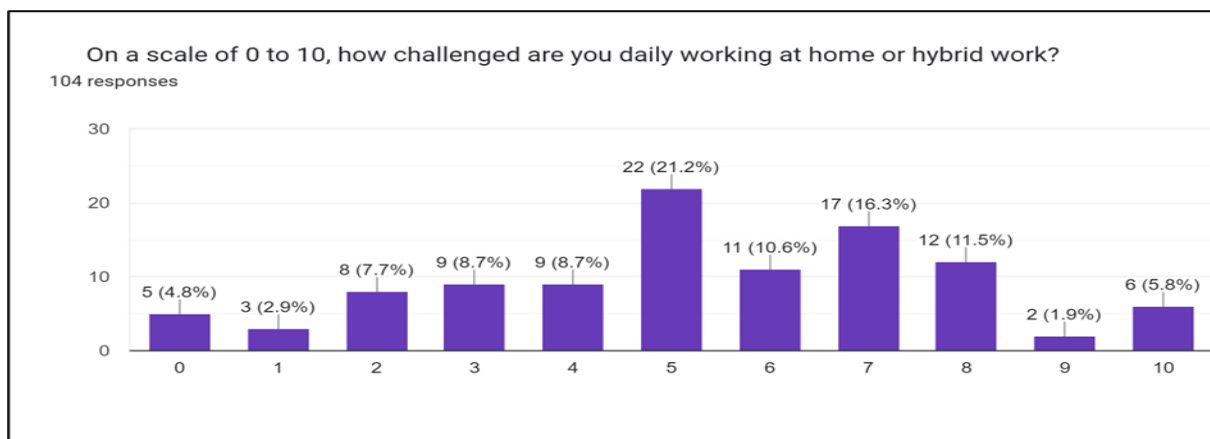


Figure 15– How Challenging is working from home or Hybrid

The survey also pointed out that 53.8% of the participants considered that they match the hybrid way of working, with 46.2% preferring to work entirely remotely.

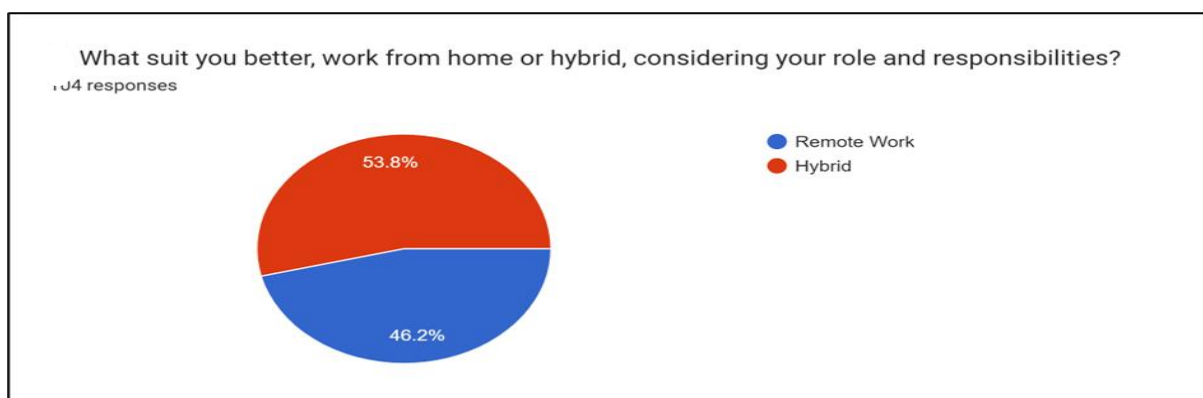


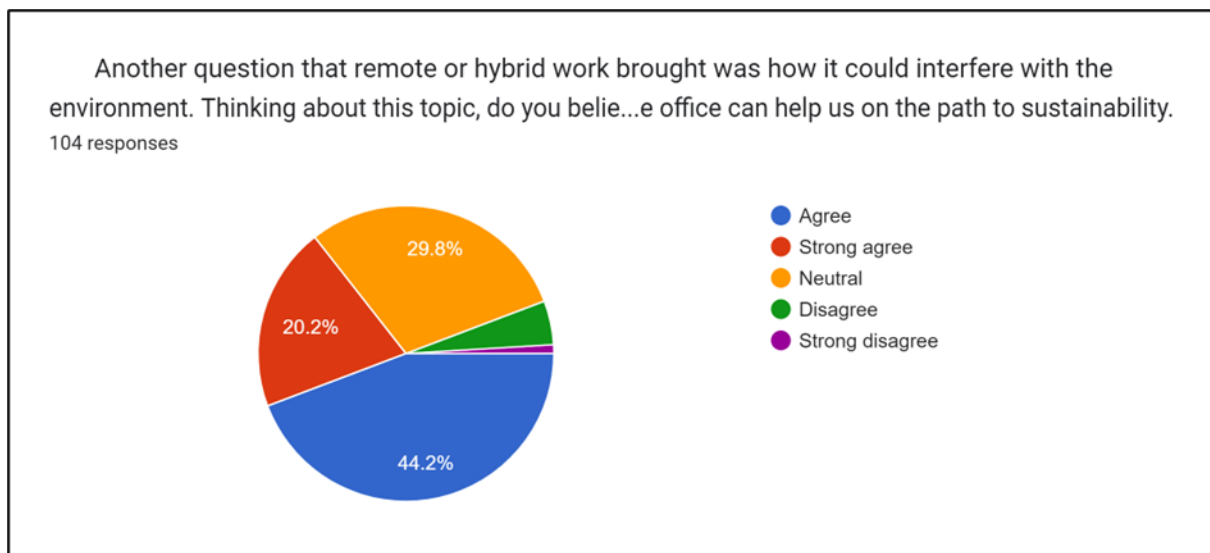
Figure 16– Remote Work or Hybrid.

According to Farrer from Forbes (2020), corporate leaders consider that working from home is favourable for the sustainability of brands and will provide in their

improvement as a source. If there is a benefit for companies, there will be value for the world.

Thinking about how remote work can interfere with the environment, the question was asked if, in some way, remote workers believe that this practice can help to promote sustainability.

44.2% agreed that the practice could benefit our environment, 29.8% were neutral to the question, and only 1% strongly disagreed.



*Figure 17– Home Office Impact*

#### **4.2.5. Barriers and Limitations of Remote Work**

As Flores (2019) said, one of the potential challenges of remote work is “isolation”. The absence of worker interaction can cause this “feeling” of isolation and exposure to social risks.

The survey showed that respondents rated the top three challenges encountered when working remotely on the:

- With 61.5% “social isolation”.

- 56.7% in “maintaining a regular work routine”
- 42.3% evaluated that there are many distractions at home.

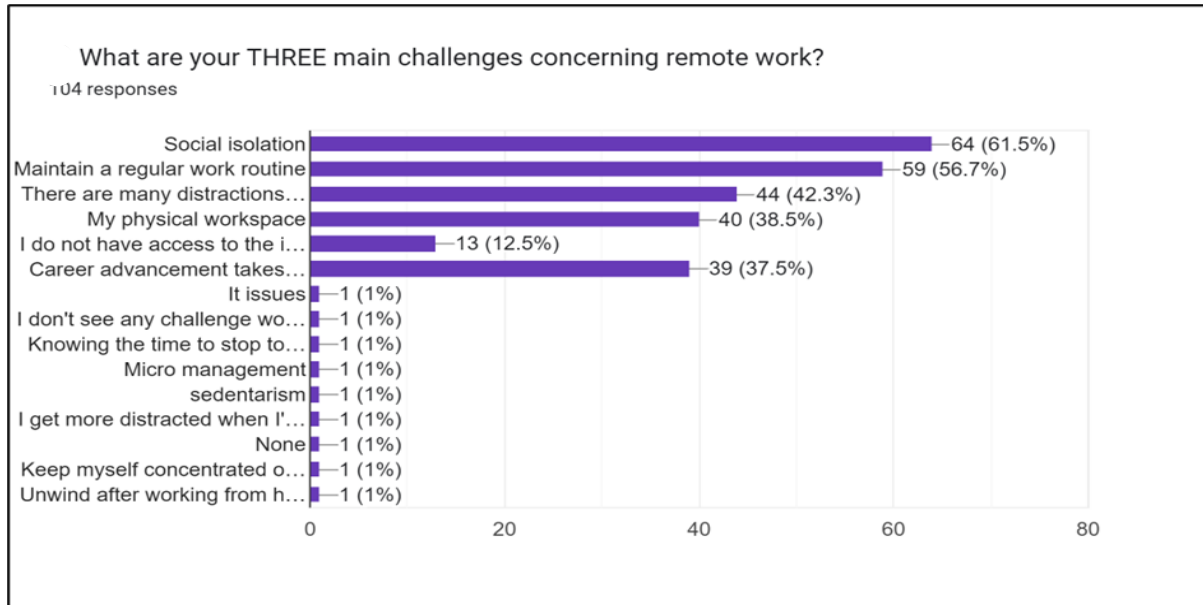


Figure 18– Three main challenges concerning remote work

To check more details about the possible barriers and limitations of remote work.

The question was asked: "Do you have all the remote equipment and tools needed to complete your job in your normal capacity? If not, why not."

The survey showed that 85.6% have all the tools and equipment to perform their work against 7.7% who said they did not. Participants who answered "no" had the option of mentioning why not but only mentioning the equipment they would like to have, as shown in the figure below:

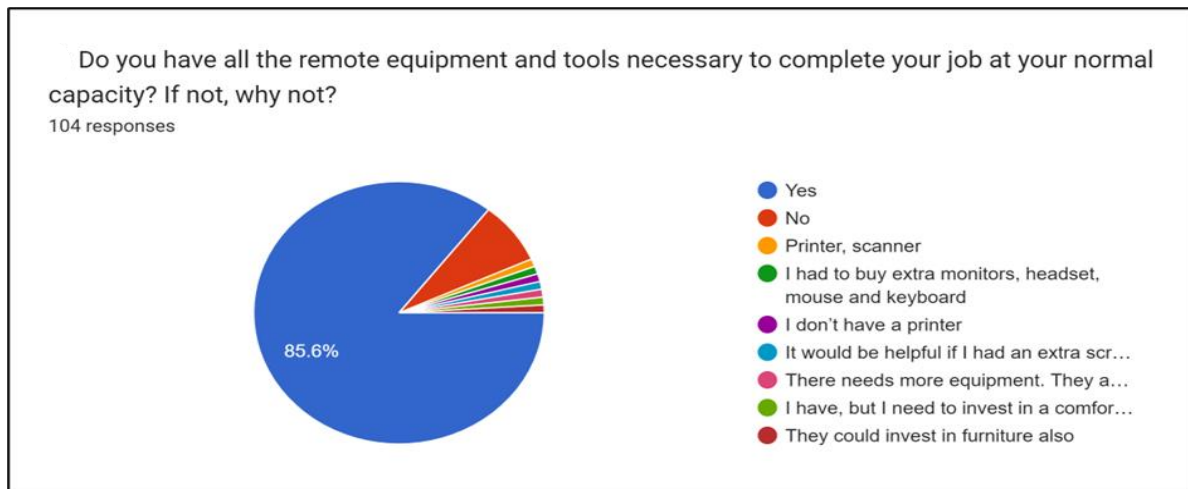


Figure 19– Equipment & tools to complete the job

According to O'Connell (2021), the experience of the Covid-19 pandemic has answered that remote work can work. However, it has given rise to a growing knowledge of the challenges and chances engaged in this form of remote work.

Within its limitations, as shown below, we can observe that 13.5% of the research sample have enough interactions for their work needs, against only 1% who do not have any support.

It is also possible to observe an oscillation in the participants' opinions—however, an oscillation that tends to satisfy their needs in remote work.

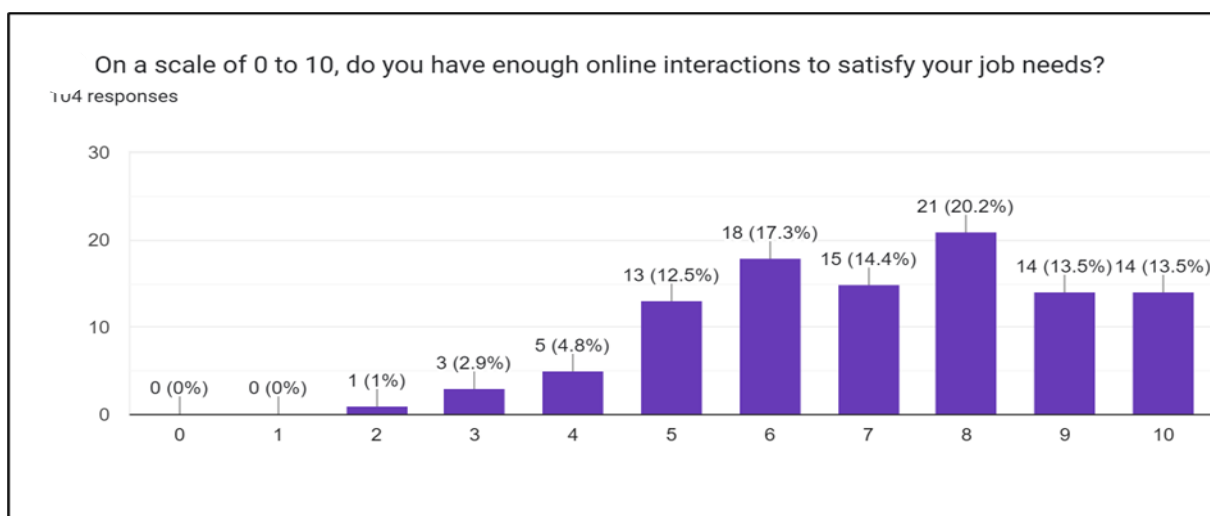


Figure 20– Interactions to satisfy job needs

## Chapter 5

### 5. Conclusion

The results demonstrate a positive attitude towards remote work, which is usually associated with the organisational climate.

All the organisation's actions to provide a favourable environment influence with an organisational climate, so the culture, values, processes, and procedures require attention to be instituted considering the well-being and personal and professional satisfaction.

The applied research aimed to show how employees feel about what the organisation offers and where it can promote improvements to make the environment more and more pleasant to work in.

A good relationship with the company and the way of working was identified. However, some points were presented that affect the dynamics of remote work.

Regarding the challenges, some points were identified that although most participants are satisfied with all the support their organisation gave, there are still some points to be better explored.

Although they are more prone to remote work, the sample chose social isolation as the main challenge, how to maintain a routine when working remotely, and possible distractions that can make it challenging to carry out work.

However, one of the aspects analysed - the involvement of the company's management with the health and well-being of employees - implied that 50% of the sample only felt that the company sometimes demonstrated that they were priorities.

This is an exciting result, considering that the aspects raised in the survey indicated a high degree of satisfaction on the part of the sample.

This research intended to create valuable knowledge about the benefits and challenges from the perspective of remote workers in the Irish market, forming a basis for further investigation in this area.

### **5.1. Limitations**

Some limitations were found during the process of this study. Firstly, for reasons of time, as it is difficult to reach remote workers and practices, the research was carried out with a limited number of participants selected by convenience sampling. The sampling used in this research, therefore, cannot be considered representative of the entire country and the generalisations made may not be accurate.

Another limitation refers to factors such as the gender and age of respondents, as perceptions vary. Other factors must be considered, such as education level, marital status, and socioeconomic status.

Finally, the results of the present study were based on the interviewee's perception of remote work.

### **5.2. Recommendation**

The assessment of the organisational climate is an essential tool used by management in partnership with the Human Resources area to identify the desires and perceptions of employees concerning the company. Due to the small sample size of this study, it is suggested that if there is a future study, it should aim to obtain a larger and more inclusive sample to take a more precise picture and draw more accurate generalities.



Furthermore, a future study could adopt a qualitative approach. This research proved that there are variables in the behaviour of the remote worker in the Irish market, and deeper insights can be gained through focus groups and interviews.

## References

Abrams, Z. (2019). 'The future of remote work'. *American Psychological Association*. Available at: <https://www.apa.org/monitor/2019/10/cover-remotework> (Accessed: 06 May 2022).

Bellmann, L., & Hübler, O. (2020). 'Job Satisfaction and Work-Life Balance: Differences between Homework and Work at the Workplace of the Company'. Discussion Papers, No. 13504, Institute of Labour Economics (IZA), Bonn.

Bertoni, M., Cavapozzi, D., Pasini, G., & Pavese, C. (2021). *Remote working and mental health during the first wave of Covid-19 pandemic* (No. 14773). Institute of Labour Economics (IZA).

Carroll, N., & Conboy, K. (2020). Normalising the "new normal": Changing tech-driven work practices under pandemic time pressure. *International Journal of Information Management*, 55, 102186.

Charalampous, M., Grant, C. A., & Tramontano, C. (2021). "It needs to be the right blend": a qualitative exploration of remote workers' experience and wellbeing at work. *Employee Relations: The International Journal*.

Clark, A. (2021). '5 Common Problems Plaguing Remote Workers and What to Do About Them'. *Forbes*. Available at: <https://www.forbes.com/sites/forbesbusinesscouncil/2021/07/22/5-commonproblems-plaguing-remote-workers-and-what-to-do-aboutthem/?sh=2fe4e7824c57> (Accessed: 06 May 2022).

Crowley, F., & Doran, J. (2020). *Covid-19, occupational social distancing, and remote working potential in Ireland* (No. SRERCWP2020-1). SRERC Working Paper Series.

Department of Enterprise, Trade and Employment. (2020). 'Making Remote Work. National Remote Work Strategy'. *Enterprise Ireland Government*. Available at: <https://enterprise.gov.ie/en/Publications/Publication-files/MakingRemote-Work.pdf> (Accessed: 06 May 2022).

Ducker, C. (2014). *Virtual Freedom: How to Work with Virtual Staff to Buy More Time, Become More Productive, and Build Your Dream Business*. BenBella Books.

Erickson, C. L., & Norlander, P. (2022). How the past of outsourcing and offshoring is the future of post-pandemic remote work: A typology, a model, and a review. *Industrial Relations Journal*, 53(1), 71-89.

Farrer, I. (2020). '5 Proven Benefits of Remote Work for Companies'. Available at: <https://www.forbes.com/sites/laurelfarrer/2020/02/12/top-5-benefits-ofremote-work-for-companies/?sh=7ec8d54416c8> (Accessed: 06 May 2022).

Felstead, A. (2022). Remote Working: A Research Overview: UK: Routledge.

Ferreira, R., Pereira, R., Bianchi, I. S., & da Silva, M. M. (2021). Decision factors for remote work adoption: Advantages, disadvantages, driving forces and challenges. *Journal of Open Innovation: Technology, Market, and Complexity*, 7(1), 70.

Fisher, J. and Phillips, A. N. (2021). Work Better Together: How to Cultivate Strong Relationships to Maximize Well-Being and Boost Bottom Lines: McGraw Hill.

Flores, M. F. (2019). 'Understanding the challenges of remote working and its impact to workers'. *International Journal of Business Marketing and Management (IJBMM)*, 4(11), 40-44.

Gómez, S. M., Mendoza, O. E. O., Ramírez, J., & Olivas-Luján, M. R. (2020). Stress and myths related to the COVID-19 pandemic's effects on remote work. *Management Research: Journal of the Iberoamerican Academy of Management*.

Hickman, A., & Robinson, J. (2020). Is working remotely effective? Gallup research says yes. *Gallup Research*.

Hobsbawm, J. (2022). The Nowhere Office: Reinventing Work and the Workplace of the Future: Basic Books.

Hussain, A. (2019). '4 Reasons Why a remote workforce is better for businesses. *Forbes*'. Available at: <https://www.forbes.com/sites/amarhussaineurope/2019/03/29/4-reasonswhy-a-remote-workforce-is-better-for-business/?sh=28ff03521a64> (Accessed: 06 May 2022).

Nagel, L. (2020). The influence of the COVID-19 pandemic on the digital transformation of work. *International Journal of Sociology and Social Policy*.

O'Connell, J. (2021). 'The remote-working challenge'. 'There are huge issues. *Irish Times*. Available at: <https://www.irishtimes.com/life-and-style/the-remoteworking-challenge-there-are-huge-issues-1.4615771> (Accessed: 06 May 2022).

Popovici, V., & Popovici, A. L. (2020). Remote work revolution: Current opportunities and challenges for organizations. *Ovidius Univ. Ann. Econ. Sci. Ser*, 20, 468-472.

Queiroz de Oliveira Santos, A. (2021). *Remote Work in an Irish post Covid-19 society: A Qualitative study of how organisations can use Remote Work as Retention Strategies* (Doctoral dissertation, Dublin, National College of Ireland).

Schall, M. A. (2019). 'The relationship between remote work and job satisfaction: The mediating roles of perceived autonomy, work-family conflict, and telecommuting intensity'. (Doctoral dissertation, San Jose State University).

Wilson, J. (2010) "Essentials of Business Research: A Guide to Doing Your Research Project" SAGE Publications, p.7

## Appendices

### Appendix A - Informed Consent – Online Survey

#### Informed Consent

With the Coronavirus pandemic, many changes have taken place in our way of life. Covid-19 has caused several changes in society's habits and one of them, in particular, was the implementation of remote work.

Given the migration of numerous workers to the modality of remote work or partially, the research area is to understand how this new way of working remotely or hybrid influenced the Irish market and the employees who use this modality.

You are invited to participate in this research project because you are an essential part for my research. This survey has a total of 20 questions.

Your participation in this research study is voluntary. You may choose not to participate. If you decide to participate in this research survey, you may withdraw at any time.

The procedure involves filling an online survey. Your responses will be confidential and we do not collect identifying information such as your name, email address or IP address.

We will do our best to keep your information confidential. All data is stored in a password protected electronic format. To help protect your confidentiality, the surveys will not contain information that will personally identify you. The results of this study will be used for scholarly purposes only and may be shared with academic staff in ICD.

This is a research project being carried out by Sarah Parreira as part of a Degree in Business Studies in Independent College Dublin.

The study is being conducted under the supervision of Prof Andrew Deegan and Dr. Daniel O'Sullivan (School of Business ICD) and has been granted ethical approval by Independent College Dublin.

If you have any questions about the research study, please contact Dr. Daniel O'Sullivan at [daniel.osullivan@independentcolleges.ie](mailto:daniel.osullivan@independentcolleges.ie).

This research has been reviewed according to Independent College Dublin procedures for research involving human subjects.

ELECTRONIC CONSENT: Please select your choice below.

Clicking on the "agree" button below indicates that:

- you have read the above information
- you voluntarily agree to participate
- you are at least 18 years of age

Informed Consent With the Coronavirus pandemic, many changes have taken place in our way of life. Covid-19 has caused several changes in society...articipation by clicking on the "disagree" button.  
104 responses

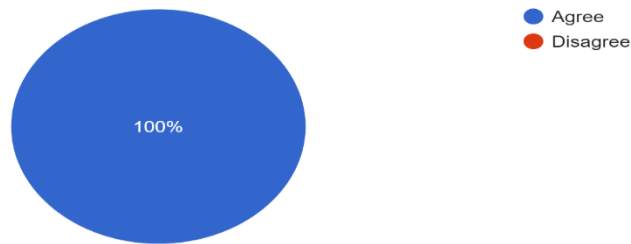


Figure 1 – Informed Consent

## Appendix B – Figures

1) What is your age group?  
104 responses

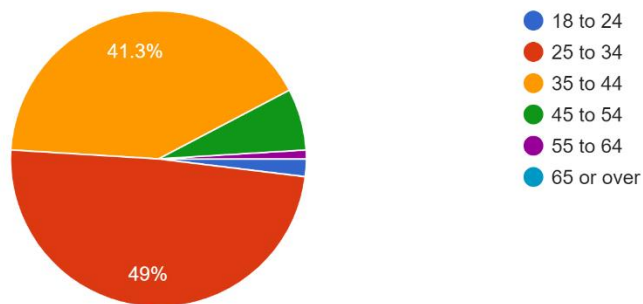


Figure 1 – What is your age group

2) Which gender are you?  
104 responses

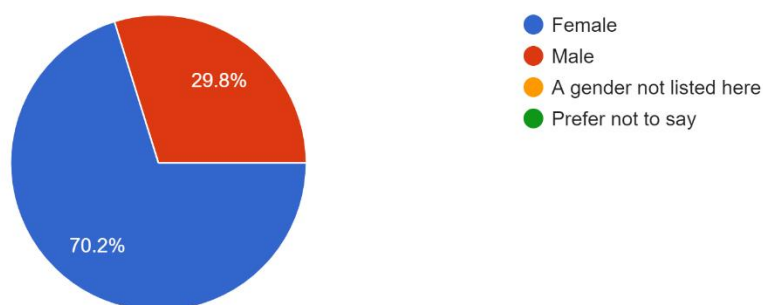


Figure 2 – Which gender are you

### 3) In which sector do you currently work?

104 responses

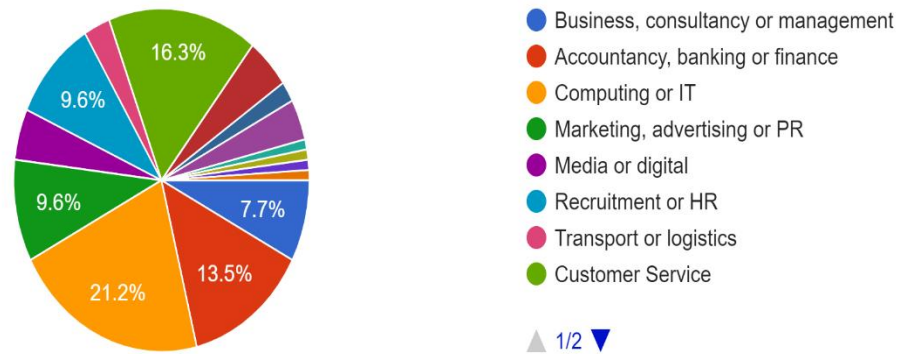


Figure 3 – In which sector do you currently work

### 4) What are your THREE main challenges concerning remote work?

104 responses

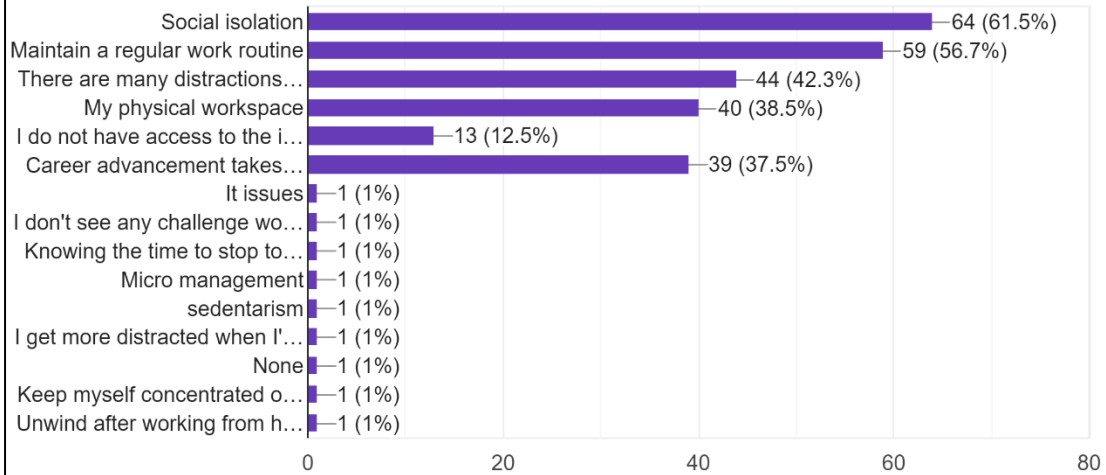


Figure 4 – Three main challenges concerning remote work

5) On an scale of 0 to 10, what is your level of satisfaction with your current working conditions considering your relationship with the company you work for?

104 responses

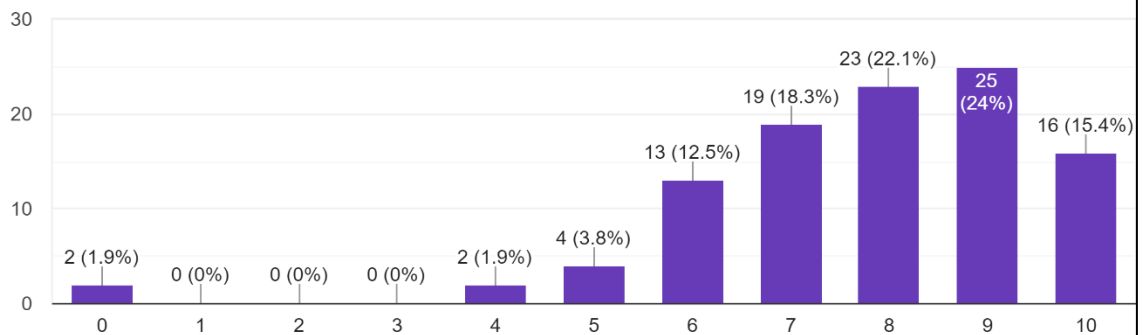


Figure 5 – Level of satisfaction with your current working conditions, considering your relationship with the company.

6) How satisfied are you with how you get information and feedback from your manager while working remotely?

104 responses

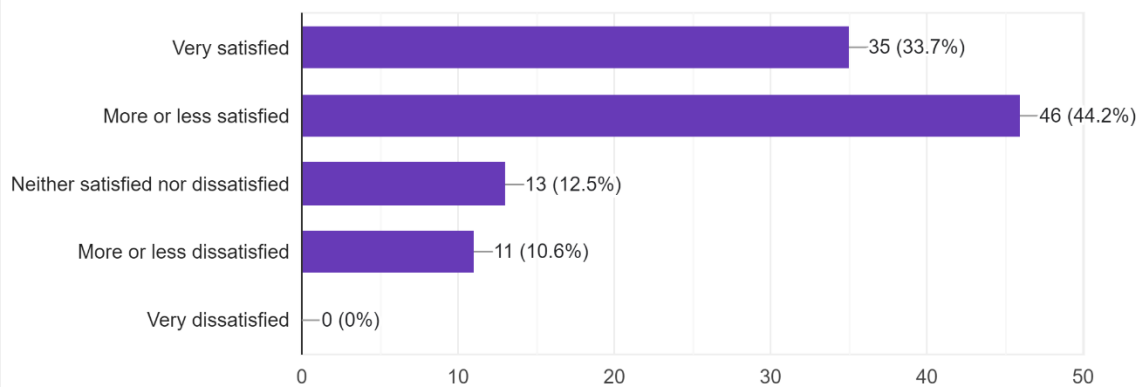


Figure 6 – How satisfied you are with how you get information and feedback from your manager



7) Do you have all the remote equipment and tools necessary to complete your job at your normal capacity? If not, why not?

104 responses

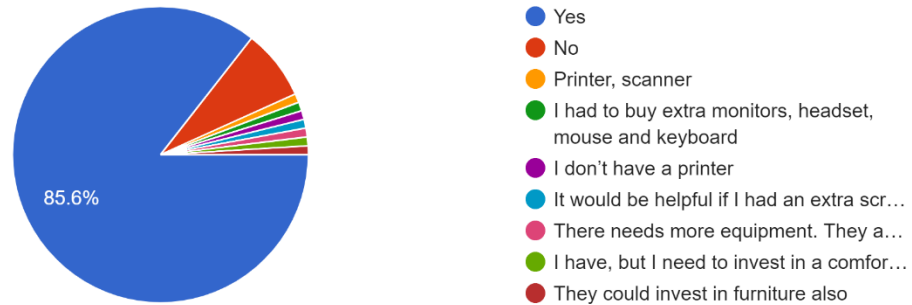


Figure 7 – Equipment & tools to complete the job

8) On a scale of 0 to 10, how challenged are you daily working at home or hybrid work?

104 responses

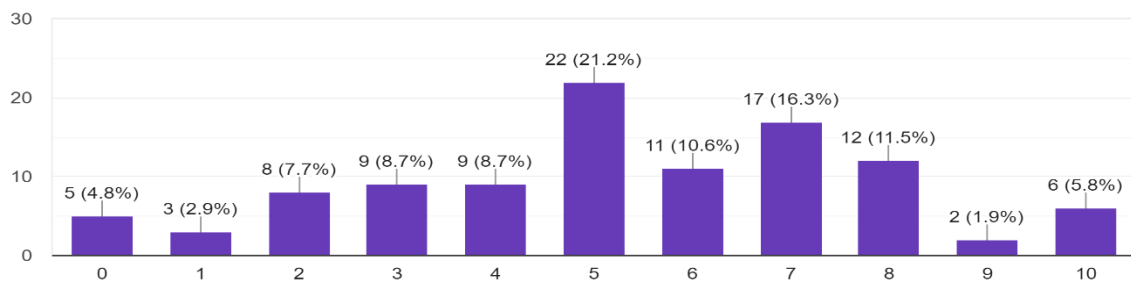


Figure 8 – How Challenging is working from home or Hybrid

9) What suit you better, work from home or hybrid, considering your role and responsibilities?

104 responses

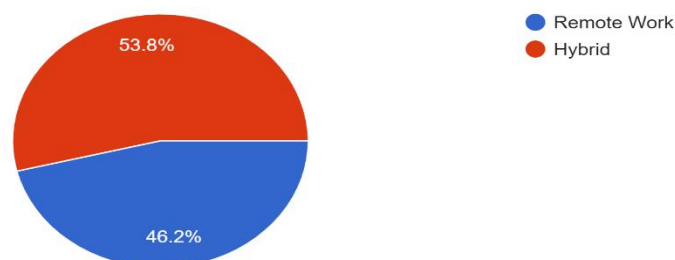


Figure 9 – Remote Work or Hybrid

10) Are you taking regular breaks during your workday?

104 responses

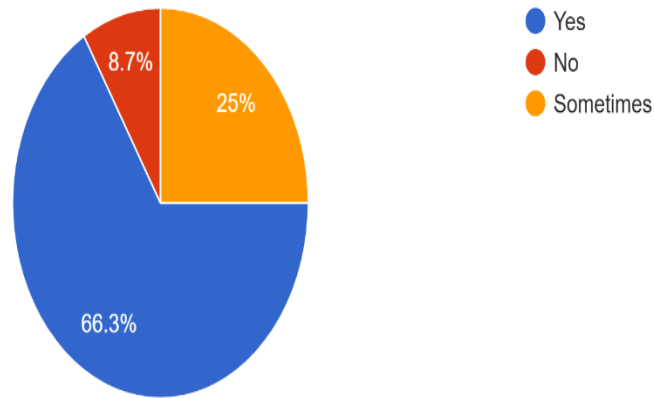


Figure 10 – Regular Breaks

11) On a scale of 0 to 10, do you have enough online interactions to satisfy your job needs?

104 responses

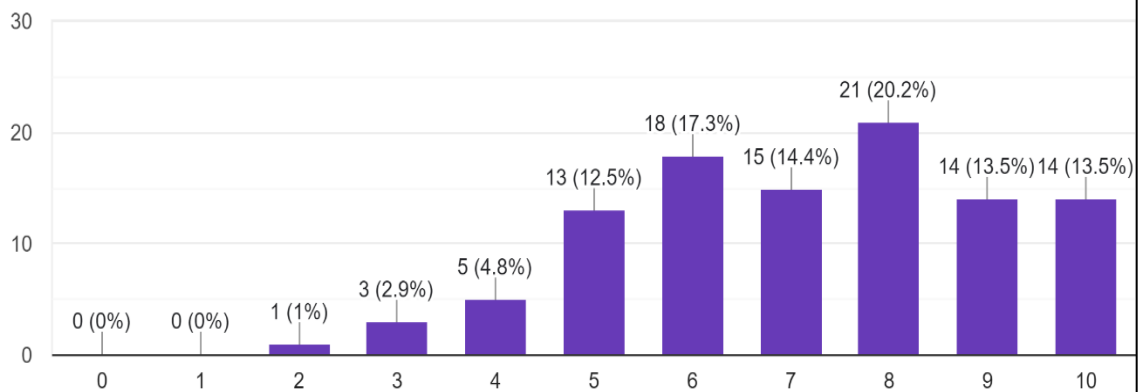


Figure 11 – Interactions to satisfy job needs

12) Do you feel you have enough support from your managers and colleagues to do your job well?

104 responses

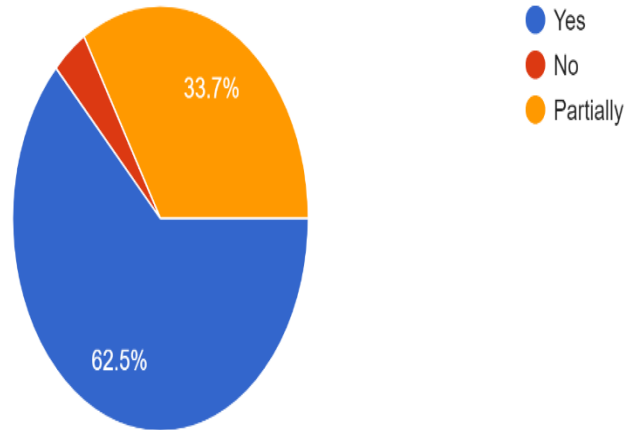


Figure 12 – Support from managers & colleagues

13) On a scale of 0 to 10, how are you feel working remotely?

104 responses

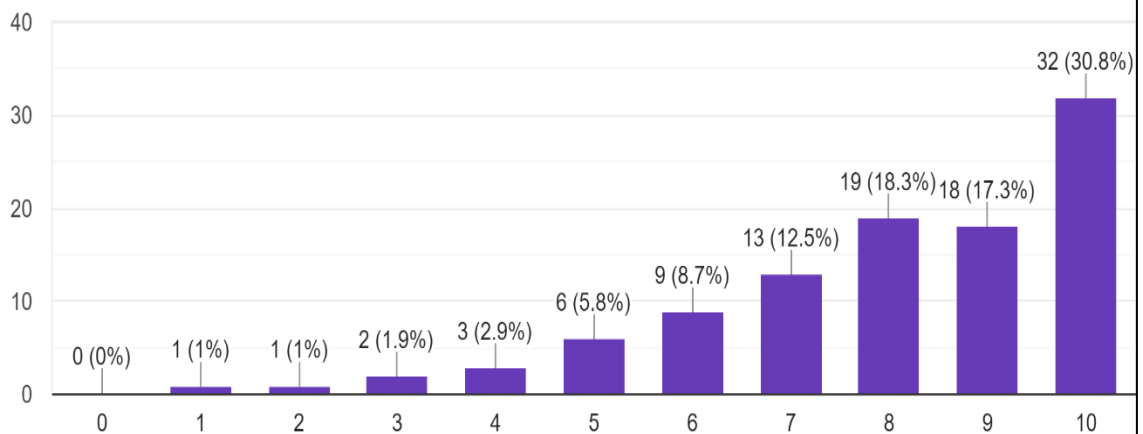


Figure 13 – How you feel working remotely

14) Do you think remote or hybrid work helps you find the right balance between work and personal life?

104 responses

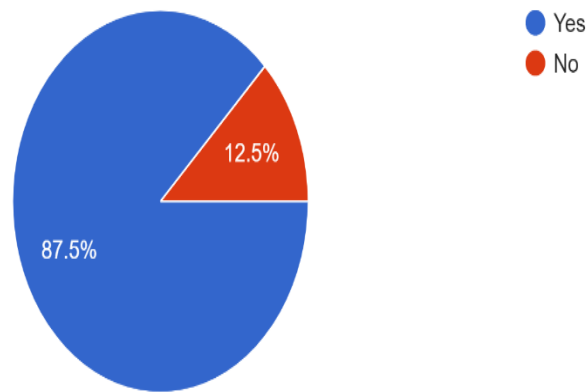


Figure 14 – Remote work or hybrid

15) Your company's management has shown that employee health and well-being are priorities?

104 responses

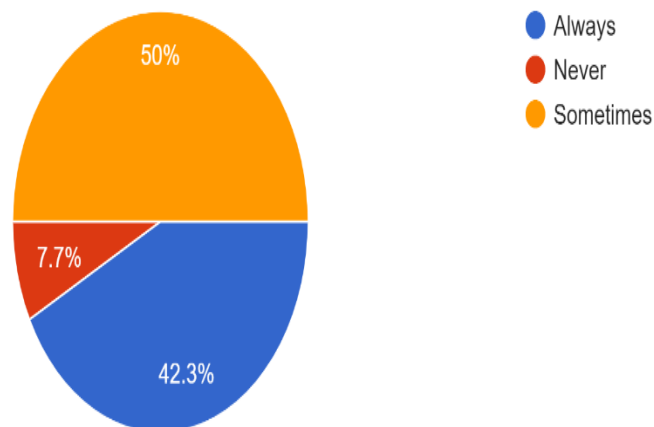


Figure 15 – Healthy and wellbeing priorities

### 16) Are the WFH policies clear?

104 responses

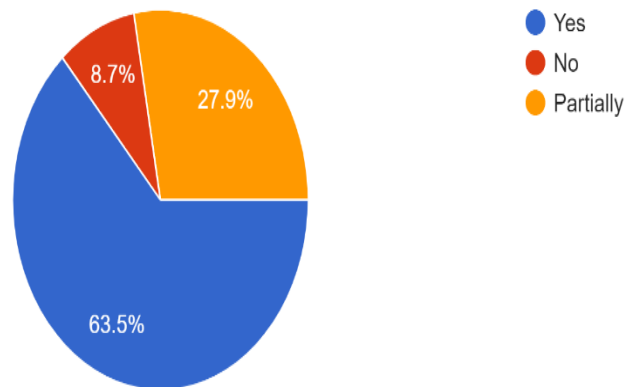


Figure 16 – WFH policies

### 17) Do you think COVID-19 has impacted your work, or did you already work remotely? If yes, what has changed?

104 responses

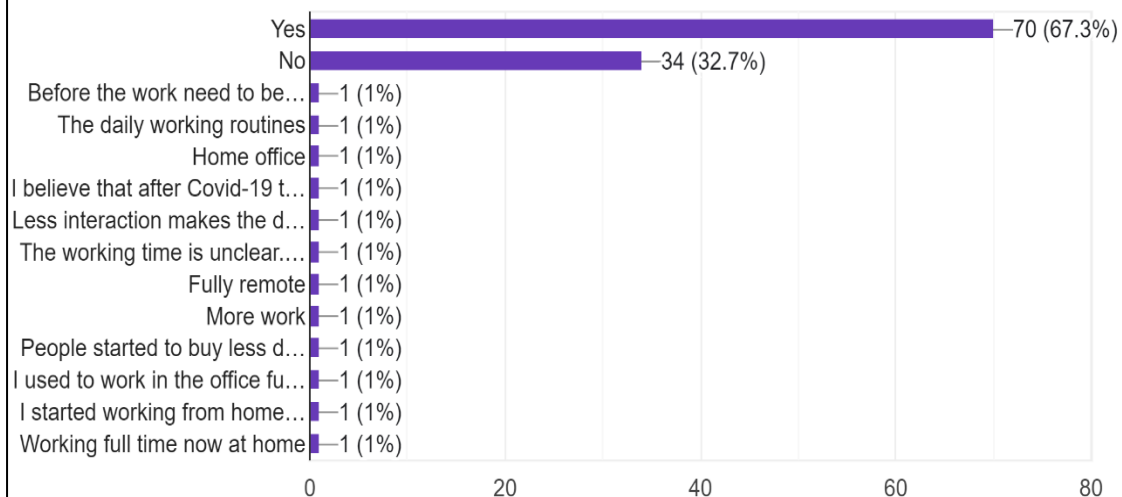


Figure 17 – Covid impacts

18) Another question that remote or hybrid work brought was how it could interfere with the environment. Thinking about this topic, do you believe the office can help us on the path to sustainability.  
104 responses

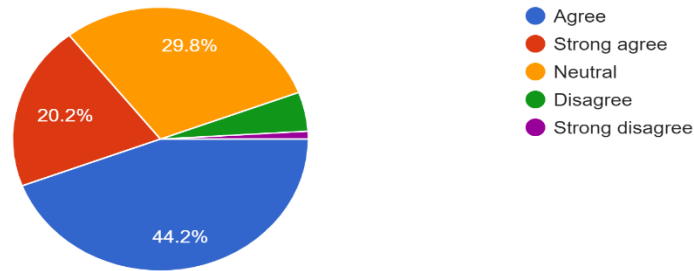


Figure 18 – Remote work and environment

19) Is there anything else your company can do to improve your work-from-home experience? In the case of Yes, what can be?  
104 responses



Figure 19 – Company improvement

20) On a scale of 0 to 10, how would you feel working only from the office?  
104 responses

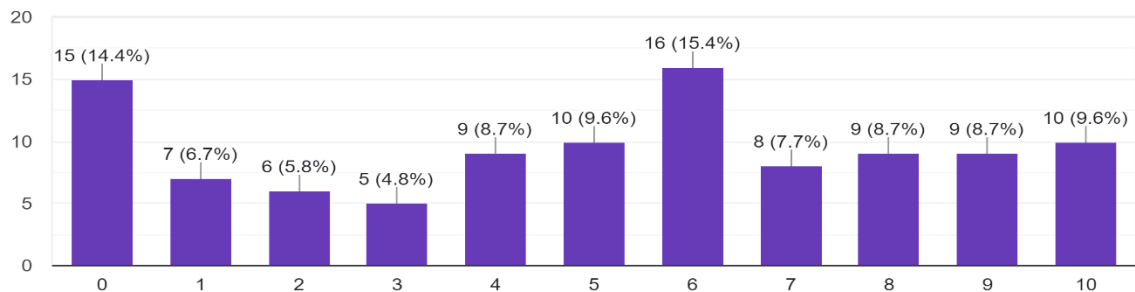


Figure 20 – Remote work feelings

## Appendix C - Template Question Survey Onlie

Template Questions Survey - General Survey: Professionals working in Ireland remotely or hybrid.	
<b>Theme 1</b> How remote work can stimulate the employee-company relationship.	Question 5 – Quant. survey Question 6 – Quant. survey Question 12 – Quant. survey
<b>Theme 2</b> Analyse whether remote work affects workers' mental health.	Question 13 – Quant. survey Question 14 – Quant. survey Question 15 – Quant. survey Question 19 – Quant. Survey Question 20 – Quant. Survey
<b>Theme 3</b> Covid 19 Effects on Remote Work.	Question 10 – Quant. survey Question 16 – Quant. survey Question 17 – Quant. survey
<b>Theme 4</b> Remote work interferes with the environment.	Question 8 – Quant. survey Question 9 – Quant. survey Question 18 – Quant. survey
<b>Theme 5</b> Barriers and Limitations of Remote Work	Question 4 – Quant. survey Question 7 – Quant. survey Question 11 – Quant. survey

## Appendix D - Form A: Application for Ethical Approval

### Form A: Application for Ethical Approval

#### Undergraduate/Taught Postgraduate Research

This form should be submitted to the module leader for the relevant initial proposal and/or the relevant supervisor if the proposal has already been accepted.

Please save this file as **STUDENT NUMBER\_AEA\_FormA.docx**

<b>Title of Project</b>	Benefits and Challenges of Remote Work in the Irish Market.
<b>Name of Learner</b>	Sarah Parreira
<b>Student Number</b>	51698862
<b>Name of Supervisor/Tutor</b>	Daniel O'Sullivan

Check the relevant boxes. All questions must be answered before submitting to the relevant lecturer / supervisor. Note: only one box per row should be selected.

Item	Question	Yes	No	NA
1	Will you describe the main research procedures to participants in advance, so that they are informed about what to expect?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
2	Will you tell participants that their participation is voluntary?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
3	Will you obtain written consent for participation (through a signed or 'ticked' consent form)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
4	If the research is observational, will you ask participants for their consent to being observed.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
5	Will you tell participants that they may withdraw from the research at any time and for any reason?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
6	Will you give participants the option of not answering any question they do not want to answer?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7	Will you ensure that participant data will be treated with full confidentiality and anonymity and, if published, will not be identifiable as any individual or group?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
8	Will you debrief participants at the end of their participation (i.e., give them a brief explanation of the study)?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
9	If your study involves people between 16 and 18 years, will you ensure that passive consent is obtained from parents/guardians, with active consent obtained from both the child and their school/organisation?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10	If your study involves people less than 16 years, will you ensure that <u>active</u> consent is obtained from parents/guardians <u>and</u> that a parent/guardian or their nominee (such as a teacher) will be present throughout the data collection period?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11	If your study requires evaluation by an ethics committee/board at an external agency, will you wait until you have approval from both the Independent College Dublin and the external ethics committee before starting data collection.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Item	Question	Yes	No	NA
12	If you are in a position of authority over your participants (for example, if you are their instructor/tutor/manager/examiner etc.) will you inform participants in writing that their grades and/or evaluation will be in no way affected by their participation (or lack thereof) in your research?	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
13	If you are in a position of authority over your participants (for example, if you are their instructor/tutor/manager/examiner etc.), does your study involve asking participants about their academic or professional achievements, motivations, abilities or philosophies? (please note that this does not apply to QA1 or QA3 forms, or questionnaires limited to market research, that do not require ethical approval from the IREC)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
14	Will your project involve deliberately misleading participants in any way?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
15	Is there any realistic risk of any participants experiencing either physical or psychological distress or discomfort?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
16	Does your project involve work with animals?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
17	Do you plan to give individual feedback to participants regarding their scores on any task or scale?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
18	Does your study examine any sensitive topics (such as, but not limited to, religion, sexuality, alcohol, crime, drugs, mental health, physical health, etc.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
19	Is your study designed to change the mental state of participants in any negative way (such as inducing aggression, frustration, etc?)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
20	Does your study involve an external agency (e.g. for recruitment)?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
21	Do your participants fall into any of the following special groups?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
		<input type="checkbox"/>	<input checked="" type="checkbox"/>	
	<i>(except where one or more individuals with such characteristics may naturally occur within a general population, such as a sample of students)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
		<input type="checkbox"/>	<input checked="" type="checkbox"/>	
		<input type="checkbox"/>	<input checked="" type="checkbox"/>	

If you have ticked any of the shaded boxes above, you should consult with your module leader / supervisor immediately. **You will need to fill in Form B Ethical Approval** and submit it to the Research & Ethics Committee **instead** of this form.

There is an obligation on the researcher to bring to the attention of the Research & Ethics Committee any issues with ethical implications not clearly covered by the above checklist.

I consider that this project has <b>no</b> significant ethical implications to be brought before the relevant Research & Ethics Committee. I have read and understood the specific guidelines for completion of Ethics Application Forms. I am familiar with the codes of professional ethics relevant to my discipline (and have discussed them with my supervisor).	<input checked="" type="checkbox"/>
---	-------------------------------------

<b>Name of Learner</b>	Sarah Parreira
<b>Student Number</b>	51698862
<b>Date</b>	15/05/2022

I have discussed this project with the learner in question, and I agree that it has no significant ethical implications to be brought before the Research & Ethics Committee.	<input checked="" type="checkbox"/>
---	-------------------------------------

<b>Name of Supervisor/Lecturer</b>	Daniel O'Sullivan
<b>Date</b>	Click or tap here to enter text.