

THE INFLUENCE OF REMOTE WORK ON ERGONOMICS AND WORK SATISFACTION

Zbigniew DREWNIAK¹, Agnieszka GOŹDZIEWSKA-NOWICKA^{2*}, Urszula SŁUPSKA³

¹ Bydgoszcz University of Science and Technology; zbigniew.drewniak@pbs.edu.pl,
ORCID: 0000-0001-8076-2942

² Bydgoszcz University of Science and Technology; agnieszka.gozdziewska@pbs.edu.pl,
ORCID: 0000-0001-5949-3901

³ Bydgoszcz University of Science and Technology; urszula.slupska@pbs.edu.pl, ORCID: 0000-0001-6140-9713

* Correspondence author

Purpose: The purpose of the article is to present the impact of remote work on ergonomics and job satisfaction. The purpose of the study is understood from the perspective of the impact of remote work on corporate employees.

Design/methodology/approach: Data for the study was collected from employees working at a corporation in Bydgoszcz, Poland. The study used the PLS (partial least squares) analysis method to understand the relationship between remote work and job satisfaction, and between work ergonomics and remote task performance.

Findings: The results of the study indicate that ergonomics closely influences job satisfaction. In addition, the study confirmed the hypothesis that remote work has a significant impact on task performance.

Research limitations/implications: The study is limited to employees of corporations in a specific region of Poland. Therefore, future research could focus more on the impact of remote work on corporate culture in other parts of Poland.

Practical implications: The study provides directions for human resource management to implement effective practices for improving remote work.

Social implications: This study offers support for corporate employees, providing insights into how the work environment can be improved, thereby enhancing work and employee satisfaction.

Originality/value: This is a study that attempts to provide insight into how ergonomics is important in corporate work, especially when working remotely. The findings provide important implications for improving ergonomics at work and increasing employee satisfaction.

Keywords: management, human resources, remote work, ergonomics, job satisfaction.

Category of the paper: research paper.

1. Introduction

The concept of ergonomics is related to the safety and occupational health of workers. Ergonomics plays an important role in the performance of tasks by employees in an organization, so organizations need to develop appropriate ergonomic tools and techniques for effective job performance (Law et al., 2011). Employee satisfaction is a concept that is linked to the ergonomics of work at a company. It is also an element related to health and safety climate at the workplace (Uddin et al., 2019).

Work ergonomics in organizations has changed with COVID-19 (Sangeeta, 2020). The COVID-19 situation, described as a pandemic, has affected various human resource management practices, as well as the way work is performed. Many employees were directed to carry out their work remotely, and this began to cause a problem with the lack of ergonomics of working outside the office.

The pandemic situation changed working conditions and thus the workspace in offices. The pandemic situation favored remote work, and many employees carried out work duties from their homes for many months. These changes affected ergonomics and operations in organizations (Sangeeta, 2020). In addition to ergonomics, other factors have also changed as a result of realizing work remotely. Proper execution of tasks, inadequately planned work content, and, as a result, employees' lack of satisfaction with performing tasks remotely became a problem.

A study by Uddin (2020) emphasized that organizations were not prepared for the kind of situation that occurred with COVID-19. Most organizations took measures to counter the spread of the virus. One such measure was the introduction of remote work. Organizations very quickly implemented solutions to protect employees while allowing them to perform their duties and work (Uddin et al., 2021).

One of the goals of ergonomic design is to optimize work, avoid adverse effects on employee health and contribute to the productivity and efficiency of the organization (Lager et al., 2021). When we mention occupational risks, the main one detected is, among others, ergonomic risks associated with the use of information and communication technologies, where employees spend long hours at these technologies (Sasangohar et al., 2020). In addition, one study indicated that the use of digital technologies at work also affects ergonomics and employee satisfaction, as an employee working long hours with digital technology affects the health and well-being of employees (Salmon et al., 2021).

Research on office workers indicates that when the ergonomics of the job changes significantly, thus there has been a change in engagement strategies and job satisfaction (Prajapati and Pandey, 2020). Therefore, it is worth investigating the impact of ergonomics on employee job satisfaction from the perspective of corporate employees working remotely.

This study aims to understand what impact remote work, which was not always done in ergonomic locations outside the office, had on employees. And how the absence or lack of ergonomics affected job satisfaction.

2. Influence of remote work on work satisfaction and ergonomics

Difficult times, which are characterized by events such as war, famine, floods, earthquakes and pandemics such as COVID-19, affect companies and their employees the most. Keeping employees engaged, making work rewarding and not making them fear for their own health during a pandemic is possible with proper attention to health, safety and ergonomics. This is very important if one wants to maintain productivity in the company despite the turbulent environment (Andrew, Saudah, 2012). What's more, employee engagement and a properly ergonomically adjusted workstation result in increased job satisfaction, and this can be a kind of rationale for developing the right attitudes and behaviors among employees to improve productivity.

Remote work has not been codified in the Polish Labour Code. Moreover, it is also difficult to find its definition in the literature on the subject. It should be emphasized, however, that teleworking and remote work are not identical concepts and should not be used interchangeably. Therefore, it became necessary to define this term and define the features that distinguish remote work and from teleworking. Remote work should be considered temporary or less formalized possibility of carrying out the work process in the form of the so-called home office. What distinguishes remote work is that there is no need to regulate this method of work in writing in the employment contract (at least – so far). In practice, it means that usually on the basis of an oral agreement (although in the time of a pandemic such agreements tend to occur also in a written form more and more frequently), the employee can perform the duties previously performed in organization premises directly from home (Blumberga, Pylinskaya, 2019). Therefore, it can be concluded that work in remote mode is incidental. As a rule, the employee performs work in the workplace, and only from time to time the employer allows her/him to work remotely. The most common reasons contributing to remote work are extraordinary circumstances (e.g. inability to travel to work – public transport strike; the need to stay at home – pandemic state, etc.). In such cases, the general employment relationship law should apply to the domestic worker as well. Unfortunately, this form of carrying out work from outside the office raises many doubts, as well as organizational and formal problems. Some organizational issues can be efficiently resolved using modern tools and by building appropriate relationships with the employee team (Łaniewski, 2020). On the other hand, the greatest challenge faced by employers is the need to ensure the safety of work of people performing work tasks remotely. It is an extremely difficult area of work to regulate, hence it is undoubtedly one of the most serious problems related to the use of flexible forms of work, for which no effective solution has yet been found.

An ergonomic workstation can be called such a workplace that does not cause any disease or degeneration in a person. Thus, taking into account all elements of office equipment should be selected appropriately for each employee, so that he can work in favorable and comfortable conditions for himself. Therefore, no matter what kind of work one does, one should pay special attention to the organization of the workstation. Any employee may have doubts and in such

a case can turn to the employer, who is obliged to provide him with full-fledged information on the subject in order to accommodate his needs (Dul, Weerdmeester, 2011).

The employer is obliged by law to design and adapt the workplace for all new as well as existing employees, if necessary, in their existing environment. How the workplace is organized has a huge impact on the quality of the duties performed. Employees should be focused, which can be helped by a comfortable workplace. It only takes one ill-fitting chair to negatively affect the condition of a person's spine (Goździewska-Nowicka, 2020).

When initiating an analysis and evaluation of workplace ergonomics, one should start by obtaining general information related to the operations of the enterprise in question and details relating to the conditions prevailing there, as well as the time and mode of work and equipment, and even the scope of work (Sluchak, 1992).

The risks that arise in terms of various ailments and diseases of the musculoskeletal and nervous system are also a torment in office work, which is usually considered light. Although computer use does not require a great deal of physical exertion, it does require a certain amount of muscle activity (Gregory, 2022).

Today's offices are characterized by increasingly complex and complicated structure, which is why proper organization of an office workstation is not at all the easiest tasks, as it might seem. Work environments continue to evolve with the times and try to meet the needs of not only employees anymore, but also their customers. Through the passage of years, and even the current global situation, it is easy to see how the very definition of an office is constantly changing. Currently, most of the public considers their home as an office. Looking at all these rapid changes and ergonomic principles, managing in offices becomes quite a challenge (Davis et al., 2020).

Office ergonomics is increasingly associated with computer work, as the world is moving forward and with new technologies, paper documents are going by the wayside. Hence, the number of people who deal on a daily basis with computer work continues to grow, and for the time being there is no question that this common trend is likely to change in any way in the near future (Goździewska-Nowicka, 2019).

Today's office-type workstation is seen as a synonymous with workstations with screen monitors. Today, the computer is a versatile and indispensable tool for office work, even in every field of the profession, and today's work demands high performance through productivity, creativity, but also high quality, which involves an increase in working time. Thus, it becomes a heavy burden not only physically, but also mentally for a person. Thus, it should be remembered that it is the provision of a healthy and functional work environment is the employer's responsibility. And since the world is constantly evolving, behind its progress, office environments should also move forward, if only to ensure that employees to perform their duties willingly (Gerding et al., 2021).

When analyzing the scope of concepts related to ergonomics in the office workplace it is important to note what impact the assimilation of safety and health requirements has and occupational health not only on its conditions, but also on the cost of operations.

Adjustment of space and workplace requires appropriate adjustments of the position, if only its elements equalizing individual differences, which could become very desirable. Unfortunately, the complete adjustment of these parameters to the position of a given employee is associated with certain limitations which are created by economic and technological-structural factors (Caputo et al., 2018).

It is difficult to access information on the application of ergonomics in specific enterprises, since it is simply impossible to create a workplace tailored to the individual. The condition, however, is to shape the workplace based on the so-called minimum and maximum threshold values. Using the role of these values, which are anthropometric characteristics, the enterprise is able to compose, based on the dimensions of users, a suitable workspace of work.

From the point of view of ergonomics, remote work and its forms consist mainly of work performed in a sitting position, which does not engage large muscle groups (resulting in low energy consumption), which is why it is erroneously referred to as light work in many literature and analytical studies. Remote work, however, is arduous, because the immobilization of the body in a sitting position for many hours causes a huge load on the lumbar spine (an increase in pressure in the intervertebral discs), and this promotes the formation of abnormal curvatures of the spine.

Prolonged physical inactivity while working remotely slows down physiological processes (slowed circulation, shallow breathing, fatigue, tiredness), and reduces physical, mental and psychological performance. On the other hand, the routine activities of remote work performed under the time pressure of working mental work (completing data, for example) cause monotony compounding fatigue, stress, headaches, frustration and feelings of job burnout (Geldart, 2022).

Remote work by its specification should be the result of implementing new technologies, so the workstation should be modern, based on current knowledge and experience, and the proposed solutions should be agreed with employees (especially regarding the selection of equipment, organization of working conditions and the impact of external factors on safety and health).

An employee working remotely should have a say in the method and manner of work, working hours, the pace of work, and the timing and length of breaks. Both employee and employer should remember that working from home limits social contact, therefore it is necessary to develop procedures that allow for direct or indirect contacts with the employer and co-workers, and thus induce a sense of social and professional support that reduces the stress of work duties.

The main goal of ergonomics is to ensure occupational health and safety. The employer's task is to ensure compliance with the applicable standards so as to eliminate all environmental hazards and the possibility of accidents in the workplace. However, when employees work remotely, the employer does not always have the opportunity to inspect the ergonomics of workstations outside the office. Undoubtedly, when an employee is in good shape both physically and mentally, the state of their health can translate into many benefits. An ergonomic

workstation has a positive impact on the efficiency and satisfaction of employees. As a result, employees are able to work better and more efficiently. This translates directly into improved functioning of the entire company (Ramos-Garcia et al., 2022).

Summarizing the above considerations, it should be emphasized that remote work has a very strong impact on employee satisfaction and ergonomics. When working outside the office, it is the employee himself who must ensure that his workplace has ergonomic conditions. Most often employees are unable to do this properly. Because of this, when working remotely, they begin to experience various discomforts associated with adopting the wrong position while working. Often there is neck pain, lumbar spine pain. All this causes the employee to perform worse at work, as the work is accompanied by persistent discomfort, and this in turn worsens his job satisfaction. In addition, the need to be isolated from other co-workers is a significant nuisance factor, which also translates into a deterioration of the mood of employees working remotely (Roelofsen, 2002).

3. Methods

3.1. Formulation of hypotheses

Employees' perceptions of work in relation to remote work

The pandemic has caused an unprecedented impact on the lives and work of people around the world (Dubey and Tripathi, 2020). The impact is being felt in the form of fear of infection and greater uncertainty through a contraction of economic activity and widespread shock to the labor market (Lazim et al., 2020).

Workers' perceptions toward work have changed, and these changes are as follows (Gigauri, 2020):

- a change in the content of work, as activities in organizations have changed due to the pandemic,
- a change in work ergonomics due to remote work arrangements,
- and long working hours because there has been a change in the organization work process.

In such unprecedented uncertainty, employees' attention has shifted to the content of work, so in order to understand the impact of remote work on the way work tasks are performed, the following hypothesis was formulated:

Hypothesis 1: The need to work remotely has changed the way work is done.

Impact of remote work on work challenges

The pandemic has greatly affected the way work is done. A form of remote work has been made available to employees to work and fulfill professional responsibilities (Wang et al.,

2021). In addition to the introduction of remote work, organizations have also given employees more freedom to adjust their work schedules and meet the challenges of the pandemic (Caligiuri et al., 2020).

The challenges are for employees to up-skill and down-skill without giving them time to adjust, otherwise they could be left in a compromised position and even lose their jobs (Almaiah et al., 2020).

In the same vein as the precariousness resulting from COVID-19, the risks associated with corporate jobs have increased. These risks include the serious threat of virus infection among employees who work stationary. Those working online have longer hours on digital platforms and a higher levels of dependence on technology (Mishra et al., 2020). Hence, given the above discussion, we formulate the following hypotheses for the study:

Hypothesis 2: There is a direct relationship between the need to work remotely and new challenges to work.

Perceptions of workplace ergonomics

The ultimate goal of workplace ergonomics is to keep employees safe and increase productivity. In addition to these goals, many other benefits are known to accrue to an organization when management is committed to developing and maintaining ergonomics in the workplace. According to Alyan (Alyan et al., 2021), these benefits include increased productivity, increased quality of work, decreased turnover, decreased absenteeism and increased morale.

According to Roelofsen (2002), improving key ergonomic factors in the work environment results in reduced complaints and absenteeism and increased productivity. Bentley (Bentley et al., 2021) suggest that key ergonomic factors that affect employee productivity and performance are office furniture, workspace design, noise/vibration, light intensity and ventilation/humidity. With reference to the above information, the following hypothesis was formulated:

Hypothesis 3: Proper work performance is dependent on the ergonomics of the workstation.

Challenges realized in the workplace

For the past few years, corporations have been undergoing massive changes in organization and structure. New technologies and new ways of structuring operations have left their mark on the working conditions and daily lives of employees.

Deregulation of labor markets, emerging technologies and new types of jobs have caused significant changes in working life, and working conditions are often changing. Such developments have a significant impact not only on companies' organizations, but also on the health, well-being and satisfaction of employees (Wijewantha et al., 2020).

Corporate employees, in whom an increase in psychosocial disorders has been noted in recent years, deserve special and insightful analysis. This may be related to major organizational changes, to restructuring processes or processes resulting from the global economic crisis. Based on the above discussion, the following hypothesis was formulated:

Hypothesis 4: Work challenges and ergonomics are related to working at the workplace.

Relationship between ergonomics and job satisfaction

The pandemic has caused many changes in all areas of life. Due to the need to isolate employees, many companies have decided to implement a remote work model. This different organization of work has also caused changes in the content of work, the way tasks are carried out, work ergonomics, and employee satisfaction.

Workplace ergonomics is the adaptation of the work environment, material work factors, tools and machines to human capabilities. In the workplace, the employer is responsible for creating the best working conditions for employees. When employees were forced to work remotely, it turned out that not every employee is able or has the capacity to create ergonomic workstations for themselves outside the workplace.

Failure to use ergonomic solutions results in frequent discomfort for the employee, which makes him perform his tasks less well. As a consequence of this, he does not feel as high job satisfaction as when working in the office, where his ergonomic workstation allows for better quality and productivity, and this also increases satisfaction. In view of the above discussion, the following hypothesis was decided:

Hypothesis 5: Workstation ergonomics and job satisfaction are related during remote work.

The above discussion with regards to conceptual framework and hypothesis developed are presented in Figure 1.

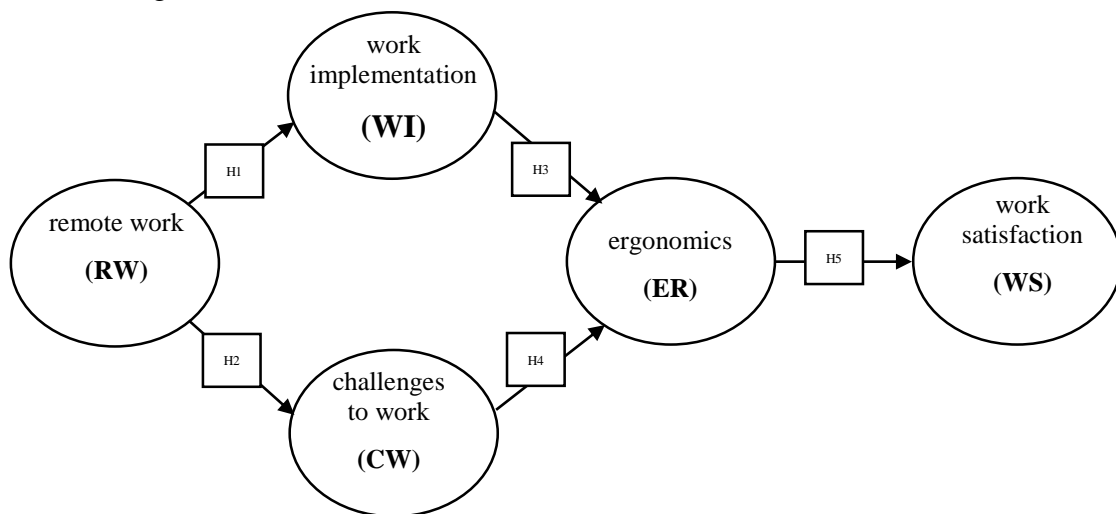


Figure 1. Conceptual framework of the study.

Source: own study.

3.2. Concept of the research plan

A survey method was used to investigate the impact of remote work on ergonomics and job satisfaction among employees of a Bydgoszcz corporation. The survey questionnaire was given to the corporation's employees electronically. Unfortunately, due to the low return of questionnaires, it was decided to implement an additional research method, namely Computer Assisted Telephone Interview (CATI).

CATI is a software tool that fully automatically assists the tele-an interviewer when conducting a telephone interview. Thanks to the presence of the electronic tool, tele-analysts execute the scenario displayed during the survey and have access to an electronic script on the computer, on which they annotate respondents' answers directly during the telephone interview. The software used during the CATI method has the ability to control the interview being conducted and use information about the respondent so as to best tailor the questions (Harris, 2021, pp. 4-6).

After implementing the survey using an electronic questionnaire and implementing another CATI research method, the survey was successfully completed with good results. The corporation employs 310 people, the research project managed to survey and obtain 208 valid questionnaires. All substantive issues found in the questionnaires in the survey were rated on a five-point Likert Scale, ranging from 1 - strongly disagree to 5 - strongly agree. All 310 questionnaires were sent to respondents and 208 valid responses were received, resulting in a response rate of 67.09%.

Respondents in the sample are mainly male $N = 73.56\%$, while the number of female respondents is $N = 26.44\%$. The corporation operates in the industrial sector, hence the higher percentage of hiring men. On the other hand, the employees of the corporation surveyed are mostly those who have completed their first degree (engineer/license) $N = 47.6\%$. A master's degree is held by $N = 42.8\%$ of those surveyed, and other degrees by $N = 9.6\%$. Work experience is also an important characteristic. The surveyed company has the highest number of employees who have worked for less than two years, $N = 47.2\%$. Those working more than two years but less than five years are $N = 28.4\%$. Employees working more than five years but less than 10 years are $N = 23.2\%$. In contrast, employees working more than ten years are the least, as they account for only $N = 1.2\%$.

Remote working significantly changes the organization of work in any company. Relying on the research carried out by Yang's research team (Yang et al., 2022), the following elements were found to define this parameter: new work organization (RW1), changing technology (RW2), increased stress (RW3), changing the rules of ergonomics (RW4) and more frequent complaints (RW5).

This measure includes the roles, responsibilities and reporting structure of the structure within the organization. Factors related to this study are linked through the research of Yogesh's team (Yogesh et al., 2020): assigned tasks (WI1), responsibility (WI2), communication (WI3), reporting results (WI4), structure (WI5).

It refers to a workplace situation that has the potential to cause injury or negative health effects to those working in the office or factory. Factors related to corporate work and workplace hazards were captured in a study by Mishra's team (Mishra et al., 2020); therefore, indicators were developed for analysis based on this study; these are: organizational culture (CW1), promotions/awards (CW2), commitment to work (CW3), career development (CW4), work safety (CW5).

A concept that is related to the study of space and practice in the workplace. The basic premise of ergonomics is to understand human needs and their space to interact with co-workers, as well as to provide physical space for work (Wilson, 2000). Based on this definition, the following elements of the study were adopted: comfort in the workplace (ER1), microclimate (ER2), break time (ER3), social factor (ER4), work posture (ER5).

It is an approach to the workplace that results in creating the right conditions for all members of the organization so that they give their best every day, are committed to the goals and values of the organization, are motivated to contribute to its success, have a heightened sense of being able to succeed, and have a sense of well-being as a result. The study considered the following factors related to employee satisfaction: sense of professional fulfillment (WS1), good relations with colleagues (WS2), work motivation (WS3), positive attitude (WS4), atmosphere (WS5).

The study applied WarpPLS 8.0, which is the most accepted PLS tool used for path-analysis models (Kock, 2019). This tool supports the methodological development of paths in comparison to the traditional PLS tool and thus supports building the gap between factor-based and composite-based structural equation modeling techniques. The study also applied Cronbach alpha to understand the reliability analysis of the constructs derived for the study.

Chen and Paulraj's (2004) findings suggest a three-step process for measuring reliability, validity and unidimensionality. To assess reliability for constructs, the average correlation between items on the scale was used. The results are shown in Table 1.

Table 1.
Cronbach's alpha, SCR and AVE

Examined variables	Indication	Cronbach's alpha index	Standardized factor loading λ_i	Composite reliability coefficient (SCR)	Average variance extracted (AVE)
Remote work					
new work organization	RW1	0.72	0.806	0.82	0.63
changing technology	RW2	0.84	0.849		
increased stress	RW3	0.76	0.835		
changing the rules of ergonomics	RW4	0.68	0.613		
more frequent complaints	RW5	0.93	0.714		

Cont. table 1.

Work implementation					
assigned tasks	WI1	0.87	0.754	0.87	0.58
responsibility	WI2	0.88	0.649		
communication	WI3	0.73	0.642		
reporting results	WI4	0.70	0.680		
structure	WI5	0.68	0.787		
Challenges to work					
Organizational culture	CW1	0.89	0.714	0.93	0.80
Promotions/awards	CW2	0.81	0.809		
Commitment to work	CW3	0.77	0.516		
Career development	CW4	0.79	0.763		
Work safety	CW5	0.85	0.614		
Ergonomics					
Comfort in the workplace	ER1	0.71	0.641	0.94	0.74
Microclimate	ER2	0.72	0.653		
Break time	ER3	0.74	0.543		
Social factor	ER4	0.87	0.911		
Work posture	ER5	0.75	0.902		
Work satisfaction					
Sense of professional fulfillment	WS1	0.87	0.831	0.75	0.55
Good relations with colleagues	WS2	0.75	0.718		
Work motivation	WS3	0.87	0.693		
Positive attitude	WS4	0.88	0.802		
Atmosphere	WS5	0.91	0.730		

Source: own study.

The Cronbach's alpha (α) value for the items and scale was well above 0.7, which is higher than the recommended value (0.6) (Cronbach, 1951). In addition, it was noted that all individual factor loadings (λ_i) were greater than 0.5, the reliability coefficients of the composite scale (SCR) were greater than 0.7, and the average variance extracted (AVE) was greater than 0.5 (see Table 1). This confirms that the constructs adopted for the study have adequate convergent validity (Chen, Paulraj, 2004).

3.3. Results

PLS does not assume a multivariate normal distribution. Therefore, traditional parameter-based parametric tests of significance are inadequate. PLS uses a bootstrapping procedure to estimate standard errors (SEs) and significance of parameter estimates (Chen, Paulraj, 2004). Table 2 gives PLS path coefficients and p-values. The estimated coefficients are interpreted as standardized beta coefficients, and the same is shown in Figure 2, which shows the final PLS model.

Table 2.
Structural estimates

Hypothesis	Impact on \longrightarrow	following elements	β	P	Results
H1	remote work	work implementation	0.67	0.001	Supported
H2	remote work	challenges to work	0.87	0.11	Not supported
H3	work implementation	ergonomics	0.63	0.23	Not supported
H4	challenges to work	ergonomics	0.59	0.07	Not supported
H5	ergonomics	work satisfaction	0.54	0.001	Supported

Source: own study.

The study tested hypotheses: H1 (remote work \rightarrow work implementation) ($\beta = 0.67$, $p = 0.01$), H2 (remote work \rightarrow challenges to work) ($\beta = 0.87$, $p = 0.11$), H3 (work implementation \rightarrow ergonomics) ($\beta = 0.63$, $p = 0.23$), H4 (challenges to work \rightarrow ergonomics) ($\beta = 0.59$, $p = 0.07$) and H5 (ergonomics \rightarrow work satisfaction) ($\beta = 0.54$, $p = 0.001$). The results indicate that H1 and H5 are supported ($\beta = 0.67$, $p = 0.01$; $\beta = 0.54$, $p = 0.01$) for the study hypothesis.

4. Discussion of results, implications for research and managers

The empirical results clearly indicate that workstation ergonomics has an impact on employee satisfaction. Directing employees to work remotely for many companies meant savings in terms of the lack of costs of maintaining workstations. However, few supervisors were aware that work done from home can be done very differently. Moreover, paying attention to the problem of ergonomics in remote work at the beginning of the pandemic period did not seem important at all. However, studies conducted on corporate employees have shown that work done remotely significantly affects the results of the tasks performed. It turns out that the lack of an ergonomic workstation in employees' homes resulted in reduced job satisfaction. The reasons turned out to be very simple. Namely, working for hours at home without a properly created workspace began to cause a feeling of discomfort on employees in the long term, this translated into less satisfactory results of their work, and this in turn caused them to feel less satisfied with their work.

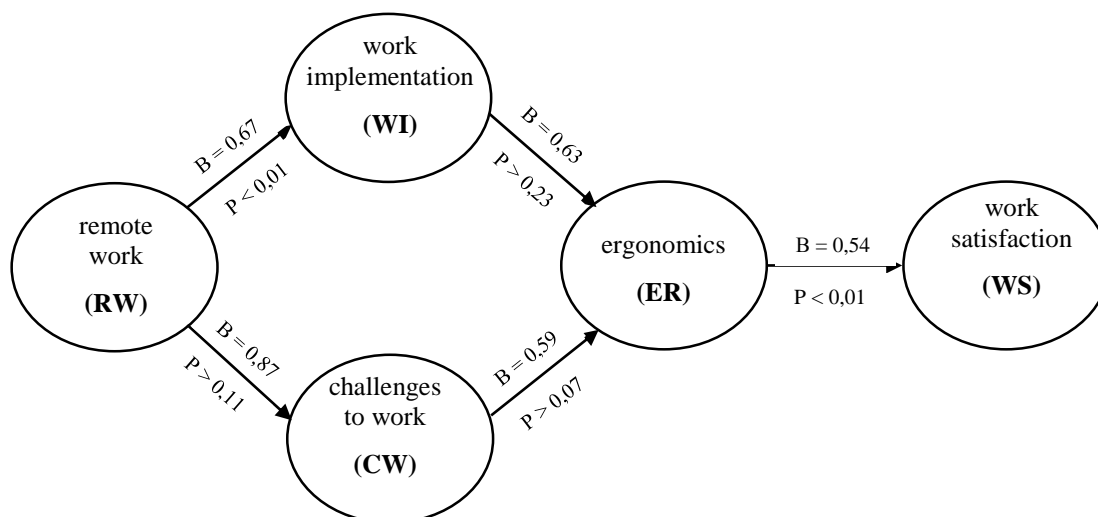


Figure 2. Final PLS model.

Source: Own study.

Respondents admitted that an ergonomic work environment allows them to perform their tasks well, so they feel professionally fulfilled, their motivation to work increases, and they have a positive attitude. With frequent breaks, they manage to build and maintain good relationships with their colleagues, and this in turn helps create a great atmosphere at work. Unfortunately, pandemic times and the need to work remotely have worsened these parameters. The lack of a comfortable position at home, where work was often done in random places, while doing family and household chores at the same time, caused employees to definitely not feel professionally fulfilled, and it was also difficult for them to maintain collegial relationships with colleagues, as they were isolated. This influenced the means to decrease their motivation to work, and thus made them feel no job satisfaction.

Working remotely was not easy for all corporate employees to implement. This is because it involved a new organization of work, increased stress levels caused by working in isolation from the rest of the workforce, and was also fraught with a lack of ergonomics. All these elements, according to the respondents, significantly affected the way they performed their tasks. It turned out that remote work for many turned out to be a challenge and taking on a lot of responsibility. There were also often problems related to communication or reporting of results. Employees of corporations unequivocally admitted that remote work has strongly influenced their professional life and has also brought a lot of chaos to the structure of the entire organization.

The role of ergonomics in remote work and its impact on job satisfaction is an issue that has not been the subject of any previous scientific consideration. The key element of the study is a significant contribution to the literature on ergonomics in remote work and its impact on employee job satisfaction. It is worth noting that the completed study is one of the few studies that integrate ergonomics and employee satisfaction and remote work from a COVID-19 pandemic perspective.

The results of this research can provide useful guidance for corporate management and employees. First, they should consider implementing a support program for employees who work remotely. They could receive a one-time grant from their employer to create an ergonomic computer workstation in their home. Since the lack of ergonomics makes remote work so difficult, it should be in the employer's interest to make changes in this area.

Managers, thanks to the completed survey among corporate employees, can also realize how important it is for an employee to perform tasks correctly, according to the supervisor's expectations, and how strongly this affects the level of job satisfaction.

The above research shows that the need to carry out work remotely has caused employees a number of difficulties. These range from a lack of support and preparation of off-site workstations, to poorer task performance, to experiencing less job satisfaction.

Ergonomics is a scientific discipline that receives too little scientific attention in Poland all the time. Its impact on real business performance is underestimated. Meanwhile, the completed study clearly shows that by designing ergonomic workstations, not only social benefits can be achieved, but also economic benefits for the organization.

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