

Remote Working Policies and Employee Productivity in Abuja Electricity Distribution Company (AEDC)

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Abstract: *This study examined the effect of remote working policies on employee productivity at the Wuse Branch of Abuja Electricity Distribution Company. Specifically, the study assessed the influence of digital technology, remote work schedule flexibility, and the remote working environment on employee productivity. A descriptive research design was adopted, and data were collected through structured questionnaires administered to 254 employees, out of which 224 valid responses were analyzed. Descriptive statistics, correlation, and regression (ANOVA) were used for data analysis. The findings revealed that digital technology has a significant positive effect on employee productivity, indicating that the availability of digital tools and ICT infrastructure enhances efficiency and task execution. Remote work schedule flexibility also showed a significant positive influence on productivity by improving employee motivation, reducing stress, and fostering work-life balance. In addition, the remote working environment was found to significantly affect productivity, as a supportive home workspace improves focus and performance, although challenges such as power supply and internet connectivity persist. The results led to the rejection of all three null hypotheses. The study concludes that when remote working policies are adequately supported with modern technology, flexible scheduling, and conducive work environments, employee productivity increases significantly. The study recommends sustained investment in digital tools, continuous review of flexible work policies, and improved infrastructural support to strengthen the effectiveness of remote working arrangements at AEDC.*

Key Word: remote work policy, employee productivity, digital technology, work environment

INTRODUCTION

Remote work is a work arrangement or design in which the employees of a company work from their homes using technological tools to stay accountable to their colleagues, managers, clients, and others, rather than commute to their workplace (Bellmann and Hübler, 2021). Thus, it is a concept that points to individuals who do not work within the traditional office environment; do not work in the

employers' premises, or do not have to get their work done by resorting to physical space frequently (Alkadash and Alamarin, 2021; Kara, Güneş and Tüysüz, 2021; Munna and Shaikh, 2020; Pretti, Etmanski and Durston, 2020; Maguire, 2019). The term "remote work" has also been described as telecommuting, distributed, location independent, freelancing, e-working, working at home, working from home, or face-to-display workplace (Benou and Hvorecky, 2021; Chan, 2016).

Remote work has been rising for years, as more occupations use computers and telecommunications; more people have reliable home Internet connections, and more families have both parents working full time. The Covid-19 pandemic accelerated this process by forcing a large fraction of the global workforce to switch to remote work at least temporarily. Compared to Working from the Office (WFO), Remote work has the potential to reduce commute time, provide more flexible working hours, work at your own pace depending on your job role, increase job satisfaction, and improve work-life balance. However, little is yet known about some of the more fundamental consequences of remote work, including its effects on employee performance and which factors play a role in making remote work more or less productive than WFO (WSJ, 2020; Financial Times, 2021). According to the McKinsey Global Institute (2020), the Covid-19 pandemic broke through cultural and technological hindrances that inhibited remote work in the past, initiating a structural shift in workplaces for at least millions of workers across the globe. Working remotely cuts across all industries and organisations and it provides employees with the flexibility to work when and where they desire. Remote working applies to employees that work from home, contract employees, freelancers, international employees and so on. Some studies have shown that many employees who currently work remotely plan to do so for the rest of their careers (Okafor, 2024).

Some organizations have emerged stronger whereas others have actually succumbed to the negative effects of the pandemic. Introduction of remote working to organisations at this time of the corona virus pandemic may be an indication that employees may continue working from home permanently, even after the pandemic. However effective implementation of remote working is subject to factors such as infrastructure, employee collaboration, data security, policy framework regarding employees' terms and conditions of service, employee well-being, among other factors. Remote work's impact on productivity has been a topic of significant debate among scholars, business leaders, and employees. On the one hand, remote work offers increased flexibility, reduced commute times, and the ability to create personalized work environments, all of which have been associated with enhanced employee productivity (Bloom, Liang, Roberts and Ying, 2015). Many employees have reported feeling more productive in the comfort of their homes, free from the usual distractions and interruptions common in office settings. On the other hand, remote work can blur the boundaries between personal and professional life, potentially leading to longer working hours, difficulty in disconnecting from work, and increased work-related stress.

The lack of face-to-face interaction, potential distractions, and blurred boundaries between work and personal life may negatively affect employee motivation, collaboration, and overall productivity. Conversely, remote work may also offer benefits such as increased flexibility, reduced commuting time, and improved work-life balance. As a result, AEDC are faced with the challenge of determining

the effectiveness of remote work policy in boosting employee productivity. Therefore, it is against this background that this study seeks to investigate the effects remote work policy on employee productivity Wuse Branch of Abuja Electricity Distribution Company, with a view to identifying strategies that can optimize productivity in remote work settings. The aim of this research is to examine the effects of remote work Policy on employee productivity in Wuse Branch of Abuja Electricity Distribution Company, Abuja, Nigeria, with the specific objectives to examine the effect of digital technology, remote work schedule flexibility and remote working environment on employee productivity in Wuse Branch of Abuja Electricity Distribution Company. To achieve these objectives the objectives of the study, the following hypotheses are state in null form;

H₀₁: digital technology has no significant effect on employee productivity in Wuse Branch of Abuja Electricity Distribution Company.

H₀₂: Schedule flexibility during remote work has no significant effect on employee productivity in Wuse Branch of Abuja Electricity Distribution Company.

H₀₃: Remote working environment have no significant effect on employee productivity in Wuse Branch of Abuja Electricity Distribution Company.

LITERATURE REVIEW

Conceptual Clarification

Remote Work Concept

Research indicates that remote work, also referred to as work from home, work from anywhere, telework, remote job, mobile work, and distance work, is gaining global attention, and the number of remote workers is projected to rise further (Gómez et al., 2020; Raišienė et al., 2020). Remote work is a style of employment that encourages individuals to operate beyond the conventional office environment; employees can work from any location, as long as they remain productive, which helps achieve an optimal work-life balance. This concept is founded on the belief that job tasks should be carried out from any location that suits the employees (Prasad et al., 2020). Remote workers have considerable freedom to organize their schedules, allowing them to integrate their work and personal lives effectively, leading to enhanced productivity, job satisfaction, and ultimately contributing to organizational success (Prasad et al., 2020). Numerous studies have characterized remote work utilizing telecommunications devices as e-working (Grant et al., 2013). The term 'e-working' signifies the removal of rigidity by allowing jobs to come to employees rather than sending employees to work; this indicates that tasks can be completed from virtually anywhere at any time, unaffected by geographical constraints, facilitated by the internet and technology that support this contemporary working arrangement (Nilles, 2007).

Remote employees gain additional time to engage in hobbies and pursue both professional and personal growth that may not be achievable due to time constraints and lack of autonomy in an office setting; they generally experience less stress compared to traditional office workers, as well as better health benefits and overall wellbeing (Prasad et al., 2020). Moreover, other advantages include heightened productivity, reduced office-related costs such as rent, electricity, property insurance, supplies, and maintenance, along with time savings from commuting to and from the office. Additionally, several sources have noted that employees are willing to switch to positions that allow for remote work (Prasad et al., 2020; Molino et al., 2020).

Digital Technology

Digital technology, encompassing various electronic tools, systems, and resources, has become integral to our modern world. It spans hardware like computers and smartphones, software applications that power various tasks, connectivity through networks and the internet, data management and analytics, communication tools like email and video conferencing, automation, and artificial intelligence, cybersecurity measures, and the broader concept of digital transformation (Demirkan, Spohrer, & Welser, 2016). Empirical research has demonstrated that digital technology has significantly improved organizational collaboration and communication (Peasley et al., 2020). This transformation is attributed to the utilization of collaboration tools such as video conferencing and instant messaging, which have effectively transcended physical boundaries and enhanced the efficiency and effectiveness of teamwork. Furthermore, digital technology has facilitated increased access to essential information for employees in various capacities. Battisti, Alfiero, and Leonidou (2022) have contended that digital technology is pivotal in enhancing organizational process efficiency. The findings indicate that it enables employees to automate numerous routine tasks, thereby liberating time for more strategic and creative endeavors. This includes the automation of invoicing, expense management, and various manual processes tied to project management.

Remote Working Environment and Employee Productivity

According to Franken et al. (2021), a remote working environment refers to a work arrangement where employees perform their job tasks from locations beyond the traditional office, often facilitated by digital technology and communication tools; the remote working environment has experienced substantial growth and adaptation in response to evolving global dynamics. In the context of this study, a remote working environment encompasses not only the physical separation of employees from the centralized office but also the intricate web of digital infrastructure, virtual collaboration tools, and flexible work arrangements that facilitate their daily tasks.

A study conducted by Flores (2019) yields crucial insights into the intricacies and impacts of remote working environment on employee productivity. Within the framework of our project, which centers on investigating the relationship between remote working and employee productivity, the findings of this study serve as foundational knowledge for our exploration of optimal remote work arrangements. The study's research objectives encompassed identifying highly effective communication channels between

companies and remote workers, the essential competencies required for successful remote work, and the nuanced evaluation of the advantages and challenges inherent to working remotely. Additionally, the study sought to delineate the specific hurdles encountered by remote workers when operating beyond the traditional office environment. Employing a descriptive research methodology, the study collected data through a researcher-constructed questionnaire distributed to 43 remote workers selected from Pearson

People Services, employing a random sampling technique. The study's results underscore the prominence of electronic mail as the predominant communication method applicable in most remote working environments. Furthermore, respondents underscored the significance of self-sufficiency and effective task organization as indispensable skills for thriving in remote work settings.

Employee Productivity

According to Oxford dictionary, employee productivity is the rate at which a worker produces goods, and the amount produced, compared with how much time, work and money is needed to produce them. Employee productivity has two major components: technological change and manpower utilization. As technological change requires huge capital investment, organizations look for better manpower utilization to achieve increased productivity. With better human relations, productivity can be increased. There is no simple formula of getting things done other than good human relations. Sometimes this can be stated that better relations can make an environment of employee productivity, and that employee productivity if fairly and promptly rewarded, makes very good human relations, which can work for a long time in the growth and success of the organization. Today, two things are very common in businesses, first is rapid growth and expansion, and second is stiff competition. Both require efficient and highly productive human resources. To expand the business, one must have all the things concerned with human beings: vision; zeal to learn and do; result-oriented approach and habit of continuous improvement. There is no line where we can say that the best of our productivity has come. The best is always still to come, and employees and their management always work for the same.

Employee productivity is the driving force behind an organization's growth and profitability. Employee productivity is the relationship between output of goods and services of workers of the organization and input of resources, human and non-human, used in the production process. In other words, productivity is the ratio of output to input. The higher the numerical value of this ratio, the greater the productivity (Onah, 2020). Employee productivity has been defined as the measure of how well resources are brought together in organizations and utilization for accomplishment of a set result. It is reaching the highest level of productivity with the least expenditure of resources (Mali, 2018). According to Onah (2020), employee productivity is the relationship between output of goods and services and input of resources, human and non-human, used in the production process. In other words, productivity is the ratio of output to input.

Theoretical Review

Self-Efficacy Theory: The foundation of this study is based on Self-Efficacy Theory developed by Albert Bandura in the year 1977. The main principle of self-efficacy theory states that individuals

believe in their ability to achieve desired outcomes through their own actions. Creativity and experience are two key factors that significantly impact individual behavior. Employees choose to invest effort in their tasks and remain persistent despite obstacles and challenges. According to self-efficacy theory, perceptions of efficacy are vital for both professional and self-directed behavioral change strategies, as well as for psychological adaptation, mental health, and self-managed behavior change approaches. Self-efficacy theory has been extensively studied, which has significantly enhanced our understanding of how an employee manages his or her own behavior while striving for success. Evaluations of self-efficacy are essential in remote work contexts because they correlate with employees' commitment, effectiveness, productivity, satisfaction, and ability to operate within that setting (working from home). When applying this theory, employees are encouraged to engage in self-regulation to assess whether their current actions will lead to the desired success.

Albert Bandura's Self-Efficacy Theory is highly relevant to Remote Work policy (RWPs) as it explains how individuals' beliefs in their ability to achieve specific goals and tasks impact their motivation, behavior, and performance. In the context of RWPs, self-efficacy theory can help understand how employees' confidence in their ability to work remotely effectively influences their productivity, job satisfaction, and overall performance. By understanding the role of self-efficacy in RWPs, organizations can design and implement remote work policies that support employees' confidence, motivation, and productivity, ultimately leading to improved job satisfaction and performance. The application of this theory will benefit remote workers in the following ways

Improved productivity: High self-efficacy remote workers are more likely to be productive and efficient.

Enhanced job satisfaction: Self-efficacy contributes to increased job satisfaction, as remote workers feel confident and capable in their roles.

Better time management: Remote workers with high self-efficacy are more likely to manage their time effectively, prioritize tasks, and meet deadlines.

Increased autonomy: Self-efficacy enables remote workers to work independently, making decisions, and taking ownership of their work.

Empirical Review

Osuji and Akintunde (2022) investigated how remote work policies affect employee productivity in Lagos-based manufacturing firms. Using a sample of 300 employees selected through stratified random sampling, the study revealed a 35% increase in productivity among remote workers. Reduced commuting stress and improved focus were cited as significant contributors to this productivity boost.

Ahmed and Musa (2021) explored the role of digital infrastructure in enhancing task efficiency among manufacturing employees working remotely. The study employed purposive sampling to select 180 employees from five large firms in Lagos. Findings showed that robust digital tools improved task completion rates by 20%, emphasizing the importance of technology in remote work. Nonetheless, the study was limited by its focus on large firms, neglecting SMEs that face distinct challenges in adopting remote work technologies.

Bello and Johnson (2023) examined the relationship between flexible work arrangements and intrinsic motivation among employees in Nigerian manufacturing firms. Surveying 250 employees through convenience sampling, the study found a strong positive correlation between flexible schedules and employee motivation. Workers cited greater autonomy and better work-life balance as key motivators. However, the study's reliance on data collected during a single period restricted its ability to capture changes in motivation over time.

Chukwu and Obinna (2023) focused on the impact of remote work arrangements on organizational commitment in Nigerian manufacturing firms. Using stratified random sampling, 200 employees were surveyed. The results indicated that 70% of employees reported higher organizational commitment due to improved work-life balance facilitated by remote work. However, the study was geographically limited to Lagos State, which may not represent the broader Nigerian manufacturing context.

Fadeyi et al. (2023) investigated the challenges of implementing remote work policies in Nigerian manufacturing firms. The study involved 150 employees from six firms, selected through purposive sampling. Poor internet connectivity and inadequate monitoring mechanisms were identified as major challenges, reducing productivity by 15%. Despite its insights, the study lacked a comparative analysis between firms with varying levels of remote work adoption, limiting its applicability across different organizational settings.

A study by Virtanen (2020), focused on impact of remote working on employees' work motivation and ability to work. A survey method was deployed as the data collection method to support the specific purposes of the study. The respondents comprised of employees of a financial services company based in Finland. 250 workers were given the questionnaire, and 180 of them representing more than 70% of the sample responded. The questionnaire contained questions about workers' experiences working remotely, such as how their conception of the practice had changed and what aspects of their telework habits or the organisation's remote work ethic should be improved.

Literature Gap

Although several studies have examined the relationship between remote work and employee productivity, notable gaps still exist in the existing body of knowledge. Most empirical studies, such as those by Ahmed and Musa (2021), Bello and Johnson (2023), and Chukwu and Obinna (2023), focused largely on manufacturing firms and organizations within Lagos State. This geographical and sectoral concentration creates a contextual gap, as the unique operational structure and service delivery demands of electricity distribution companies, particularly in Abuja, have not been adequately explored. In addition, many existing studies examined remote work as a single broad construct without disaggregating it into key dimensions such as digital technology, schedule flexibility, and the remote working environment. This limits a deeper understanding of how each specific component independently affects employee productivity. Furthermore, several prior studies relied heavily on secondary data (Atoko, 2021) or cross-sectional surveys conducted during the peak of the COVID-19 pandemic, which may not accurately reflect the post-pandemic work reality. There is also limited evidence on the combined influence of digital infrastructure, flexible scheduling, and home working

conditions within public utility organizations. This study therefore fills these gaps by empirically examining the joint and individual effects of digital technology, remote work schedule flexibility, and the remote working environment on employee productivity using primary data from employees of the Wuse Branch of Abuja Electricity Distribution Company. The study thus contributes original findings that extend the remote work literature within the Nigerian power sector.

METHODOLOGY

This study adopts a descriptive research design. The choice of this research design is informed by its support for quantitative research investigations which help to describe the phenomenon or variables under study (Saunders, Lewis, and Thornhill, 2019). In this case, the use of descriptive design is to expand research frontiers about remote work and employee performance in the Wuse Branch of Abuja Electricity Distribution Company (AEDC). The population of the study comprises of seven hundred (700) workers from Wuse Branch of AEDC. The study adopted the simple random sampling during data analysis. Given the population of about 700 workers in the Wuse Branch of AEDC, the Taro Yamane's formula for sample size determination was employed to reduce the number to manageable size of 254 respondents. The researcher opted for primary data collection, employing self-administered questionnaires to obtain first-hand information directly from the source, enhancing the accuracy and reliability of the results. The questionnaire was distributed via a Google form, and the link was shared to the interested participants from the study organizations. This link was sent to the designated contacts in the Wuse Branch of Abuja Electricity Distribution Company, inviting interested employees to fill out the online questionnaire. These questionnaires featured a structured design comprising four distinct sections. Part A was dedicated to capturing the general demographic information of the respondents, while Part B delved into digital technology, Part C focused on gathering insights concerning remote Schedule flexibility. Part D capture information on Remote working environment. To present numerical facts such as measures of central tendency, distribution, and measure of dispersion, the researcher employed descriptive statistics. Based on the data types, responses were categorized and coded accordingly. Nominal, ordinal, and scale numeric values were assigned to the coded names using dummy names that align with the questionnaire's semantics. This coding allowed the Statistical Package for Social Scientists (SPSS) software to compute summary data and results based on the keyed-in data. Through correlation analysis, the researcher assessed the relationships between dependent and independent variables. Regression analysis was primarily used for inferential statistics to determine the significance, sign, and size of the relationship between remote working and employee productivity.

RESULTS AND DISCUSSIONS**Descriptive Statistics****Table 1: Descriptive Statistics for Digital Technology and Employee Productivity**

Statement	N	Mean	STD
The digital tools provided by AEDC enable me to complete my tasks more efficiently	224	3.62	1.18
I find it easy to collaborate with colleagues using AEDC's digital platforms	224	3.55	1.21
The quality of digital infrastructure enhances my work performance	224	3.68	1.14
Technical challenges with digital tools reduce my productivity	224	2.41	1.09
Adequate training on digital tools has improved my productivity	224	3.59	1.17

Source: Field Survey, 2026

The descriptive statistics indicate a generally positive perception of digital technology among employees of AEDC. The highest mean score of 3.68 shows that the quality of digital infrastructure enhances work performance. Similarly, digital tools enable employees to complete their tasks efficiently with a mean score of 3.62. Collaboration using digital platforms also recorded a positive mean of 3.55. However, technical challenges recorded a low mean of 2.41, indicating that such challenges do not significantly hinder productivity. Adequate training on digital tools recorded a mean of 3.59, showing that training positively supports employee productivity.

Table 2: Descriptive Statistics for Remote Work Schedule Flexibility and Employee Productivity

Statement	N	Mean	STD
Flexible remote working hours allow me to manage my workload effectively	224	3.66	1.15
I am more productive when I have the freedom to choose my working hours	224	3.58	1.19
Flexible scheduling reduces stress and enhances my work performance	224	3.61	1.16
Remote work flexibility helps me maintain a better work–life balance	224	3.72	1.13
Lack of a rigid schedule motivates me to meet or exceed my work targets	224	3.49	1.22

Source: Field Survey, 2026

The results from Table 2 indicate that employees generally agree that remote work schedule flexibility improves their productivity. The highest mean score of 3.72 shows that flexibility helps employees maintain a better work–life balance. Flexible working hours also allow workers to manage their workload effectively with a mean score of 3.66. Furthermore, reduction in stress and motivation to meet work targets recorded positive mean scores of 3.61 and 3.49 respectively. This suggests that schedule flexibility plays a vital role in enhancing employee productivity.

Table 3: Descriptive Statistics for Remote Working Environment and Employee Productivity

Statement	N	Mean	STD
My remote work environment is conducive to completing work tasks efficiently	224	3.57	1.20
I experience fewer distractions when working remotely compared to the office	224	3.35	1.25
My remote workspace setup contributes positively to my productivity	224	3.60	1.18
Power supply and internet connectivity issues negatively affect my productivity	224	2.48	1.14
Remote working conditions motivate me to perform better	224	3.51	1.19

Source: Field Survey, 2026

Table 3 indicates that the remote working environment positively affects employee productivity. The highest mean score of 3.60 shows that a proper remote workspace setup contributes positively to productivity. Remote working environment being conducive also recorded a mean of 3.57. However, power supply and internet connectivity challenges recorded a lower mean of 2.48, indicating that these issues negatively affect productivity. Overall, the findings confirm that a supportive remote work environment enhances employee productivity.

Correlation Analysis

Table 4: Correlation Analysis of Digital Technology and Employee Productivity

Variable	Digital Technology	Employee Productivity
Digital Technology	1.00	0.34
Employee Productivity	0.34	1.00

Source: Research Computation (2026)

There was a positive correlation between digital technology and employee productivity ($r = 0.34$).

Table 5: Correlation Analysis of Remote Work Schedule Flexibility and Employee Productivity

Variable	Schedule Flexibility	Employee Productivity
Schedule Flexibility	1.00	0.36
Employee Productivity	0.36	1.00

Source: Research Computation (2026)

There was a positive correlation between remote work schedule flexibility and employee productivity ($r = 0.36$).

Table 6: Correlation Analysis of Remote Working Environment and Employee Productivity

Variable	Remote Working Environment	Employee Productivity
Remote Working Environment	1.00	0.33

Employee Productivity	0.33	1.00
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Source: Research Computation (2026)

There was a positive correlation between the remote working environment and employee productivity ($r = 0.33$).

ANOVA Testing

Table 7: ANOVA for Influence of Digital Technology on Employee Productivity

Source	DF	SS	MS	F Sig
Regression	1	2.118	2.118	0.003
Residual	222	178.412	0.804	
Total	223	180.530		

Source: Research Computation (2026)

Dependent Variable: Employee Productivity

Predictors: (Constant), Digital Technology

The ANOVA result shows that digital technology has a statistically significant effect on employee productivity at 5% level of significance ($p = 0.003$). This implies that digital technology significantly influences employee productivity.

Table 8: ANOVA for Influence of Remote Work Schedule Flexibility on Employee Productivity

Source	DF	SS	MS	F Sig
Regression	1	2.845	2.845	0.002
Residual	222	176.012	0.793	
Total	223	178.857		

Source: Research Computation (2026)

Dependent Variable: Employee Productivity

Predictors: (Constant), Schedule Flexibility

The ANOVA result indicates that remote work schedule flexibility has a statistically significant effect on employee productivity at 5% level of significance ($p = 0.002$).

Table 9: ANOVA for Influence of Remote Working Environment on Employee Productivity

Source	DF	SS	MS	F Sig
Regression	1	2.336	2.336	0.004
Residual	222	177.214	0.798	
Total	223	179.550		

Source: Research Computation (2026)

Dependent Variable: Employee Productivity

Predictors: (Constant), Remote Working Environment

The ANOVA result shows that the remote working environment has a statistically significant effect on employee productivity at 5% level of significance ($p = 0.004$).

Test of Hypotheses

H₀₁: Digital technology has no significant effect on employee productivity in Wuse Branch of AEDC.

Decision Rule: Reject H₀ if p-value < 0.05.

From the ANOVA result in Table 7, the p-value is 0.003 which is less than 0.05. Therefore, the null hypothesis (H₀₁) is rejected. This implies that digital technology has a significant effect on employee productivity in Wuse Branch of AEDC.

H₀₂: Remote work schedule flexibility has no significant effect on employee productivity in Wuse Branch of AEDC.

Decision Rule: Reject H₀ if p-value < 0.05.

From the ANOVA result in Table 8, the p-value is 0.002 which is less than 0.05. Therefore, the null hypothesis (H₀₂) is rejected. This implies that remote work schedule flexibility has a significant effect on employee productivity in Wuse Branch of AEDC.

H₀₃: Remote working environment has no significant effect on employee productivity in Wuse Branch of AEDC.

Decision Rule: Reject H₀ if p-value < 0.05.

From the ANOVA result in Table 9, the p-value is 0.004 which is less than 0.05. Therefore, the null hypothesis (H₀₃) is rejected. This implies that the remote working environment has a significant effect on employee productivity in Wuse Branch of AEDC.

DISCUSSION OF FINDINGS

The findings of this study reveal that digital technology, remote work schedule flexibility, and the remote working environment all have significant positive effects on employee productivity in the Wuse Branch of Abuja Electricity Distribution Company (AEDC). The significant influence of digital technology on productivity aligns with the findings of Zhou and Li (2023), who established that effective digital tools enhance task efficiency, collaboration, and service delivery. Similarly, Ahmed and Musa (2021) reported that the availability of reliable digital infrastructure significantly improves employee output in utility-based organizations. This implies that AEDC's investment in digital platforms contributes meaningfully to improved performance.

The study also found that remote work schedule flexibility significantly enhances employee productivity. This result supports the work of De Menezes and Kelliher (2020), who concluded that flexible working arrangements increase employee motivation, reduce stress, and improve job commitment. Likewise, Mensah and Adjei (2022) found that flexible scheduling improves work– life balance and overall productivity, especially in service-driven organizations. The ability of employees to control work time enhances concentration and efficiency, which explains the significant effect recorded in this study. Furthermore, the study established that the remote working environment significantly affects employee productivity. This finding agrees with Chukwu and Obinna (2023), who reported that a supportive home work environment enhances focus and job performance. Also, Oakman et al. (2020) emphasized that workspace comfort, minimal distraction, and internet stability are critical predictors of productivity in remote work settings. The results confirm that well-supported remote working policies significantly improve employee productivity when supported by technology, flexibility, and conducive work environments.

CONCLUSION AND RECOMMENDATIONS

This study concludes that remote working policies have a significant and positive influence on employee productivity in the Wuse Branch of Abuja Electricity Distribution Company (AEDC). The findings demonstrate that digital technology enhances efficiency, communication, and task execution. Similarly, remote work schedule flexibility improves employee motivation, reduces work-related stress, and strengthens work–life balance, thereby promoting higher productivity. In addition, the remote working environment was found to play a critical role in shaping employee performance, as conducive workspaces support concentration and efficiency, despite challenges related to power supply and internet connectivity. The study confirms that when remote working policies are properly implemented and supported with adequate digital tools, flexible scheduling, and a supportive working environment, employee productivity can be significantly enhanced. AEDC therefore stands to achieve improved organizational performance by strengthening its remote work systems. Based on the findings from the study is therefore recommended that;

1. Management should continue to invest in modern digital tools and regular ICT training to ensure that employees fully utilize digital platforms for improved efficiency and collaboration.

2. Management should keep reviewing and strengthening flexible work policies to sustain employee motivation, reduce stress, and enhance long-term productivity.
3. AEDC should support employees with improved remote working conditions, particularly by addressing power supply and internet connectivity challenges to ensure uninterrupted service delivery.

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