

# TABLE OF CONTENTS

Content	Page No.
Abstract	i-viii
Declaration	ix
Certificate	x
Acknowledgement	xi-xii
Table of contents	xiii-xvi
List of tables	xvii-xviii
List of figures	xix
List of Abbreviation	xx
<b>Chapter-I</b>	<b>1-10</b>
<b>Introduction</b>	
1.1 Background	1
1.2 Definition and Concepts	3
1.2.1 Remote Work	3
1.2.2 Work-Life Balance	4
1.2.3 Work-Life Balance of Women in Remote Working	5
1.2.4 Virtual Team Management and e- leadership	6
1.3 Motivation for the Study	8
1.4 Chapter Sequence	9
<b>Chapter-II</b>	<b>11-16</b>
<b>Industrial Overview</b>	
2.1 Indian Information Technology/Information Technology Enabled Services Sector and Remote Working	11
2.2 Women in the Workforce	14
<b>Chapter-III</b>	<b>17-38</b>
<b>Review of Literature</b>	
3.1 History and Evolution of Remote Work	18
3.2 Remote Working - The process and outcomes	20
3.3 Work Life Balance in Remote Working	21
3.4 Remote Working Dimensions Predicting Work Life Balance	24

3.4.1a	Trust	24
3.4.1b	Flexibility	26
3.4.2	E-Wellbeing	27
3.4.3	Effectiveness/Productivity	29
3.5	Digital Technologies	31
3.6	Remote Workforce/ Virtual Management	32
3.7	Remote Working/Management (Trends & Developments)	34
3.8	Understanding the Literature	35
3.9	Statement of Problem	37
3.10	Research Gap	37
<b>Chapter-IV</b>		<b>39-58</b>
<b>Research Methodology</b>		
4.1	Need of the Study	39
4.2	Objectives of the Study	40
4.3	Scope of the Study	41
4.4	Research Design	43
4.4.1	Sampling Design	44
4.4.2	Sample Size	46
4.4.3	Final sample size	47
4.5	Research Instrument	47
4.6	Data Collection Process	50
4.6.1	Response Rate	51
4.7	Parametric tests	51
4.8	Analytical Tools and Technique	51
4.9	Method for Qualitative Study (Objective 3)	54
4.10	Qualitative Tools and Techniques	56
4.11	Research Ethics and Confidentiality of Data	57
4.12	Summary	57
<b>Chapter-V</b>		<b>59-69</b>
<b>Profile of Respondents</b>		
5.1	Organisational location of the non-managerial women employees	59
5.2	Age of the non- managerial women employees	60

5.3	Marital Status of the non- managerial women employees	61
5.4	Educational Background of the non-managerial women employees	62
5.5	Department of the non-managerial women employees	63
5.6	Employment status of the non-managerial women employees	65
5.7	Preferred base to carry on remote working	66
5.8	Devices for working remotely	67
5.9	Demographics for objective three (Qualitative)	68
<b>Chapter-VI</b>		<b>70-95</b>
<b>Analysis</b>		
6.1	Quantitative Objectives (1, 1a and 2)	70
6.2	Reliability Statistics	71
6.3	Validity	71
6.4	Results of Correlation Analysis	72
6.5	Results of Regression Analysis	75
6.6	Independent samples t-test	79
6.7	One way ANOVA	85
6.8	Objective 2	88
6.8.1	Moderation analysis using Hayes Process Macro	89
6.9	Objective 3 introducing qualitative analysis	92
6.9.1	Evaluation Criteria	93
6.9.2	Data Collection and Analysis Process	93
<b>Chapter-VII</b>		<b>96-136</b>
<b>Findings and Discussion</b>		
7.1	Results from quantitative findings (objective 1,1a and 2)	97
7.2	Moderation Analysis	102
7.3	Discussing the findings of objective 1, 1a and 2	103
7.4	Qualitative findings on remote/virtual workforce management	107
7.5	Discussing the qualitative findings for objective 3	126
7.6	From the Researchers Lens (Observations)	131
7.6.1	The Journey of Working Women	132
7.6.2	Policies to get back Women at Work (WAW)	134

<b>Chapter-VIII</b>	<b>137-145</b>
<b>Conclusion</b>	
8.1 Contribution	137
8.2 Implications and Recommendation	139
8.3 Limitations of the study	142
8.4 Future research prospects	143
8.5 Summarising the study	144
<b>References</b>	<b>146-185</b>
<b>Annexures</b>	
<b>List of Publications</b>	