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**BEYOND THE OFFICE: PROFILES AND EXPERIENCES OF REMOTE
WORK PROFESSIONALS****Abstract:**

The modern workforce is undergoing a significant transformation driven by the widespread adoption of remote and hybrid work models. This study investigates the preferences, experiences, and impacts of remote work on engagement and relationships with colleagues among professionals. Drawing on a quantitative methodology, data were collected through an online questionnaire survey from 211 participants between January and March 2024. The findings reveal a strong preference for remote work, particularly among younger generations, highlighting a growing desire for autonomy, flexibility, and work-life balance. While a substantial proportion of participants reported positive impacts of remote work on relationships with colleagues and engagement, challenges such as communication difficulties and feelings of isolation were also identified. Sociodemographic factors, including age, nationality, and current work model, were found to influence preferences for remote work and perceptions of engagement. The study underscores the importance of proactive measures to address challenges and foster a supportive remote work culture, emphasizing the need for communication, collaboration, and employee well-being initiatives. Overall, remote and hybrid work models offer undeniable advantages, but organizations must prioritize strategies to optimize their implementation and ensure the sustained engagement of their workforce in a rapidly evolving work landscape.

Keywords:

new working models; remote work; hybrid work; engagement; professionals' profile; work relationships

JEL Classification: C12, J23, J29