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## **THE IMPACT OF REMOTE WORK FORMATS ON EMPLOYEE PRODUCTIVITY IN THE IT-SECTOR**

### **Влияние удаленного формата работы на продуктивность сотрудника в IT-сфере**

The aim of the research is to study the features of the remote work format and identify its impact on employee productivity in the IT sector by conducting a survey among industry specialists.

The growing popularity of remote work in the IT industry is driven by technological advancements, the forced experience of the COVID-19 pandemic, which proved the effectiveness of this format, and the pursuit of work-life balance. Key characteristics of remote work include significant reliance on digital communication tools (video conferencing, project management platforms), flexible work schedules, the removal of geographical restrictions in hiring, and high demands on employee self-discipline and time management.

To empirically identify the impact of the remote format on productivity, a survey was conducted among 16 IT specialists (8 managers and 8 technical specialists). The results showed that 75 % of respondents have been working remotely for more than a year, and 62.5 % do so daily. Just over half of the respondents (56.3 %) believe that the work format affects productivity. Furthermore, 43.8 % of respondents indicated that productivity increases due to a comfortable and quiet environment, the absence of office distractions, and a more flexible schedule. 37.5 % noted that productivity depends on the employee themselves, their self-organization, motivation, and team relations, rather than the work format. Only 18.8 % reported a decrease in productivity due to distractions in their personal lives and the relaxing environment outside the office. When evaluating their own productivity on a 5-point scale, 25 % rated it 5 points, 50 % – 4 points, and 25 % – 3 points, indicating satisfactory to high performance levels [1].

The main advantages of remote work cited by respondents include schedule flexibility, the ability to work from anywhere in the world, no time wasted commuting, and increased productivity. The disadvantages highlighted were the difficulty in separating work from personal life, the lack of personal communication with colleagues, and challenges in maintaining corporate culture. Importantly, 78 % of survey participants plan to continue working remotely, indicating their satisfaction [2].

Global research (Buffer, Stanford University) confirms a general trend: the productivity of remote workers in IT can increase (a Stanford study showed a 13 % increase), as can their job satisfaction. However, risks also exist: reduced creativity,

communication and training challenges, and feelings of loneliness (according to Owl Labs, 20 % of remote workers suffer from loneliness) [3].

In conclusion, while remote work boosts productivity, it requires addressing communication, corporate culture, and employee well-being. Successful implementation depends on reliable digital infrastructure, effective communication strategies, and managerial support. Fostering trust and accountability allows companies to leverage remote work's advantages for future growth.

### References

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## **THE IMPACT OF DIGITAL INNOVATIONS AND DECENTRALIZED SYSTEMS ON THE MODERN ECONOMY AND THE NATURE OF MONEY**

### **Влияние цифровых инноваций и децентрализованных систем на современную экономику и природу денег**

In the 21st century, the advancement of digital technologies and decentralized systems has emerged as a major catalyst for worldwide economic change. Innovations in blockchain, artificial intelligence, and financial technology are redefining conventional concepts of money, finance, and value exchange. By implementing these technologies, businesses and consumers can engage directly with one another, reducing reliance on intermediaries and enhancing transparency in financial operations.

This study aims to examine how technological innovations influence the structure of today's economy and to assess the role of decentralized systems in transforming both the nature and perception of money. The relevance of this topic stems from the fact that digital transformation now extends beyond technological development, becoming a decisive factor in determining the competitiveness and stability of entire economies.