

# A STATA-BASED STUDY OF REMOTE WORK FLEXIBILITY AND EMPLOYEE COMMITMENT IN UK CORPORATES

## 1. Introduction and Rationale

As hybrid work becomes standard in UK organizations, understanding its impact on employee commitment is crucial. While remote work offers flexibility, it may weaken organizational attachment if not well managed. This study explores whether perceived remote work flexibility contributes positively to employee commitment using a **quantitative survey and STATA-based regression model**.

## 2. Research Objectives and Questions

- To evaluate the relationship between remote work flexibility and employee commitment.
- To determine whether demographic factors (e.g., age, job level, tenure) moderate this relationship.
- To assess the role of perceived organizational support as a control variable.

**Research Question:** Does perceived remote work flexibility positively influence employee commitment in UK organizations?

## 3. Survey Design and Sample

- **Target Group:** Full-time employees working in hybrid or remote setups in UK-based service and tech companies
- **Sample Size:** 200 respondents (surveyed via Google Forms and LinkedIn)
- **Questionnaire Components:**
  - Section A: Demographics (age, gender, role level, tenure)
  - Section B: Remote Work Flexibility Scale (based on Allen et al., 2013)
  - Section C: Affective Commitment Scale (based on Meyer & Allen, 1997)
  - Section D: Perceived Organizational Support (control)

## 4. STATA Analysis Plan

### Variables:

- **Dependent:** Employee commitment score (continuous scale: 1–5)
- **Independent:** Remote work flexibility (mean score from 5 items)
- **Control Variables:** Age, gender, job level, tenure, organizational support

### Model:

$$Commitment_i = \alpha + \beta_1 \cdot Flexibility_i + \beta_2 \cdot Controls_i + \epsilon_i$$

### Steps in STATA:

1. Data import (import excel, destring, gen, label)
2. Reliability check (alpha)
3. Correlation analysis (pwcorr)
4. OLS regression (reg commitment flexibility controls)
5. Heteroskedasticity check (estat hettest)

## 5. Simulated Results (STATA Output Interpretation)

Variable	Coefficient	Std. Error	p-value
Remote Flexibility	+0.287	0.072	0.000
Organizational Support	+0.215	0.061	0.001
Age	+0.017	0.010	0.087
Job Level	+0.112	0.038	0.005

- Adjusted  $R^2 = 0.41$
- **Remote work flexibility has a positive, statistically significant effect** on employee commitment.
- Organizational support and job level are also important predictors.

## 6. Conclusion and Interpretation

The results show that **remote work flexibility significantly enhances employee commitment**, especially when accompanied by strong organizational support. Senior employees appear more committed, suggesting tenure and experience strengthen remote work outcomes.

## 7. Report Structure

1. Abstract
2. Introduction
3. Literature Review
4. Methodology
5. Survey Design
6. STATA Results and Interpretation
7. Discussion
8. Conclusion and Recommendations
9. References
10. Appendix (Survey instrument, STATA outputs)

## 8. Academic and Corporate Relevance

- **Academic:** Ideal for dissertations in human resource management, organizational psychology, or remote work research.
- **Corporate:** Informs HR strategy and hybrid work policy design for UK-based organizations.