

One of the topics that has brought the attention in the area of human resource management is remote working that comes from the concept of flexible working. To determine the interrelationship among variables, correlation matrix, Pearson Correlation and regression analysis will be used. On the other hand, the Ministry of Commerce and Industry (MOCI) under the leadership of Minister Dr. Ali Bin Masoud Al-Sunaidy has issued a ministerial decision no. 157/2017 that contains the guiding principles through the program called "Remote Work through the Invest Easy Portal" with the objective of increasing productivity of the Ministry staff (Oman Daily Observer, 2018). Other than this information, there was no evidence on the formal implementation of remote working in companies throughout the Sultanate of Oman. Because of the possibilities of embracing this concept in Oman, conducting the study on this topic is deemed relevant and timely based on the researcher's observation as many companies are making ways and means to save costs while increasing productivity. This lead to the objective of this study which is to determine the impact of remote working on work-life balance, organizational commitment and employee productivity.

A. Problem Statement: Recently, the country is experiencing economic crises as evidenced by the drop in government revenues from oil hence; it experienced oil price shock. Moreover; fuel subsidies were also reduced by the government since January 2015 that eventually raised the prices of water, electricity and other commodities (The Institute for National Security Studies, 2017). This crisis has led to negative impacts to companies especially in the private sector. In an effort to look for means to survive in the marketplace and competition, companies resort all the means to save costs, stay profitable and productive. One of the ways to attain this company objective is to introduce the concept of remote working where as previously stated, findings have shown that it can increased productivity, employee and organizational performance and at the same time save in costs. In Oman, perhaps remote working practices were already applied but no proper documentation through researches had been done to affirm it importance. Evidence of success were experienced in Europe and United States that could be applied in Oman context considering the recent economic situation. It is therefore a felt need to examine the importance and potential success of remote working considering the companies in Oman that started the implementation of remote working including the Ministry of Commerce and Industry who went through the implementation of "Invest Easy Portal". In various studies, findings revealed that flexible working is becoming a common human resource practice experienced by many countries which have given companies the opportunity to operate with less costs and at the same time provide lots of advantages (CIPD 2012; Matos & Galinsky, 2012; Matos & Galinsky, 2014; Tipping, Chanfreau, Perry & Tait, 2012; Skinner, Hutchinson & Pocock, 2012). In addition, studies have already been conducted to determine the relationship of flexible working on individual and organizational performance, health and well-being and employee attitudes (Ortega, 2009; de Menezes & Kelliher, 2011) however; very few studies examined the impact of remote working on work-life balance, organizational commitment and employee productivity. Modified scaled questionnaires that contains remote working, work-life balance, organizational commitment and employee productivity from different sources are considered the primary data and supported by secondary data from websites, books, journals, and others.

E. Commitment to Academic ethics: In compliance with ethical conduct and procedures implemented in the MBA department of Al-Zahra College for Women, this study follows

protocol from the start of the study until its completion. In European countries for example, policies were formulated to encourage flexible working to all workers as mandated through the European Union policy by promoting job quality wherein employees are given the opportunity to exercise some control over their working arrangements (European Union, 2012). Percentages will be used to analyze the respondents' demographic profile while mean and averages will be applied to determine the level of satisfaction of remote working in relation to work-life balance, organizational commitment and employee productivity. A number of studies have found a relationship between flexible working and organizational commitment (Chow & Keng-Howe, 2006; Gajendran & Harrison, 2007; Kelly & Moen, 2007). Considering the nature of the research, descriptive survey is used in line with deductive reasoning where the data are analyzed statistically to generate specific findings from general information gathered. This trend has been growing and has become an alarming issue that many employers have come to think of it. Consequently, many ideas have been solicited regarding working at home to be practical as it saves your time, money and effort of travelling on daily basis (Peeters, 2014). 2.3.4.2.3.4.H2