
Real-Time Activity Monitoring for Work Efficiency of Remote Independent Contractors in Consumer Fusion

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Abstract. This study explores the impact of real-time feedback and monitoring tools on the efficiency of remote independent contractors at Consumer Fusion. A pre-intervention survey revealed that contractors faced challenges in time management, focus, and task prioritization, primarily due to the lack of real-time feedback. The study aimed to assess contractors' knowledge of these tools, their efficiency, and the relationship between these factors while developing a management plan. A quantitative action research design was used, with 100 remote contractors from the Philippines sampled in the pre-intervention phase and 31 in the post-intervention phase. A self-made questionnaire assessed knowledge of the system, while an adapted questionnaire measured efficiency. Descriptive statistics and the Pearson Correlation Coefficient were used for data analysis. Results indicated that respondents had strong knowledge of real-time monitoring tools, particularly in organizing daily tasks. They also reported high efficiency, especially in maintaining focus. A moderate positive correlation was found between knowledge of the tool and work efficiency. The study concluded that technological literacy plays a crucial role in optimizing remote work performance. It recommends that organizations provide targeted strategies to enhance remote contractors' focus, persistence, and proactivity through effective use of monitoring tools.

Keywords: real-time activity monitoring, work efficiency

Introduction

Remote work has transformed global business practices, offering flexibility, cost-efficiency, and access to a broader talent pool. However, despite these advantages, the recent shifts in work dynamics have highlighted challenges in maintaining efficiency, particularly for remote independent contractors whose roles require independence and minimal supervision. A recent pre-intervention survey conducted among remote independent contractors underscored these challenges, revealing that the majority of respondents struggle with time management, sustaining focus, and prioritizing tasks in their remote work environments. Alarming, the survey analysis identified the absence of real-time feedback and monitoring tools as the root cause of inefficiency among remote contractors.

According to Haque (2023), the evolving dynamics of remote work demand innovative strategies to ensure productivity and efficiency. The pre-intervention survey results align with this perspective, highlighting the potential of real-time feedback and monitoring tools as a solution. Implementing such tool could resolve these challenges and boost remote contractors' effectiveness.

At Consumer Fusion, a company that relies extensively on a distributed team of remote independent contractors across diverse locations, managing the performance of its operations team poses unique challenges. These contractors operate with a high degree of autonomy, which limits the effectiveness of traditional supervision methods and makes it difficult to maintain consistent oversight. As the company expands, ensuring remote contractors meet performance standards while managing their time and tasks efficiently has become increasingly critical. This demand for accountability and productivity has prompted Consumer Fusion to seek effective solutions to enhance oversight and boost remote workforce efficiency, which is essential for maintaining operations and fostering a productive work environment.

To address these challenges, the current study was conceived to explore how Real-Time Activity Monitoring tools can positively impact work efficiency among remote independent contractors at Consumer Fusion. Specifically, it evaluates how these tools influence task performance, time management, and overall work behavior. With the rapid adoption of feedback and monitoring technologies, it is critical to understand their potential benefits and drawbacks (Yiu et al., 2023), particularly in a setting like Consumer Fusion, where the workforce is not only remote but also composed of contractors with varying degrees of experience and work styles. This study sought to fill this gap by assessing the real-world application of this system in driving productivity and efficiency in a remote work environment. This research examined the impact of Real-Time Activity Monitoring on the efficiency of remote independent contractors, assessing whether these tools enhance performance or introduce negative consequences. The findings are deemed to provide valuable insights for Consumer Fusion and similar organizations, ultimately improving understanding of how monitoring systems can foster a productive remote work environment while preserving contractors' independence and flexibility.

Literature Review

Real-Time Activity Monitoring

Real-Time Activity Monitoring tools have gained prominence with the global increase in remote work, allowing employers to track employee activity, ensure accountability, and optimize productivity (Trivedi & Patel, 2021). Feedback and monitoring tools like ActiveTrak, Teramind, and Veriato provide real-time data on employee behavior, including task duration, application usage, and idle time. This data is crucial for businesses that rely on remote workers, enabling them to maintain oversight and ensure workers are staying productive while working independently (Burbano & Chiles, 2021).

According to Burnett and Lisk (2019), Real-Time Activity Monitoring systems are useful for tracking employee activity and improving worker performance through feedback mechanisms. These tools can alert employees to time-wasting activities or suggest more efficient workflows, leading to better time management and increased productivity. Similarly, Rao et al. (2022) found that organizations using these tools experienced a marked improvement in employee output, with workers having higher efficiency and productivity.

While Real-Time Activity Monitoring tools can significantly boost productivity, they must be implemented carefully to avoid negative consequences, such as worker dissatisfaction or feelings of being overly surveilled (Giacosa et al., 2023). Siegel et al. (2022) point out that excessive monitoring can lead to decreased morale, reduced job satisfaction, and, in some cases, lower productivity. Additionally, Thiel et al. (2022), in an article published in the Harvard Business Review, found that employees under surveillance were significantly more likely to engage in rule-breaking behaviors, such as taking unauthorized breaks, ignoring instructions, and intentionally working at a slower pace. In remote work environments, especially those involving independent contractors, the balance between monitoring and autonomy is crucial to ensuring that monitoring tools are seen as supportive rather than punitive.

Work Efficiency

Work efficiency, defined as the optimal use of time and resources to achieve desired outcomes, is a key concern for organizations, particularly those employing remote workers. The literature suggests that Real-Time Activity Monitoring tools can significantly enhance work efficiency by providing real-time feedback on employee activities and highlighting areas for improvement (Patel et al., 2021). In remote work environments, where traditional supervision is limited, activity monitoring tools bridge autonomy and oversight, allowing workers to self-regulate their performance (Aloisi & De Stefano, 2022).

According to Garro-Abarca et al. (2021) remote work efficiency is influenced by several factors, including the tools and systems available to support workers. Real-time feedback and monitoring tools offer a clear advantage in this regard, as they provide employees with immediate insights into their productivity patterns. Workers can see how their time is spent and make adjustments accordingly, which helps in prioritizing tasks and reducing time spent on non-essential activities (Sherafat et al., 2020).

Several studies highlight the positive impact of activity monitoring tools on work efficiency. Choudhury et al. (2021) found that remote workers who used monitoring tools were more likely to meet deadlines and complete tasks efficiently compared to those who did not use such tools. This is particularly relevant in the context of remote independent contractors, who are expected to manage their own time and workload. The visibility provided by these monitoring tools allows these contractors to self-manage more effectively, ultimately leading to better performance.

In conclusion, the literature reviewed provides strong support for the use of Real-Time Activity Monitoring tools in enhancing the work efficiency of remote independent contractors. These tools offer real-time feedback that helps workers optimize their time and resources, leading to better overall performance. However, the implementation of these tools must be done with care, particularly in remote work environments where worker autonomy is a key factor in maintaining motivation and job satisfaction. For Consumer Fusion, the introduction of these tools could provide valuable insights into contractor performance, helping to address inefficiencies while maintaining trust and autonomy.

Statement of the Problem

This study is primarily designed to determine the influence of Real-Time Activity Monitoring on the work efficiency of the independent contractors of Consumer Fusion. Particularly, this paper sought to answer the following:

1. What is the respondents' level of knowledge on Real-Time Activity Monitoring tool?
2. What is the respondents' level of work efficiency?
3. Is there a significant relationship between the respondents' knowledge on Real-Time Activity Monitoring and work efficiency?
4. Based on the findings of the study, what Project Management Plan can be designed?

Conceptual Framework

The conceptual framework of this research is structured using the Input-Process-Output (IPO) model to investigate the relationship between Real-Time Activity Monitoring and the work efficiency of remote contractors at Consumer Fusion. The IPO model provides a structured approach to analyze how these tools, as the independent variable, influences work efficiency, the dependent variable, enabling a clear, logical flow that informs strategies for productivity enhancement in remote settings. By integrating the IPO model, the research can systematically trace the effects of the activity monitoring tool from its initial implementation to its influence on employees' performance, fostering a deeper understanding of how monitoring tools can optimize efficiency in a virtual environment.

The input phase of the conceptual framework focuses on introducing and implementing Real-Time Activity Monitoring tool in the workplace. This tool is the independent variable in this study, and its integration into the work environment is crucial for establishing its role in influencing work efficiency. This phase emphasizes the preparatory steps needed to integrate the monitoring tool effectively, including the training and onboarding of remote independent contractors to ensure they understand the tool's functions and potential benefits. By introducing the tool, the organization sets the stage for improving task management, accountability, and productivity. This phase is essential as it ensures that remote independent contractors have

access to the monitoring tool, which can significantly impact how they approach their work and manage their time.

The process phase centers on assessing the respondents' knowledge of Real-Time Activity Monitoring tool and their work efficiency. This phase evaluates how familiar remote independent contractors are with the tool functionalities and their ability to utilize the tool effectively in their daily tasks. Additionally, it measures the contractors' work efficiency, which is the dependent variable in this study. The assessment provides insights into how well remote workers perform their tasks in relation to their use of the tool, uncovering the connection between their understanding of the tool and its impact on their overall productivity. Through this phase, the study aims to identify key factors that contribute to improvements in work efficiency driven by the use of the real-time activity monitoring tool.

The output phase of this study results in a project management plan based on the research findings. This plan acts as a guide to improve the work efficiency of remote workers at Consumer Fusion. It uses insights from evaluating employees' knowledge of the Real-Time Activity Monitoring and their efficiency. By analyzing the data, the plan identifies key areas for improvement and suggests specific initiatives, training programs, and measurable goals to help employees boost their productivity. Ultimately, this phase offers a clear roadmap for implementing effective strategies that promote continuous improvement and enhance the organization's success in a remote work setting.

Scope and Limitations

This study focused on evaluating the impact of Real-Time Activity Monitoring tools on the work efficiency of remote independent contractors within the Consumer Fusion. The study examines how contractors' knowledge and use of these tools influence their productivity, task completion rates, and ability to manage time effectively. The independent variable in this research is the contractors' understanding and familiarity with the monitoring system, while the dependent variable is their perceived work efficiency. The scope of this study is limited to remote independent contractors from the Philippines working for Consumer Fusion, and it does not extend to other types of workers or industries. One limitation is that the findings may not be generalizable to other companies or industries with different work environments. Furthermore, the study's reliance on self-reported data for work efficiency introduces the possibility of response bias, and technical issues related to the activity monitoring tool or internet connectivity could affect the results. Despite these limitations, the research aims to provide valuable insights into these tools' role in enhancing remote workforces' efficiency.

Methodology

Research Design

This study employed a quantitative approach, using a descriptive method to investigate the impact of Real-Time Activity Monitoring tools on the efficiency of remote workers at Consumer Fusion. The quantitative descriptive method involved systematically collecting numerical data to evaluate how these tools influence work efficiency. This structured approach facilitated data collection through surveys and questionnaires, which were then quantified and analyzed using statistical techniques. The quantitative approach proved advantageous for this research, as it allowed for the systematic collection and rigorous analysis of numerical data (Romadhon & Susila, 2024). By using standardized measures, the study ensured the reliability and validity of the findings, enhancing the accuracy and consistency in evaluating the effects of the monitoring tools on remote independent contractors' work efficiency.

The descriptive method was crucial in summarizing and interpreting the impact of Real-Time Activity Monitoring tools on work efficiency. As Deckert and Wilson (2023) note,

descriptive research provides insights through observation, portraying phenomena as they naturally occur. In this study, a survey gathered data on remote independent contractors' familiarity with ac and its effects on task performance, contextual performance, and overall efficiency. Descriptive statistics, such as means and standard deviations, were used to analyze and present the results, offering a clear view of the monitoring tool's influence on productivity at Consumer Fusion. This blend of quantitative and descriptive methods highlighted measurable impacts while providing a deeper understanding of the tool's role in shaping work behaviors, making the findings thorough and reliable.

Study Setting

The study was conducted at Consumer Fusion, which serves as the central focus of the research. The company's reliance on a distributed team of remote independent contractors makes it an ideal setting for investigating the impact of Real-Time Activity Monitoring on work efficiency. This research primarily focused on remote contractors based in diverse geographic regions, particularly in the Philippines.

The remote independent contractors at Consumer Fusion operate from various locations. Despite their geographic dispersion, the contractors are managed under a cohesive organizational structure, ensuring a unified task management and performance monitoring approach. This study's emphasis on Consumer Fusion's remote workforce allowed for an in-depth exploration of how the activity monitoring tool can support the company's broader operational goals, particularly in managing work efficiency across a diverse and geographically distributed team.

Study Population and Sampling Technique

This study involved two distinct sets of respondents. In the pre-intervention stage, the respondents were 100 remote independent contractors based in the Philippines. They provided valuable insights into the use of real-time monitoring and feedback in their remote work environments, the challenges they faced while working remotely, and their perceptions of the necessity for Real-Time Activity Monitoring. During the post-intervention stage, the respondents comprised 31 independent contractors from Consumer Fusion who had directly engaged with and utilized the Real-Time Activity Monitoring tool. These respondents were considered end-users of the tool, offering valuable feedback on their knowledge of the tool and its impact on their performance and work efficiency.

In the pre-intervention survey for the research, a convenience sampling technique was employed, involving a sample size of 100 respondents who were remote independent contractors based in the Philippines. This non-probability sampling method was selected due to its practicality, allowing for the quick and efficient collection of data from readily available individuals willing to participate (Emerson, 2021). The gathered data serves as a useful foundation for understanding the necessity of Real-Time Activity Monitoring tools and can inform subsequent research and interventions aimed at enhancing remote work practices.

In the post-intervention survey for the research, a total population sampling technique was utilized, comprising a sample size of 31 respondents, excluding the researcher. This method involved surveying all members of the defined population of remote independent contractors in Consumer Fusion. Total population sampling is particularly advantageous in small populations as it ensures that every member is included, thereby providing a comprehensive view of the collective experiences and outcomes (Rahman, 2023). By capturing the perspectives of all participants, this approach enhances the validity and reliability of the findings, offering deeper insights into the impact of the implemented activity monitoring strategies and their effectiveness in improving remote work practices.

Research Instruments

This study employed a questionnaire to gather primary data from respondents. In the pre-intervention stage, a self-made survey consisting of ten questions answerable by yes or no was used. The questionnaire was designed to assess key aspects of the respondents' work environment, specifically whether any real-time monitoring and feedback tools were present in their remote work settings. Additionally, it sought to identify challenges faced by remote contractors and evaluate the perceived need for Real-Time Activity Monitoring tool.

During the post-intervention phase, a two-part questionnaire was utilized. The first part, Knowledge on Real-Time Activity Monitoring, consisted of a researcher-made questionnaire designed to assess the respondents' knowledge of the monitoring tool. The second part, Work Efficiency in terms of Real-Time Activity Monitoring tool, was adapted from the study, "The Individual Work Performance Questionnaire: Psychometric Properties of the Italian Version." (Platania et al., 2023). Certain items in this study, specifically items 8, 9, 12, 14, 15, 16, and 17, were excluded from the current research questionnaire as they were not directly relevant to the study's objectives. This tailored approach ensured that the questionnaire focused only on aspects pertinent to measuring the effectiveness of the real-time activity monitoring in improving work performance while maintaining alignment with established tools.

Statistical Treatment of Data

Descriptive statistics were utilized to identify and summarize emerging patterns from the collected data. The Mean score was employed to determine the central tendency of responses, offering an average measure across the dataset. This approach enabled the researcher to evaluate the respondents' knowledge of Real-Time Activity Monitoring and their work efficiency with respect to the tool. Additionally, the Standard Deviation was calculated to assess how much the responses varied from the mean, providing insight into the dispersion or spread of responses around the average, which helped to understand the consistency of knowledge and efficiency levels among the respondents. The Pearson correlation coefficient (r) was used to determine the strength and direction of the relationship between the respondents' knowledge of Real-Time Activity Monitoring tool and their work efficiency as influenced by the tool.

Ethical Consideration

The study adhered strictly to ethical principles at every stage. This began with securing explicit permission from the department head to implement the activity monitoring tool and conduct surveys among the selected participants. To ensure informed consent was a top priority, participants were thoroughly briefed on the study's objectives, role, and rights. They were also reassured of their ability to withdraw from the study at any point without consequence. The researchers committed to maintaining strict confidentiality, ensuring that all data collected was securely stored and participants' privacy rights were upheld. Additionally, every effort was made to minimize potential physical and psychological harm, ensuring that participants were treated with the utmost respect and dignity throughout the process. To maintain transparency, any potential conflicts of interest were disclosed openly. The research followed the ethical guidelines established by the organization, ensuring the study was conducted with the highest standards of integrity and ethical responsibility. This commitment safeguarded the well-being of participants and preserved the overall credibility and validity of the research.

Results and Discussion

Problem 1. What is the respondents' level of knowledge on Real-Time Activity Monitoring tool?

Table 1: Distribution of Respondents' Knowledge on Real-time Activity Monitoring

Indicators	Mean	SD	Description
<i>As a remote independent contractor...</i>			
I understand how to navigate the Real-Time Activity Monitoring tool interface effectively.	3.29	0.86	Strongly Agree
I know how to use the Real-Time Activity Monitoring tool to organize and manage my daily work responsibilities.	3.32	0.69	Strongly Agree
I understand how the Real-Time Activity Monitoring tool provides real-time data to help me manage my work efficiently.	3.23	0.76	Agree
I am familiar with how the Real-Time Activity Monitoring tool supports efficient workflow management.	3.16	0.82	Agree
I am aware of how the Real-Time Activity Monitoring tool supports better time management throughout my workday.	3.13	0.85	Agree
I understand how the Real-Time Activity Monitoring tool helps me stay focused on my tasks and minimize distractions or non-productive activities.	3.00	0.89	Agree
I am familiar with how the Real-Time Activity Monitoring tool helps in analyzing how efficiently I spend my time on each task.	3.06	0.77	Agree
I know how the Real-Time Activity Monitoring tool helps identify areas where I can improve my work performance.	3.03	0.75	Agree
I am aware how the Real-Time Activity Monitoring tool helps me set realistic time goals for similar tasks in the future.	3.10	0.70	Agree
I understand how the Real-Time Activity Monitoring tool contributes to my overall productivity and efficiency.	3.13	0.76	Agree
Overall	3.15	0.79	Agree

Legend: 3.25-4.00 Strongly Agree / Very High 1.75-2.49 Disagree / Low
2.50-3.24 Agree / High 1.00-1.74 Strongly Disagree / Very Low

The results presented in Table 1 reveal that respondents demonstrate a **High** level of knowledge regarding Real-Time Activity Monitoring tool, with an overall mean score of **3.15 (SD=0.79)**, categorized as **Agree**. This finding indicates that remote independent contractors are generally aware of the functionalities and benefits of the tool, which is essential for

improving efficiency in remote work environments. The implications of this knowledge are significant, as increased familiarity with the activity monitoring tool can lead to better time management, enhanced focus, and improved overall workflow.

Recent studies indicate that a solid understanding of Real-Time Activity Monitoring tool is crucial for enhancing the efficiency of remote workers. A study by Gamede and Mtotywa (2022) found that familiarity with digital tools, including monitoring systems, significantly correlates with improved task management and overall productivity. Similarly, Sherafat et al. (2020) highlighted that workers who effectively utilize activity monitoring tools report better time management and enhanced focus, leading to more streamlined workflows. This literature supports the finding that remote independent contractors' high level of knowledge regarding real-time activity monitoring tools is essential for optimizing their performance in remote work environments, underscoring the need for organizations to promote and enhance this knowledge through targeted training and resources.

Among the specific indicators, the indicator "I know how to use the Real-Time Activity Monitoring tool to organize and manage my daily work responsibilities" obtained the highest mean score of **3.32 (SD=0.69)** with the description **Strongly Agree**, which is associated with respondents' understanding of how to use the monitoring tool to organize and manage their daily work responsibilities. This very high level of agreement highlights the critical role that the tool plays in facilitating task management and organization for remote workers. The ability to effectively structure daily activities not only enhances individual performance but also contributes to overall team productivity.

Research conducted by Jeske (2022) reinforces this idea, demonstrating that the effective utilization of real-time activity monitoring tools assists in organizing tasks, enhances job satisfaction, and reduces stress levels, ultimately leading to improved individual performance. Additionally, other studies indicate that structured task management through monitoring tools is positively correlated with increased productivity and enhanced teamwork, underscoring the critical role these tools play in creating an organized work environment for remote independent contractors (Ravid et al., 2019; Sherafat et al., 2020). This alignment highlights the importance of activity monitoring tools in facilitating efficient workflows and achieving desired work outcomes, making them indispensable in the context of remote work.

In contrast, the indicator "I understand how the Real-Time Activity Monitoring tool helps me stay focused on my tasks and minimize distractions or non-productive activities" received the lowest mean score of **3.00 (SD=0.89)** with a description **Agree**. This indicator reflects respondents' understanding of how Real-Time Activity Monitoring tool help them stay focused on tasks and minimize distractions or non-productive activities. While respondents still agree with this statement, the lower mean suggests an area needing improvement. This finding implies that, despite the perceived benefits of the tool for maintaining focus, users may not fully capitalize on these features to reduce distractions effectively.

In the study of Trivedi and Patel (2021), they emphasized that although real-time activity monitoring tools are specifically designed to enhance focus and minimize distractions, their effectiveness is significantly contingent upon users' active engagement with the data and features they provide. Without such engagement, the tools may not fulfill their intended purpose. Furthermore, research indicates that without appropriate training and a solid understanding of how to leverage these tools effectively, users may struggle to reach their full potential in maintaining concentration and managing non-productive behaviors (Gamede & Mtotywa, 2022). This underscores the critical need for organizations to prioritize comprehensive training programs that equip remote workers with the strategies necessary to utilize activity monitoring tools effectively. By doing so, organizations can create a more supportive and productive work environment, ultimately enhancing overall efficiency and performance.

Problem 2. What is the respondents' level of work efficiency?**Table 2: Distribution of Respondents' Level of Work Efficiency**

Indicators	Mean	SD	Description
<i>As a remote independent contractor...</i>			
I am able to plan my work so that I will finish it on time.	3.32	0.65	At All Times
I keep in mind the work result I needed to achieve.	3.77	0.50	At All Times
I am able to set priorities instantly.	3.45	0.57	At All Times
I am able to carry out my work daily.	3.65	0.49	At All Times
I manage my time in a day.	3.52	0.57	At All Times
I start new tasks when my old tasks are completed on my own initiative.	3.42	0.62	At All Times
I take on challenging tasks just because of my availability.	2.90	0.79	Most of the Time
I come up with creative solutions for new problems.	3.23	0.62	Most of the Time
I take on extra responsibilities because I have extra hours of work.	2.90	0.70	Most of the Time
I actively participate in meetings and/or consultations.	3.29	0.64	At All Times
Overall	3.35	0.61	At All Times

Legend: 3.25-4.00 At all times / Very High 1.75-2.49 Sometimes / Low
2.50-3.24 Most of the time / High 1.00-1.74 Never / Very Low

The findings presented in Table 2 illustrate that respondents, as remote independent contractors, exhibit a generally **Very High** level of work efficiency in relation to Real-Time Activity Monitoring tool with an overall mean score of **3.35(SD=0.61)**, indicating they feel capable of effectively managing their work tasks **At All Times**. This result suggests that the tool significantly contributes to improved work efficiency by enabling contractors to plan their tasks, set priorities, and manage their time effectively. The implications are substantial, as higher work efficiency can lead to increased productivity, job satisfaction, and a better work-life balance for remote workers.

Research consistently supports the assertion that real-time activity monitoring tools significantly enhance remote workers' efficiency and productivity by offering real-time insights into task management and performance metrics. Ravid et al. (2019) found that these tools facilitate better planning and prioritization of tasks and enable workers to identify and mitigate distractions, ultimately leading to improved work outcomes. Therefore, it is essential for organizations to continue investing in and promoting the use of the monitoring tools to maximize the benefits of remote work arrangements.

The indicator "I keep in mind the work results I need to achieve" received the highest mean score of **3.77 (SD = 0.50)**. This suggests that respondents are highly focused on the outcomes they aim to accomplish in their work. Additionally, this reflects a strong focus on

outcomes and goal orientation, indicating that contractors are motivated by the results of their efforts. The ability to maintain a results-driven approach can lead to more effective work processes and outcomes, as individuals are likely to align their actions with desired goals.

The emphasis on outcome-oriented performance has been widely supported in the literature, highlighting its critical role in enhancing work effectiveness. Research indicates that a strong focus on achieving specific results can significantly improve individual motivation and productivity (Latham, 2023; Fitriah et al., 2021). Goal-setting theory posits that clear, measurable objectives encourage individuals to concentrate their efforts, fostering a results-driven mindset that aligns their daily actions with overarching goals (Latham, 2023). This alignment leads to better task performance and enhances overall job satisfaction, as employees feel a greater sense of accomplishment when they meet their established outcomes. Thus, cultivating a results-oriented culture within organizations can improve remote workers' efficiency and effectiveness.

Conversely, the lowest mean score of **2.90** is associated with the indicators “I take on challenging tasks just because of my availability” (**SD=0.79**) and “I take on extra responsibilities because I have extra hours of work” (**SD=0.70**). This result suggests that while respondents feel generally efficient, they may not consistently seek out challenging tasks or additional responsibilities, potentially limiting their professional growth and development. The implication here is that remote contractors may require encouragement or incentives to take on more complex tasks or responsibilities that could lead to greater job satisfaction and skill development.

Literature indicates that employees often exhibit reluctance to take on additional responsibilities or challenging tasks, particularly when they feel overwhelmed or perceive a lack of recognition for their efforts (De Clercq & Pereira, 2019; Khan et al., 2019). This hesitance can stem from concerns about increased workload and the potential for burnout, which may discourage remote workers from stepping outside their comfort zones. Additionally, the absence of organizational incentives or support can further inhibit the motivation to embrace complex tasks, ultimately limiting opportunities for professional growth and skill enhancement. To foster a more proactive workforce, organizations should create an encouraging environment that recognizes and rewards initiative, motivating contractors to seek out and engage in challenging opportunities.

Problem 3. Is there a significant relationship between the respondents' knowledge on Real-Time Activity Monitoring and work efficiency?

Table 3: Relationship between Respondents' Knowledge on Real-Time Activity Monitoring and their Work Efficiency

	Work Efficiency	
	r	P
Knowledge on Real-Time Activity Monitoring tool	0.52	0.003
Strength	Moderate	
Direction	Positive	

Note: Significant if $p\text{-value} < 0.05$ and not significant if $p\text{-value} > 0.05$

The findings from Table 3 reveal a **moderate positive correlation** between respondents' knowledge of the Real-Time Activity Monitoring tool and their work efficiency, with a correlation coefficient of **$r = 0.52$** and a **$p\text{-value}$ of 0.003**. This indicates a **significant relationship** ($p < 0.05$); therefore, the **null hypothesis is rejected**.

This result suggests that as respondents' understanding and familiarity with the tool increase, their efficiency in managing tasks, time, and overall productivity also improves. This is an important insight, as it highlights the critical role of technological literacy in enhancing work performance, particularly for remote independent contractors who rely heavily on digital tools for task management.

This result is consistent with recent studies emphasizing digital competency's importance in the modern workforce. For example, research by Pacheco and Coello-Montecel (2022) and Santoso et al. (2019) found that employees with higher levels of knowledge and proficiency in digital tools exhibited improved performance compared to their less proficient counterparts. Similarly, a study by Burnett and Lisk (2019) concluded that real-time monitoring systems significantly impact work outcomes by providing immediate feedback and allowing workers to adjust their performance in real-time, leading to higher levels of task completion and efficiency. This correlation underlines the need for continuous training and familiarization with monitoring tools to sustain and further enhance work efficiency.

Problem 4. Based on the findings of the study, what Project Management Plan can be designed?

ONE-YEAR PROJECT MANAGEMENT PLAN ON REAL-TIME ACTIVITY MONITORING AND WORK EFFICIENCY

Table 4: Project Management Plan Matrix

Project Phase	Activity	Responsible Team/ Person	Timeline	Deliverables	Estimated Budget	Resources Needed
Initiation	Conduct stakeholder meeting to discuss project goals and RTAM tool integration.	Project Manager	Month 1	Meeting agenda, project scope document, stakeholder feedback	₱10000	Meeting materials, project planning software, stakeholder engagement tools
	Design training program for RTAM tool knowledge improvement	Training Team	Month 2	Training module, schedule, and materials	₱10000	Training platforms, RTAM tool guides, expert instructors
Planning	Develop focus enhancement strategies using RTAM tool features.	Operations Team	Month 3	Focus strategies integrated with RTAM tools, implementation timeline	₱20000	RTAM tool analysis, productivity research, strategy guides
	Conduct training sessions for remote contractors on RTAM tool usage.	Training Team	Month 4-5	Completion of training sessions, contractor feedback, improved RTAM tool utilization rates	₱50000	Online training platforms, training modules, feedback collection tools
Execution	Implement focus enhancement	Operations Team	Month 6-7	RTAM tool usage reports, productivity	₱25000	RTAM tool analytics, time-tracking

Project Phase	Activity	Responsible Team/ Person	Timeline	Deliverables	Estimated Budget	Resources Needed
	strategies through RTAM tools to reduce non-productive activities.			tracking data, reports of reduced non-productive time		software, behavior improvement feedback
	Establish goal-setting sessions and encourage results-driven work behavior.	Human Resources Team	Month 8	Goal-setting workshops, personal productivity goals for contractors, improved task alignment with desired outcomes	₱50000	Goal-setting frameworks, monitoring software, outcome-based feedback mechanisms
	Launch an initiative to encourage contractors to take on challenging tasks and responsibilities.	Human Resources Team	Month 9-10	Incentive programs for task adoption, feedback sessions to identify barriers to taking on extra responsibilities	₱100000	Rewards/incentive platforms, feedback collection tools
Monitoring	Evaluate the impact of RTAM tool training and focus enhancement strategies on work efficiency.	Project Manager, QCS Team	Month 11	Efficiency metrics, work task completion rates, focus improvement data	₱10000	RTAM tool analytics, performance evaluation tools
Closure	Compile final project report and present results to stakeholders.	Project Manager	Month 12	Final report summarizing training impact, efficiency improvements, and goal attainment	₱20000	Report generation software, presentation tools

Conclusion

First, respondents demonstrated a high level of understanding of Real-Time Activity Monitoring tool, recognizing their potential to enhance work efficiency, improve time management, and maintain focus. A very high level of work efficiency was observed among remote contractors who used Real-Time Activity Monitoring tool, suggesting that these tools significantly improve their ability to manage tasks, prioritize effectively, and enhance productivity. Respondents demonstrated proficiency in utilizing Real-Time Activity Monitoring tool to manage tasks effectively and showed a strong orientation toward achieving goals. Lastly, the study identified a moderate positive correlation between respondents' knowledge of Real-Time Activity Monitoring tool and their work efficiency, highlighting the critical role of technological literacy in optimizing remote work performance.

Recommendations

Based on the conclusions of the study, the following recommendations are proposed to enhance the effectiveness of Real-Time Activity Monitoring tool and support the professional growth of remote independent contractors:

1. Management might consider designing comprehensive training programs that focus on practical strategies for effectively leveraging activity monitoring tools to enhance focus and productivity. This could include techniques such as setting up personalized alerts, utilizing time-blocking methods, and implementing productivity hacks.
2. Management could foster an organizational culture that encourages employees to take on more challenging projects by providing incentives, recognition, and support. For example, implementing a reward system for individuals who tackle difficult tasks or volunteer for additional responsibilities can cultivate a more ambitious and proactive workforce.
3. To build motivated workforce, the management might consider recognizing and rewarding remote contractors who show initiative. This can include regular feedback sessions, public acknowledgment during team meetings, and financial bonuses for those who take on extra responsibilities. Providing mentorship or coaching can further support employees as they navigate new challenges.
4. Future research could explore the long-term effects of Real-Time Activity Monitoring usage on the professional growth of remote independent contractors. This could involve tracking how increased engagement with RTAM tools impacts skill development, career advancement, and overall job satisfaction over time. A longitudinal study would provide deeper insights into the relationship between the monitoring tool proficiency and career trajectories, enabling organizations to better tailor their training and support programs to meet the evolving needs of their workforce.

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