

## **The remote working arrangement, workload, and millennial behavior in food and beverages manufacturing companies in Lagos State**

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### **Abstract**

The coming of the Coronavirus (COVID19) pandemic in February 2020 into Nigeria has changed the working pattern of most organizations. The changes include remote working which is expected to help provide some kind of permanent solutions to the unpredictable working environment caused by the Coronavirus pandemic and other unforeseen circumstances that may occur in the nearest future. Remote working and its accompanying workload have now become the order of the day for employees, many of whom are working remotely for the first time. This study, therefore, assessed the influence of remote working and workload on millennials' behavior (sales representatives) in food and beverages manufacturing companies in Lagos State, Nigeria. The study employed a descriptive research design with a survey strategy and using convenience and random sampling technique. Primary data gathered with the aid of structured questionnaires from the millennials. The result of the analysis revealed that remote working arrangement and workload has a significant influence on the behavior of millennials in the food and beverages manufacturing companies. The findings equally revealed that remote working arrangement have a significant effect on millennial behavior. The finding of the study also revealed that remote working arrangement has a significant effect on millennial effectiveness and performance. The study concluded that organizations should address excessive workload carried out by millennials and allow remote working while ensuring a conducive and productive work environment where remote working is not possible; this will help to influence the positive behavior of millennials. It was recommended that there is a need for organizations to continually audit the workload of millennials to ensure that it is not excessive such that it influences behavior negatively. The study recommends among others that while implementing remote-working policies, management should be aware of the various millennial personalities which would help in determining the best way to manage these employees.

**Keywords:** Workload, Millennial, Behaviour, Organizations Remote working

