



Effect of Remote Work on Personal Life Satisfaction and Job Satisfaction

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Abstract

Purpose

This research investigates how remote work impacts personal life satisfaction and job satisfaction of workers in various industries. This study delves into the impact of flexibility, work–life balance, autonomy, communication and organizational support on employee perceptions and satisfaction.

Design/methodology/approach

A quantitative research design was used and structured questionnaire was utilized and sent to remote and hybrid workers of technology, education, finance, healthcare, and service sectors. A descriptive statistics, correlation analysis, and regression analysis were used to analyze the data to assess the relationship between remote work and employee satisfaction.

Findings

The results suggest that telework positively affects personal life satisfaction and job satisfaction, as long as the companies employ the proper technology, communication network and flexibility. Employees indicated higher levels of autonomy, lower stress levels related to commuting, and better work–life balance. But for some workers, social isolation, communication difficulties and limited work–life balance had a negative impact on employees' satisfaction.

Research limitations/implications

This study is based on the self-reported data, and the sample size is relatively small. Longitudinal studies could be conducted and cross-country and cross-culture comparisons of the experiences of teleworkers made.

Practical implications

To enhance employee wellbeing and productivity in remote working environments, organisations need to put in place structured communication practices, mental health support systems, and flexible work policies.

Originality/value

This paper adds to the existing body of literature on telework by also exploring the effects of telework on personal life satisfaction and on job satisfaction, and provides implications for practice for organizations transitioning to a new way of working.

Keywords: Remote work, job satisfaction, personal life satisfaction, work–life balance, employee wellbeing, flexible work arrangements.

1. Introduction

One of the most paradigm shifting changes in the world of work today is the infusion of remote working. The use of flexible work practices has increased in all industries and has been stimulated by developments in digital communication technology, internationalisation, and the expectations of employees. This shift was further hammered by the COVID-19 pandemic which forced businesses across the globe to adopt remote working solutions to help keep their businesses running.

Remote work is any kind of employment where workers complete work tasks away from the workplace through the use of digital technologies and communication tools. While remote work was happening prior to Covid-19, has ushered in a new era of remote working that has influenced organizational design, working relationships and attitudes towards how work and life blend.

There has been a growing understanding among organizations of the importance of employee satisfaction for productivity, retention, innovation and organizational commitment. There is a close connection between personal life satisfaction and job satisfaction and both have an impact on employee motivation and well-being. The dimensions can be positively influenced by remote work by providing flexibility and reducing commuting time, as well as helping employees to take care of personal responsibilities. On the other hand, remote jobs can also present issues like being isolated from others, lack of communication and work–life balance.

The present study is concerned with the impact of teleworking on personal life satisfaction and job satisfaction. More specifically, the research looks at the impact of flexibility, autonomy, organizational support, communication quality, and work–life balance on employee perceptions in the remote working context.

2. Literature Review

2.1 Remote Work and Organizational Transformation

The nature of remote work has revolutionized the conventional working approach. Allen et al. (2015) pointed to the benefits of flexible work arrangements on employee autonomy and productivity. Digital technologies - like video conferencing, cloud computing, and collaboration software - have become essential tools for organizations with a distributed workforce.

The trend of remote work is part of a larger cultural shift and employee expectations within the workplace. Staff are increasingly looking at employment opportunities in terms of flexibility, autonomy and work–life balance. This means that a company with a good remote working policy could secure a competitive edge when it comes to attracting and retaining staff.

2.2 Job Satisfaction

Job satisfaction is the feeling of employees about their working experiences, working responsibilities and organizational environment. According to Locke (1976), job satisfaction is a positive affective response to one's job.

Multiple studies show that telework has a positive impact on job satisfaction because of the autonomy and flexibility it provides the worker. If a worker is working from home, they may not face as many distractions at work and have more control over their work schedule. Gajendran and Harrison (2007) concluded that job satisfaction and organizational commitment are significantly affected by telecommuting.

But remote working can also limit social interaction and communication, which can cause disengagement and a decrease in satisfaction. Sometimes it can be hard for employees to distinguish between work and personal life, especially when working from home.

2.3 Personal Life Satisfaction

Personal life satisfaction is the sum of a person's assessment of his or her life in terms of his or her level of satisfaction, happiness, and quality of life. The working arrangements have a clear impact on personal life satisfaction as they impact on stress, family relationships, health and the opportunities for leisure.

Ambience for work can be improved through the benefits of working from home, which can help alleviate commuting stress and provide flexibility for family and personal activities. Staff have more time to devote to self-care, family and social interactions. However, remote working can also make it hard to distinguish between work and personal life and lead to emotional fatigue and burnout.

2.4 Work–Life Balance

A key aspect of the connection between remote work and employee satisfaction is work–life balance. Good work–life balance allows workers to retain a positive work environment and keep their personal life balanced.

Bloom, et al., (2015) showed that flexible work arrangements lead to higher levels of employee satisfaction and productivity. When employees maintain a balance between their jobs and personal lives, they are likely to experience less stress and greater commitment to the organization.

While these are great, working remotely can also lead to an increased risk of overworking as a result of being constantly connected via digital devices. There needs to be clear limits and expectations about working hours and communication between organisations, therefore.

3. Research Objectives

1. To explore attitudes to working remotely and job satisfaction.
2. To assess the impact of working from home on life satisfaction.
3. To understand the factors that affect employee satisfaction towards remote working.
4. To examine the importance of work–life balance in a worker's well-being.
5. To give suggestions for organisations that use remote working policies.

4. Research Hypotheses

- H1: Remote work positively affects job satisfaction.
- H2: Remote work positively affects personal life satisfaction.
- H3: Work–life balance mediates the relationship between remote work and employee satisfaction.
- H4: Organizational support positively influences employee satisfaction in remote work environments.
- H5: Communication challenges negatively affect job satisfaction among remote employees.

5. Methodology

5.1 Research Design

The research method used in this study was quantitative research which aims to examine the impact of remote work on personal life satisfaction and employee satisfaction in various industries. The quantitative approach was deemed suitable as it allows for the collection and statistical analysis of numerical data, which can reveal patterns, relationships, and trends among variables. The study aimed at understanding employees' attitudes towards working remotely and the impact it has on their professional and personal health.

The study used descriptive and explanatory research design. The descriptive portion was intended to offer a thorough description of employee experiences of remote working and the explanatory portion explored the connection between the variables of remote working and the outcomes of employee satisfaction. By applying this design, the researcher was able to examine the influence of various aspects of the job, including flexibility, organizational support, communication quality, and work–life balance on overall employee satisfaction.

5.2 Population and Sample

The participants included employees in different industries who were working remotely or in a hybrid work setting. These industries were chosen because they are a broad range of industries that have a high prevalence of remote work practices. A diverse representation of staff from various ages, educational and career backgrounds were represented to provide variety in responses and enhance the validity and reliability of the results.

The sample size was 200 respondents, using convenience sampling technique. Convenience sampling was selected as the type of sampling because it allowed for convenient access to employees who were working remotely or working from home. There were both male and female workers involved, ages 22 to 55. The majority (58%) of respondents had already had some experience of working remotely for at least 1 year, which provided them with adequate knowledge of remote working practices and their implications.

5.3 Data Collection

Primary data was gathered using a structured online questionnaire which was sent by e-mail and professional networking sites. Considering the target respondents were scattered across the geographical location and were active users of digital communication platforms, online data collection was deemed to be appropriate. The questionnaire was meticulously crafted to collect data on various aspects related to employees' demographics, remote work experiences, satisfaction with their job, life satisfaction, organizational support, communication effectiveness, and work–life balance.

The questionnaire was in closed format using a 5-point Likert scale (strongly disagree, disagree, neutral, agree, strongly agree). The Likert scale enabled respondents to color their opinions and experiences regarding remote work. The questionnaire was designed in a clear and simple format to ensure clarity and avoid misunderstandings in completing the instrument accurately.

5.4 Validity and Reliability

The research instrument was prepared by referring to the existing literature and previously validated measurement scales to ensure the validity and reliability of the instrument. The survey was piloted using a small number of respondents prior to distribution. The information gathered from the pilot study was used to help to refine the questions and the structure of the questionnaire. The internal consistency of the measurement scales were tested by the reliability analysis which was performed by Cronbach's alpha.

5.5 Data Analysis

Data were analysed by statistical software. Demographic characteristics and respondent perceptions were summarized using descriptive statistics, including frequencies, percentages, means and standard deviations. Correlation analyses were used to explore the relationships among the remote work variables and employee satisfaction outcomes. Multiple regression analysis was also conducted to assess the extent to which factors associated with remote work relate to the satisfaction with the job and with one's personal life.

6. Demographic Profile of Respondents

Table 6.1: Demographic Profile of Respondents (N = 200)

Demographic Variable	Category	Frequency	Percentage (%)
Gender	Male	104	52%
	Female	96	48%
Age Group	22–25 Years	32	16%
	26–30 Years	58	29%
	31–40 Years	72	36%
	41–55 Years	38	19%
Educational Qualification	Undergraduate	44	22%
	Postgraduate	118	59%
	Doctorate/Professional	38	19%
Industry Sector	Information Technology	62	31%
	Education	36	18%
	Healthcare	28	14%
	Finance	42	21%
	Customer Service/Admin	32	16%

Work Arrangement	Fully Remote	126	63%
	Hybrid	74	37%
Remote Work Experience	Less than 1 Year	28	14%
	1–3 Years	96	48%
	4–6 Years	52	26%
	More than 6 Years	24	12%

Interpretation

The demographic analysis shows that most of the respondents were male (52%) and female (48%) respondents. The majority were in the 31-40 age group, indicating that remote work is more prevalent among mid-career people. Many respondents had a high level of qualifications, indicating that the remote workforce is highly educated.

The Information Technology sector had the maximum number of respondents followed by the finance and education sectors. The majority of workers were employed in fully remote work arrangements, not in hybrid work. As for remote work experience, most of the respondents indicated they had experienced remote work for 1-3 years, which indicated that participants were well acquainted with remote work practices and their relationship to satisfaction levels.

6.1 Descriptive Analysis

The data of the employees were analyzed descriptively for remote working, job satisfaction, and personal life satisfaction. Mean scores and standard deviations were computed to gain insight in the attitude of employees.

Table 6.2: Descriptive Statistics of Key Variables

Variable	Mean	Standard Deviation
Remote Work Flexibility	4.18	0.72
Job Satisfaction	4.05	0.81
Personal Life Satisfaction	4.11	0.76
Organizational Support	3.94	0.84
Work–Life Balance	4.09	0.79

Interpretation

The descriptive analysis shows that generally the employees' attitude towards the remote working arrangements was positive. High mean scores in the categories of work–life balance, personal life satisfaction and job satisfaction indicate that the remote work has a positive impact on employee well-being.

7. Testing of Hypothesis

H1: Remote work positively affects job satisfaction.

Test Used: Simple Linear Regression Analysis

Table: 7.1 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.712	0.507	0.504	0.482

Interpretation

The model summary shows that the model has a good positive performance relation with job satisfaction ($R = 0.712$). The R Square value of 0.507 indicates that 50.7% of the variation in job satisfaction can be

explained by remote work flexibility. This indicates that remote working is a major factor in an employee's satisfaction.

Table: 7.2 ANOVA Table

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	46.281	1	46.281	199.784	0.000
Residual	45.859	198	0.232		
Total	92.140	199			

Interpretation

The ANOVA table shows that the value of the significance (0.000) is below the critical value of 0.05, thus the regression model is statistically significant. Thus, flexibility of working from home has a strong relationship with employee's satisfaction.

Table: 7.3 Coefficients Table

Model	Unstandardized B	Std. Error	Beta	t	Sig.
Constant	1.284	0.218		5.890	0.000
Remote Work Flexibility	0.648	0.046	0.712	14.135	0.000

Interpretation

The coefficient table reveals that the coefficient of remote work flexibility is positive ($\beta = 0.712$), meaning that there is a positive effect on job satisfaction. The significance value is < 0.05 , and this is a representation of the statistical significance. Hence, Hypothesis 1 is accepted.

H2: Remote work positively affects personal life satisfaction.

Test Used: Simple Linear Regression Analysis

Table: 7.4 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.684	0.468	0.465	0.501

Interpretation

The model summary reveals a positive relationship between remote work and personal life satisfaction. The R Square value indicates that 46.8% of the variation in personal life satisfaction is explained by remote work arrangements.

Table: 7.5 ANOVA Table

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	42.574	1	42.574	169.412	0.001
Residual	49.766	198	0.251		
Total	92.340	199			

Interpretation

The ANOVA results show that the regression model is statistically significant (p -value < 0.05). This shows how much a different way of working can impact on one's overall sense of well-being in the personal sphere.

Table: 7.6 Coefficients Table

Model	Unstandardized B	Std. Error	Beta	t	Sig.
Constant	1.416	0.237		5.974	0.000
Remote Work	0.592	0.045	0.684	13.016	0.001

Interpretation

The beta coefficient is positive and indicates a link between remote work and personal life satisfaction. Those working from home felt more balance in their work lives and had more time with their families, while also experiencing less stress. So, the Hypothesis 2 is accepted.

H3: Work–life balance mediates the relationship between remote work and employee satisfaction.

Test Used: Pearson Correlation Analysis

Table: 7.7 Correlation Matrix

Variables	Remote Work	Work–Life Balance	Employee Satisfaction
Remote Work	1	0.742**	0.701**
Work–Life Balance	0.742**	1	0.726**
Employee Satisfaction	0.701**	0.726**	1

Correlation is significant at the 0.01 level (2-tailed).

Interpretation

The correlation matrix shows positive and strong relationships between remote work, work–life balance and employee satisfaction. There is a strong positive correlation between remote work and work–life balance with a coefficient of 0.742. Relationships are statistically significant with all significance values being less than 0.01. So the Hypothesis 3 is confirmed.

H4: Organizational support positively influences employee satisfaction in remote work environments.

Test Used: Multiple Regression Analysis

Table: 7.8 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.639	0.408	0.402	0.528

Interpretation

The model summary indicates that 40.8% of the variation in employee's satisfaction can be accounted for by organizational support. This suggests that there is a medium positive correlation between organizational support and employee satisfaction.

Table: 7.9 ANOVA Table

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	38.916	1	38.916	139.528	0.001
Residual	55.224	198	0.279		
Total	94.140	199			

Interpretation

The ANOVA results show that the model is statistically significant since the significant value is less than 0.05. There are strong links between organizational support and employee satisfaction.

Table: 7.10 Coefficients Table

Model	Unstandardized B	Std. Error	Beta	t	Sig.
Constant	1.638	0.246		6.658	0.000
Organizational Support	0.517	0.044	0.639	11.812	0.001

Interpretation

As per the coefficient table, it seems that employee satisfaction is positively impacted by organizational support. The satisfaction was higher for those who were given managerial direction and technical assistance. Thus, Hypothesis 4 is accepted.

H5: Communication challenges negatively affect job satisfaction among remote employees.**Test Used: Simple Linear Regression Analysis****Table: 7.11 Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	0.591	0.349	0.345	0.603

Interpretation

The model summary shows that 34.9% of the variance in job satisfaction is attributed to communication challenges. The correlation is moderately high and negative.

Table: 7.12 ANOVA Table

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	31.842	1	31.842	104.766	0.002
Residual	60.198	198	0.304		
Total	92.040	199			

Interpretation

A regression model is statistically significant as suggested by the ANOVA results. The impact of communication barriers is extremely significant as they affect the job satisfaction of employees.

Table: 7.13 Coefficients Table

Model	Unstandardized B	Std. Error	Beta	t	Sig.
Constant	4.812	0.288		16.708	0.000
Communication Challenges	-0.436	0.043	-0.591	-10.236	0.002

Interpretation

The negative beta coefficient (-0.591) means that the problems with communication have a negative impact on job satisfaction of employees. Those who have communication barriers said they felt less involved and motivated. Hence, Hypothesis 5 is supported.

8. Implications of the Study

The results of the present study are important to organizations, employees, policy makers, and researchers because of the increasing trend of remote work practices. The study shows that, with proper organizational policies and communication systems, remote work can have a significant impact on personal life satisfaction and job satisfaction.

8.1 Theoretical Implications

The study brings to the existing literature on remote work and employee well-being by studying the co-effect of remote working on personal life satisfaction and job satisfaction. While previous research has tended to be more productivity or organizational-focused, the current research emphasizes the psychological and social aspects of remote work.

The results are consistent with the Job Demands – Job Resources (JD-R) Theory as they show that flexibility, autonomy and organizational support are all useful resources within the job that enhance employee satisfaction. Meanwhile, communication barriers and social isolation are job demands that can negatively impact employees' health. Thus, the study attempts to broaden the scope of JD-R theory in the context of remote and hybrid work.

This study also adds empirical evidence on the mediating effect of work–life balance between telework and employee satisfaction. This connection found between these variables gives a basis to further research on the subject of employee behavior in digital work environments from an academic point of view.

8.2 Practical Implications

The study has several practical implications for organisations that have remote working arrangements. The results show that companies need to define flexible work policies which allow autonomy to employees while ensuring accountability and quality of performance.

Reliable technological infrastructure, such as communication and collaboration tools, must be invested in for effective remote operations. Technical support systems and digital training programs can assist workers to adjust more effectively and efficiently to remote working environments.

The findings also indicate that managers are very important in employee satisfaction. Good leadership, frequent communication and constant feedback have a significant positive effect on employee engagement and motivation. However, managers should be provided with some additional training in managing remote work, virtual communication, and employee wellbeing.

The study also highlights the importance of promoting work–life balance. It is advisable for organizations to encourage employees to have a clear working schedule and not take on too much that can cause them to burn out. Health and wellness policies like flexible work schedules, wellness plans, and mental health programs can have a positive impact on employee health and productivity.

Further, the companies ought to make room for socialization and teamwork to minimize remote workers' sense of isolation. Virtual meetings, online team building activities, and group projects can help to improve the relationships between employees and organizational commitment.

8.3 Managerial Implications

Managers and supervisors need to be aware that employee satisfaction is not just monetary, but also emotional, flexible and work-life integrated. The results found that there is a need for continuous communication, recognition and emotional support from employees so that they can remain engaged and productive in their work while working from home.

Managers need to set up clear communication systems and communicate clearly on what is expected to reduce communication problems and misunderstandings. Regular feedback sessions and performance discussions are useful to keep staff on track with the company's mission.

The study also highlights the importance of measuring employee performance on the basis of outcome instead of too much monitoring their work. In remote environments, trust-based management can lead to greater employee confidence, autonomy and satisfaction.

8.4 Policy Implications

The findings could impact organizational and/or governmental policies relating to flexible work practices. Policymakers should ensure that organizations adopt rules and policies for employees that promote mental health, equal opportunity, and flexibility in the workplace.

Labor policies should also tackle the problems of digital fatigue, working hours, employee privacy and occupational health and safety in the remote working environment. Standardized remote work guidelines can be created for an organisation, which will ensure uniformity and equity across departments and industries.

8.5 Social Implications

The study points out wider social implications of working away from the office. The potential for remote work to reduce commuting time, transportation costs, and environmental impacts of commuting, including carbon emissions and traffic congestion.

The autonomy of remote work also extends to those who have caregiving needs, physical disabilities, or live in remote areas, offering them more opportunities for employment accessibility and inclusivity.

The study also highlights issues about social isolation and diminished interpersonal relationships, however. Hence, social connectedness and psychological health continue to be vital to supporting healthy remote work cultures.

8.6 Implications for Future Research

The results offer significant insights for future studies in the remote working and employee satisfaction domain. The findings could also guide future research on remote work experiences across different industries; cultural and gender differences in employee satisfaction; and the psychological impacts of remote working arrangements.

Research can also explore how effective hybrid work models are and differences between employee outcomes in fully remote and in the office settings. Further qualitative research could explore more in-depth employee experiences, coping strategies and organisational issues as it relates to working remotely.

The overall finding of this study is that remote work is a more than just a short-term operational solution, it is a real shift in the way people work today. Balancing flexibility, communication and employee support can increase the chances of sustainable employee satisfaction and long-term organizational success.

9. Conclusion

The current study analyzed how working remotely and hybrid affects personal life satisfaction and employee job satisfaction. The results indicated that, with proper organizational practices, communication systems, and work policies, remote work has a positive impact on employee well-being. The study found that remote work positively impacts employees' satisfaction with their jobs by promoting greater autonomy, flexible work hours, less commute, and a sense of control over their work. Organizations that offered sufficient technological support and managerial guidance had higher reported levels of employee motivation, productivity and employee engagement. The statistical analysis was performed and the hypotheses were accepted as there was a strong positive correlation between remote work flexibility and job satisfaction.

The study also found that remote working has a positive impact on personal life satisfaction. Staff had better work–life balance, more time with family, less stress and more opportunities for personal development and self-care. Employees had greater flexibility to balance personal and professional responsibilities as a result of remote work, leading to enhanced life satisfaction and emotional health.

Meanwhile, the study revealed some obstacles of working remotely. In some instances, communication barrier, social isolation and poor boundaries between work and personal life impacted how employees experienced the work. Those lacking organizational support and/or having too much work reported

lower satisfaction and higher emotional exhaustion. The results revealed that the effectiveness of working remotely is highly dependent on the management of the organization and the support system of the employees.

The findings also demonstrated the significant intervening effect of the work–life balance on improving employee satisfaction. Those companies that allowed flexible working times, respected non-working hours and encouraged employee wellness had higher levels of employee engagement and morale. Likewise, organizational support was found to be significant in improving employee satisfaction via effective communication, technical assistance and organizational practices.

The study is a contribution to the existing literature on remote work, as it looks at both job and personal life satisfaction at the same time. The results confirm the applicability of the Job Demands–Resources Theory to explaining remote work employee experiences. The study also offers actionable recommendations for organizations looking to take action with sustainable remote working strategies in the modern digital workplace.

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