

Teleworkers' recovery behaviour: Does better work-family balance impair psychological wellbeing?

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background: new forms of work and chances

- Alternating teleworking / telecommuting (*German* "Home Office Arbeit") is increasingly popular
- Organisation save facility costs
- Ecological benefits through less commuting
- Individuals perceive higher job satisfaction and higher productivity

Mit Home Office wäre die Schweiz noch produktiver

Chancen und Risiken im stillen Kämmerlein
Arbeitswelt: Home Office

Heimarbeit gegen volle Trams

Refugium für selbstbestimmtes Arbeiten

Arbeiten
Der Unsinn des Home Office
04.10.2009 · Der Traum vom Arbeitsplatz daheim ist s

Cloud stärkt Home Office - für mehr Produktivität und Motivation

HOME OFFICE IST AUCH FÜR KMU EIN THEMA

Bevölkerung. So fordern die Grünen autofreie Wohnsiedlungen und mehr Heimarbeit, um die Mobilität zu stoppen.

Technology
Yahoo Orders Home Workers Back to the Office
By CLARE CRAWFORD and CATHERINE RANFELL
Published: February 25, 2013
Since Marissa Mayer became chief executive of Yahoo, she has been working hard to get the Internet pioneer off its deathbed and make it an innovator once again.
She started with free food and new smartphones for every employee, borrowing from the playbook of Google, her employer until last year. Now, though, Yahoo has made a surprise move: abolishing its work-at-home policy and ordering everyone to work in the office.
A memo from the company's human resources department said: "We are pleased to announce that starting on Monday, February 25, 2013, all employees are required to work in the office."

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background: new challenges for work-related recovery in flexible work settings

- Working time regulations (incl. rest break provision) exist for “traditional” Main Office work to protect employees’ wellbeing and performance
- psychological detachment and being-away are important for a recovery experience (e.g. Bakker et al., 2011; Hartig, 2004; Sonntag & Fritz 2007)
- high workload and emotional dissonance, and little physical work-home-boundaries show negative association with psych. detachment from work (e.g. Fritz et a., 2010)
- physical activity (in nature) is positively associated with restoration (e.g. Allmer, 1996; Degenhardt & Buchecker, 2012; Hug et al., 2009)

research aim

Little is known about alternating teleworkers' recovery behaviours and how they affect their wellbeing (and performance)

- How regularly do teleworkers make pauses in the HO?
- What activities practice teleworkers during their pauses in the home office?
- How is this break behaviour associated with their psychological wellbeing?

design



3rd National Home Office Day 2012

online survey

6 weeks (june-july 2012)

German

15-30 minutes

self-report

convenience sample

participants Routiniers (N = 255-279)

Age	41.5 (SD 9.3, 23-65)	Company size	
Women	53.1 %	2-9	6.1 %
Household size		10-49	15.8 %
1	14.7 %	50-249	14.7 %
2	41.7 %	250-499	10.4 %
3-4	37.1 %	500-1499	15.8 %
5-6	6.2 %	1500+	37.3 %
6+	0.4 %	Sector	
General health	3.73 (SD .79, 1-5)	primary	0.7 %
Psychological wellbeing	4.48 (SD .76, 1-5)	secondary	8.6 %
Satisfaction with housing	9.28 (SD 1.9, 1-11)	tertiary	90.7 %
Satisfaction with teleworking	9.13 (SD 1.9, 1-11)		

results Typical HO Work Days & Times

Typical HO Week Days by Routiniers

	Responses		Percent of Cases
	N	Percent	
^a mondays	92	14.2%	33.6%
tuesdays	69	10.7%	25.2%
wednesdays	102	15.8%	37.2%
thursdays	80	12.4%	29.2%
fridays	144	22.3%	52.6%
saturdays	82	12.7%	29.9%
sundays	78	12.1%	28.5%
Total	647	100.0%	236.1%

a. Dichotomy group tabulated at value 1. N = 274

Typical HO Daytimes by Routiniers

	Responses		Percent of Cases
	N	Percent	
^a 22:00 - 05:59 Uhr	47	4.0%	17.2%
06:00 - 07:59 Uhr	57	4.8%	20.8%
08:00 - 09:59 Uhr	186	15.7%	67.9%
10:00 - 11:59 Uhr	191	16.2%	69.7%
12:00 - 13:59 Uhr	133	11.3%	48.5%
14:00 - 15:59 Uhr	181	15.3%	66.1%
16:00 - 17:59 Uhr	178	15.1%	65.0%
18:00 - 19:59 Uhr	105	8.9%	38.3%
20:00 - 21:59 Uhr	103	8.7%	37.6%
Total	1181	100.0%	431.0%

a. Dichotomy group tabulated at value 1. N = 274

(Degenhardt et al., 2013, in prep.)

results Rest Break Frequency in MO and HO

In the Home Office (Main Office), how often do you not have a break or rest delayed due to too much work?

1 (never/very rarely) to 5 (very often/several times per hour)

Main Office:

3.28 (SD 1.15)

Home Office:

2.47 (SD 1.16)

$t(272) = 9.91, p = .000$ (2-tailed)

($N = 273$; ISTA, ZD3)

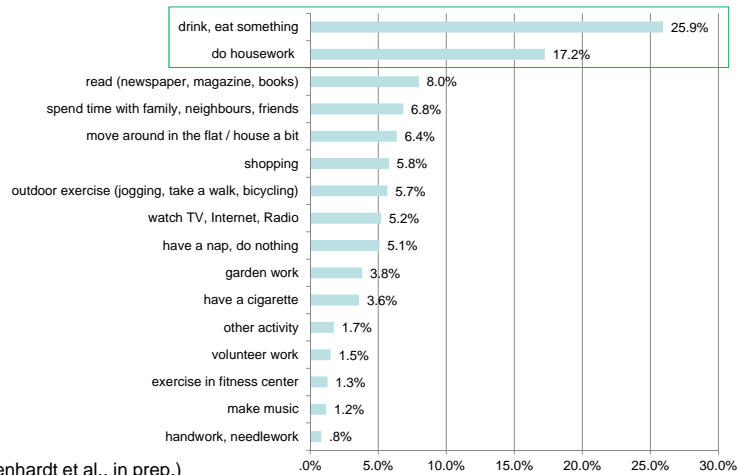
(Degenhardt et al., in prep.)

If employees take more frequent and more regularly pauses when working in the HO than in the MO,

- What type of breaks do they take, and
- Are these HO-breaks restorative i.e. do they positively affect employees' wellbeing?

results Break Activities in HO

Percent Responses (N = 864) (0/1, multiple resp.)



(Degenhardt et al., in prep.)

results Multiple Regression Analysis (N = 252)

Model Summary^a

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.550 ^a	.303	.286	.647	.303	17.727	6	245	.000
2	.590 ^b	.348	.303	.639	.045	1.625	10	235	.100

Model		Unstandardized Coefficients		Standardized Coefficients		t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta	t			Tolerance	VIF
2	(Constant)	1.949	.396			4.924	.000		
	Sex	-.138	.091	-.090		-1.510	.132	.781	1.280
	Age	.005	.005	.066		1.119	.264	.802	1.246
	Health	.437	.054	.447		8.031	.000	.894	1.118
	Household size	-.048	.054	-.052		-.895	.372	.822	1.217
	Satisfaction with housing	.057	.023	.142		2.488	.014	.856	1.168
	Satisfaction with teleworking	.064	.023	.153		2.721	.007	.876	1.142
	Rest Break Frequency in HO	-.009	.036	-.013		-.242	.809	.944	1.059
	do housework	-.219	.087	-.143		-2.505	.013	.857	1.167
	have a nap, do nothing	.043	.114	.021		.375	.708	.918	1.090
	drink, eat something	.052	.109	.026		.480	.632	.913	1.095
	watch TV, internet, radio	-.087	.110	-.044		-.795	.427	.918	1.089
	read (newspaper, magazine, books)	.126	.096	.072		1.311	.191	.931	1.074
	spend time with family, neighbours, friends	.097	.106	.052		.918	.359	.869	1.151
	move around in the flat / house a bit	-.147	.107	-.076		-1.370	.172	.904	1.106
	outdoor exercise (jogging, take a walk, bicycling)	-.021	.109	-.010		-.192	.848	.938	1.067
	shopping	-.133	.109	-.068		-1.225	.222	.888	1.126

a. Dependent Variable: Scale Psychological Wellbeing SF36

(Degenhardt et al., 2013, in prep.)

conclusions & future

√ To do homework (e.g. laundry, cleaning) is a little-medium *physically* intense *activity*.

However, results indicate that a typical break / recovery behaviour that teleworkers practice to improve their perceived work-family balance may in fact impair their psychological wellbeing.

? No sufficient *being-away* experience in the Home Office possible although rest breaks are taken more regularly than in Main Office and high satisfaction with the housing?

? No sufficient *psych. detachment* possible because the so called "pause" is filled in with further demands, i.e. family responsibilities?

? Do *emotional dissonant* feelings with respect to homework demands moderate/mediate the positive effect of PA on recovery experience and wellbeing?



Thank you!

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