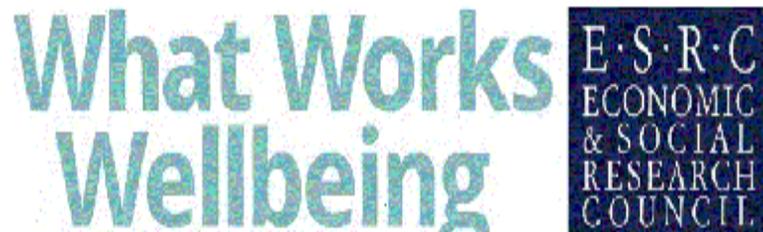


Remote working and wellbeing

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Overview

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What is remote working? – Daniels et al 2001; Hislop et al 2008

How does it affect workers' wellbeing?

Wellbeing and job characteristics – Hislop et al 2008 +

Variation in the location of work

Defining remote work

1: Variable use of information technology

2: Variability in knowledge intensity (KI)

3: Variability in levels of intra- and extra-organizational contact

4: Variability in location –

e.g. home, remote office, client's premises, installations, while travelling

For non-self employed - physical (and temporal) separation from line managers' location

5: Not fixed and dynamic

Wellbeing and remote work (usually telework)

Factor	Hislop et al 2008	Gajendran & Harrison 2007	Allen et al 2015
Job satisfaction –	optimal level of 14-15 hr per week Depends on form of teleworking?	$r = .09$	moderate amount also lower exhaustion
Home/work conflict	Generally reduced due to greater flexibility, some evidence work with home	$r = -.11$ More TW is better More experience is better	Less work to family conflict, small effect sizes, moderators including TW experience
Job design			
Job autonomy	? Depends on form (same for skill use)	$r = .19$	Y
Relationships	Generally worse	No effect	Worse for more extensive
Demands	Y depends on form	--	Blurred boundaries
Careers	Generally worse	$r = .00$ (♀ worse)	

Variation in location – fx on PA and NA

22 organisations, 417 workers, 5634 observations (4 times daily, 5 days)

PA – hourly working on clients' premises (+, <.01)

NA – weekly average of working on clients' premises (-, < .05)
weekly variability in working on clients premises (+, < .05/6 depending on model)
hourly working from home (-ve, $p < .05$, main fx model)
fx stronger for those with weekly variability in working at home (< .07)

Conclusions

Weak evidence base

Most studies cross-sectional self-report

Conclusion on moderate teleworking is based on one study

Consistency across reviews due to inclusion of a few key studies?

Too many different forms of remote working to draw consistent conclusions

Try to isolate fx of specific features of remote working? e.g. isolation, technology use

Time and variability location

Neglected but potentially important

Switching activities might be exhausting or restorative

Need to investigate strategies used to cope with switches or whether switches are a strategy