

Remote working and wellbeing

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In this presentation, I will give an overview of factors that relate to the wellbeing of different forms of remote workers. The presentation will cover three major elements. First, we will examine some of the existing literature on job design and remote working. This literature indicates that remote working can have both positive and negative effects on workers' wellbeing through influencing different aspects of the work environment. Second, we will examine the leadership behaviour and competences that may protect the health, safety and wellbeing of remote workers. The literature indicates that managers may exert a significant and positive influence on remote workers' wellbeing. Much of the literature relating to job design and leadership is based on a view of remote working as a relatively static form of working. However, in many forms of remote working, remote workers transit between one location (e.g., working at home) and another location (e.g., working clients' premises). Accordingly, I present some analyses of experience sampling data that indicate the level of variability in the location of work across a working week might influence how remote workers experience working in different locations.

Acknowledgements. Elements of this presentation are based on work carried out for an Institute of Occupational Safety and Health funded project awarded to Karina Nielsen, Kevin Daniels, Rachel Nayani, Emma Donaldson-Feilder and Rachel Lewis. Other elements are based on data gathered during projects awarded to Kevin Daniels and others and funded by the Engineering and Physical Sciences Research Council (D04863X) and the East Midlands Development Agency.