

The Impact of Working From Home on Job Stress and Employee Flourishing

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Introduction

- *Remote work was normalized during the COVID-19 pandemic. It has greatly changed the way we flourish and experience stress within the workplace.
- *Working remotely has had a positive effect on work-life-balance, but many have reported struggling with separating their work and living space
- *There are limited studies pertaining to how working from home affects the way people can flourish and experience stress at work.

Objective

- *Many people are now working from home as a result of the COVID-19 pandemic and the goal of this study is to analyze the effect that this has on how we flourish and the feelings of stress in the workplace.

Hypotheses

- *Participants who work from home experience less stress compared to participants who work in-person fully and hybrid.
- *Participants who work in-person fully have higher levels of flourishing compared to participants who work hybrid and at home fully.
- *Men who work from home fully experience less stress compared to women who work from home fully.
- *Men who work in-person fully have higher levels of flourishing compared to women who work in-person fully.

Research Questions

- *Is there a difference between stress levels in participants who work hybrid compared to participants who work at home or in-person?
- *Is there a difference between flourishing levels in participants who work hybrid compared to participants who work at home or in-person fully?
- *Is there a difference in flourishing levels for hybrid vs completely working online or in-person in men and women?
- *Is there a difference in stress levels for hybrid vs completely working online or in-person in men and women?
- *Is there a difference in flourishing levels for hybrid vs completely working online or in-person in men and women?

Participants

- *Participants will include 400 employed males and females over the age of 18.
- *Participants were gathered using Prolific.
- *Participants must be employed either full time or part time.

Measures

- *Three measurements will be utilized to measure stress and flourishing level.
- *All measures were taken online on Qualtrics.
- *All measures except the demographic measure were randomized to counterbalance the measures.

Job Strain Model Questionnaire (JSMQ)

- *Measures job strain at work. There are 4 subscales
 - *Job demands on a five-point Likert scale with endpoints always to never, an example item is "My time is not enough." The higher the score, the higher the job demands.
 - *Job control on a five-point Likert scale with endpoints strongly disagree to strongly agree. An example item is "I have control over the scheduling of my work." The higher the score the more convenient and flexible the work setting.
 - *Supervisor support on a five-point Likert scale with endpoints strongly disagree to strongly agree. An example item is "My supervisor is supportive when I have a life problem." The higher the score the better the job support.
 - *Coworker support on a five-point Likert scale with endpoints strongly disagree to strongly agree. An example item is "My coworker understands when I talk about personal issues." The higher the score the better the job support.

Job Stress Scale (JSQ)

- *Measures stress levels at work on a five- point Likert scale with endpoints being strongly agree to strongly disagree. Questions include feeling frustrated or angry at work, feeling pressure, feeling uptight or tense. One question is reverse coded and asks about being calm and at ease at work. The higher the score, the more stress the participant feels.

Flourishing Scale (FS)

- *Measures flourishing levels based on 8 statements on a 7-point scale with endpoints at strongly agree to strongly disagree. A high score indicates a person with many psychological resources and strengths.
 - *Questions include if the participant is leading a meaningful life, has positive social relationships, contributes to the well-being of others, being optimistic about their future and being respected.

Open Ended Questions

- *Two open ended questions will be asked, "If you could eliminate one work stressor what would it be?" "What is your greatest work stressor?"

Demographic Survey

- *A demographic survey was constructed for this study

Procedure

- *Participants will give informed consent. The participants will then take the job stress scale, the job strain model questionnaire, the flourishing scale. Measures are counterbalanced. Participants will then answer the two open ended questions. Participants will take the demographic questionnaire. Participants will be able to participate in a raffle for gift cards. Participants will be debriefed and thanked for their participation.

Results

- *Data collection will begin Summer-Fall 2023