



## Women Working From Home - New Opportunities or More Stress?

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# STRUCTURE

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2. Theoretical Framework & Hypotheses
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# BACKGROUND

- The Corona pandemic has significantly accelerated the digital transformation and flexibilization of work and made working from home increasingly popular (Galanti et al., 2021).
- However, this has been accompanied by an increase in unpaid labor among women (UN Women, 2020), e.g.: More often working hours reduced in favor of childcare (Collins et al., 2021).
- Studies show improved job-satisfaction, work-life balance (Grant et al., 2019) and reduced stress (KKH, 2022).
- In total many studies have only focused on describing the situation without differentiating by gender.

# THEORETICAL FRAMEWORK

- Bakker and Demerouti's (2007, 2014) "Job Demands-Resources Model" was used as a theoretical framework.
- Requirements (general and work-related) have an influence on the strain on the individual.
- Job and personal resources, can have a buffering effect on the negative strains.
- Requirements will only have a negative impact if there are not enough resources available to cope with their increase.
- Has been extended to include job crafting (JC), which is the active and individual shaping of work by the employee.

# RELEVANT VARIABLES

## Workplace design competencies:

Knowledge about favorable design of working conditions that enables to cope with the own task, promote motivation and reduce burdens (Dettmers & Clauß, 2018).

- Introduction of remote work showed **more positive developments** with a high degree of work design competence (Dettmers & Mülders, 2020).
- Study: 92% of people who used job-crafting said their **satisfaction** had improved while working from home (Laker et al., 2020).

## Remote Leadership:

Mutual influence between managers and their employees without any personal contact (Franken, 2022).

- Overall, leadership that supports employees has a positive impact on work performance (Borgmann et al., 2016).
- When working from home, remote leadership is the only way that management can support employees.

# RELEVANT VARIABLES

## Perceived social support from the partner:

Unequal allocation of household tasks connected to:

- relationship conflicts, reduced satisfaction and a deterioration of professional performance (Daminger, 2019).
- a reduction in working hours and higher likelihood that women will drop out of labor (Zamaro and Prados, 2021).

## Quality of team collaboration:

Teamwork can have a positive effect on:

- work performance (Abdolshah et al., 2018),
- satisfaction (Hargadon & Bechky, 2006),
- corporate performance (Cizmaş et al., 2020).

# RESEARCH QUESTION

## RQ1

- Do men's and women's satisfaction, performance and stress perception in remote work differ?

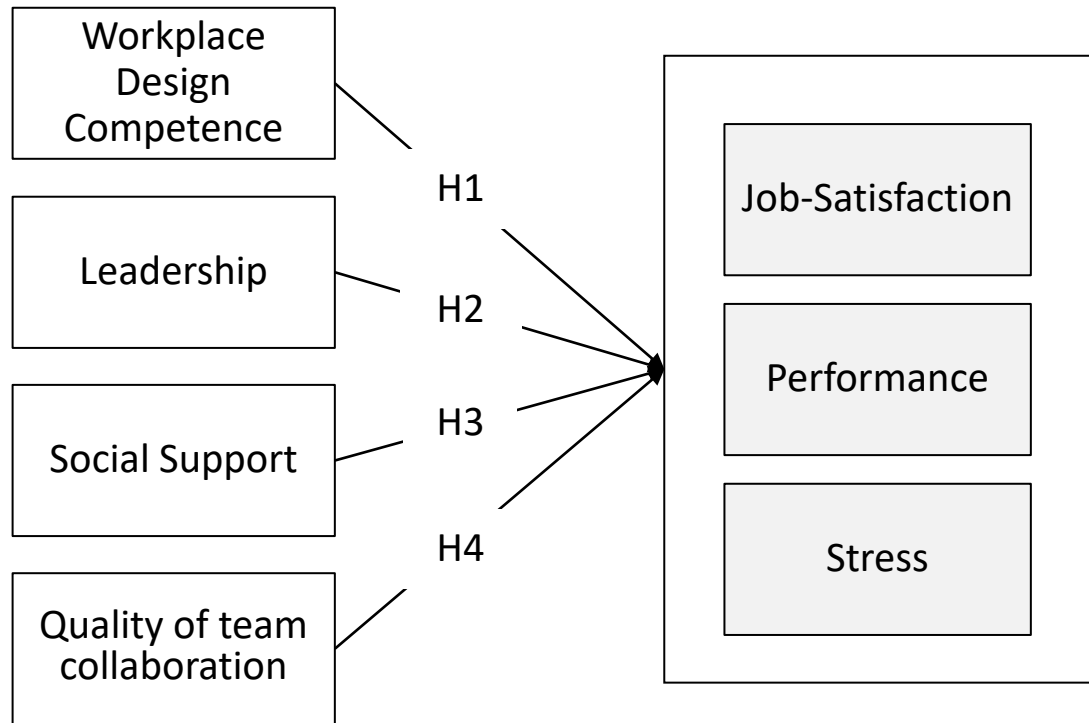
## RQ2

- What are general stress and success factors in remote work and are these gender-specific?

**Aim:** to identify empirical relationships between different influencing variables and to enable a systematic comparison between genders.



# CONCEPTUAL FRAMEWORK



We suspect a **positive effect** of workplace design competence (H1), remote leadership (H2), social support (H3) and team collaboration (H4)

in remote work on performance, satisfaction and a **negative effect** on stress perception.

# METHOD

- Quantitative online survey during the survey period from 08.12.2021 – 17.03.2022  
(conducted in Germany)
- 74.1% female and 25.9% male with an age between 19 to 71 ( $M = 36.04$ ,  $SD = 9.893$ ,  $N = 247$ )
- 6-point Likert scale
- Dependent variables:
  - Job-Satisfaction
  - Performance
  - Stress

# RESULTS

## RQ1: ARE THERE DIFFERENCES?

- | On average, female participants reported a **higher level** of satisfaction, performance and **less** perceived stress
- | but there was **no significant influence** of the variable “gender” on the dependent variables

	Women	Men
Job-Satisfaction	4.41	4.22
Performance	4.22	3.95
Stress	2.96	3.08

Measured on a 6-point Likert scale

# RESULTS

## RQ2: INFLUENCING FACTORS FOR REMOTE WORK

	<i>Model 1: Performance</i>		<i>Model 2: Satisfaction</i>		<i>Model 3: Stress perception</i>	
	f	m	f	m	f	m
<i>Independent variables</i>						
Work design competence	.206*	.756***	.325***	.528*	-.248*	-.655**
Leadership	.071	.123	.292**	.296*	-.214*	-.065
Social support	.043*	.100	.067	-.032	-.078	-.201
<i>Model statistics</i>						
N	174	63	174	63	174	63
F-value	8.217***	13.597***	8.181***	4.287***	9.290***	9.068***
R <sup>2</sup>	0.174	0.531	0.406	0.519	0.187	0.417
Adj. R <sup>2</sup>	0.153	0.492	0.391	0.479	0.167	0.371

*Results are reported as non-standardised coefficients.*

*We report p-values as follows: \*\*\*p < 0.001, \*\*p < 0.01, \*p < 0.05, p < 0.1 in italics.*

# RESULTS

## RQ2: INFLUENCING FACTORS FOR REMOTE WORK

<i>Hypotheses</i>	<i>Performance</i>		<i>Satisfaction</i>		<i>Stress perception</i>	
	Expectation	Result	Expectation	Result	Expectation	Result
H1: Work design competence	+	S	+	S	-	S
H2: Leadership	+	Ps	+	S	-	Ps
H3: Social support	+	Ps	+	Ps	-	Ns

*S = Supported, Ps = Partially supported, Ns = Not supported.*

## KEY FINDINGS

working from home can lead to more satisfaction, better performance and a lower level of perceived stress, especially for women

Work design competencies play a critical role

## RECOMMENDATIONS

- Since it could increase both satisfaction and performance and also reduce stress, every employer should be interested in **making working from home possible** insofar it is practicable.
- At the same time, however, working from home is not a foregone conclusion on the part of the employer. → Job-crafting interventions are needed!
- Employees should be **trained in their competencies** to design their working from home, as only then can the full potential be exploited.
- This must be done in a **target group-specific** manner, which is **especially true for women.**



Thank you for your attention

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