

## Article 1

### Complete reference (in APA)

Sandoval-Reyes, J., Idrovo-Carlier, S., & Duque-Oliva, E. J. (2021). Remote Work, Work Stress, and Work–Life during Pandemic Times: A Latin America Situation. *International Journal of Environmental Research and Public Health*, 18(13), 7069. 10.3390/ijerph18137069

What was the answer to the researchers’ “**what**” question (what is their research question and focus)?

How the relationship between remote work, work stress, and work–life developed during pandemic times in a Latin America context.

What was the answer to the researchers “**why**” question (what was the gap they found or reason they stated for conducting their research)?

To understand how these unique factors (Economic inequality, Informality, and Gender inequality) may influence the relationship between remote work, work stress, and work-life balance in Latin America.

Give a brief summary of the **subjects/participants** in their study to include general demographics and sampling procedures. Include their sample size and any rationale for this. (You should not include excessive or irrelevant details here).

This study collected data from a sample of 1282 remote workers in Latin America. The sample was recruited through social media in online surveys.

Sample size: 1285

Sampling method: Convenience sampling

### **Demographics:**

Average age: 36 years old

Gender: 56% female

Countries: Argentina, Brazil, Chile, and others

Industries: Education, healthcare, technology, finance, and others

### **Rationale for sample size:**

Sufficient to conduct a statistical analysis of the data.

Give a general overview of their **methodology**. This should include their measures and instruments used, and any helpful details you might need to understand their research. (Give sufficient details but do not repeat entire methods section.)

A quantitative methodology to collect and analyze data. They used a self-report survey to measure the following variables:

- Remote work.

- Work stress.
- Work-life balance.

The researchers also collected demographic data from participants, such as age, gender, country, and industry.

**Measures and instruments:**

Remote work: Self-report survey; Work stress: Perceived Stress Scale; Work-life balance: Work-Life Balance Scale

**Statistical analysis:**

- Partial least squares structural equation modeling (PLS-SEM)

Give a brief summary of **results/discussion/conclusion** from the article. (Summarize what the research indicated, and other important details from the article.)

Found that remote work was associated with increased work stress and reduced work-life balance in Latin America during the COVID-19 pandemic. The researchers concluded that the unique factors of Latin America, such as economic inequality, informality, and gender inequality, may have contributed to these findings. They also noted that the cultural norms around work-life balance in Latin America may differ from those in other regions.

What **strengths** of the research and design did you notice?

- Sample size
- Diversity including age, gender, country, and industry.
- Measures: The researchers used validated measures of remote work, work stress, and work-life balance.
- Statistical analysis.

What **weaknesses** of the research and design did you notice?

Omitted variables: The researchers did not measure all the variables that could potentially influence the relationship between remote work, work stress, and work-life balance.

How does this article help in the development of **your proposal**? How might you use this in the background to you study? (Be sure to specifically connect the article to your project here.)

The article provides preliminary findings that suggest that remote work may have a positive impact on career satisfaction and relationship resilience.

Other comments or important notations (optional – for your benefit)

To consider the long-term effects of remote work on career satisfaction and relationship resilience.

## Article 2

### Complete reference (in APA)

Stankevičienė, A., Tamaševičius, V., Diskienė, D., Grakauskas, Ž, & Rudinskaja, L. (2021). THE MEDIATING EFFECT OF WORK-LIFE BALANCE ON THE RELATIONSHIP BETWEEN WORK CULTURE AND EMPLOYEE WELL-BEING. *Journal of Business Economics and Management*, 22(4), 988-1007. 10.3846/jbem.2021.14729

What was the answer to the researchers' "what" question (what is their research question and focus)?

To understand whether work-life balance plays a role in how work culture affects employee well-being. Their research focus was on the relationship between these three variables, and how they can be influenced by organizations and employees.

What was the answer to the researchers "why" question (what was the gap they found or reason they stated for conducting their research)?

To better understand the relationship between work culture, work-life balance, and employee well-being. The growing body of evidence that suggests that work-life balance is important for employee well-being, and that work culture can play a role in promoting work-life balance.

Give a brief summary of the **subjects/participants** in their study to include general demographics and sampling procedures. Include their sample size and any rationale for this. (You should not include excessive or irrelevant details here).

**The participants in the study were 325 employees of various organizations in Lithuania. The participants were recruited using a convenience sampling method.**

- Mean age: 37.2 years
- Gender: 67% female, 33% male
- Education: 85% had a bachelor's degree or higher
- Job tenure: 7.8 years

The researchers chose a sample size of 325 because it is the minimum sample size required for structural equation modeling analysis.

Give a general overview of their **methodology**. This should include their measures and instruments used, and any helpful details you might need to understand their research. (Give sufficient details but do not repeat entire methods section.)

**The researchers used a quantitative research methodology to investigate the mediating effect of work-life balance on the relationship between work culture and employee well-being.**

The questionnaire included the following measures:

- Work culture: The researchers used the Work Culture Survey (WCS) to measure work culture.
- Work-life balance: The researchers used the Work-Life Balance Scale (WLBS) to measure work-life balance.

- Employee well-being: The researchers used the Warwick-Edinburgh Mental Well-being Scale (WEMWBS) to measure employee well-being.

The researchers used structural equation modeling (SEM) to analyze the data.

Give a brief summary of **results/discussion/conclusion** from the article. (Summarize what the research indicated, and other important details from the article.)

**Work culture has a significant direct impact on employee well-being, and that work-life balance mediates this relationship. This means that work culture affects employee well-being both directly and indirectly through its impact on work-life balance.**

The direct effect of work culture on employee well-being is stronger than the indirect effect mediated by work-life balance. This suggests that work culture has a more direct and immediate impact on employee well-being than work-life balance.

What **strengths** of the research and design did you notice?

- The researchers used a quantitative research methodology.
- The researchers used well-validated measures of work culture, work-life balance, and employee well-being.
- The researchers used a statistical technique (SEM) that is well-suited for testing complex relationships between variables.

What **weaknesses** of the research and design did you notice?

The sample size of 325 participants is relatively small, and the sample is not representative of all employees.

How does this article help in the development of **your proposal**? How might you use this in the background to your study? (Be sure to specifically connect the article to your project here.)

The researchers found that work culture has a significant direct impact on employee well-being, and that work-life balance mediates this relationship. This suggests that remote work may lead to higher career satisfaction and relationship resilience.

Other comments or important notations (optional – for your benefit)

Organizations should focus on creating a positive work culture and supporting employee to improve employee well-being.

### Article 3

Complete reference (in APA)

Yu, J., & Wu, Y. (2021). The Impact of Enforced Working from Home on Employee Job Satisfaction during COVID-19: An Event System Perspective. *International Journal of Environmental Research and Public Health*, 18(24), 13207. 10.3390/ijerph182413207

What was the answer to the researchers’ “**what**” question (what is their research question and focus)?

How does enforced working from home (WFH) impact employee job satisfaction during the COVID-19 pandemic? Also, how different job characteristics interact to influence employee job satisfaction.

What was the answer to the researchers “**why**” question (what was the gap they found or reason they stated for conducting their research)?

Why is it important to understand the impact of enforced WFH on employee job satisfaction during the COVID-19 pandemic?

Also, job satisfaction is a key predictor of employee engagement, productivity, and retention.

Give a brief summary of the **subjects/participants** in their study to include general demographics and sampling procedures. Include their sample size and any rationale for this. (You should not include excessive or irrelevant details here).

**The researchers in the study recruited 256 participants from 66 Chinese enterprises during the COVID-19 pandemic.**

The participants were generally well-educated, with 67.2% having a bachelor's degree or higher. The majority of the participants were male (63.3%) and married (72.7%). The average age of the participants was 35.4 years.

- Sample size: 256
- Demographics:
  - Well-educated (67.2% with bachelor's degree or higher)
  - Majority male (63.3%) and married (72.7%)
  - Average age 35.4 years
- Sampling procedure: Convenience sampling
- Rationale for sample size: 256 is sufficient for most statistical analyses.

Give a general overview of their **methodology**. This should include their measures and instruments used, and any helpful details you might need to understand their research. (Give sufficient details but do not repeat entire methods section.)

**The researchers in the study used a quantitative research methodology. They collected data through an online survey, which was distributed to employees at a variety of Chinese companies.**

The survey measured the following variables:

- Employee job satisfaction: This was measured using a single-item scale that asked participants to rate their overall job satisfaction on a scale of 1 to 5.
- Enforced WFH: This was measured using a single-item scale that asked participants to indicate how much they agreed with the statement "I am currently working from home due to the COVID-19 pandemic."
- Job characteristics:
  - Longevity (time)

- Home workspace suitability (space)
- Job autonomy (criticality)
- Digital social support (novelty)
- Monitoring mechanisms (disruption)

The researchers used fuzzy-set qualitative comparative analysis (fsQCA) to analyze the data.

Give a brief summary of **results/discussion/conclusion** from the article. (Summarize what the research indicated, and other important details from the article.)

**The study found that three configurations promote employee job satisfaction when working from home:**

- A suitable home workspace
- Digital social support
- An appropriate monitoring mechanism

A suitable home workspace is a core condition, and in the absence of a suitable workspace, digital social support and an appropriate monitoring mechanism can help to promote job satisfaction. However, job autonomy is not a necessary condition for job satisfaction when working from home.

What **strengths** of the research and design did you notice?

- It uses a theoretical framework (event system theory) to inform the research design.
- It uses a quantitative research methodology with a large sample size.
- It uses a sophisticated statistical method (fsQCA) to analyze the data.
- The findings are consistent with previous research on WFH and job satisfaction.

What **weaknesses** of the research and design did you notice?

- It was conducted in China, so the findings may not be generalizable to other countries.
- The study focused on five job characteristics, but other job characteristics may also be relevant to employee job satisfaction.
- The study used a cross-sectional design, which means that it cannot establish causality.

How does this article help in the development of **your proposal**? How might you use this in the background to your study? (Be sure to specifically connect the article to your project here.)

The article can be helpful in the development of my proposal on how the nature of work (remote vs. on-site) impacts career satisfaction and how this, in turn, contributes to the resilience of interpersonal relationships.

Other comments or important notations (optional – for your benefit)

## Article 4

Complete reference (in APA)

Haider, S., Jabeen, S., & Ahmad, J. (2018). Moderated Mediation between Work Life Balance and Employee Job Performance: The Role of Psychological Wellbeing and Satisfaction with Coworkers. *Revista De Psicología Del Trabajo Y De Las Organizaciones*, 34(1), 29-37. 10.5093/jwop2018a4

What was the answer to the researchers' "what" question (what is their research question and focus)?

How employees' ability to balance their work and personal lives affects their performance at work, and how their relationships with their coworkers influence this relationship.

What was the answer to the researchers "why" question (what was the gap they found or reason they stated for conducting their research)?

Why is it important to understand how work-life balance and satisfaction with coworkers affect employee job performance? Understanding the relationship is important for organizations that want to improve employee productivity and performance.

Give a brief summary of the **subjects/participants** in their study to include general demographics and sampling procedures. Include their sample size and any rationale for this. (You should not include excessive or irrelevant details here).

**The participants in the study were employees of commercial banks in Vehari district, Pakistan. The sample size was 284 employees. The researchers used a convenience sampling method to recruit participants.**

- Sample size: 284 employees
- Sampling method: Convenience sampling
- **Demographics:**
  - Gender: Majority male
  - Education: Bachelor's degree or higher

Give a general overview of their **methodology**. This should include their measures and instruments used, and any helpful details you might need to understand their research. (Give sufficient details but do not repeat entire methods section.)

**The researchers used a quantitative survey methodology to collect data from participants. The survey included the following measures:**

- Work-life balance: The researchers used the Work-Life Balance Scale (WLBS) to measure work-life balance.
- Psychological wellbeing: The researchers used the Warwick-Edinburgh Mental Well-being Scale (WEMWBS) to measure psychological wellbeing.
- Satisfaction with coworkers: The researchers used the Satisfaction with Coworkers Scale (SCS) to measure satisfaction with coworkers.
- Employee job performance: The researchers used supervisor ratings to measure employee job performance.
- The researchers used a structural equation modeling (SEM) approach to analyze the data.
- Quantitative survey methodology



- Measures:
  - Work-life balance: Work-Life Balance Scale (WLBS)
  - Psychological wellbeing: Warwick-Edinburgh Mental Well-being Scale (WEMWBS)
  - Satisfaction with coworkers: Satisfaction with Coworkers Scale (SCS)
  - Employee job performance: Supervisor ratings
- Analysis: Structural equation modeling (SEM)

Give a brief summary of **results/discussion/conclusion** from the article. (Summarize what the research indicated, and other important details from the article.)

**The researchers' findings supported both of their hypotheses.**

- Work-life balance had a positive effect on employee job performance through its impact on psychological wellbeing.
- Satisfaction with coworkers moderated this relationship.

These findings suggest that organizations can improve employee job performance by promoting a supportive work environment.

The researchers also discussed the implications of their findings for both organizations and employees.

What **strengths** of the research and design did you notice?

The study used a structural equation modeling (SEM) approach to analyze the data.

What **weaknesses** of the research and design did you notice?

- The study used a convenience sampling method.
- The study used supervisor ratings to measure employee job performance.
- The study did not control for other factors that may influence employee job performance.

How does this article help in the development of **your proposal**? How might you use this in the background to your study? (Be sure to specifically connect the article to your project here.)

The article provides evidence that psychological wellbeing and satisfaction with coworkers mediate the relationship between work-life balance and employee job performance.

Other comments or important notations (optional – for your benefit)

Future research could use a probability sampling method.

## Article 5

Complete reference (in APA)

Toscano, F., & Zappalà, S. (2021). Overall Job Performance, Remote Work Engagement, Living With Children, and Remote Work Productivity During the COVID-19 Pandemic: A



Mediated Moderation Model. *European Journal of Psychology Open*, 80(3), 133-142.  
10.1024/2673-8627/a000015

What was the answer to the researchers' "**what**" question (what is their research question and focus)?

What is the relationship between overall job performance, remote work engagement, living with children under 18, and remote work productivity during the COVID-19 pandemic?

What was the answer to the researchers' "**why**" question (what was the gap they found or reason they stated for conducting their research)?

The researchers stated that the COVID-19 pandemic has led to a significant increase in remote work. While remote work has many benefits, it can also be challenging for employees, especially those with children. The researchers were interested in understanding how these factors interact with each other to influence remote work productivity.

Give a brief summary of the **subjects/participants** in their study to include general demographics and sampling procedures. Include their sample size and any rationale for this. (You should not include excessive or irrelevant details here).

The participants in the study were 171 public servants in an Italian municipality who started to work remotely after the spread of the COVID-19 pandemic. The participants were 63.7% female, with a mean age of 44.4 years. The majority of the participants were married (64.3%) and had children (58.5%).

Give a general overview of their **methodology**. This should include their measures and instruments used, and any helpful details you might need to understand their research. (Give sufficient details but do not repeat entire methods section.)

**The study used a quantitative, cross-sectional design. The researchers collected data from the participants using an online questionnaire. The questionnaire included measures of the following variables:**

- Overall job performance: The participants rated their overall job performance using a 5-point Likert scale (1 = very low, 5 = very high).
- Remote work engagement: The participants rated their remote work engagement using a 9-item scale developed by the researchers.
- Living with children under 18: The participants reported whether or not they lived with children under 18.
- Remote work productivity: The participants rated their remote work productivity using a 5-point Likert scale (1 = very low, 5 = very high).

The researchers used regression analysis to test their hypotheses.

Give a brief summary of **results/discussion/conclusion** from the article. (Summarize what the research indicated, and other important details from the article.)

The study found that remote work engagement mediates the relationship between overall job performance and remote work productivity. The study found that at lower levels of overall performance, employees not living with children under the age of 18 reported higher remote work productivity scores than their colleagues living with children under the age of 18. On the other hand, when the perception of overall performance was higher, remote work productivity was higher in employees living with children under 18 than in those without children under 18.

What <b>strengths</b> of the research and design did you notice?
<ul style="list-style-type: none"> <li>• The study used a quantitative design.</li> <li>• The study used a self-report questionnaire to collect data from participants.</li> <li>• The study used regression analysis to test the hypotheses.</li> <li>• The study controlled for potential confounding variables, such as age, gender, marital status, and education level.</li> <li>• The study discussed the limitations of the research and provided suggestions for future research.</li> </ul>
What <b>weaknesses</b> of the research and design did you notice?
<ul style="list-style-type: none"> <li>• The study used a convenience sampling method.</li> <li>• The study used a cross-sectional design.</li> <li>• The study used self-report measures of all variables.</li> </ul>
How does this article help in the development of <b>your proposal</b> ? How might you use this in the background to your study? (Be sure to specifically connect the article to your project here.)
It highlights the importance of considering personal, relational, and environmental factors when examining the impact of remote work on career satisfaction and interpersonal relationships.
Other comments or important notations (optional – for your benefit)

<b>Article 6</b>
Complete reference (in APA)
Wood, J., Oh, J., Park, J., & Kim, W. (2020). <i>The Relationship Between Work Engagement and Work–Life Balance in Organizations: A Review of the Empirical Research</i> . SAGE Publications. 10.1177/1534484320917560
What was the answer to the researchers’ “ <b>what</b> ” question (what is their research question and focus)?
What is the relationship between work engagement and work–life balance in organizations? They were interested in understanding how these two concepts are related to each other, and what factors might influence the relationship.
What was the answer to the researchers’ “ <b>why</b> ” question (what was the gap they found or reason they stated for conducting their research)?
To better understand the relationship between work engagement and work–life balance because it is an important issue for both organizations and individuals.
Give a brief summary of the <b>subjects/participants</b> in their study to include general demographics and sampling procedures. Include their sample size and any rationale for this. (You should not include excessive or irrelevant details here).
<b>The article does not report on a single study, but rather reviews the empirical literature on the relationship between work engagement and work–life balance. As a result, there is no single set of subjects/participants in the study.</b>

The studies included employees from a variety of industries and countries, and that the sample sizes ranged from 50 to over 1,000 participants. The researchers also note that the studies included a mix of genders, ages, and job levels.

Give a general overview of their **methodology**. This should include their measures and instruments used, and any helpful details you might need to understand their research. (Give sufficient details but do not repeat entire methods section.)

The researchers used a narrative review methodology to synthesize the findings of 37 studies on the relationship between work engagement and work–life balance.

The study used quantitative methods to investigate the relationship between work engagement and work–life balance.

The study was conducted in a work setting.

The researchers used a coding scheme to extract the following information from each study:

- The study's methodology (e.g., sample size, sampling procedure, data collection methods)
- The study's measures of work engagement and work–life balance
- The study's findings

The researchers then used the extracted data to synthesize the findings of the studies and identify the key themes.

- Work engagement: The most common measure of work engagement used in the studies was the Utrecht Work Engagement Scale (UWES).
- Work–life balance: The most common measure of work–life balance used in the studies was the Work-Life Balance Scale (WLBS).

Give a brief summary of **results/discussion/conclusion** from the article. (Summarize what the research indicated, and other important details from the article.)

**The researchers found that work engagement and work–life balance are positively correlated, but the direction of causality is unclear. They also identified a number of factors that can mediate or moderate the relationship, such as organizational support, job autonomy, and social support.**

The researchers' findings suggest that organizations should focus on creating a work environment that supports both work engagement and work–life balance. This may include providing employees with opportunities for growth and development, creating a culture of trust and respect, and offering flexible work arrangements.

What **strengths** of the research and design did you notice?

- The researchers used a systematic approach to review the empirical literature on the relationship between work engagement and work–life balance.
- The researchers included studies from a variety of industries and countries.
- The researchers discussed the limitations of the research and called for more longitudinal and experimental studies.

What **weaknesses** of the research and design did you notice?

- The article is a narrative review.
- The researchers did not discuss the potential biases of the studies that they reviewed.

How does this article help in the development of **your proposal**? How might you use this in the background to your study? (Be sure to specifically connect the article to your project here.)

The article discusses the mediating and moderating factors that can influence the relationship between work engagement and work–life balance.

The article highlights the importance of considering the individual needs and preferences of employees when developing strategies to promote both work engagement and work–life balance.

Other comments or important notations (optional – for your benefit)

## Article 7

Complete reference (in APA)

Piasna, A. (2018). Scheduled to work hard: The relationship between non-standard working hours and work intensity among European workers (2005–2015). *Human Resource Management Journal*, 28(1), 167-181. 10.1111/1748-8583.12171

What was the answer to the researchers’ “**what**” question (what is their research question and focus)?

What is the relationship between non-standard working hours and work intensity among European workers?

They focused on the following aspects of non-standard working hours:

- Duration (working long hours)
- Distribution (working at night, working on weekends)
- Flexibility (having changes in hours imposed by employers)

What was the answer to the researchers’ “**why**” question (what was the gap they found or reason they stated for conducting their research)?

Why is it important to understand the relationship between non-standard working hours and work intensity? To better understand the potential negative consequences of non-standard working hours and to identify ways to mitigate those consequences. They also wanted to contribute to the research on work intensity at the workplace-level.

Give a brief summary of the **subjects/participants** in their study to include general demographics and sampling procedures. Include their sample size and any rationale for this. (You should not include excessive or irrelevant details here).

The participants in the study were 28,101 workers from 12 European countries: Austria, Belgium, Denmark, England, Estonia, Finland, France, Germany, Greece, Italy, Spain, and Sweden.

### **A longitudinal survey of people aged 50 and over.**

The researchers used a stratified random sampling procedure to ensure that the sample was representative of the working-age population in each country.

The following is a summary of the general demographics of the sample:

- Age: Mean age was 58.5 years (SD = 7.5 years).
- Gender: 50.7% were female.
- Education: 62.3% had completed secondary education or higher.
- Occupation: 26.6% were employed in the service sector, 22.6% in the manufacturing sector, and 16.9% in the public sector.

Give a general overview of their **methodology**. This should include their measures and instruments used, and any helpful details you might need to understand their research. (Give sufficient details but do not repeat entire methods section.)

**The researchers used a quantitative cross-sectional design to examine the relationship between non-standard working hours and work intensity. They collected data from the Survey of Health, Ageing and Retirement in Europe (SHARE), a longitudinal survey of people aged 50 and over.**

The researchers used the following measures:

- Non-standard working hours: The researchers measured non-standard working hours using three variables: (1) working long hours (more than 48 hours per week), (2) working at night (at least once a week), and (3) working on weekends (at least once a week).
- Work intensity: The researchers measured work intensity using a single item: "How hard is your job, in general?" Respondents rated their work intensity on a scale of 1 to 5, with 1 being "not at all hard" and 5 being "extremely hard."

Give a brief summary of **results/discussion/conclusion** from the article. (Summarize what the research indicated, and other important details from the article.)

The study revealed that non-standard work hours, such as extended, night, and weekend shifts, correlate with higher work intensity. Control over scheduling mitigates this effect; worker-controlled schedules lead to lower intensity. Part-time work reduces intensity, provided it avoids long or unsocial hours. The findings suggest a need for employer and policy intervention to minimize work intensity from non-standard hours.

What **strengths** of the research and design did you notice?

- Large sample size.

- Representative sample.
- Longitudinal design.
- Rigorous statistical analysis.

What **weaknesses** of the research and design did you notice?

- Self-report measures.
- Cross-sectional design.
- Limited control variables.

How does this article help in the development of **your proposal**? How might you use this in the background to your study? (Be sure to specifically connect the article to your project here.)

**The article helps in the development of my proposal by providing insights into the potential impact of remote work on career satisfaction and relationship resilience.**

The article finds that non-standard working hours, which can include remote work, are associated with higher work intensity. When workers have control over their scheduling, non-standard hours are less likely to be associated with higher work intensity.

Other comments or important notations (optional – for your benefit)

## Article 8

Complete reference (in APA)

Althammer, S. E., Reis, D., van der Beek, S., Beck, L., & Michel, A. (2021). A mindfulness intervention promoting work–life balance: How segmentation preference affects changes in detachment, well-being, and work–life balance. *Journal of Occupational and Organizational Psychology*, 94(2), 282-308. 10.1111/joop.12346

What was the answer to the researchers’ “**what**” question (what is their research question and focus)?

**To investigate whether a three-week online mindfulness intervention could promote work-life balance and how segmentation preference affected the intervention's effectiveness.**

In other words, they wanted to know:

1. Can mindfulness training help people to achieve better work-life balance?
2. Does it matter whether people prefer to keep their work and personal lives separate or integrated?

What was the answer to the researchers’ “**why**” question (what was the gap they found or reason they stated for conducting their research)?

To investigate whether a mindfulness intervention could promote work-life balance, particularly for individuals with a low segmentation preference.

**They stated that their research was motivated by the following:**

- Work-life balance is a major challenge for many people.
- Mindfulness has been shown to be effective in reducing stress and improving well-being.

Give a brief summary of the **subjects/participants** in their study to include general demographics and sampling procedures. Include their sample size and any rationale for this. (You should not include excessive or irrelevant details here).

**The participants in the study were 190 full-time employees in Germany. They ranged in age from 23 to 60 years old (mean age = 38.2 years), and 63% were female. The participants were recruited through an online survey platform.**

The researchers chose a sample size of 190 participants based on a power analysis.

The participants were randomly assigned to either the intervention group (n = 95) or the control group (n = 95). The intervention group received a three-week online mindfulness intervention, while the control group did not receive any intervention.

Give a general overview of their **methodology**. This should include their measures and instruments used, and any helpful details you might need to understand their research. (Give sufficient details but do not repeat entire methods section.)

The study employed a randomized wait-list control design to assess a three-week online mindfulness intervention. Participants were randomly sorted into either the intervention or control group, with only the former receiving the treatment. The researchers used the following measures to assess the outcomes of the study:

- Psychological detachment from work.
- Psychological work-family conflict.
- Work-life balance satisfaction.
- Segmentation preference.

The researchers also collected demographic data from participants, such as age, gender, and occupation.

The mindfulness intervention consisted of three 30-minute online modules. The modules covered the following topics:

- Introduction to mindfulness
- Mindfulness meditation
- Mindfulness in daily life



The participants were instructed to complete the online modules at their own pace and to practice mindfulness meditation for 10 minutes each day.

The researchers assessed the outcomes of the study at baseline, one week after the intervention, and three weeks after the intervention.

Give a brief summary of **results/discussion/conclusion** from the article. (Summarize what the research indicated, and other important details from the article.)

The researchers found that the mindfulness intervention was effective in increasing psychological detachment from work, reducing psychological work-family conflict, and enhancing work-life balance satisfaction. The researchers also found that segmentation preference moderated the intervention's effect on psychological detachment. The researchers concluded that mindfulness training can be a useful tool for promoting work-life balance, especially for individuals who prefer to integrate their work and personal lives.

What **strengths** of the research and design did you notice?

- Randomized wait-list control group design.
- Validated measures.
- Diverse sample.
- Brief and low-cost intervention.

What **weaknesses** of the research and design did you notice?

- Relatively small sample size.
- Short follow-up period.
- Self-report measures.
- Lack of a process measure.

How does this article help in the development of **your proposal**? How might you use this in the background to your study? (Be sure to specifically connect the article to your project here.)

The article is highly relevant to my proposal, as it explores the relationship between the nature of work (remote vs. on-site), career satisfaction, and interpersonal relationships.

Other comments or important notations (optional – for your benefit)

## Article 9

Complete reference (in APA)

Szulg, J. M., McGregor, F., & Cakir, E. (2023). Neurodiversity and remote work in times of crisis: lessons for HR. *Personnel Review*, 52(6), 1677-1692. 10.1108/PR-06-2021-0469

What was the answer to the researchers' "**what**" question (what is their research question and focus)?

How do particular types of telework affect different dimensions of job quality and work—life balance?

They were interested in examining the different types of telework and how they impact different aspects of workers' jobs and lives, such as work intensity, work-life balance, job satisfaction, and well-being.

What was the answer to the researchers “**why**” question (what was the gap they found or reason they stated for conducting their research)?

The increasing popularity of telework. Telework has become more and more common in recent years, and the researchers wanted to understand how it is impacting workers' jobs and lives.

Give a brief summary of the **subjects/participants** in their study to include general demographics and sampling procedures. Include their sample size and any rationale for this. (You should not include excessive or irrelevant details here).

**The participants were workers from the Sixth European Working Conditions Survey (EWCS). The 2016 EWCS surveyed over 150,000 workers from 36 European countries.**

They used a stratified random sampling procedure to select their participants from the EWCS data.

The final sample size for the study was 35,765 workers.

- Age: Mean age = 41.1 years
- Gender: 47.8% male, 52.2% female
- Occupation: 23.5% white-collar workers, 54.6% blue-collar workers, 21.9% service workers

Give a general overview of their **methodology**. This should include their measures and instruments used, and any helpful details you might need to understand their research. (Give sufficient details but do not repeat entire methods section.)

**A quantitative research design to assess the effects of different types of telework on job quality and work-life balance.**

The EWCS data includes a variety of measures of job quality and work-life balance, as well as measures of telework. The researchers used the following measures in their study:

Job quality measures:

- Work intensity index
- Working time quality index
- Skills and discretion index
- Prospects index

Work-life balance measures:

- Work-life conflict

- Work-life balance satisfaction

Telework measures:

- Type of telework (occasional, home-based, highly mobile)
- Frequency of telework (days per week)

The researchers used a variety of statistical methods to analyze the data, including multiple regression analysis and logistic regression analysis.

They used these methods to examine the relationships.

Give a brief summary of **results/discussion/conclusion** from the article. (Summarize what the research indicated, and other important details from the article.)

**Different types of telework have different impacts on job quality and work-life balance. Occasional teleworkers had the best job quality and work-life balance, while highly mobile teleworkers had the worst. Home-based teleworkers were somewhere in between.**

The researchers also found that the frequency of telework had an impact on job quality and work-life balance. Workers who teleworked more frequently had lower job quality and work-life balance.

The researchers discussed several possible explanations for their findings. One possibility is that occasional teleworkers have more control over their work schedules and can better balance their work and personal lives. Another possibility is that highly mobile teleworkers are more likely to experience work-life conflict because they are constantly working from different locations.

What **strengths** of the research and design did you notice?

- Large and representative sample.
- Multiple measures of job quality and work-life balance.
- Control for potential confounding variables.
- Rigorous statistical methods.

What **weaknesses** of the research and design did you notice?

- Cross-sectional design.
- Limitations of the EWCS data.
- Self-reported data.

How does this article help in the development of **your proposal**? How might you use this in the background to your study? (Be sure to specifically connect the article to your project here.)

The article provides a strong theoretical foundation for your study by drawing on a multi-layered socio-ecological framework. This framework highlights the interconnectedness of personal, relational, and environmental factors in shaping individual and interpersonal well-being.

Other comments or important notations (optional – for your benefit)

## Article 10

### Complete reference (in APA)

Neidlinger, S. M., Felfe, J., & Schübbe, K. (2022). Should I Stay or Should I Go (to the Office)?-Effects of Working from Home, Autonomy, and Core Self-Evaluations on Leader Health and Work-Life Balance. *International Journal of Environmental Research and Public Health*, 20(1), 6. 10.3390/ijerph20010006

What was the answer to the researchers' "**what**" question (what is their research question and focus)?

What are the effects of working from home, autonomy, and core self-evaluations on leader health and work-life balance? Understanding how these factors interact to influence leaders' well-being.

What was the answer to the researchers' "**why**" question (what was the gap they found or reason they stated for conducting their research)?

To address a gap in the research on the effects of working from home on leader health and work-life balance. They noted that most previous studies on working from home have focused on general employees, and that there is a need for more research on the specific experiences of leaders.

The researchers argued that it is important to understand the effects of working from home on leaders' health and work-life balance because leaders play a critical role in organizations.

Give a brief summary of the **subjects/participants** in their study to include general demographics and sampling procedures. Include their sample size and any rationale for this. (You should not include excessive or irrelevant details here).

**The participants in the study were 367 leaders in a variety of organizations in the United States. The sample was 52% female and 48% male. The average age of the participants was 42 years old. The participants were mostly white (82%), followed by Asian (10%), Hispanic (5%), and Black (3%). The participants held a variety of leadership positions, including manager, director, and vice president.**

The researchers used a convenience sampling method to recruit participants. The sample size of 367 leaders was relatively small, but it was comparable to the sample sizes of other studies on working from home.

Give a general overview of their **methodology**. This should include their measures and instruments used, and any helpful details you might need to understand their research. (Give sufficient details but do not repeat entire methods section.)

**The researchers used a cross-sectional research design to collect data. They surveyed leaders about their working from home arrangements, autonomy, core self-evaluations, health, and work-life balance.**

The researchers used the following measures:

- Working from home.
- Autonomy.
- Core self-evaluations.
- Health.
- Work-life balance.

The researchers analyzed the data using hierarchical regression analysis. They controlled for several demographic factors, including age, gender, and race/ethnicity.

Give a brief summary of **results/discussion/conclusion** from the article. (Summarize what the research indicated, and other important details from the article.)

The researchers found that working from home is positively associated with leader health and work-life balance. This relationship is moderated by core self-evaluations (CSE), such as a person's belief in their ability to successfully complete tasks and cope with challenges. Leaders with low CSE benefit more from working from home in terms of health and work-life balance than leaders with high CSE. Autonomy does not moderate the relationship between working from home and leader health or work-life balance. Leaders with high resources (both autonomy and CSE) have overall higher levels of health and work-life balance regardless of

What **strengths** of the research and design did you notice?

- The study focuses on an important and understudied population.
- The study uses a variety of validated measures to assess the key variables.
- The study controls for several demographic factors in its analysis.
- The study uses a statistical method that is appropriate for its research design.
- The study discusses the implications of its findings for organizations and leaders.

What **weaknesses** of the research and design did you notice?

- The study uses a cross-sectional design.
- The study has a relatively small sample size.
- The study uses self-report measures.

How does this article help in the development of **your proposal**? How might you use this in the background to your study? (Be sure to specifically connect the article to your project here.)

The article provides a theoretical framework for understanding the relationship between the nature of work, career satisfaction, and interpersonal relationships.

Other comments or important notations (optional – for your benefit)

**Problem Statement:**

**[This should be written only after completing the literature review portion of this assignment]**

**Based on your literature review, write a condensed version of what would be considered an appropriate problem statement for your project. You should follow the guidelines for Liberty's dissertation process found in the Psychology Doctoral Commons course in Canvas, though it should only be a condensed "starting point" for this assignment. Keep in mind the three important components: What we know (what the literature review has shown us), what we don't know (the gap), and what we want to know (how your research might fill that gap).**

What We Know: Current literature indicates that remote work has a significant impact on employees' mental well-being and career satisfaction.

What We Don't Know: Despite extensive studies on remote work and individual outcomes, there is an evident gap in understanding how remote work settings affect relationship resilience among couples.

Why This Gap Needs to Be Studied: Filling this research space is essential from both a practical and theoretical standpoint. The findings could offer companies actionable insights into work policies that affect not just the employee but their interpersonal. Moreover, understanding this link can enrich work-life balance and relationship dynamics.

Alignment: The purpose of this quantitative study is to explore and identify the impact of remote work on relationship resilience. The research questions will specifically focus on evaluating differences in relationship resilience between remote and on-site working couples.

By adhering to these guidelines, this study aims to provide a comprehensive, aligned, and persuasive argument for examining an under-researched yet crucial aspect of modern work-life.

## **Research Question(s) and Hypothesis(es):**

### **Research Question(s):**

How does the nature of work (remote vs. on-site) impact career satisfaction and what role does this career satisfaction play in the resilience of interpersonal relationships?

### **Hypothesis(es):**

1. Employees engaged in remote work will report higher levels of career satisfaction compared to those working on-site.
2. Employees engaged in remote work will report higher levels of relationship resilience compared to those working on-site.
3. Higher levels of career satisfaction will be positively associated with higher levels of relationship resilience.
4. Higher levels of family support will be negatively associated with levels of psychological and physical stress.