

# Exploring connectivity in work-from-home arrangements



## Background

'Connectivity' refers to our social, psychological, and technological connection to work. As '*anytime, anywhere*' arrangements become widespread, it becomes an important consideration for the wellbeing of employees. Remote workers may experience around-the-clock accessibility, burnout, and even social isolation, and it's up to researchers to shed light upon these problems.

## About the research

The project utilises a mixture of data from qualitative interviews and quantitative surveys. Through interviews, it has explored employee experiences and discovered important organisational implications. The next phase will statistically test the effects of connectivity upon variables such as burnout, work engagement, and commitment.

## Findings so far

In brief, we discovered that *connectivity agency* is an important job resource for those working remotely. This refers to the degree of autonomy one has over their connection to work (i.e., can they 'disconnect' or 'connect' when they need to). Certain organisational, team, and individual characteristics may enable or hinder this autonomy. For instance, the degree of trust within a team.

## Practical takeaways

Leaders have the potential to shape the culture of technology use within their organisation. If there are norms for 'constant connection', what sorts of conversations can be had about boundaries and digital wellbeing? In our interviews, some leaders found that 'role-modelling' these behaviours themselves was an effective tactic. Others simply had open dialogues within their team.



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