Remote Working and Work-Family Conflict of Employed Parents in Cyprus

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Abstract

This study examines the impact of remote working on the work-family conflict of Cypriot parents. Remote work has been endorsed for years as one of the organizational policies that can provide employees with the opportunity to balance their work and life domains. However, it is not always clear how this relationship is affected by other factors. For the purposes of this thesis, I relied on academic resources, journals and articles in order to develop a holistic view regarding the topic. Based on that, the thesis explores remote working in relation to four dimensions of work-family conflict: namely the time-based work interference with family (WIF), time-based family interference with work (FIW), strain-based work interference with family (WIF) and strain-based family interference with work (FIW). Furthermore, it investigates how and whether the different groups of remote working parents experience work-family conflict. A questionnaire was used to collect data from a total of 105 Cypriot remote working parents who participated in this study. Participants were asked to report their work-family conflict in relation to their remote work experience. The findings of this study revealed a positive association between parents' work-family conflict and remote work. Specifically, the results showed association between mothers with the feelings of anxiety and depression while working remotely as well as with higher levels of strain-based FIW. Moreover, parents with children at the ages between three to five years old are more likely to experience time-based FIW and strain-based FIW while parents with children at school age are inclined to experience more strain based FIW. Parents who worked remotely because of COVID-19 lockdown restrictions do not want to continue working remotely or they want to do it occasionally while as the higher the frequency of remote work is, the higher is the strain-based WIF. Finally, constant use of information technology while working remotely increases the possibilities of parents to experience work- to-family conflict.

Keywords: Remote Work, Work-Family conflict, Parents

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Chapter I - Introduction

Remote work is a form of flexible working while giving the employees some flexibility to control their work and family duties. Most of the time, organizations offer it with the intention to reduce the work-family conflict experienced by employees (van der Lippe & Lippényi, 2018). I cannot ignore the fact that recently remote work became obligatory for organizations and their employees during the outbreak of the COVID-19 pandemic, a phenomenon that heightened the need for further research on remote work and its effects.

This type of work is a way for many employers to offer the flexibility of working from anywhere, considering the employees' work-family balance as well as their well-being while at the same time organizations can reduce cost (Lewis and Cooper, 2005). From the other side, researches have indicated that remote work can lead employees to experience overlaps between their work and life boundaries (Hartig et al., 2007). Especially parents' work-family balance has been identified to be impacted a lot from remote work practices either negatively or positively. In order to be able to describe the benefits and challenges of remote work on the work-family balance of workers, I am taking into consideration their family situation as well as their remote working status. Consequently, this research focuses exclusively on remote working parents since they are most likely to experience the overlap between their parental duties and working obligations (Hartig et al., 2007).

Some authors consider that remote working eliminates work-family conflict (Chung et van der Lippe, 2018; Fagan et al., 2012), however, others highlight the opposite consequences (Crosbie & Moore, 2004; Gajendran & Harrison 2007; Chung, 2020). On the one hand, it has been suggested that more flexibility over when and where you work provides more autonomy and makes employees manage their day effectively. In this way, a balance can be achieved between the demands of the job and personal needs and circumstances. For some parents, remote work means integration of work and family life and easier management of life needs (Chung et van der Lippe, 2018; Fagan et al., 2012). On the other hand, remote work in combination with the lack of physical boundaries could

lead to the opposite effects as it is difficult for employees to keep the two dimensions of their life in a balance and maintain clear distinction between them. Remote work can create expansion in both areas of life, with increased household chores or workload resulting in conflict. All of these effects seem to have the potential to increase rather than reduce conflict between the two life domains (Chung and van der Lippe, 2018; Fagan et al., 2012; van der Lippe and Lippényi, 2018).

Since the definition of work-life balance is the 'satisfaction and good functioning at work and at home, with a minimum of role conflict' (Clark, 2000, p. 751), the multiple roles that employees have might lead to a conflict between work and life. There are two types of work-family conflict that will be further analyzed. The one is when work interferes with family in other words the work-to-family conflict (WFC) and the other one is when family interferes with work, namely the family-to-work conflict (FWC) (Greenhaus & Beutell, 1985; Haslam et al., 2015). In consistency with the definition of Greenhaus and Beutell (1985), this study is based on the four of the six dimensions designed by Carlson et al. (2000).

Some studies found that the relationship between remote work and work-family conflict relates to the parents' gender, cohabiting status, as well as the ages of their children and the total number of children (Asgari et al., 2014; Paleti, 2016; Popuri & Bhat, 2003; Dunatchik et al., 2021; Singh et al., 2013). For example, research found that parents with children at the ages between three to five years old are more likely to work remotely (Paleti, 2016) while other studies found that they are less likely (Sener & Bhat, 2011). Even though there is a lot of research on the possible effects that remote work has on employees' work-family balance, there are areas that are still developing. Therefore, the purpose of this thesis is to explore whether and how remote working affects the employees' work-family conflict and especially the parents, taking into consideration different characteristics, such as gender, ages of children, number of children, cohabiting status as well as remote work length and frequency. More specifically, the research questions guiding this study are the following:

1.   Whether and how remote working affects the work-family conflict of parents?

2.   Whether and how the effects differ for the specific groups of parents, given their gender, ages of their children, number of their children, and their cohabiting status?

3.   Whether and how the effects are different depending on the remote work status of parents?

The results of this study are important because they show under what conditions remote work affects the work-family balance of parents. To achieve the purpose of this study, quantitative data were collected, which were statistically analysed and resulted in useful results. The remainder of the paper continues with the review of the related literature and studies. Then, it is proceeding with the methodology in which the analysis has been based on a quantitative approach aiming to understand whether and how the variables measured are affecting the work-family balance of parents, using primary data from an online questionnaire. The next chapters outline the data and discuss the most significant results. Finally, the last chapter includes the overall conclusions of this study, limitations and strengths as well as recommendations for future studies.

Chapter II – Review of related Literature and Studies

Conceptual Framework of Remote Work

Remote working terms vary from study to study as the explanation of this definition has been debated with no clear agreement on a certain description (Sullivan, 2003; Madsen, 2011). For example, there are numerous studies which define remote work using telecommunications devices like e-working, teleworking and telecommuting (Bellmann & Hübler, 2021; Morgan, 2004). E-working consists of technological devices like telecommunications, laptops, smartphones, a definition that focuses on the fact that work can be done from any place and any time through technological capabilities which offer flexibility to the employees' working conditions (Nilles, 2007, p. 1). Because of technological advancements, remote work has increased during the last decade.

For the purposes of this thesis, I adopt Hilbrecht et al. 's (2008) perspective that remote work has a broad definition which includes working at any place away from the office. The most common remote work forms are teleworking and working from home, which are considered as the most "family-friendly policies", since they facilitate employees to achieve work-family balance. Duxbury and Higgins (2002) agree that this type of work happens when employees work remotely or at telework centers during or not the standard office-based hours. Employees can work fully from home, but usually teleworking and working from home happen occasionally (Gareis, 2003). There are many factors that may lead organizations and workers to adopt remote working policies. Examples of that might be the employees' preferences, government' legislative adjustments or organizational practices and policies.

Based on statistics from Owl labs (2018), remote work is applicable to more than half of employees globally while 18% of employees work fully remotely. Due to the coronavirus pandemic outbreak (COVID-19), many companies have started investing heavily in remote work methods. Following the beginning of the pandemic, early survey estimates that about 40% of full-time workers in the EU began remote working (Eurofound, 2020a). Figure 1 presents the percentages of employees who were working from home during COVID-19 crisis by country. This figure shows a

dramatic and unprecedented increase from 2019 when the proportion of remote working for almost all countries was only about 5%, putting many workers in a work environment they had never faced before (Milasi et al., 2020). According to a study done by Owl Labs in 2020, it is worth mentioning that around 82% of employees in the USA prefer to work remotely three days of the week even after the pandemic lockdown, which shows us that this is probably a worldwide preference and the need for remote working will continuously rise for many employees.

Figure 1
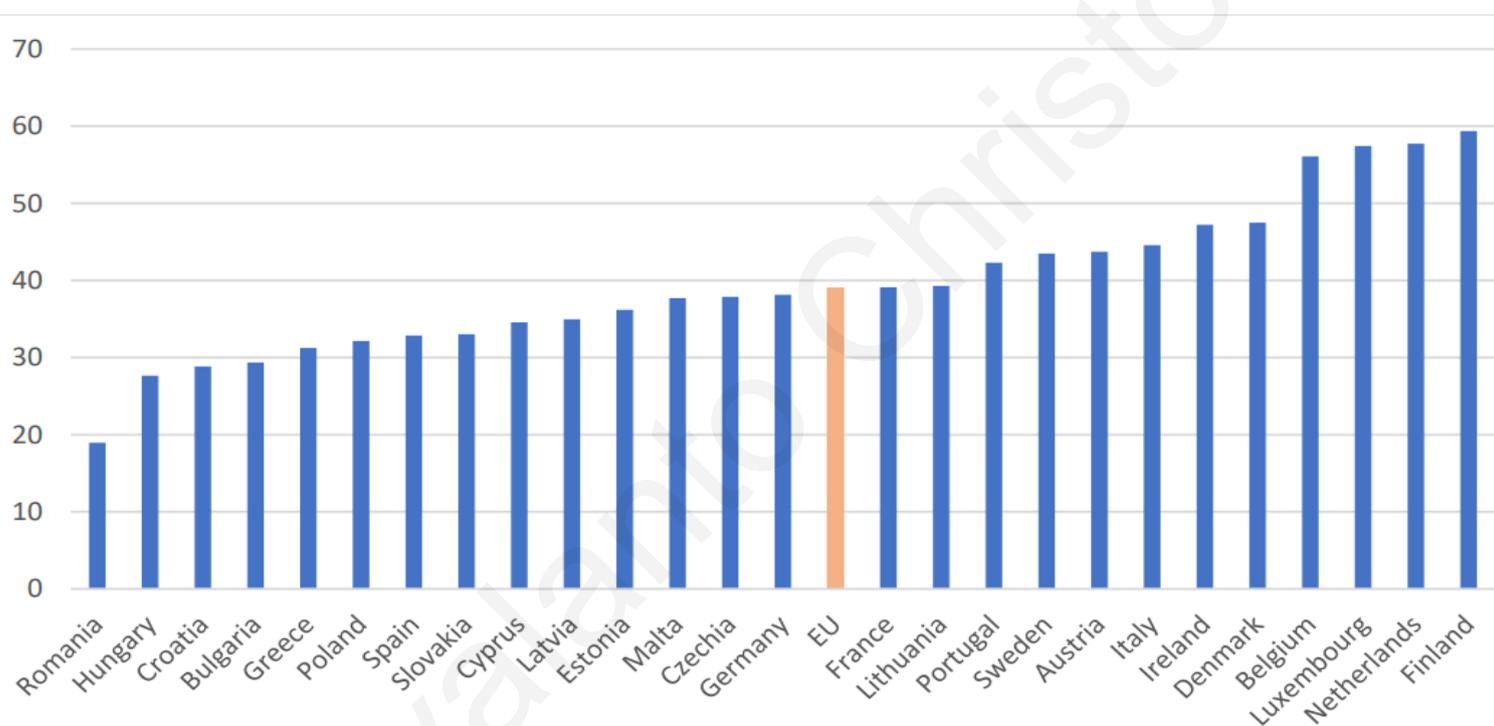
Note: Employees working from home during COVID-crisis, by country %, Adapted from e: Eurofound COVID survey (https://www.eurofound.europa.eu/publications/report/2020/living-working-and-covid-19-first-findings-april-2020)

As a whole, remote work gives the control to employees on when and where they prefer to execute their work (Kelly et al. 2011). Hill et al. (2008a) have found three types of work flexibility, the flextime, flexplace and hour flexibility. Therefore, since remote work includes teleworking and work from home, it is considered a flexplace practice, meaning the freedom to choose the place where they prefer to work (Hill et al., 2008a).

Remote work has been shown to benefit businesses worldwide as it increases the productivity of employees and reduces the employee turnover while at the same time facilitates parents to find a healthy balance between professional and personal life (Lewis & Cooper, 2005). COVID-19 pandemic has fundamentally changed office working by establishing remote work in which a high percentage of the Cyprus population had to "work from home". There are few companies in Cyprus which have been working remotely prior to COVID-19 but most of the companies will continue using remote work as a way that can positively affect both employers and employees (EWCS, 2015).

According to the 2015 EWCS (European Working Conditions) results, in Cyprus workers who were sometimes working from home were less than 5% of the total population. In 2018, Cyprus had the third lowest rate from EU countries with employees who were working from home, with just 8.3% of people in the ages 18 to 64. However, it is surprising how extensive remote working has ecome due to COVID-19 lockdown restrictions when around 33.6% of employees over 18 years old have started working from home in April 2020, noted that before the outbreak only 11% of those were working remotely (Samek. et al., 2021).

Based on Finexpertiza Cyprus (2020) research, only 30% of employees in Cyprus who were forced to work remotely due to COVID-19 would like to continue doing it after the pandemic outbreak. This small proportion means that probably employees did not have very good experiences while working remotely due to pandemic lockdown. Nevertheless, there are many challenges that they might need to overcome, hence, it is significant to study how remote working impacts employees' work-life balance as it represents a practice which came into employees' lives to stay, not only in Cyprus but internationally as a new organizational norm.

Work-Family Conflict Definitions and Theories

Organizations offer remote work opportunities for different reasons, but the most important is to give employees the opportunity to achieve their own work-family balance (Been et al., 2016).

Subsequently, this thesis studies remote work in relation to parents' work-family conflict. At the

same time, this section discusses the theories which are related with the work-family conflict of

employees. Based on Clark (2000), work-family balance is the 'satisfaction and good functioning at

work and at home, with a minimum of role conflict' (p. 751). Many times, the multiple roles that

employees have might lead to a conflict between work and life. Similarly, Parkes and Langford

(2008) define the work-family balance as the employees' various attempts to successfully cope with

their work and family roles without the one affecting the other. Many people when they struggle to

find this kind of balance they experience work-family conflict. Nizam & Kam (2018) found that

women who are working remotely are more likely to face this conflict.

Authors have developed several theories related to work-family conflict balance, but the one

which is more relevant with the purpose of this thesis study is the 'inter-role conflict' which takes

place in two different directions (Greenhaus & Beutell, 1985, p. 77). The first direction of 'inter-role

conflict' is when work affects family, in other words work interference with family (WIF), for

example when work duties deprive the time of employees' family responsibilities and moments. The

other one is when family affects work, namely family interference with work (FIW), which means

that family engagement negatively impacts the work (Greenhaus & Beutell, 1985; Haslam et al.,

2015). Research shows that these two directions (WIF and FIW) are not the same but are

interrelated (Byron, 2005).

The work-family conflict is defined by Greenhaus and Beutell (1985, p. 77) as "a form of

inter-role conflict in which the role pressures from the work and family domains are mutually

incompatible some respect." Research on conflict between work and family has been found to have

an impact on different outcomes such as, psychological distress, job satisfaction, organization

commitment, turnover, and life satisfaction (Higgins et al., 1992). Hence, the work–family conflict is

an investigative topic in the behavior of today's recent organizational behavior. The researchers used

to measure the work-family conflict only from the one perspective, when work interferes with family

(Greenhaus& Beutell, 1985). After a few years, investigators had begun to realize that there are two directions which need to be researched in order to get a complete awareness of whether there is conflict, namely when the work interferes with family as well as when family interferes with work (Higgins & Mills, 1992). To get a full understanding, both directions of work–family conflict (WIF and FIW) have to be taken into consideration.

Greenhaus and Beutell (1985) identified three different forms of work-family conflict, the time-based conflict, the strain-based conflict and the behavior-based conflict. Time-based conflict takes place when employees spend their whole time only by executing their one role which makes it difficult for them to participate in the other the same effective. More specifically, the time devoted to one role limits the amount of time that could be spent on the other role, making the secondary role less efficient. An example is when workers feel that the time they must devote to their jobs keeps them from participating equally in household responsibilities and family activities. Strain-based conflict occurs when the pressure, including the feelings of anxiety and stress, is transferred from the one role to the other role, as a result reducing the valuable performance in the second role. For instance, this type of conflict could happen when employees feel physically tired or stressed after finishing their work, something that creeps into their family lives. Then, behavior-based conflict happens when the behavior which is effective in one role is not applied the same well in the other role, reducing the effectiveness in one of the two roles (Greenhaus & Beutell, 1985). An example of this is when behavior that is effective and necessary for parents at home can be counterproductive at their work. Gutek et al. (1991) claimed that each of these three work-family conflict roles have two directions, the conflict due to work interfering with family (WIF) and the conflict due to family interfering with work (FIW) which both of them are combined with the three different forms of work-family conflict. As a result, having six dimensions of conflict: (1) time-based WIF, (2) time-based FIW, (3) strain-based WIF, (4) strain-based FIW, (5) behavior-based WIF, and (6) behavior-based FIW.

Whereas there are a few agreements as it comes to the work–family conflict, there is a variety of scales that are used by researchers in order to measure it. Netemeyer et al. (1996) built and validated a 10-item measure that included items for both directions of work–family conflict (WIF and FIW). Another existing scale had items of all of the three work-family forms (Stephens & Sommer, 1996), but these forms were only considering the one direction which happens when the work interferes with family (WIF). Hence, Carlson et al. (2000) recognized the need of developing a scale which can measure family to work-conflict (FIW) as well. They suggested that the measurements need to be developed to differentiate the two directions of conflict clearly and consistently. Consequently, the six dimensions of work-family conflict are needed in order to measure it. The purpose of their study was to develop and validate a scale that captures all six unique dimensions of work–family conflict. By developing different practices, the objective is to deliver a comprehensive degree of work–family conflict that can be utilized to advance understanding of this complex conflict (Carlson et al., 2000).

Impact of Remote Work on Work-Family Balance

Technology is seen as an opportunity for many companies to give the flexibility to their employees enhancing their work-family balance while at the same time companies are favored from reduced costs (Lewis & Cooper, 2005). However, there is a need for further research on how the implementation of remote work affects employees' work-family balance. Some authors claim that remote work reduces conflict whereas others found that it leads to a greater level of work-family conflict.

On the one hand, remote work gives employees the potential to cope with the several conflicts between work and personal life. Particularly, through remote working individuals can adjust their roles as parents with their roles as workers. On the other hand, although remote working has been shown to have a positive impact on employees' work-life balance, there are some challenges that provoke negative effects on remote workers. The studies of Golden et al. (2006) and Allen et al. (2013) showed that remote work and in general the flexplace led employees to higher conflict

between work and family because. Noonan and Glass (2012) agree with Golden and Allen (2006), as they investigated that remote work increases the employees' work demands instead of helping them achieve work-life balance. At the same time, Russell et al. (2009) found that remote work may enhance the workload and the working hours as a result the overlaps between work and life domains.

In order to be able to describe the benefits and challenges of the relationship between remote work and work-life balance for workers I am taking into consideration their family status. Consequently, this research will focus on the remote working parents since they are most likely to experience overlaps between their parental duties and working obligations (Hartig et al., 2007).

Benefits of Remote Work to Parents' Work-Family Balance

Employees through remote work have the freedom to choose from where they prefer to work in order to better meet their personal and family needs (Illingworth, 1994). For example, the ability to change the timing of work makes it possible for workers to participate in family activities, such as picking up children from school, taking them to doctor visits, paying bills or just coping with domestic chores such as laundry.

Remote workers are saving travel cost and time as they do not need to be travelling from home to workplace and from workplace to home (Tremblay & Thomsin, 2012). Consequently, employees do not need to be driving for hours in order to arrive at their workplace on time, especially in countries where there is traffic, something that showed to improve their work-life balance (Peters et al., 2009). As it comes to the parents with children at school age, this flexibility is not applied for them because they need to drop and collect their children from schools either way, though it works out better during the summer period when children do not have school requirements (Nakrošienė et al., 2019).

Tremblay (2003) found that employees and especially parents perceive remote work as an appealing method for them to reduce travelling time, schedule their own program and then have a better work-family balance. In the research of Hilbrecht et al. (2008), employees stated that via

remote work they are able to work effectively and at the same they can look after their kids when they are sick, or they can arrange personal appointments. Musson and Tietze, (2004) found that workplace flexibility allows employees to integrate the household's needs with the work as well. In general, when they have breaks, they can integrate work and home responsibilities into their routine, having a sense of control over their two main domains, life and work.

Employees during remote working can also work even when they are sick and need to stay at home. By doing this, they will not need to spend their annual leaves due to their sickness, but they can work remotely (Johnson et al., 2007). This type of opportunity in case of sickness is an alternative way of being at the office, a phenomenon that is characterized as "attending work while ill" (Johns, 2010, p. 521). Remote work is more likely to be applied by employees who need to work and fulfill their job duties in a less hectic environment like their home in order to feel more comfortable due to remote work opportunities. This can also boost the employees' satisfaction as they feel balance in their work and life domains (Nakrošienė et al., 2019).

An older study uncovered that remote workers could be able to handle their main concerns through remote work reporting stronger connections with their children and more time for house and caring activities (Olson and Primps, 1984). More recently, Kossek & Thompson (2016) considered remote work as an opportunity for parents to save time since they can choose the workplace and their working hours as a result the reduced amount of work-family conflict. For example, lockdown restriction with the enforced remote working was the main motivator for many employees to achieve work-family balance since they had to stay at home in order to protect themselves from the infection when at the same time the work flexibility gave them the opportunity to manage their job and family duties (Uddin, 2021). A survey conducted by Roshgadol, (2020), investigated that when parents had to work from home due to COVID-19 lockdown, many UK employees stated stronger bonds among their family members regardless of the challenges of work-family conflict.

Challenges of Remote Work to Parents' Work-Family Balance

While remote work provides employees with the opportunity to combine work and childcare as well as other personal needs, there are some challenges arising from this for parents (Hilbrecht et al., 2008). There are different views which support that remote work creates the opposite effect on employees' work-life balance (Crosbie & Moore, 2004; Gajendran & Harrison 2007). For example, due to COVID-19 restrictions for working from home, many employees found difficulties separating their family life from their work duties, perhaps because they were forced by the lockdown restriction to do this (Chung, 2020). During the lockdown period, remote working has increased the hours women spend on household and childcare, resulting in a conflict with their work tasks (Andrew et al., 2020). Therefore, when men do not spend as much time as women on housework, they might not experience a negative effect on their career, while for women the increased housework and family pressures make them alter their career aspirations (Chung, 2020).

In addition, although technological capabilities are considered as an advantage for remote workers to execute their job properly, for remote working parents this involves a negative impact to their work-life balance. Mobile networks and smartphones connected with organizational email have the possibility to blur the work and family domains leading to the interference of work into family. Especially when electronic devices are ringing hours when people are not working, leads to a work-to-family conflict due to the fact that they stay in touch with work even when they are out of the standard office working-hours and spending time with their family (Green 2002; Mazmanian et al. 2013). This makes remote working parents' life blurred and confused as the two domains take place simultaneously. Van der Lippe and Lippényi (2020a) have concluded that sometimes remote work leads to work-family interference as employees tend to work more hours and are under more pressure instead of finding a balance (Glass & Noonan 2016).

Certain studies investigated that the relationship between remote work and work-life balance is affected by factors such as the gender of parents, their cohabiting status, as well as the stage of parenthood in terms of the ages of their children (Asgari et al., 2014; Paleti, 2016; Popuri &

Bhat, 2003; Dunatchik et al., 2021; Singh et al., 2013). These are the aspects that I am going to analyze further, regarding their negative or positive impact towards remote working and parents' work-life balance.

Gender

Many authors in recent studies found that gendered issues are considered the most critical challenges for remote workers' work-life balance in parenthood (Uddin, 2021; Lippe & Lippényi, 2020). When women and men are working from home, they are facing natural differences of the spillover between work and life spheres. In particular, for mothers and fathers the perceptions of remote work and family-related advantages seem to be different.

Recent research found that remote working fathers have increased the hours spent with their children, but they are not involved in housework (Dunatchik et al., 2021). Also, Lyttelton, Zang, and Musick (2020) found that mums tend to devote quite a bit more time on housework throughout the pandemic and especially during working from home hours. More specifically, a recent study uncovered that mothers spend most of their daytime doing childcare while men stated that they only cared for children in the mornings when they wake up (Sevilla et al., 2020). In April 2020, Dunatchik et al. (2021) found that one quarter of remote working mothers were the primary caregivers, while only 10% of men reported that are the main caregivers.

Nevertheless, in the research of Lyttelton et al. (2021), remote working parents state that they are spending more time with their kids while they are working from home related to the days when they are at the office. In more detail, fathers who work remotely reported that on average they spend 21 minutes with their children while women who are working remotely spend around an hour per day, which directly results in heightened gender differences. The disproportionate impact of these types of work-family conflicts on mothers can lead to gender inequality in the labor market. Mothers who work remotely may be less productive because of the fewer working hours in relation to fathers. The same research found that remote working has not resolved the work-life conflict as mothers who were working from home due to COVID-19 did not report being more relaxed or

happier, in contrast to women who were working from a workplace (Lyttelton et al., 2021). This phenomenon might happen because remote work in these cases was not an issue of choice but an imposition for people, something that I will further investigate in this thesis research, since at the end of the day being involved with children and domestic chores while working remotely perhaps does not improve work-life balance.

An example of the different perceptions between genders is that some mothers view remote work in a positive way as they use it to save time for other home activities, focusing their efforts to fulfill their domestic role and childcare while men see it as an opportunity to work harder and earn more money (Shaw et al. 2003). In general, mothers when they work remotely, they feel that they need to combine it with their childcare responsibilities on which they spend the most of their time (Powell & Craig, 2015). Regarding work-family conflict, mothers are more likely to experience interference from work-to-family, whereas for fathers it is more likely that family interferes with their work. More precisely, women perceive remote work as an opportunity to combine home with paid work while for men it is seen as a time for helping out (Sullivan & Lewis, 2001). The same research showed that remote working mothers felt interference from work-to-family as they were trying to fit their work program based on their children' schedule. Arendell (2001) enhances this view, reporting that remote work pushes them to be more organized as childcare expands women's workload which includes tasks such as arranging, planning, coordinating and checking children's time in order to adjust the work program.

Conversely, males are more likely to work remotely in order to have flexible time and autonomy in order to work extensive hours, something that leads them to higher levels of family-to-work interference (Chung & Van der Horst 2018; Lott & Chung 2016; Lott 2018). Male remote workers keep housework and childcare away from work tasks but when they are working remotely it is impossible to not be interrupted by their families. The study of Sullivan and Lewis (2001) showed that men who considered this family-life blurring are mostly fathers who felt that when they were working remotely there was higher impact from family on work.

Hence, we can see that remote working parents experience multiple roles when working from home resulting in conflict due to the expansion of both spheres, while for men it is not the same (Voorpostel, 2014; Kossek & Thompson, 2016). Mothers and fathers in addition to being parents, spouses and employees are people who have personal lives as well. Given the multiple roles especially of mothers, it is not surprising that they do not have a lot of personal time for leisure activities. Sharing their time between work and family duties, it leads to no free personal time as most of the women described that their free time takes place the hours spent with the family, for instance when they have lunch (Hilbrecht et al., 2008).

Parenthood Stage/ Ages of children

The aforementioned gendered issues can affect the work-family conflict depending on the ages of children of the remote working parents. According to a German study, gender inequalities are rising based on the childcare intensity and are higher mostly when children are younger (Bauer et al., 2007). Generally, the traditional division in which women tend to take over most of the house activities or childcare gets stronger with the birth of the first child (Scheiner, 2014).

Preschool Age

The study of Zhang et al., (2020) showed that family-to-work conflict becomes higher for women as they are entering parenthood, a result that was found first by Walls et al (2007). Although employees get busier when they become new parents, a variety of research (Allen et al. 2013; Kelly et al. 2014; Michel et al. 2011) showed that remote work helps them at this stage to balance their work-family conflict. Generally, remote work and flexible work arrangements are identified to be very important for parents with young children and new parents (Hill et al., 2008). Remote work gives the flexibility to employees who experience the transition to parenthood to balance their work and childcare responsibilities. Many of those consider this opportunity as "a win-win situation". (Hill et al., 1996).

Transition into parenthood leads women to increase their housework and hence face family-to-work interference as well as gender inequalities (Scheiner, 2014). In particular, women with

children below one year old, experience higher levels of family-to-work conflict than their spouses (Schwanen et al., 2008). Generally, parents with children aged zero to four years found to prefer remote work as a way to handle the conflict and to be relieved from the time pressures. These findings can be explained since young children cause continuous distractions to the remote working parents creating family interference with work. Then the parents have to take care of their children and pause their work tasks if needed, something that leads to the family-to-work conflict. From the other side, for some parents this type of conflict is a reason to not choose to work remotely when they enter parenthood, as it will be very challenging for them to integrate both domains effectively (Schwanen et al., 2008).

A study found that parents with children around the age of 6 experience a negative relationship between remote work and work-life balance (Schwanen et al., 2008). Similarly, a UK study uncovered that the presence of preschool children at home with remote workers is more likely to cause continuous interruptions during working hours (Crosbie & Moore, 2004). For instance, when women are trying to combine work and childcare, the only time that they can execute their work effectively is when children are sleeping (Hillbrecht et al., 2008; Sullivan & Lewis, 2001). Another challenge for these parents with children at preschool-age is that their kids cannot understand that their parents are at home, but they are working at the same time and this situation makes them confused about their parents' role especially when parents cannot give them the attention they need (Sullivan & Lewis, 2006). Nevertheless, there is very little research regarding the children's perspectives about their remote working parents.

School Age

Zhang et al., (2020) revealed that there is higher family-to-work conflict when aged two to five years but when children are at the school-age, notably at the ages 9 to 11, the work-to-family conflict is stronger. Correspondingly, during the pandemic lockdown, a lot of men and women with children below 12 stated that they were facing work-to-family conflict (Blasko, 2020). Moen & Roehling (2005) support that there are higher rates of work-life conflict since for parents it becomes

more complicated when their children have school because of the increased needs for studying and travelling. Research from McKinsey & Company (2020) adds to the parents' challenges list and mostly for mothers with children under the age of 10, that they were very likely to be concerned that their performance as mothers will be negatively judged by society in relation with the performance of fathers, creating for women the need to approve that they can balance their work and life under any circumstances.

Mothers with children over 12 years are more likely to face low levels of family-to-work conflict (Blasko, 2020). Nevertheless, children aged 12 and above enable their parents to work remotely, achieving their own work-life balance and having very good relationships and caring opportunities with their children. Although when parents work remotely can extend their working hours, many women reported that remote working is a great opportunity to spend time with their kids while they are working or during their breaks (Crosbie & Moore, 2004).

A study based on mothers who had older children at school-age mentioned that they used to find their own balance by working in the evenings or weekends as part of their efforts to not experience any type of interference (Hilbrecht et al., 2008). Most of the women in the research of Hilbrecht et al. (2008) had positive reactions about the flexibility of remote work which allows them to arrange their day according to the needs of their children. Women can design their own program based on their children's routine, school duties and other activities. For example, mothers are able to bring and pick children from school, doctor appointments without having the office working hours pressure them.

Adolescent Age

Mothers and fathers with adolescent children found to experience lower levels of work-to-family conflict or family-to-work conflict. At this age stage, children are independent, and parents' caring needs are less (Hilbrecht et al., 2008). Blasko (2020) agrees that parents of teenagers reported very few interferences between work and family. Therefore, mothers of adolescents are more likely to be engaged with outdoor activities, enhancing their work-life balance as they do not have any

more childcare duties and the interferences between work and family are very few (Blasko, 2020). The only distractions for these remote working parents are when their children are finishing school, and they are spending more hours at home interrupting their parents' work. Nonetheless, when teenagers are sick, mothers with flexible workplaces have the opportunity to stay home caring for them while they are working, as a result affecting their work-family conflict.

Cohabiting Status

According to Brummelhuis and Van der Lippe (2010), except of gendered issues and the ages of the children, parents' cohabiting status is also an important aspect that affects their work-life balance. Zhang et al. (2020) findings revealed that cohabiting people are most likely to work remotely and achieve work-life balance in relation to the non-cohabiting parents. From the opposite side, Bennett et al., (2017) found that working from home causes more work-family distractions for cohabiting people in contrast to non-partnered parents, something that could be explained by the fact that all the family is in the home. For instance, cohabiting workers might prefer to not work remotely since they will have extra housework that is supposed to be done by women as per the social perceptions. Consequently, cohabiting parents choose fewer remote working hours in order to avoid the situation when housework is distributed unfairly (Bennett et al., 2017). There is another study which supports that cohabiting women prefer not to work remotely for the reason that when they work remotely, they feel stressful about their other life responsibilities as a result spending more time at housework and caring for the children instead of working (Lyttelton et al., 2021).

When cohabiting parents are both working from home, their children found to have doubled the time spent with their parents than before, something that perfectly improves employees' work-life balance, if children's presence at home is constructive without interrupting the parents' work duties (Dunatchik et al., 2021). On the other side, this study showed that when the schools are closed and cohabiting parents are both working remotely there is a higher negative psychological impact to mothers instead of fathers. Similarly, Lyttelton, Zang, and Musick (2020) found that

cohabiting mothers who work remotely were more likely to feel anxiety, depression, and loneliness than fathers because of the conflict they experience.

There is some sharing equality of housework and childcare between married parents who both work remotely but this is not universal. Gender inequalities are noticed to be increased when mothers spend most of their time on studying and schooling issues whereas fathers do not. Even when mothers and fathers are both able to support these tasks, mothers still feel the responsibility for the education and childcare. While husbands and wives both worked remotely, most of the mothers found to be mainly in charge of childcare. In cases when only mothers are working remotely and their husband not, most of the women tend to consume more time on household chores and children remote learning. On the other hand, when married fathers were the only ones working remotely and mothers not, 43% of fathers found to devote time to housework and almost 30% to children's education (Dunatchik et al., 2021).

For non-cohabiting parents there are many challenges and particularly for single mothers who are the primary caregivers for their kids and need to take over all the schooling issues on their own. Single parents even when they are working remotely, they feel pressure to combine the remote paid work and children caring since except for being the primary caregivers are also the only caregivers for their children during the day (Dunatchik et al., 2021). Therefore, non-cohabiting parents avoid working remotely as it does not positively affect their work-life balance (Zhang et al., 2020). Additionally, an older study from Abdul Azeez and Supian (1996) noticed that non-cohabiting parents are not that productive when working remotely whereas cohabiting people are more likely to accept that remote work could improve their productivity in work as well as their work-life balance.

This chapter presented the bibliography related to the impact of remote work on work-family balance of parents including the different benefits as well as challenges arising from this relationship. At the same time, parents' gender, cohabiting status and ages of their children were analyzed as per whether and how they considered factors that cause any type of work-family conflict

to remote working parents. In the next chapter there will be a presentation of the methodology of the particular research.

Chapter III - Methodology

As presented in the above chapter with the related literature and studies, the main purpose of this research is to investigate whether and how remote work affects the work-family balance of parents in Cyprus. Then, I am investigating the next research question which is about whether and how the effects are different for the unique groups of parents, given the gender, ages of children, and cohabiting status. The third research question is about whether and how the effects of remote work to work-life balance vary depending on the remote work status of parents.

Based on the literature review performed in the previous chapter, this chapter reviews the research design in order to facilitate the questionnaire design that is conducted as part of this study. Also, this chapter provides insights on the methodology, detailed data on the population and the research sample, the data collection methods and the analysis of the questionnaire in order to support the credibility of the results and enhance the findings in the literature review.

Research Methodology

In this research, quantitative information from descriptive analysis in combination with primary sources can explain whether and how remote work affects the work-family balance of parents. The study population mainly consisted of remote working parents in Cyprus based on the convenience sampling method (Bernard, 2006). Convenience sampling method is used as a method which can give to the researcher the convenience to contact the most accessible people to participate in the survey (Bernard, 2006). The main advantages of this type of sampling method are that it is inexpensive, efficient, and easy to conduct. However, the main drawback of convenient sampling is the lack of clear generalization to the sample (Carbonaro & Bainbridge, 2000). The data collection was conducted from September 20 to October 23 to professional remote working parents in Cyprus.

The only criteria of the sampling method are that all the participants should be employed parents who are working or had worked remotely any time in the past. To approach the most suitable employees for my research topic, most of the population was found through a recruitment company's database which made it easier contacting a lot of workers. The majority of the participating population of this survey was mainly selected based on the job categories to make sure that they are people whose jobs give them access to work remotely. More specifically, I have targeted people from specific job families ensuring that they were employees with remote work experience. For example, they are people from the job families of accounting, finance, audit, human resources, information technology, banking, marketing, teaching and other similar groups.

The questionnaire was sent to candidates via email. The only candidates who have received the email with the questionnaire were those who have given their consent as to be informed for the company's vacancies, updates or follow-ups. The exact number of population is not possible to be counted since apart from the company's database, the questionnaire was shared via online platforms such as Facebook and LinkedIn. More specifically the selection of LinkedIn as a way to share the questionnaire made the procedure more possible to find the target group since LinkedIn is used by a lot of professionals who worked remotely. As it comes to the resulting sample, around 175 employees were willing to answer the questionnaire, but only 105 were eligible to proceed and finish it. The reason behind this was that 48 of them did not have children and the other 22 had no experience of remote work. From this sample only 127 of the respondents were parents and from them the 105 had remote work experience.

Research Design

In order to gather all the necessary information about parents' work-family balance, a descriptive study design was chosen. My analysis has been based on a quantitative approach aiming to understand whether and how remote work affects the work-family balance of parents. Quantitative research focuses on objectivity and it is very useful in cases where quantitative

measurements of variables are collected from population samples (Carbonaro & Bainbridge, 2000). As mentioned before, I have used primary data through an online questionnaire, in order to collect demographic information and data about variables.

The questionnaire was designed to include the factors that affect the work-life balance of parents when working remotely as well as whether these factors produce work-to-family conflict or family-to-work conflict. Participants who are Cypriot professional employees in different organizations with various jobs were contacted and were sent the questionnaire through an online surveying platform. After data collection and analysis, results are compared to the literature review for comparisons and discussion.

A survey is a technique that allows the researcher to organize a set of questions in a particular order. Survey as a technique has been selected for this research as it requires data collection from a large and diverse population in order to give me an overall idea of the relationship between work-life balance and remote work. It would be very difficult to find a large group of remote working parents by conducting face-to-face discussions or interviews. It is also a very popular technique to be used in similar situations, since it gives the researcher the opportunity to gain information about the subject he/she is investigating (Queirós et al., 2017).

A survey provides a researcher with several benefits. First, it is a way to keep data into a database making the analysis simpler (Carbonaro & Bainbridge, 2000). Moreover, through web survey participants have the ability to choose the date and time when they prefer to complete the questionnaire. A strength of this was that once the invitation was sent through email or posted to websites and social media, I was able to collect data while working on other projects. At the same time, participants could share the questionnaire with their colleagues and family, resulting in comparable and representative points of view (Carbonaro & Bainbridge, 2000). Therefore, this design enabled me to gather data from a wide range of respondents in regard to the effect that remote work has on their own work-life balance. Simultaneously, an online questionnaire needs

shorter time to be completed and the collection of responses is not time or cost consuming in relation to the traditional paper and pencil methods of questionnaires (Lefever et al., 2007). The responses were directly sent to me once each participant finished the survey.

However, one of the areas of concern about the web surveys was the fraudulent respondents as many respondents did not answer honestly or pretend to be different people (Queirós et al., 2017). Another limitation was that people needed a computer and access to the internet as well as being computer literate enough to complete the questionnaire online. However, the freedom given to these participants can be doubled. On the one hand, participants were free to choose to answer the questions, but on the other hand it could be detrimental if respondents delayed filling out the questionnaire and then, in most cases reluctantly, forgot to do it (Lefever et al., 2007).

Data Collection Methods

The main tool used to gain the primary data for this thesis research was an online survey through a questionnaire. The questionnaire was divided into five sections beginning with the collection of demographic information of the survey respondents such as age, gender, cohabiting status, total number of children and ages of their children as well as questions about their remote work status. These variables were used to examine whether and how the work-life balance of parents is affected by them. Then, there are two sections following, the one for those who are currently working remotely and the other one for those who had worked remotely sometime in the past. In these sections there were questions regarding the frequency of their remote working and for their partners (if any) as well as items asking how remote work affects their personal lives on the basis of a 4-point Likert scale with the anchors being strongly disagree and strongly agree.

The next section of the questionnaire which includes the main scales was about the work-family conflict and the family-work conflict (Carlson et al., 2000) as described in the literature review, in order to increase reliability and validity (Chang, 1994). Work-to-family conflict and family-

to-work Conflict (WIF and FIW) have taken from the scale initially conducted and developed by Carlson et al. (2000) including 54 items, which are studying six dimensions of work-family conflict. The scale of Carlson et al. (2000) was a combination of items from previous works, and they had developed new items specifically for the study of work-family conflict.

However, in this scale I kept only the four of six dimensions, namely the time-based work interference with family, time-based family interference with work, strain-based work interference with family and strain-based family interference. I have excluded the behavior-based conflict as for this thesis purposes there is no need to research whether and why the behavior required in one role is compatible or not with the expected behavior in the other role. The scales regarding the time-based and strain-based were more related with this research topic in order to give an overview of how work-family conflict is affected by the remote working situation of parents. Items have been included to assess potential strain-based and time-based aspects of conflict as this thesis objective is to develop a consistent assessment of the WIF and FIW.

Hence, the responses of the participants were collected on the basis of a 4-point Likert Scale with the anchors being again the "strongly disagree" and the "strongly agree". The initial questionnaire was on the basis of 5-point Likert Scale, allowing the participants to give a neutral answer. However, the current one does not give the ability to respondents to give a neutral response in order to force participants' desire for an agreement or disagreement by getting people to use a cognitive effort (Krosnick et al., 2002). It is about giving an attempt to answer which point of argument they perceive suits them better and make a decision for their work-family balance (Weijters et al., 2010). At the end of the questionnaire there are also two open questions regarding what respondents perceive as the most important advantage and limitation of remote work to their work-family balance.

The dependent variables in the particular research are the two dimensions of the work-family conflict (WIF and FIW) based on Carlson et al. (2000), whereas the main independent variable

is remote working. I also examined the variables of 'saving traffic cost and time' when working

remotely, the feelings of 'anxiety and depression', the 'autonomy' and all the demographics (gender,

age, cohabiting status, number and ages of children) as well as remote work status. At the same

time, based on Chung (2020), another variable which was measured is the career importance in

terms of whether parents with high career standards experience more conflict or not. Career

importance includes those whose career advancement is very important for them as well as those

who want to be promoted. Also, I have included the use of information technology since many

parents may feel exhausted with the constant use of technology while working remotely, as a result

feel conflict between their work and family domains, based on the study of Mazmanian et al. (2013).

In general, each participant was requested to reply to the questions regarding their work-

family conflict based on their own remote work experience. The questionnaire developed on a 4-

item Likert scale for each item, for which 1 = "strongly disagree" and 4 = "strongly agree." The data

were collected using an on-live version of the google forms where participants could receive a link

and complete the questionnaire fully online. The questionnaire needed about 10 to 12 minutes to be

completed. Participants of this study were Cypriot parents who are working or have worked in the

past remotely, whether fully or partly. The sample of professional parents included men and women

at any age regardless of the job or seniority. The only eligibility criteria for this study questionnaire

were that the professionals should have children and any remote work experience as parents. Each

person of the sample was mailed an online questionnaire accompanied with a covering letter which

described the purpose of the survey. Data were held anonymously, confidential and only used for

the purposes of this academic research. All the multiple-choice questions were obligatory to be filled

and the responses were summed up in order to give scores that can be measured.

Data Analysis Methods

The analysis of this study is quantitative, since for the data analysis quantitative data were

obtained. The data analysis was based on statistical software, namely Jamovi. Firstly, I had coded the

responses in order to analyse the data taken from the questionnaire and those data were coded using the statistical software Jamovi. The data analysis involved descriptive statistics, reliability analysis, correlation analysis and regression analysis.

The data were entered and analysed using the Jamovi which contributed to my findings as it comes to the data validation and correctness. The results were analysed with the different variables included in the research questionnaire. At the same time, I have used Excel to calculate a few analytical solutions.

Chapter IV - Results

This chapter presents in detail the results of the data analysis obtained according to the methodological design of the research as presented in the previous chapter. The main purpose of this study, which is to investigate the relationship between work life balance and remote work of parents, was researched through quantitative data, which was statistically analysed and resulted in useful findings. The survey results are organized and presented in the following chapter.

The data were analysed by using 3 (three) different types of statistical analysis tests for the remote work variables and work-life balance dimensions, the Correlation statistics, the Reliability analysis and the Regression analysis. Correlation statistics were employed to measure the strength of the relationship between the variables. Reliability testing was responsible to determine the degree to which a sample is consistent within itself. Next, in order to give answers to the research questions, Linear Regression analysis modelling took place for this particular analysis.

Firstly, the dependent variables in the particular statistical analysis are the two dimensions of the work-life balance (WIF and FIW), whereas the main independent variable is remote work. I also examined whether the different groups of parents and their remote work status affect the primary relationship between work-life balance and remote work. The statistical method of regression analysis was used, due to the large number of questions in the questionnaire and the relative correlations between them.

Based on the descriptive statistics presented in the Table 1, the frequencies and the standard deviations are described. To begin with, the total sample of parents who currently work remotely or have worked sometime in the past is 105 from 175 which was the total population who tried to answer the questionnaire. 56,2% of the sample consists of mothers (n=59) while the rest of 43,8% from fathers (n=46). Overall, the age of most of the participants is 33-39 years old while the 23,8% consisted of parents aged between 40-47 and the 15.2% from people aged 26-32 while the 20% were people between 48-55. The majority of parents were cohabiting with a partner (married or not) (n=95) and only the 10% of them were parents with no cohabiting partner. The average of

the total number of children that parents have is 1.55 children (Mean=1.88). Almost half of the

parents (47.6%) of the sample have worked remotely for 1 to 6 months.

Therefore, all parents surveyed were employees who have a remote work experience, with

69.5% worked sometime in the past (n=73) while most of them started working remotely due to

COVID-19 lockdown period in Cyprus (n=47). For the rest the decision to work remotely was partially

their own decision (n=23). Also, 60% of the parents want to continue working remotely but for some

days – partially (n=64) while only 8,6% want to work fully remotely (n=9) and the 30% do not want to

continue the remote work (n=32).

Reliability Analysis

Then, reliability analysis was developed for all four dimensions of work-life balance, the

time-based work interference with family (WIF), the Time-based family interference with work

(FIW), the Strain-based work interference with family (WIF), and the Strain-based family interference

(FIW). This step was mandatory, due to the fact that I have to test if the variables are considered to

be reliable, before any further examination.

Reliability testing and more specifically Cronbach's alpha scale showed that the four

dimensions of work-life balance are reliable. More specifically "Time-based work interference with

family" scored 0.931, "Time-based family interference with work" scored 0.914, "Strain-based work

interference with family" scored 0.931 and "Strain-based family interference with work" scored

0.943. The reliability statistics for all the variables of remote work, scored 0.835. Values greater than

0.8 and 0.9 are considered to be high values.

Correlation Analysis

Subsequently, Correlation Coefficient statistic is subjected since it measures the strength of

the relationship amongst variables. Correlation statistics were developed for all four dimensions of

work life balance and the variables of remote work. The below tables show the most important

correlations.

Table 1

Descriptive Statistics and Correlations

	Mean	Std	1	2	3	4	5	6	7	8
1. Gender	0.552	0.500								
2. Age	3.46	0.905	0.079							
3. Children 3-5 years old	0.314	1.88	-0.009	0.125						
4. Number of children	0.487	0.768	-0.046	0.045	-0.024					
5. Currently WR	0.305	0.463	-0.0111	-0.012	0.040	-0.028				
6. Length of RW	1.89	0.974	-0225*	0.086	0.198 *	0.045	0.569 ***			
7. Frequency of RW	2.52	1.21	0.153	0.006	-0.077	-0.012	0.056	0.002		
8. Own decision/forced to	2.43	0.719	0.057	-0.007	-0.086	0.149	-0.368***	0.245 *	0.281 **	
9. Want to continue working remotely	1.70	0.911	0.289**	0.035	-0.045	0.138	-0.211 *	-0.278 **	0.050	0.334***
10. Anxiety/ Depression/ Loneliness	2.36	0.569	0.201*	0.115	-0.047	-0.054	-0.331***	0.242 *	0.127	0.015
11. More involved with children	2.08	0.852	0.108	0.141	-0.054	-0.117	-0.124	-0.093	-0.167	0.006
12. Feel tired with the use of communication technology	2.10	1.05	0.161	-0.112	0.010	-0.028	0.081	-0.026	-0.055	-0.126
13. Career importance	3.35	0.747	0.244*	0.063	0.196*	-0.046	-0.047	0.008	0.192*	-0.046
14. Time-based WIF	2.14	0.846	0.166	0.022	0.084	-0.001	-0.041	-0.124	-0.034	-0.051
15. Time based FIW	1.90	0.753	0.114	0.177	0.188	0.339**	0.099	-0.073	-0.028	-0.053
16. Strain-based WIF	2.28	0.818	0.233*	-0.016	0.131	-0.067	0.000	-0.198*	-0.056	-0.151
17. Strain-Based FIW	1.84	0.807	0.122	0.208 *	0.225 *	0.024	0.034	-0.106	-0.067	0.023

Note. * p < .05, ** p < .01, *** p < .001

Table 1 – continued

	Mean	Std	9	10	11	12	13	14	15	16
10. Anxiety/ Depression/ Loneliness	2.36	0.569	0.191							
11. More involved with children	2.08	0.852	0.193 *	0.506 ***						
12. Feel tired with the use of communication technology	2.10	1.05	0.082	0.223*	0.250*					
13. Career Importance	3.35	0.747	0.085	0.271 **	-0.252 **	0.261**				
14. Time-based WIF	2.14	0.846	0.203*	0.386*	0.315 **	0.491**	0.520 *			
15. Time based FIW	1.90	0.753	0.230 *	0.317 ***	0.421*	0.388***	0.489 **	0.669***		
16. Strain-based WIF	2.28	0.818	-0.174	0.383	0.277	0.580**	0.597 *	0.781***	0.709***	
17. Strain-Based FIW	1.84	0.807	0.307 **	0.355 ***	0.375 ***	0.365***	0.469***	0.674***	0.846***	0.680***

Note. * p < .05, ** p < .01, *** p < .001

To commence with, the above table shows a positive statistically significant correlation between - *Strain-based WIF* and the other three dimensions of work-family conflict. More specifically with time-based WIF r (105) = 0.781, p<0.001, with time-based FIW r (105) = 0.709, p<0.001 and with strain-based FIW, r (105) = 0.680, p<0.001. A statistically significant correlation was reported between - *Strain-based FIW* and the other three work-family conflict dimensions. With time-based WIF r (105) = 0.674, p<0.001, with time-based FIW r (105) = 0.846, p<0.001 and with strain-based WIF, r (105) = 0.680, p<0.001. A positive statistically significant correlation was also found between - *Time-based WIF* with the other three dimensions. With time-based FIW r (105) = 0.669, p<0.001, with strain-based WIF r (105) = 0.781, p<0.001 and with Strain-based FIW, r (105) = 0.674, p<0.001. Lastly, statistically significant correlation was found between - *Time-based FIW* and the other three work-family conflict dimensions. With time-based WIF r (105) = 0.669, p<0.01, with strain-based WIF r (105) = 0.709, p<0.001 and with strain-based FIW, r (105) = 0.846, p<0.001.

The correlation table shows statistically significant correlation between the length of remote working of parents and those who are currently working remotely r (105) = 0.569, p<0.001. Also, we can see that there is a correlation between the decision for remote work status (own decision or forced to) with the frequency of remote work r (105) = 0.281, p<0.01. There is a positive correlation between those who want to continue remote work with the age, r (105) = 0.289, p<0.01 as well as with the fact of whether remote work was by their own decision, r (105) = 0.334, p<0.001. The anxiety, depression, loneliness that parents feel while working remotely is significantly correlated with the gender r (105) = 0.289, p<0.01 and negatively correlated with the variable of "I am currently working remotely", r (105) = -0.331, p<0.001. It is important to mention that the involvement with children while working remotely is highly correlated with the feelings of anxiety and depression with Pearson's correlation coefficient being 0.506 at p<0.001.

Career importance showed correlation with the gender r (105) = 0.244, p<0.01 and with the frequency of remote work, r (105) = 0.192, p<0.05. At the same time, the importance of career is

significant correlated with the feelings of anxiety, depression and loneliness with r (105) = 0.271, p<0.01 and therefore with all the four dimensions of work-family conflict, with time-based WIF r=0.520, p<0.05, with time-based FIW r=0.489, p<0.01, with strain-based WIF r=0.489, p<0.05, more significantly correlated with strain-based FIW r=0.597, p<0.05 and lastly with the strain-based FIW, r=0.469, p<0.001. Career importance revealed negative correlation with the statement "I am more involved with my children while working remotely" with r = -0.252 p<0.01

Regarding the first type of work-family conflict, the time-based WIF, found to have a correlation with the feelings of anxiety, depression and loneliness that remote working parents experience as pearson's correlation coefficient was .386 at the significance level of p<0.01. Pearson's correlation coefficient was .315 at the significance level of p<0.01 for the correlation between time-based WIF and Involvement with children while working remotely. Similarly, there is a positive correlation between the variable of "I am feeling tired of the constant use of information technology" with all the types of work-family conflict, with the time-based WIF, r=0.491, p<0.01, with the time-based FIW, r=0.388, p<0.001, with the strain-based FIW, r=0.580, p<0.01, and with the strain-based FIW, r=0.365, p<0.001. Likewise, with the other time-based dimension, the time-based FIW is significantly correlated with the involvement with children while working remotely, r=0.421, p<0.5 as well as with the feeling of anxiety and depression, r=0.317, p<0.001.

The total number of children is only correlated with the Time-based FIW r=0.339, p<0.01. Strain-based FIW showed similar correlations with the time-based FIW. More specifically it shows a correlation with the variable of "I am more involved with my children while working remotely", r=0.375, p<0.001 and the anxiety and depression, r=0.355, p<0.001. Also, compared to the other three dimensions, the strain-based FIW is correlated with the age of parents, r=0.208, p<0.05 as well as with the children aged between three to five, r=0.225, p<0.05. However, the only dimension which is correlated with the gender is the strain-based WIF, r=0.233, p<0.05.

Regression Analysis

Then, I have explored the relation between work-family conflict and different remote work outcomes as well as demographics. To achieve this, a linear regression analysis was performed with four different models for the four dimensions of work-family conflict. The results of the regression analysis are shown in Appendices for each model.

The model for the first dimension of the dependent variable was calculated to predict the factors that affect the Time-based WIF with an R squared of 0.629, $p<0.05$ (Appendix 1). The Appendix 1 shows that none of the demographics affected the time-based WIF. However, there is a negative linear relationship between the time-based WIF and traffic cost and time with $p=0.042$ ($p<0.05$) and $b=-0.2724$. A positive linear relationship found with the feelings of anxiety, depression and loneliness when working remotely, with $p=0.004$ and p-value 10%. It was also found to have a negative relationship with the autonomy that people have while working remotely with $p=0.048$ and $b=-0.1739$. At the same time, time-based WIF has a strong linear relationship with the importance of career of the parents with $p=0.025$ as well as with the exhausted mood due to constant use of information technology with $p=0.019$ and b equal to 0.1805 and 0.2435 accordingly. There is no linear relationship with parents' remote work status and time-based WIF. The only exemption is for the variable of "I would like to continue working remotely" which is negatively related with the time-based WIF with $p=0.045$ and $b= -0.2171$.

For the time-based FIW (Appendix 2), the total number of children seems to affect the time-based FIW with $p=0.049$ and $b=0.22946$. More specifically the variable of parents who have children at the ages three to five years has a linear relationship with time-based FIW with $p=0.034$ and $b=0.23072$. Also, those parents who are more involved with children experience more time-based FIW, with $p=0.033$. Simultaneously, the importance of career has a linear relationship with this dimension with $p=0.018$ and $b=32228$. Time-based FIW, has a strong relationship with the variable of "I feel exhausted with the constant use of information technology", with $p<0.001$.

Moving to the third model (Appendix 3), we can see that it shows that saving traffic cost as well as time has a negative relationship with the strain-based WIF with p=0.009 and b=-0.37289. Similarly, the frequency of remote work has a positive relationship with strain-based WIF with p=0.011. The importance of career and the constant use of technology have also a positive relationship with this type of conflict with p=0.051 and p<0.01, accordingly. More specifically the relationship with technology is stronger with b=0.42138. Anxiety and depression feelings have positive linear relation with strain-based WIF with p=0.034.

As it comes to the last dimension (Appendix 4), strain-based FIW has a positive linear relationship with the increased relationships with children while working remotely with p=0.049 and b=0.2821 and more precisely when the children are in the ages between six to eight years old with p=0.037 and b=0.8252. The same applied with children aged 12 to 15 years old with p=0.047 and b=0.8579. Also, for parents who have worked remotely sometime in the past there is a positive linear relationship with strain-based FIW, with p=0.045 and b=0.4222. The variable of those who want to continue working remotely is negatively related with the strain-based FIW with p=0.023 and b=-0.1991. The career importance for another time plays a significant role as it has a positive relationship with this dimension with p=0.003 and b=0.2308.

Chapter V - Discussion

This chapter presents and discusses the findings of the quantitative analysis of the research data, in order to answer the main research question of this thesis study which is how and whether remote work affects the work-family balance of parents. In order to achieve this, I have managed to test four different models that describe the relationship between work-family conflict and remote working parents. Specifically, important findings for work-family conflict and remote work are presented. The findings will then be discussed in comparison to the relevant literature and studies.

Overall, my results showed that remote work affects the work-family balance of parents, something that confirms previous studies (Crosbie & Moore, 2004; Gajendran & Harrison, 2007; Hartig et al., 2007). However, this thesis has analyzed one of the theories of work-family balance, the work-family conflict which was described first by Greenhaus and Beutell (1985). Work-family conflict has been researched using the framework of Carlson et al. (2000), with the dimensions of time-based WIF, time-based FIW, strain-based WIF and strain-based FIW. In order to further explore this relationship, I have studied the different types of remote workers.

To begin with, the gender of parents is correlated with the feelings of anxiety, depression and loneliness while working remotely. More specifically, women seem to experience more intensely these feelings something that had further explained by another research (Lyttelton et al., 2020) which found that mothers feel stressful about their different responsibilities that have to combine. As a result, they are spending more time on housework and childcare, a phenomenon that causes them anxiety instead of being relaxed or happier, in contrast to women who were working from a workplace. My study found that gender, as it comes to the conflict, has association only with the strain-based FIW, meaning that mothers are more likely to experience strain-based FIW in relation to men due to of those feelings. Similarly, the study of Dunatchik et al. (2021) showed that when the schools are closed, and cohabiting parents are working remotely there is a higher negative psychological impact to mothers instead of fathers as a result experiencing family to work conflict.

This outcome is explained by another finding which showed that the increased involvement with children is highly correlated with these feelings. Someone could expect different results, like the involvement with children does not cause parents' anxiety and depression but this differs when we are referring to remote working. These study's findings for Cyprus remote workers are not consistent with the research of Uddin (2021), that for many workers, remote work is the main motivator for them to achieve work-life balance. However, this research discloses that when employees are anxious and depressed while working remotely and spending time with their children then there is a time-based FIW, meaning that the time which parents spend with their children interfere with their work responsibilities and this happens due to remote work. These feelings of anxiety and depression in relation to remote work cause other types of conflict as well, like the strain-based FIW and the time-based WIF, for similar reasons. More specifically, one of the findings was that parents who perceive that during remote work had stronger relationships with their children are those who experienced more strain-based FIW.

As it comes to gender and career importance, men found to perceive their career as very important while most of the women do not take their career as priority. More clearly, Chung (2020), stated that this occurs because men do not spend as much time as women on housework, that is why they might not experience a negative effect on their career while for women housework and family pressures could make them alter their career aspirations. Added to this, my results showed a negative correlation with career importance and involvement with children, something that led us to the conclusion that men who have high career aspirations are not much involved with their children and women who are more involved with their children during remote work may reconsider their career ambitions. This could be explained by the fact that women might be grateful for having the opportunity to spend time with their children while working remotely so they are eager to sacrifice their career. However, for men remote work under these circumstances is seen as an opportunity to show up and be promoted. This is confirmed with Shaw et al. (2003) who found that men see

remote work as an opportunity to work harder, earn more money and achieve higher career opportunities. In reality, this phenomenon does not let women achieve a work-life balance.

At the same time, parents who have high standards for their careers, meaning that they their career advancement is important for them and they want to be promoted, found to experience higher levels of conflict between work and family regarding the time (time-based WIF) since these two dimensions have a strong linear relationship. In general, career importance leads parents to experience all the four dimensions of conflict. When parents have high standards for their career, it is difficult for them to combine work and family responsibilities because when they want to achieve a career development, they need to spend more time on work instead of family and the more time spent on work interferes with their family needs.

Concerning the autonomy that employees feel while working remotely, the study reveals that when they perceive that they are not autonomous and cannot split their time independently are more likely to experience time-based WIF as well as strain-based WIF, namely more work to family conflict. More precisely, when they have pressure from their work environment, they feel like their work is interfering with their family duties. For example, most of the women in the research of Hilbrecht et al. (2008) had positive reactions about the flexibility of remote work which allows them to work autonomously, arranging their day according to the needs of their children.

In consistency with a study (Tremblay, 2003) in my study, too, both genders perceive remote work as an appealing method for them to reduce travelling time, schedule their own program and then have a better work-life balance. When there is low traffic cost and time, parents experience lower strain-based WIF. This could be explained as parents have to take children to school and this costs extra traffic time before they arrive at their work but if they are working from home there is no extra preparation for going to the workplace. Similar study showed that employees perceive that remote work can improve their work-life balance (Peters et al. 2009). It is revealed from my results that traffic cost and time decrease the time-based and strain-based conflicts.

Beyond the reduced travelling time and cost while working remotely, the constant use of information technology increases the possibilities of parents to experience time-based WIF, time-based FIW and more importantly strain-based WIF. The results of this study contradict previous literature of Lewis & Cooper (2005), which referred to the fact that technology gives the flexibility to the employees enhancing their work-life balance. There are many reasons behind the negative association between technology and work-family conflict. For instance, the research of Green (2002) demonstrated that mobile networks and smartphones connected with organizational email have the possibility to blur the work and family domains leading mainly to the interference of work into family. Especially when electronic devices are ringing hours when people are not working, leads to a work-to-family conflict as they stay in touch with work even when they are out of the working hours and spending time with their family (Mazmanian et al. 2013). This makes remote working parents' life blurred and confused as the two domains take place simultaneously. Sometimes the use of technology for remote work leads to work-family interference as employees tend to work more hours (Van der Lippe & Lippényi, 2020a).

When it comes to the parenthood stage of parents, and more specifically to the number of children they have, something that I have not found in other studies is that the number of children has a linear relationship with parents' time-based FIW. This means that remote working parents with a higher number of children are more likely to experience the interference from family to work. When parents have more children their family responsibilities are more, and their time needs to be divided, as a result the personal needs interfere with the professional ones. However, this is depending on the ages of the children as well.

More specifically, most of the parents who had children in the ages between zero to two used to work remotely three to four times per week or fully remotely. The increased remote work hours show that parents need to work remotely as a way to balance their family and work duties. This outcome confirms the study which found that women with children aged zero to four prefer

remote working in order to handle the work interference with family and to be relieved from the

time pressures (Schwanen et al., 2008).

The outcoming results confirmed that parents who have children at the ages of three to five

are more likely to experience time-based FIW, something that supports an earlier study regarding

the children of preschool-age. In particular, a previous study found that parents with children

around the age of 6 experience higher levels of negative relationship between remote work and

work-life balance (Schwanen et al., 2008). Therefore, the work is more likely to be interrupted when

children at these ages are close to their parents while they are working remotely resulting in family-

to-work overlaps (Crosbie & Moore, 2004). My results revealed that those who have children

between six to eight years old experience higher levels of strain-based FIW, since the pressure and

stress of caring children at these ages affects the parents' ability to concentrate on their work when

they are working remotely. More specifically, children at age of 6 are those who are entering the

school and they need help in order to adapt themselves to the new school life (Schwanen et al.,

2008).

This research did not discover any specific correlation for the ages 9 to 11 as opposed to

Zhang et al. (2020) who revealed that there is stronger work-to-family conflict when there are

children at the ages 9 to 11. Correspondingly, during the pandemic lockdown, a lot of men and

women with children below 12 stated that they were facing work-family conflict (Blasko, 2020). The

reason behind the lack of this significance is maybe the low number of parents with children at this

specific range of ages.

Strain-based FIW found again to affect the parents with children aged between 12 to 15,

compared to the study of Zhang et al. (2020) who noticed the opposite conflict happens at these

ages, namely the work-to-family conflict being stronger. However, my findings are reasonable as

children especially near 15 have more schooling demands like extra hours of study, private

afternoon schools and therefore more travelling needs for parents, resulting in stress from family to

work in order to combine both. On the contrary, Blasko (2020) revealed that parents with children

over 12 years are more likely to face lower levels of family-to-work conflict. Supporting the study of

Hilbrecht et al. (2008), parents who had older children at school-age mentioned that they used to

find their own balance by working in the evenings, weekends or when their children sleep to

eliminate any type of interference. However, there are not a lot of mothers in my sample who spend

more time on domestic chores compared to the study which found that most of the women tend to

consume more time on household chores instead of working (Dunatchik et al., 2021).Parents with

children in the ages 16 to 18 and more, found to have negative association with all the four work-

family conflict dimensions. This confirms the studies of Hilbrecht et al. (2008) and Blasko (2020) that

parents with adolescent children experience lower work-to-family conflict or family-to-work conflict.

At this age stage, children are independent, and parents' caring needs are less.

Moving on to the remote work status of parents, in general, most of the parents prefer to

continue working remotely but for some days of the month, not fully remotely. However, the

majority of mothers do not want to continue working remotely most probably due to the

aforementioned reasons of increased housework and family duties. In particular, Shaw (2003)

recognized that for mothers and fathers the perceptions of remote work seem to be different. An

example of this is that some mothers view remote work as a way to fulfill their domestic role and

childcare. Subsequently, the findings from Lyttelton et al. (2021) study were supported by my

findings that remote work for mothers has not resolved their work-life balance as a result they do

not want to continue doing it.

Parents who worked remotely sometime in the past because of COVID-19 lockdown

restrictions or other obligatory policies, meaning that remote work was completely not by their

decision, they do not want to continue working remotely or they want to do it occasionally. This can

be explained as a lot of parents had started working remotely because they were forced to, due to

COVID-19 restrictions. The high percentage of those who do not want to continue shows that

probably they did not have very good experiences with remote work under restrictions, since most of those parents experienced high strain-based FIW. From the other side, those who want to continue working remotely are those who did not or do not experience any time-based WIF. These results confirm a previous study which was based in Cyprus from Finexpertiza company (2020) which showed that only 30% of employees in Cyprus who were forced to work remotely due to COVID-19, would like to continue remote working after the pandemic outbreak. Additionally, the study of Sevilla et al. (2020) uncovered that mothers who were working remotely during the pandemic tended to spend most of their daytime doing childcare resulting in family to work interference. Therefore, those parents prefer to work partially remotely.

The frequency of remote work has a positive relationship with strain-based WIF, which can give us the evidence that as more as parents working remotely they experience higher strain based WIF. More specifically, parents feel this type of conflict because when they are working remotely for a long time and their children or other family members are interfering with their work responsibilities then the combination of these two is getting harder. I did not find any literature review that could support my findings regarding the frequency of work in relation to the work-family conflict, therefore there is an important gap for further research.

Chapter VI - Conclusions, Limitations and Suggestions for future research

This research aimed to identify whether and how remote work affects the work-family balance of parents in Cyprus. The other two research questions which arise from the first one are about whether and how the effects are different for the unique groups of parents, given the gender, ages of children, number of children and cohabiting status as well as whether and how the effects are different depending on the remote work status of parents. Based on a quantitative research it can be concluded that overall, my findings revealed positive correlation between parents' work-family conflict and remote working. Simultaneously, this study enriches knowledge on this primary relationship by focusing on the different groups of parents and their remote work status. This research makes different contributions around the work-family conflict and remote work, and it brings in several implications for future researchers.

To commence with the gender of parents, this study concluded that mothers are more likely to experience the feelings of anxiety and depression while working remotely, as a result having more strain-based FIW in relation to men. More specifically, when the schools are closed, there is a higher negative psychological impact on mothers instead of fathers. Therefore, the majority of mothers do not want to continue working remotely, due to the increased housework and childcare duties. One of the most surprising associations is between the feelings of anxiety and depression with the increased involvement with children while working remotely. As a result of this relationship, when there is increased Involvement with children while parents are working remotely then time-based FIW occurs. This means that parents who are more involved with their children are those who experience time-based family interference with work, since the time devoted to their children keeps them from the time they had to spend on work.

At the same time, when parents have high standards for their career, it is more likely to experience all the four types of conflict as well as anxiety and depression while working remotely. Particularly, men who have high career aspirations are not much involved with their children during

remote working while women may reduce their career ambitions by choosing to be more involved with their children.

In respect to the total number of children, it seems that when there are more are at home with their remote working parents, it is more likely for them to experience time-based FIW. However, the ages of children have the most significant role in this relationship. More precisely, parents with children aged zero to two prefer remote work as a way to handle the work interference with family and to be relieved from the time pressures while parents with children at the ages three to five are more likely to experience time-based FIW and strain-based FIW. Strain-based FIW affects parents with children aged between 6 to 8 and 12 to 15, and these people used to find their own balance by working in the evenings, weekends or when their children sleep as part of their efforts to not experience any type of interference. Parents with children in the ages 16 to 18 years and above do not experience work-to-family conflict or family-to-work conflict. Clearly, the ages of the children constitute an important factor that affects the parents' work-family conflict especially when children are at preschool age.

As it comes to the third research question regarding the remote work status of parents, it can be concluded that work-family conflict is related to the parents' free choice or imposing to work remotely. Parents who worked remotely because of COVID-19 lockdown restrictions or other obligatory policies, meaning that remote work was completely not by their decision, they do not want to continue working remotely or they want to do it occasionally, which give us the impression that forcing parents to work remotely does not improve their work-family balance. This research clearly points out that as the frequency of remote work increases, the parents experience higher strain-based WIF.

Concerning the autonomy that employees feel while working remotely, parents who perceive that they are not autonomous, they experience more work-to-family conflict (time-based and strain-based). Remote working parents in Cyprus need more autonomy from their employers in

order to achieve their work-family balance and be able to manage their time accordingly, with less pressure. At the same time, the constant use of information technology while working remotely increases the possibilities of parents to experience time-based WIF, time-based FIW and strain-based WIF. Mobile networks and smartphones connected with organizational media have the possibility to blur the work and family domains leading to the interference of work into family. Beyond the work-family conflict that remote working could cause to parents, both genders perceive remote work as an appealing method to reduce travelling time and schedule their own program, since they experience lower levels of time-based WIF and strain-based WIF because of traffic facilitations.

This research, like all others, contains its own limitations that did not allow me to make further investigation of some questions and assumptions. However, when these limitations are addressed, it will enhance our knowledge on the relationship discussed in this study. First, one of the main limitations of this study, is the use of the convenience sampling method as well the small number of the sample which made the analysis limited in generalisability in order to accurately reflect the situation in Cyprus. Gibson and Brown (2009) suggest that it is important to have a representative sample as a result of the topic being deeply investigated. At the same time, the sample participated in the survey did not allow older employees who do not have access to technology, or they are not computer literate to participate in the survey. Due to this limitation, the majority of participants were young, ages ranged from 33 to 39 years old, which it is a limitation of itself. Also, the fact that the questionnaire was translated in Greek made the participants get confused due to the larger statements which included both languages, English and Greek.

Furthermore, the findings of this study lead to a variety of questions that could be further explored in future research. For instance, I did not study the working status of employees such as their type of work, seniority of position, years of experience or job sector. Simultaneously, the potential examiners can investigate in which ways might the type of employment (full time or part

time) or the quality of life of remote workers or even their place from where they are working

remotely, have an impact on their work-life balance. Moreover, it would rather be interesting to

explore the perceptions of Cypriot employees who are not parents in order to come up with

different comparisons and conclusions.

The current study examines work–life balance through the lens of the employees only. To

better understand the implications of these results, future studies could further research the

perception and views of the managers or team leaders as it comes to their subordinates'

performance while working remotely. Based on the current conclusions, practitioners should

consider more the people who are not cohabiting with a partner, how they experience the remote

work without a partner, since my study due to the small sample could not address any significant

conflict from non-cohabiting parents.

This research did not discover any specific correlation for the ages 9 to 11 as opposed to

Zhang et al. (2020) who revealed that there is stronger work-to-family conflict when there are

children at the ages. Therefore, there is a gap for some ranges of children' ages as to whether there

is an impact on the parents. This is another limitation that arises from the ability of the survey

methodology to get a deep understanding of the dimensions of remote working parents in relation

to their work-family balance. Hence, future researchers should expand on this study by interviewing

and observing the participants including a various range of children ages and total number of

children (Gibson and Brown, 2009). Also, it would be important to further study the relationship

between the feelings of anxiety and depression while parents working remotely and are more

involved with their children.

Finally, my research only examined remote working parents in one particular country,

Cyprus, which is a country that introduced remote work mainly with Covid-19 lockdown restrictions

without any specific previous experience from many Cypriots before this. Most of the parents in my

sample are people who worked remotely only during lockdown. Consequently, future research does

not only need to focus on a wider sample to get more generalized findings but needs to focus on

other countries in order to make comparisons and investigate if remote workers from other places

experience similar conflicts.

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Appendices

Appendix 1

Linear Regression Analysis – S1_Time-based WIF

Model 1- Variables	Coefficient	Standard Error	P-value
Intercept	1.2098	0.7127	0.081
Saving traffic cost and time	-0.2724	0.1314	0.042
Anxiety/ Depression/ Loneliness	0.4405	0.1480	0.004
Autonomy	-0.1739	0.414	0.048
Demographics			
Gender	-0.904	0.1608	0.576
Age	0.0139	0.0711	0.646
Cohabiting Status	-0.2160	0.2770	0.438
Number of children [0-2]	-0.5227	0.4536	0.253
Number of children [3-5]	-0.3655	0.4446	0.414
Number of children [6-8]	-0.4236	0.4307	0.328
Number of children [9-11]	-0.3292	0.4405	0.457
Number of children [12-15]	-0.5759	0.4310	0.185
Number of children [18+]	-0.4270	0.4543	0.350
Total Children	0.3626	0.4250	0.396
Remote Work Status			
Currently working remotely (whether fully or not)	0.1358	0.2242	0.547
Frequency of remote work	-0.0305	0.0667	0.648
Frequency of partners' remote work	0.0502	0.0594	0.401
RW: Own decision/ forced to	0.0703	0.1260	0.579
Want to continue working remotely	-0.2171	0.0944	0.045
Career Importance	0.1805	0.0789	0.025
Feeling exhausted with information technology	0.2435	0.1015	0.019

R^2 =.629 for model 1 ($p < .05$)

Appendix 2

Linear Regression Analysis – S2_Time-based FIW

Model 2- Variables	Coefficient	Standard Error	P-value
Intercept	1.0665	0.9829	0.072
Autonomy	-0.07920	0.1500	0.599
Ability to deal with sickness and doctor appointments	0.08970	0.1186	0.452
Saving traffic cost and time	-0.09897	0.1127	0.382
More involved with Children/Chores	0.18410	0.0850	0.033
Anxiety/ Depression/ Loneliness	0.11559	0.1403	0.413
Demographics			
Gender	-0.15280	0.1359	0.264
Age	0.06360	0.0579	0.276
Cohabiting Status	-0.15661	0.2333	0.504
Number of children [0-2]	0.12821	0.3763	0.334
Number of children [3-5]	0.23072	0.3690	0.034
Number of children [6-8]	0.14711	0.3607	0.506
Number of children [9-11]	0.22112	0.3656	0.685
Number of children [16-18]	-0.26675	0.3988	0.547
Total Children	0.22946	0.3545	0.049
Remote Work Status			
Currently working remotely (whether fully or not)	0.16844	0.1865	0.369
Length of RW experience	-0.04736	0.0855	0.581
Frequency of remote work	0.02831	0.0562	0.616
Frequency of partners' remote work	0.07600	0.0489	0.124
Career Importance	0.32228	0.1337	0.018
Feeling exhausted with information technology	0.30680	0.0678	< .001

R^2 =.591 for model 2 (p < .05)

Appendix 3

Linear Regression Analysis – S3_Strain-based WIF

Model 3- Variables	Coefficient	Standard Error	P-value
Intercept	1.41036	0.6553	0.035
Ability to deal with sickness and doctor appointments	0.04939	0.1105	0.656
Autonomy	-0.24584	0.1222	0.047
Saving traffic cost and time	-0.37289	0.1066	0.009
Anxiety/ Depression/ Loneliness	0.34875	0.1355	0.034
More involved with Children/Chores	-0.12029	0.1200	0.319
Demographics			
Gender	0.06590	0.1288	0.061
Age	-0.03250	0.0550	0.557
Number of children [0-2]	-0.13307	0.3603	0.413
Number of children [3-5]	0.07467	0.3529	0.633
Number of children [9-11]	0.08394	0.3494	0.711
Number of children [12-15]	-0.15524	0.3428	0.652
Number of children [16-18]	-0.26234	0.3846	0.497
Number of children [18+]	-0.00465	0.3614	0.990
Remote Work Status			
Currently working remotely (whether fully or not)	0.03257	0.1797	0.657
Length of RW experience	-0.09343	0.0819	0.257
Frequency of remote work	0.12297	0.0473	0.011
RW: Own decision/ forced to	-0.09791	0.0998	0.329
Want to continue working remotely	0.01596	0.0724	0.826
Career Importance	0.09373	0.0646	0.051
Feeling exhausted with information technology	0.42138	0.0656	< .001

R^2 =.668 for model 3 (p < .05)

Appendix 4

Linear Regression Analysis - S4_Strain-based FIW

Model 4- Variables	Coefficient	Standard Error	P-value
Intercept	1.0637	0.8780	0.037
Children relationships while RW	0.2821	0.1408	0.049
Ability to deal with sickness and doctor appointments	0.2328	0.1315	0.081
Saving traffic cost and time	-0.1604	0.1255	0.205
Anxiety/ Depression/ Loneliness	0.2845	0.1603	0.080
More involved with Children/Chores	0.1396	0.0979	0.158
Gender	-0.1081	0.1543	0.486
Demographics Age	0.1156	0.0659	0.083
Cohabiting Status	-0.0474	0.2580	0.855
Number of children [0-2]	0.5581	0.4258	0.194
Number of children [3-5]	0.4031	0.4194	0.340
Number of children [6-8]	0.8252	0.4078	0.037
Number of children [9-11]	0.6055	0.4125	0.146
Number of children [12-15]	0.8579	0.4056	0.047
Number of children [16-18]	0.2643	0.4559	0.064
Number of children [18+]	-0.7213	0.4224	0.564
Total Children	0.6432	0.4020	0.114
Remote Work Status			
Currently working remotely (whether fully or not)	0.4222	0.2073	0.045
Length of RW experience	-0.1280	0.0967	0.189
Frequency of remote work	-0.0306	0.0649	0.639
Frequency of partners' remote work	0.0760	0.0566	0.183

RW: Own decision/ forced to	-0.0175	0.1194	0.884
Want to continue working remotely	-0.1991	0.0857	0.023
Career Importance	0.2308	0.0747	0.003

R^2 =.574 for model 4 (p < .05)