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Health and Wellbeing in Teleworking: Exploring Key Factors

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OBJECTIVES:

The purpose of this concurrent mixed-methods research is to determine the factors influencing the well-being of employees who work from home or in a hybrid arrangement, as well as the strategies that can be implemented to effectively manage these factors and promote a healthy work environment.



RESULTS:

According to the descriptive and inferential statistical analysis conducted in this research, it can be concluded that employees of any age who work from home or in a hybrid setting perceive improvements in their physical, social, community, economic, and professional well-being in varying degrees, leading to an enhanced perception of job well-being compared to the traditional in-person work mode. Based on the qualitative analysis carried out in this study, it can be inferred that despite the lived experiences that generated strengths and weaknesses, the influence on the job well-being of employees working from home or in a hybrid fashion was positive.



METHODS:

The study's design was established: In the quantitative phase, we analyzed employees' perceptions and their impact on well-being. We determined the levels of usage and adoption of the change by collecting and analyzing data from various variables using a questionnaire administered to a probabilistic sample of 274 employees, obtained through a snowball sampling method, who had experience working from home or in a hybrid arrangement. In the qualitative phase, data collection and analysis of the variables were conducted using semi-structured interviews with a voluntary sample of 19 employees.



CONCLUSIONS

Working from home or in a hybrid arrangement created benefits such as flexibility, autonomy and a better work-life balance. However, it also presented challenges related to work disconnection, reduced social interactions, and ergonomic and psychosocial risks. These factors had a positive influence on employee well-being. Applying Prosci's ADKAR model to work organization change revealed no significant barriers, suggesting a successful transition.