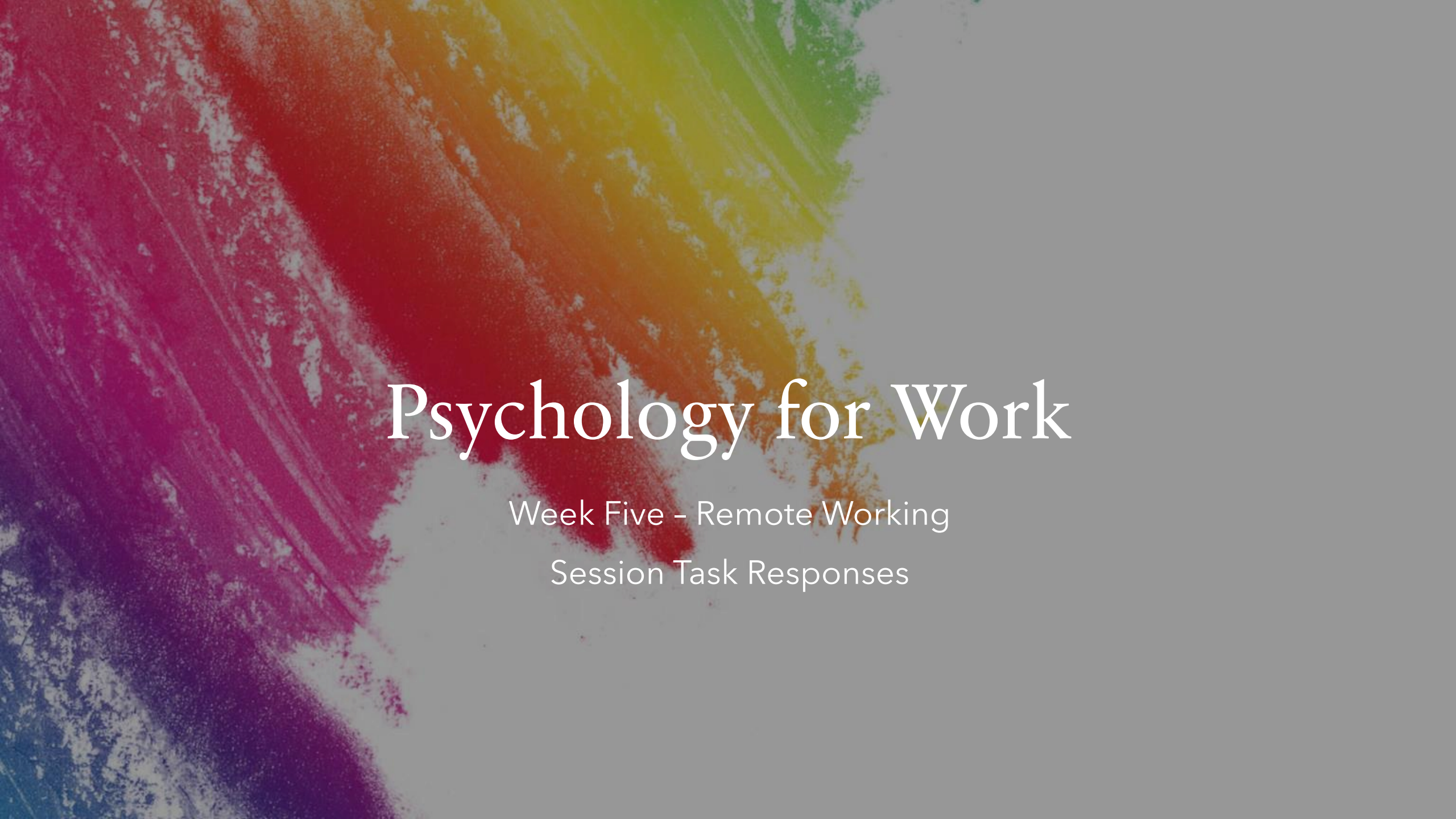




Psychology for Work

Week Five - Remote Working

Session Task Responses

1. Which of the four theories introduced in the lecture would be best for explaining the work-and non-work interface?

- 1. The theory Enrichment model from Ruderman et al (2002). His theory tries to provide that the experiences in a work role can improve the quality of life as well. The satisfaction of both domain, work, and non-work, can determine the maintenance of the healthy work life balance. They tried to study the relationship between resources and outcome variables in various domains by a positive perspective. For example, by having more autonomy at work or college support, that can enrich work engagement which therefore will have an effect in the self-esteem and therefore the wellbeing. Work and family as allies, they are seen as interdependent. Work experiences can enrich family life and family life can enrich work life.

2. Find some examples of organisations that have implemented strategies to help employees gain a healthy work-life balance.

Allowing work from home

Restricting hours worked

Focusing on outcomes and not hours worked

Promoting breaks in the day

Offering maternity/paternity leave to new parents

Providing help to employees to get everyday tasks done

Expanding vacation time

Allowing extra time off for charitable pursuits or volunteer work

Example of companies:

Zoom

- Generous time off policy, buddy-up new-hire initiative, and happiness events
Ranks at 4.7/5 for work-life balance

Target

- Management was very flexible with scheduling, time off and desired hours, whilst a 'swap shift' board for the weekly schedule makes it easy for staff to take a day if something last minute comes up
- Company is dedicated to enhancing wellbeing of both employees and their families and include a range of vacation, personal days, wellbeing time and family leave options for staf

Taylor Wimpey

- Offers flexible hours, family-friendly policies, opportunities to purchase additional holiday days and even time off for charity work to its employees, offering a range of additional benefits including a 'dress for the day' environment and an annual team charity event

Keller Williams Realty

- Business model that emphasises profit sharing and allows for flexible work schedules, on-top of paid parental leave, generous paid time off and continuing professional development opportunities too

Intuit

- The firm offers several time-off options from general holidays to disability and travel options, as well as a range of schemes designed to support physical, emotional and financial wellbeing

3. Reasons why an organisation would/could refuse a request for flexible working arrangements?

- It can be costly for the business.
- They cannot hire more people
- It going to be bad impact for quality
- Negative effect for performance
- They cannot reorganise work for other (if needed)
- It might be the rule for all employees- no flexible working just full-time

4. Do you think remote working is a trend that should be encouraged or discouraged?

- We cannot say if it should be encouraged or discouraged.
- Is harder to keep work-life balance. People get up from the bed and go to the next room or 'home office' to work. Sometimes they work too much than when they were working at office.
- Other family members and specially kids can interrupt to the process when they work, and it make the time of working longer. Also, to focus is harder in this environment
- They are all the time at home. They feel lonely or separate.
- Exactly it depends on the person who wants or needs to work remotely.
- It can be also good to keep work-life balance. People can save a time for traveling to work for other things of life.

5. What is “Quiet quitting” and what are the implications for employees and organisations?

- Quiet quitters continue to fulfil their primary responsibilities, but they're less willing to engage in activities known as citizenship behaviours: no more staying late, showing up early, or attending non-mandatory meetings.
- Implications:
 - **Negative**: decline in business, self-doubting, bad attitude, increases burden of work/deadlines onto other employees, more workplace stress
 - **Positive**: healthy work-life balance=more productive, well-being, less workplace stress