

Work from Home and its Impact on Lifestyle of Humanoid in the Context of COVID-19



Y. Sarada Devi, A. Vijayasankar, and D. Venkatarao

Abstract The COVID-19 epidemic has shaped the major disturbance of all living in the history, disturbing billions, in more than 200 countries. Staying home because of lockdown were put into practice as the desirable act to reduce the affect and have a control over the spread of the disease. The COVID-19 epidemic brought the concept of working from home (WFH), the novel method of work for personnel. Many had to shift, abruptly, for the first time to distant work and without any groundwork. Accepting this flexibility in work was a deliberate option that needed time, groundwork, and getting adapted to efficiently support output for ensuring balance in life and work. COVID-19, though, the outburst has considerably required most administrations to accept this style of work. Few studies described pros and cons of remote work. The effects of WFH were sightseen. Other side of coin speaks the necessity to inspect how work from home, as a “innovative method” has exaggerated the sustainability and and efficiency of staff by stating precise circumstances in work during the COVID-19. The purpose of this work is to explore the impact of WFH from the survey done considering stress, adaptability to work environment, work satisfaction, time management, health, well-being, and anxiety with data collected from different individuals under different age groups both male and female. The results examined the work from home experience among the individuals had both positive and negative influence, respectively, on workflow.

Keywords COVID-19 · Work from home · Work efficiency · Work-life balance

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1 Introduction

The current quick universal spread of a new COVID-19 virus contamination introduced an economic recession globally. A total lockdown was instructed by the government announcing to the complete shutdown of all activities that are not essential which crested inconvenience to many working atmospheres. Serious challenges arouse in traditional working atmospheres. Long-term sequences also started similar to crisis in 2008 which had a great impact on the global economy. Education and health-care were the areas which were impacted pronouncedly along with industries. A flexible working atmosphere was adopted by few companies and industries to decrease the spread of virus taking into consideration the health of people. Throughout the COVID-19 disaster, people used online as well as digital businesses and work from home (WFH). This crisis also changed the patterns of work and the concept of working from home changed rapidly. The corresponding side-effects also arouse along with the start of WFH as explained by authors in [1].

WFH required people to practise novel online skills with practical skills in communication work. Along with this, working at home also has a need for confidentiality of data which raises a necessity to get adapted to a different environment. Secondly, person from home, will have a shortage of direct contact with contemporaries, and when difficulties rise at workplace, it was problematic to resolve rapidly online. Psychological pressure and nervousness were increased in spite of online system communication. In count, work from home leads to the livelihood of space of family members. Care of the children, tasks of the family, household work were few of the difficulties faced by the people who work from home which created a struggle amid work and family. The inequity amid family and work created a negative impact on job efficiency that should be seriously considered by the HR experts to compensate the effect.

Even, the culture of the firm might be overlooked by the employees when the work style of office is once changed. Meanwhile employed from household only can connect and toil virtually, individuals may incline towards ignoring the part of office culture. The training detected that WFH had both pros and cons affecting various throughout pandemic, like struggles in personal, being unable to accustom to communicate, and absence of care from colleagues. Special office skills are to be learnt by the employees who worked from home. WFH made individuals sense remote and lead to emotional pressure. Throughout the pandemic, employees repeatedly faced struggle amid taking care for their relations and work. Hence, this study consolidates the impact of work from home based on the above aspects considered.

2 Literature Survey

2.1 *Work from Home*

WFH has always been deliberated during pandemic for the reason that of distorting limits of not being absent at work about personal, work and non-work, and social significances, the hazards and aids of flexible hours of work. According to Kniffin

et al., [2] there were few rewards of work from home, like, planning for time, to take attention on family, the choice to effort for the most imaginative time, and opportunity to work from home in situation of illness. Experiential trainings create numerous consequences of WFH, like performance of job, satisfaction in job, smaller income intents, and condensed levels of pressure as said by Moretti et al. [3]. Work from home was accepted out by numerous public and private parts to work without harm by adjusting the concepts of WFH.

According to Milasi et al. [4] and Hunter et al. [5], WFH is a two-edged weapon that has a varied result on well-being, work-lifetime equilibrium and fulfilment. Home-based work increases job satisfaction. Numerous academics have discussed how working remotely or from home might affect work-life balance both positively and adversely. As said by Ervasti, J.; Aalto, V.; Pentti, J.; Oksanen, T.; Kivimäki, M.; Vahtera, J [6] when working from home, stress levels are typically greater & if one has a flexible schedule, stress levels are lower. Recent research of 40 knowledge workers by [7] 2021 who were required to work from home during COVID discovered some productivity benefits of WFH but also raised some questions about the practice's long-term efficacy, creative potential, and individual resiliency.

Evidence from a sizable sample of email and meeting metadata reveals sharp increases in virtual meetings and emails following government-enacted lockdowns during COVID (which in effect forced WFH on sizable samples of employees), perhaps to make up for the loss of in-person connections. This project made several contributions to the WFH literature as explained by authors in [8]. First, most studies on WFH have traditionally concentrated on employees who perform standardised tasks or who were in highly certain disciplines. By exploring the effects of WHF as narrated by authors in [9] arrangements on a wider range of workers and industries and by presenting fresh data on the distinctions between independent workers and managers, we add to the body of literature on this subject.

Additionally interesting is the quantity of detail that was gathered regarding the workers' WFH-related time consumption. These data allow us to look at changes in the actual time (not than aggregate memory) spent on personal and professional activities (such as meetings for work, reading/writing reports, and personal time) across time and for a large sample of people. A comprehensive investigation on the impact of WFH during COVID-19 on collaboration in a sample of Microsoft US employees was carried out by Yang et al. (2020).

According to their findings, the impact of WFH is mitigated by a person's remote collaboration experience. They also found that the preferred method of collaboration has changed: instant messages were utilised more frequently than scheduled meetings.

However, the analysis suggests that the observed changes are primarily due to factors related to the COVID-19 pandemic and that WFH under normal circumstances is likely to decrease collaboration and increase focus time. The findings also show more total collaboration hours, more meeting hours, and fewer focus hours. A switch to WFH, the authors wrote in their conclusion, "may be good for individuals participating in concentrated work that demands big blocks of free time but may be negative for those engaging in work that is more collaborative in character". This assertion emphasises the necessity for research into the varied effects of COVID-19 WFH on various categories of knowledge workers.

2.2 *Level of Living*

A person's mental health and psychological welfare may be significantly and profoundly impacted by pandemic breakouts and other upsetting life experiences. Stress, anxiety, mental confusion, social isolation, and depression are some of the mental or psychological issues that may develop. Additionally, those who are quarantined due to COVID-19 infection frequently experience anxiety, dread, and dissatisfaction. Moreover, significant schedule changes have been linked to COVID-19 unpredictability, which could result in an increase in stress, hopelessness, and anxiety. The COVID-19 outbreak and individual well-being have also been the subject of a review of the literature by authors in [10]. An element that is believed to have an effect on a person's quality of life is anxiety.

One of the most prevalent mental health conditions affecting people of all ages globally is anxiety [11]. Because they are unable to handle the stress, at least 11% of people worldwide experience anxiety each year (Craske and Stein, 2016). This also dealt with anxiety. Due to uncertain situations and survival resources that are considered to be life threatening, various groups within the global society have experienced symptoms of anxiety.

One of the first mental health conditions to get attention is anxiety due to COVID-19. Certain academics' interest as they perform an exploratory study into assessment techniques and additional psychological impacts or remedies brought on by the epidemic.

Two key aspects that explain how stress is produced were the main focus of research on stress at work. The first topic that has been covered over the years is the normal stress factors associated with employment. The studies looked at how demanding psychosocial aspects of the workplace, like growing workloads, role ambiguity, a lack of control, and a lack of social support, may lead to workplace stress and impair work performance. The second topic covered is environmental factors, including assessing how an employee's talents and their physical surroundings affect their performance and how an environment misfit would have negative psychological as well as physiological repercussions.

However, uncertainty and possibly hazardous conditions at work are also a key element that might raise stress levels among employees. As a result, elements of the external environment interfere with employees' ability to perform or place unwarranted demands on them, which hinders job performance by elevating stress levels [12].

Assumption 1 (H1): *Work ability and psychological and physical stress symptoms are negatively impacted by the percentage of time spent working from home (Factor 1).*

2.2.1 **Job Satisfaction of Staff in Home Offices**

Job satisfaction among employees and mental health are directly related as suggested by authors in [13, 14]. The level of an employee's fulfilment with their work can be referred to as job satisfaction. It is also the joyful emotional condition brought

on by the professional experience. Working remotely for a while can improve organisational dedication, the calibre of relationships with leaders, and reduce conflict at the office. Therefore, the unplanned and transient transition to WFH caused by COVID-19 may enhance job satisfaction. Previous research on the effect of WFH on job satisfaction, however, has shown mixed results, such as a decline in the quality of relationships with co-workers.

Job satisfaction is substantially influenced by social contacts at work. Consequently, social isolation may have a negative effect on job satisfaction as a result of the laws against social distance and WFH during the COVID-19 epidemic. Social isolation was found to have a detrimental impact on distant job satisfaction in a study by Toscano and Zappalá [15]. However, Bouziri and colleagues point out that numerous businesses entirely moved to remote work, allowing all staff to work from home, to curb the COVID-19 pandemic. As a result, these businesses exclusively use digital technologies for communication. According to Bouziri and colleagues, the risk of social isolation in this situation is lower than it was for teleworkers in times before to the epidemic. While some of their co-workers engaged in face-to-face conversations, the latter worked from home.

Assumption 2 (H2): *Job satisfaction is positively impacted by Factor 1, which is the percentage of time spent working from home.*

The current study's innovative focus is on investigating particular WFH features. The technological equipment at home (Factor 2), the availability of a company requirement for WFH (Factor 3), and the flexibility provided by the employer for one's job (Factor 4) were the four different aspects of WFH that we looked at. Furthermore, as a subjective quality of the home office, we concentrated on the impression of greater autonomy (Factor 5). The effects of each of the four traits on an employee's job happiness, work capacity, and symptoms of psychological and physical stress are examined.

Employees that work in WFH are reliant on information and communication technologies (ICT), which might comprise a variety of technical tools. In response to the COVID-19 pandemic's inception, spread, and containment efforts, many workers and businesses swiftly shifted to WFH and other types of mobile working.

As a result, a sizable share of workers with disabilities brought on by technology would be working from home. However, there are no laws governing the furnishings that should be used in home offices. We assume that certain employees do not have access to enough technical equipment at the home office because it is not required by law and because the COVID-19-related move to WFH was unplanned and rapid. We therefore assume that numerous health indices, as well as employee job satisfaction, are influenced by the efficacy of technologies for working from home.

Assumption 3 (H3): *The presence of a corporate policy allowing for remote work has a favourable impact on factors, work ability, physical and mental stress symptoms, and job satisfaction.*

WFH is under a lot of pressure during the COVID-19 pandemic. The right resources are necessary for employees to handle them in a healthy manner. We

presume that the ability to be flexible in one's own work, enabled by the employer, is a crucial tool for coping with the ambiguous and ever-changing needs of the workplace as also suggested by researchers in [16]. The participants were specifically questioned if they could plan their working hours while WFH on their own or if arrangements with superiors were required. WFH can be linked to more flexibility in terms of working hours, breaks, and job sequencing, allowing workers to exercise more autonomy. According to studies, the core characteristics of WFH such as greater individual responsibility, greater flexibility, and freedom have an impact on job satisfaction. Employees can combine professional and personal duties, giving them more freedom in their work-life balance, which is one benefit of the greater flexibility. Numerous studies have revealed that WFH contains some elements that are health-promoting, such as more flexible working hours. These may result in improved performance, motivation, and satisfaction.

3 Methods

3.1 Techniques: Sample

Professionals who began working from home after the pandemic's breakout were given the questionnaire designed to gather data. The convenience sampling method was employed for the respondents. Participants were primarily IT professionals because telework adoption rates were shown to be higher in knowledge-based service businesses. It was made clear to participants that their participation was optional and anonymous. Participants' age, demographic data, including sex were requested in the questionnaires to give a more complete picture of the sample.

3.1.1 Data Gathering

The data was gathered using the survey method, with an internet questionnaire serving as an instrument. By describing the purpose of the questionnaire to the respondents, data were gathered by email using a google form. Out of the 675 surveys that were first sent through email, the process resulted in 472, for a response rate of 69.9%. Different scales were included in the questionnaire with various hypotheses: stress, adaptability to work environment, work satisfaction, time management, health, well-being, and anxiety.

3.1.2 Questionnaire

Based on the below survey, its stated that COVID-19 work from home had noteworthy influence on responsibilities, both adaptive and relative.

Did the concept of work from home affect

- The efficiency of work
- Timings of work
- Family space
- Work satisfaction
- Time management
- Health
- Workflow
- Stress levels
- Adaptability to work environment
- Well-being
- Anxiety levels

3.1.3 Demographic Data

A total of 472 surveys as listed in Table 1 were collected on 5-point scale considering different domains.

5 points indicating accepting the effect and its impact extremely.

0 points stating no impact of WFH on the parameter.

The results of WFH can be divided into two categories: results for the “job domain” and “life domain”. Studies have shown that WFH improves work domain outcomes like productivity, job satisfaction, flexibility, and engagement. A self-explanatory analysis of WFH’s assets, drawbacks, prospects, and pressures was conducted with a particular focus on the IT industry.

Table 1 Demographic data representing the count of surveys in different domains

| Gender | Count | % | Age (Years) | | | Work experience in years | | | Education | | |
|--------|-------|-----|-------------|-----|-----|--------------------------|-----|-----|-----------|-----|-----|
| | | | Count | % | | Count | % | | Count | % | |
| Male | 298 | 63 | 22–30 | 386 | 82 | 1–5 | 386 | 82 | UG | 378 | 80 |
| Female | 174 | 37 | 31–40 | 47 | 10 | 10–15 | 47 | 10 | PG | 94 | 20 |
| | | | 41–50 | 32 | 7 | 20–25 | 32 | 7 | | | |
| | | | 51–55 | 7 | 1 | >25 | 7 | 1 | | | |
| Total | 472 | 100 | | 472 | 100 | | 472 | 100 | | 472 | 100 |

4 Discussion

With the rise of multiple family workforces, COVID-19 allowed everyone the chance to experience WFH, which had long been a sought employment alternative for many. The problem of caring for elderly parents and/or young children while working in a demanding setting has been raised.

4.1 *Did the Concept of Work from Home Affect the Efficiency of Work?*

The survey collected from different individuals working in IT sector stated that around 62% of individuals state that there is no impact of working from home on their efficiency of work as shown in Fig. 1. The opinion of the people is crucial to take into account, along with the efficacy of the WFH procedures. An overwhelming majority of the feedback the practise received was positive.

WFH is influenced by both organisational and “individual and family factors”, with “self-control, self-motivation, ability to work self-reliantly, determination, self-organization, self-confidence, time managing skills, computer knowledge” being some of the factors that need to be addressed.

4.2 *Did the Concept of Work from Home Affect Timings of Work?*

The poll estimated that productivity has decreased significantly, by as much as 20%, because the goals had not changed but working hours had. According to the poll, “these results are consistent with employees becoming less productive during WFH

Fig. 1 Effect of work efficiency in IT sector

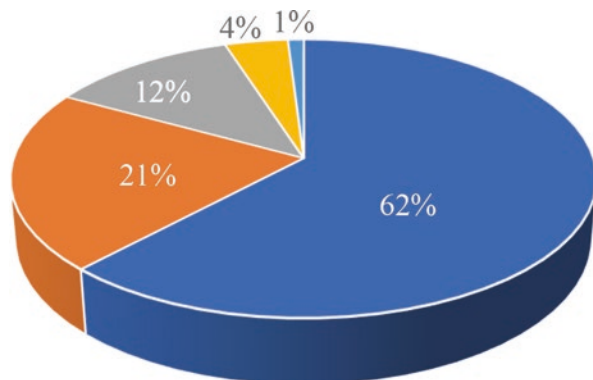
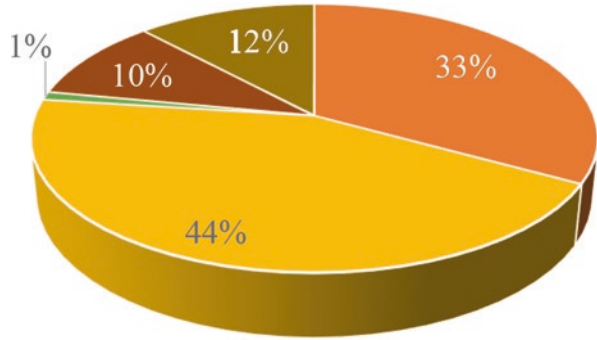


Fig. 2 WFH effect on timings of work



and working longer hours to make up for it”. The study determined that around 44% of employees spent more time participating in various sorts of formal and informal meetings during WFH, especially video conferences, as the cause of this reduction in productivity is shown in Fig. 2. Another factor was that they worked for significantly less time uninterrupted. They also spent less time receiving coaching or having one-on-one meetings with managers, as well as networking both inside the company and with clients.

Employees who had children at home extended their working hours considerably more than those who did not, which led to a higher decline in productivity. The study stated that businesses should not undervalue the value of networking and uninterrupted work time on employee productivity. “Among other considerations, these and previous data imply that communication, coordination, and collaboration are inhibited under WFH”, it said.

4.3 Did the Concept of Work from Home Affect Family Space?

Family dynamics significantly affects work and life satisfaction, which is related to the harmony of work and life. Individuals’ adaptation mechanisms are also influenced by the quality of family relationships. Quality of family relationships and adaptive mechanisms are inversely correlated. Overall, the current study’s findings largely confirmed the conceptual model that was suggested regarding the relationships between WFH, demographic variations, adaptive processes, and family connection quality. The perceived amount of time spent with family members was favourably correlated with WFH, which in turn positively correlated with the quality of the family relationships. Among 472 responses collected, 389 mentioned that due to continuous and non-timely online meetings, family time was disturbed. Family connection happiness increased as a result of better work-life balance, but family relationship satisfaction itself was a poor predictor of work-life balance.

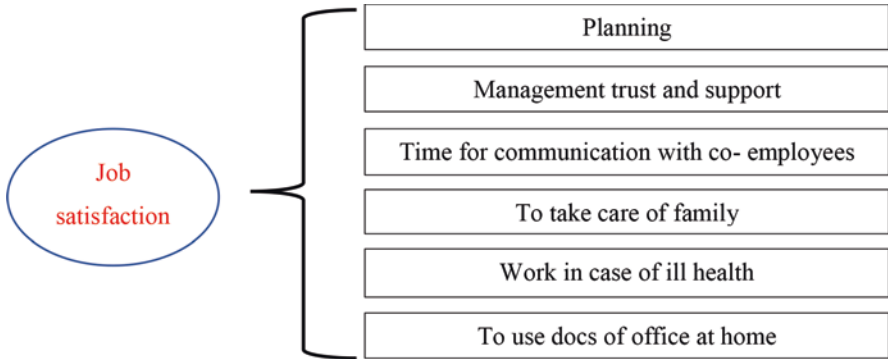
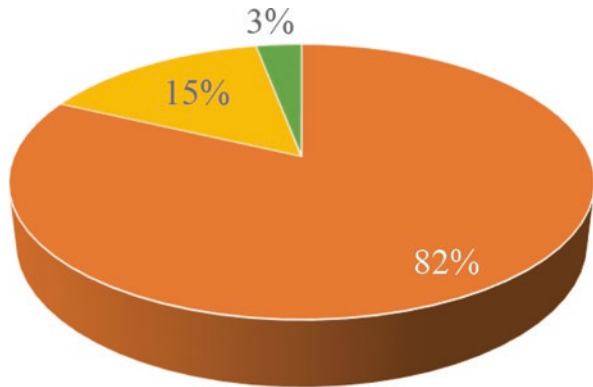


Fig. 3 Parameters illustrating the job satisfaction

Fig. 4 WFH effect on work satisfaction



4.4 Did the Concept of Work from Home Affect Work Satisfaction?

A key element influencing the work from home arrangement is satisfaction or the capacity to schedule time to complete activities before due dates when working from home. Different parameters that show impact on job satisfaction are as listed in Fig. 3. When working from home, employees could alter or choose their daily timetable or routine. Good time management skills are viewed as a valuable resource when working independently from home, and the freedom to set one’s own schedule is considered a benefit of remote work. Flexible scheduling is possible while working from home, and it gives you the freedom to work late into the night, schedule personal appointments during working hours, and finish chores in the evenings or on days off. Figure 4 illustrates around 82% predominantly accepted that there is job satisfaction even worked from home.

4.5 Did the Concept of Work from Home Affect Time Management?

One of the biggest time wasters whenever it comes to managing the workday is immediately eliminated while working from home. It's crucial to understand how to take advantage of these new timetables, though.

4.5.1 Improved Timeliness

Anyone can be more prone to complete work and duties on time, indicating that one is skilful at meeting deadlines. The more on-time projects finished, the less pressure there will be to worry about losing a client or failing your boss.

4.5.2 Improved Job Standards

Utilising the most precious hours to concentrate on the most difficult activities is part of successful time management. A greater quality of work may result from learning what to do with the bulk of brainpower.

4.5.3 Greater Output

By managing time, more time can be spent getting things done and less time deciding what to do next. One can find rushing toward goals at even a greater rate while using smart goals as a guide.

4.5.4 Decreased Stress and Anxiety

It can cause a lot of worry and anxiety to feel that one is constantly falling behind at work. As a result, productivity suffers, and general life quality and health suffer. Work from home affects on health, workflow, stress levels, adaptability to work environment, well-being, and anxiety levels.

A worker with good time management abilities will frequently have exposure to more boss-approved opportunities for interesting new assignments and may even find new opportunities for promotions. Additionally, it has been demonstrated that people can prosper in a real world.

Just as effective time management has a wealth of advantages, poor time management has several drawbacks. Without a plan for your day, you'll find yourself fumbling between one task to the next without ever receiving the proper level of focus. Even though remote working environments can be beneficial, they can also result in stress, procrastination, and low productivity if they are not well managed. Delay, the most obvious outcome of bad time management, occurs when there is uncertain about what ought to be done at any time. When there is no clear strategy

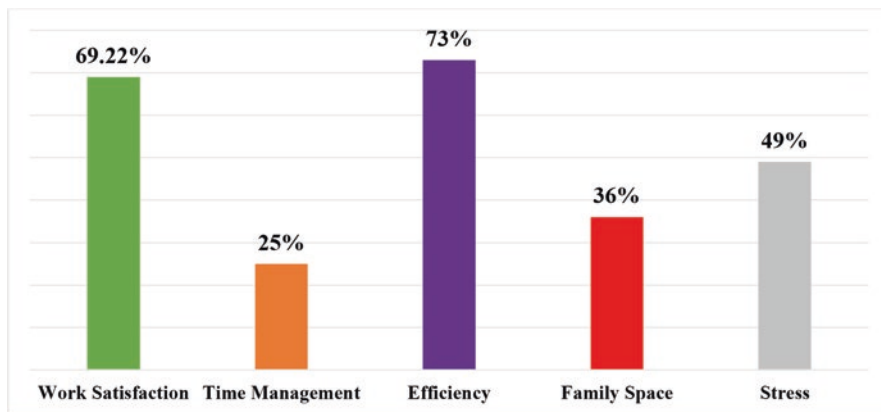


Fig. 5 Overall statistics of the data collected

in place, it's simple to start with simple activities and postpone more tough ones. Utilising effective time management techniques enables to work efficiently.

It might be difficult to get moving when there is an enormous amount of work before. Learning time management skills will help feel more at ease during every workday. As a result, one can get more motivated and can use energy in the best way possible. When one doesn't know how to efficiently manage time, it frequently takes longer to complete some tasks. This could mean that longer hours should be spent to complete important jobs. There exists a sign of burning out which raises exposure to illness.

From Fig. 5 the survey states that:

- 69.22% of the qualitative responses showed support for WFH and showed satisfaction towards WFH. The elimination of commuting times and the ensuing decrease in stress were factors in the enhanced quality of work.
- Some participants confirmed the WFH had badly impacted their productivity, or that their output had decreased. The respondents believed that working 24 hours a day was a new demand by supervisors who did not honour personal time, and that there were distractions at home as a result of the WFH's longer working hours, absence of a formal lunchtime, tea/snack break, and even dinner time. Only 25% felt that they could effectively manage time between work and family.
- Many participants expressed the opinion that the family atmosphere was encouraging and boosted productivity. It also true to responders who had past knowledge of WFH, although for smaller lengths of time.
- Other answers from women included being completely numb because of the COVID and WFH's various duties, including being a spouse, mother, and parents-in-law at home in addition to being a team manager at work, and occasionally overwhelmed since there is no time restriction for women. Especially its clear from the statistics that almost 49% of the total survey felt that WFH created stress and the data was mostly from women.

5 Conclusion

The once-desired, highly desirable WFH has not consistently shown to be one of the better solutions for the majority, according to research. WFH still has interest, but not in the way it does right now. To effectively regulate and make WFH practicable, the government needs implement better rules and regulations. The provision of advice on how to adjust to distant online work is one area of policy where preparation and implementation are essential. Without any instructions, the decision to halt in-person meetings and work was quickly put into effect. Workers lack the tools necessary for this transition, such as software, access to formal papers, and a suitable workspace, and many are unclear of what WFH implies.

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