



# FW-HTF-P: Managing Time and Work-Life Boundaries in Support of Future Remote Workers (# 2129111)

PI(s): Jason Wiese (PI), A.J. Metz, Jacqueline Chen, Vivek Srikumar, University of Utah

## Motivation

### Planning Project

Characterize how remote work relates to work-family conflict and boundary management challenges for groups **currently underrepresented in the remote work literature**

### Objectives

- Build relationships with relevant stakeholders
- Gather data through a diary study and survey with remote workers to gain a deeper understanding of the challenges and barriers to remote work effectiveness:
  - When these challenges occur
  - Nature and intensity of the conflict
  - Factors that help manage work-home boundaries
- Explore new AI-related technology, training, educational materials, management practices, and work structure to better support remote workers

**Target Sample:** remote workers, with a focus of working on lower middle class, rural, mothers with young children

- **Survey:** 500 remote workers
- **Diary study:** 25-30 remote workers
- **Interviews:** 10-15 of diary study



*Integrative worker-centered research agenda to support remote workers in managing time and work-life boundaries*

## Diary Study

14-day diary study of work-family boundary challenges, select interviews for additional context

### Planning Grant Activities to Date

- 21 diary studies, 255 experiences, 9 interviews completed
- Additional recruitment via social media in progress
- Preliminary analysis

### Initial Findings

- Remote work helps families preserve a rural way of life
- Undefined policies and roles create additional stress for remote workers
- Increased overlap of times to be working and helping at home creates tensions

*"Rural America is important and agriculture is important...so many farms survive on a wife who has a job in town, and jobs in town are becoming less and less accessible."*

*I just told [my wife] this yesterday, you know, 'When I'm in that room, I'm making money and it's no different than if I was across town.' And she came back with, 'Yeah, but you're always in that room'*

## Survey

Investigate theoretical model of remote workers' boundary management

**Methodology:** Conduct three-wave survey across six-weeks

### Planning Grant Activities to Date

- Conducted thorough review of extant literature to identify relevant theoretical constructs and reliable survey measures
- Integrated multidisciplinary theories (from I/O, management, OB, educational and social psychology)
- Met with stakeholders for institutional buy-in
- Developed survey with data quality assurances
- Currently working with stakeholders to deploy survey

## Stakeholder partnership meetings

- **Utah Department of Workforce Services** – workforce development services for rural Utah
- **Utah State University Extension Rural Workforce Initiative** – Remote Work Training Certificate
- **Division of Purchasing & General Services for the State of Utah** – large scale teleworking initiative

