



Blurred Lines: Understanding Leaveism in the Contemporary Work Environment

Athanasios Zikoulis (9167323)

Utrecht University

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Abstract

This study explores the concept of leaveism, which encompasses employees using allocated time off to work or recover from illness. This research aims to update the definition of leaveism, develop a measurement instrument, and validate its relevance by examining possible antecedents and outcomes. The sample consisted of 152 participants ($N=152$) from the Netherlands and Greece. The results showed that excessive workload and the use of Information and Communication Technologies (ICTs) are predictors of higher levels of leaveism, while social support mitigates the phenomenon. Additionally, leaveism affects detrimentally psychological detachment and disrupts the balance between work and personal life. These findings suggest a need for organizational regulations that promote clear boundaries between personal and professional spheres. Further investigation is recommended to delve into the complexities of leaveism and its wider consequences.

Keywords: Leaveism, work-life balance, workload, ICTs, psychological detachment, work-life conflict

Introduction

In today's fast paced, interconnected world, the nature of work and employees' perspectives about their job have altered. Rapid and continuous technological developments and work intensification are some key drivers for those changes (Lewis & Cooper, 2005). The swift evolution of technology has reshaped workplace's structures and schedules, with most organisations transitioning to digital operations (Boswell & Olson-Buchanan, 2007; Hermes et al., 2020). The COVID-19 pandemic accelerated this shift, forcing many companies to adopt remote working-models, making extensive use of technology essential (Awamleh et al., 2024). Following the end of pandemic, hybrid work models that combine home and office work have become more prevalent (McKinsey & Company, 2023). While technology offers benefits like work flexibility (Lewis & Cooper, 2005), it has also blurred the boundaries between professional and personal life, enabling work from anywhere and at any time (Harrington & Ladge, 2009).

In this environment a new concept emerged: Leaveism. It was first introduced by Hesketh and Cooper (2014), who defined it as "the practice of (1) employees utilizing allocated time off such as annual leave entitlements, flexi hours banked, re-rostered rest days and so on, to take time off when they are in fact unwell; (2) employees taking work home that cannot be completed in normal working hours; (3) employees working while on leave or holiday to catch up." (Hesketh & Cooper, 2014, p. 146). This study's subject is to further explore this concept and has two aims. First, to provide a new definition and clarify leaveism, and develop a draft measurement instrument. The second aim is to validate this measure, by relating it to other concepts. More specifically, we aim to investigate possible antecedents and outcomes, in order to understand the nature of this concept.

The reasons behind the need to update the definition are as follows. First, even if the concept was introduced as recently as 2014, the aforementioned world and technology changes have made this definition obsolete. Specifically, the second element of the definition (taking work home that cannot be completed) has been challenged by the advancements in technology and the flexibility of the hybrid work model (Lewis & Cooper, 2005), especially in the post-COVID-19 era. Employees now can and do manage their tasks outside traditional working hours from their phones and laptops anytime and without prior notice. Consequently, the need to 'take work home' is diminished because work is always accessible. On the other hand, the third element of leaveism (working while being on leave) is a more detailed description of a situation in which employees extend their holiday or vacation time in order to catch up on a backlog of work. It can be seen as a specific manifestation of the broader idea presented in the second element and perhaps offer little more to our understanding of the concept of leaveism.

The following sections provides the new definition, examines the distinctions between leaveism and related concepts, outlines the theoretical framework guiding this research, and demonstrated the hypotheses under investigation.

DEFINITION AND MEASUREMENT OF LEAVEISM

What is leaveism?

The primary purpose of this research was to develop a modern definition of leaveism and a corresponding questionnaire to examine this phenomenon. An updated definition, reflecting contemporary working environments, could be: "Leaveism is the practice of employees utilizing designated time off, such as annual leave entitlements, flexi hours accrued, re-rostered rest days, etc., either (1) to recover when they are actually unwell or (2) to work on job-related tasks that extend beyond regular hours. The latter element is

characterized by a continuous availability of employees for work, transcending traditional working hours. This perpetual state of accessibility encapsulates the essence of leaveism”.

The first element retains Hesketh and Cooper’s (2014) first element from the original definition, while the second element has been expanded to reflect modern work environments where employees are often expected to be available beyond regular hours due to technological advancements (Reinke et al., 2023). This study focuses on the second element of leaveism, which involves employees using personal time to work on job-related tasks. There are two reasons for that. Firstly, while both elements involve the misuse of allocated free time, the first is mainly associated with sickness-related behaviour (Gerich et al., 2015), and the second with working beyond regular hours (Hesketh & Cooper, 2014). Examining both is beyond the scope of this research, as each requires distinct theoretical frameworks and hypotheses.

Secondly, the second and third elements of leaveism (taking work home and working during leave), foundational to the new definition's second element, are more theoretical and less empirically studied (Houdmont et al., 2018). Lastly, with ICTs blurring the boundaries between personal and work life (Boswell et al., 2016), studying this aspect of leaveism has significant practical implications. From this point forward, the term leaveism exclusively refers to the second element of the provided definition.

What is *not* leaveism?

In order to address leaveism, it is essential to distinguish it from similar concepts. These concepts are at least workaholism and overtime work.

Workaholism. Workaholism is a detrimental condition characterized by a compelling internal urge to engage in excessive and relentless work (Taris et al., 2010) and involves two elements: excessive and compulsive work. Excessive work refers to dedicating an

extraordinary amount of time and effort beyond necessary responsibilities (Schaufeli, Taris, & Bakker, 2008), while compulsive work involves a preoccupation with work-related thoughts, even during non-working hours (Schaufeli, Taris, & van Rhenen, 2008).

Workaholics demonstrate a compulsive need to dedicate an extraordinary amount of time to their work, often to the detriment of other essential life domains such as leisure and family (Peeters et al., 2013).

The key difference between workaholism and leaveism is that the latter emphasizes a persistent connection to job-related tasks beyond traditional working hours, driven by external factors like job insecurity and work intensification (Richards et al., 2022). In contrast, workaholism, although it also has environmental antecedents like a masculine work culture that, for example, promotes intense competitiveness (Ng et al., 2007), is mainly driven by an internal compulsion to work excessively (Andreassen, 2014).

Overtime work. Overtime work refers to working beyond normal hours as regulated by legal frameworks, including agreements on limits and compensation (Eurofound, 2022). The difference lies in the fact that in leaveism, according to the given definition, employees themselves decide independently and, more or less, spontaneously to work during personal time without regulation, compensation, or formal agreement.

ANTECEDENTS AND CONSEQUENCES OF LEAVEISM:

A Theoretical Model

Leaveism, initially introduced in 2014 (Hesketh & Cooper, 2014), is a relatively new concept, with limited research surrounding it (Richards et al., 2022), so theoretical support of the hypotheses with research on leaveism is considered very difficult. For that reason, presenteeism, a related concept where individuals work despite health issues (Aronsson et al.,

2000), was used to support the present model for the hypotheses of leaveism. Although the initial definition included the physical appearance of the employee (Aronsson et al., 2000), the use of ICTs, especially during and after COVID-19, transformed the nature of work, leading to remote work even when employees are unwell (Ferreira et al., 2022).

Sickness presence was selected, because both concepts involve working when they should not, fitting under the same “umbrella” term "excessive availability for work" (EAW), which is defined as being continually responsive to organizational or customer demands (Cooper & Lu, 2019). By leveraging the presenteeism framework, the study aimed to explore common antecedents and outcomes of leaveism, focusing on workplace dynamics like workload rather than personal factors. Personal factors were not included, because the interest of the researchers lies in the understanding of how workplace dynamics, like workload, contribute to this phenomenon. By narrowing the focus to contextual factors, the study aims to provide more targeted insights that can inform organizational policies and interventions.

The study's theoretical model, based on Johns' dynamic model of sickness absence and presence (Johns, 2011), highlights the contextual factors leading to leaveism and its individual consequences. The general model of leaveism can be seen in Figure 1, whereas Figure 2 presents the model to be tested in the present study.

Figure 1. *The general model of leaveism*

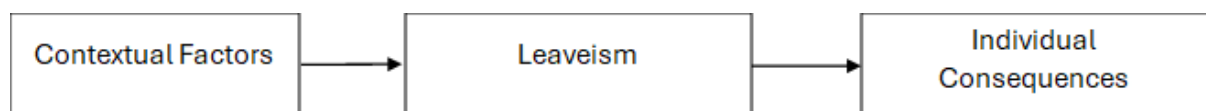
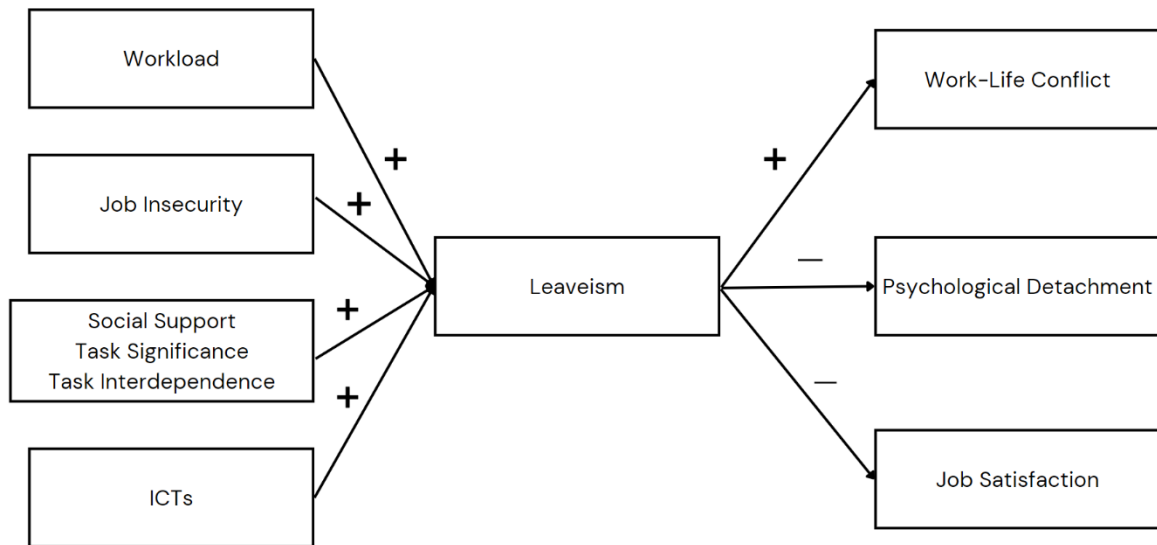


Figure 2. *The theoretical model of the study***Hypothesized antecedents of leaveism*****Workload***

The first variable suggested as a determinant of presenteeism is workload. Driven by the sickness presence literature, a positive relationship has been found between high workload and presenteeism. Indicatively, Biron et al. (2006), in a study on the antecedents of presenteeism propensity, found that high workload had a significant effect on sickness presence propensity, while Arnold's (2015) study showed the same result. The Conservation of Resources theory (Hobfoll, 1989) explains this relationship. According to it, people's fundamental aim is to conserve, protect and replace the resources they use, so that they have the necessary means to meet the environmental demands (Hobfoll, 1989). When facing high job demands, such as an excessive workload, employees may perceive a threat to these resources. In an attempt to mitigate this threat, they may continue to work even when unwell, thereby trying to protect their resources by preventing further accumulation of workload and the potential stress that would result from falling behind (Caverley et al. 2007).

Applying the same logic to leaveism, we assume that high workload will have a similar effect. Employees facing intense workloads may engage in work activities during their leave time to prevent resource loss associated with falling behind.

Hypothesis 1: Workload is positively related with leaveism

Job Insecurity

The second possible antecedent is job insecurity, defined as the perception that one's job may end prematurely (Benjamin & Samson, 2011). Traditionally, job insecurity is associated with reduced absenteeism and increased attendance even when unwell (Virtanen et al., 2005). Studies among various populations have shown a positive relationship between job insecurity and presenteeism (Kim et al., 2020; Cho et al., 2016; Hansen & Andersen, 2008; Caverley et al., 2007). Job insecurity is also related with leaveism, since it is believed to be a contextual antecedent of it (Richard et al., 2022).

Drawing parallels with studies on presenteeism, similar patterns can be expected in the relationship between job insecurity and leaveism. Just as job insecurity is positively related to sickness presence, it is reasonable that individuals facing job insecurity might resort to leaveism as a strategy to manage work-related tasks during their time off. This could be driven by the perceived need to secure their position.

Hypothesis 2: Job insecurity is positively related to leaveism

Social Support, Task Significance, and Task Interdependence

Social Support. The third potential antecedent of leaveism we examined is the quality of relationship with the colleagues. Biron et al. (2006) found that employees with satisfactory work relationships are more likely to attend work while ill. Leineweber (2011) also linked colleague and supervisor support to presenteeism. An explanation could be that

strong teamwork and a desire not to let colleagues down encourage attendance despite illness (Grinyer & Singleton, 2000; Baker-McClean et al., 2010).

Applying this logic to leaveism, we can propose that positive workplace relationships may pressure employees to use leave for work tasks to avoid negatively affecting team dynamics. In both scenarios, whether it is presenteeism or leaveism, the quality of relationships with colleagues seems to be influential factors. A positive work environment and strong interpersonal connections can either encourage attendance despite illness or drive employees to use their time off for work-related tasks, highlighting the intricate relationship between workplace relationships and employee behaviour.

Hypothesis 3a: Social Support is positively related with leaveism

Task Significance. According to Job Characteristics Model (Hackman and Oldham, 1980), task significance refers to the degree to which a job has a substantial impact on the lives or work of other people. When employees perceive their work as highly significant, they are more likely to be intrinsically motivated and feel a greater sense of responsibility (Peeters et al., 2013). We expect that this heightened sense of responsibility can lead to leaveism, as employees may feel compelled to ensure their significant tasks are completed, even if it requires working during designated time off.

Hypothesis 3b: Task Significance is positively related with leaveism

Task Interdependence. Task Interdependence indicates the extent to which a job relies on others and how others rely on it to complete their tasks (Kiggundu, 1981). This concept highlights the "connectedness" among jobs. Kiggundu (1981) identifies two specific types of interdependence: (a) the degree to which a job's work influences other jobs (initiated interdependence) and (b) the degree to which a job is influenced by the work of other jobs (received interdependence). This study focuses on the first type, and it is expected that task

interdependence fosters a sense of responsibility among team members, so employees will engage in leaveism, in order to not let their teammates down or to keep the workflow smooth.

Hypothesis 3c: Task Interdependence is positively related with leaveism

Information and Communication Technologies.

The COVID-19 pandemic transformed work conditions, notably with the rise of remote working or teleworking. This practice involves working away from the employer's physical location using contemporary Information and Communication Technologies (ICTs) (Eurofound and the International Labour Office, 2017). ICTs encompass all technologies for processing and communicating information and via electronic devices (Ajayi et al., 2009). However, there is a gap in the literature in the relationship between the use of ICTs and presenteeism, with existing research showing contradictory results. Steidelmüller et al. (2020) found that intense telecommuting increases the possibility of sickness absence. Similarly, Duxbury et al. (2007) found that mobile technology enables the ability to work during non-work hours. Conversely, Furuichi et al. (2020) observed limited effects of remote working on presenteeism, however noted negative effects with complete remote work.

This study broadens the focus to cover the spectrum of ICTs use beyond teleworking. We aim to explore the relationship between ICT use and leaveism, hypothesizing that the integration of ICTs blurs work and personal time boundaries, influencing behaviours related to taking time off. Previous research has examined ICTs' impact on sickness presence and presenteeism but not on leaveism. While prior studies have explored the impact of ICTs on sickness presence and presenteeism, there is a noticeable gap in the literature concerning their association with leaveism. Therefore, we propose that ICTs extend working hours beyond the office, blurring work-personal time boundaries (Harrington & Ladge, 2009). This leads to high demands for presence, with employees working during non-work hours, contributing to

leaveism. ICTs, such as smartphones, significantly affect employee availability during non-work hours (Schlachter et al., 2017). Even reading a work email during personal time puts individuals in "working mode." Anyone with a device connected to the internet has the ability to "be" at work, either voluntarily (e.g., completing job tasks at home) or involuntarily (e.g., responding to job calls). The continuous use of technology makes distinguishing between work and personal time difficult (Reyt & Wiesenfeld, 2015). Employees often work during breaks or time off, creating a culture of constant availability (Richardson & Benbunan-Fich, 2011). This connectivity makes disengaging from work challenging, leading to difficulties in disconnecting from professional responsibilities (Cavazotte et al., 2014).

Hypothesis 4: The use of ICTs is positively related with leaveism

Hypothesized outcomes of leaveism

Work-Life Conflict

Work-life conflict (W-LC) extends the concept of work-family conflict, recognizing that work demands can disrupt other personal roles (Kossek & Lee, 2017). Based on role conflict theory (Kahn et al., 1964), W-LC occurs when the demands of multiple roles clash, making life challenging. W-LC can take one of the following three forms: (a) time conflict, where time invested in one role reduces time for another; (b) demand conflict, where the demands of one role interfere with another; and (c) behaviour conflict, where behaviours suitable for one role conflict with another (Greenhaus & Beutell, 1985).

Derks and Bakker (2012) found that excessive smartphone use by employees led to higher levels of work-home interference, while the studies of Davis (2002) and Jarvenpaa and Lang (2005) linked the use of smartphones to challenges in maintaining a balance between work and home life. These findings align very well with our hypothesis. Modern technologies blur the lines between professional and personal spheres, bringing work into the home

environment (Galinsky et al., 2001; O'Mahony & Barley, 1999) and allowing the employees to stay connected to work even when they are not in their workplace (Boswell & Olson-Buchanan, 2007). In conclusion, since we believe that the use of ICTs plays an important role in leaveism and from all the above we hypothesise that high levels of leaveism are associated with higher levels of work-life conflict.

Hypothesis 5: Leaveism is positively related with work-life conflict

Psychological Detachment

The mechanisms that enhance an individual's recovery are referred to as recovery experiences. They can be categorized into four dimensions: psychological detachment, relaxation, mastery, and control (Sonnentag & Fritz, 2007). The primary benefit of these experiences lies in replenishing expended resources and/or generating new ones (Sonnentag & Fritz, 2007). This study focuses on psychological detachment, which involves distancing oneself from work and restoring resources without additional investments (Sonnentag & Fritz, 2007).

Etzion et al (1998) defined psychological disengagement as feeling subjectively distant from the workplace. Physical absence alone is insufficient for detachment; employees should also detach cognitively from work-related matters (Sonnentag & Fritz, 2015). In other words, physical absence does not guarantee recovery if the individual remains mentally preoccupied with work (Sonnentag & Bayer, 2005). Given that psychological detachment involves both physical and mental separation from work, achieving this disengagement has become more difficult with advances in technology that keep employees constantly connected to work (Ďuranová & Ohly, 2016).

There are some studies that confirm this relationship. Among 173 remote-working US administrative assistants, engaging in work-related activities outside of regular hours,

particularly via email, hindered psychological detachment (Tedone, 2022). Employees reported increased difficulty in psychologically disengaging from work, an increased tendency to either continue working or remain preoccupied with work matters, and an increased tendency to respond immediately to received emails. Additionally, in a study among Czech employees was found a positive correlation between expectations of their accessibility via smartphones and the inability to detach from work (Kondrysova et al., 2022).

Based on the Effort-Recovery model (Meijman & Mulder, 1998) and the Conservation of Resources Theory (COR) (Hobfoll, 1989) we explain the relationship between leaveism and psychological detachment. The E-R model suggest that psychological detachment allows psychophysiological functions to return in normal levels, when individuals are not in a stimulated state (Meijman & Mulder, 1998). However, continuous work engagement at home, such as responding to emails, prevents detachment and recovery. Similarly, COR theory posits that psychological detachment plays an important role in resources substitution. Physical and mental response to work demands is terminated and therefore no investment of resources is needed, as mental representations of work are “switched off” (Ragsdale & Beehr, 2016). Leaveism disrupts this process and does not allow the employee to restore the invested resources.

Hypothesis 6: Leaveism is negatively related with psychological detachment

Job Satisfaction

Job satisfaction is a state of positive emotions derived from evaluating one's job as meeting or promoting the attainment of personal job-related values (Lu et al., 2013). We discuss leaveism's relationship with job satisfaction, using the theoretical background of sickness presence. Karanika-Murray et al. (2015) explain the negative effect of presenteeism on job satisfaction. Presenteeism depletes job satisfaction because individuals cannot operate

optimally, leading to unmet expectations. When psychological presence is compromised, such as during illness, individuals may mentally disconnect from work while feeling obligated to be physically present. This diminished psychological presence weakens positive evaluations of work through its impact on emotional and motivational states (Karanika-Murray et al., 2015).

The results of Mauricio and Laranjeira (2023) are on the same page. They found a robust correlation between presenteeism and job satisfaction and, based on Johns (2011) suggested that employees who worked while sick exhibited diminished performance in capability, attentiveness, and engagement. Lu et al. (2013) and Côté et al. (2021) also found a negative relationship between presenteeism and job satisfaction. Côté et al. (2021) used the Effort-Recovery model (Meijman & Mulder, 1998) to explain that sustained effort at work while unwell hinders recovery, leading to health impairments and reduced performance, which affects job satisfaction. This compromised state affects emotional and attitudinal responses, contributing to job dissatisfaction Côté et al. (2021). Accordingly, in our research, we extend this understanding to leaveism, where work interferes with employees' designated time off and we expect that, like presenteeism, leaveism disrupts the effort-recovery balance, directly affecting job satisfaction.

Hypothesis 7: Leaveism is negatively related to job satisfaction

Method

Design and Procedure

For this research, convenience sampling was used in order to collect the data. The data was gathered at a single point in time, indicating that this study employs a cross-sectional design. Participation in the survey was only valid if participants met two criteria. Firstly, they had to be at least 18 years old and, secondly, they were required to work a

minimum of eight hours per week. Finally, data collection was conducted between the dates of March 22nd and April 5th, 2024.

The questionnaire was developed using the "Qualtrics" software, which was also utilized to create a survey sharing link. In efforts to maximize participant outreach, the questionnaire was additionally translated into Greek for the study's objectives. For that reason, two versions of the questionnaire were created, one in Greek and one in English. Both versions are available in Appendix C. After completion of the questionnaire, approval was sought and granted by the Ethics Committee of the Faculty of Social and Behavioural Sciences of Utrecht University filed under number 21-0188. The questionnaire was then distributed through the personal social network of the researcher (via Facebook, Instagram, WhatsApp, LinkedIn, Messenger), through personal messages, group chats and social media posts, in order to reach as heterogeneous a sample as possible. In each case, explicit mention was made of the participation criteria.

The first page of the survey contained an information letter detailing the survey's objectives and prerequisites for the participants (see Appendix A). Emphasis was directed towards the voluntary and anonymous nature of the study, clarifying that the identity of the participants cannot be ascertained from the data and information they submit. Furthermore, participants were given the option to terminate the survey, without explanation and without any adverse consequences. However, they were informed that the data collected so far will be used for the research. The subsequent pages included questions pertaining to the variables incorporated within the survey. Each page focused on at least one variable, with the final page dedicated to gathering demographic information from the participants.

Participants

Before commencing the study, a power analysis was executed to determine the essential minimum number of participants. A total of 169 participants completed the online

questionnaire, with 152 responses ($N=152$) meeting the participation criteria. Out of the fully completed 152 participations, 68.4% identified as female and 31.6% as male. The average age of the participants was 33.97 years ($SD=11.89$). In term of educational level, 42.1% held a bachelor's degree, 28.9% a master's degree and 11.8% had finished high school. Regarding profession, 18 participants were teachers (11.8%), 7.2% worked in sales and 3.9% mentioned the psychology as their job. The average working hours per week was 37.65 hours ($SD=12.36$). Lastly, concerning employment status, most of the participants (69.7%) were full-time employees, after that 19.7% were working part-time, while 16 participants (10.5%) were self-employed.

Measures

All items, originally in English, were translated to Greek by the researcher, except for the Recovery Experience Questionnaire measuring psychological detachment (Sonnentag & Fritz, 2007), for which a Greek version was already available.

Leaveism. Using the new definition and existing literature, we developed an 8-item questionnaire, with four items addressing the first element and four items addressing the second (see appendix D). Our aim was to assess the phenomenon comprehensively. The questionnaire was structured with an alternating format to ensure that there is a balanced representation of both elements. More precisely, items 1, 3, 5, and 7 address the first element, while items 2, 4, 6, and 8 focus on the second element. This format ensures that respondents take into account both aspects of leaveism throughout the questionnaire. Some items were adapted from a previously validated measure. Specifically, items 1, 2 and 3 were taken from the study of Houdmont et al. (2018). The remaining items were developed to address the two aspects of the new definition. An example of the items is “In the last 12 months, how often have you used your annual leave, designated holiday hours or rest days to take time off due to your state of physical health?”. Each item is rated on a five-point Likert scale, from (1)

“Never” to (5) “Very Often”, allowing us to measure the frequency and the extent of leaveism. The reliability of the whole scale was $\alpha = .84$. For the first and second subscale, the reliability was $\alpha = .75$ and $\alpha = .85$, respectively. Furthermore, although this study is focused on the second element, this selection did not affect the validation process of the questionnaire. Despite focusing on the second aspect of leaveism, we utilized the complete questionnaire comprising both elements. The scale items, including the results of the factor analysis, are in Appendix D.

Social Support. Social support was measured with the four-item scale designed by O’Driscoll (2000). An example was “An ordinary working day, in my free time after work my colleagues give me helpful information or advice”. Responses ranged on a four-point Likert scale from (1) “Never” to (4) “Always”. The reliability of this scale was $\alpha = .92$.

Task Significance. The significance of work tasks was measured with four questions from the Work Design Questionnaire (Morgeson & Humphrey, 2006). An example of the questions is “The job itself is very significant and important in the broader scheme of things.” Responses were rated on a five-point Likert scale ranging from (1) “Strongly Disagree”, to (5) “Strongly Agree”. Cronbach’s alpha was $\alpha = .90$.

Task Interdependence. Task interdependence was measured with three questions from the Work Design Questionnaire (Morgeson & Humphrey, 2006). An example of the questions is “Other jobs depend directly on my job” Responses were rated on a five-point Likert scale ranging from (1) “Strongly Disagree”, to (5) “Strongly Agree”. Cronbach’s alpha was $\alpha = .71$.

Information and Communication Technologies (ICTs). A scale was developed for assessing the use of ICTs in the context of this study. The scale was created based on a thorough review of the relevant literature. The scale consists of nine items. Factor analysis

confirmed that all items loaded onto a single factor, indicating that the scale measures a unidimensional construct. The factor loadings can be seen in Appendix E. An example of the items is “During my non-working hours I use ICTs for work-related purposes”. The responses ranged from (1) “Strongly Disagree” to (4) “Strongly Agree”. Cronbach’s alpha was $\alpha = .90$.

Workload. Workload was measured using the five-item Quantitative Workload Inventory (QWI) (Spector & Jex, 1998). An example of this scale is “How often does your job require you to work very hard?”. Responses were rated on a five-point Likert scale ranging from (1) "Less than once per month or never" to (5) "Several times per day". Cronbach's alpha was $\alpha = .84$.

Job Insecurity. Job insecurity was measured with the Job Insecurity Scale by Vander Elst et al. (2014). This scale consists of four items, from which an example is “I feel insecure about the future of my job”. One item had to be reverse coded so that a higher value in this scale indicated high levels of perceived insecurity about job. The responses were rated on a five-point scale ranging from (1) "Strongly Disagree" to (5) "Strongly Agree". Cronbach's alpha was $\alpha = .85$.

Job Satisfaction. Satisfaction from work was measured using the scale of Tsui et al. (1992), which consists of six items. An example of these items is “How satisfied are you with the person who supervises you-your organizational superior?”. The responses were rated on a five-point Likert scale, ranging from (1) "Very dissatisfied" to (5) "Very satisfied". For this scale, Cronbach's alpha was $\alpha = .79$.

Work-Life Conflict. For the measurement of work-life conflict the SWING (Geurts et al., 2005) was used. The questionnaire has nine items, an example of which is “How often does it happen that you do not have the energy to engage in leisure activities with your spouse/family/friends because of your job?”. The responses were rated on a four-point Likert scale, ranging from (1) "Never" to (4) "Always". For this scale, Cronbach's alpha was $\alpha = .92$.

Psychological Detachment Psychological detachment was measured with the Recovery Experience Questionnaire (Sonnentag & Fritz, 2007), using the specific for the psychological detachment subscale. The subscale consists of four items. An example is “An ordinary working day, in my free time after work I forget about work”. Responses were rated on a 5-point scale ranging from (1) "never" to (5) “very often”. Cronbach’s alpha was $\alpha = .89$.

Data Analysis

The statistical analysis was conducted using IBM SPSS Statistics v29. First, we calculated the total scores and conducted a correlation analysis. Secondly, we ran multiple regression analyses to test the hypotheses. For the possible outcomes, control variables (gender, age, education, work hours and employment status) were entered in Block 1. In Block 2, leaveism was added, while in Block 3 were added the possible outcomes of leaveism, one each time. For the possible antecedents, again the control variables were entered in Block 1, while in Block 2 we added the hypothesized antecedents. Finally, we conducted a mediation analysis, to examine the possibility of leaveism mediating variables that have significant relationships to each other. The models for mediation, model 4, were tested using the PROCESS macro-SPSS package (Hayes, 2017).

Results

Descriptive statistics

Table 1 presents the means, standard deviations and correlations between the examined variables. According to Hypothesis 1, the results of the correlation analysis showed that workload was positively correlated with leaveism ($r = .34, p < .01$). Job insecurity showed a non-significant correlation with leaveism ($r = .09, p > .05$), which does not support Hypothesis 2. Regarding Hypothesis 3 and its sub-hypotheses, social support (Hypothesis 3a) was negatively correlated ($r = -.27, p < .01$) and task significance (Hypothesis 3b) was positively

correlated ($r = .29, p < .01$). On the other hand, for Hypothesis 3c, task interdependence showed a positive, but non-significant correlation ($r = .13, p > .05$). The use of ICTs showed a positive and significant correlation with leaveism ($r = .36, p < .01$), supporting Hypothesis 4. For the outcomes, work-life conflict was positively and significantly correlated with leaveism ($r = .55, p < .01$), while psychological detachment showed a negative statistical correlation ($r = -.56, p < .01$), supporting Hypothesis 5 and 6, respectively. Hypothesis 7 was supported, since there was a significant relationship between leaveism and job satisfaction ($r = -.18, p < .05$).

In order to further examine the hypotheses, we ran multiple regression analyses. For the possible antecedents, Model 2 was selected, since it explains 38.4% of the variance in the dependent variable ($R^2 = .384, \Delta R^2 = .225, p < .001$). Table 2 shows that there was a significant and positive relationship with workload and leaveism ($\beta = .30, t = 3.93, p < .001$), as for the use of ICTs ($\beta = .33, t = 4.63, p < .001$), supporting Hypothesis 1 and 4, respectively. Furthermore, social support was found to be negatively related with leaveism ($\beta = -.18, t = -2.54, p < .05$) rejecting Hypothesis 3a. Additionally, job insecurity ($\beta = -.04, t = -.51, p > .05$), task significance ($\beta = .07, t = .91, p > .05$) and task interdependence ($\beta = -.01, t = -.15, p > .05$) were found to not have a significant relationship with leaveism, meaning that Hypotheses 2, 3b and 3c are not supported. Regarding the control variables, gender ($\beta = .21, t = 2.82, p < .01$) had a significant and positive relationship with leaveism.

For Hypothesis 5, Model 3 was selected, since it explains the 46.4% of the variance in the dependent variable ($R^2 = .464, \Delta R^2 = .112, p < .001$). According to Table 3, the multiple regression analysis for the relationship between leaveism and work-family conflict showed that there was a significant positive relationship ($\beta = .43, t = 5.41, p < .001$), supporting the hypothesis that higher levels of leaveism are associated with higher levels of work-life conflict (Table 2). Additionally, workload was significantly positively related to W-LC ($\beta = .28, t = 3.72, p < .001$), suggesting that higher workload is associated with higher W-LC.

Table 1*Means, standard deviations and correlations between variables*

<i>Variables</i>	<i>Mean</i>	<i>SD</i>	1	2	3	4	5	6	7	8	9	10	11	12
1. Leaveism	2.51	.86	-											
2. Leaveism-Health	2.37	.90	.85**	-										
3. Leaveism-Work	2.65	1.07	.89**	.52**	-									
4. Workload	3.33	.96	.33**	.22**	.34**	-								
5. ICTs	3.44	.95	.30**	.15	.36**	.01	-							
6. Social Support	2.90	1.01	-.27**	-.20**	-.27**	-.15	-.02	-						
7. Task Significance	3.56	.90	.32**	.27**	.29**	.20**	.16**	-.17*	-					
8. Task Interdependence	3.12	.84	.13	.10	.13	.22**	-.11	.00	.18**	-				
9. Job Insecurity	2.34	.81	.15	.17*	.09	.13	.15	-.19*	.04	.09	-			
10. Work-Life Conflict	2.87	.90	.60**	.48**	.55**	.45**	-.27**	-.27**	.26**	.15	.20**	-		
11. Psychological Detachment	3.10	1.03	-.46**	-.21**	-.56**	-.34**	-.34**	.21**	-.28**	-.06	-.04	-.50**	-	
12. Job Satisfaction	3.47	.69	-.27**	-.31**	-.18*	-.24**	-.01	.46**	.04	.00	-.32**	-.42**	.08	-

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

Table 2: *Antecedents of leaveism*

<i>Variables</i>	Model 1	Model 2
Age	.27***	.21**
Gender	.17*	.06
Work Hours per Week	.09	.01
Education	.13	-.01
Employment Status	-.11	-.14
Workload		.30***
Job Insecurity		-.04
Social Support		-.18*
Task Significance		.07
Task Interdependence		-.01
ICTs		.33***
<i>R</i> ²	.159***	.384***
<i>R</i> ² change		.225***

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

Among the control variables, age had a significant relationship with WLC in the final model ($\beta = -.21$, $t = -2.93$, $p < .01$). Therefore, Hypothesis 5 is supported.

Model 3 was also selected for examining Hypothesis 6. It explains the 40.4% of the variance in the dependent variable ($R^2 = .404$, $\Delta R^2 = .067$, $p < .05$). As can be seen in Table 4, a significant negative relationship between leaveism and psychological detachment was found ($\beta = -.39$, $t = -4.68$, $p < .001$), supporting the hypothesis that higher levels of leaveism are

associated with lower levels of psychological detachment. Furthermore, ICTs use negatively related to psychological detachment ($\beta = -.16, t = -2.10, p < .05$) as did workload ($\beta = -.24, t = -3.00, p < .01$). Therefore, Hypothesis 6 is supported.

Hypothesis 7 suggested that higher levels of leaveism are associated with lower levels of job satisfaction. To examine this hypothesis, we selected Model 3, which explains the 35.4% of the variance in the dependent variable ($R^2 = .354, \Delta R^2 = .258, p < .001$). However, as can be seen from Table 5, it is worth mentioning that leaveism was significantly and negatively related to job satisfaction only in Model 2 ($\beta = -.25, t = 2.88, p < .01$), while in Model 3 there was no significant relationship ($\beta = -.11, t = -1.32, p > .05$). Conversely, workload was significantly and negatively related to job satisfaction ($\beta = -.16, t = -1.98, p < .05$), as was job insecurity ($\beta = -.22, t = -3.01, p < .01$). Social support found to have a positive relationship ($\beta = .39, t = 5.10, p < .001$). Therefore, Hypothesis 7 is not supported.

Additional Analyses

To further examine the hypotheses, we conducted a mediation analysis using the PROCESS macro (Model 4), with 5,000 bootstrap samples, by Hayes (2017). This analysis aimed to investigate whether the relationship between variables that are correlated to leaveism and to each other are mediated by leaveism.

The indirect effect of *workload on work-life conflict* through leaveism was significant, with an effect size of $\beta = .14$ and a bootstrapped 95% confidence interval of [.0736, .2193]. Since the confidence interval does not include zero, the mediation effect is significant. However, there is also a direct effect of workload on work-life conflict ($\beta = .28, t = 4.42, p < .001$). This indicates that leaveism partially mediates the relationship between workload and work-life conflict, confirming that part of the effect of workload on work-life conflict is transmitted through leaveism.

Table 3: *Work-Life Conflict*

<i>Variables</i>	Model 1	Model 2	Model 3
Age	-.03	-.20	-.21**
Gender	.08	-.03	-.12
Work Hours per Week	.12	.06	.01
Education	.16	.07	.03
Employment status	-.04	.03	-.03
Leaveism		.61***	.43***
Workload			.28***
Job Insecurity			.09
Social Support			-.10
Task Significance			.10
Task Interdependence			.03
ICTs			.09
<i>R</i> ²	.042	.352***	.464***
<i>R</i> ²		.310***	.112***

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

The indirect effect of *workload on psychological detachment* through leaveism was significant, with an effect size of $\beta = -.18$ and a bootstrapped 95% confidence interval of [-.2686, -.0974]. Since the confidence interval does not include zero, the mediation effect is

significant. However, there is also a direct effect of workload on psychological detachment ($\beta = -.19, t = 2.47, p < .05$). This indicates that leaveism partially mediates the relationship between workload and psychological detachment, confirming that part of the effect of workload on psychological detachment is transmitted through leaveism.

Table 4: *Psychological Detachment*

<i>Variables</i>	Model 1	Model 2	Model 3
Age	-.11	.04	.03
Gender	-.11	-.02	.06
Work Hours per Week	-.04	.01	.06
Education	-.23**	-.16**	-.12
Employment Status	.08	.01	.05
Leaveism		-.54***	-.39***
Workload			-.24**
Job Insecurity			.06
Social Support			.04
Task Significance			-.10
Task Interdependence			.09
ICTs			-.16*
<i>R</i> ²	.092*	.337***	.404*
<i>R</i> ² change		.245***	.067*

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

Table 5: *Job Satisfaction*

<i>Variables</i>	Model 1	Model 2	Model 3
Age	.07	.14	.12
Gender	-.01	.03	.01
Work Hours per Week	.12	.14	.10
Education	-.10	-.07	-.07
Employment Status	-.06	-.09	-.06
Leaveism		-.25**	-.11
Workload			-.16*
Job Insecurity			-.22**
Social Support			.39***
Task Significance			.13
Task Interdependence			.02
ICTs			.06
<i>R</i> ²	.045	.097**	.354***
<i>R</i> ² change		.052**	.258***

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

The indirect effect of *social support on work-life conflict* through leaveism was significant, with an effect size of $\beta = -.12$ and a bootstrapped 95% confidence interval of [-0.204, -0.0522]. Since the confidence interval does not include zero, the mediation effect is

significant. This indicates that leaveism fully mediates the relationship between social support and work-life conflict, confirming that part of the effect of social support on work-life conflict is transmitted through leaveism.

The indirect effect of *social support on psychological detachment* through leaveism was significant, with an effect size of $\beta = 0.15$ and a bootstrapped 95% confidence interval of [.0611, .2397]. Since the confidence interval does not include zero, the mediation effect is significant. This indicates that leaveism fully mediates the relationship between social support and psychological detachment, confirming that part of the effect of social support on psychological detachment is transmitted through leaveism.

The indirect effect of *ICT usage on psychological detachment* through leaveism was significant, with an effect size of $\beta = -0.20$ and a bootstrapped 95% confidence interval of [-.2950, -.1065]. Since the confidence interval does not include zero, the mediation effect is significant. However, there is also a direct effect of ICTs on psychological detachment ($\beta = -.16, t = -2.12, p < .05$). This indicates that leaveism partially mediates the relationship between ICT usage and psychological detachment, confirming that part of the effect of ICT usage on psychological detachment is transmitted through leaveism.

The indirect effect of *ICT usage on work-life conflict* through leaveism was significant, with an effect size of $\beta = 0.18$ and a bootstrapped 95% confidence interval of [.0902, .2964]. Since the confidence interval does not include zero, the mediation effect is significant. This indicates that leaveism fully mediates the relationship between ICT usage and work-life conflict, confirming that part of the effect of ICT usage on work-life conflict is transmitted through leaveism.

Discussion

The aim of this study was to redefine the concept of leaveism, in order to adapt it to the contemporary working environments that have emerged from the technological advancements (Lewis & Cooper, 2005). This was attempted by updating Hesketh and Cooper's (2014) initial definition, and by developing a measurement instrument. The second aim of the study was the validation of the updated definition, by relating it to other concepts. More specifically, potential causes and outcomes of leaveism were explored to comprehend the nature of this idea. The findings provide significant insights about how employees manage job-related activities outside of working hours and the implications for employee well-being and organisational policies.

Main Findings

The study successfully proposed a revised definition of leaveism, that considers the contemporary work environment and the pervasive influence of information and communication technologies (ICTs). This updated concept was then operationalized through the development and validation of a new measurement instrument, providing a robust tool for future research in this field.

Our first hypothesis proposed that workload is positively related to leaveism. The hypothesis was confirmed by the results, which showed that employees with heavier workloads had a higher possibility of being engaged in leaveism. This result is consistent with earlier research by Hesketh and Cooper (2014), who hypothesized that demands from an excessive workload force workers to do work-related tasks during their free time. Secondly, we expected that job insecurity will be associated with employees working outside regular work hours. Interestingly, the hypothesis was not confirmed. One possible explanation could be that employees facing job insecurity might engage in visible forms of extra effort, like staying more

hours at the office, to demonstrate their value to their supervisors. This is consistent with studies suggesting that job insecurity can lead to increased impression management behaviours (Probst et al., 2020).

For the first part of Hypothesis 3, social support from colleagues was expected to be related with employees working more, so they will not let down their co-workers. Contrary to that, the findings indicated that employees who reported high levels of social support were less likely to engage in leaveism. An explanation would be that supportive environments alleviate, rather than increase, work pressure and promote better work-life balance (House, 1981). Regarding Hypothesis 3b, the analysis showed that the perceived importance of tasks was not significantly associated with employees' tendencies to work during their leave. Several reasons might explain this lack of a significant relationship. First, while task significance can enhance intrinsic motivation (Humphrey et al., 2007), it may not necessarily translate into leaveism. Employees who perceive their tasks as highly significant might also have strong support systems and effective time management strategies that allow them to complete their work within regular working hours, thereby reducing the need to engage in leaveism. Additionally, organizational policies and a supportive work culture could mitigate the potential for leaveism by ensuring that significant tasks are appropriately managed and supported during regular working hours.

Hypothesis 3c stated that higher levels of task interdependence will be associated with higher levels of leaveism. However, our findings did not show any relationship between these two variables, maybe because in highly interdependent tasks, employees might rely more on collaborative efforts during working hours rather than engaging to leaveism (Pearce & Gregersen, 1991). The last possible antecedent of leaveism, the use of ICTs, was found to be a

significant predictor. This finding aligns with the existing literature, since ICTs blur the boundaries between work and personal life, making it easier for employees to work remotely or outside standard hours (Derks et al., 2016). Hypothesis 5 was also supported, showing that leaveism is related with work-life conflict. Being engaged in work activities during non-working hours disrupts personal time, increasing the conflict between work and life roles (Greenhaus & Beutell, 1985). On the same page, leaveism was negative related with psychological detachment, supporting Hypothesis 6. Higher levels of leaveism make detachment for work more difficult, aligning with the notion that constant work engagement, even during off hours, hinders employees' ability to mentally detach and recover from work stress (Sonnentag & Fritz, 2015).

Lastly, contrary to our hypothesis, the analysis did not reveal a significant negative relationship between leaveism and job satisfaction. Although it seems unexpected, this finding maybe can be explained from the characteristics of the sample. More specifically, if the participants have high intrinsic motivation or derive satisfaction from their work, is it possible that working during non-work hours will not affect job satisfaction negatively. For instance, individuals who are highly committed to their roles might perceive working during leave as a necessary part of their professional responsibilities rather than a burden (Humphrey et al., 2007).

General Implications

The findings of the study provide several theoretical and practical implications. Theoretically, the updated definition of leaveism contributes to the literature by offering a more precise conceptualization that is in line with the modern workplace. At the same time, by distinguishing leaveism from related concepts, like workaholism and overtime work, this study

provides a clear framework of how work environments after COVID-19 influence employees' behaviours.

Practically, the research could have significant implications for companies and policymakers. Organisations should recognise the pervasive nature of new technologies and the potential negative outcomes of leaveism on employees. Developing clear policies that set limits on work-related communication (i.e. emails) outside regular working hours and encouraging employees to fully utilize their leave entitlements without fear of excessive workload upon their return, could possibly help mitigate leaveism. Furthermore, fostering a culture of support within the workplace can diminish the pressures that lead to leaveism. This can be achieved through team-building activities, peer recognition programs, and encouraging open communication. Lastly, the results emphasize the importance for companies to efficiently manage workloads to keep employees from becoming overworked and taking time off.

Strengths, limitations and further research

The key strength of this study lies on the comprehensive approach to define and measure leaveism, filling a significant gap in the literature. The new measurement instrument demonstrated strong reliability and validity, providing a valuable tool for future research. Additionally, the integration of various theoretical frameworks offers a multidimensional understanding of leaveism and its impacts. Lastly, the study highlights a modern problem that is becoming more important in today's digital and remote work contexts by analysing the role of ICTs in leaveism. By concentrating on new trends, the study is up to date and address issues that organisations and their employees are now facing.

However, as with any research, this study has several limitations. First, the cross-sectional design may limit the ability to draw causal conclusions. The questionnaires were

administered only once to each participant to measure experiences and variables that are likely to change from day to day. Therefore, the responses are likely to have been based on participants' general judgments regarding their work experiences and may not be entirely reflective of reality. Taking responses more frequently, for example using quantitative diaries, may provide a greater and more accurate amount of information that would allow more complete conclusions to be drawn.

A second limitation lies in the self-reported nature of the questions participants were asked to answer. In particular, although efforts were made to ensure the anonymity of the participants, it is possible that their responses to questions that might have been judged as more personal might not have been completely honest for reasons of social desirability. To address this issue, it would be useful for future surveys to include observations of the behaviour of others by people in their inner circle, or even questions about how individuals themselves perceive their behaviour towards others, so that a broader and more complete picture of the individual and their experiences can be constructed.

A suggestion for further research could be the examination of more possible antecedents and outcomes of leaveism to fully understand its aspects and effects on employees. These studies could have a longitudinal design, since, as mentioned above, such studies can help establish causality between leaveism and its antecedents and outcomes, providing insights into how leaveism develops and changes over time. Longitudinal research could also reveal long-term consequences of leaveism. Another proposal is to broaden the scope of the study to include a more diverse sample from different industries, roles and cultures. By doing that, we would enhance the generalizability of the findings and ensure that the understanding of leaveism is applicable to a wide range of work environments.

Finally, in order to provide an even more comprehensive understanding of the reasons behind the decision to be engaged in leaveism, exploring potential personal antecedents of leaveism could be an important area for future research. Personal characteristics such as personality traits, coping styles, and work-related attitudes might influence the propensity to engage in leaveism.

Conclusion

The measurement instrument developed in the present study for measuring leaveism is interesting and promising. Our findings showed that excessive workload and the use of ICTs can lead to higher levels of leaveism, while social support has the opposite effect. Most importantly, leaveism could be perceived as a lack of psychological detachment from work and a predictor of work-life conflict. These findings emphasize the need for organizations to establish policies that promote clearly defined boundaries between personal and working life. Future research should continue exploring the complex dynamic of leaveism and develop further strategies to address its negative impacts.

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Appendix A

Information Letter (English version)

Welcome to our research!

Thank you for your interest in participating in our survey.

Aim

This study is conducted as part of a master's thesis project at Utrecht University for the program of Social, Health and Organisational Psychology. The goal of this research is to examine why some people use their designated time off (such as holidays and weekends) to work or to recover from illness, while others do not. The findings of this research will contribute to the literature by increasing our understanding of why and how some people maintain a good balance between work and non-work time, while others do not.

Participation

Participation in this study is voluntary. You can discontinue the survey at any time, without giving a reason and without any adverse consequences for you. The data collected so far will be used for the research.

In order to participate, you should:

- work at least 8 hours per week
- be over 18 years

You will be asked to fill out an online questionnaire. The time you will need to take to complete the questionnaire is about 5-8 minutes.

Benefits from participation

Participating in the survey does not directly benefit you. We expect that the information we collect will contribute to a better understanding of the research phenomenon. Therefore, by participating you are contributing to this meaningful research of an issue that may be of concern to you, and at the same time may be of concern to a large number of employees.

Potential risks

Participation in this research is not expected to cause discomfort or expose participants to any risk. The likelihood of causing discomfort in the context of data collection is no different from that involved in any day-to-day activity with the same or similar content. Also, the survey will not have any negative impact on you, as no personal information about you will be disclosed.

Confidentiality

We will only utilize the anonymous, private information we gather for research purposes. Your identity cannot be ascertained from the data and information you submit for this study. Publications in the scientific and professional domains may use the data. Publications contain data that is not specific to any one person. For a minimum of ten years, the research data (absent identifying information) will be retained. This is in compliance with the relevant Universities of the Netherlands (formerly VSNU) guidelines. In case of complaints, you may contact the complaints officer at klachtenfunctionaris-fetcsocwet@uu.nl.

Approval of this project

This project was approved by the Ethics Review Board of the Faculty of Social &

Behavioural Sciences of Utrecht University.

If you have any questions regarding this survey or the study in general, please send an email to a.zikoulis@students.uu.nl.

Supervisor of the project: Prof. dr. Toon Taris: a.w.taris@uu.nl

Thank you in advance for your participation!

Consent

- I have read and understood the abovementioned conditions of participation
- I understand that my participation is voluntary and that I can withdraw my consent anytime during the study, without any further justification.
- I consent that my data will be collected, stored and used to answer the research question in this study.

Appendix B

Information Letter (Greek version)

Καλως ήρθατε στην έρευνα μας!

Σας ευχαριστούμε για το ενδιαφέρον σας να συμμετάσχετε.

Στόχος

Η παρούσα μελέτη διεξάγεται στο πλαίσιο μιας μεταπτυχιακής διατριβής στο Πανεπιστήμιο της Ουτρέχτης για το μεταπτυχιακό πρόγραμμα Εργασιακής και Οργανωσιακής Ψυχολογίας. Στόχος της έρευνας αυτής είναι να εξετάσει γιατί ορισμένοι άνθρωποι χρησιμοποιούν τον καθορισμένο ελεύθερο χρόνο τους (όπως οι αργίες και τα Σαββατοκύριακα) για να εργαστούν ή να αναρρώσουν από κάποια ασθένεια, ενώ άλλοι όχι. Τα ευρήματα αυτής της έρευνας θα συμβάλουν στη βιβλιογραφία, αυξάνοντας την κατανόηση του γιατί και πώς ορισμένοι άνθρωποι διατηρούν μια καλή ισορροπία μεταξύ εργασιακού και μη εργασιακού χρόνου, ενώ άλλοι όχι.

Συμμετοχή

Η συμμετοχή στην παρούσα μελέτη είναι εθελοντική. Μπορείτε να διακόψετε την έρευνα ανά πάσα στιγμή, χωρίς κάποια περαιτέρω εξήγηση και χωρίς κάποια συνέπεια για εσάς. Τα δεδομένα που θα έχουν συλλεχθεί μέχρι την στιγμή της διακοπής θα χρησιμοποιηθούν για την έρευνα.

Προκειμένου να συμμετάσχετε, θα πρέπει:

1. να εργάζεστε τουλάχιστον 8 ώρες την εβδομάδα
2. να είστε άνω των 18 ετών

Θα σας ζητηθεί να συμπληρώσετε ένα ερωτηματολόγιο. Ο απαιτούμενος χρόνος για την συμπλήρωσή του είναι 5-8 λεπτά.

Οφέλη από τη συμμετοχή

Η συμμετοχή στην έρευνα δεν σας ωφελεί άμεσα. Αναμένουμε ότι οι πληροφορίες που θα συλλέξουμε θα συμβάλουν στην καλύτερη κατανόηση του ερευνητικού φαινομένου. Επομένως, με τη συμμετοχή σας συμβάλλετε σε αυτή την ουσιαστική έρευνα ενός θέματος που μπορεί να σας απασχολεί και ταυτόχρονα μπορεί να απασχολεί μεγάλο αριθμό εργαζομένων.

Πιθανοί κίνδυνοι

Η συμμετοχή στην παρούσα έρευνα δεν αναμένεται να προκαλέσει δυσφορία ή να εκθέσει τους συμμετέχοντες σε κινδύνους. Η πιθανότητα πρόκλησης δυσφορίας στο πλαίσιο της συλλογής δεδομένων δεν διαφέρει από εκείνη που συνεπάγεται οποιαδήποτε καθημερινή δραστηριότητα με το ίδιο ή παρόμοιο περιεχόμενο. Επίσης, η έρευνα δεν θα έχει καμία αρνητική επίπτωση σε εσάς, καθώς δεν θα αποκαλυφθούν προσωπικές πληροφορίες για εσάς.

Εμπιστευτικότητα

Θα χρησιμοποιήσουμε τις ανώνυμες, προσωπικές πληροφορίες που συλλέγουμε μόνο για ερευνητικούς σκοπούς. Η ταυτότητά σας δεν μπορεί να εξακριβωθεί από τα δεδομένα και τις πληροφορίες που υποβάλλετε για την παρούσα μελέτη. Οι δημοσιεύσεις στον επιστημονικό και επαγγελματικό τομέα μπορούν να χρησιμοποιήσουν τα δεδομένα. Οι δημοσιεύσεις περιέχουν δεδομένα που δεν αφορούν συγκεκριμένα κάποιο άτομο. Για τουλάχιστον δέκα χρόνια, τα ερευνητικά δεδομένα (χωρίς πληροφορίες ταυτοποίησης) θα διατηρηθούν. Αυτό είναι σύμφωνο με τις σχετικές κατευθυντήριες γραμμές των Πανεπιστημίων της Ολλανδίας

(πρώην VSNU). Σε περίπτωση παραπόνων, μπορείτε να επικοινωνήσετε με τον υπεύθυνο παραπόνων στη διεύθυνση klachtenfunctionaris-fetcsocwet@uu.nl.

Έγκριση του παρόντος έργου

Το παρόν έργο εγκρίθηκε από την Επιτροπή Ελέγχου Δεοντολογίας της Σχολής Κοινωνικών και Συμπεριφορικών Επιστημών του Πανεπιστημίου της Ουτρέχτης.

Εάν έχετε ερωτήσεις σχετικά με την έρευνα αυτή ή τη μελέτη γενικότερα, μπορείτε να επικοινωνήσετε μέσω ηλεκτρονικού ταχυδρομείου στη διεύθυνση a.zikoulis@students.uu.nl.

Επιβλέπων: Toon Taris: a.w.taris@uu.nl.

Σας ευχαριστούμε εκ των προτέρων για τη συμμετοχή σας!

Συναίνεση

- Έχω διαβάσει και κατανοήσει τους προαναφερόμενους όρους συμμετοχής
- Αντιλαμβάνομαι ότι η συμμετοχή μου είναι εθελοντική και ότι μπορώ να αποσύρω τη συγκατάθεσή μου ανά πάσα στιγμή κατά τη διάρκεια της μελέτης, χωρίς περαιτέρω αιτιολόγηση.
- Συναινώ ότι τα δεδομένα μου θα συλλεχθούν, θα αποθηκευτούν και θα χρησιμοποιηθούν για την απάντηση του ερευνητικού ερωτήματος της παρούσας μελέτης.

Appendix C Scales

ENGLISH VERSION

Items for measuring “leaveism” (developed by the researchers)

Some people spend time on work during their time off, such as during their holiday or weekend hours, while others do not. What do you do with your hours off?

In the last 12 months, how often...

1. ...have you used your annual leave, designated holiday hours or rest days to take time off due to your state of physical health?
2. ...have you used your annual leave, designated holiday hours or rest days to work on tasks that could not be completed in normal working hours?
3. ...have you used your annual leave, designated holiday hours or rest days to take time off when you really should have taken sick leave due to stress, low mood, anxiety, or other problems with your mental health and wellbeing?
4. ...have you used your annual leave, designated holiday hours or rest days in order to continue your work tasks?
5. ...have you used your annual leave, designated holiday hours or rest days to take time off when you were actually ill?
6. ...have you been available for work-related tasks during your annual leave, designated holiday hours or rest days?
7. ...have you used your annual leave, designated holiday hours or rest days to take time off when you should have reported sick?
8. ...have you used your annual leave, designated holiday hours or rest days to get work done that would otherwise have piled up without getting done?

Items had to be rated on a five-point Likert scale ranging from ‘Never’ to ‘very often’.

Items for measuring job satisfaction

How satisfied are you with your work? For each question, please select the answer that best represents you.

1. How satisfied are you with the nature of the work you perform?
2. How satisfied are you with the person who supervises you?
3. How satisfied are you with your relations with others in the organization with whom you work (co-workers)?
4. How satisfied are you with the pay you receive for your job?
5. How satisfied are you with the opportunities which exist in this organization for advancement or promotion?
6. Considering everything, how satisfied are you with your current job situation?

Items had to be rated on a five-point Likert scale ranging from 'very dissatisfied' to 'very satisfied'.

Items for measuring work-life conflict

How do you do when it comes to combining work and home tasks? Please indicate your level of agreement with each statement.

How often does it happen that...

- 1 ...you are irritable at home because your work is demanding?
- 2 ...you do not fully enjoy the company of your spouse/family/friends because you worry about your work?
- 3 ...you find it difficult to fulfil your domestic obligations because you are constantly thinking about your work?
- 4 ...you have to cancel appointments with your spouse/family/friends due to work-related commitments?
- 5 ...your work schedule makes it difficult for you to fulfil your domestic obligations?

6 ...you do not have the energy to engage in leisure activities with your spouse/family/friends because of your job?

7 ...you have to work so hard that you do not have time for any of your hobbies?

8 ...your work obligations make it difficult for you to feel relaxed at home?

9 ...your work takes up time that you would have liked to spend with your spouse/family/friends?

Items had to be rated on a five-point Likert scale ranging from 'never' to 'very often'

Items for measuring psychological detachment

The following suggestions relate to how you usually feel in your free time after work. Please choose the answer that best expresses you.

An ordinary working day, in my free time after work...

1. ...I forget about work
2. ...I don't think about work at all
3. ...I distance myself from my work
4. ...I take a break from the demands of work

Items had to be rated on a five-point Likert scale ranging from 'never' to 'very often'

Items for measuring job insecurity

The following sentences have to do with the feeling of job insecurity you may be experiencing. For each sentence please select the answer that best represents you, using the scale below.

1. Chances are, I will soon lose my job

2. I am sure I can keep my job.
3. I feel insecure about the future of my job
4. I think I might lose my job in the near future

Items had to be rated on a five-point Likert scale ranging from 'strongly disagree' to 'strongly agree'

Items for measuring workload

The following questions relate to the workload you face during your working hours. For each question, please select the answer that best represents you.

1. How often does your job require you to work very fast?
2. How often does your job require you to work very hard?
3. How often does your job leave you with little time to get things done?
4. How often is there a great deal to be done?
5. How often do you have to do more work than you can do well?

Items had to be rated on a five-point Likert scale ranging from 'less than once per month or never' to 'several times per day'

Items for measuring social support

The following statements have to do with the support you receive from your colleagues at work. Please indicate your level of agreement with each statement.

An ordinary working day...

1. ...my colleagues give me helpful information or advice.
2. ...my colleagues give me clear and helpful feedback.
3. ...my colleagues are sympathetic and give me advice.
4. ...my colleagues give me practical assistance.

Items had to be rated on a five-point Likert scale ranging from 'never' to 'always'

Items for measuring task significance

How important do you consider your job? Please indicate your level of agreement with each statement.

1. The results of my work are likely to significantly affect the lives of other people.
2. The job itself is very significant and important in the broader scheme of things.
3. The job has a large impact on people outside the organization.
4. The work performed on the job has a significant impact on people outside the organization.

Items had to be rated on a five-point Likert scale ranging from 'strongly disagree' to 'strongly agree'

Items for measuring task interdependence

Do you think that your job interacts with the job duties of other employees in your organisation? Please indicate your level of agreement with each statement.

1. The job requires me to accomplish my job's duties, before others complete their job.
2. Other jobs depend directly on my job
3. Unless my job gets done, other jobs cannot be completed

Items had to be rated on a five-point Likert scale ranging from 'strongly disagree' to 'strongly agree'

Items for measuring the use of information and communication technologies

The following sentences will inquire your experiences and perceptions regarding the use and the availability of information and communication technologies (phones, computers, social media, emails etc.). Please indicate your level of agreement with each proposal.

During my non-working hours...

1. ...I use ICTs for work-related purposes.
2. ...I receive notifications through ICTs that are related to my job.
3. ...I have remote access to work-related documents and resources.

4. ...I check work-related content through ICTs.
5. ...I engage with work-related content.
6. ...I have access to work-related communication tools (i.e. Microsoft Teams, Slack, work email etc.).
7. ...I have remote access to work content outside of the office.
8. ...I can do (significant parts of) my work tasks if I want or need to.
9. ...it is possible for me to do parts of my job well.

Items had to be rated on a five-point Likert scale ranging from 'strongly disagree' to 'strongly agree'

Demographics

Gender

1. Male
2. Female
3. Non-binary
4. Prefer not to say
5. Other

Age (Open question)

What is the highest education you have completed?

1. Primary School
2. Middle School
3. High School
4. Vocational Education
5. University Bachelor's Degree
6. Master's Degree
7. Doctoral Degree
8. Other (please specify)

What is your employment status?

1. Employed full-time
2. Employed part-time
3. Self-employed

What is your profession? (Open question)

How many hours do you work per week? (Open question)

GREEK VERSION

Ερωτήσεις για την μέτρηση της διαθεσιμότητας για εργασία

Ορισμένοι άνθρωποι αφιερώνουν χρόνο για την εργασία τους κατά τη διάρκεια του ελεύθερου χρόνου τους, όπως κατά την διάρκεια των διακοπών τους, των αδειών τους ή του Σαββατοκύριακου, ενώ άλλοι όχι. Εσείς τι κάνετε με τις ελεύθερο χρόνο σας;

Τους τελευταίους 12 μήνες, πόσο συχνά...

- 1...έχετε χρησιμοποιήσει την ετήσια άδειά σας, τις καθορισμένες ώρες αργίας ή τις ημέρες ανάπαυσης, λόγω της κατάστασης της σωματικής σας υγείας;
2. ...έχετε χρησιμοποιήσει την ετήσια άδειά σας, τις καθορισμένες ώρες διακοπών ή τις ημέρες ανάπαυσης για να ασχοληθείτε με καθήκοντα της εργασίας σας που δεν μπορούσαν να ολοκληρωθούν σε κανονικές ώρες εργασίας;
3. ...έχετε χρησιμοποιήσει την ετήσια άδειά σας, τις καθορισμένες ώρες διακοπών ή τις ημέρες ανάπαυσης, ενώ στην πραγματικότητα θα έπρεπε να πάρετε αναρρωτική άδεια λόγω άγχους, κακής διάθεσης, άγχους ή άλλων προβλημάτων με την ψυχική σας υγεία και ευεξία;
4. ...έχετε χρησιμοποιήσει την ετήσια άδειά σας, τις καθορισμένες ώρες αργίας ή τις ημέρες ανάπαυσης προκειμένου να συνεχίσετε τα εργασιακά σας καθήκοντα;
5. ...έχετε χρησιμοποιήσει την ετήσια άδειά σας, τις καθορισμένες ώρες διακοπών ή τις ημέρες ανάπαυσης ενώ στην πραγματικότητα ήσασταν άρρωστος/η;
6. ...ήσασταν διαθέσιμος/η για εργασιακά καθήκοντα κατά τη διάρκεια της ετήσιας άδειάς σας, των καθορισμένων ωρών διακοπών ή των ημερών ανάπαυσης;
7. ...έχετε χρησιμοποιήσει την ετήσια άδειά σας, τις καθορισμένες ώρες διακοπών ή τις ημέρες ανάπαυσης, ενώ θα έπρεπε να είχατε δηλώσει ασθένεια;
8. ...έχετε χρησιμοποιήσει την ετήσια άδειά σας, τις καθορισμένες ώρες διακοπών ή τις ημέρες ανάπαυσης για να διεκπεραιώσετε εργασίες που διαφορετικά θα συσσωρευόντουσαν χωρίς να ολοκληρωθούν;

Τα στοιχεία έπρεπε να βαθμολογηθούν σε πενταβάθμια κλίμακα Likert από "ποτέ" έως "πολύ συχνά".

Ερωτήσεις για την μέτρηση της εργασιακής ικανοποίησης

Πόσο ικανοποιημένοι είστε από την εργασία σας; Για κάθε ερώτηση, επιλέξτε την απάντηση που σας αντιπροσωπεύει καλύτερα.

1. Πόσο ικανοποιημένοι είστε από τη φύση της εργασίας που εκτελείτε;
2. Πόσο ικανοποιημένοι είστε με το άτομο που σας εποπτεύει;
3. Πόσο ικανοποιημένοι είστε από τις σχέσεις σας με τους άλλους στον οργανισμό με τους οποίους εργάζεστε (συνεργάτες);
4. Πόσο ικανοποιημένοι είστε με την αμοιβή που λαμβάνετε για την εργασία σας;
5. Πόσο ικανοποιημένοι είστε από τις ευκαιρίες που υπάρχουν σε αυτόν τον οργανισμό για εξέλιξη ή προαγωγή;
6. Λαμβάνοντας υπόψη τα πάντα, πόσο ικανοποιημένοι είστε με την τρέχουσα εργασιακή σας κατάσταση;

Τα στοιχεία έπρεπε να βαθμολογηθούν σε πενταβάθμια κλίμακα Likert από " Πολύ δυσαρεστημένος" έως " Πολύ ικανοποιημένος".

Ερωτήσεις για την μέτρηση της σύγκρουσης εργασιακής-προσωπικής ζωής

Πώς τα πάτε όταν πρόκειται να συνδυάσετε τα καθήκοντα εργασίας και σπιτιού; Παρακαλείστε να δηλώσετε το βαθμό συμφωνίας σας με κάθε δήλωση.

Πόσο συχνά συμβαίνει...

1. ...να είστε ευερέθιστοι στο σπίτι, επειδή η εργασία σας είναι απαιτητική;
2. ...να μην δεν απολαμβάνετε πλήρως την παρέα του/της συζύγου/οικογένειας/φίλων σας, επειδή ανησυχείτε για τη δουλειά σας;
3. ...να δυσκολεύεστε να εκπληρώσετε τις οικιακές σας υποχρεώσεις, επειδή σκέφτεστε συνεχώς την εργασία σας;
4. ...να πρέπει να ακυρώσετε ραντεβού με τον/την σύζυγο/οικογένεια/φίλους σας λόγω επαγγελματικών υποχρεώσεων;
5. ...το εργασιακό σας πρόγραμμα να σας δυσκολεύει να εκπληρώσετε τις οικογενειακές σας υποχρεώσεις;

6. ...να μην δεν έχετε την ενέργεια να ασχοληθείτε με δραστηριότητες αναψυχής με τον/την σύζυγο/οικογένεια/φίλους σας λόγω της εργασίας σας;
7. ...να πρέπει να εργάζεστε τόσο σκληρά που δεν έχετε χρόνο για κανένα από τα χόμπι σας;
8. ...οι επαγγελματικές σας υποχρεώσεις να σας δυσκολεύουν να αισθάνεστε χαλαροί στο σπίτι σας;
9. ...η εργασία να σας απορροφά χρόνο που θα θέλατε να περάσετε με τον/την σύζυγο/οικογένεια/φίλους σας;

Τα στοιχεία έπρεπε να βαθμολογηθούν σε πενταβάθμια κλίμακα Likert από "Ποτέ" έως " Πολύ συχνά".

Ερωτήσεις για την μέτρηση της ψυχολογικής αποσύνδεσης

Οι παρακάτω προτάσεις σχετίζονται με το πώς αισθάνεστε συνήθως στον ελεύθερο χρόνο σας μετά τη δουλειά. Παρακαλώ επιλέξτε την απάντηση που σας εκφράζει καλύτερα.

Μια συνηθισμένη εργάσιμη ημέρα, στον ελεύθερο χρόνο μου μετά τη δουλειά...

1. ...ξεχνάω την δουλειά μου
2. ...δεν σκέφτομαι καθόλου την δουλειά μου
3. ...κρατάω αποστάσεις από την δουλειά μου
4. ...κάνω ένα διάλλειμα από τις απαιτήσεις της δουλειάς μου

Τα στοιχεία έπρεπε να βαθμολογηθούν σε πενταβάθμια κλίμακα Likert από "Ποτέ" έως " Πολύ συχνά".

Ερωτήσεις για την μέτρηση της εργασιακής ανασφάλειας

Οι παρακάτω προτάσεις έχουν να κάνουν με το αίσθημα εργασιακής ανασφάλειας που μπορεί να βιώνετε. Για κάθε πρόταση επιλέξτε την απάντηση που σας αντιπροσωπεύει καλύτερα, χρησιμοποιώντας την παρακάτω κλίμακα.

1. Οι πιθανότητες είναι ότι σύντομα θα χάσω τη δουλειά μου.
2. Είμαι σίγουρος ότι μπορώ να κρατήσω τη δουλειά μου
3. Αισθάνομαι ανασφάλεια για το μέλλον της εργασίας μου
4. Νομίζω ότι μπορεί να χάσω τη δουλειά μου στο εγγύς μέλλον.

Τα στοιχεία έπρεπε να βαθμολογηθούν σε πενταβάθμια κλίμακα Likert από "Διαφωνώ απόλυτα" έως " Συμφωνώ απόλυτα".

Ερωτήσεις για την μέτρηση του εργασιακού φόρτου

Οι ακόλουθες ερωτήσεις αφορούν το φόρτο εργασίας που αντιμετωπίζετε κατά τη διάρκεια του ωραρίου εργασίας σας. Για κάθε ερώτηση, επιλέξτε την απάντηση που σας αντιπροσωπεύει καλύτερα.

1. Πόσο συχνά η εργασία σας απαιτεί να εργάζεστε πολύ γρήγορα;
2. Πόσο συχνά η δουλειά σας απαιτεί να εργάζεστε πολύ σκληρά;
3. Πόσο συχνά η δουλειά σας σας αφήνει λίγο χρόνο για να κάνετε πράγματα;
4. Πόσο συχνά υπάρχουν πολλά που πρέπει να γίνουν;
5. Πόσο συχνά πρέπει να κάνετε περισσότερη δουλειά από όση μπορείτε να κάνετε καλά;

Τα στοιχεία έπρεπε να βαθμολογηθούν σε πενταβάθμια κλίμακα Likert από " Λιγότερο από μία φορά το μήνα ή ποτέ" έως " Αρκετές φορές την ημέρα".

Ερωτήσεις για την μέτρηση της κοινωνικής υποστήριξης στον εργασιακό χώρο

Οι παρακάτω δηλώσεις έχουν να κάνουν με την υποστήριξη που λαμβάνετε από τους συναδέλφους σας στην εργασία. Παρακαλώ, δηλώστε το βαθμό συμφωνίας σας με κάθε δήλωση.

Μια συνηθισμένη εργάσιμη ημέρα...

1. ...οι συνάδελφοί μου μου δίνουν χρήσιμες πληροφορίες ή συμβουλές.
2. ...οι συνάδελφοί μου μου δίνουν σαφή και χρήσιμη ανατροφοδότηση.
3. ...οι συνάδελφοί μου είναι συμπονετικοί και με συμβουλεύουν.
4. ...οι συνάδελφοί μου μου παρέχουν πρακτική βοήθεια.

Τα στοιχεία έπρεπε να βαθμολογηθούν σε πενταβάθμια κλίμακα Likert από "Ποτέ" έως " Πάντα".

Ερωτήσεις για την μέτρηση της σημασίας της εργασίας

Πόσο σημαντική θεωρείτε τη δουλειά σας; Παρακαλώ, δηλώστε το βαθμό συμφωνίας σας με κάθε δήλωση.

1. Τα αποτελέσματα της εργασίας μου είναι πιθανό να επηρεάσουν σημαντικά τη ζωή άλλων ανθρώπων.

2. Η ίδια η θέση εργασίας είναι πολύ σημαντική και σημαντική στο ευρύτερο πλαίσιο των πραγμάτων.
3. Η εργασία έχει μεγάλο αντίκτυπο σε άτομα εκτός του οργανισμού.
4. Η εργασία που εκτελείται στην εργασία έχει σημαντικό αντίκτυπο σε άτομα εκτός του οργανισμού.

Τα στοιχεία έπρεπε να βαθμολογηθούν σε πενταβάθμια κλίμακα Likert από "Διαφωνώ απόλυτα" έως " Συμφωνώ απόλυτα ".

Ερωτήσεις για την μέτρηση της αλληλεξάρτησης της εργασίας

Θεωρείτε ότι η εργασία σας αλληλεπιδρά με τις εργασιακές υποχρεώσεις των υπόλοιπων εργαζομένων στον οργανισμό σας; Παρακαλώ, δηλώστε το βαθμό συμφωνίας σας με την κάθε πρόταση.

1. Η εργασία μου απαιτεί να ολοκληρώσω τα καθήκοντά μου, πριν οι άλλοι ολοκληρώσουν τα δικά τους.
2. Άλλες θέσεις εργασίας εξαρτώνται άμεσα από την εργασία μου
3. Αν δεν γίνει η δουλειά μου, δεν μπορούν να ολοκληρωθούν άλλες δουλειές.

Τα στοιχεία έπρεπε να βαθμολογηθούν σε πενταβάθμια κλίμακα Likert από "Διαφωνώ απόλυτα" έως " Συμφωνώ απόλυτα ".

Ερωτήσεις για την μέτρηση της χρήσης των τεχνολογιών πληροφορίας και επικοινωνιών (ΤΠΕ)

Οι ακόλουθες προτάσεις θα διερευνήσουν τις εμπειρίες και τις αντιλήψεις σας σχετικά με τη χρήση και τη διαθεσιμότητα των τεχνολογιών πληροφοριών και επικοινωνιών (τηλέφωνα, υπολογιστές, μέσα κοινωνικής δικτύωσης, ηλεκτρονικά μηνύματα κ.λπ.). Παρακαλώ επιλέξτε το βαθμό συμφωνίας σας με κάθε πρόταση.

Κατά τις ώρες που δεν εργάζομαι...

1. ...χρησιμοποιώ τις ΤΠΕ για εργασιακούς σκοπούς.
2. ...λαμβάνω ειδοποιήσεις μέσω ΤΠΕ που σχετίζονται με τη δουλειά μου.
3. ...έχω απομακρυσμένη πρόσβαση σε έγγραφα και πόρους που σχετίζονται με την εργασία.
4. ...ελέγχω το περιεχόμενο που σχετίζεται με την εργασία μέσω των ΤΠΕ.
5. ...ασχολούμαι με περιεχόμενο που σχετίζεται με την εργασία.
6. ...έχω πρόσβαση σε εργαλεία επικοινωνίας που σχετίζονται με την εργασία (π.χ. Microsoft Teams, Slack, ηλεκτρονικό ταχυδρομείο εργασίας κ.λπ.).
7. ...έχω απομακρυσμένη πρόσβαση σε περιεχόμενο εργασίας εκτός γραφείου.
8. ...μπορώ να κάνω (σημαντικά τμήματα) των εργασιακών μου καθηκόντων αν το θέλω ή το χρειάζομαι.
9. ...είναι δυνατό για μένα να κάνω μέρος της δουλειάς μου καλά.

Τα στοιχεία έπρεπε να βαθμολογηθούν σε πενταβάθμια κλίμακα Likert από "Διαφωνώ απόλυτα" έως " Συμφωνώ απόλυτα ".

Δημογραφικά

Φύλο

1. Άνδρας
2. Γυναίκα
3. Μη δυαδικό
4. Προτιμώ να μην απαντήσω
5. Άλλο

Ηλικία (Ερώτηση ανοικτού τύπου)

Ποια είναι η ανώτατη εκπαίδευση που έχετε ολοκληρώσει;

1. Δημοτική εκπαίδευση
2. Γυμνάσιο
3. Λύκειο
4. Επαγγελματική εκπαίδευση
5. Πτυχίο Πανεπιστημίου
6. Μεταπτυχιακό
7. Διδακτορικό
8. Άλλο (παρακαλώ συμπληρώστε)

Ποια είναι η εργασιακή σας κατάσταση;

1. Απασχολούμενος με πλήρη απασχόληση
2. Απασχολούμενοι μερικής απασχόλησης
3. Αυτοαπασχολούμενος

Ποιο είναι το επάγγελμά σας; (Ερώτηση ανοικτού τύπου)

Πόσες ώρες εργάζεστε την εβδομάδα; (Ερώτηση ανοικτού τύπου)

Appendix D
Factor Analysis of Leaveism

Factor loadings Leaveism Questionnaire Items

<i>Items</i>	<i>Work-related factors</i>	<i>Health-related factors</i>
1. ...have you used your annual leave, designated holiday hours or rest days to take time off due to your state of physical health?	.052	.686
2. ...have you used your annual leave, designated holiday hours or rest days to work on tasks that could not be completed in normal working hours?	.842	.371
3. ...have you used your annual leave, designated holiday hours or rest days to take time off when you really should have taken sick leave due to stress, low mood, anxiety, or other problems with your mental health and wellbeing?	.438	.781
4. ...have you used your annual leave, designated holiday hours or rest days in order to continue your work tasks?	.832	.309
5. ...have you used your annual leave, designated holiday hours or rest days to take time off when you were actually ill?	.540	.761
6. ...have you been available for work-related tasks during your annual leave, designated holiday hours or rest days?	.802	.248
7. ...have you used your annual leave, designated holiday hours or rest days to take time off when you should have reported sick?	.511	.748
8. ...have you used your annual leave, designated holiday hours or rest days to get work done that would otherwise have piled up without getting done?	.801	.373

Appendix E
Factor Analysis of ICTs

Factor loadings ICTs Questionnaire Items

<i>Items</i>	<i>Factor Loadings</i>
I use ICTs for work-related purposes.	.777
I receive notifications through ICTs that are related to my job.	.745
I have remote access to work-related documents and resources.	.598
I check work-related content through ICTs.	.856
I engage with work-related content.	.808
I have access to work-related communication tools (i.e. Microsoft Teams, Slack, work email etc.).	.752
I have remote access to work content outside of the office.	.696
I can do (significant parts of) my work tasks if I want or need to.	.790
It is possible for me to do parts of my job well.	.696