

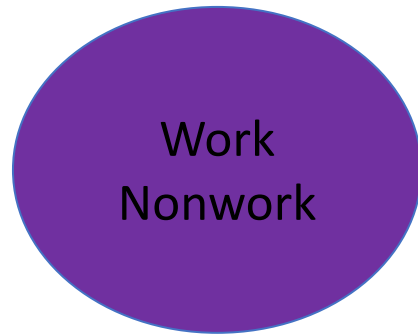
Managing Boundaries and Transitions When Work and Nonwork are Co-located

Tammy D. Allen
University of South Florida

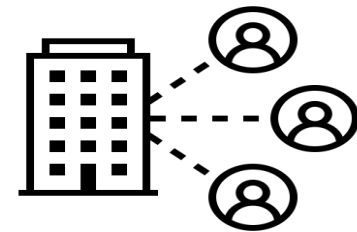
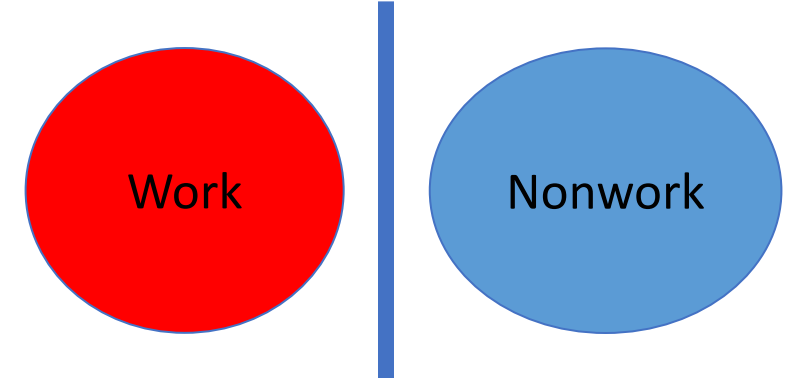
Creating an Equitable Future of Work: Commuting from Home to Home
National Academies BOHSI, APA, and HFES
June, 2023



Boundary Management



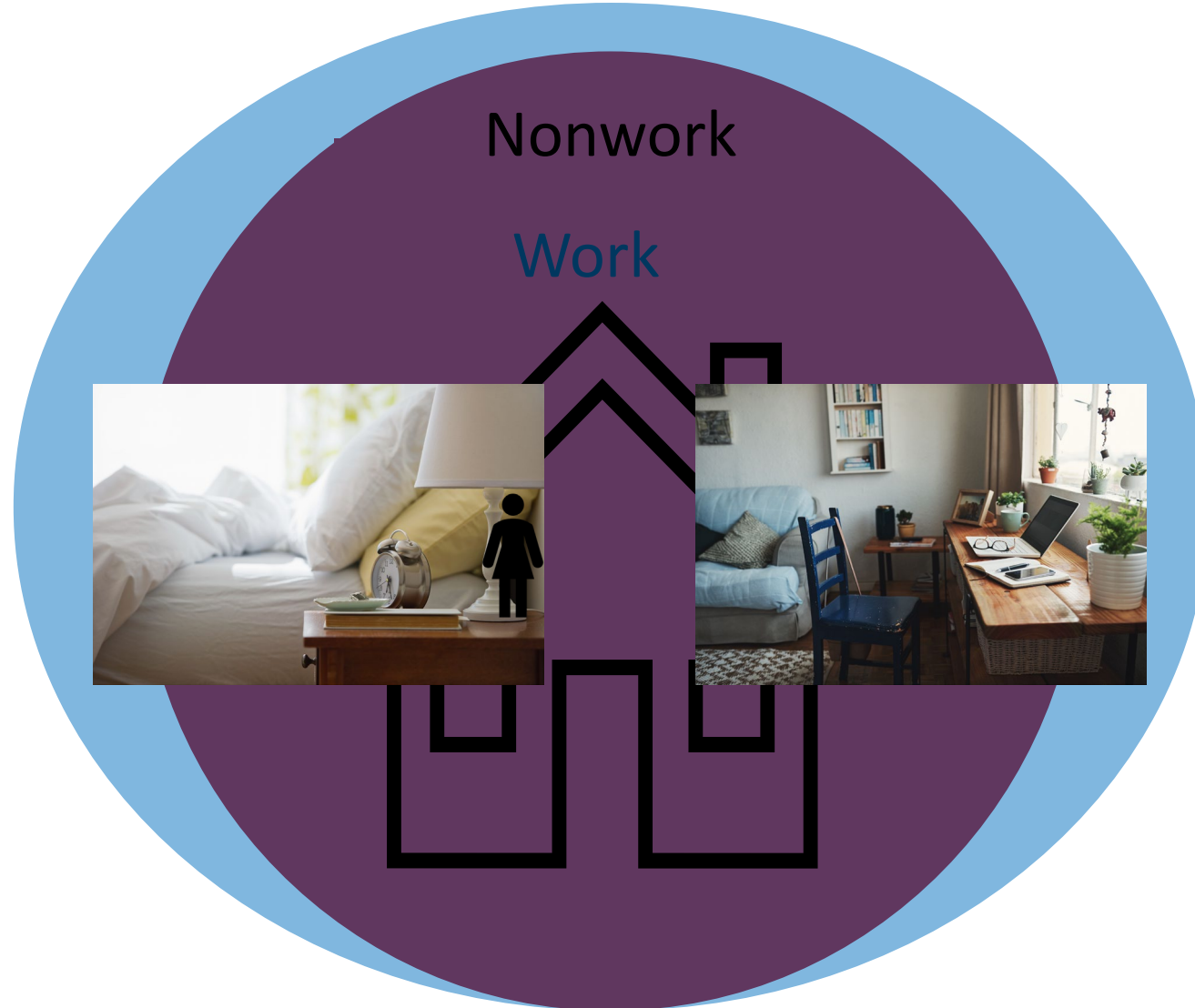
Transitions



Transitions

Transitions increase on remote workdays versus non remote workdays.

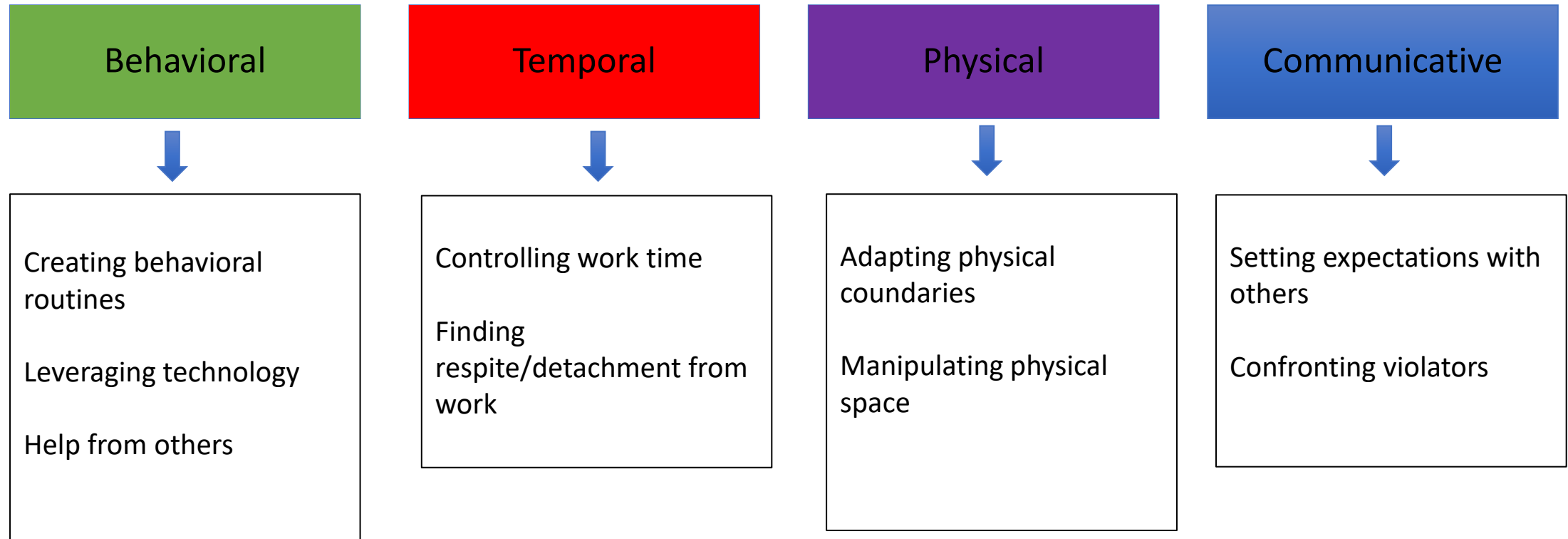
(Delanoeije et al., 2021)



Workers 2-6x more likely to report work-family conflict when they move across work and family tasks or locations

(French, Allen, Kincaid, 2022)

Boundary Management Tactics



Effectiveness?

Results: Boundary Management Tactics

Behavioral



My coworkers helped me preserve my non-work time

My friends and family helped me keep work separate from non-work

After I finished work, I put away, shut off, and/or silenced all work devices

Temporal



I blocked off strict segments of time for work and for non-work

I did not reply to work-related emails/messages during my non-work hours

I scheduled work hours around home routines (e.g., work before others at home wake up or after they go to sleep, do housework only before or after work)

I took some time (e.g., breaks) to get away from my home work station

Physical



I used a blurred or artificial background when on virtual calls with my coworkers/supervisor

I spent my work time in a dedicated workspace within my home or property that is primarily used for work

Communicative



I made it clear to my coworkers/supervisor the hours when I would be working and the hours when I would NOT be working

I discussed with household members certain hours that I would be working and should not be disturbed

Results: Boundary Management Tactics

Behavioral

My coworkers helped me preserve my non-work time*

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Supervisor ICT Expectations

Summary Points

1. The physical and social context for remote work is very different from that of in-person/office work
 - equity issues
2. Temporal boundary management tactics most promising overall
 - help with managing transitions
3. Organizations need to help employees define the boundaries between home and work and facilitate boundary management
 - supervisors play an important role

Thank you!

Email: tallen@usf.edu

Twitter: @TammyDAllen

LinkedIn: <https://www.linkedin.com/in/tammy-allen-10a8238/>