

Strengthening Work-Life Balance while Working Remotely in the Context of COVID-19 Pandemic

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Abstract

Recently, many employees have been asked to choose or even forced into remote work as a result of the COVID-19 pandemic. Besides the benefits of remote working such as saving on commuting time and expenses, working from home generates plenty of challenges for employees, including the blurred line between work and private life roles. While, previous studies have demonstrated that work-life balance, which refers to the ability of every individual to coordinate work and family obligations successfully, has a significant impact on employee well-being and organisational performance, ways for maintaining the balance under crisis remain underexplored. Trying to close the gap, the paper aims at revealing the antecedents of work-life balance while working remotely during the COVID-19 pandemic. The quantitative survey was conducted in Lithuania. Data were collected from employees working remotely full-time or part-time. The results provided evidence that employees struggled with work-home balance while working remotely. In line with the results, work and family demands served as detrimental factors for work-home balance, while manager support, co-workers support, job autonomy, and job control increased work-home balance. Thus, the research results expand the knowledge on the antecedents of work-life balance in a crisis situation. Moreover, the findings have significant implications for employers demonstrating that organisations need to carefully plan and implement new strategies and practices for work-home balance improvement for the employees who work from home.

Keywords: Work-life balance, remote work, COVID-19, crisis situation