

Overview of Telework and Work-Family Conflict: Science Mapping, Themes, and Future Research Scope through Bibliometric Analysis

Bharat Kumar Lakra

Assistant professor, PG Dept. of Industrial Relations and Personnel Management,
Berhampur University, Gangam-760007, Odisha
bk.lakra99@gmail.com

Subrata Kumar Sahoo

Research Scholar, PG Dept. of Industrial Relations and Personnel Management,
Berhampur University, Gangam-760007, Odisha
subratakumarsahoo000@gmail.com

Selected conference paper of ICMR-2022

[Submitted on: 12.5.22; Revised on: 30.10.23]

DoI: 10.23862/kiit-parikalpana/2023/v19/i2/223474

Abstract

Work-family conflict arises when a person encounters expectations that are incompatible with their family and work responsibilities, making it harder for them to fulfil both tasks. As a result of this imbalance, there is conflict between work and family life.

Objectives: The current study examines the development of research on the topics of telework and work-family conflict as well as the science mapping of already published articles between the years 1992 to 2023.

Methodology: The VOS-viewer tool and Scopus analysis are used to undertake a bibliometric analysis of the biographies of papers published in telework and work-family conflict. From the Scopus database, 281 papers were retrieved and used for analysis.

Findings: The results revealed exponential growth in current trends, leading journals, top authors, top articles and significant co-words, keywords, and so on, followed by comprehensive science mapping analysis.

Limitations and implications: The focus of the literature review is limited to the social science field. However, analysts may include additional domains in future studies. Furthermore, future researchers may also target other databases, such as the Web of Science, or combine data from Scopus and the Web of Science in their studies.

Keywords: Telework, Work-family conflict, Family-work conflict, Work-life balance, Bibliometric analysis, VOS-viewer.

1. Introduction

Researchers have long recognized the close connection between work and family life. A growing number of studies have examined potential conflicts that could arise from having incompatible commitments in these two areas of life (Allen, Golden & Shockley, 2015). However, due to constant change, instability, work intensification, work-family conflict and the need for flexibility, employees are finding it harder and harder to manage work and family life (Cha & Weeden, 2014). According to Kahn et al. (1964), work-family conflict results from an inter-role conflict; however, Renshaw (1976) proposed that it is the result of the interplay between home and workplace stressors. Workplace stress, work overload, and long hours have all been found to be significant predictors of conflict (Bakkr & Geurts, 2004; Demerouti et al., 2004).

The widespread accessibility of cutting-edge technology alters how we perceive “the office”. Nowadays, as businesses battle to preserve their competitive edge, technological innovation has allowed Telework and other types of virtual work to be widely used. According to estimates from the International Telework Association and Council (2001), over 28 million Americans work remotely, and 37% of businesses already have plans for it (Harris & Ogbonna, 1999). Teleworking is becoming increasingly popular due to people’s perceptions that it might assist them in combining work and family obligations (Rau & Hyland, 2002). Work-family conflict refers to

role expectations that are incompatible between work and family, making it harder to fulfil one duty due to fulfilling the other (Greenhaus & Beutell, 1985). The conflict between the workplace and family spheres is a topic that receives much academic attention and has been linked to job stress and turnover intentions (Parasuraman, Greenhaus, and Granrose, 1992), and turnover intentions (Higgins and Duxbury, 1992). Given recent developments in information and communication technology, such as mobile communication devices and digital networking, which enable data access from any Internet-enabled device, telecommuting defined as work done outside of the office but connected to the place of employment via telecommunications or ICT has become more prevalent (Lautsch et al., 2009), is becoming an increasingly significant problem in the discussion Today, a lot of businesses, organizations, and individuals see telecommuting as a direct way to increase productivity and flexibility, as a tool for socioeconomic growth and job creation, as a way to gain more control over work and target a better balance between one’s personal, family, and professional lives, as well as a way to gain more control over the workload (Gray, Hodson, & Gordon, 1993). Teleworking is essential for HRM professionals since it can improve both individual and corporate performance (Kugelmass, 1995). Workplace circumstances, work-life balance, performance, and employee lifestyles are all impacted differently by flexible telework arrangements. One way Telework might improve work-life

balance is by giving employees more autonomy and flexibility (Modrono & Lopez-Igual, 2021). The idea of a work-life balance was developed because people thought combining personal and professional lives might make life perfect (Irawanto et al., 2021). Lack of separation between work and home life will have a negative impact on organizational performance and productivity (Cohen & Liani, 2009). According to Irawanto et al. (2021), telecommuting can help one achieve a better work-life balance because it allows for more time spent with loved ones. The ability of any person, regardless of gender, to manage work and family is referred to as having a “work-life balance” (Hjalmsdottir & Bjarnadottir, 2021).

The work-life balance of employees who telecommuting is the primary focus of this study. Telework is used more often worldwide (Buomprisco et al., 2021). Using bibliometric analytic methodologies, this study intends to give a comprehensive picture of Teleworking and work-life balance in the current trend of remote working due to technological advancements. The findings of this study are anticipated to be helpful to decision-makers when teleworking is implemented to enhance work-life balance. Additionally, it is anticipated that this research will contribute to future studies.

The present study also offers a literature evaluation based on bibliometric analysis to discover the solution to various research questions. The following are the prominent research

questions that require further analysis to observe information in this domain:

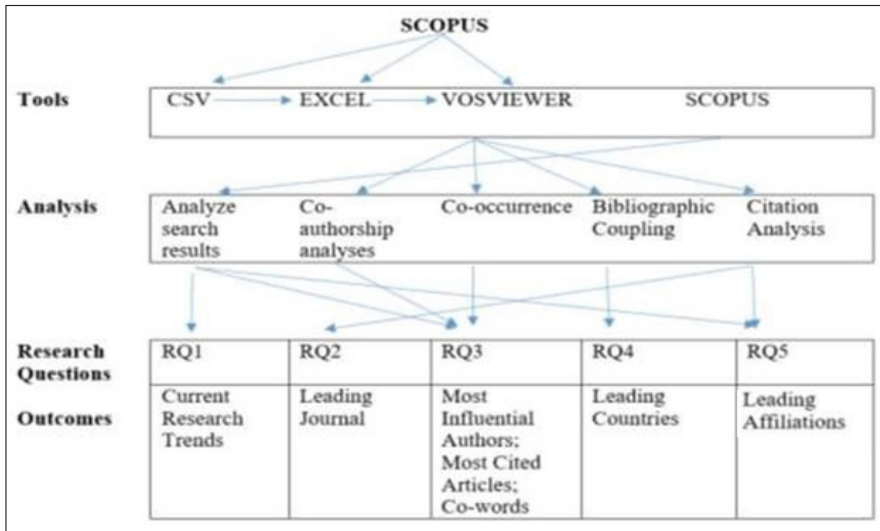
1. What are the current work-family conflict and telework research trends?
2. Who are the most important authors who have contributed to the body of literature?
3. Which articles about teleworking and work-family conflict have the most notable authors, co-authors, and citations?
4. Which are the top nations where the majority of this field's research is done?
5. What are the top affiliations in the field of research on work-family conflict and teleworking?

To answer the above research questions, various bibliometric analyses such as Bibliographic Couplings (BCs), Co-Occurrences and Co-Authorship Analysis, Co-Words Analysis, Scopus Analyzed Search Results, and Citation Analysis were conducted.

2. Methods of Research and Study Design

The current study attempts to evaluate the state of the art in studies on telework and work-family conflict. To achieve this, bibliometric analysis was done on the biography information of publications that were published in this field and indexed in the Scopus database. One of the biggest databases of articles and biographies is the Scopus database. As a result, the Scopus database is taken into account in this analysis. The search keywords, extraction process, and inclusion and exclusion criteria are discussed in the later sections.

Figure 1: Analytical methods and Outcomes of the bibliometric study



Note: Figure 1 represents the analytical methods and Outcomes of the bibliometric study. Abbreviations: BC= Bibliographic coupling; CA= Citation Analysis; CRT= Current research trends; MIA= Most influential Authors; MCA=Most cited countries; LC = Leading countries; LA= Leading affiliations

2.1 Search criteria and data extraction process

Figure -2 shows the entire search procedure from the Scopus database, including the keyword used for searching. (“Telework*” or “Telecommuting” or “Homework*” or “Remote work” or

“virtual work” or “online work” or “work from home” or “Mobile working”) AND (“Work-family conflict*” or “ Work life conflict” or “Workplace conflict” or “work-life program” or “Work life balance”) search term furnished access to literature from social science, business management and accounting, economics, computer science as well as arts and humanities disciplines from Scopus database. The extraction of data from Scopus is explained in Table 1. Before filtration, broad topic papers were 476 on the topic, and after applying the filtration, yielding 281 results.

Figure 2: Screenshot of Scopus database search process

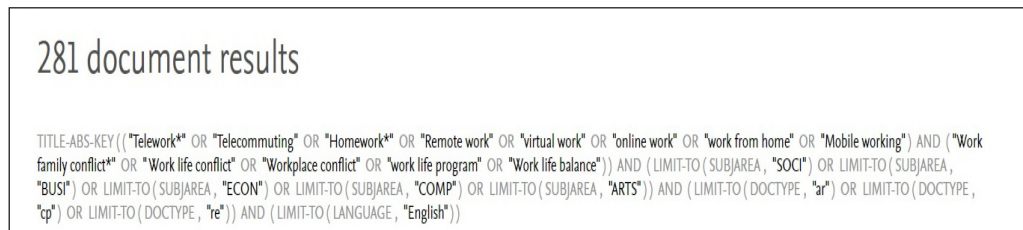


Table 1: Bibliographic data Extraction procedure

Stage	Filtering standards	Rejected	Accepted
1.	Initial search	---	476
2.	Subject filter (Social sciences; Business, Management and Accounting; Economics, Econometrics and Finance; Computer Science; Arts and Humanities)	148	328
3.	Document type (Article, Review paper and Conference paper)	33	295
4.	Language (ENG)	14	281
5.	Total accepted papers	---	281

2.2 Development in Bibliometric Research Methodology

In recent years, bibliometric analysis has become increasingly popular among researchers (Donthu, Kumar, Pattnaik, & Lim, 2021). This popularity is attributable to the creation, accessibility, and development of bibliometrics software like Biblioshiny and VOS-viewer and research databases like Scopus and Web of Science. Second, the application of bibliometric research techniques to various discipline, including business and management research and information theory. Additionally, the bibliometric analysis has been examined in numerous areas of business research, including business strategy (Kumar et al., 2021a), commerce (Kumar et al., 2021b), finance (Durisin & Puzone, 2009), human resource management (Andersen, 2019), management studies (Ellegaard

& Wallin, 2015), and marketing research (Donthu et al., 2020d; Donthu et al., 2020b). Through descriptive and network analyses, the present study provides a bibliometric outline of the research domain on Telework and work-family conflict that is currently dominant in the fields of social science. Our descriptive analysis includes the total number of publications and citations (Tsay, 2009), and keyword analysis is used to uncover growing trends and concepts within the proposed study (Hu et al., 2018). Science mapping analyses include bibliographic couplings (BCs), co-occurrences and co-authorship analysis, co-words analysis, citation analysis, and co-citation analysis. We used Scopus analysis, VOS-viewer, and Excel to focus on primary analysis in our study. VOS-viewer is used for science mapping and displaying bibliometric analysis, and CSV excel is used to extract data files.

3. Results and discussion

1.1 Current publication trends

Figure 3: Research trends of articles between 1992 and 2023

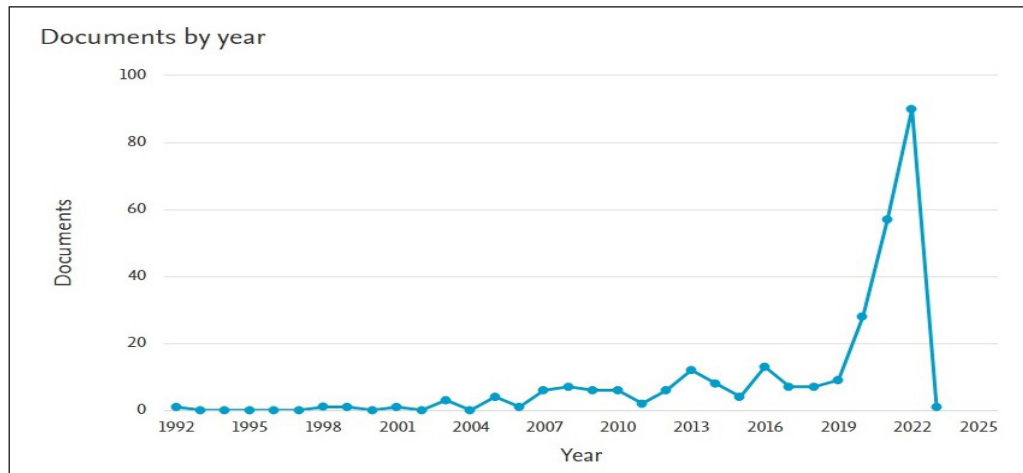
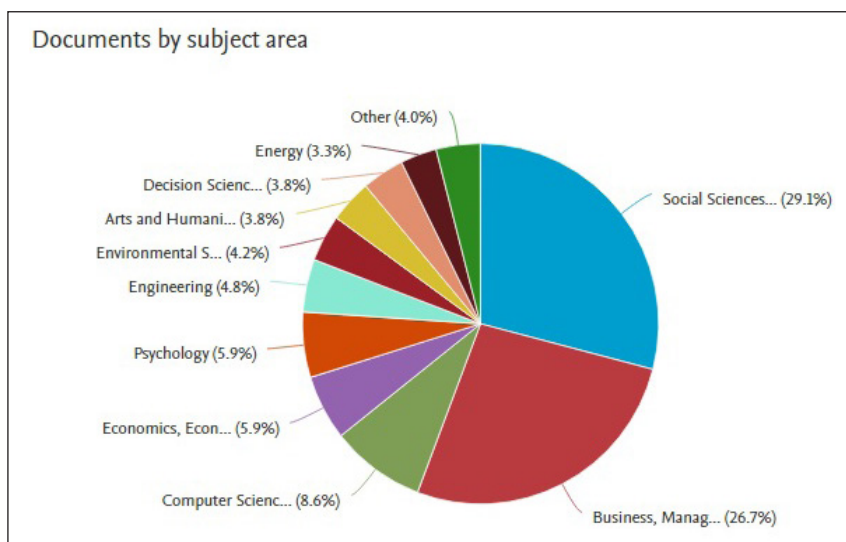


Figure 3 depicts the research trends of Scopus publications over the last 32 years. According to this Scopus analysis, the growth of published documents was firstly almost steady, then increased slowly. In 2013, the total number of publications was 12, whereas, in 2022, the total number of publications is almost eight times that is 90.

Figure 4: Distribution of documents by subject area.



To identify the disciplines covered in this domain, all 281 research papers were extracted from the Scopus database and presented in Figure 4. The major subject area was examined by using a pie chart. “Social science” covers a maximum that is 29.1 percent (159 papers) of the total, followed by “Business management and accounting” covering 26.7 percent (146 papers) respectively. The subject considered the least in this research

domain are “energy”, “Decision Science”, and “Arts and Humanities”, which account for 3.3 percent, 3.8 percent and 3.8 percent, respectively. According to this analysis, the current research trends in this area are Social Science and Business management. So, researchers who want to pursue these streams can study Telework and work-family conflict in this area.

1.2 Leading, Significant and Impactful Source

Table 2: Top 10 leading journals in teleworking domain with total publications and total citations.

Journal	Publication	Citation
new technology, work and employment	8	809
gender, work and organization	5	615
journal of vocational behaviour	4	597
sustainability (Switzerland)	17	335
journal of organizational behaviour	3	334
International Journal of human resource management	6	208
community, work and family	6	145
work, employment and society	3	126
review of public personnel administration	4	108
personnel review	4	69

The leading journal “new technology, work and employment” which has featured eight publications (809 citations) on Telework & work-family conflict. This is followed by the Journal of gender, work and organization and the Journal of vocational behaviour, which each have 5 and 4 documents. These

top 10 publications have influenced the overall research published on the topic starting from 1992. Surprisingly, only a few research papers on Telework & work-family conflict was published in the Journal of work, employment and society.

3.3 Most Creative/Prolific Authors on Telework

Figure 5: Top 10 leading authors’ studies on Telecommuting and work–family conflict.

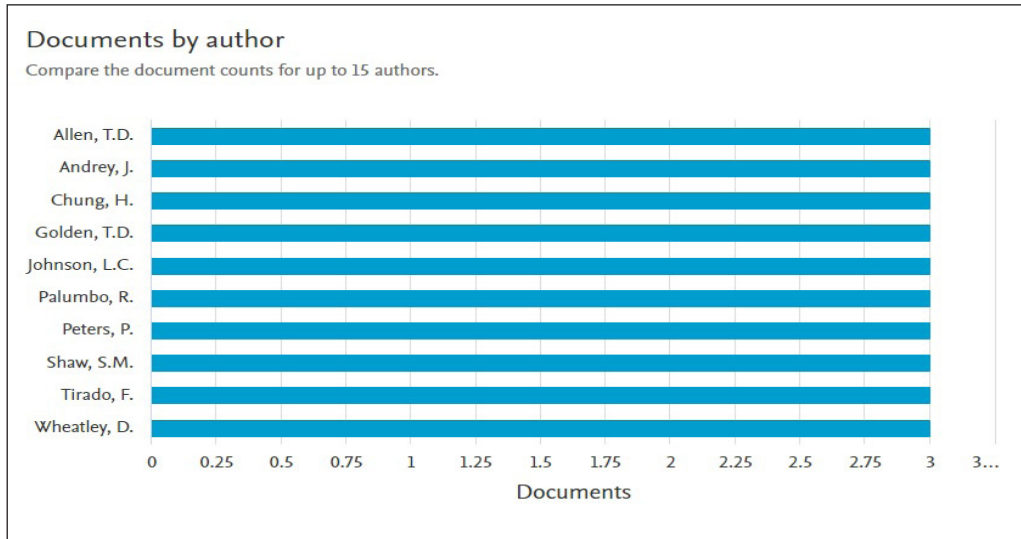


Figure 5: display the number of research articles on Telework and work–family conflict written by each researcher. Table 3 lists the most well-known authors in this field and the number of papers they have published. Only authors with three or more articles on the chosen topic were considered. Surprisingly all the top 10 authors, each having three published works.

Table 3: Co-authorship of the top nine authors in the research area.

Author	Documents	Citations	Total link strength
Andrey J.	3	267	6
Johnson L.C.	3	267	6
Shaw S.M.	3	267	6
Allen T.D.	3	264	0
Chung H.	3	134	0
Golden T.D.	3	307	0
Palumbo R.	3	118	0
Peters P.	3	172	0
Tirado F	3	49	0
Wheatley D.	3	224	0

Co-authorship analysis explores how academics collaborate on a specific topic and is presented in table 3. Because co-authorship is a formal way for the researcher to engage intellectually (Acedo, Casanueva, & Galan, 2006; Cisneros, Ibanescu, Lobato-Calleros, & NieblaZatarain, 2018), understanding how they do so is critical. Andrey J., Johnson L.C. and Shaw S.M. have worked together on six articles.

1.4 Most Influential articles

Table 4: Top 10 leading articles along with authors based on total citation

Authors	Title	Citation
Kelliher c. (2010)	“Doing more with less? flexible working practices and the intensification of work.”	445
hill e.j. (2003)	“Does it matter where you work? A comparison of how three work venues (traditional office, virtual office, and home office) influence aspects of work and personal/family life.”	303
hill e.j. (1998)	“Influences of the virtual office on aspects of work and work/life balance”	277
Felstead a. (2017)	“Assessing the growth of remote working and its consequences for effort, well-being and work-life balance.”	245
Shockley k.m. (2007)	“When flexibility helps: Another look at the availability of flexible work arrangements and work-family conflict.”	219
Sullivan c. (2001)	“Home-based telework, gender, and the synchronization of work and family: Perspectives of teleworkers and their co-residents”	218
perrons d. (2003)	“The new economy and the work-life balance: Conceptual explorations and a case study of new media”	195
Fonner k.l. (2010)	“Why teleworkers are more satisfied with their jobs than are office-based workers: When less contact is beneficial.”	184
hiltbrecht m. (2008)	“‘I’m home for the kids’: Contradictory implications for work - Life balance of teleworking mothers.”	173
golden t.d. (2006)	“The role of relationships in understanding telecommuter satisfaction”	171

Table 4 lists the top 10 most influential articles, along with their years of publication and total citations, based on citation analysis. Kelliher c.'s "Doing more with less? Flexible working practices and the intensification of work" (2010) is recognized as the most significant article credited with the highest citation, i.e., 445, followed by Hill e.j.'s "Does it matter where you work? A comparison of how three work venues (traditional office, virtual office, and home office) influence aspects of work and personal/family life" (2003) with citation 303 and "Influences of the virtual office on aspects of work and work/life balance" (1998) with 277 total citations.

3.5 Co-occurrence author keywords. (Co-words)

The term in a co-word analysis is frequently derived from "author keywords," but key terms might be derived for the study from "article titles", "abstracts", and "full texts" (Donthu, Kumar, Gremler and Pattnaik, 2020). According to co-word analysis, the keyword that appear together frequently has a thematic relationship. When relevant "words" from the publications and future study aims are included in the analysis, co-word analysis can be used to predict further study in the field.

Table 5: List of top 29 author's keyword in the Telework and work-family conflict domain

keyword	occurrences	total link strength
work-life balance	72	106
covid-19	67	113
telework	59	88
work-family conflict	28	35
telecommuting	26	48
remote work	24	37
Gender	20	38
teleworking	20	38
work-life balance	20	35
work from home	19	40
job satisfaction	18	40
well-being	11	15
pandemic	10	19
flexibility	9	13
virtual work	8	13
remote working	7	11
work-from-home	7	15

working from home	7	17
autonomy	6	12
flexible work	6	14
work-family conflict	6	10
burnout	5	8
flexible working	5	8
homeworking	5	10
human resource management	5	10
teachers	5	7
work at home	5	13
work engagement	5	7
work-life conflict	5	8

Table 5 shows the top 29 author's keywords, which represent the most frequently used words in the existing Telework and work-family conflict literature. The term "work-life balance" ranks first with 72 occurrences, followed by covid-19 and telework with 67 and 59 occurrences. It indicates that the majority of previous studies on the author's keywords, i.e., work-life

balance, covid-19, Telework, and work-family conflict, have been conducted in areas of Social Science. Table 5 also presents the total link strength between keywords, indicating that work-life balance, covid-19 and telework have strong network links, implying that these three keywords have been frequently used together in research and review papers.

Figure 6: Network visualization of author's keywords trending in Teleworking and work-family conflict area

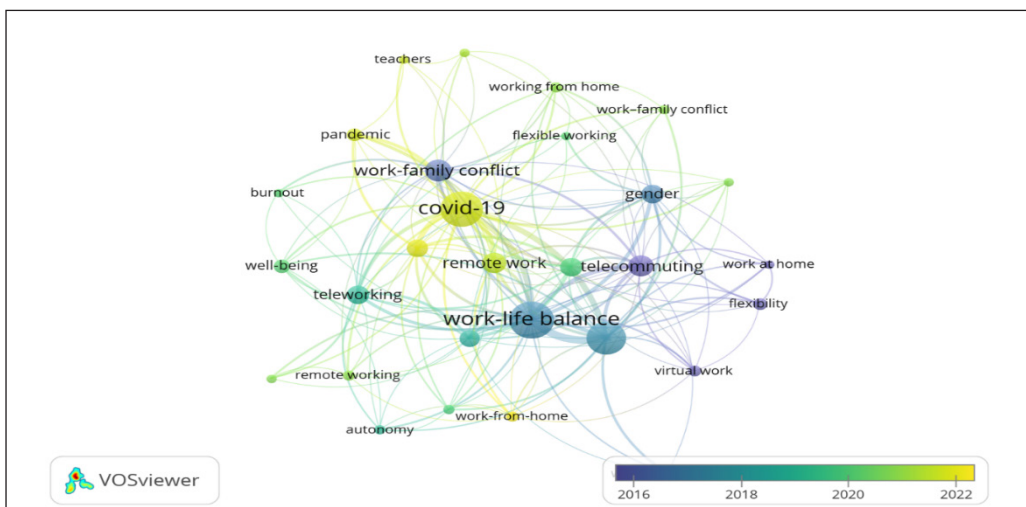


Figure 6 shows the network visualization of 29 of the author’s keywords created with VOS-viewer software. This network suggests keyword trends over the course of a year. Work-life balance, covid-19, Telework, and work-family conflict are the most recent keyword used in this research domain, followed by telecommuting, remote work, work

from home, gender and remote working. As a result, future researchers can use these keywords in their future studies. Most importantly, it is determined that the pandemic, covid-19, remote work, working from home and telecommuting are the most recent research topics being investigated at this time.

3.6 Bibliographic Coupling of Countries

Figure 7: Network of bibliographic coupling of countries.

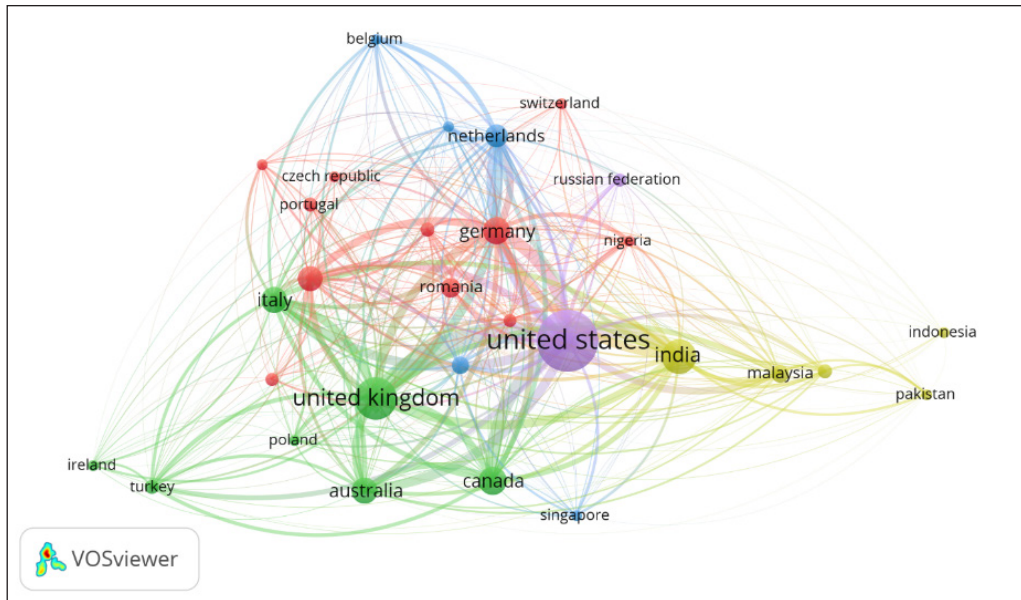


Table 6: This table lists the top 30 countries of the five bibliographic clusters.

Country	Documents	Clusters	Citations
United States	69	5	2622
United Kingdom	35	2	2072
Canada	16	2	707
Netherlands	11	3	294
Italy	14	2	282

Germany	15	1	201
Sweden	7	3	189
India	24	4	172
Australia	14	2	169
Hong Kong	4	1	163
Spain	13	1	140
France	3	1	70
Romania	8	1	52
Malaysia	7	4	39
South Africa	5	4	36
Poland	3	2	35
Indonesia	3	4	34
Portugal	5	1	34
Turkey	5	2	34
Russian Federation	4	5	27
Pakistan	3	4	22
Belgium	3	3	15
Brazil	4	1	15
Ireland	3	2	14
Switzerland	3	1	10
Singapore	3	3	9
Norway	3	3	8
Lithuania	5	1	5
Nigeria	3	1	5
Czech Republic	3	1	1

The United States publishes the greatest number of documents with 2622 citations, followed by the United Kingdom with 2072 citations. Out

of the 30 countries considered in the clustering, 11 are in cluster-1, 7 are in the cluster-2, 5 are in the cluster-3, 5 are in the cluster-4, and 2 are in the cluster-5.

3.7 Leading Institutes

Figure 8: Top 10 leading affiliations of Telework and Family-work conflict

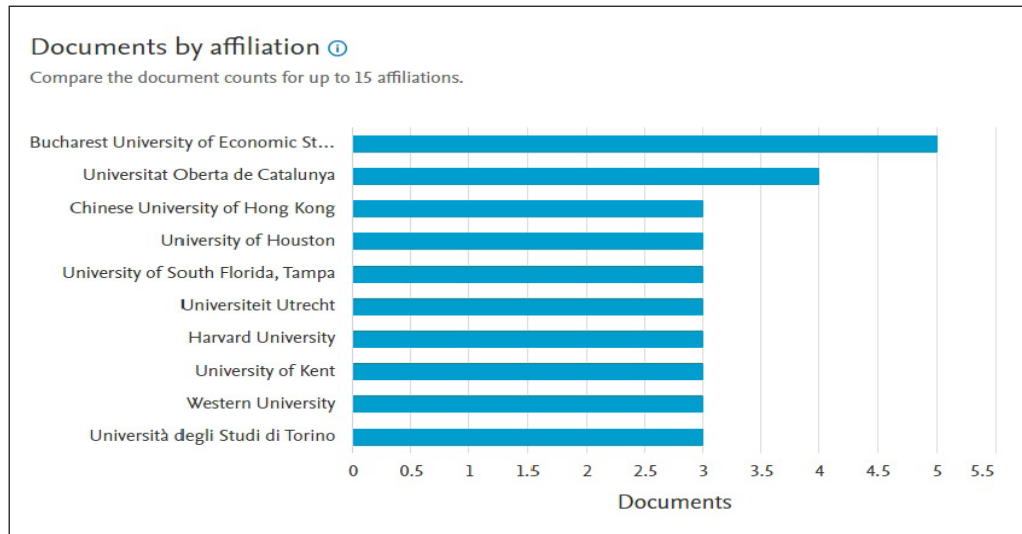


Figure 6 shows the top ten institutional affiliations in the Telework and work-family conflict research area as determined by the Scopus database. The Bucharest University of Economic Studies has the most publications, with five, followed by Universitat Oberto de Catalunya, which has four publications, and the other top 8 institutes each have the same publications, i.e., three.

4. Findings and Future Areas of Research

In this section, we summarize our findings and make recommendations for future research on Telework and work-family conflict including which area of Telework and work-family conflict require additional research. We also describe the constraints that current researcher face. The descriptive analysis rely on the current state of the

research theme i.e. Telework and work-family conflict (RQ1). The greatest proportion of documents was published in the year 2022. The greater number of research on this area was published after 2016, and it is still evolving at a rapid pace. Furthermore, the vast majority of Telework and work-family conflict research is concentrated in the field of social science. The top 10 journals evaluated had a greater influence on overall research published on the topic (RQ2). According to the top 10 journals of Teleworking and Family-work conflict research, the Journal of new technology, work and employment have the highest cite score as well as the second-largest number of publications. We also discovered that the most prolific author, co-authorship, and co-occurrence author keywords contribute to Teleworking and Family-work conflict literature all

over the world (RQ3). Keyword and co-occurrence (or co-word) analysis suggest popular themes in the work-family conflict literature (RQ3). A list of the top 29 authors' keywords is also included, demonstrating that work-life balance, covid-19, and telework & work-family conflict are the most commonly addressed keywords in the Telework and the work-family conflict literature. Surprisingly, this analysis aids in the understanding of specific keywords that can be used by new researchers in future studies. Furthermore, all the top 10 authors are the most prominent authors who have written about Telework and work-family conflict in the past. Furthermore, the study by Kelliher c. (2010) is the most visible node in the network it has the most total article citations, followed by hill e.j. (2003) and a recent study with prominent citations by Felstead a. (2017). The findings of the co-authorship network reveal the current state of collaboration and the most important academics in the field of Telework and work-family conflict (RQ3). According to our findings, there is very little collaboration among authors, and most of it is confined. Andrey J., Johnson L.C., Shaw, S.M. and Allen, T.D. all play important roles in the network. Despite having a significant number of relational connections, they serve as information brokers between groups. Our findings also show that Golden T.D. has a higher total number of citations but no relational ties. This result could be influenced by limited cooperation within a small group. We conclude that more collaboration among researchers is required. Besides, much research

on Telework and work-family conflict focuses on the U.S.A and the UK, which have the highest number of citations and articles (RQ4). Furthermore, analyses are extracted from Scopus search results about the top ten affiliations where the majority of the studies on Telework and work-family conflict were conducted (RQ5).

5. Conclusion

The current study's findings imply that the most critical research in the field, with the highest citation rankings. According to our keyword and co-occurrence studies, researchers' focus has remained on work-life balance, Telework and Family-work conflict. To further understand the relationship between countries that concentrated on the same level of research, we utilized a bibliographic coupling analysis to divide the top 29 countries into five clusters, with a significant focus on the study of Telework and work-family conflict. We discovered that Asian countries still have relatively few researchers engaged in this level of research. According to this research, American and European nations are where most of the Telework and work-family conflict dialogues occur. This is caused by the fact that certain regions produce technical advances more quickly than most Asian nations.

This study devotes to the field in a variety of ways. First, we examine the trends in this field by reviewing yearly publications and the most popular study topics. Second, we map citations and relationships between authors and co-

authors to figure out the most influential authors and co-authors on this area. Third, we identify the most influential articles and their authors, years, and total citations to highlight the top 10 telework and work-family conflict titles and their rankings in this domain. Fourth, we map the working principles of this field using co-occurrence and co-words analyses, highlighting the most common themes to assist researchers in avoiding stagnation and moving the field forward. Fifth, a network bibliographic coupling of the top 32 countries was analyzed using a combination table that represents five clusters, total documents, and total citations, and this research thoroughly and objectively examines the literature. Finally, we present the top ten

leading affiliations for further research in this area. Our study provides a clear description of Telework and Family-work conflict research as a result of the bibliometric analysis.

It has limitations, just like any other piece of research work. First, this study only looked at the bibliographies of papers published in the Scopus database. Bibliographies of older articles and other databases should be included. Second, due to VOS viewer limitations, analysis such as co-citation and other similar analyses are impossible. Third, different types of analysis techniques could be used in future studies with other statistical tools like Gephi, Biblioshiny, and so on.

References:

- Abendroth, A. K., & Reimann, M. (2018). Telework and work–family conflict across workplaces: Investigating the implications of work–family-supportive and high-demand workplace cultures. In *The work-family interface: Spillover, complications, and challenges*. Emerald Publishing Limited. <https://doi.org/10.1108/S1530-353520180000013017>
- Buomprisco, G., Ricci, S., Perri, R., & De Sio, S. (2021). Health and Telework: New challenges after COVID-19 pandemic. *European Journal of Environment and Public Health*, 5(2), em0073. <https://doi.org/10.21601/ejeph/9705>
- Cohen, A., & Liani, E. (2009). Work-family conflict among female employees in Israeli hospitals. *Personnel Review*. <https://doi.org/10.1108/00483480910931307>
- Donthu, N., Kumar, S., Pattnaik, D., & Lim, W. M. (2021). A bibliometric retrospection of marketing from the lens of psychology: Insights from Psychology & Marketing. *Psychology & Marketing*, 38(5), 834-865. <https://doi.org/10.1002/mar.21472>
- Ellegaard, O., & Wallin, J. A. (2015). The bibliometric analysis of scholarly production: How significant is the impact? *Scientometrics*, 105(3), 1809-1831. DOI 10.1007/s11192-015-1645-z
- Frenkel, E., Kugelmass, S., Nathan, M., & Ingraham, L. J. (1995). Locus of control

and mental health in adolescence and adulthood. *Schizophrenia Bulletin*, 21(2), 219-226. <https://doi.org/10.1093/schbul/21.2.219>

- Golden, T. (2003, November). Technology and the balance of work-family conflict: An investigation into the role of telecommuting. In *IEMC'03 Proceedings. Managing Technologically Driven Organizations: The Human Side of Innovation and Change* (pp. 439-442). IEEE. <https://doi.org/10.1109/IEMC.2003.1252310>
- Golden, T. D., Veiga, J. F., & Simsek, Z. (2006). Telecommuting's differential impact on work-family conflict: Is there no place like home? *Journal of applied psychology*, 91(6), 1340. <https://psycnet.apa.org/doi/10.1037/0021-9010.91.6.1340>
- Gray,H.(1993).Gordon. *Teleworking explained Willey and sons, Chiester*. <https://doi.org/10.1108/01437720010378980>
- Greenhaus,J. H., & Beutell, N. J. (1985). Sources of Conflict Between Work and Family Roles1. <https://doi.org/10.5465/amr.1985.4277352>
- Harris, L. C., & Ogbonna, E. (2001). Strategic human resource management, market orientation, and organizational performance. *Journal of business research*, 51(2), 157-166. [https://doi.org/10.1016/S0148-2963\(99\)00057-0](https://doi.org/10.1016/S0148-2963(99)00057-0)
- Higgins, C. A., Duxbury, L. E., & Irving, R. H. (1992). Work-family conflict in the dual-career family. *Organizational Behaviour and Human Decision Processes*, 51(1), 51-75. <https://doi.org/10.21601/ejeph/9705>
- Hill, E. J., Ferris, M., & Mårtinson, V. (2003). Does it matter where you work? A comparison of how three work venues (traditional office, virtual office, and home office) influence aspects of work and personal/family life. *Journal of vocational behaviour*, 63(2), 220-241. [https://doi.org/10.1016/S0001-8791\(03\)00042-3](https://doi.org/10.1016/S0001-8791(03)00042-3)
- Hill, E. J., Miller, B. C., Weiner, S. P., & Colihan, J. (1998). Influences of the virtual office on aspects of work and work/life balance. *Personnel Psychology*, 51(3), 667-683. <https://doi.org/10.1111/j.1744-6570.1998.tb00256.x>
- Hjálmsdóttir, A., & Bjarnadóttir, V. S. (2021). "I have turned into a foreman here at home": Families and work–life balance in times of COVID-19 in a gender equality paradise. *Gender, Work & Organization*, 28(1), 268-283. <https://doi.org/10.1111/gwao.12552>
- Irawanto, D. W., Novianti, K. R., & Roz, K. (2021). Work from home: Measuring satisfaction between work–life balance and work stress during the COVID-19 pandemic in Indonesia. *Economies*, 9(3), 96. <https://doi.org/10.3390/economies9030096>

- Kelliher, C., & Anderson, D. (2010). Doing more with less? Flexible working practices and the intensification of work. *Human relations*, 63(1), 83-106. <https://doi.org/10.1177/0018726709349199>
- Kumar, S., Sureka, R., Lim, W. M., Kumar Mangla, S., & Goyal, N. (2021). What do we know about business strategy and environmental research? Insights from Business Strategy and the Environment. *Business Strategy and the Environment*. <https://doi.org/10.1002/bse.2813>
- Lautsch, B. A., Kossek, E. E., & Eaton, S. C. (2009). Supervisory approaches and paradoxes in managing telecommuting implementation. *Human Relations*, 62(6), 795-827. <https://doi.org/10.1177/0018726709104543>
- Mishra, S., & Subudhi, R. N. (2019). The Methodological Domain in Management Research. *Methodological Issues in Management Research: Advances, Challenges, and the Way Ahead*, 1–10. <https://doi.org/10.1108/978-1-78973-973-220191001>
- Parasuraman, S., Greenhaus, J. H., & Granrose, C. S. (1992). Role stressors, social support, and well-being among two-career couples. *Journal of Organizational behavior*, 13(4), 339-356. <https://doi.org/10.1002/job.4030130403>
- Rau, B. L., & Hyland, M. A. M. (2002). Role conflict and flexible work arrangements: The effects on applicant attraction. *Personnel Psychology*, 55(1), 111-136. <https://doi.org/10.1111/j.1744-6570.2002.tb00105.x>
- Rodríguez-Modroño, P., & López-Igual, P. (2021). Job quality and work—life balance of teleworkers. *International Journal of environmental research and public health*, 18(6), 3239. <https://doi.org/10.3390/ijerph18063239>
- Solís, M. (2017). Moderators of telework effects on the work-family conflict and on worker performance. *European Journal of Management and Business Economics*. <https://doi.org/10.1108/EJMBE-07-2017-002>
- Zain, M. A. A., & Churiyah, M. (2022). Work-Life Balance in Mobile Working Era: A Bibliometric Analysis. *Journal Syntax Transformation*, 3(5), 643-654. <https://doi.org/10.46799/jst.v3i5.555>