THE REPUBLIC OF TÜRKİYE
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THE EFFECTS OF AFTER-HOURS WORK ON EXPERIENCES OF EMOTIONAL EXHAUSTION AND WORK TO FAMILY CONFLICT: THE ROLE OF SEGMENTATION PREFERENCES

Master's Thesis

Ezgi YIKILMAZ GÜNEŞ

Master of Science in Business Administration (English)

July 2023

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ACKNOWLEDGMENTS

I would like to express my deepest gratitude to my advisor, Selin Erdil, for her invaluable guidance and exceptional mentorship throughout my thesis journey. Her expertise, insightful feedback, and constant encouragement have been instrumental in shaping my research and pushing me to do my best.

I would also like to express my deepest gratitude to my family for their unwavering love, encouragement and belief in my abilities. Their continued support, understanding and sacrifice have played a crucial role in my academic work and I am immensely grateful for their presence in my life.

I would like to express my endless thanks to my husband, Melih Güneş, for his unwavering belief in my dreams and aspirations and my constant source of motivation. His endless patience, understanding and unwavering support helped me overcome the difficulties of my thesis. I'm really lucky to have him by my side.

Finally, I would like to express my deepest love and gratitude to my son Ahmet Kerem. His innocent laughter, boundless energy and unconditional love have brought joy and inspiration to every moment of my life. I am thankful to him for his understanding and being my little cheerleader throughout this journey.

I would like to express my sincere appreciation and gratitude to everyone who played a large or small role in the realization of this thesis. Your support has been invaluable and I am truly lucky to have such wonderful people in my life.

Thank you all.

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ÖZET

Bu tez mesai dışı çalışmanın çalışanların refahı üzerindeki etkisini incelemeyi ve bu ilişkilerde iş ve özel yaşamı ayrıştırma tercihlerinin çalışanların refahı üzerindeki düzenleyici rolünü araştırmayı amaçlamaktadır. Hem duygusal tükenme hem de iş-aile çatışması, çalışan refahının unsurları olarak kabul edilmiş ve araştırma modelinde mesai dışı çalışmanın sonuçları olarak ele alınmıştır. Araştırma modelinde iş-aile çatışması, mesai dışı çalışma ile duygusal tükenme arasında yer alan mekanizma olarak önerilmiş ve aracı etkisi sınanmıştır. Kolayda örnekleme yöntemi kullanılarak Ankara'da yer alan bir kamu kuruluşunun çalışanlarından çevrimiçi anket yöntemiyle veri toplanmıştır (N=177). Yapılan regresyon analizi sonuçları mesai dışı çalışma ile duygusal tükenme ve iş-aile çatışması arasında istatistiksel olarak anlamlı ilişkiler olduğunu göstermektedir. İş-aile çatışmasının mesai dışı çalışma ile duygusal tükenme arasındaki ilişkide aracılık etkisi doğrulanmış ancak beklenenin aksine ayrıştırma tercihlerinin biçimleyici rolü anlamlı çıkmamıştır. Mesai dışı çalışmanın iş-aile çatışmasına yol açarak duygusal tükenmeyi doğurduğunu gösteren bulgular ışığında, çalışanlarına sağlıklı bir iş deneyimi sunmak isteyen kurumların iş-aile dengesini gözeten politikalar tasarlaması ve uygulaması önerilmektedir.

Anahtar Sözcükler: Mesai Dışı Çalışma, Ayrıştırma Tercihleri, Duygusal Tükenme, İş-Aile Çatışması, Çalışan Refahı

ABSTRACT

This thesis aims to examine the impact of after-hours work (AHW) on employees' well-being while investigating the moderating role of employees' segmentation preferences in well-being. Both emotional exhaustion and work-to family conflict (WFC) are considered as manifestations of employee well-being and in the thesis model they are treated as outcomes of AHW. In the research model particularly mediating effect of WFC between AHW and emotional exhaustion is tested. Using convenience sampling method data were collected from 177 subjects via an online survey from a state research organization in Ankara. Results reveal statistically significant relationships between AHW, emotional exhaustion and WFC. In particular the mediating effect of WFC between AHW and emotional exhaustion was observed supporting the expectations. However, the proposed moderating role of segregation preferences was not found to be significant. In light of the findings highlighting the mediating role of WFC, organizations striving for healthy and happy employees are recommended to design and implement policies that support work-life balance.

Keywords: After-Hours Work, Segmentation Preferences, Emotional Exhaustion, Work- Family Conflict, Employee Well-Being

ABBREVIATIONS

AHW : After-Hours Work
ANOVA : Analysis of Variance
CFA : Confirmatory Factor Analysis
EE : Emotional Exhaustion
EFA : Exploratory Factor Analysis
FWC : Family to Work Conflict
KMO : Kaiser-Mayer-Olkin
R&D : Research and Development
SEG : Segmentation Preferences
TASW : Technology-Assisted Supplemental Work
WFC : Work-to Family Conflict

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1. INTRODUCTION

The inevitable rapid development of information and communication technologies has a broad range of impact on human lives one of which is the changes on the usual dynamics of work life. Due to the developments in digital technology, employees can do their jobs without time and space limitations, which beyond its merits also raise concerns regarding the unfair expectations about the availability of the employees at the off-job time (Beigi & Otaye-Ebede, 2020). Thus, these new dynamics in business life also affect the life of the employee outside of work. In recent years, more employees are required and able to work after-hours, anywhere out of their workplace and beyond regular work-hours (Boswell et al., 2016).

Staying constantly connected to work and working after-hours blurs the lines between work and personal life, which might have both positive and negative effects on individuals. Beyond its positive effects such as flexibility provided to employees (Leung, 2011) and greater work satisfaction (Diaz et al., 2011), there is considerable empirical evidence suggesting that in such contexts individuals may experience distress when they cannot get the work out of their minds. Possibility of after-hours work (AHW) demands may result in constant uncertainty about work; forcing employees to think about whether any additional work will be required and what will be demanded from them after-hours. In fact, supporting evidence shows that blurring lines of work and non-work domains yields employee burnout (Derks and Bakker, 2014) and emotional exhaustion (Xie et al, 2018). In addition, employee stress (Bowen et al., 2017) and work-family conflict (Boswell & Olson-Buchanan, 2007) have also been argued as critical well-being outcomes of AHW.

The stress and well-being literatures discuss and investigate both advantages and disadvantages of AHW for employees and organizations. For a comprehensive understanding of implications of AHW both sides deserve attention and much work is needed on identifying boundary conditions that may influence these relationships.

For example, the benefits of AHW include having uninterrupted time to focus on tasks without the distractions typically encountered during regular work hours. This is argued to lead to increased productivity and efficiency in completing work assignments (Shockley & Allen, 2010). Moreover,

AHW is commended for allowing employees to catch up on pending tasks or to meet urgent deadlines, enabling them to achieve greater work outcomes (Boswell & Olson-Buchanan, 2007).

Engaging in AHW demonstrates employees' commitment, dedication, and willingness to go beyond their regular responsibilities (Demerouti et al., 2001). Organizations often reward such behaviors by considering those employees for career advancement opportunities, promotions, or special projects (Boswell & Boudreau, 2000). In this sense, AHW can indirectly contribute to professional development and long-term career prospects.

AHW can grant employees increased flexibility and autonomy in managing their agenda (Allen et al., 2013). This flexibility allows individuals to manage their work and personal commitments more effectively, catering to their individual preferences and obligations (ten Brummelhuis & Bakker, 2012). Employees who value autonomy and the ability to determine their own work hours may perceive AHW as a positive aspect of their job.

Engaging in AHW can provide opportunities for skill enhancement and learning (Rudolph et al., 2018). Employees may use AHW to engage in self-directed learning, undertake training programs, or acquire new competencies relevant to their job roles (Kanfer & Chen, 2016). By investing time and effort in AHW, employees can expand their knowledge and expertise, which can have long-term benefits for their career growth.

In addition to all the above raised advantages, AHW is promoted to facilitate collaboration and communication across different time zones (Sonnentag et al., 2008) allowing for interconnected work environment across different geographies. It allows employees to coordinate with colleagues, clients, or stakeholders located in different regions, enabling smoother workflow and enhancing organizational efficiency (Demerouti et al., 2014). Indeed, for multinational organizations or teams distributed across to different countries or continents, AHW can be essential for maintaining continuous operations.

However, on the dark side, excessive work demands due to AHW is argued to be associated with long-term work-related stress, increasing the risk of burnout and emotional exhaustion (Demerouti et al., 2001). Engaging in AHW can blur the lines between work and personal domain, which can hinder employees' ability to recover and recharge, leading to feelings of chronic fatigue, reduced personal accomplishment and detachment from work (Sonnentag & Fritz, 2014).

Engaging in AHW can harm the delicate balance between work and personal domains. Imbalanced relationship between work and personal domains can yield work-life conflict as well

as reduced well-being (Kossek et al., 2012). It can limit the time available for family, leisure activities and self-care, resulting in increased stress levels, decreased satisfaction with personal life, and in return have negative impact on relationships (Clark, 2000).

The fatigue and cognitive overload associated with AHW can impair employees' cognitive functioning, decision-making abilities, and overall performance (Ilies et al., 2015). Working during non-standard hours may lead to decreased attention, concentration, and problem-solving skills, compromising the quality of work outcomes and productivity (Ilies et al., 2015).

Furthermore, the negative consequences of AHW for physical and mental health of employees can encompass various issues. These include disturbances in sleep, disrupted sleep patterns, and inadequate rest, resulting in health problems related to fatigue (Schieman & Young, 2013). Additionally, the heightened stress and pressure associated with AHW can contribute to mental health issues like anxiety and depression (Alapin et al., 2000).

AHW can strain family and personal relationships due to limited time spent with loved ones, reduced availability for social activities, and disrupted family routines (Allen et al., 2000). The work-family conflict due to AHW can lead to marital dissatisfaction, parenting challenges, and feelings of guilt and strain in family relationships (Greenhaus & Beutell, 1985).

It is crucial to emphasize that the disadvantages of AHW can vary depending on boundary conditions such as individual and contextual factors including job characteristics, organizational culture, and personal coping strategies (Dettmers & Biemelt, 2018). Butts et al. (2015) stated that the reaction of workers to AHW will vary according to occurrence of events and should be examined on an event basis. These reactions will turn into good or bad for the individual or organization depending on the personality characteristics of the individual, his/her values, motivation as well as job design and resources that organization provides for its employees (Cooper & Lu, 2019). Exploring and balancing the benefits and potential drawbacks is crucial for effectively managing AHW and ensuring employee well-being and work-life balance.

In this respect, segmentation theories such as border theory (Clark, 2000) and boundary theory (Ashforth et al., 2000) may offer valuable conceptual frameworks to shed light on how individuals navigate the relationship between their work and personal domains. These theories provide insights into the ways people maintain and regulate the boundaries between these two aspects of their lives. For example, work-home boundary management involves multiple dimensions, such as time, physical space, and psychological separation, with the aim of determining when and where work-

related tasks should occur. It also entails establishing emotional and mental limits to prevent work-related stress and pressures from intruding into one's personal life.

Following these discussions, the goal of this thesis is to investigate the effects of AHW on employees' well-being via testing one of its potential boundary condition. More specifically, work-family conflict and emotional exhaustion will be examined as employee well-being outcomes and the study will investigate whether employees' segmentation preferences play a moderating role on the relationships between AHW and emotional exhaustion and between AHW and work-to-family conflict. In addition, the mediator role of work- family conflict between AHW and emotional exhaustion will be examined.

This master's thesis consists of six main parts. These sections are respectively: Introduction; Literature review; a section dedicated to discuss the purpose of the study, Method, Results and is concluded with discussion and interpretations of findings. In the introduction the relevance of AHW for employees and its potential boundary conditions is discussed. The second part of this study provides a comprehensive review of pertinent literature on AHW, segmentation theories, emotional exhaustion and work-family conflict. The third part labeled Present Study consists of our research question followed by the formulation of research model and hypothesis development. The fourth part aims to give information about the method of the research; including research design, sample, measures, data collection and analysis process. In the next part results of the analysis is reported. Lastly, the sixth and final part of the study comprises the conclusion and discussion section. This section begins by discussing the overall findings, followed by an examination of the theoretical and practical implications. It concludes by addressing the limitations of the current study and proposing potential research avenues to follow up.

2. LITERATURE REVIEW

2.1. After-Hours Work: Antecedents and Outcomes

2.1.1. Definition of After-Hours Work

Work related extended availability, off-job time, telework after-hours, after-hours home work are interchangeably used for AHW in different studies. Although there is no common definition of AHW, in some studies it was defined based on the space like “the work which is done out of the regular work place” (Boswell & Olson-Buchanan, 2007; Chen & Casterella, 2019; Thörel et al., 2020), it was sometimes defined based on the time like “the work which is done out of the regular work hours” (Boswell at al., 2016; Dettmers et al., 2016; Duxbury et al., 1992; Richardson & Benbunan-Fich, 2011). Whichever definition of AHW is endorsed common to all are the mediums of the work; such as computer, mobile phones, technological devices and likewise (Boswell & Olson-Buchanan, 2007; Cho et al., 2020; Duxbury et al., 1992; Richardson & Benbunan-Fich, 2011). In some definitions, it is even mentioned that AHW conduct does not actually have to occur in order to label it AHW, even the expectations about availability of the employee or implicit demands from the employer can be accounted as AHW (Cho et al., 2020; Dettmers et al., 2016). Thus, taking all these definitions into consideration, in this study AHW will be defined as; “ the expectations or the demands of the managers, colleagues or customers from the employee about being available to work beyond the regular office hours or beyond the work place through the medium of the technological devices”. It involves being available and actively engaged in work-related activities, such as responding timely to emails, attending to urgent tasks, or participating in work-related discussions or events..

AHW can be voluntary, where employees choose to be accessible outside of regular working hours to meet personal or professional goals or it can be a result of organizational expectations and requirements, where employees are explicitly directed or encouraged to be available and responsive during non-working hours. As mentioned previously it is essential to recognize that AHW can have both favorable and unfavorable consequences. From one perspective, AHW offers flexibility and

allows individuals to tailor their work responsibilities according to their personal needs and preferences (Diaz et al., 2011; Leung, 2011) AHW may and can facilitate better work-life integration and present the ability to address urgent matters or catch work-related opportunities outside of regular working hours (Richardson & Benbunan-Fich, 2011).

In contrast, AHW can also contribute to work overload, stress, and a lack of work-life balance (Schieman & Young; 2013) due to potential difficulties in disconnecting from work and increased expectations for responsiveness. These problems overall reflect the potential negative implications for personal well-being, relationship quality and overall quality of life (Derks & Bakker, 2014; Dettmers, 2017; Schlachter et al., 2017).

The concept of AHW is closely linked to the increasing prevalence of remote work, globalization and advancements in communication technology. However, it blurs the boundaries between work and personal domains. Via challenging the traditional notion of a fixed working schedule and space; this new work arrangement creates new expectations for employees' availability and responsiveness. The antecedents and outcomes of the AHW are discussed in more detail at the following sections.

2.1.2. Antecedents of After-Hours Work

AHW, also known as extended work availability or work performed outside regular working hours, has become a common practice in today's work environment. While it can yield both positive and negative results, it is important to analyze the drivers behind AHW in order to truly understand these consequences. Research on AHW lists technological characteristics and developments, personal characteristics of the employees, organizational expectations and nature of the work (e.g., job demands) as potential antecedents (Boswell & Olson-Buchanan, 2007; Boswell et al., 2016; Cooper & Lu, 2019; Dettmers & Biemelt, 2018; Duxbury et al., 1992; Fenner & Renn, 2004; Nöhammer & Stichlberger, 2019).

Considering that job demands include factors such as task demands, time constraints, and task complexity, when employees face them during regular work hours in the form of high workloads or tight deadlines, they may resort to AHW to meet these demands (Demerouti et al., 2001). Additionally, highly complex tasks, which cannot be completed within the standard working hours,

may require employees to spend extra time outside their regular work schedules (Nöhammer & Stichlberger, 2019).

Organizational expectations are instrumental in shaping AHW behaviors. Companies that promote a culture of extended periods of work expect employees to demonstrate commitment beyond regular work hours, which may implicitly encourage AHW (Nöhammer & Stichlberger, 2019). Although organizations may state explicitly that they support detachment from work, implicit cultural values of the organization might state a different thing. The messages organization delivers to its employees have major impact on employees' attitudes towards AHW. The significance of organizational culture regarding AHW cannot be overstated, as the existence of incentives for detachment from work significantly influence the extent of AHW (Nöhammer & Stichlberger, 2019). Furthermore, certain industries, such as consulting or investment banking, have built a reputation for demanding extensive AHW as a norm (Perlow, 2017) suggesting the consideration of macro work environment as well.

In terms of other organizational factors, Richardson and Benbunan-Fich (2011) found that providing employees certain types of technology devices by the organization is an important driver of AHW attitudes of the employees. Since laptops are capable of doing a variety of work, if an employer gives a laptop that might be the signal for the employer's expectations about AHW. In addition, if an employee perceives a technological device as useful, s/he might be willing to use it for AHW (Fenner & Renn, 2010).

The rapid development of technology has significantly distorted the borders between work and personal domains. With the rise of smartphones and remote connectivity, employees are often expected to be accessible and responsive outside their designated work hours (Derks et al., 2016). Some argue that as a consequence, the ease of communication and the ability to work remotely enable individuals to engage in AHW, leading to work-life integration (Richardson & Benbunan-Fich, 2011).

Individual characteristics and personal preferences also influence the tendency to engage in AHW. Some individuals are intrinsically motivated to invest additional time and effort into their work to achieve personal goals or enhance their self-efficacy (Boswell & Olson-Buchanan, 2007; Boswell et al., 2016; Cooper & Lu, 2019).

Employees' feelings towards the job are also related to occurrence of the AHW. Employees' levels of ambition, job involvement, identification and attachment are found positively related to

the occurrence of AHW (Boswell & Olson-Buchanan, 2007). This phenomenon could be attributed to employees perceiving AHW as means to advance their career prospects. Employees' positive expectations towards their career make their psychological climates look more positive towards AHW, which increases the possibility of working after work (Fenner & Renn, 2004).

The source of the motivation which directs the employee to work after-hours is studied by Ohly and Latour (2014) where they distinguish between autonomous motivation and controlled motivation. Autonomous motivation is individuals' own motivation for AHW, on the other hand controlled motivation is the motivation initiated by other parties from work domain. Likewise, Chen and Karahanna (2011) talk about two types of AHW; self-initiated and other-initiated. Self-initiated AHW is similar to autonomous motivation and other-initiated AHW is similar to controlled motivations.

Park et al. (2020) found that after-hours expectations of the important parties (e.g. customers, managers) increase the occurrence of the AHW. On the other hand Schlachter et al. (2017) stated that employees who struggle to disconnect from work for the fear of missing new information or those who are overly busy with work may blame important parties' constant accessibility expectations for their behavior.

The work-family interface, including work-life balance and family responsibilities can also affect AHW. Employees facing high family-to-work interference may choose to work after hours to compensate for the time spent on family obligations during regular working hours (Shockley & Allen, 2010). Moreover, those lacking support systems or facing pressures related to caregiving may find AHW as an opportunity to catch up on missed work (Kossek et al., 2012).

2.1.3. Outcomes of After-Hours Work

AHW can have various outcomes, depending on the individual's motivations, the organizational context and the balance built between work and personal domain. While it can enhance productivity, facilitate skill development, and provide career advancement opportunities, it also carries risks such as burnout and work-family conflict. Each individual reacts differently to demands for AHW and features of the specific forms of each event alters individuals' ability to cope with the situation (Dettmers & Biemelt, 2018). These reactions may have positive or negative consequences for the individual or the organization depending on individual factors such as

personality, values and motivation or organizational factors such as job design and organizational resources (Cooper & Lu, 2019). All these factors carry the potential to moderate the relationship between AHW and its outcomes. Because, the consequences of AHW for employees depends on the contextual factors characterizing nature of events it is suggested to be examined on an event basis (Butts et al., 2015).

AHW, with its additional demands and extended working hours, can increase workload and time pressure, ultimately contributing to burnout and exhaustion. The constant pressure to work beyond regular hours, coupled with the blurring of work-life boundaries can result in chronic fatigue and emotional exhaustion (Dettmers, 2017; Dettmers et al., 2016; Thörel et al., 2020). This can ultimately impact job performance, job satisfaction and overall mental health.

In addition to that, AHW can limit opportunities for recovery and relaxation, thereby preventing the replenishment of resources needed to fight with burnout and exhaustion (Derks & Bakker, 2014). However, we know that there are some contextual factors that affect the intensity of the emotional exhaustion experienced such as control over work connections, predictability, and equipment adequacy. These factors can reduce emotional exhaustion and increase recovery experiences (Dettmers et al., 2016).

Although most of the researchers suggest that AHW increases work family conflict (Boswell & Olson-Buchanan, 2007;Butts et al. 2015; Dettmers, 2017; Diaz et al., 2011; Duxbury et al., 1992; Fenner & Renn, 2004; Fenner & Renn, 2010; Schieman & Young, 2013; van Zoonen et al., 2020); there is an opposing view which argue that ability of AHW decreases work family conflict (Derks et al., 2016) or has no effect at all (Jostell & Hemlin, 2018). Indeed, the results of Chen and Casterella's (2019) study, which indicate a curvilinear relationship between AHW and work-life balance, suggest that this relationship may possess a more intricate nature.

AHW can affect family time and blur the balance between work and family roles, leading to conflict. The spillover of work into personal domains, limited time available for family responsibilities and personal pursuits and the blurring of boundaries between work and family roles are factors that contribute to the challenges in managing work and family obligations effectively (Batt & Valcour, 2003; Boswell & Olson-Buchanan, 2007). The inability to allocate sufficient time for family and personal commitments due to AHW can create tension and dissatisfaction in the family domain (Greenhaus & Beutell, 1985).

Contrary to the notion that AHW distorts work-life balance, studies suggesting that it can actually improve it, argue for the role of flexibility. According to this view, flexibility in when and where to work allows individuals to better prioritize their professional and personal responsibilities. Gajendran and Harrison (2007) found that individuals who engaged in telecommuting and AHW experienced lower levels of work-family conflict and greater satisfaction with work-life balance. This finding suggests that AHW can provide employees with the autonomy and flexibility needed to manage their personal and professional lives more effectively.

Employees who regularly engage in AHW may experience reduced satisfaction with their work due to the added workload, lack of time for leisure or personal pursuits, and the feeling of being overwhelmed (Demerouti et al., 2009). This dissatisfaction can potentially lead to decreased motivation and lower productivity levels. The studies supporting the positive effects of AHW on job satisfaction are comparably less, but as Diaz et al. (2011) found it is demonstrated that flexible usage of computer technologies after working hours increases job satisfaction.

The prolonged exposure to AHW can also have negative effects on employees' physical and mental health. Studies has shown that individuals who engage in long working hours are at a higher risk of developing various health issues, such as cardiovascular diseases, musculoskeletal disorders, and psychological problems like anxiety and depression (Nieuwenhuijsen et al., 2010; Virtanen et al., 2010). Sleep problems are widely studied by researchers and found that AHW might cause sleep problems, because of work-family conflict; frequent contact from work domain; emotional distress as well as insufficient detachment from work (Bowen et al., 2017; Thörel et al., 2020). These health concerns can significantly impact employees' overall well-being and quality of life.

All and all, when AHW becomes an expectation or a norm within an organization it can create an unhealthy work culture. The pressure to constantly work beyond regular hours may result in a competitive environment where employees feel compelled to prioritize work over personal well-being and boundaries (Biron, 2017). As a result, this can contribute to heightened stress levels, diminished morale, and reduced job satisfaction among employees.

2.2.Segmentation Theories

Work-home boundary management refers to the strategies, practices, and actions individuals employ to establish and maintain clear boundaries between their work and personal domains. It involves setting limits, creating separation, and effectively managing the interaction between work-related responsibilities and personal commitments. Work-home boundary management encompasses various aspects, including time, space, and psychological separation. It involves defining when and where work-related activities should take place, as well as establishing mental and emotional boundaries to prevent work-related stress and demands from permeating into personal domain.

Border theory introduced by Clark in 2000 and boundary theory introduced by Ashforth et al. in 2000 are among the segmentation theories, which provide valuable frameworks for understanding the relation of work and personal domains in individuals' lives.

Clark's border theory and Ashforth et al.'s boundary theory both emphasize the concept of boundary permeability, which refers to the degree of flexibility and permeability between work and personal domains (Dettmers, 2017); such as answering work-related calls during off the job hours while at home.

Border theory recognizes that individuals' transition between different domains and the ease of these transitions impacts their well-being and satisfaction. Clark (2000) argues that individuals with more permeable boundaries experience less conflict between work and personal roles leading to greater satisfaction in both domains. Border theory also outlines the different tactics individuals utilize to regulate the boundaries between their work and non-work domains. Clark (2000) identifies three key strategies: segmentation, integration, and balance. Segmentation involves creating clear boundaries between work and personal domains ensuring minimal overlap. Integration involves blurring the boundaries; allowing for more flexibility and simultaneous engagement in both domains. Balance refers to maintaining equilibrium between work and non-work roles ensuring that neither domain dominates excessively. These strategies enable individuals to navigate the complexities of their lives and may enhance satisfaction.

Ashforth et al. (2000) argue that individuals experience varying degrees of permeability in their boundaries. Boundary theory defines the roles as changing on a continuum from strictly defined roles to integrating roles and mostly focuses on how people define work and personal domains and

the ease and frequency of switching between different roles and boundaries. Higher boundary permeability allows for fluid movement between work and personal domain while lower permeability maintains clear distinctions between the two domains.

Both theories mention the advantages and disadvantages of the setting boundaries/borders between work and family life. Integration enables smooth transition between work and family life however may blur the boundaries causing cross boundary interactions between work and family, in turn leading to role-confusion and role-attachment issues (Ashforth et al., 2000). On the contrary, Clark (2000) argues that individuals with well-managed boundaries and high boundary permeability experience reduced role conflict and enhanced well-being. Overall, studies have supported the positive relationship between boundary management strategies and job satisfaction (Ashforth et al., 2000; Kossek et al., 2006). On the other hand Derks et al. (2016) found that individuals who try to separate work and family life as much as possible (defined as segmenters) will have more probability to experience conflict issues than individuals who prefer to integrate work and family life (defined as integrators). In this respect, examining the role of segmentation preferences may serve clarifying the relationship between AHW and its well-being implications.

2.3.Emotional Exhaustion

Emotional exhaustion, which is closely tied to personal well-being, refers to a state where individuals experience a demolition of emotional resources and a sense of being emotionally overwhelmed. It is commonly linked to extended or persistent exposure to elevated levels of emotional demands, stress, and intense interpersonal interactions, particularly within the context of work or caregiving roles (Maslach et al., 2001). It is often caused by excessive workload, high job demands, and the perception of insufficient resources or support. Emotional labor, which involves managing and suppressing emotions in customer service or interpersonal interactions can also contribute to emotional exhaustion (Grandey, 2000).

Emotional exhaustion has detrimental effects not only on personal well-being, but also on work performance. As much as it is associated with job dissatisfaction, decreased psychological well-being (Demerouti et al., 2001) and physical health (Schiemann & Young, 2013), emotional exhaustion is also linked to reduced job performance, increased absenteeism, and higher turnover

rates (Bakker et al., 2004). Understanding these consequences necessitates the investigation of emotional exhaustion in the workplace.

Emotional exhaustion is a core component of burnout and often manifests as a persistent feeling of being emotionally overextended, lacking energy, and experiencing a reduced capacity to cope with emotional demands. Individuals experiencing emotional exhaustion may feel emotionally detached, cynical, or indifferent towards their work, colleagues, or the tasks they are responsible for (Maslach & Leiter, 2016).

Emotional exhaustion is a significant issue that affects individuals' well-being and work performance. Burnout not only affects individual well-being but also hampers performance, creativity and productivity, leading to adverse organizational outcomes (Maslach et al., 2001). Understanding its causes and consequences is essential for addressing and preventing this state of emotional depletion. By addressing emotional exhaustion, individuals can enhance their well-being and contribute to improved work performance.

2.4. Work- Family Conflict

In today's fast changing and challenging modern world, individuals often find themselves struggling among multiple roles and responsibilities. Balancing work and family obligations can be a challenging task for the employees. Work-family conflict refers to the interplay and challenges individuals face when trying to satisfy the expectations of both the work and family domains (Greenhaus & Beutell, 1985).

Several factors contribute to work-family conflict .Work-related factors such as long working hours, high job demands, inflexible work schedules, and job stress can exert significant pressure on individuals (Allen et al., 2000; Kossek & Ozeki, 1998). These factors can spill over into the family domain, limiting the individual's ability to participate effectively in family life. For instance, too much daily workload can leave employees feeling exhausted, reducing their capacity to get involved in family activities (Ilies et al., 2015). In addition, personal factors like the number of dependents, childcare responsibilities, and marital quality (Frone et al., 1992; Greenhaus & Beutell, 1985) may affect work-family conflict.

Researchers proposed some theoretical frameworks to help us understand work-family conflict. For example, role conflict theory explains the challenges individuals face when confronted with

incompatible expectations and demands between different roles, such as being a parent and an employee (Kahn et al., 1964). Moreover, spillover theory suggests that experiences and emotions from one domain can spill over and impact the other domain. Positive spillover occurs when positive experiences in one domain enhance well-being in the other domain, while negative spillover leads to conflict and stress (Marks, 1977; Sieber, 1974). There is a theory known as compensation theory, which suggests that individuals may attempt to compensate for dissatisfaction in one area by devoting more time and effort to another domain. However, this compensatory behavior can result in heightened conflict and strain. (Gutek et al., 1991).

Work-family conflict has significant implications for individuals, organizations, and society. It can lead to adverse consequences, including reduced job satisfaction, diminished organizational commitment, heightened intentions to leave the organization and increased levels of stress and burnout (Carlson et al., 2000; Grzywacz & Marks, 2000; Netemeyer et al., 1996). Moreover, work-family conflict can have undesirable outcomes on family functioning, including marital dissatisfaction and compromised parent-child relationships (Amstad et al., 2011; Eby et al., 2005).

The conflict between work and personal domain can manifest in two directions; work-to-family (WFC) and family-to-work conflict (FWC) (Jostell & Hemlin, 2018). WFC occurs when the demands or pressures of work domain make it difficult to fulfill obligations or engage fully in activities in the personal domain. FWC occurs when responsibilities from personal domain prevent fulfilling responsibilities at the work domain.

WFC occurs when work-related demands, such as long working hours, excessive workload, or high job stress, create challenges in fulfilling family or personal responsibilities (Allen et al., 2000; Kossek & Ozeki, 1998). It may involve situations where work responsibilities sneak into personal time causing individuals to feel overloaded, stressed, or unable to adequately engage in family-related activities. Since this study is trying to investigate the impact of AHW, WFC would be the focus in this research.

Considering that individuals can employ various strategies such as setting clear boundaries between work and personal domains, practicing effective time management, seeking social support, and utilizing flexible work arrangements or work-life balance policies offered by organizations (Allen et al., 2000; Kossek & Ozeki, 1998; Shockley et al., 2017) in order to manage WFC it would be useful to understand the role of AHW on WFC.

3. THE PRESENT STUDY

3.1. Research Question

The aim of this study is to examine the consequences of AHW on employees' well-being. Additionally, the study seeks to investigate whether employees' segmentation preferences play a moderating role in well-being outcomes. Thus, the research question is formed as follows: “What is the impact of AHW on employee well-being outcomes in the form of emotional exhaustion and WFC and do segmentation preferences of employees have any role on these relations?”

Both emotional exhaustion and WFC can be considered as manifestations of employee well-being. Hence, in the thesis model they are treated as outcomes of AHW. The study will first analyze the relationship between AHW and emotional exhaustion as well as the relationship between AHW and WFC. Thirdly, the moderating effect of employees' segmentation preferences on these relationships will be tested and finally the mediating role of WFC between AHW and emotional exhaustion will be investigated.

Figure 1 shows the research model.

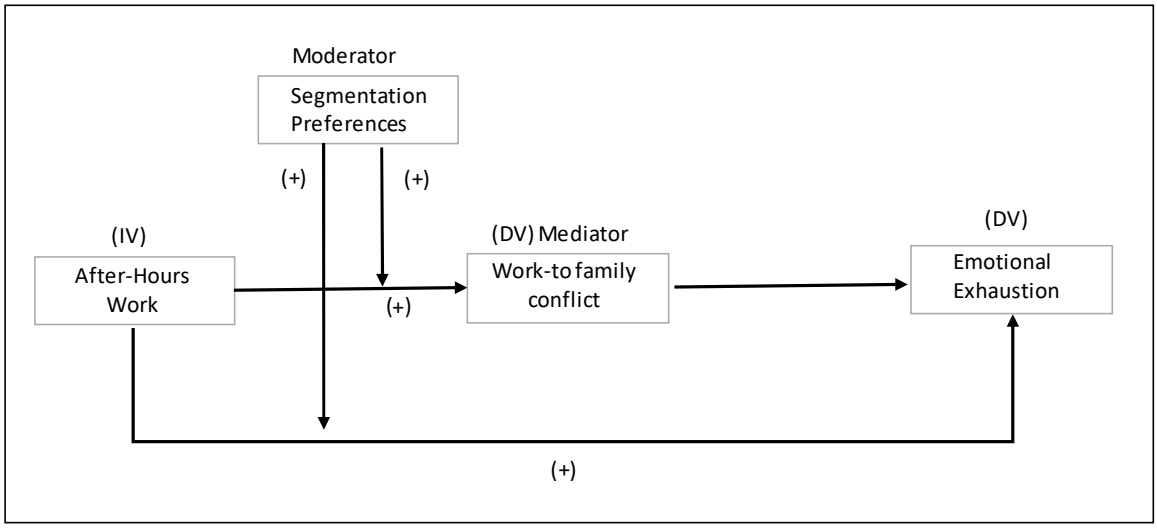

Figure 1 Research Model

In the model age, gender, marital status, parental status, number of children, education level, having a dependent/elderly at home, current position, tenure and weekly workhours are included following the discussions in the literature regarding their role of potential control variables (Schieman & Young, 2013; Nöhammer & Stichlberger, 2019).

3.2. Hypotheses

According to Maslach et al. (2001), emotional exhaustion is described as a condition of emotional and mental tiredness that arises from prolonged exposure to stressors related to work. Since AHW does not let employees to be away from work environment and makes employees to emotionally engage in work it may act like additional stressor for the employees. The inability to disengage from work-related tasks during personal time leads to raised stress levels (Allen et al., 2000) and increases in emotional exhaustion over time (Dettmers, 2017).

People often prefer to spend their personal time away from work doing activities such as travelling, spending time on hobbies etc. to replenish them. The spillover of job duties into personal domain reduces the boundaries between work and personal time diminishing individuals' satisfaction and fulfillment derived from non-work activities (Dettmers et al., 2016; Thörel et al., 2020). The lack of time for relaxation and recovery prevents individuals from effectively managing and regulating their emotions resulting in reduction in job satisfaction and negatively impacts overall well-being, ultimately depleting their emotional reserves; therefore, contributing to emotional exhaustion (Demerouti et al., 2001). Prolonged exposure to AHW without adequate recovery can lead to burnout, a state of chronic physical and emotional exhaustion (Maslach et al., 2001).

Taking all these research findings into consideration Hypothesis 1a is developed as follows:

Hypothesis 1a: Increased AHW is associated with higher levels of emotional exhaustion.

Every employee may have a different reaction towards AHW. While some employees may prefer to work after hours, some will definitely be against this situation. Ashforth et al. (2000) argue that individuals experience varying degrees of permeability in their boundaries.

Integrating work and personal domains may help employees to adapt to unexpected demands from other domain. In other words, integrations enable smooth transition between work and family life (Ashforth et al., 2000). In this respect, Xie et al. (2018) studied integration preference as moderator and found lower psychological exhaustion resulted from AHW for the ones with higher level of work-home integration preference.

On the other hand, employees who prefer segmenting their personal and work domains may experience difficulties when responding to unexpected demands from work domain. In this respect Thörel et al. (2020) analyzed segmentation preferences as moderator and they found that the association between work-related extended availability (WREA) and exhaustion is moderated by segmentation preferences.

Thus, it is expected that the positive relationship between AHW and emotional exhaustion will be moderated by segmentation preference, such that the relationships will be weaker for individuals with higher work-home integration preference than for those with higher segmentation preference.

Taking all these research findings into consideration Hypothesis 1b is developed as follows:

Hypothesis 1b: The relationship between AHW and emotional exhaustion is moderated by segmentation preferences, such that individuals with high segmentation preferences will experience more emotional exhaustion due to AHW compared to those with low segmentation preferences.

AHW can also increase WFC (Boswell & Olson-Buchanan, 2007; Butts et al. 2015; Dettmers, 2017; Diaz et al., 2011; Duxbury et al., 1992; Fenner & Renn, 2004; Fenner & Renn, 2010; Schieman & Young, 2013; van Zoonen et al., 2020); leading to challenges in balancing work responsibilities within personal and family life domains. When employees engage in work-related activities outside of regular working hours such as responding to work emails, text messages or calls, it blurs the boundaries between work and personal domain. Boswell and Olson-Buchanan (2007) and Diaz et al. (2011) found that employment of communication devices after work hours was associated with employee's WFC. This blurring of boundaries would disrupt time and space designated for family and personal activities, causing conflicts.

Several mechanisms contribute to the relationship between AHW and increased work to family conflict. First, the intrusion of work into personal time restricts the ability to fully engage in family

and personal activities causing individuals to feel overwhelmed and unable to fulfill their family roles effectively (Cho et al., 2020). Second, the constant connectivity and expectation to be accessible for work-related matters in the duration of off-job hours disrupts the separation between work and family domains. This causes it to be more challenging for individuals to mentally disconnect from work and fully engage in family-related activities. Schieman and Young (2013) studied constant work demands and found a positive relationship between the frequencies of AHW contacts with work family conflict.

Despite van Zoonen et al.'s (2020) findings suggesting the use of technological devices (i.e., smartphones) for AHW as not being associated with WFC; there is a vast amount of research documenting the impact of AHW on work to family conflict. In fact there is an abundance of studies which have consistently shown a positive association between AHW and WFC (e.g., Allen et al., 2000; Amstad et al., 2011).

Taking all these research findings into consideration Hypothesis 2a is developed as follows:

Hypothesis 2a: Increased AHW is related to higher levels of WFC.

The relationship between increased AHW and WFC can be influenced by individuals' segmentation preferences (Fenner & Renn, 2004). Boundary/ border theories are endorsed by the work-nonwork researchers (Beigi & Otaye-Ebede, 2020) as a means to prevent WFC. According to this view, managing boundaries is very important to prevent WFCs; while unsuccessful management of the boundaries may increase conflicts between work and family (Jostell & Hemlin, 2018).

When examining the moderating effect of segmentation preferences on the relationship between AHW and WFC, it is suggested that individuals with high segmentation preferences will exhibit a stronger correlation between AHW and WFC compared to those with low segmentation preferences (Derks et al., 2016). This means that the negative impact of AHW on WFC would be stronger for individuals who prefer to keep work and family separate.

While Jostell and Hemlin (2018) discovered no connection between the extent of teleworking after hours and WFC, it is argued that having more permeable boundaries and allowing work to disrupt personal domain can lead to increased conflict levels (Butts et al., 2015).

In light of the above discussions, it is expected that the positive relationship between AHW and WFC will be moderated by segmentation preference, such that the relationships will be weaker for individuals with higher work-home integration preference than for those with higher segmentation preference.

Taking all these research findings into consideration Hypothesis 2b is developed as follows:

Hypothesis 2b: The relationship between AHW and WFC is moderated by segmentation preferences, such that individuals with high segmentation preferences would experience more WFC due to AHW compared to those with low segmentation preferences.

AHW, such as working overtime, taking work-related calls or emails outside of regular working hours, and being mentally engaged in work during personal time, intensifies the demands and pressures of work. This intrusion of work into personal domain creates conflicts and challenges in fulfilling family roles, leading to WFC. The strain and stress experienced by individuals as they struggle to balance their work-related obligations with their personal and family responsibilities may manifest as emotional exhaustion. Similar to Dettmers (2017), it is expected that the availability of AHW will be linked to a gradual rise in emotional exhaustion, and this effect is to be mediated by WFC.

Taking all these research findings into consideration Hypothesis 3 is proposed as follows:

Hypothesis 3: WFC mediates the relationship between AHW and emotional exhaustion, such that higher levels of AHW will be positively associated with higher levels of WFC, which in turn will be positively associated with higher levels of emotional exhaustion.

4. METHODOLOGY

4.1. Sampling

Participants were selected from a state research organization. The organization has 12 different research and development (R&D) and R&D facilitation units and a presidency unit located in 4 different cities which are Ankara, Bursa, Gebze and Antalya. As of 31 December 2022, 5.721 personnel were employed in the organization. 15% of those 5.721 personnel work in the presidency unit in Ankara and 85% in the R&D and R&D facilitation units. The questionnaires were distributed to employees who work at the presidency unit and R&D and R&D facilitation units which are located in Ankara. The particular organization was selected because it has activities in different fields and employs people from different educational backgrounds. Since confidentiality was promised to the organization the organization's name is not mentioned in the study.

Although online questionnaires were distributed in a single organization, the composition of the organization allowed for data to be collected across a wide array of employees with different educational backgrounds and work areas. Because of the time and budget constraints convenience sampling method was preferred; acknowledging that as a non-probability sampling method it has considerable limitations in terms of representativeness and generalizability.

The online survey was prepared via google forms and distributed online to a cohort of 487 employees. From those 487 individuals 177 has completed the survey, making the sample size 177, with a response rate of 36,35%. Sample characteristics are reported in Table 3 under results section.

4.2. Measures

Achieving a healthy work-life balance has become an increasingly important goal in today's work environments. Individuals in various professional fields face difficulties in balancing their work-related responsibilities with their personal lives. To assess and understand perceptions of work-life balance, Schieman and Young (2013) developed a concise yet comprehensive three-item scale to assess AHW. The three items scale was developed and validated by Schieman and Young (2013). Original scale's reliability was reported as 0,78. The items are ''How often were you called

about work-related matters when you were not at work?''; ''How often did you read job-related email or text messages when you were not at work?'' and ''How often did you contact people about work-related matters when you were not at work?'' Items are anchored to five –point response scale which ranges from 1= never to 5= very often. The scores of all items are averaged to determine the scale score. Higher scale scores reveal more frequent work contact after-hours.

Segmentation preferences play a crucial role in understanding individuals' attitudes and behaviors in managing the boundaries between personal and work domains. As work-life balance and the blurring of boundaries between work and home have become increasingly important topics in organizational psychology and human resource management researchers have developed scales to measure individuals' segmentation preferences. The scale developed by Kreiner (2006) aims to capture individuals' preferences for maintaining clear distinctions or boundaries between their work and personal domains. It provides a valuable framework for understanding how individuals perceive and manage the separation of these two domains. Understanding segmentation preferences is essential for organizations as it helps them develop policies and practices that support employees' work-life balance and overall well-being.

Segmentation preferences are measured by using four items scale developed by Kreiner (2006). In that study, Cronbach's alpha score of 0,91 was reported for the scale. The items are: "I don't like to have to think about work while I'm at home"; "I prefer to keep work life at work"; "I don't like work issues creeping into my home life"; "I like to be able to leave work behind when I go home". Items are anchored to a seven –point Likert-type response scale which ranges from 1= strongly disagree to 7= strongly agree. The scores of all items are averaged to determine the scale score. Higher scale scores represent stronger preference for segmentation.

Emotional exhaustion is a critical aspect of burnout, a syndrome characterized by chronic work-related stress and depletion of emotional resources. Measuring emotional exhaustion accurately is crucial for understanding the impact of burnout and implementing effective interventions. Among the various measurement tools available, the Emotional Exhaustion subscale of the Maslach Burnout Inventory (MBI) (Maslach et al, 1996) stands out as a reliable and widely used instrument. Emotional exhaustion is measured by using nine items which makes up the Emotional Exhaustion subscale of Maslach Burnout Inventory. Previous studies has reported Cronbach's alpha of 0,90. The sample items are "I feel emotionally drained from my work" and "I feel used up at the end of the workday". Items are anchored to seven –point scale which ranges from 1= never to 7= every

day. The scores of all items are averaged to determine the scale score. Higher scale score reflects higher emotional exhaustion.

Work-life balance has become a significant concern in today's demanding work environments. As individuals struggle to fulfill their professional obligations and responsibilities, they often encounter conflicts that arise when job demands interfere with their personal and family lives. One crucial dimension of work-life conflict is WFC, which refers to the difficulties individuals encounter when the demands of their work interfere with their ability to fulfill their family and personal responsibilities effectively. Netemeyer et al. (1996) developed and validated a ten-item scale in order to measure the conflict between work and family. The scale consist of two subscales, first five questions measure work-to family conflict (WFC) and later five questions measure family to work conflict (FWC). Since the interest of this study is the work done after-hours, WFC is measured by using five items subscale developed by Netemeyer et al. (1996). Cronbach's alpha score was reported as 0,88 for the scale. The sample items are "The demands of my work interfere with my home family life" and "Things I want to do at home do not get done because of the demands my job puts on me". Items are anchored to five –point Likert type response scale which ranges from 1= strongly disagree to 5= strongly agree. The scores of all items are averaged to determine the scale score. Higher scale scores revealed more work to family conflict.

All scales used in the study were originally developed in English. In order to ensure that the questions and expressions are represented correctly in the Turkish language, the following translation procedures were adopted from Brislin (1980). First, English items were translated into Turkish by the researcher who has a good command of English and Turkish. Later, the Turkish versions were back translated into English by another professional proficient in both languages. At the final step the translation was reviewed for potential discrepancies. Through discussion of the discrepancies in the translations mutual agreement was obtained and the final version of the questionnaire was prepared in Turkish. The said translation procedures did not apply for WFC scale, because there was already a Turkish version in use, which was translated into Turkish and validated by Efeoğlu (2006).

4.3.Data Collection and Analysis

The questionnaire form prepared by using online google forms platform which also was supported by the ASBU domains was in Turkish and was distributed via corporate e-mail service. 487 e-mails were sent and 177 have been returned with completed questionnaires resulting in a response rate of 36,35%.

Prior to conducting tests on the research model, Jamovi (i.e., an open source statistical package program) was utilized to perform confirmatory factor analyses (CFA). Once the construct structure was confirmed, the variables were computed in SPSS, and subsequent analyses were carried out. The analysis of this study encompasses various components that aim to thoroughly investigate the research questions and hypotheses. The analysis plan is divided into three main phases each addressing specific aspects of the data collected.

The first phase involves assessing the psychometric properties of the scales employed in this study. This includes evaluating the reliability of the scales and conducting factor analyses to examine the underlying factor structure of the constructs. Reliability analysis, such as Cronbach's alpha coefficients is computed to assess the internal consistency and reliability. Furthermore, confirmatory factor analysis (CFA) was performed in order to evaluate construct structure.

In the second phase, descriptive statistics is calculated to provide a comprehensive overview of the study sample's demographic variables. Additionally, ANOVA (Analysis of Variance) tests are conducted to examine potential differences in the study variables across different groups.

The third phase focuses on hypothesis testing and involves conducting correlation and hierarchical regression analyses to explore the relationships and effects within the variables of interest. Initially, correlation analyses are performed to explore the associations between the variables, while hierarchical regression analyses were conducted to test the role of proposed moderator and mediator. These analyses would enable us to understand how AHW (independent variable) relates to emotional exhaustion (dependent variable), while considering the potential moderating role of segmentation preference, in addition to the mediating role of WFC between AHW and emotional exhaustion. Hayes PROCESS module of SPSS was also used to confirm the results of mediation and moderation analysis which are initially conducted by following Baron and Kenny’s (1986) steps with hierarchical regression analyses.

5. RESULTS

5.1. Psychometric Properties of the Scales

5.1.1. Reliability Analysis

Calculating Cronbach's alpha is a valuable tool for assessing internal consistency, typically a value above 0.7 is considered acceptable. If the Cronbach's alpha approaches to 1 that indicates the items within the scale are highly correlated with each other, meaning that they are measuring the same construct consistently (George & Mallery, 2003).

Table 1 Reliability Statistics

	Scale	Cronbach's Alpha	Number of Items
1	After hours work	0,851	3
2	Segmentation preferences	0,936	4
3	Emotional exhaustion	0,946	9
4	WFC	0,937	5

Cronbach's alpha coefficients of the all scales were represented at Table 1. Cronbach's alpha scores of the scales ranges between 0,851 and 0,946. Since Cronbach's alpha scores which are above 0,7 considered acceptable, the results indicate high level of internal consistency. AHW scale has a Cronbach's alpha of 0.851 and the scale consists of 3 items. Original scale's Cronbach's alpha was 0,78. Segmentation preferences scale has a Cronbach's alpha of 0.936 with 4 items. Original Segmentation preferences' scale's Cronbach's alpha coefficient was 0,91. Emotional exhaustion scale has a Cronbach's alpha of 0.946. The emotional exhaustion scale comprises 9 items. Original scale's Cronbach's alpha was 0,90.

In summary, all of the scales in our analysis exhibit good to excellent levels of internal consistency, as indicated by their Cronbach's alpha coefficients. This suggests that the items within each scale are closely related and measure the intended construct reliably. It is generally desirable

to have Cronbach's alpha coefficients above 0.7, and all of the scales surpass this threshold, which strengthens the confidence in the reliability of our measures.

5.1.2. Factor Analysis

Factor analysis is defined as the grouping and interpretation of interrelated variables into a more general variable or concept which is done in two types as explanatory and confirmatory (Howitt & Cramer, 2011). While exploratory factor analysis (EFA) is used to reveal the factors and create a theory based on variable correlations; confirmatory factor analysis (CFA) is used to test a pre-specified factor structure based on theoretical or empirical grounds. (Howitt & Cramer, 2011). Since the scales used in this study was validated in previous studies, CFA is considered more suitable for present study.

To evaluate the suitability of the sample and variables for factor analysis, several analyses were conducted, including the Kaiser-Meyer-Olkin (KMO) measure of sampling adequacy and Bartlett's test of sphericity. These analyses were performed to ensure the appropriateness of the sample and variables for factor analysis. The KMO values range from 0 to 1, with higher values indicating better sampling adequacy. A KMO value above 0.6 is generally considered acceptable, indicating that the sample is suitable for conducting factor analysis (Field, 2000). The KMO measure of 0.898 suggests that the sample size is adequate for factor analysis, and Bartlett's test with a significant chi-square value and p-value of 0.000 indicates that there are significant correlations among the observed variables, supporting the suitability of the data for factor analysis.

Table 2 represents the test of the measurement model with CFA conducted using Jamovi. Results indicate that Model II (the four-factor solution) shows a lower x^2 value compared to Model I (the one-factor solution), indicating a better fit to the data. Additionally, the $\Delta\ x^2$and Δdf values suggest that Model II significantly improves the fit compared to Model I. The RMSEA, CFI, and TLI values for Model II also indicate a better fit to the data compared to Model I, with the RMSEA falling to 0,0934 and the CFI and TLI values exceeding 0.90. Thus, the results confirm the four-factor construct structure.

Table 2 Confirmatory Factor Analysis

	x^2	df	Δx^2	Δdf	RMSEA	CFI	TLI
Model I (1 factor solution)	1746	189			0.216	0.527	0.474
Model II (4 factor solution)	466	183	1280	6	0.0934	0.914	0.901

5.2. Descriptive Statistics

5.2.1. Sample Characteristics

The sample consisted of 66 males (37,3 %), 110 females (62,1 %), and 1 individual who did not want to indicate his/her gender (0,6 %). Most of the individuals in the sample are aged between 31-40 years old (63,8 %). 60,5% of the participants were married and 35,6% of them were single and %4 of those did not want to indicate their marital status. Only 6,8 % of the respondents had an elderly/sick person who they took care of at home. 49,2 % of the respondents has a master's degree and 23,7 % has a PhD degree. Only 2,3 % of the sample did not have a bachelor's degree. 87,6 % of the respondents were working as administrative staff, 8,5 % of them technical staff and 4 % of them was working at the managerial positions. Majority of the respondents (67,2 %) were working at their current job for less than 10 years. 63,3 % of the respondents indicated that they worked more than 40 hours a week. 50,3 % of the sample had at least one child and 49,7 % of them did not have any children. Sample characteristics are also represented at Table 3 in detail.

Table 3 Sample Characteristics

		Number	Percentage (%)
Gender	Woman	110	62,1
	Man	66	37,3
	Prefer not to answer	1	0,6
Age	20-30	21	11,9
	31-40	113	63,8
	41-50	35	19,8
	51-60	6	3,4
	60 and above	2	1,1
Marital Status	Married	107	60,5
	Single	63	35,6
	Prefer not to answer	7	4
Parental Status	Yes	89	50,3
	No	88	49,7
Number of Children	No children	88	49,7
	1	48	27,1
	2	36	20,3
	3	4	2,3
	4	1	0,6
Education Level	High school and below	1	0,6
	Associate Degree	3	1,7
	Bachelor's Degree	44	24,9
	Master's Degree	87	49,2
	PhD	42	23,7
Dependent at Home	Yes	12	6,8
	No	165	93,2
Current position	Managerial (Manager, head of department, coordinator, supervisor, etc.)	7	4
	Technical staff (IT, construction-maintenance, etc.)	15	8,5
	Administrative staff (experts, public officer, administrative assistant etc.)	155	87,6
Tenure at current job	5 years and less	53	29,9
	6-10 years	66	37,3
	11-15 years	31	17,5
	16-20 years	17	9,6
	20 years and more	10	5,6
Age of children	0-3 years	27	19,9
	4-6 years	32	23,5
	7-10 years	40	29,4
	11-14 years	17	12,5
	15-18 years	7	5,1
	19 years and more	13	9,6
Weekly workhours	20 hours and less	8	4,5
	20-25 hours	5	2,8
	25-30 hours	6	3,4
	30-35 hours	17	9,6
	35-40 hours	29	16,4
	40-45 hours	80	45,2
	45 hours and more	32	18,1

5.2.2. Results of the ANOVA Analysis

One-way ANOVA tests conducted on all variables, in order to assess significant variations that may exist among the groups.

Table 4 is representing the ANOVA analysis conducted to compare factor values across gender groups. Results suggest that there are no significant differences between gender groups for any of the variables.

Table 4 ANOVA According to Gender

		Sum of Squares	df	Mean Square	F	Sig.
AHW	Between Groups	1,608	2	,804	1,109	,332
	Within Groups	126,181	174	,725		
	Total	127,789	176			
EE	Between Groups	5,415	2	2,708	,951	,388
	Within Groups	495,370	174	2,847		
	Total	500,786	176			
SEG	Between Groups	1,820	2	,910	,742	,477
	Within Groups	213,278	174	1,226		
	Total	215,098	176			
WFC	Between Groups	4,230	2	2,115	1,988	,140
	Within Groups	185,089	174	1,064		
	Total	189,318	176			

The results of ANOVA analysis that is conducted to determine if there is a difference among age groups for the factors are represented at Table 5. The results of the ANOVA analysis revealed that there is only statistically significant difference among groups for segmentation preferences. In order to determine which age groups differ for segmentation preferences, Bonferroni post-hoc test was performed. Bonferroni post-hoc test results are displayed at Appendix. The test results indicated a statistically significant difference between the age groups of 31-40 and 41-50 ($p = 0.025$). Age group 31-40's segmentation preferences were found to be higher than age group 41-

50 showing that people who are between 31 and 40 prefer to separate their work and personal lives more than people who are between 41 and 50.

Table 5 ANOVA According to Age

		Sum of Squares	df	Mean Square	F	Sig.
AHW	Between Groups	1,444	4	,361	,492	,742
	Within Groups	126,345	172	,735		
	Total	127,789	176			
EE	Between Groups	13,616	4	3,404	1,202	,312
	Within Groups	487,170	172	2,832		
	Total	500,786	176			
SEG	Between Groups	13,460	4	3,365	2,870	,025
	Within Groups	201,638	172	1,172		
	Total	215,098	176			
WFC	Between Groups	8,017	4	2,004	1,901	,112
	Within Groups	181,302	172	1,054		
	Total	189,318	176			

The ANOVA results show that there are no statistically significant differences with respect to marital status for any of the variables. ANOVA results according to marital status is represented at Table 6.

Table 6 ANOVA According to Marital Status

		Sum of Squares	df	Mean Square	F	Sig.
SEG	Between Groups	,053	2	,027	,022	,979
	Within Groups	215,045	174	1,236		
	Total	215,098	176			
EE	Between Groups	11,148	2	5,574	1,981	,141
	Within Groups	489,638	174	2,814		
	Total	500,786	176			
AHW	Between Groups	,727	2	,363	,498	,609
	Within Groups	127,062	174	,730		
	Total	127,789	176			
WFC	Between Groups	1,319	2	,659	,610	,544
	Within Groups	188,000	174	1,080		
	Total	189,318	176			

Education levels of the respondents are listed under six groups; high school and below, associate degree, bachelor's degree, master's degree and PHD. ANOVA results which are presented at Table 7 indicates that there are no statistically significant difference among these groups.

Table 7 ANOVA According to Education Levels

		Sum of Squares	df	Mean Square	F	Sig.
EE	Between Groups	11,614	4	2,903	1,021	,398
	Within Groups	489,172	172	2,844		
	Total	500,786	176			
AHW	Between Groups	4,732	4	1,183	1,654	,163
	Within Groups	123,057	172	,715		
	Total	127,789	176			
SEG	Between Groups	7,664	4	1,916	1,589	,179
	Within Groups	207,434	172	1,206		
	Total	215,098	176			
WFC	Between Groups	5,262	4	1,316	1,229	,300
	Within Groups	184,056	172	1,070		
	Total	189,318	176			

The ANOVA analysis conducted to examine the presence of differences among groups based on current job positions for the factors resulted in the finding that there are statistically significant differences among groups for the factors of emotional exhaustion, AHW and WFC. ANOVA results according to current position is represented at Table 8.

The results of the Bonferroni post-hoc tests regarding group differences are provided at the Appendix. According to Bonferroni post-hoc test results no difference was found among groups for the emotional exhaustion factor.

On the other hand statistically significant difference was observed between the managerial and administrative staff groups for AHW ($p = 0.000$). People who are occupied at managerial position are more likely to work after hours than administrative stuff. This might be the result of responsibilities and workloads of the managers. To meet deadlines and fulfill their responsibilities, managers may choose to work after hours to ensure that important tasks are completed. Alternatively, they may feel pressure to go beyond to meet targets, achieve goals, and deliver

results or they may voluntarily choose to invest additional time after regular working hours to gain a competitive edge, pursue professional development opportunities, or advance their careers.

Similarly, a statistically significant difference was obtained between the managerial and administrative personnel groups for the WFC factor as well ($p = 0.016$). This finding suggests that people who are occupied at managerial position are more likely to experience WFC than administrative stuff. This might be the result of workload spill-over which can interfere with family time and create conflict between work and personal domains. Another reason can be role expectations and pressure to excel professionally which can lead to managers prioritizing work over family obligations. Moreover, people who work at the managerial positions may have limited flexibility in terms of work hours and scheduling. They may be required to attend meetings, handle emergencies, or make critical decisions outside of regular working hours more frequently than the other group. This lack of flexibility can make it difficult for managers to meet family commitments or engage in activities that promote work-life balance.

Table 8 ANOVA According to Current Position

		Sum of Squares	df	Mean Square	F	Sig.
EE	Between Groups	17,092	2	8,546	3,074	,049
	Within Groups	483,693	174	2,780		
	Total	500,786	176			
AHW	Between Groups	12,462	2	6,231	9,401	,000
	Within Groups	115,327	174	,663		
	Total	127,789	176			
SEG	Between Groups	,468	2	,234	,190	,827
	Within Groups	214,630	174	1,234		
	Total	215,098	176			
WFC	Between Groups	12,189	2	6,095	5,987	,003
	Within Groups	177,129	174	1,018		
	Total	189,318	176			

The ANOVA analysis performed to investigate the variations in factor values among groups based on tenure at the current workplace yielded the result that there is no statistically significant difference among the groups. The results are presented at Table 9.

Table 9 ANOVA According to Tenure

		Sum of Squares	df	Mean Square	F	Sig.
EE	Between Groups	7,150	4	1,787	,623	,647
	Within Groups	493,636	172	2,870		
	Total	500,786	176			
AHW	Between Groups	3,537	4	,884	1,224	,302
	Within Groups	124,252	172	,722		
	Total	127,789	176			
SEG	Between Groups	2,272	4	,568	,459	,766
	Within Groups	212,827	172	1,237		
	Total	215,098	176			
WFC	Between Groups	1,946	4	,486	,447	,775
	Within Groups	187,372	172	1,089		
	Total	189,318	176			

The ANOVA analysis conducted to examine the differences in factor values among groups based on weekly working hours resulted in the not surprising finding that there is statistically significant difference among groups for emotional exhaustion, AHW and WFC. ANOVA results according to weekly working hours are represented at Table 10.

The results of the Bonferroni post-hoc tests regarding which groups differ for the respective factors are listed at the Appendix. According to the results, no difference was found among groups for the factor emotional exhaustion.

For AHW, statistically significant differences were observed between working 45 hours or more per week and all other groups, except the group working 25-30 hours per week. We can posthoc conclude that people who are working more than 45 hours in a week are more likely to perform AHW than other employees, except employees who are working between 25-30 hours per week. A heavy weekly workload can result in a lack of sufficient time to complete all tasks within regular working hours. This can be due to an increased volume of work, tight deadlines, or

unexpected disruptions. As a result, individuals may need to work after hours to catch up on unfinished tasks or meet deadlines.

Similarly, for WFC, statistically significant differences were observed between working 45 hours or more per week and all other groups, except groups working 20-25 hours and 25-30 hours per week. People who are working more than 45 hours in a week are more likely to experience WFC than other employees, except employees who are working 20-30 hours per week. The requirements of heavy workload such as time and energy investment for work might leave employees with limited resources to fulfill their family obligations or engage in personal activities. The time and energy devoted to work can encroach upon the time and energy needed for family-related responsibilities, leading to conflicts and challenges in balancing work and family life. Furthermore, managing a demanding workload can result in role strain, where individuals struggle to meet the expectations and demands of both their work and family roles. Conflicting expectations, such as working long hours versus being present for family events, can create tension and conflict, leading to WFC.

Table 10 ANOVA According to Weekly Working Hours

		Sum of Squares	Df	Mean Square	F	Sig.
EE	Between Groups	46,157	6	7,693	2,877	,011
	Within Groups	454,628	170	2,674		
	Total	500,786	176			
AHW	Between Groups	24,303	6	4,050	6,654	,000
	Within Groups	103,486	170	,609		
	Total	127,789	176			
SEG	Between Groups	10,115	6	1,686	1,398	,218
	Within Groups	204,983	170	1,206		
	Total	215,098	176			
WFC	Between Groups	27,349	6	4,558	4,784	,000
	Within Groups	161,970	170	,953		
	Total	189,318	176			

The ANOVA analysis conducted for the factors based on the status of having children and represented at Table 11. The results indicate that there is a statistically significant difference among groups only for emotional exhaustion. Since there are only two groups under status of having children (yes and no), Bonferroni post-hoc tests could not be conducted instead mean comparison is used to compare differences. According to mean comparisons showed at Table 12 people who have children are less likely to experience emotional exhaustion than people are who does not have children.

Table 11 ANOVA According to Parental Status

		Sum of Squares	Df	Mean Square	F	Sig.
EE	Between Groups	13,778	1	13,778	4,951	,027
	Within Groups	487,008	175	2,783		
	Total	500,786	176			
AHW	Between Groups	,588	1	,588	,809	,370
	Within Groups	127,201	175	,727		
	Total	127,789	176			
SEG	Between Groups	1,237	1	1,237	1,012	,316
	Within Groups	213,862	175	1,222		
	Total	215,098	176			
WFC	Between Groups	,002	1	,002	,002	,964
	Within Groups	189,316	175	1,082		
	Total	189,318	176			

Table 12 Mean Comparison for EE According to Parental Status

Parental Status	Mean	N	Std. Deviation
Yes	3,5493	89	1,71531
No	4,1073	88	1,61916
Total	3,8267	177	1,68682

Table 13 Descriptive Statistics and Pearson's correlations

		Mean	SD	1	2	3	4	5	6	7	8	9	10	11	12	13	14
1	Age	-	-	1													
2	Gender	-	-	-0,005	1												
3	Marital Status	-	-	-,287**	0,008	1											
4	Parental Status	-	-	-,437**	0,118	,569**	1										
5	Number of Children	-	-	,377**	0,101	-0,141	-	1									
6	Education Level	-	-	-0,051	-0,143	,151*	0,138	-0,044	1								
7	Dependent at Home	-	-	0,068	-0,018	-0,110	-0,091	0,010	0,094	1							
8	Position	-	-	0,011	0,040	0,053	-0,088	0,007	-0,054	0,061	1						
9	Tenure at Current Job	-	-	,673**	0,028	-,279**	-,285**	,229*	-0,136	-0,023	-0,059	1					
10	Weekly Workhour	-	-	-0,070	0,052	-0,064	0,062	0,059	,279**	0,129	-,161*	-0,033	1				
11	AHW	3,20	0,85	0,026	0,087	-0,019	0,068	0,052	,179*	0,065	-,281**	0,045	,356**	1			
12	Segmentation preferences	6,29	1,11	-,148*	0,088	-0,003	0,076	-0,081	-0,050	-0,045	-0,038	-0,059	0,143	-0,081	1		
13	WFC	3,02	1,04	-0,001	-0,003	-0,070	0,003	-0,077	0,095	-0,016	-,198**	0,009	,264**	,491**	0,113	1	
14	Emotional Exhaustion	3,83	1,69	-0,038	0,043	0,029	,166*	-0,067	0,028	0,038	-0,097	0,014	,199**	,389**	,158*	,620**	1

* p < .05
** p < .01

Note: Age was coded as 1=20-30, 2=31-40, 3=41-50, 4=41-50, 5=51-60, 6= above 60; Gender was coded 1=female, 2=male; Marital Status was coded 1=single, 2=married, 3= other; Parental Status was coded 1=Yes 2=No; Number of Children is coded as 1=1, 2=2, 3=3, 4=4; Education Level was coded as 1= High school degree and below, 2= Associated degree, 3= Bachelor degree, 4= Master degree, 5= PHD; Dependent at Home was coded 1=Yes 2=No; Position was coded 1=manager, 2=other positions, Tenure at Current Job was coded as 1= 5 years and below, 2= 6-10 years, 3= 11-15 years, 4=16-20 years, 5= 20 years and above; Weekly Workhour was coded 1=20 hours and below, 2=20-25 hours, 3=25-30 hours, 4=30-35 hours, 5=35-40 hours, 6=40-45 hours, 7=45 hours and above

5.3. Hypothesis Testing

Correlation analyses are performed to explore the associations between the potential control variables and dependent variables which are represented at Table 13. Since only position is related to independent and dependent variables, it is used as control variable in the analysis.

Hypothesis 1a states that increased AHW is associated with higher levels of emotional exhaustion. In order to test this hypothesis, hierarchical regression analysis is done by controlling for position thus entering first position and then AHW as independent variables and emotional exhaustion as dependent variable. The results of regression analysis are represented at Table 14. There is supporting evidence of an association between AHW and emotional exhaustion with significance (p: 0,000). It implies that AHW has a meaningful impact on the level of emotional exhaustion experienced by individuals in present study supporting our first hypothesis.

Table 14 Regression Analysis Results for Hypothesis 1a

		B	β	Sig.	%95 CI		R^2	ΔR^2	ΔF	Sig. Change
Model 1							0,010		1,679	0,197
	Constant	5,476		0,000	2,952	8,001				
	Position	-0,841	-0,097	0,197	-2,123	0,44				
Model 2							0,152	0,142	29,152	0,000
	Constant	1,116		0,438	-1,718	3,95				
	Position	0,112	0,013	0,859	-1,127	1,351				
	AHW	0,778	0,393	0,000	0,493	1,062				

Dependent Variable: EE

Hypothesis 1b stated that the relationship between AHW and emotional exhaustion is moderated by segmentation preferences, such that individuals with high segmentation preferences will experience more emotional exhaustion due to AHW compared to those with low segmentation preferences. Since centering variables is one approach that is widely used to mitigate potential issues related to collinearity in moderation analysis, AHW and segmentation variables are centered by subtracting the means of the variables from actual variables. Later, interaction term is calculated by multiplying centered AHW and centered segmentation preferences variables. Hierarchical regression analysis is conducted in order to see the moderation effect of the segmentation preferences as moderator. The results of hierarchical regression analysis while position is

controlled for are represented at Table 15. Since the coefficient of interaction term is not significant (p: 0,357) it can be interpreted as segmentation preferences does not have any impact on the relationship between AHW and emotional exhaustion, resulting to the rejection of Hypothesis 1b.

Table 15 Regression Analysis Results for Hypothesis 1b

		B	β	Sig.	%95 CI		R^2	ΔR^2	ΔF	Sig. Change
Model 1							0,010	0,010	1,679	0,197
	Constant	5,476		0,000	2,952	8,001				
	Position	-0,841	-0,097	0,197	-2,123	0,440				
Model 2							0,188	0,179	19,042	0,000
	Constant	3,393		0,006	0,993	5,792				
	Position	0,221	0,026	0,720	-0,997	1,440				
	AHW	0,816	0,412	0,000	0,535	1,096				
	SEG	0,293	0,192	0,006	0,086	0,501				
Model 3							0,192	0,004	0,851	0,357
	Constant	3,409		0,006	1,008	5,810				
	Position	0,208	0,024	0,736	-1,011	1,428				
	AHW	0,831	0,42	0,000	0,549	1,114				
	SEG	0,33	0,217	0,004	0,108	0,552				
	AHWxSEG	-0,117	-0,068	0,357	-0,369	0,134				

Dependent Variable: EE

Same analysis repeated by using Hayes PROCESS. The output of Hayes PROCESS is displayed at Table 16. The results of Hayes PROCESS confirm the results we obtained through hierarchical regression analysis.

Table 16 Hayes PROCESS Output for Hypothesis 1b

OUTCOME VARIABLE:
EE

Model Summary

R	R-sq	MSE	F	df1	df2	p
,438	,192	2,352	10,232	4,000	172,000	,000

Model

	coeff	se	t	p	LLCI	ULCI
constant	3,409	1,216	2,803	,006	1,008	5,810
AHW	,831	,143	5,812	,000	,549	1,114
SEG	,330	,113	2,936	,004	,108	,552
Int	-,117	,127	-,923	,357	-,369	,134
Position	,208	,618	,337	,736	-1,011	1,428

Product terms key:
Int : AHW x SEG

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	,004	,851	1,000	172,000	,357

Focal predict: AHW (X)
Mod var: SEG (W)

Hypothesis 2a suggests that there is a positive relationship between increased AHW and higher levels of WFC. To investigate this hypothesis, a regression analysis was conducted with WFC as the dependent variable and AHW as the independent variable while controlling for position. The results revealed a significant correlation between AHW and WFC ($p \leq 0.000$). This finding indicates that AHW has a meaningful influence on the extent of WFC experienced by participants of the current study. The results of regression analysis are represented at Table 17.

Table 17 Regression Analysis Results for Hypothesis 2a

		B	β	Sig.	%95 CI		R^2	ΔR^2	ΔF	Sig. Change
Model 1							0,039	0,039	7,111	0,008
	Constant	5,077		0,000	3,548	6,606				
	Position	-1,049	-0,198	0,008	-1,825	-0,272				
Model 2							0,245	0,206	47,545	0,000
	Constant	1,848		0,028	0,204	3,491				
	Position	-0,342	-0,065	0,348	-1,061	0,376				
	AHW	0,576	0,473	0,000	0,411	0,741				

Dependent Variable: WFC

Hypothesis 2b proposed that the impact of AHW on WFC is influenced by individuals' segmentation preferences. Specifically, it predicted that individuals with high segmentation preferences would experience more WFC as due to AHW compared to those with low segmentation preferences. Since the collinearity and causality is tested and interaction term was already calculated for Hypothesis 1b, hierarchical regression analysis was conducted in order to test the moderation effect of the segmentation preferences while controlling for position. Results of hierarchical regression analysis are represented at Table 18. Since the coefficient of interaction term was not significant (p= 0,612) it is concluded that segmentation preferences does not have any impact on the relationship between AHW and WFC as well, resulting to the rejection of Hypothesis 2b.

Table 18 Regression Analysis Results for Hypothesis 2b

		B	β	Sig.	%95 CI		R^2	ΔR^2	ΔF	Sig. Change
Model 1							0,039	0,039	7,111	0,008
	Constant	5,077		0,000	3,548	6,606				
	Position	-1,049	-0,198	0,008	-1,825	-0,272				
Model 2							0,268	0,229	27,021	0,000
	Constant	3,589		0,000	2,188	4,99				
	Position	-0,29	-0,055	0,423	-1,001	0,422				
	AHW	0,594	0,488	0,000	0,431	0,758				
	SEG	0,141	0,151	0,022	0,02	0,263				
Model 3							0,269	0,001	0,259	0,612
	Constant	3,584		0,000	2,18	4,988				
	Position	-0,285	-0,054	0,431	-0,999	0,428				
	AHW	0,589	0,484	0,000	0,424	0,754				
	SEG	0,13	0,138	0,051	0	0,259				
	AHWxSEG	0,038	0,036	0,612	-0,109	0,185				

Dependent Variable: WFC

After performing the same analysis using Hayes PROCESS, the results are presented in Table 19. These results align with the findings from the hierarchical regression analysis, indicating a confirmation of the earlier results.

Table 19 Hayes PROCESS Output for Hypothesis 2b

OUTCOME VARIABLE:
WFC

Model Summary

R	R-sq	MSE	F	df1	df2	p
,519	,269	,805	15,814	4,000	172,000	,000

Model

	coeff	se	t	p	LLCI	ULCI
constant	3,584	,711	5,037	,000	2,180	4,988
AHW	,589	,084	7,040	,000	,424	,754
SEG	,130	,066	1,968	,051	,000	,259
Int	,038	,074	,509	,612	-,109	,185
Position	-,285	,361	-,790	,431	-,999	,428

Product terms key:
Int : AHW x SEG

Test(s) of highest order unconditional interaction(s):

	R2-chng	F	df1	df2	p
X*W	,001	,259	1,000	172,000	,612

Focal predict: AHW (X)
Mod var: SEG (W)

The last hypothesis, Hypothesis 3 states that the relationship between AHW and emotional exhaustion is mediated by WFC. This means that higher levels of AHW are associated with increased WFC, which, in turn, is associated with higher levels of emotional exhaustion. Mediation analyses are conducted following Baron& Kenny's (1986) suggestions. Since effect of AHW on emotional exhaustion and work family conflict are tested for Hypothesis 1a and 2a these steps are skipped. In order to test the mediating role of WFC, WFC is added to the regression model as an additional independent variable with AHW while position is controlled. At this stage the effect of AHW on emotional exhaustion, which was statistically significant (p: 0,000) at the previous stage has disappeared (p: 0,077) and coefficients decreased as to be expected in the mediator analysis (Baron& Kenny, 1986). The results of regression analysis are represented at Table 20.

Table 20 Regression Analysis Results for Hypothesis 3

		B	β	Sig.	%95 CI		R^2	ΔR^2	ΔF	Sig. Change
Model 1							0,010	0,010	1,679	0,197
	Constant	5,476		0,000	2,952	8,001				
	Position	-0,841	-0,097	0,197	-2,123	0,44				
Model 2							0,152	0,142	29,152	0,000
	Constant	1,116		0,438	-1,718	3,95				
	Position	0,112	0,013	0,859	-1,127	1,351				
	AHW	0,778	0,393	0,000	0,493	1,062				
Model 3							0,396	0,244	69,828	0,000
	Constant	-0,593		0,631	-3,025	1,84				
	Position	0,429	0,05	0,422	-0,623	1,481				
	AHW	0,245	0,124	0,077	-0,026	0,517				
	WFC	0,925	0,569	0,000	0,706	1,143				

Dependent Variable: EE

Findings supported the mediating role of WFC between AHW and emotional exhaustion. Since the relationship between AHW and emotional exhaustion is statistically insignificant (p: 0,077) when WFC entered the model, we can say the mediation effect is full mediation. The mediation model is represented at Figure 2.

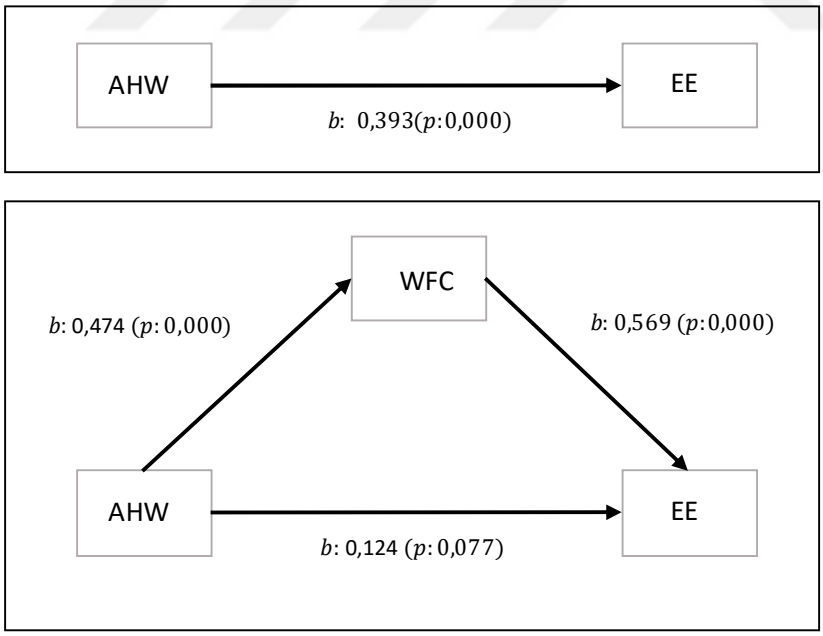

Figure 2 Mediation Model for Hypothesis 3

The analysis conducted using Hayes PROCESS yielded results that are consistent with the findings obtained from the hierarchical regression analysis. The results displayed in Table 21 provide further support and validation for the earlier results obtained.

Table 21 Hayes PROCESS Output for Mediation

TOTAL, DIRECT, AND INDIRECT EFFECTS AHW ON EE

Total effect of AHW on EE

Effect	se	t	p	LLCI	ULCI	c_cs
,778	,144	5,399	,000	,493	1,062	,393

Direct effect of AHW on EE

Effect	se	t	p	LLCI	ULCI	c'_cs
,245	,138	1,782	,077	-,026	,517	,124

Indirect effect(s) of AHW on EE:

	Effect	BootSE	BootLLCI	BootULCI
WFC	,533	,107	,342	,762

Completely standardized indirect effect(s) of X on Y:

	Effect	BootSE	BootLLCI	BootULCI
WFC	,269	,051	,176	,375

6. CONCLUSION AND DISCUSSION

In this study the well-being consequences of AHW are investigated. The first two hypotheses focused on the role of AHW on WFC and emotional exhaustion whereas segmentation preferences of the employees were expected to moderate these relationships. Furthermore, WFC is examined as a mediator between AHW and emotional exhaustion. Results found support for the Hypothesis 1a, which stated that increased AHW is associated with higher levels of emotional exhaustion. Also, Hypothesis 2a is supported, showing there is meaningful association between AHW and WFC. On the other hand, when moderation effect of segmentation preferences was tested for the relationships proposed with Hypothesis 1a and Hypothesis 2a there was no significant moderation effect. Thus, Hypothesis 1b and Hypothesis 2b are rejected. Hypothesis 3 tested mediating role of WFC between AHW and emotional exhaustion and revealed that WFC fully mediates the relationship. The results of all hypothesis is shown at Figure 3.

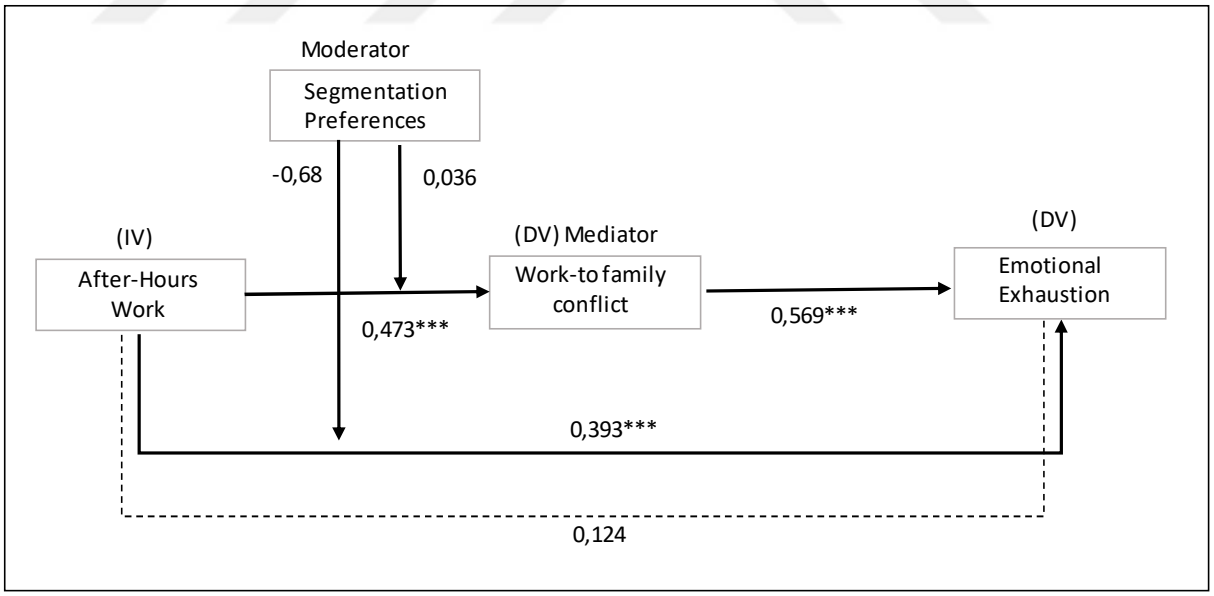

Figure 3 Results for Hypotheses

The regression analysis conducted in order to test Hypothesis 1a revealed that, there is statistically significant relationship between AHW and emotional exhaustion. In other words, we can conclude that AHW is a source of emotional exhaustion. The results are in the same direction with previous studies (Dettmers, 2017; Thörel et al., 2020).

Similar to mainstream literature it is observed that AHW can have detrimental effects on employee well-being among Turkish employees, particularly in the form of emotional exhaustion. This finding leads to new questions about mechanisms within this relationship, because only when we can understand them, preventive strategies can be designed for and by organizations, which strive for healthier work environments.

For example, in order to prevent the negative effects of the AHW on emotional exhaustion, organizations could emphasize the importance of work-life balance and establish policies that support employees in maintaining a healthy equilibrium between their work and personal lives. This can include implementing flexible work-hours, promoting realistic workload expectations, and encouraging time off and relaxation (Greenhaus et al., 2003).

In addition, setting boundaries regarding AHW can help mitigate emotional exhaustion. Although the results of testing Hypothesis 1b showed no moderation effect of segmentation preferences for the present study there are studies that support the moderating effect of segmentation preferences between AHW and emotional exhaustion. In this respect, Xie et al. (2018) and Thörel et al. (2020) found significant evidence for the moderating effect of segmentation preferences when studying the relationship between AHW and emotional exhaustion. Organizations should clearly define the expectations regarding after-hours availability and ensure that employees are not overwhelmed with excessive work demands outside of regular working hours (Mellner, 2016). Also, organizations could offer resources and support to employees to cope with the potential stress and demands of AHW. This can include providing access to counseling services, stress management programs, and training on effective time management and work prioritization (Nieuwenhuijsen et al., 2010). Additionally, creating a positive work environment that values employee well-being can significantly reduce emotional exhaustion. Encouraging teamwork, promoting social support networks and recognizing and rewarding employees' efforts can enhance job satisfaction and mitigate the negative effects of AHW (Bakker et al., 2008).

Hypothesis 2a explored the relationship between AHW and WFC and a statistically significant relationship is found, meaning that AHW predicts WFC. The results are consistent with those from

the other studies. In fact researches on WFC have consistently shown a positive association between AHW and WFC (e.g., Allen et al., 2000; Amstad et al., 2011; Boswell & Olson-Buchanan, 2007).

Since WFC negatively affects employee well-being by straining employees' ability to balance their work and personal lives effectively, organizations need to design and implement preventive strategies. As a remedy, organizations could encourage employees to establish clear boundaries between work and personal domains. Although, segmentation preferences were found to be nonsignificant as a moderator for the relationship between AHW and WFC in the present study, it should be noted that there are studies that support its moderating effect. For example; Fenner & Renn (2004) and Derks et al. (2016) found that segmentation preferences significantly moderate the relationship between AHW and WFC.

In addition, organizations should set expectations regarding after-hours availability, avoiding unnecessary intrusions during non-working hours, and promoting a culture that values work-life balance (Kossek et al., 2012; ten Brummelhuis & Bakker, 2012).

Moreover, offering flexible work arrangements such as remote work or modifiable work hours can empower workers to arrange their work and family responsibilities more effectively. By providing autonomy over their working hours, employees can reduce WFC and achieve a better balance (Allen et al., 2013; Hill et al., 2010). Also, managers play a crucial role in mitigating WFC. Training managers on supportive practices, such as monitoring workload, encouraging open communication, and respecting employees' personal time, can create a supportive work environment that promotes work-life balance (Eby et al., 2005; Hammer et al., 2009). Lastly, organizations could cultivate a culture that respects employees' personal time and encourages time off for family activities. This can include implementing policies that discourage after-hours emails or meetings, promoting the use of vacation days, and recognizing the importance of work-life balance (Clark, 2001; Shockley et al., 2017).

Hypothesis 3 tested the mediating role of WFC in the relationship of AHW with emotional exhaustion. The findings indicate that WFC serves as a full mediator of this relationship by suggesting that AHW can be a source of WFC, which, in turn, contributes to higher levels of emotional exhaustion. In the light of this information, it is strongly suggested that organizations should give more importance to the work-life balance of the employees and create a supportive work environment that recognizes the importance of work-life balance and help employees

effectively manage work-related demands and family responsibilities in order to ensure employee well-being.

6.1. Limitations of the Study

Although this study has potentially contributed to the topic of AHW and employee well-being literature, the findings should be evaluated with the following limitations in mind. Nevertheless, future studies can address these limitations to enhance the robustness and generalizability of the research in this field.

The first limitation of the study is cross-sectional design. Cross-sectional design enables collecting data at a single point in time and limits the ability to establish causality or make inferences about temporal relationships.

The second limitation is the sampling method. Because of the time and budget constraints, the sample selected with convenience sampling method. Using a non-random sampling method does not provide every individual in the target population with a known chance of being included in the study which can introduce bias and limit the generalizability of the findings. The outcomes might not be representative of the broader population or other organizations since the sample may not accurately mirror the characteristics of the entire target population.

The third limitation is that the research was conducted in a single organization, which can hinder the generalizability of the findings. The results obtained from a single organization may not be applicable to other organizations due to differences in organizational culture, work policies, and employee demographics. The present study was confined to a single organization and the unique characteristics that is the culture and context of this specific organization might be the reasons for obtaining different results from the literature with respect to the absence of moderating effects of the segmentation. It was also observed that the variance of the moderator variable was low and this might be the reason why moderator effect could not be found. In addition, the research was conducted with a relatively small sample size of 177 participants. As a result, the statistical power to detect small effect sizes or subtle relationships between variables may be limited. Larger sample sizes and the inclusion of more diverse organizational settings in study can enhance the ability to apply the findings of the current study to a broader population.

The fourth limitation is that the study used self-report measures. Self-report measures rely on participants' subjective responses, which can be influenced by various factors such as social desirability bias, memory recall errors, or individual interpretation of the questions. This can introduce measurement errors and affect the reliability and validity of the data collected.

The last limitation of the study is the frequency-based assessment of AHW instead of an operationalization consisting of exact measurement of overall time dedication. By only asking participants about the frequency of their AHW, rather than capturing the exact time dedicated to AHW, we might have missed some portion of the information. The overall time spent for AHW can have significant implications for various outcomes such as work-life balance, productivity and well-being. Focusing solely on frequency may not provide a comprehensive understanding of the relationship between AHW and its effects on well-being outcomes. It is hoped that future studies will address these limitations in the quest to produce more knowledge in the topic.

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APPENDIX

1. Bonferroni Post-Hoc Tests

1.a. Differences among age groups

Multiple Comparisons

Dependent Variable: SEG4X

Bonferroni

(I) Lütfen yaşınızı belirtiniz.	(J) Lütfen yaşınızı belirtiniz.	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
20-30	31-40	-,25032	,25729	1,000	-,9820	,4813
	41-50	,35714	,29886	1,000	-,4927	1,2070
	51-60	-,11905	,50121	1,000	-1,5443	1,3062
	60 ve üzeri	1,21429	,80124	1,000	-1,0642	3,4928
31-40	20-30	,25032	,25729	1,000	-,4813	,9820
	41-50	,60746*	,20945	,042	,0118	1,2031
	51-60	,13127	,45361	1,000	-1,1587	1,4212
	60 ve üzeri	1,46460	,77235	,596	-,7317	3,6609
41-50	20-30	-,35714	,29886	1,000	-1,2070	,4927
	31-40	-,60746*	,20945	,042	-1,2031	-,0118
	51-60	-,47619	,47841	1,000	-1,8367	,8843
	60 ve üzeri	,85714	,78718	1,000	-1,3814	3,0956
51-60	20-30	,11905	,50121	1,000	-1,3062	1,5443
	31-40	-,13127	,45361	1,000	-1,4212	1,1587
	41-50	,47619	,47841	1,000	-,8843	1,8367
	60 ve üzeri	1,33333	,88405	1,000	-1,1806	3,8473
60 ve üzeri	20-30	-1,21429	,80124	1,000	-3,4928	1,0642
	31-40	-1,46460	,77235	,596	-3,6609	,7317
	41-50	-,85714	,78718	1,000	-3,0956	1,3814
	51-60	-1,33333	,88405	1,000	-3,8473	1,1806

*. The mean difference is significant at the 0.05 level.

1.b. Differences among current position

Multiple Comparisons

Bonferroni

Dependent Variable	(I) Lütfen çalıştığınız pozisyonunuzu belirtiniz.	(J) Lütfen çalıştığınız pozisyonunuzu belirtiniz.	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
EE9X	Yönetici (Müdür, daire başkanı, koordinatör, süpervizör vb.)	Teknik personel (bilgi işlem, yapım-bakım vb.)	-,02434	,76318	1,000	-1,8692	1,8205
		İdari personel (uzman, memur vb.)	,92524	,64425	,458	-,6321	2,4826
	Teknik personel (bilgi işlem, yapım-bakım vb.)	Yönetici (Müdür, daire başkanı, koordinatör, süpervizör vb.)	,02434	,76318	1,000	-1,8205	1,8692
		İdari personel (uzman, memur vb.)	,94958	,45084	,110	-,1403	2,0394
	İdari personel (uzman, memur vb.)	Yönetici (Müdür, daire başkanı, koordinatör, süpervizör vb.)	-,92524	,64425	,458	-2,4826	,6321
		Teknik personel (bilgi işlem, yapım-bakım vb.)	-,94958	,45084	,110	-2,0394	,1403
AHW 3X	Yönetici (Müdür, daire başkanı, koordinatör, süpervizör vb.)	Teknik personel (bilgi işlem, yapım-bakım vb.)	,84762	,37266	,072	-,0532	1,7485
		İdari personel (uzman, memur vb.)	1,26267*	,31458	,000	,5022	2,0231
	Teknik personel (bilgi işlem, yapım-bakım vb.)	Yönetici (Müdür, daire başkanı, koordinatör, süpervizör vb.)	-,84762	,37266	,072	-1,7485	,0532
		İdari personel (uzman, memur vb.)	,41505	,22014	,183	-,1171	,9472

	İdari personel (uzman, memur vb.)	Yönetici (Müdür, daire başkanı, koordinatör, süpervizör vb.)	-1,26267*	,31458	,000	-2,0231	-,5022
		Teknik personel (bilgi işlem, yapım-bakım vb.)	-,41505	,22014	,183	-,9472	,1171
WFC5X	Yönetici (Müdür, daire başkanı, koordinatör, süpervizör vb.)	Teknik personel (bilgi işlem, yapım-bakım vb.)	,50857	,46184	,817	-,6078	1,6250
		İdari personel (uzman, memur vb.)	1,10083*	,38986	,016	,1584	2,0433
	Teknik personel (bilgi işlem, yapım-bakım vb.)	Yönetici (Müdür, daire başkanı, koordinatör, süpervizör vb.)	-,50857	,46184	,817	-1,6250	,6078
		İdari personel (uzman, memur vb.)	,59226	,27282	,094	-,0673	1,2518
	İdari personel (uzman, memur vb.)	Yönetici (Müdür, daire başkanı, koordinatör, süpervizör vb.)	-1,10083*	,38986	,016	-2,0433	-,1584
		Teknik personel (bilgi işlem, yapım-bakım vb.)	-,59226	,27282	,094	-1,2518	,0673

*. The mean difference is significant at the 0.05 level.

1.c. Differences among weekly work load

Dependent Variable	(I) Haftalık çalışma süreniz nedir? (Lütfen iş yerinde bulunduğunuz saatleri değil, aktif olarak çalıştığınız saatleri düşünerek cevap veriniz)	(J) Haftalık çalışma süreniz nedir? (Lütfen iş yerinde bulunduğunuz saatleri değil, aktif olarak çalıştığınız saatleri düşünerek cevap veriniz)	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
EE9X	20 saat ve altı	20-25 saat	-1,81389	,93228	1,000	-4,6894	1,0616
		25-30 saat	-,38426	,88318	1,000	-3,1083	2,3398
		30-35 saat	-,77206	,70114	1,000	-2,9347	1,3905
		35-40 saat	-,71504	,65307	1,000	-2,7294	1,2993
		40-45 saat	-,99861	,60639	1,000	-2,8690	,8718
		45 saat ve üzeri	-1,96875	,64642	,057	-3,9626	,0251
	20-25 saat	20 saat ve altı	1,81389	,93228	1,000	-1,0616	4,6894
		25-30 saat	1,42963	,99024	1,000	-1,6247	4,4839
		30-35 saat	1,04183	,83197	1,000	-1,5243	3,6080
		35-40 saat	1,09885	,79188	1,000	-1,3436	3,5413
		40-45 saat	,81528	,75385	1,000	-1,5099	3,1405
		45 saat ve üzeri	-,15486	,78640	1,000	-2,5805	2,2707
	25-30 saat	20 saat ve altı	,38426	,88318	1,000	-2,3398	3,1083
		20-25 saat	-1,42963	,99024	1,000	-4,4839	1,6247
		30-35 saat	-,38780	,77655	1,000	-2,7830	2,0074
		35-40 saat	-,33078	,73344	1,000	-2,5930	1,9314
		40-45 saat	-,61435	,69220	1,000	-2,7494	1,5207
		45 saat ve üzeri	-1,58449	,72752	,647	-3,8285	,6595
	30-35 saat	20 saat ve altı	,77206	,70114	1,000	-1,3905	2,9347
		20-25 saat	-1,04183	,83197	1,000	-3,6080	1,5243
		25-30 saat	,38780	,77655	1,000	-2,0074	2,7830
		35-40 saat	,05702	,49953	1,000	-1,4837	1,5978
		40-45 saat	-,22655	,43674	1,000	-1,5736	1,1205
		45 saat ve üzeri	-1,19669	,49080	,332	-2,7105	,3171

Dependent Variable	(I) Haftalık çalışma süreniz nedir? (Lütfen iş yerinde bulunduğunuz saatleri değil, aktif olarak çalıştığınız saatleri düşünerek cevap veriniz)	(J) Haftalık çalışma süreniz nedir? (Lütfen iş yerinde bulunduğunuz saatleri değil, aktif olarak çalıştığınız saatleri düşünerek cevap veriniz)	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
	35-40 saat	20 saat ve altı	,71504	,65307	1,000	-1,2993	2,7294
		20-25 saat	-1,09885	,79188	1,000	-3,5413	1,3436
		25-30 saat	,33078	,73344	1,000	-1,9314	2,5930
		30-35 saat	-,05702	,49953	1,000	-1,5978	1,4837
		40-45 saat	-,28357	,35446	1,000	-1,3769	,8097
		45 saat ve üzeri	-1,25371	,41927	,067	-2,5469	,0395
	40-45 saat	20 saat ve altı	,99861	,60639	1,000	-,8718	2,8690
		20-25 saat	-,81528	,75385	1,000	-3,1405	1,5099
		25-30 saat	,61435	,69220	1,000	-1,5207	2,7494
		30-35 saat	,22655	,43674	1,000	-1,1205	1,5736
		35-40 saat	,28357	,35446	1,000	-,8097	1,3769
		45 saat ve üzeri	-,97014	,34205	,108	-2,0252	,0849
	45 saat ve üzeri	20 saat ve altı	1,96875	,64642	,057	-,0251	3,9626
		20-25 saat	,15486	,78640	1,000	-2,2707	2,5805
		25-30 saat	1,58449	,72752	,647	-,6595	3,8285
		30-35 saat	1,19669	,49080	,332	-,3171	2,7105
		35-40 saat	1,25371	,41927	,067	-,0395	2,5469
		40-45 saat	,97014	,34205	,108	-,0849	2,0252
AHW 3X	20 saat ve altı	20-25 saat	,52500	,44479	1,000	-,8469	1,8969
		25-30 saat	-,09722	,42137	1,000	-1,3969	1,2024
		30-35 saat	-,11029	,33452	1,000	-1,1421	,9215
		35-40 saat	-,15086	,31158	1,000	-1,1119	,8102
		40-45 saat	-,42500	,28931	1,000	-1,3174	,4674
		45 saat ve üzeri	-1,08333*	,30841	,012	-2,0346	-,1321
	20-25 saat	20 saat ve altı	-,52500	,44479	1,000	-1,8969	,8469
		25-30 saat	-,62222	,47245	1,000	-2,0794	,8350
		30-35 saat	-,63529	,39693	1,000	-1,8596	,5890
		35-40 saat	-,67586	,37781	1,000	-1,8412	,4895

Dependent Variable	(I) Haftalık çalışma süreniz nedir? (Lütfen iş yerinde bulunduğunuz saatleri değil, aktif olarak çalıştığınız saatleri düşünerek cevap veriniz)	(J) Haftalık çalışma süreniz nedir? (Lütfen iş yerinde bulunduğunuz saatleri değil, aktif olarak çalıştığınız saatleri düşünerek cevap veriniz)	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
		40-45 saat	-,95000	,35966	,190	-2,0594	,1594
		45 saat ve üzeri	-1,60833*	,37520	,001	-2,7656	-,4511
	25-30 saat	20 saat ve altı	,09722	,42137	1,000	-1,2024	1,3969
		20-25 saat	,62222	,47245	1,000	-,8350	2,0794
		30-35 saat	-,01307	,37049	1,000	-1,1558	1,1297
		35-40 saat	-,05364	,34993	1,000	-1,1330	1,0257
		40-45 saat	-,32778	,33025	1,000	-1,3464	,6909
		45 saat ve üzeri	-,98611	,34710	,106	-2,0567	,0845
	30-35 saat	20 saat ve altı	,11029	,33452	1,000	-,9215	1,1421
		20-25 saat	,63529	,39693	1,000	-,5890	1,8596
		25-30 saat	,01307	,37049	1,000	-1,1297	1,1558
		35-40 saat	-,04057	,23833	1,000	-,7757	,6945
		40-45 saat	-,31471	,20837	1,000	-,9574	,3280
		45 saat ve üzeri	-,97304*	,23416	,001	-1,6953	-,2508
	35-40 saat	20 saat ve altı	,15086	,31158	1,000	-,8102	1,1119
		20-25 saat	,67586	,37781	1,000	-,4895	1,8412
		25-30 saat	,05364	,34993	1,000	-1,0257	1,1330
		30-35 saat	,04057	,23833	1,000	-,6945	,7757
		40-45 saat	-,27414	,16912	1,000	-,7958	,2475
		45 saat ve üzeri	-,93247*	,20004	,000	-1,5495	-,3155
	40-45 saat	20 saat ve altı	,42500	,28931	1,000	-,4674	1,3174
		20-25 saat	,95000	,35966	,190	-,1594	2,0594
		25-30 saat	,32778	,33025	1,000	-,6909	1,3464
		30-35 saat	,31471	,20837	1,000	-,3280	,9574
		35-40 saat	,27414	,16912	1,000	-,2475	,7958
		45 saat ve üzeri	-,65833*	,16319	,002	-1,1617	-,1550
	45 saat ve üzeri	20 saat ve altı	1,08333*	,30841	,012	,1321	2,0346
		20-25 saat	1,60833*	,37520	,001	,4511	2,7656
		25-30 saat	,98611	,34710	,106	-,0845	2,0567

Dependent Variable	(I) Haftalık çalışma süreniz nedir? (Lütfen iş yerinde bulunduğunuz saatleri değil, aktif olarak çalıştığınız saatleri düşünerek cevap veriniz)	(J) Haftalık çalışma süreniz nedir? (Lütfen iş yerinde bulunduğunuz saatleri değil, aktif olarak çalıştığınız saatleri düşünerek cevap veriniz)	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
		30-35 saat	,97304*	,23416	,001	,2508	1,6953
		35-40 saat	,93247*	,20004	,000	,3155	1,5495
		40-45 saat	,65833*	,16319	,002	,1550	1,1617
WFC5X	20 saat ve altı	20-25 saat	-,93500	,55646	1,000	-2,6514	,7814
		25-30 saat	-1,50833	,52715	,100	-3,1343	,1176
		30-35 saat	-,66912	,41850	1,000	-1,9599	,6217
		35-40 saat	-,69914	,38981	1,000	-1,9015	,5032
		40-45 saat	-,98000	,36195	,157	-2,0964	,1364
		45 saat ve üzeri	-1,64375*	,38584	,001	-2,8338	-,4537
	20-25 saat	20 saat ve altı	,93500	,55646	1,000	-,7814	2,6514
		25-30 saat	-,57333	,59106	1,000	-2,3964	1,2497
		30-35 saat	,26588	,49659	1,000	-1,2658	1,7976
		35-40 saat	,23586	,47266	1,000	-1,2220	1,6937
		40-45 saat	-,04500	,44996	1,000	-1,4329	1,3429
		45 saat ve üzeri	-,70875	,46939	1,000	-2,1565	,7390
	25-30 saat	20 saat ve altı	1,50833	,52715	,100	-,1176	3,1343
		20-25 saat	,57333	,59106	1,000	-1,2497	2,3964
		30-35 saat	,83922	,46351	1,000	-,5904	2,2689
		35-40 saat	,80920	,43778	1,000	-,5411	2,1595
		40-45 saat	,52833	,41316	1,000	-,7460	1,8027
		45 saat ve üzeri	-,13542	,43424	1,000	-1,4748	1,2040
	30-35 saat	20 saat ve altı	,66912	,41850	1,000	-,6217	1,9599
		20-25 saat	-,26588	,49659	1,000	-1,7976	1,2658
		25-30 saat	-,83922	,46351	1,000	-2,2689	,5904
		35-40 saat	-,03002	,29816	1,000	-,9497	,8896
		40-45 saat	-,31088	,26068	1,000	-1,1149	,4932
		45 saat ve üzeri	-,97463*	,29295	,023	-1,8782	-,0711
	35-40 saat	20 saat ve altı	,69914	,38981	1,000	-,5032	1,9015

Dependent Variable	(I) Haftalık çalışma süreniz nedir? (Lütfen iş yerinde bulunduğunuz saatleri değil, aktif olarak çalıştığınız saatleri düşünerek cevap veriniz)	(J) Haftalık çalışma süreniz nedir? (Lütfen iş yerinde bulunduğunuz saatleri değil, aktif olarak çalıştığınız saatleri düşünerek cevap veriniz)	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
						Lower Bound	Upper Bound
		20-25 saat	-,23586	,47266	1,000	-1,6937	1,2220
		25-30 saat	-,80920	,43778	1,000	-2,1595	,5411
		30-35 saat	,03002	,29816	1,000	-,8896	,9497
		40-45 saat	-,28086	,21157	1,000	-,9334	,3717
		45 saat ve üzeri	-,94461*	,25026	,005	-1,7165	-,1727
	40-45 saat	20 saat ve altı	,98000	,36195	,157	-,1364	2,0964
		20-25 saat	,04500	,44996	1,000	-1,3429	1,4329
		25-30 saat	-,52833	,41316	1,000	-1,8027	,7460
		30-35 saat	,31088	,26068	1,000	-,4932	1,1149
		35-40 saat	,28086	,21157	1,000	-,3717	,9334
		45 saat ve üzeri	-,66375*	,20417	,029	-1,2935	-,0340
	45 saat ve üzeri	20 saat ve altı	1,64375*	,38584	,001	,4537	2,8338
		20-25 saat	,70875	,46939	1,000	-,7390	2,1565
		25-30 saat	,13542	,43424	1,000	-1,2040	1,4748
		30-35 saat	,97463*	,29295	,023	,0711	1,8782
		35-40 saat	,94461*	,25026	,005	,1727	1,7165
		40-45 saat	,66375*	,20417	,029	,0340	1,2935

*. The mean difference is significant at the 0.05 level.

2. Questionnaire Form

ÇALIŞMA SAATLERİ VE ÇALIŞMA YAŞAMINA DAİR TERCİHLERİNİZ ARAŞTIRMASI BİLGİLENDİRİLMİŞ ONAM FORMU

Sayın Katılımcı,

Bu çalışma, Ankara Sosyal Bilimler Üniversitesi'nde İşletme Bölümünde yürütülmekte olan yüksek lisans tezi için veri toplamak amacıyla hazırlanmıştır.

Çalışma tek bir oturumda tamamlayacağınız bir anket formundan oluşmaktadır. İlk bölümde çalışma deneyimleriniz, ikinci kısımda çalışma tercihlerinize dair görüşleriniz, üçüncü bölümde yaşamış olabileceğiniz duygusal zorluklar ve dördüncü bölümde de iş-aile çatışması ile ilgili deneyimleriniz hakkında bilgi almak istiyoruz. Son bölümde ise yaş, cinsiyet, eğitim, iş deneyimi v.b. ile ilgili bazı demografik soruları yanıtlamanız beklenmektedir.

Çalışmaya katılım tamamen gönüllülük esasına dayanmaktadır. Çalışmaya katılmamanızın ya da ortasında ayrılmanızın size herhangi bir yaptırımı olmayacaktır. Eğer herhangi bir soruya yanıt vermek istemezseniz, cevap vermeden ilerleyebilirsiniz. Bu çalışmada karşılaşacağınız hiçbir sorunun doğru veya yanlış yanıtı bulunmamaktadır. Sadece sizin görüşlerinizden faydalanmak istiyoruz. Çalışmayı tamamlamanız yaklaşık 15 dakika sürecektir.

Katılımcıların kişisel bilgileri kanunlar çerçevesinde tamamen gizli tutulacaktır. Anket platformu tarafından IP adresleri kaydedilmekte olup bu bilgi sadece kalite kontrol amacıyla kullanılmaktadır. Ankete verdiğiniz yanıtlar, araştırmacılar dışında kimse tarafından görülmeyecek ve kimseyle paylaşılmayacaktır. Bilgiler araştırmacının şifreli bilgisayarında ve/veya sadece şifreyle ulaşılabilecek şekilde internet tabanlı sanal sunucularda tutulacaktır. Araştırma sonuçlarının yayınlanması halinde dahi bilgileriniz gizli kalacaktır.

Anketi doldurmaya zaman ayırdığınız ve çalışmaya yaptığınız değerli katkılardan dolayı teşekkürlerimi sunarım.

Bu çalışmada sorulan sorular hiçbir kurumun veya üniversitenin görüşlerini yansıtmaz, sorumluluğu yazarın kendisine aittir. Çalışma hakkında daha fazla bilgi almak için Ankara Sosyal Bilimler Üniversitesi yüksek lisans öğrencisi Ezgi YIKILMAZ GÜNEŞ (ezgi.yikilmazgunes@student.asbu.edu.tr) ile iletişim kurabilirsiniz.

Bu çalışmaya tamamen kendi rızamla, istediğim takdirde çalışmadan ayrılabileceğimi bilerek verdiğim bilgilerin bilimsel amaçlarla kullanılmasını kabul ediyorum.

☐Evet, kabul ediyorum. ☐Hayır, kabul etmiyorum.

1. KISIM: ÇALIŞMA DENEYİMLERİ

Aşağıda son üç ay içerisindeki çalışma yaşamındaki deneyimleriniz hakkında sorular yer almaktadır. Lütfen her soruyu dikkatlice okuyarak soruların altındaki seçeneklerden size en çok uyanı işaretleyin.

a. Mesai saatleri dışında ne sıklıkla iş ile ilgili konularla ilgili olarak arandınız?

Hiçbir Zaman(1) ☐ Nadiren(2) ☐ Ara Sıra(3) ☐ Sıklıkla(4) ☐ Çok Sık(5) ☐

b. Mesai saatleri dışında ne sıklıkla işle ilgili e-posta veya mesajları okudunuz?

Hiçbir Zaman(1) ☐ Nadiren(2) ☐ Ara Sıra(3) ☐ Sıklıkla(4) ☐ Çok Sık(5) ☐

c. Mesai saatleri dışında işle ilgili konular hakkında ne sıklıkla başkalarıyla iletişime geçtiniz?

Hiçbir Zaman(1) ☐ Nadiren(2) ☐ Ara Sıra(3) ☐ Sıklıkla(4) ☐ Çok Sık(5) ☐

2. KISIM: ÇALIŞMA TERCİHLERİ

Aşağıda iş ve ev hayatınız hakkında ifadeler yer almaktadır. Lütfen ifadelerin altında yer alan seçeneklerden size en çok uyanı işaretleyin,

a. Evdeyken iş hakkında düşünmek zorunda olmaktan hoşlanmam.

Kesinlikle Katılmıyorum (1)	**Katılmıyorum (2)**	**Pek Katılmıyorum (3)**	**Ne katılıyorum Ne katılmıyorum (4)**	**Biraz Katılıyorum (5)**	**Katılıyorum (6)**	**Tamamen Katılıyorum (7)**
☐	☐	☐	☐	☐	☐	☐

b. İş hayatını iş yerinde tutmayı tercih ederim.

Kesinlikle Katılmıyorum (1)	**Katılmıyorum (2)**	**Pek Katılmıyorum (3)**	**Ne katılıyorum Ne katılmıyorum (4)**	**Biraz Katılıyorum (5)**	**Katılıyorum (6)**	**Tamamen Katılıyorum (7)**
☐	☐	☐	☐	☐	☐	☐

c. İş ile ilgili konuların ev hayatımı etkilemesinden hoşlanmam.

Kesinlikle Katılmıyorum (1)	**Katılmıyorum (2)**	**Pek Katılmıyorum (3)**	**Ne katılıyorum Ne katılmıyorum (4)**	**Biraz Katılıyorum (5)**	**Katılıyorum (6)**	**Tamamen Katılıyorum (7)**
☐	☐	☐	☐	☐	☐	☐

d. Eve gittiğimde işi arkamda bırakabilmeyi severim.

Kesinlikle Katılmıyorum (1)	Katılmıyorum (2)	Pek Katılmıyorum (3)	Ne katılıyorum Ne katılmıyorum (4)	Biraz Katılıyorum (5)	Katılıyorum (6)	Tamamen Katılıyorum (7)
☐	☐	☐	☐	☐	☐	☐

3. KISIM: DUYGUSAL ZORLUKLAR

Aşağıda iş yaşamının getirebileceği duygusal zorluklarla ilgili ifadeler yer almaktadır. Lütfen ifadelerin altında yer alan seçeneklerden size en çok uyanı işaretleyin,

a. İşimden dolayı duygusal olarak tükenmiş hissediyorum.

Hiçbir Zaman (1)	Yılda Birkaç Kez (2)	Her Ay (3)	Ayda Birkaç Kez (4)	Her Hafta (5)	Haftada Birkaç Kez (6)	Her Gün (7)
☐	☐	☐	☐	☐	☐	☐

b. Mesaim bittiğinde kendimi bitkin hissediyorum.

Hiçbir Zaman (1)	Yılda Birkaç Kez (2)	Her Ay (3)	Ayda Birkaç Kez (4)	Her Hafta (5)	Haftada Birkaç Kez (6)	Her Gün (7)
☐	☐	☐	☐	☐	☐	☐

c. Sabah kalktığımda ve yeni bir mesai gününe başlamak zorunda kaldığımda kendimi yorgun hissediyorum.

Hiçbir Zaman (1)	Yılda Birkaç Kez (2)	Her Ay (3)	Ayda Birkaç Kez (4)	Her Hafta (5)	Haftada Birkaç Kez (6)	Her Gün (7)
☐	☐	☐	☐	☐	☐	☐

d. Bütün gün insanlarla çalışmak benim için çok zorlayıcı.

Hiçbir Zaman (1)	Yılda Birkaç Kez (2)	Her Ay (3)	Ayda Birkaç Kez (4)	Her Hafta (5)	Haftada Birkaç Kez (6)	Her Gün (7)
☐	☐	☐	☐	☐	☐	☐

e. İşimden dolayı tükendiğimi hissediyorum.

Hiçbir Zaman (1)	Yılda Birkaç Kez (2)	Her Ay (3)	Ayda Birkaç Kez (4)	Her Hafta (5)	Haftada Birkaç Kez (6)	Her Gün (7)
☐	☐	☐	☐	☐	☐	☐

f. İşimden dolayı hayal kırıklığına uğramış hissediyorum.

Hiçbir Zaman (1)	Yılda Birkaç Kez (2)	Her Ay (3)	Ayda Birkaç Kez (4)	Her Hafta (5)	Haftada Birkaç Kez (6)	Her Gün (7)
☐	☐	☐	☐	☐	☐	☐

g. Çok fazla çalıştığımı hissediyorum.

Hiçbir Zaman (1)	Yılda Birkaç Kez (2)	Her Ay (3)	Ayda Birkaç Kez (4)	Her Hafta (5)	Haftada Birkaç Kez (6)	Her Gün (7)
☐	☐	☐	☐	☐	☐	☐

h. İnsanlarla doğrudan çalışıyor olmak üzerimde çok fazla stres yaratıyor.

Hiçbir Zaman (1)	Yılda Birkaç Kez (2)	Her Ay (3)	Ayda Birkaç Kez (4)	Her Hafta (5)	Haftada Birkaç Kez (6)	Her Gün (7)
☐	☐	☐	☐	☐	☐	☐

i. İşimde sabrımın sonuna gelmiş gibi hissediyorum.

Hiçbir Zaman (1)	Yılda Birkaç Kez (2)	Her Ay (3)	Ayda Birkaç Kez (4)	Her Hafta (5)	Haftada Birkaç Kez (6)	Her Gün (7)
☐	☐	☐	☐	☐	☐	☐

4. KISIM: İŞ-AİLE ÇATIŞMASI ÖLÇEĞİ

Anketin bu bölümünde çalışanların iş-aile yaşam çatışması düzeylerini belirlemeyi amaçlayan yargı cümleleri yer almaktadır. Lütfen size en uygun cevabı ilgili kutucuğu işaretleyerek belirtiniz.

a. İş sorumluluklarım, aile ve ev yaşantımı olumsuz olarak etkiliyor.

Kesinlikle Katılmıyorum (1)	Katılmıyorum (2)	Ne katılıyorum Ne Katılmıyorum (3)	Katılıyorum (4)	Kesinlikle Katılıyorum (5)
☐	☐	☐	☐	☐

b. İşimin aldığı zaman, aileme karşı sorumluluklarımı yerine getirmemi zorlaştırıyor.

Kesinlikle Katılmıyorum (1)	Katılmıyorum (2)	Ne katılıyorum Ne Katılmıyorum (3)	Katılıyorum (4)	Kesinlikle Katılıyorum (5)
☐	☐	☐	☐	☐

c. İşimin gereksinimleri nedeniyle evde yapmak istediğim şeyleri yapamıyorum.

Kesinlikle Katılmıyorum (1)	Katılmıyorum (2)	Ne katılıyorum Ne Katılmıyorum (3)	Katılıyorum (4)	Kesinlikle Katılıyorum (5)
☐	☐	☐	☐	☐

d. İşimin yarattığı gerginlik ve yük nedeniyle aile yaşantımla ilgili yapmak istediğim şeyleri yapamıyorum.

Kesinlikle Katılmıyorum (1)	Katılmıyorum (2)	Ne katılıyorum Ne Katılmıyorum (3)	Katılıyorum (4)	Kesinlikle Katılıyorum (5)
☐	☐	☐	☐	☐

e. İş sorumluluklarım nedeniyle ailemle ilgili planlarımı değiştirmek zorunda kalıyorum.

Kesinlikle Katılmıyorum (1)	Katılmıyorum (2)	Ne katılıyorum Ne Katılmıyorum (3)	Katılıyorum (4)	Kesinlikle Katılıyorum (5)
☐	☐	☐	☐	☐

5. KISIM: KİŞİSEL BİLGİLER

a) Lütfen yaşınızı belirtiniz:
20-30
31-40
41-50
51-60
60 ve üzeri

b) Lütfen cinsiyetinizi belirtiniz:
Kadın
Erkek
Diğer

c) Lütfen medeni halinizi belirtiniz:
Evli
Bekâr
Belirtmek istemiyorum

d) Çocuğunuz var mı?
Evet
Hayır

d'ye verilen yanıt "Evet" ise

d.1) Kaç çocuğunuz olduğunu lütfen belirtiniz:
1 çocuğum var
2 çocuğum var
3 çocuğum var
4 ve daha fazla sayıda çocuğum var
d'ye verilen yanıt "Evet" ise

d.2) Çocuklarınızın yaşını lütfen belirtiniz: *(d.1'de verilen yanıta göre cevap seçebilecekleri alan açılacaktır, örneğin 2 çocuk seçen kişi 2 çocuk için yaş girebilecek)*

Çocuk 1 : Bir öğe seçin.
Çocuk 2 : Bir öğe seçin.
Çocuk 3 : Bir öğe seçin.
Çocuk 4 : Bir öğe seçin.

Seçenekler:
0-3 Yaş
4-6 Yaş
7-10 Yaş
11-14 Yaş
15-18 Yaş
19 Yaş ve üzeri

e) Evde bakım sağladığınız yaşlı/ hasta birisi bulunuyor mu?

Evet
Hayır

f) Lütfen eğitim seviyenizi belirtiniz:

Lise ve altı
Ön lisans
Lisans
Yüksek lisans
Doktora

g) Lütfen çalıştığınız pozisyonunuzu belirtiniz:

Yönetici (Müdür, daire başkanı, koordinatör, süpervizör vb.)
Teknik personel (bilgi işlem, yapım-bakım vb.)
İdari personel (uzman, memur vb.)
Diğer
Diğer Seçilir ise:
Lütfen Belirtiniz Metin girmek için buraya tıklayın veya dokunun.

h) Mevcut iş yerinizde kaç yıldır çalışıyorsunuz?
5 yıl ve altı
6-10 yıl
11-15 yıl
16-20 yıl
20 yıl ve üzeri

i) Haftalık çalışma süreniz nedir? *(Lütfen iş yerinde bulunduğunuz saatleri değil, aktif olarak çalıştığınız saatleri düşünerek cevap veriniz)*
20 saat ve altı
20-25 saat
25-30 saat
30-35 saat
35-40 saat
40-45 saat
45 saat ve üzeri