

THE IMPACT OF REMOTE WORKING ON INFORMATION TECHNOLOGY WORKERS' PSYCHOLOGICAL WELLBEING

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ABSTRACT

This study is based on a systemic review of related literature on how remote working impacts Information Technology workers' psychological wellbeing. Remote working is a unique working environment that limits social interactions and face-to-face communication. Therefore, there is a concern that it has the potential to create adverse psychological effects such as isolation and lack of belongingness. Conversely, it might also positively facilitate psychological wellbeing because of increased flexibility and more time to invest in one's personal life. Significantly, due to the COVID-19 pandemic, the prevalence of remote working has increased, and for Information Technology workers this has become a key component. Their jobs can be efficiently conducted in remote working settings. Although numerous studies focused on the general wellbeing of remote workers, the psychological wellbeing of remotely working Information Technology workers has been under-investigated. Examining this area would help recognise unique and challenging areas that Information Technology workers encounter in remote working environments and take the required measurements to address them. The objective of this study is to identify how remote working affects the Information Technology worker's psychological wellbeing under remote working conditions. The study was conducted based on systematic analysis of 30 peer-reviewed journal articles published in reputed journals.

The critical evaluation of the systematic literature review found that remote working resulted in feeling left out, overworking, and lacking work-life boundaries, which negatively impacted Information Technology remote workers' psychological wellbeing. Also, this study uncovered that improved family relationships, less commute stress, and more time for leisure activities helped improve psychological wellbeing and happiness. These findings will contribute to understanding the nature of Information Technology remote workers' psychological wellbeing and how psychological wellbeing practices of organisations can be embedded.

Keywords: Remote work, Psychological wellbeing, Information Technology workers

INTRODUCTION

The concept of remote working has gained immense popularity during the last few years. The practice of remote working is defined as "the work performed through the use of Information Communication Technology (ICT) such as smartphones, tablets, laptops, and desktop computers) outside the employer's premises" (International Labour Organisation, 2020, p. 6). Although there were no unanimously agreed definitions of remote working, most studies agreed that remote working is working anywhere without going to the office and being able to carry out work with the assistance of digital technology (Kim et al., 2023; Lunde et al., 2022). Remote working was a new mode of working for many employees worldwide until the COVID-19 lockdowns, except in industries heavily dependent on technology, such as Information Technology (IT) (Yang et al., 2022). Also, it was primarily common among top-level managers, high-income earners, and freelancers (Mayer & Boston, 2022).

Working from home during the COVID-19 lockdowns accelerated the embracing of remote working (Thomas et al., 2021). Many employees had to shift work into the virtual environment to sustain the business during the COVID-19 social isolation (Charalampous et al., 2022). In New Zealand (NZ), before COVID-19, 16% of the workforce reported engaging in remote working (Green et al., 2020), and it increased to 42% during alert levels three and four in 2020 (Statistics New Zealand, 2020). Remote working during COVID-19 facilitated the development of technology that enabled remote working efficiency and understanding the benefits and challenges of remote working.

Many studies have focused on multiple facets of remote working and employee wellbeing. However, there is a knowledge gap in specific aspects of wellbeing that are influenced by remote working arrangements. While some studies have focused on the impact of remote working on factors such as job performance (Alfaleh et al., 2021; Perry et al., 2022; Rodríguez-Modroño et al., 2021), productivity (Alfaleh et al., 2021; Bhattacharya & Mittal, 2020) and overall wellbeing (Ferrara et al., 2022; Vayre et al., 2022) there is limited research on the psychological dimension of wellbeing. Moreover, most existing studies have focused on temporary remote working that occurred during the COVID-19 pandemic (George et al., 2022; Prasad et al., 2020; Sousa-Uva et al., 2021) with little attention given to remote working under a voluntary environment. Another gap in the literature is that studies based on remote working have mainly focused on industries such as education, banking, and ICT, which includes a broader sector that combines all manufacturing and services related to computer and digital technology (Li et al., 2019). However, IT workers and their psychological wellbeing have not been extensively explored, although in NZ most remote workers belong to the IT industry (Mayer & Boston, 2022). Therefore, this study is focused on addressing how remote working impacts IT workers' psychological wellbeing by examining articles related to remote working, the IT industry and psychological wellbeing.

In NZ, nearly 114,000 workers belong to the IT industry, 76% of whom engage in the hybrid working approach, and 12% work entirely remotely (Absolute IT, 2022). Information technology roles such as software development, project management and web development can be efficiently conducted outside the conventional office premises with the help of digital technology (Ng et al., 2022). Furthermore, IT companies that did not offer remote working prior to the COVID-19 pandemic became more flexible during and after the COVID-19 pandemic in offering remote working options (Nair, 2023). This was due to understanding that the work could be carried out productively without compromising the productivity of the work (Nair, 2023).

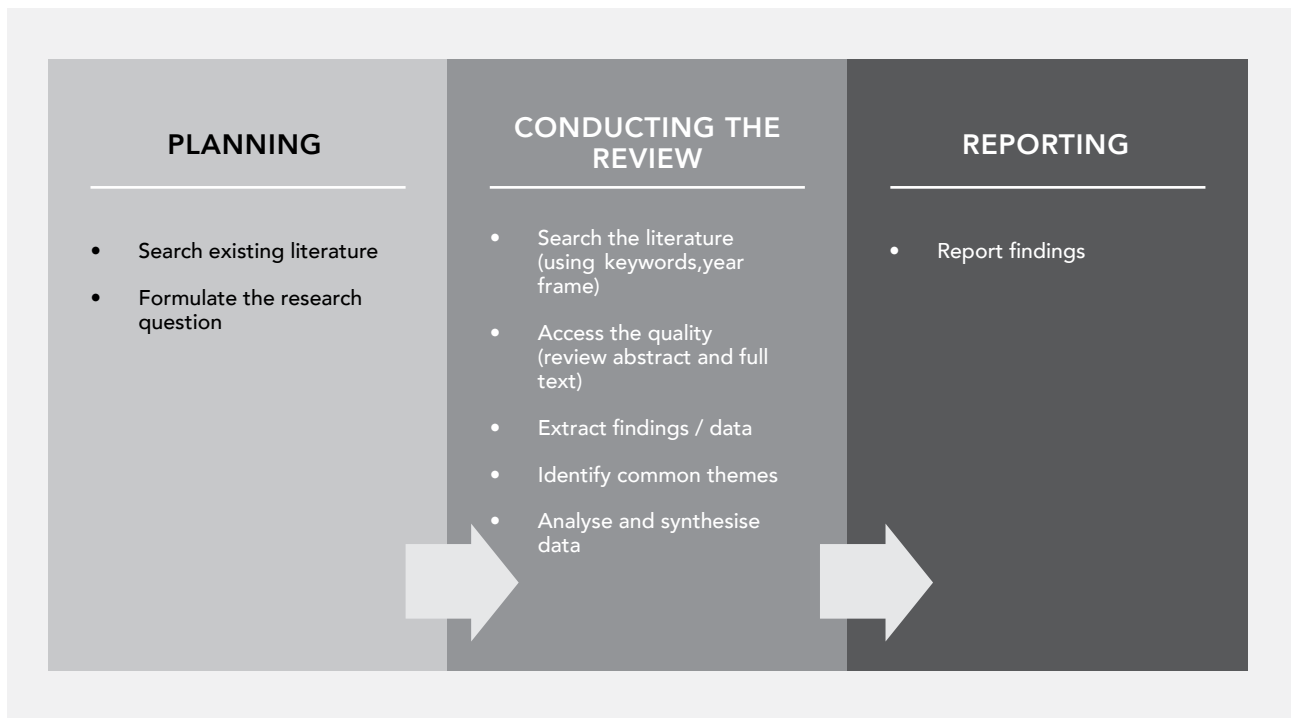
Remote working is a unique working environment that is different from a traditional office setting. It limits face-to-face interactions, scheduled working hours, and clear physical separation between home and work (Ferrara et al., 2022). Therefore, remote working has the potential to create loneliness, poor work-life balance, and a lack of belonging among work colleagues (Chan et al., 2022). As a result, it might negatively affect psychological wellbeing, defined as "a state of wellbeing in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community" (World Health Organisation, 2023, para. 3). On the other hand, with less travel time, remote working also provides more relaxing time and time to spend with the family and a personalised workspace to work, which might positively lead to psychological wellbeing (Kortsch et al., 2022).

Psychological wellbeing is a vital part of employee and organisational performance. Many studies have proven that higher psychological wellbeing leads to less turnover, absenteeism, and increased job satisfaction (Grant et al., 2013; Vaidya et al., 2023). As remote working is prevalent in the IT industry, workers have a high potential to experience psychological wellbeing effects (Prasad et al., 2020). Many studies have proven that individuals with sound mental or psychological wellbeing perform better concerning resilience, physical health, work, and social life (Islam et al., 2023; Miglioretti et al., 2021). In NZ, the number of people who experience psychological distress has been increasing (Wilson, 2020), and one in five adults are undergoing mental wellbeing issues, such as depression or anxiety (Mental Health Foundation New Zealand (NZ), 2023). According to Prasad et al. (2020), a worker's mental wellbeing impacts their job performance, regardless of occupation type and a lower level of mental wellbeing results in absenteeism, high turnover rates and presenteeism. Therefore, this systematic literature review focuses on how remote working impacts the psychological wellbeing of IT workers.

METHODOLOGY

Qualitative research techniques were adapted to conduct the systematic literature review. According to Mengist et al., (2020), a systematic literature review is a process that allows the collection of relevant evidence on the given topic that fits the pre-specified eligibility criteria and has an answer to the formulated research questions. This methodology was chosen for this study as it aims to examine articles related to IT workers remote working and psychological wellbeing to identify, appraise, and synthesise research evidence. Articles were gathered through reputable databases such as Emerald, PubMed, Frontier, Elsevier, Robertson Library and Google Scholar (Indeed, 2024). These databases were selected for their broad range of academic literature and credibility, as they provide access to high-impact, peer-reviewed journals (Indeed, 2024). Search engines used keywords including psychological wellbeing, IT industry, remote work, working from home, and telework to find relevant literature. In the initial stage, 63 articles were found, and it was narrowed down to 30 articles based on reviewing abstract and full-text screening. Thirty journal articles from 2019-2023 were analysed, and information from grey literature, such as government statistics and educational institutes, was also used to obtain comprehensive insight into the discussion. Findings were synthesised according to the common trends and themes related to the psychological wellbeing impacts of remotely working IT workers. Figure 1 shows the above-explained process for the systematic literature review for this study. The sequence depicted in Figure 1 is adapted from the journal article by Sehularo et al. (2021), which outlines the steps of a systematic literature review. However, the specific tasks for each step have been adjusted, and certain steps outlined in the original article have been removed to align with the requirements of this study.

Figure 1. Steps Followed for the Systematic Literature Review



FINDINGS AND DISCUSSION

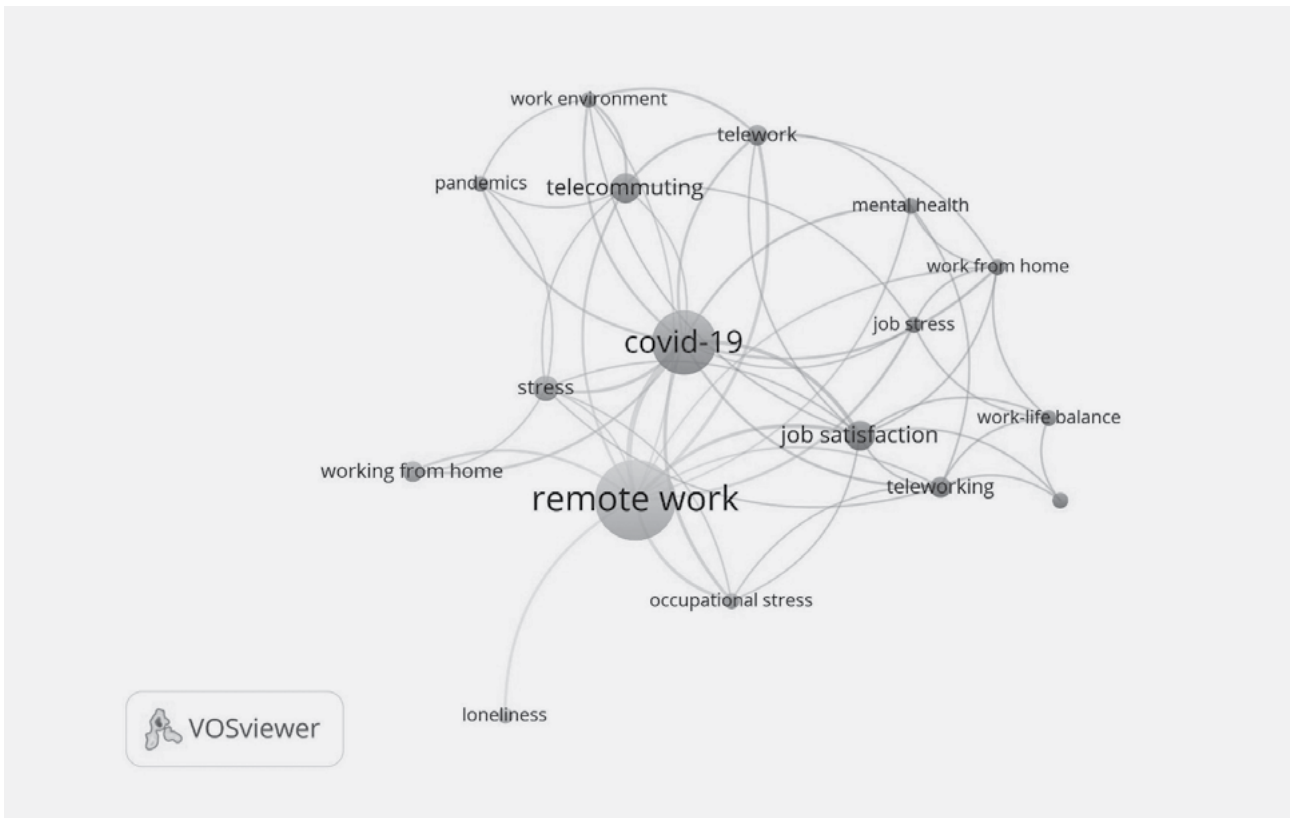
Rise of Remote Working and the IT Industry

The concept of remote working was first introduced in the 1970s (Arbelaez-Velasquez et al., 2022). It was initiated as a sustainable solution to save fuel consumption from travelling, and soon after, the feasibility of remote working was tested in the United States of America (USA) for government and private projects (Kim et al., 2023). However, it was not a well-known concept for the business sector worldwide until remote working during the COVID-19 pandemic. The COVID-19 pandemic helped to develop the infrastructure related to remote working, which led to understanding its viability instead of visiting office premises, especially for IT workers (Prasad & Satyaprasad, 2023). Before the COVID-19 pandemic, although remote working was already a feasible option for IT workers, it was not widespread due to the unfamiliarity of the concept (Nair, 2023).

The IT industry was less affected by the adaptation to working remotely during the COVID-19 pandemic (Mayer & Boston, 2022). According to Ng et al., (2022), the productivity and performance of the IT sector were not disrupted as it was already rooted in technology, Cloud computing, and virtual communication platforms (Karthikeyan Arasu et al., 2019). Also, the COVID-19 pandemic enhanced demand for online trends such as electronic-commerce (e-commerce), telehealth, and online education, which increased the demand for software development (Urien, 2023). As a result, IT was one of the most common industries that embraced remote working after the COVID-19 pandemic, as its high dependency on technology made it easier to reach effective performance without working in an office (Urien, 2023).

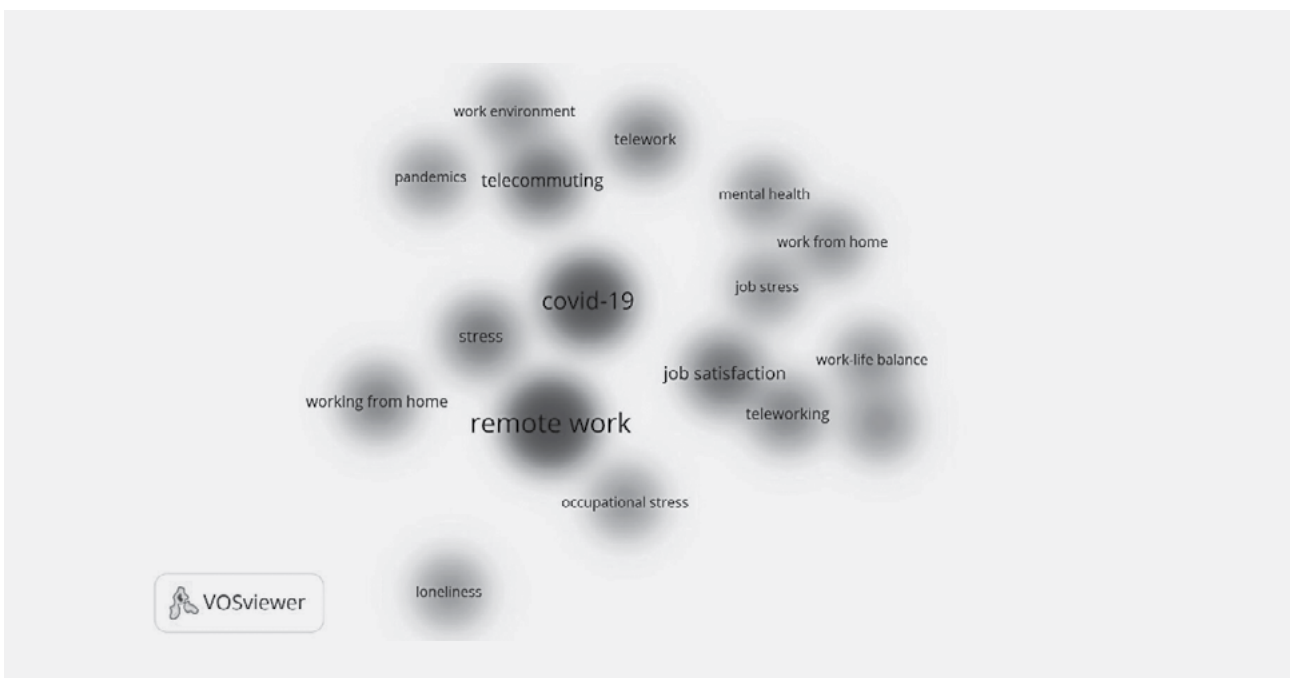
In the initial stage of the systematic literature review, VOSViewer software was employed to identify common themes that appeared in the literature and their combinations. Figure 2 the network diagram shows the most used themes associated with remote working IT workers' psychological wellbeing and their connection with each other.

Figure 2. Initial Network Visualisation (Author's Own)



As shown in Figure 2, remote working is associated with psychological factors such as work stress, mental health, job satisfaction, social support, and work-life balance. However, it indicates that remote working is strongly, but distantly, related to themes such as loneliness and anxiety, which are adverse psychological outcomes. Also, stress is the key term most closely connected in many articles. Figure 3 also illustrates the density of each theme and how strongly they have been identified in the articles. Stress, the COVID-19 pandemic, and telework (synonymously used words for remote working) have appeared as the most common themes. It shows that articles related to remote working discuss the COVID-19 pandemic as a main theme.

Figure 3. Density Visualisation of the Key Themes Identified in the Literature (Author's Own)



Work-life Balance

Work-life balance refers to prioritising personal and professional activities (Shirmohammadi et al., 2022). Studies have shown that workers who spend quality time on personal activities and job responsibilities are more likely to be satisfied with their jobs and feel valued by their team members (Alfaleh et al., 2021; Mohammed et al., 2022). However, findings related to remote work in the IT industry and psychological wellbeing are inconsistent. Charalampous et al. (2022) mentioned that time saved from travelling helped IT workers spend more time with their families, which improved relationships. Kangas et al., (2023) stated that spending more time with their children and more involved in their lives and not compromising family events due to office work was a significant benefit resulting from remote working. Alfaleh et al. (2021) found that remote working allowed workers to spend their time on hobbies, resulting in more joy in their lives that they could not experience working full time in office premises. This evidenced that more time spent remote working assisted in improving family relationships and spending time on personal hobbies that increased happiness and psychological wellbeing.

Similarly, some studies focused on comparing remote working in the pre-and post-COVID-19 pandemic era emphasised the difference in how IT workers' psychological wellbeing was affected. Prasad et al. (2023) mentioned that workers experienced a significant difference between the pre-COVID-19 pandemic, where workers attended the office five times a week and worked remotely during the COVID-19 pandemic. Working remotely made them realise that having more time for themselves and family improved their quality of life (Charalampous et al., 2022). In addition, Lange & Kayser (2022) stated that the COVID-19 pandemic made them realise IT work can be performed effectively without compromising the quality of the work while having the opportunity to maintain a better work-life balance.

Furthermore, Charalampous et al., (2022) noted that remote working during the COVID-19 pandemic allowed them not to apply for sick leave for minor ailments and allowed them more time to recover at home, which positively impacted their overall psychological wellbeing. These studies show that remote working during the COVID-19 pandemic has contributed to how IT workers understand remote working has improved their work-life balance and psychological wellbeing.

However, some studies found a negative relationship between spending more time at home and psychological wellbeing. According to Nair (2023) and Karthikeyan Arasu et al. (2019) some IT workers experienced exhaustion due to a lack of separation between work and family life. Ng et al. (2022) mentioned that remote workers had to engage in multiple roles during office hours, including meal preparation and looking after children, which delayed their work output normally achieved in the office environment. Some IT workers preferred the physical separation between home and office for greater focus and productivity (Charalampous et al., 2022). Especially, females who worked remotely during the COVID-19 pandemic who had to play multiple roles, leading to overwork, emotional exhaustion, and stress (Mitravinda et al., 2023). Therefore, a lack of clear separation between work and family life might negatively affect psychological wellbeing and lead to burnout and poor work-life balance.

Autonomy

In the workplace, autonomy refers to having freedom and ownership to make their own decisions (Ferrara et al., 2022). According to Ryff's model of psychological wellbeing, autonomy is one part of wellbeing that allows individuals to control their lives and feel satisfaction (Ryff, 2014). Lack of autonomy leads to poor motivation and low self-esteem, negative indicators of psychological wellbeing (Ryff, 2014). According to Karthikeyan Arasu et al. (2019), remote workers required less supervision than the workers in an office, which made them feel more autonomous compared to working in an office. Similarly, Consiglio et al. (2023) mentioned that micromanagement was experienced less by those remote working, and IT workers felt the freedom to make their own decisions. Also, according to a quantitative study by Prasad et al., (2020) which found that IT remote workers felt more independence because of a personalised work environment. Therefore, the lack of supervision and customised workspace of remote working enhanced the level of autonomy of IT workers and positively impacted their psychological wellbeing.

Some studies mentioned that remote workers commonly experience a feeling of self-control. Neidlinger et al. (2023) mentioned that remote working created more trust as they have more time to finish work saved from commuting. Similarly, Kangas et al. (2023) stated that as remote working allowed more time to complete day-to-day tasks with ease due to more time and flexibility, it enhances control over job responsibilities. Likewise, Mitravinda et al. (2023) mentioned that remote working IT workers were more fulfilled by their job responsibilities, with the autonomy they experienced in the remote working environment. These findings show that autonomy created in a remote working environment positively influences the feeling of freedom over life, which impacts IT workers' psychological wellbeing.

Social Interactions

Social interaction plays a vital role in psychological wellbeing (Alfaleh et al., 2021). According to studies, interactions with family, friends, and co-workers create a sense of belonging and support and being less lonely (Vaidya et al., 2023; White & Maniam, 2020). Findings related to how remote working affects social interactions and psychological wellbeing vary.

Karunaratne (2021) mentioned that remote working creates a physical distance between co-workers, resulting in a feeling of not belonging and exclusion from the team. Especially as remote working has been prevalent in the IT industry from the beginning, and workers initiate their jobs in remote working environments with minimum chances to meet each other and build close relationships (Karthikeyan Arasu et al., 2019). Similarly, Prasad et al. (2023) mentioned that the absence of face-to-face interactions hinder the spontaneous conversations common in an office setting, which help people better understand each other through facial expressions. Therefore, remote working might lead to a lack of effective relationship-building with co-workers compared to the office environment, which impacts the quality of psychological wellbeing.

Conversely, some studies emphasised that although remote working is less corroborative in creating close relationships with coworkers, it supports social interactions with family and friends. According to Charalampous et al. (2022), spending increased time with the family has strengthened the quality of the relationships. Also, Kangas et al. (2023) stated that remote working IT professionals had more time to provide support during difficult periods for their friends and family, thereby fostering a sense of togetherness in their relationships. Therefore, while remote working is challenging in terms of building strong relationships with co-workers, it is supportive of interactions with family and friends, resulting in psychological wellbeing.

Technological Stress

Technological stress is referred to as the pressure or tension caused by the overuse of work-related technology (Singh et al., 2022). Studies have found that excessive technology causes psychological issues such as burnout, increased fatigue and sleeping difficulties (Grant et al., 2013; Vayre et al., 2022). According to Prasad et al., (2020), technological stress is common among ICT workers as the job depends highly on computer use. Yang et al. (2022) found that remote workers are more significantly affected by technological stress than office workers, largely due to their increased exposure to computer screens. As face-to-face interactions and travelling from work to home are absent in the remote working setting, workers tend to work continually with computer technology, which reduces their psychological wellbeing (Consiglio et al., 2023). As IT remote workers use computer technology in high demand, their potential for adverse psychological wellbeing impacts caused by computer technology, such as stress and psychological exhaustion, are higher than that of office workers.

According to Singh et al., (2022) and Taser et al., (2022), there are multiple types of technological stressors. Table 1 shows common types of stressors that occurred due to the use of high levels of ICT and their definitions of it.

Table 1: Technological Stressors and Definitions

TYPES OF TECHNOLOGICAL STRESSORS		DEFINITION
1.	Techno-invasion	Techno-invasion is the stressor where an individual feels non-work time to be invaded by work demands.
2.	Techno-overload	Techno-overload occurs when an individual faces excessive use of technology.
3.	Techno-insecurity	The feeling of insecurity that individuals face when they feel that others may know more about new technologies than they do.
4.	Techno-complexity	The stressor is caused by individuals' experience because they need to constantly learn how to use new technological applications and/or find it difficult to understand/disruptive.
5.	Techno-uncertainty	Techno-uncertainty occurs when individuals are unsure about the new technological applications and their use.

Note: Adapted from Singh et al. (2022) <https://doi.org/10.1016/j.jbusres.2022.07.002> and Taser et al. (2022) <https://doi.org/10.1016/j.chb.2021.107020>

According to Table 1, techno-invasion is defined as constantly being exposed to technology (Singh et al., 2022). As remote workers face a lack of physical separation between work and home, they experience being online even after working hours (Harunavamwe & Kanengoni, 2023). Techno-overload refers to working longer and faster with technology, where employees cannot effectively benefit from technology due to exhaustion, and Singh et al. (2022) also stated that in remote working, using multiple platforms to communicate with workers and receiving lots of work demands within a short period leads to work burnout and lack of motivation. According to Taser et al. (2022), techno-overload is also related to physiological effects such as lack of sleep and eye strain, which reduce the overall psychological wellbeing of an individual.

Techno-insecurity is identified as a lack of familiarity with the use of ICT and experiencing anxiety due to that Singh et al. (2022). Consiglio et al. (2023) stated it is common for IT workers to be concerned that they will fall behind in job performance due to a lack of knowledge in the use of required technology. Grant et al., (2013) found that techno-insecurity was the highest-ranked stress among IT workers, and they felt they always needed to upgrade their skills to avoid being replaced

by others. Also, when beginning a new job in a remote working environment, IT workers often experience this type of stress, however eventually, it tends to reduce (Trivedi et al., 2024).

On the other hand, techno-complexity means adapting and learning complex ICT platforms frequently and facing challenges to familiarise themselves with the technology Singh et al. (2022). According to Yang et al. (2022), this type of techno-stressors is common in IT workers, and adapting and educating themselves during a short period is exhausting. Lastly, techno-uncertainty means feeling disturbed and hesitant due to constant upgrades and changes to ICT technology (Trivedi et al., 2024). The IT industry is expected to continuously upgrade and introduce new platforms to improve efficiency (Nair, 2023). With the fast developments, IT employees are required to learn and upskill themselves to achieve efficient performance outcomes at work (Karthikeyan Arasu et al., 2019). However, these job demands might negatively impact IT workers' psychological wellbeing, especially in remote environments, due to the absence of in-person meetings in the office environments.

Gender and Stress in IT Remote Workers

Relationships between gender, stress and remote working in the IT industry were emphasised in a few articles (Prasad et al., 2020; Tapani et al., 2022). Numerous studies conducted during the COVID-19 pandemic found that women were more stressed than males (Charalampous et al., 2022; Harunavamwe & Kanengoni, 2023). Charalampous et al. (2022) mentioned that women were expected to play multiple caregiving roles while working from home, which was a psychologically and physically tiring experience for many of them. Similarly, Trivedi et al. (2024) found that setting boundaries between work and family is more challenging for women, which leads them to overwork. However, after the COVID-19 pandemic lockdown, women preferred hybrid or fully remote working options, as they favoured a better family life balance. Karthikeyan Arasu et al., (2019) mentioned that the hybrid and fully remote working options in the IT industry reduced the gender gap and empowered women to engage in the workforce and be more financially stable. Furthermore, Alfaleh et al., (2021) mentioned that the remote working option supports women in attending to their children's needs while working and being more autonomous. Even for men, the hybrid or fully remote working options were preferable choices when opting for careers in the IT industry as they support family responsibilities and quality of life (Taser et al., 2022). Therefore, although the psychological wellbeing was challenging for women during the COVID-19 pandemic and after the lockdown, remote working supported women to make them more autonomous and empowered.

Psychological Wellbeing Approaches and Remote Working

Two main approaches were identified in the systematic literature when examining the psychological wellbeing of individuals. They are named hedonic and eudaimonic wellbeing. Hedonic wellbeing refers to how an individual feels and evaluates their life on specific experiences or activities in their life (Singh et al., 2022). In hedonic wellbeing, people measure the quality of life through joy, satisfaction, happiness, optimism, and pain avoidance (Ryff, 2014). In respect to remote working, findings related to workers' hedonic wellbeing vary. According to Kortsch et al., (2022), remote working workers avoid commuting which leads to having extra time to engage in daily activities and they feel more relaxed and enhances their hedonic wellbeing. Moreover, spending more time with family and having extra time to engage in hobbies also leads to more life satisfaction (Ng et al., 2022). However, Ferrara et al., (2022) mentioned the blurring of family and work life and overworking reduces hedonic wellbeing. In addition, a lack of social interactions and technological overload results in exhaustion and feeling left out, negatively impacting hedonic wellbeing (Alfaleh et al., 2021). The hedonic wellbeing of remote workers is affected by the lack of social interactions, but they feel happier and fulfilled because of less commuting time and more time to relax.

Eudaimonic wellbeing refers to achieving happiness through self-actualisation and having a purpose in life. Ryff (2014) mentioned that eudaimonic wellbeing includes key aspects such as autonomy, personal growth, and meaning in life. According to Ferrara et al. (2022), remote working develops autonomy as workers experience less supervision. Similarly, Ng et al., (2022) noted that remote working builds confidence by providing a more flexible and personalised work environment, which develops a eudaimonic approach to psychological wellbeing. Moreover, Prasad et al. (2023) found that the personal growth aspect is higher in IT remote workers as they have extra time to engage with family and personal development, which leads to self-improvement and a meaningful life. Related to eudaimonic wellbeing, remote working is supportive of enhancing personal development and improving family relationships, which helps the overall psychological wellbeing of remote workers (Charalampous et al., 2022). Therefore, eudaimonic wellbeing can be achieved in remote working environments through autonomy and control over workers' work schedules, creating a personalised workspace that enhances confidence and comfort.

CONCLUSION

Findings related to remote working IT workers and their psychological wellbeing are varied. During the systematic literature review it was noted that the main emphasis on remote working is centred on work-life balance and how it affects psychological wellbeing (Charalampous et al., 2022; Shirmohammadi et al., 2022). Spending more time with the family and having more time to engage in leisure activities improved family relationships and overall quality of life, which made

workers happier. On the other hand, remote working blurred personal and job responsibilities, resulting in overwork and playing multiple roles at home, which exhausts workers (Alfaleh et al., 2021). Another negative psychological effect of remote working highlighted in the literature was the lack of social interactions among co-workers and supervisors. Due to limited face-to-face interactions, remote working IT workers tend to feel left out, which makes them feel isolated and excluded (Taser et al., 2022). However, IT workers experience more autonomy and control over their decision-making as they experience a less supervised environment when working remotely, giving them more freedom.

In this systematic literature review, factors such as technological stress, gender, and psychological aspects related to wellbeing were also discussed. Information technology workers are prone to technological stressors caused by ICT due to constant upskilling related to technology and engaging in technological platforms without a break (Prasad et al., 2020). It caused exhaustion, lack of focus, and eye strain, affecting overall psychological wellbeing. In addition, gender-wise, female remote working workers engage in more caregiving roles than males remote working, which makes them tired, distracted and stressed. However, IT females' job engagement in remote working increased after the COVID-19 pandemic as they valued the work-life balance which made them more empowered (Tapani et al., 2022). In addition, avoiding commute time, spending more time with their family, and having more time to relax enhanced the hedonic approach to psychological wellbeing (Karthikeyan Arasu et al., 2019). On the other hand, it was found that developing autonomy and investing in self-growth enhanced the eudemonic approach to psychological wellbeing. This concludes that remote working IT workers experience positive and negative outcomes related to psychological wellbeing, which has been discussed in diverse aspects of the systematic literature examined.

This study contributes to hedonic and eudaimonic approaches to psychological wellbeing. Factors influencing hedonic wellbeing, such as job satisfaction, stress levels, and daily emotional experiences of remote working IT workers, were discussed. Also, the study examined how remote working can enhance or diminish hedonic psychological wellbeing through flexible work hours, reduced commuting stress, and isolation from physical office interactions. Furthermore, it identified aspects of eudaimonic wellbeing, such as autonomy and competence in fostering eudaimonic psychological wellbeing and how these elements can be supported in a remote working environment.

The main practical contribution of this study is to help gain insights into tailored psychological wellbeing programmes for IT workers which will avoid negative psychological wellbeing outcomes from remote working IT workers. Also, workers can understand how remote working affects their psychological wellbeing and better understand how to maintain this while working. In addition, further research on how organisations can support overcoming psychological wellbeing issues faced by IT remote working workers would be worthwhile. Furthermore, conducting research related to remote working in non-traditional work arrangements in the IT industry, such as temporary work and freelancing-remote working, would be valuable.

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