THE ROLE OF INDIVIDUAL AND SITUATIONAL FACTORS IN THE STRESSOR-DETACHMENT MODEL

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ABSTRACT

The influx of remote and hybrid work arrangements has led researchers to explore whether recovery differs between remote and hybrid workers and how organizations can best facilitate worker recovery in these contexts. Using the stressor-detachment model as a theoretical framework, the present study investigated whether an individual's work arrangement and levels of emotional stability influenced the relationship between workload and personal burnout via psychological detachment. Cross-sectional and time-lagged analyses using self-report data from 167 working individuals revealed that detachment fully mediated the workload-burnout relationship in the time-lagged sample; however, no support was found for the mediating effect of psychological detachment in the cross-sectional sample. Primary moderation hypotheses were not supported. Supplemental analyses found a significant interaction between workload and work segmentation in the cross-sectional sample, such that the workload-detachment relationship was positive for those in low segmentation work arrangements and negative for those in high segmentation work arrangements.

DEDICATION

I would like to dedicate this work to both of my grandmothers, Wilma Royalyn Gist Ikner and Geraldine Elaine McMillan Ramsey. I miss them dearly and know they would be proud of this work

ACKNOWLEDGEMENTS

Conducting independent research can be a grueling process, but it is less so when you work with wonderful people. I would like to thank Dr. Black for her mentorship and her patience when things got challenging. Thank you, Dr. Cunningham and Dr. O'Leary, for providing insightful feedback along the way. Lastly, thank you to the UTC I-O Psychology program for introducing me to the group of women I now consider to be life-long friends and who certainly played a role in helping facilitate my own rest and recovery throughout the thesis process.

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CHAPTER I

INTRODUCTION

The recent increase in remote work has altered the nature of work demands for many workers, leading organizations and occupational stress researchers to examine its impact on recovery from job stressors and how to facilitate that recovery (Park et al., 2011; Sonnentag et al., 2022; Williams et al., 2016). Psychological detachment, or the act of "unplugging" from work during non-work hours, is one mechanism through which recovery occurs (Sonnentag & Fritz, 2007); however, researchers have paid little attention to individual and situational factors that affect the quality of this recovery process.

There is not a one-size-fits-all approach to recovery; rather, effective recovery is unique to each individual. Sonnentag and Fritz (2015) proposed the extended stressor-detachment model, stating that different personal- and job-related resources affect the strength of the relationship between job stressors and psychological detachment. Using the stressor-detachment model as a theoretical framework, the present study investigated the situational context that may affect attentional processes, working remotely, and the personal resource of emotional stability as moderators of the stressor-strain relationship via psychological detachment.

CHAPTER II

LITERATURE REVIEW

Theoretical background

While workers possess skills, knowledge, and motivation that allow them to perform at work, these characteristics by themselves are insufficient to sustain long-term health and productivity in and outside of work settings (Ployhart & Moliterno, 2011). According to the Effort-Recovery Model (ERM), workers often face high demands at work that lead to load reactions, or cumulative burdens, which are experienced as both physiological strain, such as increased cortisol levels, or psychological strain, like fatigue (Meijman & Mulder, 1998). The ERM further posits that when job demands are present, load reactions build up, inhibiting recovery. However, when job demands are no longer present, load reactions may be alleviated, and strain decreased. It is the latter condition that enables psychological detachment from work during non-work hours to be an important mechanism in which workers recover from the demands of their work.

Hobfoll's (1989) conservation of resources theory (COR) further contextualizes the use of psychological detachment as a mechanism in work recovery in the present study. COR claims that the primary motivation of individuals is to maintain and accumulate resources as a means of achievement or protection of other valued resources. When faced with work demands, workers make use of many different resources, including those that exist at a person-level (e.g., emotional stability, energy), task-level (e.g., role clarity), and organization-level (e.g., work design). Taken together, COR theory and the ERM suggest two similar pathways to recovery. The first is physically and psychologically “stepping

away" from job demands. The second is gathering and replenishment of new resources to replace lost or spent resources.

One of the ways workers replenish their resources is by psychologically detaching from work during their off time. Psychological detachment, or the act of detaching entirely from work-related thoughts or tasks during non-work hours, is a mechanism that affords individuals the opportunity to "refill" personal and energetic resources (Etzion et al., 1998). While other recovery processes exist, such as relaxation, mastery, and control (Newman et al., 2014), research on psychological detachment has found a strong relationship to important workplace outcomes at the individual and organizational levels, such as employee well-being and work engagement (Kühnel et al., 2012; Sonnentag, 2003; Sonnentag & Fritz, 2007).

The stressor-detachment model

To further investigate when and how workers recover from work during their off-time, Sonnentag and colleagues (2010) proposed the basic stressor-detachment model, which emphasizes the importance of psychological detachment in the stressor-strain relationship. The model focuses on psychological detachment as the recovery mechanism that buffers the negative effects of job stressors on strain. It also suggests that a lack of psychological detachment increases the likelihood of negative activation of strain states, wherein the effects of a job stressor remain active even after it is not present. Over time, this negative activation can have serious consequences for an employee's physical and general well-being (Ilies et al., 2007; Rodell & Judge, 2009).

Sonnentag and Fritz (2015) extended their stressor-detachment model to include factors that influence how a stressor is perceived and acted on by the individual (see Figure 1 below). According to the transactional stress theory, individuals first appraise stressors as either challenging or threatening (i.e., primary appraisal), and then decide whether they have the necessary resources to cope with the stressor (i.e., secondary appraisal; Lazarus & Folkman, 1984). An individual must, however, direct their attention

toward the stressor and its context for it to impact an individual's well-being. For example, workers with a high segmentation preference (i.e., prefers no overlap between work and non-work domains) find themselves directing their attention away from work-related thoughts and activities outside of work hours and, therefore, reduce the impact of job stressors on psychological detachment (Kreiner, 2006; Sonnentag et al., 2014).

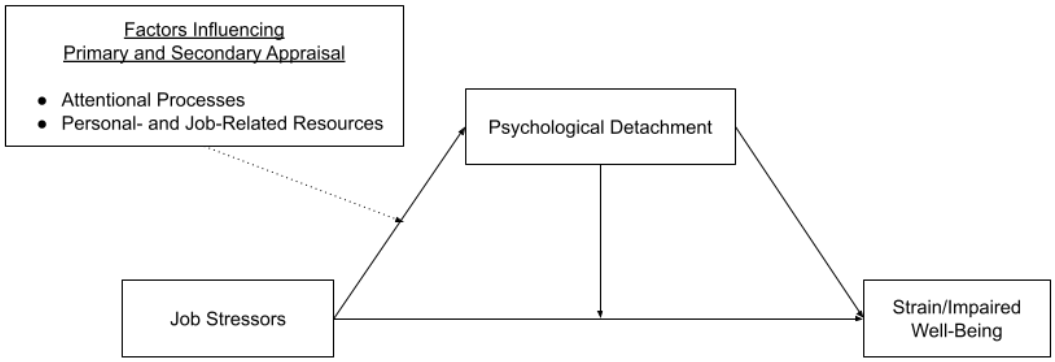

Figure 1 Sonnentag and Fritz (2015) stressor-detachment model

Similarly, Bakker and Demerouti (2007) developed the buffer hypothesis which suggests that many factors can buffer, or moderate, the negative relationship between job stressors and well-being via psychological detachment. This includes both individual and situational factors, such as workload, time pressure, role clarity (Lazarus & Folkman, 1984). Many within- and between-person variations impact how well a worker can detach from work off the job. For example, job stressors may be more present or intense on some days than on others (i.e., within-person variation). Workers may also differ in the degree to which they experience job stressors and strain based on their job contexts and individual differences (i.e., between-person variation). The present study focuses on between-person differences in personal and situational resources, which likely impact attentional resources, by examining the moderating effects of a person's emotional stability and work arrangement on the relationship between job stressors and strain, which is mediated by psychological detachment.

Personal resource: Emotional stability

One potential moderator of the effect of workload on psychological detachment is the presence or absence of one's personal resources, such as personality traits or perceived social support. Emotional stability, or one's tendency to maintain emotional balance under stressful circumstances, has been found to be a strong dispositional predictor of job satisfaction and performance (Judge & Bono, 2001). More specifically, it is related to the quality of an individual's psychological detachment from work during non-work hours (Geurts & Sonnentag, 2006; Moreno-Jiménez et al., 2009). High levels of certain personality traits, such as emotional stability, agreeableness, and conscientiousness, may protect an individual from exhaustion in remote work settings (Parra et al., 2022). The extended stressor-detachment model aligns with transactional stress theory, which suggests that workers divert their attention away or toward stressors according to a multitude of factors (Lazarus & Folkman, 1984). Workers with higher levels of emotional stability, for example, may be less likely to fixate on a job stressor during or after work as they perceive, or appraise, stressful events differently than those with lower levels of emotional stability. Thus, they may more easily detach and recover from stressors, reducing strain experiences.

Situational factor: Work arrangement

Another potential moderator of the effect of workload on psychological detachment is the situational factor of one's work arrangement. When working remotely, for example, the overlap in work and non-work domains that this work arrangement presents may impact workers' attentional processes, or the processes that dictate the extent to which they direct they attention toward their work and its associated stress. Additionally, remote workers face the unique expectation of performing to the same standards as hybrid and in-person employees, while potentially working in the physical environment that constitutes their non-work domain. For some, maintaining the separation of these domains is critical to meeting the demands of both domains while still satisfying the physical and psychological needs of the self (i.e., preference for segmentation; Clark, 2000). Others may feel they meet their work and non-work

demands best when the two domains overlap (i.e., preference for integration). When work segmentation preferences misalign with actual worker conditions, such as their in-person, hybrid, or remote work arrangement, it is expected that such workers will expend more effort in retaining and replenishing resources. While the process of how stressors translate into strain is well-documented (Craig & Cooper, 1992; Sonnentag, 2001; Sonnentag & Zijlstra, 2006), whether this process is consistent for workers in increasingly common remote work contexts has not been tested.

Boundary theory proposes that individuals have segmentation and/or integration preferences for their work and non-work domains (Ashforth et al., 2000; Clark, 2000). Furthermore, individuals' segmentation and integration preferences may not align with their actual segmentation, or their work-nonwork separation as things currently stand. Actual segmentation is defined as the actual separation an individual has between their work and non-work domains, while preferred segmentation is defined as how separated they prefer their work and non-work domains to be, regardless of how separated they are in reality.

Researchers have begun to explore the dynamic between an individual's work arrangement and their boundary management strategies (i.e., work segmentation). For example, Park and colleagues (2011) examined work-related technology use at home and found that those using technology for work purposes during non-work time had lower levels of psychological detachment. Barber and Jenkins (2014) extended these findings to capture the moderating role of boundary creation related to technology use. Lastly, Richardson and Thompson (2012) found that technology use during evenings, weekends, and vacations was negatively related to psychological detachment. These findings collectively suggest that work arrangements and work segmentation play an important role in how and when workers detach from work during their off time.

Summary of hypotheses

The stressor-detachment model proposes three hypotheses that represent the pathways from job stressors through psychological detachment to strain. As a result of poor psychological detachment, workers fail to replenish resources needed to satisfy work and non-work demands and may experience negative health effects. When employees physically detach themselves from work-related stressors and turn their attention toward their non-work lives, psychological detachment and well-being increase (Demerouti et al., 2009; Sonnentag & Fritz, 2007).

The present study measured workload as an indicator of work-related stressors and burnout as an indicator of well-being to explore the influence of emotional stability and work arrangement on the stressor-strain relationship. Burnout can be described as "a psychological syndrome of emotional exhaustion, depersonalization, and reduced personal accomplishment" (Maslach et al., 1997, p. 192), whereby an overload of demands depletes energy and leads to exhaustion. The present study's measure of burnout, which includes personal- and work-related burnout subscales, captures energy depletion in both work and non-work domains. This is important because recovery processes overlap with work and non-work domains (Sonnentag et al., 2010), and because personal burnout has been found to be strongly correlated with work-related burnout (Milfont et al., 2008). Therefore,

Hypothesis 1: Workload is negatively related to psychological detachment.

Hypothesis 2: Workload is positively related to personal burnout.

Hypothesis 3: Psychological detachment is negatively related to personal burnout.

Other studies have found that a lack of psychological detachment from work during non-work time partially mediates the relationship between job stressors and strain, like emotional exhaustion and need for recovery (Kinnunen et al., 2011; Safstrom & Hartig, 2013; Sonnentag et al., 2010). Therefore, the following is hypothesized:

Hypothesis 4: Psychological detachment mediates the positive relationship between workload and personal burnout.

As previously stated, it is expected that personal and situational factors may affect the processes within the stressor-detachment model. Specifically, emotional stability can also significantly influence the extent to which workers experience exhaustion (Parra et al., 2022; Sonnentag et al., 2010). A worker with lower levels of emotional stability, for example, may be more likely to appraise stressors as threats versus challenges. Based on previous empirical work exploring the role of emotional stability in stress appraisal, it is hypothesized that a worker's levels of emotional stability will impact the extent to which they detach from work during their off time:

Hypothesis 5: Emotional stability moderates a) the negative relationship between workload and psychological detachment, and b) the negative relationship between psychological detachment and personal burnout, such that the relationship will be stronger for those who report higher levels of emotional stability.

While remote roles have certainly increased over the past few years (Gallup, 2021), current research fails to incorporate work arrangement as a potential moderator of the stressor-detachment model. Transactional stress theory suggests that stressors impact well-being through attentional processes (Lazarus & Folkman, 1984), such that if a worker turns their attention toward a stressor, their exposure to the stressors reinforces the stressors' translation into strain. Because one's work arrangement may play a role in one's ability to divert attention away from work stressors, such as workload, the current study poses an exploratory research question that examines whether differences exist in the stressor-detachment model based on work arrangement. The following research question is posed and depicted in Figure 2.2 on the next page:

Research Question 1: Is there a moderating effect of an individual's work arrangement on a) the relationship between workload and psychological detachment, and b) the relationship between psychological detachment and personal burnout?

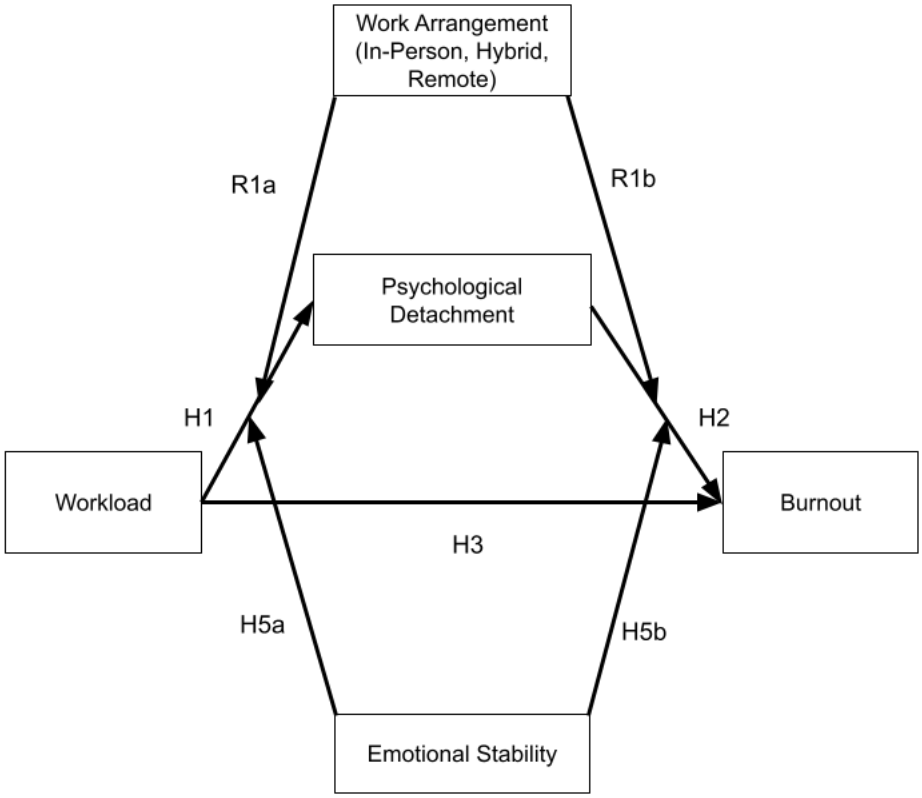

Figure 2 Hypothesized stressor-detachment model

CHAPTER III

METHODOLOGY

Procedure

Using the Qualtrics survey platform, participants self-reported data across two points in time. Participants were recruited using convenience sampling techniques, wherein posts were made across social media platforms (i.e., Facebook, LinkedIn) to attract workers across different industries and locations. To meet eligibility criteria, participants had to be 18 years or older and work at least 10 hours per week, as detachment from work is expected to operate similarly in both full-time and part-time workers (Sonnentag et al., 2014).

Upon passing eligibility criteria, participants self-reported demographic information (e.g., age, tenure, work arrangement, number of hours worked/week), and baseline measures of workload, psychological detachment, burnout, actual and preferred work segmentation, and emotional stability. After one week, participants were invited to complete the Time 2 survey, which included measures of psychological detachment and burnout, to test for time-lagged relationships of the effects of workload, work arrangement, and emotional stability on psychological detachment and strain. Participants' personal email addresses were collected across both surveys to match Time 1 and Time 2 responses. After completing data collection, all participants were entered into an incentive drawing to win one of thirty $20 Amazon.com gift cards. Participants who completed the second survey (i.e., one-week following baseline) were entered into the incentive drawing twice.

Participants

The Time 1 sample (N = 167) consisted of working adults of several different industries. On average, participants were 28.26 years old (SD = 10.14), with 42.6% being full-time students enrolled in 9 or more course credits. Seventy-two percent of participants were female, 22.8% male, and 3.6% non-binary. The sample was predominantly White (69.5%), while 8.4% of participants identified as Black, 4.8% as Asian, 7.8% as Hispanic/Latinx, 0.6% as Indian, 0.6% as Middle Easter, and 9% as more than one race. Most participants were single (65.3%) with 24% married. A smaller portion of the sample identified as having at least one dependent (19.9%). The median job tenure (i.e., time spent in their role) was one year, and the median organizational tenure was 1.5 years. Participants spanned a variety of industries, with 27.5% in service, 13.8% in education, 12.6% in technology, and 10.2% in healthcare. Most workers were part-time, although 25.1% worked 40 or more hours weekly. Nearly 23% of participants reported working more than one job, with one in four working more than two jobs. Most participants had an in-person working arrangement (70.7%), whereas the rest worked in either remote (25%) or hybrid (14.4%) arrangements.

The Time 2 sample (N = 72) was a subset of the Time 1 sample with a similar demographic breakdown. Participants from the Time 2 sample were 27.45 years old on average (SD = 9.28), with 43.1% being full-time students enrolled in nine or more course credits. Participants were 80.6% female, 13.9% male, and 2.8% non-binary. A majority of participants were White (72%), 5.6% identifying as Black, 4.2% as Asian, 9.7% as Hispanic/Latinx, and 8.4% as more than one race. 63.9% of participants worked in-person, 13% worked remotely, and 13% had a hybrid working arrangement.

Measures

Workload. Workload was measured at Time 1 using the Quantitative Workload Inventory (QWI; Spector & Jex, 1998). Participants indicated how often each statement occurred using a five-point scale, ranging from less than once per month (coded as 1) to several times per day (coded as 5). An example

item is, “How often does your job leave you with little time to get things done?”. Previous studies have established a Cronbach’s alpha of .73 (Ragsdale et al., 2011). The present study established a Cronbach’s alpha of .84.

Personal and work-related burnout. Personal and work-related burnout were measured at Time 1 and Time 2 using the Copenhagen Burnout Inventory (CBI; Kristensen et al., 2005). Participants indicated how often each statement occurred using a five-point scale, ranging from always (coded as 5) to never (coded as 1). An example item is, “How often do you feel worn out?”. Previous studies have established a Cronbach’s alpha for these items of .95 (Meyer et al., 2021). The present study showed a Cronbach’s alpha of .79 for Time 1 personal burnout and .90 for Time 2 personal burnout.

Psychological detachment. Psychological detachment was assessed at Time 1 and Time 2 using the eight-item psychological detachment subscale of Sonnentag and Fritz's (2007) Recovery Experiences Questionnaire (REQ). The scale’s items refer to the worker’s views of their non-work time over the past few weeks. Sample items include, “I got a break from the demands of work” and “I didn’t think about work at all.” Items were rated on a five-point scale ranging from strongly disagree (1) to (5) strongly agree. Previous studies have established a Cronbach’s alpha of .88 (Sonnentag et al., 2014). Because the Time 2 measure of psychological detachment examines detachment from work stressors over the last week, the Time 2 psychological detachment items were contextualized to assess changes in burnout across the one-week period (e.g., “In the last week, I got a break from the demands of work”). The present study established a Cronbach’s alpha of .83 for Time 1 and .82 for Time 2.

Work arrangement. Participants reported their work arrangement as either in-person, hybrid, or remote, coded as 1 = in person, 2 = hybrid, 3 = remote at Time 1. Following the disclosure of their work arrangement, participants were asked why they prefer the segmentation or integration of their work- and non-work lives: “I feel I can perform better”. Work segmentation is described as a complementary measure below to capture both objective and subjective measures of work arrangement.

Work segmentation. Actual and preferred work segmentation were assessed at Time 1 using Kreiner's (2006) four-item scale. A sample item is, "I prefer to complete my work only during work hours." Participants were asked to indicate the extent to which they agreed (coded as 5) or strongly disagreed (coded as 1) with each item. Previous studies have established a Cronbach's alpha of .79 (Yang et al., 2019). Participants were also asked one question following the preferred segmentation subscale: "Why are these your work segmentation preferences?". Example answer choices are "I work better," "I can manage at-home responsibilities more easily." The present study established a Cronbach's alpha of .78, .88, and .86 for the full scale, actual segmentation subscale, and preferred segmentation subscale, respectively.

Emotional stability. Emotional stability was measured at Time 1 using the 10-item Big Five Inventory (BFI-10; John & Srivastava, 1999). Participants were asked to indicate the extent to which they agreed (coded as 5) or strongly disagreed (coded as 1) with each statement. An example item is "I see myself as someone who is relaxed, can handle stress well." Previous studies have established a Cronbach's alpha of .83 (Judge & Erez, 2007). Researchers have historically used both state and trait measures, depending on the study's context (Robinson & Clore, 2002). The present study established a Cronbach's alpha of .82.

Controlled variables. Time 1 psychological detachment, age, job tenure, marital status, student status, and the number of children were assessed as control variables. Because long working hours are related to exhaustion (Shirom et al., 2010) and poor psychological detachment (Sonnentag & Bayer, 2005), hours worked per week were also controlled for. Other variables related to exhaustion in students included the amount of coursework enrolled in and the level of coursework (e.g., undergraduate, graduate).

Analyses

Moderated mediation analyses were conducted using PROCESS macro v4.0 in IBM SPSS Statistics (Hayes, 2018). The study's analyses explored the main and interactive effects of work arrangement and emotional stability on psychological detachment, workload, and burnout. Mediated effects were tested based on bootstrapped confidence intervals from PROCESS. Indirect effects were considered statistically significant only if their bias corrected 95% CI excluded zero.

CHAPTER IV

RESULTS

Bivariate Correlations

Correlational analyses were used to examine the relationships between continuous Time 1 and Time 2 variables included in the hypothesized mediated model (i.e., Hypotheses 1-4). The full correlation table can be found in Table 1. Time 1 workload and Time 1 psychological detachment were not significantly related (r = -.14, p = .07); however, Time 1 workload and Time 2 psychological detachment were significantly, negatively related (r = -.26, p < .05). Furthermore, Time 1 workload was significantly and positively related with personal burnout, both at Time 1 (r = .44, p < .01) and Time 2 (r = .35, p < .01). Psychological detachment at Time 1 was significantly, negatively related to personal burnout at Time 1 (r = -.22, p < .01) and Time 2 (r = -.29, p < .05). Psychological detachment at Time 2 was significantly, negatively related to personal burnout at Time 2 (r = -.36, p < .05), but was not significantly related to personal burnout at Time 1 (r = -.17, p = .15).

Additionally, correlations were computed between the hypothesized moderating variables (e.g., emotional stability, work arrangement) and Time 1 and Time 2 variables. Emotional stability was significantly, negatively related to workload (r = -.21, p < .01). There was a moderate, negative relationship between emotional stability and personal burnout at Time 1 (r = -.59, p < .01) and Time 2 (r = -.44, p < .01). Similarly, work arrangement (coded as 1=in-person, 2=hybrid, and 3=remote) was significantly, negatively related to workload (r = -.20, p < .05); however, there were no significant relationships between work arrangement and burnout. The relationships between work segmentation and study variables were also examined. Actual segmentation was significantly and negatively related to workload (r = -.39, p < .01).

However, preferred segmentation and workload were unrelated ($r = .13$, $p = .09$). Additionally, actual segmentation related positively to Time 2 psychological detachment ($r = .33$, $p < .01$), while preferred segmentation related positively to Time 1 psychological detachment ($r = .19$, $p < .05$).

Table 1 Descriptives and bivariate correlations of study variables

Variable	M	SD	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
1 Age	28.26	10.14	--																
2 Number of credits enrolled	12.47	3.79	-.37*	--															
3 Number of dependents	0.38	0.89	.51**	-.11	--														
4 Weekly hours	35.27	13.09	.51**	-.30**	.23**	--													
5 Job tenure	2.77	4.70	.63**	-.15	.21**	.24**	--												
6 Organizational tenure	2.84	4.58	.60**	-.20	.19*	.34**	.69**	--											
7 More than one job[a]	0.23	0.42	-.16*	.03	-.06	-.14	-.07	-.10	--										
8 Weekly hours: Second job	12.14	7.23	-.06	-.26*	-.05	.00	-.32	-.09	--	--									
9 Emotional stability	3.06	0.67	.24**	.10	.14	.02	.18*	.11	-.04	.19	--								
10 Actual segmentation	3.39	0.87	-.37**	.13	-.11	-.37**	-.22**	-.21**	.12	.35*	.05	--							
11 Preferred segmentation	4.15	0.81	-.06	-.26*	.10	-.06	-.14	-.03	.02	.10	-.01	.06	--						
12 Time 1 Work demands	3.21	0.98	.10	-.01	.05	.30**	-.01	.04	-.02	-.17	-.21**	-.39**	.13	--					
13 Time 1 Psychological detachment	3.09	0.88	-.09	.10	-.11	-.23**	.01	-.02	.01	.01	.12	.39**	.19*	-.14	--				
14 Time 1 Personal burnout	3.09	0.78	-.11	-.07	.01	.06	-.14	-.07	.07	.07	-.59**	-.21**	.08	.26**	-.23**	--			
15 Time 1 Work-related burnout	2.85	0.68	-.07	.00	-.12	.21**	-.10	-.03	.00	-.12	-.52**	-.31**	.13	.44**	-.23**	.67**	--		
16 Time 2 Psychological detachment	3.13	0.87	-.26*	.09	-.10	-.26*	-.06	-.20	.04	.25	.24*	.33**	.24*	-.26*	.45**	-.17	-.30*	--	
17 Time 2 Personal burnout	2.81	0.75	-.13	-.13	-.02	-.02	-.05	.07	.02	-.01	-.44**	-.26*	.05	.35**	-.29*	.62**	.51**	-.36**	--
18 Time 2 Work-related burnout	2.82	0.72	-.05	-.07	-.01	.25*	.08	.15	.12	-.19	-.39**	-.21	.21	.54**	-.20	.40**	.68**	-.38**	.63**

[a]Coded as 1=yes, 0=no. **p < .01. *p < .05.

Hypothesis Testing

The hypothesized model was tested using a bootstrapping approach in the SPSS macro PROCESS v4.0 to assess direct and indirect effects (Hayes, 2018). Workload was the predictor variable, psychological detachment was the mediator, and personal burnout was the outcome variable. Cross-sectional analyses used data from the Time 1 sample ($N = 167$), while time-lagged analyses used data from the matched Time 1 and Time 2 sample ($N = 72$).

Cross-sectional analyses. First, the hypothesized paths within the mediation model (i.e., Hypotheses 1-3) were tested using Time 1 measures of workload, psychological detachment, and personal burnout. There was a significant, negative relationship between Time 1 workload and Time 1 psychological detachment ($B = -0.17$, $p = .01$), supporting Hypothesis 1. Workload was also significantly and positively related to Time 1 personal burnout ($B = 0.18$, $p < .01$), supporting Hypothesis 2. Lastly, there was a significant, negative relationship between psychological detachment and personal burnout at Time 1 ($B = -0.17$, $p < .05$), supporting Hypothesis 3. See Table 2 for a summary of these results.

Indirect effects were considered statistically significant only if their bias-corrected 95% CI excluded zero. There was a non-significant indirect effect of workload on personal burnout via Time 1 psychological detachment, 95% CI [-.008, .05].

Next, the conditional indirect effects of emotional stability and work arrangement were tested on the relationship between workload and Time 1 psychological detachment. Work arrangement was treated as a multi-categorical variable with in-person as the reference group. Results indicated that the interaction between emotional stability and Time 1 workload on Time 1 psychological detachment was not significant ($B = -0.04$, $p = .66$), as well as the interaction between emotional stability and Time 1 psychological detachment on workload ($B = -0.02$, $p = .80$). The interaction between work arrangement and Time 1 workload on Time 1 psychological detachment was not significant (in-person reference group, hybrid: $B = -0.23$, p = .33, remote: $B = 0.13$, $p = .66$).

The interaction between work arrangement and Time 1 psychological detachment on Time 1 personal burnout was not significant, (in-person reference group, hybrid: $B = 0.09$, $p = .65$; remote: $B = 0.15$, $p = .55$).

Time-lagged analyses. Second, time-lagged analyses were conducted to examine the relationships between workload, burnout, and psychological detachment over a one-week period. Again, there was a significant, negative relationship between Time 1 workload and Time 2 psychological detachment ($B = -0.21$, $p < .05$), supporting Hypothesis 1. Additionally, a significant, positive relationship was found between Time 2 psychological detachment and Time 2 personal burnout ($B = -0.25$, $p < .05$), supporting Hypothesis 2. Lastly, there was a significant, positive relationship between Time 1 workload and Time 2 personal burnout ($B = 0.20$, $p < .05$), supporting Hypothesis 3. There was also a significant indirect effect of Time 1 workload on Time 2 personal burnout via psychological detachment, 95% CI [.004, .12], supporting Hypothesis 4. See Table 2 and Table 3 for a summary of these results.

Table 2

Hypothesis 1-3: Regression coefficients for the relationships between workload, psychological detachment, and personal burnout

	Cross-Sectional Models						**Time-Lagged Models**					
	Outcome: T1 Personal Burnout ($R^2 = .02$)						*Outcome: T1 Personal Burnout* ($R^2 = .07$)					
Variable	*b*	*se*	*t*	*p*	CI Lower	CI Upper	*b*	*se*	*t*	*p*	CI Lower	CI Upper
Constant	3.49	0.23	14.94	0.00	3.03	3.95	3.82	0.33	11.69	0.00	3.17	4.47
Time 1 Workload	-0.13	0.07	-1.80	0.07	-0.26	0.01	-0.21	0.10	-2.22	.03**	-0.41	-0.02
Time 1 PD	0.02	0.01	1.23	0.22	-0.01	0.04	–	–	–	–	–	–
Time 2 PD	–	–	–	–	–	–	-0.25	0.10	-2.55	.02**	-0.44	-0.05

Note. Analyses were conducted using Model 4 in PROCESS v4.0. $N = 167$ for cross-sectional models. $N = 72$ for time-lagged models. PD = Psychological detachment. *b* represents unstandardized coefficients. $^{*}p < .05$. $^{**}p < .01$.

Table 3 Hypothesis 4: Indirect effects of workload on personal burnout via psychological detachment

			Cross-Sectional Models				**Time-Lagged Models**			
			Outcome: Time 1 Personal Burnout (R^2 = .02)				*Outcome: Time 2 Personal Burnout (R^2 = .07)*			
IV	M	DV	IE	Boot SE	CI Lower	CI Upper	IE	Boot SE	CI Lower	CI Upper
Time 1 Worload	Time 1 PD	Time 1 Personal Burnout	0.02	0.01	-0.001	0.052	–	–	–	–
Time 1 Worload	Time 2 PD	Time 2 Personal Burnout	–	–	–	–	0.05	0.03	0.004	0.129

The conditional indirect effects of emotional stability and work arrangement were tested on the relationship between Time 1 workload and Time 2 psychological detachment. However, like the above cross-sectional analyses, there were no significant interactions found between emotional stability and Time 1 workload on Time 2 psychological detachment, (B = -0.03, p = .85), or between emotional stability and Time 2 psychological detachment on Time 2 personal burnout (B = -0.01, p = .94). Additionally, there were no significant interactions found between work arrangement and Time 1 workload on Time 2 psychological detachment, (in person reference group, hybrid: B = -0.12, p = .71; remote: B = -0.07, p = .87). Lastly, there was no significant interaction found between work arrangement and Time 2 psychological detachment on Time 2 personal burnout (in-person reference group, hybrid: B = -0.10, p = .64, remote: B = 0.43, p = .13).

Supplemental analyses. Cross-sectional analyses were conducted to examine the effects of a more subjective measure of one's work arrangement. The conditional indirect effects of work segmentation were tested on the relationship between Time 1 workload and Time 1 psychological detachment. There was a significant interaction between Time 1 workload and work segmentation (B = -0.18, p = .02), such that the relationship between Time 1 workload and Time 1 psychological detachment was positive for those with low work segmentation (B = 0.18, p = .07) and negative for those with high work segmentation (B = -0.13, p = .17). Additionally, there was a significant positive relationship between Time 1 workload and actual segmentation (B = 0.45, p < .001).

There were no significant relationships between actual segmentation and Time 1 psychological detachment or Time 1 personal burnout.

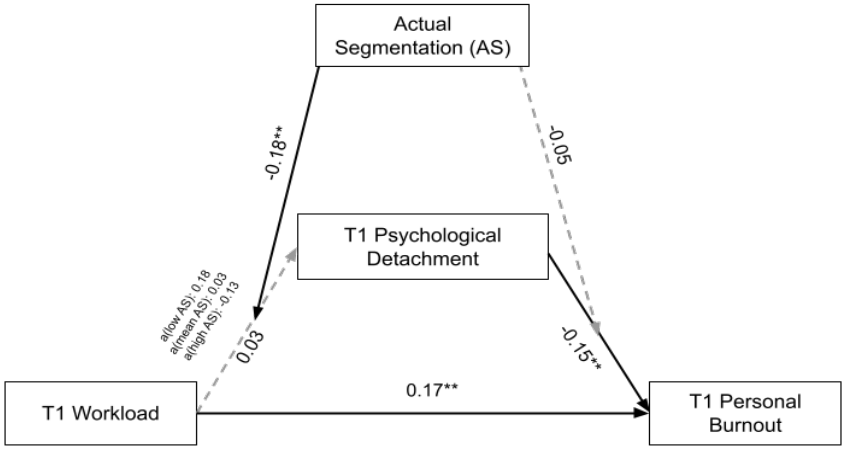

Figure 3 The moderating role of actual segmentation in cross-sectional analyses

Next, time-lagged analyses were conducted using Time 2 psychological detachment and Time 2 personal burnout. The interaction between Time 1 workload and work segmentation was insignificant; however, the relationship between Time 1 workload and work segmentation was significantly positive (B = 0.30, p = .01). There were no significant relationships between actual segmentation and Time 1 psychological detachment or Time 1 personal burnout.

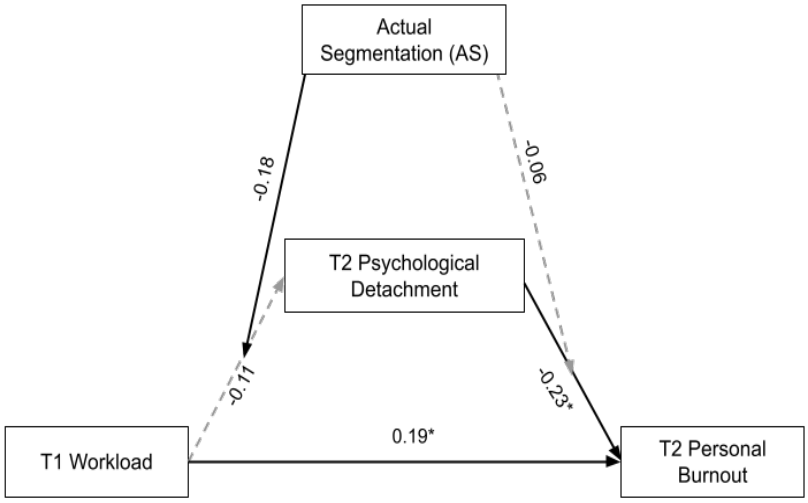

Figure 4 The moderating role of actual segmentation in time-lagged analyses

Hypotheses 1-4 were also tested using the matched subsample (N = 72) and while accounting for relevant demographic control variables (See Table 3). In this adjusted model, the relationships between Time 1 workload and Time 2 psychological detachment became insignificant (p = .32), as well as the direct effect of Time 1 workload on Time 2 personal burnout (p = .12). All other control variables including age, marital status, number of dependents, job tenure, and weekly hours, failed to significantly predict unique variance in either Time 2 psychological detachment or Time 2 burnout. Additionally, hypotheses 1-4 were tested while controlling for Time 1 psychological detachment and Time 1 burnout to see if the hypothesized model would hold after controlling for these factors.

In this adjusted model, there was no significant relationship between Time 1 workload and Time 2 psychological detachment (B = -0.14, p = .15) when controlling for Time 1 detachment. Additionally, there was no significant relationship between Time 1 workload and Time 2 personal burnout (B = 0.09, p = .21) when controlling for Time 1 burnout. Lastly, there was a significant, negative relationship between Time 2 psychological detachment and Time 2 personal burnout (B = -0.21, p < .05). See Table 3 for a summary of the adjusted model results.

Table 4 Adjusted model with controlled variables

	Outcome: Time 2 Psychological Detachment (R^2 = .28)						*Outcome: Time 2 Personal Burnout* (R^2 = .50)					
	b	*se*	*t*	*p*	CI Lower	CI Upper	*b*	*se*	*t*	*p*	CI Lower	CI Upper
Constant	3.47	0.93	3.73	.00	1.609	5.332	2.34	0.74	3.15	.00	0.856	3.834
Time 1 Workload	-0.10	0.10	-1.01	.32	-0.31	0.101	0.12	0.07	1.59	.12	-0.031	0.268
Time 2 PD	-	-	-	-	-	-	-0.25	0.09	-2.72	.01	-0.430	-0.066
Time 1 Personal burnout	0.08	0.15	-0.54	.59	-0.39	0.224	0.45	0.11	4.02	.00	0.226	0.671
Time 1 PD	0.39	0.12	2.93	.01	0.114	0.603	-0.01	0.09	-0.12	.91	-0.200	0.178
Age	-0.03	0.02	-1.60	.12	-0.06	0.007	-0.02	0.01	-1.19	. 24	-0.041	0.010
Marital status	0.04	0.25	0.14	.89	-0.47	0.541	0.28	0.18	1.55	.13	-0.083	0.651
No. dependents	0.24	0.24	1.01	.32	-0.24	0.719	0.00	0.17	-0.05	.96	-0.358	0.340
Weekly hours	0.02	0.01	-0.58	.56	-0.02	0.012	0.00	0.01	-0.79	.43	-0.017	0.007
Job tenure	0.02	0.03	0.50	.62	-0.05	0.081	-0.01	0.02	-0.23	.82	-0.052	0.041

Note. Analyses were conducted using Model 4 in PROCESS v4.0. b represents unstandardized coefficients. N = 72. *p < .05. **p < .01.

The conditional indirect effects of emotional stability and work arrangement were tested on the relationship between Time 1 workload and Time 2 psychological detachment, while controlling for Time 1 psychological detachment and Time 2 personal burnout.

No significant interactions were found between emotional stability and Time 2 psychological detachment, or work arrangement and Time 2 psychological detachment.

Table 5.1 Regression coefficients for the relationships of workload, psychological detachment, personal burnout, and work segmentation

	Outcome: Time 1 Psychological Detachment (R^2 = .18)						*Outcome: Time 1 Personal Burnout (R^2 = .11)*					
Variable	*b*	*se*	*t*	*p*	CI Lower	CI Upper	*b*	*se*	*t*	*p*	CI Lower	CI Upper
Constant	-0.06	0.06	-0.88	.38	-.193	.074	3.09	0.06	50.45	.00	2.97	3.21
Time 1 Workload	0.03	0.07	0.34	.69	-.110	.165	0.17	0.07	2.59	.01**	.040	.297
Work Segmentation	0.45	0.08	5.60	.00**	.291	.609	-0.05	0.08	-0.63	.53	-.209	.107
Work Segmentation x Time 1 Workload	-0.18	0.08	-2.26	.02*	-.336	-.023	0.00	0.07	0.01	.99	-.139	.140

Note. Analyses were conducted using Model 4 in PROCESS v4.0. N = 167. *b* represents unstandardized coefficients. $^{*}p < .05$. $^{**}p < .01$.

Table 5.2 Conditional indirect effects of workload on personal burnout via psychological detachment across levels of work segmentation

		Outcome: Time 1 Psychological Detachment (R^2 = .18)				*Outcome: Time 1 Personal Burnout (R^2 = .11)*			
IV	Moderator: Work Segmentation	Effect	BootSE	CI Lower	CI Upper	Effect	BootSE	CI Lower	CI Upper
Time 1 Workload	High	0.18	0.10	-.084	.021	-0.03	0.03	-.087	.162
Time 1 Workload	Average	0.03	0.07	-.028	.020	0.00	0.01	-.028	.020
Time 1 Workload	Low	-0.13	0.09	-.013	.070	0.02	0.02	-.012	.070

Note. PD = Psychological detachment. N = 167. Conditional indirect effects were considered statistically significant only if their bias corrected 95% CI excluded zero.

CHAPTER V

DISCUSSION AND CONCLUSION

Discussion

In this study, moderated mediation analyses were conducted to test the indirect effects of workload on personal burnout, through psychological detachment, as these effects differ depending on individuals' attentional processes and personal resources available. No significant moderating effects were found for work arrangement or emotional stability across cross-sectional and time-lagged samples. Support for the indirect effect was identified in the time-lagged sample, indicating that recovery from work can be explained, at least partially, through the process of psychologically detaching from work. Because the cross-sectional indirect effect was non-significant in comparison, this may suggest that the effects of detachment unfold over time, following work demands.

Supplemental analyses suggested that work segmentation may moderate the negative workload-detachment relationship, such that this relationship was stronger for individuals in highly segmentation work arrangements. This finding implies that the ability to divert attention away from the work domain (i.e., attentional processes) is not necessarily influenced by the more objective work arrangement, but rather, how separated an individual perceives their work and non-work domains to be.

Study Limitations

The following limitations should be considered for the interpretation of the results and further research conducted in the stress and recovery realm. First, relationships between variables are based on self-report measures and may be inflated, reflecting common method variance (Podsakoff et al., 2003).

Self-report was appropriate in many ways for the present study, given the perceptual nature of psychological detachment and burnout. In the future, empirical studies should also incorporate more objective measures of workload or related measures (e.g., expert ratings and performance measures) wherever possible to ensure data collection methods are as diverse and robust as possible.

Second, the observed effects in the hypothesized model may have been influenced by the sample's characteristics. Specifically, 72% of respondents were female students balancing multiple roles, which may influence the variance captured within measures of workload and personal burnout. On average, students were enrolled full-time and were likely juggling other student responsibilities simultaneously, including working as a graduate student or research assistant outside of their studies.

Lastly, there are at least two reasons as to why the present study failed to support the hypothesized moderating effects. The first moderating effects explored were that of work arrangement; there was a lack of representation of remote and hybrid workers, hindering the ability to observe moderating effects of an individual's work arrangement if they did exist. The other hypothesized moderator of emotional stability failed to moderate both the work-detachment relationship and the detachment-burnout relationship.

These moderating effects were originally hypothesized with the understanding that emotional impacts one's ability to control and assess emotions and, therefore, likely impacts one's ability to appraise a stressor as a challenge or threat to their well-being. However, previous studies in the recovery literature have struggled to find moderating effects of this construct and other Big Five personality traits (Sonnentag & Fritz, 2007; Wendsche & Lohmann-Haislah, 2017).

Practical Implications

Notably, much of the evidence supporting the claim that in-person work or remote work is fitting for a particular individual is anecdotal. The present study's findings imply that the more objective working arrangement of in-person, hybrid, or remote may not make a difference as much as

the segmentation they experience. Work segmentation is a dynamic construct influenced by both the individual and organization and, therefore, the present study is not without its implications for organizational-level and individual-level interventions.

The finding that work segmentation influences a worker's detachment suggests that clear boundaries between work and non-work domains help facilitate recovery from work through the process of psychological detachment. Organizations can further support the establishment of these boundaries by explicitly communicating non-work hours for all employees, whether they work remotely, in-person, or in a hybrid arrangement. Additionally, supervisors can role model healthy detachment behaviors and foster a climate that allows employees to further develop and implement detachment strategies of their own.

Further Directions

To better understand the factors that influence workers' ability to detach from work, future studies should capture the changes in work demands that occur across the study period. In the present study, workload was captured at baseline; however, because workload varies in accordance with an individual's work arrangement, weekly schedule, and the industry in which they work, significant effects between workload, psychological detachment, and burnout are more likely to be found when accounting for these variances.

Additionally, future studies could explore the effectiveness of specific recovery experiences and whether differences in their effectiveness exist across remote, work, and hybrid work arrangements. A previous meta-analysis conducted by Steed and colleagues (2021) interestingly found that personal resources had the largest effect sizes with recovery experiences compared to other resources or demands examined in their study. Because of the temporal stability of such resources, this finding implies that individual differences play a critical role in explaining variance in recovery.

Finally, some workers may opt to stay connected with work during nonwork hours to prevent the build-up of stressors. In other words, there are conditions in which lack of detachment may be beneficial in building personal resources (e.g., sharing a work issue with your spouse). However, the valence of these work-related thoughts may determine whether resources are built or depleted. For example, if you are sharing with your spouse the news of a recent work promotion, this would likely enhance personal resources. On the other hand, workers who bring home negative experiences from work face the risk of ruminating, or repeatedly thinking about, these experiences and therefore depleting personal resources during their nonwork time. The demand for studies exploring problem-focused coping strategies and their effectiveness across work environments is therefore not surprising (Karabinski et al., 2021; Sonnentag et al., 2022).

Conclusion

Workers continue to seek out in-person, remote, or hybrid work arrangements in an effort to harmonize their working situation with their ability to recover from stress at work. Those in various work arrangements may still be able to detach from their demands similarly, as the study found, but it is the experience of work segmentation that more directly influences an individual's ability to detach from work. With these findings in mind, organizations can help to promote worker health and avoid the costs that come with burnout by reinforcing segmentation norms in their workplace.

This study aimed to explore the individual and situational factors that impact worker recovery across work arrangements. It is the responsibility of the individual to understand how individual differences, such as their personality, help or hinder their ability to recover in their own work situation. Additionally, the burden lies on the organization to continually explore what resources they can provide employees with to help reinforce healthy detachment behaviors, leading to worker recovery and ultimately a healthier and happier workforce.

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APPENDIX A

IRB APPROVAL LETTER

THE UNIVERSITY OF TENNESSEE CHATTANOOGA

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TO: Brittany Ikner **IRB # 22-118**
Dr. Kristen Black

FROM: David Deardorff, Interim Director of Research Integrity
Dr. Susan Davidson, IRB Committee Chair

DATE: 10/28/22

SUBJECT: IRB #22-118: Exploring the Moderating Role of Emotional Stability and Remote Work in Detachment from Work

Thank you for submitting your application for exemption to The University of Tennessee at Chattanooga Institutional Review Board. Your proposal was evaluated in light of the federal regulations that govern the protection of human subjects.

Specifically, 45 CFR 46.104(d) identifies studies that are exempt from IRB oversight. The UTC IRB Chairperson or his/her designee has determined that your proposed project falls within the category described in the following subsection of this policy:

46.104(d)(2)(i): Research only includes educational tests, surveys, interviews, public observation and any disclosure of responses outside of the research would NOT reasonably place subject at risk

Even though your project is exempt from further IRB review, the research must be conducted according to the proposal submitted to the UTC IRB. If changes to the approved protocol occur, a revised protocol must be reviewed and approved by the IRB before implementation. For any proposed changes in your research protocol, please submit an Application for Changes, Annual Review, or Project Termination/Completion form to the UTC IRB. Please be aware that changes to the research protocol may prevent the research from qualifying for exempt review and require submission of a new IRB application or other materials to the UTC IRB.

A goal of the IRB is to prevent negative occurrences during any research study. However, despite our best intent, unforeseen circumstances or events may arise during the research. If an unexpected situation or adverse event happens during your investigation, please notify the UTC IRB as soon as

APPENDIX B

TIME 1 INFORMED CONSENT

UNIVERSITY OF TENNESSEE AT CHATTANOOGA
PROTOCOL TITLE: How Personality and Work Location Relate to Detachment from Work
INFORMED CONSENT

Please read this consent document carefully before you decide to participate in this study.

Why Are We Conducting This Research?
The present study explores workers' detachment from their work over time using two short surveys. This is the baseline survey, which will be used to contact participants for the follow-up survey. The present study explores workers' detachment from work over time to improve our understanding of recovery from work. If you choose to participate, your contributions help advance the recovery literature within the field of occupational health psychology.

Who Can Participate?
Participants must be over the age of 18 years old and work at least 20 hours per week for pay. We aim to recruit at least 250 total participants for this study.

What You Will Be Asked to Do
This baseline survey is one of two surveys that will be conducted. You will be asked to respond to the baseline survey, which gathers information about your general demographics, work context, workload, detachment, and feelings of burnout. One week following the baseline survey, you will be sent a second survey asking questions about your detachment and feelings of burnout, along with a couple open-ended questions. This second survey is to understand changes in detachment over time.

Time Required
This survey will take approximately 10-15 minutes to complete.

Risks and Benefits
There are no known risks associated with your participation in this study. There will be no direct benefit to you for your participation in this study. However, we hope that the information obtained from this study may provide you with a better understanding of your current feelings of detachment and recovery, which may enhance your overall sense of well-being.

Compensation or Incentives
To show appreciation for your participation, you will be given the opportunity to enter a drawing for a chance to win one of thirty $20 Amazon gift cards. While you do not have to participate in this study to enter the drawing, your odds of winning increase with completing both surveys. Participants' chances of winning will increase based on the number of surveys completed: completion of the baseline survey will result in being entered once into the incentive drawing, while completing both 1) the baseline survey and 2) the second survey within 48 hours of receiving the survey link will result in being entered twice.

How Will My Information Be Protected?
We will collect email addresses only for 1) connecting your survey responses to this baseline survey and the follow-up survey, and 2) for sending your gift card, if selected as a winner for the incentive drawing.

After that, email addresses will be removed from our dataset and information will be stored without any connection to personally identifiable information. Your identity will be kept confidential to the extent provided by law. Your data will be stored on a password protected computer and will be viewed and analyzed only by the researchers listed below. Your name will not be used in any report or publication. Identifiers will be removed from the dataset, and after such removal, the information could be used for future research studies or distributed without additional informed consent.

Voluntary Participation
Your participation in this study is completely voluntary. You have the right to withdraw from the study at any time, but please note that we can really only make use of completed surveys (so your participation is very much appreciated). You will not be penalized if you choose not to participate or to withdraw from the study, and you will not lose any benefits that you are otherwise entitled to receive. If you decide not to participate or decide to formally withdraw after the study has started, we will discard any information we have already collected from you.

What If I Have Questions?
If you have questions about the present study or any information above, you may contact the principal investigator of this study, Brittany Ikner (nhf167@mocs.utc.edu) or her collaborator and research advisor, Dr. Kristen J. Black (kristen-j-black@utc.edu; 423-425-5479). If you have any questions about your rights as a participant in this research, or if you feel you have been placed at risk, you may contact Dr. Susan Davidson, Chair of the UTC Institutional Review Board at (423) 425-1387. Additional contact information is available at www.utc.edu/irb.

Sincerely,
Brittany Ikner
Kristen J. Black, PhD

This research project has been approved by the UTC IRB #22-118.

APPENDIX C

TIME 2 INFORMED CONSENT

UNIVERSITY OF TENNESSEE AT CHATTANOOGA
PROTOCOL TITLE: How Personality and Work Location Relate to Detachment from Work
Informed Consent

Please read this consent document carefully before you decide to participate in this study.

Why Are We Conducting This Research?
The present study explores workers' detachment from their work over time using two short surveys. This is a follow-up survey sent to participants who previously completed the baseline survey. If you choose to participate, your contributions help advance the recovery literature within the field of occupational health psychology.

Who Can Participate?
Participants must be over the age of 18 years old and work at least 20 hours per week for pay. We aim to recruit at least 250 total participants for this study.

What You Will Be Asked to Do
This follow-up survey is the last of two surveys that will be conducted in this study. You will be asked to respond to questions about feelings of detachment and burnout, along with a few open-ended questions about your work situation.

Time Required
This follow-up survey will take approximately 5-10 minutes to complete.

Risks and Benefits
There are no known risks associated with your participation in this study. There will be no direct benefit to you for your participation in this study. However, we hope that the information obtained from this study may provide you with a better understanding of your current feelings of detachment and recovery, which may enhance your overall sense of well-being.

Compensation or Incentives
To show appreciation for your participation, you will be given the opportunity to enter a drawing for a chance to win one of thirty $20 Amazon gift cards. While you do not have to participate in this study to enter the drawing, your odds of winning increase with completing both surveys. Completing the first survey, and completing this second survey within 48 hours of receiving the survey link, will result in being entered twice for the incentive drawing. The drawing will take place at the conclusion of the data gathering process.

How Will My Information Be Protected?
We will collect email addresses only for 1) connecting your survey responses to this follow-up survey and the previous survey, and 2) for sending your gift card, if selected as a winner for the incentive drawing. After that, email addresses will be removed from our dataset and information will be stored without any connection to personally identifiable information. Your identity will be kept confidential to the extent provided by law. Your data will be stored on a password protected computer and will be viewed and analyzed only by the researchers listed below. Your name will not be used in any report or publication. Identifiers will be removed from the dataset, and after such removal, the information could be used for future research studies or distributed without additional informed consent.

Voluntary Participation
Your participation in this study is completely voluntary. You have the right to withdraw from the study at

any time, but please note that we can really only make use of completed surveys (so your participation is very much appreciated). You will not be penalized if you choose not to participate or to withdraw from the study, and you will not lose any benefits that you are otherwise entitled to receive. If you decide not to participate or decide to formally withdraw after the study has started, we will discard any information we have already collected from you.

What If I Have Questions?
If you have questions about the present study or any information above, you may contact the principal investigator of this study, Brittany Ikner (nhf167@mocs.utc.edu) or her collaborator and research advisor, Dr. Kristen J. Black (kristen-j-black@utc.edu; 423-425-5479). If you have any questions about your rights as a participant in this research, or if you feel you have been placed at risk, you may contact Dr. Susan Davidson, Chair of the UTC Institutional Review Board at (423) 425-1387. Additional contact information is available at www.utc.edu/irb.

Sincerely,
Brittany Ikner
Kristen J. Black, PhD

This research project has been approved by the UTC IRB #22-118.

APPENDIX D

TIME 1 SURVEY

Demographics

1) What is your age?
2) Are you a student?
    a) No
    b) Yes
3) What is your level of coursework?
    a) Graduate
    b) Undergraduate
4) How many credits are you enrolled in?
5) What is your gender?
    a) Male
    b) Female
    c) Non-binary
    d) Prefer not to say
6) What is your race/ethnicity? Please select all that apply.
    a) African American/Black
    b) Asian American/Pacific Islander
    c) Hispanic/Latinx
    d) Native American/American Indian
    e) Caucasian/White
    f) Other (please describe)
7) What is your marital status?
    a) Single
    b) Married
    c) Divorced
    d) Partnered
    e) Common Law
    f) Separated
    g) Widowed
8) What is the number of dependents you claim?
9) On average, how many hours do you work per week?
10) What industry do you currently work in?
    a) Retail (e.g., department stores, grocery store)
    b) Manufacturing (e.g., assembly/production environments)
    c) Technology (e.g., e-commerce, cloud services)
    d) Finance (e.g., banking)
    e) Research (e.g., consulting firms)
    f) Healthcare (e.g., pharmacy, hospitals)
    g) Construction (e.g., industrial work)
    h) Other (please specify)
11) What are your typical working hours? (e.g., 9-5 Monday thru Friday)
12) How long have you worked at your current employer? (in years)
13) How long have you worked in your current position? (in years)
14) Which of the following best describes your work location?
    a) Remote
    b) Hybrid
    c) In-office environment

Quantitative Work Index (Workload)

Please indicate how often each statement occurs:

1=Less than once per month or never
2=Once or twice per month
3=Once or twice per week
4=Once or twice per day
5=Several times per day

1. How often does your job require you to work very fast?
2. How often does your job require you to work very hard?
3. How often does your job leave you with little time to get things done?
4. How often is there a great deal to be done?
5. How often do you have to do more work than you can do well?

Work Segmentation (Actual and Preferred)
Please indicate the extent to which you agree or disagree with the following statements:

5=Strongly Agree
4=Agree
3=Neither agree nor disagree
2=Disagree
1=Strongly Disagree

1. I don't like to have to think about work while I'm at home.
2. I prefer to keep work life at work.
3. I don't like work issues creeping into my home life.
4. I like to be able to leave work behind when I go home.
5. My workplace lets people forget about work when they're at home
6. Where I work, people can keep work matters at work.
7. At my workplace, people are able to prevent work issues from creeping into their home life.
8. Where I work, people can mentally leave work behind when they go home.

Emotional Stability (Big Five Inventory)
Here are a number of characteristics that may or may not apply to you. Please indicate the extent to which you agree or disagree with that statement:

"I see myself as someone who…"

5=Strongly Agree
4=Agree
3=Neither agree nor disagree
2=Disagree
1=Strongly Disagree

1. Is depressed, blue (R)
2. Is relaxed, handles stress well
3. Can be tense (R)
4. Worries a lot (R)
5. Is emotionally stable, not easily upset
6. Can be moody (R)

7. Remains calm in tense situations
8. Gets nervous easily (R)

Psychological Detachment (Recovery Experiences Questionnaire)
Using the following scale, please indicate how strongly you agree or disagree with each statement with respect to your free evenings.

Scale Points:
5=Strongly Agree
4=Agree
3=Neither Agree nor Disagree
2=Disagree
1=Strongly Disagree

1. I forget about work.
2. I don't think about work at all.
3. I distance myself from my work.
4. I get a break from the demands of work.

Burnout (Copenhagen Burnout Inventory)
Using the following scale, please indicate how often each statement occurs:

5=Always
4=Often
3=Sometimes
2=Seldom
1=Never / Almost Never

1. How often do you feel tired?
2. How often are you physically exhausted?
3. How often are you emotionally exhausted?
4. How often do you think: "I can't take it anymore"?
5. How often do you feel worn out?
6. How often do you feel weak and susceptible to illness?
7. Do you feel worn out at the end of the working day?
8. Are you exhausted in the morning at the thought of another day at work?
9. Do you feel that every working hour is tiring for you?
10. Do you have enough energy for family and friends during leisure time? (R)
11. Is your work emotionally exhausting?
12. Does your work frustrate you?
13. Do you feel burnt out because of your work?

Opened-Ended Questions
Is there anything else you would like to disclose about your work situation?

Incentive Drawing
To be entered into the drawing, please provide us with your personal email address (where the prize will be sent):

APPENDIX E

TIME 2 SURVEY

Psychological Detachment (Recovery Experiences Questionnaire)
Using the following scale, please indicate how strongly you agree or disagree with each statement with respect to your free evenings.

Scale Points:
5=Strongly Agree
4=Agree
3=Neither Agree nor Disagree
2=Disagree
1=Strongly Disagree

1. I forget about work.
2. I don't think about work at all.
3. I distance myself from my work.
4. I get a break from the demands of work.

Burnout (Copenhagen Burnout Inventory)
Using the following scale, please indicate how often each statement occurs?

5=Always
4=Often
3=Sometimes
2=Seldom
1=Never / Almost Never

1. How often do you feel tired?
2. How often are you physically exhausted?
3. How often are you emotionally exhausted?
4. How often do you think: "I can't take it anymore"?
5. How often do you feel worn out?
6. How often do you feel weak and susceptible to illness?
7. Do you feel worn out at the end of the working day?
8. Are you exhausted in the morning at the thought of another day at work?
9. Do you feel that every working hour is tiring for you?
10. Do you have enough energy for family and friends during leisure time? (R)
11. Is your work emotionally exhausting?
12. Does your work frustrate you?
13. Do you feel burnt out because of your work?

Opened-Ended Questions
Is there anything else you would like to share with us about your work situation? _____

Incentive Drawing
To be entered into the drawing, please provide us with your personal email address (where the prize will be sent): _

VITA

Brittany Ikner was born in Houston, TX, to parents James Ikner and Paula Ramsey. She attended Cinco Ranch High School in Katy, Texas and graduated in 2016. Upon graduating high school, Brittany attended Lone Star College Cy-Fair and completed two years of prerequisite coursework before transferring to the University of Houston in 2018. Here, she became interested in industrial-organizational psychology and fulfilled degree requirements for a Bachelor of Science degree in Psychology. While attending, she worked as a research assistant in labs on- and off-campus and eventually found herself in a co-lab manager role at Rice University under the advisership of Dr. Danielle D. King. Upon graduating from the University of Houston in 2020, Brittany moved to College Station, Texas to work as a full-time lab manager for one year at Texas A&M University under the advisership of Dr. Isaac Sabat. Toward the end of her role, she was admitted to the University of Tennessee at Chattanooga Industrial-Organizational (I-O) Psychology Program to study at the master's level. Brittany will graduate with a Master of Science degree in I-O Psychology in May 2023. She is continuing her education in I-O Psychology by pursuing a Ph.D. degree at Wayne State University.