

Individual and organizational dynamics of boundaryless work and employee wellbeing

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ABSTRACT

Societal and technological dynamics constantly change the interface between work and nonwork domains. Currently, developments in information and communication technologies are drivers of increased integration of work into private life. The notion of „boundaryless work“ implies both new opportunities for reconciliation of work and nonwork responsibilities as well as risks for employee wellbeing due to lack of detachment and recovery. The aim here was to gain a better understanding of how individuals and organizations can successfully manage the interfaces between work and private lives. This overarching theme was approached in seven study projects, five of which document original empirical research.¹ Taken together, these investigate the influence of individual, organizational, and cultural factors on the nature of boundaryless work, including their potential interplay and implications for employee wellbeing. Results largely confirm the relevance of examined factors. Limitations with regard to causal inferences and generalizability due to reliance on cross-sectional self-report data and convenience sampling apply. Practical implications include deliberate and open communication between employer and employees to ensure that individual and organizational needs and interests in workplace flexibility are balanced, supporting both worker wellbeing and organizational effectiveness. Considering individual, organizational, and cultural factors in the complex dynamics between work and private life elucidates important psychological processes at the intersection of work and non-work domains as well as determinants of employee wellbeing in an increasingly flexible and boundaryless world of work.

Keywords

Work and private life domains – boundaryless work behavior – segmentation and integration – organizational norms – personal preferences – conflict and enrichment – worker health

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