

The Research Centre of the School of Economics and Business
cordially invites you to a research seminar
on **Tuesday, 19 September 2023, at 13:30 CEST** in room **P-210**
at the **School of Economics and Business, University of Ljubljana**

Authors

Matthew Tucker and Hannah Wilson

Liverpool Business School, United Kingdom

will present the article:

**Learning from the working from home experiment during COVID-19:
Employees motivation to continue working from home**

This interactive seminar investigates the challenges and benefits of working from home and the needs that organisation's should understand when adopting working from home practices. Self-determination theory was used to understand the drivers of motivation when working from home, to provide a deep understanding of how organisations may support employees working from home. A cross-sectional qualitative survey design was used to collect data from 511 office workers during May and June of 2020.

The research found that employees' needs for competence were thwarted by a lack of direction and focus, unsuitable work environment, work extensification, and negative work culture. Employees' experiences and needs for relatedness were more diverse, identifying that they enjoyed spending more time with family and having a greater connection to the outdoors, but felt more isolated and suffered from a lack of interaction. Employees' experiences of autonomy whilst working from home were also mixed, having less autonomy from blurred boundaries between home and work, as well as childcare responsibilities. Conversely, there was more freedom to be able to concentrate on physical health.

The seminar will present these research findings before opening up to the audience to explore the extent to which these individual complexities are effectively managed by organisations who implement working form practices.

Please register for the free seminar at <http://raziskave.ef.uni-lj.si/a/1585>

by Monday, 18 September 2023.

Access details will be sent prior to the event to the registered users.

We look forward to seeing you!

