

# Is Hybrid Working Good for Health, Safety and Wellbeing? An Overview of Systematic Reviews

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## The What and Why?

- Hybrid working: Working from home or away from an employer's location, part-time or full-time, using information technology (IT).
- Hybrid working has become popular post-Covid-19-pandemic.
- What do we know about the health and wellbeing of hybrid workers so far?
- **Work and home/family interface affect work-life balance.\***
- **What are other aspects of health and wellbeing?\*\*\***

### Method

- Systematic review method
- We reviewed 8 systematic reviews published from 2011 to 2022.

### Objectives/Outcome

- To provide a descriptive summary
- To provide a theoretical working model for hybrid working

### Why Systematic Review?

- ❖ Provides the latest research and information
- ❖ Provides the highest forms of evidence

To inform recommendations for policy design & development, health & Wellbeing promotion.

## Findings

- ❖ Effective communication
- ❖ Social isolation
- ❖ Professional isolation
- ❖ Work-life balance
- ❖ Body discomfort



- Flexibility (working anywhere, anytime)
- Focus on individual task
- Autonomy

- Productivity and Performance
- Health and Wellbeing
  - Work exhaustion
  - Job satisfaction

- ❖ Organisational support
- ❖ No. of days working from home per week
- ❖ Individual's home, family & life circumstances
- ❖ Gendered roles
- ❖ Hybrid working is an option

\* Gorjifard, R., & Crawford, J. (2021). Working from home: Impact on wellbeing and work-life balance. New Zealand journal of employment relations. <https://doi.org/10.24135/nzjerv46i2.63>

\*\* Gorjifard, R., Bowe, J. S., Blumenfeld, S., Peace, C., & Crawford, J. O. Health and wellbeing effects of teleworking: An overview of systematic reviews. Accepted for publication 2024.

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### Acknowledgement

The research is supported by funding in the form of a Victoria University of Wellington Doctoral Scholarship.

