

The Relationship between Leisure Crafting and Subjective Well-Being in Teleworkers

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Abstract

Information communication technology has made it possible to work remotely instead of in the traditional office workspace. This type of work is known as teleworking. While findings on telework show that it provides workers with various benefits, they also indicate that telework can lead to negative outcomes. Such negative outcomes include the prevention of satisfying psychological needs. As a consequence, teleworkers' subjective well-being might be negatively affected. Teleworkers whose needs cannot be satisfied at work, can satisfy them in their leisure time, also referred to as leisure crafting. This study investigates the effect that leisure crafting has on the life satisfaction in telework. I hypothesize that leisure crafting is positively related to life satisfaction. As leisure activities and life satisfaction were both positively correlated with psychological detachment in previous research, I also hypothesize that psychological detachment mediates the relationship between leisure crafting and life satisfaction. For the analysis, a cross-sectional study is conducted, for which a sample of teleworkers ($N=69$) complete an online survey. Results from the study provide no evidence in favor of a significant relationship between leisure crafting and life satisfaction. As no significant effect is found, psychological detachment as a mediating variable, is not assessed. Therefore, there is no evidence in favor of my hypothesis. In conclusion, leisure crafting is not positively related to life satisfaction in teleworkers, in this study. Furthermore, psychological detachment does not mediate this relationship. I discuss the theoretical and practical implications of my research findings.

Keywords: telework, leisure crafting, life satisfaction, subjective well-being, psychological detachment

The Relationship between Leisure Crafting and Subjective Well-Being in Teleworkers

The development of information communication technology (ICT) has expanded opportunities from where and how individuals can work at their jobs (Allen et al., 2015). Through ICT and events like the rising prices globally from the oil crisis in the 70's, new ideas on engaging in work, such as teleworking have emerged (Allen et al., 2015; Boell et al., 2016). Teleworking refers to the idea that employees complete their work from a different place than their usual office, mostly from home (Allen et al., 2015). A survey by Reuters found that more than 50% of worker in India were teleworkers, while 20-35% of people were engaged in telework in countries, such as Argentina, South Africa, Turkey and Indonesia (Reaney, 2012). Furthermore, Finland and the Netherlands were found to have the highest amount of teleworkers, 14.1%, in the EU (Eurostat, 2020). Teleworking has become more popular since the start of the Covid-19 pandemic, as many people had to adapt and work remotely in order to minimize contact with others (Abdel Hadi et al., 2021).

While the number of teleworkers is increasing (Global Workplace Analytics, 2015), research findings on the benefits and drawbacks of telework have been contradictory (Boell et al., 2016). For instance, on the one hand, findings indicate that teleworkers have more room to structure their tasks and can decide when and where they want to engage with them (Boell et al., 2016; Hornung & Glaser, 2009). On the other hand, evidence has shown that telework has been related to negative outcomes (Golden et al., 2008; Allen et al., 2015). Such outcomes include feelings of isolation (Golden et al., 2008) and fading boundaries between the work and life domain (Allen et al., 2015). This could lead to loss of innate psychological needs satisfaction (Golden et al., 2008). Satisfaction of these important needs are predictors of positive psychological outcomes, such as subjective well-being (Yu et al., 2018).

Subjective well-being (SWB), is a construct that describes an individual's cognitive and affective appraisals of their life (Diener, 2000). This study has decided to focus on one

SWB component called life satisfaction (Diener, 2000). This is because life satisfaction has been found to correlate with positive health and organizational outcome (Diener, 2000). For example, employees who exhibit higher levels of life satisfaction are less likely to develop turnover intentions or quit their job (Erdogan et al., 2012). Therefore, organizations and individuals should be interested in increasing life satisfaction (via needs satisfaction) in workers to retain a healthy workforce.

As telework has the potential to negatively affect SWB (Nishimura & Suzuki, 2016), it is imperative to find ways through which teleworkers can enhance their SWB. According to the compensation hypothesis (Petrou & Bakker, 2016) individuals who cannot fulfill their needs in one life domain, will try to do so in another, such as their leisure time (de Bloom et al., 2020). The attempt to satisfy those needs in the leisure domain is referred to as leisure crafting (Petrou & Baker, 2016). Leisure crafting has been found to reduce negative affect, a component of SWB, in a sample of teleworkers (Abdel Hadi et al., 2021).

However, in order for leisure crafting or any other SWB-enhancing activity to be effective, teleworkers need to detach themselves mentally from their work (Abdel Hadi et al., 2021). Psychological detachment refers to the avoidance of work-related thoughts during leisure time (Smit & Barber, 2016). Studies have found a relationship between leisure activities and psychological detachment (Feuerhahn et al., 2014; Medrano & Trógolo, 2018), as well as psychological detachment and life satisfaction (Sonnentag & Fritz, 2015). It is therefore likely that psychological detachment is an underlying factor in the relationship between leisure crafting and SWB.

Since the extent of the effect of leisure crafting on component of SWB, such as life satisfaction, in teleworkers remains unclear, I decided to further look into this topic. This study aims to assess the effect that leisure crafting has on the SWB component, life satisfaction, in teleworkers. Furthermore, the variable psychological detachment will be

explored as a potential mediator between leisure crafting and SWB. My study will contribute to the existing research literature in several ways. For one, my findings can provide more insight into the extent of the effect that leisure crafting has on SWB. Additionally, my findings can provide teleworkers with knowledge on how they can enhance their SWB levels and my research will be useful for individuals and organizations thinking about adopting telework. Finally, a deeper understanding will be gained of what mechanisms underlie the relationship between leisure crafting and SWB.

Subjective-Well Being in the Teleworking Context

Subjective well-being refers to the cognitive and affective assessment of an individual's life (Diener, 2000). High levels of subjective well-being are characterized by life satisfaction, satisfaction with areas that are important to the individual, experiencing high amounts of positive affect and low amounts of negative affect (Diener, 2000). Research on SWB has been growing, with the recognition of an individual's worth and that well-being is not limited to economic prosperity (Diener et al., 1999). SWB has been found to correlate with positive health outcomes, such as reduced mortality (Chida & Steptoe, 2008) and risk of suicide (Bao & Lyubomirsky, 2013). Furthermore, it also was found to have a negative relationship with burnout (Haar & Roche, 2010). Enhancing SWB levels should therefore be an important goal for all workers, including teleworkers.

One SWB component that has been linked to various positive work and health related outcomes is life satisfaction (Koivumaa-Honkanen et al., 2001; Erdogan et al., 2012). Life satisfaction can be defined as "the subjective global assessment of an individual's quality of life" (Diener et al., 1985). Companies, such as AOL are beginning to see the importance of life satisfaction in their employees (Erdogan et al., 2012). Evidence indicates that experience at work might have an equal or even stronger influence on life satisfaction than other domains such as family (Kim et al., 2021). For example, in their meta-analyses, Bowling et al. (2010)

found a significant correlation of 0.48 between job satisfaction and life satisfaction. In comparison, Proulx et al. (2007) found correlations ranging from 0.25 to 0.37 between marital quality and personal well-being, of which life satisfaction was a component. Levels of life satisfaction have been found to correlate with health outcomes, such as risk of suicide (Koivumaa-Honkanen et al., 2001) and fatal injuries (Koivumaa-Honkanen, 2002) over a period of 20 years. Additionally, life satisfaction has been found to negatively relate to turnover intentions and actual turnover amongst employees (Erdogan et al., 2012). Therefore, this study recognizes the importance of life satisfaction in the work domain and wants to take a closer look at it in the context of teleworking.

Subjective Well-Being and Needs Satisfaction

Teleworkers can attain high SWB and life satisfaction levels by satisfying their innate psychological needs (Deci & Ryan., 2008). Self-determination theory (SDT) proposes that those psychological needs are autonomy, competence, and relatedness (Deci & Ryan., 2008). Deci & Ryan (2000) define autonomy as individual actions resulting from a sense of psychological freedom, as well as feelings of ownership. A study conducted on 350 employees found that higher job autonomy was positively associated with life satisfaction (Day & Jreige, 2002). Competence refers to the gain of new sets of skills, as well as the attainment of mastery of one's surroundings (Deci & Ryan, 2000; Petrou & Baker). Findings, from a study conducted by Rochlen et al. (2009), on a sample of male nurses have shown a moderate positive correlation between perceived competence with skills and life satisfaction. Finally, relatedness refers to the desire to develop close and meaningful relationships with others (Deci & Ryan, 2000). Social support at work, as well as from the family was found to predict life satisfaction via job satisfaction and family satisfaction respectively (Michel et al., 2009).

On the one hand, findings on telework show that it can satisfy SDT needs, such as autonomy (Boel et al., 2016; Hornung & Glaser, 2009). In this case SWB would be enhanced (Deci & Ryan., 2008). On the other hand, research evidence also indicates that SDT needs satisfaction might be prevented while teleworking (Gajendran and Harrison, 2007; Golden et al., 2008; Reaney, 2012). For example, the need for autonomy might be hard to satisfy due to the use of ICT while teleworking in the same physical space. ICT can lead to a blurring of boundaries between the work domain and private domain, which increases work-life conflict (Allen et al., 2015, Tietze & Musson, 2002). Therefore, teleworkers might feel a reduced sense of autonomy when deciding on where and when they would like to complete their tasks (Mazmanian et al., 2013). This prevention of satisfying an individual's innate psychological need, is referred to as needs frustration (Vansteenkiste & Ryan, 2013). Need frustration for autonomy, relatedness and competence has been found to negatively affect life satisfaction (Nishimura & Suzuki, 2016). Since, teleworkers might not have the opportunity to satisfy their needs at their workplace, they have to find other life domains in which they can do so (Vallerand, 2000).

Leisure Crafting in the Telework Context

According to the compensation hypothesis individuals who cannot fulfill their needs in one life domain, will try to do so in another (Vallerand, 2000). Thus, if teleworkers cannot fulfill their needs at work, they will try to do so in their leisure time (de Bloom et al., 2020). The process of crafting refers to the active goal pursuit by an individual to fulfill their needs (de Bloom et al., 2020). If an individual employs crafting efforts during their leisure time, it is called leisure crafting (Petrou & Baker, 2016).

Petrou & Baker (2016) define leisure crafting as “the proactive pursuit of leisure activities targeted at goal setting, human connection, learning, and personal development”. Leisure crafting is an intentional, self-initiated, and self-targeted act to satisfy innate

psychological needs (de Bloom et al., 2020). According to Abdel Hadi et al. (2021), leisure crafting also helps to create clear boundaries between one's work and private life domain. Petrou & Baker (2016) found evidence in favor of the compensation hypothesis and leisure crafting with a sample of employees from various countries. Employees who faced high job demands and had low autonomy at their job were more likely to engage in leisure crafting (Petrou & Baker, 2016). Furthermore, leisure crafting was found to be related to the need for autonomy and relatedness (Petrou & Baker, 2016). Therefore, there is evidence in favor of leisure crafting and its effects on needs satisfaction. Competence need satisfaction, however, was not related to leisure crafting (Petrou & Baker, 2016). The authors argued that variables such as high job demands and job insecurity might get in the way of fully mastering one's leisure activity. Another limitation of the study was that the authors did not specify whether and how many from their sample engaged in telework. Therefore, one cannot be sure if these findings can be generalized to include teleworkers.

In another study examined the effects of leisure crafting on SWB in teleworkers, Abdel Hadi et al. (2021) found that workers who were forced to telework due to the Covid-19 pandemic were less likely to be emotionally exhausted when they engaged in leisure crafting. Leisure crafting therefore seems to reduce negative affect, which in turn contributes to a high SWB (Diener, 2000). Albeit, the effect of leisure crafting on life satisfaction is unclear, it does seem to affect other components of SWB (Diener, 2000).

Leisure Crafting and Life satisfaction

This study proposes that leisure crafting positively affects the life satisfaction component of SBW by increasing life satisfaction in the leisure domain. As leisure crafting was found to be associated with SDT needs satisfaction which predicted life satisfaction, leisure crafting might lead to life satisfaction in the leisure domain. The bottom-up approach to life satisfaction claims that global life satisfaction is made of the sum of perceived

satisfaction levels in various life domains (Campbell, 1976, Diener, 1984). Additionally, Oishi et al. (1999) found, that the impact that a life domain could have on SWB was dependent on an individual's values. Similarly, Wu et al. (2009) found that a shift in the importance of an individual's wants was positively related to global life satisfaction. This shift included a redirection of focus towards valuing other life domains. In other words, teleworkers who are dissatisfied with their work could attain life satisfaction by focusing on other domains, such as the leisure domain (Wu et al., 2009; Erdogan et al., 2012).

Data from a study on police officers revealed that satisfaction in non-work domains - of which satisfaction with leisure activities was a part - significantly predicted life satisfaction (Haart, 1999). According to the spillover hypothesis, satisfaction in one domain influences the experiences of other domains (Wilensky, 1960). Therefore, high life satisfaction attained in the leisure domain would be transferred towards other domains, increasing global life satisfaction (Kim et al., 2021). Consequently, teleworkers who engage in leisure crafting to satisfy their psychological needs in the leisure domain, should thereby increase their overall life satisfaction.

Considering the above-mentioned findings, I hypothesized that leisure crafting was positively associated with subjective well-being in the form of life satisfaction in teleworkers.

Hypothesis 1. Leisure crafting is positively associated with life satisfaction in teleworkers.

Psychological Detachment

In the afore-mentioned study by Abdel Hadi et al. (2021), they proposed that leisure crafting helped people to detach from work which in turn reduced emotional exhaustion. They did, however, not test for this relationship. To fully reap the benefits of need satisfaction and high levels of subjective well-being, individuals need to be immersed in what they are doing (Medrano & Trógolo, 2018). Therefore, they cannot be distracted by work-related issues

during their leisure time. The concept of psychological detachment refers to individuals' psychological disengagement from their job during leisure time (Sonnentag, 2012). This means that individuals are not distracted or thinking about their job during leisure time (Sonnentag, 2012). Psychological Detachment helps to recover the parts of the psychological system that had to be called on during work (Sonnentag & Fritz, 2007).

Research evidence has indicated that a relationship between psychological detachment and leisure activities exists. A study conducted by Feuerhahn et al. (2014) found that exercising after work had a positive association with psychological detachment. Exercise during leisure time falls into the concept of leisure crafting, as it requires effort and an active engagement with the activity (Medrano & Trógolo 2018; Petrou & Bakker, 2016). Medrano & Trógolo (2018) found that engaging in a variety of leisure activities were positively related to psychological detachment. While their study included leisure activities that would be not considered as leisure crafting due to their low investment requirements (such as watching TV), they also assessed leisure activities, that belong to the concept of leisure crafting (Petrou & Bakker, 2016). Taking these studies into account, it was likely that leisure crafting is positively related to psychological detachment.

In addition to this, psychological detachment has been found to positively correlate with SWB. In the aforementioned study by Medrano & Trógolo (2018), psychological detachment positively predicted positive affect and negatively predicted negative affect. High amounts of positive affect and low amounts of negative affect are both constructs of SWB (Diener, 2000). In the research paper on the development and validation of the Recovery Experience Questionnaire, Sonnentag and Fritz (2007) found a moderate correlation between psychological detachment and life satisfaction. These findings are further supported by Fritz et al. (2010) study, in which psychological detachment was positively associated with life satisfaction in a sample of university faculty members. Whether the findings on

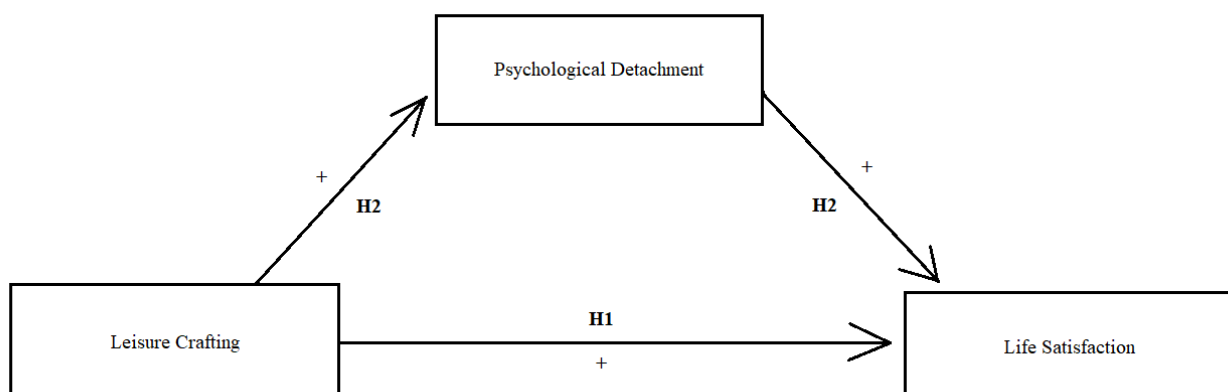
psychological detachment, leisure activities and life satisfaction apply to the teleworker context has to be looked into further.

Summarized, leisure crafting activities have been found to correlate with psychological detachment and psychological detachment correlated with life satisfaction. Therefore, it is possible that leisure crafting affects SWB because it helps individuals to detach psychologically from work. In line with the Abdel Hadi et al. (2021) proposal, I hypothesized that psychological detachment may take on a mediating role in the relationship between leisure crafting and SWB.

Hypothesis 2. Psychological detachment mediates the relationship between leisure crafting and life satisfaction in teleworkers.

Figure 1

Conceptual Framework of Hypotheses



Methods

Participants

To investigate my research question, 115 participants were recruited. Participants had to work at least 20 hours on average per week. Out of their working hours, 40-50% had to be done from home. The number of male and female participants who took part in my study were approximately equal each comprising about 50% of the total sample respectively.

Additionally, the sample's age range started at 18 and went up to 74 years old. The majority of participants fell within the age ranges of 25-34, 31.9%, and 45-54 years old, 31.9% respectively. Furthermore, their places of residence varied from countries across Europe, North America, and Asia, with 67.6 % currently living in Germany. As their highest completed level of educational achievement most participants earned a master's degree or its equivalent (44.9%) or a Bachelor's degree or equivalent (31.9%). In terms of weekly working hours, participants had a mean of 40.26 hours ($SD = 9.8$). Additionally, the mean for time spent working from home was 28.84 hours ($SD = 12.88$). The research proposal was approved by the ethics committee of the university of Groningen.

To conduct my data analysis, I first took a look at the responses of my research participants. Out of the 110 participants, 42 had to be excluded. Exclusion criteria were based on non-responses to over 10% of the items, working less than 20 hours on average per week, not working from home, and wrong responses to the manipulation check. A response set from one more participant was added to my data set at the start of the data analysis. The final sample for my data analysis consisted of 69 participants.

Procedure and Design

In order to assess the quality of the measures, a pilot-study was conducted. The researchers distributed their measures to people within their own network. The sample consisted of non-native English speakers and non-psychology students. After they completed the online survey of the study, they provided feedback. This feedback was considered and incorporated into the measures of my study.

For the study, I used a convenience sampling method by posting about the study on my social media platforms and by directly reaching out to individuals from within my personal network. Participants were able to access the online survey via a link. Before starting the survey, participants were provided with information about the study (see Appendix A), as

well as an informed consent form (see Appendix B). After giving their consent, they were able to start the survey. The online survey consisted of several validated scales that accessed different constructs. Participants had to indicate to which degree they agreed with each item of the scales. I also included an items that allowed participants to expand on or specify certain aspects of their life. However, it was not mandatory to fill out these items. The variables relevant to my research question were leisure crafting, my independent variable, IV, and life satisfaction, the dependent variable (DV). My mediator variable was psychological detachment. The survey was available in English and took about 15 minutes to complete. Participants who wanted to know about the results of the study, were able to provide us with email addresses.

Measures

Manipulation Check

For the manipulation check for statistical power, I included one item in the survey that said: “Please click on ‘strongly disagree’.”

Leisure Crafting

The Leisure Crafting scale (Petrou & Bakker, 2016) was used to assess leisure crafting in teleworkers. It was developed by Petrou & Bakker (2016) and was found to have high a Cronbach’s alpha of 0.85. The leisure crafting scale consisted of nine items with a 5-point Likert scale. For example, one such item said: “I try to build relationships through leisure crafting.” The Likert scale gave participants the option to fill in their level of agreement with each item. The degree to which participants could agree with one item ranged from “Not at all” to “very much”.

Psychological Detachment

To assess psychological detachment as a variable we used the psychological detachment subscale of the Recovery Experience Questionnaire (REQ) (Sonnentag & Fritz,

2007). It was developed by Sonnentag & Fritz (2007) and consists of four items. One of these items read: “I don’t think about work at all”. Each item had a 5-point Likert scale. Participants could select their level of agreement ranging from “Not agree at all” to “fully agree”.

Additionally, the Psychological Detachment subscale had a Cronbach’s alpha of 0.86. Finally, it has been used and validated on samples from various countries, such as South Africa (Mostert & Els, 2015) and the Netherlands (Bakker et al., 2015).

Life Satisfaction

The satisfaction with life scale (SWLS) (Diener et al., 1985) was used to assess the variable life satisfaction. It consisted of five items that include statements, such as: “In most ways, my life is close to ideal.” Each item had a 7-point Likert scale. Participants could select the option that best described their level of agreement with each item. The options ranged from “strongly disagree” to “strongly agree”. The SWLF had a Cronbach’s alpha of 0.89

Data Analysis

A simple linear regression was supposed to be conducted to test the effect of leisure crafting on life satisfaction (H1). I, therefore, were going to test for the relevant assumptions of simple linear regression, namely linearity, homoscedasticity, independence- and normality of errors. In order to assess the mediating role of psychological detachment (H2), a mediation analysis was to be performed (Baron & Kenny, 1986). To employ mediation analysis the same assumptions from simple linear regression needed to be met.

Results

Descriptive Analysis

I first conducted a descriptive analysis of my data and each scale in the survey (See Table 1). The means of the Leisure crafting ($M=3.74$, $SD=0.73$), Life Satisfaction ($M=5.09$, $SD=1.52$) and Psychological Detachment scale ($M=3.02$, $SD=1.04$) were all relatively high. I also tested for the bivariate correlations between my researched variables (See Table 1). All

bivariate correlations between all research variables were weak and non-significant. Additionally, I correlated all of my research variables with the demographic data which can be seen in Table 2. Leisure Crafting was found to have a significant negative relationship with the age variable, $r=-.25, p<.05$, as well as with the number of years that participants worked for their employees, $r=-.32, p<.01$. Life Satisfaction was positively correlated with the variable living condition (living alone vs with someone), $r=.43, p<.01$. I also tested for normality in each item with the Shapiro-Wilk test. The normality assumption was violated for all items that assessed leisure crafting, life satisfaction, and psychological detachment. Furthermore, upon plotting the responses on the LS scale items, I observed a ceiling effect in four out of the five subscales (See Appendix C, Figure 3-5).

Table 1*Descriptive Statistics and Pearson-r Correlation of the Variables*

Variable	Descriptives		Pearson correlation coefficient		
	Mean	SD	1	2	3
1. Leisure crafting	3.74	0.73	—		
2. Life satisfaction	5.09	1.52	-0.03	—	
3. Psychological detachment	3.02	1.04	0.15	0.07	—

Note. This table shows the descriptive statistics of the computed means of the variable scales used in my study. It also shows the correlations between all research variables. The deviations of all of these from zero, were non-significant. A 5-point Likert scale was used to measure the leisure crafting and psychological detachment variable, ranging from “not at all” to “very very much”. A 5-point Likert scale was used to measure the psychological detachment variable, ranging from “I do not agree at all” to “I fully agree”. A 7-point Likert Scale was used to assess the life Satisfaction variable, ranging from “strongly disagree” to “strongly agree”. N=69;

*p<.05 **p<.01 ***p<.001

Table 2*Pearson Correlations of Variables*

Variable	Pearson correlation coefficient												
	1	2	3	4	5	6	7	8	9	10	11	12	
1. Leisure Crafting	—												
2. Life Satisfaction	-.03	—											
3. Psychological Detachment	.15	.07	—										
4. Age	-.25*	.15	.01	—									
5. Gender	-.23	-.07	-.06	.08	—								
6. Education	-.16	.03	.01	.1	.36**	—							
7. Country	-.07	-.09	.17	-.07	.00	-.08	—						
8. Living Condition	.09	.43**	.15	.18	.13	.16	-.15	—					
9. Work Type	.02	-.07	-.26*	-.11	.21	-.28*	.21	-.21	—				
10. Working Hours	-.12	.09	-.17	-.22	.31**	-.06	.04	-.2	.16	—			

11. Working												
hours from	-.09	.13	.04	.16	.28*	.16	-.16	-.06	-.13	.37**	—	
home												
12. Years												
working for	-.32**	.08	-.07	.67**	.00	-.15	.08	.05	-.02	-.1	.07	—
Employer												

Note. This table shows the Pearson correlation coefficients between the research and demographic variables. N=69; *p<0.05 **p<0.01 ***p<0.001

Hypothesis testing

Hypothesis One

The hypothesis (H1) of my research question stated that leisure crafting is positively associated with life satisfaction in teleworkers. To obtain evidence in favor of the hypothesis, I planned on conducting a simple linear regression analysis. First, I computed the composite mean of all of my scales. I also standardized the composite mean of the SWLF scale from a 7-point to that of a 5-point Likert scale, used in most of my measures. Furthermore, the simple linear regression analysis required that the assumptions of linearity, homoscedasticity, independence and normality of errors were met. While the assumptions of homoscedasticity, independence and normality of errors were met, the assumption of linearity was violated. Therefore, I was not able to conduct a simple linear regression analysis.

As the data on my dependent variable, life satisfaction, displayed a ceiling effect, a Tobit regression analysis was performed. The Tobit regression analysis is generally used when the dependent variable displays a ceiling or floor effect (Tobin, 1958). The results of the z-test indicated that the relationship between leisure crafting and life satisfaction was not significant, $z=-0.21$, $p=0.83$ (see Table 3). I, therefore, do not have enough evidence to reject

my null hypothesis. This means that based on my data there was no significant positive relationship between leisure crafting and life satisfaction.

Table 3

Result of the Tobit Regression

	Coefficient	Std. Error	Z-value	Significance
Intercept	3.74	0.51	7.28	<.001
COMLC	-0.03	0.14	-0.21	0.83
Log(scale)	-0.2	0.09	-2.38	0.02

Note. This table shows the effect of the computed mean of the leisure crafting variable (COMLC) on the variable life satisfaction. COMLC does not significantly affect life satisfaction N=69;

*p<0.05 **p<0.01 ***p<0.001

Hypothesis Two

The second hypothesis of my research stated psychological detachment mediates the relationship between leisure crafting and life satisfaction in teleworkers (H2). Originally, the Sobel Test was to be performed to test the hypothesis. However, as no significant relationship was found between the IV, leisure crafting, and the DV, life satisfaction, there was no need to test for psychological detachment as a mediating variable in this relationship (Baron & Kenny, 1986).

Exploratory Analysis

An exploratory analysis for the effect of psychological detachment as IV, on life satisfaction was conducted. To test for this effect a simple linear regression was supposed to be conducted. However, the assumption of linearity was violated. Due to the ceiling effect in the DV life satisfaction, another Tobit regression analysis was conducted. The results of the z-test indicated that the relationship between psychological detachment and life satisfaction was not significant, $z=0.62$, $p=0.54$ (see Appendix C Table 3).

Table 4

Result of the Tobit Regression between Psychological Detachment and Life Satisfaction

	Coefficient	Std. Error	Z-value	Significance
Intercept	3.45	0.32	10.81	<.001
COMPDP	0.06	0.10	.62	0.54
Log(scale)	-0.21	0.09	-2.41	0.02

Note. This table shows the effect of the computed mean of the psychological detachment variable (COMPDP) on the variable life satisfaction. COMPDP does not significantly affect life satisfaction.

* $p<0.05$ ** $p<0.01$ *** $p<0.001$

Discussion

This study aimed at assessing the effect of leisure crafting on subjective well-being in the form of life satisfaction in teleworkers. I hypothesized that leisure crafting had a positive

association with life satisfaction in teleworkers. I also hypothesized that psychological detachment was a mediating variable in the relationship between leisure crafting and life satisfaction. Based on my analysis, my results do not show any significant relationship between leisure crafting and life satisfaction in teleworkers. As there was no evidence found in favor of this relationship, I did not test for the mediating role of psychological detachment. I also employed an exploratory analysis, in which I assessed whether psychological detachment as an IV was related to life satisfaction as DV. The results of this analysis showed no significant correlation between both variables. A possible reason that might explain these findings might be my low sample size which affected statistical power.

Theoretical and Practical Implications

My results are mostly in contrast to previous research findings. For example, Abdel Hadi et al. (2021) found that leisure crafting was negatively related to emotional exhaustion in participants who had to telework due to the Covid-19 pandemic. However, they assessed a different construct of SWB, namely negative affect. Another theoretical implication lies with the effect of leisure crafting on SWB via needs satisfaction. Based on the compensation hypothesis, this study assumed that individuals engaged in leisure crafting when their SDT needs were not fulfilled at work. As such, leisure crafting supposedly had a positive effect on SWB via needs satisfaction. Contrary to this assumption, life satisfaction was found to be high in teleworkers without a significant relationship with leisure crafting.

A factor that could explain my findings is described in the previous study of Petrou & Bakker (2016). Here, leisure crafting was not found to be significantly related to the innate psychological need for competence. As the need for competence was found to be a significant predictor of life satisfaction (Erdogan et al., 2012), leisure crafting might not positively affect life satisfaction since it does not allow for competence need satisfaction. As such, engaging in

telework could possibly increase life satisfaction via SDT needs satisfaction. As needs would then already be satisfied in the work domain, leisure crafting would not have a significant impact on life satisfaction. With regards to the bottom-up approach, teleworkers values might be more in line with the work life domain, than other domains. In turn, satisfaction within the work domain would have a greater impact on overall life satisfaction, than the leisure domain. It is likely that this satisfaction within the work domain explains my results from the exploratory analysis. When high life satisfaction is already experienced in the work domain, individuals might not feel the need to psychologically detach from said domain.

In terms of practical implications, these findings might be useful for organizations that would like to increase SWB levels in their employees. They could design interventions that offer telework as an alternative way of working to enhance and ensure high levels of life satisfaction in their employees. The reported high life satisfaction in teleworkers can also motivate organizations to focus on improving and ensuring safe and good working conditions for their teleworking employees. At the same time, employees could take these research findings into account when faced with the decision to work from home or at the office. On the flip side, should certain teleworking conditions prevent needs satisfaction and subsequently decrease SWB, teleworkers might not engage in leisure crafting - due to my contradicting findings with the existing literature-, as the extent to which it affects SWB is unclear. As a consequence, they will have to find other ways through which they can enhance their SWB.

Strengths and Limitations

As leisure crafting is a fairly new concept, this research has contributed to the limited existing body of literature on this topic. On top of that, this study looked at leisure crafting in a sample of teleworkers, a professional subgroup, which only a small minority of studies have looked into. Another strong point of my study is use of scales characterized by high Cronbach's alphas. Finally, my non-significant outcomes are part of other non-significant

results which can address the so-called file-drawer problem (Rosenthal, 1979). The file drawer problem refers to the fact that statistically nonsignificant results are not published (Rosenthal, 1979). This creates a publication bias and an inflation of aggregated effect sizes on various research findings (Wagner, 2021).

As for limitations of my research, I would like to mention the following points. After participants were excluded from the study – due to the exclusion criteria – the final sample was relatively small. It is unclear how a bigger sample might have affected the outcome of my study. However, it is clear that statistical power is related to the size of the sample (Jobst et al., 2021). This may be a reason why these results are in contrast to previous findings. Additionally, the study sample mostly had individualistic cultural backgrounds, as most reported living in European countries. Therefore, my findings cannot be generalized to individuals from collectivistic cultures. Another limitation concerns the difficulty that some participants had with understanding the meaning of leisure crafting in the pilot study. Problems with understanding the concept of the research variable could have influenced their answers.

This study assumed that individuals engaged in leisure crafting to satisfy their unmet needs at work. Another assumption was that leisure crafting would increase life satisfaction because teleworkers' values were more in line with the leisure domain. Yet, I did not assess whether participants' needs were not satisfied at work nor their values towards the work or leisure domain. Furthermore, this study only measured one component of SWB, namely life satisfaction. Lastly, I used self-report measures, which could have led to socially desirable responses. According to Sandvick et al. (1993) being honest about dissatisfaction with life is equivalent to “the greatest failure in life”. Asking participants to evaluate their well-being increases the salience of certain domains over others (Schwarz & Strack, 1999). This could

have led to an over-representation of said domains used to rate life satisfaction when participants had to complete the survey.

Future Research

My study and previous research have looked at the effect of leisure crafting on life satisfaction and negative affect, two components of SWB. Future research could assess the effect of leisure crafting on the positive affective component of SWB in teleworkers. This could give researchers a more complete picture of the influence that leisure crafting has on SWB. Furthermore, leisure crafting requires that individuals actively participate in their leisure activities (Petrou & Bakker, 2016). To get a better understanding of what kind of leisure can affect life satisfaction, future research could look at the effect of so-called passive, low energy, leisure activities, such as watching TV (Medrano & Trogólo, 2018). Moreover, conducting this study on a sample, with a collectivistic cultural background, could help to increase the generalizability of this study. Finally, future research could try to replicate this study with a larger sample to see whether findings differ when statistical power is higher.

Conclusion

In conclusion, within the statistical power of my study, the results provide no evidence in favor of a significant positive correlation between leisure crafting and life satisfaction in teleworkers. For this reason, they also provide us with no indication that psychological detachment in teleworkers plays a mediating role in the relationship between leisure crafting and life satisfaction. The high levels of reported life satisfaction in participants may indicate that teleworkers' innate psychological needs are satisfied to a large extent at work. Furthermore, it might imply that teleworkers value the work domain more than compared to the other life domains, which would increase its effect on their life satisfaction. Therefore, teleworkers might experience no additional benefit to life satisfaction, when engaging in

leisure crafting. In this context, any leisure crafting induced psychological detachment from the work domain might even be counterproductive.

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Appendix A

Information Form

INFORMATION ABOUT THE RESEARCH

VERSION FOR PARTICIPANTS

“LEISURE CRAFTING, NEED SATISFACTION, WORK LIFE BALANCE, AND SUBJECTIVE WELL-BEING”

PSY-2122-S-0248

- **Why do I receive this information?**

- This study focuses on people who are teleworkers or work from home. We are interested in understanding teleworkers' crafting behavior, need satisfaction and subjective well-being.
- The research is conducted by Dr. Nanxi Yan and her master/bachelor thesis students. No external parties are involved.

- **Do I have to participate in this research?**

Participation in the research is voluntary. However, your consent is needed. Therefore, please read this information carefully. Ask all the questions you might have, for example because you do not understand something. Only afterwards you decide if you want to participate. If you decide not to participate, you do not need to explain why, and there will be no negative consequences for you. You have this right at all times, including after you have consented to participate in the research.

- **Why this research?**

- The purpose of this study is to understand how engaging in crafting behavior (i.e., making small changes in work and/or life) can help teleworkers to decrease stress and increase well-being.

- **What do we ask of you during the research?**

- Before you start the study, you will first be asked for consent to participate.
- If you consent to participate, you will be asked to fill in some questionnaires about your work experiences and work environment, crafting behavior and experiences, psychological detachment and subjective well-being.
- The survey takes about 10 minutes of your time.
- No compensation will be provided.

- **What are the consequences of participation?**

- The benefit is that you get an opportunity to reflect on your own leisure and work experiences, which might help you to obtain more understanding of yourselves and your work and life experiences.
- No costs, risks or harm is involved in the study.

➤ **How will we treat your data?**

- The data will be used to write master thesis and academic publications.
- The data will be collected and analyzed by Dr. Nanxi Yan and her bachelor thesis students. No sensitive data is collected. Your data will be stored on a secured cloud-based system provided by the university of the researchers for 10 years (University of Groningen).
- Your responses (in combination with your name and email address) are considered personal data. Participants have the right to access, rectification, and erasure of their personal data. You can do so and also obtain a copy of personal data by sending an email to Dr. Nanxi Yan. No sensitive (personal data) will be processed as they will be removed and replaced by a personal identification number. The lists that can match participants' personal information and identifying number will be saved in Dr. Nanxi Yan's password protected computers and will be deleted once the data collection is done or study reports have been sent out to those who need it.
- To make science more transparent and reproducible, it has become common practice to make data publicly available. In line with this, we will upload the anonymized data sets to an open data repository (www.osf.io). Note that we will take all possible measures to ensure that your privacy is protected.

➤ **What else do you need to know?**

You may always ask questions about the research: now, during the research, and after the end of the research. You can do so by speaking with Dr. Nanxi Yan by emailing (n.yan@rug.nl).

Do you have questions/concerns about your rights as a research participant or about the conduct of the research? You may also contact the Ethics Committee of the Faculty of Behavioural and Social Sciences of the University of Groningen: ec-bss@rug.nl.

Do you have questions or concerns regarding the handling of your personal data? You may also contact the University of Groningen Data Protection Officer: privacy@rug.nl.

As a research participant, you have the right to a copy of this research information.

Appendix B

Consent Form

Q107

...

I give my consent to participate in this study.

Yes

No

Appendix C

Online Survey

Leisure Crafting (Petrou & Bakker, 2016)

The following statements assess leisure crafting. Leisure crafting can be defined as actively engaging in leisure activities targeted at goal setting, human connection, learning and personal development.

Example: actively playing soccer with the intention to connect to others.

On the other side, just watching TV or listening to music is not considered leisure crafting.

I try to build relationships through leisure crafting.

- Not at all
- Not really
- Undecided
- Somewhat
- Very much

I try to find challenging activities outside of work.

- Not at all
- Not really
- Undecided
- Somewhat
- Very much

I try to increase my skills through leisure activities.

- Not at all
- Not really
- Undecided
- Somewhat
- Very much

I try to increase my learning experiences through leisure activities.

- Not at all
- Not really
- Undecided
- Somewhat
- Very much

I try to set myself new goals to achieve through leisure activities.

- Not at all
- Not really
- Undecided
- Somewhat
- Very much

Through my leisure activities, I look for inspiration from others.

- Not at all
- Not really
- Undecided
- Somewhat
- Very much

Through my leisure activities, I try to obtain novel experiences.

- Not at all
- Not really
- Undecided
- Somewhat
- Very much

My leisure time is a chance for me to grow and develop.

- Not at all
- Not really
- Undecided
- Somewhat
- Very much

I look for new experiences through leisure activities to keep myself mentally stimulated.

- Not at all
- Not really
- Undecided
- Somewhat
- Very much

Would you like to specify or add what leisure activities you engage in?

How often do you engage in leisure crafting each week?

Under what circumstances do you usually engage in leisure crafting?

Life satisfaction

The following statements assess life satisfaction. Life satisfaction refers to how satisfied you are with your life in general.

In most ways my life is close to ideal.

- Strongly disagree
- Disagree
- Slightly disagree
- Neither agree nor disagree
- Slightly agree
- Agree
- Strongly agree

The conditions of my life are excellent.

- Strongly disagree
- Disagree
- Slightly disagree
- Neither agree nor disagree
- Slightly agree
- Agree
- Strongly agree

I am satisfied with my life.

- Strongly disagree
- Disagree
- Slightly disagree
- Neither agree nor disagree
- Slightly agree
- Agree
- Strongly agree

So far I have gotten the important things I want in life.

- Strongly disagree
- Disagree
- Slightly disagree
- Neither agree nor disagree
- Slightly agree
- Agree
- Strongly agree

If I could live my life over, I would change almost nothing.

- Strongly disagree
- Disagree
- Slightly disagree
- Neither agree nor disagree
- Slightly agree
- Agree
- Strongly agree

Psychological Detachment

The following statements assess your experience of psychologically detaching from work. Psychological detachment refers to the extent to which individuals are **not** thinking about their work during their free time.

To select an option you need to move the slider once, even if the slider is already at the option you want to choose.

Please choose the **best option** that applies to you during **your freetime**.

To select an option you need to move the slider once, even if the slider is already at the option you want to choose.

	I do not agree at all		I fully agree		
	1	2	3	4	5
I forget about my work					
I don't think about work at all.					
I distance myself from my work.					
I get a break from the demands of work.					

Appendix D

Tables and Figures

Table 5

Shapiro-Wilk Test of the Leisure Crafting Scale

Leisure Crafting Items	W	p-value
LC Item 1	.80	<.001
LC Item 2	.83	<.001
LC Item 3	.85	<.001
LC Item 4	.85	<.001
LC Item 5	.87	<.001
LC Item 6	.85	<.001
LC Item 7	.84	<.001
LC Item 8	.80	<.001
LC Item 9	.87	<.001

Note. This table shows the results of the Shapiro-Wilk test, a test for normality, in every item in the leisure crafting scale (LC item). All significant p-values of each item indicate that the normality assumption was violated. Df=69;

*p<.05

**p<.01

***p<.001

Table 6*Shapiro-Wilk Test of the Life Satisfaction Scale*

Life Satisfaction Scale	W	p-value
LS Item 1	.85	<.001
LS Item 2	.85	<.001
LS Item 3	.79	<.001
LS Item 4	.88	<.001
LS Item 5	.93	<.001

Note. This table shows the results of the Shapiro-Wilk test, a test for normality, in every item in the Satisfaction with Life Scale (LS item). All significant p-values of each item indicate that the normality assumption was violated. Df=69;

*p<.05 **p<.01 ***p<.001

Table 7*Shapiro-Wilk Test of the Psychological Detachment Scale*

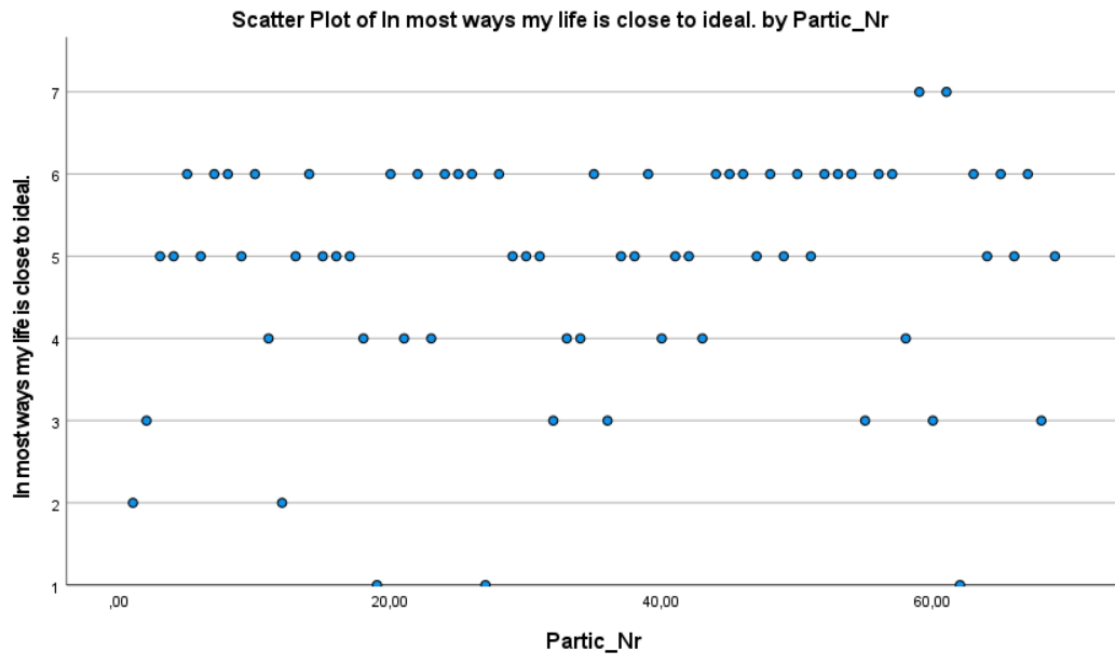
Psychological Detachment Items	W	p-value
PD Item 1	.89	<.001
PD Item 2	.86	<.001
PD Item 3	.88	<.001
PD Item 4	.86	<.001

Note. This table shows the results of the Shapiro-Wilk test, a test for normality, in every item in the psychological detachment subscale (PD item). All significant p-values of each item indicate that the normality assumption was violated. Df=69;

*p<.05 **p<.01 ***p<.001

Figure 1

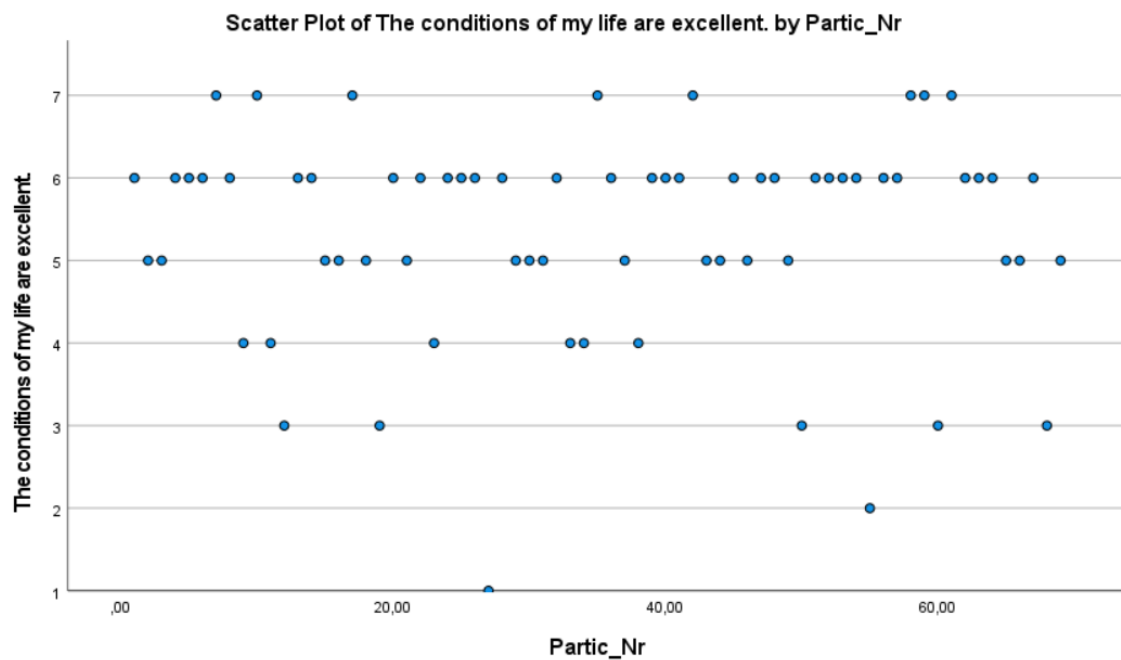
Scatterplot of the Responses to the First Item of The Life Satisfaction Scale



Note. $N=69$; the scatterplot displays the individual responses of the participants (Partic_Nr) to the first Item of the Life Satisfaction Scale (“In most ways my life is close to ideal”). A 7-point Likert Scale (y-axis) was used to assess the life satisfaction variable, ranging from “strongly disagree” to “strongly agree”. The distribution of the data displays a ceiling effect.

Figure 2

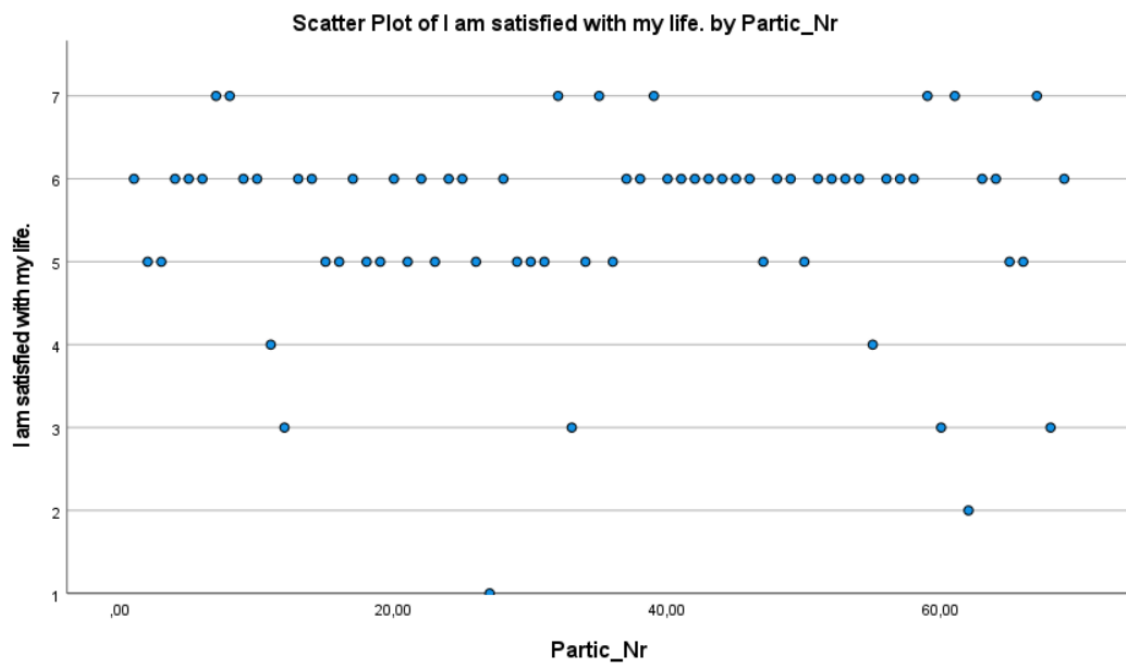
Scatterplot of the Responses to the Second Item of The Life Satisfaction Scale



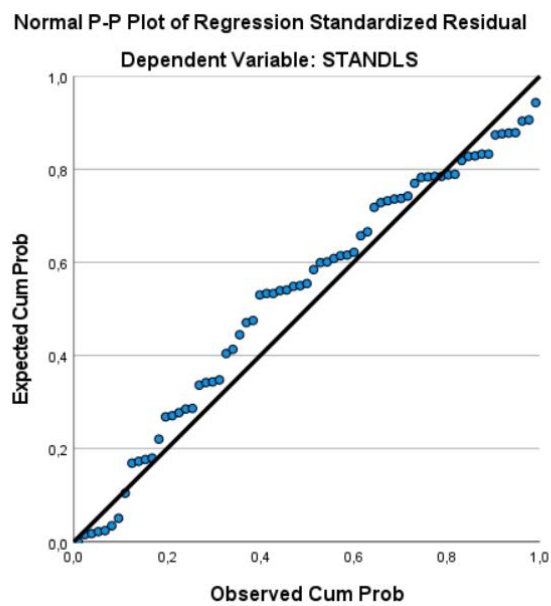
Note. $N=69$; The scatterplot displays the individual responses of the participants (Partic_Nr) to the second Item of the Life Satisfaction scale (“the conditions of my life are excellent”). A 7-point Likert Scale (y-axis) was used to assess the life Satisfaction variable, ranging from “strongly disagree” to “strongly agree”. The distribution of the data displays a ceiling effect.

Figure 3

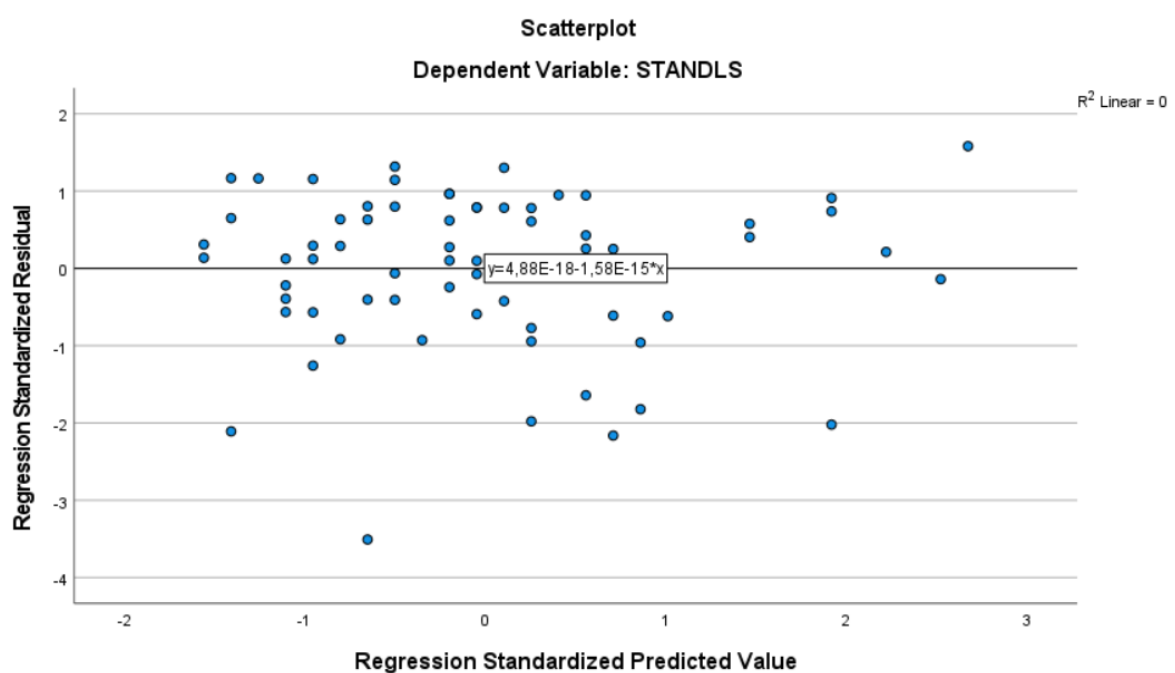
Scatterplot of the Responses to the Third Item of The Life Satisfaction Scale



Note. $N=69$; The scatterplot displays the individual responses of the participants (Partic_Nr) to the third item of the life satisfaction scale (“I am satisfied with my life.”). A 7-point Likert Scale (y-axis) was used to assess the life Satisfaction variable, ranging from “strongly disagree” to “strongly agree”. The distribution of the data displays a ceiling effect.;

Figure 4*Normality Assumption Check*

Note. The figure shows the normality of errors assumptions check. The residuals are approximately normally distributed. Therefore, the normality of errors assumption is met.

Figure 5*Homoscedacity and Linearity Assumption Check*

Note. $N=69$; the figure shows the assumption check for homoscedasticity and linearity. While the homoscedasticity assumption is met, the linearity assumption is not.