

Week 10 Discussion: Drawing Conclusions

Student's Name

Institutional Affiliation

## DISCUSSION 2

### Week 10 Discussion: Drawing Conclusions

For this discussion, I chose the article "Work-Life Balance and Emergency Telework: Lessons from COVID-19" by Lunde et al. (2022), published in the International Journal of Environmental Research and Public Health. The research employs a generic qualitative inquiry method. This approach is well-suited for understanding personal experiences and gaining insights into how individuals navigated the challenges posed by the abrupt transition to telework. The study involved in-depth interviews with 15 employees from various sectors who transitioned to telework during the pandemic. These participants were selected to provide a diverse range of experiences and perspectives on managing work-life balance under emergency telework conditions. The phenomenon under investigation is the disruption of work-life balance due to emergency telework. The study examines factors contributing to this disruption, including increased work hours, lack of clear boundaries between work and home life, and the psychological stress associated with managing dual roles simultaneously. The theoretical framework for this study is the work-family border theory. This theory explores how individuals manage and negotiate the boundaries between work and family roles. It provides a lens through which the researchers analyze the challenges and strategies employed by participants to maintain work-life balance during telework. This discussion highlights the importance of organizational support in establishing clear work-life boundaries and the need for flexible work arrangements. Understanding these dynamics will inform my dissertation research by focusing on strategies that organizations can implement to support work-life balance in remote work settings.

### **Peer Response**

Your selection of the article by Lunde et al. (2022) on work-life balance during emergency telework provides a comprehensive overview of the challenges faced by employees

### DISCUSSION 3

during the COVID-19 pandemic. The use of a generic qualitative inquiry method and the work-family border theory framework are well-justified for this research. Your insights on organizational support and flexible work arrangements are crucial for developing strategies to maintain work-life balance in remote settings. This aligns well with my focus on employee well-being in telework environments and offers valuable perspectives for my own research..

#### **Peer Response 2**

For your second response, continue engaging thoughtfully by adding new perspectives or examples to another peer's post,enhancing the ongoing discussion.