

Relationships Satisfaction Affects the Wellbeing of Remote Employees

INTRODUCTION

The Ph.D. thesis is focusing about the remote workers and their well-being change due to the change of exposure to nature (such as greenery, window view, going to greenery areas). The way of working has been changing from working in traditional office into working remotely, which is more convenient and flexible. This change occurred due to the rise of use of internet; however, COVID19 made this change exponentially faster. Working from home has shifted from being a perk, to a part of many employee's routines as remote work has evolved into a vital aspect of modern work culture post pandemic restrictions ease up time ago.

While the traditional workplace has been extensively studied in the past decades, this shift to remote work has created a gap where more studies are needed to explore it. The home workspace has multiple different challenges that other places couldn't have like that relates to family, income, urban, and many more. This study seeks to address this gap by investigating the relationship between the relational satisfaction and worker's wellbeing, trying to understand the current gap and understanding the current remote work.

PURPOSE STATEMENT

This study aims to explore the impact of satisfaction in relationships on different aspects of mental health in individuals' work satisfaction. The research will dive into specific components within the psychological wellbeing such as purpose in life and autonomy.

Independent variable: Relational satisfaction index where it will combine different relationship variables to create the index and will be primary compared with other variables.

Dependent variables: The database includes a range of questions that can be categorized into subscales, such as purpose in life, personal growth, and psychological health. These subscales will be used to measure the overall well-being of remote workers.

HYPOTHESIS AND QUESTIONS

H1. There is a positive correlation between relationship satisfaction and worker's well-being

Which could be answered by answering the following questions:

RQ1. Which specific dimensions of well-being (e.g., purpose in life, autonomy) are most influenced by relational satisfaction in remote workers?

RQ2. To what extent does relational satisfaction impact the overall well-being of remote workers?

Theoretical Framework:

This research is based on Carol Ryff's (1989) evaluation of well-being assessments, which critiques their predominant focus on hedonic aspects like life satisfaction. Ryff argues that these measures overlook significant psychological aspects, such as autonomy and personal development. Instead, she emphasizes a eudaimonic approach to well-being, which includes self-awareness, positive relationships, environmental control, life purpose, and personal growth. The core elements of wellness play a crucial role in this research project since they offer a broader understanding of the profound and lasting aspects of human happiness and success. This conceptual framework is particularly important for individuals working remotely as they frequently encounter obstacles in upholding these facets of being, within their solitary work settings.

METHOD

Data collection:

The study will utilize the public secondary dataset of "well-being project with diverse participants" offered by Harvard Dataverse, which has multiple publicly available datasets (Leguizamo, 2023). The dataset has 1,192 observations with 472 variables that including demographic variables, relational variable, work and life satisfaction variables among US workers. This is a subjective self-reported evaluation where the participant answers what others think of him/her or what he/she thinks of himself or work.

Data Analysis

The analysis will include forming a Relationship Satisfaction Index (RSI) by blending relationship factors from the data collection file. This RSI will be matched against components of job satisfaction and wellness measures to determine their connection. The RSI will be created by calculating an average score of several relational satisfaction measures. Correlation analysis will first assess the strength of the relationship between RSI and well-being subscales, followed by multiple regression analysis to explore how relational satisfaction predicts specific dimensions of well-being. The findings, from this study may contribute to the

development of tactics and mental health initiatives aimed at improving employee welfare in the realm of remote work.

REFERENCES

Leguizamo, A. (2023). *Well-Being project with diverse participants* (Version V1) [Dataset]. Harvard Dataverse. <https://doi.org/10.7910/DVN/HFA32O>

Ryff, C. D. (1989). *Happiness Is Everything, or Is It? Explorations on the Meaning of Psychological Well-Being*.

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