

# Working from home: An attempt to enhance employees' work attitudes through the benefits of teleworking

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## ABSTRACT

In this study, we investigate whether teleworking can increase employees' job satisfaction and organizational commitment, and decrease employees' turnover intention. We collected survey-based data in Thailand, where widespread teleworking arrangements had been implemented during the COVID-19 pandemic. The results of our analysis confirm that (1) teleworking was positively associated with job satisfaction, (2) job satisfaction was positively associated with organizational commitment and negatively associated with turnover intention, and (3) job autonomy, job burnout, and work-to-family conflict played mediating roles in the relationship between teleworking and job satisfaction. Our findings can help public-sector policymakers and private-sector managers to implement rigorous teleworking arrangements in Thailand.

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## Keywords:

Teleworking, Job autonomy, Work-to-family conflict, Job burnout, Job satisfaction.