

Title: Exploring after-hour telecommuting/technology-assisted supplemental work: The deprivation and energic hypotheses in tandem

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After-hours telecommuting (AHT)/technology-assisted supplemental work (TASW) is a form of distributed or remote work where full-time, office-based employees engage in job-related activities at home after regular working hours either at night or on weekends, with the aid of advanced information and communication technologies (Duxbury et al, 2001; Fenner & Renn, 2004). An emerging form of work that has received limited research attention, AHT/TASW has so far been studied solely from the work-life balance perspective (Allen, Renn & Griffeth, 2003; Duxbury et al, 2001; Galinsky, Kim & Bond, 2001; Venkatesh & Vitalari, 1992). To broaden our understanding, we drew on the moonlighting literature which attributes such behaviour to either the deprivation/constraint hypothesis or the energic/opportunity hypothesis. Wilensky (1963) the proponent of the deprivation/constraint hypothesis, asserts that the moonlighter is a special breed and contrasts sharply with the person who works long hours on one job. They have chaotic or partially-chaotic work histories – a large proportion of their work lives is spent on jobs which were neither functionally related, nor hierarchically arranged. Additionally, at one time or another, they experience their mobility being blocked and feel economically deprived. They are caught in a life-cycle squeeze- have many dependents and inadequate family resources to match their modest aspirations. In short, a disorderly worklife, blocked mobility, life-cycle squeeze, and related feelings of deprivation, as well as deviant schedules are considered conducive to moonlighting. Alternatively, the energic/opportunity hypothesis asserts that moonlighters have more energy and have higher social and economic expectations in life than the average person. In the pursuit to satisfy their higher expectations, they willingly exert a higher level of effort and energy than nonmoonlighters. The traditional thinking about moonlighting as 'burning the candle from both ends', resulting in high stress and strain both at work and in family life, is not at all supported by the energic/opportunity hypothesis (Baba & Jamal, 1992). The phenomenon of 'self-selection' in moonlighting is quite important to this perspective of moonlighters. Those who find moonlighting difficult or taxing may leave it quickly. Those who stay with moonlighting may be able to function as effectively as non-moonlighters because of their extra energy and effort.

Our empirical enquiry with medical transcriptionists engaged in AHT/TASW in Bangalore, India, asserts that this bifurcation is superfluous - the deprivation/constraint and energic/opportunity hypotheses operate in tandem to jointly explain employee behaviour. In our qualitative study, data generated via conversational interviews with participants were subject to thematic analyses. The core theme of 'seeking the future' describes how participants' aspirations

for themselves and/or their families, stemming from financial need and desire for socioeconomic mobility, led them to engage in AHT/TASW. That is, participants opted for AHT/TASW not just to overcome their present financial difficulties but with a view to upgrading their future financial position and quality of life. The resultant strain, arising from role overload and time constraints, was offset by a sense of well-being that emerged as they inched towards their goals that drove them further. Instead of being overwhelmed by the life cycle squeeze of multiple dependents and limited resources, participants considered AHT/TASW to be a means of overcoming blocked mobility and economic deprivation and realizing a superior standard of living. Due to their higher social and economic expectations, participants worked systematically and optimistically, demonstrating focused occupational histories and expending higher levels of effort and energy. Instead of reporting strain, they described a sense of purpose, mastery and well-being.

Examined from the point of view of the moonlighting hypotheses, the findings assert the concomitance of both the deprivation and energetic hypotheses. We therefore argue for the syncretism of the two approaches, rather than reliance on just one of them, to capture the complexities associated with AHT/TASW. The present research is a starting point in highlighting the redundancy of a dichotomous approach. Further research with larger samples across different sectors studied over longer periods of time is required to develop an explanatory model that draws on both hypotheses and to demonstrate each one's contributions and linkages in effectively capturing the complexity of AHT/TASW/moonlighting.

In addition, our study findings underscore that there is no difference between the work performance of AHT medical transcriptionists and exclusively office-based medical transcriptionists, providing an impetus for organizational policies encouraging moonlighting/AHT.

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