

12-13-2018

## **A Social Comparison Perspective to Study Negative Effects of Telework**

Christian Maier  
*University of Bamberg, christian.maier@uni-bamberg.de*

Sven Laumer  
*University of Nuremberg, sven.laumer@fau.de*

Caroline Oehlhorn  
*University of Bamberg, caroline.oehlhorn@uni-bamberg.de*

Tim Weitzel  
*University of Bamberg, tim.weitzel@uni-bamberg.de*

Follow this and additional works at: <https://aisel.aisnet.org/digit2018>

---

### **Recommended Citation**

Maier, Christian; Laumer, Sven; Oehlhorn, Caroline; and Weitzel, Tim, "A Social Comparison Perspective to Study Negative Effects of Telework" (2018). *DIGIT 2018 Proceedings*. 12.  
<https://aisel.aisnet.org/digit2018/12>

This material is brought to you by the Diffusion Interest Group In Information Technology at AIS Electronic Library (AISeL). It has been accepted for inclusion in DIGIT 2018 Proceedings by an authorized administrator of AIS Electronic Library (AISeL). For more information, please contact [elibrary@aisnet.org](mailto:elibrary@aisnet.org).

# **A Social Comparison Perspective to Study Negative Effects of Telework**

*Completed Research Paper*

**Christian Maier**  
University of Bamberg  
christian.maier@uni-bamberg.de

**Sven Laumer**  
University of Nuremberg  
sven.laumer@fau.de

**Caroline Oehlhorn**  
University of Bamberg  
caroline.oehlhorn@uni-bamberg.de

**Tim Weitzel**  
University of Bamberg  
tim.weitzel@uni-bamberg.de

## **Abstract**

*Telework is indisputably important for establishing a positive work-life-balance for employees. Teleworkers are less stressed and more satisfied by work implying turnover intentions that are below half of those of regular office workers. However, recent practical indications suggest that there is also a dark side of telework, meaning that telework has adverse effects for office workers, who, among others, develop feelings of envy. To study these adverse effects for office workers, we use social comparison theory and suggest that a disparity of telework causes negative emotions and adverse behaviors. In developing our research model, we posit that office workers become envy, dissatisfied with their job, develop turnover intentions and perform worse. An empirical study with 269 employees working in one organization with telework arrangements confirms the hypothesized relationships. Therewith, this study contributes to telework research by providing an interpersonal perspective on telework and revealing that there is a dark side of telework for office workers, which organizations should account for to prevent employees from developing adverse emotions and behaviors.*

**Keywords:** Telework, interpersonal, social comparison theory, dark side, turnover intention