

## **IMPACT OF FLEXIBLE WORK ARRANGEMENTS ON PSYCHOLOGICAL CAPITAL AND WORK SATISFACTION**

**Project implementation period:** 2017–2018.

**Aim of the research:** to evaluate interrelationships between flexible work arrangements, psychological capital, work satisfaction and social support at work.

### **Tasks:**

1. Assess impact of flexible work arrangements on psychological capital and work satisfaction.
2. Estimate impact of flexible work arrangements on psychological capital and work satisfaction controlling for demographic variables.
3. Evaluate impact of flexible work arrangements on psychological capital and work satisfaction with regard to social support and work autonomy.

**Study methodology:** 429 employees participated in the online survey study. The questionnaire consisted of questions on work-time and place flexibility, work autonomy (Morgeson et. al. The Work Design Questionnaire), social support at work (HSE Work-related Stress Indicator Tool), psychological capital (Luthans et al. Psychological Capital Questionnaire measuring self-efficacy, resilience, hope and optimism), work satisfaction (Weiss et. al. Minnesota Satisfaction Questionnaire) and demographic information.

### **Results**

Autonomy and work-time flexibility is positively related to psychological capital and work satisfaction. The psychological capital and work satisfaction is best predicted by work autonomy, following work-time flexibility. Teleworking predicts only 3 domains of psychological capital: self-efficacy, hope and optimism. Autonomy mediates relationship between work-time flexibility and psychological capital or work satisfaction. Managers' support moderates relationship between flexible time and self-efficacy at work.

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