

Productivity and Psychological Well-Being among Work from Home Parents

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Abstract

This study examined the relationship between productivity and psychological well-being among parents working under work-from-home arrangements in Baguio City, Philippines. A quantitative descriptive-correlational design was employed. The required sample size was 107 participants, determined through G*Power using a medium effect size, an alpha level of 0.05, and statistical power of 0.95; eligible respondents were reached through snowball sampling. Productivity was assessed using the Individual Work Performance Questionnaire, while psychological well-being was measured using Ryff's Scale of Psychological Well-Being. Descriptive statistics and Pearson product-moment correlation were used in the analysis. Overall productivity was high ($M = 4.08$), with very high task performance ($M = 4.36$), high contextual performance ($M = 4.13$), and high counterproductive work behavior ($M = 3.75$). Overall psychological well-being was high ($M = 3.44$); autonomy, purpose in life, and self-acceptance were high, whereas personal growth, environmental mastery, and positive relations with others were moderate. Task performance was negatively associated with several well-being dimensions, while counterproductive work behavior showed significant negative relationships with all six dimensions. The findings indicate that productivity and psychological well-being are interrelated and support the need for family-friendly work arrangements, mental-health support, flexible scheduling, and interventions that strengthen work-life boundaries among remote-working parents.

Keywords: Productivity, Psychological Well-Being, Work from Home, Parents

1. Introduction

The COVID-19 pandemic accelerated the transition from office-based work to work-from-home (WFH) arrangements. Initially adopted as a health and business-continuity measure, remote work became an enduring organizational strategy that required employers to reconsider digital collaboration, flexible scheduling, employee productivity, and psychological well-being. The shift offered advantages such as reduced commuting, greater schedule flexibility, and potential improvements in work-life balance, but it also created challenges related to isolation, communication, home-work boundaries, and access to appropriate technology.

Working parents occupy a particularly complex position in remote work arrangements because professional responsibilities occur alongside caregiving and household demands. Studies reviewed in the thesis indicate that WFH may increase opportunities for family interaction and schedule flexibility, yet parents may also experience role conflict, guilt, fatigue, loneliness, reduced sleep quality, and difficulty separating work from personal life. In the Philippine setting, unstable internet connectivity, limited workspaces, and domestic responsibilities may further shape both performance and well-being.

Productivity in remote work is influenced by individual and environmental conditions. Flexible hours and the removal of commuting can support performance, while poor connectivity, inadequate equipment, distractions, communication difficulties, and reduced motivation can undermine it. Psychological well-being is similarly affected by remote work: autonomy and greater family time may be beneficial, but social isolation, blurred boundaries, and role overload may contribute to stress and emotional exhaustion.

Baguio City provides a relevant setting for examining these dynamics because it hosts service-oriented and remote-enabled occupations while also presenting infrastructure and household conditions that may affect WFH experiences. Accordingly, the study investigated the levels of productivity and psychological well-being among WFH parents in Baguio City and examined the relationship between these constructs. Productivity was considered in terms of task performance, contextual performance, and counterproductive work behavior, while psychological well-being was examined through autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance.

2. Methodology

The study employed a quantitative descriptive-correlational research design to describe the existing levels of productivity and psychological well-being and determine the degree of association between them without manipulating the variables. The study was conducted in Baguio City, Philippines, among parents employed in business-related occupations under WFH arrangements.

Participants were required to be parents by birth or legal guardianship, to have worked under a WFH setup for at least six months, and to be engaged in business-related occupations such as finance, customer support, virtual assistance, or other remote-enabled business services. Individuals from non-business sectors were excluded. G*Power 3.1 indicated a minimum sample of 107 participants using a medium effect size ($f^2 = 0.15$), $\alpha = 0.05$, power = 0.95, and one predictor. Snowball sampling was used to reach eligible respondents through professional online networks, business forums, and parent-focused online communities.

Data were collected using a structured questionnaire composed of two standardized instruments. The Individual Work Performance Questionnaire (IWPQ) by Koopmans et al. measured task performance, contextual performance, and counterproductive work behavior. The Scale of Psychological Well-Being (SPWB) by Ryff measured autonomy, environmental mastery, personal growth, positive relations with others, purpose in life, and self-acceptance. The thesis reports reliability coefficients for the IWPQ ranging from 0.70 to 0.90 in prior validation work.

Quantitative data were analyzed using Microsoft Excel. Weighted means were used to describe productivity and psychological well-being, while Pearson product-moment correlation was used to examine relationships between productivity dimensions and psychological well-being. Statistical significance was evaluated at $\alpha = 0.05$.

3. Results and Discussion

The respondents demonstrated an overall high level of productivity ($M = 4.08$). Task performance obtained the highest mean ($M = 4.36$, Very High), followed by contextual performance ($M = 4.13$, High) and counterproductive work behavior ($M = 3.75$, High). These results indicate strong completion of core

work responsibilities and substantial engagement in supportive work behaviors, alongside the presence of behaviors that may detract from organizational outcomes.

Table 1: Summary of Productivity Levels

Dimension	Mean	Response
Task Performance	4.36	Very High
Contextual Performance	4.13	High
Counterproductive Work Behavior	3.75	High
Overall Weighted Mean	4.08	High

Psychological well-being was high overall ($M = 3.44$). Autonomy ($M = 4.17$), purpose in life ($M = 3.58$), and self-acceptance ($M = 3.90$) were rated high. Personal growth ($M = 2.68$), environmental mastery ($M = 3.07$), and positive relations with others ($M = 3.22$) were moderate. The pattern suggests that WFH parents generally perceived themselves as capable of independent decision-making and maintaining meaning and positive self-regard, while experiencing greater difficulty in continuous development, managing life demands, and sustaining interpersonal connections.

Table 2: Summary of Psychological Well-Being Levels

Dimension	Mean	Response
Autonomy	4.17	High
Personal Growth	2.68	Moderate
Environmental Mastery	3.07	Moderate
Positive Relations with Others	3.22	Moderate
Purpose in Life	3.58	High
Self-Acceptance	3.90	High
Overall Weighted Mean	3.44	High

Correlation analysis showed that task performance had significant negative relationships with environmental mastery ($r = -0.22, p < 0.05$), personal growth ($r = -0.38, p < 0.01$), positive relations with others ($r = -0.23, p < 0.05$), purpose in life ($r = -0.29, p < 0.01$), and self-acceptance ($r = -0.34, p < 0.01$). The thesis interprets these findings as suggesting that intensive focus on work responsibilities may coincide with strains in selected areas of psychological well-being among parents balancing employee and caregiving roles.

Contextual performance showed weak and generally non-significant relationships with most psychological well-being dimensions, although the thesis notes that a limited number of dimensions reached significance. Counterproductive work behavior showed significant negative relationships with all six well-being dimensions: autonomy ($r = -0.25, p < 0.05$), environmental mastery ($r = -0.53, p < 0.01$), personal growth ($r = -0.46, p < 0.01$), positive relations with others ($r = -0.41, p < 0.01$), purpose in life ($r = -0.36, p < 0.01$), and self-acceptance ($r = -0.27, p < 0.01$). Thus, lower psychological well-being was associated with greater engagement in counterproductive behaviors.

Table 3: Significant Correlations Reported in the Study

Productivity Dimension	Psychological Well-Being Dimension	r	Significance
Task Performance	Environmental Mastery	-0.22	$p < 0.05$
Task Performance	Personal Growth	-0.38	$p < 0.01$
Task Performance	Positive Relations with Others	-0.23	$p < 0.05$
Task Performance	Purpose in Life	-0.29	$p < 0.01$
Task Performance	Self-Acceptance	-0.34	$p < 0.01$
Counterproductive Work Behavior	Autonomy	-0.25	$p < 0.05$
Counterproductive Work Behavior	Environmental Mastery	-0.53	$p < 0.01$
Counterproductive Work Behavior	Personal Growth	-0.46	$p < 0.01$
Counterproductive Work Behavior	Positive Relations with Others	-0.41	$p < 0.01$
Counterproductive Work Behavior	Purpose in Life	-0.36	$p < 0.01$
Counterproductive Work Behavior	Self-Acceptance	-0.27	$p < 0.01$

Taken together, the findings show that high productivity can coexist with generally high psychological well-being, but the relationships are not uniformly positive. In particular, counterproductive work behavior was consistently associated with poorer well-being, while very high task focus was negatively related to several well-being dimensions. The results support organizational approaches that address both performance expectations and the psychological demands of combining paid work with caregiving at home.

4. Conclusion

Parents working from home in Baguio City demonstrated high overall productivity and high overall psychological well-being. The findings further showed meaningful relationships between productivity-related behaviors and psychological well-being. Counterproductive work behavior had the most consistent negative associations with well-being, while task performance was negatively related to several well-being dimensions. These results highlight the importance of supporting remote-working parents not only in meeting work expectations but also in maintaining healthy work-life boundaries, relationships, personal development, and emotional functioning.

5. Recommendations

Employers are encouraged to strengthen performance-support systems through clear communication, workflow tools, flexible scheduling, training, and access to digital resources. Human-resource practitioners and mental-health professionals may support psychological well-being through resilience programs, peer support, stress-regulation initiatives, counseling, and time-management interventions.

Family-friendly remote-work policies and personal boundary-setting practices may help reduce stress and counterproductive behaviors. Future studies may examine income, family size, job type, and access to technology and may use longitudinal or qualitative approaches to provide deeper evidence about the WFH experience.

Acknowledgement

The researcher acknowledges the guidance of the thesis adviser and committee, the support of colleagues, family, and friends, and the participation of the respondents whose contributions made the study possible.

8. References

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