Effect of Information Technology Interruptions on Recovery Needs: A Moderated-Mediation Mechanism for Work-Family Boundary Management

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ABSTRACT

The characteristics of work are increasingly changing as information technology develops. Information technology may have a positive but also negative impact (Ninaus et al., 2015). Thus, work-to-family interruptions are increasingly common with the use of information technology. This is because the boundary between work and family becomes more and more overlapping with the use of information technology (Derks et al., 2015). Family domain are interrupted by the work domain through information technology, leading to higher exhaustion and lower individual well-being. The concept of work-family boundary management may useful to refine the negative mechanisms of work-to-family disruption in relation to the recovery process (Kim & Hollensbe, 2017). Boundary control variables describe the relationship of workload and recovery (Mccloskey, 2016). Boundary control mediates the influence of information technology interruptions on recovery needs. Unfortunately, the logic of the influence of mediation has not been empirically tested. As a result, explanations of inconsistent research findings have not been able to be done adequately. In a practical context, such research gaps lead to the development of misguided organizational policies.