

Navigating Remote Work: The Influence of Family Interference on Burnout and the Role of Integration Preference

LIN Xingyan *

Department of Psychology, Lingnan University, 8 Castle Peak Road,
Tuen Mun, New Territories, Hong Kong SAR, China

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ABSTRACT

The widespread adoption of remote work has raised concerns about employee burnout; however, the mechanisms linking work-from-home (WFH) arrangements to burnout remain underexplored. Drawing on the Job Demands-Resources model and Work-Family Border Theory, this conceptual paper proposes a moderated mediation model examining how WFH influences burnout. We posit that family-to-work conflict (FWC) mediates the positive relationship between WFH and burnout, as remote work blurs work-family boundaries, depleting cognitive resources. Additionally, integration preference—the extent to which individuals blend work and family roles—moderates the first stage of this pathway. The paper develops three testable hypotheses and outlines a cross-sectional survey methodology using validated scales (e.g., Maslach Burnout Inventory, Netemeyer's FWC scale) with a planned sample of 500 employees in China. Expected contributions include extending Job Demands-Resources theory by incorporating boundary management perspectives and providing practical insights for designing remote work policies.

JEL Codes:

Keywords: *Remote Work, Work-From-Home, Burnout, Family-to-Work Conflict, Integration Preference, Job Demands-Resources Theory*