

**Gastvortrag im Rahmen der Ringvorlesung  
„Digitale und vernetzte Arbeitswelten“  
am 17.10.2022**

**Beginn: 16:15 Uhr, Ort: Zoom-Meeting**

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*„Charting New Terrain in Work Design:  
A Study of Hybrid Work Characteristics“*

Work is an extremely important part of human life. Research on work design has focused on work characteristics associated primarily with one of three domains—task, social, or contextual. While this research has contributed to our understanding of how the identified work characteristics influence employee attitudes, behaviors and well-being, questions remain as how the transformative change in the modern business environment has changed the nature of work design.

This study presents an effort to map the conceptual landscape of work design. We introduced a new concept—hybrid work characteristics—that refer to work characteristics which are not fully captured within any one of the three domains but possess features from more than one domain. We identify boundarylessness, multitasking, non-work-related interruptions, and demand for constant learning as hybrid work characteristics. We theorize that boundarylessness, multitasking, and demand for constant learning carry both enriching and depleting potential, but non-work-related interruptions have only depleting potential. Furthermore, we developed instruments to assess these hybrid work characteristics and tested their relationships with jobholders' job satisfaction, occupational commitment, emotional exhaustion, and somatic health symptoms, through three independent studies with a total of 968 employees across a wide range of jobs. The results demonstrated convergent, predictive, and discriminant validity for the newly developed scales, and showed partial support for our predictions. Taken together, this study suggests that studying hybrid work characteristics is particularly relevant in the modern work environment where work is becoming increasingly diffusive and polychronic and where information technologies have significantly affected how work is performed.

Above and beyond an introduction of the research on hybrid work characteristics, the presenter will provide a critical review of extant research on work design, including her own research, to reveal the importance and challenges inherent in charting new terrain in a well-established research field. Moreover, she will highlight the importance for management researchers to use multiple perspectives in studying the changing world of work.

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