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Do behavioural intentions matter? A diary study on work-related ICT-use after work hours

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ABSTRACT

Because work-related ICT use after hours (WICT) has often been linked to negative outcomes, it is intriguing that many people still engage in this behaviour, often on a daily basis. Yet, qualitative research suggests that WICT may be less harmful when people consciously plan to engage in this behaviour. Drawing on Action-Regulation Theory, this paper tests the assumptions that WICT is sometimes a planned behaviour that people intend to engage in in response to work-related stimuli (e.g., daily unfinished tasks, daily workload) and that the outcomes of this behaviour are less detrimental when WICT is more intended or planned. We tested our hypotheses using a 5-day diary study (i.e., two measurement points a day) among 186 Flemish employees. We found that daily unfinished tasks – though not daily workload – were positively related to daily WICT via daily intentions to engage in WICT. Furthermore, daily intentions to engage in WICT were found to strengthen, rather than buffer, the negative relationship between daily WICT and psychological detachment. We found no moderation effect of daily intentions to engage in WICT in the relationship between WICT and work-to-home conflict. Implications for theory and practice are discussed.

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Introduction

In 2019, a thread with the question: “What toxic behaviour has been normalized by society?” was posted on the public forum website Reddit, one of the ten most visited websites in the U.S (Hardwick, 2020). The top response to that question to date, with up to 50 000 votes, has been: “The expectation that employees should be constantly reachable even outside of work hours[. . .]. It effectively creates a situation where you are ‘on-call’ 24/7” (Reddit, 2020). The popularity of this response is not surprising since work-related ICT-use after hours – or shortly: WICT (Schlachter et al., 2017) – is very prevalent, with about half of the workforce engaging at least occasionally in this behaviour (Feuchtl et al., 2016; Ofcom, 2014; SERV, 2017). In addition, several studies have linked WICT with adverse well-being outcomes, such as more work-to-home conflict, less psychological detachment, more stress, less recovery, and less sleep; and this both on a between-person level (e.g., Kühner et al., 2023; Schlachter et al., 2017; Ďuranová & Ohly, 2015) and on a within-person level (e.g., Braukmann et al., 2018; Cho et al., 2020; Eichberger et al., 2020).

Given the risks of WICT, it may seem surprising that so many people keep engaging in this behaviour, often even on a daily basis. However, WICT may not always be equally detrimental. Research has shown that there are some important between-person factors affecting the outcomes of WICT (Kühner et al., 2023). In particular, WICT has been found to be less unfavourable – or even favourable – when employees prefer to integrate their work and home domains (Derks et al., 2016; Gadeyne et al., 2018), when they experience fewer norms and pressures to engage in that behaviour (Derks et al., 2015), when they

experience high levels of work centrality (Shi et al., 2021), and when they get more supervisory support (Park et al., 2020). In addition, the outcomes of WICT may not only depend on between-person differences, but could also differ over the days. Yet, to date, not much is known about the daily fluctuating aspects of WICT (Kühner et al., 2023) that may affect whether the outcomes of WICT are more or less negative on a specific day.

One aspect of WICT that could potentially affect the daily outcomes of WICT is the degree to which people intended or planned to engage in WICT on a given day (Ďuranová & Ohly, 2015). Indeed, some days, people may more consciously intend to engage in WICT as a work-related strategy to deal with specific work-related tasks or demands that day (e.g., to finish up some work tasks; Ďuranová & Ohly, 2015), whereas on other days WICT may occur more unexpectedly, for instance as a response to external factors (e.g., a call from one’s boss in the evening). According to Action-Regulation Theory (Frese & Zapf, 1994), formulating intentions or plans is a way for people to regulate their behaviour in response to environmental signals or stimuli (Zacher & Frese, 2018) that can enable people to use their time more efficiently and divide their attention and energy more effectively across their different responsibilities (Frese & Zapf, 1994; Raabe et al., 2007). So, on days when WICT is more intended or planned, this behaviour may have less adverse effects since people can then use their time in a more efficient and planned way (Ďuranová & Ohly, 2015). In line with this, qualitative studies have shown that when individuals engage in WICT in a planned way (e.g., when they consciously schedule work tasks at moments that fit better with the family schedule), WICT has typically more positive outcomes (Golden

& Geisler, 2007; Nansen et al., 2010). Yet, quantitative studies on WICT to date have not yet explicitly considered the role of intentions or plans and how these could influence the outcomes of WICT. Relatedly, we do not yet know to which extent WICT is an intended behaviour or, conversely, a response to external stimuli or momentary impulses (Duke & Montag, 2017). A better understanding of the role of intentions related to WICT could therefore shed light on the degree to which individuals engage in this behaviour as an action-regulation strategy in their daily lives.

Drawing on Action-Regulation Theory (Frese & Zapf, 1994), this study aims to (1) explore to which degree daily WICT is an intended or planned behaviour, and (2) examine whether the daily outcomes of WICT depend on the degree to which this behaviour was intended or planned that day. We will use the term “intentions to engage in WICT” to refer to the degree to which people formed plans at the end of their workday to engage in WICT later that day. To address our aims, we first examine whether daily work-related demands (i.e., unfinished tasks and workload) trigger daily WICT via daily intentions to engage in this behaviour. Secondly, we explore whether daily intentions to engage in WICT moderate the relationship between daily WICT and two well-known outcomes of daily WICT: daily work-to-home conflict and daily psychological detachment (Braukmann et al., 2018; Cho et al., 2020; Derks et al., 2014, 2015; Eichberger et al., 2020). In that way, we cover the two main categories of outcomes of WICT identified by Āuranova and Ohly (2015): subjective well-being outcomes (here assessed with *work-to-home conflict*) and recovery indicators (here captured with *psychological detachment*). To test our hypotheses, we performed a daily diary study (i.e., five consecutive workdays) with two measurement moments a day (i.e., immediately after work and before going to bed) with 186 Flemish employees.

This study contributes to current research on WICT in three main ways. First, although intentions and plans have been shown to be the strongest predictor of behaviours in many areas of life (Armitage & Conner, 2001) and research on WICT has suggested that intentions or plans could be important to understand both engagement in this behaviour and the outcomes thereof (Āuranova & Ohly, 2015), intentions to engage in WICT have received little research attention to date. Our study is among the first to explore the role of intentions to engage in WICT and can in that way improve our understanding of why people engage in this behaviour and whether this behaviour is always equally detrimental to an employee. Second, by applying insights from Action-Regulation Theory to the literature on WICT, we answer the call for applications of this theory (Frese & Zapf, 1994) in WICT research when studying the drivers and outcomes of WICT (see Āuranova & Ohly, 2015). Using Action-Regulation Theory allows us to further our understanding of the degree to which daily WICT is a planned behaviour, or, conversely, a response to unexpected pressures (e.g., incoming call) or momentary impulses (e.g., checking habit), as is sometimes implicitly assumed (Duke & Montag, 2017). In particular, by investigating whether behavioural intentions mediate the relationship between daily work-related factors (i.e., unfinished tasks and workload) and WICT, this study may explain the role of (daily) processes of planning and anticipation in

understanding this behaviour. Third, we explore how intentions to engage in WICT moderate the relationship between WICT and the outcomes of this behaviour. Although research suggests that plans to perform these behaviours later may mitigate negative outcomes of these behaviours because these plans can help to use time more effectively (Fenner & Renn, 2010; Lapierre & Allen, 2012; Āuranova & Ohly, 2015), no study – to the best of our knowledge – has explicitly hypothesized and tested the buffering role of intentions to engage in WICT.

Theoretical background and hypotheses

Action-regulation theory and work-related ICT use after hours

Every day, individuals face numerous environmental stimuli and challenges. Action-Regulation Theory (Frese & Zapf, 1994; Hacker, 1998) is a cognitive theory that aims to explain how people regulate their actions in response to these environmental stimuli. According to Action-Regulation Theory, cognitions play a key role in this regulatory process (Frese & Zapf, 1994). The theory posits that people regulate their actions based on the information, signals and feedback they receive from their objective environment (Zacher & Frese, 2018). In a work context, this environmental input is typically task-related, such as work characteristics and feedback about people’s work progress or performance (e.g., B. J. Claessens et al., 2010; Frese & Zapf, 1994; Hacker, 1986; Zacher & Frese, 2018). Unlike behaviourists, Action-Regulation Theory does not expect that people’s actions are automatic responses to this environmental input, but rather that people – as active agents – cognitively process the signals and feedback from their environment and, through this cognitive processing, regulate their actions (Frese & Zapf, 1994; Zacher & Frese, 2018). So, cognitions, such as goal development, planning, and monitoring progress, are believed to intervene in the process between environmental input and the actions people take (Frese & Zapf, 1994; Hacker, 1998).

Action-Regulation Theory considers planning to be one of the key cognitions in the action-regulation process (Frese & Zapf, 1994; Zacher & Frese, 2018). Planning refers to people’s cognitive representations of the behavioural steps they intend to take based on the environmental input (Frese & Zapf, 1994; Zacher & Frese, 2018). These cognitive representations typically concern plans about when and where to take which specific actions. As such, planning is highly similar to implementation intentions (Gollwitzer, 1993) in goal theory (Zacher & Frese, 2018). Action-Regulation Theory thus assumes that people form intentions or plans to engage in specific actions based on signals and feedback from the environment and that these plans, in turn, direct people’s attention and effort to the execution of these actions (B. J. Claessens et al., 2010; Zacher & Frese, 2018). In line with this rationale, research has found that planning helps people to stay on track, overcome procrastination and continue to engage in their goal-oriented behaviours (Carraro & Gaudreau, 2013; Diefendorff & Lord, 2003; Gollwitzer & Sheeran, 2006). Furthermore, Action-Regulation Theory suggests that action-regulation strategies, such as planning, can facilitate optimal personal resource investment (Frese & Zapf, 1994; Raabe et al., 2007). When people engage in

planning, they think in advance about when they will engage in which specific activities. This anticipation is expected to free up energetic and attentional resources for other activities and may therefore mitigate the adverse effects of energy-consuming situations, emotions, and behaviours (Freund & Baltes, 2002; Schmitt et al., 2019).

Against this background, in this study, we first of all explore to which extent people's daily WICT is a planned behaviour that people intend to engage in triggered by work-related input. We focus on two work-related characteristics as input: unfinished tasks and workload. Specifically, we argue that when individuals have not finished their work tasks during the work day or when they experienced a high workload on a specific day, they are more likely to plan to engage in WICT to resolve the tension they experience. In turn, because intentions – especially those related to the near future (Bandura & Simon, 1977) – are believed to regulate people's actual behaviour (Frese & Zapf, 1994), intentions to engage in WICT could stimulate actual WICT later that day.

Secondly, we test whether the outcomes of WICT are less negative when this behaviour was planned at the end of the workday. As explained above, planning actions in advance is expected to enable people to use their time more efficiently and divide their attention and energy more effectively across their different responsibilities. As such, engaging in a demanding activity is likely to require less energy and may therefore be less detrimental to people's well-being when it is planned than when it is not planned. Intentions or plans also make the work activity more predictable, which has been shown to buffer the negative impact of demanding work-related tasks and events (Mohr & Wolfram, 2010) because of low effort planning. Therefore, we argue that intentions to engage in WICT may attenuate the negative outcomes of WICT for employees' well-being.

Finally, since task characteristics can vary daily (Eichberger et al., 2022; Pindek et al., 2021), the action-regulation processes triggered by them may fluctuate daily as well. Accordingly, research on Action-Regulation Theory is increasingly focusing on action regulation as a within-person process that fluctuates over time (e.g., Schmitt et al., 2012; Tanner et al., 2021). We, therefore, focus on intentions to engage in WICT and WICT behaviours on a daily basis.

In what comes next, we first build within-person hypotheses for the expected mediation effect of intentions to engage in WICT between unfinished tasks and workload and WICT. We then formulate within-person hypotheses that explore the moderation effect of intentions to engage in WICT on the relationships between WICT and the outcomes of work-to-home conflict and psychological detachment.

WICT intentions as mediator in the relationship between unfinished tasks, workload and WICT behaviours

Building on Action-Regulation Theory (Frese & Zapf, 1994; Zacher & Frese, 2018), we propose that people are more likely to intend to engage in WICT when they experience more unfinished work tasks and more workload at the end of that workday and that these intentions at the end of the workday in turn stimulate actual WICT later that day. First, unfinished work tasks are “tasks that the

employee aimed to finish (or make certain progress [on]), but which were left undone (or left in an unsatisfactory state) when the employee stopped working” (Syrek et al., 2017, p. 227). We know from previous research that unfinished tasks show day-to-day fluctuations, with individuals experiencing more unfinished tasks on some days than on others (Eichberger et al., 2022; Syrek et al., 2018). Unfinished tasks have important behavioural consequences. Lewin's field theory (Lewin, 1939) suggests that when individuals fail to finish their work tasks during the work day, they experience increased tension stemming from the need for closure, which in turn induces a need to complete those work tasks that are left unfinished (Syrek et al., 2017; Weigelt et al., 2018). Applying insights from Action-Regulation Theory, we argue that unfinished work tasks may trigger people to intend to finish their tasks in the evening in order to make more progress on their tasks. Engaging in WICT may be one way to achieve this goal as it allows employees to perform additional work in their leisure time (Đuranová & Ohly, 2015). Consequently, employees who have more unfinished tasks at the end of the workday may be more likely to intend to engage in WICT later, which is then likely to motivate them to actually engage in WICT. In line with this, Heissler and colleagues (Heissler et al., 2022) found that unfinished work tasks at the end of the workday were related with WICT. Yet, the possible mediating role of intentions in this relationship has not yet been explored.

In a similar vein, we argue that daily workload is positively related to intentions to engage in WICT, which in turn is positively related to actual WICT. Workload is a work stressor that refers to employees' perceived pace (i.e., having to work under time pressure), volume (i.e., having many things to do), and difficulty of work (Bowling & Kirkendall, 2012; Spector & Jex, 1998). Considerable research attention has been paid to studying the consequences of workload, and the construct has been linked to a myriad of detrimental well-being outcomes, such as work-to-home conflict, decreased employee well-being, and employee withdrawal behaviours (for a meta-analysis see Bowling et al., 2015). Similar to unfinished tasks, workload has been shown to fluctuate daily, and thus it has been included in numerous diary studies (e.g., Pindek et al., 2021; Schusterschitz et al., 2018). We argue that on days when individuals experience a high workload, they are likely to have greater intentions to engage in WICT. According to Action-Regulation Theory, the environmental signal of high workload on a given day, may stimulate people to make plans to address and deal with this workload. Since one way to manage a high workload is to work after hours, employees who experience a high workload on a given day may plan to engage in WICT and, stimulated by these plans, actually engage in this behaviour later that evening. In line with this reasoning, earlier research has linked workload with WICT (Gadeyne et al., 2018), though – to the best of our knowledge – not on a daily basis and without considering intentions as a mediator. In line with the above, we put forward the following hypotheses:

Hypothesis 1: *Within individuals, unfinished work tasks at the end of the working day are positively related to WICT via intentions to engage in WICT at the end of the workday.*

Hypothesis 2: *Within individuals, perceived workload at the end of the working day is positively related to WICT via intentions to engage in WICT at the end of the workday.*

WICT intentions as moderator in the relationship between daily WICT and outcomes

Next, we propose that daily intentions to engage in WICT can buffer the negative outcomes of WICT for employees' well-being on a daily basis. We focus on two widely-known outcomes of daily WICT: higher daily work-to-home conflict and lower daily psychological detachment (Cho et al., 2020; Derks et al., 2014; Eichberger et al., 2020; Gadeyne et al., 2018; Heissler et al., 2022). Specifically, drawing on Action-Regulation Theory, we expect that on days when people intend – and thus plan and mentally anticipate – to engage in WICT, this behaviour will have a less adverse impact on their daily work-to-home conflict and psychological detachment. We first develop hypotheses for the main effects and then for the moderation of intentions.

Work-to-home conflict refers to a form of interrole conflict in which the stress from or the time devoted to the work role inhibits people to meet the demands of their home roles (Greenhaus & Beutell, 1985). We expect that on days when employees engage in WICT, they experience more work-to-home conflict for the following reasons. First, on days when employees engage in WICT, they are engaging in boundary-crossing behaviour (Kühner et al., 2023). This boundary-crossing behaviour takes away time and energy that was meant to be spent in the home domain on a particular day and is instead invested in WICT. Spending less time on home-related tasks and having less energy to engage in activities at home may consequently hamper employees' performance at home, such as spending quality time with one's partner or reading a bedtime story to one's children (Edwards & Rothbard, 2000). Second, WICT on a given day can trigger more negative emotions and detrimental well-being outcomes that day, such as increased negative affect and stress (e.g., Cho et al., 2020; Eichberger et al., 2020). These negative emotional responses and experiences from work can spill over to the home domain, and thus employees are likely to perceive more work-to-home conflict on these days. In line with these arguments, several cross-sectional, as well as within-person studies (e.g., daily diary studies), have linked WICT to work-to-home conflict (Cho et al., 2020; Gadeyne et al., 2018).

Relatedly, we expect that on days when employees engage more in WICT, they experience less psychological detachment. According to Sonnentag and colleagues (Sonnentag et al., 2010), psychological detachment in employees' daily life refers to "switching off" and being both physically and mentally away from work after work hours. When individuals engage in WICT during non-work hours they are essentially connected to their work and likely to think about work-related matters. Activating job-related thoughts facilitates rumination about work, which in turn makes it more difficult for employees to mentally switch off. This reasoning is in line with the stressor detachment model, which argues that engaging in WICT is a work-related stressor that impairs psychological detachment (Sonnentag & Fritz, 2015) and which has received considerable attention in

research on WICT. In line with this theoretical rationale, numerous studies have shown that daily WICT impedes psychological detachment during non-work hours in the evening (e.g., Derks et al., 2014; Eichberger et al., 2020; Heissler et al., 2022). These findings have also been corroborated in a recent meta-analysis that shows that WICT is negatively related to work-to-home conflict and important recovery-related outcomes, such as psychological detachment (Kühner et al., 2023). Building on the above, we formulate the following hypotheses:

Hypothesis 3a: *Within individuals, employees' WICT is positively related to employees' daily work-to-home conflict.*

Hypothesis 3b: *Within individuals, employees' WICT is negatively related to employees' daily psychological detachment.*

Finally, we posit that intentions to engage in WICT may buffer the negative effects of WICT on work-to-home conflict and psychological detachment. As noted before, Action-Regulation Theory suggests that planning actions and activities in advance may help people to use their resources (i.e., time and energy) more efficiently. A demanding activity that is planned may therefore require less energy than one that is not planned. In line with this reasoning, research has suggested that action-regulation strategies, such as planning, can mitigate the negative effects of energy-consuming situations, emotions, and behaviours (Ma et al., 2020; Peeters & Rutte, 2005; Schmitt et al., 2012, 2019). For instance, Schmitt and colleagues (Schmitt et al., 2019) found that the relationship between anger and persistence in goal pursuit was less negative when people engaged more in planning. Relatedly, Ma and colleagues (Ma et al., 2020) found that the work interruptions had a less strong impact on stress among people who engaged more in time management, which has planning as a key component (B. J. Claessens et al., 2010). By planning and anticipating an action in advance, executing the action later is expected to require less energy (Masicampo & Baumeister, 2011; Webb & Sheeran, 2003) and to go more efficient (Azar et al., 2018; B. J. Claessens et al., 2010; Gollwitzer & Sheeran, 2006; Parke et al., 2018; Schmitt et al., 2019). In addition, planning removes ambiguity about how to spend one's time (Smit, 2016) and may enhance feelings of self-control (Loschelder & Friese, 2016). In these ways, planning may free up attentional and energetic resources, which could – for instance – be spent on other activities (Parke et al., 2018; Smit, 2016; Uhlig et al., 2023). In line with this rationale, research has found that planning lowers rumination (Uhlig et al., 2023) and intrusive thoughts, even during unrelated tasks (Masicampo & Baumeister, 2011). Furthermore, planning has been shown to free up cognitive resources (van Eerde et al., 2022), contribute to more cognitive flexibility (Uhlig et al., 2023) and facilitate psychological detachment among highly involved employees (Smit, 2016).

Applied to WICT, prior intentions and plans to engage in WICT may allow employees to avoid potential incompatibilities between work and home later that day. Prior intentions could for instance help employees to plan their resource allocation that day, for example by informing the spouse or children about the plan to work that evening and/or arranging a solution for

possible practical problems. Furthermore, on days when WICT is planned, it may go more efficient and cost less energy (Azar et al., 2018; B. J. Claessens et al., 2010; Masicampo & Baumeister, 2011; Parke et al., 2018; Schmitt et al., 2019), leaving more resources to spend on family responsibilities compared to days when WICT is not planned. As such, the relationship between WICT and work-to-home conflict may be less strong on days when employees had intended to engage in WICT compared to days when they had not intended this behaviour. Similarly, prior intentions may allow the employee to think about and plan how to detach from work, after the planned supplementary work in the evening. In addition, because prior plans help people to focus on other tasks after or before the planned tasks has done (Masicampo & Baumeister, 2011; Uhlig et al., 2023), WICT may be less negatively related to psychological detachment on days when this behaviour was intended compared to days when it was not intended. Conversely, when people engage in WICT without having intended to do so in advance, this behaviour is likely to be more spontaneous in nature, a response to unexpected external interruptions (e.g., being called up or receiving a work message) or part of habitual behaviour (e.g., compulsive smartphone use). The unexpected and more interruptive nature of this behaviour on these days could cause more stress and may make it more difficult to stop thinking about the issues, in that way triggering more work-to-home conflict and allowing for less detachment. In line with these arguments, Fenner and Renn (2010) found that people who are good at goal-setting and prioritization experience lower work-to-home conflict when engaging in higher levels of WICT compared with individuals with less of such abilities. In addition, several qualitative studies have shown that when people consciously plan their WICT, they tend to report more positive outcomes (Golden & Geisler, 2007; Nansen et al., 2010; Ojala, 2011). Therefore, we formulate the following hypotheses:

Hypothesis 4a: Within individuals, daily intentions to engage in WICT buffer the relation between daily WICT and daily work-to-home conflict, that the relationship with daily work-to-home conflict will be less positive on days people had higher intentions to engage in WICT.

Hypothesis 4b: Within individuals, daily intentions to engage in WICT buffer the relationship between daily WICT and daily psychological detachment, such that the relationship with daily psychological detachment will be less negative on days people had higher intentions to engage in WICT.

Method

Study design

We performed a daily diary study with Flemish employees who worked at least 80% and who used information and communication technologies (e.g., laptop, smartphone, email) for work-related purposes at least every once in a while. Data were collected via convenience sampling between January and the second week of March 2020, so just before the

COVID-19 situation impacted Belgium. In total, 251 employees participated in our study.

Respondents were asked to fill in a general questionnaire (T0) as well as two daily surveys for five consecutive working days. The first daily survey had to be filled in at the end of the regular work hours (t1) and the second one during the last hour of the day before participants went to sleep (t2). By using two measurements a day, we were able to include a time lag between the measures of daily WICT intentions and daily WICT, which allows for stronger claims about directionality. In addition, we scheduled t1 at the end of one's working hours (rather than, for instance, during the middle of the work day) to measure intentions as closely as possible to the time at which the behaviour will be performed, as recommended by Sheeran (2002).

Respondents could either fill in the daily surveys online or on paper. In the former case, they received two daily emails (one at 3 pm and one at 8 pm) with the link to the daily surveys. In the latter case, respondents were sent one email at the beginning of the week with an attached word-document with the full diary study, which the respondents could fill in on paper and then scan and send back via email at the end of the week. Most (i.e., 195 out of 251) respondents participated online; 56 opted for the second option. By allowing participants the choice between an online and a paper version, we wanted to lower the influence of participating in our study on WICT.

Finally, since measuring behavioural intentions can influence whether actual behaviours are performed later on (i.e., self-generated validity or "a self-prophecy due to measurement reactivity"; Chandon et al., 2005), we decided to work with a control group to assess this risk. To this end, 101 out of 251 respondents were randomly classified in a control group and they were not asked to assess their intentions to engage in WICT on days 1 and 4 of the workweek. To assess the risk of self-prophecy due to measurement reactivity, we checked for differences in daily WICT between the control group and the other respondents ("experiment group") on these two days using independent sample T-tests. No significant difference was observed on these two days ($p > .10$), nor on the other days. As such, measurement reactivity does not seem to impact the occurrence of WICT.

Sample

We only included daily responses if the respondent filled out both t1 and t2 on a given day and we only included participants who filled in the diary study for at least one day. As 65 respondents did not fill out the diary study during any day, their responses were excluded from further analyses. The remaining 186 respondents filled out the diary study on average for 4.21 days. Daily response rates averaged 84.2%, ranging from 77.9% to 87.6%. More specifically, six respondents filled out the diary study for one day, three respondents did so for two days, 26 respondents filled out during three days, 62 respondents completed four days and 89 respondents filled out the diary study for all five days. We thus have 783 daily responses out of 930 (i.e., 186 respondents, 5 days) possible ones.

Most respondents were full-time (i.e., 86%), white-collar (54.8%) employees. Two third of the respondents (i.e., 67.7%) were female and 32.3% male. The age of the respondents ranged from 21 to 58 years ($M = 36.6$, $SD = 11.7$). Most respondents (i.e., 83.3%) had a partner. Respondents had on average 1.1 children living with them. Respondents in the control group and in the experimental group did not differ on any of these characteristics.

Measures

Daily workload was measured at t1 (at 3 pm) using the three-item Dutch version (Furda, 1995) of Karasek's (1985) job content questionnaire, in the daily-diary version of Petrou et al. (2012). Respondents rated the items on a five-point Likert scale (1 = not agree at all; 5 = fully agree). An example item is "Today, I had too much work to do" ($\alpha_{min} = .81$; $\alpha_{max} = .87$).

Daily unfinished tasks were measured at t1 (at 3 pm) with three items of the scale of Syrek and colleagues (Syrek et al., 2017). Items were adjusted to the day-level instead of the original week-level. Each item was measured on a five-point Likert scale ranging from 1 (not agree at all) to 5 (fully agree). An example item is: "I need to continue working on several of this day's due tasks at a later moment" ($\alpha_{min} = .65$; $\alpha_{max} = .75$).

Daily intentions for WICT were measured at t1 (at 3 pm) with a self-constructed six-item scale. In line with the meaning of planning that it should specify which actions to take when (B. J. C. Claessens et al., 2007; Parke et al., 2018; Payne et al., 2010) and following the recommendations on measuring behavioural intentions (Sheeran, 2002), we asked respondents to what degree they planned on using information and communication technology (e.g., smartphone, laptop, tablet, ...) for work-related purposes that evening after their standard work hours to: (1) continue working on work-related tasks, (2) finish work-related tasks, (3) search work-related information, (4) check emails or messages, (5) respond or answer to work-related emails or messages, and (6) communicate directly (e.g., phone call, videoconference) for work-related purposes). Each item was measured on a five-point Likert scale ranging from 1 (not at all) to 5 (totally so). Cronbach's alpha for the six-item scale was high ($\alpha_{min} = .90$; $\alpha_{max} = .95$) across each of the five days.

Daily WICT was measured at t2 (at 8 pm) by using an adapted version of the scale by Piszczek (2017) to measure work-family technology use. This scale includes four items, an example item being: "Today, after my standard working hours, I used technology (e.g., computer, smartphone, tablet ...) to keep up with work-related matters". Respondents rated the items on a five-point Likert scale (1 = not agree at all; 5 = fully agree). Cronbach's alpha ranged from .91 to .95 across the five days.

Daily work-to-home conflict was measured at t2 (at 8 pm) with the four-item scale used by Delanoeije and colleagues (Delanoeije et al., 2019), based on the original scale from D. S. Carlson et al. (2000). An example item is: "Today, the time I spent on work responsibilities interfered with my responsibilities at home" ($\alpha_{min} = .81$; $\alpha_{max} = .87$). Respondents rated the items on a five-point Likert scale (1 = not agree at all; 5 = fully agree).

Daily psychological detachment ($\alpha_{min} = .80$; $\alpha_{max} = .83$) was measured at t2 (at 8 pm) with a four-item scale based on Sonnentag and Fritz's (2007) Recovery Experience Questionnaire. A sample item is "Today, after my regular work hours, I didn't think about work at all". Items were measured on a Likert scale ranging from 1 (not agree at all) to 5 (fully agree).

Control variables. We tested our model with and without the following between-person control variables: individual integration preferences (Kreiner, 2006), descriptive organizational integration norms (Kreiner, 2006), injunctive integration norms (Palm et al., 2019) and boundary control (Kossek et al., 2012) because attitudes, norms and behavioural control are known predictors of intentions (e.g., Aijzen, 1991; Ravis & Sheeran, 2003). Both models yielded the same results. In line with the recommendation of K. D. Carlson and Wu (2012), we therefore report the results of the model without the control variables. We did include the between-level variables of all our daily measures to be able to compare the within-person results with the between-person results for the variables under study. The between-level of the core variables were calculated by taking the person-mean of the daily measures, which was then grand-mean centred.

Strategy of analysis

We have a two-level model with repeated measurements (daily variables) at the first level ($N = 783$ occasions) and individuals at the second level ($N = 186$ respondents). Since we have nested observations (i.e., days nested within employees), we used linear mixed coefficient modelling (MCM) in R. Following the guidelines of Aguinis et al. (2013) and of Lischetzke, Reis, and Arndt, we centred level two predictor variables to the grand mean and level one predictors to the person-mean. Effects were modelled as fixed effects and none of the variables were allowed to covary.

We tested the multilevel mediation effects (i.e., hypotheses 1–2) using the mediate package in R with quasi-Bayesian Monte Carlo approximation (MacKinnon et al., 2004), which is suitable for parametric multilevel mediation models (Bauer et al., 2006). Effects were computed for each of 10,000 bootstrapped samples, and 95% confidence intervals were computed by determining the effects at the 2.5th and 97.5th percentiles. This method also allows to calculate the percentage of the total effect that is explained by the mediator.

To study our multilevel and multilevel moderation effects (i.e., hypotheses 3–4), we performed linear MCM and employed restricted maximum likelihood (REML) estimation, as this restricted form of maximum likelihood (ML) estimation is more suitable for complex datasets including multiple fixed effects (Corbeil & Searle, 1976; Gilmour et al., 1995). Contrary to ML, REML estimation does not expect all fixed effects to be known without errors and maximizes only the portion of the likelihood not depending on the fixed effects.

Results

Iccs, descriptives, correlations and multilevel CFA

We first calculated the ICCs for all daily measures. We found that 67% of the variance in workload, 67% of the variance in unfinished tasks, 51% of the variance in intentions to engage in WICT, 60% of the variance in WICT, 55% of the variance in work-to-home conflict and 52% of the variance in psychological detachment were due to within-person variation. Second, as displayed in Table 1, multilevel CFA was conducted to confirm the measurement model used in our analysis. Factor model A was first tested to analyse our expected measurement model. This model consists of 6 factors (work demands, unfinished tasks, intentions to engage in WICT, WICT, work-to-home conflict, and psychological detachment) both on the within-person level and the between-person level. This model had a good fit based on multilevel CFA results (Bentler, 1990; Browne & Cudeck, 1993). It was also found to have a better fit than factor model B in which work-related ICT-use after work hours and intentions were combined (5 factors on the within-person level and the between-person level), factor model C in which work demands and unfinished tasks were combined (5 factors on the within-person level and the between-person level); and factor model D in which psychological detachment and work-to-home conflict were combined in one factor (5 factors on the within-person level and the between-person level). Factor model A also showed a better fit than a one-level model on both the within- and between-person level (factor model E).

Next, Table 2 shows the descriptives and correlations among this study's variables. As can be seen, daily intentions to engage in WICT are positively related with daily work demands – but only at the between level ($r_{between} = .18, p < .01; r_{within} = .06, p = .21$), daily unfinished tasks ($r_{between} = .17, p < .001; r_{within} = .10, p < .05$) and daily WICT behaviours ($r_{between} = .77, p < .001; r_{within} = .54, p < .001$). Furthermore, daily WICT is positively related

with work-to-home conflict ($r_{between} = .38, p < .001; r_{within} = .36; p < .001$) and negatively with psychological detachment ($r_{between} = -.50, p < .001; r_{within} = -.42; p < .001$).

Hypothesis testing

To test our hypotheses 1 and 2, we performed a multilevel mediation model using R. Results are shown in Table 3. In line with hypothesis 1, we found that daily fluctuations in unfinished tasks were positively related to daily intentions to engage in WICT ($\gamma = 0.12; p = .037, 95\% \text{ CI } [0.01, 0.23]$), which were in turn positively related to daily WICT ($\gamma = 0.50; p < .001, 95\% \text{ CI } [0.43, 0.57]$). This resulted in a significant mediation effect between daily unfinished tasks and daily WICT via daily intentions to engage in WICT ($\gamma = 0.06; p = .032, 95\% \text{ CI } [0.00, 0.12]$), which accounted for 34% of the total effect of daily unfinished tasks on daily WICT. For daily workload, the relationship with daily intentions to engage in WICT was found to be not significant ($\gamma = 0.08; p = .225, 95\% \text{ CI } [-0.05, 0.21]$) and, accordingly, also the mediation effect of daily workload on daily WICT via daily intentions to engage in WICT was found to be not significant ($\gamma = 0.05; p = .220, 95\% \text{ CI } [-0.02, 0.10]$).¹ We therefore have to reject hypothesis 2. Furthermore, Table 2 shows that intentions to engage in WICT are not only related to actual WICT on a within-person level, but also on a between-person level. So, it is not only so that employees engage more in WICT on days they had more intentions to do so, but also that employees who, on average, have higher intentions for WICT engage, on average, more in this behaviour.

To test our hypotheses 3a, 3b, 4a and 4b, we performed multilevel moderation models using R. The results are shown in Table 4. In line with our hypotheses 3a and 3b, we found that on days that employees engage more in WICT, they report on average more work-to-home conflict ($\gamma = 0.28; p < .001$; cf. hypothesis 3a) and less psychological detachment ($\gamma = -0.24; p < .001$; cf. hypothesis 3b). Unlike hypothesized (cf. hypothesis

Table 1. Multilevel CFA.

	X ² (df)	RMSEA	SRMR(w)	SRMR(b)	CFI	ΔX ^a
Factor model A ^b	1526.6[474]	0.058	0.049	0.093	0.89	
Factor model B	2213.1[484]	0.074	0.079	0.101	0.81	686.55[10]***
Factor model C	1841.1[484]	0.066	0.069	0.119	0.85	314.54[10]***
Factor model D	2033.7[484]	0.070	0.092	0.140	0.83	507.06[10]***
Factor model E	4464.5[504]	0.110	0.147	0.254	0.57	2937.9[30]***

*** $p < .001$. $N = 186$ persons and $N = 783$ occasions.

^aX² difference test comparing this model with the Factor model A⁽²⁾.

^bFactor model A has 6 factors (work-demands, unfinished tasks, intentions to engage in WICT, WICT, work-to-home conflict, and psychological detachment) on both the within-person level and the between-person level.

Table 2. Correlations between study variables.

	M	SD _B	SD _W	1.	2.	3.	4.	5.	6.
1. Work demands ^{a,b}	2.99	0.57	0.56	-	.08	.06	.09*	.18***	-.21***
2. Unfinished tasks ^{a,b}	2.46	0.63	0.65	.30***	-	.10*	.16**	.14**	-.15**
3. Intentions to engage in WICT ^{a,b}	2.02	0.81	0.79	.18**	.17***	-	.54***	.18**	-.39***
4. WICT ^{a,b}	1.92	0.94	0.76	.22***	.17***	.77***	-	.36***	-.42***
5. Work-to-home conflict ^{a,b}	2.12	0.72	0.67	.28***	.22***	.31***	.38***	-	-.33***
6. Psychological Detachment ^{a,b}	3.27	0.74	0.76	-.25***	-.24**	-.49***	-.50***	-.45***	-

*** $p < .001$, ** $p < .01$, * $p < .05$. $N = 186$ persons and $N = 783$ occasions.

^aSD_B = between-person standard deviation. SD_W = within-person standard deviation. The scores below the diagonal are the between-person correlations; the scores above the diagonal are the within-person correlations; ^bResponses were rated on a 5-point Likert scale (1: totally disagree; 5: totally agree).

Table 3. Results of the multilevel mediation model for daily WICT.

	Intentions to engage in WICT		WICT	
	Estimate	<i>p</i>	Estimate	<i>p</i>
<i>Within-person effects</i>				
Constant	2.02***	<.001	1.92***	<.001
Unfinished tasks	0.12*	.037	0.11*	.013
Work demands	0.08	.225	0.09	.101
Intentions to engage in WICT			0.50***	<.001
<i>Between-person effects</i>				
Unfinished tasks	0.18	.076	-0.02	.676
Work demands	0.25*	.028	0.11	.097
Intentions to engage in WICT			0.97***	<.001

*** *p* < .001, * *p* < .05. *N* = 186 persons and *N* = 783 occasions.

All variables were measured at the within-person (i.e., daily) level. Variables of the within-person effects were person-mean centred. Variables of the between-person effects were grand-mean centred.

Table 4. Multilevel results of the interaction of daily intentions to engage in WICT and Daily WICT on daily work-to-home conflict and psychological detachment.

	Work-to-Home Conflict		Psychological Detachment	
	Estimate	<i>p</i>	Estimate	<i>p</i>
<i>Within-person effects</i>				
Constant	2.11***	<.001	3.29***	<.001
Unfinished tasks	0.08	.068	-0.08	.076
Work demands	0.16**	.002	-0.22***	<.001
Intentions to engage in WICT	-0.01	.781	-0.23***	<.001
WICT	0.28***	<.001	-0.24***	<.001
WICT*Intentions to engage in WICT	0.08	.053	-0.14**	.003
<i>Between-person effects</i>				
Unfinished tasks	0.10	.204	-0.19*	.015
Work demands	0.28**	.003	-0.10	.284
Intentions to engage in WICT	0.10	.414	-0.18	.119
WICT	0.17	.130	-0.26*	.016

*** *p* < .001, ** *p* < .01, * *p* < .05. *N* = 186 persons and *N* = 783 occasions.

All variables were measured at the within-person (i.e., daily) level. Variables of the within-person effects were person-mean centred. Variables of the between-person effects were grand-mean centred.

4a), we found that the relationship between WICT and work-to-home conflict was not significantly affected by intentions to engage in WICT ($\gamma = 0.08$; $p = .053$). For the relationship between WICT and psychological detachment, we found a significant interaction effect with intentions to engage in WICT ($\gamma = -0.14$; $p = .003$). However, when we visualized this interaction effect (see Figure 1), we see that this relationship is stronger – and not, as expected, weaker – on days that people had more intentions to engage in WICT at the end of

their workday. As such, intentions to engage in WICT seem to strengthen rather than buffer the detrimental effect of daily WICT on daily psychological detachment. We thus have to reject hypothesis 4b.

Discussion

In this paper, we drew on Action-Regulation Theory to explore (1) to what extent daily WICT is an intended behaviour

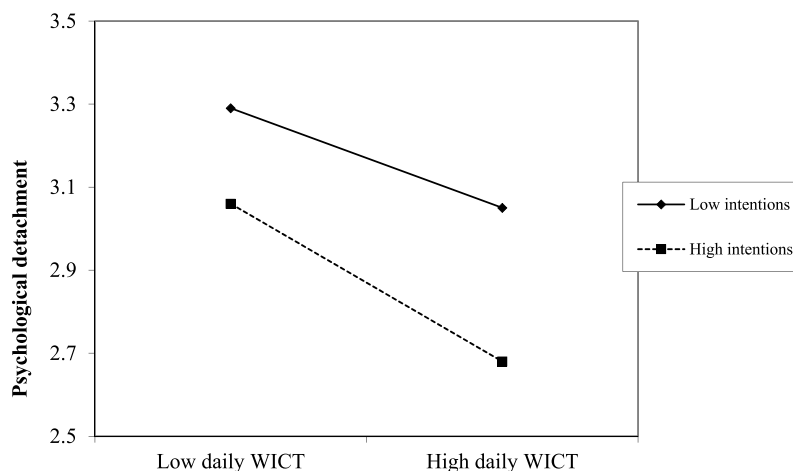


Figure 1. Interaction of daily intentions to engage in WICT and daily WICT on daily psychological detachment.

triggered by work-related input and (2) whether the daily well-being outcomes of WICT are contingent on the degree to which this behaviour was intended on that day. Specifically, we expected that employees' unfinished tasks and workload on a particular day would trigger WICT via daily intentions to engage in WICT. Furthermore, we anticipated that WICT would have less detrimental well-being outcomes on days this behaviour was more intended or planned.

First, we explored the role of intentions as a mediator in the relationship between work-related input and WICT. In line with what we expected, we found that that daily unfinished tasks were positively related with daily intentions to engage in WICT at the end of the workday and these intentions were in turn positively related with people's actual WICT. So, employees are more likely to plan to and actually engage in WICT on days that they have more unfinished tasks at the end of their standard working hours. This is in line with recent research on unfinished tasks which has found that when people have work tasks that are left undone or in an unsatisfactory way, they are triggered to get some task closure (Khalid et al., 2021) by finishing these tasks in their non-work hours (Heissler et al., 2022). Our study extends this earlier work by showing that the relationship between unfinished tasks and actual WICT is mediated by intentions to engage in WICT at the end of the workday. This shows that people's actual daily WICT is at least to some degree anticipated and planned during people's working day and, thus, that WICT is in part an action-regulation strategy that is triggered by daily work-related input.

However, unlike hypothesized, daily workload was not found to be related with people's daily intentions to engage in WICT nor with people's actual daily WICT. So, people do not seem more likely to plan to engage or to actually engage in WICT on days they have a higher workload. Perhaps, people do not necessarily deal with their daily workload by engaging in WICT, but rather in other ways, for instance by working faster during the workday or by prioritizing the most important tasks and postponing the other ones. Only if people did not finish the tasks they wanted to or had to finish that day – which we captured by unfinished tasks – did they seem to plan to engage in and later actually engage in WICT. This finding seems to be in contrast with some earlier cross-sectional research which has found a positive correlation between workload and actual WICT on a between-person level (Gadeyne et al., 2018; Glavin & Schieman, 2012; Tennakoon et al., 2013). Yet, this isn't the case, since on the between-person level, the total effect of workload on WICT was significant. This means that employees who experience a generally high workload engage on average more in WICT than employees who experience a low workload in general, but a daily increase in workload does not necessarily result in more daily WICT. So, WICT seems to be a strategy to deal with a high overall workload but not to address daily fluctuations in workload. These differences in the within- and between-person effect of workload support the importance of multilevel analyses.

Taken together, the above results contribute to Action-Regulation Theory by showing that employees' daily WICT can be an action-regulation strategy, in which people consciously plan to engage triggered by work-related input (i.e., unfinished work tasks). As such, we also show that the action-

regulation processes related to WICT fluctuate across days depending on how employees' work-related task characteristics look on a particular day. In doing so, our work provides empirical evidence for previous assumptions in research on WICT that intentions could be important to understand engagement in this behaviour (Đuranová & Ohly, 2015). Relatedly, we respond to the call by Đuranová and Ohly (2015) to apply theoretical notions from Action-Regulation Theory (Frese & Zapf, 1994) in studies on the antecedents and consequences of WICT. Overall, our findings show the usefulness of applying Action-Regulation Theory to understand employees' engagement in technology-related behaviours outside of work hours.

Next, we examined whether intentions to engage in WICT could moderate the well-being outcomes of WICT. In line with previous research (see e.g., Eichberger et al., 2020; Gadeyne et al., 2018), we found that on days when employees engage more in WICT, they experience more home-to-work conflict and less psychological detachment. Unlike hypothesized, however, intentions to engage in WICT did not moderate the relationship between WICT and work-to-home conflict and strengthened, rather than buffered, the negative relationship between WICT and psychological detachment. These findings go against previous research that has shown that planning can mitigate the negative impact of energy-consuming situations, behaviours and emotions (Fenner & Renn, 2010; Ma et al., 2020; Peeters & Rutte, 2005; Schmitt et al., 2019) because planning frees up attentional and energetic resources later (Lapierre & Allen, 2012; Loschelder & Friese, 2016).

A plausible explanation for the lack of moderation effect of planning in the relationship between WICT and work-to-home conflict could be that making prior plans and intentions to engage in WICT do not necessarily reduce the time spent on work at home because – due to the inherent connectivity with work through ICT – planned WICT may sometimes trigger unplanned WICT. For instance, an employee who has planned to answer work emails in the evening may get unexpectedly quick responses to these emails, which can extend the time needed to finish this task. Such extensions could level out the reducing effects planning may have on work-to-home conflict (e.g., by making the behaviour more efficiently and requiring less cognitive resources; Azar et al., 2018; Fenner & Renn, 2010; Masicampo & Baumeister, 2011; Parke et al., 2018; Schmitt et al., 2019).

Concerning psychological detachment, we found that WICT was more negatively related with psychological detachment on days when employees intended to engage in WICT at the end of the workday compared to days when WICT was less intended. Perhaps, planning WICT triggers negative emotions such as distress since this behaviour may feel as a burden and a necessary act to meet self-set or other's expectations. In turn, dealing with these emotions and thoughts may consume people's cognitive resources, leaving less energy and time to engage in detachment activities. Conversely, unintended WICT could have less adverse effects because – in the case of spontaneous WICT – employees engage in these behaviours during idle time or when it suits them (e.g., time slicing and time shifting; Govindaraju et al., 2005) or – in the case of unplanned WICT that is not self-initiated by the employee –

because it concerns more urgent interruptions which are therefore easier to justify. In these cases, WICT would be experienced as less interruptive and therefore be experienced as less negative (Chen & Karahanna, 2018; Derks et al., 2021; Straub & Karahanna, 1998). Interestingly, we found that intentions to engage in WICT were also directly related to lower psychological detachment, even while controlling for WICT. This indicates that merely higher intentions to engage in WICT, irrespective of whether one actually does so later during the day, hinder employees from psychologically detaching after regular work hours. This is particularly striking since earlier research has found that planning can reduce rumination (Uhlir et al., 2023) and intrusive thoughts, also during unrelated activities (Masicampo & Baumeister, 2011). Perhaps, the effect of planning is different when the planning focuses on the means (here: the use of ICT) rather than on the specific task one intends to engage in (e.g., planning to finish a report). That is, when individuals focus their attention on the use of ICT for addressing their tasks, intentions to engage in WICT may strengthen people's awareness of the always-on connectivity, in that way hindering rather than facilitating detachment.

Limitations and future research

This study has a number of limitations. First, we made use of self-report measures, which may lead to common-method bias (Cooper et al., 2020). Yet, by adopting two different daily measurement points to create temporal separation between focal variables, we aimed to reduce this risk (Cooper et al., 2020). Relatedly, despite the two measurement points a day, our study does not allow to make any causal claim although our lagged design allows us to make stronger claims about the directionality of results.

Second, it should be noted that our diary studies ran just before the COVID-19 disease and the related governmental measures stimulating teleworking. As after these measures, individuals gained more experience with teleworking and potentially also with WICT (Tavares et al., 2020), it remains unclear to what degree the results of this study are replicable in these new settings. It would be interesting for future research to investigate whether our results extend to situations wherein individuals work from home at least some part of the working week.

Third, our sample solely includes Flemish employees. As the cultural and socio-normative contexts in which work-to-home integration behaviours are imbedded could impact how they are looked upon and interpreted (Chandra, 2012; Lewis & Beauregard, 2018), potential caution is needed when generalizing the results of our study.

For future research, it could be interesting to explore why planning to engage in WICT does not facilitate the work-home combination and even worsens psychological detachment. It could, for instance, be investigated what people actually plan and do when they intend to engage in WICT and which activities are least or, conversely, most helpful for limiting the adverse well-being effects we found. One particular interesting avenue for future research could be to explore coping planning strategies (Schwarzer, 1992). That is, in addition to planning which actions to perform when, people can also anticipate how

they will react when their intended plan changes (e.g., when people start responding to their emails after hours), which in the case of WICT may be a particularly relevant condition to reap the benefits of action planning. In addition, scholars could investigate whether consciously planning to spend time with family (e.g., making dinner plans with a spouse or family members) or planning leisure activities (e.g., planning a sport session or a hobby) when intending to engage in WICT can reduce the potential adverse effects of WICT. Such research may be more exploratory in nature and could employ rich data collection, such as daily interview studies.

Finally, applying insights from Action-Regulation Theory, we argued that planning could mitigate the adverse effects of WICT through more efficient resource allocation, yet we did not assess people's allocation of time or energy after hours. Moreover, it could be argued that individuals with certain traits or characteristics will benefit more from planned WICT (e.g., those scoring high on conscientiousness, see Roberts et al., 2014) than others. We recommend future research to investigate mechanisms and boundary conditions that could explain why and when planning moderates the impact of WICT.

Practical implications

Our research has several practical implications. For employees, it is important to realize that engaging in WICT is not without well-being risks, even if – or better: particularly if – this behaviour is intended to achieve some task closure. Employees who plan to engage in WICT may therefore benefit from taking additional measures or apply specific strategies that may limit the negative impact of their WICT. Employees could for instance consciously plan some quality time with the family (Brumley et al., 2021) and/or a physical or social activity (e.g., Rost et al., 2021) in addition to their intended WICT although, of course, more research is needed in this respect. More generally, employees may benefit from limiting their WICT across multiple days since this contributes to higher between-person differences in work-to-home conflict and psychological detachment. In this respect, employees could make clear agreements with their supervisor (e.g., regarding the hours in which they are reachable) or take specific disconnection actions on days they do not want to engage in WICT (e.g., putting away work-related ICT devices). Such strategies could be combined with specific technological tools such as ColdTurkey, which can help employees to enact self-control regarding the temporal restrictions they wish to impose on themselves regarding specific time slots they do not want to have access to specific ICT-tools (e.g., work-related emails).

In addition, it is important that organizations take up their responsibility in a healthy work environment, not only during but also outside work hours. Organizations should be cautious with stimulating employees to take work home and have a critical look at the deadlines they set for their employees' tasks. Concerning WICT, organizations should be aware of the risks of normalizing an always-on culture in which it is normal to engage in work-related tasks and communications through ICTs outside regular work hours. Proper email etiquette can help in norm-setting to reduce email urgency bias outside hours (Giurge & Bohns, 2021). In addition to a clear company-wide policy

regarding expectations to be available, connected, and responsive outside work hours, guidelines and mutual expectations should be clearly communicated at the team level.

Conclusion

This paper illustrates the significance of intentions or plans for understanding WICT and its effects. We found that daily fluctuations in intentions to engage in WICT mediated the relationship between daily fluctuations in unfinished tasks – though not daily fluctuations in workload – and WICT. So, daily WICT seems to be in part an action-regulation strategy that people decide to use in response to input from the environment (i.e., having unfinished tasks at the end of the workday). Furthermore, daily intentions to engage in WICT were found to strengthen, rather than buffer, the relationship between daily WICT and psychological detachment, though no moderation effect was found in the relationship between daily WICT and daily work-to-home conflict. So, planned WICT seems to complicate psychological detachment more than WICT which is unexpected or occurs more spontaneous.

Note

1. We therefore conducted a supplementary mediation analysis in which we assessed, on the between-person level, the total effect of workload on WICT, mediated via intentions to engage in WICT. Person-level intentions mediated 70% of the effect of person-level workload on person-level WICT ($\gamma = 0.24$; $p = .026$, 95% CI [0.03, 0.46]) and the total effect of person-level workload was .35 ($p < .01$, 95% CI [0.10, 0.60]).

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