



Home-like workplaces:

WHERE DO WE DRAW THE
LINE?

Home-like Workplaces: Background

A “home-like” workplace blurs the distinction between work and non-work domains through its offering of benefits, amenities, and design [1]

I-O psychologists are not contributing to the home-like workplaces discussion in an **integrated way** - we have a lot to offer [2,3]

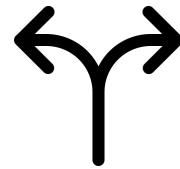
Home-like Workplaces: a Dilemma

**Work is just like home:
there's no reason to
leave** [4-6]

Recruitment potential

Engaged employees

Increased commitment



**Work is just like home:
there's no reason to
leave** [7-9]

Managing boundaries

Encourage workaholism

Great for who?

Goals for the Panel



Share best practices in implementing home-like workplace benefits



Identify the role of IO expertise in conversations about home-like workplaces



Discuss future steps practitioners and researchers can take to engage with home-like workplaces

Panelists



Dr. Cristina Banks

Interdisciplinary Center
for Healthy Workplaces



Dr. Rebecca Brossoit

Louisiana State University



Dr. Haley Cobb

Louisiana State University

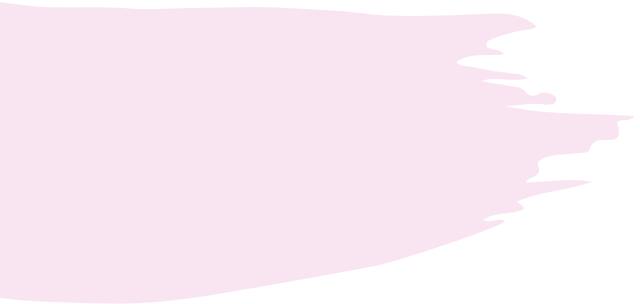


Dr. Wren Murphy


Uber

The background features a light pink color with a soft, painterly texture. A large, irregular brushstroke shape in a slightly darker shade of pink is positioned in the upper right and extends towards the center. Another similar brushstroke shape is located in the lower right corner. The overall effect is a clean, artistic, and modern aesthetic.

Panel Discussion




What steps can organizations take to be simultaneously more home-like and encourage employees to have a healthy relationship to work?



How is access to organizational benefits a justice and fairness issue, especially when considering a global workforce?

What steps can IOs take to advocate for and design inclusive approaches to benefits and services offered through work, both in their research and in organizations?



How can researchers and practitioners collaborate to further understand the ramifications of “home-like” workplaces?

How can and should our work in IO impact the design of benefit offerings?

The background features a light pink color with a soft, painterly texture. A large, irregular brushstroke shape is visible, extending from the top left towards the right side of the frame. The text is centered horizontally and positioned in the lower half of the image.

Audience Q&A

References

- [1] Leclercq-Vandelannoitte, A. (2021). The new paternalism? The workplace as a place to work—and to live. *Organization*, 28(6), 949–975. <https://doi.org/10.1177/13505084211015374>
- [2] Kossek, E. E. (2016). Managing work-life boundaries in the digital age. *Organizational Dynamics*, 45(3), 258–270. <https://doi.org/10.1016/j.orgdyn.2016.07.010>
- [3] Parker, S. K., Morgeson, F. P., & Johns, G. (2017). One hundred years of work design research: Looking back and looking forward. *Journal of Applied Psychology*, 102(3), 403–420. <https://doi.org/10.1037/apl0000106>
- [4] Jones, K. (2017, February 15). The Most Desirable Employee Benefits. *Harvard Business Review*. <https://hbr.org/2017/02/the-most-desirable-employee-benefits>
- [5] Richman, A. L., Civian, J. T., Shannon, L. L., Jeffrey Hill, E., & Brennan, R. T. (2008). The relationship of perceived flexibility, supportive work–life policies, and use of formal flexible arrangements and occasional flexibility to employee engagement and expected retention. *Community, Work & Family*, 11(2), 183–197. <https://doi.org/10.1080/13668800802050350>
- [6] Muse, L., Harris, S. G., Giles, W. F., & Feild, H. S. (2008). Work-life benefits and positive organizational behavior: Is there a connection? *Journal of Organizational Behavior*, 29(2), 171–192. <https://doi.org/10.1002/job.506>
- [7] Dumas, T. L., & Sanchez-Burks, J. (2015). The professional, the personal, and the ideal worker: Pressures and objectives shaping the boundary between life domains. *Academy of Management Annals*, 9(1), 803–843. <https://doi.org/10.5465/19416520.2015.1028810>
- [8] Clark, M. (2023). *Never not working: Why the always-on culture is bad for business, and how to fix it*. Harvard Business Review Press.
- [9] Budge, S. L., Tebbe, E. N., & Howard, K. A. S. (2010). The work experiences of transgender individuals: Negotiating the transition and career decision-making processes. *Journal of Counseling Psychology*, 57(4), 377–393. <https://doi.org/10.1037/a0020472>