

The Nexus of Work-Life Balance, Commuting Stress, Employee In-Role Performance and Well-Being: The Moderating Role of Job Autonomy and Supportive Leadership in The Middle East Context in Saudi Arabia

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Abstract

The main purpose of this research is to examine the nexus of commuting stress, work-life balance with in-role performance and well-being of employees in multiple work modes scenarios (e.g., hybrid working, teleworking and full time onsite working). The data will be collected via questionnaire from employees working in various organizations. The findings of the study will show the relationship of commuting stress with in-role performance and employee well-being including the mediating and moderating role of work-life balance, work autonomy, and supportive leadership/supervisor in the Middle East context. The findings will suggest significant implications for the policy makers to reap the benefits of various work modes specifically the post COVID-19 environment. The study will suggest novel ideas for the future research directions. It will also contribute and broaden the conservation of resource theory by identifying the importance of supportive leadership and job autonomy for employees in the Middle East context in Saudi Arabia.

Keywords: Commuting stress, work-life balance, in-role performance, well-being, supportive leadership, job autonomy and work modes