

## 『Efficacy of remote working in times of the COVID-19 pandemic: Evidence from Taiwan (ROC), Japan and UK』

Drawing upon the theoretical work design perspective, the study aims to answer two research questions: 1) how remote working influences job engagement and job performance; and 2) what role job crafting and empowerment play in this relationship. The study was conducted in higher education institutes in Taiwan (R.O.C.), Japan and the UK. The reason why the three territories were chosen was because they experienced different levels of lockdown during the COVID-19 pandemic and the intensity of remote working varied. Following the snowball sampling procedure (Brady *et al.*, 2012), in each university, a group of academics and administrators were initially contacted and they were then requested to contact other academics and administrators they were familiar with. In a six-week period, the questionnaire survey generated altogether 320 useful responses, respectively 120 from Taiwan (R.O.C.), 103 from Japan, and 97 from the UK. The results unravel that remote working influences job engagement indirectly and shapes job performance both directly and indirectly via job crafting. Evidence further indicates that empowerment moderates the nexus between job crafting and job engagement. The study enriches the literature on remote working in the pandemic setting and reveals whether prior findings hold in the new context. Further, it contributes to the job crafting literature in establishing the significance of job crafting to both job engagement and job performance. Also, it adds empowerment as another important moderator in the nexuses between job crafting and job engagement.

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会 場 **西3号館 305号 第2会議室**

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