

# **The Effect of Teleworking on "Work-Family Conflict": The Mediating Role of Workplace Flexibility: Field Study in the Biggest Auditing Firms in Jordan**

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## **Abstract**

This study aims to measure the effect of Teleworking with its dimensions (Extent of Teleworking and Work location) on Work-Family Conflict with its dimensions (Time-based and Strain-based conflict) with Workplace Flexibility with the role of mediator. The researcher selected a random sample of 281 questionnaires from the sample, which consisted of employees of Jordan's biggest auditing firms (the Big4). Afterwards, the data collected was analyzed using the SPSS program, Multiple regression analysis and Hierarchical regression analysis for validity, and to determine the effect between the variables.

The results indicate that there is an effect of Teleworking in its dimensions on Work-Family Conflict and its dimensions, and it was also found that Workplace Flexibility had an effect on the relationship between Teleworking and Work-Family Conflict. Based on the results, the study recommends organizations to implement Teleworking as a policy to introduce new forms of flexibility into working hours and the adoption of specific legislation and regulatory frameworks that address the coordination and quality of working conditions for remote workers, to promote a work/life balance and contribute to less work-family conflict.

**Keywords:** Teleworking, Work-Family Conflict, Workplace Flexibility, Work location, Flexibility, Working Remotely, Flexible Working Arrangements, Work-Life Balance