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**Does working from home lead to increased happiness?
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Abstract

This paper is a conceptual one and it proposes to investigate whether working from home (WFH) leads to increased happiness. Since most of us spend a great deal of our lives working, it is inevitable that work plays a key role in shaping our levels of happiness. Employees want to have work that they perceive as meaningful. On the other hand, it must be admitted that meaningful work can turn out to be all-consuming. In particular working from home can lead to longer working hours and is questionable as an unbounded activity. While digital connection tools are supporting and enhancing working from home, culturally we need to normalize and encourage disconnected time. Certain conditions need to be met to facilitate WFH such as personal control over working hours, the setting up of the work space as well as negotiating with family members regarding allocation of time, space and household tasks. The research to date indicates that there are many benefits to WFH in terms of increased well-being, happiness and work/life balance but there are challenges. There are weaknesses emerging in working from home such as mass tiredness, deteriorating mental health and increased physical and musculoskeletal problems. WFH needs to be managed for optimum benefit and happiness.

***Full Paper awaiting publication**