

# **Already exhausted when arriving at work? a diary study of morning demands, start-of-work-day fatigue and job performance and the buffering role of temporal flexibility**

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## **ABSTRACT**

The study presented in the paper focuses on events in the morning that impact the trajectory of the energetic state before work which in turn have an effect on performance at work. It is assumed that particularly, working parents face various resource-consuming demands (e.g., childcare-related demands) before they start working that may impact the subsequent workday. Furthermore, boundary conditions may moderate these effects.

This assumption is tested in a diary study involving 130 working parents over five workdays that investigated the effects of daily childcare-related and commute-related demands as predictors of changes in fatigue between awakening and starting work. Furthermore, drawing on the Work-Home-Resources Model the study examined the mediated effect of morning demands on job performance via start-of-work-time fatigue.

Finally, the study investigated whether work schedule flexibility and childcare drop-off time flexibility attenuated the adverse effect of morning demands on fatigue. The results indicated that morning childcare-related and commute-related demands had a significant indirect effect on job performance, as these morning demands predicted start-of-work-time fatigue, which in turn was associated with daily job performance. Work schedule flexibility, but not drop-off time flexibility, buffered the effect of morning demands on start-of-work-time fatigue. To enhance the job performance of working parents, future research should pay more attention to contextual factors before daily work starts.

Jan Dettmers, Carolin Wendt & Jana Biemelt (2020) Already exhausted when arriving at work? a diary study of morning demands, start-of-work-day fatigue and job performance and the buffering role of temporal flexibility, *European Journal of Work and Organizational Psychology*, 29:6, 809-821, DOI: [10.1080/1359432X.2020.1810666](https://doi.org/10.1080/1359432X.2020.1810666)