Title: “Agile Working in times of COVID-19”

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Abstract: In times of COVID-19 crisis, encouraging Agile Working (AW) is a key global action adopted by governments and companies to protect workers in the workplace and to maintain economic and education systems' activities during the quarantine. Studies building on a comprehensive framework for AW, addressing the effects of AW on employee health and productivity, are more than ever needed. This longitudinal study aims to (1) develop a questionnaire measuring the quality of implemented AW, as perceived by employees, based on its three core components: agile office, agile worker, and agile leadership; (2) evaluate how different conditions of AW implementation have an impact on employee well-being, work-related stress, work-life balance, work engagement, and job and life satisfaction; and (3) evaluate the difference in AW and in employee well-being in the time of COVID-19 and when the pandemic restrictions will be less.

Data description: A questionnaire containing items on AW, employee outcomes, and socio-demographic characteristics is being answered online by SME employees of different sectors and bank workers of the north-west of Italy (regions with more impact of COVID-19).

JEL codes for the project: I18, J24, J28

Keywords: Agile Working; employees; well-being; questionnaire; COVID-19