



A week-level study examining the mediating role of mood-regulation in the relationship between work-related perseverative thinking and work performance

Abbas Firoozabadi*
Sjir Uitdewilligen**
Fred R.H. Zijlstra**

* Ferdowsi University of Mashhad, Iran
** Maastricht University, the Netherlands

Background

- For many people, work nowadays is primarily mentally rather than physically demanding.
- Due to advances in communication technologies, the boundary between work and non-work time has become less clear. Hence during off-job time (e.g. weekend), people may still mentally engage in work by thinking about work-related issues.
- This may impede their recovery process and drain further such resources that are essential for subsequent satisfactory job performance during next working time.

Introduction

- Sufficient recovery during non-work time is crucial for individuals' work performance;
- The extent to which employees disengage mentally from work-related issues during non-work time has been shown as an important determinant of an effective recovery.
- However, engaging with work-related thoughts does not always impede the recovery process (Firoozabadi et al., 2018).
- Cropley and Zijlstra (2011) differentiated between two fundamentally different experiences of work-related perseverative thinking, labeled affective rumination and problem-solving pondering.

Objective

The main aim of this study was to investigate how two types of work-related perseverative thinking during the weekend are related to job performance related outcomes (i.e. compensatory effort and task performance) through their relationships with mood regulation in the workplace during the subsequent working week.



Hypotheses

- Affective rumination during the weekend is indirectly related to (a) higher compensatory effort and (b) lower task performance during the subsequent working week through its negative relationship with weekly mood regulation at workplace.
- Problem-solving pondering during the weekend is indirectly related to (a) lower compensatory effort and (b) higher task performance during the subsequent working week through its positive relationship with weekly mood regulation at workplace.

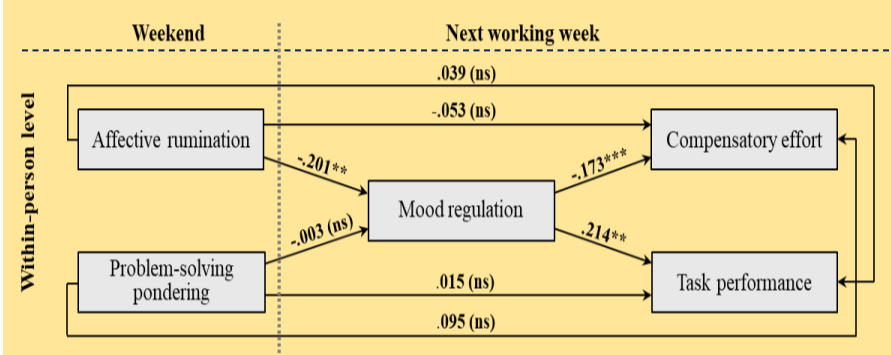
Method

- 107 employees responded to six weekly surveys at the beginning of the working week and six weekly surveys at the end of working week during six consecutive working weeks.
- Totally, participants responded to the weekly surveys on average on 4.6 weeks (range: 3-6 weeks).
- The data (490-568 week-level data points) were then analyzed using Multilevel Structural Equation Modeling (MSEM).

Measures:

- Work-related affective rumination and problem-solving pondering by The Work-Related Rumination Questionnaire (WRRQ), (Cropley et al., 2012).
- Mood regulation by the emotional repair scale of the Trait Meta-Mood Scale (TMMS), (Salovey et al., 1995).
- Compensatory effort by the scale developed by Binnewies et al. (2009).
- Task performance by the in-role behavior subscale from the performance scale developed by (Williams & Anderson, 1991).

Results



Control variables included sleep quality and non-work hassles that individuals experienced during the weekend, and work pressure and work control that they experienced during the working week.

Conclusion

- Testing a dynamic model of weekly fluctuations, the findings of this study provide empirical evidence to support that affective rumination has a stronger emotional straining effect than problem-solving pondering.
- Experiencing affective rumination during the weekend leads to higher levels of compensatory effort and lower levels of task performance during the next working week through its significant influence on mood regulation at workplace.

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Correspondence to:

Abbas Firoozabadi

Email: a.firoozabadi@um.ac.ir

Sjir Uitdewilligen

Email: sjir.Uitdewilligen@maastrichtuniversity.nl

Department of Psychology, Ferdowsi University of Mashhad

Postal Code: 9177948991, Mashhad, Iran

Department of Work & Social Psychology, Maastricht University

P.O. Box 616, 6200 MD, Maastricht, The Netherlands