

Detach to Connect: Using Commute Time as a Buffer between Work and Home

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DECLARATION

We, Ahmad Yaseen (ID: F2020001112), Fahad Khan (ID: F2020001005), Muhammad Hamad Khalid (ID: F2020001113), and Muhammad Wazir (ID: F2020001021), students of the BS Aviation Management program for the session 2020 - 2024, declare that the content of our thesis titled *Detach to Connect: Using Commute Time as a Buffer between Work and Home* is entirely our original work. It has not been printed, published, or submitted in any format as a dissertation, research project, or publication at any university, research institute, or other location, either domestically or overseas.

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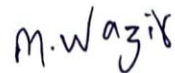
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We, Ahmad Yaseen (ID: F2020001112), Fahad Khan (ID: F2020001005), Muhammad Hamad Khalid (ID: F2020001113), and Muhammad Wazir (ID: F2020001021), collectively declare that the research work presented in the dissertation titled “**Detach to Connect: Using Commute Time as a Buffer between Work and Home**” is entirely our own work, with no involvement of any other person. Any small contributions or help in any form that we received have been thankfully acknowledged, and the entire dissertation has been written by us, the authors

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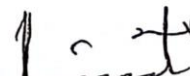
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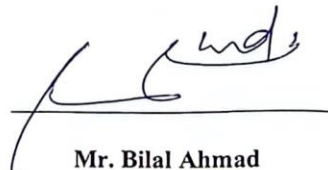
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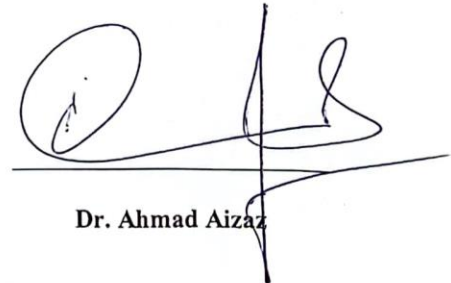
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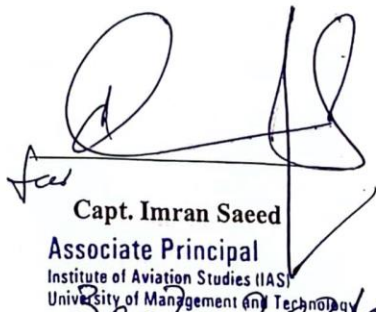
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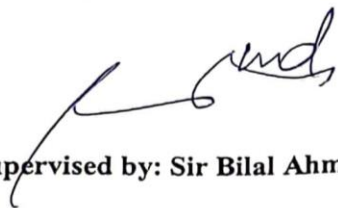
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We certify that we have read the final year project titled "**Detach to Connect: Using Commute Time as a Buffer between Work and Home**" and believe that this work meets the criteria for approval as a dissertation submitted in partial fulfillment of the requirements for the BS Aviation Management degree at the University of Management & Technology.



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ABSTRACT

This study examines the prospective advantages of commuting for aviation professionals, with an emphasis on its function as a buffer between work and personal life. This innovative method reinterprets commuting, which has been traditionally perceived as a source of tension, as a chance for psychological detachment and recovery. The quantitative research conducted on 201 professionals from aviation related to Pakistani airlines and collection of samples employed at airports and different social media platforms. The main focus of data analysis was indicated as mediation analysis that was conducted by using SPSS and SmartPLS4. The results of the research showed that the comprehensive and careful interaction obtained from family improved the psychological detachment of employ during commute that enhances the ability of work recovery. The findings of this study highlighted the consequences of physiological and psychological recovery at commute contributed as the theoretical and practical involvement in the field. The study recommended that the well-being and efficiency of employees improved if they provided with facilities that involved in psychological detachment during the commuting. However, the study generalizability limited by the flexibility on convenience sampling that suggested to research on personal attributes like flexibility and alternative commuting modes. Altogether the research study highlighted the advantages for aviation professional for commute timing and provided with the facilities to balance the work life and mental health experiencing the practices and policies provided by the organization.

Keywords: Commute Time, Psychological Detachment, Work Recovery, Mindful Family Interaction, Work-Life Balance, Aviation Professionals

DEDICATION

This research is dedicated to the Institute of Management and Technology. This task could not have been completed without the professors and staff's assistance, resources, and encouragement. We are deeply grateful to our Institute of Aviation Studies school for providing us with the foundation and chances to achieve our academic goals. We believe it helps to further the quest of knowledge and greatness within the university community.

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Chapter 1

Introduction

In recent fast moving world the daily commute has become the important object of the working life especially for those employees working under high stressed environment like aviation (Hilbrecht et al., 2014). Specifically this research study based on the pilots and cabin crew that working in airlines of Pakistan and experienced the different stress levels and work dynamics to understand the daily commuting as likely positive aspect. The modern era work environment provides balance in professional and personal responsibilities that shows positive impact in this dynamic (Li, 2003). In transitional view commuting assumed as the source of anxiety and required balanced between work and home with potential benefits (Nie & Sousa-Poza, 2018). Many people see travel time as a waste of time and as an expense associated with engaging in activities outside of their house (Ye et al., 2020). Travel time can be viewed as a gift rather than a hardship because it can be utilized to modify and prepare for the activity ahead (transition time), to 'time out' from work and to engage in specific social, productive, or relaxing activities (Norgate et al., 2020). The capacity to move between home and work and make good use of the time, such as the chance to explore the neighborhood (Redmond & Mokhtarian, 2001). In the middle of their hectic lives, commuters can experience important "me time" by traveling, which allows them to relax and indulge in personal activities (Lyons & Chatterjee, 2008). Benefits from commute time include a smoother transition from home to work, (Redmond & Mokhtarian, 2001). The extent to which individuals can mentally disconnect from work-related stress and responsibilities during their commute.

Psychological detachment is crucial for preventing burnout and ensuring that employees do not carry work-related stress into their personal lives (Sonnetag, 2012). Time spent commuting can detract from opportunities for leisure and physical activity, which are necessary for effective psychological detachment (Li, 2003). Psychological detachment during the commute refers to mentally disconnecting from work-related thoughts and stressors. This process is essential for reducing work-related fatigue and improving overall well-being (Hilbrecht et al., 2014). Studies have shown that psychological detachment during leisure time significantly benefits mental health and reduces stress levels (Sonnetag & Fritz, 2015a).

Work recovery encompasses the processes through which individuals regain their mental and physical energy post-work (Sonnentag & Fritz, 2007). Effective recovery at the end of a commute can lead to improved job performance and overall well-being and how well aviation professionals feel rejuvenated and prepared for personal and family interactions after their journey home (Pindek et al., 2023). By enabling people to refocus their attention from work to their personal and family lives, commuting offers a special chance for rehabilitation. Research indicates that indulging in soothing activities while commuting, like listening to music or podcasts, can promote psychological and physiological recuperation, leaving people feeling rejuvenated upon completion of their commute (Sonntag et al., 2012). Recovery experiences such as relaxation and mental unwinding during the commute can mitigate the negative effects of job stress and enhance well-being (L. Brown & Whitehurst, 2012).

Mindful family interaction refers to being fully present and engaged with family members during non-work hours. For aviation professionals, who often face long periods away from home, ensuring quality family time is essential for maintaining work-life balance and psychological well-being (K. W. Brown & Ryan, 2003a). Mindful interaction with family members can enhance personal relationships and provide emotional support, crucial for overall mental health (K. W. Brown & Ryan, 2003a). One way to improve the quality of family time and help people fully participate in family activities is through mindful interactions with family members. Stress and work-related distractions, however, can undermine mindfulness and result in less meaningful and focused family interactions. (Sonntag & Fritz, 2007) By understanding how commuting can serve as a buffer between work and home life, this study aims to provide insights into effective strategies for enhancing recovery and promoting mental health (Sonntag & Fritz, 2015). The main focus of the research is to propose different policies to organizations that improved the work life of aviation staff with high job satisfaction and reduction in turnover rates as well as improve the performance of employees by all means (Pindek et al., 2023). In aviation field to reshape the commuting understanding is the basic propose of this study. Also this study provides broader ways to improve the occupational health by finding ways for psychological detachment and work recovery as well as better family interaction that considered as essential aspects for lowering the bad impacts of job stress (L. Brown & Whitehurst, 2012).

Chapter 2

Literature review

Finding a positive psychological connection to the work that one does is crucial to complete health and recovery strategies (Flaxman et al., 2012a). In detachment, people are encouraged to take their minds away from work-related stressors and focus on other aspects, which is helpful for healing (Agolli & Holtz, 2023). As acknowledged by (Fritz et al., 2010), results indicated that individuals require to effectively commute, which makes them feel better about themselves and makes them less burnt out. Research conducted on psychological disengagement as a possibility of reducing the negative impact of workplace strain, as well as improving overall well-being, supports this (Sonnentag & Schiffner, 2019).

Based on (Bakker et al., 2013), contamination-cognition as post-occupation worry is detrimental to recuperation and well-being. In their study the authors found that the subjects who engaged in perseverative cognition while traveling reported lower well-being after the respite. The opposite is true, as noted by (Kramer et al., 2021). It also implies that people should disengage themselves both physically and psychologically from work while on holidays as part of the recovery process.

Consequently, the ability to recover effectively from work-related stress is highly important to maintain productivity and well-being (Demerouti et al., 2013). In their Work Engagement and Recovery model, opine that work engagement and recovery are reciprocally related. It indicates that work engagement can be enhanced and job stressor can be minimized through recovery processes. In their study (Sonnentag et al., 2012), they found that if people engage in tasks such as listening to music or podcasts during commuting, that can help to expedite the physical and mental restoration processes and make people feel rejuvenated upon the completion of their commute (Lin et al., 2023).

Research on leisure activities and their impact on recovery gives acceptability to the function of commuting in job recovery (Mojza et al., 2010) for example, showing recovery outcomes were greatly increased when leisure activities that foster relaxation and detachment from work were engaged in (Ten Brummelhuis & Bakker, 2012).

This shows that when used for these kinds of activities, commuting can be a beneficial time for recovery, assisting people in making a smooth transition from work to home. This demonstrates that commuting might be a useful time for recovery, supporting people in making a smooth transition from work to home (Sianoja et al., 2018).

Healthy interactions are also behind building strong family bonds and reducing tension in the family. (K. W. Brown & Ryan, 2003) pointed out the following benefits of mindfulness. These advantages included boosted mental health and boosted attentional control. (Sianoja et al., 2018) studied mindful parenting they found out that those parents who practiced mindfulness could be fully involved in their family activities hence increasing the quality and enjoyable time with their families.

Stress and work-related interferences, however, often interfere with mindfulness and lead to less fulfilling and purposeful communication with family members. In studies found by (Piszczek & McAlpine, 2020), workers who could not leave their jobs behind while commuting were likely to disagree and have interactions with their families that were of poor quality as reported by (Hughes & Galinsky, 1994). This stresses how important it is to have healing rest during commutes so as to enhance awareness to family life.

Moving forward, recent studies have begun to consider the benefits of using commuting time as the valuable “me time.” (Pindek et al., 2023) Developed a theoretical viewpoint to consider commute as the sort of constructive “me time.” It is reasoned that the commute is a useful break from work or home-related duties since it occupies a “third place” that is not strongly associated with work or home (Hughes & Galinsky, 1994), (Pindek et al., 2023), regarding the impact of taking “me time” during commuting trips, it was proposed that such a practice enhances recovery, wellbeing, and performance at work and with the family.

(Qui & Hancock, 2007) also discussed about the fact that the traveling could be the effective means for the personal development. It turned out that people who use commutation to engage themselves are happy and satisfied in their wellbeing. Such findings provide credibility to the concept that, rather than merely being a phase of adjustment, commuting can indeed become a form of positive physical and/or psychological growth and recovery process on one’s behalf (McAlpine & Piszczek, 2022).

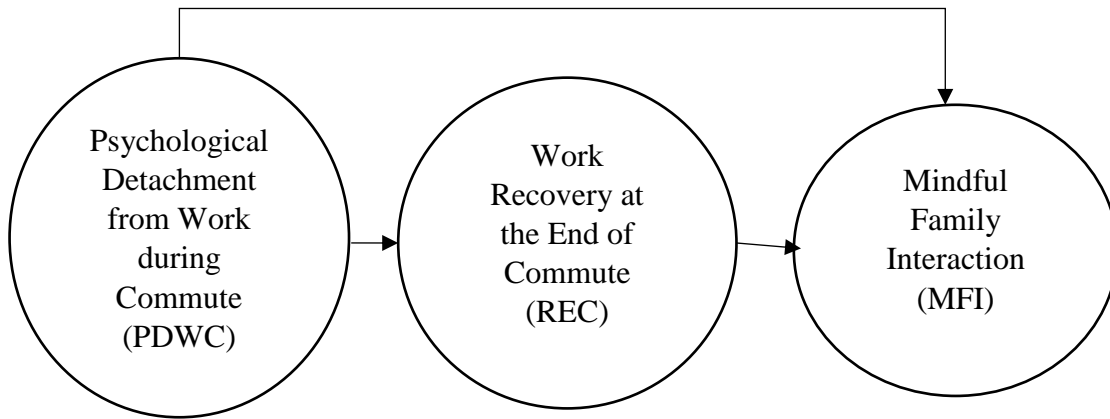


Figure 1 Conceptual Model.

Commute is actually a period during which people are surrounded by useful and helpful resources, which can be spent on activities that restore the depletion of physical and psychological energy. Stress theorist, (Hobfoll, 2001), noted that top objectives of any recovery processes should be to restore what has been expended or to gain more. There are suggestions that can enhance the objective aspects of people's lives and boost their effectiveness in the professional and family spheres while commuting; by strengthening and restoring the resources and buffering, disconnection from work and engaging in recovery activities (Nolan et al., 2022). This current study is therefore complementing the existing literature by assessing the mediating impact of Psychological Detachment from Work during commute, Work Recovery at the end of commute on Mindful Family Interactions. Considering these gaps, following hypotheses were proposed:

H₁: Taking Work Recovery at the End of Commute (REC) as a mediator, Psychological Detachment from Work during Commute (PDWC) significantly and positively impact Mindful Family Interaction (MFI).

H_{1a}: Psychological Detachment from Work During Commute (PDWC) has positive and significant impact on Work Recovery at the End of Commute (REC).

H_{1b}: Work Recovery at the End of Commute (REC) has positive and significant impact on their Mindful Family Interaction (MFI).

H_{1c}: Psychological Detachment from Work (PDWC) During Commute has positive and significant impact on Mindful Family Interaction (MFI).

Chapter 3

Research methodology

The study employed a quantitative research technique and benefited from the deductive approach. The target population consisted of cabin crew and pilots from Pakistani-oriented airlines, including PIA, Air blue, Airsial, Fly Jinnah, and Serene Air. Random sampling was not possible due to practical limitations, so convenience sampling helped in collecting data. It allows researchers to pick members of the population who are easily accessible (Taherdoost, 2016).

The data were gathered from Allama Iqbal International Airport Lahore, Islamabad International Airport, and Multan International Airport. In addition to this, questionnaires were forwarded through social media channels to reach the target population. A total of 400 questionnaires were disseminated in which 201 responses were utilized for the analysis of data.

Table 1: Data Screening Criteria.

| Designation's | No. of Respondent's | Males | Females | Respondents Used for Data Analysis |
|------------------------|---------------------|-------|---------|------------------------------------|
| Cabin Crew | 90 | 28 | 62 | 90 |
| Captain | 45 | 33 | 12 | 45 |
| First officer | 30 | 22 | 08 | 30 |
| Lead Cabin Crew | 36 | 20 | 16 | 36 |
| Total | 201 | 103 | 96 | 201 |

To measure the variables used in this research model, appropriate scales were adopted from existing literature. The most important variables to be measured are Psychological Detachment from Work During Commute, Work Recovery at the End of Commute, and Mindful Family Interaction. This will measure Psychological Detachment from Work During Commute and will be scored on a scale from 0 to 6 (0 = not at all true, 6 = exactly true). Work Recovery at the End of Commute is measured on a scale from 1 to 7 (1 = strongly disagree, 7 = strongly agree). Mindful Family Interaction is measured on a scale from 0 to 6 (0 = not at all true, 6 = exactly true).

Chapter 4 Results and discussion

The internal consistency of the individual constructs used in the research was obtained by finding the value of Cronbach's Alpha, which is greater than 0.7 for all scales—an indication of high internal consistency. (Spiliotopoulou, 2009). In conjunction with structural equation modeling by (In'nami & Koizumi, 2013) and considering that the Cronbach's Alpha may present over or underestimation by (Spiliotopoulou, 2009), Composite Reliability (CR) was also calculated. All the CR values for all four scales were more than the acceptable standard of 0.7 (Peterson & Kim, 2013) demonstrating that measurement scales adopted for this study fit the purpose well.

Table 2: Reliability and validity

| | MFI | PDWC | REC | Cronbach's | rho_a | rho_c | AVE |
|-------------|------------|-------------|------------|-------------------|--------------|--------------|------------|
| MFI | 0.896 | | | 0.939 | 0.939 | 0.953 | 0.803 |
| PDWC | 0.951 | 0.939 | | 0.966 | 0.967 | 0.974 | 0.882 |
| REC | 0.977 | 0.971 | 0.905 | 0.926 | 0.927 | 0.947 | 0.819 |

Note: AVE = Average Variance, MFI = Mindful Family Interaction indicators, PDWC = Psychological Detachment from Work During Commute, and REC = Work Recovery at the End of Commute.

The reliability and validity metrics for the constructs of Mindful Family Interaction, Psychological Detachment from Work during Commute, and Work Recovery at the End of Commute indicate significant concerns. All three constructs have high Cronbach's alpha values (0.966, 0.926, and 0.939 respectively), highlighting strong internal consistency well above the acceptable threshold of 0.70 (Nunnally & Bernstein, 1994). Composite reliability (rho_a) is also high across constructs (0.967, 0.927, and 0.939), composite reliability (rho_c) is marginal for Mindful Family Interaction (0.953, above the 0.70 threshold), and for the other constructs (0.974 and 0.947) (Hair et al., 2010). The average variance extracted (AVE) values (0.882, 0.819, and 0.803) are above the recommended threshold of 0.70, indicating adequate convergent validity (Fornell & Larcker, 1981),

The analysis of the path coefficients reveals significant relationships between the indicators and their respective constructs: Mindful Family Interaction, Psychological Detachment from Work During Commute, and Work Recovery at the End of Commute. All path coefficients are substantial, ranging from 0.870 to 0.982, with T statistics well above the critical value of 1.96 (Hair et al., 2010) and P values of 0, indicating high significance ($p < 0.001$). Specifically, the path coefficients for Mindful Family Interaction indicators (0.906, 0.874, 0.870, 0.902, and 0.927), Psychological Detachment from Work during Commute indicators (0.982, 0.936, 0.927, 0.915, and 0.933), and Work Recovery at the End of Commute indicators (0.903, 0.930, 0.881, and 0.905) demonstrate strong and statistically significant associations, confirming the robustness of the measurement model.

Table 3: Measurement Scale.

| | β | Sample mean (M) | SD | T value | P values |
|--|---------|-----------------|-------|---------|----------|
| Mindful Family Interaction indicators (K. W. Brown & Ryan, 2003) | | | | | |
| MFI1 | 0.906 | 0.906 | 0.010 | 87.531 | 0.000 |
| MFI2 | 0.874 | 0.874 | 0.016 | 55.593 | 0.000 |
| MFI3 | 0.870 | 0.870 | 0.017 | 52.457 | 0.000 |
| MFI4 | 0.903 | 0.902 | 0.011 | 81.651 | 0.000 |
| MFI5 | 0.927 | 0.927 | 0.007 | 127.659 | 0.000 |
| Psychological Detachment from Work During Commute (Flaxman et al., 2012) | | | | | |
| PDWC1 | 0.982 | 0.982 | 0.002 | 535.823 | 0.000 |
| PDWC2 | 0.936 | 0.936 | 0.007 | 131.665 | 0.000 |
| PDWC3 | 0.927 | 0.927 | 0.008 | 120.628 | 0.000 |
| PDWC4 | 0.915 | 0.915 | 0.008 | 111.852 | 0.000 |
| PDWC5 | 0.933 | 0.933 | 0.007 | 141.733 | 0.000 |
| Work Recovery at the End of Commute (Sonnentag et al., 2012) | | | | | |

| | | | | | |
|-------------|-------|-------|-------|---------|-------|
| REC1 | 0.903 | 0.903 | 0.010 | 86.449 | 0.000 |
| REC2 | 0.930 | 0.930 | 0.009 | 106.138 | 0.000 |
| REC3 | 0.881 | 0.881 | 0.015 | 58.785 | 0.000 |
| REC4 | 0.905 | 0.905 | 0.011 | 79.356 | 0.000 |

Note: MFI = Mindful Family Interaction indicators, PDWC = Psychological Detachment from Work during Commute, and REC = Work Recovery at the End of Commute.

Structural Model Assessment:

After testing the measurement model, the next step is to examine the structural path for the measurement of path coefficients (interrelationships among constructs in the study) and their statistical significance. For H1a, it examines whether Psychological Detachment from Work During Commute had a positive and significant effect on Work Recovery at the End of Commute. It was found that psychological detachment from work during the commute has a positive and significant influence on work recovery at the end of the commute ($\beta = 0.971$, $t = 291.599$, $P < 0.001$). Therefore, H1a was supported.

H1b evaluates whether Work Recovery at the End of Commute has a positive and significant impact on their Mindful Family Interaction. The results revealed that Work Recovery at the End of Commute has a positive and significant impact on their Mindful Family Interaction ($\beta = 0.933$, $t = 15.307$, $P < 0.001$). Hence, H1b was supported.

H1c evaluates whether Psychological Detachment from Work (PDWC) During Commute has a positive and significant impact on Mindful Family Interaction (MFI). The results revealed that Psychological Detachment from Work (PDWC) During Commute does not have a significant impact on Mindful Family Interaction (MFI) ($\beta = 0.045$, $t = 0.680$, $P > 0.001$). Hence, H1c was not supported.

Table 4: Path coefficient and model fit.

| | β | SD | T- values | P- values |
|-------------------|---------|-------|-----------|-----------|
| PDWC → MFI | 0.043 | 0.063 | 0.680 | 0.496 |
| PDWC → REC | 0.971 | 0.003 | 291.599 | 0.000 |
| REC → MFI | 0.935 | 0.061 | 15.307 | 0.000 |

Mediation Analysis:

Mediation analysis was performed to assess the mediating role of REC in the relationship between PDWC and MFI. The results (see Table 5) revealed a significant indirect effect of PDWC on MFI through REC ($\beta = 0.908$, $t = 15.223$, $P < .0001$). The total effect of PDWC on MFI was significant ($\beta = 0.951$, $t = 161.055$, $P < .001$), with the inclusion of the mediator the effect of PDWC on MFI was not significant ($\beta = 0.043$, $t = 0.680$, $P > .001$). This shows complementary full mediating role of Team Identity in the relationship between PDWC and MFI. Hence, H1c was not supported.

Table 5: Mediation Analysis.

| Direct Effect REC → MFI | | | Indirect Effect PDWC → MFI | | | | | | |
|-----------------------------|---------|---------|-------------------------------|-------|---------|---------|---|--------------|---------------------------|
| Coeff. | t-value | p-value | Coefficient | SE | t-value | p-value | Percentile bootstrap 95% confidence interval | | Decision |
| H1: PDWC → REC → MFI | | | | | | | Lower | Upper | Full Mediation |
| 0.935 | 15.307 | 0.000 | 0.908 | 0.060 | 15.223 | 0.000 | 0.790 | 1.025 | |

Chapter 5

Conclusion and implementation

The purpose of this study was to investigate the possible advantages of commuting for aviation workers, with an emphasis on the potential benefit of using commute time as a buffer between work and home life (Emre & De Spiegeleare, 2019). The study looked at how mindful family interaction and work recovery were affected by psychological detachment from work during the commute (Jachimowicz et al., 2020). This helped to expand on the idea that commuting can be a good experience.

The study discovered that psychological detachment from work during the commute has a major and advantageous effect on work recovery after the commute (van Hooff, 2015). Consequently, this improves mindful family interaction. The findings specifically showed that people who are able to mentally detach themselves from work-related stressors during their commute recover more quickly both mentally and physically, which results in more meaningful and focused interactions with family members (Volman et al., 2013). These results emphasize the importance of using commute time to restore one's resources, both physically and psychologically.

The findings add to the literature by way of emphasizing the benefits of commuting for people in high-stress occupations, such as aviation (Olsson et al., 2013). Practices enabling psychological detachment during the commute should be supported by employers in order to improve employee's performance and well-being, according to the results, which have substantial practical implications for organizational policies. (McMurtrie & Crane, 2017). Employment and transport-related regulations could also be adjusted to allow environments that facilitate this kind of disconnection and recuperation (McMurtrie & Crane, 2017).

The use of convenience sampling in the research means that the generalizability of the results may be limited in scope. The sample size is large enough but it might not have captured every single aviation professional especially those with diverse organizational or cultural backgrounds (Mehta et al., 2019). Moreover, the cross-sectional design of the study would not allow a cause and effect relationship to be established (Hassett & Paavilainen-Mäntymäki, 2013). Future studies with longitudinal designs could bring more understanding of the dynamics occurring over time (Stritch, 2017).

Another study should analyze how different commuting arrangements, for example driving compared with public transport, affect psychological detachment and recovery (Stritch, 2017). Consideration of character attributes such as resiliency and coping mechanisms could afford deeper insight into individual differences regarding commuter experiences (Meadows et al., 2011). Adding more high-stress professions to the study could confirm and broaden the results.

This study further highlights the critical benefits of psychological detachment to aviation employees during commuting (Sonnentag, Binnewies, et al., 2010), and its far-reaching impacts in enhancing reflective family relationships and recovery from work (Meadows et al., 2011). As such, this research will present the contribution that organizations can make through reviewing practices and policies with a view of improving work-life balance and promoting better mental health for employees. By redefining commuting, it is a possible time of healing and personal growth.

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APPENDICES

Appendix A

Permission Request Letter for Academic Research



Date: 20-May-2024

To Whom It May Concern

SUBJECT: Request for the Permission of Data Collection for Academic Research

Honorable Sir/Ma'am,

I am a permanent faculty member at Institute of Aviation Studies (IAS), University of Management and Technology (UMT), Lahore Campus. Following students of UMT, enrolled in the degree program of BS Aviation Management (BS AM) are conducting research on the topic of "*Detach to connect: Using commute time as buffer between work and home*" as a degree completion requirement. They are doing their research work under my supervision.

1. MUHAMMAD WAZIR (UMT ID: F2020001021)
2. MUHAMMAD HAMAD KHALID (UMT ID: F2020001113)
3. AHMAD YASEEN (UMT ID: F2020001112)
4. FAHAD KHAN (UMT ID: F2020001005)

IAS and UMT will highly appreciate your cooperation if you permit these students to conduct a survey for this research. The purpose of their research is purely academic, and the consent of the respondents will be taken beforehand to fill the questionnaire. The finding of this research will also be shared with you by these students for your consideration.

Thank You

Bilal Ahmad
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Appendix B

Research Questioner Along with Coding

Purpose of this research is to examine the benefits associated with daily commute (travel) from work to home. Your participation in this ten-minutes survey is completely voluntary and all the data provided by you shall be aggregately analyzed without identifying your personal details. Moreover, you can withdraw from this study at any point.

1. Please indicate your gender. Male= 1 Female= 2 Other= 3

2. Please indicate your education level. Intermediate=1 Bachelors= 2 Masters=3 PhD= 4

3. Please select the approximate experience (in years) that you have at your current position.
 Less than 1= 1 Between 1 to 2=2 Between 2 to 4=3 Between 4 to 8= 4 More than 8= 5

4. Please select your current designation.
 Captain = 1 First Officer= 2 Cabin Crew= 3 Lead Cabin Crew= 4 Other = 5

5. Please select the city in which you are currently based.
 LHE = 1 MUX= 2 SKT= 3 ISB= 4 KHI= 5 PEW= 6 UET= 7 Other = 8

6. Do you live with your family? Yes= 1 No = 2

7. Does your company provide you pick-and-drop between home and work? Yes= 1 No= 2

8. What is your average commute time (in minutes) from work to home?

BI

On a scale of 1 to 7 where "1=strongly disagree" and "7=strongly agree", indicate your level of agreement with the following.

PSS

During my last duty...

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 1...I felt that I was unable to control things at work. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2...I felt confident about my ability to handle work problems. (R) | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3...I felt that things were going my way at work. (R) | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4...I felt that difficulties were piling up so high that I could not overcome them. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

REC

At the end of my last commute from work to home...

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 1...I felt mentally recovered from work stress. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 2...I felt physically recovered from work stress. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 3...I felt rested. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 4...I felt revitalized. | 1 | 2 | 3 | 4 | 5 | 6 | 7 |

SEF

On a scale of 0 to 6 where "0=Not at all true" and "6=exactly true", please indicate the extent to which each of the following statements applies to you.

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 1 If someone opposes me, I can find the means and ways to get what I want. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 2 It is easy for me to stick to my aims and accomplish my goals. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 3 I am confident that I could deal efficiently with unexpected events. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 4 Thanks to my resourcefulness, I know how to handle unforeseen situations. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 5 I can remain calm when facing difficulties because I can rely on my coping abilities. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 6 I can usually handle whatever comes my way. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |

PDWC

During my last commute from work to home...

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 1...my thoughts kept returning to a stressful situation at work. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 2...I worried about things to do with work. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 3...I found myself dwelling on problems related to my work. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 4...I repeatedly thought about a situation that had upset me at work. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 5...I was concerned about mistakes I have made (or might make) at work. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |

MFI

After the last duty...

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 1...I was finding it difficult to stay focused while with my family. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 2...I was interacting with family members without paying attention. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 3...While in a family sitting, I was preoccupied with the future or the past of my work. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 4...While interacting with my family, I was doing something automatically, without being aware of what I was doing. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 5...I was rushing through household activities without being really attentive to it which leads to the mistakes. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |

PLU

| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 1 In addition to working or being with family, having time to participate in activities I personally enjoy is really important to me. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 2 Finding time for myself is important for my overall quality of life. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 3 Making time for pursuing personal interests is a big priority for me. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 4 Things don't feel right in my life when I have no time to devote to my personal interests. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |
| 5 Time for self is just as key to my well-being as is time for work and family roles. | 0 | 1 | 2 | 3 | 4 | 5 | 6 |

Appendix C

Research Participation Invitation Poster

Detach to Connect: Using Commute Time as Buffer Between Work and Home



Purpose

Our research explores the potential benefits of using your daily commute as a buffer zone to transition between work and home life, specifically for pilots and cabin crew working in Pakistani registered airlines.

Be a Part of Our Research!

We kindly invite you, **Pilots and Cabin Crew** working in Pakistani registered airlines, to participate in a short, 10-minute survey to contribute to our study.

Your Privacy Matters

Participation is voluntary & anonymous. You can withdraw anytime.

Scan to Participate!



Thank you for your time
and consideration!