Identifying threats and opportunities for teleworking of both working couples during the corona outbreak

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ARTICLE INFORMATION	*ABSTRACT*
Article type Original research Pages: 137-148 **Corresponding Author's Info** Email: ashafiabady@yahoo.com **Article history:** Received: 2023/01/25 Revised: 2023/04/14 Accepted: 2023/04/25 Published online: 2023/08/27 **Keywords:** *telecommuting of couples, Corona, threats and opportunities of telecommuting, both working couples.*	**Background and Aim:** As the lockdown or stay-at-home measures began, a large portion of the workforce was ordered to stay home and continue to work remotely. The purpose of the current research was to identify the threats and opportunities of remote work for both working couples during the outbreak of Corona. **Methods:** The present research method was qualitative using descriptive phenomenological method. The statistical population included teleworking couples, both employed, who had referred to counseling centers in Kerman. Among these, interviews were conducted with the couples using the available targeted sampling method, and the interviews continued until the theoretical saturation was reached. Qualitative data were collected using descriptive phenomenological method and semi-structured interview. Then the data was analyzed using the content analysis method. **Results:** The results of content analysis of data collected through in-depth semi-structured interviews showed that the lived experience of both working couples included two sub-themes of threats and opportunities. **Conclusion:** The sub-theme of opportunities is divided into the following categories: reducing wasted time, flexibility in allocating time, increasing planning ability, peace of mind due to the lack of direct supervision, cost savings, greater independence, stress reduction, and reduction of burnout and fatigue. The sub-theme of threats included the following categories: procrastination; Lack of focus on work; lack of focus on marital relationship; Social isolation; Ambiguity in responsibilities; Decreased motivation to work; reduction of work productivity; reducing the efficiency of group work; Ambiguity in roles; Ambiguity in the specific time of responsibilities; Decreased social bonding and perceived social support.

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Introduction

In December 2019, a new type of coronavirus disease was detected in the city of Wuhan, China, and it quickly spread throughout China and infected many regions, including Africa, the Americas, the Eastern Mediterranean, Europe, Southeast Asia, and the Arabian Pacific. Coronaviruses are a large family of viruses that may cause respiratory infections ranging from the common cold to more severe diseases such as MERS and SARS (Wo and McGuigan, 2020). On March 11, the World Health Organization (WHO) described the outbreak of the coronavirus as a pandemic. The WHO asked governments around the world to take this issue seriously and prepare for the first wave of the effects of the coronavirus on public health with serious measures, one of which was a national shutdown in many countries (WHO, 2020). With the emergence of the corona virus, the lives and health of millions of people were threatened after a few weeks. This pandemic has not only resulted in a high death rate from viral infection, but has also caused a psychological catastrophe in entire parts of the world (World Health Organization, 2020).

With the start of the shutdown or stay-at-home measures, a large part of the workforce has been ordered to stay at home and continue to work remotely, if the nature of their job activity allows it; Organizations already familiar with teleworking, as well as those that had never experienced teleworking before, sent their employees home, creating the conditions for the most extensive teleworking experiment in history (ILO, 2020). In addition, telecommuting is a form of change in the way things are done that helps improve working conditions for employees and employers during the coronavirus outbreak and quarantine (Guide to Remote Work during the Global Pandemic of Covid-19 and Beyond, 2020); This type of virtual work has been proposed in the electronic age with the aim of achieving more flexible planning and with the potential to improve the balance between work and social life in organizations.

The outbreak of this disease caused people in many countries to stay at home or in a quarantine center, although family members love each other, but staying together in a small space for a long time reduces their tolerance. The progress of the pandemic and its duration

will cause more psychological pressure on the public (Lee, 2020). Long quarantine period, mental fatigue, insufficient information, fear of illness and financial loss of separation from loved ones, loss of freedom, loss of job, forced remote work, livelihood problems are some of the stressful factors during quarantine (Mirzaei, 2020). Research has shown that stressors outside the sphere of relationships can be transferred to relationships (Mousavi 2020). The possible stress and conflict caused by the Covid-19 pandemic may have great effects on marital satisfaction and even the dissolution of couples' romantic relationships in their intimate and sexual behaviors. (Mothari Nasab et al., 2022). In addition, it can disrupt the balance between work and family (Nguyin et al., 2020). On the other hand, Zhou et al. (2019) in a study of 365 couples, both employed, concluded that the mutual spillovers of work and family and long working hours cause conflict in the relationships of these types of couples; They also found that men's low participation in housework is related to marital dissatisfaction and women's depression (Zhou et al., 2019). Various researches have been done in line with remote work. Rabiei et al. (2013) while explaining the relationship between telecommuting and improving the balance between work and social life, investigated factors affecting the successful implementation of telecommuting, such as the willingness of employees to accept telecommuting, managers' support for telecommuting, and the availability of resources needed for telecommuting. They identified the benefits of improving social work life balance for the organization and employees, such as the organization having a more stable workforce and creating training and career development opportunities for employees. The findings of the research show that remote work improves the balance between work and social life of employees. The results of the research indicate that employees have a desire to accept teleworking and the resources needed to implement teleworking are available, but managers do not support teleworking. The results indicate that improving the balance between work and social life due to the use of remote work helps the organization to have a more stable workforce and also helps the employees to use training and career development opportunities. There is a

significant relationship between "gender" and "level of education" and improving the balance between work and social life due to remote work (Rabiei et al., 2013).

Method

The current research is a descriptive phenomenological qualitative study, which used the content analysis method to analyze the qualitative data. The statistical population of the research included conflicting couples, both working and telecommuting, who had referred to counseling centers in Kerman. Therefore, an accessible center was selected purposefully. Considering that in qualitative research, the researcher collects data more than once to reach the saturation level of the categories, the sample size of the research was not predetermined and the samples continued until the saturation level. For sampling purposeful and homogenous sampling method was used. A homogeneous sample includes a group that has similar characteristics. In targeted sampling, the researcher deliberately chose people who provide important information, and the most important principle is to choose people who can provide the information needed to answer the research questions. According to theoretical saturation, the number of samples in the present study was 24 people (12 couples). The conditions for entering the research were: education level of at least a diploma, conflicting couples applying for a consensual divorce and willingness to voluntarily participate in the research and express their experiences in the form of an interview. The exit criteria also included the following: non-cooperation until the end of the interview, not providing relevant answers to the questions raised, and avoiding answering all the questions. Semi-structured in-depth interview was used to collect qualitative data and content analysis method was used to analyze qualitative data.

Materials

1. Semi-structured interview: The semi-structured interview form included open-ended questions to investigate the factors and areas of tendency towards emotional divorce of conflicting couples. For this purpose, the researcher first prepared the interview form. This form includes the title of the research project, the time of the interview, the date and place of the interview. At the beginning of this form, a summary of the purpose of the research plan is mentioned, and the interviewer, by reading it to the interviewee, informs him of the purpose of the research. After that, each of the interview questions are mentioned in order. The duration of the interviews will be 30-45 minutes

depending on the conditions and willingness of the participants. All interviews are digitally recorded and transcribed verbatim immediately after recording. To increase the validity and reliability, which is equivalent to the scientific strength of the findings in qualitative research, the long-term involvement of the researcher and his contact and communication with the participants with maximum diversity also increases the validity of the data. In addition, data acceptance methods are used by reviewing the manuscripts by the participants to resolve any ambiguity in the codings. For this purpose, the researcher provided them with parts of the interview and coding in order to achieve the same concepts regarding the participants' statements. On the other hand, there is no exact consensus regarding the concept of validity and reliability in the field of qualitative research. In qualitative research, reliability is proposed as a criterion to replace validity and reliability, which consists of four more detailed concepts of credibility, transferability, verifiability, and reliability. In qualitative research, four methods are used to ensure reliability, which include: using structured processes of convergent interviews; organizing structured processes for recording, recording and interpreting data; Having at least two people to conduct interviews separately but parallel to each other and compare the findings of two or more researchers; Using a steering committee to evaluate and implement the interview schedule. In this research, all the steps are performed and show the reliability of qualitative findings.

Implementation

Content analysis is one of the qualitative research methods that tries to achieve their inner meaning by analyzing qualitative data and classifying them. In this method, codes, sub-categories, main categories and obvious and hidden patterns were identified during the regular classification process; This method tries to understand the meaning by reducing qualitative data and classifying them; In this method, the researcher avoided using pre-determined classes and in principle, it was possible for the classes and their names to emerge from the data; Therefore, after collecting the interviews, the researcher focused on the data in order to gain understanding and insight. First, data analysis was done by

repeatedly reading the text to gain general insight. Then the texts were read word by word and the codes were extracted. This process continued continuously from extracting the codes to naming them and then placing them into classes based on the similarities and differences of the codes.

Results

In the initial coding stage, open coding was done. For this purpose, the data collected from the questionnaire was extracted through line-by-line analysis of the content of the interviews and formulated in an open code form. Then the similar codes of each one were formulated in the form of a category, and finally, all these categories became a list.

To convert open codes into categories, codings that were similar in terms of content were brought together. After this step, the open codings were modified so that the codes that could be included in more than one theme were removed or divided into several open codes. Then, it was time to name similar open codes that were formulated with each other. In the naming stage, the general common content of the open codes was chosen as the category name. The feature of this naming was that the name of each category should express the core and common content in the open codes of that category. Open codings and categories extracted from them are reported in the table below.

Table 1. Initial codes and categories extracted from the open coding phase		
Row	Open codes	Category
1	1) Postponing personal tasks 2) Postponing job duties 3) Postponing household responsibilities	procrastination
2	1) Working in a non-working environment causes a lack of full concentration on job duties. 2) The ability to be flexible in work and duties causes the concentration on work to decrease.	Lack of focus on work
3	1) mental preoccupation with work in the home environment reduces the focus on the marital relationship	Lack of focus on marital relationship
4	1) Not having to attend the community causes social isolation	Social isolation
5	1) The possibility of dealing with responsibilities	Ambiguity in responsibilities
6	1) The possibility of working in the workplace causes not to be taken seriously. 2) The motivation to work decreases due to the lack of supervision.	Decreased motivation to work
7	1) The efficiency of employees decreases due to the lack of mutual and simultaneous cooperation. 2) The lack of facilities in the work environment causes a decrease in efficiency and productivity.	Decrease in work productivity
8	1) Group work is affected due to lack of physical interaction	Reducing the efficiency of group work
9	1) The dynamics of being in the position of the roles causes confusion. 2) Mixing the home environment with the work role causes confusion.	Ambiguity in roles
10	1) The possibility of carrying out job responsibilities at any time creates ambiguity in the time allocated to work. 2) The possibility of shifting the time to deal with work responsibilities during the day and night and mixing it with the usual time to deal with other issues creates ambiguity in the working time.	Ambiguity in the specific time of responsibilities

11	1) The absence of obligations and punishments related to the time of going to work and waking up in the morning reduces stress. 2) The absence of direct supervision in the work environment reduces stress. 3) The absence of punishments related to the time of work reduces stress	Reducing stress
12	1) The time spent commuting is removed and can be used. 2) The time related to rest and energy recovery due to physical fatigue caused by face-to-face work is removed and can be used.	Reduce wasted time
13	1) Activities that are impossible in the work environment can be done at any time 2) Time spent on meals becomes more flexible 3) Rest time becomes more flexible.	Flexibility in allocating time
14	1) Necessary tasks that must be done during working hours do not require leave, it increases planning ability.	Increase programmability
15	1) The absence of a supervisor, supervisor, manager, boss, etc. physically increases peace of mind and peace	Peace of mind due to lack of direct supervision
16	1) Expenses related to commuting are eliminated. 2) Expenses related to depreciation of various types of equipment (cars, clothes, etc.) are reduced.	Cost savings
17	1) You can be more independent in performing activities. 2) Not being forced to do things at a specific time and place means increasing independence.	More independence
18	1) A decrease in social connections causes a decrease in the sense of connection and perceived social support. 2) A decrease in physical presence in the community decreases social connection and perceived social support.	Decreased social bonding and perceived social support
19	1) reducing boring activities 2) continuous and repetitive inactivity reduces burnout	Reducing exhaustion and fatigue

procrastination; Lack of focus on work; lack of focus on marital relationship; Social isolation; Ambiguity in responsibilities; Decreased motivation to work; reduction of work productivity; reducing the efficiency of group work; Ambiguity in roles; Ambiguity in the specific time of responsibilities; Reducing stress; reducing wasted time; flexibility in allocating time; Increasing the ability to plan; peace of mind due to lack of direct supervision; cost savings; more independence; decreased social bonding and perceived social support; Reducing exhaustion and fatigue.

Table 2. Classification of main category, sub-themes and categories			
Row	Category	Sub-theme	Main Theme
1	1) Postponing personal tasks 2) Postponing job duties 3) Postponing household responsibilities	Threats	Lived experience of remote working couples
2	1) Working in a non-working environment causes a lack of full concentration on job duties. 2) The ability to be		

	flexible in work and duties causes the concentration on work to decrease.	
3	1) mental preoccupation with work in the home environment reduces the focus on the marital relationship	
4	1) Not having to attend the community causes social isolation	
5	1) The possibility of dealing with responsibilities	
6	1) The possibility of working in the workplace causes not to be taken seriously. 2) The motivation to work decreases due to the lack of supervision.	
7	1) The efficiency of employees decreases due to the lack of mutual and simultaneous cooperation. 2) The lack of facilities in the work environment causes a decrease in efficiency and productivity.	
8	1) Group work is affected due to lack of physical interaction	
9	1) The dynamics of being in the position of the roles causes confusion. 2) Mixing the home environment with the work role causes confusion.	
10	1) The possibility of carrying out job responsibilities at any time creates ambiguity in the time allocated to work. 2) The possibility of shifting the time to deal with work responsibilities during the day and night and mixing it with the usual time to deal with other issues creates ambiguity in the working time.	
11	1) The absence of obligations and punishments related to the time of going to work and waking up in the morning reduces stress. 2) The absence of direct supervision in the work environment reduces stress. 3) The absence of punishments related to the time of work reduces stress	
12	1) The time spent commuting is removed and can be used. 2) The time related to rest and energy recovery due to physical fatigue caused by face-to-face work is removed and can be used.	Opportunities
13	1) Activities that are impossible in the work environment can be done at any time 2) Time spent on meals becomes more flexible 3) Rest time becomes more flexible.	
14	1) Necessary tasks that must be done during working hours do not require leave, it increases planning ability.	
15	1) The absence of a supervisor, supervisor, manager, boss, etc. physically increases peace of mind and peace	
16	1) Expenses related to commuting are eliminated. 2) Expenses related to depreciation of various types of equipment (cars, clothes, etc.) are reduced.	
17	1) You can be more independent in performing activities. 2) Not being forced to do things at a specific time and	

	place means increasing independence.
18	1) A decrease in social connections causes a decrease in the sense of connection and perceived social support. 2) A decrease in physical presence in the community decreases social connection and perceived social support.
19	1) reducing boring activities 2) continuous and repetitive inactivity reduces burnout

As described, after examining the qualitative data collected through in-depth semi-structured interviews and reformulating the initial codes, the lived experience of telecommuting couples including two sub-themes including threats and opportunities were obtained.

The sub-theme of threats consists of 11 categories as follows: negligence; Lack of focus on work; lack of focus on marital relationship; Social isolation; Ambiguity in responsibilities; Decreased motivation to work; reduction of work productivity; reducing the efficiency of group work; Ambiguity in roles; Ambiguity in time dedicated to responsibilities and reduction in social bonding and perceived social support.

The sub-theme of opportunities included the following 8 categories: reducing wasted time, flexibility in allocating time, increasing planning ability, peace of mind due to the lack of direct supervision, saving money, greater independence, reducing stress and reducing burnout and fatigue.

The first sub-theme of the lived business of remote working couples was threats. Threats include risk components that affect life due to telework. In the following, the categories of threats are described.

One of the threat categories is negligence. The analysis of qualitative findings shows that telecommuting can increase procrastination or cause it to appear.

In this regard, one of the research participants said: "I became very lazy and so did my husband. Both of us wake up lame at noon and we don't even get to work."

One of the threats that affects the career of couples and can affect the lives of both couples is lack of focus on work.

In this regard, one of the interviewees said: "I get distracted at home while working." Especially when my wife is at home, we talk and I can't get to work. Doctor, my income is not stable, now everything is expensive and the situation is in a state of ruin."

Lack of focus on the marital relationship means that issues and work activities will enter into the married life and this makes the couple mentally unable to focus on the marital relationship.

Regarding the category of not focusing on the marital relationship, one of the participants stated: "In the middle of the conversation, he goes to that damn laptop." He goes to work in the middle of dinner and doesn't come to me during lunch, he's bothering me."

Social isolation is required by the nature of quarantine and is an unavoidable threat during quarantine. However, this issue can have an effect on the creation of people and, as a result, on the marital relationship.

One of the interviewees mentioned in this regard: "Our communication with our colleagues has almost been cut off. We don't spend much time with our family. I feel like I'm getting depressed. What is an Eid that cannot be seen and visited? All my friends were my colleagues whom I saw every day. I do not feel good...".

Ambiguity in responsibilities means difficulty in distinguishing daily responsibilities and placing work and marital responsibilities throughout the day.

Thus, one of the couple pointed out: "I don't know when I shouldn't work and when I should work. I'm bored, I'm going to work. Before, when it was not like this, we would get bored on Fridays, we would do something together or at any time at all.

When the work interaction that exists in the work environment is lost, it can reduce the motivation to perform work-oriented activities.

Regarding the decrease in motivation for work, one of the participants said: "I can say that my work spirit has decreased. In the office, we used to talk about work, we would give each other excitement, now I don't want to do anything."

A decrease in work productivity means a decrease in a person's production and efficiency, which can affect people's self-confidence.

In this case, one of the participants said: "Now I don't feel like I'm a useful person because my work is not as useful as before."

Due to the lack of direct communication and interactions combined with doing work while fulfilling responsibilities and job roles, the efficiency of group work decreases and this can affect communication skills and effective communication.

In this regard, one of the interviewees said: "It is very important for our work to be a team, and it has caused disruption." I'm upset, my wife says you've become bad manners.

Due to the fact that the environment and different activities are intermingled and the activities are carried out simultaneously, it makes the roles less distinguishable from each other.

In this regard, one of the participants stated: "I need to be serious at work, these days I am very confused, I don't know when and where I am sometimes".

Since the working hours are the same as the hours of the marital relationship, it makes one not know what responsibility this time is for.

In this regard, one of the participants said, "When my working time was clear, I felt better, I knew when I should do what."

Absence of presence in the society as well as work connections makes our bond with the society reduced and we perceive less social support.

In this regard, a participant said: "Since my relationship broke up, I feel that I have less value in society."

One of the opportunities of telecommuting is reducing the time a person spends on commuting and other issues, and he has the ability to be purposeful while telecommuting.

One of the participants said about this: "I spent 3 and a half hours on the way back and forth from the company every day...".

When a person is working remotely, he can move his time in the marital relationship and work and include it in the schedule, thus increasing the flexibility in allocating time.

One of the participants said: "I am very relieved that I can do whatever I want whenever I want. I don't have to sit at work and be greedy."

Increased scheduling capability means that a person can include and adjust his/her activities, tasks and responsibilities according to his/her own schedule.

One of the interviewees stated in this regard: "I had to take leave when I was working in the bank, but now I can easily do it without leave."

When the direct supervisor does not supervise the person's work, it can be said that work and mental pressure is less and as a result, peace of mind increases.

In this regard, one of the interviewees said: "I was suffering at work, I was being checked all the time. Well, man, I had to look at the door and the wall every moment when I was not working, but I used to work on the phone and I was punished."

When couples work remotely, many expenses are saved, including travel and depreciation of items such as clothes and cars.

One of the interviewees admitted: "I don't have to pay for gas anymore to come and go. "It's nothing. My car had already been taken to a mechanic and the cost was bothering me."

More independence due to telecommuting means that people have more control over their schedules and life issues.

In this case, one of the interviewees said: "Now everything is in my hands. I even give myself a vacation."

Reducing work pressure in order to reduce supervision, not having to wake up in the morning and be at work and do work even if there is no work reduces stress in a person's life.

In this regard, one of the participants said: "If I arrive 5 minutes late in the morning, I will be reprimanded, and this is not now, it has calmed my life."

Reduction of burnout and fatigue is one of the opportunities of remote work that through reducing the amount of work and energy needed to perform job tasks and the lack of uniformity and daily life, a person struggles with burnout and fatigue less.

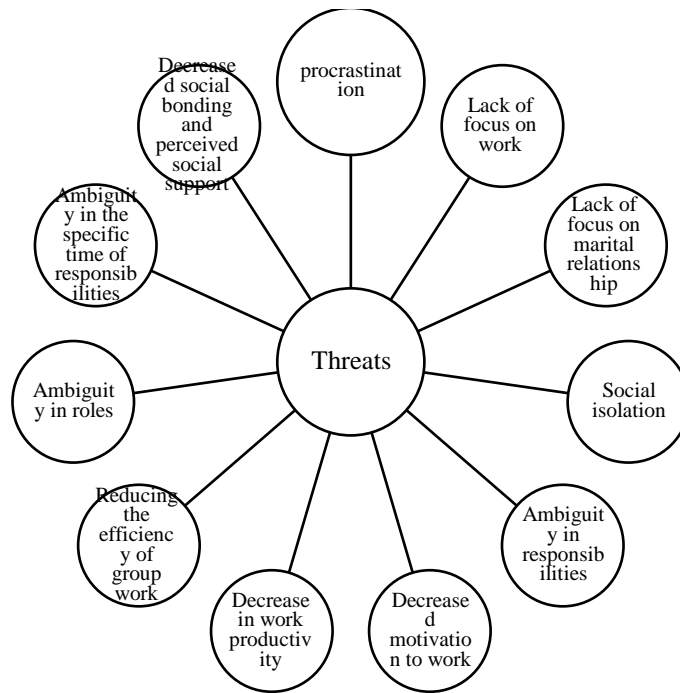In this case, one of the interviewees said: "I was tired of being the same every day."

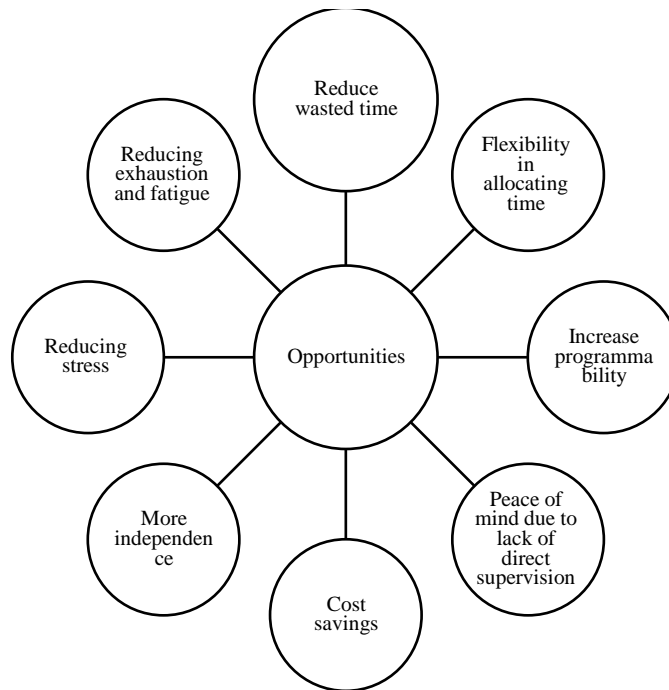**Figure 1. Threats of remote work for both working couples during the Corona quarantine**

Figure 2. Remote work opportunities for both working couples during the Corona quarantine

Conclusion

In order to obtain the threats and opportunities of telecommuting of both working couples during the corona quarantine period, the qualitative method of phenomenology and content analysis was used to analyze the data.

The results of content analysis of data collected through in-depth semi-structured interviews showed that the lived experience of both working couples included: two sub-themes of threats and opportunities. The sub-theme of opportunities is divided into the following

categories: reducing wasted time, flexibility in allocating time, increasing planning ability, peace of mind due to the lack of direct supervision, cost savings, greater independence, stress reduction and reduction of burnout and fatigue. The sub-theme of threats included the following categories: procrastination; Lack of focus on work; lack of focus on marital relationship; Social isolation; Ambiguity in responsibilities; Decreased motivation to work; reduction of work productivity; reducing the efficiency of group work; Ambiguity in roles; Ambiguity in the specific time of responsibilities; Decreased social bonding and perceived social support. The results obtained in the present study were consistent with the results and findings of the following studies: Rahimi et al. (2020); Pashashreifi and Tavakoli (2019); Issa Murad and Khalili Sadrabad (2017); Khosravi et al. (2010); Petrigliri (2019); Zhu et al. (2019); Joseph and Inbanatan (2016); Bayaji and Yadav (2013); Raz - Yurovich (2012); Abele and Volmer (2011).

Today, the culture of long working hours, increasing customer needs, commuting in busy streets, taking care of children and family responsibilities puts a lot of pressure on people and causes stress in the workforce and lack of time for their leisure and personal activities. In such conditions, it is very difficult to create a balance between work and life. On the other hand, the conflict between work and life leads to job dissatisfaction, absenteeism, reduced productivity and the loss of useful employees for organizations. On the other hand, it causes the isolation of a person in communication and from the society, as well as creating family disorders and hindering the professional advancement of people. Despite facilities such as maternity leave, reduced working hours for parents with young children, and the possibility of using unpaid leave for people who are responsible for taking care of their children and elderly relatives. For employees who continue their education, there are still people who are forced to leave the organization due to the imbalance between work duties and family and personal obligations (Rabiei et al., 2013). Therefore, the mentioned cases can be considered among the opportunities and threats caused by remote work. In other words, telecommuting assumptions generally emphasize the flexibility of employees,

reducing costs and saving time, more coordination between work and life hours, and reducing unnecessary commuting and increasing productivity. Despite the fact that increasing productivity is one of the essential and main goals of the concept of remote work, it is considered an emerging phenomenon in Iran (Rabiei et al., 2013). It seems that non-elective and emergency telework is due to the pandemic conditions, since it was an unforeseeable phenomenon, the infrastructure of organizations and companies, and in general, the readiness of departments and employees to switch to, accept and implement remote work. Therefore, the goal of increasing productivity has not been met.

In further explanation of these findings, it can be said that according to Kurland and Bailey (1999), one of the benefits of remote work is its positive effect on the balance between work and life. The telecommuting plan is a social support to help employees so that they can work together and have financial independence, and play a role as active parents and spouses in their personal relationships (De Martino, 2001). Proponents of this plan consider it a great option for doing work and taking care of children and taking care of married life at home at the same time. In this regard, the qualitative analysis of the obtained findings showed the opposite of some of these goals. Among these cases, there was a decrease in work productivity, ambiguity in roles and responsibilities, and a decrease in motivation. It seems that these cases are due to the lack of preparation to adapt the lifestyle to the remote work conditions and the simultaneous remote work with the quarantine conditions. When this happened without individual and organizational preparation and with the lack of proper infrastructure, and with the addition of the Corona quarantine conditions, remote workers suddenly lost their connection in the work environment and there were many interruptions in work (Hartman et al., 1992; cited in De Martino, 2001). This seems to have reduced productivity and work motivation. Regarding procrastination, it can be said that interruptions in work and lack of work at the start of remote work and quarantine have caused laziness and strengthened procrastination. The implementation of remote work requires providing a suitable platform for its implementation and depends on the development of information technology

infrastructure. In addition, managerial and technical support and tools are also critical to the success of the telecommuting program. Therefore, organizations should have appropriate managerial and technical support facilities and tools and provide conditions for remote workers.

In addition, the results obtained in the present study are among the cases that Kurland and Bailey (1999) raised about the benefits of remote work and are in line with the results of the present study. Increased flexibility in time and place of work offers a whole range of new opportunities regarding work-family balance, which include: More control over the pace and schedules of work and life, reducing commuting time, which creates more time to take care of personal tasks and spend time with family; The possibility of adjusting the work and the times assigned to the job; Creating opportunities to handle different tasks at different times during the day that were previously spent in the workplace (De Martino, 2001). On the other hand, due to the fact that the place of work and the place of life are the same, after the end of the working hours and throughout the day, people may consider it as a place of work and not come out of their job and work role. In this way, remote working for couples can cause ambiguity in roles, activities, duties and responsibilities. The opposite is also true. This means that with the lack of work environment conditions at home, especially the presence of a strong wife, a person does not perform his job role correctly and his motivation and work productivity decrease. It can also be considered as a threat to be fired or reduced income. In further explanation of these findings, it can be said that whether a person is suitable for telecommuting is related to his personality traits, so that for some, not being present at work can have many negative consequences (Arizi & Barati Ahmadabadi, 2021). In this regard, it can be said that the mandatory quarantine conditions of Corona have forced everyone to work remotely. This means that people who are not suitable for telecommuting in terms of personality traits are also forced to telecommute, which can explain the findings obtained from the content analysis of the qualitative data collected in the current research, which is inconsistent with other researches.

This research, like any research, has limitations, including: Considering the statistical population of the research and the sample selected to conduct interviews in the qualitative section due to time and financial constraints, the researcher, despite his inner desire, was not able to collect interviews from other provinces and cities with local orientation and diversity and culture. Therefore, it is necessary to be cautious in generalizing the components and themes extracted in the interview with couples in other cultures and provinces of the country. The samples of experimental and control groups were selected from private counseling centers. Therefore, caution should be taken in generalizing the findings of this research and all experimental research with human samples. Finally, considering the importance of the corona pandemic and the quarantine conditions, it is suggested that the findings of the current research be analyzed with high precision and a critical perspective, and more researches should be presented in order to make it more mature and provide a more comprehensive model. Managers, consultants, supervisors, supervisors, etc. can use the qualitative research findings to improve the quality of employees' remote work.

Conflict of Interest

According to the authors, this article has no financial sponsor or conflict of interest.

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