

# The Effect of Telecommuting on Productive Effort and Reporting Behavior

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We examine how telecommuting, defined as performing part of a job outside the conventional workplace, influences employees' productive effort and reporting behavior. Consistent with our predictions, the results of a web-based experiment show that the employees who engage in their job when telecommuting are primarily those who are highly motivated. This motivation leads to higher productive effort and lower misreporting for jobs that entail telecommuting. However, the results also support our prediction that when this selection effect is controlled for, there is no difference for the productive effort, but individuals misreport more when working outside the workplace versus at the workplace. By showing how telecommuting can positively or negatively affect employee behavior, this study has important implications for practice.