

management revue

Socio-Economic Studies

Editors

Simon Jebsen
Wenzel Matiaske
Susanne Gretzinger
Katja Rost
Florian Schramm

Table of Contents

- I-Shuo Chen
The Relationship Between Personal Resources and Work Engagement and the Mediating Role of Home Resources/Demands [407]
- Elisa Gensler, Anja Iseke, Anja-Kristin Abendroth
How Algorithmic Direction Affects Work Autonomy Within Varying Control Configurations: A Fuzzy-Set Qualitative Comparative Analysis [442]
- Liisa Mäkelä, Jussi Tanskanen, Samu Kemppinen, Aija Siiriäinen, Laura Urrila
Determinants of Work Loneliness in Hybrid Work: A Comparison Study Between Newcomers and More Experienced Employees [469]
- Marta Nosková, Martin Januška
Performing Managerial Functions During the COVID-19 Crisis: A Systematic Literature Review [503]
- David Peetz, Georgina Murray, Carolyn Troup, Robert Hales, Ian Lowe
Stress and Quits Among Intimidated Scientists: Management Failures and Paradoxes of Support [525]

4 2024

Volume 35
Pages 407 – 554
ISSN 0935-9915



Nomos

Edition
Rainer
Hampp

management revue

Socio-Economic Studies

Editors: **Simon Jebsen**, University of Southern Denmark | **Wenzel Matiaske**, Helmut-Schmidt-University, Germany | **Susanne Gretzinger**, University of Southern Denmark | **Katja Rost**, University of Zurich, Switzerland | **Florian Schramm**, University of Hamburg, Germany

Table of Contents

I-Shuo Chen

The Relationship Between Personal Resources and Work Engagement and the Mediating Role of Home Resources/Demands 407

Elisa Gensler, Anja Iseke, Anja-Kristin Abendroth

How Algorithmic Direction Affects Work Autonomy Within Varying Control Configurations: A Fuzzy-Set Qualitative Comparative Analysis 442

Liisa Mäkelä, Jussi Tanskanen, Samu Kemppinen, Aija Siiriäinen, Laura Urrila

Determinants of Work Loneliness in Hybrid Work: A Comparison Study Between Newcomers and More Experienced Employees 469

Marta Nosková, Martin Januška

Performing Managerial Functions During the COVID-19 Crisis: A Systematic Literature Review 503

David Peetz, Georgina Murray, Carolyn Troup, Robert Hales, Ian Lowe

Stress and Quits Among Intimidated Scientists: Management Failures and Paradoxes of Support 525

Advisory Board

Ina Aust-Gronarz, Université Catholique de Louvain, Belgium | **Matthias Baum**, University of Bayreuth, Germany | **John W. Boudreau**, University of Southern California | **Lisa Bradley**, Queensland University of Technology | **Mona Bråten**, Fafo - Institute for Labour and Social Research, Oslo | **Chris Brewster**, Henley Management College | **Dirk Buyens**, De Vlerick School of Management | **Jean-Luc Cerdin**, ESSEC | **Helmut M. Dietl**, University of Zurich | **Peter John Dowling**, La Trobe University, Melbourne | **Amos Drory**, Ben Gurion University | **Susanne Durst**, University of Skövde, Reykjavik University, Iceland | **Marcel Erlinghagen**, University of Duisburg-Essen | **Per Vagn Freytag**, University of Southern Denmark | **Barry Gerhart**, University of Wisconsin | **Martina Gianecchini**, University of Padova, Italy | **Paul Gooderham**, Middlesex University, London | **Adriana Grigorescu**, National University of Political Studies and Public Administration, Romania | **Abderrahman Hassi**, Al Akhawayn University Ifrane, Morocco | **Christian Huber**, Copenhagen Business School, Denmark | **Rüdiger Kabst**, University of Paderborn | **Arne Kalleberg**, University of North Carolina | **Ralph Kattenbach**, Hochschule Wismar/Wismar University of Applied Sciences, Germany | **Rafal Kusa**, AGH University of Science and Technology, Poland | **Stefan Liebig**, Free University of Berlin, Germany | **Tariq H. Malik**, Liaoning University, China | **Albert Martin**, Leuphana University Lüneburg | **Wolfgang Mayrhofer**, Vienna University of Business and Economics | **Guido Möllering**, Witten-Herdecke University | **Michael J. Morley**, Kemmy Business School, University of Limerick | **Werner Nienhüser**, University of Duisburg-Essen | **Renate Ortlieb**, University of Graz | **Andrew Pendleton**, UNSW Business School, Australia | **Nina Pološki Vokić**, University of Zagreb | **Eric Poutsma**, Nijmegen Business School | **Andreas Rasche**, Copenhagen Business School | **Sylvia Rohlfes**, Colegio Universitario de Estudios Financieros, Spain | **Susanne Royer**, Europa Universität Flensburg | **Samu Saarenketo**, Lappeenranta University of Technology | **Wilmar Schaufeli**, University of Utrecht | **James C. Sesil**, University of Wisconsin–Madison

Impressum

Editor in Chief: Assoc. Prof. Dr. Simon Jebens (V.i.S.d.P.)

Please send submissions to: Assoc. Prof. Dr. Simon Jebens, University of Southern Denmark, Department of Business and Sustainability, Alision 2, DK-6400 Sønderborg, E-Mail: mrev@nomos-journals.de, www.mrev.nomos.de.

Manuscripts and other submissions: All submissions should be sent to the above-mentioned address. There is no liability for unsolicited manuscripts that are submitted. They can only be returned if return postage is enclosed. Acceptance for publication must be made in text form.

With the acceptance for publication, the author transfers the exclusive, spatially and temporally unlimited right to reproduce and distribute in physical form, the right of public reproduction and enabling access, the right of inclusion in databases, the right of storage on electronic data carriers and the right of their distribution and reproduction as well as the right of other exploitation in electronic form for the duration of the statutory copyright to Nomos Verlagsgesellschaft mbH & Co.KG. This also includes forms of use that are currently not yet known. This does not affect the author's mandatory right of secondary exploitation as laid down in Section 38 (4) UrhG (German Copyright Act) after 12 months have expired after publication.

A possible Creative Commons license attached to the individual contribution, or the respective issue has priority in case of doubt. For copyright, see also the general notes at www.nomos.de/urheberrecht.

Unsolicited manuscripts – for which no liability is assumed – are considered a publication proposal on the publisher's terms. Only unpublished original work will be accepted. The authors declare that they agree to editing that does not distort the meaning.

Copyright and publishing rights: All articles published in this journal are protected by copyright. This also applies to the published court decisions and their guiding principles, insofar as they have been compiled or edited by the submitting person or the editorial staff. The legal protection also applies with regard to databases and similar institutions. No part of this journal may be reproduced, disseminated or publicly reproduced or made available in any form, included in databases, stored on electronic data carriers or otherwise electronically reproduced, disseminated or exploited outside the narrow limits of copyright law or beyond the limits of any Creative Commons license applicable to this part without the written permission of the publisher.

Articles identified by name do not necessarily reflect the opinion of the publisher/editors.

The publisher observes the rules of the Börsenverein des Deutschen Buchhandels e.V. on the use of book reviews.

Advertisements: Verlag C.H.Beck GmbH & Co. KG, Anzeigenabteilung, Dr. Jiri Pavelka, Wilhelmstraße 9, 80801 München. Media-Sales: Tel.: (089) 381 89-687, mediasales@beck.de.

Publisher and overall responsibility for printing and production: Nomos Verlagsgesellschaft mbH & Co. KG, Waldseestr. 3-5, 76530 Baden-Baden, Phone: 07221/2104-0, Telefax 07221/2104-27, www.nomos.de.

Geschäftsführer/CEO: Thomas Gottlöber, HRA 200026, Mannheim.

Sparkasse Baden-Baden Gaggenau, IBAN DE05662500300005002266, (BIC SOLADES1BAD).

Frequency of publication: quarterly

Annual subscription prices: Individual customers: € 98,- incl. digital access (single-user), Institutions: € 279,- incl. digital access (multi-user). Digital access is provided through the Nomos eLibrary. Single issue: € 32,- Subscription prices include VAT and are subject to a distribution fee (domestic € 18,-/foreign € 33,-) or direct order fee € 3,50.

Invoices will be issued after publication of the first issue of the year.

Orders through any bookstore and the publisher.

Customer Service: Phone: +49-7221-2104-222, Telefax: +49-7221-2104-285, E-Mail: service@nomos.de

Cancellations: Cancellation of the subscription is possible with a notice period of six weeks to the end of the calendar year.

Change of Address: Please notify us of any changes in address as soon as possible. When doing so, please indicate the new and old address next to the title of the magazine.

Note in accordance with Art. 21 (1) EU-GDPR: In the event of a change of address, Deutsche Post AG may notify the publisher of the new address even if no forwarding order has been placed. An objection to this can be lodged with Post AG at any time with effect for the future.

ISSN 0935-9915

www.mrev.nomos.de