

## Online Appendix

**Table 1.** Construct definitions

Constructs	Definitions
Information undersupply	Information undersupply is defined as the perception that less than the desired amount of job-related information is being received, while working from home (based on [31]).
Autonomy	Autonomy is defined as the extent to which individuals can structure and control how and when they do their particular job tasks while working from home (based on [27]).
Isolation	Isolation is defined as the feeling that one is cut off from others and it occurs when the desire for support, understanding, and other social and emotional aspects of interaction are not met while working from home (base on [13]).
Work overload	Work overload is defined as the perception that the amount of work exceeds an individual's capability while working from home (based on [16, 18]).
Work-home conflict	Work-Home conflict occurs when the demands of work and family life are incompatible in some respect, such that participation in one role is made more difficult due to teleworking (based on [38]).
Role ambiguity	role ambiguity is defined as the degree to which an employee lacks clear information regarding one's role while working from home (based on [22]).
Telework-exhaustion	Telework-exhaustion is defined as adverse feelings of individuals such as being drained, tired, or burned out caused from teleworking (based on [8, 51]).
Intention to continue teleworking	Intention to continue teleworking is the stage in which users make a self-implicated statement to continuously work from home (based on [51]).

**Table 2.** Strength of Effect

Independent variables	Dependent variables	f <sup>2</sup>	Interpretation
Work overload	Telework-exhaustion	0.18	Medium
Work-home conflict		0.02	Low
Role ambiguity		0.02	Low
Telework-exhaustion	Intention to continue teleworking	0.09	Low
Work overload		0.03	Low
Work home conflict		0.00	None
Role ambiguity		0.00	None
Autonomy	Work overload	0.04	Low
Information undersupply		0.07	Low
Isolation		0.18	Medium
Autonomy	Work-home conflict	0.00	None
Information undersupply		0.07	Low
Isolation		0.18	Medium
Autonomy	Role ambiguity	0.01	None
Information undersupply		0.07	Low
Isolation		0.10	Low

Note: low=f<sup>2</sup>>0.02; medium=f<sup>2</sup>>0.15; high=f<sup>2</sup>>0.35 [59]

**Mediation Effects.** In order to identify indirect effects we test for mediation effects. First, we examine whether work overload acts as a mediator for the three telework-characteristics on intention to continuance teleworking. Subsequently, we checked whether the influence of one of the telework-characteristics on telework exhaustion is mediated by the telework-enabled stressors and lastly, we analyzed whether telework-exhaustion serves as a mediator for the relation between telework-enabled stressors and intention to continue teleworking. Furthermore, the influence between telework-characteristics on intention to continue teleworking might be mediated by multiple mediators – stressors and telework-exhaustion – which operate in serial. To test all these mediation effects statistically, we used a bootstrapping method suggested by Preacher and Hayes [60].

**Table 3** shows the associated 95 percent bias-corrected confidence intervals with 5,000 bootstrap resamples. Since zero is not within bias-corrected intervals, the results of the bootstrapping indicate that there is an indirect mediating effect from the independent variable on the depended variables. The last column of **Table 3** interprets the results and indicates whether the mediator mediates the particular relationship.

**Table 3.** Results mediation analysis

Independent variables	Mediators	Dependent variables	Bootstrapping results			Interpretation
			Indirect effect	Lower bias-corrected confidence interval	Upper bias-corrected confidence interval	
Autonomy	Work overload	Intention to continue teleworking	0.118	0.038	0.214	No mediated
Information under-supply			-0.296	-0.433	-0.167	Mediated
Isolation			-0.430	-0.591	-0.295	Mediated
Autonomy	Work overload Work home conflict Role ambiguity	Telework-exhaustion	-0.183	-0.330	-0.042	Mediated
Information under-supply			0.519	0.395	0.662	Mediated
Isolation			0.635	0.494	0.801	Mediated
Work overload	Telework-exhaustion	Intention to continue teleworking	-0.235	-0.363	-0.110	Mediated
Work home conflict			-0.257	-0.368	-0.156	Mediated
Role ambiguity			-0.240	-0.350	-0.151	Mediated
<b>Multiple Mediation ( two mediators operating in serial)</b>						
Autonomy	M1: Work Overload M2: Telework-exhaustion	Intention to continue teleworking	0.071	0.0223	0.158	Mediated
Information under-supply			-0.158	-0.255	-0.0758	Mediated
Isolation			-0.221	-0.257	-0.115	Mediated
Autonomy	M1: Work-home conflict M2: Telework-exhaustion	Intention to continue teleworking	0.027	-0.013	0.081	No Mediated
Information under-supply			-0.136	-0.219	-0.070	Mediated
Isolation			-0.189	-0.299	-0.108	Mediated
Autonomy	M1: Role ambiguity M2: Telework-exhaustion	Intention to continue teleworking	0.050	0.014	0.103	Mediated
Information under-supply			-0.102	-0.176	-0.055	Mediated
Isolation			-0.137	-0.228	-0.082	Mediated