

## **A Daily Diary Study on Technology-Assisted Supplemental Work, Psychological Detachment, and Well-Being - The Mediating Role of Cognitive Coping**

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**Abstract :** Technology-assisted supplemental work (TASW) involves performing job-related tasks after regular working hours with the help of technological devices. Due to emerging information and communication technologies, such behavior becomes increasingly common. Since previous research on the relationship of TASW, psychological detachment and well-being are mixed, this study aimed to examine the moderating roles of appraisal and cognitive coping. A moderated mediation model was tested with daily diary data from 100 employees. As hypothesized, TASW was positively related to negative affect at bedtime. In addition, psychological detachment mediated this relationship. Results did not confirm appraisal and cognitive coping as moderators. However, additional analyses revealed cognitive coping as a mediator of the positive relationship of TASW and positive affect at bedtime. These results suggest that, on the one hand engaging in TASW can be harmful to employee well-being (i.e., more negative affect) and on the other hand, it can also be associated with higher well-being (i.e., more positive affect) in case it is accompanied by cognitive coping.

**Keywords :** cognitive coping, psychological detachment, technology-assisted supplemental work, well-being

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