

# GreenCityCon 2026: Redefining Urban Planning and Sustainable Architecture

Conference Proceedings

February 24, 2026 - (Virtual)

## After-Hours Use of Technology and Workers' Green Job Outcomes: Impact of Work–Family Conflict in the Organization

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### Abstract

This research explores the impact of technology usage after work hours on workers' green job outcomes, including green job performance and wellbeing. It also aimed to investigate the mediating role of work–family conflict among them. Drawing on the role conflict theory (RCT) and the job demands–resources (JDR) model, this study fills the current research gap regarding the way technology-driven job intrusion affects employee green job outcomes and clarifies the underlying path through which the mediating variable work–family conflict plays its crucial role. We collected data through an electronic survey from 334 workers of foreign companies working in Shanghai city in China. Results showed that workers' use of technology after their work hours is negatively associated with their green job outcomes, specifically green job performance and wellbeing.

We further found work–family conflict as a mediating variable in the associations between after-hours use of technology and

- (a) Green job performance and
- (b) Wellbeing, two green job outcomes of workers in organizations.

This research offers significant practical implications regarding how organizations can achieve a balance between the use of technology and their green job outcomes in this technological era. We also discuss limitations and future research directions.

**Keywords:** After-hours Use of Technology, Green Job Outcomes, Wellbeing, Performance, Work-family Conflict