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Perceptions of hybrid and e-work: HR professionals' mindset in large Austrian enterprises

Abstract

Research background and purpose: Today's workforce is frustrated with the nature of workplaces. For the blue-collar workforce, COVID-19 exposed deep inequalities in many aspects. This study investigates HR professionals' perceptions of the adoption of hybrid and e-work in large Austrian enterprises, focusing on organizational readiness, perceived challenges and strategic implications.

Design/methodology/approach: A quantitative study was employed as the primary data collection method using an online questionnaire distributed to 250 large Austrian enterprises, which yielded 105 responses. The survey, conducted in May 2025, examined five hypotheses linked to remote work frequency, expansion of e-work options, return-to-office (RTO) mandates, recruitment flexibility and perceived disadvantages of remote work.

Findings: Most employees either work fully remotely or are in the office a maximum of three days a week. More than a third of companies have expanded remote work options. The proportion of companies in which the requirement for employees to return to the office does not cause the departure of valuable employees is not significantly higher than half. The frequency evidence demonstrates that 57.1% of companies do not lose new candidates who require greater remote flexibility. Costs of the office buildings have to be paid and e-work does not suit everyone's needs or personality type are statistically significantly different from all other disadvantages. The second group of most frequently chosen disadvantages that differ from the others are: productivity goes down in remote work sometimes and cost of telework tools. In conclusion the study finds that while e-work remains a permanent fixture in Austrian organisational culture, it is not without its challenges.

Value added and limitations: This study contributes by quantifying HR professionals' perceptions as indicators of organisational readiness for hybrid work, highlighting strategic HR implications and practical challenges. Limitations include a modest sample size, Austria-specific context, and a focus on quantitative data, which may affect broader applicability. Future research could include international comparisons, qualitative insights and demographic analyses.

Keywords: *e-work, HR, hybrid work, Austria, organisational behaviour*

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285

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1. Introduction

The pandemic created an essential restructuring regarding where the workforce works, and this resulted in controversial arguments about the trade-offs of where work takes place, namely work from the office (WFO) versus work from home (WFH) and hybrid work (HW). Industrial revolutions brought greater changes in various aspects of work, but they unfolded over many decades. The pandemic, on the other hand, brought about an important and positive evolution in the nature of work in a short space of time. The pandemic negatively affected lives globally, but led to an improvement in the technological and administrative aspects of e-work. For in fact, the production of knowledge does not require physical face-to-face interaction. In Austria, large enterprises face decisions about the extent and form of e-work implementation, while employees' preferences, personality traits and job roles influence the effectiveness of such arrangements.

E-work and HW systems have become a permanent transformation of work structure and workforce involvement (Tawalbeh, 2025). The COVID-19 crisis demonstrated that more flexible working conditions are in demand by the workforce (Grzegorzczuk et al., 2021). In the post-COVID time, many team members came back to the cubicle globally in modern ways of working. Workstations have become more e-workable (Beño, 2022; Sostero et al., 2023; Urien, 2023). Ebner et al. (2022) highlight that e-work is not used because of the employer. Empirical studies demonstrate both the positive and negative aspects of e-work (Beño, 2021; Mierzejewska et al., 2024), but prior studies often focus on general employee populations or international trends rather than on HR professionals' perceptions in Austrian enterprises. The workforce is a "human actor striving for a self-determined good life within different domains and environments fostering or hindering their endeavour" (Höge, 2019, p. 15). Austria has adopted the Teleworking Act, a legal framework for e-work (Nationalrat, 2024). In Austria, e-working remains widespread (Zucconi et al., 2024) because three out of four enterprises in Austria enable their employees to access the enterprise network remotely (Statistics Austria, 2022).

As pointed out in the previous paragraph, e-work has gained increased significance, and the demographic structure of the workforce is diversified, which affects how and where the workforce wants to work. The shift to WFH/HW has redefined the workplace landscape globally, yet there is some inconsistency in the literature on the e-work mindset of Austrian HR in large companies in an e-work environment, and this results in insufficient explanations and even gaps in our knowledge. While the term "mindset" is often used to describe qualitative sense-making processes, this study quantitatively investigates HR professionals' perceptions of e-work policies, including their judgements about organisational practices and benefits and the disadvantages of e-work. Thus, the unit of analysis is the individual HR professional, representing that individual's

knowledge and opinions about organisational practices, rather than measuring psychological mindsets. The shift to hybrid and e-work has created organisational challenges regarding employee retention, recruitment flexibility and operational efficiency. HR professionals play a strategic role in shaping these policies and balancing organizational costs with employee preferences. However, there is limited empirical evidence on how HR professionals perceive the adoption and impact of e-work policies in large Austrian enterprises.

Although work flexibility has been studied extensively (Anakpo et al., 2023; Hackney et al., 2022), little is known about HR professionals' evaluations of organisational e-work adoption in Austria. This study addresses this gap by examining HR perceptions as indicators of organisational readiness and workforce flexibility.

The objectives of this study are to describe HR professionals' perceptions of the adoption of hybrid and remote work in large Austrian enterprises; to evaluate perceived effectiveness and challenges of return-to-office (RTO) mandates; to assess the perceived role of flexibility in recruitment and retention and to identify the most frequently reported disadvantages of e-work from an HR perspective. We formulated the following research questions to guide our exploratory study:

RQ1: How prevalent is hybrid work adoption in large Austrian enterprises?

RQ2: Do RTO mandates affect the perceived retention of valued employees?

RQ3: How does recruitment flexibility influence the ability to attract candidates?

RQ4: What are the most frequently reported disadvantages of e-work among HR professionals?

Individual differences, such as conscientiousness and extraversion, influence preferences for work and perceived productivity (Dudley et al., 2006; Gavaille and Hazans, 2022). Understanding these factors helps HR anticipate challenges and design policies aligned with workforce needs.

Austrian trends are broadly consistent with EU patterns, which are the expectation that between 12% and 22% of workforce of the EU-27 will be working remotely sometimes or usually in 2030 (EC, 2024). Austrian enterprises, however, show uniquely high legal and infrastructural support (Nationalrat, 2024; Statistics Austria, 2022), making HR perceptions in Austria particularly informative for understanding organisational readiness for e-work. Austria's hybrid and e-work adoption is shaped by its Teleworking Act, employer obligations, and strong IT infrastructure. This combination of legal, cultural, and infrastructural factors makes Austria a unique context for studying HR perceptions. As international studies rarely consider these elements together, country-specific research is needed to understand how HR professionals implement and evaluate hybrid and remote work in large Austrian enterprises.

This paper first briefly reviews the relevant literature. Next, the quantitative method used in this study is explained. The next section presents the findings, followed by the authors' discussion. The last part contains the conclusion.

2. Literature review

Ulrich (1997) thinks of the move away from transactional HR as becoming a "strategic business partner". It appears probable that some work outcomes would differ depending on location in the company or the home premises (Atkin et al., 2023; Beno & Hvorecky, 2021; Burdett et al., 2024; Gibbs et al., 2023; Fernald et al., 2024; Kitagawa et al., 2021). Generally, in organisations exclusively WFH or WFO, these outcomes are less relevant. Business creativity is rarely a function of a lone employee locked in a cubicle; mostly it will arise from a team room: people can be creative in a wide variety of locations. One study demonstrates no increase in Pro-C (professional creativity) during lockdown (Mercier et al., 2021). Gibbs et al. (2024) further explain that the quantity of ideas did not change during the WFH period as compared with WFO, but the quality of ideas suffered. According to Brucks and Levav (2022), their data show that videoconferencing hampers idea generation because it focuses communicators on a screen, which leads to a narrower cognitive focus. On-site work is more conducive to generating creative outcomes (Santos et al., 2022). Remote teams are less likely to integrate the knowledge of their members to produce new, disruptive ideas (Lin et al., 2023). Team members quickly exploit error rate, innovation, collaboration, absenteeism and retention, and good employee relations are seen as important (Ngari & Agusioma, 2013). "Managing good workplace relationship is a key contributing factor to increase job satisfaction and consequently increase performance and productivity" (Abun et al., 2018, p. 75285).

Choudhury et al. (2022) see emerging hybrid work as an option for organising work within firms. The post-pandemic time has led to a transformation of workplace arrangements, which is described as the "new normal" (Vyas, 2022). The shift from full e-work during COVID-19 to a more fitting hybrid model requires an understanding of the consequences for both employer and the workforce. Van Dijke et al.'s (2024) data reveal that RTO policies can lead to an outflow of senior employees. Ding et al. (2024) highlight that firms experience abnormally high employee turnover following RTO mandates. Weritz et al. (2022) further explain that hybrid settings are critical for attracting talent open to digital change. The importance of aligning hybrid work setups with individual preferences is further demonstrated in their study (Weritz et al., 2022). E-work offers a variety of benefits. But this kind of work is not ideal for all people and all organisations. Travel stressors also inhibit the workforce's preference for working in a hybrid model (Sampat et al., 2022). E-work does not suit everyone's needs or personality type. "Leadership must

ensure they are working systematically to remove organizational culture barriers or stigmas toward remote work and remote workers” (Henke et al., 2022, p. 13). Dudley et al. (2006) see conscientiousness as a predictor of workplace performance. The workforce which, in the post-pandemic perspective, is not indifferent to working from home or from the office, attaches a substantial value to the preferred mode of work; conscientiousness and extraversion are important determinants of this value (Gavoille & Hazans, 2022).

In this study, the gap becomes clear. There is a need for more focused research into this topic, especially in the post-pandemic context. This gap in the literature will be addressed by asking four questions, which will lead to the five hypotheses of this study. The first question: how prevalent is hybrid work in large Austrian enterprises? The first hypothesis is that in most enterprises (>50%), employees work in the office a maximum of three days a week and the second one is more than a third of businesses have expanded remote work options in the past year. The second question: do RTO mandates affect the perceived retention of valued employees? The third hypothesis is that in the majority of companies (>50%), the requirement for employees to return to the office did not cause the departure of valuable employees. The third question: how does recruitment flexibility influence the ability to attract candidates? The fourth hypothesis is that most companies do not lose new candidates who require greater flexibility in remote work. And the last question is: what are the most frequently reported disadvantages of remote work among HR professionals? This yields the last hypothesis, which is that the most common disadvantages of remote work are: costs of the office buildings have to be paid and remote work does not suit everyone’s needs or personality type.

3. Methods

In order to respond to these study questions and hypotheses, the authors conducted an online questionnaire via Google Forms. This allows researchers to create and distribute web forms for fast survey and data collection. The authors followed Beno et al.’s (2024) methodology. The unit of analysis is the individual HR professional. Respondents provided perceptions of organisational practices rather than reporting their own work habits.

The study was conducted from 2 May to 30 May 2025. The distribution invitation was done via email to the organisations. After their approval, HR individuals who participated in the survey were contacted via phone for further selection of participants. The distribution of e-questionnaires was done via email to the HR workforce. The e-survey was sent to 250 large organisations across Austria in various sectors chosen from the Trend Ranking database. Thus, large enterprises were defined as organisations with 250+ employees. The final sample consisted of 105 HR respondents (response rate

42%). More males (70.5%) than females (29.5%) participated in the e-questionnaire, which confirms the general uneven gender concentration in the surveyed country (European Institute for Gender Equality, 2024). Generation X dominated with 64.8% of respondents, followed by millennials (27.6%). There was a high ratio of participants (69.5%) with upper and post-secondary education in the study sample.

The online survey included the following key items:

- H1. Office attendance – where office jobs take place now: fully remote, in office 1day, 2 days, 3days, 4days or 5days a week.*
- H2. Expansion of e-work options: the company has (expanded, not changed, reduced) e-work opportunities over the past year.*
- H3. RTO impact: requiring employees to come back to the office has caused valued employees to leave (Agree/Disagree).*
- H4. RH\$. ecruitment flexibility: we have lost quality candidates during the hiring process, those who wanted more remote work flexibility than our organisation offers (Agree/ Disagree).*
- H5. Disadvantages of e-work: we have lost quality candidates during the hiring process, those who wanted more remote work flexibility than our organisation offers (Agree/ Disagree).*

All participants were informed about the purpose of the study during the second stage of selection and were assured that their responses would be confidential. Participation was voluntary. The questions were posed using an online questionnaire, with the object of evaluating the status quo of e-work in Austria from the point of view of HR respondents. Questions were rated on a 2-point Likert-type scale of agree or disagree; a 3-point Likert-type scale reduced, expanded and not changed; one open-ended question in relation to the sector and two closed-ended questions related to the periodicity of office work and key downsides of e-work. A cross-tabulation analysis was used. The results obtained were investigated by means of statistics software. One-sided binomial tests were used for H1–H4, and Cochran's Q test for H5. Confidence intervals (95%) were calculated. All tests were performed at the 5% significance level. Missing data (<2%) were handled via pairwise deletion.

4. Findings

Organisations quickly reorganised their workflows, particularly office workflow. Many of them became amenable to work flexibility solutions. But managers and the workforce disagree profoundly about many key aspects of e-work. All results are reported as HR perceptions of organisational practices.

The first hypothesis in this study is: H1. In most enterprises (>50%), employees work in the office a maximum of three days a week.

The concept of e-work is remodelling how Austrians think about work. According to the data, 61% of employees work in the cubicle for a maximum of three days a week. Further analysis, using a binomial test, shows that the P-value of the binomial test is lower than the chosen significance level of 0.05 (see Table 1). This means that the tested proportion of 61% is statistically significantly higher than 50%. The hypothesis is therefore confirmed. Most employees either work fully remotely or are in the office a maximum of three days a week.

Table 1. **One-sample binomial test summary**

Total N	Test Statistic	p-value
-105	2.147	0.016

Source: own study

H2. More than a third of businesses have expanded remote work options in the past year.

Globally, large organisations are calling for reinstating a five-day work week in the cubicle for its workforce. In this study, 41.9% of Austrian companies have expanded e-working. Whether this share is significantly higher than 33.33% will be determined by a binomial test. The P-value of the binomial test is lower than the chosen significance level of 0.05, as shown in Table 2. The tested proportion of 41.9% is statistically significantly higher than 33.33%. The hypothesis is therefore confirmed. More than a third of companies have expanded remote working options.

Table 2. **One-sample binomial test summary**

Total N	Test Statistic	p-value
-105	1.760	0.019

Source: own study

H3. In the majority of companies (>50%), the requirement for employees to return to the office did not cause the departure of valuable employees.

Many businesses that impose a strict mandate to return to the office might lose their most valuable and difficult-to-replace workers. The frequency data demonstrate that in 57.1% of companies, the requirement for employees to return to the office did not cause valuable employees to leave. Whether this proportion is significantly higher than 50% is determined by a binomial test. The P-value of the binomial test is higher than the chosen significance level of 0.05 (see Table 3), which means that the tested proportion of 57.1% is not statistically significantly higher than 50%. The hypothesis is therefore not confirmed. The proportion of companies in which the requirement for employees to return to the office does not cause the departure of valuable employees is not significantly higher than half.

Table 3. **One-sample binomial test summary**

Total N	Test Statistic	p-value
-105	-1.366	0.086

Source: own study

H4. Most companies do not lose new candidates who require greater flexibility in remote work.

The candidate market has made it clear that it wants flexibility. The frequency evidence demonstrates that 57.1% of companies do not lose new candidates who require greater remote flexibility. Whether this proportion is significantly higher than 50% is determined by a binomial test. The P-value of the binomial test is higher than the chosen significance level of 0.05. This indicates that the tested proportion of 57.1% is not statistically significantly higher than 50%. The hypothesis is therefore not confirmed. The proportion of companies that do not lose new candidates who require greater remote flexibility is not significantly higher than half.

Table 4. **One-sample binomial test summary**

Total N	Test Statistic	p-value
-105	-1.366	0.086

Source: own study

H5. The most common disadvantages of remote work are costs of the office buildings have to be paid and remote work does not suit everyone's needs or personality type.

In cases of flexibility at the workplace, challenges might occur (for employers and employees) in different subject areas. The disadvantage: remote work does not suit everyone's needs or personality type was chosen by almost all respondents (99.05%). Costs of the office buildings have to be paid was also chosen by the majority of respondents (82.86%). Cochran's Q test was implemented to determine whether these disadvantages were mentioned significantly more often than the other disadvantages (see Figure 1).

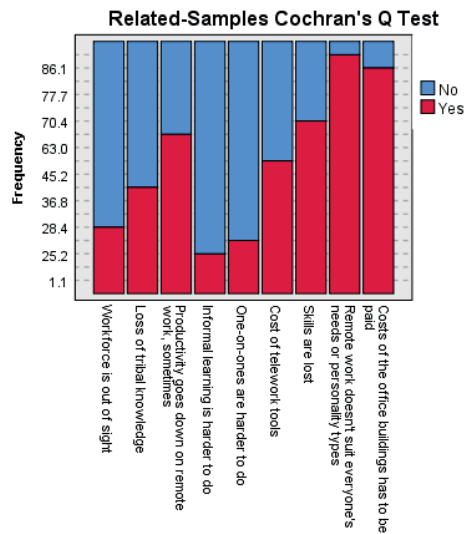


Figure 1. Cochran's Q test

Source: own study

The P-value of Cochran's Q test is lower than the chosen significance level of 0.05, which means that the tested proportions of individual disadvantages are statistically significantly different. Additionally, our analysis tried to find out which pairs of disadvantages are the most dissimilar, and this was done by comparing pairs. All pairs with a p-value lower than the chosen significance level are statistically significantly different. Both disadvantages: costs of the office buildings have to be paid and remote work does not suit everyone's needs or personality type are statistically significantly different from all other disadvantages. The hypothesis is therefore confirmed. Figure 2

shows the results of the Cochran Q test for pair comparisons of dichotomous variables related to remote work/home office.

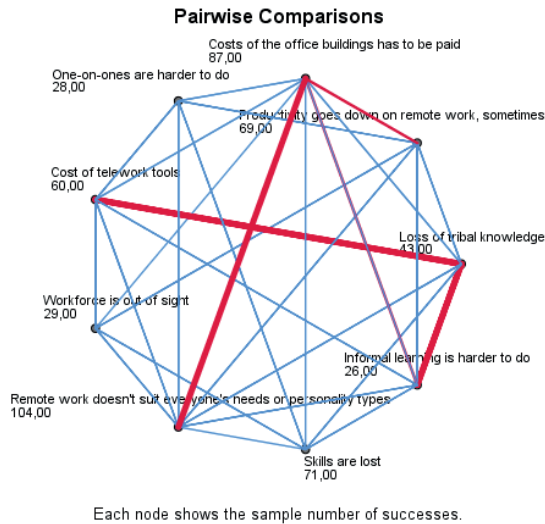


Figure 2. Pair comparisons

Source: own study

Disadvantages that differ from the others most often are connected by red lines, and they are the most dissimilar. The first most similar group that differs from the other disadvantages consists of those tested in hypothesis 5. The second group of most frequently chosen disadvantages that differ from the others consists of productivity goes down on remote work sometimes and cost of telework tools. The least frequently chosen disadvantages are: informal learning is harder to do, one-on-ones are harder to do and Workforce is out of sight.

5. Discussion

This study evaluated HR professionals' perceptions of the adoption of hybrid and remote work in large Austrian enterprises through five hypothesised claims (H1–H5). The findings highlight both organisational trends and perceived challenges, providing a nuanced understanding of how Austrian HR professionals view e-work policies.

Five hypothesised claims were empirically evaluated (H1, H2 and H5 were supported). The study established that in most large companies (>50%), the workforce works in the office a maximum of three days a week. The trend towards e-work is expected to continue. The hybrid work model, a combination of e- and in-office work, is likely to become the norm. In the vein of Sherehiy and Karwowski's (2014) data, organisational flexibility represents a significant change. Similarly, a recent study highlights that workforce flexibility successfully reacts to fluctuations in market demand and manages sustainable benefits (Chang, 2025).

A total of 41.9% of Austrian companies in this study have expanded e-working. This indicates the workforce's agreement with businesses' transformations that rely on personal and professional goals; more precisely, "with workers and employers able to choose whether remote work should feature in the workplace and, if so, to agree (individually and collectively)" (Countouris et al., 2023, p. 9). According to Jiang et al. (2023), a growing number of organisations are arranging more autonomy for employees through flexible work arrangements.

Hybrid work adoption (H1 and H2): HR respondents reported that most employees either work fully remotely or in-office a maximum of three days per week, and 41.9% of organisations have expanded e-work options. These findings align with European data showing that flexible work is increasingly prevalent (Eurostat, 2026), but Austrian enterprises benefit from specific legal frameworks and infrastructural support (Nationalrat, 2024; Statistics Austria, 2022). This confirms that HR professionals recognise the strategic importance of flexible work arrangements for employee satisfaction and retention.

The proportion of companies in this study that required the workforce to return to the office does not cause the departure of valuable talent. And the proportion of surveyed companies that do not lose new candidates who require greater remote flexibility is not significantly higher than half. Overall, this implies that "top-management must know the preference of the labour force" (Armache et al., 2022, p. 183). On the other hand, "Microsoft, SpaceX, and Apple - faced a significant outflow of employees after implementing an RTO mandate, with more senior employees leaving at higher rates" (Van Dijcke et al., 2024, p. 17). This suggests a careful balance is required: enforcing in-office attendance may risk employee dissatisfaction, while excessive flexibility could challenge operational efficiency.

According to the data obtained in this study, costs of the office buildings have to be paid and remote work does not suit everyone's needs or personality type are statistically significantly different from all other disadvantages. The second group of most frequently chosen disadvantages that differ from the others are: productivity goes down on remote work sometimes and cost of telework tools. Overall, Van Dijcke et al.'s (2024, p. 20) findings present data comparable to the findings in this research that RTO "mandates can imply significant human capital costs in terms of output,

productivity, innovation, and competitiveness for the companies that implement them.” But it has been noted recently that e-working has more positive than negative consequences (Beño, 2021). Gupta et al.’s (2022) data indicate that e-work caused large falls in lease revenue, occupancy, lease renewal rates and market rent in the commercial office sector. On the other hand, adapting projects to e-work during the pandemic reduced costs and increased profit margins (Maritan et al., 2023). Gavaille and Hazans (2022) find strong links between personality, productivity and willingness to work from home post-pandemic. Despite the inherent disadvantages of e-work, it is likely to remain a significant and enduring aspect of the modern work landscape.

6. Conclusion

This study investigated HR professionals’ perceptions of the adoption of hybrid and remote work in large Austrian enterprises. Five hypotheses were tested, of which H1, H2 and H5 were supported.

- RQ1. How prevalent is hybrid work adoption in large Austrian enterprises? A common observation among all HR participants was that most employees either work fully remotely or are in the office a maximum of three days a week. More than a third of companies have expanded remote work options. This indicates the positive tendency in hybrid work, combining e- and in-office work. Given such radically different views, it seems natural to allow a free choice.
- RQ2. Do RTO mandates affect the perceived retention of valued employees? Despite all the talk of businesses forcing workers to RTO (Van Dijcke et al., 2024; Ding et al., 2024), the proportion of companies in which the requirement for employees to return to the office does not cause the departure of valuable employees is not significantly higher than half. Employee attrition is a critical issue, but as demonstrated in this study, there is a realisation that the employees are an organisation’s most valuable assets.
- RQ3. How does recruitment flexibility influence the ability to attract candidates? The frequency evidence demonstrates that 57.1% of companies do not lose new candidates who require greater remote flexibility. This means that hybrid work options are seen as an important tool for attracting and retaining top talent.
- RQ4. What are the most frequently reported disadvantages of remote work among HR professionals? The benefits of e-work are becoming clearer. But e-work does not suit everyone and it does come with potential downsides, namely costs of the office buildings have to be paid and remote work does not suit everyone’s needs or personality type are statistically significantly different from all other

disadvantages. The second group of most frequently chosen disadvantages that differ from the others are: productivity goes down on remote work sometimes and cost of telework tools. But these drawbacks are relatively minor and surmountable. The data obtained in this study show that while flexibility is increasingly valued, e-work is not a universal solution.

To sum up, offices, homes, neighbourhoods, cities and villages will change, as will work events and processes. With a greater choice of how and where we want to work, most human beings will increase their personal and business (economic) freedom. Key conclusions:

- Hybrid work is increasingly prevalent in Austrian enterprises, with most employees working in-office a maximum of three days per week and a significant share of organisations expanding e-work options.
- RTO mandates and recruitment flexibility were not perceived as significant factors for attrition or candidate loss, though careful policy design remains important.
- The most critical challenges identified by HR were office costs and suitability of remote work for all employees, with personality and role fit as important considerations.

HR plays a central strategic role in the design of flexible work policies that align employee preferences with organisational goals. Hybrid work can enhance retention and satisfaction if adapted to workforce diversity, personality and productivity considerations. These insights provide guidance for both policy design and international benchmarking, as Austrian practices reflect broader European trends with unique local regulatory support.

Some limitations are associated with this study. The first is the size of the sample. Furthermore, the survey, being in the respondents' mother tongue, namely German, should not restrict the obtaining of valuable data, but there could be limitations as a result of the translations. Another limitation is the region of the study, namely Austria. Corporate organisational culture differs from country to country and nation to nation. Conducting surveys in different countries may provide more generalisable results.

Despite these limitations, this paper presents crucial findings in relation to the questions at issue. These can be examined by further research. Future research could broaden the analytical lens to include a comparative study across national borders. Our findings suggest ambivalence in organisational attitudes towards RTO, employee attrition and the role of flexibility in attracting talent. A combination of quantitative and qualitative methods could explore these phenomena. It would also be beneficial to investigate the impact of hybrid work on different demographic groups, including older workers, caregivers and individuals with disabilities, so as to determine whether current models promote or hinder inclusivity. Lastly, future research may

examine the financial implications of maintaining a hybrid work infrastructure. Note, lastly, that our findings can be of practical advantage to businesses when continuing in e-work models. It contributes to knowledge on post-pandemic work transformations. Hybrid work has taken root in Austrian organisational culture, but its implementation remains complex and contested. The findings presented here serve as a foundation for both scholarly inquiry and strategic policymaking in the evolving world of work.

Overall, this study confirms that hybrid work is a permanent and complex feature of Austrian organisational culture. HR professionals' perceptions serve as a critical lens for understanding how flexible work can be effectively implemented, balancing operational efficiency, employee satisfaction, and strategic objectives.

Authors' contribution

M.B.: article conception, theoretical content of the article, research methods applied, conducting the research, data collection, analysis and interpretation of results, draft manuscript preparation. **D.C.:** data collection, analysis and interpretation of results **R.H.G.:** analysis and interpretation of results, draft manuscript preparation. **Ch-Y. Y.:** draft manuscript preparation.

Declaration of Generative AI and AI-assisted technologies in the writing process

During the preparation of this work the authors did not use Generative AI and AI-assisted technologies in the writing process

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