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Kaunas University of Technology

School of Economics and Business

Influence of International Business Trips on Travelers' Work-Life Balance

Master's Final Degree Project

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Declaration of Academic Integrity

I confirm that the final project of mine, Tahir Gurbanov, on the topic „Influence of International Business Trips on Travelers' Work-Life Balance" is written completely by myself; all the provided data and research results are correct and have been obtained honestly. None of the parts of this thesis have been plagiarised from any printed, Internet-based or otherwise recorded sources. All direct and indirect quotations from external resources are indicated in the list of references. No monetary funds (unless required by Law) have been paid to anyone for any contribution to this project.

I fully and completely understand that any discovery of any manifestations/case/facts of dishonesty inevitably results in me incurring a penalty according to the procedure(s) effective at Kaunas University of Technology.

_____   _____
(name and surname filled in by hand)   (signature)

Summary

The business trip is a type of trip where an employee is travelling internationally or locally for work purposes which has a growing importance nowadays, however, the international business travel can face some obstacles between work and life.
Aim:
The aim of the thesis is to reveal business trips impact on work-life balance of international business travelers.
Objectives:
- Theoretically explore business trips' influence on travelers' work-life balance and provide theoretical solutions
- To present theoretical model of business trips' influence on travelers' work-life balance
- Empirically explore of business trips' influence on travelers' work-life balance.

Methods used:
The primary data were used for the investigation where the survey technique was used to get data. Therefore, quantitative analysis was conducted, and 176 people who were involved in the business trips are the sample space of the study. The research was conducted during COVID-19; thus, adjusted model was formulated. Also, the survey questions have two parts which were related before and during Covid-19.

The work-life balance as an equilibrium of career and self-care development, the ratio of interrelated indicators of work and life activity or process, and the correct ratio between any work and life, thus, employees establish and carry emotions, feelings, behaviours, attitudes from work to family, and vice versa. Work-life balance could have work, non-work, and stress-related outcomes. Theoretical model was presented with business trip features, such as frequency, duration, challenges, and expenses which have an influence on the work-life balance which led outcomes.

The results revealed that business trips which have longer time spent during one trip and during all last year has a direct negative impact on work-life balance in all cases analysing 2019. Duration, time per year, and position level of the trips have significant impact to all questions, however, the frequency of trips also correlates with all except some parts of work-life balance.

Because of COVID-19 83 percentage of the business trips cancelled, and 11 percentage of the business trips reduced. Concluding, it could be said that the business trips have negative impact on the work-life balance which lead misbalance, however, during COVID-19, the work-life balance become more balanced than before.

Santrauka

Verslo kelionė yra kelionių rūšis, kai darbuotojas keliauja į užsienį darbo tikslais. Jų svraba šiandieniniame pasaulyje yra vis didesnė, tačiau tarptautiniai verslo keliautojai gali susidurti su tam tikromis kliūtimis derinant darbo ir asmeninio gyvenimo pusiausvyrą.

Darbo tikslas - atskleisti verslo kelionių įtaką tarptautinių verslo keliautojų darbo ir asmeninio gyvenimo pusiausvyrai.

Uždaviniai:
• Teoriškai ištirti verslo kelionių įtaką keliautojų darbo ir asmeninio gyvenimo pusiausvyrai ir pateikti teorinius sprendimus.
• Pateikti verslo kelionių įtakos verslo keliautojams profesinio ir asmeninio gyvenimo pusiausvyrai teorinį modelį.
• Empiriškai ištirti verslo kelionių įtaką keliautojų darbo ir asmeninio gyvenimo pusiausvyrai.

Taikomi metodai:

Tikslu pasiekti buvo atlikta internetinė kiekybinė apklausa. 176 tarptautinia iverslo keliautojai darbo reikalais keliavę į užsienį 2019 m. dalyvavo apklausoje. Tyrimas buvo atliktas COVID-19 metu, todėl buvo atlikta verslo kelionių įtaka verslo keliautojų darbo ir asmeninio gyvenimo pusiausvyrai 2019 m. ir COVID-19 pandemijos metu.

Darbo ir asmeninio gyvenimo pusiausvyra suprantama kaip karjeros ir rūpinimosi savimi pusiausvyra, tarpusavyje susijusių darbo ir gyvenimo aktyvumo ar proceso rodiklių teisingas santykis. Darbuotojai nustato ir neša emocijas, jausmus, elgesį, požiūrį iš darbo į šeimą ir atvirkščiai. Darbo ir asmeninio gyvenimo pusiausvyra gali turėti pasekmių, susijusių su darbu, ne darbu ir su stresu. Buvo sudarytas teorinis modelis, kuriae išskirti verslo kelionių pusiausvyrai darančius veiksnius, tokius, kaip kelionių dažnumas, trukmė, iššūkiai ir išlaidos.

Rezultatai atskleidė, kad verslo kelionės, kurių metu praleido daugiau laiko vienos kelionės metu pernai padarė tiesioginį neigiamą poveikį darbo ir asmeninio gyvenimo pusiausvyrai, visais atvejais analizuojant 2019 m. metų situaciją. Kelionių trukmė ir dažnis ir taip pat turėjo neigiamos įtakos pusiaurvyrai. Be to, nustatyta, kad verslo keliatojų darbo ir asmeninio gyvenimo pusiasvyra priklauso nuo lyties, pareigų ir šeimyninio stauso bei vaikų skaičiaus.

Respondentai nurodė, kad dėl COVID-19 83 procentai verslo kelionių buvo atšauktos, o 11 procentų verslo kelionių sumažėjo. Apibendrinant galima teigti, kad komandiruotės daro neigiamą poveikį darbo ir asmeninio gyvenimo pusiausvyrai, o tai lemia pusiausvyros sutrikimą, tačiau COVID-19 metu verslo keliautojų darbo ir asmeninio gyvenimo pusiausvyra tapo labiau subalansuota nei anksčiau.

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Introduction

International Business is a well-recognized investigation field which regionalization has recently gained a fundamental fame where traveling for business trips are becoming one of the main resources of companies for internationalization. The business trip is a type of trip where an employee is travelling internationally or locally, and it undertakes for work purposes of a company or an individual (Ramsey, 2011). Nowadays, the globalization is increasing day by day, thus, the small and medium sized companies are driven to establish their businesses in foreign markets for growing and expanding operations. More revenue, investment opportunities, or reducing costs and recruiting new talent which means there exists increased demand for highly skilled employees who are able to perform effectively for the companies in a globalized world. Those issues can be specific reasons for expanding businesses internationally, therefore, international travel is a heart of the international business for obtaining those opportunities. International business travelers are one of a type of IHR *(International Human Resource)* and their work precise relates to business trips. Therefore, we could see growing importance and status of this phenomena and for travelers, therefore, this phenomenon is not depending on only the salary.

Nowadays, because of the agreements among countries *(for instance, NAFTA, EU)* and highly developed transportation connections around the world have led to dramatically increased international business, however, the international business traveler can face some obstacles between family and personal life and work. Balancing life and job are a main challenge for international business travelers and the number of international business travelers breeds continuously, thus, Brookfield (2015) noted that "the demand for international business travelers grows continuously 32% of companies reported using this type of assignments in 2015 compared to 25% in 2012". According to Iris Fischlmayr and Kollinger-Santer Iris (2014), there are fewer studies in focusing on work-life balance challenges, while the importance of international business travelers is increasing.

Additionally, Wilson and Harry (2006) explained the true meaning of the international business trips, thus, it is not just a physical travel. Thus, it involves spiritual elements, psychological and physical benefits, self-development, and life-change. Tinuke (2014) who wrote "An Exploration of the Effects of Work Life Balance on Productivity" showed the concept of work-life balance as involving giving equal amounts of time to paid work and non-work roles. Greenhaus et al. (2003) developed a three-component balance theory, which consists of the following constructs, such as a balance of time spent on work and family life, a balance of psychological involvement in each of the roles, and a balance of satisfaction from work and family life.

Therefore, the author conducts research about the work-life concept and impact of the international business trips on this balance. Consequently, the research question of the paper is what the factors of the business trips are influencing the balance between the work and life for international business travelers.

Aim:

The aim of the thesis is to reveal business trips impact on work-life balance of international business travelers.

Objectives:

1. Theoretically explore business trips' influence on travelers' work-life balance and provide theoretical solutions

2. To present theoretical model of business trips' influence on travelers' work-life balance

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Methods used:

The primary data were used for the investigation where the survey technique was used to get data. Therefore, quantitative analysis was conducted, and 176 people who were involved in the business trips are the sample space of the study. The research was conducted during COVID-19; thus, adjusted model was formulated. Also, the survey questions have two parts which were related before and during Covid-19.

1. Problem Analysis of International Business Trips Influence on Travellers Work-Life Balance

Especially in the last decade, the world observed the dramatic growing phenomena of the business trips. Currently, the globalization directly influenced to the markets, which means the countries among one another making agreements for international trading their resources, therefore, the open markets are catchy and essential for the companies and investors, for growing and expanding operations. Welch (2009) claimed that international business trips involve international visits to foreign markets, and it is an essential component of the work. According to Carol (2009), the international business trip is essential, because a face-to-face communication is a fundamental issue and plays a pivotal and crucial role in business deals *(communication and negotiation),* selling and buying products and services, and establish corporation for short- and long-term relationships with clients or new business partners. It is obvious that in some stages of growth and development, the business itself and expansion cannot be augmented without international business travelling.

According to the statistics of the World Bank (2018), there is a huge increase in the number of the international business travelers across the word, furthermore, approximately, every kind of movement has increased. The data is the observation between the years of 1995 and 2017, thus, if take look in the 21st century, it is obvious that there is only one strict fall in business trips. It had happened in around 2009, and there is a reason behind it. The economic crisis which is started in the USA had influenced the world in 2008, and the dramatic fall of business trips in 2009 is the bad side effect of that economic crisis. However, after 2009, again the number of business trips is increased, and it is increasing day by day. In addition, the data of the Business Tourism Spending of the World Bank shows that there is extremely huge investment in the business trips of the countries. The data shows the growth of the real and nominal prices of 117 countries from 1995 till 2028. There is past and forecast investment of countries, however, there is huge limitations of some countries' data. The average rate of the business trips changes across countries between with the rate at 31.29 % and -4.17 % annually. Approximately all countries that are developed or developing has positive annual average in business trips growth.

Moreover, the personal meetings are an integral part of any business. Accordingly, they are held to establish relationships with customers, make new business contacts or meet with colleagues from other countries. In this regard, the main purpose of business trips is clear - to strengthen relations conducive to the growth and development of the company. 46% of professionals around the world believe that the main thing on a business trip is to hold successful meetings that will contribute to business development. However, this is not the only goal that employees pursue (Bendurian, 2017).

Attitude to business trips and their importance has changed over the years. Traditionally, business trips were considered exclusively from a functional point of view: they were necessary in order to personally meet with customers and solve a business problem, for example, sign a contract or conclude a deal. However, over time, the focus shifted towards the interests of the employee. Business trips help specialists develop professional skills and gain valuable experience, thus, 36% of workers around the world seek new knowledge during a business trip; 37% are looking for inspiration that they can apply in the workplace; 30% hope to learn a new culture and understand how it affects business (Bendurian, 2017). Thus, the purpose of modern business trips is to develop not only the business, but also the employees themselves. Despite the fact that the main purpose of business trips is not to get acquainted with new directions, 60% of professionals around the world agreed that immersion in an unfamiliar culture makes their work more interesting. Business trips increase job satisfaction and help gain valuable experience. In addition, thanks to business trips, employees are better able to cope with their duties.

More than half of workers around the world (51%) admitted that by extending their business trips for personal purposes, they then better show themselves at work meetings

Furthermore, Bohns (2017) who is one of the writers of the Journal of Experimental Social Psychology in Harvard Business Review explained that people tend to overestimate the power of their persuasiveness via text-based communication, and underestimate the power of their persuasiveness via face-to-face communication, and the comparison showed that face-to-face communication is stronger more than 30 times than communication via email or online. In addition, the data that is related to the growing phenomena of the international business trips from the reliable sources is given, thus, according to the Forbes, 20 percent of the increase of the number of business trips is increased from 2017 to 2018 in big companies (Jet, 2018). This change is expected in other companies in the future too. Moreover, the GBTA *(Global Business Travel Association)* shows that $1.2 trillion last year was spent by the business trips, and it is expected to reach $1.6 trillion in 2020 (Clarke, 2016). The main countries who are spending huge amount of money China, US, UK, Germany, Japan, etc. According to the Oxford Economics (2005), the companies has $12.50 in incremental revenue for every dollar invested in business trips.

Besides, Demel and Mayrhofer (2010) who wrote "Frequent business travelers across Europe: Career aspirations and implications" claimed that international business travelers have some advantages of going to the business trips as an individual. The business trips have positive correlation with traveler in terms of professional career, personal development, new place, opportunities, etc.

Additionally, Demel and Mayrhofer (2010) stated that the salary, bonus, expenses are compensated by the company or generally by sender, however, money and personal career issues are not enough as a motivation for the international business travelers. Therefore, according to the previously conducted researches, the work-life balance of the international business travelers should be taken into consideration by senders very effectively and attentively. Dhas (2015) claimed that the work-life balance is a kind of metaphor, however, the real meaning of this metaphor is an equal distribution of weigh or amount of energy, time, motivation, and other issues related to personal and family life of the travelers. Also, the psychological side of this term is especially important for the traveler, because the stability and performance of the body depend on the balance of work-life of the international business travelers. Therefore, both physical and mental balance of the work and life of traveller are incredibly significant issues. The importance of work-life balance has both an objective and subjective meaning and measurement.

To draw a clear line between work and personal life is becoming increasingly difficult. More than 90% of employees do not stop working even on a vacation day, because they have limited time in a new place, so they have physical tiredness during travelling. International business trips have a definition of exploration new place for old business (Thomas, 2015). It means that you want to go beyond of borders for exploring new market for expanding own business, and for achieving success, the international business trips are needed. Furthermore, nowadays the international business trips become global and gained both economic and social importance.

Additionally, Wheatley (2011) explored the barriers to the successful adoption of work-life balance policy in his investigation. Especially, the flexible working during the day, and conflicts with travel-to-work arrangements, including small issues, such as car parking. The main purpose of the study was related to travelling and work life balance, in addition, the author, especially claimed some obstacles on

work-life balance with dual career households. Therefore, the employees attempt to manage conflicts between household responsibilities, patterns of worktime, and travel-to-work. Some workers acting in a deeply passionate way to work or life more than required, which creates a potential source of conflict of the work-life balance.

In addition, Whetley (2011) explained the work-life balance is a combination of work and household responsibilities successfully, where "work" in this framework can be considered as paid or unpaid employment, and "life" which refers to non-work, encompassed of leisure time spent on family and interested activities. The problem of work-life occurs due to the instance of work- and life-related time, because while the employee is travelling, the situation can be seen unexpectedly bad. However, time may well be changing and dynamic depending on employee need or employer demands. So, it should be very strong and stable relationship, and separation time for work-life balance. In 2000, the Wok-life balance Campaign (BERR, 2009) which is launched in the UK established lots of policies that were designed and implemented with the aim of achieving the successful and better balance between work and employees' lives. The campaign launched, because of high difficulties related to increasing demands for mobility and flexibility. Also, high competition among employees can lead to focus on their career more, thus, they can have a fair to lose their current job position.

Work-life balance is a stability of the mind and body which is an equal distribution of energy and time between work and life issues. (Dhas, 2015). According to the author, long working hours and highly stressful jobs not only hamper employees' ability to harmonize work and life, however, it is also accompanied by risks of health, increased smoking and alcohol consumption, depression, weight gain, etc. Consequently, the balance of work-life becomes a physical and mental problem for the business travelers, because care of family/child, changing domestic work to new and different work conditions, responsibilities in new market, etc. are very hard and grim processes of employee's life.

Correspondingly, Duxbury and Higgins (2007) who wrote "Work-life Balance in the New Millennium: Where Are We? Where Do We Need to Go?" specified that before for woman it was difficult to take responsibilities for business trips, because of high care of family and child, however, the work-life conflict reported by men is increasing very dramatically as well. According to them, 1 in 4 of people from their sample space which was taken by Canadian people reported that their work responsibilities interfere with their ability to fulfil their responsibilities at home. The workers, especially young employees who are involved in the business trips while working in long hours faced the increasing pressure of globalization that is the beginning to demand changes which will lead the high pressures on the work-life balance of them.

Furthermore, in figure 1, the blue colour means the increase of concerns of international business travellers, while red one means decrease of concerns after some improvements. In addition, grey one is no change in international business travellers regarding to the business trips. The data of report was obtained from 254 travel managers and conducted to focus groups to better understand and explore the business travellers' needs and wants. Therefore, the study was conducted for showing the changes of concerns, especially among young and elder travellers.

Business Travelers' Concerns

	Work-life balance concerns	Combine business and leisure	Environment	Take family member	Time in lue	Share accomodation with colleagues
Disagree	23%	11%	22%	16%	34%	27%
Sometimes	28%	43%	44%	49%	40%	49%
Agree	48%	42%	29%	28%	23%	18%
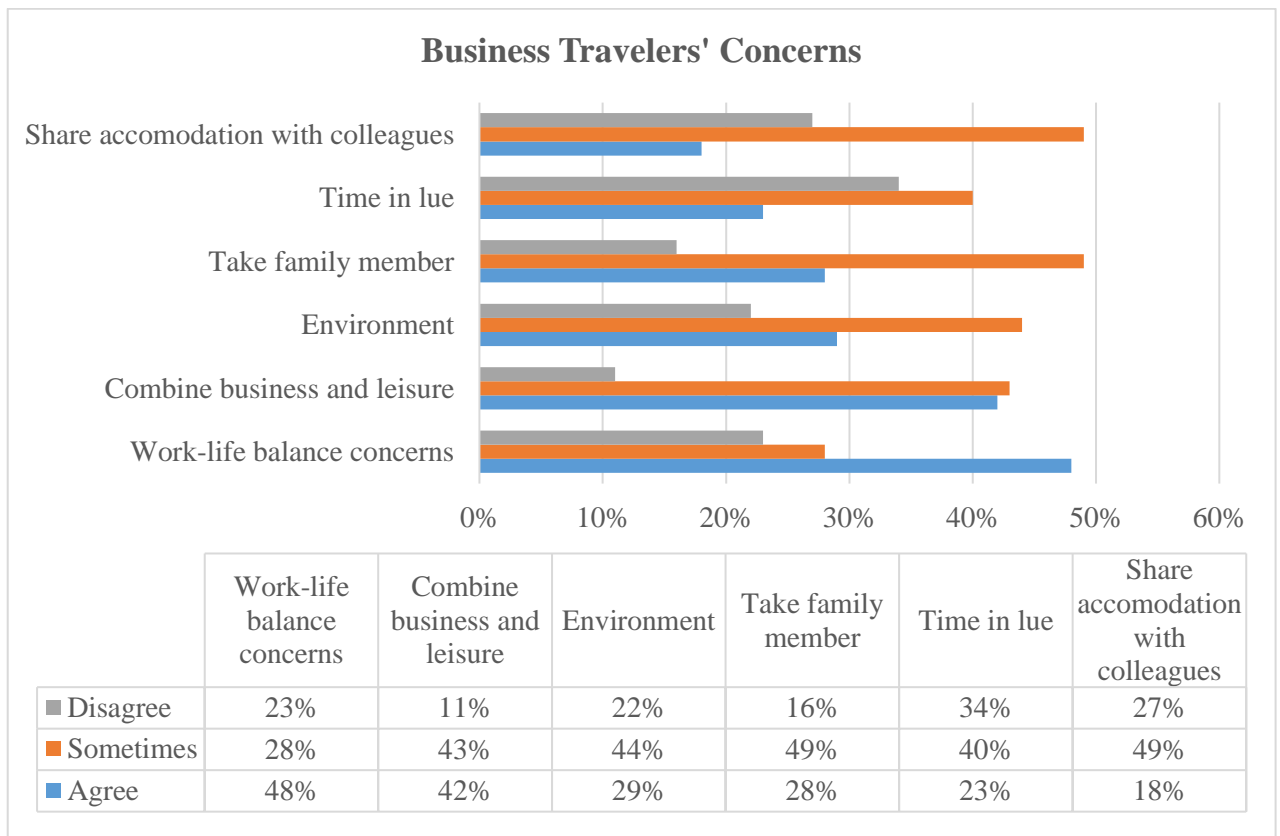
Fig. 1. Business travellers concerns (Sheivachman, 2016).

Young travellers versus rest of the business travellers regarding to concerns

- Work-life balance concerns
- Combine business nad leisure
- Personal safety fears
- Take family members
- Environment
- Time in lieu
- Share accomodation woth colleagues

Travelers who aged 20-30: 70%, 69%, 54%, 46%, 39%, 23%, 23%

All travelers: 48%, 42%, 65%, 28%, 29%, 23%, 18%
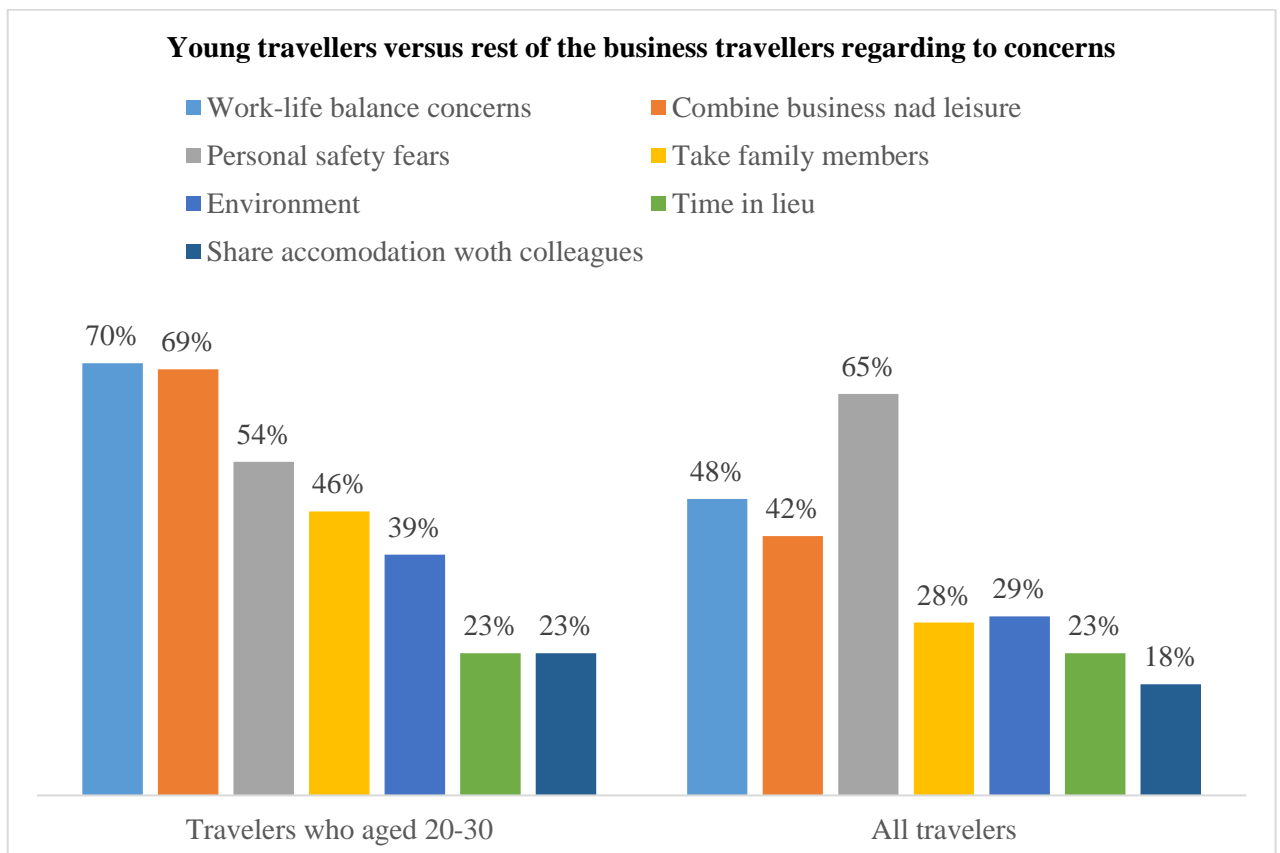
Fig. 2. Young travellers versus rest of the business travellers regarding to concerns (Sheivachman, 2016).

According to figure 1 which retrieved from the Association of Corporate Travel Executives (ACTE) and American Express Global Business Travel, showed the business travelers have some concerns related to work-life balance, the combination business and leisure, unfamiliar environment, or colleagues, take family member, etc. As it is obvious from figure, the concerns related to work-life balance and combine business and leisure increased 48% and 42% percentage respectively which is higher than others obviously. It means the high concerns came from work-life balance of the international business trips. Figure 2 showed the comparison of the concerns related to the business trips among young and other travelers. As it is obvious, the young people's concerns related to combine of business and leisure and work-life balance higher that the rest of the business travelers.Approximately 70% for both issues were shown related to concerns while the rest of travelers 45%. Also, the statistics showed that the travelers between ages 20-30 have high interest of travelling, because younger people are tend to become a good professional in their career, and in the 21st century, because of the globalization, 1 of 3 young people took the business trips for their career. However, from figure 1 and 2, it is obvious that the problems regarding to the work-life balance is increasing because of the business trips.

In the modern world, the image of a successful person is characterized by the presence of good work that promotes material wealth and professional development, addition, a reliable family that shows stability and responsibility, as well as the ability to engage in hobbies and lead a healthy lifestyle. The development of information technology has accelerated the pace of life. Also, the modern people need to have time to competently combine work and personal life in conditions of limited time. The stress state constantly accompanies a modern person, therefore the problem of maintaining and maintaining a balance between work and personal life is currently very relevant. The problem of maintaining and maintaining a balance between work and personal life had begun to be studied since the late 1970s, and currently, this problem remains relevant, and studies are aimed at representatives of both sexes. Various aspects of the balance between work and personal life are studied, interesting theories and concepts are put forward (Gromova, 2018).

At present, the leaders of organizations realize that it is thanks to the people who work in the company that they can achieve their goals, and attach particular importance to determining the motives of employees in the professional sphere and their implementation, the formation and development of a competent and comfortable organizational culture, assessing employee loyalty to the organization, and taking into account the importance of their personal time and interests.

Sometimes, a company has to face the fact that the employee refuses to go on a business trip, because the trips can lead an unbalance of the work-life of employees. By law, with rare exceptions, employees do not have the right to refuse business trips, but, as a rule, the leadership tries to figure out the reasons and does not punish for it, however, in any case, it will draw conclusions that are unlikely to contribute to the rapid career of this person. That is why the majority of employees, regardless of their desires and preferences, collect a "disturbing suitcase" and hit the road. Nevertheless, pregnant women, mothers or guardians raising children under three years of age, employees with disabled children, those caring for sick family members, as well as underage workers fall into the category of "travel abroad". Disabled workers, students combining work and study, and women with children under 14 years of age can go on business trips, but they also have a legitimate right to refuse this "pleasure" (Labor Law of EU, 2020)

However, it is a fact that the problem regarding international business trips to work-life balance is increasing for other employees as well. A compelled business trip, although it allows you to disconnect from sluggish working and everyday problems, often becomes a catalyst for turmoil in interpersonal

relations. A rare person can easily and quickly rebuild in order to fulfil his functions as efficiently as possible in a new team or, especially, in an already existing team. Usually, even on a long business trip, an employee has very little time to adapt. At the beginning of the second week of work, it becomes clear whether a person can quickly adapt to new conditions. Therefore, the managers mainly for better condition give preference to a less qualified, but more mobile and ambitious person. The fundamental reason behind that is their obstacles from work-life balance is faced less than others. According to the analysis of resumes on employment portals, the number of employees who are ready to go on business trips is almost five times the number of vacancies in which this is a mandatory requirement. However, no more than 6-8% of applicants who initially declare their willingness to periodically leave their native land agree to stay on business trips of at least 40% of their working time or more than three or four consecutive months in another city (Kadrov, 2018).

Furthermore, the specialists are less willing to sacrifice their personal lives for work, therefore, this global trend has long taken over Europe and is gradually moving even to the United States, which for many years remained the bulwark of workaholism. According to the International Association of Top Managers Search Advisers (AESC), 85% of highly paid managers said they were ready to give up promotion if it negatively affected their personal lives. Well, our compatriots have traditionally not been highly mobile. According to our data, 55-60% of male candidates are ready to refuse higher paid work if it involves long business trips, and among women this figure is even higher - about 75-80%.

2. Theoretical Solutions of International Business Trips Influence on Travelers' Work-Life Balance

2.1. The Actuality of International Business Trips

2.1.1. The Meaning of the International Business Trips

For finding the exact definition and the real reason for international business trips, the previous investigations were analyzed by author, thus, the author found some key terms that were given above from scientific researchers which previously done by different authors. The fundamental purpose of this part is to define them, because "the key terms are the variables of our equation that we want to conduct research", thus, it means for finding results, solutions, and recommendations, the author should define the problem analysis with the help of different articles. Scientific literature analysis is done using the website of "google scholar" and databases provided by KTU access and ADA library, because they are more reliable and there are a considerable high number of articles in those sources. For narrowing the research, the author conducted analysis in what were the fundamental factors for determining work-life balance, then, what were the impacts to the international business travelers on work-life balance following parts.

According to another finding by Theobald (2014), the classification of travelers is given below in Figure 3. As it is obvious from figure 3, there are two type travelers who has included in tourism statistics and has not included. The travelers who is illegally living in the country, who came by third party's force, transit or daily routine passengers, diplomats, etc. are given as "other travelers". Furthermore, the visitors divided as tourist and same day visitors where both of them are divided as residents and non-residents. The reasons of travelling divided into three parts, such as leisure, business, and other. Subsequently, the author for this study chose both overnight and same-day visitors who came for business/professionals. It is obvious that the importance of the international business travelers is increasing day by day, however, their work-life balance also an essential part of this framework, because the international business trips have a huge influence on the work-life balance of the travelers.

According to Makela et. al. (2014), the conflicts between work and life is increasing significantly, especially for the international business travelers. A business trip is a trip of an employee by order of the head of an enterprise, association, institution, organization for a certain period of time to another locality to carry out an official assignment outside his place of permanent work. That is, a business trip means an employee's trip on the instructions of the employer for a certain period of time to fulfil a business order outside the place of permanent work.

According to the World Travel and Tourism Council (2016), the following conditions follow from the definition above, under which a trip can be considered a business trip: the employee of the enterprise is sent on a trip. That is, an individual must be in an employment relationship and work under an employment contract or the employee's trip should take place in another locality, and not at the place of permanent work or the trip is carried out by order of the head of the enterprise for fulfillment of official assignment or the order is carried out outside the place of permanent work of the employee or the trip is limited to a certain period or the employee does not perform his or her work on the way and his or her work is not traveling.

Travellers

Visitors

Other Travelers

Non-Residents — Residents

Overnight — More than night

Leisure

Business/ Professional

Other

Migrants

Commuters

Nomads

Transit Passengers

Refugees

Memeber of armed forces

Diplomats

Daily routine trips
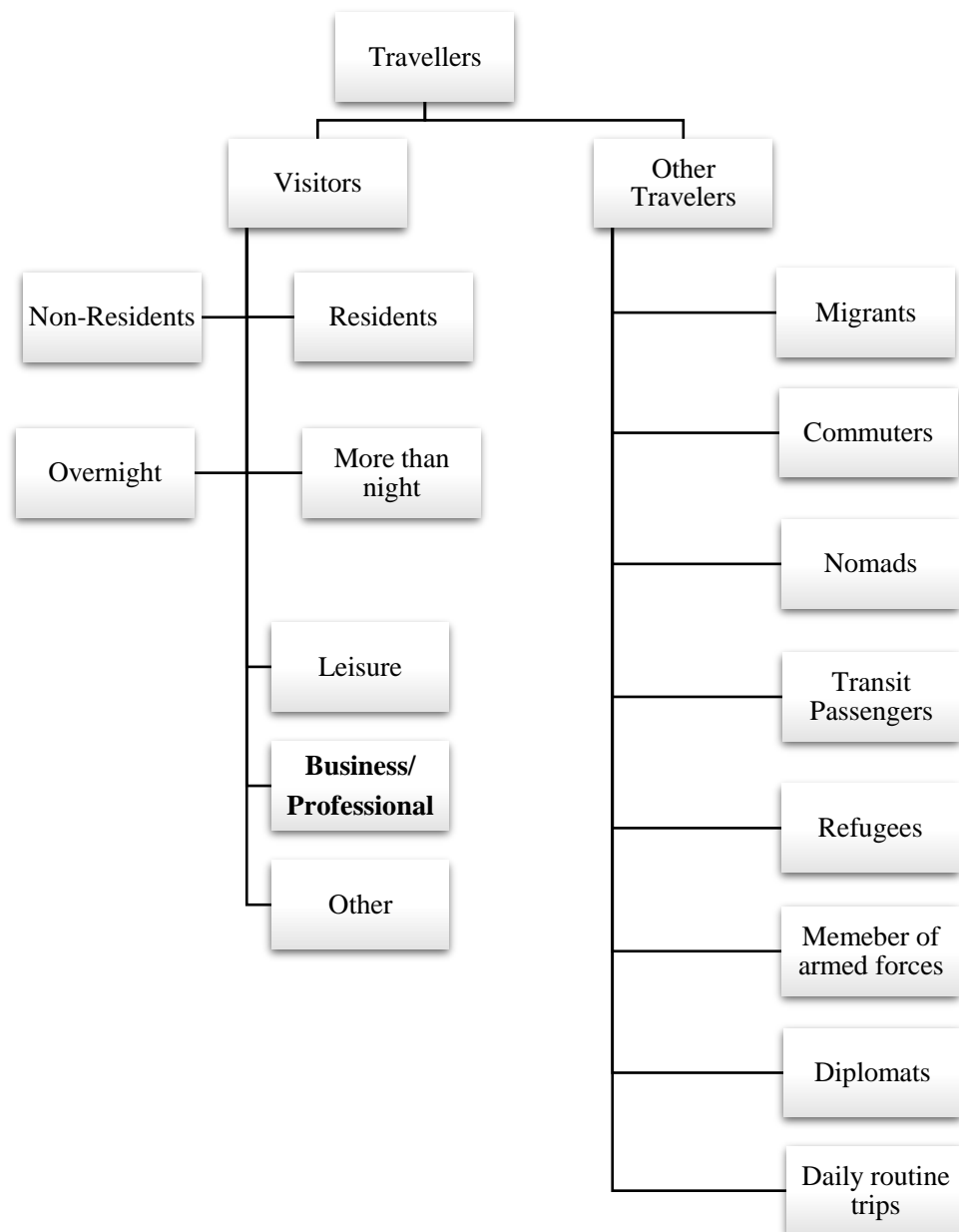
Fig. 3. The classification of travellers (Theobald, 2014)

Again, for finding the exact definition of international business travelers, the author makes investigations from previous researchers. Consequently, the international business travelers are the person who is involved into business trips. The fundamental source of the business trips is a human resource who is causally related to the job, purpose, and etc., and this resource has huge demand for the companies. After higher level of professionality, the worker should obtain huge profit for moving abroad, and if there is a family of this person, it will be more difficult. According to Ramsey (2012), the international business traveler looks like the economic development process where it is difficult to use the market in the mature level, thus, the best time to make an investment or establish business in one country where the country in the developing stage, not in the mature stage.

Therefore, if compare the worker whose has huge motivation to learn, make investment, use its resources with low cost with the worker who is mature level of professionality, it is difficult to use more professional one, however, a professional worker is better for achieving the success. Hence, there is a positive correlation between business trips and selected person for travelling, as it is obvious the success

of the trips depends on the resources of the company where the most important one is the traveler.

According to Jonathan and Budd (2013), the international business travel contains the trans-border movement of hundreds of millions of people each year, thus, this miracle that both energies and is driven by processes of continued globalization/innovation which is the escalation of an international world economy. Besides, Baverstock and Budd (2013) claimed "IBTs are the persons for whom a part or generally a major part of their role involves international visits to foreign markets, units, projects, etc., such as business travel is an essential component of their work, even for some travellers have progressed to the point of being almost a career in itself".

Moreover, other two researchers, such as Wilson and Harry (2006) explained the true meaning of the international business trips, thus, it is not just a physical travel, however, it involves spiritual elements, psychological and physical benefits, self-development, and life-change. It is one of the best descriptions of the international business travelers, because as discussed in part 1, the business trips give not only salary, however, it gives self-development and other benefits too. Hence, spiritual elements, altruism, psychological changes are also important, since before, during, and after the travel, the traveler feels some changes which is not directly related to physics of person. In additional, as the authors mentioned, the international business trips modify both work and life for participants.

Subsequently, another interesting finding by Bengtsson, et. al. (2009) showed that the international business trips have positive and strong relation with creating a brand in both home and host countries. The hypothesis of the work was that there is a positive relationship with brand management and international business travelers. The study examined, and the hypothesis was accepted. It means for big companies for establishing or empowering their brand name in abroad, they should use the international business travelers more and continuously. To conclude, according to the research, the international business travelers have lost of definitions, and one of them is that they are the developer of the brand management of the companies. Baverstock (2013) also claimed that international business trip is one of the important parts of the whole international business process of the company. Additionally, it becomes a significant part of the supply chain process as a human resource.

2.1.2. The Duration and Frequency of the International Business Trips

The business trips are increasing day by day, and it takes a huge part of short-term travels globally. Additionally, it should be short term, because if worker stays for long term in another country, he or she will become expatriate, not international business traveler (Welch, 2006). According to the Eurostat (2018), approximately 70 percent of the trips between 1-3 days are business and professional trips. The data was gathered among EU countries.

According to Global Benchmark Survey: Business Travel Satisfaction (2017), the business trips frequency can be given in 3 subsections, such as 1-5; 6-10; and more than 10 times. Furthermore, the trips which is occur 1-5 times a year is most famous one, because the most of the travelers going oversea no more than 5 times. Between 6-10 per year, the traveler has the responsibility in the host country, or the two parties want to corporate, thus, the traveler is one of the keys, or etc. Finally, the less portion of this phenomena goes to more than 10 times where only because of specific purposes and cases, it is happening in the last years. In theory, the travel schedule looks pretty tolerable, 2 weeks at home, 2 weeks away, however, in life, everything is different.

Consequently, during the travel, most of the time, the schedule is changing, and also the traveler wants

to discover the unfamiliar places. Even, sometimes during the weekend, the travelers are working, accordingly, the salaries for work on weekends and holidays are calculated at a double rate, and for this, days off are calculated.

For more specific information, the definitions are given below:

- ✓ International Business Traveler: An employee who travels for business purposes abroad for short term, as overnights, few days or week.

- ✓ Expatriates: A person who live and work abroad from origin country for long term.

- ✓ Commuters: an employee who retains a permanent residence permit in their home country, however, works unaccompanied by family members on a semi-permanent to permanent basis in another country.

2.1.3. The Challenges and the Expenses of the International Business Trips

Challenges: There are some obstacles that create challenges for the international business travelers, such as language and culture difference. Ramsey et al. (2011) worked on cultural issues which have an impact on work life balance of international business travelers. They claimed that "if the person anticipates demands beyond his or her abilities, psychological stress occurs for sure". The authors' results demonstrate that the cultural differences will establish culture shock which means stress for international business travelers. Then, this stress makes the travelers destroy the work-life balance, therefore, the scientific explanation for this issue comes from the standing of CD (*culture differences*) which has higher IS (*individual strain*) for travelers in unfamiliar environment. The person's normative differences are vital regarding the reduction of travel stress caused.

Moreover, Mancini-Cross et al. (2009) claimed that the language is one of the barriers for international business travelers which impact their work-life balance. The authors conduct analysis in Italy where the international business travelers have lack of Italian language experience, thus, while living in Italy, IBTs cannot live ordinary lives, because they have language barriers. The authors found that lots of problems related to shopping, education, social, health problems occurred, because some travelers did not know the language. Mancini-Cross et al. (2009) claimed "language is perceived as a barrier in study or work or business travel, and it limits the number and make difficult the life's" (pp. 3-6). However, those challenges are not very sufficient for making analyse, because of limitations of findings related to those factors.

However, those challenges that mentioned above can establish an obstacle for the international business traveler, but there are some other obstacles that are more thoughtful during the business trips, therefore, the author found some challenges from international business trips, accordingly, the main challenges were because of health, family, and time, therefore, they were highlighted above with more general information.

Accordingly, the key term "health" stands both for physical and mental issues, respectively. Tan et al. (2012) wanted to find the work-life balance among 27276 (7288 conducted the survey) workers, thus, they want to determine the factors which have an impact on satisfaction of work-life balance. According to them, health (family, general internal, and emergency medicine) is one of the significant factors which impacts to work-life balance. However, the workers who were involved in the international business trips had suffered more, because the business trips have an impact on the health issues of the travelers.

Consequently, the term "health" means health before, after and during work condition generally.

Conferring to Rogers and Reilly (2002) who conducted research health issues of international business travelers in their work-life balance, travel related health of the travelers means "encompass a compilation of symptoms and health problems associated with physical illness or injury and psychological stress, worries or concerns", and the author gives the definition of the international business travelers as a full time employee who travels internationally without or with family for an exact short term out of the country for specific labour task. He found that different health symptom or problems occurred for travel which influence the travelers work-life balance very badly (Rogers and Reilly, 2002).

Correspondingly, Tausig and Fenwick (2001) claimed that time can be a real problem for work-life balance as "the work schedules distress perceived work-life imbalance (*time bind*)". Moreover, the tough schedule and long working hours can make stress, which can make obstacle in work-life. In addition, Thomas (2015) claimed that the international business traveling could impact the health of an individual, especially if the trips occurred in long-run or frequently. The result shows that these types of business trips can lead aging problem, stroke, deep vein thrombosis, heart attack, etc. The company or country spends lots of money on international travelers' insurance for health, because approximately 2 of 3 travelers will have health problems during the trip. As it is obvious, the health problems of the international business travelers are one of the basic factors which influence to work-life balance.

Gragnano, Simbula and Miglioretti showed that WLB (*work-life balance)* has a dependency on WFB (*work family balance*) and WHB (*work health balance*). Accordingly, the bad health issues which are related to business trips decrease a job satisfaction, thus, according to Randel (2018), there is a clear relationship between frequent business trips and all sorts of risks to the physical and mental health. Compared with those who travel from one to six days a month, the likelihood of obesity in those who leave for 21 or more days a month is 92% higher. Hence, people who spend 14 days a month or more on business trips have a significantly higher body mass index.

In addition, they are less likely to assess their state of health, more prone to anxiety, depression and alcohol dependence, lack of physical activity, smoking and sleep disturbances. They also have high blood pressure and low levels of high-density lipoproteins *(good cholesterol).* Although only about 12% of the workers whose data were included in our study are on business trips for 14 days or more, this concentration of negative factors causes concern both about their personal health and the health of their companies. Physical, behavioural, and psychological problems such as obesity, hypertension, smoking, depression, anxiety, sleep disturbances and alcohol addiction bring additional costs to employers. Employees more often apply for health insurance payments, their productivity and efficiency decreases, the number of work passes, delays in the office beyond the necessary and leave for temporary incapacity for work increase.

Consequently, the consequences of these problems can lead to aggravation or severance of relations with customers and suppliers. The results obtained are supported by other studies. Thus, an analysis of requests for medical insurance payments from staff and consultants of the World Bank showed that from those who often travel on business trips, more applications come, including in connection with chronic diseases. Most complaints were related to stress related health problems. In another study, nearly 75% of World Bank staff said they were experiencing severe or extreme stress from business trips. A study conducted by a large international corporation showed that overseas business trips are usually associated with higher alcohol consumption, difficulties in maintaining the pace of work, and insufficient flexibility

in performing duties.

Subsequently, the "family" stands with two problems, such as the family comes with the traveler or traveler's family stays at home country. Also, child issue is another strong obstacle that creates problem in the work-life balance of the international business travelers. According to Crompton and Lyonette (2006), who wrote "work-life balance in Europe", one of the core issues of the work-life balance is family. The authors claimed that the home conflicts or mis comfort life in the family can impact the individual's work life which means the worst work-life balance. The authors explain this with a positive relationship between societal effect and family life. Societal effect influences on work-life balance dramatically.

Moreover, Irish and Fischlmayr (2013) who wrote "Work Life Balance up in the Air – Does Gender Make a Difference between Female and Male International Business Travelers?", found lots of interesting facts related to this topic. Firstly, the gender makes differences for international business travelers, however, the main issue given in this article is "the results clearly show an enormous difference in the perception of factors influencing work life balance depending on the family situation". It means the international business traveling influence family issues which impacts work-life balance.

Furthermore, Espino et al. (2009) made a research about international business traveling and found exact answers from one sample that they chose. They found that approximately 50 percent of respondents said that the stress of work-life balance come from family, however, 74% and 54% respondent agree that the problems of work-life balance occurred because of work-physical and health problems.

"Time" in this content means the frequency, the difference of time zone between home and host country and the length of the business trips for the international business travelers. According to Gulliver (2015), the international business travelers are happy, if they go for short term and two times a year, however, long term or frequent international business trip makes more stressful and sadder for IBTs. The stress of the traveling can come from distinct aspects, but mainly it comes from stress of the procedure which will go on at least 12 weeks.

In addition, Thomas (2015) claimed that the frequency and time management of the international business travelers are the fundamental obstacle during the business trips. Moreover, Makela, and etc. (2014) also stated that the relationship between time which means both frequency and duration of the trips and work-life balance has become one of the fundamental issues of the international business travelers in the recent years. Westman (2008) and Bergborn, et al. (2011) a high travel frequency positively related to the stress of work-life conflict. The long absence of the traveler from home can establish strict problems in the personal life of the international business travelers.

Even, according to the Espino et. al. (2002), more portion of the travelers is single, there is not obvious evidence that it is because of the company's strategies or the worker who has family do not want to go abroad very much. Correspondingly, in some circumstances the sender pays the expanses of the family members of the traveler as well, however, it is not working every time like that, thus it can be another reason for the researcher idea, however, it is obvious "time" means a lot for the travelers.

Moreover, Lirio (2014) is another writer who empathizes the timing zone problem as a problem for the international business travelers. It has a huge influence on the international business travelers in terms of time difference of countries, and its impact on the mental and physical body of the travelers. The duration of a business trip is determined by the employer and depends on the complexity and volume of

the task to be performed, as well as other circumstances on which the execution of the order may depend. That is, the deadline for the trip is not set. The day of departure on a business trip is the date of departure of a train, plane, bus or other vehicle from the place of permanent work of the traveler, and the day of arrival from a business trip is the date of arrival of the specified vehicle at the place of permanent work.

So, according to the findings below, the author highlighted and presented challenges of the international business travelers.

Table 1. The Challenges of the international business trips
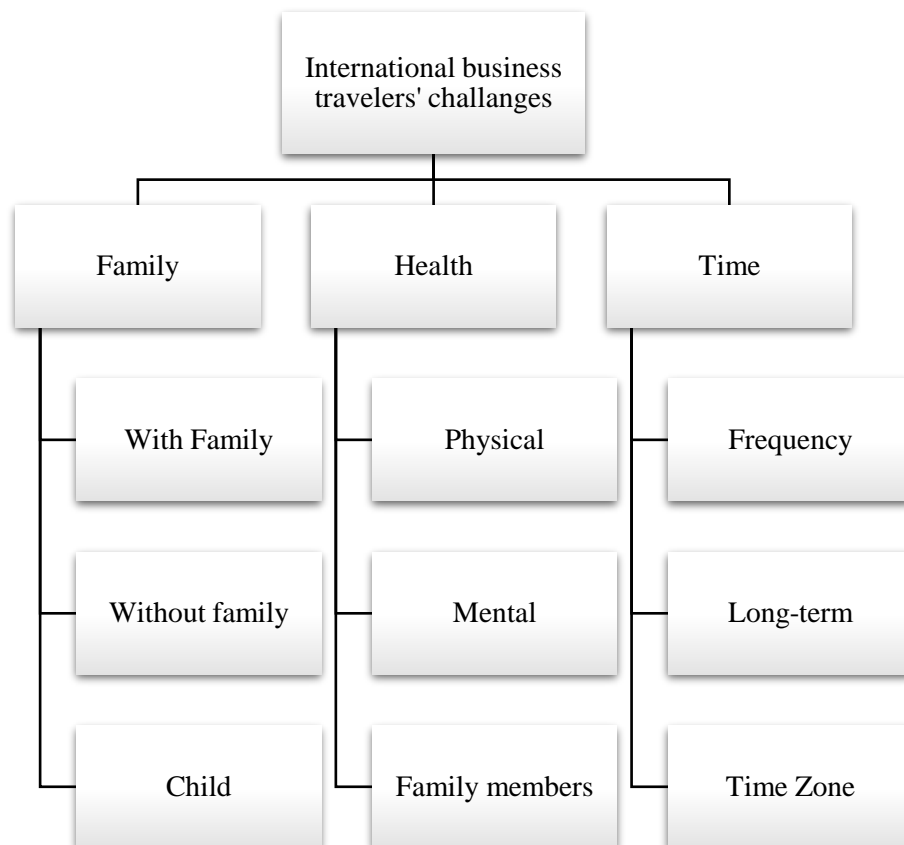
In conclusion, it is obvious that there can be lots of small/big and short- /long term problems on work-life balance of travelers. According to the findings, the language or culture differences can be a stress for work-life balance. However, the author highlighted the problem of the influence on work-life balance of travelers on three subsections. Therefore, health, family, and time are the significant factors that influence to work-life balance of travelers before, during, and after the business trips. The *"family"* can be divided into three parts. Firstly, if the traveler has a family and the travel occurs with his or her family or the family stays in the home country. Another option is the traveler has not family, and the last option can be the traveler has a child. Second subsection is health which is one of the most significant factors of person's life. *"Health"* is divided as physical, mental, and health problems of family members which is also an obstacle for the travelers during the business trip.

The last subsection is "time" which is also divided into three parts, according to the findings. So, frequency, long-term trips, and time zone differences are the problems of work-life balance of travelers. These parts are somehow related with one another, because the problem impact to other issues which creates another problem as it is obvious from the findings. As it is understandable, the work structure, health, and family factors influence the international business travelers work-life balance. According to

the findings, the influences of the business trips on the work-life balance of international business travelers are formulated in Table 1.

Expenses: Also, the expenses of the business trips can be paid by the sender, or traveler him or herself can be a sponsor of own trip. Greenhaus, Collins, and Shaw (2002) stated that the business trips are divided into three parts for its expenses. So, first of all, the most well-known one is the trips where the expenses are compensated by the sender that can be a company or individual in-home country. Another one is approximately same for the traveler, because the expenses are remunerated by host country's company or individual which means the traveler has no huge expenses for business trips. Finally, some business trips' expenses are paid by the traveleer him or herself. This subsection is famous where the traveller wants to gain skill, knowledge, education, training, etc very passionate way, and the money is not inspiration compare with those issues.

Consequently, according to the findings, the author established the Table 2 where the business trips were expressed by their matters. Subsequently, the findings showed that the duration, frequency, expenses, and the challenges of the trips can be considered as the classification of the business trips in terms of the features.

Table 2. The features of the business Trips

Business Trips	
Duration	•1-3 days •More than 3 days
Frequency	•1-5 •5-10 •10+
Expenses	•Home country/individual •Host Country/Individual •Traveller
Challenges	•Family •Health •Time
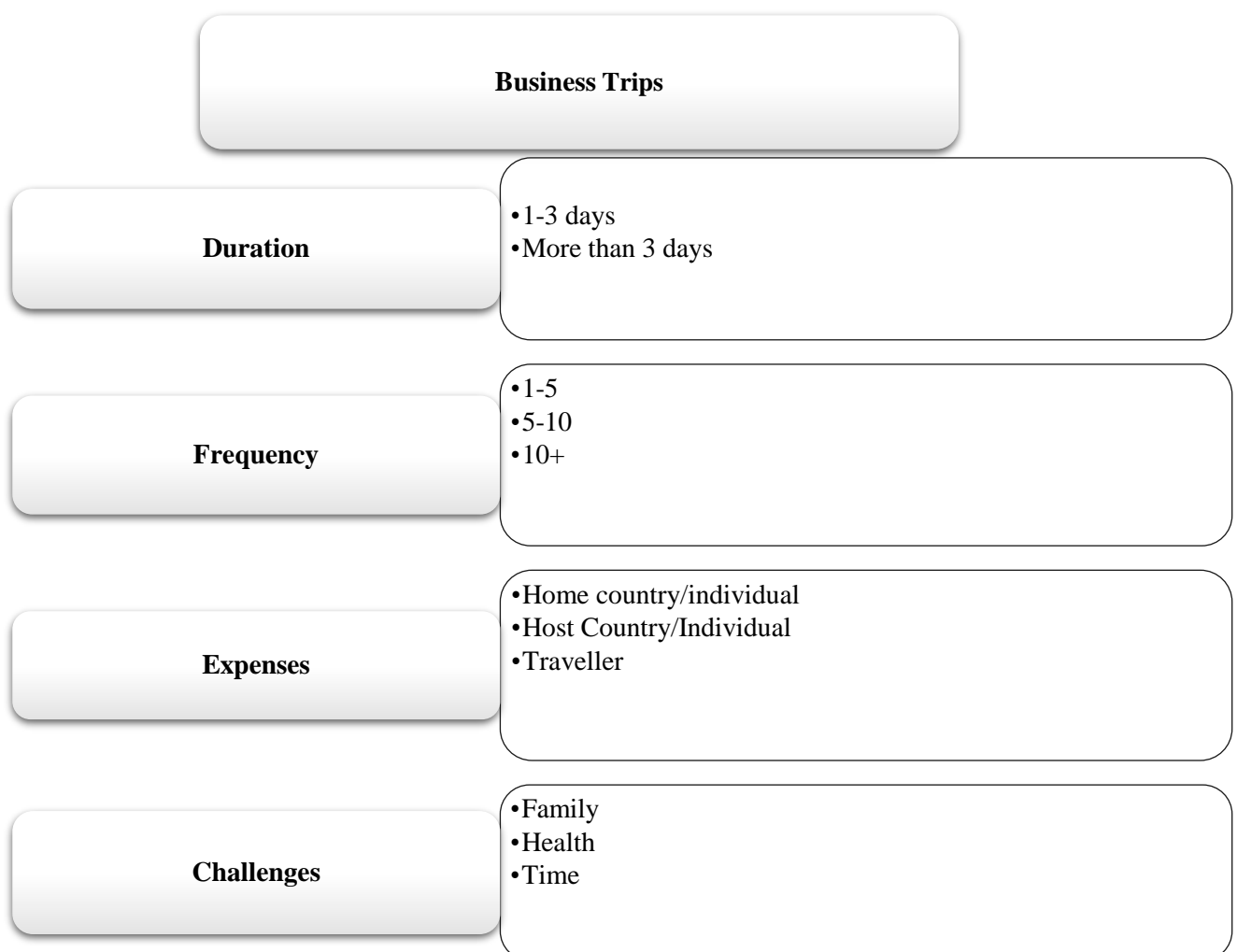
2.2. The Analysis of the Concept of the Work-life Balance

2.2.1. The meaning of the Work-life balance

Nowadays, people are working for building their lives in their expectations, and ordinary person works the most of his or her lifetime. Thus, work and life are related to each other, both of them depend on each other. Hence, Trivett (2018) explained the work-life balance as a separation personal and professional lives without allowing one to encroach upon the other. For succeeding, both of them should not be neglected. The person got only one life, so mental, physical wellbeing for both work and life should be kept, and this concept increases productivity as well. Moreover, Tinuke (2014) who wrote "An Exploration of the Effects of Work Life Balance on Productivity" showed the concept of work-life balance as involving giving equal amounts of time to paid work and non-work roles. The work-life balance is a phenomenon of displaying a person across career and non-career lives' roles.

According to the Bond (2009), the worker who spends too much on and less hours with personal life and family will face less productivity, because the performance of the worker does not depend on only skills, however, it depends the balance of work-life as well. Accordingly, the pressure from work and family can establish tiredness and stress for worker life, and the cost of it is higher that it is expected, thus, the work-life balance concept should be considered as an incredibly significant issue during the employee's career. According to McCarty (2008), the aligning work, family, and individuals need, and time are defined as a balancing work and life. The work and life spheres should be in positive and satisfaction level for establishing a sense of achievement and happiness.

Moreover, the work-life balance depends on two issues, the first one is a daily work, requirements of the workplace, and personal career development, and the second one is to spend time with family, friends, community participation, spirituality, self-care, etc. Gromova (2018) who made research about the concept of the work-life for international business travelers explained the meaning of "work-life balance" with three following definitions, such as equilibrium of career and self-care development, the ratio of interrelated indicators of work and life activity or process, and the correct ratio between any work and life, where the main components are the people in them.

Another finding showed that the concept of work-life balance has subjective sides (Guest, 2002) which means that work-life balance has the subjective aspects and objective indicators. The indicators can be mentioned as well functioning at work and home with minimal conflict, the rate of satisfaction or psychological well-being (Clark, 2000). In other word, the concept of the balance between work and personal life from the objective and subjective sides. Objectively, the balance can be determined by calculating, for instance, the time costs separately for leisure, hobbies, and household chores, separately for work duties and tasks. Subjective balance is an individual perception of the balance between work and the rest of life. Based on these provisions, the subjective balance may be different for each person. For example, a person who enjoys his work and sphere of activity can devote much more time to work tasks, and at the same time does not feel an imbalance between the two areas.

In addition, Greenhaus et al. (2003) developed a three-component balance theory, which consists of the following constructs, such as a balance of time spent on work and family life, a balance of psychological involvement in each of the roles, and a balance of satisfaction from work and family life. Shtroo and Kozyak (2015), who have an activity-semantic approach based on their concept, consider the balance of work and personal life as a complex semantic education. It includes the correlation of the subjective value of work and life, satisfaction with these areas and the idea of their ideal relationship, which is set

including social norms. Ambiguity also arises when considering the individual concepts of "work" and "personal life". Thus, the definitions of "work" inherently carry one meaning, for example, paid labor activity. Whereas the definitions of "personal life" are more diverse in their semantic load. The authors divide modern concepts of the balance between work and personal life into two groups. Each of them is based on a certain theoretical model: deficit and expansive.

Consequently. the author mentioned that the concept of "balance" characterizes the ratio of the representation of the personal sphere and work in the individual's life. The balance is a special state that has certain indicators that characterize the balance or ratio in any constantly changing phenomenon, accordingly, the balance between work and personal life does not necessarily imply an absolute balance of the two spheres. Consequently, the ratio of activities is balanced based on the prevailing current values. For instance, if for a person doing things he or she loves and professional growth is the meaning of life, then increasing the amount of time spent on work will not be perceived by him as a conflict or imbalance.

Thus, the need for competing requirements for work and home, and the satisfaction of their needs, as well as the needs of the employer, are combined. The term "balance between work and personal life" is increasingly replacing the term "politics, family friendly." As explained by the Codex et al (2002), the principle of the balance between work and personal life is this: "This balance must be healthy."

According to the definition of the Work Fund (2003), the concept of a balance between work and personal life includes "achieving a satisfactory balance between workers and non-working activities" (i.e., parents and broader responsibilities, as well as other activities and interests). The Labor Fund recommends adhering to the principles of daily practice and personal life. These opportunities are provided to employees either on a collective basis or on an individual level. Each specific case needs special consideration. However, this would not hurt to make such requests. Along with the dangers regarding a possible reaction, Line managers must be convinced that the relationship between work and personal life is very important and requires employees to comply with obligations.

Moreover, IRS (*internal revenue service)* (2002) suggests the following: "A flexible work schedule is considered the most practical solution to achieve a balance between work and personal life." The concept of "flexible working hours" includes flexible working hours, homework, part-time work, and a tight work schedule. This also includes special vacation schemes that allow workers to respond to a crisis situation, however, as the IRS points out, the balance between work and personal life does not come down to a flexible work schedule. "Creating an atmosphere in which employees prefer flexible working hours and address the issues of balance between work and personal life will require a cultural shift in many organizations, and he, in turn, must have support at the highest level."

Additionally, Kodz et al. (2002) cite data from the survey in their work, according to which the following part of employees chooses one form or another of flexible working hours. Participants in this survey indicated that the successful implementation of a balance between work and personal life requires a change in culture and attitudes in the organization. Consequently, the line managers play a significant role in this. Accordingly, the Work Foundation (2003) survey on the balance between work and personal life showed that employers most often provided their employees with forms of balance such as part-time employment (90%), family or unforeseen leave (85%), and leave for own account (78%). A formal policy regarding the balance between work and personal life existed mainly in non-profit and voluntary organizations (35%); least often, such a policy had companies in the manufacturing sector (14%). The

main obstacle to the implementation of the policy of maintaining a balance between work and personal life is, as a rule, the resistance of managers.

Nevertheless, another survey conducted in 2003 by the Work Foundation showed that most employers (65%) support the idea of a balance between work and personal life. However, 65% of respondents said that maintaining such a balance is not easy. Most employers (74%) are convinced that people who work in a flexible manner deserve promotion in the same way as those who work on a regular schedule.

The survey showed that the introduction of a policy of balance between work and personal life provides the following benefits, such as an increase productivity and quality of work, a deepening commitment and a morale, a decrease in staff turnover, a reduction in absenteeism for a good reason, an improving the quality of use of new employees.

Accordingly, a policy of maintaining a balance between work and personal life helps reduce absenteeism, combat low morale and high stress levels, which are the result of employees getting tired of constantly juggling their work and home responsibilities. A study by the Institute for Employment Research (Codz et al., 2002) showed that workers who are able to work in flexible mode tend to stay in the same company longer.

According to Garege (2017), the balance of work and personal life has a fine line, for example, freelancers who hang out too much and engage in procrastination, who work too little and don't really think about the future, are just as unbalanced as a workaholic who spends all his free time in the evenings at work and sometimes goes to work for a work weekend. Processing can lead to depression or so-called professional burnout. Both cases are extremes of the same coin. A person does not find or does not feel the line where is the balance, therefore, the best option when in life there is enough time for work and for all other areas of life.

Aleksandrov (2014) explained the balance between work and personal life which has recently laid the foundation for a whole area of research in economic psychology and sociology, nevertheless, despite an active research interest in this issue since the 1980s, today in the literature, there is no unambiguous or at least generally accepted idea of what the concept of a balance between work and personal life includes. The authors of modern studies have different understandings of the content of this concept and differently propose to implement this concept in the workplace. Therefore, initially the balance was considered by some authors only as a search by an individual for opportunities to fulfil his obligations to the employer and manage to fulfil home obligations related to raising children, helping relatives, etc. However, there are a number of studies proving that the ability to fulfil one's home obligations is significant, but not the only indicator that affects the formation of a balance between work and personal life (Pascale et al., 2009).

Moreover, in other publications, the balance between work and personal life is interpreted in the spirit of positive psychology as an opportunity to find the optimal solution in which a person will be satisfied with his current life, having the opportunity to devote enough time to all his interests. Here it is important, how the work as a whole corresponds to the person, what his goals and expectations he can realize through his professional activities, thus, term "Work-Life Balance" as the distribution of time and energy in accordance with personal values, as the integration of internal needs and external requirements into your life (Kofodimos, 1993).

The pressure of the work sector on personal life has increased significantly over the past decades. The

reason for this is a lot of factors, among which are the development of information technologies, increased attention to the quality of services, excessive information load and increased speed of information processing (Guest, 2002). Subsequently, in the UK, which occupies a leading position in Europe in terms of the number of working hours, the employee's working time is at least 48 hours a week. Simultaneously, the intensity of labor activity also increases. At the same time, the quality of personal and family life is generally declining due to an increase in the number of single-parent families, as well as a lack of home resources and opportunities arising from the fact that all members of the working-age family from different social classes are engaged in paid work (Guest, 2002) As a result of these processes, work increasingly begins to affect a person's life outside the time frame of an official working day, and it is becoming increasingly difficult to reconcile the requirements of work and personal life, which makes the topic of work and personal life balance extremely relevant.

The approach to exploring the relationship between work and personal life depends on how this phenomenon is defined. Most approaches relate to the study of the conflict or the interaction of these two areas, focusing on the sources of negative experiences: for example, the above models mainly describe the imbalance between work and life, not paying enough attention to the harmonious correlation (balance) of these life areas. Thus, the concept of "balance of work and personal life" is more complex, but has the potential to study the conditions of harmony between work and the rest of life and the relationship of this state with psychological well-being (Guest, 2002). Unfortunately, at the moment there is no universally accepted definition of a balance between work and personal life: various approaches emphasize the success of a person

Subjectively, the balance between work and personal life can be defined purely phenomenologically as "the perceived balance between work and the rest of life" (Guest, 2002, p. 263) or include more objective indicators, for example, not only "satisfaction", but also "good functioning on work and home with minimal role conflict "(Clark, 2000). One of the most developed balance models is the three-component theory (Greenhaus et al., 2003), which is included in this construct the balance of time spent on work and family life, the balance of psychological involvement in each of the roles, and the balance of satisfaction from work and family life.

Research by R. J. Burke (2010) showed that "relaxed workers" and "enthusiastic workaholics" have fewer psychosomatic problems and a higher level of emotional well-being than workaholics. According to the scarce model, human energy and time resources are a constant. With an imbalance, an increase in activity in one of the spheres of an individual's life leads to a shortage of resources in another, which significantly increases the likelihood of a role conflict. Within the framework of this model, research is aimed at studying the conditions and methods for overcoming the imbalance and achieving a balance of resource costs for each of the spheres of life. The effects of imbalance are also studied both at the personal level (depression, professional burnout, mental disorders, etc.) and organizational (low job satisfaction, absenteeism, etc.)

Consequently, some of the findings by the different authors about work-life balance are presented in table 3, and the approach of the Gromova (2018) is chosen for the investigation, because it is presenting better and broad definition for the work-life balance which is equilibrium of career and self-care development, the ratio of interrelated indicators of work and life activity or process, and the correct ratio between any work and life.

Table 3. The definitions of the work-life balance

Authors, year	Work-life Balance
Trivett, 2018	a separation personal and professional lives without allowing one to encroach upon the other
Tinuke, 2014	involving giving equal amounts of time to paid work and non-work roles.
Gromova, 2018	**equilibrium of career and self-care development, the ratio of interrelated indicators of work and life activity or process, and the correct ratio between any work and life**
Guest, 2002	an individual perception of the balance between work and the rest of life.
Authors, year	**Work-life Balance**
Greenhaus et. al., 2003	time spent on work and family life, psychological involvement in each of the roles, and a satisfaction from work and family life.
Fund, 2003	achieving a satisfactory balance between workers and non-working activities

2.2.2. The Theories related to the Work-life Balance

As for the benefits of achieving a balance between work and life, different theoretical approaches both for employees and organizations presented. According to Bird (2004), a balance between work and life establishes a feeling of satisfaction and happiness that prevents various problems health, reduces opportunities for work-life balance, decrease depersonalization, as well as the possibility of mental and health problems. Also, previous studies show that there are people who are in control of balance spend a relatively quiet between work and personal life.

Consequently, Chittenden and Ritchi (2011), the main benefits of balance personal and professional life can help reduce feelings of frustration, failure, and sin. When it comes to the benefits of a work-life balance for organizations, Parker and Wall (1998) also noted this performance is significantly increased when there are employees who has balance their work and personal lives as they grow productivity for a positive attitude in the workplace. In addition, the implementation of various programs that help employees balancing work and family life leads to a business perspective reducing the consequences of the role that people face and consequently, the result shows that job satisfaction and productivity are increased.

As mentioned in section 2.2.1, the concept of the balance between work and personal life from the objective and subjective sides. Objective means that the balance can be determined by calculating, for instance, the time costs separately for leisure, hobbies, and household chores, separately for work duties and tasks. Subjective balance is an individual perception of the balance between work and the rest of life. Based on these provisions, the subjective balance may be different for each person. For example, a person who enjoys his work and sphere of activity can devote much more time to work tasks, and at the same time does not feel an imbalance between the two areas. Also, the work-life balance can be different for each person. Every person can put limit in his work and personal life, however, sometimes the organization ruins this balance with some noises. The impact of the organization can be positive or negative, thus, more information presented with theories for deeper understanding.

There are some theories that highlights the concept of the wok-life balance; therefore, they were highlighted to give brief information about the concept of work-life balance.

The **structural factualism theory** was one of the social dominant theories in the 20th century after World

War 2. The industrial revolution era lead as a separation of economic work from personal life. The theory also impacted the social role of man and women in society. The theory infers that every worker's life is concerned mainly with two separate spheres, such as productive life and an emotional life. The productive life means a work life which helps one to produce a product or a service, nevertheless, an emotional life means a home which is around spending time for oneself, spouse, parents, childcare, leisure, health care, etc. Theory implies that the work and life is a tandem where individual specialize their activities in separate spheres in home and work as well (Kingsbury and Scanzoni, 1993).

The **segmentation theory** suggested by Blood and Wolfe in 1960, however, it is used nowadays as the implying the concept of work-life balance. The theory infers that work and personal life should be separate areas, self-regulating and independent of each other. Both aspects should not be influenced each other, therefore, two roles are separate entities and important. Consequently, work, and personal life should be diverse by time, space, and function, because if an individual will not separate those roles the feelings, thoughts, emotions of both roles will be mixed, and the pleasure will be lost.

Another one is the **ecological systems theory** which presented by Grzywacz and Marks in 2000 which implies work and life are a joint function of methods, processes, person, situation, and time characteristics. Subsequently, revealing the fact that each of those multiple characteristics profit a preservative effect on the work life experience. Later, the theory changed the person-in-environment theory which implies the relationship of the individuals/groups with environments such as natural, social, and physical, however, it is not explaining the work-life balance circumstances.

However, the **compensatory theory** by Lambert (2010) stated that the person is willing to compensate the time and energy for arisen problem with taking from another satisfaction, thus, the employee takes from his personal life, and gives to work, and vice versa. The fundamental issue related to this theory is satisfaction. For instance, an individual who has not satisfaction from work will focus more on his or her family, while the worker who has huge satisfaction from work will be less focused on his or her family issues.

According to research, there are two types of the compensatory theory, such as supplemental and reactive. When an individual wants to change his or her chases for huge rewarding experience from the dissatisfying role to a potentially more fulfilling one. For instance, when positive experience is insufficient at work or home, accordingly, the worker wants to obtain it at home or work. Nevertheless, reactive one occurs when negative work experiences are made up for in positive home experiences. Clark (2000) explained the compensation theory as a contradictory relationship between work and life, it means if you have less satisfaction from one sphere, thus, an individual should take from other role for making satisfaction level in balance. In sum, the negative experience from one role should be compensate from other role with the positive experience (work and life roles). Also, if a person has negative experience in one domain, he or she will get positive experience in another domain.

It can lead a big problem, though, the **supporter theory** by Piotrkowski (2010) the family or the company should give support for establishing the strong concept of the work-life balance for the worker, if there is imbalance between parties. It is somehow continuing issue for compensation theory, therefore, if there is a negative experience in one domain, so another domain should give support for decreasing this negative experience and rise pleasure and balance. However, only family as a domain is very useful in this issue, because the company cannot support very much for family matters because of private issues or it is beneficial for the company to get more positive experience in company than family for getting

better actions and benefits from workers.

According to **resource drain theory** workers are transferring limited resources for balancing between work and life. There are limited resources, such as time, money, attention, energy, etc. The resource transfer is a way of seeking the balance, and available, limited resources can be relocated from one domain to another.

Another similar theory is a **scarce model theory** which indicates that the time and energy of a person is scarce, and unbalance use of them can be created role conflict in the person's life. According to this model, there are two types of stressors, such as working and family stressors. The working stressors means where there is huge work overload, long working hours, etc, consequently, the family stressors mean that there are a greater number of children, new marriage or child, maternity period, etc. With the scarce resources, an individual should find equilibrium, because otherwise he or she will face at the personal level some obstacles such as, dependence, low work or life satisfaction, mental disorders, intention to change work, family conflicts, etc. (Lambert, 2000)

The **border theory** (Clark, 2000) should be implied as an assistant to supporter theory, because the theory implies that there should be certain boundaries for both work and life. For instance, limited working and leisure time for both home and work. The borders should be implied without consideration and analysis, because every factor of the employee should be taking into consideration, such as age, career position, family, health, etc. Furthermore, the theory is a new dimensional theory for work-life balance, subsequently, an individual has roles specific domains of work and life, and they should be separated by bodily and emotionally. The fundamental issue is crossing borders between work and life domains. If there is planned border between domains, the level of satisfaction will be high, and conflict between those parties will be eliminated. However, the boundaries are flexible, and work and life domains are very close and related to each other.

Another theory which explains the balance of the work-life is an **integration theory** that indicates the healthy and flexible boundaries between work and life domains will re-establish better satisfaction and less stress. The theory assists to all stakeholders, such as employers, workers, and communities to establish equal voices in the model of the work-life balance. The better result will be obtained, and it shapes the good relationship between domains, and destroy isolation as well (Mason, 2002)

Another theory is **role theory** which is established by Jones et. al. (2006), which implies that a combination of role obligations in the field of work and in personal life. It means that the person should have a worker role in the company, and to be who he or she wants at home. The roles should not be mixed, and both roles should be used in the right place. In the last decade, the sustainability issues are becoming especially important, thus, sustainable workplace should also be considered as an especially critical issue. Improving employee work-life balance and well-being is the first main factor of the sustainable workplace. (Clark, 2000).

According to Gulliver (2015), **side effect theory** is the most common approach to studying work-life balance. It is based on the fact that these spheres influence each other from a positive or negative side. Specialists recommended that employees transfer their feelings, attitudes, abilities, and experience that they gain at work to their families and vice versa. A side effect (overflow) can be either positive or negative. Studies have shown that positive overflow leads to satisfaction and achievement in one area contributing to achievement in another. Similarly, negative overflow leads to despair and problems in one area leading to the same situation in another.

Accordingly, the **spill over theory** indicates one of the most popular views of balance between work and family. According to the theory, the employees establish and carry emotions, feelings, behaviours, attitudes from work to family, and vice versa. The conflict in family will create stress related outcomes which will be carried by the person to the work. Additionally, the worker who faced unappropriated attitude or conflict from his or her manager will take these negative feelings and emotions to the home. There are two types of spill over perceptions, such as positive and negative. Positive spill over from work or home will establish better positive attitude in another domain. However, unpleasant experience will establish sequential circumstance for the workers (Belsky et al., 1985). The theory suggests that the positive or negative association between work and life satisfaction and values are daily basis, therefore, it should be very attentively taken into consideration, because it depends each other very deeply. Positive experience from work will establish positive feelings to the family and vice versa.

Subsequently, according to **work enrichment theory**, the experience from one domain has enormous impact to another domain which is similar to spill over theory. This theory just explains the strong relationship of the work and family, accordingly, the theory indicates that to the degree to which experiences from instrumental sources, such as values, abilities, feeling, skills or affective sources such as satisfaction, happiness, mood improves the quality of the other domain (Morris and Madsen, 2005). Therefore, the theory explains that one domain enriches other domain with sources.

Another similar theory is **facilitation theory** which means that when a worker wants to cultivate and enhance one domain in another domain. It is utilization issue for developing for domain limitations (Grzywacz, 2000).

So, according to findings, the author formulated Table 4 which shows the theories related to the work-life balance and authors of them. The spill over theory is chosen for investigation, because as mentioned before, it is one of the most popular theory and it is used very plentiful which indicates that positive or negative issues from each domain will lead same feelings in another domain as well.

Table 4. Theories related to the work-life balance

Authors, year	Theories related to the Work-life Balance
Wolfe., 1960	Segmentation Theory
Lambert, 2010	Compensatory Theory
Piotrkowski, 2010	Support Theory
Jones et. al., 2006	Role Theory
Clark, 2010	Border Theory
Gulliver, 2015	Side-effect Theory
Kingsbury and Scanzoni, 1993	Structural Factualism Theory
Grzywacz and Marks, 2000	Ecological Systems Theory
Lambert, 2000	Scarce Model Theory
Lambert, 2000	Resource Drain Theory
Mason, 2002	Integration Theory
Belsky et al., 1985	**Spill Over Theory**

Authors, year	Theories related to the Work-life Balance
Morris and Madsen, 2005	Work Enrichment Theory
Grzywacz, 2000	Facilitation Theory

2.2.3. The Outcomes of the Work-life balance

So, the meaning and importance of the work-life balance presented in sections 2.2.1 and 2.2.2. However, there are some factors that work-life balance depends on. Accordingly, these predictors show an individual's characteristics and his or her work situation.

Therefore, according to Figure 4, work-life balance has two predictors, such as personal organizational that effects and stimulate a person life, and organizational predictors which are the work circumstances of the employee. The personal predictors lead to work and family-related outcomes; however, organizational predictors lead to stress-related outcomes. In some situation, the outcomes can be obtained from both personal and organizational, because the employee can achieve stress from personal predictors, such as family, and can obtain work-related outcomes from organizational predictors, such as a status of the employee.
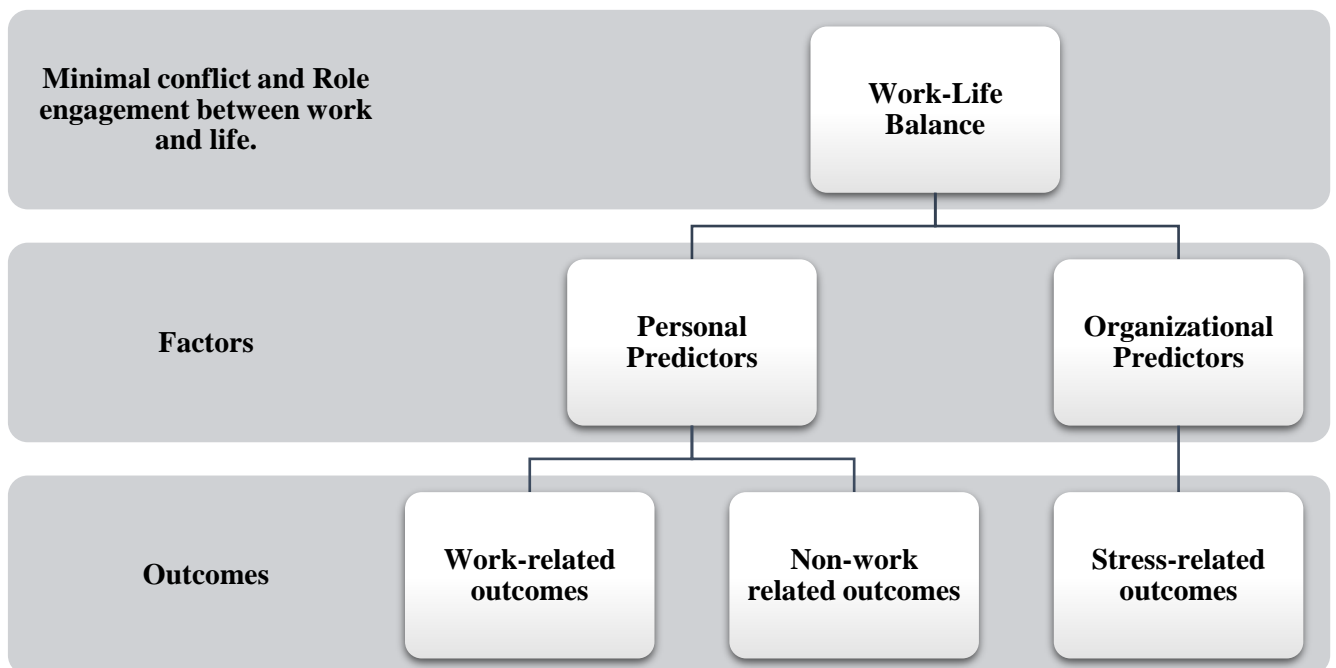
Fig. 4. The concept of the work-Life balance (Sirgy and Lee, 2017).

Consequently, there are some factors of both personal and organizational which lead to outcomes for employee. Shaw, et. al. (2014) investigation was analyzed and findings presented, and according to other investigation, the personal and organizational predictors that have an impact on the outcomes presented in figure 5.

Accordingly, Trivett (2018) stated the work-life balance as a separation personal and professional lives without allowing one to encroach upon the other. For succeeding, both of them should not be neglected. The person got only one life, so mental, physical wellbeing for both work and life should be kept, and this concept increases productivity as well. The work-life balance is a role engagement in work and personal life where the minimum conflict should be kept. Both of them should be adopted and effectively kept, however, an individual should not cut any energy or motivation from both of them. From the concept of the work-life balance the person will obtain three outcomes, such as stress-, work- and nonwork-related outcomes.

Personal Predictors	Organizational predictors
Age	Size of workplace
Gender	Status
Education	Sector
Cohabitation	Rewards
Family Status	Leadership
Learning skills	HR Practices
Motivation	Equity
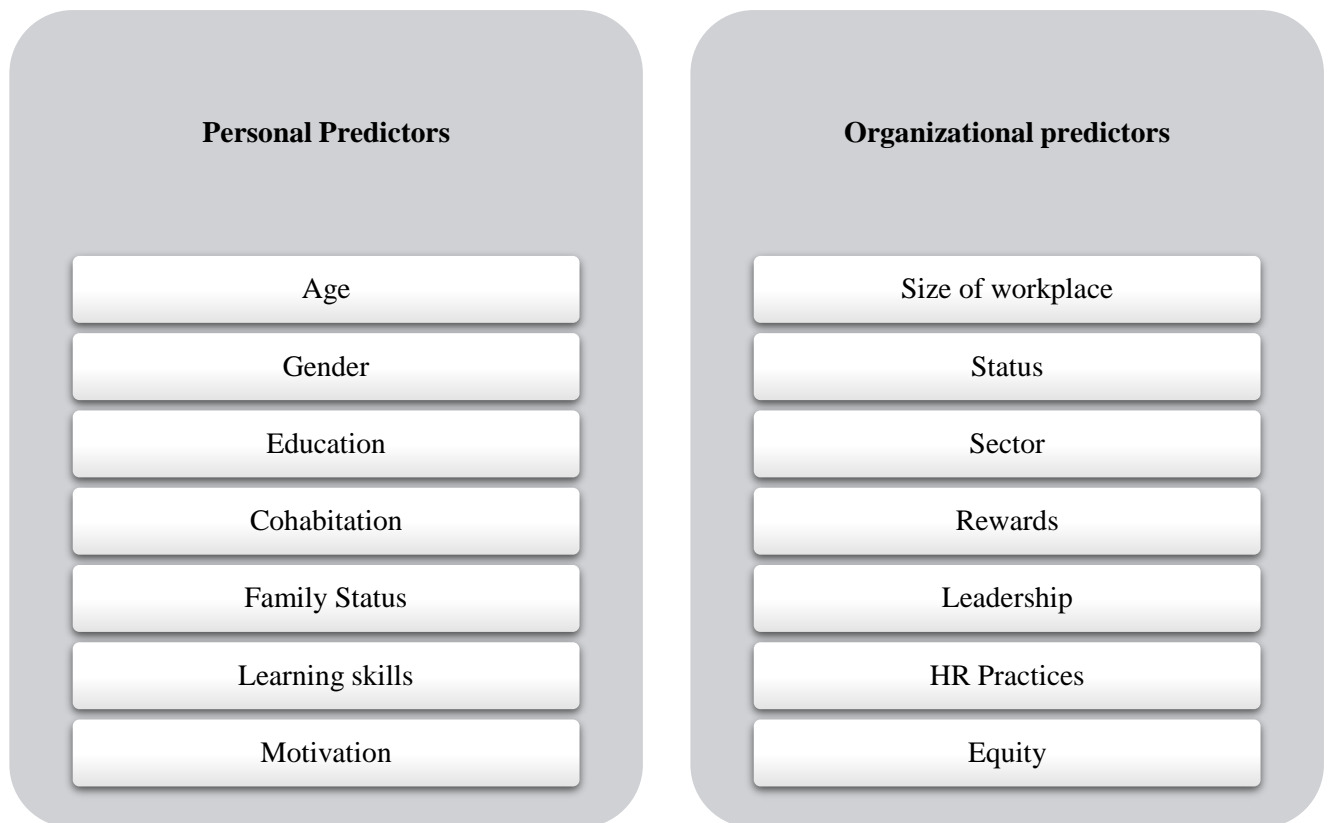
Fig. 5. Personal and organizational predictors. (Shaw, et. al. 2014)

Work-related outcomes

Hackman and Oldham (1980) stated the work-related outcomes which can be high and effectively for workers. Accordingly, there are three matters, such as core job characteristics, critical psychological states, and outcomes. The core job characteristics are the dealing with others, skill indifferences, task identity and significance, and finally feedbacks. The experience from meaningfulness of the work, responsibility for the outcomes of the work, and knowledge of the actual results of the work activities are the critical psychological states. The effective work-related outcomes are the high interval work motivation, high growth satisfaction, high general job satisfaction, and high work effectiveness. More general information presented in figure 6.

What the work-related outcomes formerly investigated and found by the previous researchers were analyzed and presented. Therefore, the work-related outcomes which were highlighted are high job performance, high job satisfaction, high organizational commitment, high career development and

success, low job malfunction, low job burnout, low job alienation, low turnover intention, and low absenteeism. (Table 5).

Hackman and Oldham (1980) stated the work-related outcomes which can be high and effectively for workers. Accordingly, there are three matters, such as core job characteristics, critical psychological states, and outcomes. The core job characteristics are the dealing with others, skill indifferences, task identity and significance, and finally feedbacks. The experience from meaningfulness of the work, responsibility for the outcomes of the work, and knowledge of the actual results of the work activities are the critical psychological states. The effective work-related outcomes are the high interval work motivation, high growth satisfaction, high general job satisfaction, and high work effectiveness. More general information presented in figure 6.

Core Job Characteristics	Critical Psychological States	Work-related Outcomes
Dealing with others Skill variety Task identity Task significance	Experienced Meaningfullness	High interval motivation
Autonomy	Experienced responsibility for outcomes of the work	High growth satisfaction
Feedback from job and others	Knowledge of the actual resulst of the work activities	High general job satisfaction High work effectiveness

Fig. 6. High work-related outcomes. (Hackman and Oldham, 1980)

What the work-related outcomes formerly investigated and found by the previous researchers were analyzed and presented. Therefore, the work-related outcomes which were highlighted are high job performance, high job satisfaction, high organizational commitment, high career development and success, low job malfunction, low job burnout, low job alienation, low turnover intention, and low absenteeism. (Table 5)

Non-work-related outcomes

The study was investigated (Table 5) the relationship between business travels and work-life balance. As mentioned, balance is a ratio of equally distribution of between work and non-work outcomes, so the non-work-related outcomes presented as well from previous researchers, such as high life satisfaction, high marital satisfaction, high family performance, high family satisfaction, high parental satisfaction, high leisure satisfaction, and low conflicts with family members.

As it is obvious from figure 7, work interference with family leads to work related outcomes, however, family interference with work, and relationship between WIF and FIW establish the non-work-related outcomes for employee.

Work Interfrence with Family — Work related outcomes	Relationship WIF and FIW — Non-work related outcomes	Family Interfrence with Work — Non-work related Outcomes
Work Satisfaction	Life Satisfaction	Maritial Satisfaction
Organizational Commitment	Health Problems	Family Satisfaction
Intention to Turnover	Psycological Strain	Family related Performance
Absenteeism	Somatic Complaints	Family Related Strain
Burnout/Exhaustion	Depression	Low Conflict
Work Strain	Substance abuse	

Fig. 7. WIF and FIW outcomes (Amstad, et al. 2011)

Stress-related outcomes

Finally, the stress-related outcomes of work-life balance were analyzed, and again the previous academic articles and journals were analyzed. According to the findings, low emotional exhaustion, low psychological distress, low depression and anxiety, low illness symptoms, low marital distress, low blood pressure and cholesterol, and low alcohol/cigarette consumption are the stress-related outcomes of the work life balance (Table 5).

According to Centar (2010), stress related outcomes are those aspects of work organization, management, and the social context of the work environment, which may cause psychological or physical harm to the employee. Therefore, a stress-related outcome can become, for instance, shift work, which does not allow to devote enough time to the family; decision-making process that does not involve workers in the decision questions relating to them, as well as an unbalanced client who spills out their negative emotions for the employee - all these are stressors, which with active or long-term exposure affects health.

Accordingly, Figure 8 shows that the stress related outcomes have damaging properties on the employee. The stress related outcomes establish psychological response in an individual condition, such as perceived stress and health, daily hassles, increased stress hormones, weight gain, and decrease immune system. The responses create changes in an employee's health behaviours. Therefore, an individual start use of alcohol, drug, tobacco, and face lack of sleep, physical inactiveness, poor diet. The final outcomes from stress are decreased life satisfaction, depressive and anxiety disorders, obesity, increased infection

rate, etc.

Moreover, the risk of stress-related outcome at work is very high if official requirements presented to the employee exceed his capabilities their execution (*for example, insufficient skills to satisfy work orders or lack of resources to achieve goals*); the employee does not have the ability to sufficiently influence the performance of his work (*for example, inability to determine the pace of their work or decide how to complete their work*); in case of problems there is no way to rely on the help and support of managers or colleagues; intense working relationships - for example, an employee becomes an object bullying or an unwitting witness to bullying another employee; the client threatens reprisal; there is a conflict of roles - the employee does not know exactly what is in his duties and what he is responsible for; work orders are contradictory; connection between the general goals of the firm and the personal goals of the person are unclear; uncertainty reigns in the organization; planned changes are not discussed with employees.

Stress-Related Outcomes

Worker Outcomes
Decreased life satisfaction
Depressive dissorders
Anxiety dissorders
Increased infection rate
Obesity

Pyscological Response
Perceived Stress
Perceived Health
Daily Hassles
Increased Stress Hormones
Weight Gain
Decrease Immune system

Changes in Health Behaviour
Alcohol use
Poor diet
Physical Inactive
Lack of sleep
Tobacco use
Drug use

Fig. 8. The impact of the work-life's stress related outcomes to worker (Poms, Fleming and Jacobsen, 2018).

Another research by Abdurrahman and Wasif Ali (2018) showed that the relationship work-life balance and outcomes, such as family (non-work), work and stress. There are three factors that have relationship with balance, such as individual differences, situational characteristics, and health behaviours. The individual differences are hardiness, coping skills, personal positive and negative affect, and role involvement which can be improved, however, mainly it is own skills of employees. Also, there are some

perceived organisational characteristics which presented as situational characteristics, such as work demands, job control, organizational policies, and support. Finally, health behaviours included physical activities, eating, smoking, drinking, and sleeping. About outcomes and more general view presented in figure 9.
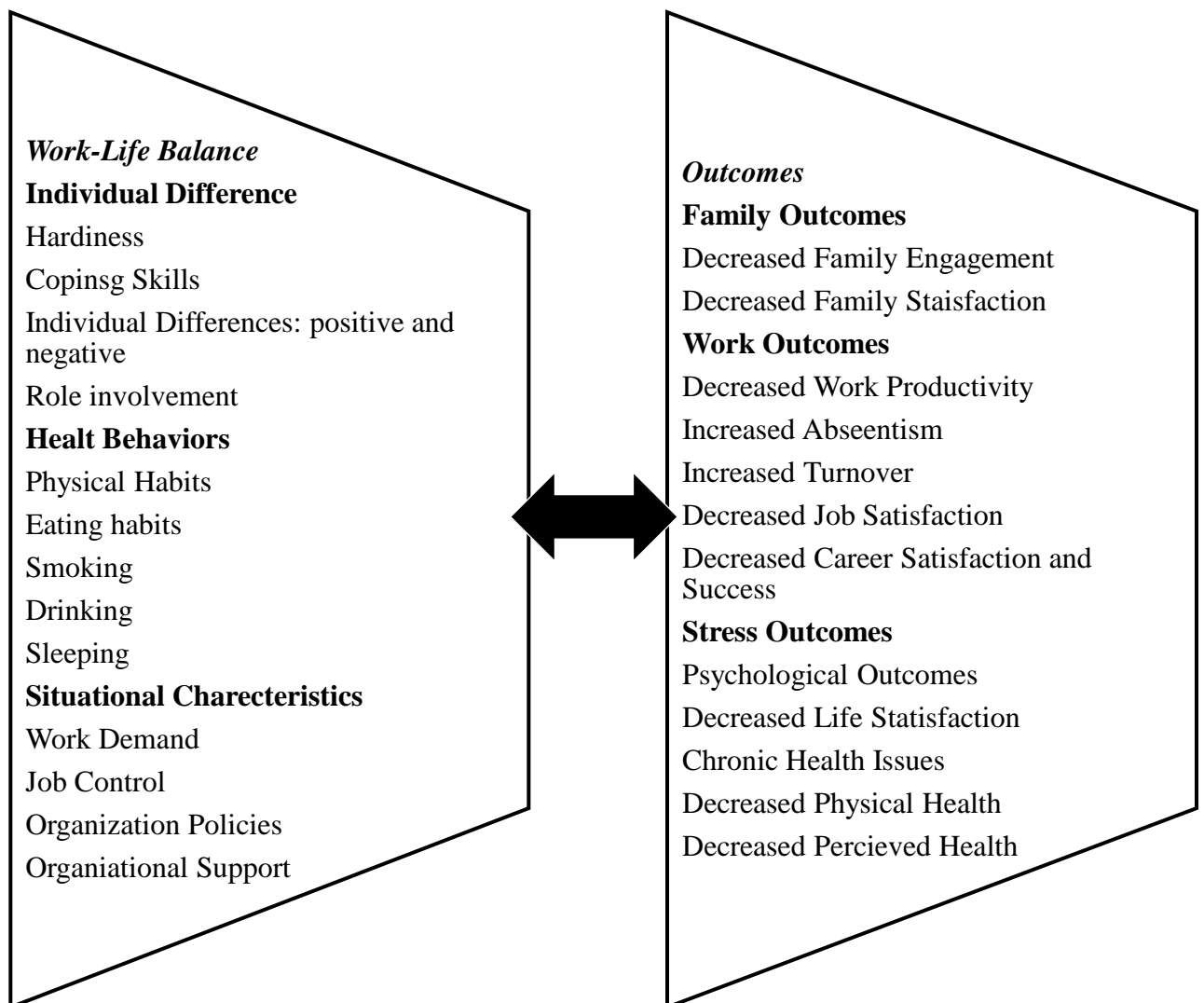
Fig. 9. Work-life balance and outcomes (Abdurrahman and Wasif Ali, 2018)

Finally, as mentioned before, the work-life balance outcomes which are work, non-work, and strss-related are presented in Table 5 below.

Table 5. Work-life balance outcomes

Work-related Outcomes	Authors, year
High job performance	Duff et. al. (2011), Blazovic et. al. (2014)
High job satisfaction	Adikaram (2016), Sumaiti (2006), Hughes and Bozioneles, (2007)
High organizational commitment	Wolf et. al (2014), Gulbahar et. al. (2014)
High career development and success	Demet (2016), Hail and Anne (2017)
Low job malfunction	Albertsen (2008), Kluczyk (2013)

Work-related Outcomes	
Low job burnout	Devi and Ragini (2014), Faught (2015), Kanwar (2009)
Low job alienation	AlHazemi (2016), Tummers and Dulk (2013)
Low turnover intention	Tan (2018), Suifan et. al. (2016)
Low absenteeism	Munde (2008), Awan and Bangwar (2013)
Non-work-related Outcomes	
High life satisfaction	Susi and Jawaharrani (2015), Gorsy and Panwar (2016)
High marital satisfaction	Ashwini (2018), Shree (2012)
High family performance	Benito-Osorio et. al. (2014)
High family satisfaction	Kotowska et. al. (2010), EA for Safety and Health at Work (2007)
High parental satisfaction	Matias et. al. (2017), Schnettler (2018)
High leisure satisfaction	Kossek and Ozeki (1998)
Low conflicts with family members	Westman et. al. (2009), Sirgy and Lee (2017)
Stress-related Outcomes	
Low emotional exhaustion	Yuan, Wu, and Tang (2018)
Low psychological distress	Wilkinson (2013), Bell et. al. (2012)
Low depression and anxiety	Gross (2019), Beaton (2019)
Low illness symptoms	Kossek and Ozeki (1998), Allen et al. (2000)
Low marital distress	Shree (2012), Sirgy and Lee (2017)
Low blood pressure and cholesterol	Yuan, Wu, and Tang (2018), Sirgy and Lee (2017)
Low alcohol/cigarette consumption	Bacharach (2011), Whiston and Cinamon 2015

2.3. Theoretical model of International Business Trips' Influence on Travelers' Work-Life Balance

According to the subsection 2.1 and 2.2, the theoretical model of the business trips influence on work-life balance presented in figure 10.

As we discussed before, the business trips have features, such as duration, frequency, expenses, and its challenges for the travelers. In addition, the previous investigations showed that the work-life balance can be balanced, disbalanced, or partly unbalanced because of the specific reasons. Finally, we found that there are three outcomes of the work-life balance, such as work-related, non-work-related, and stress-related. Combination of them establishs the theoretical model for research. In addition, the influence of the business trips to work-life balance which leads to different outcomes were presented in model.
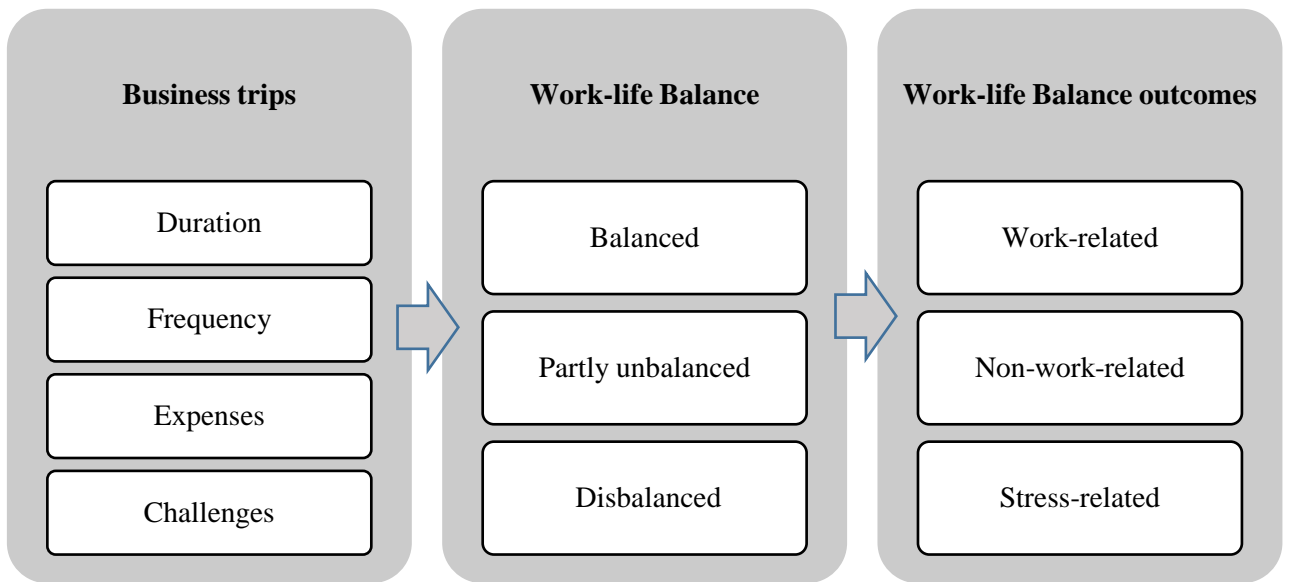
Fig. 10. Theoretical model of the Influence of the business trips on the work-life balance

3. Research Methodology of International Business Trips Influence on Travelers' Work-Life Balance

3.1. The Method of the Research

Boucherf (2006) explained that there is two type of methods which are qualitative and quantitative research method. The author stated that qualitative research is primarily exploratory research, where quantitative research uses measurable data. The method for research is quantitative analysis which contains the utilization and analysis of numeric data and formulate facts and uncover patterns. The technique involves some specific statistical techniques for answering questions for exploring issues of phenomena through gathering data in numerical form (Patel, 2009). Johnson (2013) mentioned that there are some elements of the quantitative research method, such as sample, hypothesis testing and numerical test interpretation.

Moreover, Hox and Boeije (2005) explained that there are two ways of data collection which are primary and secondary. The authors stated the fundamental difference of the data collection is originality of data. It means for primary data the researcher should collect data by own self for a specific research goal, however, in secondary data the researcher can use the data that already collected for other research or purpose. Accordingly, the primary data is used for research, thus, survey questions established according to Figure 10. Consequently, Mathers (2007) mentioned that surveys are very famous way of conducting research, and it is used to describe reality which is frequently used to collect information on behaviour and attitudes. Additionally, this study only has benefits for readers, so it does not hurt anyone ethics, also the author flowed the KTU Code of Academic Ethics too.

3.2. The Selection of the Instrument of the Study

The theoretical analysis is presented in Figure 10 which involved in the questions for the research, so there are two main factors, such as business travel and work-life balance were presented. Survey technique was used for getting the data for analysing the investigation. So, the data sources were survey which was presented with reasoning in table 5.

Table 6. Factors and reasoning of the research

Factors	Data Sources	Reasoning
Business Trips	Survey	Business trips have potential threats on the work-life balance. What are the fundamental impacts of the business trips, what potential threats are observed? The fundamental reason is to collect data about the business trips and its impacts to work-life balance.
Work-Life Balance	Survey	Work and non-work-related outcomes of the work-life balance have relation with the business trips. What are the outcomes of the work-life balance, how they could be summarized? The main reason is to gather data about the outcomes of the work-life balance after the business trip.

For conducting survey questions, previous investigations are analysed and used. Firstly, the survey questions related to the demographics data of the respondent took from Bataineh (2019) and Mathew and Natarajan (2019). The questions were related to age, gender, education, marital status, to have child, and income/position.

Moreover, the questions related to business trips were taken from the table 2. Accordingly, the question for the duration of the business trips arises from Welch (2006). Consequently, the frequency of the business trips is originated from Business Travel Satisfaction (2018). For the expenses, Greenhouse, Collins, and Shaw (2002) indicated, and the information is taken for survey questions as well. Finally, related to the challenges, see subchapter 2.1.3, because there are several different authors that mentioned family, health, and time as fundamental challenges for the business trips.

Subsequently, as it is obvious from theoretical model the wok-life balance is given with the three outcomes, such as work, non-work, and stress related outcomes, nevertheless, the measurement of those outcomes is somehow impossible. The authors (Sirgy and Lee, 2018; Abdurrahman and Ali, 2018) worked with the secondary data which there is no measurement for outcomes, just information from previous investigation and reports related to those outcomes. Accordingly, for the measurement of the work-life balance, Daniels and McCarraher (2000) questioners is used.

Additionally, the COVID-19 is become very popular virus in 2020 which is one and new type of Corona Virus (World Health Organization, 2020). According to WHO (2020), the virus become one of the main problems of the entire world which impacts to the welfare of the world, economy, and travelling as well. COVID-19 increased, and lockout started in many countries, therefore, the business trips were cancelled or decreased. The research was conducted during lockout, because of this, the compare situation and WLB before and during COVID-19 was added. Subsequently, survey question related to this virus is added too. Therefore, after this situation, the new model was presented in figure 11.
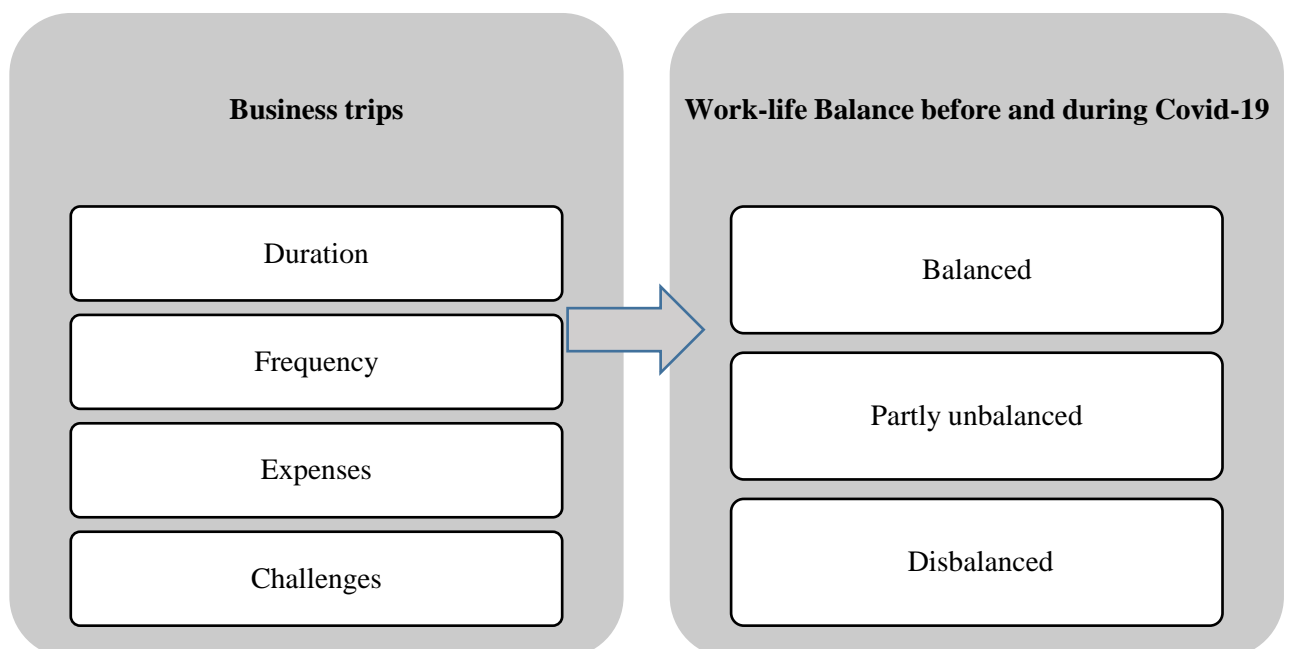
Fig. 11. Theoretical model of the influence of the business trips on the work-life balance.

3.3. The Sample Selection

Selection of the sample will be the international business travellers, because their answer can establish

reliable data from surveys. 176 international business travelers answered the survey questions, thus, the study has 7.5 percentage of margin of error with 95% confidence level (Robert, 2016). The author used snowball sampling method, because to find respondents in this circumstance is a bit difficult. Hamideh, Fereshteh, and Naderifar (2017) explained the snowball sampling is a non-random sampling method used when characteristics to be possessed by samples are rare and difficult to find. Therefore, the respondent is recruited into the sample group and later, the respondent also provides only one or more new respondents for survey questions. For decreasing the margin of error, the sample size should be increased as well, however, it was limited to get data from high number of sample size. The data was analyzed in Excel and Stata tools.

4. Results of The International Business Trips Influence on Travelers' Work-Life Balance

4.1. The Demographics of the Respondents

As mentioned in methodology part, the sample space is 176 international business travellers, and the data gathered between March and April in 2020 (n=176, margin of error= 7.5%, confidence level=95%). Firstly, in table 7, the demographics of the respondents were given.

Table 7. The demographics of the respondents.

Indicators	Categories	Percentage
Age	Below 25 25-35 35-45 Above 45	43 42 9 6
Gender	Male Female Other	66.5 30.7 2.8
Education level	High school Bachelor Master or higher	3.9 38.1 58
Family status	Single Married/Live with partner	65.9 34.1
Position level in organization	Lower Middle Top	24.7 58.8 16.5

As it is obvious from table 7, the most of the participants' age is till 35, thus, the most of the travelers are young. Also, 66.5 percentage of the respondents were male, while 30.7 percentage or the respondents are female. In addition, only 3.9 percentage of the respondents have education level of high school, others get bachelor or master or higher.
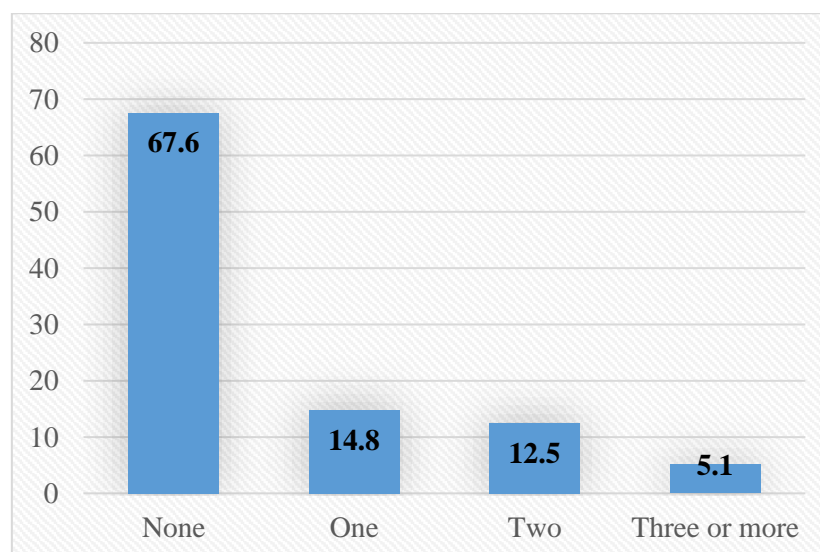
Fig. 12. The number of children of the respondents

According to the figure 12, 67.6 percentage of the travelers have no child which means the bigger portion of the respondents. Only small portion of the respondents ticked one, two, or more than two children.
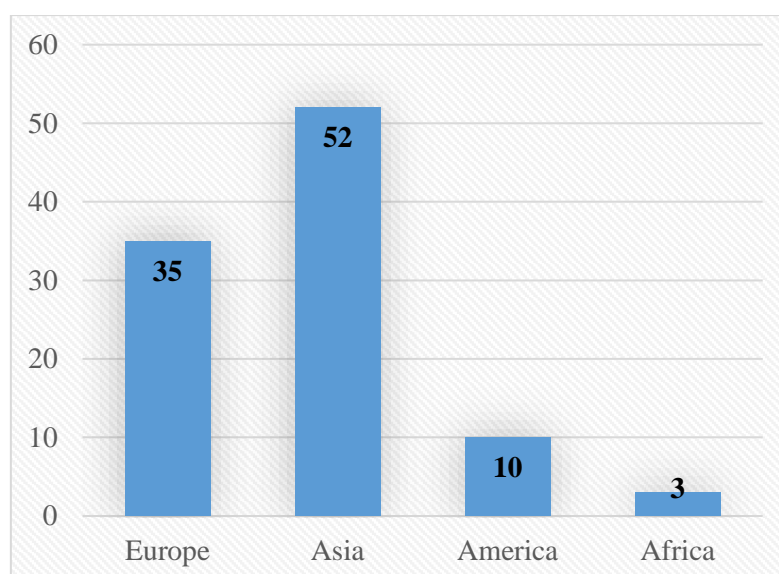
Fig. 13. The origin of the respondents

Additionally, the most of the travelers are single. In terms of position, most of the travelers are middle position level in the organization. According to figure 13, 52 percentage of the respondents are from Asia, and 35 percentage of the respondents are from Europe. 10 and 3 percentage are from America ad Africa, respectively.

4.2. The influence of the Business Trips on the Work-life balance before COVID-19

Firstly, the descriptive statistics of the business trips influence on the work life balance were presented. Then, correlation was given for the analysing the significance relationship among variables. Finally, the broad information of the influence of the business trips on the work life balance was explained where it was obvious the significance relationship between business trips and the work-life balance.

So, the descriptive statistics among duration, frequency, etc., of the business trips and the work-life balance before COVID-19 were represented in Table 8.

Table 8. The descriptive statistics of the influence of the business trips on the work life balance before the COVID-19

#	Descriptive Statistics	Mean	Std. Deviation
1	Frequency	1.43	0.737
2	Duration	2.06	1.054
3	Time per year	2.81	1.652
4	Expenses	1.69	0.84
5	Stress	1.85	0.721
6	Mental health problems	1.4	0.686
7	Physical health problems	1.59	0.766
8	Time difference problems	2.07	0.793
9	Family problems	1.63	0.797

#	Descriptive Statistics	Mean	Std. Deviation
10	Work-life balance problems	1.93	0.849
11	Relation problems	1.66	0.762
12	Because the business trips, you usually work long hours	2.02	0.855
13	There is not much time to socialise/relax with your partner/see family because of your business trips	1.8	0.871
14	You have to work most evenings because of your business trips	1.89	0.91
15	You often work late or at weekends to deal with paperwork without interruptions because of your business trips	1.91	0.896
16	Relaxing and forgetting about work because of your business trips issues is hard to do	1.8	0.83
17	You worry about the effect of business trips stress on your health	1.64	0.857
18	Your relationship with your partner is suffering because of your business trips	1.6	0.862
19	Your family is missing your input, either because you do not see enough of them/are too tired because of your business trips	1.74	0.886
20	Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult because of your business trips	1.89	0.894
21	You would like to reduce your business trips and stress levels, but feel you have no control over the current situation	1.6	0.843

Descriptive statistics is very useful tool for helping describe, show, or summarize data in a meaningful way. The frequency was ticked by the scale of 1-4, 5-10, and more than 10, thus, the mean is 1.43. Moreover, the duration was ticked by the respondents by the scale of 1-3, 4-7, 8-14, and more than 14 days which mean is 2.06. Time per year was ticked by the scale of up to 7days, 7-14, 15-21, around 1 month, 1-3 months, and more than 3 months that mean is 2.81. Expenses were ticked by the scale by yourself, by home country, and by host country where the mean is 1.69.

However, other variables were ticked by the scale of agree, disagree, and sometimes. According to the table 8, the max means are time spend per year for business trips which has 2.81 mean. Min mean among variables is mental health problems which is 1.4. The median is 1.8 for the variables. As it is obvious from table, the work-life balance problems have 1.93 mean which is close to median. Also, the means of the work-life measurement is approximetaly close to median.
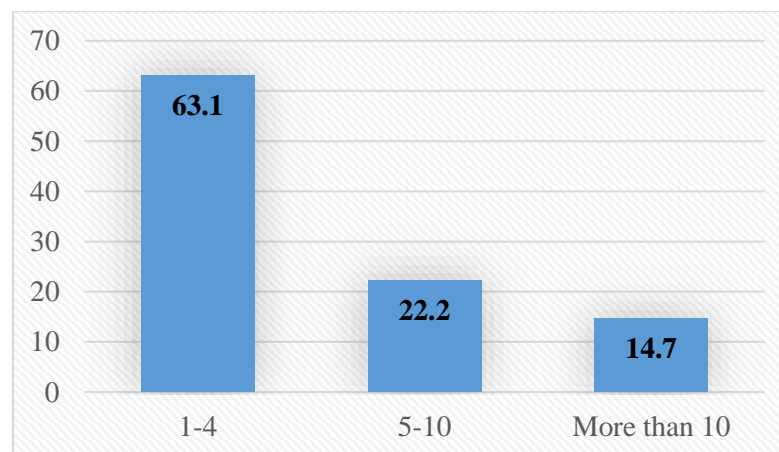
Fig. 14. The frequency of the business trips

According to the figure 14, most of the frequency of the trips was between 1 and 4 which is 63 percentage approximately. The frequency of the trips between 5 and 10 has 22 percentage, while 15 percentage is more than 10 trips' frequency which is less than others. As it was explained in theoretical part, the business trips more than 10 times frequency is not very efficient for the travellers, while between 1 and 4 trips per year is better for the traveler' work-life balance.

In addition, according to figure 15, the duration of the trips between 1 and 3 days, and 4 and 7 days has huge portion which both are 35 percentage approximetaly. Then, between 8 and 14 days has 16 percentage, and more than 14 days has 14 percentage which is less portion of pie chart.
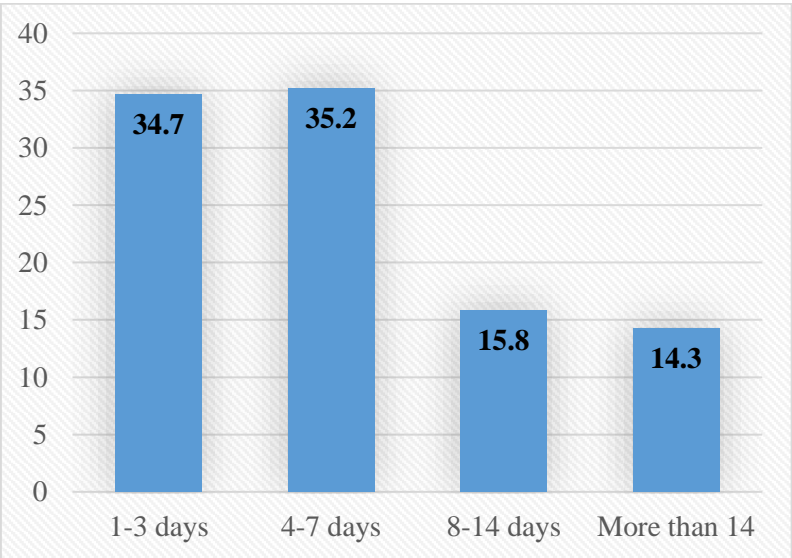
Fig. 15. The duration of the business trips

Finally, according to figure 16, time spend per year has six portions. Most of the time spend per year is up to 7 days by the respondents who is 31 percentage. Then other portions have approximately same percentage which is between 14 and 18 percentage. Only 6 percentage of the respondent spend more than 3 moths in business trips in year.
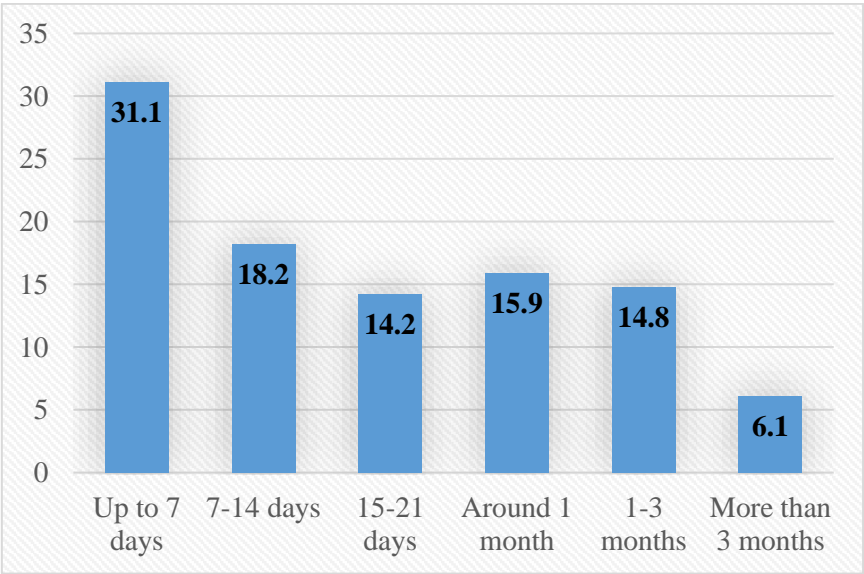
Fig. 16. The time spend per year of the business trips

According to the table 9 which is the measurement of the work-life balance before COVID-19, most of the respondents are not entirely happy. According to the findings which is related the measurement of the work life balance, there indicators, such as agree, sometimes, and disagree were used. 10 issues were used for the measuring the work-life balance because of the business trips.

Table 9. The Measurement of the Work-life balance before COVID-19

Work-Life Balance Dimensions	Disagree	Sometimes	Agree
Because the business trips, you usually work long hours	29 (17.6%)	81 (49.1%)	55 (33.3%)
There is not much time to socialise/relax with your partner/see family because of your business trips	55 (33.3%)	69 (41.8%)	41 (24.8%)
You have to work most evenings because of your business trips	47 (28.7%)	65 (39.6%)	52 (31.7%)
You often work late or at weekends to deal with paperwork without interruptions because of your business trips	43 (26.2%)	70 (42.7%)	51 (31.1%)
Relaxing and forgetting about work because of your business trips issues is hard to do	49 (29.7%)	81 (49.1%)	35 (21.2%)
You worry about the effect of business trips stress on your health	74 (44.8%)	58 (35.2%)	33 (20.0%)
Your relationship with your partner is suffering because of your business trips	81 (49.1%)	51 (30.9%)	33 (20.0%)
Your family is missing your input, either because you do not see enough of them/are too tired because of your business trips	61 (37.2%)	63 (38.4%)	40 (24.4%)
Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult because of your business trips	48 (29.1%)	67 (40.6%)	50 (30.3%)
You would like to reduce your business trips and stress levels, but feel you have no control over the current situation	76 (46.3%)	59 (36.0%)	29 (17.7%)

The first question was related the working hours because of business trips, and as it is obvious from data, only 17.6 percent of the respondent "disagree" with this issue, however, 49.1 percent ticked "sometimes", and 33.3 percent ticked "agree". As it is obvious, most of the people are not entirely or almost happy because of this issue. 33.3 percentage of the respondents disagree with "There is not much time to socialise/relax with your partner/see family because of your business trips" while 24.8 percentage agree, and the 41.8 percentage of the respondent answered "sometimes". It means that most of the respondents are not entirely happy with this issue again. In addition, only 28.7 percentage of the respondents "disagree" with "You have to work most evenings because of your business", however 39.6 and 31.7 percentage of the respondents chose sometimes and agree respectively which means most of them are not happy or totally happy with this issue as well.

Moreover, "You often work late or at weekends to deal with paperwork without interruptions because of your business trips" and "Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult because of your business trips" have more portion on "sometimes" and "agree" compare with "disagree" which means most of the respondents are not totally happy with this issue. Other variables have more portion of "disagree" and "sometimes", which means the respondents are happy or they are not entirely happy, however, the situation is not worse, such as "Relaxing and forgetting about work because of your business trips issues is hard to do", "You worry about the effect of business trips stress on your health", "Your relationship with your partner is suffering because of your business trips", "Your family is missing your input, either

because you do not see enough of them/are too tired because of your business trips", "You would like to reduce your business trips and stress levels, but feel you have no control over the current situation".

Therefore, according to the findings, most of the respondents are partly misbalanced which means they are not entirely happy. "Happy" means the respondents chose "disagree" that the work-life balance is not out of control. "Not totally happy" means the respondents ticked "sometimes" that the work-life balance is not out of control, however, it needs attention. "Not happy" means that the respondents ticked "agree" and the work-life balance is out of control and need huge attention on it. As it is obvious from results, most of the respondents' work-life balance needs attention, and only small portion has control on the work-life balance.

Summarizing, based on Table 9 results, we could state that work-life balance of explored respondents is partly misbalanced. In all cases, more than a half of respondents agree that they have problems in relation with all asked questions at least sometimes. The highest concern was demonstrated that respondents need to work long hours because of business trips and the lowest concerns related to relationship with partner and more than 40 percent did not worry about business trips' impact on their health. In addition, 46.3 percent of respondents did not like to reduce business trips.

The correlation analysis of the influence of the business trips to the work-life balance before COVID-19 represented in table 10. Spearman Correlation is used for analysing the work-life balance and the factors, such as the frequency, duration, time spend per year, gender, education level, position level, family status, and number of children.

Firstly, "Because the business trips, you usually work long hours" variable has significant correlation with all factors at the level 0.01 and 0.05. "There is not much time to socialise/relax with your partner/see family because of your business trips" has significant correlation with all factors except gender and family status. "You have to work most evenings because of your business trips" has significant correlation with every factor except family status and number of children. "You often work late or at weekends to deal with paperwork without interruptions because of your business trips" and "Relaxing and forgetting about work because of your business trips issues is hard to do" have significant correlation with all factors except gender, number of children, and family status.

"You worry about the effect of business trips stress on your health" has significant correlation with all factors expect family status. "Your relationship with your partner is suffering because of your business trips" and "Your family is missing your input, either because you do not see enough of them/are too tired because of your business trips" variables have significant correlation at the level 0.05 with duration, time spend per year, and the position level in organization factors. "You would like to reduce your business trips and stress levels, but feel you have no control over the current situation" (except frequency and gender) and "Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult because of your business trips" (except gender) variables have significant correlation approximetaly all factors.

Table 10. Correlation analysis of the work-life balance and factors before COVID-19.

Correlations		What was a frequency of your business trips last year?	What was majority duration of your international business trips last year?	How much time approximately (or how long) did you spend on business trips last year?	Gender	What is your highest education level?	What is your family status?	No. of children at home	What is your position in organization?
Because the business trips, you usually work long hours	Pearson Correlation	.220**	.182*	.331**	.244**	.277**	.170*	.159*	.317**
	Sig. (2-tailed)	0.003	0.015	0	0.001	0	0.024	0.035	0
There is not much time to socialise/relax with your partner/see family because of your business trips	Pearson Correlation	.201**	.251**	.366**	0.072	.228**	0.099	.157*	.310**
	Sig. (2-tailed)	0.008	0.001	0	0.345	0.002	0.19	0.037	0
You have to work most evenings because of your business trips	Pearson Correlation	.198**	.180*	.256**	.153*	.230**	0.12	0.058	.226**
	Sig. (2-tailed)	0.009	0.017	0.001	0.042	0.002	0.114	0.442	0.003
You often work late or at weekends to deal with paperwork without interruptions because of your business trips	Pearson Correlation	.250**	.303**	.366**	0.145	.199**	0.135	0.145	.327**
	Sig. (2-tailed)	0.001	0	0	0.055	0.008	0.073	0.054	0
Relaxing and forgetting about work because of your business trips issues is hard to do	Pearson Correlation	.182*	.289**	.267**	0.115	.197**	0.104	0.098	.288**
	Sig. (2-tailed)	0.015	0	0	0.128	0.009	0.169	0.195	0

		What was a frequency of your business trips last year?	What was majority duration of your international business trips last year?	How much time approximately (or how long) did you spend on business trips last year?	Gender	What is your highest education level?	What is your family status?	No. of children at home	What is your position in organization?
You worry about the effect of business trips stress on your health	Pearson Correlation	.219**	.177*	.201**	.150*	.170*	0.114	.157*	.251**
	Sig. (2-tailed)	0.004	0.019	0.007	0.047	0.024	0.133	0.037	0.001
Your relationship with your partner is suffering because of your business trips	Pearson Correlation	0.128	.260**	.275**	0.086	0.145	-0.07	0.024	.232**
	Sig. (2-tailed)	0.091	0	0	0.258	0.055	0.357	0.749	0.002
Your family is missing your input, either because you do not see enough of them/are too tired because of your business trips	Pearson Correlation	0.109	.268**	.294**	0.091	0.132	0.042	0.075	.327**
	Sig. (2-tailed)	0.151	0	0	0.229	0.082	0.579	0.323	0
Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult because of your business trips	Pearson Correlation	.283**	.305**	.361**	0.123	.210**	.151*	0.132	.289**
	Sig. (2-tailed)	0	0	0	0.105	0.005	0.046	0.081	0
You would like to reduce your business trips and stress levels, but feel you have no control over the current situation	Pearson Correlation	0.089	.222**	.227**	0.065	.153*	.161*	.212**	.272**
	Sig. (2-tailed)	0.241	0.003	0.002	0.389	0.042	0.033	0.005	0
Correlation									

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

Results revealed that longer time spent during one trip and during all last year has direct negative impact on work-life balance in all cases. Its longer time influence work-life balance negatively. Thus, duration and time per year of the trips have significant impact to all questions. Also, the position level has direct impact on work-life balance as well in all cases negatively. In addition, frequency of trips also correlates with all except some parts of work-life balance. It does not have statistically significant impact on the questions "You would like to reduce your business trips and stress levels, but feel you have no control over the current situation", "Your relationship with your partner is suffering because of your business trips", and "Your family is missing your input, either because you do not see enough of them/are too tired because of your business trips". In all other cases frequency impacted bigger misbalance of work-life balance. Frequency, times, and duration spent for trips abroad influence respondents' time, which they could spend for hobbies, leisure activities, or to maintain friendships and extended family relationships negatively the strongest from all explored work-life balance's questions.

In addition, it was explored that gender has impact on work-life balance of international business travellers, but not very much. In case of gender, just two significant statistical correlation was revealed. Results showed that females work longer hours because of their business travels and working evenings. Education level has impact to all cases except questions "Your family is missing your input, either because you do not see enough of them/are too tired because of your business trips" and "Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult because of your business trips". Therefore, education level impacted bigger misbalance on the work-life balance. Family status has low impact on the work-life balance as well as gender, however, some differences were found in relation with number of children. Respondents, who have more children, worried about the effect of business trips stress on their health and they wanted to reduce their business trips and stress levels, if they could.

To make more specific analyze, crosstabs were presented for the variables, such as duration, time per year, and position level which have strong significant correlation with all dimensions of the work-life balance. "Agree" answers were chosen for all dimensions of the work-life balance with the percentage. In table 11, the crosstab between work-life balance and duration of the business trips was presented.

Table 11. Crosstabulations of work-Life balance and the duration of the business trips

Work –life balance dimensions	What was majority duration of your international business trips last year?			
	1-3 days	4-7 days	8-14 days	More than 14 days
Because the business trips, you usually work long hours	25.5%	36.4%	23.6%	14.5%
There is not much time to socialise/relax with your partner/see family because of your business trips	24.4%	39.0%	17.1%	19.5%
You have to work most evenings because of your business trips	26.9%	34.6%	23.1%	15.4%
You often work late or at weekends to deal with paperwork without interruptions because of your business trips	17.6%	33.3%	27.5%	21.6%
Relaxing and forgetting about work because of your business trips issues is hard to do	17.1%	37.1%	22.9%	22.9%
You worry about the effect of business trips stress on your health	27.3%	30.3%	27.3%	15.2%
Your relationship with your partner is suffering because of your business trips	18.2%	30.3%	33.3%	18.2%

Work –life balance dimensions	What was majority duration of your international business trips last year?			
	1-3 days	4-7 days	8-14 days	More than 14 days
Your family is missing your input, either because you do not see enough of them/are too tired because of your business trips	25.0%	32.5%	17.5%	25.0%
Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult because of your business trips	18.0%	40.0%	22.0%	20.0%
You would like to reduce your business trips and stress levels, but feel you have no control over the current situation	20.7%	37.9%	27.6%	13.8%

As we see from table 11, the duration who agreed the work-life balance problem ticked the scale of 4-7 days. Only "Your relationship with your partner is suffering because of your business trips" factor has more portion in the scale of 8-14 days, it is because of long journeys makes relationship suffering. So, the business trips which has 4-7 days duration has negative impact to the work-life balance. In addition, according to the table 11, all scales have impact to the work-life balance, however, 4-7 days and 8-14 days have more negative impact in terms of other scales.

Table 12. Crosstabulations of work-Life balance and the time per year of the business trips

Work –life balance dimensions	What was majority duration of your international business trips last year?					
	Up to 7 days	7-14 days	15-21 days	Around 1 month	1-3 months	More than 3 months
Because the business trips, you usually work long hours	16.4%	14.5%	16.4%	20.0%	25.5%	7.3%
There is not much time to socialise/relax with your partner/see family because of your business trips	17.1%	14.6%	4.9%	26.8%	26.8%	9.8%
You have to work most evenings because of your business trips	21.2%	13.5%	13.5%	28.8%	15.4%	7.7%
You often work late or at weekends to deal with paperwork without interruptions because of your business trips	11.8%	13.7%	15.7%	25.5%	21.6%	11.8%
Relaxing and forgetting about work because of your business trips issues is hard to do	20.0%	14.3%	14.3%	28.6%	17.1%	5.7%
You worry about the effect of business trips stress on your health	30.3%	9.1%	12.1%	21.2%	18.2%	9.1%
Your relationship with your partner is suffering because of your business trips	15.2%	15.2%	15.2%	33.3%	9.1%	12.1%
Your family is missing your input, either because you do not see enough of them/are too tired because of your business trips	15.0%	12.5%	17.5%	27.5%	17.5%	10.0%
Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult because of your business trips	18.0%	12.0%	12.0%	26.0%	22.0%	10.0%
You would like to reduce your business trips and stress levels, but feel you have no control over the current situation	20.7%	10.3%	20.7%	31.0%	13.8%	3.4%

According to the table 12, we have interesting findings across dimensions of the work-life balance. "Because the business trips, you usually work long hours" ticked "agree" when they have trip around 1 month or 1-3 months 20 and 25.5 percentage, respectively. When the trip per year is long, so working hours will be high as well. "There is not much time to socialise/relax with your partner/see family because of your business trips" has also high rating in same scales with 26.8 percentage both. All other dimensions have higher rating in the scale of around 1 month, thus, the business trips which long 1 month per year overall will lead misbalance in work-life. The lowest portion of the scale is more than 3 months, the reason behind that only little amount of the respondents travel more than 3 month per year for business.

Table 13. Crosstabulations of work-Life balance and the duration of the business trips

Work –life balance dimensions	What is your position in organization?		
	Lower	**Middle**	**Top**
Because the business trips, you usually work long hours	20.0%	63.6%	16.4%
There is not much time to socialise/relax with your partner/see family because of your business trips	17.1%	70.7%	12.2%
You have to work most evenings because of your business trips	25.0%	59.6%	15.4%
You often work late or at weekends to deal with paperwork without interruptions because of your business trips	17.6%	60.8%	21.6%
Relaxing and forgetting about work because of your business trips issues is hard to do	20.0%	62.9%	17.1%
You worry about the effect of business trips stress on your health	27.3%	60.6%	12.1%
Your relationship with your partner is suffering because of your business trips	27.3%	60.6%	12.1%
Your family is missing your input, either because you do not see enough of them/are too tired because of your business trips	15.0%	65.0%	20.0%
Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult because of your business trips	20.0%	60.0%	20.0%
You would like to reduce your business trips and stress levels, but feel you have no control over the current situation	20.7%	65.5%	13.8%

According to the table 13, all of dimensions which were ticked "agree" by the respondents and suffer from misbalance of the work-life are the class of middle in the organization. The respondents who are from top or lower level of the organization have less problems with the work-life balance. In addition, "Your family is missing your input, either because you do not see enough of them/are too tired because of your business trips" has max percentage who ticked "agree" which is 65 percentage.

4.3. The influence of the Business Trips on the Work-life balance during COVID-19

COVID-19 forced the countries to make decision about lock down, thus, most of the borders were closed by governmental decisions. Figure 17 represent the changes of the business trips after COVID-19. As it is obvious from figure 17, 83 percentage of the business trips cancelled, and 11 percentage of the business trips reduced.
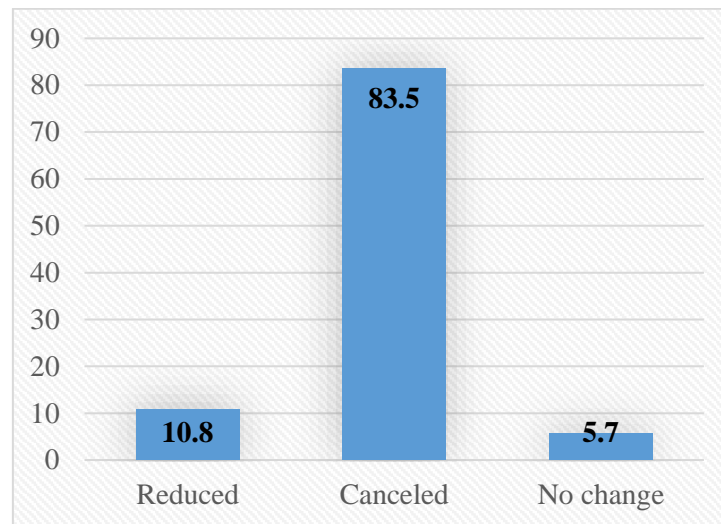
Fig. 17. Business trips during COVID-19

In table 14, the descriptive statistics of the influence of the business trips on the work-life balance after the COVID-19 were presented.

Table 14. The descriptive statistics of the influence of the business trips on the work-life balance after the COVID-19.

#	Descriptive Statistics	Mean	Std. Deviation
1	Stress decreased	1.55	0.899
2	Mental health problems decreased	1.57	0.917
3	Physical health problems decreased	1.63	0.941
4	Time difference problems decreased	2.1	1.035
5	Family problems decreased	1.9	1.009
6	Work-life balance problems decreased	1.91	1.004
7	Relation problems decreased	1.69	0.938
8	Your work amount decreased	1.99	1.025
9	You work less hours than before	2.07	1.026
10	There is more time to socialise/relax with your partner/see family now than before	2.09	0.987
11	You have to work less evenings now than before	2.03	0.971
12	You work late or at weekends to deal with paperwork without interruptions less now than before	2.03	0.941
13	Relaxing and forgetting about work issues is easier now than before	2.08	0.994
14	You less worry about the effect of business trips stress on your health now than before	2.01	1.003
15	Your relationship with your partner is suffering less now than before	1.81	0.954
16	Your family is missing your input less, either because you see enough of them/are less tired now than before	1.92	0.971
17	Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is easier now than before	2.07	0.98
18	You would like to increase your business trips as they were before COVID-19, but feel you have no control over the current situation	2.02	0.965

The scale of the questions was with three potions, such as agree, disagree, and sometimes. According to the table 14, max mean is 2.09 with the "There is more time to socialise/relax with your partner/see family now than before" variable, however, min mean is 1.55 which is "stress decreased". Median mean is 2, thus, the work-life measurement variables is very close to median. Summarizing, based on Table 15 results, we could state that work-life balance of explored respondents after COVID-19 is balanced more than before COVID-19.

Table 15. The Measurement of the work-life balance during Covid-19

Work-Life Balance Dimensions	Disagree	Sometimes	Agree
You work less hours than before	47 (28.8%)	30 (18.4%)	86 (52.8%)
There is more time to socialise/relax with your partner/see family now than before	39 (23.9%)	43 (26.4%)	81 (49.7%)
You have to work less evenings now than before	44 (26.8%)	47 (28.7%)	73 (44.5%)
You work late or at weekends to deal with paperwork without interruptions less now than before	39 (23.8%)	57 (34.8%)	68 (41.5%)
Relaxing and forgetting about work issues is easier now than before	41 (25.2%)	41 (25.2%)	81 (49.7%)
You less worry about the effect of business trips stress on your health now than before	48 (29.4%)	39 (23.9%)	76 (46.6%)
Your relationship with your partner is suffering less now than before	64 (39.0%)	46 (28.0%)	54 (32.9%)
Your family is missing your input less, either because you see enough of them/are less tired now than before	54 (32.9%)	46 (28.0%)	64 (39.0%)
Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is easier now than before	42 (25.6%)	43 (26.2%)	79 (48.2%)
You would like to increase your business trips as they were before COVID-19, but feel you have no control over the current situation	44 (26.8%)	49 (29.9%)	71 (43%)

It is obvious from table 15, during COVID-19, the work-life balance become better, more balanced if we compare with the measurement of the work-life balance before COVID-19. Most of the respondent ticked "agree", thus, all the questions have more portion in selection "agree" scale except "Your relationship with your partner is suffering less now than before" that most of the respondents ticked "disagree" which is 39 percentage. Also, the differences between "sometimes" and "disagree" scale in all questions are not very big. Therefore, during COVID-19 the work-life balance is more balanced. To make more specific information, the correlation analysis among the work-life measurement and the factors, such as gender, number of children, position, and the change of the business trips because of COVID-19 represented in table 16.

It is obvious from table 16, there are strong correlation during COVID-19, thus, the change after COVID-19 and position level have significant correlation with all work-life measurement variables at the 0.01 level. Gender factor has significant correlation at the 0.01 level with "You would like to increase your business trips as they were before COVID-19, but feel you have no control over the current situation", and at the level 0.05 with "Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is easier now than before" and "You would like to increase your business trips as they were before COVID-19, but feel you have no control over the current situation". Family status has not significant correlation with lots of questions, only "You work late or at weekends to deal with paperwork without interruptions less now than before" has correlation at the level 0.05.

Table 16. The Correlation Analysis of the Influence of the business trips on the work-life balance During Covid-19

		Because of Covid-19 your business trips	Gender	What is your highest education level?	What is your family status?	No. of children at home	What is your position in organization?
		Correlations					
Your work amount decreased	Pearson Correlation	.429**	0.06	.163*	0.051	0.036	.265**
	Sig. (2-tailed)	0	0.426	0.03	0.504	0.633	0
You work less hours than before	Pearson Correlation	.501**	0.088	0.14	0.145	.177*	.274**
	Sig. (2-tailed)	0	0.245	0.065	0.055	0.019	0
There is more time to socialise/relax with your partner/see family now than before	Pearson Correlation	.480**	.182*	.185*	0.129	0.118	.235**
	Sig. (2-tailed)	0	0.015	0.014	0.087	0.118	0.002
You have to work less evenings now than before	Pearson Correlation	.444**	0.131	.230**	0.099	0.111	.319**
	Sig. (2-tailed)	0	0.082	0.002	0.19	0.142	0
	N	176	176	176	176	176	176
You work late or at weekends to deal with paperwork without interruptions less now than before	Pearson Correlation	.414**	0.1	.209**	.187*	0.088	.346**
	Sig. (2-tailed)	0	0.185	0.005	0.013	0.243	0

		Because of Covid-19 your business trips	Gender	What is your highest education level?	What is your family status?	No. of children at home	What is your position in organization?
Correlations							
Relaxing and forgetting about work issues is easier now than before	Pearson Correlation	.368**	0.088	0.139	0.033	0.037	.254**
	Sig. (2-tailed)	0	0.248	0.065	0.668	0.628	0.001
You less worry about the effect of business trips stress on your health now than before	Pearson Correlation	.422**	0.137	0.14	0.027	0.117	.237**
	Sig. (2-tailed)	0	0.07	0.064	0.72	0.122	0.002
Your relationship with your partner is suffering less now than before	Pearson Correlation	.449**	0.116	.190*	0.072	0.098	.261**
	Sig. (2-tailed)	0	0.124	0.012	0.345	0.195	0
Your family is missing your input less, either because you see enough of them/are less tired now than before	Pearson Correlation	.462**	0.059	0.147	0.106	.159*	.289**
	Sig. (2-tailed)	0	0.44	0.051	0.159	0.035	0
Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is easier now than before	Pearson Correlation	.448**	.194**	.164*	0.129	.198**	.365**
	Sig. (2-tailed)	0	0.01	0.03	0.088	0.008	0
You would like to increase your business trips as they were before COVID-19, but feel you have no control over the current situation	Pearson Correlation	.498**	.242**	0.141	0.06	0.086	.295**
	Sig. (2-tailed)	0	0.001	0.062	0.429	0.255	0
**. Correlation is significant at the 0.01 level (2-tailed).							
*. Correlation is significant at the 0.05 level (2-tailed).							

Number of children factor has significant correlation at the 0.01 level with "You work less hours than before", and 0.05 level with "Your family is missing your input less, either because you see enough of them/are less tired now than before" and "Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is easier now than before". Therefore, some statistically significant results were highlighted in relation with number of children and gender. Females and respondents, who have more children work less hours, gives more time for family either because they see enough of them/are less tired now than before and also have more time for hobbies, leisure activities, or to maintain friendships. Moreover, females started working less during COVID-19 restrictions than before. About the work position, it should be noted that respondents who have higher positions work less than before, they work less on evenings and on weekends. In addition, they also have more time for their families, hobbies and they improved their relations with a partner. However, should be noted that females and people having higher positions would like to increase their trips number. In addition, the education level has strong correlation approximetaly with all variables

Females and travelers who has children cannot increase the number of business trips, however, they have more chance to spend with their family. In summary, the decreased number of international trips has a positive impact on all parts of work-life balance. The change of the business trips because of COVID-19 has significant correlation with all factors, therefore, to make more specific view crosstabs were presented in table 17. Just answers "agree" within the question "Because of COVID-19 your business trips" and percent in every analyzed question are considered.

Table 17. Crosstabulations of work-Life balance and changes of business trips

Work –life balance dimensions	Because of Covid-19 your business trips		
	Did not change	Were reduced	Were canceled
You work less hours than before	20.0%	36.8%	56.2%
There is more time to socialise/relax with your partner/see family now than before	30.0%	31.6%	52.6%
You have to work less evenings now than before	10.0%	52.6%	45.3%
You work late or at weekends to deal with paperwork without interruptions less now than before	30.0%	42.1%	41.6%
Relaxing and forgetting about work issues is easier now than before	40.0%	63.2%	47.4%
You less worry about the effect of business trips stress on your health now than before	10.0%	52.6%	47.4%
Your relationship with your partner is suffering less now than before	10.0%	15.8%	36.5%
Your family is missing your input less, either because you see enough of them/are less tired now than before	10.0%	26.3%	42.3%
Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is easier now than before	10.0%	52.6%	49.6%
You would like to increase your business trips as they were before COVID-19, but feel you have no control over the current situation	20.0%	36.8%	29.2%

It is obvious that could respondents who have cancelled trips agreed with provided statements the most. Even 56,2 percent of respondents agreed that they work less hours than before. In addition,

almost 53 percent of respondents, whose trips were canceled, agreed that they have more time to socialise/relax with a partner or/and to see family now than before. At the same time almost 32 percent of respondents, whose trips were reduced and 30 percent, whose trips were not reduced agreed to this statement. However, it could be noted that even business trips were not reduced somehow COVID-19 situation influenced work-life balance of respondents positively. Even their trips were not canceled even 40 percent of international business travelers agreed that relaxing and forgetting about work issues is easier now than before.

The position level has significant correlation with all factors, therefore, to make more specific view crosstabs were presented in table 18.

Just answers "agree" within the question "What is your position in organization" and percent in every analyzed question are considered. It is obvious from table 18, in every work-life balance dimension the middle class has more portion than others. Higher percentage which is 70.4 for the middle class was ticked for the question "You would like to increase your business trips as they were before COVID-19, but feel you have no control over the current situation". Other portions have also positive impact to work-life balance; however, they are not huge as middle class.

Table 18. Crosstabulations of work-Life balance and position level of business trips

Work –life balance dimensions	What is your position in organization?		
	Lower	**Middle**	**Top**
You work less hours than before	23.3%	59.3%	17.4%
There is more time to socialise/relax with your partner/see family now than before	22.2%	64.2%	13.6%
You have to work less evenings now than before	19.2%	61.6%	19.2%
You work late or at weekends to deal with paperwork without interruptions less now than before	20.6%	58.8%	20.6%
Relaxing and forgetting about work issues is easier now than before	24.7%	56.8%	18.5%
You less worry about the effect of business trips stress on your health now than before	23.7%	59.2%	17.1%
Your relationship with your partner is suffering less now than before	16.7%	68.5%	14.8%
Your family is missing your input less, either because you see enough of them/are less tired now than before	20.3%	62.5%	17.2%
Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is easier now than before	21.5%	55.7%	22.8%
You would like to increase your business trips as they were before COVID-19, but feel you have no control over the current situation	15.5%	70.4%	14.1%

4.4. Discussion

Discussion part is a general analysis which were delivered the meaning, importance, and relevance of the selected topic. Morever, the overview of the influence of the business trips on the work-life balance and compare before and during COVID-19 were presented. The focus of explaining and evaluating findings with the aim, research question, theoretical part was presented.

In the global edge, the international business has become a fundamental fame where traveling for business trips are becoming one of the main resources of companies for growing and internationalization. The business trip is a type of trip where an employee is travelling internationally or locally, and it undertakes for work purposes of a company or an individual (Ramsey, 2011). Therefore, we could see growing importance and status of this phenomena and for travellers, therefore, this phenomenon is not depending on only the salary or position; however, the international business travel can face some obstacles between family and personal life and work. Balancing life and job are a main challenge for international business travellers and the number of international business travellers breeds continuously. Therefore, the author conducts research about the work-life concept and the influence of the international business trips on this balance.

Whetley (2011) explained the work-life balance is a combination of work and household responsibilities successfully, where "work" in this framework can be considered as paid or unpaid employment, and "life" which refers to non-work, encompassed of leisure time spent in family and interested activities. The problem of work-life occurs due to the instance of work- and life-related time, because while employee is travelling, the situation can be seen unexpectedly bad. Dhas, (2015) mentioned long working hours and high stressful jobs not only hamper employees' ability to harmonize work and life, however, it is also accompanying with risks of health, increased smoking and alcohol consumption, depression, weight gain, etc. Consequently, the balance of work-life become a physical and mental problem for the business travellers, because care of family/child, changing domestic work to new and different work conditions, responsibilities in new market, etc. are very hard and grim processes of employee's life. American Express Global Business Travel, showed the business travellers have some concerns related to work-life balance, the combination business and leisure.

Consequently, the international business traveler is an employee who travels for business purposes abroad for short term, as overnights, few days or week. The fundamental source of the business trips is a human resource who is causally related to the job, purpose, and etc., and this resource has huge demand for the companies. According to the Eurostat (2018), approximately 70 percent of the trips between 1-3 days are business and professional trips. According to Global Benchmark Survey: Business Travel Satisfaction (2017), the business trips frequency can be given in 3 subsections, such as 1-5; 6-10; and more than 10 times. It is obvious that there can be lots of small/big and short- /long term problems on work-life balance of travelers, and consequently, according to the findings, the business trips were expressed by their matters. Gromova (2018) mentioned the work-life balance as an equilibrium of career and self-care development, the ratio of interrelated indicators of work and life activity or process, and the correct ratio between any work and life which is chosen for the investigation, because it is presenting better and broad definition for the work-life balance. To make more specific understanding of the work-life balance, the spill over theory was used which indicates one of the most popular views of balance between work and family. According to the theory, the employees establish and carry emotions, feelings, behaviours, attitudes from work to family, and vice versa. Also, findings showed that there are three outcomes of the work-life balance, such as work, non-work, and stress-related outcomes.

The method of the research is qualitative research is primarily exploratory research, where quantitative research uses measurable data. The method for research is quantitative analysis which contains the utilization and analysis of numeric data and formulate facts and uncover patterns. Also, the research was conducted by the primary data collection which means for primary data the

researcher should collect data by own self for a specific research goal, however, in secondary data the researcher can use the data that already collected for other research or purpose. Survey questions were established by the theoretical model. The research has two factors, such as business trips and the work-life balance with the reasoning to collecting data about the influence and relations of them. The questions were established by the previous investigations, and for the measurement of the work-life balance, Daniels and McCarraher (2000) questioners is used. To analyze the work-life balance's outcomes and establish questions were challenging. Also, COVID-19 is become very popular virus in 2020 which increased, and lockout started in many countries, therefore, the business trips were cancelled or decreased. The research was conducted during lockout, because of this, the compare situation and WLB before and during COVID-19 was added. 176 international business travelers answered the survey questions; thus, the study has 7.5 percentage of margin of error with 95% confidence level (Robert, 2016).

According to the findings, the work-life balance of explored respondents is partly misbalanced before COVID-19 because of the business trips. In all cases, more than a half of respondents agree that they have problems in relation with all asked questions at least sometimes. The highest concern was demonstrated that respondents need to work long hours because of business trips and the lowest concerns related to relationship with partner. About correlation between the business trips and the work-life balance before COVID-19, the results revealed that business trips which have longer time spent during one trip and during all last year has direct negative impact on work-life balance in all cases. Thus, duration, time per year, and position level of the trips have significant impact to all questions. Other variables have impact to the work-life balance as well.

According to the findings, during COVID-19, 83 percentage of the business trips cancelled, and 11 percentage of the business trips reduced. Therefore, during COVID-19, the work-life balance become better, more balanced if we compare with the measurement of the work-life balance before COVID-19. Most of the respondent ticked "agree", thus, more balanced work-life for the business travelers occurred. About correlation analysis between the business trips and the work-life balance during COVID-19, in summary, the decreased number of international trips has a positive impact on all parts of work-life balance. The change of the business trips because of COVID-19 has significant correlation with all factors. All dimensions of the work-life balance who ticked "agree" has more percentage after COVID-19.

In conclusion, as mentioned before, the work-life balance is become more balanced during COVID-19. The investigation provided several insights and contributions in terms of the business trips' influence on the work-life balance and their relations; nevertheless, there are some limitations of the research which could be analyzed in future, such as outcomes, some support for better work-life balance, and to conduct research with more respondents. To make it clearer, the differences between work-life balance before and during COVID-19 was presented in table 19.

According to the table 18, there is interesting change in the work-life balance after COVID-19. It is obvious from table, all dimensions of the work-life balance who ticked "agree" has more percentage after COVID-19. Thus, the work-life balance is become more balanced during COVID-19. In terms of scale of "sometimes", again during COVID-19, most of the respondents changed their opinions, therefore, higher percentages were shown before Covid-19. In summary, we can conclude that COVID-19, makes work-life balance more balanced, because of the decreased number of the business trips.

Table 19. The comparasion of the work-life balance before and during COVID-19

Work-life balance dimensions		Disagree		Sometimes		Agree	
In 2019	During COVID-2019	In 2019	During COVID-2019	In 2019	During COVID-2019	In 2019	During COVID-2019
Because the business trips, you usually work long hours	You work less hours than before	29 (17.6%)	47 (28.8%)	81 (49.1%)	30 (18.4%)	55 (33.3%)	86 52.8%)
There is not much time to socialise/relax with your partner/see family because of your business trips	There is more time to socialise/relax with your partner/see family now than before	55 (33.3%)	39 (23.9%)	69 (41.8%)	43 (26.4%)	41 (24.8%)	81 (49.7%)
You have to work most evenings because of your business trips	You have to work less evenings now than before	47 (28.7%)	44 (26.8%)	65 (39.6%)	47 (28.7%)	52 (31.7%)	73 (44.5%)
You often work late or at weekends to deal with paperwork without interruptions because of your business trips	You work late or at weekends to deal with paperwork without interruptions less now than before	43 (26.2%)	39 (23.8%)	70 (42.7%)	57 (34.8%)	51 (31.1%)	68 (41.5%)
Relaxing and forgetting about work because of your business trips issues is hard to do	Relaxing and forgetting about work issues is easier now than before	49 (29.7%)	41 (25.2%)	81 (49.1%)	41 (25.2%)	35 (21.2%)	81 (49.7%)
You worry about the effect of business trips stress on your health	You less worry about the effect of business trips stress on your health now than before	74 (44.8%)	48 (29.4%)	58 (35.2%)	39 (23.9%)	33 (20.0%)	76 (46.6%)
Your relationship with your partner is suffering because of your business trips	Your relationship with your partner is suffering less now than before	81 (49.1%)	64 (39.0%)	51 (30.9%)	46 (28.0%)	33 (20.0%)	54 (32.9%)
Your family is missing your input, either because you do not see enough of them/are too tired because of your business trips	Your family is missing your input less, either because you see enough of them/are less tired now than before	61 (37.2%)	54 (32.9%)	63 (38.4%)	46 (28.0%)	40 (24.4%)	64 (39.0%)
Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult because of your business trips	Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is easier now than before	48 (29.1%)	42 (25.6%)	67 (40.6%)	43 (26.2%)	50 (30.3%)	79 (48.2%)
You would like to reduce your business trips and stress levels, but feel you have no control over the current situation	You would like to increase your business trips as they were before COVID-19, but feel you have no control over the current situation	76 (46.3%)	44 (26.8%)	59 (36.0%)	49 (29.9%)	29 (17.7%)	71 (43%)

Limitations of the research.

The investigation provided several insights and contributions in terms of the business trips' influence on the work-life balance and their relations; nevertheless, there are some limitations of the research which could be analyzed in future. Limitations are factors that could not be controlled. Therefore, we reached 176 business travelers, however, it could be better and with less margin of error when more travelers respondent filled the survey. Different spread of trips based on time and duration cannot be controlled, thus, more homogenic groups could give more precise results. Moreover, results are not reliable to be analysed for all business travelers' population as convenient sample were taken.

Future research tendencies.

For future research, it can be analyzed with the changes before and during COVID-19 of the work-life balance with the relations of the outcomes. Outcomes can be very effective with the deep analyze of the work-life balance, especially with the influence of COVID-19. Also, according to the findings, there are misbalance of the work and life because of the business trips, and COVID-19 is not a solution for this obstacle. So, some organizational support, or strategy, or something like that can be very helpful and effective. Those types of strategies or supports can be analyzed for better work-life balance of the travelers. Finally, it could be suggested to analyse international business travelers based on different countries comparison, sectors, gender, etc.

Conclusions and Recommadations

1. The business trip is a type of trip where an employee is travelling internationally or locally for work purposes which has a growing importance nowadays, however, the international business travel can face some obstacles between work and life. Therefore, the research was cunducted about the work-life concept and the influence of the international business trips on this balance.

   o Approximately 70 percent of the trips between 1-3 days are business and professional trips, however, it can be more than 1-3 days.

   o The business trips frequency can be given in 3 subsections, such as 1-5; 6-10; and more than 10 times.

   o It is obvious that there can be lots of small/big and short/long term problems on work-life balance of travelers.

   o The work-life balance as an equilibrium of career and self-care development, the ratio of interrelated indicators of work and life activity or process, and the correct ratio between any work and life, thus, employees establish and carry emotions, feelings, behaviours, attitudes from work to family, and vice versa.

   o Findings showed that there are three outcomes of the work-life balance, such as work, non-work, and stress-related outcomes.

2. Theoretical model was presented with business trips features, such as frequency, duration, challenges, and expenses which has influence on the work-life balance which led outcomes.

3. The work-life balance of explored respondents is partly misbalanced before COVID-19 because of the business trips, however, during COVID-19, the work-life balance become better, more balanced if we compare with the measurement of the work-life balance before COVID-19.

   o In all cases, more than a half of respondents agree that they have problems in relation with all asked questions at least sometimes.

   o The results revealed that business trips which have longer time spent during one trip and during all last year has a direct negative impact on work-life balance in all cases.

   o Duration, time per year, and position level of the trips have significant impact to all questions, however, the frequency of trips also correlates with all except some parts of work-life balance. Gender has an impact on work-life balance of international business travelers, but not very much. Results showed that females work longer hours because of their business travels and working evenings. Education level impacted bigger misbalance on the work-life balance. Family status has low impact on the work-life balance. Respondents, who have more children, worried about the effect of business trips stress on their health and they wanted to reduce their business trips and stress levels, if they could.

   o 83 percentage of the business trips cancelled, and 11 percentage of the business trips

reduced because of COVID-19.

- o During COVID-19, the work-life balance become better, more balanced if we compare with the measurement of the work-life balance before COVID-19.

- o Only, relationship is suffering during Covid-19, because of some respondents were stuck in their homes with quarantine which was presented in survey answers' part.

After analyzing result part, some recommendations were given below.

1. For making more balanced way between work and life, organizational support can be taken into account. HR department is a power in the company who can control of it. More organizational support or activities or some strategy can be very beneficial. According to the research, a company gives responsibility, time, duration, frequency of the trips, thus, they have ability to balance the business trip, especially time of trip and working, frequency, duration which are the main factors that influence to the work-life balance

2. Moreover, it is obvious from findings, family, partner and children issues are vey fundamental parts which have huge part of work-life balance. Also, we find that the expenses can be covered by the company (home or host), thus, additional expenses with traveling with family members or partner can be very effective way of decreasing misbalance between work and life. After hard work, the traveler can spend his or her time with close person as it was same before, and explore new country with close members.

3. Final recommendations is about schedule, because hard schedule can be very problem with the spending time for own or with close members or pleasure, hobbies, etc. According to the work-life balance dimensions, we found several facts about family, own interest, time for work, etc. Therefore, limited time for work can be very effective. Findings showed that most of the respondents works more during the trip which make the business trip more challenging with new environment. So, untough schedule, good timing, more rest time, additional time for exploring new country can lead very successful work-life balance of the travelers. Also, if we combine this recommendation with above one, it can be perfect balance. It will be somehow touristic visit with your close members, and it can be led effective work standards as well. Since spill-over theory suggests better and positive life standards will lead to better work.

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Appendices

Appendix 1. Survey questions

1. Did you travel for business (work) last year?
   Yes ☐   No ☐
2. What was a frequency of your business trips last year?
   1-4 ☐   5-10 ☐   More than 10 ☐
3. What was majority duration of your international business trips last year?
   1-3 days ☐   4-7 days ☐   8-14 days ☐   more than 14 days ☐
4. How much time approximately (or how long) did you spend on business trips last year?
   Up to 7 days ☐   7-14 days ☐   15-21 days ☐   Around 1 month ☐   1-3 months ☐   more than 3 months ☐
5. Where did you travel?
   Mostly the same places ☐   Some different places ☐   Mostly different places ☐
6. By whom were the expenses covered mostly?
   Home country/individual ☐   Host country/individual ☐   Yourself ☐
7. Because of international business trips you have:

	Disagree	Sometimes	Agree
Stress			
Mental health problems			
Physical health problems			
Time difference problems			
Family problems			
Work-life balance problems			
Relation problems			

8. Age ☐☐ (write)
9. Gender
   Male ☐   Female ☐   Other ☐
10. What is your highest education level?
    High School ☐   Bachelor ☐   Master+ ☐
11. What is your family status?
    Single ☐   Married/ live together with a partner ☐
12. No. of Children at home
☐ None
☐ One
☐ Two
☐ Three or more
13. Your country of residence (please write) _____
14. What is your position in organization?
    Lower ☐   Middle ☐   Top ☐
15. Please answer looking at last year situation:

	Disagree	Sometimes	Agree
Because the business trips, you usually work long hours			
There is not much time to socialise/relax with your partner/see family because of your business trips			
You have to work most evenings because of your business trips			
You often work late or at weekends to deal with paperwork without interruptions because of your business trips			
Relaxing and forgetting about work because of your business trips issues is hard to do			
You worry about the effect of business trips stress on your health			
Your relationship with your partner is suffering because of your business trips			
Your family is missing your input, either because you do not see enough of them/are too tired because of your business trips			
Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is difficult because of your business trips			
You would like to reduce your business trips and stress levels, but feel you have no control over the current situation			

16. Because of Covid-19 your business trips

☐ Did not change
☐ Were reduced
☐ Were cancelled

17. Because of Covid-19 your:

	Disagree	Sometimes	Agree
Stress decreases			
Mental health problems decreased			
Physical health problems decreased			
Time difference problems decreased			
Family problems decreased			
Work-life balance problems decreased			
Relation problems decreased			
Your work amount decreased			

18. Explain "why your work increased or decreased" for previous statement, please

_____

19. Because of Covid-19:

	Disagree	Sometimes	Agree
You work less hours than before			
There is more time to socialise/relax with your partner/see family now than before			
You have to work less evenings now than before			
You work late or at weekends to deal with paperwork without interruptions less now than before			
Relaxing and forgetting about work issues is easier now than before			
You less worry about the effect of business trips stress on your health now than before			
Your relationship with your partner is suffering less now than before			
Your family is missing your input less, either because you see enough of them/are less tired now than before			
Finding time for hobbies, leisure activities, or to maintain friendships and extended family relationships is easier now than before			
You would like to increase your business trips as they were before Covid-19, but feel you have no control over the current situation			