

Clear team direction: A related concept to psychological safety is a clear team direction—the clear purpose and direction by the team leader for the team's collective action (Edmondson 1999; Zaccaro et al. 2008). The data collection period spanned from October to December 2022, and the data were collected via the electronic LimeSurvey tool. Social contact: During the pandemic, isolation and a decline in contact to colleagues have been found as one of the most striking factors that negatively influenced productivity, job satisfaction and mental health (Danilova et al. 2022; Ganesan et al. 2021; Mehta 2022). As information and communication technology helps to coordinate and adapt to WFH arrangements, negative side effects such as unstable connections, work-home conflict and a personal lack of boundary management are reported (Barber and Jenkins 2014; Gadeyne et al. 2018; Shao et al. 2021). Table 1 depicts an overview of the Table 1 Overview of hypothesis Vol.: Hypothesis 6 onsite work.