CONCEPTUALIZING THE WORKCATION PERCEIVED ATTRIBUTES, CONCEPTS AND IMPACTS AMONG LOCAL EMPLOYEES

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ABSTRACT

The study aims to discover the perceived attributes, concepts, and impacts of workcation among local employees. A total of 242 study participants were chosen using purposive convenience sampling techniques. An online Google form was used to collect 150 usable responses. The data for this study were analysed using descriptive statistics. Results found travelling for official company affairs was the key attribute of workcation. Employee retention, productivity and creativity were the three most apparent perceived impacts of workcation. The workcation concept is viable for implementation by employers due to its flexibility and enhances employees' creativity elements. The findings of this study assist local employees in understanding the attributes, concepts, and potential impact of implementing the workcation, which will be more beneficial if implemented as part of the company's work culture. Future studies can extend this research and validate the workcation concept in a different setting.

Keywords: workcation, attributes, impacts, retention, productivity, creativity

Introduction

A 'workation,' which is the standard spelling also, spelled with other spellings such as 'workcation' or 'worcation,' is the combination of two words, 'work' and 'vacation'. Voll et al. (2022) stated that a workcation is the office experience that combines both work time and leisure time. It is the idea of continuing work as usual while taking a break somewhere. Thus, a workcation is a practice of doing our everyday work instead of doing it in the office typically but now at different places where employees can enjoy holiday or vacation simultaneously. Metcalf (2021) stated that examples of scenarios of workcation are sunning ourselves while sending emails, hitting the beach and hitting targets anywhere in the world.

Ever since the world was hit by the newest pandemic, which is the SARS-CoV-2 or also known as Coronavirus disease (COVID-19), the way people live have changed in many ways. For example, before this, people might not imagine that they must wear masks almost all the time whenever they go out while maintaining social distancing between individuals. Many companies have implemented the work-from-home (WFH) approach wherever possible to continue working but not at the usual places such as offices to minimize meetings between staff (Karine et al., 2021; Roslinah et al., 2020). Meanwhile, for travelling, even today, some countries are still closing their borders for international travelers to visit. The pandemic has significantly increased the workcation trajectory (Kurtmollaiev et al., 2020). From the work-from-home approach, where people do their work at home, they now shift into the workcation approach, where they can do their work while on vacation (Voll et al., 2022). This scenario happened because from stuck at home working and could not go anywhere to travel during the lockdown. Now they were doing both work and travel.

A survey from Booking.com found that 37% out of 20,000 travelers from 28 different countries have considered booking a destination trip for work, which is even higher at 42% in the US (The STAR Online, 26th July 2022). Besides, from the survey also, it can be seen that workcation is gaining more popularity which is 55% wanted to enjoy leisure time by taking the opportunity to extend any business trips. It is unspecified when was workcation started and where its origin is. However, some white-collar workers took advantage of combining their business and leisure at the same time even before COVID-19. Lufkin (2022) provided two examples of workcation case. For example, a professor of organizational behaviour at Western University in Canada regularly adds extra days to business trips, combining travel and relation with networking or developmental activities like cooking or language class. The concept is fantastic and gives people a chance to experience things they might not usually get an opportunity to participate in. In another case, Andy Drane, a senior equity partner at an Edinburgh-based corporate and communication law firm, went on a workcation to England's Lake District to take care of his elderly family members, still enjoying the location as he worked remotely. He would not have considered the concept possible before the pandemic, and he said the business has proven itself more flexible than he anticipated. Therefore, this concept is believed was started way before the current pandemic hit the world.

According to the Congress of Union Employees in the Public and Civil Service (CUEPACS), Malaysia is not ready to implement four days of the working week yet because there are other matters to resolve by the government and employers involving workers' welfare and salaries (The STAR Online, 4th July 2022). Hence, workcation is essential to explore in Malaysia because it has been a thing for some time now as it gives physical and mental freshness and, at the same time, energises workcationers by providing a vacation-like spirit (Pooja, 2021). In a survey done by Flexjobs of 2,100 people who worked remotely during the pandemic, most employees want to continue working remotely after the pandemic (Bajarin, 2021). The author added that the survey shows that 65% of respondents want to continue working remotely, 33% prefer hybrid models and only 2% like to return to the office. The so-called 'forced experiment' with remote work because of the COVID-19 pandemic over the past two years has shown some organisations the benefit of work approaches. They would never have otherwise considered because organizations' new capabilities from remote work have opened new possibilities (Harvard Business Review, 2022).

Due to this idea of workcation becoming a trend and gaining popularity among employees, what effects of workcation on them? This problem happened because of the workcation itself. The combination of work and vacation at the same time gave us questions of what way can these two things be done together, who can do workcation, why they are doing it, when is the best time to do workcation, and where are the suitable places to do workcation. Thus, the workcation idea brings some issues to the workcationers. Hence, the workcation idea is not for

everyone. These inquiries are the basis for the current study to explore the perceived attributes, concepts and impacts of workcation among local employees.

Literature Review

The literature on workcation trends and critical variables used in the study is presented in the sub-section to grasp the concept.

Growth and trend of workcation

Remote working has become the new mode of working where youth today chase the effect of work-from-home. Many employers encourage this work mode to reduce overheads, such as renting office space (Rainoldi et al., 2022; Stainton, 2022; Yoshida, 2021). The author also stressed that the workcation evolved when employees could work independently and employers trusted them with the freedoms that resulted in many employees being awarded at work. Orel (2019) supported this trend by saying that employees do not need to be under constant supervision and can do their jobs wherever the places they are working independently and efficiently.

Many organizations led by the COVID-19 pandemic embraced the concept of working from home. This idea remains a default work model even though many countries in the world have slowly started to ease out of lockdown restrictions (Alipour et al., 2021; Karine et al., 2021). Since then, many companies have implemented a hybrid work model, which combines a few days working in the office with a few days working from home. Most companies also allow their employees to have the freedom to choose whether to work from home or to work at the office (Couch et al., 2020). Chadee et al. (2021) also viewed that both fully remote working and hybrid models have a great opportunity: the workcation. This trend is perhaps the most exciting travel style that evolved during the pandemic of COVID-19 for the travel industry.

The current advanced technology has changed how people work for the better, where employees no longer need to commute or travel halfway around the world for a business meeting, which can cause pollution to the environment (Stainton, 2022). The author added that plenty of productivity and collaboration tools support remote work. Nowadays, people can perform their day-to-day work from anywhere, making it easier to mix travel with work; therefore, workcation is becoming an emerging trend (Orel, 2019). Despite the problems caused by the pandemic, people worldwide are taking this opportunity to do workcation and benefit from it (Trembath, 2021).

Factors influencing an employee doing workcation

The concept of workcation is gaining popularity as working professionals today become tired and must keep working in the same corner of their apartments for six months in a row (Health Vision, 2021). Metcalf (2021) stresses that not everyone is born with 9am – 5pm office work time and commuting for miles daily to sit within the same area is not his cup of tea. According to Hashish (2021), she did not want to spend every clocked-on hour at her home even though the Institute of Directors said Zoom life could stayed for the last year. Hashish (2021) thought she was not alone in this mindset; hotels and members' clubs work together to help work from anywhere.

Rainoldi et al. (2022) firmly believed that many people would be urged to travel once COVID-related restrictions are slowly lifted. The author further stated that city dwellers surrounded by a four-cornered wall crave to escape somewhere offbeat because the work-from-home

strategy affects working adults. Moreover, the workcation concept is a solution to the craving and a way to break up work-from-home and household chores.

Today, even post-pandemic, giant tech companies such as Facebook, Google, Microsoft and Amazon offer flexible remote job opportunities for various positions (Chadee et al., 2021). These companies do not care where work is done as long as it is done (Metcalf, 2021). The author stressed that there is plenty of choice regarding communication and collaboration applications, such as MS Teams, Slack, Basecamp, Asana, and Zoom. Working individuals are heading to gateways and other destinations with their portable work gadgets and assets, making it possible to work and have fun anywhere (Reichenberge, 2018). The point is that the working world will be different, where people can work from areas that are more rural or even from other countries and this scenario will become more common in the years to come (Rainoldi et al., 2022; Stainton, 2022). Thus, the workcation attributes and concept depend on the company policy, situation, and different nature of jobs.

How does workcation affect employee behavior?

Having a great and even fancy office can still make the employees feel bored after spending eight hours in the same space every single day of the week (Korver, 2018). The author added that a company that allows employees to take a workcation would make the employees feel appreciated and well cared for. Thus, employees will stay motivated, work harder, and stay with the company for extended periods. According to Benoît Raphaël, founder and CEO of the French start-up Flint, most workcation cases have positive feedback on mental health, productivity, or creativity. He also became more productive and efficient as he spent less time working without interruption and unnecessary meetings during his workcation (The STAR Online, 8th July 2022). As a result, workcation was a great excuse to get outside on the deck or go for a short walk because it is not customary to be confined to a desk all day (Metcalf, 2021).

Furthermore, going on workcation can be a brilliant idea because it has numerous advantages, ranging from assisting employees in relaxing to improving the quality of their output that could encourage them to stay loyal to the company (Stainton, 2022). It provides employees more time to travel than a regular vacation, allowing them to see and earn simultaneously, as the digital nomad discovered many years ago (Nichols, 2022). The author added that workcation would enable employees to spend more free time on hobbies and activities they would typically have limited time for, such as diving, surfing and hiking. Thus, the three key factors that could affect employee behaviour at work are retention, productivity, and creativity.

Employee retention

Employees appreciate their employers when they put their faith in them by sending them on a business-related workcation as a sign that employers trust them to get the job done and let them handle things outside (Workcation, 2022). Sayed (2022) also agreed that employees feel appreciated for their work and lets them know that the company cares about them by providing unique experiences through workcation opportunities. These two retention scenarios may affect the employees' behaviour at work. A previous study found remote working and flexible schedules are highly desirable to employees, making workcation one of the ways to redefine the organization's culture and communicate to the employees that employers care about them, making them love their jobs (Health Vision, 2021; Kong et al., 2022). Maslow demonstrated that happy and healthy employees, such as digital nomads, self-employed individuals, and those employed by an organisation, are less likely to quit their jobs (Stainton, 2022). Employees are more likely to stay with the company if they are happy with their jobs and feel like they accomplished something while on vacation (Workcation, 2022). It takes a concerted

effort to create and promote an environment that meets the different needs of employees and helps them stay committed (Armstrong & Taylor, 2020).

Employee productivity

Workcation involves changing the familiar working environment while providing an opportunity to explore new places. This situation will make the workcationer feel relaxed and aid in bringing a deeper focus, thus improving productivity (Victor & Willem, 2022). This condition allows workcationers can work in a space tailored to their specific needs and preferences without interruptions during the day, allowing them to be more productive and comfortable at work (Bidroom, 2021; Abidin et al., 2022). While on workcation, common distractions such as meeting with local business partners, answering calls and organising office life are avoided (Sipola, 2018). Many studies have shown that taking breaks, particularly outside and among nature, can help regain employees' attention and boost productivity (Trembath, 2020). Going on vacation can significantly increase employee productivity, and some people are more productive when working remotely than in the office ((Rainoldi et al., 2022). According to Alison Plattsmier, CEO of AQP Consulting, she becomes more refreshed and productive when she changes her surroundings, so workcation can help to restore us both personally and professionally from the routine of living and to work at home, which can become exhausting (Trembath, 2021). Stanford economist, through a study, suggested that employees who work remotely are more productive to deny the employers' assumption who say remote workers are less effective (Health Vision, 2021). Michielsens et al. (2014) found that flexible working arrangements are a vital tool to manage and promote the organizational diversity and implement it in a smooth manner in UK service industry.

Employee creativity

Workcations are the ultimate opportunity to visit new places and allow people to go somewhere and get a much-needed change of scenery, which is a great way to shake things up and break out of the everyday routine, which can boost creativity and encourage new ideas (Bohrer, 2022). Experiencing new environments, cities, towns, cultures, landscapes and climate conditions can help employees be more creative at work (Gwen, 2022). Traveling to new places can provide employees with a fresh perspective and inspire them (Nichols, 2022). There is no ideal environment for creative work because the key is to change the scenery regularly by physically removing employees from the typical work environment to generate new ideas or business strategies. Stainton (2022) stated that while on workcation, people can enhance their creativity due to fewer distractions, and many people claim that being amongst nature can help to enhance creativity. Nawin and Damen (2014) reckon that people can change how they think, observe different perspectives, and generally improve output quality by changing the environment, even temporarily. According to a Forbes article, research shows that travel and exposure to various environments can change the brain's neural pathways and immersing in a different cultural setting will help people to renew their minds and thus encourage them to be more creative (Fundam, 2021).

Methodology

A survey method was utilised to collect information from the online platform. The targeted respondents were identified using the purposive and convenience sampling technique. The study population was obtained officially from the Institute of Continuing Education and Professional Studies (iCEPS), Universiti Teknologi MARA (UiTM) (Ref: 500-iCEPS(14/3/3). An online questionnaire was distributed to 242 working adults among the flexible programme (ePJJ) students in the diploma and degree in hospitality and tourism programmes. This group

comprises part-time students, and most of them are working simultaneously. They come from various employment sectors, including public, private, and self-employment. The sampling size is calculated using a Raosoft formula. Accepting a 5% margin of error and requiring a 95% confidence level and a 50% response distribution, the recommended sample size was 149 respondents. There are four sections in the questionnaire: Section A (demographic information- seven items), Section B (workcation attributes- ten items), Section C (workcation concept- eight items), and lastly, Section D (workcation impact- sixteen items). The questionnaire was written in the English language. The 5-Likert was used to measure the respondent's feelings, which ranged from "(1) = Strongly Disagree" to "(5) = Strongly Agree".

The survey items were solicited and adapted from previous research by Pecsek (2018). Some modifications were made, and the final questionnaire was tested in a pilot study involving students and lecturers at Universiti Teknologi MARA (UiTM) Malaysia. After satisfying the required value of reliability analysis (α=≥0.7), the questionnaire was deemed fit to be distributed to the respondents using Google form. Data were analyzed using the SPSS program, and statistical analyses were performed based on study objectives. At the same time, descriptive statistics were used to compute each variable's mean and standard deviation scores.

Findings and Analysis

The final usable data collected from the Google form resulted in 150 (61.9%) responses out of 242 distributed questionnaires. The reliability analysis for the pilot and final survey of the instrument was tested using the Cronbach alpha analysis presented in Tables 1 and 2.

Table 1: Reliability statistics for pilot survey result (N= 30)

Variable	No of Items	Cronbach Alpha	Interpretation
Workcation Attributes	10	0.944	Excellent
Workcation Concept	8	0.881	Reliable
Workcation Impact	16	0.898	Reliable

[a] Cronbach's Alpha Score Interpretation (Taber, 2018)

Table 2: Reliability statistics for final survey result (N= 150)

Variable	No of Items	Cronbach Alpha	Interpretation
Workcation Attributes	10	0.940	Excellent
Workcation Concept	8	0.760	Relatively High
Workcation Impact	16	0.778	Relatively High

[a] Cronbach's Alpha Score Interpretation (Taber, 2018)

Table 1 and 2 shows the Cronbach's Alpha scores for the pilot and final surveys. Taber (2018) described that Cronbach's Alpha reliability score is relatively high (0.76-0.95). The pilot study and the final survey have surpassed the acceptable reliability coefficient level, indicating that the research instruments have a good internal consistency.

Demographic analysis

The demographic profile of respondents is presented in Table 3. Respondents were mostly male (52.7%). Most respondents were 18-39 years old (88.6%) and mostly full-time workers (72%). The majority of them work in the public sector (43.3%). They have been working at the

current company for 1-3 years. Most respondents (64.7%) have travelled while working for their current company.

Table 3: Respondent profile (N= 150)

Items	Category	Frequency	Percentage (%)
Q1: Gender	Male	79	52.7
	Female	71	47.3
Q2: Age Group	18-30	68	45.3
	31-39	65	43.3
	40-59	14	9.3
	60 and above	3	2.0
Q3: Employment Type	Full-time	108	72.0
	Part-time	42	28.0
Q4: Employment Sector	Public	65	43.3
	Private	55	36.7
	Self-employed	30	20.0
Q5: No of years working at current company	1-3	59	39.3
	4-6	49	32.7
	7-10	24	16.0
	11 years and more	18	12.0
Q7: Have travel somewhere while working	Yes	97	64.7
	No	53	35.3

Workcation attributes

The workcation attributes analysis is displayed in Table 4. The total number of respondents who answered the workcation attributes is based on those who have travelled somewhere while working, as shown in Table 3, which has 97 responses.

Table 4: Workcation attributes (N= 97)

Items	Category	Frequency	Percentage (%)
Q1: Purpose of Trip	Company Affairs	60	61.9
	Work Location Flexibility	35	36.1
	Own Purpose	29	29.9
	Training	1	1.0
Q2: Employment Type	Full-time	108	72.0
	Part-time	42	28.0
Q3: Employment Sector	Public	65	43.3
	Private	55	36.7
	Self-employed	30	20.0
Q4: No of years working at current company	1-3	59	39.3
	4-6	49	32.7
	7-10	24	16.0
	11 years and more	18	12.0

Items	Category	Frequency	Percentage (%)
Q5: Travel Destination Category	Inbound (Domestic)	63	64.9
	Outbound (International)	34	35.1
Q6: Location of Travel	City	61	62.9
	Village	14	14.4
	Beach/Island	21	21.6
	Malaysian Embassy	1	1.0
Q7: Duration of working while travelling	Few Days	48	49.5
	1 week	38	39.2
	Few weeks	6	6.2
	1 month	0	0.0
	Few months	1	1.0
	1 year or more	4	4.1
Q8: Motivating factor of working while travelling	Work Flexibility	45	46.4
	Craving for Travelling	28	28.9
	Trying a New Working Environme	24	24.7
Q9: Expected Positive Impact of Working While Travelling (multiple answers)	Enhance Employee Retention	52	53.6
	Increase Productivity	65	67.0
	Boost Creativity	45	46.4
Q10: Able to Complete Work Tasks While Travelling	Yes	92	94.8
	No	5	5.2

Based on data in Table 4, ten workcation attributes were identified for the study. Most respondents (61.9%) travelled for company affairs, mainly employed full-time (72.0%). The majority (43.3%) were in public sector employment. Most respondents have worked in their current company for between 1 and 3 years (39.3%). They mostly travel inbound (domestic) (64.9%) for their work, and the city location (62.9%) was the most traveled destination—the majority of the respondents were involved with a few days of working while travelling (49.5%). Work flexibility (46.4%) is the most motivating factor of working while travelling. The respondents expected that increased productivity (67.0%) positively impacts working while travelling, and most agree that they can complete work while travelling (94.8%).

Workcation concept

The workcation concept comprises eight items analysed using descriptive analysis presented in Table 5. Question number 5: (The workcation concept can improve my creativity.) scores the highest mean (M= 4.50, SD= 0.663). In contrast, the lowest mean score is Question 2 (More companies should implement a workcation concept for their employees systematically) with a mean ((M= 4.26, SD= 0.699). Generally, the respondents agree with the workcation concept, as evident in the mean score for all items between 4.26 and 4.50.

Table 5: Workcation concept (N=150)

Items	Minimum	Maximum	Mean	Std. Deviation
Q1:The workcation concept has become more popular among employers and companies in Malaysia	1	5	4.49	.801

Items	Minimum	Maximum	Mean	Std. Deviation
Q2: More companies should implement a workcation concept for their employees systematically.	1	5	4.26	.699
Q3: The workcation concept has more positive impacts on me than the downsides of it.	1	5	4.39	.776
Q4: The workcation concept can improve the quality of my work performance.	1	5	4.33	.720
.Q5: The workcation concept can improve my creativity.	1	5	4.50	.663
Q6: The workcation concept can improve my productivity.	1	5	4.33	.650
Q7: The workcation concept can improve employee retention.	1	5	4.49	.642
Q8: I will consider adopting the workcation concept implemented by my employer due to its positive impact.	1	5	4.37	.699

Workcation Impacts

The workcation impact analysis comprises three dimensions: employee retention, productivity, and creativity. Data in Table 6 exhibits the analysis of the employee retention impacts.

Table 6: Impact of workcation: employee retention (N=150)

Items	Minimum	Maximum	Mean	Std. Deviation
Q1: I often want to seek any other job opportunity when I feel the right moment to do so.	1	5	4.54	.774
Q2: I know what employee retention is all about.	1	5	4.16	.676
Q3: My company always has some initiatives that can increase its retention.	1	5	4.30	.775
Q4: Employee retention is critical in any company.	1	5	4.27	.741
Q5; Every company should have something to offer to its employees for employee retention purposes.	1	5	4.39	.723
Q6: The workcation concept is one of the company's better approaches to increasing employee retention.	1	5	4.35	.725

Based on Table 6, Question 1 (I often want to seek other job opportunities when I feel the right moment to do so) scores the highest mean (M= 4.54, SD= 0.774). While question 2 (I know what employee retention is all about) achieves the lowest mean with (M= 4.16, SD= 0.676). Table 6b presents the findings and results of the survey for the Impact of Workcation, which is 'Employee Productivity.'

Table 7: Impact of workcation: employee productivity (N=150)

Items	Minimum	Maximum	Mean	Std. Deviation
Q1: Being productive is very important for me to work very well.	1	5	4.59	.570
Q2: I always wanted to be as productive as I could daily.	1	5	4.43	.595
Q3: Sometimes, I want to change my environmental scenery from my typical workplace to become more productive.	1	5	4.51	.663
Q4: My typical workday routine can sometimes be very boring or exhausting.	1	5	4.25	.734
Q5: My workplace environment also becomes a factor in my productivity.	1	5	4.61	.578
Q6: I view workcation positive impacts can increase employee productivity.	1	5	4.46	.620

Based on Table 7, Question 1 (Being productive is very important for me to work very well) scores the highest mean (M= 4.59, SD= 0.570). While question 4 (My typical workday routine can sometimes be very dull or exhausting) scores the lowest mean (M= 4.25, SD= 0.734).

Table 8 shows the findings and results of the survey for the Impact of Workcation, which is 'Employee Creativity.'

Table 8: Impact of workcation: employee creativity

	Minimum	Maximum	Mean	Std. Deviation
Q1: My nature of work required me to be creative.	1	5	4.45	.691
Q2: Exposure to other environments, such as beaches, villages, or cities, can enhance my creativity.	1	5	4.38	.682
Q3: Travelling to various destinations can change the brain's neural pathways in a different cultural setting that helps to renew my mind, thus becoming more creative.	1	5	4.51	.632
Q4: I believe the workcation concept can increase creativity.	1	5	4.41	.647

Based on Table 8, Question 3 (Travelling to various destinations can change the brain's neural pathways in a different cultural setting that helps to renew my mind, thus becoming more creative) scores the highest mean (M= 4.51, SD= 0.632). While question 2 (Being exposed myself to other environments such as at the beach, village, or city can enhance my creativity) scores the lowest mean with (M= 4.38, SD= 0.682). Several conclusions can be drawn from the descriptive statistics in this section:
  i.   Most survey respondents have experience working while travelling for the company's affairs.

ii. A domestic destination in the city is the most travelled destination among the respondents. Other than that, work flexibility is the most motivating factor for them to work while traveling, and they agree that they can do their work tasks very well.

iii. However, most of the respondents are aware of the workcation concept in a company and agreed with the benefits it can offer them when doing workcation that would enhance employee retention, productivity, and creativity.

Discussion and Conclusion

This study aims to explore the perceived attributes and impacts among local employees. From the survey results in this research, based on the working sectors of the respondents, either public, private, or self-employed, the majority (64.7%) have experience travelling somewhere while working, as presented in Table 4. Workcation is suitable for those in the white-collar profession because the nature of their work is not affected by working remotely and can be done probably anywhere (Rainoldi et al., 2022; Kurtmollaiev, 2020). Metcalf (2021) added that professions like data analysts, marketers, content creators, managers, and other office workers are typically best suited to working from home because they rely on a change of scenery, new experiences, and inspiration to produce their best work, particularly those in creative professions. In addition, the majority of the respondents who have travelled somewhere while working do so with the purpose of 'company's affair' for the trip, 61.9% of respondents, as shown in Table 4. However, the only limitation to that information is that it is not identified whether they have that experience while working with their current company or not. Nevertheless, even though the result of the survey is unidentified, respondents from this survey could also have experienced workcation regardless of their current or past employment.

Regarding the perceived impacts of workcation, most respondents (94.8%) admit they can complete work-related tasks while travelling. Thus, being productive is the most concerning outcome for respondents, which proves that the workcation impact on employee productivity is in line with the question "Being productive is very important for me to work very well," which scores the highest mean (M= 4.59, SD= 0.570). This finding is supported by literature stating that productivity helps people complete their tasks the first time by helping them better organise their time and tasks, remember important details, and avoid making mistakes (Sharma & Sharma, 2014).

Employee retention could influence the workcation concept's implementation. The employee would feel appreciated if the employer allowed them workcation opportunity. Therefore, employers should develop a good workcation strategy for the long term to enhance employee retention. This is evident from the findings; most respondents chose, 'I often want to seek any other job opportunity when I feel the right moment to do so," scoring the highest (M= 4.54, SD= 0.774). OC Tanner Institute (2021) reported that 82% of employees experience mild, moderate and severe burnout, thus might quit their jobs. This finding also corresponds to the statement mentioned by Sayed (2022) that employers who let employees go for a workcation will make the employees feel a sense of appreciation towards their company.

Finally, the perceived workcation impact on creativity is considered one essential outcome of the workcation concept. Employees who travel while working feel that the new environment at a destination will increase their creativity. This evidence is based on the feedback that obtained the highest mean score (M= 4.51, SD= 0.632) for the item statement, "Travelling to various destinations can change the brain's neural pathways in a different cultural setting that helps to renew my mind, thus becoming more creative." It isstated in the literature that by travelling, people are exposed to new sights, smells, sounds, language, and textures in foreign surroundings that result in blossoming brains with nerve connections as they attempt to

process and store all of this new information and thus make people creative (Reichenberge, 2018; Orel, 2019). As a result, the workcation concept is a better strategy for employers to provide an opportunity for their employees to travel to a new destination, break away from the routine workplace, and experience a new environment that could enhance their productivity and creativity. Maslow demonstrated that happy and healthy employees, such as digital nomads, self-employed individuals, and those employed by an organisation, are less likely to quit their jobs (Stainton, 2022). However, attitude towards workcation greatly depends on the individual's job, working arrangements, and supportive or unsupportive management (Pecsek, 2018).

The results and findings of the study provide implications for both academic and industry perspectives. Past research has only focused on the workcation concept in general. However, none focused on the perceived attributes and impacts of workcation among the local employees, specifically in Malaysia. Thus, this research adds to the current body of literature by providing a fresh perspective of local employees' perceived attributes and impacts of workcation based on their employment experience. The study's findings predict avenues for the implementation of workcation in particular companies in Malaysia, wherever applicable. With sufficient empirical study, it may be helpful for the employers or various companies in Malaysia to plan to implement workcation ideas whenever applicable as one of their means of retention for their employees. Information on the workcation attributes and concept may not be sufficient for them to consider the implementation. However, the findings from the study could be a significant foundation for many companies to start introducing this approach as one of their working cultures. Nonetheless, the knowledge learned from this study is valuable to employees since it allows them to understand their best working environment and be more productive or creative while completing their work tasks simultaneously.

Due to the limited empirical studies on the workcation concept and implementation (Pecsek, 2018; Voll et al., 2022), this paper depends on much of the literature based on recently published news and blogs to justify the workcation trends and context. Even though the sample sizes used were relatively small, the survey reached a focused audience working in the industry with knowledge about the workcation concept. Future studies can validate the constructs used in the study in a different setting, which might produce different results and conclusions. Other than that, future studies might be conducted at various times because this study was carried out throughout the COVID-19 pandemic. This situation can influence employee decision-making because travelling is subject to global events. Besides, the study might be undertaken using a larger sample to investigate the impact of travel stimuli through time.

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