# Response to Reviewer 4 Comments

**Dear Reviewer 4,**

First of all, we would like to express our gratitude for your help and thank you for your concerns regarding our research theme. Your comments and suggestions were very useful for us in refining the manuscript.
We have made all the requested revisions. We trust the present format of the article now meets your requirements and standards of quality.
In order to answer your suggestions, we made the following modifications to the paper:

**Point 1: "**please clearly state the research gap you have identified, how you intend to contribute to filling it, and in this context which are the aims of your research "
**Response 1:** *We improved the introduction by highlighting four research gaps we planned to address through our research. Changes that occurred in the manuscript were highlighted with track changes.*

**Point 2:** "clarifying which is the place of your research in the pletora of studies on the same topic is necessary"
**Response 2:** *While presenting the research gaps, we explain what our contribution to present literature is. Changes that occurred in the manuscript were highlighted with track changes.*

**Point 3: "**you mention one hypothesis of your research, but the literature addresses many other topic then the generational issue."
**Response 3:** *We thank you for this observation and please note the multidimensional character of this hypothesis. Three aspects with hypothesis value are simultaneously targeted, respectively Work-Life Balance, Productivity and Health. Each aspect was analysed, discussed, and tested in the Results and discussions chapter. Currently, we are working on another research, complementary to the current one, in which we will address other hypotheses resulting from the qualitative research, including the literature review. Also, this article stretches over a large number of pages, which did not allow us a holistic approach to our entire research, in a context in which we only had a view of the relationships between telework and the other three aspects addressed.*

**Point 4: "**in the Methodology section you mention a questionnaire consisting of 18 questions? Variables? Please clarify this and add the questionnaire at the end of the paper as appendix"
**Response 4:** *The Appendix A containing the questionnaire was added to the research.*

**Point 5: "**please consistently revise the Conclusions section, as now it does not present the conclusions of your research."
**Response 5:** *The conclusions section has been improved. The study offers suggestions for the theory and practice (in a separate section). The limitations and future research suggestion is also a sub-section of the Conclusion.*

**Point 6:** "there are parts not translated in English."

**Response 6:** *We have tried to apply multiple checks to the document and changes that occurred in the manuscript were highlighted with track changes.*

**Point 7:** "there are typos (e.g. Mars instead of March etc.)"

**Response 7:** *We have tried to apply multiple checks to the document and changes that occurred in the manuscript were highlighted with track changes.*

Thank you for your review of this manuscript.
Sincerely yours,
Authors