



Work life balance in the Digital Era: Is it Associated with work load and Pressure from digitalisation? A descriptive study

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Abstract. Researchers are always debating the relevance of work and life balance. Multiple researches have been conducted on to measure work and life balance in context of the employer and employee, with a focus on the employee and their work-related issues. The literature highlights the effects of digitalization on current development. The literature review presents a number of studies that academics have done on work-life balance from the perspective of both employers and employees. In the era of digitalization, where work is ubiquitous and connectivity is omnipresent, striking a healthy work-life balance has never been easier. Data were collected from 300 respondents in order to conduct the study. The data was examined using SPSS version 16.0 and the one sample t-test and correlation. It was discovered that the heavy workload and extended work hours are posing a challenge to maintaining personal and professional life of employee. They are quitting their jobs, experiencing stress and sadness as a result.

Keywords -Technology, Work related issues, Workplace

1. Introduction

Technology has become more and more important in the workplace in recent years. Digitalization and technology are essential to the growth of the societies as a whole and of the organizations. A lot of research has been done on the rise of digital organizations, with the digital office environment being one of the most valuable organizational resources for raising worker productivity (Wajcman and Judy,2008).

The use of digital tools in the workplace has significantly altered from remote working. Nearly ten years ago, the first worries about how they will affect our work-life balance surfaced. Digital technology started to cause stress because of things like a constant

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mail connection and the invasion of personal and family spaces by office supplies(Boles et al.,1997). Some businesses have since begun experimenting with methods to solve this issue, such as "one night, per week with no email or SMS." And it worked, as seen by the rise in efficiency and motivation. The term "digitalization" describes how modern technologies are used and incorporated into all spheres and industries of daily life. One of the things that many believe best describes modern living is the blending and merging of digital and physical elements in novel ways. Due to digitalization, there has been a transformation in how our society functions, including how it is organized and how it communicates. Every area of life is moving more and more toward media infrastructure and digital communication. Productivity is increased via digitalization. People can be more productive and effective when they have dedicated time to work on their tasks. Employees are compelled to chase because they have ready access to the internet, disrupting their intervals of uninterrupted focus and activity. The separation of work and family life is growing. It's customary to answer business emails after hours and bring personal calls while at work; these behaviours are socially acceptable (Sharma and Sharma,2024).

Businesses with digital workplaces benefit from cross-border communication since employees frequently have varying schedules and reside in different time zones. Being at work is now defined by focusing on a task rather than by going to a certain place. A business cannot become digitally native with just the technologies. It is not sufficient for businesses to only grant access to the technology; they also need to modify their operations properly. To ensure employee happiness, passion, and support, for instance, an effective digitization plan must be established and clear boundaries must be defined. Individual life and work used to be seen as two distinct requirements. Yet, the shifting landscape brought about by globalization has resulted in a heavier workload and more pressure at work. Maintaining balance between work and life has evolved into a significant priority for organizations and their workforce.

2. Literature Review

Data from dual-career spouses discovered through seven major companies in upstate New York were examined by (Wajcman and Judy,2008). Long work hours, flexible

technology, and expert duties were linked to noticeably increased work-family conflicts. Work-life balance is a problem that extends beyond family responsibilities, according to Bailey et al. (2008). Work-life equation includes any activities (such as hobbies and socializing with friends) that an individual chooses to engage in when not working.

The use of mobile computing has altered the time and location of employment, making it necessary to reevaluate one's borders between work and home. Work can be moved to different times or locations with flexible boundaries. Integrating one job while being in the other is made possible by permeable borders (Sharma and Sharma, 2024). A few examples of this include using an app to make dinner reservations while working or taking a call while on vacation. Digitalization in law enforcement has undoubtedly been a game-changing innovation that has completely changed the way they approach work-life balance (K.S et al., 2013). With less work to do, employees may spend more time with their family thanks to this new technology. Since digitalization allows for the flexibility of working from home and reporting to the department when needed, research into the significance of digitalization and its implications for the work-life balance of police personnel is required. Aim of this study is to examine how digitization affects police department personnel' professional and personal life balance. Work as well life balance is a dependent factor with subfactors including workload and flexible working arrangements, while digitalization is an independent variable with subfactors including online communication, safety applications, and online communication. Businesses understand that staff members' use of mobile devices increases output. However, there is worry that employees' work-life balance (WLB) may be impacted by their smartphone usage. In this paper, we outline the unfavourable effects on WLB and provide a framework and a list of management techniques. There is a spectrum of point of views on work and life balance (WLB), whereby individuals perceive work and life balance as distinct domains, while others perceive work and life balance as overlapping. This edited work focuses on creative responses to the question of how to live well as a human in the rapidly developing cyber-physical work environment driven by technology, commonly known as Industry 4.0. The volume poses a crucial query: In more virtual, technologically advanced, and artificial intelligence-infused workplaces,

how can individuals survive and prosper? There are two main debate streams in this volume: the first offers interdisciplinary viewpoints on what it could mean for managers, employees, and organizations to thrive in non-linear, Web-driven workspaces, both now and in the future. In this context, it emphasizes the necessity of reconsidering human thriving psychology programs to make them relevant to Industry 4.0. Second, it addresses the new learning platforms that are emerging in organizations and the strategies and tactics. Nagaraju et al. (2013) examined the characteristics of female workers in the service industry and the variables influencing their work-life balance. Convenience sampling was employed, and the data sample size was 300 employees. The study was descriptive in character, and questionnaires and interviews were used to gather data. The chi-square test was utilized for data analysis in order to identify the different elements influencing employees' work-life balance. The author made several recommendations, including allowing employees to set their own work schedules, offering flexible work schedules and the ability to work from home, and offering maternity and paternity leave. Additionally, enjoyable activities at work and social gathering programs were recommended as choices. (Jennifer et al., 2003) An investigation conducted by the Indian Gas Authority emphasised on the work-life equilibrium of its employees. The study's objectives were to analyze data on life and work balance and determine how employees personal lives were impacted by this imbalance. The study included 100 employees from the corporate office located in Delhi as the sample size. Primary and secondary sources were used to gather the data. Amber & Hassan (2012) examined work-life equilibrium behaviours and the impact of demographics: an empirical method. Determining the affect of demographic characteristics on work-life balance was the study's goal. 273 respondents from the top IT organizations made up the sample size for this study approach. Multiple regressions and factor analysis were used to analyse the data. As per report, organization's work-life balance policies should be flexible work schedules. Before adopting work-life balance programs, human resource managers should analyse the employee profile (Shiva and G, 2003) It was discovered that the majority of women were not happy with their jobs; this was the primary cause of turnover; work-life balance was the reason for non-genuine sick leave; stressed out employees were unable to function well. According to the author, female employees ought to be granted benefits like flexible

scheduling and remote work. It was also recommended that the training as well development program should be created by keeping in mind demographic profile of employee.

2.1. Study Objectives

- 1.To investigate the degree of balance between personal and professional lives of employees working in the health-care industry.
- 2.To analyse the accoutrement provided by organisation to their work force to maintain balance between work and life.

2.2. Need of the Study

The competition has intensified as a result of globalization, and this has increased worker workloads. Employees are required to put in additional time at work in order to demonstrate their capabilities. Organizations are putting pressure on their employees to perform better in order to maintain their business. They are working after work as well in order to improve their performance. Employees' personal lives are being impacted by this; work-life imbalance is a common reason of separation cases. Businesses are unaware that this will have an effect on worker productivity and efficiency, which will futher going to an effect on the Productivity

2.3 Scope of the Study

The research focus was on employees working in the healthcare sector in Himachal Pradesh and Punjab.

2.4 Hypotheses for the study

H1: There is an imbalance between the personal life and work of employees.

H2: Employee attitudes towards firms' efforts to preserve work life balance are unfavourable.

3. Methodology

The study employed a descriptive research design to carry out this investigation. Several research approaches can be used in a descriptive study design to investigate one or more variables. The state of employees' work-life balance in the Healthcare industry was discussed in this study. Sources of data collection were primary and secondary. To gather the primary data, 300 respondents each received a questionnaire.

4. Data Analysis

The hypothesis was tested using a t-test with one sample in SPSS version 16.0. The study's hypothesis was validated at a 0.05 percent level of significance. Table 1 shows the t-test results, indicating that there's an imbalance in employees' work lives. This is due to those at work who were sampled being unable to give full attention on their personal lives, preventing them from p .

Table 1 Results of one sample t testroviding their all to their jobs.

	Mean	SD	t	df	Sig. (2-tailed)
Long hours of work	4.47	.563	14.365	299	.000
There is less time spend with friends and family.	4.26	.510	8.833	299	.000
Incapable of adequately attending to one's own life	4.47	.563	14.365	299	.000
Total Satisfaction Index	3.83	1.083	-2.771	299	.000

Overall	4.0256	.45485	-37.106	299	
unbalance					.000
between work					
and life					

Source: Created by authors

H2- Employee attitudes toward firms' efforts to preserve work-life balance are unfavourable.

Correlation analysis was employed to examine the aforementioned theories. Displays the outcome of the hypothesis test in Table 2. There was a strong and favorable correlation between work-life equilibrium and efficient management policies. This suggests that work-life equilibrium and workers' opinions of an organization's effective work-life management practices are positively correlated. This further implies that management's endeavors to provide effective work-life policies may contribute to the development of a good attitude among pharmaceutical personnel.

Table 2: Correlation Results

		Effective management strategy	Work-life harmony
Effective management strategy	Correlation	1	.134*
	Sig. (2-tailed)		.021
	N	300	300
Work-life harmony	Correlation	.134*	1
	Sig. (2-tailed)	.021	
	N	300	300

Source : Created by authors

5. Conclusion

After a thorough investigation into the work and personal life balance of healthcare employees. The current study discovered that the majority of them are unable to make a balance between their work as well as personal lives in the industry, with leave serving as the primary benefit offered by the organizations' distinct work-life policies. Due to the intense strain of their jobs, most employees feel overworked and stressed out and find it difficult to spend quality time with friends and family. Employees, however, recommended that the organization's work-life balance policy be tailored to each person's needs. In conclusion, a successful and productive workplace is one where staff members enjoy a healthy work-life balance. Employees would feel more motivated to work, experience less stress, and perform to their fullest of their abilities if they were given appropriate work-life rules. Therefore, businesses ought to treat their staff members like people instead of just as a component of their output. Given the importance of employees in achieving efficiency, companies ought to foster a family-friendly work atmosphere and acknowledge that successful work-life balance initiatives is also going benefit the companies themselves.

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