



<https://africanjournalofbiomedicalresearch.com/index.php/AJBR>

Afr. J. Biomed. Res. Vol. 28(1) (January 2025); 505-508

Research Article

Work Life Balance And Technology

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ABSTRACT

Technology is a good servant but a bad master. Technology makes our life better but it creates many problems too. Technology brings people near. Now, no physical boundaries matter. Internet provides virtual access due to that individuals are forced to do job related tasks at home as well. This destroys their work life balance. Work Life Balance is a situation when a person is able to manage professional and personal lives easily without conflict. But due to technical gadgets and apps people are busy at home too to complete office assignments. This is a secondary data based study. Many research papers have been studied to analyze the effect of technology on work life balance of working people. Especially married working women are facing lots of challenges as they have to balance home and job duties both.

Keywords-Work Life Balance, Technology, Internet

Received – 2024/11/02

Accepted- 2024/12/10

DOI: <https://doi.org/10.53555/AJBR.v28i1.8501>

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INTRODUCTION

Work life balance is "equilibrium between personal life and career work". There must be harmony in person's life regarding family and work both. Work life balance also means the amount of time given for work and amount of time given for family. Job is important for a person because a person earns by job but it does not mean that he/she should forget his/her other responsibilities like to spend time with family, to take care of family needs, managing relationships, also not to forget own interests and hobbies. So this is a crucial question for every person to do best in both roles as a professional and as a family man/woman. That is why this topic is important to consider. As it is the problem of each and everyone to have a perfect match between job requirements and family needs. Work life balance also provides psychological satisfaction to a person. Work life balance improves both physical and mental health of a person. So this topic is of huge importance in today's fast growing life.

Technology is getting developed every day. Nowadays technology is impacting work life balance of professionals. Due to fast access they are bringing office tasks at home thus damaging personal life. Professionals are busy in doing job related tasks at home using laptop, smart phones and by many gadgets. Thus they are unable to enjoy personal life.

LITERATURE REVIEW

(Adisa et al., 2017) evaluated the role of information technology devices on employee's work life balance. As per this study employees have to work for long hours as due to internet access they have to work at home too. This impacts their work life balance as mental and physical health.

(Brown & Palvia, 2015) questioned "are mobile devices threatening your work life balance?" This research was performed to understand the issues that technology causes in achieving work life balance. It was a secondary data based research.

(Chamakiotis et al., 2014) explored transitions and work-life balance in the digital era. This research studied employee transitions in two domains at home and at workplace. This article studied how employees change their roles at work and at home in the modern technological era. The study advocated that two domains must be separated to achieve work life balance.

(Currie & Eveline, 2011) studied about e-technology and work life balance in academic sector. In their research they discussed that now no boundary exists between work and home. Home is becoming work place now. It was found that work from home is beneficial for married female faculties who have to manage work, home and children.

(Fleck et al., 2015) also researched on balancing boundaries between personal domain and professional domain to achieve work life balance. As technology is vanishing boundaries between home and office, care must be taken on the use of technology.

(Githinji & Wekesa, 2017) studied the impact of technology on employee's work life balance. The study took place in the insurance industry. It was a primary research. As per this study technology positively influences work life balance of employees. Hence, technology brings efficiency in work.

(Gualano et al., 2023) studied the impact of digitalization on worker's health and work life balance. As per this research technology helps employees in doing office tasks still it creates fear in them of losing job. This deteriorates their health and finally spoils work life balance.

(Harmer et al., 2008) also discussed the role of technology in work life balance. As per this study, technology helps employees to get connect from anywhere. Even on holidays as well as on weekends employees can access organizational tasks using technology. This is helpful to complete job related tasks on time but it damages work life balance too.

(Holden & Sunindijo, 2018) researched that technology, long-work hours and stress worsen work life balance. The study was conducted on the employees of the construction industry. In this study the factors responsible for work life imbalance were identified. Primary data was collected for this research. It was found that technology is the biggest challenge in achieving work life balance.

(Nurisman & Sampurna, 2020) conducted a study on factors affecting work-life balance in technology era. As nowadays life is very fast. There is huge popularity of ICT (Information and Communication Technology) and Internet. Smart phones are boon and bane both. Technology has made life easier but it has also disturbed the life of people. Now people bring work at home in computer/laptop or mobile phone. When they are with family and are supposed to give time to family they still do office work. That's why their family life gets disturbed. Similarly when they are at office they are they are busy in doing home related tasks. The study found two types of conflicts such as "work-to-family conflict" and "family-to-work conflict". Finally

it was resulted that technology affects work life balance of both male and female workers.

(Raišienė & Jonušauskas, 2013) also researched on the issues created by ICT era. This paper tried to find the impact of techno-stress on work life balance of employees. Techno-stress is that stress which is caused due to the excessive use of technology.

(Raja & Soundarapandian, 2022) researched that now traditional 9 to 5 job has become 24*7 jobs. Employees are now busy with their laptops, notebooks and smart phones every time. At home also they are at job performing office related tasks. There should be a limit on the use of technology and digital gadgets so that free time must be there for family and for self.

(Ratna & Kaur, 2016) studied the impact of information technology on job related factors like health and safety, job satisfaction, performance, productivity and work life balance. As per this study in 21st century use of ICT (Information and communication technology) has increased. The study concluded that implementation of new technology leads to various changes in the organization. Hence work life balance of employees also gets affect.

(Sarker et al., 2012) researched on managing employee's use of mobile technologies to minimize their effect on their work life balance. The study highlighted that mobile technologies improve productivity in job. But there should be limited use of mobile technologies so that one can focus on personal life too.

(Wajcman et al., 2007) studied the impact of the mobile phone on work life balance. As per this study mobile phone must be used in limited time-period so as to enjoy personal and professional lives both.

(YUNUS et al., 2018) discussed technological mindfulness and work life balance. The study suggested that when personal and professional lives are balanced stress is reduced. Technology sometimes causes overburden of job which creates conflicts at home and finally it leads to stress.

OBJECTIVES OF THE STUDY

1. To study the impact of Technology on Work Life Balance.
2. To evaluate the benefits and challenges of Digital Work Life Balance

RESEARCH METHODOLOGY

Research Design-Descriptive research design was used.

Population- Population consisted of organizations using technologies.

Data Collection- Secondary data was collected for the research. It was collected by newspaper, magazine, internet, e-books, books, e-journals and other published sources.

BENEFITS OF THE TECHNOLOGY

- ❖ 24*7 access
- ❖ Remote work
- ❖ Automatic tasks
- ❖ Increased flexibility
- ❖ Improved coordination
- ❖ Work from home facility
- ❖ Increased productivity
- ❖ Flexi-working hours
- ❖ Improved communication
- ❖ Speedy work
- ❖ Job satisfaction
- ❖ Increased efficiency
- ❖ Increased effectiveness
- ❖ Easy data access
- ❖ More accurate results
- ❖ Good employee performance
- ❖ Meeting deadlines
- ❖ Easy information flow
- ❖ Helpful in the time of pandemic or worse situations

CHALLENGES WITH THE TECHNOLOGY

- ❖ Home becomes workplace
- ❖ Employees are unable to enjoy personal life
- ❖ Employees are busy with meeting work deadlines
- ❖ Family ignorance and conflicts
- ❖ Physical health problems
- ❖ Mental health problems
- ❖ No free time for family
- ❖ Unable to do physical activities
- ❖ Stress
- ❖ Anxiety
- ❖ Fatigue
- ❖ Marital issues such as divorce
- ❖ Social distance
- ❖ Less enjoyment
- ❖ Busy on weekends as well as on holidays
- ❖ No time for self grooming and personality development
- ❖ Dependence on machines

CONCLUSION

Technology has both pros and cons. If utilized properly it provides benefits but if it is not utilized properly it will be dangerous. Work life balance is the need of time. To achieve work life balance, office must be kept in office. Office should not be brought into home. People must enjoy at home and give time to family. Sometimes it is ok to complete office tasks at home in case of meeting deadlines but not always. A person must keep his private and professional lives separate to achieve work life balance.

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