Digital Metamorphosis of Workplace: Striking a Balance for Work life Harmony in IT Sector

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Abstract

The aim of this research was to examine how Workspace Digitization affects the work-life balance of professionals in the IT industry. Workspace Digitization refers to the degree to which digital tools are integrated into the physical workspace to facilitate remote work. A total of 103 IT professionals from various companies participated in the study, completing a questionnaire designed to evaluate different factors related to Workspace Digitization and work-life balance. Data analysis involved multiple correlation and regression analyses. The findings revealed a significant positive correlation between Workspace Digitization and work-life balance among IT professionals. Specifically, higher levels of Workspace Digitization were associated with improved work-life balance. This study enhances our understanding of the positive impact that digital technologies in the workplace can have on the work-life balance of IT employees. Additionally, recommendations for future research and the study's limitations are discussed.

Key Words: Workspace Digitization, Work- life Balance, I.T Sector

Introduction

The digital transformation has fundamentally reshaped the landscape of the IT sector, instigating a profound paradigm shift in how professionals within the industry operate and collaborate. This evolution has been driven by the seamless integration of advanced technologies, including cloud computing, artificial intelligence, and data analytics. While these innovations have undoubtedly

propelled efficiency to unprecedented heights, they have also introduced a myriad of challenges, particularly in maintaining a harmonious work-life balance. The distinctiveness of the IT sector, marked by its pioneering role in embracing digitalization, makes it an ideal focal point for exploring the intricate dynamics between technological advancement and workforce well-being.

Amidst the backdrop of this transformative era, we embarked on a comprehensive research endeavor to unravel the nuanced impacts of digitization on the work-life balance of individuals employed in the IT sector. Central to our investigation was the primary objective of scrutinizing the ramifications of workspace digitization on the delicate equilibrium between professional commitments and personal life. By delving into this multifaceted realm, our study aimed to elucidate the intricate interplay between technological integration, remote work structures, and the overarching concept of work-life balance within the IT domain. Through meticulous analysis and empirical inquiry, we endeavored to offer valuable insights into the evolving dynamics of modern work environments, shedding light on the potential avenues for fostering greater synergy between technological advancement and individual well-being in the IT sector.

Theoretical Framework

Workspace Digitization

Workspace digitization involves incorporating digital technologies and tools into physical work environments to facilitate remote work. This encompasses adopting digital communication platforms, cloud-based collaboration tools, and virtual workspaces. By embracing digital solutions, organizations can create flexible and efficient work settings that enable remote collaboration, boost productivity, and support work-life balance for employees working from different locations.

Work Life Balance

Work-life balance is the harmony between one's professional obligations and personal fulfillment. It involves efficiently allocating time and effort to meet work responsibilities while also nurturing personal relationships, pursuing hobbies, and prioritizing physical and mental health. Striking a balance fosters contentment, minimizes stress, and improves performance in both professional and personal realms, fostering a gratifying and sustainable lifestyle.

IT Sector

The IT (Information Technology) sector comprises companies and individuals involved in creating, deploying, and managing computer systems, software applications, and digital infrastructure. Its services encompass software development, IT consulting, cyber security, cloud computing, data analysis, and network management. This sector is integral to contemporary economies, fostering innovation, efficiency, and connectivity across diverse industries and sectors globally.

Objectives

The main objective of this study was to examine the effect of Workspace Digitization on work life balance in IT sector. Following Hypotheses were proposed:

H1: A significant positive relationship will exist between level of work place digitization and employee work life balance.
H2: Work place digitization will affect employee work life balance positively.

Review of Literature

Reena Chopra, Dr. Sonika Sharma (2020), found out in their study that achieving Healthy work-life balance is a challenge even during the good times of the firm. Digital tools pose pressure along with toning of Work life.

Portable electronic devices have shed down the boundaries between work and home. The employees do not leave their work behind while leaving their offices, the work travels with them wherever they go.

McCormick et al. (2012) stated that my using smartphones at work we can create new boundaries or may also make existing boundaries permeable. Recent literature exposes that it is to a large extent personal experience that characterizes the influence that digitization has own boundaries and on work life balance.

In research conducted by Vijay Raja & Soundarapandian in 2021 on 204 respondents they found that remote work has a positive influence on work life balance whereas the permeability and flexibility have a significant influence on the other way.

Research Methodology

Research Design

In order to explore the relationship between Workspace Digitization and Work Life Balance in IT sector:

Co-Relational and Multivariate Relational Research Correlation Analysis allowed to simultaneously determining the degree and direction of relationship between Dependent Variable: WORK LIFE BALANCE and Independent Variable: DIGITIZATION. In this research regression analysis was also conducted to gain information on the amount of variance experienced in work life balance explained by firm's level of workplace digitization.

Data Collection

Questionnaire consisting of scales on Digitization and Work-life Balance was created for collecting the primary data to conduct this research. The respondents were asked to fill in some necessary personal information and the questionnaire was further divided into following three parts accessing: Demographics, Digitization and Work-life Balance. The survey was self-administered between the professionals working in the IT sector in work from home arrangement. We had 5 basic demographic questions related to Name, Age, Gender, Profession and Tenure.

Measures

Digitization - 11 Digitization questions are taken from digital transformation readiness survey summary by center of creative leadership corporate leaders. The reliability Cronbach Alpha was more than 0.70.

Work Life Balance - 17 Work life balance questions are taken from Hymen's study done in 2005 developed by Fischer in 2001. The reliability Cronbach Alpha was .816.

Sample Design

All the IT employees working with private establishments of India formed the Sampling Universe. The total number of respondents was 105. There were 23 females and 82 male respondents. The research was conducted on IT employees who were employed in Private Organizations of India. The average age of the sample was 33 years and the average tenure was about 8 years approximately. Use of Judgmental and Snowball Sampling was done to select the Sample Units.

Direct forms were mailed to the public establishments of India. The age of the respondents varied between 25 years and 60 years.

Results and Discussions

The relationship between various variables was investigated through the calculation of Pearson product-moment coefficient. A moderate but significant positive relationship exists between workplace digitization and work life balance (r=0.470, n=105, p<0.01). Results indicate that where respondents report higher levels of digitization it is more than likely that they will have a better work life balance. A linear regression was conducted with work life balance as a dependent variable to determine the amount of variance explained by workplace digitization. It was found 22.1% of variance in Work Life Balance. The results were significant for Workplace Digitization (β=0.0958, p<0.01). The results indicate that Workplace Digitization plays a major role in formation of employee's perception regarding Work Life Balance.

Conclusion

This study offers compelling evidence supporting the positive relationship between Workplace Digitization and Work-Life Balance among IT sector employees. The research reveals that Workplace Digitization significantly boosts Work-Life Balance, resulting in a notable 22.1% increase in this aspect for IT professionals. This improvement not only enhances employee satisfaction but also positively influences work quality. Therefore, integrating digital technologies into workspaces is crucial across all industries. The substantial enhancement in work-life balance observed in the IT sector highlights the importance of digitization in creating conducive work environments that promote employee well-being and productivity. Given these benefits, prioritizing Workplace Digitization becomes essential for organizations aiming to optimize employee satisfaction and organizational performance, regardless of their industry. Ultimately, investing in digitization fosters flexibility, collaboration, and efficiency, driving overall success in diverse work settings.

Limitations and Scope for Future Research

The data in this study was obtained using self-report measures, and the results may be contaminated by the variance of the common method. It would be appropriate to complement these measurements with others obtained with different methods. Although the results were quite significant, with a sample size of 105, a larger sample size could have yielded different results. Recommendations for future research include a replication of this study conducted with a larger sample as a follow up-study. The future scope of this

study could be Taking up other industries and add digitization to them so as to increase work life balance in them. As well as increasing the sample size in the same industry as well to a better understand.

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