Exploring association of the psychological well-being, work life balance with technological stressors

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Abstract. The intent of this study was to look into how doctors in northern India are feeling psychologically and how work-life balance and technological stressors affect it. Descriptive correlational analysis was the method used in this non-experimental quantitative study design. The study's specific objectives were reflected in the design of the questionnaires employed. Eighty-three physicians in all, chosen via stratified sample, provided responses to the researcher. The statistical methods used for the data analysis and interpretation were mean and Pearson's r. The essential information was gathered using an online survey application called Google Forms. Based on the study's results, doctors' assessments of psychological well-being, work-life balance, and technostress were all rated as quite high. Notably, no meaningful association between technostress producers and the results was found. The implications of these findings warrant further exploration and discussion, offering insights into the complex interplay between work-related factors, personal well-being, and the use of technology in the professional lives of doctors. Additionally, these results can inform strategies for promoting the psychological well-being of doctors, considering the specific challenges identified in the context of work-life balance and technostress creators.

1 Introduction

One common reason for employee absenteeism from work is poor psychological health. Psychological Health means how happy and health one feels about him emotionally [1]. Every year, many workers struggle with the issues of insufficient psychological health in their work environments. In order to investigate well-being and health in the US, Mind Share Partners (2021) worked with Qualtrics and ServiceNow to carry out a study. The results of the study show that 76% of workers said they have experienced symptoms of lowered psychological state of mind at work, such as anxiety, despair, and burnout. Furthermore, according to 84% of workers, psychological pressure at work is one of the main factors affecting their psychological well-being [2], [3]. According to Suleman [4], strain is the main stress brought on by stressors and is linked to poor performance, conflicts between work and family, harmed social relationships, health problems, and inefficiency in organizations.

Reduced attention spans, weakened physical capacities, decision making and poor communication, a rise in absenteeism and burnout, and a detrimental effect on overall productivity are just a few of the direct repercussions of low psychological well-being for employers and organizations that Waters (2021) [5] analyzed. Furthermore, it adversely affects employee morale and disrupts the delicate balance between work and personal life. ICT stands as the force propelling the new economic revolution. According to [6], approached from a positive standpoint, it serves as a set of tools available to the contemporary worker, offering ubiquitous access to information, facilitating seamless communication within organizations, and embracing ever-advancing technologies as interest [6]. Conversely, on the downside, there is an observable increase in psychosocial workload, where the advantages provided to workers by new technologies transform into pressure due to heightened expectations from various quarters [7]. Among the negative consequences of the intensive use of smart devices, technostress, characterized by stressful situations induced by technology, emerges as a significant issue.

The aim of study is explore the impact of WLB and technostressors on wellbeing of doctors.

2 Literature review

People who work in environments that rely heavily on information technology or who use computers themselves have reported experiencing stress. Technostress is a phenomenon that may be seen in any organisation that uses computers. It is largely influenced by the presence and intensity of those who create technostress. According to research by [8], technology can have a negative impact on workers’ work-life balance, professional outcomes, and psychological health.

The study by [8] highlights the possible negative effects of technology on workers by examining the
relationship between technostress generators and psychological well-being. Technostress generators are becoming a significant organizational worry, according to [9] research. As a result, the impacts of technostress producers are felt by employees on a psychological and bodily level. Additionally, there is a link between the development of technostress and the psychological health of personnel. Work-life balance is defined by [10] as the alignment of an individual's professional and personal pursuits with their current aspirations, values, objectives, and standards. Employers must create work schedules that incorporate leisure activities for their staff in order to achieve the optimal work-life balance. Reducing stress and preventing professional burnout are two benefits of maintaining a healthy work-life balance. Previous studies show that the demands of modern jobs on employees' psychological health are detrimental. The results also imply that when workers are unable to effectively manage their work with the newest technology advancements, they may become technostress makers [11]. A healthy and productive work environment requires that the psychological needs of its employees are regularly met. A person with good psychological health also performs well in the workplace and other facets of life. According to [12], workers who are in good mental health have better memory, motivation, self-efficacy, and make more optimistic decisions. Work-life balance has a major impact on psychological well-being, according to [13] study. In order to lessen the negative effects on workers' psychological well-being, organizations are known to require a variety of work-life management strategies. In order to improve their work-life balance and psychological health, employees should also learn how to combine their personal and professional lives.

2.1 Research Gap

There is scanty of research related to doctors in context of mental health. Now a day compensation packages have become attractive but it is impacting the wellbeing of the employees [14,15]. Most of the studies focus on work life balance or psychological wellbeing. Interearlational of WLB and well being not studied yet in context of Life givers.

3 Methodology

The section outlines the methods and techniques employed for data collection in the study. It provides details on the study participants, materials and instruments used, as well as the design and procedure adopted for the research. The study encompasses the entire population of registered doctors in northern region of India, which amounts to 105 individuals. Through this formula, the calculated sample size for the study is determined to be 83 respondents. Participants also received questionnaires via a stratified sampling method. To ensure that the findings from the sample are comparable to what would have been discovered if the entire population had been investigated, a stratified sampling technique was then applied to calculate the total responder population.

4 Materials and instrument

A standardized questionnaire was modified in order to meet the study's goals. Three components made up the questionnaire: Stressors from Technology, Psychological Health, and Work-Life Harmony. Furthermore, the survey questionnaire was subjected to an expert review process in order to enhance its quality and validity. The Likert scale used on the questionnaire was five points, with one being the lowest response and five representing the highest. Scaled questionnaire was used. After that, the data were analyzed using a matrix that classified the mean levels of psychological well-being, work-life balance, and technostress creators.

5 Results and findings

This section presents the study's findings and data analysis, with a specific focus on the influence of work-life balance and technology stress creators on psychological well-being of doctors.

Table 1 Work-life Balance

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Mean</th>
<th>SD</th>
<th>Descriptive Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Impinging of Work with Life</td>
<td>3.14</td>
<td>0.668</td>
<td>Moderate</td>
</tr>
<tr>
<td>Impinging of job with Work</td>
<td>3.59</td>
<td>0.722</td>
<td>High</td>
</tr>
<tr>
<td>Enhancement of Work and Personal Life</td>
<td>2.95</td>
<td>0.879</td>
<td>Moderate</td>
</tr>
<tr>
<td>Overall</td>
<td>3.23</td>
<td>0.446</td>
<td>Moderate</td>
</tr>
</tbody>
</table>

The data in Table 1 illustrates the level of balance work-life among doctors. Personal life interference by work was found to have a mean score of 3.14, indicating a moderate level. Conversely, personal life interference with work scored 3.59, signifying a high level. The enhancement of work/personal life achieved a mean score of 2.95, representing a moderate level. Overall, the work-life balance was assessed with a mean score of 3.23, indicating a moderate level.

Table 2 Techno stress

<table>
<thead>
<tr>
<th>Indicators</th>
<th>Mean</th>
<th>SD</th>
<th>Descriptivel Level</th>
</tr>
</thead>
<tbody>
<tr>
<td>Overload</td>
<td>2.76</td>
<td>0.89</td>
<td>Moderate</td>
</tr>
<tr>
<td>Inversion</td>
<td>2.79</td>
<td>0.77</td>
<td>Moderate</td>
</tr>
<tr>
<td>Complexity</td>
<td>2.80</td>
<td>0.70</td>
<td>Moderate</td>
</tr>
<tr>
<td>Insecurity</td>
<td>2.37</td>
<td>0.55</td>
<td>Low</td>
</tr>
<tr>
<td>Uncertainty</td>
<td>3.77</td>
<td>1.23</td>
<td>High</td>
</tr>
<tr>
<td>Usefulness</td>
<td>2.86</td>
<td>0.84</td>
<td>Moderate</td>
</tr>
</tbody>
</table>


Table 2 shows that doctors' average level of technostress creators is 2.89, which is classified as moderate. With a mean score of 3.77, technological uncertainty had the highest overall rating. Conversely, out of all the indications, Techno-insecurity has the lowest mean score (2.37), which is regarded as a moderate degree. The standard deviation for each indication, which ranges from 0.558 to 1.239, clearly shows how consistently participants reacted. These results highlight the low degree of influence of technological stressors in the workplace, suggesting that they are rarely noticeable.

Table 3 outlines the level of mental well-being indicators among doctors. The mean scores indicate that wellbeing variables all fall within the moderate range. The overall psychological well-being score is 2.96, categorizing it as a moderate level. The psychological well-being of doctors is assessed to be at a moderate level, with a total mean score of 2.96. Among the indicators, environmental mastery stands out as the highest, with an average of 3.14. Conversely, personal growth has the lowest mean score, at 2.80, categorizing it as moderate. The consistency in participant responses is evident, given that the average standard deviation for all indicators is less than 1.00. The findings suggest that the psychological well-being of Doctors is receiving moderate attention, indicating room for improvement in this aspect.

Table 4 Significant Relationship between variables

<table>
<thead>
<tr>
<th>Pair Variables</th>
<th>Correlation Coefficient</th>
<th>p-value</th>
<th>Decision on Ho</th>
</tr>
</thead>
<tbody>
<tr>
<td>Psychological well-being and work-life balance</td>
<td>-0.052</td>
<td>0.640 ns</td>
<td>Failed to reject</td>
</tr>
<tr>
<td>Technology-induced stressors and mental health</td>
<td>0.031</td>
<td>0.782 ns</td>
<td>Failed to</td>
</tr>
</tbody>
</table>

The link between the variables and their significance is shown in Table 4 mentioned above. The statistical analysis reveals that there is no significant association between the two factors related to well-being and balance between work-life. -0.052, and the p-value is 0.640 are the values of correlation coefficient for all the above factors. Likewise, there appears to be no significant link between the two variables about technostress producers and psychological well-being (p-value = 0.782 (ns) and correlation coefficient of 0.031). Failure to reject the null hypothesis (Ho) is the decision in both situations.

The study results about the connection between technological stressors and mental health are shown in Table 4. Regarding the premise that holds that "technostress creators and psychological well-being are not significantly correlated" it is not refuted. It may be inferred from the data that there is no statistical association between the two latent dimensions. Put differently, the study suggests that the psychological health of doctors is not severely impacted by technostressors.

The results imply that doctors do not seem to be greatly impacted by technological stressors, despite the fact that they are among the most frequent producers of technological stress, particularly with regard to technological uncertainty at work. This lack of significant impact on psychological well-being is noteworthy, given the challenging nature of technostress creators in their work environment.

6 Limitation and future implication

The restricted opportunities for data collecting and the participant's reluctance to respond are two of the research's limitations. Few views from support personnel are included in the sample composition, which can have an adverse effect on the outcomes. Furthermore, the outcomes might be skewed by the need that responders provide answers based only on their own value assessments, which can change depending on the employee's emotions and mood at the time. Future studies could look into how each sub-dimension specifically protects against burnout or other outcomes such work performance. Even though our study adds to the body of knowledge about the causes and effects of burnout in a sample of remote workers, there are still a few gaps that need to be filled in. We did, in fact, ignore the contribution of other equally significant job resources that may have served as technostress inhibitors, reducing the stressful and elevating the pleasure of employees remotely in favor of examining the role of a personal resource in reducing the impact of techno-stressors on individual burnout levels.

7 Conclusion and recommendations

The intertwining of personal and professional lives among Doctors underscores the impact of one on the other, creating a conflict where the demands of both roles may be contradictory. Recognizing this, doctors should conduct a needs assessment to identify areas where doctors require enhancement in both their professional lives and personal lives. Potential areas for
improvement may include time management, stress management, and leadership development.

Additionally, it is advisable for healthcare sector to implement a comprehensive wellness program aimed at promoting both mental health and physical health. This program could include things like meditation sessions, yoga lessons, or health checks to promote a well-rounded approach to wellbeing. Moreover, to assist doctors in balancing their professional and personal lives, Healthcare sector should consider offering flexible working arrangements, such as flexible schedules. This flexibility can contribute to a healthier work-life balance and, in turn, enhance the overall wellbeing of doctors. By taking these steps, libraries can create a supportive and conducive environment that acknowledges and addresses the interconnectedness of personal and professional aspects in the lives of their doctors.

References

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15. T. C. Dodanwala, P. Shrestha, and D. S. Santoso, Constr. Econ. Build. 21, 21 (2021)