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A Study on Digital Fatigue in Hybrid Work Places :Role of HRM in Preventing Technology Burnout

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Abstract
Digital fatigue refers to the state of mental, emotional, and physical exhaustion caused by prolonged and excessive use of digital devices and virtual communication platforms. In today's technology-driven work environment, employees spend extended hours attending virtual meetings, responding to emails, engaging in instant messaging, and working on digital systems.

Keywords— Digital fatigue, mental exhaustion, emotional exhaustion, physical exhaustion, digital devices, virtual communication, technology-driven work environment, prolonged use, excessive use.

I. INTRODUCTION
Digital fatigue is a growing concern in today's technology-driven work environment, where employees are constantly connected and engaged in digital activities. Prolonged and excessive use of digital devices and virtual communication platforms can lead to mental, emotional, and physical exhaustion. This study explores the concept of digital fatigue, its causes, and its impact on employee well-being and productivity. The increasing reliance on digital tools has made it essential to understand and address digital fatigue. This research aims to provide insights into mitigating its effects and promoting a healthier work environment.

OBJECTIVES OF THE STUDY:

To examine how continuous technology use affects employees' productivity and well-being.

To know HRM practices that help reduce digital fatigue.

REVIEW OF LITERATURE:

A literature or narrative review is a comprehensive review and analysis of the published literature on a specific topic or research question. The literature that is reviewed contains: books, articles, academic articles, conference proceedings, association papers, and dissertations. It contains the most pertinent studies and points to important past and current research and practices. It provides background and context, and shows how your research will contribute to the field.

Wang et al. (2020) examined remote work adjustment during the COVID-19 pandemic and found that digital communication overload significantly increased employee fatigue. They highlighted that constant virtual meetings and lack of boundaries intensified emotional exhaustion. The study emphasized the importance of organizational support in reducing strain. HRM practices such as structured scheduling and supervisor support were recommended. The research established a direct connection between digital work intensity and burnout symptoms in hybrid environments.

1. Ralph et al. (2020) explored productivity and well-being among technology workers during mandatory remote work. They reported declines in focus and increases in exhaustion due to prolonged screen exposure. Workers experienced blurred work-life boundaries, leading to cognitive strain. The study suggested that HR departments should implement workload monitoring systems. Their findings contributed foundational insights into digital fatigue in hybrid workplaces.

2. Tarafdar et al. (2019) expanded on technostress research, identifying technology overload and invasion as major stress creators. Employees exposed to constant digital demands experienced anxiety and reduced satisfaction. The authors suggested organizational interventions such as digital literacy programs. HR policies limiting after-hours connectivity were recommended. The study linked technostress directly with burnout risk.

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3. Molino et al. (2019) investigated technostress within the Job Demands-Resources framework. They found that digital demands function as job stressors that lead to emotional exhaustion. However, job resources like autonomy and support reduced negative outcomes. HRM was identified as a key provider of such resources. The study emphasized balancing digital demands with employee well-being strategies.

4. Ayyagari et al. (2018) studied technology-induced stress and found that complexity and uncertainty increased cognitive overload. Employees dealing with multiple platforms experienced higher frustration levels. The study argued that HR training programs can improve digital competence. Clear communication policies also reduce ambiguity. Their research highlighted early concerns regarding digital burnout in evolving workplaces.

RESEARCH METHODOLOGY:

Research is the systematic investigation into a study of materials and sources in order to establish facts and research new conclusions. Research is the art of scientific investigation.

SAMPLING TECHNIQUE:

Convenient sampling techniques used in the research. When population elements are selected for inclusion in the sample based on the case of access, it is called convenience sampling.

SAMPLE SIZE:

In this study, 114 respondents were taken as a sample for the interpretation of data in the research through a questionnaire.

DATA ANALYSIS AND INTERPRETION:

I. EFFECTIVENESS OF HRM PRACTICES ON EMPLOYEE WELLBEING

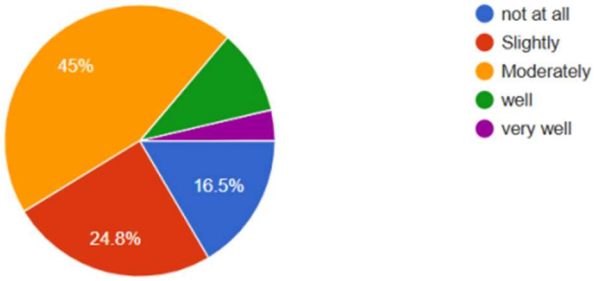
S.NO	HRM & IMPACT	NO. OF. RESP	PER CENTAGE %
1	Very effective	20	17.7
2	Somewhat effective	34	30.1
3	Not very effective	45	
4	Not at all effective	14	12.4
TOTAL		**114**	**100**

INTERPRETATION:

Most respondents 45% have a moderate understanding of basic financial terms, while only a small percentage 13.7% report understanding them well or very well. This indicates scope for improving financial literacy.

INFERENCE:

The majority 45.0% of respondents are moderately aware of financial terms.



- To examine how financial literacy influences employees personal budgeting practices.

TABLE 1.2 AGE vs EXTERNAL FACTORS AFFECTING BUDGETING

1. Family Factors and Budgeting

Hypotheses H_0: There is no significant difference among age groups regarding the impact of family factors on budgeting.

H_1: There is a significant difference among age groups regarding the impact of family factors on budgeting.

2. Social Events and Budgeting

Hypotheses H_0: Age does not significantly influence the impact of social events on budgeting.

H_1: Age significantly influences the impact of social events on budgeting.

3. Work Pressure and Budgeting

Hypotheses H_0: There is no significant difference among age groups regarding work pressure affecting budgeting.

H_1: There is a significant difference among age groups regarding work pressure affecting budgeting.

4. Healthcare Cost and Budgeting

Hypotheses H_0: Age has no significant influence on healthcare cost affecting budgeting.

H_1: Age has a significant influence on healthcare cost affecting budgeting.

5. Inflation and Budgeting

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Hypotheses H_0: Age does not significantly affect the impact of inflation on budgeting.

H_1: Age significantly affects the impact of inflation on budgeting.

Factors Mean	Source of variation	Sum of squares	df	Mean square	F	value Sig. (p)
Family	Between groups	18.42	3	6.14	4.27	0.007
	Within groups	152.31	107	1.44		
	TOTAL	**170.73**	**110**			
Social Events	Between groups	14.76	3	4.92	3.11	
	Within groups	167.84	107	1.58		
	TOTAL	**182.6**	**110**			
Work pressure	Between groups	9.32	3	3.11	1.98	
	Within groups	166.41	107	1.57		
	TOTAL	**175.73**	**110**			
Healthcare Cost	Between groups	21.64	3	7.21	5.06	
	Within Groups	151.05	107	1.42		
	TOTAL	**172.69**	**110**			
Inflation	Between groups	26.87	3	8.96	6.21	
	Within Groups	152.87	107	1.44		
	TOTAL	**172.69**	**110**			

INTERPRETATION:

Since the p-value (0.007) is less than 0.05, the null hypothesis is rejected. This indicates that age has a significant influence on how family factors disturb budgeting. Different age groups perceive family-related financial pressure differently.

The p-value (0.029) is less than 0.05, hence the null hypothesis is rejected. This shows that age significantly affects spending behavior related to social events, with younger age groups showing higher disturbance levels.

Since the p-value (0.122) is greater than 0.05, the null hypothesis is accepted. This indicates that age does not significantly influence how work pressure disturbs budgeting among respondents.

The p-value (0.003) is less than 0.05, the null hypothesis is rejected. This confirms that age plays a significant role in determining how healthcare expenses disturb budgeting, especially among higher age groups.

Since the p-value (0.001) is highly significant, the null hypothesis is rejected. This indicates that inflation impacts budgeting differently across age groups, with older respondents experiencing greater financial strain.

FINDINGS:

- The majority 45.0% of respondents are moderately aware of financial terms.
- Age significantly influences budgeting disturbances caused by family factors and social events.
- Work pressure does not significantly affect personal budgeting across age groups.
- Healthcare expenses and inflation have a strong impact on budgeting, especially among older employees.
- A moderate level of financial awareness exists, with 45% of respondents moderately aware of financial terms.
- Financial literacy plays an important role in effective personal budgeting among employees.

SUGGESTIONS:

- Educational institutions and banks should organize workshops and seminars to improve students' understanding of budgeting, savings, and investment.
- Respondents should be encouraged to prepare monthly budgets consistently instead of occasionally.
- Individuals should track daily expenses using mobile apps, spreadsheets, or notebooks to improve financial discipline.
- Organizations should conduct age-based financial literacy and budgeting programs. ¬ Employees should be encouraged to plan for healthcare and inflation-related expenses.
- Regular financial wellness workshops can improve budgeting skills.
- Employers may offer financial counseling as part of employee welfare.

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- Employees should adopt systematic budgeting and savings practices.

CONCLUSIONS:

This study examined the level of financial literacy, budgeting behavior, and money management practices among respondents. The findings reveal that while most respondents are moderately aware of financial concepts, there is inconsistency in budgeting and saving habits. A significant number of respondents prepare budgets occasionally and track expenses irregularly. Lack of discipline and unexpected expenses are the major challenges affecting budgeting practices. Inflation and healthcare costs are perceived as important external factors disturbing financial planning.