

# It in the workplace and how it affects work-life balance

[Business](#)



Organizational Behaviour - IT in the Workplace and how it affects work-life balance  
Introduction The modern day workplace is involved and affected by the technology being used. Workplaces would be handicapped without technology application. From computing systems, data storage servers, data management systems, application programs and the likes, they influence organisations capabilities, business productivity, thinking and execution capabilities and growth.

Almost at every step there is a huge dependency on technology. Out of all the hardware and software technologies that form a part and parcel of one's day to day work, the Internet plays the most significant role. The virtual world of the internet has taken personal and work lives by storm in entering a deep zone of human consciousness and sub consciousness. (Duxbury 15) It has become a near involuntary exercise to stay in the world of the Internet due to the worldwide acceptance and need for this technology in professional, social and financial spheres of life.

#### Internet and Smart Devices

The advent of the Internet, Internet Rich Applications and Smart Devices together have led to the fading of boundaries between work and personal life. While holding a Smartphone in hand there is a possibility of getting a notification from one's employer about an upcoming task or an urgent call to made that very day, or perhaps a call from a client or boss.

Hardware devices like Smart phones, PDAs, Tablets and Pads have affected work life balance to a great extent. The introduction of such devices in one's life has led to 24 X 7 seamless connections with the Internet, email accounts, instant messengers, office network etc. This increases the chance of being

contacted for official work on weekends, vacations or even while one is sick. Ranstad Work Monitor Report for Quarter 1 2012 revealed that majority of employees in Singapore struggle to achieve work life balance as technology infiltrated daily lives and virtually resulting in being connected to office while attending to personal and social life. (Asia One 1)

#### Permeation of Technology in Life

A Canadian researcher, Linda Duxbury, through her focused study has found that tools like emails, blackberry, instant messenger, professional networks, PDAs, laptops, pads, Palmtop PDAs have increased the expectations of being available anywhere and anytime. It adds to the stress and burden of the employee and raises hopes of managers expecting people to reply and respond to messages or answer calls even when they are away from work.

(The Conversation 1)

#### Switching off after work

It indeed makes one stressed if he or she is not able to attend a phone call or reply to a mail or message immediately. Gradually, it leads to a sense of dissatisfaction and work eats into personal and leisurely time. The impact and introduction of sophisticated technology in the workplace like messenger, online portals, easily accessible email servers, official internal instant messaging network accessible from external networks etc have made it difficult for one to switch off after work (The impact of technology on work life balance 1)

#### Disappearing boundaries between work and life

The increased dependency of technology at work and in life has led to the smudging of work times and time for family, a community gathering, a social

get together, time with friends, a quiet chat or dinner with family or perhaps a family vacation. (Squidoo 1)

Work and Life are two spheres in life as far as regular profession and leisurely life away from work is concerned and the boundaries are fast diffusing into one another due to advanced application and prolonged usages of technologies like PDAs, internet enabled phones, laptops, emails, messengers etc. (Nordqvist 1)

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