

***EMPLOYEE WELL-BEING IN THE DIGITAL ERA: BALANCING
TECHNOLOGY AND MENTAL HEALTH IN THE WORKPLACE***

**KESEJAHTERAAN KARYAWAN DI ERA DIGITAL: MENYEIMBANGKAN
TEKNOLOGI DAN KESEHATAN MENTAL DI TEMPAT KERJA**

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ABSTRACT

The digital era has transformed the workplace, introducing new opportunities and challenges for employee well-being. This article explores the impact of technology on mental health in the workplace, focusing on strategies to balance productivity and well-being. Through a literature review of studies published from 2020 onwards, the article examines key themes such as digital overload, remote work challenges, and the role of organizational support in promoting mental health. The findings reveal that while technology enhances efficiency, it also contributes to stress and burnout if not managed effectively. Practical recommendations are provided to help organizations foster a healthy work environment, including the implementation of digital wellness programs, flexible work policies, and mental health resources. This study contributes to the growing body of literature by synthesizing contemporary research and offering actionable insights for improving employee well-being in the digital age.

Keywords: Employee Well-Being, Digital Era, Mental Health, Workplace

ABSTRAK

Era digital telah mengubah tempat kerja, membawa peluang dan tantangan baru bagi kesejahteraan karyawan. Artikel ini mengkaji dampak teknologi terhadap kesehatan mental di tempat kerja, dengan fokus pada strategi untuk menyeimbangkan produktivitas dan kesejahteraan. Melalui tinjauan literatur studi yang diterbitkan sejak tahun 2020, artikel ini mengeksplorasi tema-tema kunci seperti kelebihan beban digital, tantangan kerja jarak jauh, dan peran dukungan organisasi dalam meningkatkan kesehatan mental. Temuan menunjukkan bahwa meskipun teknologi meningkatkan efisiensi, hal itu juga dapat menyebabkan stres dan kelelahan jika tidak dikelola dengan baik. Rekomendasi praktis diberikan untuk membantu organisasi menciptakan lingkungan kerja yang sehat, termasuk implementasi program kesehatan digital, kebijakan kerja fleksibel, dan sumber daya kesehatan mental. Studi ini berkontribusi pada literatur yang berkembang dengan mensintesis penelitian terkini dan menawarkan wawasan yang dapat ditindaklanjuti untuk meningkatkan kesejahteraan karyawan di era digital.

Kata kunci: kesejahteraan karyawan, era digital, kesehatan mental, tempat kerja

INTRODUCTION

The digital era has revolutionized the workplace, offering unprecedented opportunities for productivity and collaboration. However, the rapid adoption of technology has also introduced new challenges for employee well-being, particularly in the realm of mental health. This article examines the intersection of technology and mental health in the workplace, highlighting the need for organizations to balance

efficiency with employee well-being (Lee & Kim, 2023).

The rise of digital tools and remote work has blurred the boundaries between professional and personal life, leading to increased stress and burnout among employees. Studies have shown that excessive screen time, constant connectivity, and digital overload can negatively impact mental health (Wen & Tian, 2024). This article explores the psychological effects of technology in

the workplace and identifies strategies to mitigate these challenges.

Organizations play a critical role in promoting employee well-being by creating supportive work environments. Research indicates that companies that prioritize mental health and work-life balance experience higher levels of employee satisfaction and retention (Grawitch et al., 2020; Bocean et al., 2023). This article investigates the role of organizational policies, such as flexible work arrangements and digital wellness programs, in fostering a healthy workplace culture (Ray & Panacryan, 2021).

The integration of technology into the workplace also presents opportunities for enhancing mental health support (García-Madurga et al., 2024). Digital tools, such as mental health apps and online counseling platforms, can provide employees with accessible resources to manage stress and anxiety (Wang et al., 2021). This article highlights the potential of technology to support employee well-being while addressing its potential drawbacks.

Finally, this article contributes to the growing body of literature on employee well-being in the digital era by synthesizing recent research and offering practical recommendations (Antonaci et al., 2024). By understanding the impact of technology on mental health, organizations can create strategies that promote both productivity and well-being.

METHOD

This study employs a literature review methodology to examine the impact of technology on employee well-being in the digital era. The review focuses on peer-reviewed articles published from 2020 onwards, ensuring the inclusion of the most recent and

relevant research. Databases such as Scopus, Web of Science, and Google Scholar were utilized to identify studies that explore the relationship between technology, mental health, and workplace well-being.

The selection criteria included articles that explicitly address the effects of digital tools, remote work, and organizational policies on employee mental health. Only studies with valid DOIs were included to ensure the credibility and accessibility of the sources. The literature was analyzed thematically, with a focus on identifying common challenges, strategies, and best practices for promoting employee well-being in the digital age.

RESULTS AND DISCUSSION

Digital Overload and Its Impact on Mental Health

The pervasive use of digital tools in the workplace has led to a phenomenon known as digital overload, where employees feel overwhelmed by constant connectivity and information flow (Farmania et al., 2022). Studies have shown that excessive screen time and multitasking can lead to cognitive fatigue, stress, and burnout (Charalampous et al., 2021). For example, employees who are required to respond to emails and messages outside of working hours often experience difficulty disconnecting from work, leading to increased anxiety and reduced work-life balance (Ferreira & Gomes, 2023).

To address digital overload, organizations must establish clear boundaries around technology use. Implementing policies such as "no-email weekends" or designated "digital detox" periods can help employees recharge and reduce stress (Grawitch et al., 2020). Additionally, providing training on time management and

digital wellness can empower employees to use technology more mindfully.

Remote Work Challenges and Mental Health

The shift to remote work during the COVID-19 pandemic has highlighted both the benefits and challenges of working from home (Galanti et al., 2023). While remote work offers flexibility and autonomy, it also poses risks to mental health, such as feelings of isolation and difficulty separating work from personal life (Wang et al., 2021). For instance, employees working from home may struggle with loneliness due to the lack of face-to-face interactions with colleagues.

Organizations can support remote workers by fostering a sense of connection and community (Buonomo et al., 2023). Virtual team-building activities, regular check-ins, and mental health resources can help mitigate feelings of isolation (Charalampous et al., 2021). Additionally, providing employees with ergonomic home office equipment and flexible work schedules can enhance their well-being and productivity.

The Role of Organizational Support in Promoting Mental Health

Organizational support is critical for promoting employee well-being in the digital era (Le et al., 2023). Research indicates that companies that prioritize mental health through policies and resources experience higher levels of employee engagement and retention (Grawitch et al., 2020). For example, offering access to mental health counseling, stress management workshops, and employee assistance programs can help employees cope with workplace challenges (Bouzikos et al.,

2022).

Leadership also plays a key role in fostering a supportive work environment (Paredes-Saavedra et al., 2024). Managers who demonstrate empathy, encourage open communication, and model healthy work habits can positively influence employee well-being (Wang et al., 2021). By prioritizing mental health at all levels of the organization, companies can create a culture of care and resilience.

Leveraging Technology for Mental Health Support

While technology can contribute to stress, it also offers opportunities for enhancing mental health support (Pavlopoulos et al., 2024). Digital tools such as mental health apps, online therapy platforms, and virtual wellness programs can provide employees with accessible and personalized resources (Wang et al., 2021). For instance, mindfulness apps can help employees manage stress and improve focus, while virtual counseling sessions offer confidential support for those struggling with mental health issues.

Organizations should invest in technology that supports employee well-being and ensure that these resources are easily accessible (Barbu et al., 2025). Additionally, promoting awareness of available tools and encouraging their use can help employees take proactive steps to manage their mental health (Charalampous et al., 2021).

Building a Culture of Digital Wellness

Creating a culture of digital wellness requires a holistic approach that addresses both individual and organizational factors (Cardoso et al., 2023). This includes setting clear

expectations around technology use, providing training on digital wellness, and fostering open communication about mental health challenges (Grawitch et al., 2020). For example, organizations can establish guidelines for healthy technology use, such as limiting after-hours communication and encouraging regular breaks from screens (Priftis & Panagiotakos, 2023).

By prioritizing digital wellness, organizations can help employees navigate the challenges of the digital era while maintaining their mental health and well-being. This approach not only benefits employees but also enhances organizational performance and resilience.

CONCLUSION

The digital era has brought significant changes to the workplace, presenting both opportunities and challenges for employee well-being. This article has highlighted the impact of technology on mental health, emphasizing the need for organizations to balance productivity with well-being. By addressing issues such as digital overload, remote work challenges, and the importance of organizational support, businesses can create a healthier and more supportive work environment.

The findings underscore the importance of adopting a proactive approach to employee well-being, including the implementation of digital wellness programs, flexible work policies, and mental health resources. Future research should explore innovative strategies for leveraging technology to support mental health and well-being in the workplace.

Ultimately, organizations that prioritize employee well-being in the digital era will be better positioned to attract and retain talent, enhance

productivity, and foster a positive workplace culture.

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