
**SOCIAL AND PSYCHOLOGICAL WELL-BEING IN THE WORKPLACE: REMOTE
WORK, DIGITAL FATIGUE AND EMPLOYEE BEHAVIOURAL WELL-BEING**

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Abstract

The rapid shift towards remote work has accelerated, especially after COVID-19 pandemic due to technological advancements across the globe, and this has completely transformed the workplace dynamics, thereby offering flexibility but also leading to new challenges of employee well-being. This study explores interlinked dimensions of social-psychological well-being among remote employees, with focus on digital fatigue and behavioural pattern. The study highlights how digital fatigue acts as a mediator between remote work demands and employee behavioural outcomes, which further affects the motivation, collaboration and job satisfaction. The research underscores that sustaining employee well-being in remote settings requires a holistic approach that integrates technological efficiency with human-centric support system.

Keywords: Remote Work, Workplace Dynamics, Digital Fatigue, Employee Well-Being, Holistic Approach

Introduction

The evolution of workplace practices in the past decade has been significantly shaped by advancements in digital technology and the increasing acceptance of remote work, which was once considered as a supplementary option. Remote work has now become an integral component of organizational strategy which offers flexibility in time management and responsibilities. Such developments have improved operational continuity but they have also led to challenges for employee well-being. As a result of prolonged and intensive use of digital tools, one such challenge which arises is digital fatigue, a state of emotional and cognitive exhaustion. Video conferencing,

instant messaging, constant e-mail notifications, lead to mental burnout, reduced focus and diminished enthusiasm. This paradigm shift towards remote working has also impacted the social-psychological well-being leading to lower social interactions, creating a feeling of detachment from colleagues and organizational culture, blurred boundaries between professional and personal life, withdrawal from movement/activities, avoidance of collaborative efforts. Given these dynamics, understanding the relationship between remote work, digital fatigue and employee behavioural well-being has become a critical area of research, which can help organizations on how to create a supportive structure for their employees that safeguards their mental, emotional and psychological well-being.

Objectives of the Study

- To analyse the role of digital fatigue as a mediating factor between remote work demands and employee behaviour.
- To investigate the relationship between prolonged digital tool usage and patterns of motivation and collaboration.
- To propose recommendations for organizational policies that fosters holistic employee well-being and healthy digital practices.

Methodology of Study

This study employed a mixed-method approach, combining quantitative surveys to measure levels of digital fatigue, social connectedness and psychological well-being with the analytical approach to capture in-depth employee experiences. Data was assessed before concluding identified patterns and socio-psychological behaviour of employees.

Survey Overview

Title: Remote Work Challenges: Disconnect, Motivation, Workspace and Loneliness.

Source: WWR (We Work Remotely's) 2025 State of Remote Work Report

Key Findings:

- 17.7% respondents reported difficulty in setting boundaries between professional and personal life.
- 12% stated that it is hard to stay motivated, due to isolation, poor communication and limited collaboration.

- 9.6% reported lacking of adequate workspace and productivity, while 9% cited feelings of loneliness, minimal opportunities and difficulty in socialising after working hours.

Result and discussion (based on Survey)

- **Blurring Boundaries and Digital Burnout:** Nearly 1 out of every 5 remote workers (approx. 17.7%) struggle to disconnect from work even after working hours.
- **Eroded Motivation:** 12% remote workers complained of declining motivation which is driven by isolation, digital fatigue and limited interactions.
- **Suboptimal Work Environment:** 10% employees lack proper workspace and 80% receive no organizational support. Distractions not only impact productivity but also lead to physical strain and emotional depletion.
- **Social Disconnection:** 9% of the respondents attributed to reduced socialisation. Absence of spontaneous one-to-one interactions get reduced which depletes overall employee morale and engagement

Challenges faced by Remote Employees and Organization

The above study highlights the various challenges, which are faced by remote employees:

- **Digital Investment with Loneliness and Isolation as Returns:** Continuous exposure to screen, videos, meetings, notifications can cause mental exhaustion, eye strain, reduced concentration and a feeling of loneliness (away from social interactions).
- **Reduced Collaborative Efforts:** Absence of in-person brainstorming causes hinderance in creativity and teamwork.
- **Limited Career Visibility:** Being away from physical workplace reduces recognition opportunities, networking and promotion.
- **Inadequate Workspace:** Extremely loud or quite environments can affect productivity and physical comfort.
- **Maintaining Team Cohesion:** Ensuring unity, teamwork and collaboration becomes difficult.

- **Monitoring of Work Productivity:** Balancing trust with accountability can be difficult without proper surveillance.
- **Managing Communication Overload:** Excessive virtual meetings and messages can overwhelm employees, lowering efficiency.

Suggestive measures for employee socio-psychological well-being:

- **Fostering of Social Communication:** Organisations should promote virtual team-building activities and informal team chats.
- **Encouraging Open Communication:** Provide multiple channels to employees for feedback and idea sharing. Managers should check work progress and employee well-being once a week at least.
- **Support Skill-Development:** Provide online learning opportunities and career growth programs to keep employees motivated. Recognise and celebrate the employee achievements to boost self-worth.
- **Cultivate a positive work culture:** Acknowledge contributions publicly to boost morale, promote healthy competition, respect and empathy.
- **Ensure technical support:** Organizations must appoint technology assisting employees to assist in setting up of distraction free-work spaces, provide necessary tools, software and IT support.
- **Promote Work-Life Balance:** Set clear expectations for working hours, encourage regular breaks and digital detox hours to reduce screen fatigue.

Conclusion

This study highlights that while remote work offers flexibility and autonomy, it also presents significant socio-psychological challenges, leading to digital fatigue, social isolation, blurred boundaries between professional and personal life. Organizations should actively address these factors through supportive policies, mental health initiatives, employee encouragements and feedbacks, constant thorough checks on employee behaviour. Such measures can nurture opportunities, networking and promotion. work-life

balance, digital efficiency, sustained long-term productivity, engaged remote workforce, healthy collaborations and inputs.

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