

The Potential Influence of Digital Transformation on Employee Well-being

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Abstract

Digital transformation is changing jobs in companies including how operations run plus shaping how employees feel day to day. This analysis looks into how tech changes might affect employee wellness, and is exploring positive and negative aspects of digital transformation. Pulling insights from recent studies and real-world cases in fast-growing economies, it uncovers what helps or harms wellness, when new technologies and systems are presented. Research shows that apps and platforms can help improving personal and work time balance, adaptability at work and smoother task performance; however, it sometimes increases pressure, digital overload, and confusion about job roles. Conclusions of this research can be beneficial for companies aiming to incorporate new digital technologies in their workplace and help them to care for employee's health, pushing forward change that's fair, steady, and focused on people.

KEYWORDS: Digital transformation, employee wellbeing, technology

Introduction

Digital transformation means using new tech methods in how companies operate, changing how tasks get done, people communicate, or how choices are made (Westerman, Bonnet, & McAfee, 2014). Though it may boost speed, competition and new ideas, it also shifts what jobs are like and how employees feel. Employees wellbeing is not just body health but also mind and connections that matters a lot for results companies look for (Guest, 2017).

When companies start using cloud tech, artificial intelligence, automated systems or online teamwork apps, it becomes very important to know how employees feel. Some positive sides could be easier schedules, less repetitive tasks, or training that fits personal needs. But issues like stress from constant tech use, worry about losing jobs, feeling watched at work, or falling behind in skills might harm mental health (Sharma & Sharma, 2020).

This paper explores how current digital transformation process affects employees' health, pointing out possible upsides along with downsides. It focuses on real-world impacts for companies trying to roll out tech changes while keeping people first.

Digital change isn't just about using new tech, it's a deeper move in how companies think and act (Fitzgerald, Kruschwitz, Bonnet, & Welch, 2013). Instead, it reshapes how work flows, how decisions are made, how people communicate or work as teams (Bharadwaj, El Sawy, Pavlou, & Venkatraman, 2013). Nowadays in Georgia cloud systems, online teamwork apps or smart data tools becomes popular fast (Gogichaishvili, 2022).

Worker wellness covers body health, mental state, plus how happy they feels in social settings (Danna & Griffin, 1999). Studies show mood and condition link to output, drive, focus at work, along with staying on the job longer (Guest, 2017). Digital change efforts might affect these aspects by boosting comfort via adaptable systems and smart tools, but sometimes hurting it due to pressure, heavier tasks or unclear outcomes.

Most studies look at how digital tools affect business performance or budgets, yet rarely check how employees feel, especially in fast-growing economies. This paper fills this hole by

weighing up positive and negative impacts while focusing on ways to put people first during digital transformation.

This research uses qualitative literature review of the topic, along with data from Georgian businesses which have experience in digital transformation.

Positive Impacts of Digital Transformation

Working from home opportunity is one example. Tech makes it easier by cutting travel time - Harvard Biz Review spotted this in 2021. Instead of fixed hours, people pick shifts that fit their lives better. No more rush-hour issues thanks to online platforms. Flexibility helps employees focus on tasks without burning out fast. Flexible jobs let people work from home or choose their hours that cuts travel time while giving more control (Harvard Business Review, 2021).

Doing tasks faster is another benefit. Machines handling boring jobs reduce busywork, so employees can spend time on more important tasks (Brynjolfsson & McAfee, 2017). Doing boring tasks automatically means employees can spend time on interesting projects instead, this keeps them more involved at work (Brynjolfsson & McAfee, 2017).

Also, employees have opportunity to learn and grow. Online tools help people upskill in their profession or build new skills that boost work life and happiness.

Lastly, employees can work together while staying in touch. Online tools help teams communicate better while breaking down company barriers (Fitzgerald et al., 2013).

Negative Impacts of Digital Transformation

Technostress means feeling overwhelmed because technologies keep changing fast. Nonstop alerts and pressure of always being online (Tarafdar, Tu, Ragu-Nathan, & Ragu-Nathan, 2011), being pushed to use every new tech tool can really increase tension (Tarafdal et al., 2011).

When routines shift, people might not know what they're supposed to do. This can lead to confusion about who handles which tasks.

Unclear duties can take place when machines take over tasks, so people worry about their future work roles instead of feeling safe in them.

Too much monitoring can be another example of challenge. Apps that track behavior might limit freedom, while making people feel watched which harms mental health.

Practical Implications

Companies can support positive outcomes and try reducing harms using several methods like focusing on people when using online tools; initiating educational activities to increase skills with technologies; use AI use and other digital tools responsibly and transparently, so everything stays open and honest; get employees involved when changing how tasks are done or adding new tech tools.

Conclusion

Digital transformation process might really affect how employees feel. Though remote jobs, new technology tools or apps may have different effect on people's mood, attention, use of personal time, stress from devices, fear of losing roles or unclear duties. Companies need to focus on employees during technological upgrades and set people-oriented plans along with new systems.

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