

Mastering Work-Life Balance in the Digital Age

By Melkisedeck Leon Shine · June 2, 2025

Work-Life Balance

Reclaiming Equilibrium: Achieving Work-Life Balance in the Digital Ecosystem

A fundamental prerequisite for achieving work-life balance is acknowledging the detrimental effects of excessive screen time. Prolonged screen exposure can trigger a cascade of adverse consequences, including visual strain, sleep disruption, reduced productivity, and the exacerbation of pre-existing mental health challenges. This understanding is paramount for initiating positive behavioral change. Applying the Conservation of Resources (COR) theory, excessive screen time depletes personal resources (time, energy, mental capacity), resulting in stress and burnout. Therefore, a comprehensive strategy to manage screen time is essential for mitigating technostress and promoting overall well-being.

Conclusion and Recommendations

Sustaining work-life balance in the digital age necessitates a proactive and multifaceted approach integrating principles from organizational behavior, stress management, and time management. The strategies presented, informed by established theoretical frameworks like COR, JD-R, and stress management models, provide a practical framework for managing screen time, mitigating technostress, and promoting well-being. Future research should investigate the effectiveness of these strategies across diverse occupational groups, considering individual differences in personality, coping mechanisms, and cultural contexts influencing technology usage. Longitudinal studies are needed to assess the long-term impact on physical and mental health, productivity, and quality of life. A crucial aspect for successful implementation involves fostering organizational cultures that prioritize employee well-being and support sustainable work practices. This requires ongoing monitoring,

adaptation, and reinforcement of the recommended strategies. Further research might explore the role of technology in facilitating work-life balance, developing culturally sensitive interventions, and evaluating the effectiveness of different technological solutions designed to support healthy boundaries between work and personal life.

Reader Pool: Considering the presented strategies and your own professional insights, what innovative approaches or technological solutions do you envision as most promising in achieving sustainable work-life balance in the increasingly interconnected digital world?

Printable AckySHINE Article · <https://ackyshine.com/post.php?post=101738>