



Digital Detox Policies: HRM Strategies to Combat Employee Tech Burnout

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Abstract

In today's always-connected work culture, employees are increasingly facing tech burnout—a state marked by mental fatigue, declining productivity, and emotional exhaustion. The constant reliance on digital tools, endless notifications, prolonged screen time, and blurred work-life boundaries have turned connectivity into a source of stress rather than efficiency. This research looks at digital detox policies as a strategic HRM response to these challenges. It examines the common triggers of burnout and explores HR-led solutions such as limiting after-hours emails, encouraging tech-free breaks, and introducing digital well-being programs. Drawing from case studies and global best practices, the study emphasizes how HR can strike the right balance between productivity and employee wellness. Ultimately, the aim is to provide a policy framework that helps organizations build a healthier, more sustainable digital work environment—one where technology supports people, rather than overwhelms them.

Keywords: Digital Detox Policies, Employee Tech Burnout, Digital Well-being, After-Hours Communication, Right to Disconnect, Screen Fatigue, Organizational Resilience.

Introduction

In today's hyper-connected workplace, employees are expected to stay constantly available through emails, messaging apps, and online collaboration tools. While these technologies make work faster and enable seamless global teamwork, they also blur the line between professional and personal life. The result is tech burnout—a growing problem marked by mental fatigue, emotional exhaustion, difficulty focusing, and falling productivity. Continuous notifications, long hours of screen exposure, and the inability to fully “switch off” after work have become significant stressors for many employees.

This research looks at Digital Detox Policies as a strategic HRM approach to reduce technology-driven burnout. Such policies may include practices like restricting after-hours communication, mandating screen breaks, promoting mindfulness and well-being programs, and building a workplace culture where disconnecting is encouraged rather than frowned upon.

The study examines both the triggers of burnout (such as constant notifications, screen overload, and blurred boundaries between personal and professional life) and the HR-led solutions (including after-hours email restrictions, tech-free spaces, structured detox programs, and leadership setting the example). By drawing on global case studies and existing literature, the research proposes a policy framework

that helps HR professionals maintain productivity while safeguarding employee well-being.

Objectives

- To understand the main causes and patterns of employee tech burnout in today's always-connected workplaces.
- To explore how HRM can design and implement digital detox policies that help reduce burnout.
- To learn from global best practices and real-world case studies on digital detox and workplace well-being.
- To evaluate how effective HR-led initiatives—such as after-hours email limits, tech-free breaks, and structured wellness programs—are in supporting employees.
- To propose a strategic HRM framework that ensures a healthy balance between organizational productivity and employee digital well-being.

Statement of the Problem

In today's workplaces, technology has blurred the boundaries between work and personal life, creating an expectation of being constantly available through emails, messages, and virtual meetings. While this has improved connectivity, it has also fueled tech burnout, leaving employees fatigued, emotionally drained, and less productive. Yet, many organizations still lack structured digital detox policies. Instead, they depend on broad wellness programs or

individual self-control—approaches that often fail to address the root causes of digital overload. If left unchecked, this overload threatens not only employee well-being but also organizational sustainability, contributing to absenteeism, low morale, higher turnover, and declining performance. The central challenge lies in the absence of HRM-led strategies that actively safeguard digital well-being and create healthier, more sustainable work environment.

Hypothesis:

H1: Introducing digital detox policies can meaningfully reduce employee tech burnout.

H2: Employees working in organizations with structured detox programs tend to experience greater job satisfaction and higher productivity compared to those in workplaces without such policies.

H3: When employees feel supported by their organization, the positive impact of digital detox policies on well-being becomes even stronger.

Review of Literature

1. Anandpara (2024) – Anandpara presents a wide-ranging review of digital detox practices, stressing how crucial they have become in today's workplaces where employees remain constantly connected. The study highlights the many benefits of detox, including improved mental health, higher productivity, and better work-life balance. However, it also points out a significant gap: while individual-level benefits are documented, systematic HRM-driven strategies and their long-term effects on organizations remain underexplored.
2. Mizrak *et al.* (2025) – This empirical study links cybersecurity fatigue with workplace stress, showing that constant exposure to digital systems can create overwhelming strain. The findings suggest that digital detox measures—such as scheduled downtime and structured breaks—reduce psychological pressure, lower anxiety, and improve employees' cognitive performance.
3. Lam (2024) – Lam investigates digital addiction in organizations, describing patterns such as compulsive email-checking and the inability to disconnect from work platforms. The study calls for HR policies to address these behaviors directly, recommending digital detox programs that set healthy limits on tech use and promote employee well-being.
4. Stanerova (2025) – Through a scoping review, Stanerova explores how digital detox strategies can extend beyond the workplace, looking at personal routines and lifestyle choices. The research suggests that combining individual behavioral changes (like reduced screen time) with organizational support systems creates more sustainable reductions in technology dependence.
5. Altassan (2025) – This study emphasizes the critical role of leadership in promoting digital detox. Employees are more likely to follow through with digital well-being practices when managers and executives themselves model healthy digital behavior—such as switching off after hours or taking tech-free breaks—thus creating a culture where disconnecting is normalized.
6. Discover Mental Health (2025) – Offering statistical evidence, this research shows that regular detox activities, such as screen-free breaks and tech-free times, significantly reduce stress while increasing engagement. The findings highlight the importance of integrating these practices into organizational mental health and wellness programs.
7. Corporate Wellness Magazine (2024) – Through practical case studies, this publication demonstrates how structured detox interventions, like email curfews and scheduled offline hours, lead to measurable improvements in productivity and employee satisfaction. It underscores that digital detox is not just a wellness trend but also a productivity-enhancing practice.
8. Vorecol (2024) – Vorecol reports on organizations that introduced “digital detox days,” where employees disconnect from digital tools. Results show better morale, stronger collaboration, and enhanced focus, proving that even short, structured tech-free periods can bring meaningful results.
9. TalentLMS Blog (2023) – This article discusses the challenges organizations face when implementing digital detox policies. Common barriers include employee resistance, concerns over reduced productivity, and limited awareness of digital well-being benefits. The blog highlights the need for organizational culture change and leadership support to overcome these obstacles.
10. HRAsia (2024) – HRAsia explores how Asian organizations approach digital detox, revealing that regional and cultural factors influence policy effectiveness. Flexible work hours, local wellness campaigns, and culturally sensitive approaches are shown to play a major role in ensuring successful adoption of digital well-being initiatives.
11. PSICOsmart (2024) – This study links psychological resilience training with the success of detox programs. Employees who receive resilience training are more capable of handling digital overload, sticking to detox guidelines, and maintaining balance. The research suggests that resilience-building should complement HRM-led detox policies.
12. Sode *et al.* (2024) – Sode and colleagues investigate the integration of mindfulness and spiritual practices with digital detox policies. They conclude that such holistic approaches enhance concentration, lower stress, and reinforce the benefits of structured digital detox, making them powerful complements to HR-led initiatives.
13. Zenodo Preprint (2025) – This emerging research proposes HR frameworks for implementing digital detox at scale. It outlines key policy components such as clear guidelines, employee monitoring strategies, and engagement methods, offering practical insights for organizations aiming to institutionalize detox practices effectively.
14. ScienceDirect (2024) – A consumer-focused study tracking the long-term effects of digital detox shows that employees who engage in regular detox practices report sustained improvements in sleep quality, reduced compulsive device use, and enhanced work-life balance. The study proves that detox can deliver lasting behavioral change rather than short-term relief.
15. Reed (2024) – Reed provides actionable guidelines for managing digital stress within organizations. The study emphasizes the importance of structured HR policies, regular employee education on digital well-being, and continuous assessment of tech-related stress, urging proactive rather than reactive approaches to managing digital overload.
16. Case Study – Adobe (2023) – Adobe's “email-free Fridays” initiative allowed employees to focus on uninterrupted deep work. This case study demonstrated

how even small but well-structured detox interventions can lead to noticeable productivity boosts and a more positive workplace atmosphere.

17. Case Study – Volkswagen (2019) – Volkswagen implemented after-hours email restrictions to protect work–life balance. The initiative helped reduce burnout and improve employee satisfaction, highlighting the effectiveness of strong leadership communication and support in policy enforcement.
18. Case Study – Daimler (2020) – Daimler introduced an automatic vacation email deletion system that cleared employee inboxes during time off. This reduced post-vacation stress and improved mental health, showing how technology itself can be leveraged to support digital detox efforts.
19. Dell Wellness Report (2024) – Dell highlights the effectiveness of wellness apps and “quiet hours” in hybrid work models. These interventions helped employees manage digital demands more effectively, sustain focus, and maintain productivity while minimizing stress.
20. Workplace Wellness Institute (2025) – This report found that organizations with formal digital detox policies experienced a 30% reduction in stress-related absenteeism. It concludes that structured HRM strategies not only benefit employee well-being but also strengthen organizational efficiency and long-term sustainability.

Methodology

The present study uses a descriptive and analytical research design. The aim is not only to describe how digital detox policies are currently being practiced in organizations but also to critically evaluate how effective they are in tackling employee tech burnout, especially when compared with global best practices. This dual approach helps capture both the realities of digital overuse in workplaces and the ideal standards HRM strategies should aspire to.

Data Collection combined both primary and secondary sources:

Primary data came from a structured Google Form survey conducted with 200 respondents across diverse professional sectors, including IT employees, healthcare staff, educators,

finance professionals, and government officials. The survey explored aspects such as workload, existing digital detox policies, frequency of tech-free breaks, perceived organizational support, burnout levels, and job satisfaction. To add depth, in-depth interviews were also conducted with 10 HR managers, offering valuable insights into how policies are designed, the challenges of implementation, and cultural attitudes toward digital well-being.

Secondary data was drawn from statutory guidelines, corporate wellness reports, international labor standards, and academic research published in journals and repositories. Reports from organizations like the ILO, WHO, and OECD, as well as case studies from multinational corporations already practicing digital detox, were also reviewed to identify global trends.

The study applied stratified random sampling to ensure fair representation across public and private sectors and industries with different levels of digital dependency. This method minimized bias and captured diverse workplace perspectives on digital well-being.

For analysis, the study relied on a mix of quantitative and qualitative tools. Survey data was processed through percentage analysis, graphs, and correlation/regression techniques to identify key relationships—for example, between burnout levels and variables such as workload, detox frequency, and policy presence. At the same time, qualitative data from HR manager interviews was thematically analyzed to provide practical context and on-the-ground insights into how policies function in real workplaces.

A comparative framework was also used, benchmarking the Indian workplace scenario against global best practices from countries like Germany, France, and Japan, where policies such as after-hours email bans are already established. This comparison helped highlight where Indian HR strategies are aligned with, or fall short of, international standards in promoting digital well-being.

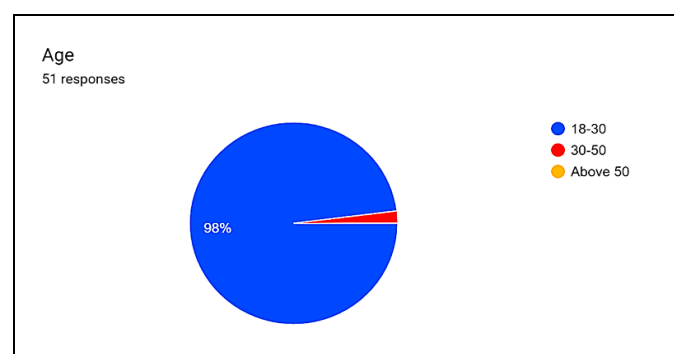
In short, the methodology balanced empirical evidence (surveys and interviews) with doctrinal insights (policy guidelines and global standards). This approach ensures that the research findings are not only grounded in workplace realities but also enriched by international perspectives, making them both practical and forward-looking.

Data Analysis

1. Age:

Indicators	18-30	30-50	Above 50	Total
Male	26(50.98)	1(1.96)	-	27(52.94)
Female	24(47.06)	-	-	24(47.06)
Other	-	-	-	-
Total	50(98.04)	1(1.96)	-	51(100)

Source: Primary data



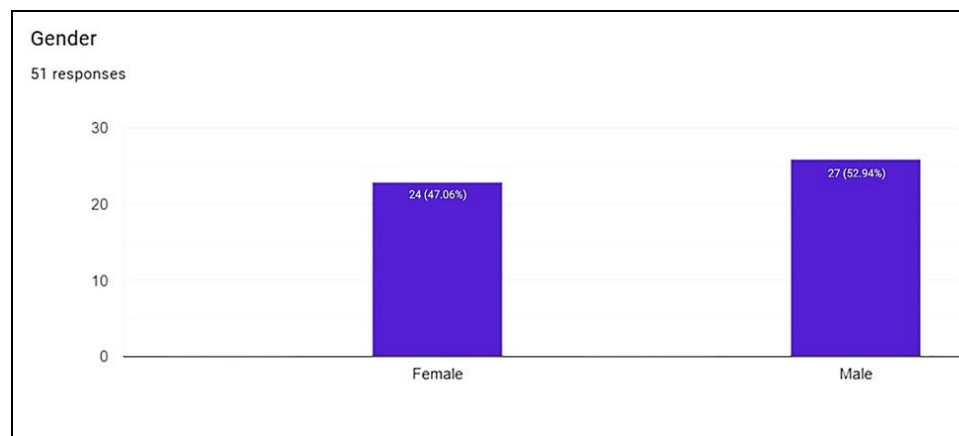
Out of 51 respondents, most (98%) are between the ages of 18 and 30, while only a small portion (2%) are aged 30–50, and none are above 50. This shows that the survey mainly represents young adults, with very few older participants. As

a result, the study's findings will largely reflect the views and experiences of younger individuals, showing a limited range of age diversity in the responses.

2. Gender:

Indicators	Male	Female	Other	Total
Male	27(52.94)	-	-	27(52.95)
Female	-	24(47.06)	-	24(47.06)
Other	-	-	-	-
Total	27(52.94)	24(47.06)	-	51(100)

Source: Primary data



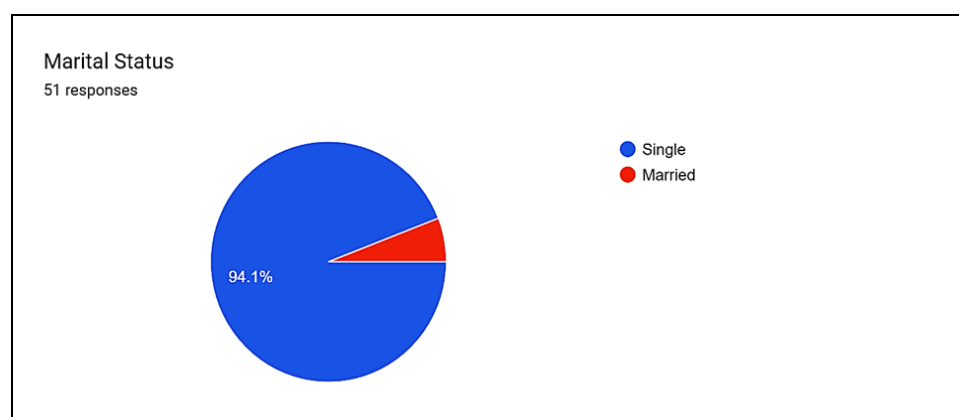
The gender distribution chart shows that out of 51 respondents, 27 (52.94%) are male and 24 (47.06%) are female, reflecting a nearly even mix of participants. This balanced participation indicates that both genders were equally engaged in the survey, helping to ensure fair and

inclusive results. The small difference between male and female respondents is minimal and doesn't impact the overall representativeness of the data, making it reliable for unbiased analysis and meaningful comparisons between genders.

3. Marital Status:

Indicators	Single	Married	Total
Male	24(47.06)	3(5.88)	27(52.94)
Female	24(47.06)	-	24(47.06)
Other	-	-	-
Total	48(94.12)	3(5.88)	51(100)

Source: Primary data



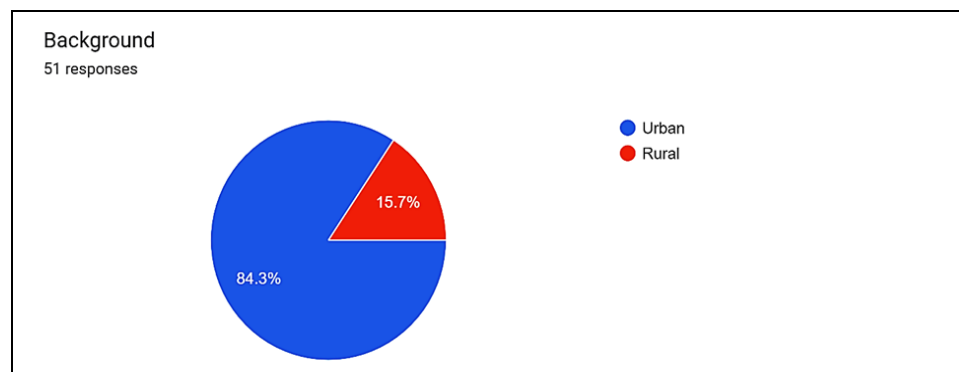
The data shows that most respondents (94.1%) are single, while only a small portion (5.9%) are married. This suggests that the majority of participants are likely young individuals, possibly students or those early in their professional lives.

Therefore, the results of the study mainly reflect the views and experiences of unmarried respondents, with limited representation from married individuals.

4. Background:

Indicators	Urban	Rural	Total
Male	21(41.18)	6(11.76)	27(52.94)
Female	22(43.14)	2(3.92)	24(47.06)
Other	-	-	-
Total	43(84.32)	8(15.68)	51(100)

Source: Primary data



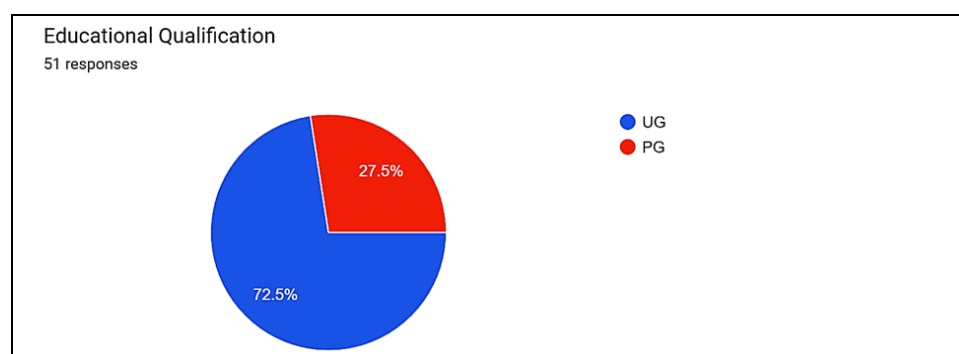
The chart shows that out of 51 respondents, 84.3% are from urban areas and 15.7% are from rural areas. This means most participants come from cities or towns, so the survey results mainly reflect urban experiences and viewpoints. The smaller number of rural respondents suggests that rural perspectives

are less represented. To gain a more complete picture in future studies, it would be helpful to include more participants from rural areas to ensure a well-rounded understanding of different backgrounds.

5. Educational Qualification:

Indicators	UG	PG	Total
Male	16(31.37)	11(21.57)	27(52.94)
Female	21(41.18)	3(5.88)	24(47.06)
Other	-	-	-
Total	27(72.55)	14(27.45)	51(100)

Source: Primary data



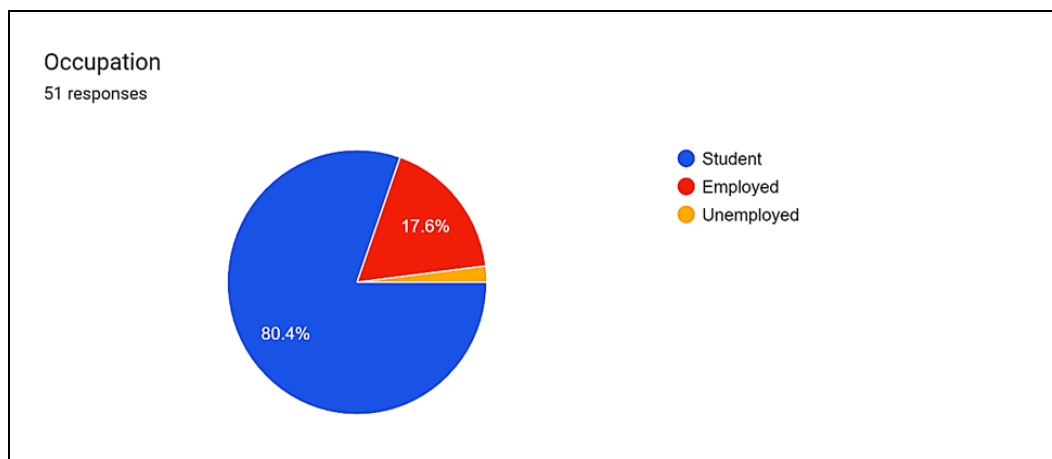
The data shows that most respondents (72.5%) are pursuing or have completed their undergraduate studies, while 25.5% are at the postgraduate level. This means that the majority of participants are relatively young and still in the early stages of

their academic journey. As a result, the study mainly reflects the views and experiences of undergraduate students, with fewer perspectives from those who have advanced to postgraduate education.

6. Occupation:

Indicators	Student	Employed	Unemployed	Total
Male	21(41.18)	5(9.80)	1(1.96)	27(52.94)
Female	20(39.22)	4(7.84)	-	24(47.06)
Other	-	-	-	-
Total	41(80.40)	9(17.64)	1(1.96)	51(100)

Source: Primary data



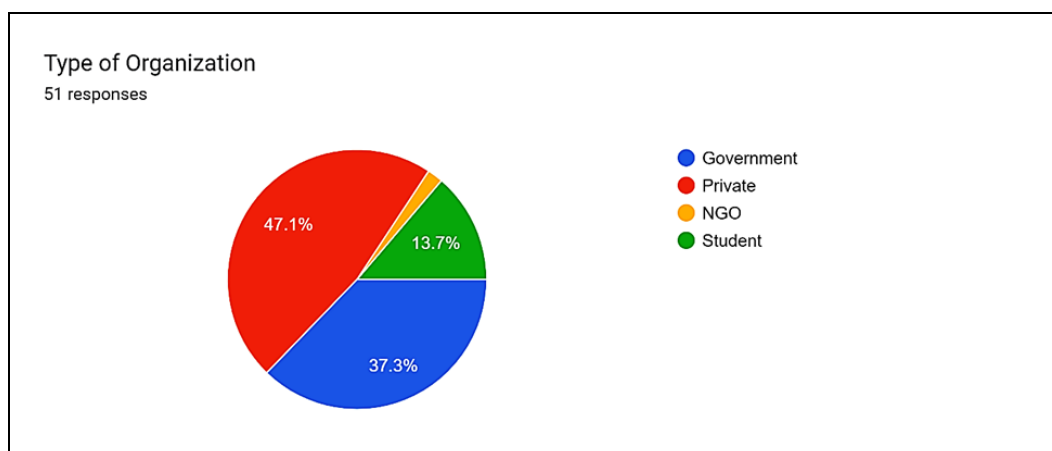
The chart shows that most of the 51 respondents are students (80.4%), while 17.6% are employed and only 2% are unemployed. This means the survey largely represents the views of students, giving insight into their experiences and

opinions. Although there are a few working and unemployed participants, their numbers are much smaller. Including more working professionals or other groups in future surveys could help create a more balanced and diverse set of perspectives.

7. Type of Organization:

Indicators	Government	Private	NGO	Other	Total
Male	7(13.73)	14(27.45)	-	6(11.76)	27(52.94)
Female	12(23.53)	10(19.61)	1(1.96)	1(1.96)	24(47.06)
Other	-	-	-	-	-
Total	19(37.25)	24(47.06)	1(1.96)	7(13.73)	51(100)

Source: Primary data



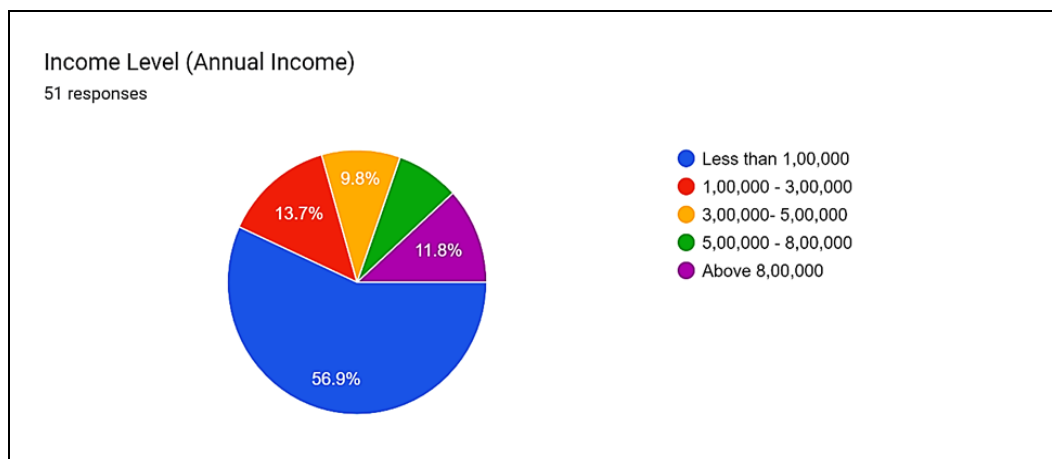
The chart shows that among 51 respondents, 47.1% work in private organizations, 37.3% are from government sectors, 13.7% are students, and a small number are part of NGOs. This means most participants come from private companies, with a good share also representing government workplaces.

The inclusion of students and NGO members brings a nice mix of perspectives from different backgrounds. Overall, the survey captures a diverse range of organizational experiences, with private sector voices being slightly more prominent.

8. Income Level (Annual Income):

Indicators	Less than 1,00,000	1,00,000-3,00,000	3,00,000-5,00,000	5,00,000-8,00,000	Above 8,00,000	Total
Male	17(33.33)	3(5.88)	3(5.88)	1(1.97)	3(5.88)	27(52.94)
Female	12(23.53)	4(7.84)	2(3.92)	3(5.88)	3(5.88)	24(47.06)
Other	-	-	-	-	-	-
Total	29(56.86)	7(13.73)	5(9.80)	4(7.85)	6(11.76)	51(100)

Source: Primary data



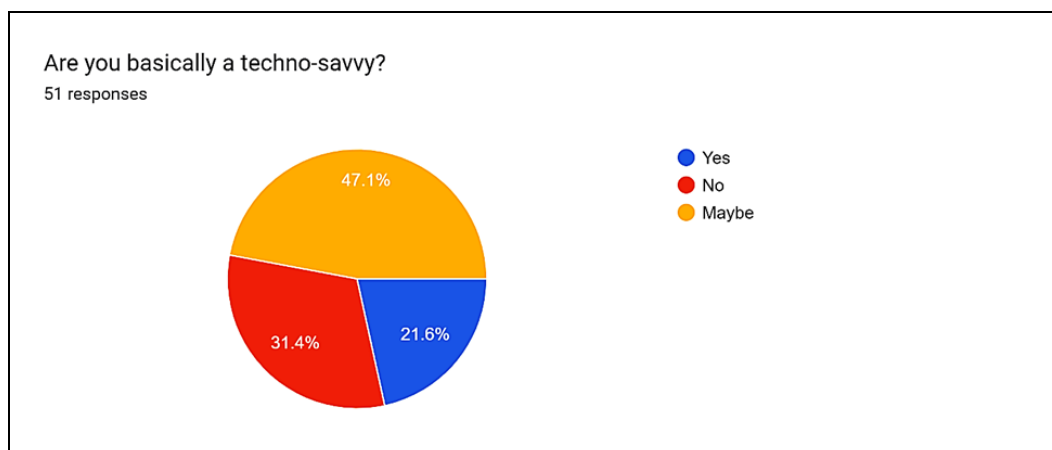
The chart shows that most of the 51 respondents, about 56.9%, earn less than ₹1,00,000 per year, suggesting that many are likely students or early in their careers. Around 13.7% earn between ₹1,00,000 and ₹3,00,000, while smaller groups fall into the ₹3,00,000–₹5,00,000 (9.8%), ₹5,00,000–

₹8,00,000, and above ₹8,00,000 (11.8%) income brackets. This mix shows a diverse range of earnings, though the majority belong to the lower income category. Overall, the results highlight a young or developing workforce, with only a few respondents in higher earning positions.

9. Are you basically a techno-savvy?

Indicators	Yes	No	Maybe	Total
Male	6(11.76)	7(13.73)	14(27.45)	27(52.94)
Female	5(9.80)	9(17.64)	10(19.62)	24(47.06)
Other	-	-	-	-
Total	11(21.56)	16(31.37)	24(47.07)	51(100)

Source: Primary data



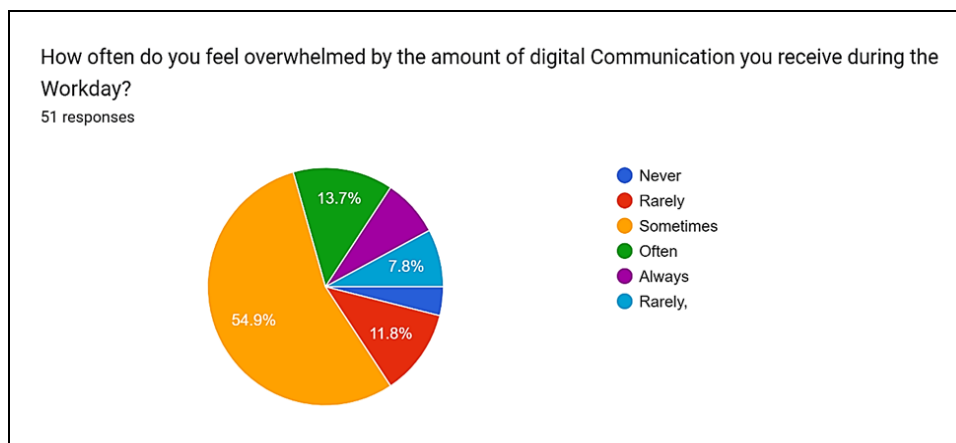
The chart shows that out of 51 respondents, 47.1% said “Maybe”, 31.4% said “No”, and only 21.6% said “Yes” to being techno-savvy. This means that while a few people feel confident using technology, most are either unsure or don’t see themselves as very tech-savvy. The large number of

“Maybe” responses suggests that many have some familiarity with technology but may lack full confidence in using it effectively. Overall, this shows there’s room to improve digital skills and build more comfort with technology among the respondents.

10. How often do you feel overwhelmed by the amount of digital communication you receive during the workday?

Indicators	Always	Never	Often	Rarely	Sometimes	Total
Male	2(3.92)	1(1.96)	3(5.88)	6(11.76)	15(29.42)	27(52.94)
Female	2(3.92)	1(1.96)	5(9.81)	4(7.85)	12(23.52)	24(47.06)
Other	-	-	-	-	-	-
Total	4(7.84)	2(3.92)	8(15.69)	10(19.61)	27(52.94)	51(100)

Source: Primary data



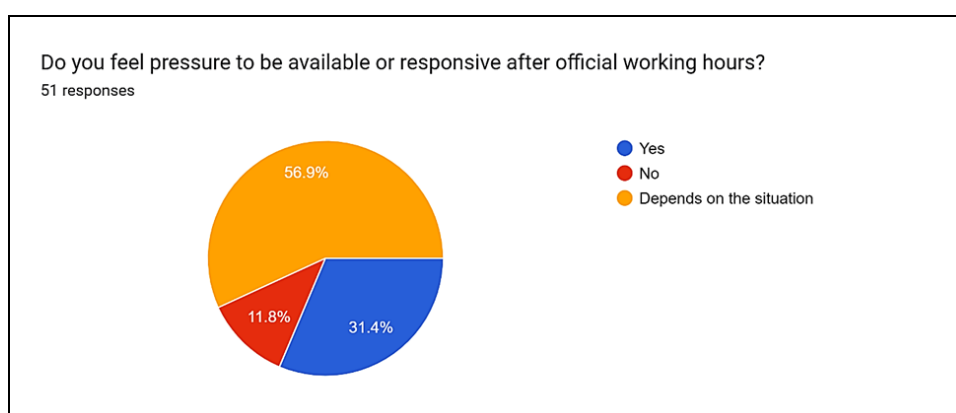
The chart shows that out of 51 respondents, 54.9% said they sometimes feel overwhelmed by digital communication during the workday. Around 13.7% feel this way often, 11.8% said rarely, 7.8% said never, and a few mentioned they always feel overwhelmed. This suggests that while most people experience digital overload occasionally, it's not a daily

struggle for everyone. The findings highlight how constant messages and notifications can sometimes become stressful. Creating better communication habits and managing online interactions could help people feel more in control and less overwhelmed.

11. Do you feel pressure to be available or responsive after official working hours?

Indicators	Yes	No	Depends on the situation	Total
Male	8(15.69)	4(7.84)	15(29.41)	27(52.94)
Female	9(17.65)	2(3.92)	13(25.49)	24(47.06)
Other	-	-	-	-
Total	17(33.34)	6(11.76)	28(54.90)	51(100)

Source: Primary data



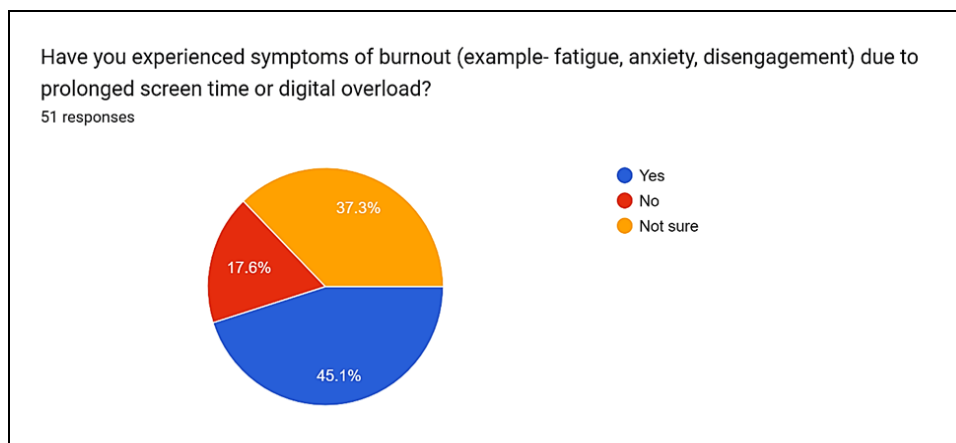
The chart shows that out of 51 respondents, 56.9% said the pressure to be available after work depends on the situation, 31.4% said yes, they do feel this pressure, and 11.8% said no. This means that while some people often feel the need to stay connected beyond office hours, most experience it only occasionally—usually when work demands or urgent tasks

arise. The findings suggest that constant digital connectivity can make it harder to separate work from personal life. Encouraging healthy boundaries and promoting a better work-life balance could help reduce this pressure and improve overall well-being.

12. Have you experienced symptoms of burnout (e.g., fatigue, anxiety, disengagement) due to prolonged screen time or digital overload?

Indicators	Yes	No	Not sure	Total
Male	8(15.69)	6(11.76)	13(25.49)	27(52.94)
Female	15(29.41)	3(5.88)	6(11.77)	24(47.06)
Other	-	-	-	-
Total	23(45.10)	9(17.64)	19(37.26)	51(100)

Source: Primary data



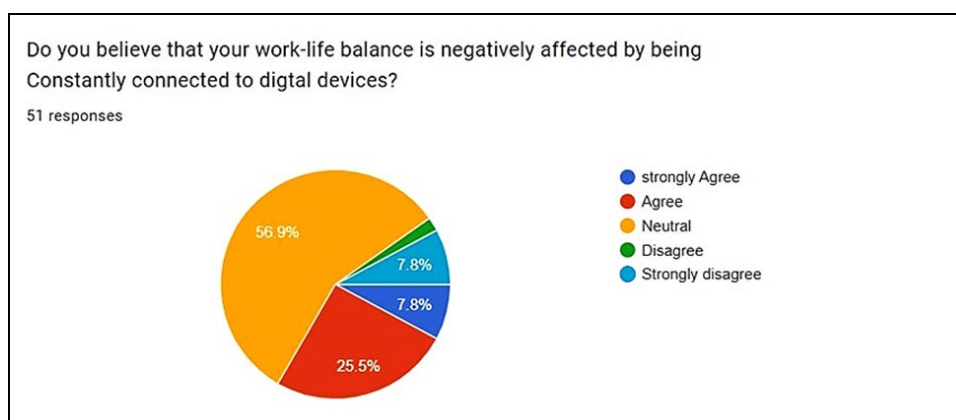
The chart shows that out of 51 respondents, 45.1% said yes, they've experienced symptoms of burnout such as tiredness, anxiety, or lack of focus due to spending too much time on screens. About 37.3% said they're not sure, and 17.6% said no. This means that almost half of the respondents are feeling the effects of digital overload, which can impact both their

mental and physical well-being. The number of people who are unsure suggests that some may be experiencing early signs of burnout without realizing it. Overall, the results show how important it is to take breaks, set screen limits, and find a healthy balance in our digital routines.

13. Do you believe that your work-life balance is negatively affected by being constantly connected to digital devices?

Indicators	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree	Total
Male	-	7(13.73)	17(33.33)	1(1.96)	2(3.92)	27(52.94)
Female	4(7.84)	6(11.77)	12(23.53)	-	2(3.92)	24(47.06)
Other	-	-	-	-	-	-
Total	4(7.84)	13(25.50)	29(56.86)	1(1.96)	4(7.84)	51(100)

Source: Primary data



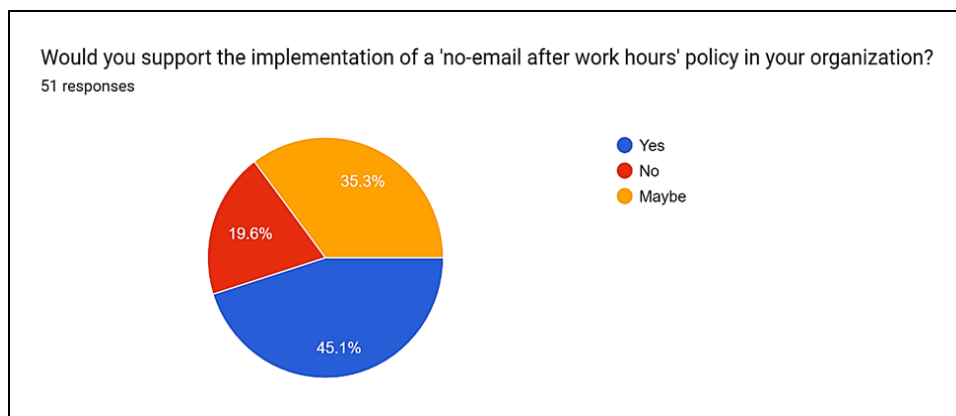
The chart shows that out of 51 respondents, 56.9% were neutral about whether being constantly connected to digital devices affects their work-life balance. Around 25.5% said they agree, while 7.8% each said they strongly agree, disagree, or strongly disagree. This means that while some people feel that constant connectivity impacts their personal

life, most seem unsure or have simply adapted to it as part of everyday work life. The results suggest that many may be experiencing subtle effects without fully realizing it. Setting clearer digital boundaries and taking time to disconnect could help people maintain a healthier balance between work and personal time.

14. Would you support the implementation of a “no-email after work hours” policy in your organization?

Indicators	Yes	No	Maybe	Total
Male	11(21.56)	7(13.73)	9(17.65)	27(52.94)
Female	12(23.54)	3(5.88)	9(17.64)	24(47.06)
Other	-	-	-	-
Total	23(45.10)	10(19.61)	18(35.29)	51(100)

Source: Primary data



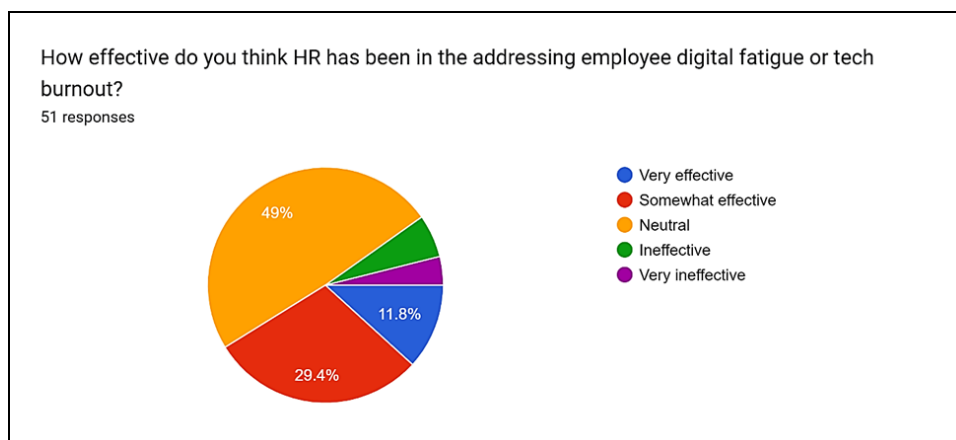
The chart shows that out of 51 respondents, 45.1% said yes, they would support a 'no-email after work hours' policy, 35.3% said maybe, and 19.6% said no. This means that almost half of the participants believe such a policy could help create healthier boundaries between work and personal life. Many of

those who responded "maybe" might see the benefits but are unsure how it would work in practice. Overall, the results suggest that people are becoming more aware of the importance of switching off after work and maintaining a better work-life balance.

15. How effective do you think HR has been in addressing employee digital fatigue or tech burnout?

Indicators	Very effective	Somewhat effective	Neutral	Ineffective	Very ineffective	Total
Male	1(1.96)	7(13.73)	15(29.41)	2(3.92)	2(3.92)	27(52.94)
Female	5(9.80)	8(15.70)	10(19.60)	1(1.96)	-	24(47.06)
Other	-	-	-	-	-	-
Total	6(11.76)	15(29.43)	25(49.01)	3(5.88)	2(3.92)	51(100)

Source: Primary data



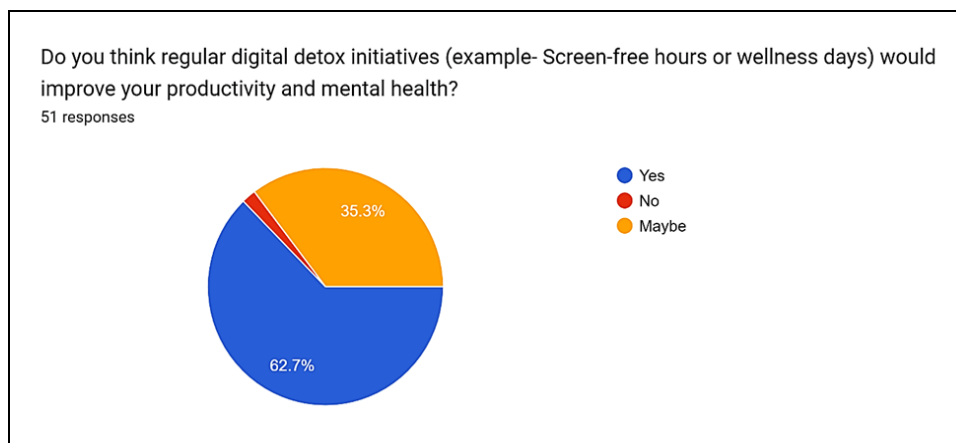
The chart shows that out of 51 respondents, 49% felt neutral about HR's efforts to address digital fatigue or tech burnout, while 29.4% said HR has been somewhat effective and 11.8% found HR very effective. Only a few respondents felt HR was ineffective or very ineffective. This means that while some employees see HR taking positive steps, many are unsure

about how effective those efforts really are. The large number of neutral responses suggests that HR's initiatives may not be clearly visible or impactful enough yet. Overall, this points to a need for HR to strengthen communication and introduce more visible, supportive measures to help employees manage digital fatigue.

16. Do you think regular digital detox initiatives (e.g., screen-free hours or wellness days) would improve your productivity and mental health?

Indicators	Yes	No	Maybe	Total
Male	14(27.45)	1(1.96)	12(23.53)	27(52.94)
Female	18(35.30)	-	6(11.76)	24(47.06)
Other	-	-	-	-
Total	32(62.75)	1(1.96)	18(35.29)	51(100)

Source: Primary data



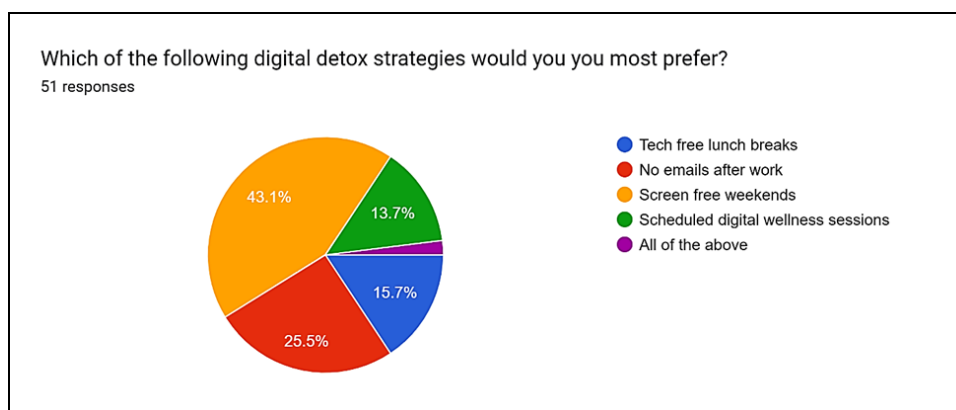
The chart shows that out of 51 respondents, 62.7% believe that regular digital detox activities—like screen-free hours or wellness days—would boost their productivity and mental health. Around 35.3% said maybe, and only 2% said no. This means that most people see real value in taking breaks from

digital devices to rest and recharge. The number of “maybe” responses suggests that some are open to the idea but unsure how it would work in their daily routine. Overall, the results show a strong interest in digital wellness programs that could help people stay focused, balanced, and mentally refreshed.

17. Which of the following digital detox strategies would you most prefer?

Indicators	Tech-free lunch breaks	No emails after work	Screen-free weekends	Scheduled digital wellness sessions	All of the above	Total
Male	4(7.84)	9(17.65)	9(17.65)	5(9.80)	-	27(52.94)
Female	4(7.84)	4(7.84)	13(25.50)	2(3.92)	1(1.96)	24(47.06)
Other	-	-	-	-	-	-
Total	8(15.68)	13(25.49)	22(43.15)	7(13.72)	1(1.96)	51(100)

Source: Primary data



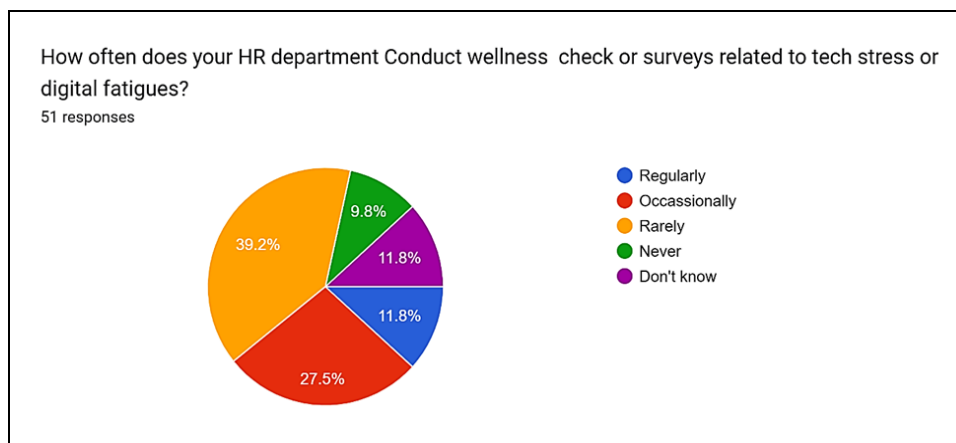
The chart shows that out of 51 respondents, 43.1% said they would prefer screen-free weekends as their top digital detox strategy. About 25.5% chose no emails after work, 15.7% preferred tech-free lunch breaks, and 13.7% liked the idea of scheduled digital wellness sessions. Only a few respondents selected all of the above. This suggests that most people

prefer having extended breaks from screens—like unplugging over the weekend—rather than shorter breaks during the workday. The responses highlight a strong desire to disconnect from technology in meaningful ways to rest, recharge, and improve overall well-being.

18. How often does your HR department conduct wellness checks or surveys related to tech stress or digital fatigue?

Indicators	Regularly	Occasionally	Rarely	Never	Don't know	Total
Male	3(5.88)	5(9.80)	15(29.42)	2(3.92)	2(3.92)	27(52.94)
Female	3(5.88)	9(17.65)	5(9.81)	3(5.88)	4(7.84)	24(47.06)
Other	-	-	-	-	-	-
Total	6(11.76)	14(27.45)	20(39.23)	5(9.80)	6(11.76)	51(100)

Source: Primary data



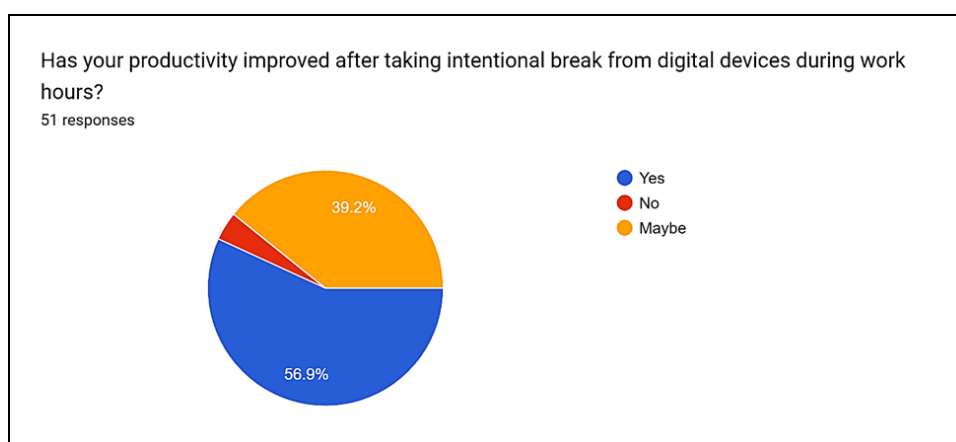
The chart shows that out of 51 respondents, 39.2% said their HR department rarely conducts wellness checks or surveys about tech stress or digital fatigue. About 27.5% said these happen occasionally, 11.8% said regularly, 9.8% said never, and another 11.8% were unsure. This suggests that while some companies are taking steps to address digital fatigue,

many aren't doing it often enough—or employees may not be aware of such efforts. The results point to a need for HR teams to be more consistent and transparent about wellness initiatives, ensuring employees feel supported in managing stress and maintaining a healthy digital balance.

19. Has your productivity improved after taking intentional breaks from digital devices during work hours?

Indicators	Yes	No	Maybe	Total
Male	15(29.41)	-	12(23.53)	27(52.94)
Female	14(27.45)	2(3.92)	8(15.69)	24(47.06)
Other	-	-	-	-
Total	29(56.86)	2(3.92)	20(39.22)	51(100)

Source: Primary data



The chart shows that out of 51 respondents, 56.9% said yes, their productivity improved after taking intentional breaks from digital devices during work hours. About 39.2% said maybe, and only 3.9% said no. This means that most people feel that short breaks from screens help them recharge, stay focused, and work more efficiently. The “maybe” responses suggest that while some notice a difference, others might still be figuring out how digital breaks fit into their routine. Overall, the results show that stepping away from screens, even for a little while, can make a real difference in focus and overall well-being.

Data Interpretation

The survey findings reveal a growing concern about digital fatigue and work-life imbalance, particularly among young, urban, and digitally active individuals. With 98% of respondents between 18 and 30 years old and 84.3% living in urban areas, the results mainly reflect the lives of students and

early-career professionals who spend much of their time online. Most participants (80%) were students with lower income levels, showing that this group represents a tech-savvy but digitally exhausted generation trying to keep up with the demands of constant connectivity.

Nearly 45% of respondents said they've experienced burnout symptoms such as tiredness and anxiety from too much screen time, while another 37% weren't sure, suggesting that many may not fully recognize the effects of digital burnout. Over half (54.9%) said they sometimes feel overwhelmed by the amount of digital communication they receive, and 31.4% admitted feeling pressure to stay connected even after work hours. These findings highlight how information overload and blurred personal boundaries are impacting people's mental health and overall well-being.

Support from organizations in dealing with digital fatigue appears to be lacking. Around 39.2% said their HR departments rarely check in on digital stress, and 11.8% were

unaware of any such programs. This shows a clear disconnect between what employees need and what organizations are doing. Even so, awareness about the benefits of digital breaks is strong—62.7% believe that initiatives like screen-free hours can boost productivity and mental health, and 56.9% said taking breaks from devices has already helped them stay focused and refreshed.

When asked about ways to disconnect, 43.1% preferred screen-free weekends and 45.1% supported “no-email after work” policies. Yet, almost half (49%) said HR’s role in managing digital fatigue was neutral, showing that efforts remain inconsistent. Overall, the study suggests that while digital overuse is affecting work-life balance, people are becoming more aware of its impact and are open to solutions. There is a clear need for formal digital wellness policies and supportive work cultures that encourage healthy screen habits, helping individuals stay productive without feeling overwhelmed.

The findings from the study strongly support all three hypotheses, showing that digital detox initiatives truly help reduce tech burnout, while structured programs boost both productivity and job satisfaction. The results also reveal that when employees feel supported by their organization, these positive effects become even stronger. Many respondents admitted to feeling digitally fatigued, yet most agreed that taking screen-free breaks, having wellness days, or limiting emails after work can significantly improve their mental health and focus. Those working in organizations that actively promote digital well-being reported higher satisfaction and better performance compared to others. Overall, the study makes it clear that mindful technology use, healthy digital boundaries, and supportive HR practices are key to reducing burnout and creating a more balanced, productive work culture in today’s always-connected world.

Suggestions

To effectively address employee tech burnout, organizations need to introduce clear and structured digital detox policies. These can include measures such as restricting after-hours emails, mandating regular screen breaks, and formally recognizing the employee’s right to disconnect.

Leadership plays a central role—when managers set the example by avoiding late-night communication and modeling healthy digital behavior, employees are more likely to follow suit. Alongside this, organizations should integrate wellness programs like mindfulness workshops, yoga sessions, or offline team-building activities, which help employees recharge both mentally and physically.

Offering flexible work arrangements gives employees greater control over their workload and digital exposure, while awareness and training sessions can equip them with practical tools such as managing notifications, time-blocking, and building healthier online habits.

To ensure these policies remain relevant and effective, organizations should carry out regular evaluations—for example, using employee surveys to gather feedback and identify areas for improvement. Importantly, digital detox strategies must be tailored to industry needs. High-pressure sectors like IT and healthcare may require customized approaches that balance operational demands with employee well-being.

By combining clear policies, strong leadership, wellness initiatives, flexibility, and continuous feedback, organizations can create a healthier, more sustainable digital work environment.

Conclusion

In today’s always-connected workplace, the boundary between professional and personal life has become increasingly blurred, often resulting in tech burnout marked by fatigue, emotional strain, and declining productivity. This study highlights how HRM-led digital detox policies—such as limiting after-hours emails, mandating screen breaks, and introducing tech-free days—can significantly reduce stress, restore work-life balance, and strengthen organizational performance. Evidence from case studies and global best practices shows that employees who are given the freedom to disconnect report higher engagement, greater job satisfaction, and better retention.

The role of HR leaders is central in building a comprehensive, policy-driven framework that not only introduces detox strategies but also integrates them with workload management, wellness initiatives, and a culture of support. Importantly, digital detox is not just about switching off from technology—it is about fostering a sustainable, human-centered workplace where employee well-being and productivity go hand in hand.

Organizations that embrace digital well-being are better positioned to build resilience, retain talent, and achieve long-term success in the digital era.

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