

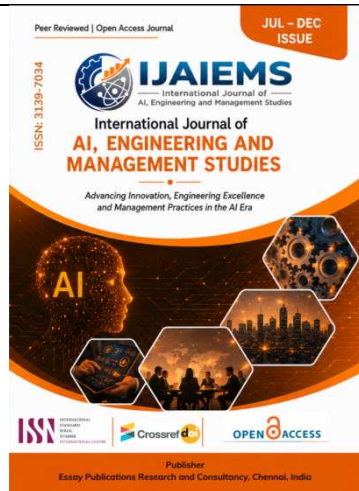
Digital Detox Practices and their Influence on Employee Performance

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Abstract

The present study investigates the relationship and impact of digital detox practices on employee performance. The research was conducted using a structured questionnaire administered to 95 respondents from various organizations. Reliability analysis confirmed strong internal consistency of the constructs. Correlation analysis revealed a significant positive relationship between digital detox practices and employee performance ($r = 0.389$, $p < 0.01$). Regression analysis further indicated that digital detox practices significantly predict employee performance ($\beta = 0.389$, $p < 0.001$), explaining 15.1% of the variance ($R^2 = 0.151$). The findings suggest that employees who regularly engage in digital detox practices experience improved concentration, reduced digital fatigue, enhanced work engagement, and higher levels of job performance. The study emphasizes the importance of promoting healthy digital habits and organizational policies that encourage periodic disconnection from digital devices to improve employee well-being and productivity in today's technology-driven work environment.

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I. INTRODUCTION

The rapid advancement of digital technologies has transformed the modern workplace, enabling organizations to improve communication, collaboration, and operational efficiency. Employees increasingly rely on smartphones, laptops, email, instant messaging platforms, and collaborative applications to perform daily tasks. While these technologies have enhanced productivity and flexibility, their excessive use has also created challenges such as digital overload, information fatigue, constant connectivity, and work-life imbalance. Employees are often expected to remain available beyond working hours, resulting in increased stress, reduced concentration, and diminished overall well-being.

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Digital detox refers to the intentional reduction or temporary disconnection from digital devices and online platforms to minimize digital distractions and restore mental and physical well-being. Organizations worldwide are recognizing the importance of encouraging employees to adopt healthy digital habits, such as limiting unnecessary screen time, reducing after-hours work communication, scheduling technology-free breaks, and promoting mindful technology use. These practices help employees recover from digital fatigue, improve focus, reduce stress, and maintain a healthier work-life balance.

Employee performance is a critical determinant of organizational success, encompassing the quality, efficiency, and effectiveness with which employees accomplish their assigned tasks. Factors such as motivation, engagement, psychological well-being, and workplace environment significantly influence employee performance. Recent studies suggest that employees who effectively manage digital distractions and maintain appropriate boundaries with technology demonstrate higher levels of productivity, creativity, job satisfaction, and organizational commitment.

The increasing prevalence of hybrid and remote work has further intensified employees' dependence on digital technologies, making digital detox practices more relevant than ever. Continuous exposure to digital devices can contribute to cognitive overload, decreased attention span, and burnout, ultimately affecting both individual and organizational performance. Consequently, organizations are exploring strategies that encourage balanced technology use while maintaining operational efficiency.

Despite growing interest in employee well-being and digital wellness, empirical research examining the relationship between digital detox practices and employee performance remains limited, particularly in developing economies. Understanding how digital detox behaviors influence workplace outcomes can help organizations design effective human resource policies and employee wellness initiatives that foster sustainable productivity.

Therefore, the present study aims to examine the relationship between digital detox practices and employee performance. The findings are expected to provide valuable insights for human resource professionals, organizational leaders, and policymakers in promoting healthier digital work environments and enhancing employee productivity in the era of digital transformation.

II. REVIEW OF LITERATURE

Radtke et al. (2021) conducted a systematic literature review to examine the effectiveness of digital detox interventions in improving health, well-being, self-control, and performance. The review found that digital detox practices can positively influence psychological well-being and productivity; however, the effectiveness varies depending on the duration, type of intervention, and individual behavioral characteristics. The authors emphasized the need for more empirical research in workplace settings.

Jiang, Siponen, and Tsohou (2023) reviewed the impact of employees' personal technology use at work on job performance. The study highlighted that excessive personal use of digital technologies leads to distractions, reduced task efficiency, and lower employee productivity. The authors proposed that organizations should implement strategies to balance technology use and minimize digital interruptions in the workplace.

Ansari et al. (2024) conducted a systematic review and meta-analysis on digital detoxification and well-being. Their findings revealed that digital detox interventions contribute to improved psychological well-being, reduced stress, and healthier digital behaviors. The study concluded that limiting excessive digital engagement can enhance attention, emotional regulation, and overall quality of life, which may indirectly improve workplace performance.

Marx, Mirbabaie, and Turel (2025) proposed a comprehensive theoretical framework for digital detox and identified major digital detox strategies applicable across personal and organizational contexts. The study emphasized that structured digital detox initiatives help employees manage technology-related stress, improve self-control, and maintain healthier relationships with digital technologies. The authors also suggested several future research directions related to employee productivity and organizational behavior.

Mizrak et al. (2025) examined the relationship between cybersecurity fatigue, digital detox practices, employee productivity, and mental health across employees in information technology, finance, healthcare, and education sectors. Using structural equation modeling, the study found that digital detox practices significantly reduced digital fatigue and enhanced employee productivity and psychological well-being. The authors recommended that organizations integrate digital wellness initiatives into their human resource management practices to improve employee performance.

Summary of Literature: The reviewed studies consistently indicate that excessive digital technology use contributes to technostress, digital fatigue, reduced concentration, and lower employee performance. Conversely, digital detox practices promote employee well-being, enhance focus, reduce stress, and improve productivity. However, limited empirical research has specifically examined the direct influence of digital detox practices on employee performance in developing countries, highlighting the need for the present study.

III. RESEARCH METHODOLOGY

1. Research Design

The present study adopts a descriptive and analytical research design. The descriptive design helps in understanding the characteristics of the respondents and their digital detox practices and employee performance levels. The analytical design is used to examine the relationship and impact of digital detox practices on employee performance. This research design is appropriate for identifying associations and testing hypotheses using statistical techniques.

2. Objectives of the Study

The study is conducted with the following objectives:

1. To understand the demographic profile of the respondents.
2. To examine the relationship between digital detox practices and employee performance.
3. To investigate the impact of digital detox practices on employee performance.

3. Hypotheses of the Study

Hypothesis 1

- **H0₁ (Null Hypothesis):** There is no significant relationship between digital detox practices and employee performance.
- **H1₁ (Alternative Hypothesis):** There is a significant relationship between digital detox practices and employee performance.

Hypothesis 2

- **H0₂ (Null Hypothesis):** Digital detox practices have no significant impact on employee performance.
- **H1₂ (Alternative Hypothesis):** Digital detox practices have a significant impact on employee performance.

4. Population of the Study

The population of the study consists of employees working in public and private sector organizations across various industries.

5. Sampling Technique

The study employs a convenience sampling technique. This method is chosen due to the ease of accessibility, time constraints, and willingness of employees to participate in the survey. Respondents who are readily available and consent to participate are included in the study.

6. Sample Size

The total sample size of the study is 95 employees. This sample size is considered adequate for conducting correlation and regression analyses and drawing meaningful conclusions regarding the relationship between digital detox practices and employee performance.

7. Sources of Data

7.1 Primary Data

Primary data are collected through a structured questionnaire administered to employees from various organizations.

7.2 Secondary Data

Secondary data are collected from books, peer-reviewed journals, research articles, conference proceedings, websites, and previously published studies related to digital detox, employee well-being, workplace productivity, and human resource management.

8. Research Instrument

A structured questionnaire is used as the research instrument. It consists of two sections:

- **Section A:** Demographic details of the respondents (such as age, gender, educational qualification, work experience, and employment sector).
- **Section B:** Statements related to digital detox practices and employee performance, measured using a five-point Likert scale ranging from 1 = Strongly Disagree to 5 = Strongly Agree.

9. Statistical Tools Used

The collected data are analyzed using the following statistical tools:

- Descriptive Statistics (Frequency and Percentage)
- Reliability Analysis (Cronbach's Alpha)
- Correlation Analysis
- Simple Linear Regression Analysis

These statistical techniques help in assessing the reliability of the research instrument, describing respondent characteristics, examining the relationship between digital detox practices and employee performance, testing the hypotheses, and determining the predictive impact of digital detox practices on employee performance.

IV ANALYSIS

The Cronbach Alpha test was adopted to test reliability of the questionnaire. The construct wise alpha coefficient is presented below.

Table 1: Reliability Statistics

S.No.	Construct	No of items	Cronbach's Alpha
1	Digital Detox Practices	5	.964
2	Employee Performance	5	.943

Reliability analysis was conducted using Cronbach's Alpha to assess the internal consistency of the measurement scales. The results indicate that the construct Digital Detox Practices (5 items) achieved a Cronbach's Alpha value of 0.964, while Employee Performance (5 items) recorded an Alpha value of 0.943. Both values are significantly higher than the recommended threshold of 0.70, indicating excellent internal consistency and strong reliability of the scales. The high alpha coefficients suggest that the items within each construct are highly correlated and consistently measure their respective underlying concepts. Therefore, the measurement instrument is reliable and suitable for further statistical analysis.

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	22	23.2	23.2	23.2
	2.00	73	76.8	76.8	100.0
	Total	95	100.0	100.0	

Out of 95 respondents, 76.8% belong to category 2 and 23.2% to category 1, indicating majority representation from category 2 with no missing responses.

Age					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	12	12.6	12.6	12.6
	2.00	62	65.3	65.3	77.9
	3.00	21	22.1	22.1	100.0
	Total	95	100.0	100.0	

Among 95 respondents, 65.3% belong to age category 2, followed by 22.1% in category 3 and 12.6% in category 1, with all responses valid.

Education					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	9	9.5	9.5	9.5
	2.00	43	45.3	45.3	54.7
	3.00	43	45.3	45.3	100.0
	Total	95	100.0	100.0	

The educational distribution shows that out of 95 respondents, 43 (45.3%) belong to category 2 and another 43 (45.3%) to category 3, indicating equal representation of these two groups. Only 9 respondents (9.5%) fall under category 1. All responses were valid, suggesting a predominantly well-qualified sample.

Income					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.00	25	26.3	26.3	26.3
	2.00	24	25.3	25.3	51.6
	3.00	34	35.8	35.8	87.4
	4.00	12	12.6	12.6	100.0
	Total	95	100.0	100.0	

The income distribution indicates that category 3 represents the largest group with 34 respondents (35.8%), followed by category 1 (26.3%) and category 2 (25.3%). Category 4 accounts for 12.6% of respondents. The data show a relatively balanced distribution across income groups, with all 95 responses valid.

Correlation:

Correlations			
		SQ	AP
SQ	Pearson Correlation	1	.361**
	Sig. (2-tailed)		.000
	N	95	95
AP	Pearson Correlation	.361**	1
	Sig. (2-tailed)	.000	
	N	95	95

** . Correlation is significant at the 0.01 level (2-tailed).

The correlation analysis reveals a moderate positive relationship between Digital Detox Practices and Employee Performance ($r = 0.361$, $p < 0.01$). The correlation is statistically significant at the 0.01 level, indicating that better practices is associated with improved employee performance among respondents. With a sample size of 95, the findings suggest that as digital detox practices increase, employee performance tends to increase correspondingly. This supports the existence of a meaningful association between the two variables.

Regression:

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.361 ^a	.130	.121	4.42059

a. Predictors: (Constant), SQ

The model summary indicates that Digital detox practices has a moderate positive relationship with Employee Performance ($R = 0.361$). The R Square value of 0.130 shows that practices explains 13% of the variance in employee performance. The adjusted R Square (0.121) confirms the model's stability. The standard error of estimate (4.42059) reflects the average deviation of observed values from the regression line, suggesting a reasonable model fit.

ANOVA ^a						
	Model	Sum of Squares	df	Mean Square	F	Sig.
1	Regression	272.584	1	272.584	13.949	.000 ^b
	Residual	1817.374	93	19.542		
	Total	2089.958	94			
a. Dependent Variable: EP						
b. Predictors: (Constant), DDP						

The ANOVA results indicate that the regression model is statistically significant ($F = 13.949$, $p < 0.001$). This suggests that Digital detox practices significantly predicts Employee Performance (EP). The regression sum of squares (272.584) compared to the residual sum of squares (1817.374) shows that the model explains a meaningful portion of variance in employee performance. Therefore, the overall regression model is a good fit and confirms that digital detox practices has a significant impact on employee performance among the respondents.

Coefficients ^a						
	Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	9.679	1.798		5.382	.000
	DDP	.350	.094	.361	3.735	.000
a. Dependent Variable: EP						

The regression coefficients indicate that Digital detox practices has a significant positive effect on Employee Performance (EP) ($\beta = 0.361$, $t = 3.735$, $p < 0.001$). The unstandardized coefficient ($B = 0.350$) suggests that a one-unit increase in Digital detox practices leads to a 0.350 unit increase in Employee performance. The constant value (9.679) represents the baseline level of employee performance when Digital detox practices is zero. Since the significance value is less than 0.05, the impact of Digital detox practices on employee performance is statistically significant.

Hypotheses testing:

S.No	Hypothesis	Statistical Test	Key Value	Sig. (p-value)	Decision	Result
1	H0 ₁ : No significant relationship between Digital detox practices and Employee Productivity	Pearson Correlation	$r = 0.361$	0	Reject H0 ₁	Significant positive relationship exists
2	H0 ₂ : No significant impact of Digital detox practices on Employee Productivity	Linear Regression	$\beta = 0.361$, $F = 13.949$	0	Reject H0 ₂	Significant positive impact exists

The correlation analysis revealed a statistically significant positive relationship between Digital detox practices and employee productivity ($r = 0.361$, $p < 0.01$). Therefore, the null hypothesis (H0₁) is rejected. Further, regression analysis showed that Digital detox practices significantly predicts employee productivity ($\beta = 0.361$, $p < 0.001$), explaining 13% of the variance ($R^2 = 0.130$). Hence, the null

hypothesis (H0₂) is rejected. These findings confirm that improved Digital detox practices enhance employee productivity among employees.

V. CONCLUSION

The present study examined the relationship and impact of digital detox practices on employee performance. The findings revealed a significant positive relationship between digital detox practices and employee performance. Regression analysis further confirmed that digital detox practices significantly influence employee performance, explaining a meaningful proportion of the variance in employees' work outcomes. These results indicate that employees who adopt healthy digital detox practices experience improved concentration, reduced digital fatigue, enhanced productivity, and better overall job performance. The study highlights the importance of maintaining a balanced approach to digital technology usage in the workplace. Therefore, organizations should encourage digital wellness initiatives, such as scheduled technology breaks, after-work digital boundaries, and awareness programs, to promote employee well-being and improve organizational performance in today's technology-driven work environment.

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