Organisational Support For Employees' Digital Wellbeing At Manatec Private Limited

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Abstract- *The rise of digital technologies has transformed workplaces across all sectors, demanding constant connectivity and high technological engagement. While these advancements have enhanced efficiency and flexibility, they have also created challenges to employees' mental, physical, and social wellbeing. This study titled "A Study on Organisational Support for Employees' Digital Wellbeing at Manatec Private Limited" examines how the organization supports digital wellbeing among employees, the challenges they face, and the impact of such support on job satisfaction and productivity. Using a descriptive research design, data were collected through structured questionnaires from 103 employees. The analysis employed percentage analysis, chi-square, ANOVA, and correlation tests using SPSS. The findings reveal that digital overload, blurred work-life boundaries, and constant connectivity contribute significantly to employee stress. However, organizational initiatives such as training, wellness programs, and digital detox policies positively influence satisfaction and productivity. The paper concludes with recommendations for enhancing digital wellbeing support to foster a healthier and more sustainable work culture.*

Keywords- Digital wellbeing, organizational support, employee productivity, work-life balance, technostress

I. INTRODUCTION

In the 21st-century workplace, technology has become a vital part of daily operations. From cloud-based platforms to artificial intelligence, the digital transformation of organizations has enhanced collaboration, innovation, and productivity. However, this digitalization has also introduced challenges related to employee wellbeing. *Digital wellbeing* refers to maintaining a healthy relationship with technology, balancing efficiency with personal health, and preventing issues like digital fatigue and burnout.

The COVID-19 pandemic accelerated remote and hybrid work models, leading to blurred boundaries between professional and personal life. As employees spend longer hours on screens and remain constantly connected, issues such as stress, sleep deprivation, and reduced focus have emerged.

Consequently, organizations are increasingly recognizing the need for structured digital wellbeing policies.

Manatec Private Limited, a leading manufacturer in the automotive garage equipment industry, provides an ideal setting to examine the role of digital wellbeing initiatives. Employees at Manatec rely heavily on digital tools and systems, which may affect their mental and physical health. This study aims to explore the extent of organizational support for digital wellbeing at Manatec and its impact on employee satisfaction and performance.

Objectives of the study

- To identify the key factors affecting employees' digital wellbeing.
- To assess the organization's digital tools and policies that support employee wellbeing.
- To examine the challenges faced by organisation in implementing digital wellbeing initiatives.

II. REVIEW OF LITERATURE

Ravirajan &Sundarajan, 2025 - Enhancing Workplace Productivity and Well-being Using AI Agents

"Enhancing Workplace Productivity and Well-being Using AI Agent" proposes integrating AI with biometric feedback and value alignment to foster personalized well-being prompts, ethically aligned ML systems, and decentralized, collaborative AI agents for transparency and health-conscious productivity

Nirupama Shankar Babu T, Keshav Marda, Abhishek Mishra, Saahil Bhattar, Anshika Ahluwalia (2024) - The Impact of Artificial Intelligence in the Workplace and its Effect on the Digital Wellbeing of Employees

This research project, titled "The Impact of Artificial Intelligence in the Workplace and its Effect on the Digital Wellbeing of Employees", investigates the transformative role of Artificial Intelligence (AI) within modern workplaces,

focusing on employee productivity, job roles, decision-making, and overall digital wellbeing.

Büchi, Festic& Latzer (2024) - Subjective Digital Literacy and Wellbeing: A Study of Workplace Outcomes

The study found that subjective digital literacy (how confident an individual feels using digital tools) and digital self-control significantly predicted higher digital wellbeing and life satisfaction among employees. Objective literacy, conversely, was not a robust predictor; feeling adept was more influential than actual measured skill. Digital media use contributed positively but with weak effect, and good general health benefitted digital wellbeing. Women reported lower digital wellbeing compared to men.

Rijul Arora & Prateek Gupta (2024) - Digital Wellbeing in the Age of AI: Tools and Perspectives

This blog discusses how AI tools (like Kintsugi for speech-based mental health assessment) and the Metaverse are reshaping digital wellbeing. AI's capacity for personalized support and real-time mental health monitoring is highlighted as positive, while the need for balance and established wellbeing practices remains crucial.

Sadeghi, 2024 - Employee Well-being in the Age of AI: Perceptions, Concerns, Behaviors, and Outcomes

"Employee Well-being in the Age of AI: Perceptions, Concerns, Behaviors, and Outcomes" presents an AI–employee well-being interaction framework. AI can enhance efficiency and reduce bias but may invoke concerns over job security and fairness; transparent implementation, upskilling, and employee involvement are critical

Goodwin (2021), Kristy Goodwin - Digital Wellbeing: Thriving in a Digital World

The author highlights the transformation wrought by digital technologies—especially remote and hybrid working—on employee wellbeing. Digital presenteeism and "always-on" cultures have led to burnout and distraction. Goodwin emphasizes the importance of fostering a healthy digital culture built on boundaries, neuro-productivity principles, minimized digital distractions, and intentional disconnection for improved productivity and wellbeing.

III. RESEARCH METHOLOGY

Research Design: This study uses descriptive research designDescriptive research is an exploration of certain existing phenomenon. It is mostly done when a researcher wants to gain a better understanding of the topic. Primary data is collected through a survey. The survey is carried out by the means of self-administered, structured questionnaire and secondary data is collected from articles, research papers of various journals.

Data Collection:

Primary Data: It includes data gathered through structured questionnaires and surveys focusing on digital wellbeing in the organization.
Secondary Data: Academic journals, organizational reports, and case studies.

Sampling method: Convenient sampling

The total population of the study consists of 140employees, out of which a sample size of 103 respondents was selected for the research.

Statistical Tools:

- Chi-square test
- One way ANOVA

IV. DATA ANALYSIS AND INTERPRETATION

CHI-SQUARE ANALYSIS: AGE VS DIGITAL STRESS LEVEL OF THE RESPONDENT

Aim: To determine if there is an association between the dependent and independent variable

HYPOTHESIS:

NULL HYPOTHESIS (H0): If there is no association between the dependent and independent variable, Ho<0.05 thus Null hypothesis accepted

ALTERNATIVE HYPOTHEIS (H1): If there is association between the dependent and independent variable, Ho>0.05 thus alternative hypothesis accepted

Table 4.1

Chi-Square Tests			
	Value	df	Asymptotic Significance (2-sided)
Pearson Chi-Square	92.20ᵃ	3	<.001
Likelihood Ratio	118.387	3	<.001
Linear-by-Linear Association	69.338	1	<.001
N of Valid Cases	103		
a. 1 cells (12.5%) have expected count less than 5. The minimum expected count is 2.96.			

Table 4.2

ANOVA					
Satisfaction level					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	29.780	4	7.445	5.162	<.001
Within Groups	138.457	96	1.442		
Total	168.238	100			

INTERPRETATION

The Pearson Chi-Square value is 92.20 with 16 degrees of freedom, and the p-value is less than 0.001. Since the p-value is below 0.05, the result is statistically significant. This indicates a strong association between the recruitment timeline and satisfaction with roles and responsibilities.
Thus, the Alternative hypothesis is accepted.

ANOVA: DEPARTMENT VS SATISFACTION LEVEL OF THE RESPONDENT

Aim: To determine if there is significance between the means of three or more variable

HYPOTHESIS:

NULL HYPOTHESIS: If significant value is greater than 0.05 the null hypothesis is accepted Ho<0.05 thus Null hypothesis accepted

ALTERNATIVE HYPOTHEIS: If significant value islessthan 0.05 the alternate hypothesis is accepted Ho>0.05 thus alternative hypothesis accepted.

INTERPRETATION:

In this ANOVA analysis, the **alternative hypothesis (H1)** is accepted because the p-value is < .001, which is below the typical threshold of 0.05. There is significance between Department and Satisfaction level.
Thus, the Alternative hypothesis is accepted.

V. FINDINGS

- **Chi-square test** showed a significant relationship between age and digital stress level (p < 0.001), indicating younger employees experience higher stress.
- **ANOVA** revealed significant differences in satisfaction levels across departments (p < 0.001), suggesting department-specific challenges.

These findings align with the literature, confirming that employees benefit significantly from structured wellbeing initiatives. However, lack of formal policies on digital disconnection and insufficient communication about wellbeing resources reduce their effectiveness.

VI. CONCLUSION AND SUGGESTIONS

The study concludes that digital wellbeing is an essential component of employee health, productivity, and engagement. At Manatec Private Limited, while initiatives such as training and mental health programs exist, employees still face digital overload and blurred boundaries. The findings suggest that organizations should develop clear digital policies, encourage flexible working arrangements, and promote mental health support to mitigate stress and enhance satisfaction.

Recommendations

1. **Introduce Digital Detox Policies:** Restrict non-essential communication after office hours.
2. **Regular Training:** Conduct workshops on managing screen time and digital tools.
3. **Promote Mental Health Support:** Provide counseling and wellbeing resources.
4. **Encourage Physical Wellness:** Integrate yoga, meditation, or fitness activities into the work routine.
5. **Monitor Workload:** Use workload management tools to ensure balanced digital engagement.

By embedding these practices, organizations can create a culture that prioritizes both technological efficiency and human wellbeing, ensuring sustainable success in the digital era.

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