



# **TRANSCENDING HORIZONS:** A MULTIDISCIPLINARY PERSPECTIVE ON HUMANITIES, SOCIAL SCIENCES, & MANAGEMENT

**DR RATAN CHANDRA DAS  
DR TAPASHI DASGUPTA**

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*Edited by*

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## THE DUAL IMPACT OF TECHNOLOGY ON WORK-LIFE BALANCE IN REMOTE WORK ENVIRONMENTS

Anamta Ali <sup>1</sup>, Dr Orooj Siddiqui <sup>2</sup>



### Abstract

The rapid upgrade in technology has profoundly modified the modern workplace, particularly with the rise of remote work. This review examines the dual impact of technology on work-life balance (WLB) in remote work environments. On one hand, technology provides unprecedented flexibility and autonomy, letting employees work from different locations and effectively manage their schedules. This flexibility enhances work satisfaction and supports better WLB by removing geographical constraints and improving control over personal and professional responsibilities. Project management software, cloud apps, and video conferencing are examples of digital tools that make communication and teamwork easier, further boosting productivity. Conversely, the constant connectivity demanded by digital communication tools introduces challenges. The "constant-connectivity" culture, where employees are obligated to remain accessible beyond traditional working hours, erodes work and personal life boundaries. This may lead to work-life encroachment, increased role strain, and heightened stress, negatively impacting overall well-being. The reliance on technology-mediated communication also contributes to stress and burnout, with information overload and the lack of in person interactions exacerbating feelings of isolation.

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