A PROJECT REPORT ON DIGITAL FATIGUE AND MENTAL HEATH OF IT EMPLOYEES

Garala Deepthi, Pyatla Gayatri, M.Ganesh Yaswanth Datta
Guide : DR . Swarupa pelleti Associate Professor, KLEF, KLH University
KLEF, KLH UNIVERSITY
KONERU LAKSHMAIAH EDUCATION FOUNDATION

ABSTRACT

This study explores the relationship between digital fatigue and mental health among Information Technology (IT) employees in the context of increasing dependence on digital technologies and remote work environments. The primary objective of this research is to examine how digital fatigue impacts the mental well-being of IT professionals, including stress levels, anxiety, burnout, sleep disturbances, and reduced productivity. The findings of the study indicate that a significant proportion of IT employees experience moderate to high levels of digital fatigue, which directly affects their mental health. Addressing these issues is essential for improving employee well-being, enhancing productivity, and ensuring sustainable performance in the IT industry.

KEYWORDS:- digital fatigue, well-being

I. INTRODUCTION

Digital fatigue has emerged as one of the most significant workplace challenges in the modern technology-driven era, especially among Information Technology (IT) employees. The rapid advancement of digital tools, online communication platforms, remote working systems, and continuous internet connectivity has transformed the way employees perform their duties.

II. OBJECTIVES OF THE STUDY

1. To understand the concept of digital fatigue among IT employees at Accenture.
2. To identify the major causes of digital fatigue in the workplace.
3. To examine the impact of digital fatigue on employee mental health.
4. To study the relationship between screen time and stress levels.
5. To analyze the effect of workload on burnout and anxiety.

III. REVIEW OF LITERATURE

Review of Literature of Digital Fatigue and Mental Health of IT Employees (2021–2025)

1. Akter et al. (2021) studied the growing impact of digital work pressure on employee well-being in technology-based organizations. The authors found that continuous screen exposure, long working hours, and dependency on digital tools created mental tiredness among employees.

2. Raake, Fiedler, Schoenenberg and De Moor (2022) examined videoconferencing fatigue, commonly known as Zoom fatigue, and its effects on employees working in digital environments.

3. Bahamondes-Rosado et al. (2023) conducted a systematic review on technostress during the COVID-19 lockdown period and its impact on workers.

4. University of Nottingham Researchers (2024) reported that employees who remained digitally hyperconnected experienced mental and physical techno-strain.

5. Supriyadi, Sulistiasih and Rahmi et al. (2025) conducted a scoping literature review on the impact of digital fatigue on employee productivity and well-being. The study found that remote and hybrid work models increased dependence on multiple digital platforms, creating overload and exhaustion. Employees had to manage emails, chats, online meetings, dashboards, and collaboration tools simultaneously. are highly applicable to IT employees working in technology-intensive roles.

IV. NEED OF THE STUDY

- The study helps understand the impact of digital fatigue on the mental health and well-being of employees in Accenture.
- It identifies major causes of digital fatigue such as excessive screen time, workload pressure, virtual meetings, multitasking, and lack of work-life balance.
- The study is important in analyzing how digital fatigue affects stress levels, burnout, job satisfaction, and employee productivity.

V. SCOPE OF THE STUDY

- The study covers the analysis of digital fatigue and its impact on the mental health of IT employees working at Accenture.
- It includes factors such as screen time, online meetings, workload pressure, stress, burnout, sleep quality, emotional well-being, and work-life balance.
- The scope extends to examining employee awareness regarding mental health practices and organizational support systems such as counseling, wellness programs, and digital detox initiatives.
- The study compares the experiences of employees working under remote, hybrid, and office-based work models.
- It covers employees from different departments such as software development, operations, support services, and consulting teams to understand varied experiences.
- The findings aim to help improve HR policies, employee wellness programs, and digital work management practices, and may also provide useful insights for other IT companies.

VI. Research Methodology

Research methodology is a systematic process used to collect, analyze, and interpret data for achieving the objectives of the study.

employee opinions, attitudes, and experiences related to digital work environments.

Nature of Data

The study is based on both **primary data** and **secondary data**.

- **Primary Data:** Primary data is collected directly from employees of Accenture through questionnaires, interviews, and surveys. Employees provide responses regarding screen time, workload, stress levels, sleep quality, burnout, and work-life balance.
- **Secondary Data:** Secondary data is collected from books, journals, company reports, websites, research articles, HR reports, and previous studies related to digital fatigue, mental health, and IT sector working conditions.

Sampling Method

The study uses a **convenience sampling method**. Under this method, respondents are selected based on availability and willingness to participate in the survey. It is suitable because employees from different departments can be easily approached.

Sample Size

A sample of **100 employees** from Accenture is selected for the study. The sample includes employees from various age groups, job roles, departments, and work models such as remote, hybrid, and office-based employees.

Area of Study

The area of study is limited to selected employees working at **Accenture**. The research focuses on understanding the impact of digital work culture within the company.

VII. Limitations Of The Study

1. The study is conducted with a limited number of employees from Accenture, which may not fully represent the views of all employees in the organization.
2. The research focuses only on Accenture employees, so the findings may not be applicable to all IT companies or other industries.
3. The study depends on employee responses through questionnaires, and some respondents may provide biased or inaccurate information.

VIII. Data Analysis

1: Daily Time Spent on Digital Devices for Work Purposes

Option	Number of Respondents	Percentage (%)
Less than 4 hours	8	8%
4–6 hours	24	24%
7–9 hours	42	42%
More than 9 hours	26	26%
Total	**100**	**100%**

Interpretation:

The above table shows the daily time spent by employees on digital devices for work purposes at Accenture. Out of 100 respondents, the highest number of employees, 42%, reported spending 7–9 hours daily on digital devices.

2: Mental Tiredness After Continuous Screen Work

Option	Number of Respondents	Percentage (%)
Always	34	34%
Often	38	38%
Sometimes	20	20%
Rarely	8	8%
Total	**100**	**100%**

Interpretation: The above table shows that 38% of respondents often feel mentally tired after continuous screen work, while 34% always experience mental tiredness. About 20% sometimes feel tired, and only 8% rarely face this issue.

3: Eye Strain or Headaches After Work

Option	Number of Respondents	Percentage (%)
Very frequently	29	29%
Frequently	36	36%
Occasionally	24	24%
Never	11	11%
Total	**100**	**100%**

Interpretation:

The table indicates that 36% of respondents frequently experience eye strain or headaches after work, while 29% face it very frequently. About 24% experience it occasionally, and only 11% never face such problems.

IX. FINDINGS

1. A significant 68% of employees spend more than 7 hours daily on digital devices, indicating heavy reliance on screens and increased exposure to digital fatigue risks.
2. About 72% of employees (38% often, 34% always) experience mental tiredness after continuous screen work, showing that prolonged digital engagement is mentally exhausting.
3. Nearly 65% of respondents suffer from eye strain or headaches frequently or very frequently, highlighting physical health issues linked to screen overuse.
4. Around 62% of employees attend 4 or more virtual meetings daily, contributing to screen overload and reduced time for focused work.

X. CONCLUSION

The study clearly shows that digital fatigue has become a significant concern among employees due to prolonged screen time, heavy virtual meeting schedules, and continuous online workload. A majority of employees spend long hours on digital devices, which has led to increased mental tiredness, eye strain, headaches, and emotional exhaustion.

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Overall, the study concludes that while digital tools are essential for modern work, excessive and unstructured use can negatively impact employees' physical and mental health. Therefore, organizations must adopt balanced strategies such as workload management, structured breaks, effective meeting practices, and stronger mental health support systems to ensure a healthier, more productive, and sustainable work environment.

XI. SUGGESTIONS

1. Organizations should introduce structured digital well-being guidelines, including limits on screen time, especially for employees working more than 7 hours daily, to reduce digital fatigue and improve overall health.
2. Since a majority of employees attend 4 or more meetings daily, companies should reduce unnecessary meetings, promote shorter meetings, and encourage agenda-based discussions to improve focus and productivity.
3. Organizations should enforce scheduled short breaks between continuous screen tasks. Techniques like the 50–10 rule (50 minutes work, 10 minutes break) can help reduce eye strain and mental fatigue.

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