CHAPTER – 4

DATA ANALYSIS & INTERPRETATION

PART A:

Presentation of Data Analysis:

Section-I: **Personal and Occupational Details**

Independent Variable includes personal profile such as age, marital status, educational qualification, and work experience.

Section-II: **General Information about Virtual connectivity**

Choice of Virtual Medium, Working Mode, Effect of Covid-19 Pandemic on Working Mode.

Section-III: **Perception of Virtual connectivity (Benefits & Drawbacks)**

Techno Overload, Work Overload, Privacy Invasion & Monitoring, Interruption of Work, Communication & Coordination, Productivity.

Section-IV: **Impact of virtual communication (WFH & FLEXI TIMINGS) on WORK-LIFE BALANCE**

Work Family Conflict, Family Work Conflict- Interfere With Personal Life, Virtual Work/ Flexi Timings/Work from Home.

Section-V: **Health & Wellbeing**

Lifestyle, Physical Health, Mental Health, Initiatives for the wellbeing, Health Problems

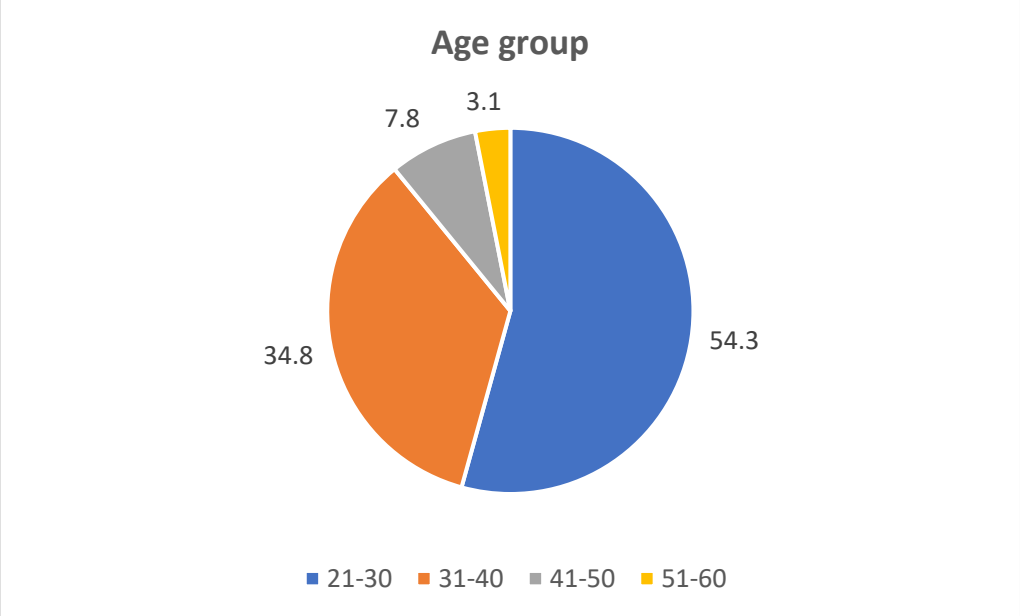
PART B:

This section covers various statistical tests used to analyse the data collected from the Respondents considering the objectives of the study in mind. Interpretation of the table is also presented below each table. chi-square test for showing an association between the factors.

SECTION 1: Personal and Occupational Details

1.1 Age Group

		Frequenc	Percent	Valid Percent	Cumulative Percent
Valid	21-30	209	54.3	54.3	54.3
	31-40	134	34.8	34.8	89.1
	41-50	30	7.8	7.8	96.9
	51-60	12	3.1	3.1	100.0
	Total	385	100.0	100.0	

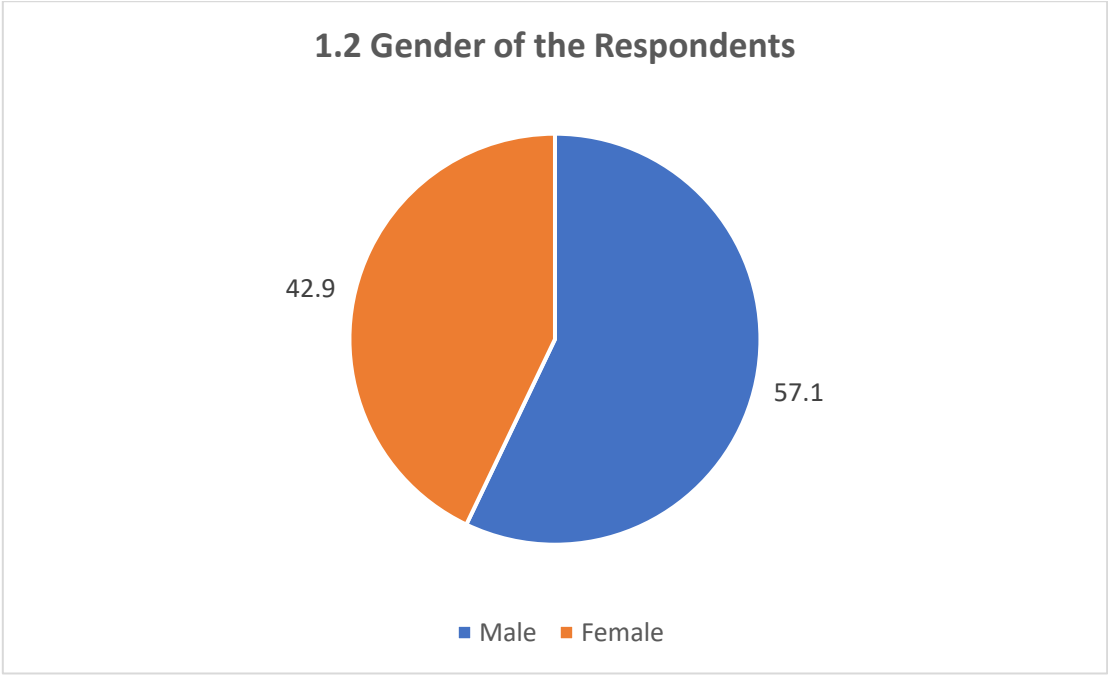


Out of 385 Respondents, the Majority i.e. 54.3% of respondents were in the age group of 21-30. There were 34.8% i.e. 134 respondents from the age group of 31-40, 7.8% were in the age group of 41-50 and 3.1 % were in the age group of 51-60.

It indicates that most of the respondents belong to the middle age group while a small number of respondents belong to the older age group.

1.2 Gender of the Respondents

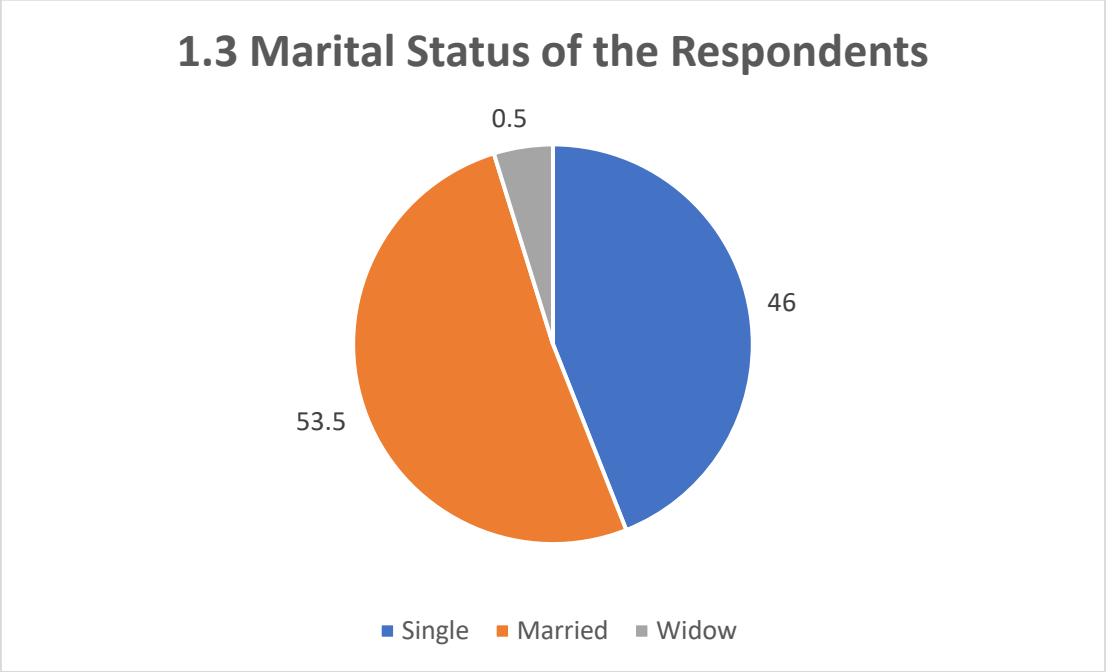
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	220	57.1	57.1	57.1
	Female	165	42.9	42.9	100.0
	Others	0	0	0	
	Total	385	100.0	100.0	



Out of 385 Respondents, 220 i.e. 57.1% of the respondents were Male, and 165 respondents i.e. 43.9% were Females.

1.3 Marital Status of the Respondents

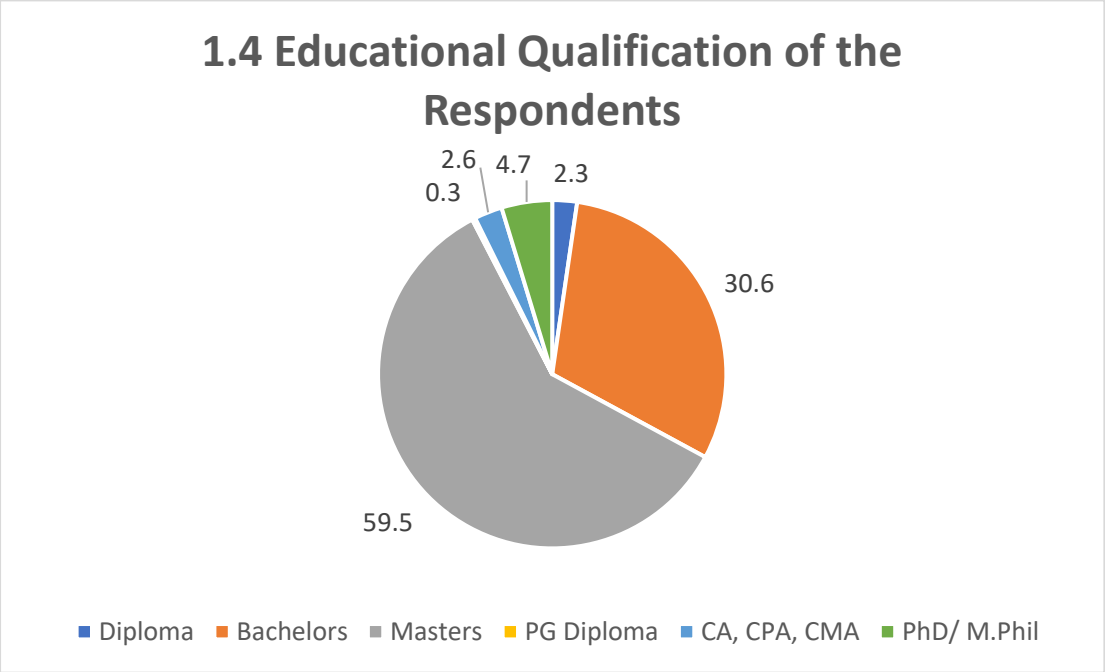
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Single	177	46.0	46.0	46.0
	Married	206	53.5	53.5	99.5
	Widow	2	0.5	0.5	100.0
	Divorced	0	0	0	0
	Separated	0	0	0	0
	Total	385	100.0	100.0	



Out of 385 Respondents, there were 53.5% i.e. 206 respondents were married, 46 i.e. 177 respondents were Single and only 0.5 % were widows. Indicating the majority were married.

1.4 Educational Qualification of the Respondents

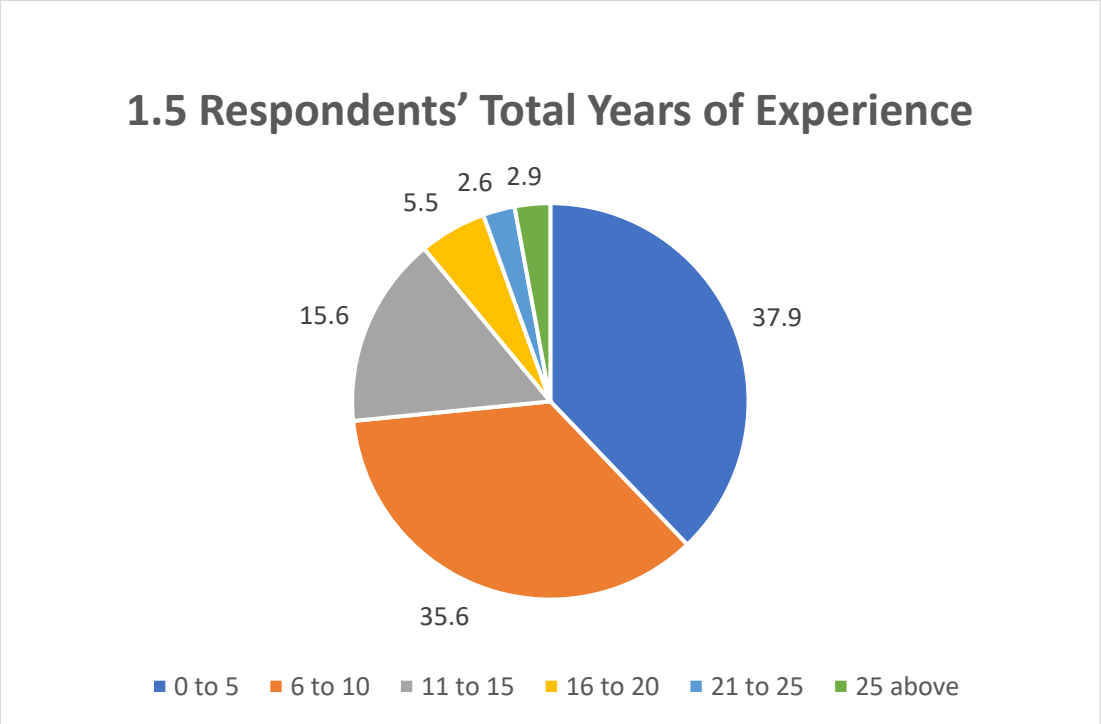
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Diploma	9	2.3	2.3	2.3
	Bachelors	118	30.6	30.6	33.0
	Masters	229	59.5	59.5	92.5
	PG Diploma	1	.3	.3	92.7
	CA, CPA, CMA	10	2.6	2.6	95.3
	PhD/ M.Phil	18	4.7	4.7	100.0
	Total	385	100.0	100.0	



The above table shows that the Majority i.e. 59.5% i.e. 229 of respondents holds a master's degree , while there are 30.6% i.e. 118 respondents who hold a bachelor's degree. There were also 2.3 % i.e. just 9 respondents who were diploma holders and only 1 i.e. 0.3% who was a PG Diploma holder. There were a few 2.6 % i.e. 10 respondents who hold professional degrees like CA, CPA, or CMA, and 4.7% i.e., 18 respondents who had the highest degree of PhD/M.Phil. Thus the majority of respondents had master's degrees.

1.5 Respondents' Total Years of Experience

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-5	146	37.9	37.9	37.9
	6-10	137	35.6	35.6	73.5
	11-15	60	15.6	15.6	89.1
	16-20	21	5.5	5.5	94.5
	21-25	10	2.6	2.6	97.1
	25 above	11	2.9	2.9	100.0
	Total	385	100.0	100.0	

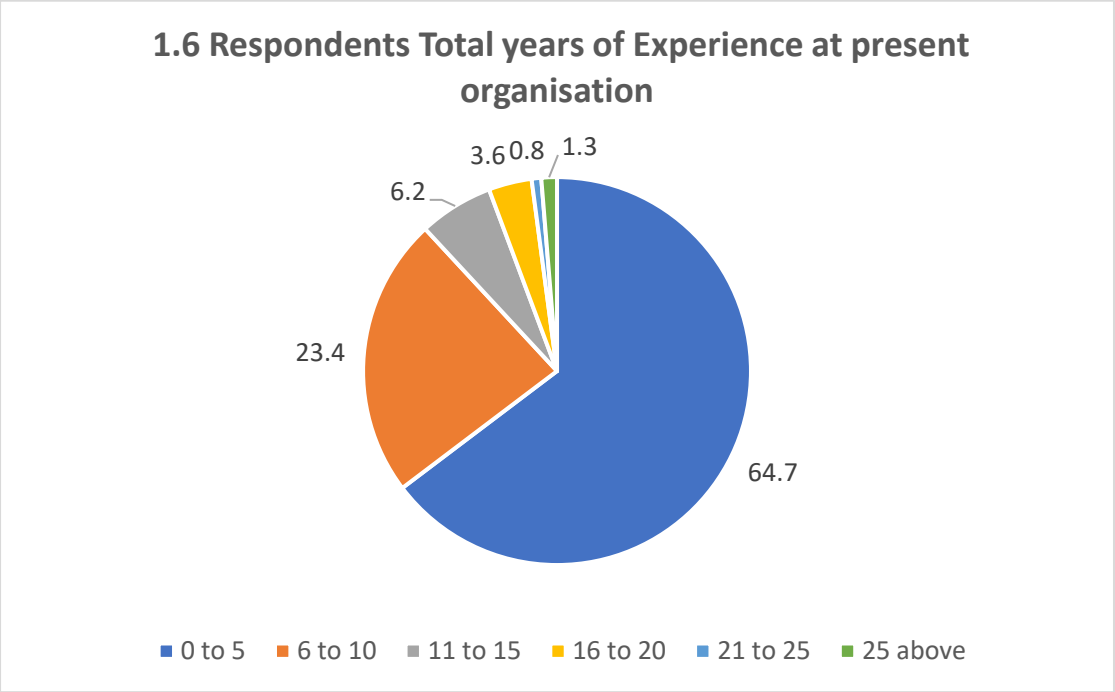


Out of 385 Respondents, the majority i.e. 37.9% i.e.146 were having an experience of 0-5 years and 35.6% i.e. 137 were having an experience of 6-10 years. There were 60 i.e. 15.6% of respondents who had an experience of 16-20 years. There were 2.66 % & 2.9% i.e. 10& 11 respondents who had an experience of 21-25 and 25 above respectively.

Thus, it indicates most of the respondents are not more than 10 years old.

1.6 Respondents Total Years of experience at present organization

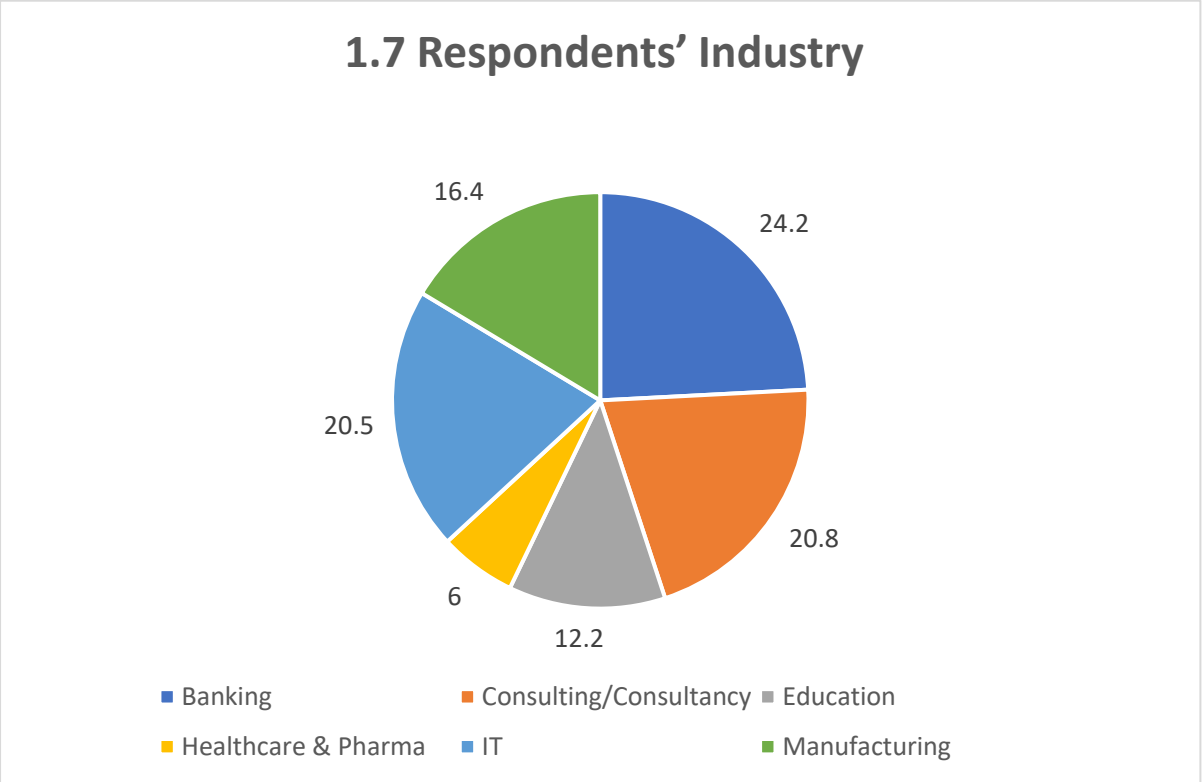
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0-5	249	64.7	64.7	64.7
	6-10	90	23.4	23.4	88.1
	11-15	24	6.2	6.2	94.3
	16-20	14	3.6	3.6	97.9
	21-25	3	.8	.8	98.7
	25 above	5	1.3	1.3	100.0
	Total	385	100.0	100.0	



Out of 385 Respondents, the majority of 64.7% i.e. 249 respondents have an experience of 0-5 years in the present organization. There were 90 respondents' i.e.23.4% who were having an experience of 6-10 years in the present organization and 24&14 respondents i.e. 6.2 % & 3.6% were having an experience of 11-15 & 16-20 years respectively There were only 3 & 5 respondents i.e. 0.8% & 1.3% who were having an experience of 20-25 & 25 & more respectively. Indicating most of the respondents had less than 5 years of experience in the present organization

1.7 Respondents' Industry

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Banking	93	24.2	24.2	24.2
	Consulting/Consultancy	80	20.8	20.8	44.9
	Education	47	12.2	12.2	57.1
	Healthcare & Pharma	23	6.0	6.0	63.1
	IT	79	20.5	20.5	83.6
	Manufacturing	63	16.4	16.4	100.0
	Total	385	100.0	100.0	

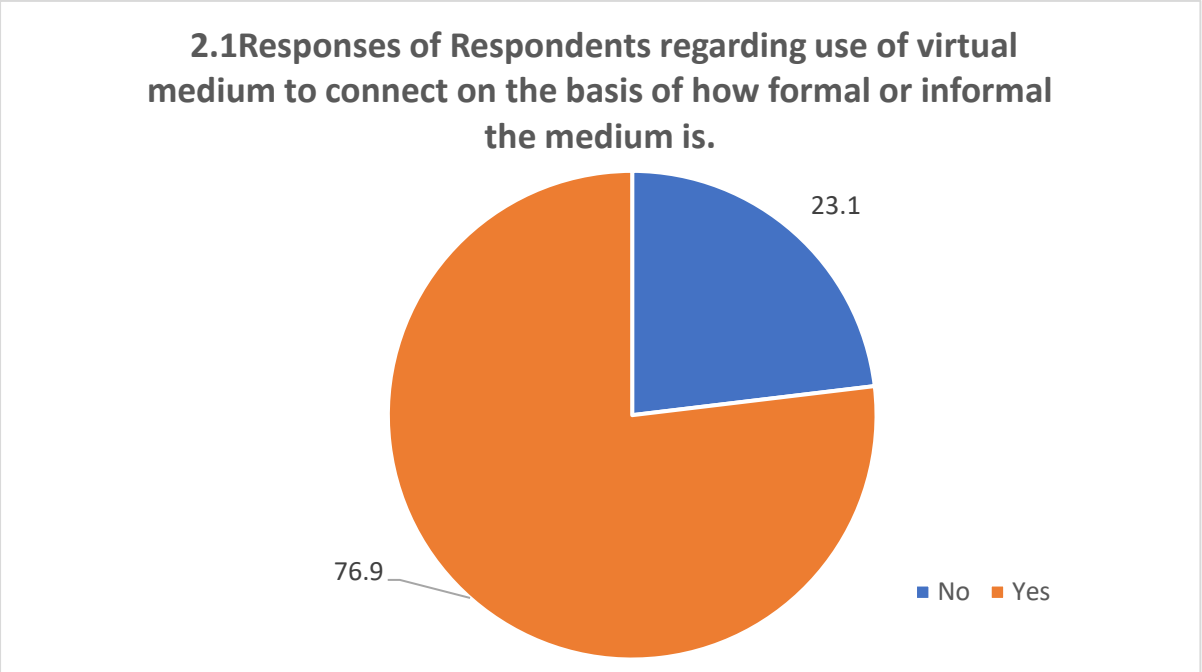


Out of 385 Respondents, 24.2% i.e. 99 respondents were bankers, 20.5% i.e. 79 were from the IT industry and 20.8% i.e. 80 respondents were from the consultancy industry. There were 16.4% i.e. 63 who were from manufacturing, 12.2% i.e. 47 respondents were from education and only 6% i.e. 23 were from Health& Pharma.

Section-II: General Information about Virtual connectivity

2.1 Responses regarding the use of virtual mediums to connect based on how formal or informal the medium is.

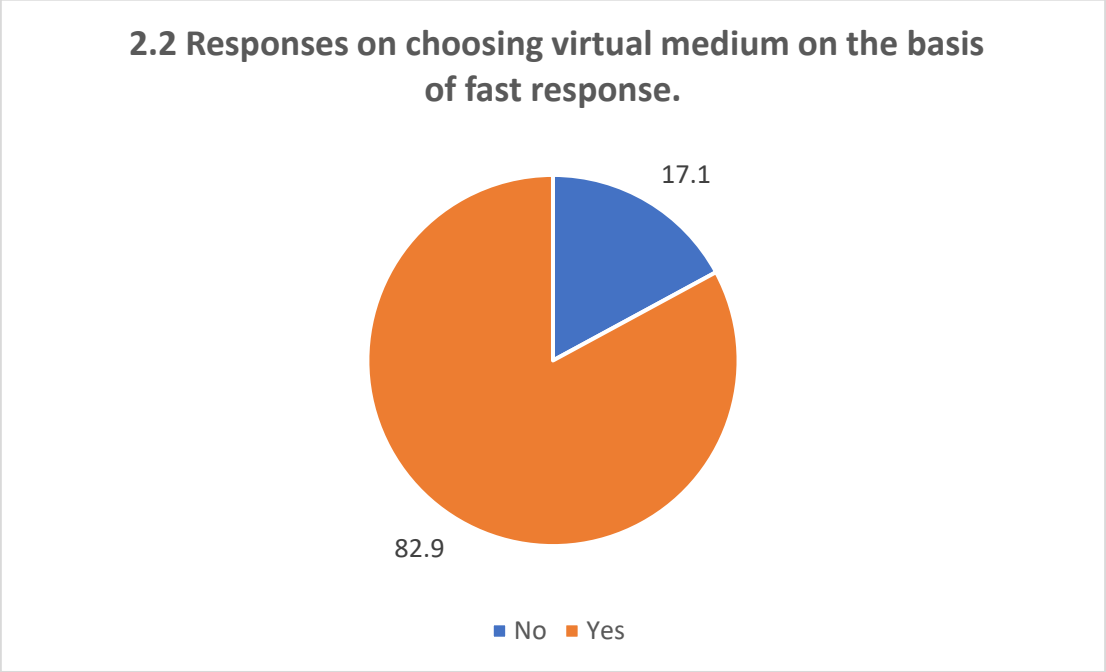
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	89	23.1	23.1	23.1
	Yes	296	76.9	76.9	100.0
	Total	385	100.0	100.0	



Out of 385 Respondents, there were 76.9% i.e. 296 respondents said they chose a virtual medium to connect based on how formal or informal the medium is and the remaining 23.1% i.e. 89 responded the choice wasn't affected by how formal or informal the medium is.

2.2 Responses on choosing virtual medium based on fast response.

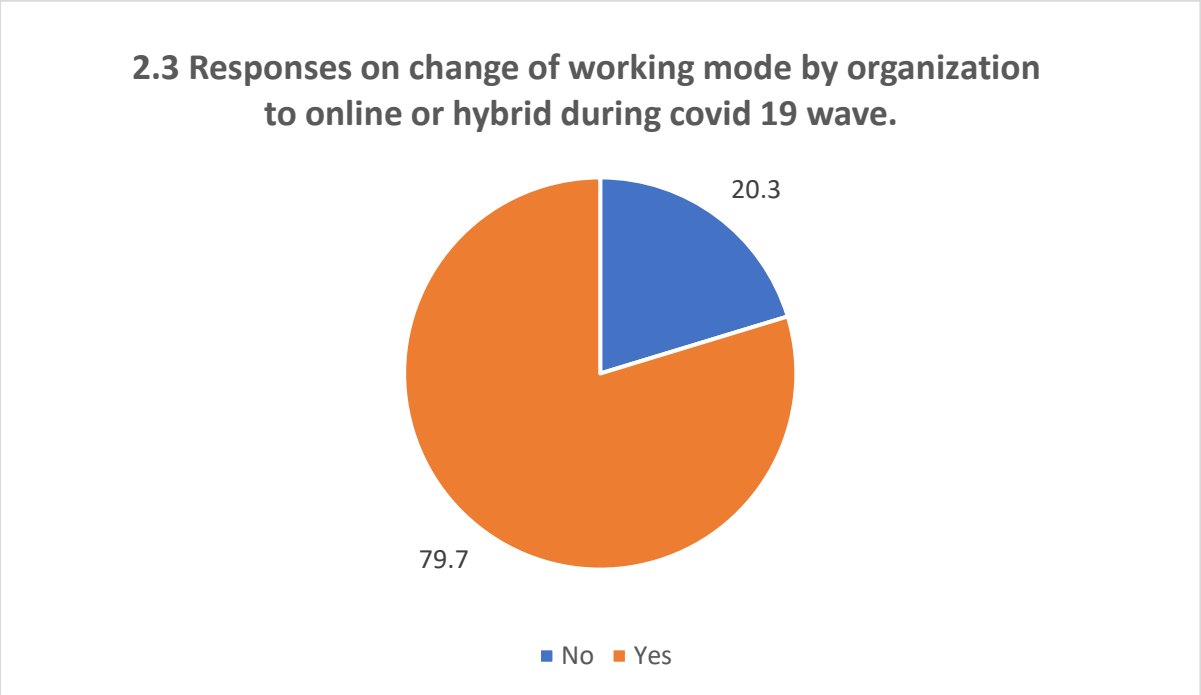
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	66	17.1	17.1	17.1
	Yes	319	82.9	82.9	100.0
	Total	385	100.0	100.0	



Out of 385 Respondents, 319 i.e. 82.9% respondent chose the virtual medium according to how fast they got the response, and the remaining 66 i.e. 17.1% didn't choose the medium according to the response.

2.3 Responses on change of working mode by organization to online or hybrid during the COVID-19 wave.

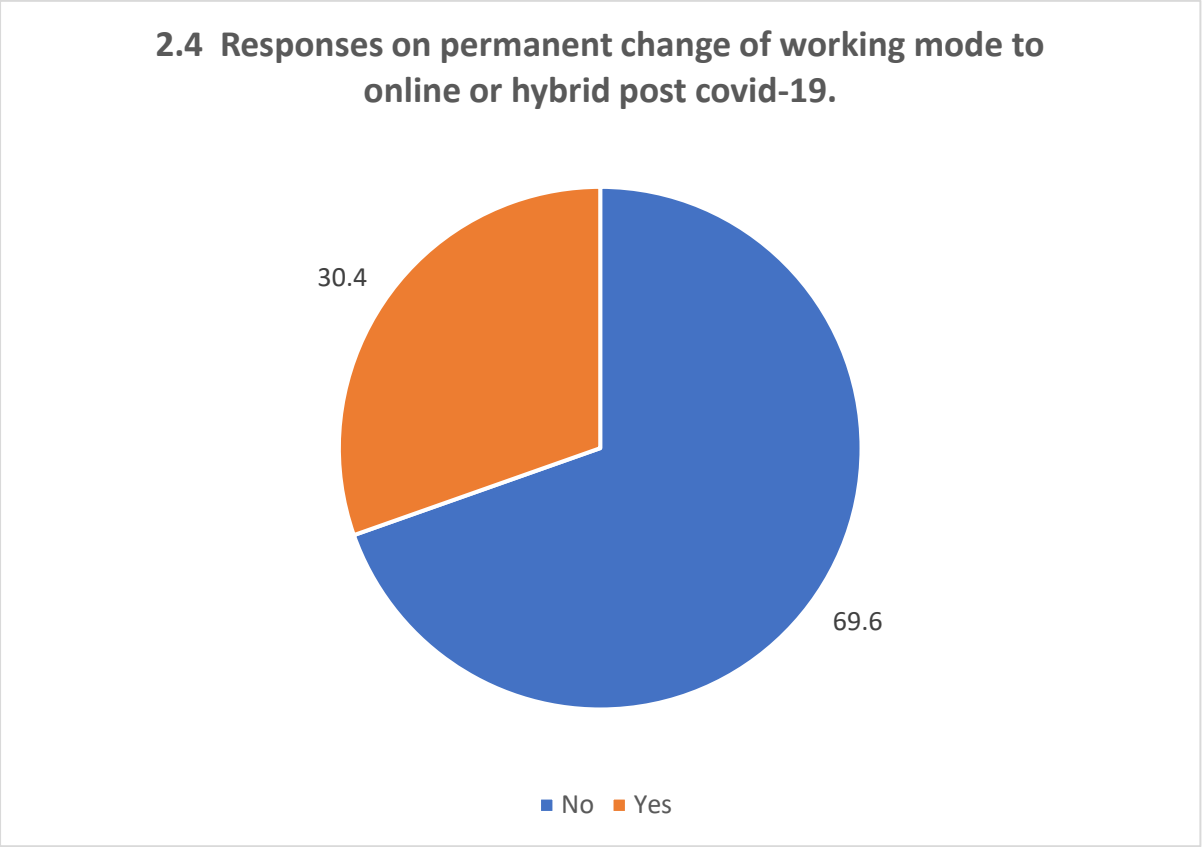
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	78	20.3	20.3	20.3
	Yes	307	79.7	79.7	100.0
	Total	385	100.0	100.0	



Out of 385 Respondents, there were 307 i.e. 79.7% responded their working mode was changed during COVID-19 and 78 i.e. 20.3% responded it wasn't changed.

2.4 Responses on permanent change of working mode to online or hybrid post-COVID-19.

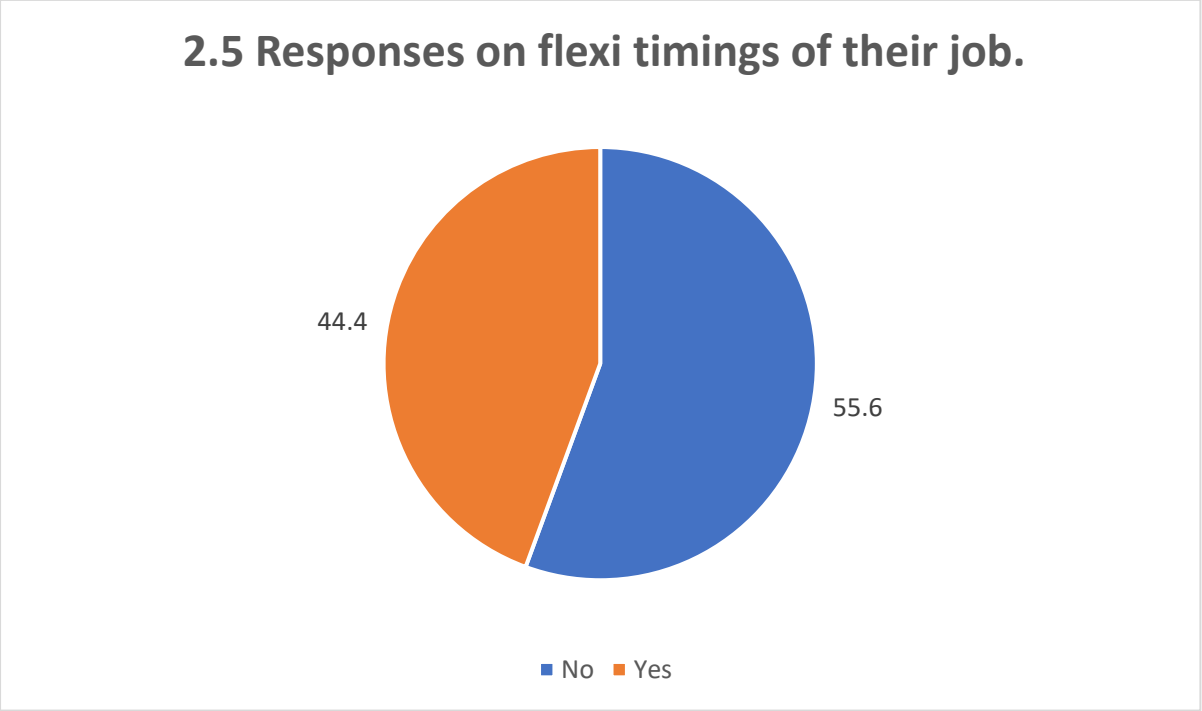
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	268	69.6	69.6	69.6
	Yes	117	30.4	30.4	100.0
	Total	385	100.0	100.0	



Out of 385 respondents, there were 117 respondents i.e. 30.6% had a permanent change of working mode after COVID-19, and 268 respondents i.e. 69.6% did not change. Implying some organizations had a permanent effect of Covid-19 on its working mode and virtual connectivity is there to stay.

1.5 Responses on flexi timings of their job.

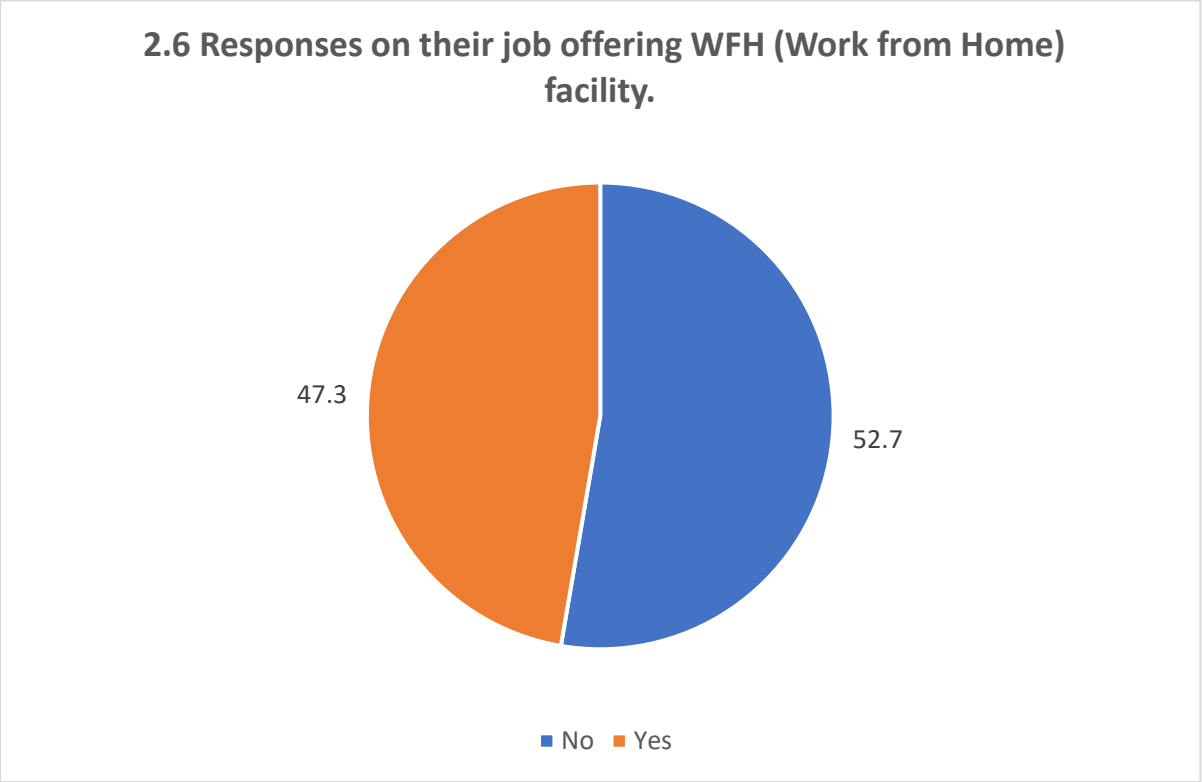
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	214	55.6	55.6	55.6
	Yes	171	44.4	44.4	100.0
	Total	385	100.0	100.0	



Out of 385 respondents, there were 55.6% responded their job did not have the facility of flexi timings whereas the remaining 44.4% i.e.171 respondents had the facility of flexi timings. The table Implies there are jobs in today's virtual world giving flexi timings facility but still majority that is more than half of the respondents did not have this facility.

2.6 Responses on their job offering WFH (Work from Home) facility.

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	203	52.7	52.7	52.7
	Yes	182	47.3	47.3	100.0
	Total	385	100.0	100.0	



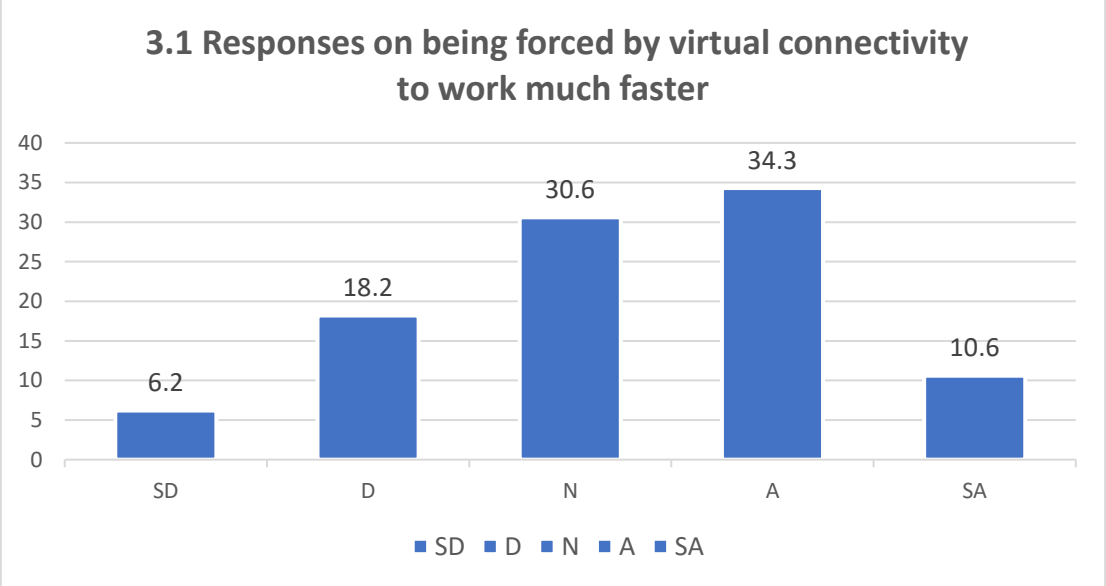
Out of 385 respondents, there were 52.7% i.e. 203 respondents did not have a WFH facility whereas 42.3% i.e. 182 did have a WFH facility. This indicates the majority of respondents did not have WFH facilities.

SECTION -III: Perception of Virtual connectivity (Benefits & Drawbacks)

1. TECHNO OVERLOAD

3.1 Responses on being forced by virtual connectivity to work much faster

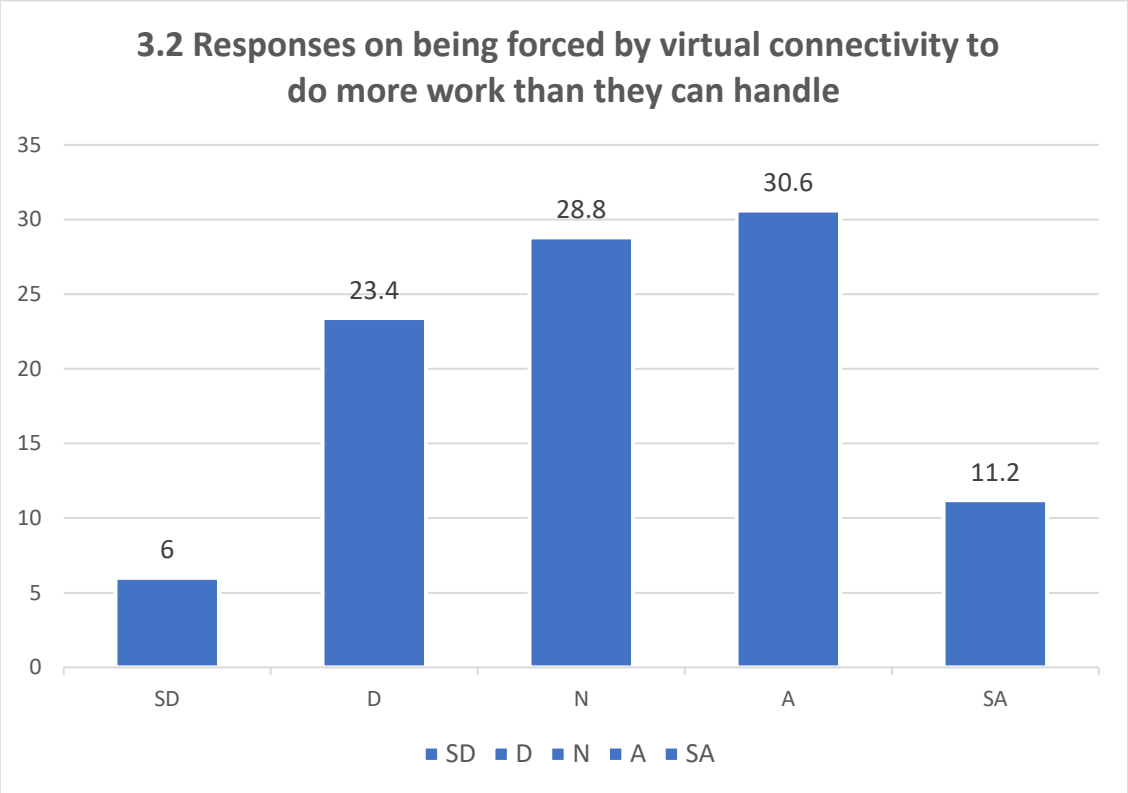
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	24	6.2	6.2	6.2
	D	70	18.2	18.2	24.4
	N	118	30.6	30.6	55.1
	A	132	34.3	34.3	89.4
	SA	41	10.6	10.6	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that the majority of respondents 34.3% i.e. 132 agreed with the statement 'I am forced by Virtual connectivity to work much faster' and 10.6% i.e. 41 of the respondents strongly agreed with the above statement, 30.6% i.e. 118 respondents are neutral and 18.2% i.e. 70 disagrees and only 6.2% i.e. 24 of the respondents strongly disagrees with the statement.

3.2 Responses on being forced by virtual connectivity to do more work than they can handle

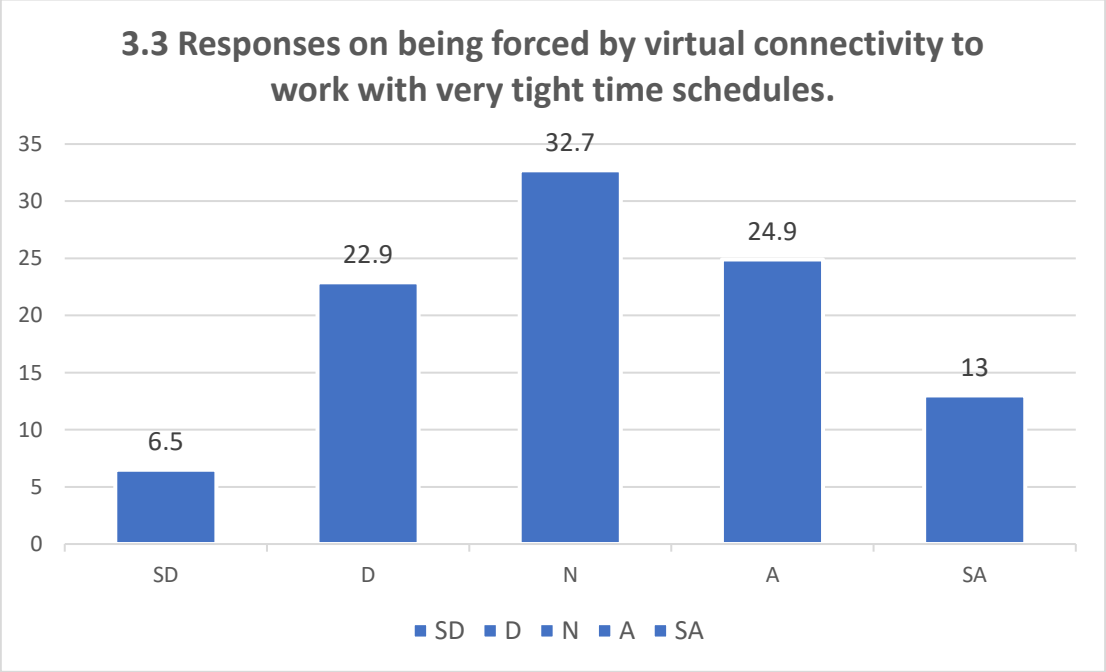
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	23	6.0	6.0	6.0
	D	90	23.4	23.4	29.4
	N	111	28.8	28.8	58.2
	A	118	30.6	30.6	88.8
	SA	43	11.2	11.2	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 30.6% i.e.118 agreed with the statement “I am forced by Virtual connectivity to do more work than I can handle”, 11.2% i.e. 43 of the respondents strongly agreed with the statement, 28.8% i.e. 111 respondents are neutral and 23.4%i.e. 90 disagrees and only 6% i.e. 23 of the respondents strongly disagrees with the statement.

3.3 Responses on being forced by virtual connectivity to work with very tight time schedules.

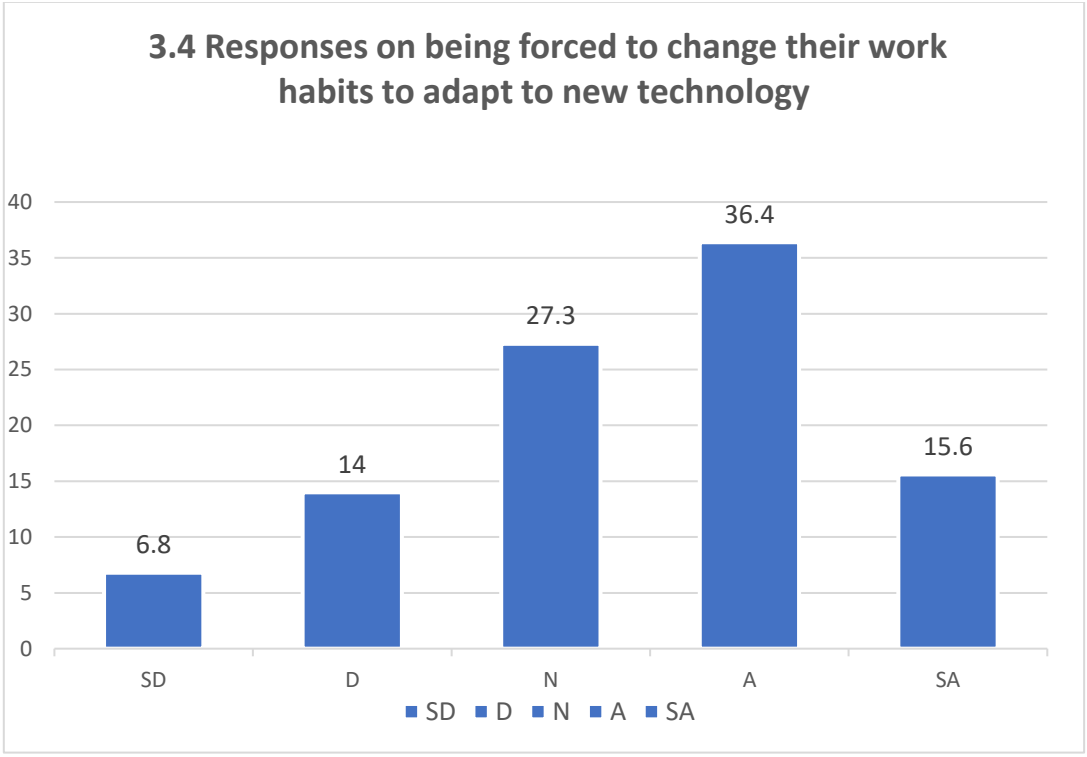
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	25	6.5	6.5	6.5
	D	88	22.9	22.9	29.4
	N	126	32.7	32.7	62.1
	A	96	24.9	24.9	87.0
	SA	50	13.0	13.0	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 126 i.e. 32.7% are neutral to the statement 'I am forced by Virtual connectivity to work with very tight time schedules', 24.9% of the respondents agreed and 13% i.e. 50 strongly agrees with the above statement. There were 22.9 i.e. 88 disagreed and only 6.5 i.e. 25 of the respondents strongly disagreed with the statement.

3.4 Responses on being forced to change their work habits to adapt to new technology

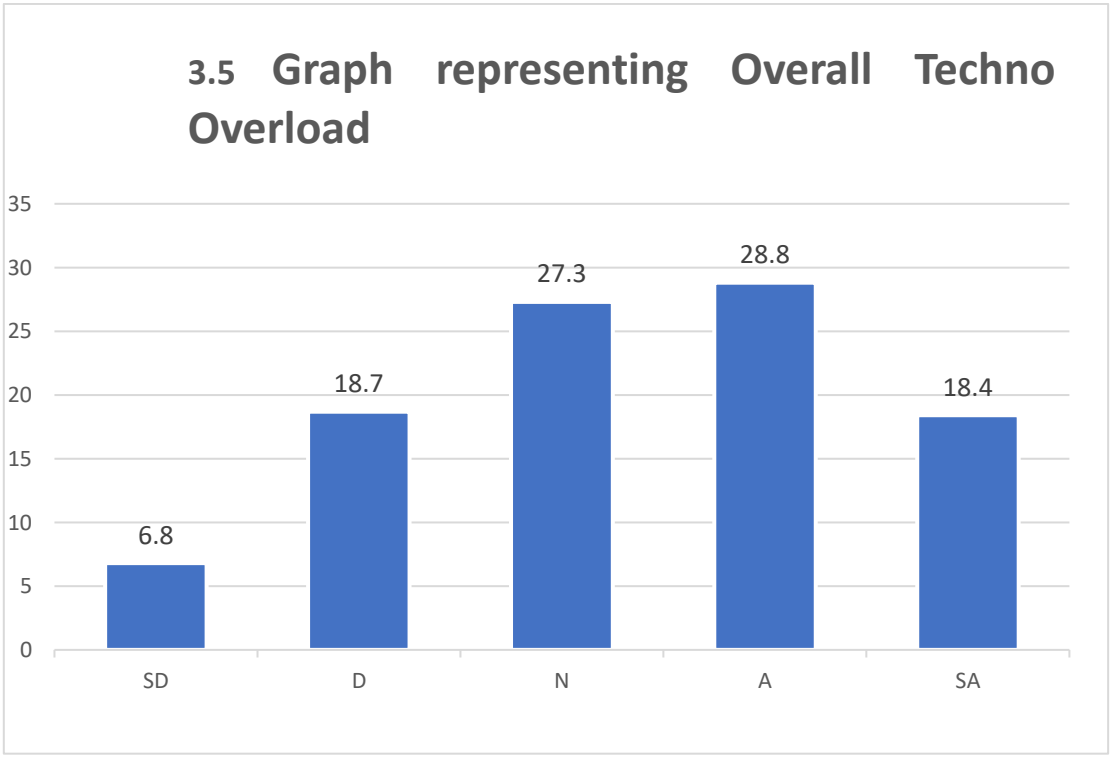
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	26	6.8	6.8	6.8
	D	54	14.0	14.0	20.8
	N	105	27.3	27.3	48.1
	A	140	36.4	36.4	84.4
	SA	60	15.6	15.6	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 36.4% i.e. 140 agreed with the statement 'I am forced to change my work habits to adapt to new technology' and 15.6% i.e. 60 of the respondents strongly agreed with the above statement, 27.3% i.e. 105 respondents are neutral and 14% i.e. 54 disagrees and only 6.8% i.e. 26 of the respondents strongly disagrees with the statement.

3.5 MASTER TABLE SHOWING TECHNO OVERLOAD

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	26	6.8	6.8	6.8
	D	72	18.7	18.7	25.5
	N	105	27.3	27.3	52.7
	A	111	28.8	28.8	81.6
	SA	71	18.4	18.4	100.0
	Total	385	100.0	100.0	

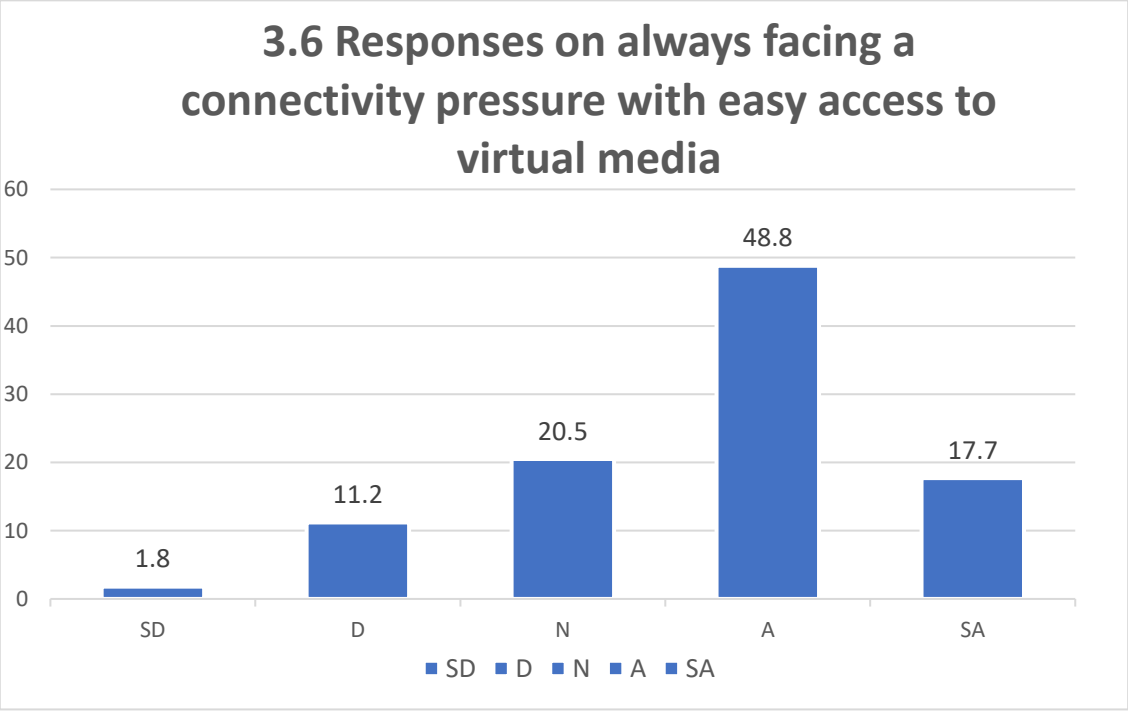


From the above table, it can be derived that most of the respondents 28.8 % i.e., 111 Agreed 18.4% i.e., 71 of the respondents strongly agreed with statements of technical Overload,27.3% i.e.,105 respondents were neutral and 18.7% i.e., 72 disagrees and only 6.8% i.e., 26 of the respondents strongly disagrees with the statements related to Techno Overload.

2. WORK OVERLOAD

3.6 Responses on always facing connectivity pressure with easy access to virtual media

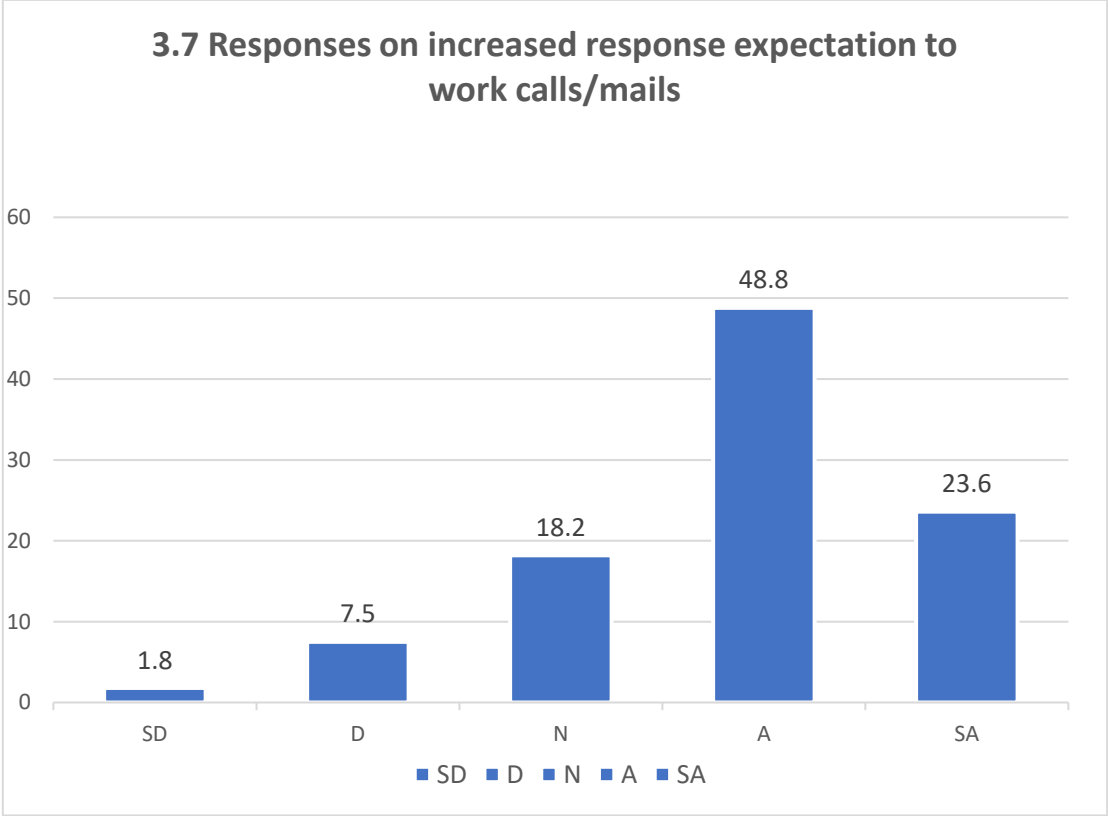
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	7	1.8	1.8	1.8
	D	43	11.2	11.2	13.0
	N	79	20.5	20.5	33.5
	A	188	48.8	48.8	82.3
	SA	68	17.7	17.7	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 48.8 % i.e. 188 Agreed with the statement 'There is always a Connectivity Pressure with easy access to Virtual media' 17.7 % i.e. 68 of the respondents strongly agreed with the above statement, 20.5% i.e. 79 respondents are neutral and 11.2 % i.e. 43 disagrees and only 1.8 % i.e. 7 of the respondents strongly disagrees with the statement.

3.7 Responses on increased response expectation to work calls/mails

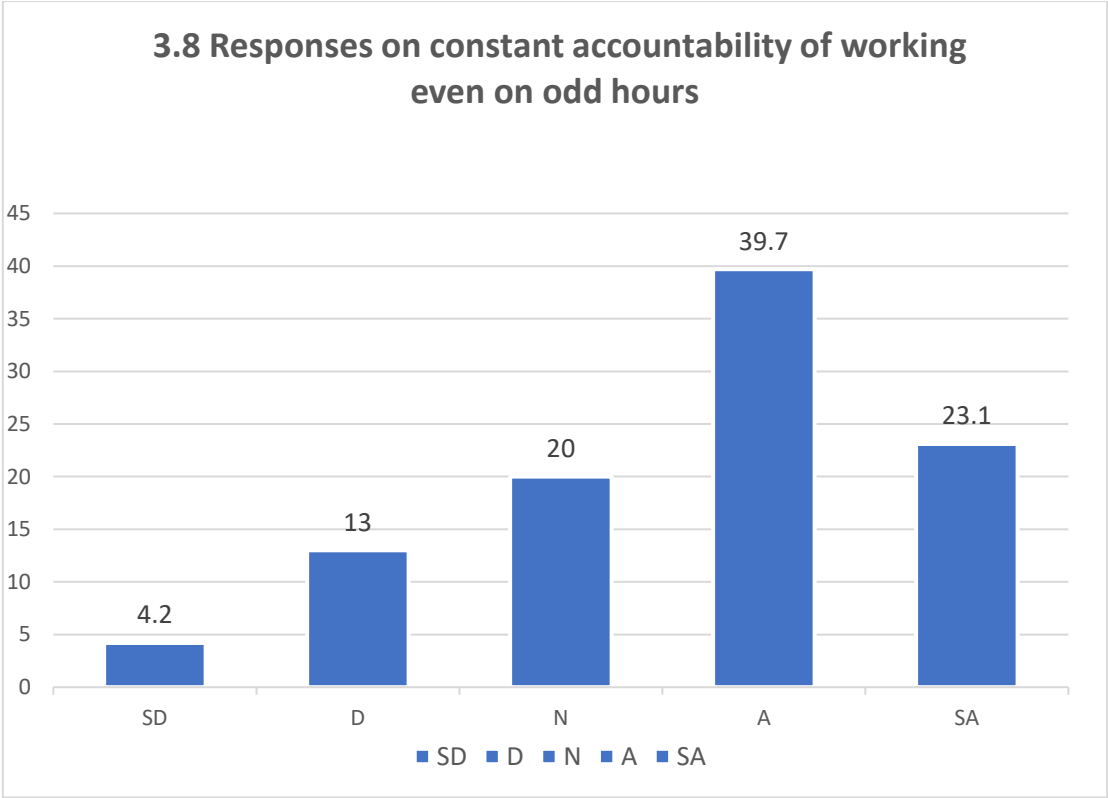
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	7	1.8	1.8	1.8
	D	29	7.5	7.5	9.4
	N	70	18.2	18.2	27.5
	A	188	48.8	48.8	76.4
	SA	91	23.6	23.6	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 48.8% i.e. 188 Agreed with the statement 'There has been increased response expectation to work calls/mail' 23.6 % i.e. 91 of the respondents strongly agreed with the above statement, 18.2% i.e. 70 respondents are neutral and 7.5 % i.e. 29 disagrees and only 1.8 % i.e. 7 of the respondents strongly disagrees with the statement. Hence, it can be implied there has been increased response expectation to work calls/mail because of Virtual Connectivity.

3.8 Responses on constant accountability of working even on odd hours

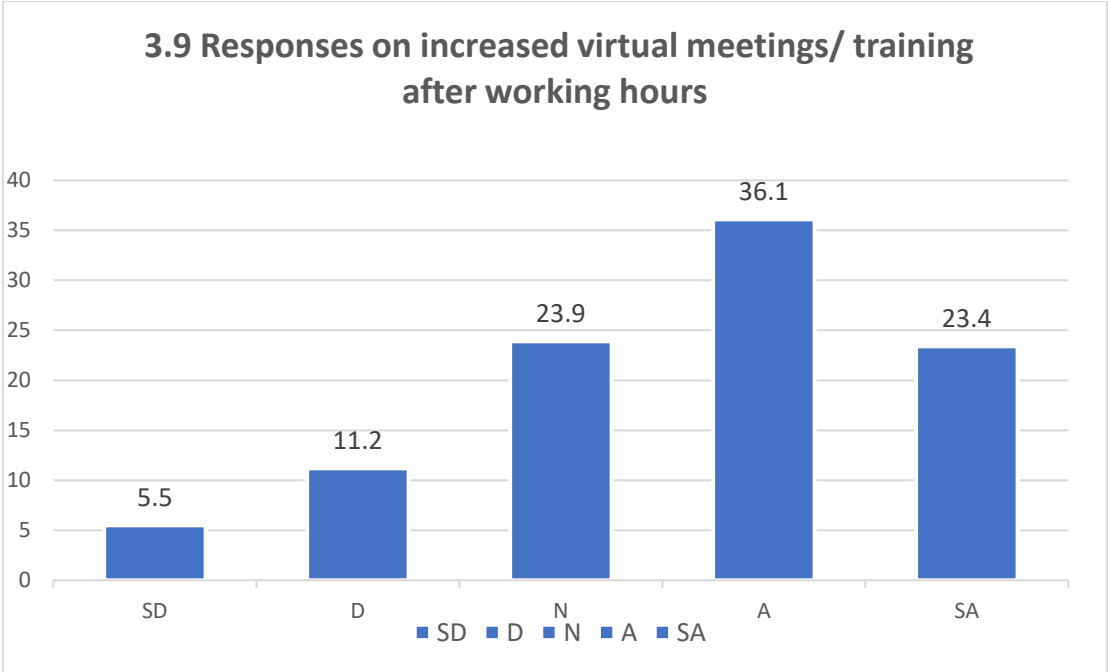
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	16	4.2	4.2	4.2
	D	50	13.0	13.0	17.1
	N	77	20.0	20.0	37.1
	A	153	39.7	39.7	76.9
	SA	89	23.1	23.1	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 39.7 % i.e. 153 Agreed with the statement 'There is Constant accountability of work even on odd hours' 23.1% i.e. 89 of the respondents strongly agree with the above statement, 20% i.e.77 respondents are neutral and 13% i.e.50 disagrees and only 4.2 % i.e. 16 of the respondents strongly disagrees with the statement

3.9 Responses on increased virtual meetings/ training after working hours

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	21	5.5	5.5	5.5
	D	43	11.2	11.2	16.6
	N	92	23.9	23.9	40.5
	A	139	36.1	36.1	76.6
	SA	90	23.4	23.4	100.0
	Total	385	100.0	100.0	

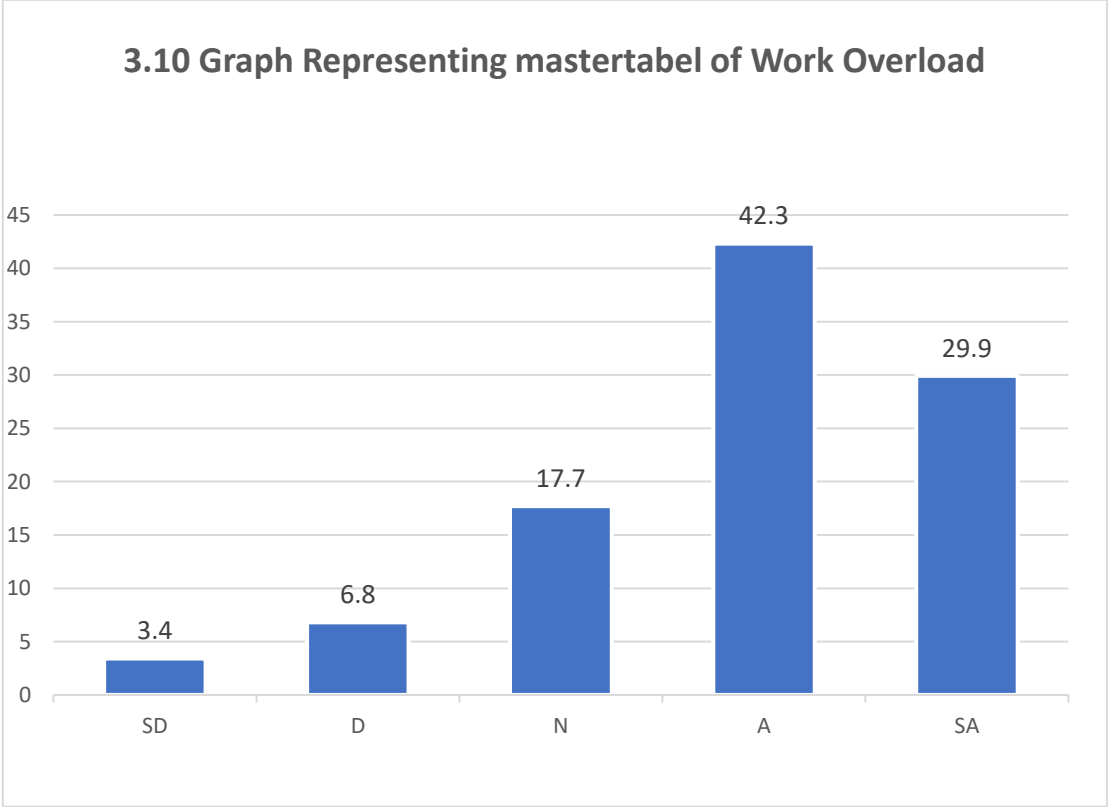


From the above table, it can be derived that most of the respondents 36.1 % i.e. 139 Agreed with the statement 'Increased Virtual Meetings/training after working hours' 23.4% i.e. 90 of the respondents strongly agreed with the above statement, 23.9% i.e. 92 respondents are neutral and 11.2 % i.e. 43 disagrees and only 5.5% i.e. 21 of the respondents strongly disagrees with the statement.

Hence, we can conclude the there is an increase in Virtual meetings/training after working hours because of Virtual Connectivity.

3.10 MASTER TABLE SHOWING RESPONSES ON WORK OVERLOAD

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	13	3.4	3.4	3.4
	D	26	6.8	6.8	10.1
	N	68	17.7	17.7	27.8
	A	163	42.3	42.3	70.1
	SA	115	29.9	29.9	100.0
	Total	385	100.0	100.0	



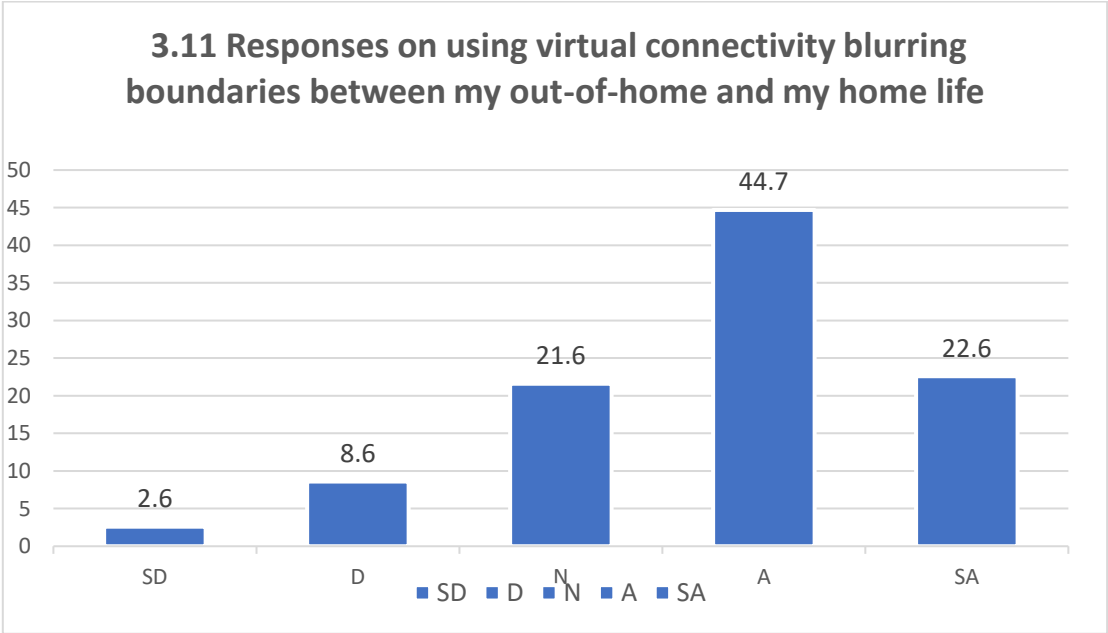
From the above table, it can be derived that most of the respondents 42.3 % i.e., 163 Agreed, 29.9% i.e., 115 respondents strongly agreed with work overload, 17.7% i.e., 68 respondents were neutral and 6.8% i.e., 26 disagreed and only 3.4% i.e., 13 of the respondents strongly disagrees with the statement related to Work Overload.

Hence can be concluded, that there is Work Overload because of Virtual Connectivity

3. PRIVACY INVASION & MONITORING

3.11 Responses on using virtual connectivity blurring boundaries between my out-of-home and my home life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	10	2.6	2.6	2.6
	D	33	8.6	8.6	11.2
	N	83	21.6	21.6	32.7
	A	172	44.7	44.7	77.4
	SA	87	22.6	22.6	100.0
	Total	385	100.0	100.0	

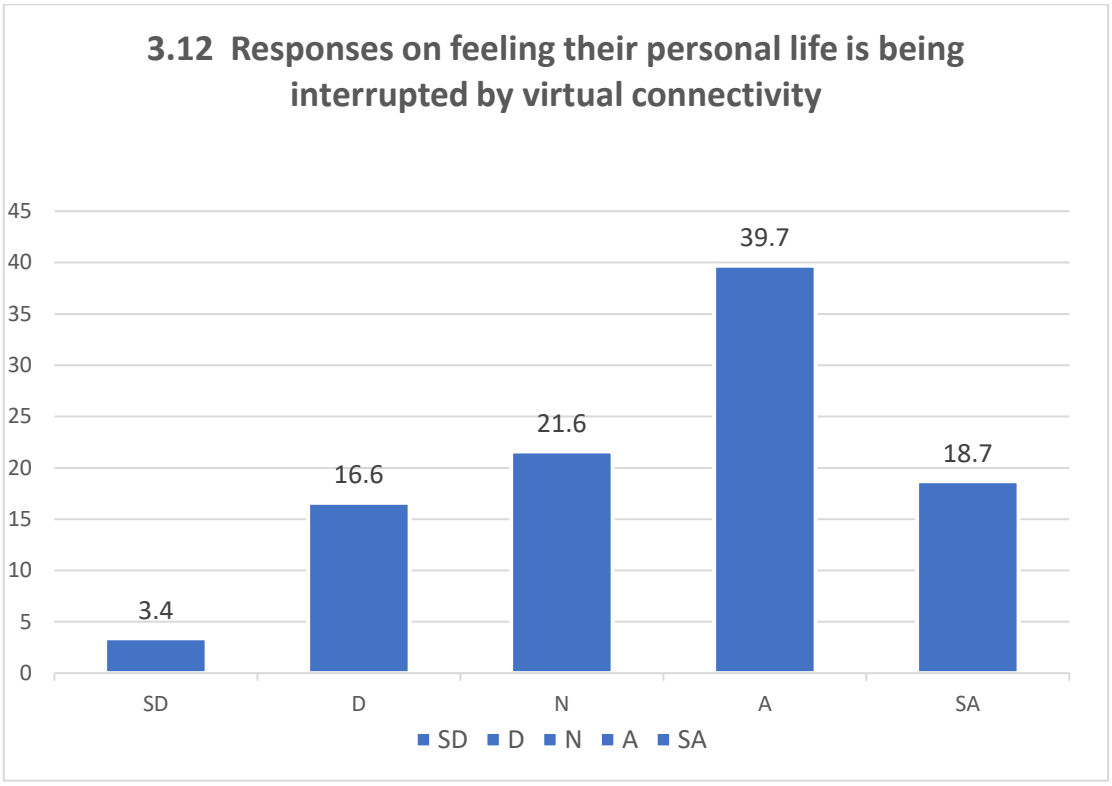


From the above table, it can be derived that the majority of the respondent 44.7% i.e. 172 Agreed with the statement 'Using Virtual connectivity blurs boundaries between my out-of-home and my home life' 22.6 % i.e. 88 of the respondents strongly agree with the above statement, 21.6% i.e. 83 respondents are neutral and 8.6 % i.e. 33 disagrees and only 2.6 % i.e. 10 of the respondents strongly disagrees with the statement.

Hence the Interpretation is that Virtual connectivity blurs boundaries between out-of-home and home life.

3.12 Responses on feeling their personal life is being interrupted by virtual connectivity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	13	3.4	3.4	3.4
	D	64	16.6	16.6	20.0
	N	83	21.6	21.6	41.6
	A	153	39.7	39.7	81.3
	SA	72	18.7	18.7	100.0
	Total	385	100.0	100.0	

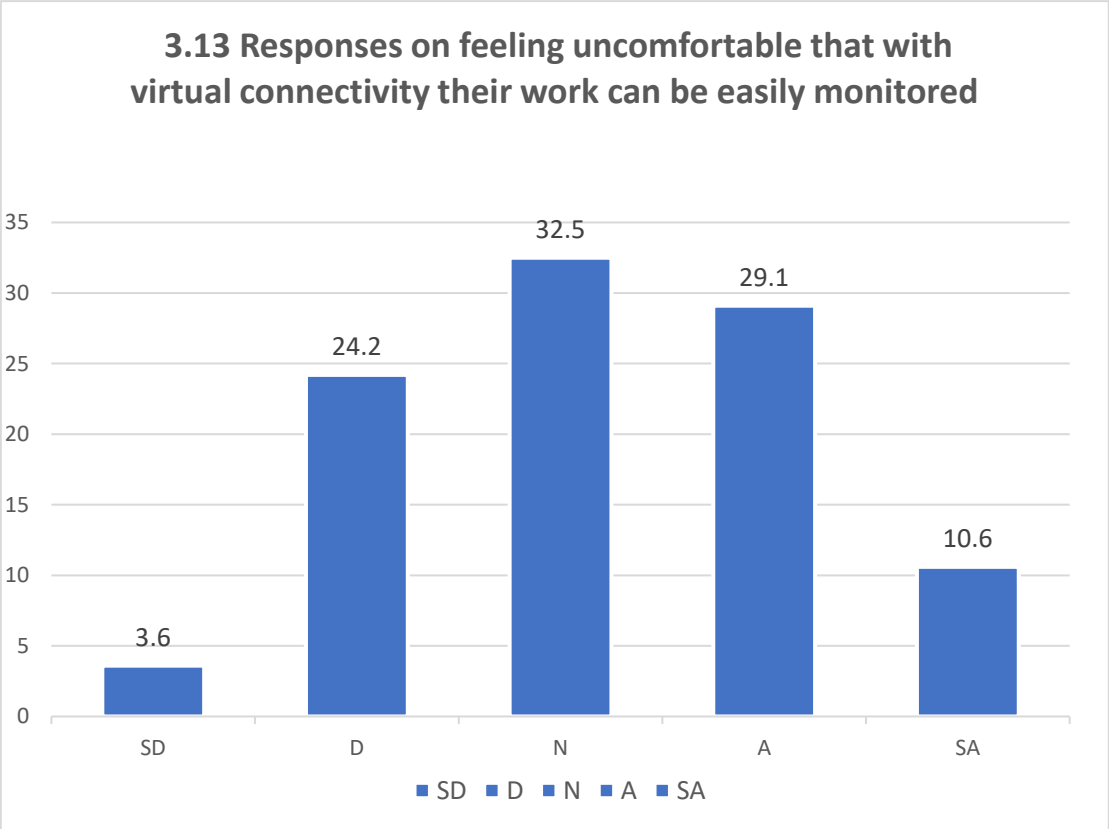


From the above table, it can be derived that most of the respondents 39.7 % i.e. 153 Agreed with the statement 'I feel my personal life is being interrupted by Virtual connectivity' 18.7% i.e. 72 of the respondents strongly agreed with the above statement, 21.6 % i.e. 83 respondents are neutral and 16.6% i.e. 64 disagrees and only 3.4% i.e. 13 of the respondents strongly disagrees with the statement.

Thus, it can be concluded that Personal Life is being interrupted by Virtual connectivity.

3.13 Responses on feeling uncomfortable that with virtual connectivity their work can be easily monitored

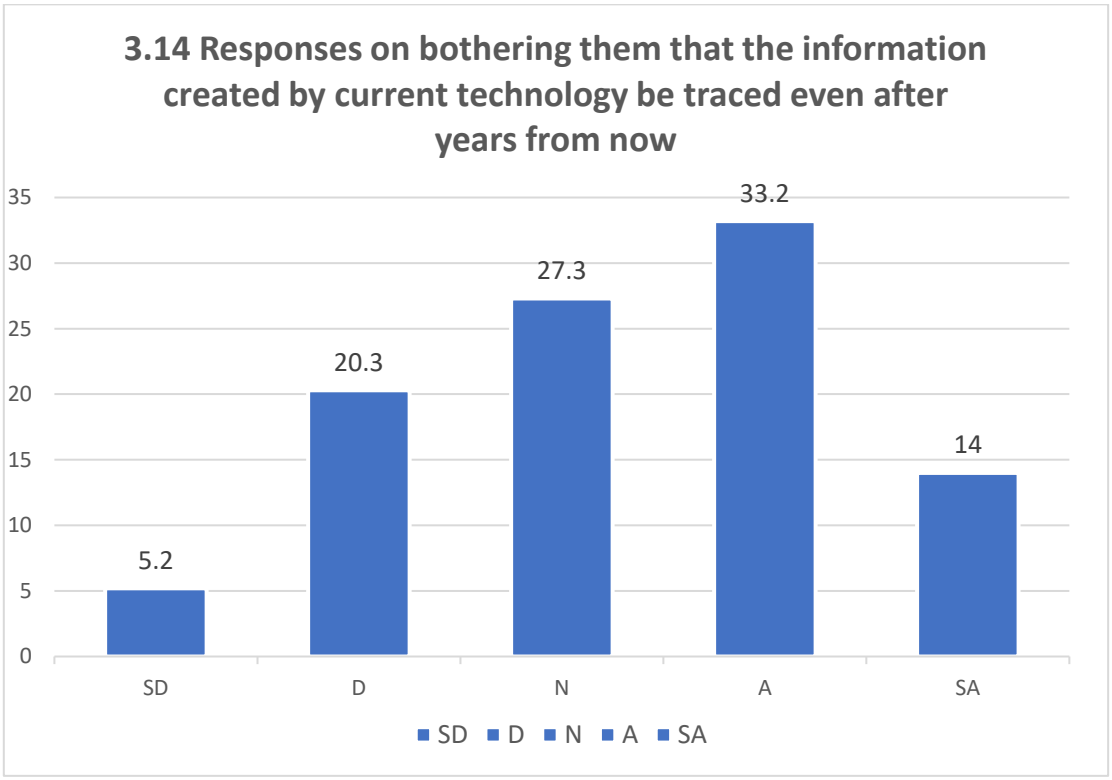
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	14	3.6	3.6	3.6
	D	93	24.2	24.2	27.8
	N	125	32.5	32.5	60.3
	A	112	29.1	29.1	89.4
	SA	41	10.6	10.6	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 29.1 % i.e. 112 Agreed with the statement 'I feel uncomfortable that with Virtual connectivity my work can be easily monitored' and 10.6% i.e. 41 of the respondents strongly agreed with the above statement, 32.5% i.e. 125 respondents are neutral and 24.2% i.e. 93 disagrees and only 3.6% i.e. 14 of the respondents strongly disagrees with the statement.

3.14 Responses on bothering them that the information created by current technology be traced even years from now

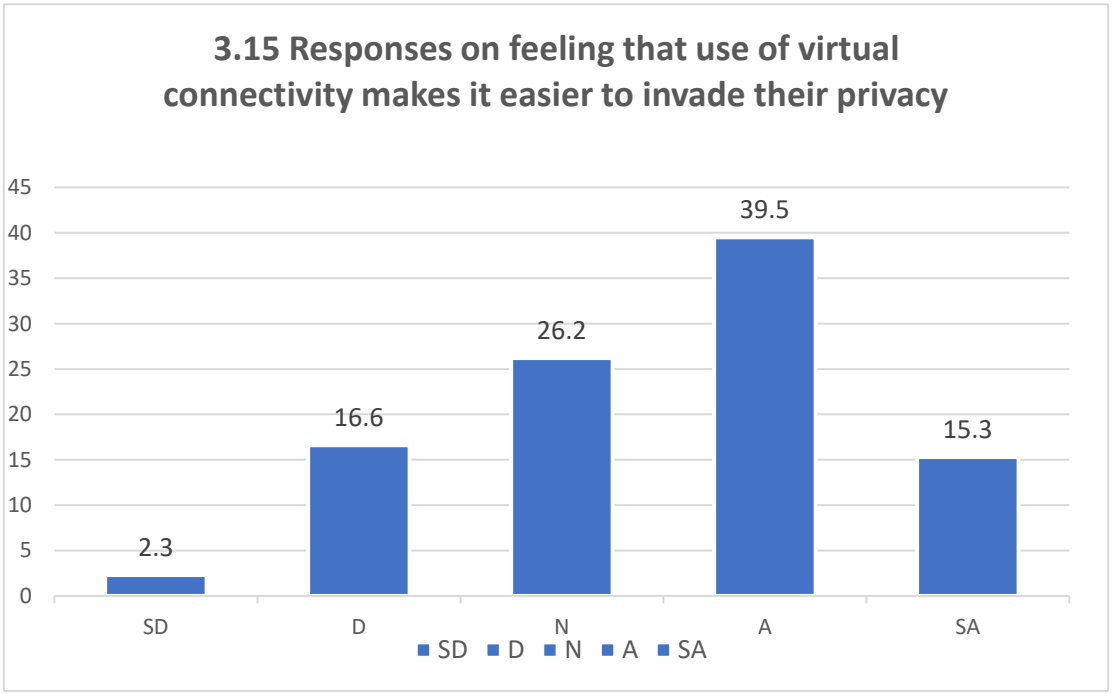
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	20	5.2	5.2	5.2
	D	78	20.3	20.3	25.5
	N	105	27.3	27.3	52.7
	A	128	33.2	33.2	86.0
	SA	54	14.0	14.0	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 33.2 % i.e.128 Agreed with the statement 'It bothers me that the information created by current technology be traced even years from now' 14 % i.e. 54 of the respondents strongly agreed with the above statement, 27.3% i.e. 105 respondents are neutral and 20.3% i.e. 78 disagrees and only 5.2% i.e. 20 of the respondents strongly disagrees with the statement.

3.15 Responses on feeling that the use of virtual connectivity makes it easier to invade their privacy

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	9	2.3	2.3	2.3
	D	64	16.6	16.6	19.0
	N	101	26.2	26.2	45.2
	A	152	39.5	39.5	84.7
	SA	59	15.3	15.3	100.0
	Total	385	100.0	100.0	



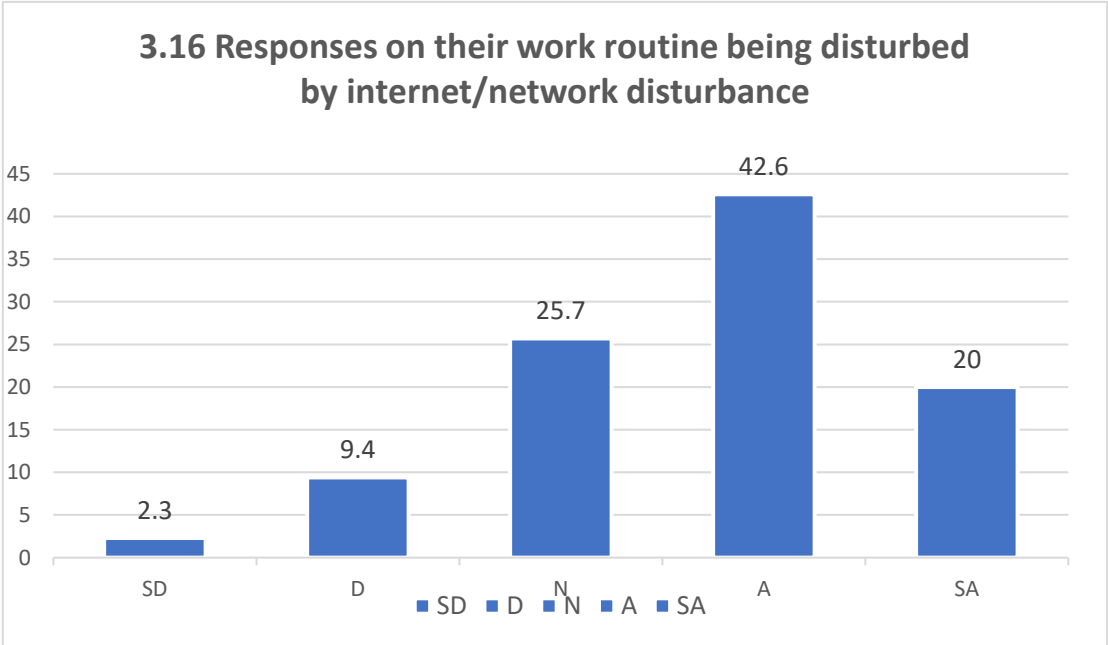
From the above table, it can be derived that most of the respondents 39.5 % i.e. 152 Agreed with the statement 'I feel that my use of virtual connectivity makes it easier to invade my privacy' 15.3 % i.e. 59 of the respondents strongly agreed with the above statement, 26.2% i.e. 101 respondents are neutral and 16.6% i.e. 64 disagrees and only 2.3 % i.e. 9 of the respondents strongly disagrees with the statement.

It can be concluded that Virtual Connectivity makes it easier to invade Privacy.

4. INTERRUPTION OF WORK

3.16 Responses on their work routine being disturbed by internet/network disturbance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	9	2.3	2.3	2.3
	D	36	9.4	9.4	11.7
	N	99	25.7	25.7	37.4
	A	164	42.6	42.6	80.0
	SA	77	20.0	20.0	100.0
	Total	385	100.0	100.0	

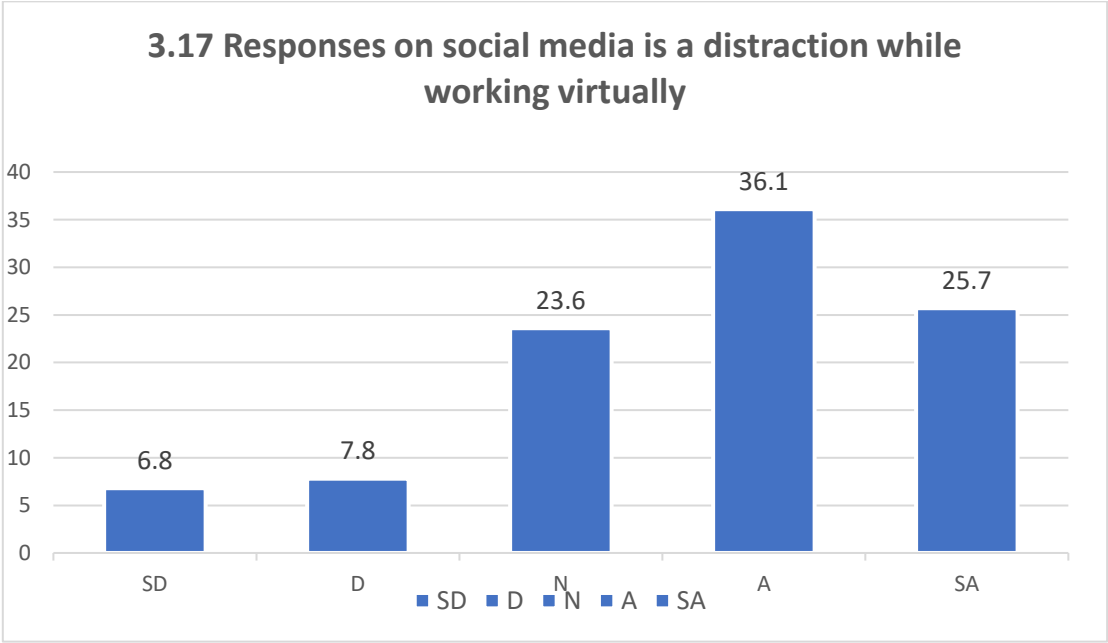


From the above table, it can be derived that most of the respondents 42.6 % i.e. 164 Agreed with the statement 'My work routine is disturbed by Internet/network disturbance' 20 % i.e.77 of the respondents strongly agreed with the above statement, 25.7% i.e. 99 respondents are neutral and 9.4% i.e. 36 disagrees and only 2.3% i.e. 9 of the respondents strongly disagrees with the statement.

Hence can be concluded that the work routine is disturbed by Internet/network disturbance in Virtual Connectivity.

3.17 Responses on social media is a distraction while working virtually

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	26	6.8	6.8	6.8
	D	30	7.8	7.8	14.5
	N	91	23.6	23.6	38.2
	A	139	36.1	36.1	74.3
	SA	99	25.7	25.7	100.0
	Total	385	100.0	100.0	

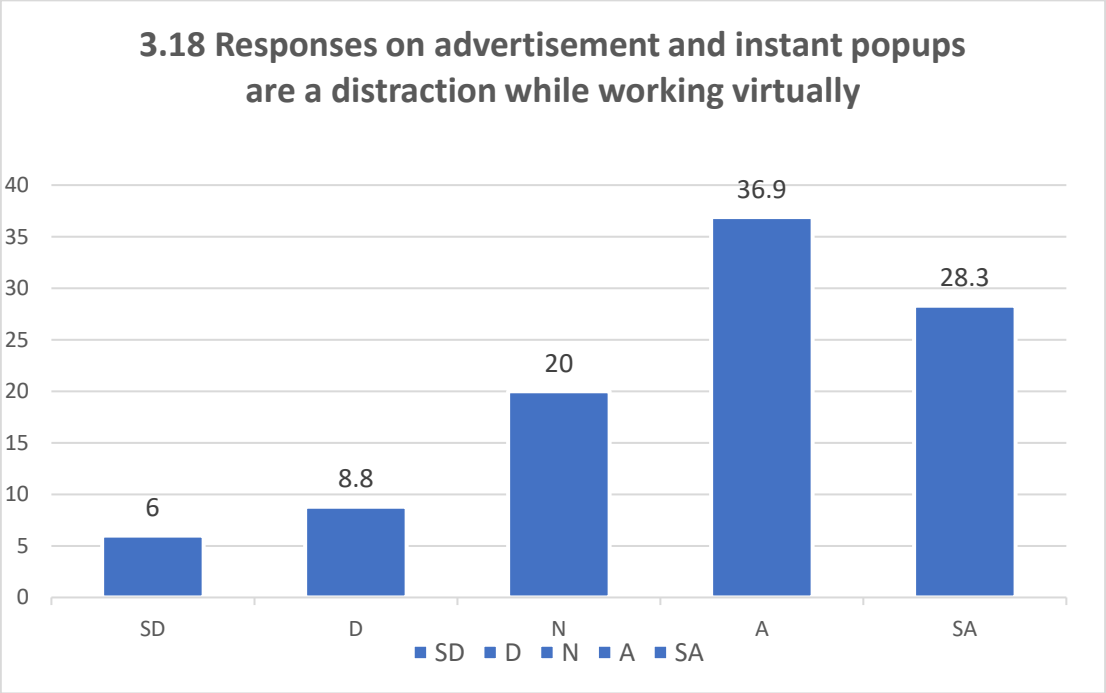


From the above table, it can be derived that most of the respondents 36.1% i.e.139 Agreed with the statement 'Social Media is a distraction while working virtually' 25.7% i.e. 99 of the respondents strongly agreed with the above statement, 23.6% i.e.91 respondents are neutral and 7.8% i.e. 30 disagrees and only 6.8 % i.e. 26 of the respondents strongly disagrees with the statement.

It can be concluded Social Media is a distraction while working virtually

3.18 Responses on advertisements and instant popups are a distraction while working virtually

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	23	6.0	6.0	6.0
	D	34	8.8	8.8	14.8
	N	77	20.0	20.0	34.8
	A	142	36.9	36.9	71.7
	SA	109	28.3	28.3	100.0
	Total	385	100.0	100.0	

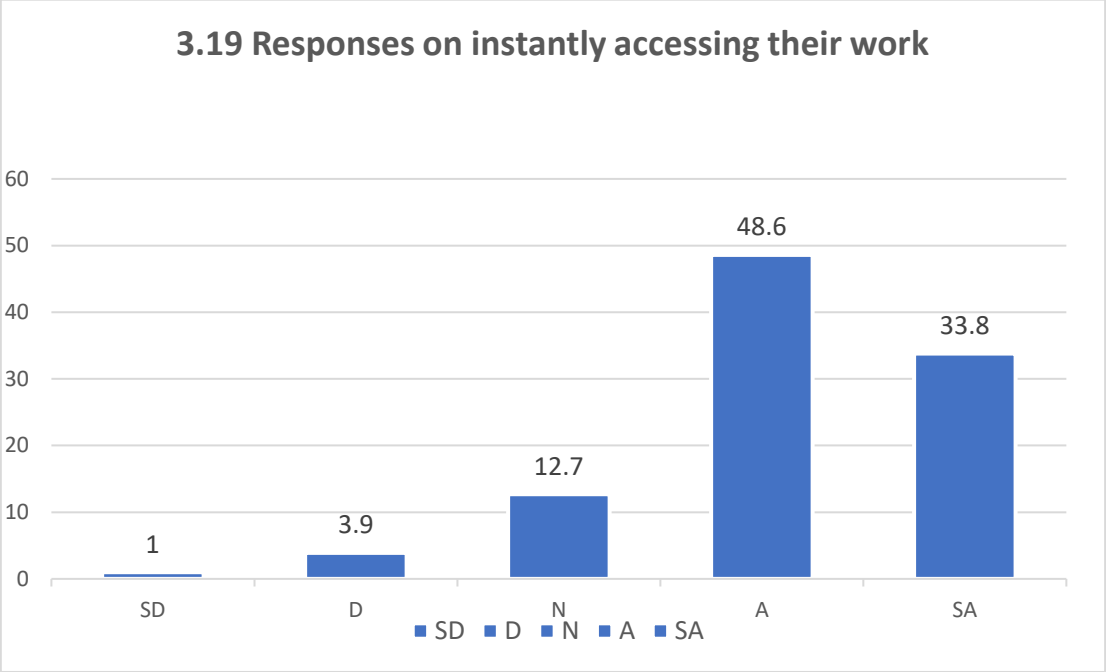


From the above table, it can be derived that most of the respondents 36.9% i.e. 142 Agreed with the statement 'Advertisement and instant popups is a distraction while working virtually'28.3 % i.e. 109 of the respondents strongly agreed with the above statement, 20% i.e.77 respondents are neutral and 8.8% i.e. 34 disagrees and only 6% i.e. 23 of the respondents strongly disagrees with the statement.

Hence can conclude that Advertisements and instant popups are a distraction while working virtually.

3.19 Responses on instantly accessing their work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	4	1.0	1.0	1.0
	D	15	3.9	3.9	4.9
	N	49	12.7	12.7	17.7
	A	187	48.6	48.6	66.2
	SA	130	33.8	33.8	100.0
	Total	385	100.0	100.0	

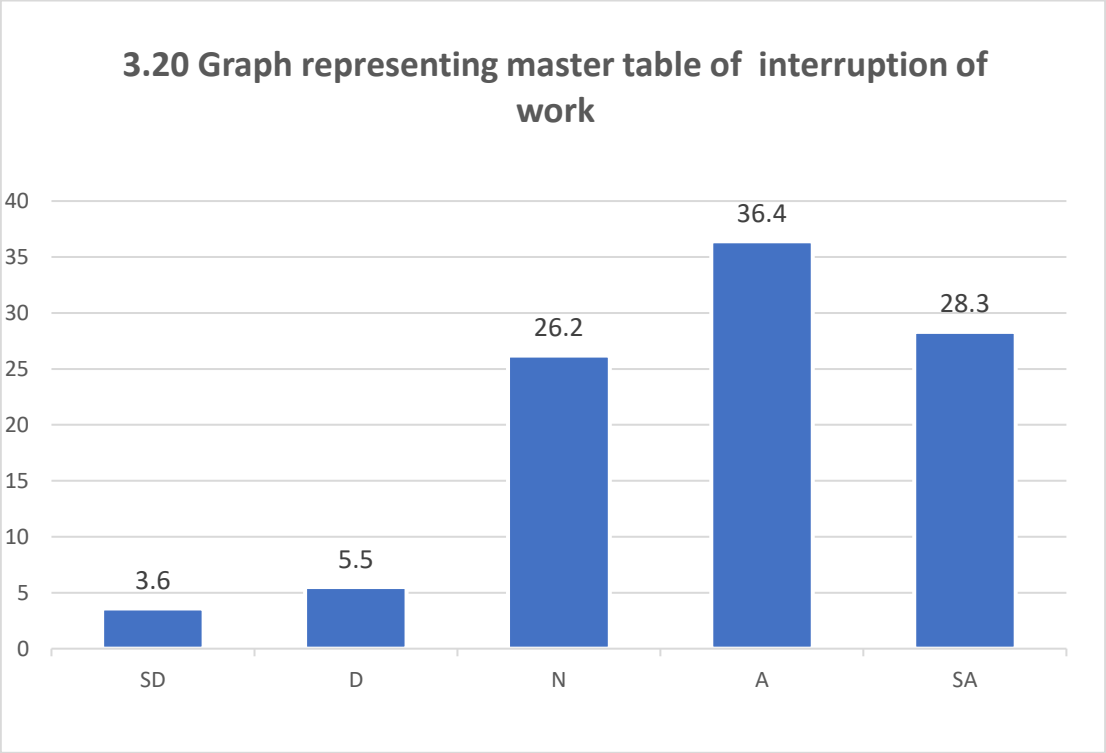


From the above table, it can be derived that most of the respondents 48.6% i.e. 187 Agreed with the statement 'I can Instantly access my work' 33.8 % i.e. 130 of the respondents strongly agreed with the above statement,12.7 % i.e. 49 respondents are neutral and 3.9 % i.e. 15 disagrees and only 1% i.e. 4 of the respondents strongly disagrees with the statement.

Hence can be concluded that Virtual Connectivity gives instant access to Work.

3.20 MASTER TABLE SHOWING RESPONSES ON ACCESSIBILITY AND FLEXIBILITY

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	14	3.6	3.6	3.6
	D	21	5.5	5.5	9.1
	N	101	26.2	26.2	35.3
	A	140	36.4	36.4	71.7
	SA	109	28.3	28.3	100.0
	Total	385	100.0	100.0	



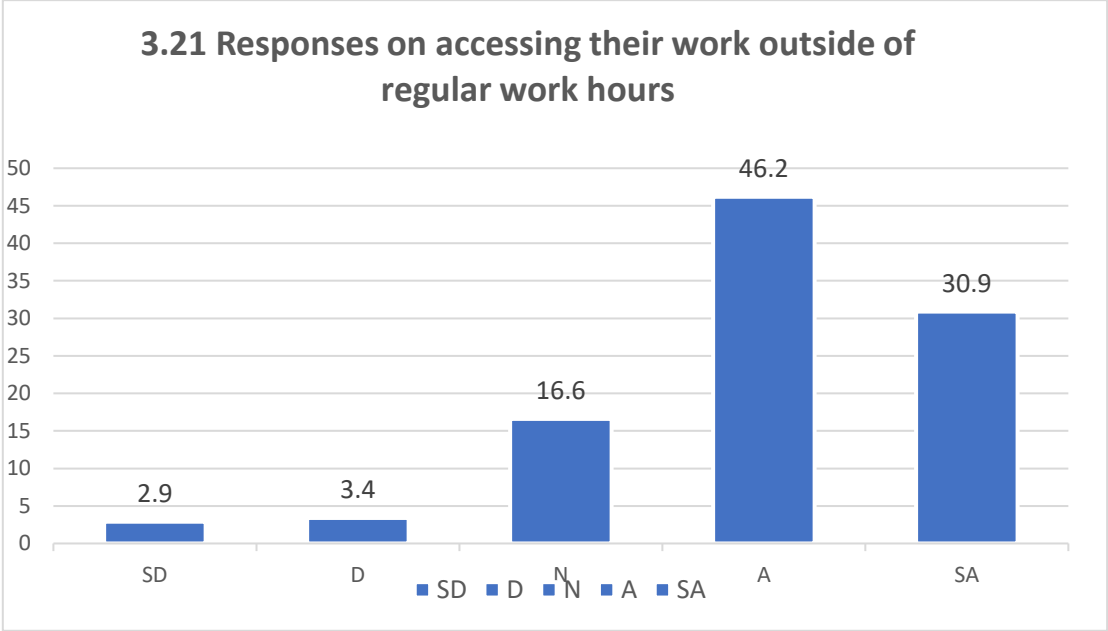
From the above table, it can be derived that most of the respondents 36.4 % i.e., 140 Agreed, 28.3% i.e., 109 of the respondents strongly agreed with interruption of work, 26.2% i.e., 101 respondents were neutral and 5.5% i.e., 21 disagrees and only 3.6% i.e., 14 of the respondents strongly disagrees with the statement related to interruption of work.

Hence, it can be concluded that there is an Interruption of Work because of Virtual Connectivity

5. ACCESSIBILITY & FLEXIBILITY

3.21 Responses on accessing their work outside of regular work hours

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	11	2.9	2.9	2.9
	D	13	3.4	3.4	6.2
	N	64	16.6	16.6	22.9
	A	178	46.2	46.2	69.1
	SA	119	30.9	30.9	100.0
	Total	385	100.0	100.0	

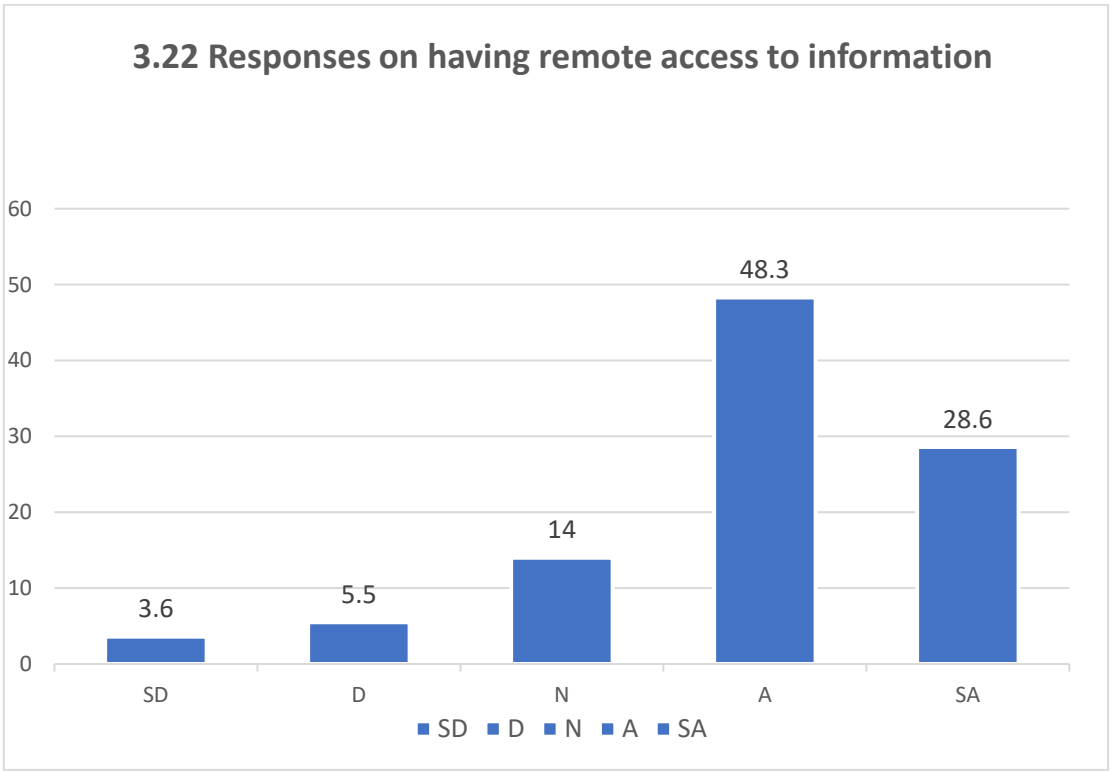


From the above table, it can be derived that most of the respondents 46.2% i.e. 178 Agreed with the statement 'I can access my work outside of regular work hours' 30.9% i.e. 119 of the respondents strongly agreed with the above statement, 16.6% i.e.64 respondents are neutral and 3.4 % i.e. 13 disagrees and only 2.9% i.e. 11 of the respondents strongly disagrees with the statement.

Hence can be concluded that Virtual Connectivity gives Access to work outside of regular work hours.

3.22 Responses on having remote access to information

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	14	3.6	3.6	3.6
	D	21	5.5	5.5	9.1
	N	54	14.0	14.0	23.1
	A	186	48.3	48.3	71.4
	SA	110	28.6	28.6	100.0
	Total	385	100.0	100.0	

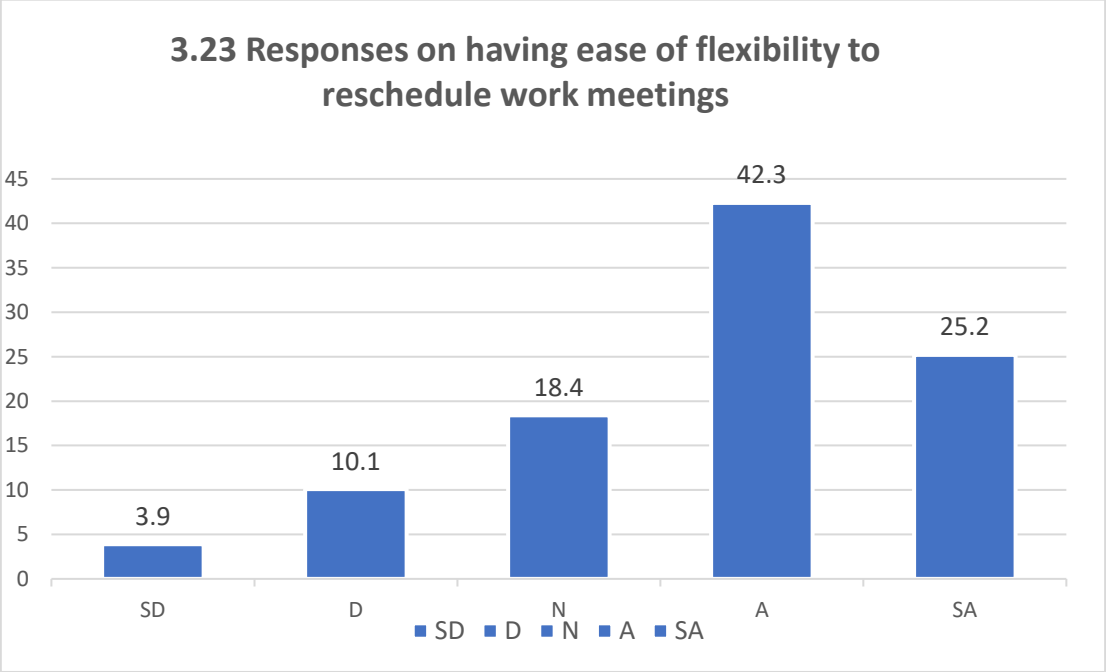


From the above table, it can be derived that most of the respondents 48.3% i.e. 186 Agreed with the statement 'There is Remote access to information' 28.6% i.e. 110 of the respondents strongly agreed with the above statement, 14% i.e. 54 respondents are neutral and 5.5% i.e. 21 disagrees and only 3.6% i.e.14 of the respondents strongly disagrees with the statement.

Hence can be concluded there is Remote access to information because of Virtual Connectivity.

3.23 Responses on having ease of flexibility to reschedule work meetings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	15	3.9	3.9	3.9
	D	39	10.1	10.1	14.0
	N	71	18.4	18.4	32.5
	A	163	42.3	42.3	74.8
	SA	97	25.2	25.2	100.0
	Total	385	100.0	100.0	

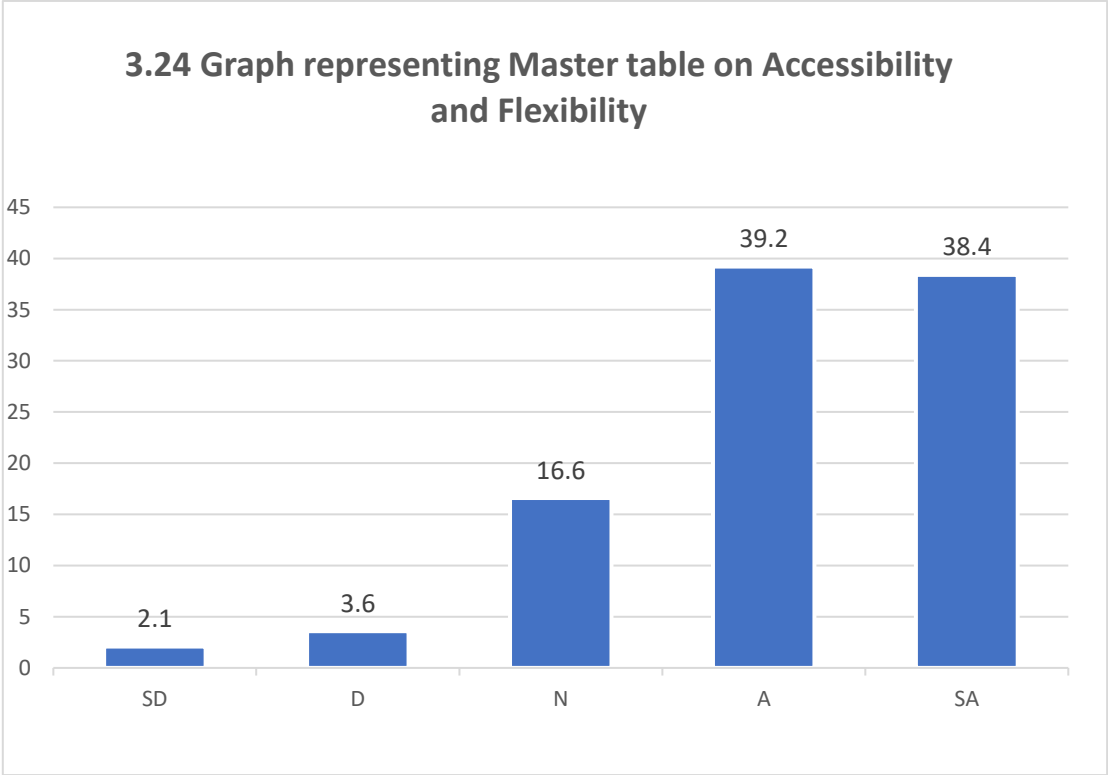


From the above table, it can be derived that most of the respondents 42.3 % i.e. 163 Agreed with the statement 'There is the ease of Flexibility to reschedule work meetings' 25.2% i.e. 97 of the respondents strongly agreed with the above statement,18.4 % i.e.71 respondents are neutral and 10.1% i.e. 39 disagrees and only 3.9 % i.e. 15 of the respondents strongly disagrees with the statement.

Hence it can be concluded that with Virtual Connectivity there is easy Flexibility to reschedule work meetings.

3.24 Master Table showing Responses n Accessibility and Flexibility

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	8	2.1	2.1	2.1
	D	14	3.6	3.6	5.7
	N	64	16.6	16.6	22.3
	A	151	39.2	39.2	61.6
	SA	148	38.4	38.4	100.0
	Total	385	100.0	100.0	



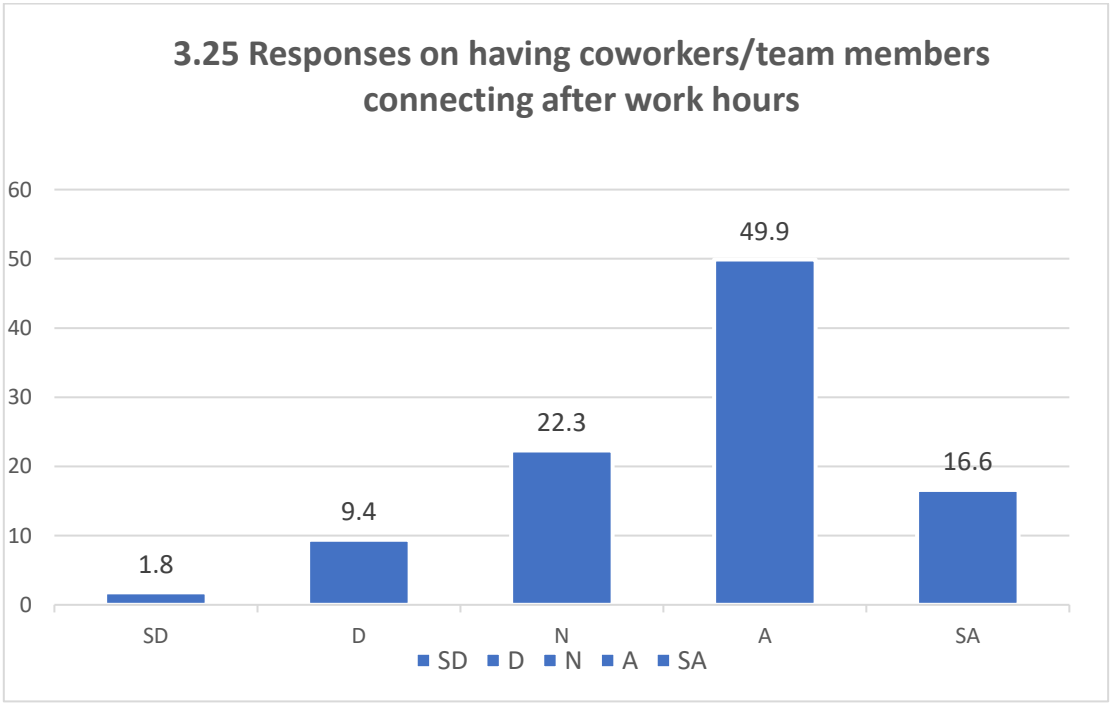
From the above table, it can be derived that most of the respondents 39.2 % i.e., 151 Agreed, 38.4% i.e., 148 of the respondents strongly agreed with accessibility & flexibility, 16.6% i.e., 64 respondents were neutral and 3.6% i.e., 14 disagrees and only 2.1% i.e., 8 of the respondents strongly disagrees with the statement related to accessibility & flexibility.

Hence, it can be concluded that there is accessibility & flexibility because of Virtual Connectivity.

6. COMMUNICATION & COORDINATION

3.25 Responses on having coworkers/team members connecting after work hours

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	7	1.8	1.8	1.8
	D	36	9.4	9.4	11.2
	N	86	22.3	22.3	33.5
	A	192	49.9	49.9	83.4
	SA	64	16.6	16.6	100.0
	Total	385	100.0	100.0	

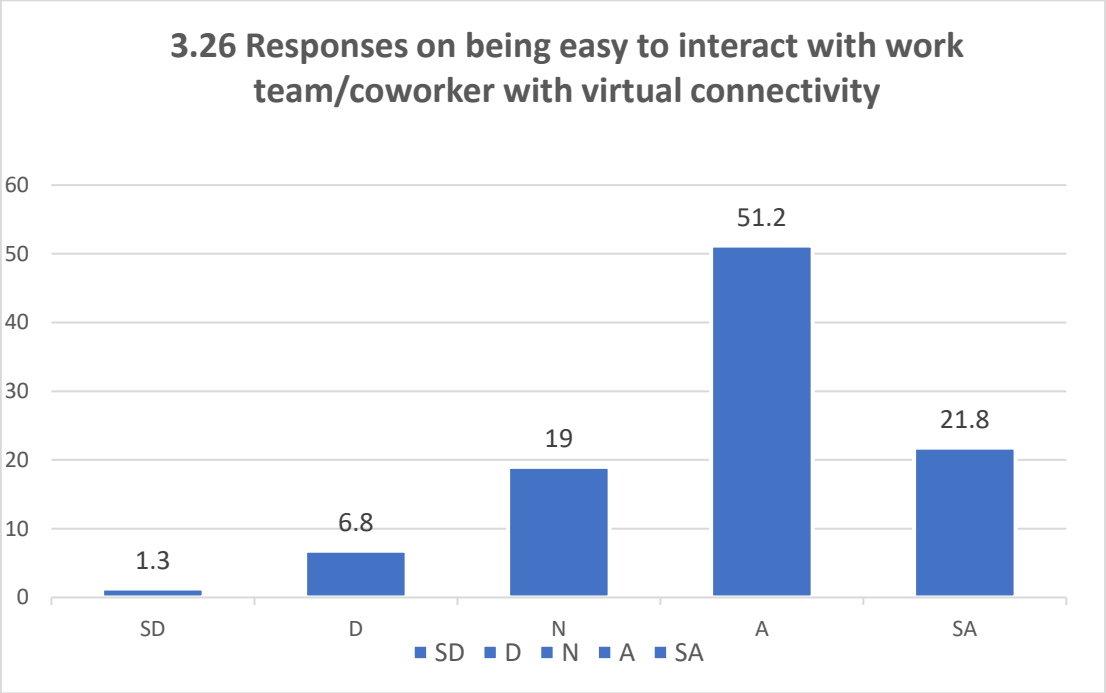


From the above table, it can be derived that most of the respondents 49.9% i.e. 192 Agreed with the statement 'I have co-worker/team members connecting after work hours' 16.6% i.e. 64 of the respondents strongly agreed with the above statement, 22.3 % i.e. 86 respondents are neutral and 9.4 % i.e. 36 disagrees and only 1.8% i.e. 7 of the respondents strongly disagrees with the statement.

Hence it can be concluded that co-workers/team members are connecting after work hours because of Virtual connectivity.

3.26 Responses on being easy to interact with work team/coworkers with virtual connectivity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	5	1.3	1.3	1.3
	D	26	6.8	6.8	8.1
	N	73	19.0	19.0	27.0
	A	197	51.2	51.2	78.2
	SA	84	21.8	21.8	100.0
	Total	385	100.0	100.0	

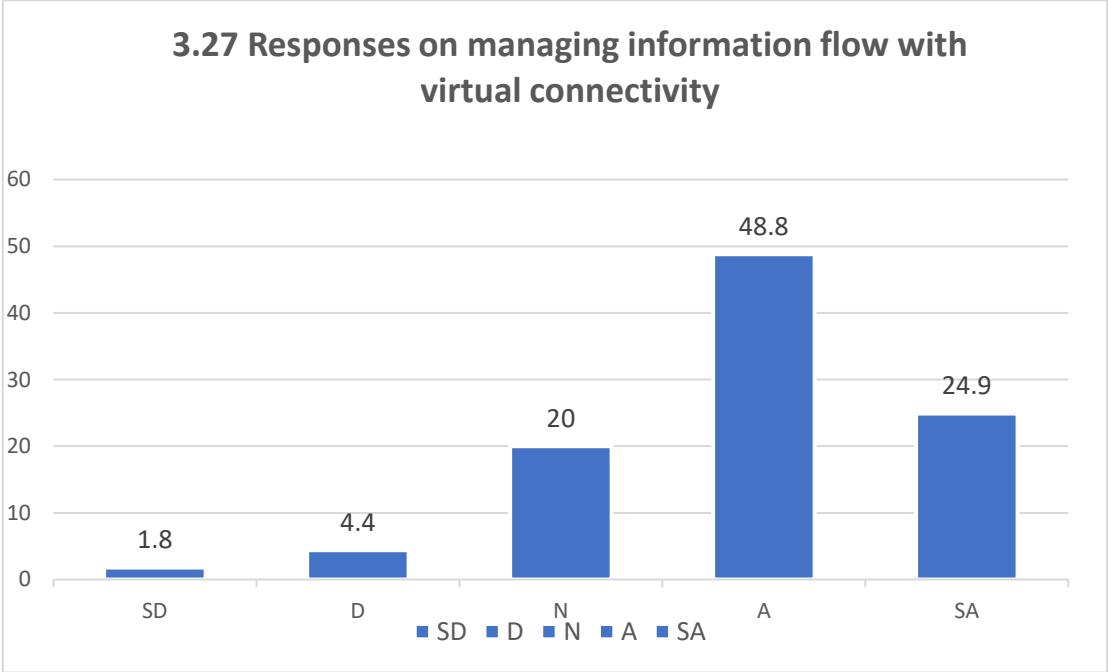


From the above table, it can be derived that the majority of the respondents 51.2 % i.e.197 Agreed on the statement 'It has been easy to interact with work team /co-worker with Virtual Connectivity' 21.8 % i.e. 84 of the respondents strongly agreed with the above statement, 19% i.e.73 respondents are neutral and 6.8 % i.e. 26 disagrees and only 1.3 % i.e. 5 of the respondents strongly disagrees with the statement.

Hence it can be concluded from the above data that It has been easy to interact with a work team /Coworker with Virtual Connectivity.

3.27 Responses on managing information flow with virtual connectivity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	7	1.8	1.8	1.8
	D	17	4.4	4.4	6.2
	N	77	20.0	20.0	26.2
	A	188	48.8	48.8	75.1
	SA	96	24.9	24.9	100.0
	Total	385	100.0	100.0	

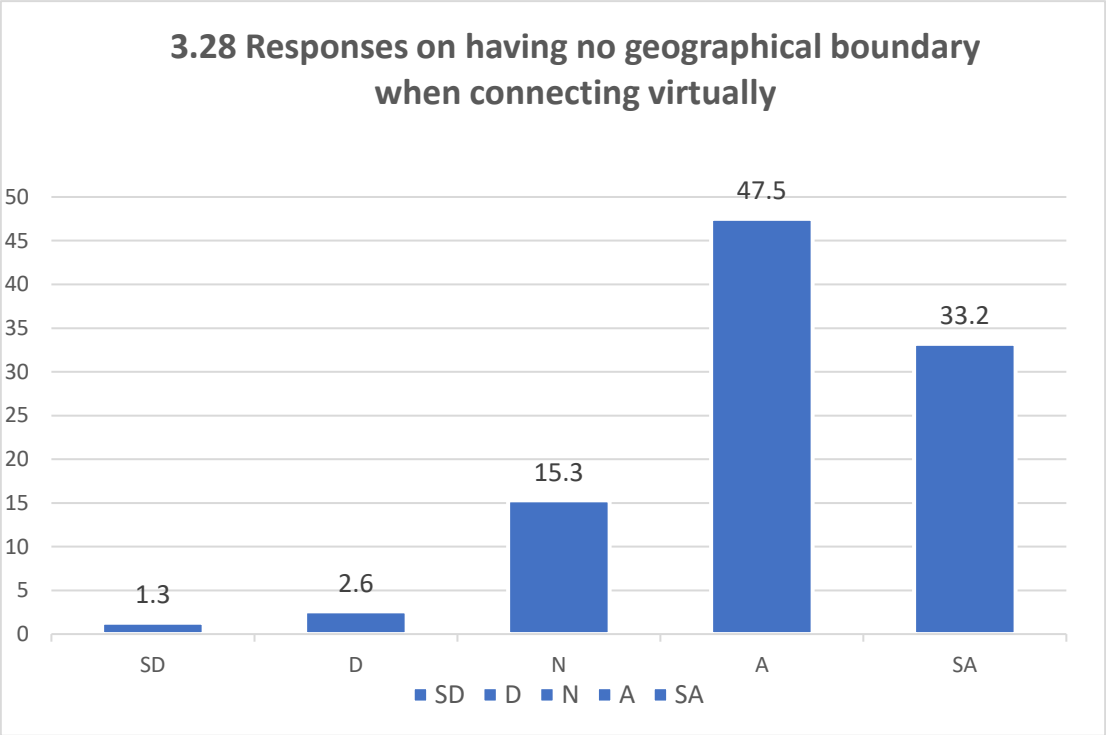


From the above table, it can be derived that the majority of the respondents 48.8 % i.e. 188 Agreed on the statement 'Managing information flow has been easy with Virtual Connectivity' 24.9% i.e. 96 of the respondents strongly agreed with the above statement, 20% i.e. 77 respondents are neutral and 4.4% i.e. 17 disagrees and only 1.8 % i.e.7 of the respondents strongly disagrees with the statement.

Hence it can be concluded that managing information flow has been easy with Virtual Connectivity.

3.28 Responses on having no geographical boundary when connecting virtually

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	5	1.3	1.3	1.3
	D	10	2.6	2.6	3.9
	N	59	15.3	15.3	19.2
	A	183	47.5	47.5	66.8
	SA	128	33.2	33.2	100.0
	Total	385	100.0	100.0	

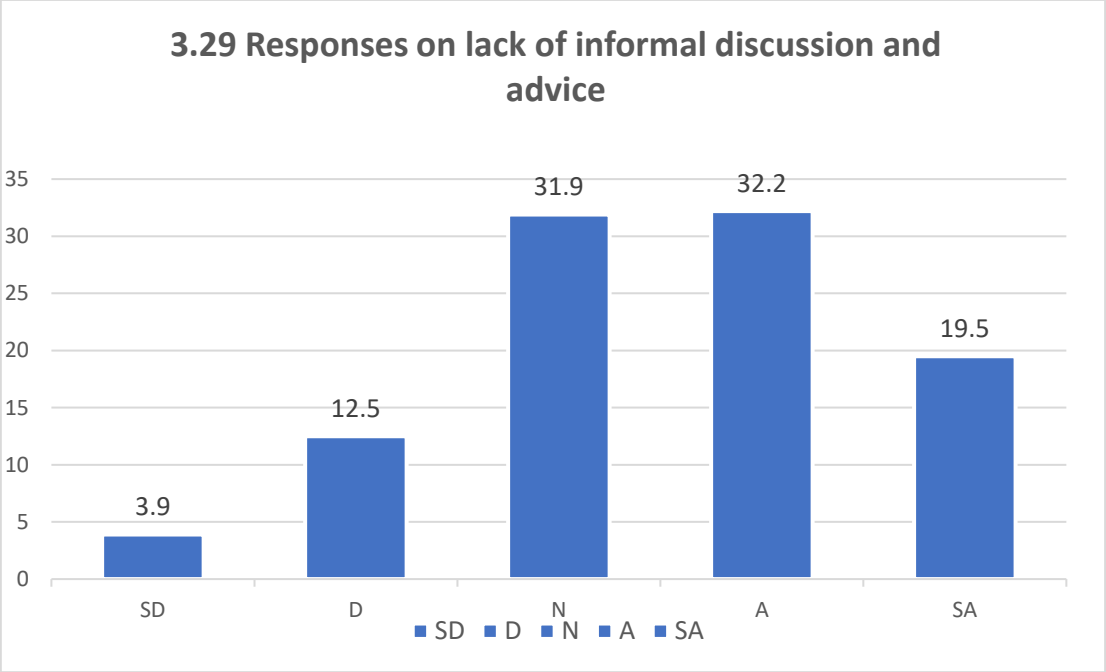


From the above table, it can be derived that most of the respondents 47.5 % i.e. 183 Agreed with the statement 'There is no Geographical boundary when connecting virtually' 33.2 % i.e. 128 of the respondents strongly agreed with the above statement, 15.3% i.e. 59 respondents are neutral and 2.6% i.e. 10 disagrees and only 1.3 % i.e. 5 of the respondents strongly disagrees with the statement.

Hence it can be concluded there is no Geographical boundary when connecting virtually.

3.29 Responses on lack of informal discussion and advice

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	15	3.9	3.9	3.9
	D	48	12.5	12.5	16.4
	N	123	31.9	31.9	48.3
	A	124	32.2	32.2	80.5
	SA	75	19.5	19.5	100.0
	Total	385	100.0	100.0	

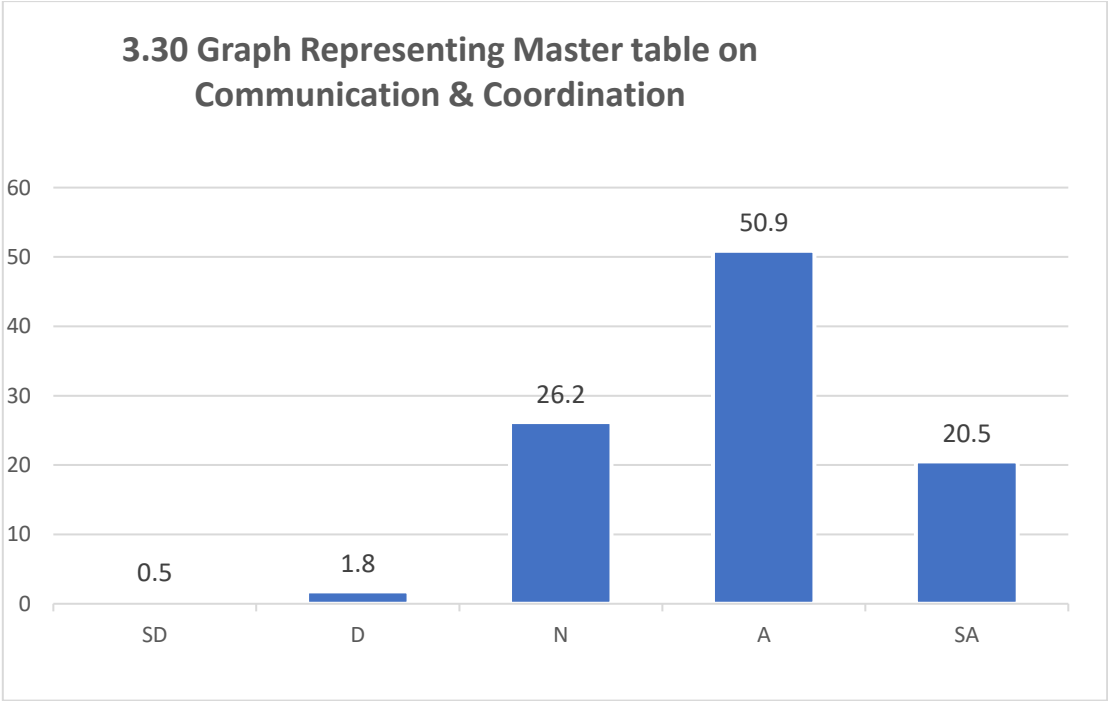


From the above table, it can be derived that most of the respondents 32.2% i.e. 124 Agreed with the statement 'There is a Lack of informal Discussion and advice' 19.5 % i.e.75 of the respondents strongly agreed with the above statement, 31.9 % i.e. 123 respondents are neutral and 12.5 % i.e. 48 disagrees and only 3.9% i.e. 15 of the respondents strongly disagrees with the statement.

Hence it can be concluded that there is a Lack of informal Discussion and advice.

3.30 Master Table showing Responses on Communication & Coordination

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	2	.5	.5	.5
	D	7	1.8	1.8	2.3
	N	101	26.2	26.2	28.6
	A	196	50.9	50.9	79.5
	SA	79	20.5	20.5	100.0
	Total	385	100.0	100.0	



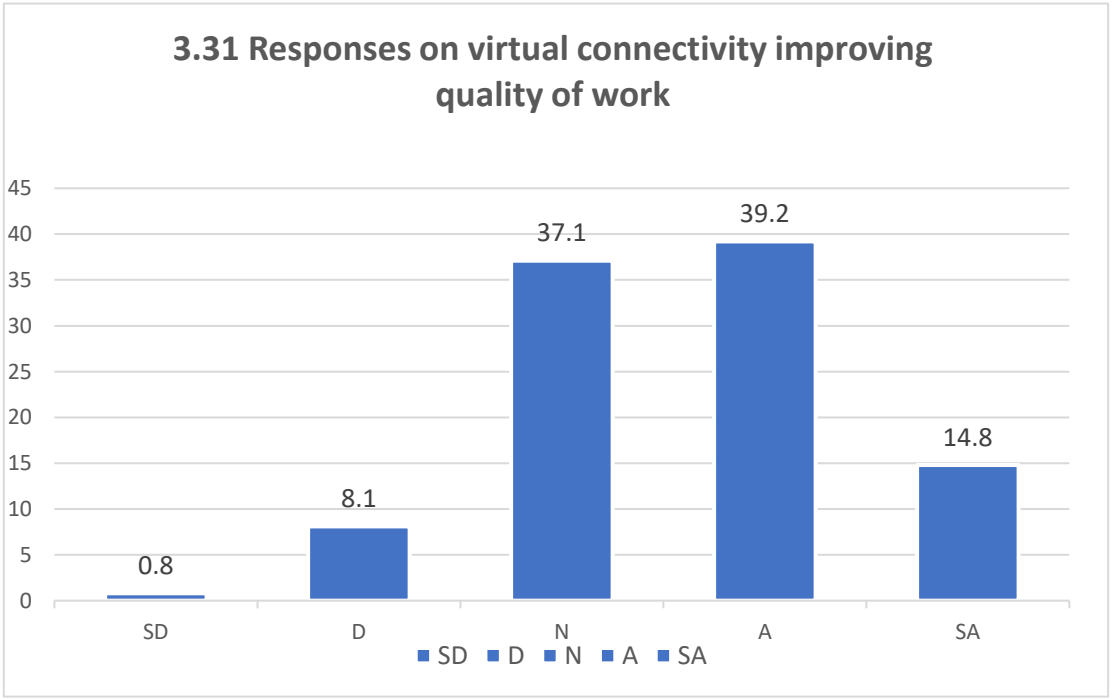
From the above table, it can be derived that most of the respondents 50.9 % i.e., 196 Agreed, 20.5% i.e., 79 of the respondents strongly agreed with communication & coordination because of virtual connectivity, 26.2% i.e., 101 respondents were neutral and 1.8% i.e., 7 disagrees and only 0.5% i.e., 2 of the respondents strongly disagrees with the statement related to communication & coordination.

Hence, it can be concluded that there is communication & coordination because of Virtual Connectivity.

7. PRODUCTIVITY

3.31 Responses on virtual connectivity improving quality of work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	3	.8	.8	.8
	D	31	8.1	8.1	8.8
	N	143	37.1	37.1	46.0
	A	151	39.2	39.2	85.2
	SA	57	14.8	14.8	100.0
	Total	385	100.0	100.0	

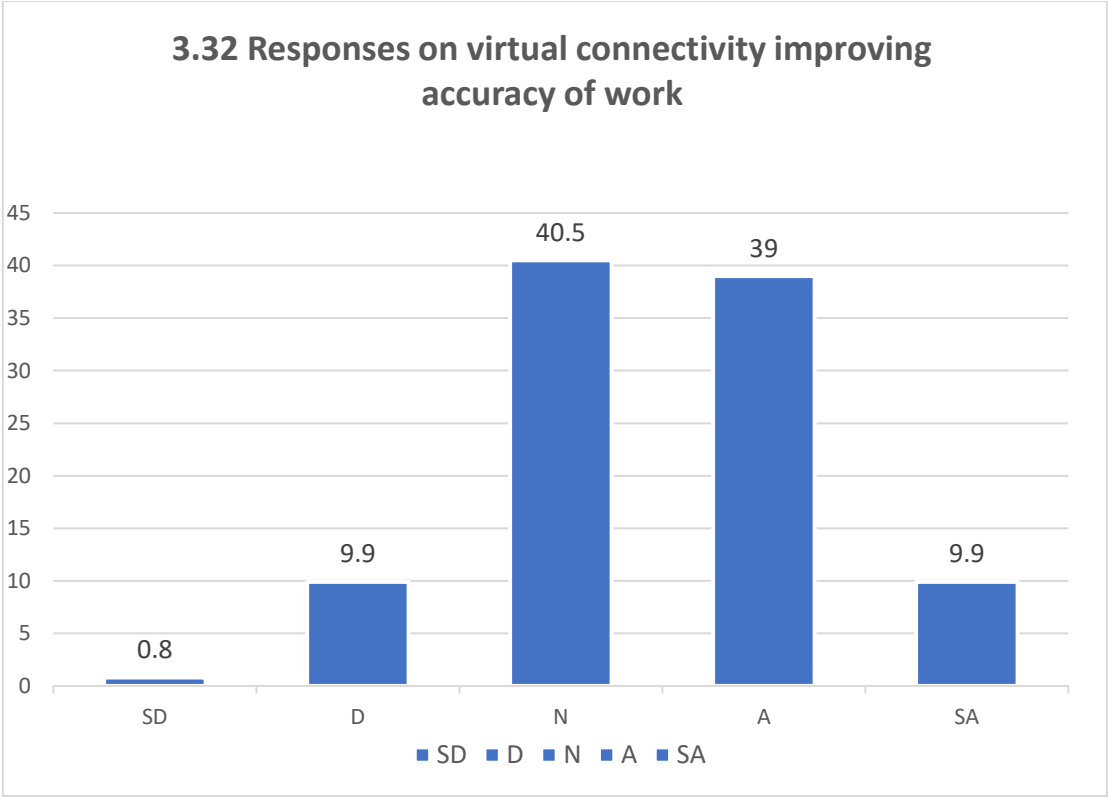


From the above table, it can be derived that most of the respondents 39.2 % i.e. 151 Agreed with the statement 'Virtual connectivity has improved my Quality of work' 14.8 % i.e. 57 of the respondents strongly agreed with the above statement, 37.1% i.e. 143 respondents are neutral and 8.1% i.e. 31 disagrees and only 0.8 % i.e. 3 of the respondents strongly disagrees with the statement.

Hence it can be concluded that Virtual connectivity has improved the Quality of work.

3.32 Responses on virtual connectivity improving the accuracy of work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	3	.8	.8	.8
	D	38	9.9	9.9	10.6
	N	156	40.5	40.5	51.2
	A	150	39.0	39.0	90.1
	SA	38	9.9	9.9	100.0
	Total	385	100.0	100.0	

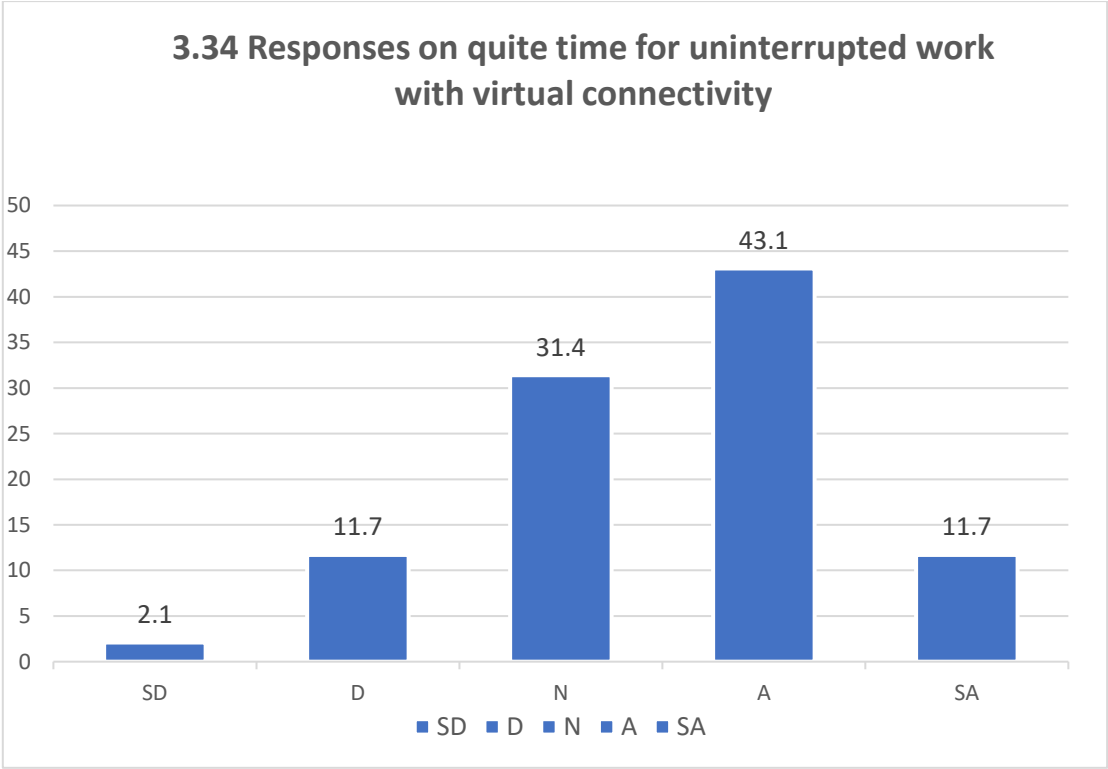


From the above table, it can be derived that most of the respondents 39 % i.e. 150 Agreed with the statement 'Virtual connectivity has improved my accuracy at work' 9.9 % i.e. 38 of the respondents strongly agreed with the above statement, 40.5% i.e. 156 respondents are neutral and 9.9 % i.e. 38 disagrees and only 0.8 % i.e. 3 of the respondents strongly disagrees with the statement.

Hence it can be concluded that Virtual connectivity has improved the Accuracy of work.

3.34 Responses on quite time for uninterrupted work with virtual connectivity

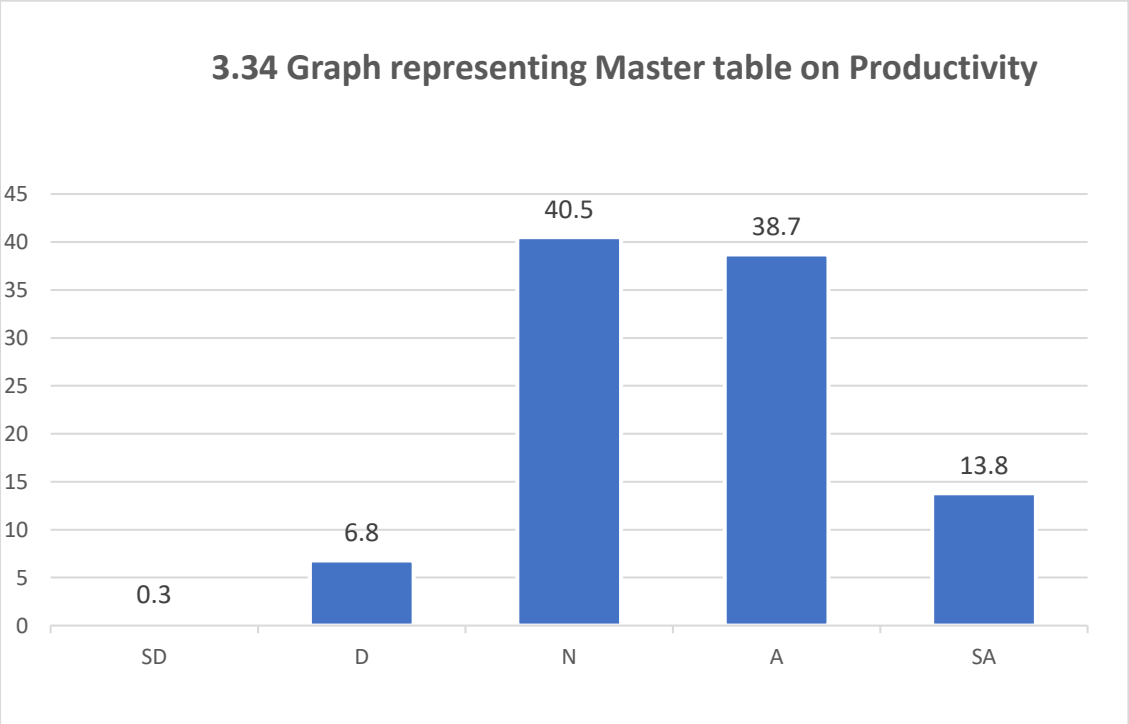
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	8	2.1	2.1	2.1
	D	45	11.7	11.7	13.8
	N	121	31.4	31.4	45.2
	A	166	43.1	43.1	88.3
	SA	45	11.7	11.7	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 43.1 % i.e. 166 Agreed with the statement 'There is Quiet time for uninterrupted work with Virtual connectivity' 11.7% i.e. 45 of the respondents strongly agreed with the above statement, 31.4 % i.e. 121 respondents are neutral and % 11.7 i.e. 45 disagrees and only 2.1 % i.e. 8 of the respondents strongly disagrees with the statement.

3.34 Master Table showing Responses on Productivity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	1	.3	.3	.3
	D	26	6.8	6.8	7.0
	N	156	40.5	40.5	47.5
	A	149	38.7	38.7	86.2
	SA	53	13.8	13.8	100.0
	Total	385	100.0	100.0	

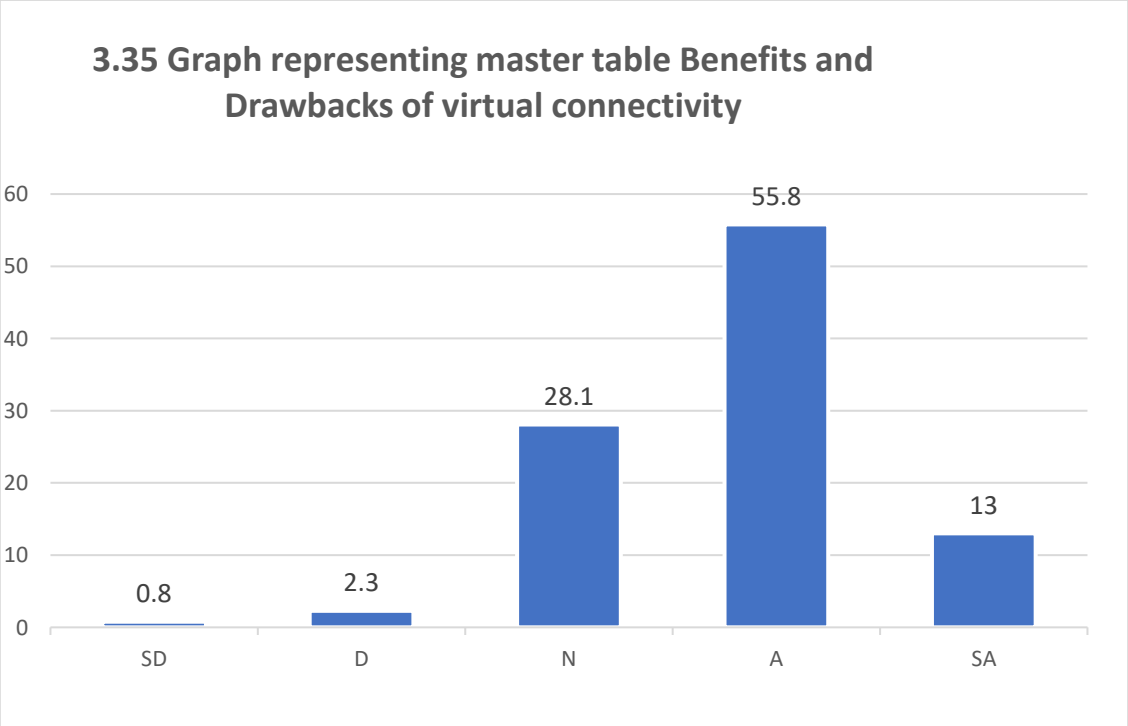


From the above table, it can be derived that most of the respondents 40.5 % i.e., 156 are neutral, 38.7% i.e., 149 of the respondents agreed with the Positive influence on productivity because of virtual connectivity, 13.8% i.e., 53 respondents strongly agree and 6.8% i.e., 26 disagrees and only 0.3% i.e., 1 of the respondents strongly disagrees with the statement related to Productivity.

Hence, it can be concluded that there is a Positive influence on Productivity because of Virtual Connectivity.

3.35 Master Table showing Benefits and Drawbacks of virtual connectivity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	3	.8	.8	.8
	D	9	2.3	2.3	3.1
	N	108	28.1	28.1	31.2
	A	215	55.8	55.8	87.0
	SA	50	13.0	13.0	100.0
	Total	385	100.0	100.0	



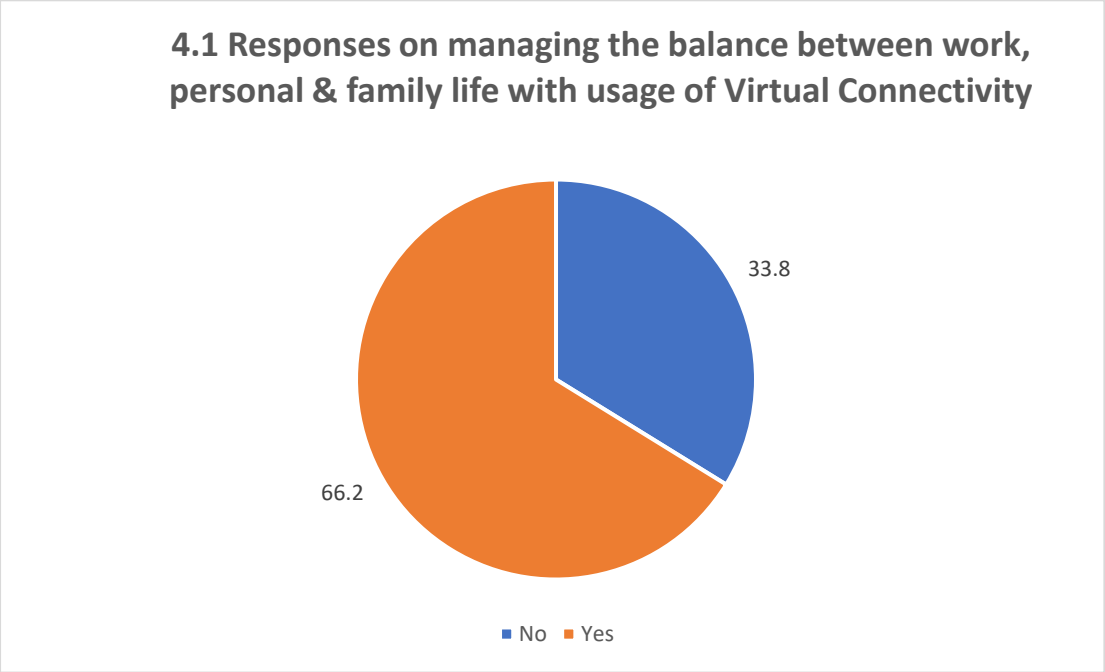
From the above table, it can be derived that most of the respondents 55.8 % i.e., 215 Agreed, 13% i.e., 50 respondents Strongly Agreed with the benefits & drawbacks of virtual connectivity, and 28.1% i.e.,108 respondents were neutral. 2.3% i.e., 9 disagree and only 0.8% i.e., 3 of the respondents strongly disagree with the statement related to benefits & drawbacks.

Hence, it can be concluded that there are more benefits as compared to drawbacks because of Virtual Connectivity.

Section-IV: Impact of virtual Connectivity (WFH & FLEXI TIMINGS) on WORK-LIFE BALANCE

4.1 Responses on managing the balance between work, personal & family life with usage of Virtual Connectivity

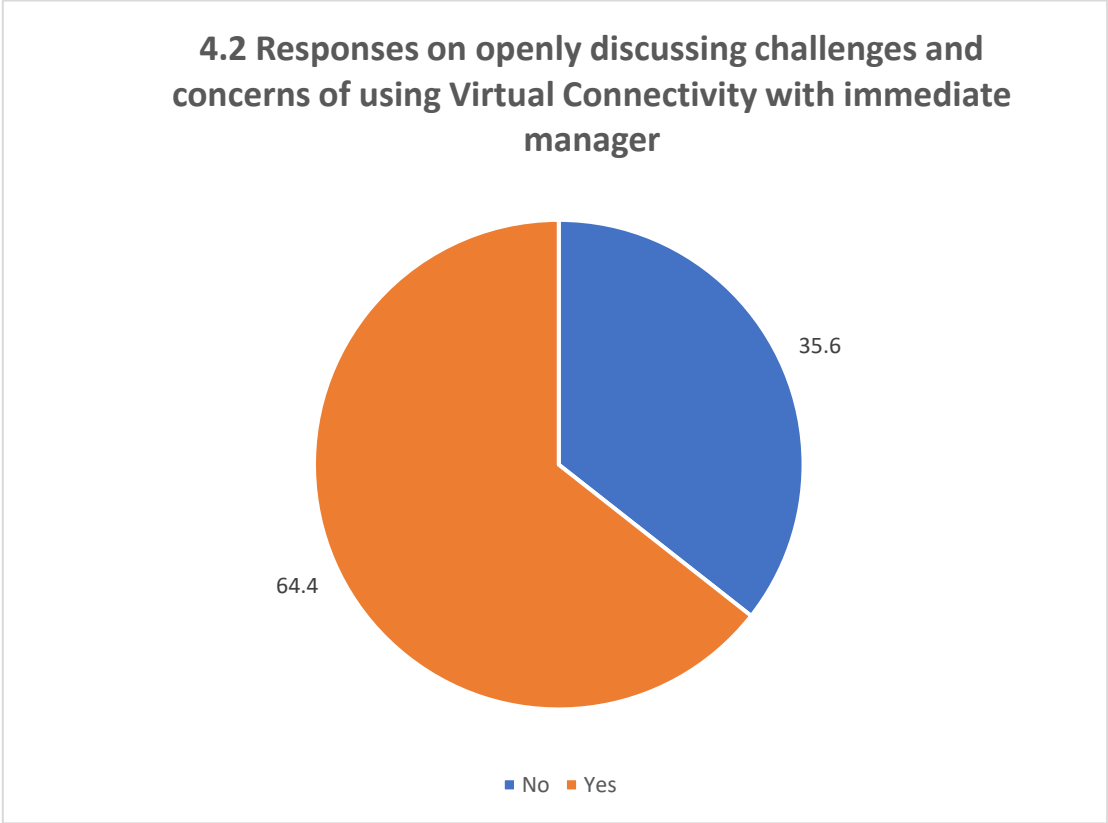
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	130	33.8	33.8	33.8
	Yes	255	66.2	66.2	100.0
	Total	385	100.0	100.0	



Out of 385 respondents, there were 255 i.e. 66.2% responded they are exhausted in managing the balance between work, personal & family life with the usage of Virtual Connectivity while 130 i.e. 33.8% responded No they aren't exhausted.

4.2 Responses on openly discussing challenges and concerns of using Virtual Connectivity with immediate manager

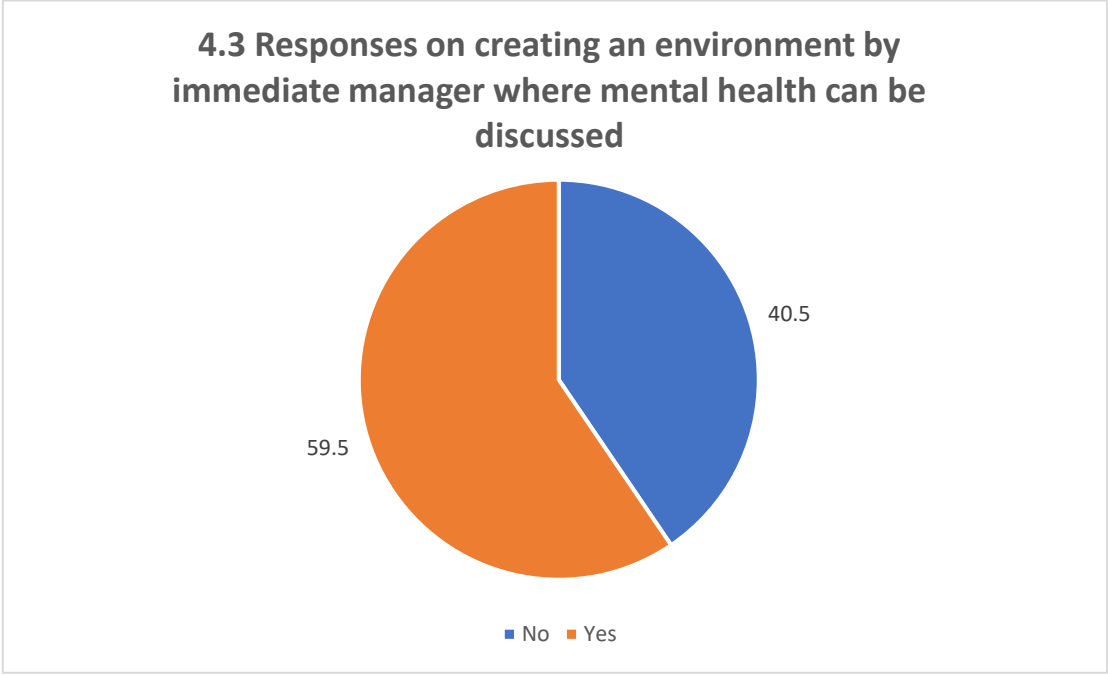
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	137	35.6	35.6	35.6
	Yes	248	64.4	64.4	100.0
	Total	385	100.0	100.0	



Out of 385 respondents, there were majority 248 i.e. 64.4% responded they can discuss challenges and concerns of using Virtual Connectivity with their immediate manager while 35.6% responded they cannot openly discuss.

4.3 Responses on creating an environment by the immediate manager where mental health can be discussed

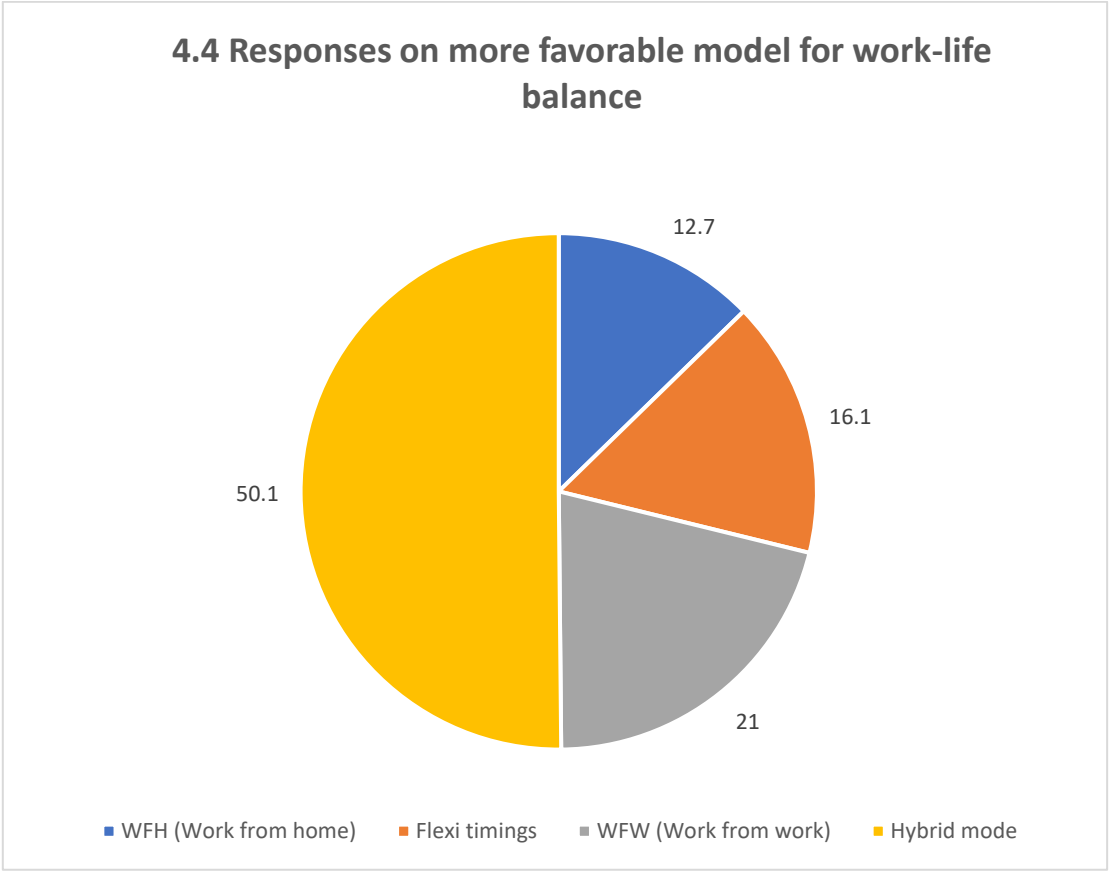
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	156	40.5	40.5	40.5
	Yes	229	59.5	59.5	100.0
	Total	385	100.0	100.0	



Out of 385 respondents, there were 229 i.e. 59.6% said yes the Immediate manager creates an environment where mental health can be discussed while there were 156 i.e. 40.5% said No the Immediate manger doesn't create such an environment.

4.4 Responses on the More Favourable Model for work-life balance

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	WFH (Work from home)	49	12.7	12.7	12.7
	Flexi timings	62	16.1	16.1	28.8
	WFW (Work from work)	81	21.0	21.0	49.9
	Hybrid mode	193	50.1	50.1	100.0
	Total	385	100.0	100.0	

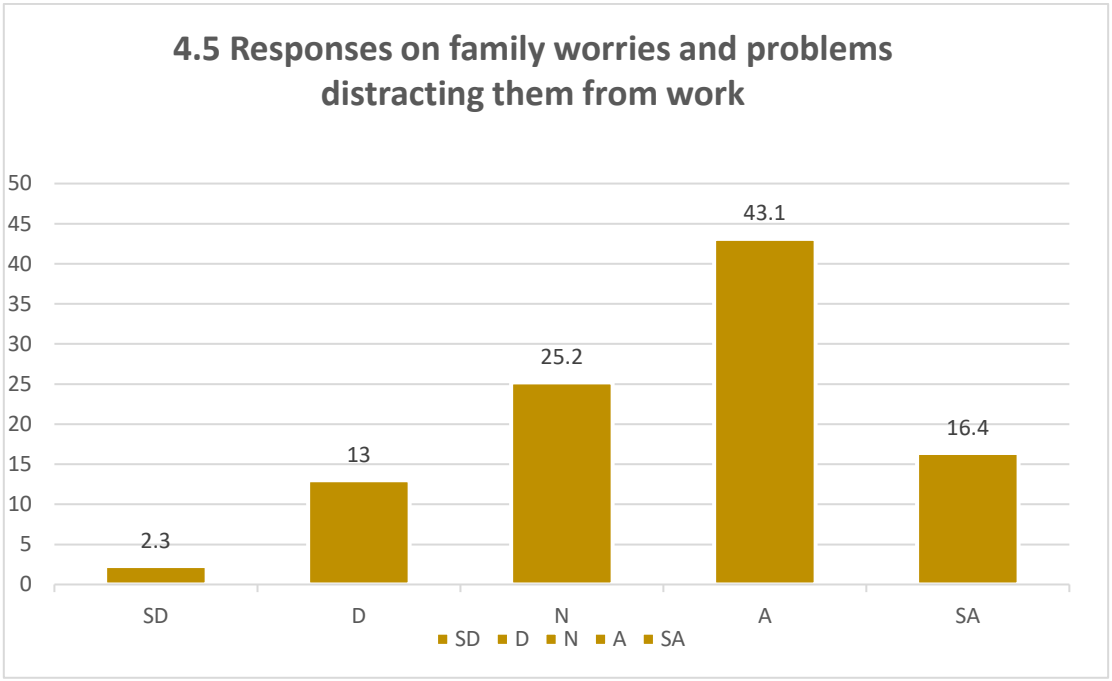


Out of 385 respondents, there were majority 193 i.e. 50.1% respondents who favoured Hybrid mode, 21% i.e.81 who preferred WFH (Work from home), 16.1% i.e. 62 preferred Flexi timings and 12.7% i.e. 49 who preferred WFW (Work from work).

FAMILY WORK CONFLICT

4.5 Responses on family worries and problems distracting them from work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	9	2.3	2.3	2.3
	D	50	13.0	13.0	15.3
	N	97	25.2	25.2	40.5
	A	166	43.1	43.1	83.6
	SA	63	16.4	16.4	100.0
	Total	385	100.0	100.0	

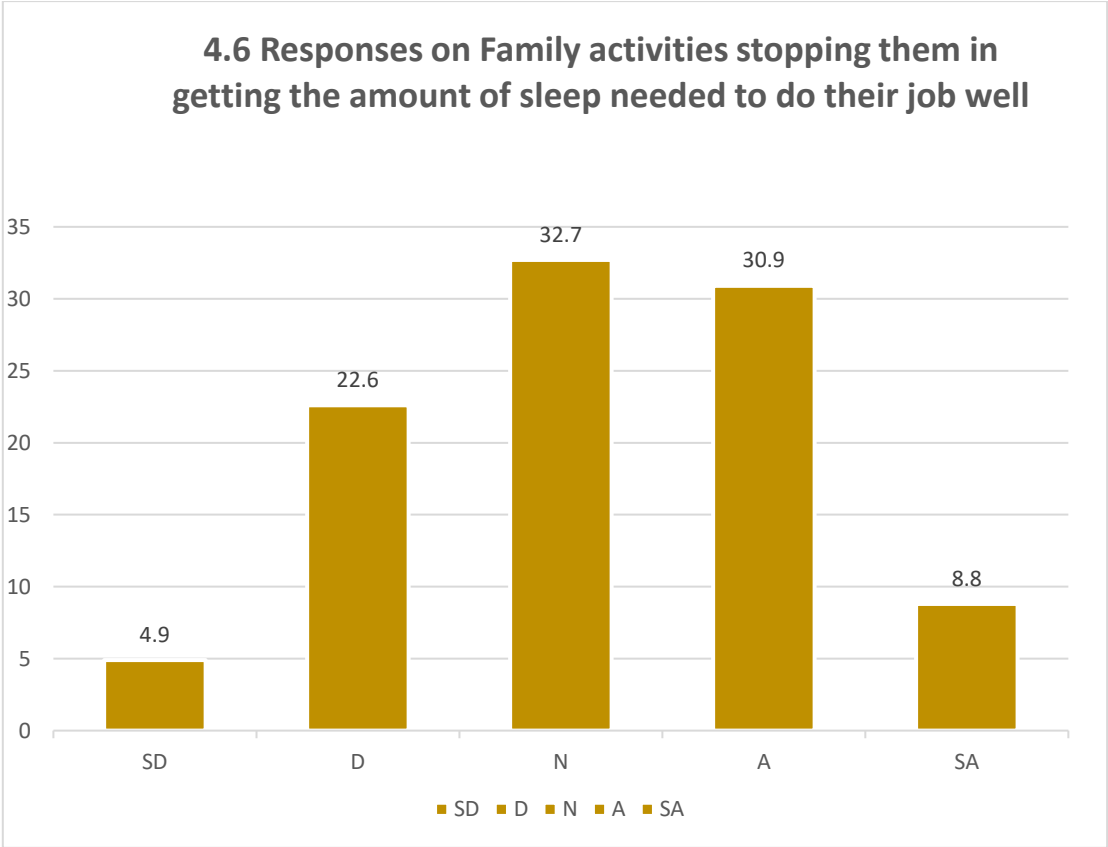


From the above table, it can be derived that most of the respondents 43.1 % i.e. 166 Agreed with the statement 'Family worries or problems distract you from your work' 16.4% i.e. 63 of the respondents strongly agreed with the above statement, 25.2% i.e. 97 respondents are neutral and 13% i.e. 50 disagrees and only 2.3% i.e. 9 of the respondents strongly disagrees with the statement.

Hence it can be concluded that family worries or problems distract you from your work while working virtually.

4.6 Responses on Family activities stopping them from getting the amount of sleep needed to do their job well

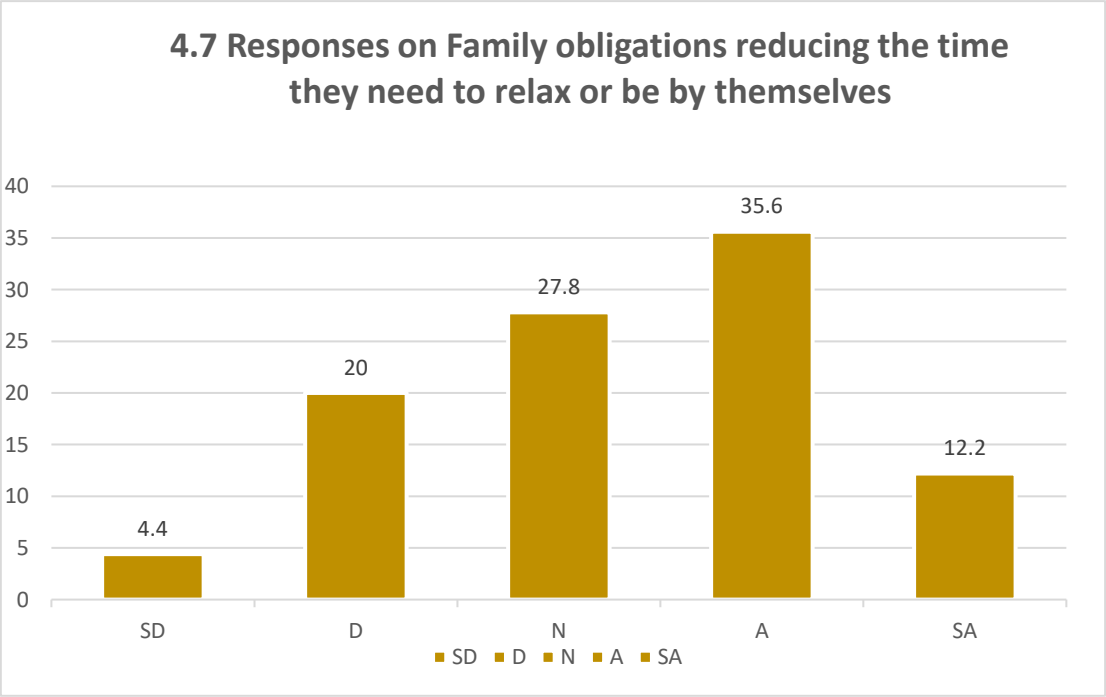
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	19	4.9	4.9	4.9
	D	87	22.6	22.6	27.5
	N	126	32.7	32.7	60.3
	A	119	30.9	30.9	91.2
	SA	34	8.8	8.8	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 30.9% i.e.119 Agreed with the statement 'Family activities stop you from getting the amount of sleep you need to do your job well' 8.8% i.e. 34 of the respondents strongly agreed with the above statement, 32.7% i.e. 126 respondents are neutral and 22.6 % i.e. 87 disagrees and only 4.9% i.e. 19 of the respondents strongly disagrees with the statement.

4.7 Response to Family obligations reducing the time they need to relax or be by themselves

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	17	4.4	4.4	4.4
	D	77	20.0	20.0	24.4
	N	107	27.8	27.8	52.2
	A	137	35.6	35.6	87.8
	SA	47	12.2	12.2	100.0
	Total	385	100.0	100.0	

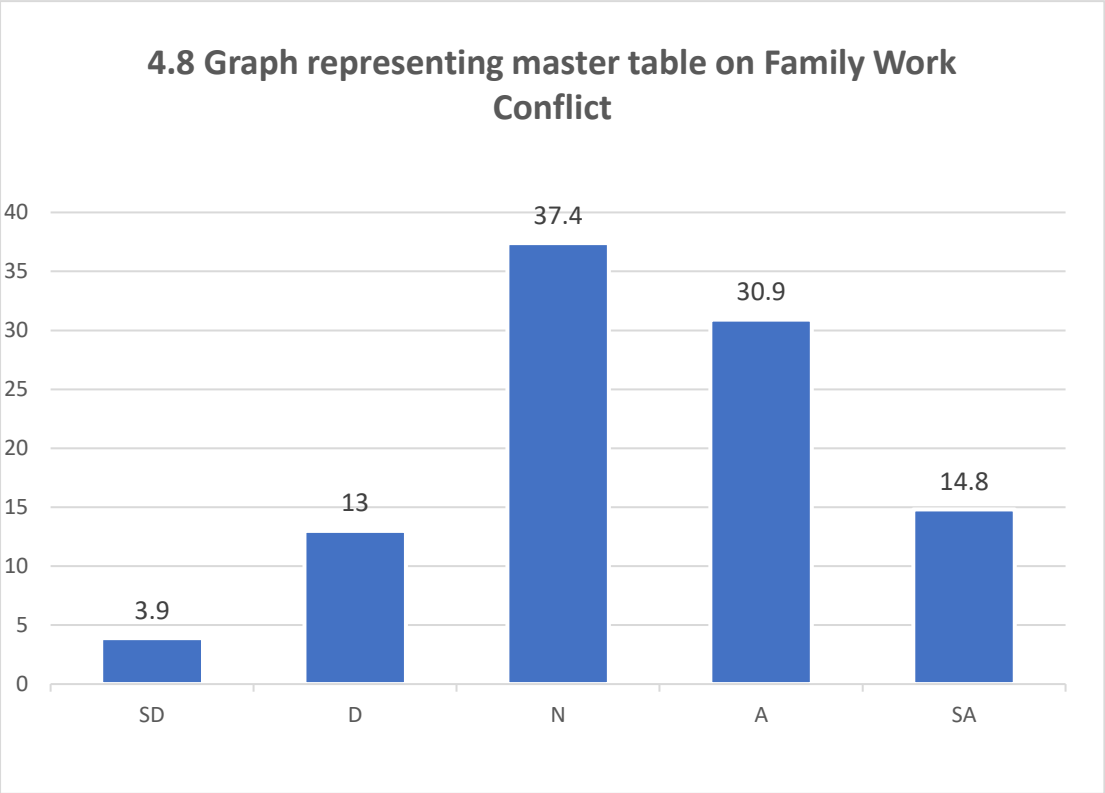


From the above table, it can be derived that most of the respondents 35.6% i.e. 137 Agreed with the statement 'Family obligations reduce the time you need to relax or be by yourself' 12.2 % i.e. 47 of the respondents strongly agreed with the above statement, 27.8% i.e. 107 respondents are neutral and 20% i.e. 77 disagrees and only 4.4% i.e. 17 of the respondents strongly disagrees with the statement.

Hence it can be concluded from the above description that Family obligations reduce the time you need to relax or be by yourself because of Virtual Connectivity.

4.8 Master table on Response to Family Work Conflict

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	15	3.9	3.9	3.9
	D	50	13.0	13.0	16.9
	N	144	37.4	37.4	54.3
	A	119	30.9	30.9	85.2
	SA	57	14.8	14.8	100.0
	Total	385	100.0	100.0	

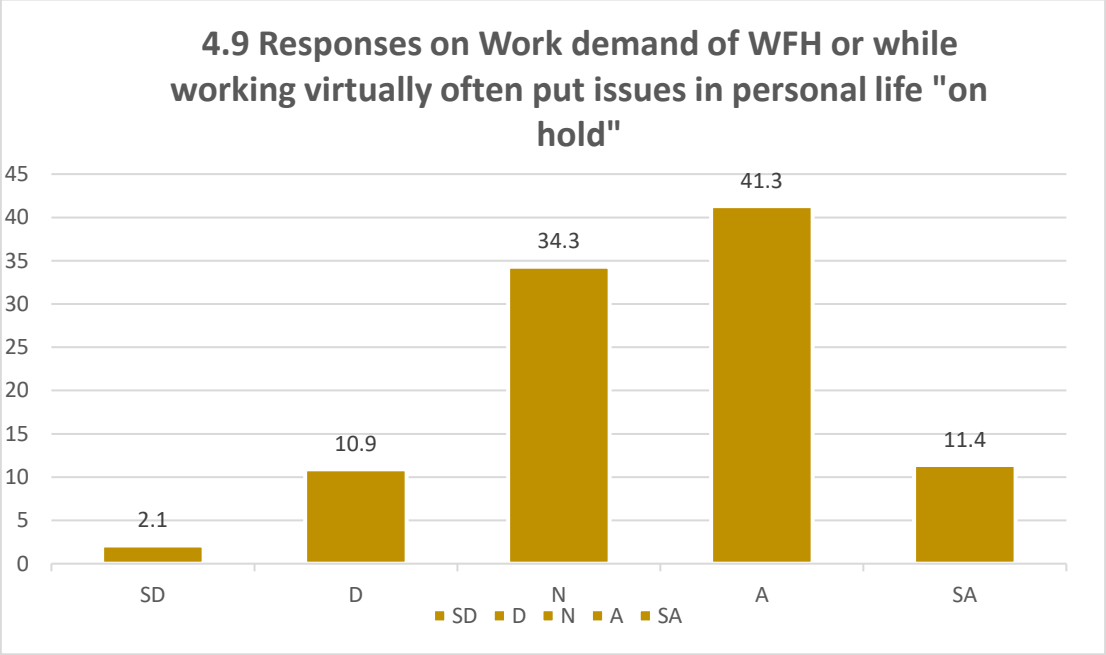


From the above table, it can be derived that most of the respondents 37.4 % i.e., 144 are Neutral, 30.9% i.e., 119 respondents Agreed with Family Work conflict because of Virtual Connectivity, 14.8% i.e., 57 respondents strongly agreed and 13% i.e., 50 disagrees. Only 3.9% i.e., 15 of the respondents strongly disagree with the statement related to Family Work conflict. Hence, it can be concluded that there is Family Work conflict because of Virtual Connectivity.

WORK FAMILY CONFLICT

4.9 Responses on Work demand of WFH or while working virtually often put issues in personal life "on hold"

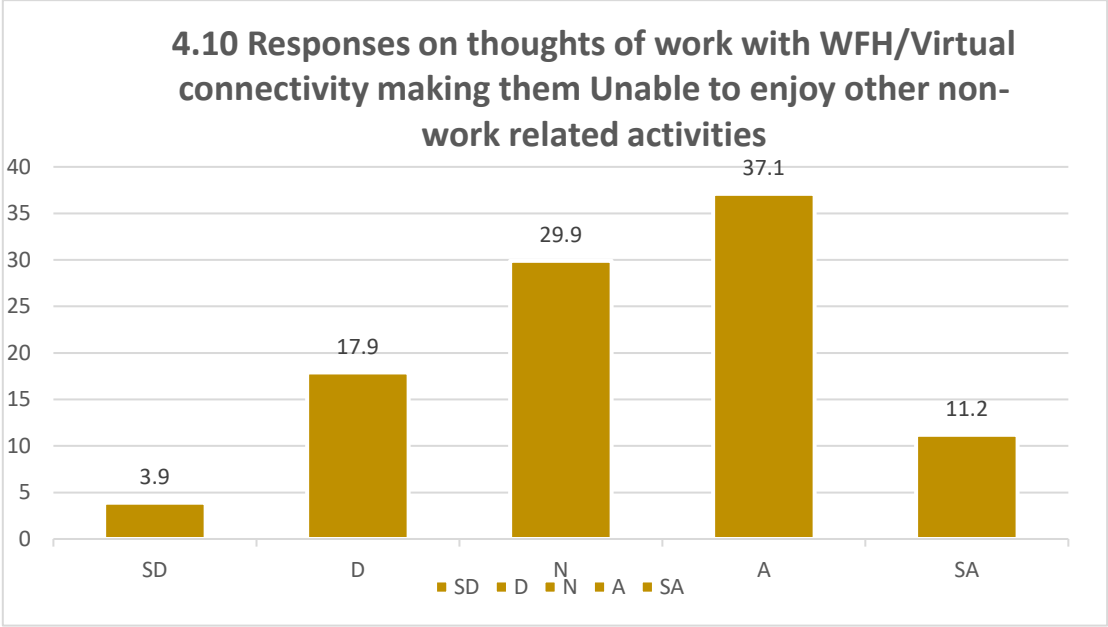
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	8	2.1	2.1	2.1
	D	42	10.9	10.9	13.0
	N	132	34.3	34.3	47.3
	A	159	41.3	41.3	88.6
	SA	44	11.4	11.4	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 41.3 % i.e. 159 Agreed on the statement 'Work demand of WFH or while working virtually often put issues in personal life "on hold' 11.4 % i.e.44 of the respondents strongly agreed with the above statement, 34.3% i.e. 132 respondents are neutral and 10.9% i.e.42 disagrees and only 2.1% i.e. 8 of the respondents strongly disagrees with the statement.

4.10 Responses on thoughts of work with WFH/Virtual connectivity making them Unable to enjoy other non-work related activities

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	15	3.9	3.9	3.9
	D	69	17.9	17.9	21.8
	N	115	29.9	29.9	51.7
	A	143	37.1	37.1	88.8
	SA	43	11.2	11.2	100.0
	Total	385	100.0	100.0	

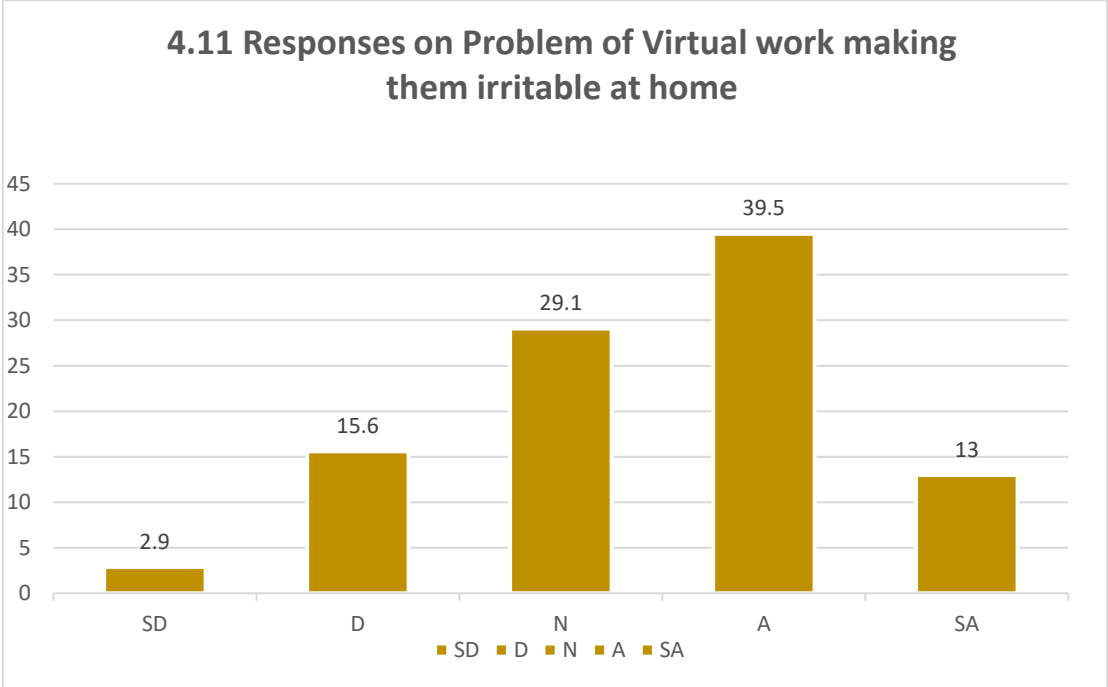


From the above table, it can be derived that most of the respondents 37.1 % i.e. 143 Agreed with the statement 'Thoughts of work with WFH/Virtual connectivity makes me Unable to enjoy other non-work related activities' 11.2% i.e. 43 of the respondents strongly agree with the above statement, 29.9% i.e.115 respondents are neutral and 17.9% i.e.69 disagrees and only 3.9 % i.e. 15 of the respondents strongly disagrees with the statement.

Hence can be concluded thoughts of working with WFH/Virtual connectivity makes it Unable to enjoy other non-work related activities.

4.11 Responses on the Problem of Virtual work making them irritable at home

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	11	2.9	2.9	2.9
	D	60	15.6	15.6	18.4
	N	112	29.1	29.1	47.5
	A	152	39.5	39.5	87.0
	SA	50	13.0	13.0	100.0
	Total	385	100.0	100.0	



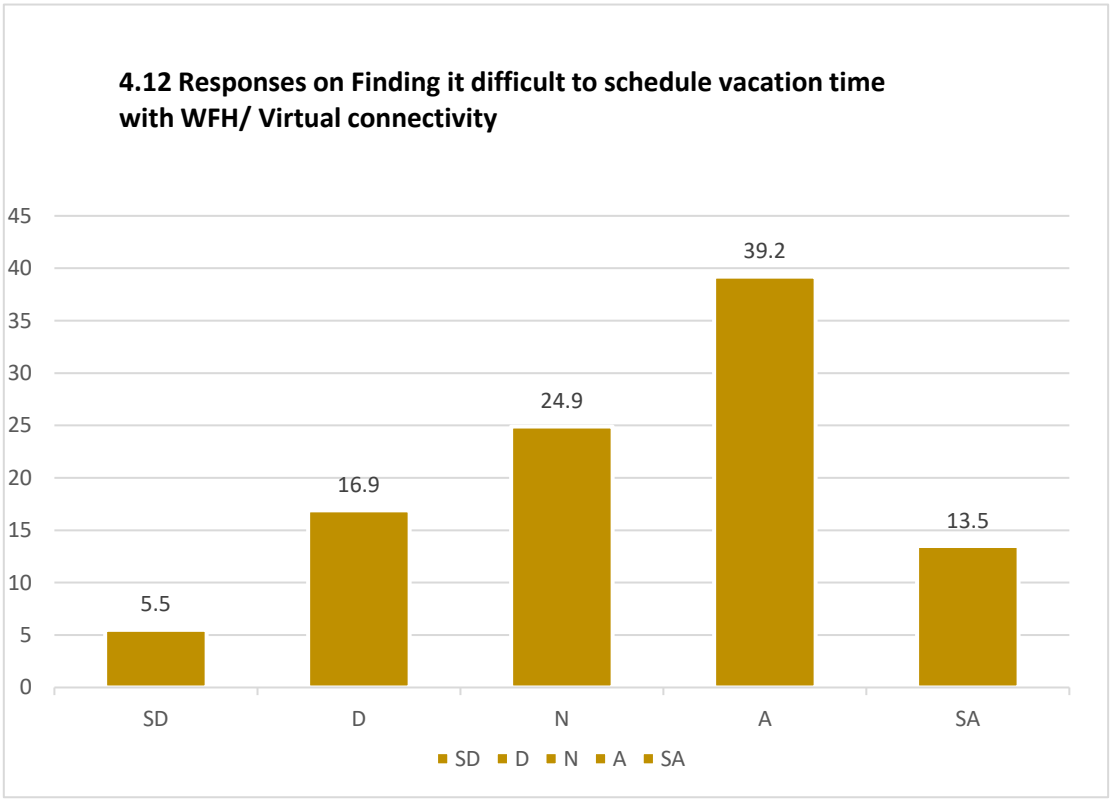
From the above table, it can be derived that most of the respondents 39 % i.e. 152 Agreed with

the statement 'Problems of Virtual work make you irritable at home.' 13 % i.e. 50 of the respondents strongly agreed with the above statement, 29.1% i.e. 112 respondents are neutral and 15.6% i.e. 60 disagrees and only 2.9% i.e. 11 of the respondents strongly disagrees with the statement.

Hence can be concluded Problems of Virtual work make an employee irritable at home.

4.12 Responses on Finding it difficult to schedule vacation time with WFH/ Virtual connectivity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	21	5.5	5.5	5.5
	D	65	16.9	16.9	22.3
	N	96	24.9	24.9	47.3
	A	151	39.2	39.2	86.5
	SA	52	13.5	13.5	100.0
	Total	385	100.0	100.0	

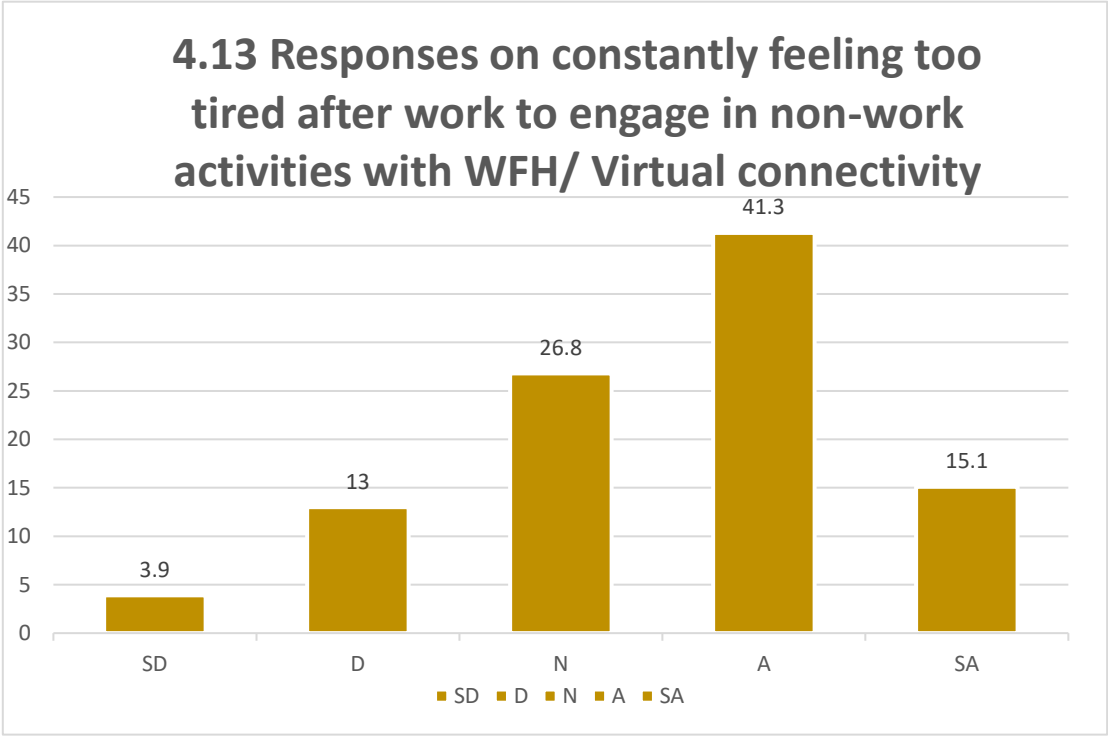


From the above table, it can be derived that most of the respondents 39.2 % i.e. 151 Agreed with the statement 'Find it difficult to schedule vacation time with WFH/ Virtual connectivity' 13.5% i.e. 52 of the respondents strongly agreed with the above statement, 24.9% i.e. 96 respondents are neutral and 16.9% i.e. 65 disagrees and only 5.5 % i.e. 21 of the respondents strongly disagrees with the statement.

Hence can be concluded WFH/ Virtual connectivity makes it difficult to schedule vacation time.

4.13 Responses on constantly feeling too tired after work to engage in non-work activities with WFH/ Virtual connectivity

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	15	3.9	3.9	3.9
	D	50	13.0	13.0	16.9
	N	103	26.8	26.8	43.6
	A	159	41.3	41.3	84.9
	SA	58	15.1	15.1	100.0
	Total	385	100.0	100.0	

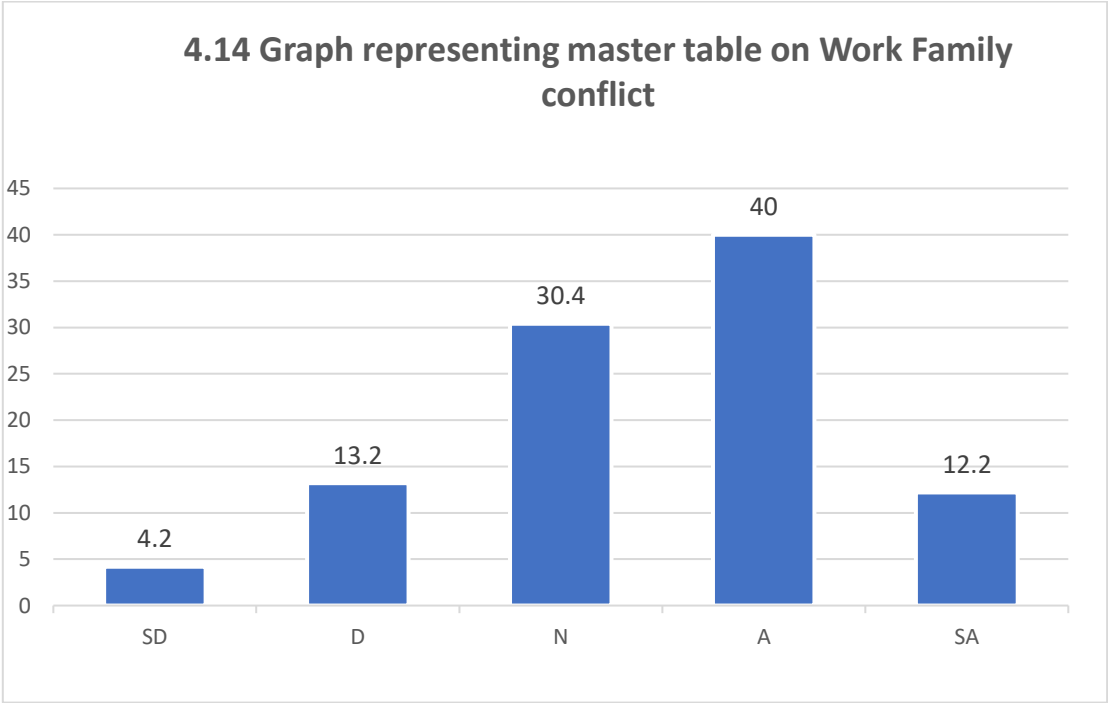


From the above table, it can be derived that most of the respondents 41.3% i.e. 159 Agreed with the statement 'With WFH/ Virtual connectivity, constantly feel too tired after work to engage in non-work activities' 15.1% i.e. 58 of the respondents strongly agreed with the above statement, 26.8% i.e. 103 respondents are neutral and 13% i.e. 50 disagrees and only 3.9% i.e. 15 of the respondents strongly disagrees with the statement.

It can be concluded that WFH/ Virtual connectivity, constantly feels too tired after work to engage in non-work activities.

4.14 Master table on Responses on Work-family conflict MASTER TABLE - WORK family CONFLICT- interfere with personal life

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	16	4.2	4.2	4.2
	D	51	13.2	13.2	17.4
	N	117	30.4	30.4	47.8
	A	154	40.0	40.0	87.8
	SA	47	12.2	12.2	100.0
	Total	385	100.0	100.0	



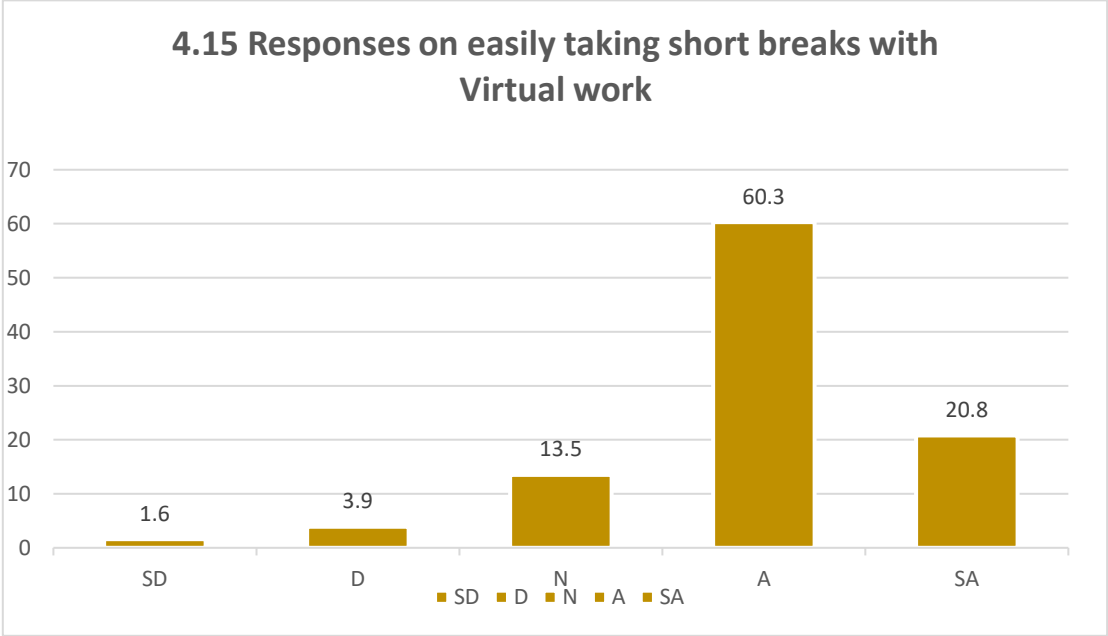
From the above table, it can be derived that most of the respondents 40 % i.e., 154 Agree to - work Family conflict & interference with personal life because of virtual connectivity. 30.4% i.e., 117 of the respondents are Neutral. 13.2% i.e., 51 respondents disagree. 12.2% i.e., 47 Strongly Agree agrees and only 4.2% i.e., 16 of the respondents strongly disagree with the statement related to work Family conflict.

Hence, it can be concluded that there is work-family conflict i.e. interference with personal life due to Virtual Connectivity.

VIRTUAL WORK/ FLEXI TIMINGS/WORK FROM HOME

4.15 Responses on easily taking short breaks with Virtual work

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	6	1.6	1.6	1.6
	D	15	3.9	3.9	5.5
	N	52	13.5	13.5	19.0
	A	232	60.3	60.3	79.2
	SA	80	20.8	20.8	100.0
	Total	385	100.0	100.0	

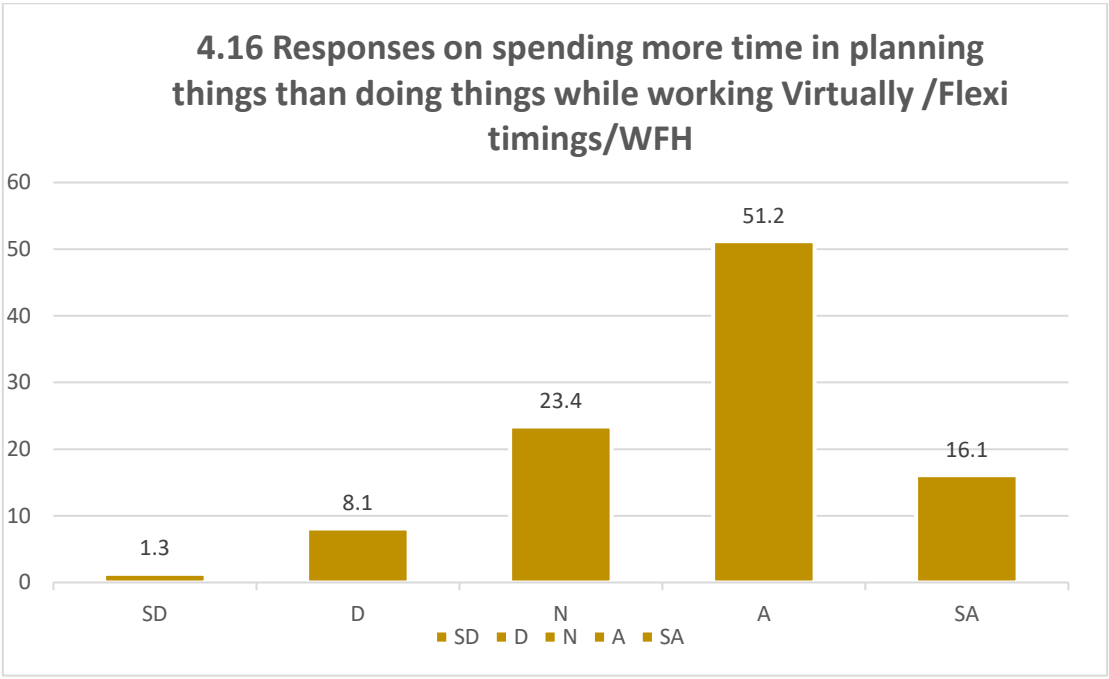


From the above table, it can be derived that the majority of the respondents 60.3 % i.e. 232 Agreed with the statement 'Easy to take short work breaks with Virtual Work' 20.8% i.e. 80 of the respondents strongly agreed with the above statement, 13.5% i.e. 52 respondents are neutral and 3.9 % i.e. 15 disagrees and only 1.6% i.e. 6 of the respondents strongly disagrees with the statement.

It can be concluded that it is Easy to take short work breaks with Virtual Work.

4.16 Responses on spending more time planning things than doing things while working Virtually /Flexi timings/WFH

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	5	1.3	1.3	1.3
	D	31	8.1	8.1	9.4
	N	90	23.4	23.4	32.7
	A	197	51.2	51.2	83.9
	SA	62	16.1	16.1	100.0
	Total	385	100.0	100.0	

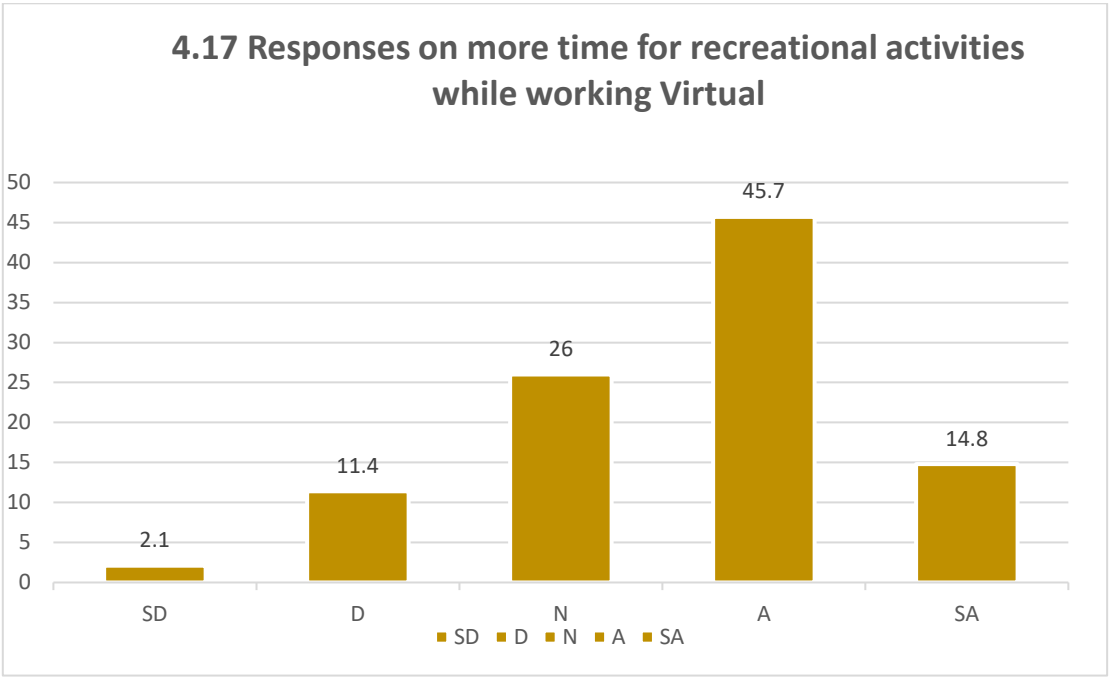


From the the above table, it can be derived that the majority of the respondents 51.2% i.e. Agreed on the statement 'Spending more time in planning things than doing things while working Virtually /Flexi timings/WFH' 16.1% i.e. 62 of the respondents strongly agrees with the above statement, 23.4% i.e. 90 respondents are neutral and 8.1% i.e. 31 disagrees and only 1.3% i.e. 5 of the respondents strongly disagrees with the statement.

It can be concluded spending more time planning things than doing things while working virtually /Flexi timings/WFH.

4.17 Responses on more time for recreational activities while working on Virtual

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	8	2.1	2.1	2.1
	D	44	11.4	11.4	13.5
	N	100	26.0	26.0	39.5
	A	176	45.7	45.7	85.2
	SA	57	14.8	14.8	100.0
	Total	385	100.0	100.0	

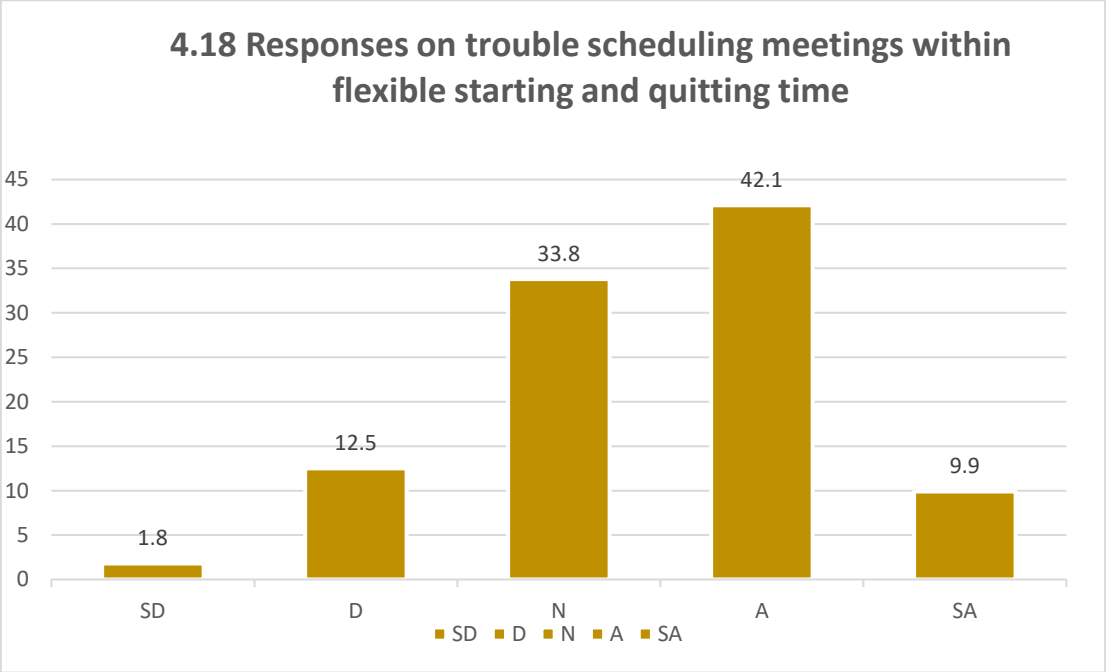


From the above table, it can be derived that most of the respondents 45.7% i.e. 176 Agreed with the statement 'There is more time for recreational activities while working Virtual' 14.8% i.e. 57 of the respondents strongly agreed with the above statement, 26% i.e. 100 respondents are neutral and 11.4% i.e. 44 disagrees and only 2.1% i.e. 8 of the respondents strongly disagrees with the statement.

Hence can be concluded there is more time for recreational activities while working Virtual

4.18 Responses on trouble scheduling meetings within flexible starting and quitting time

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	7	1.8	1.8	1.8
	D	48	12.5	12.5	14.3
	N	130	33.8	33.8	48.1
	A	162	42.1	42.1	90.1
	SA	38	9.9	9.9	100.0
	Total	385	100.0	100.0	

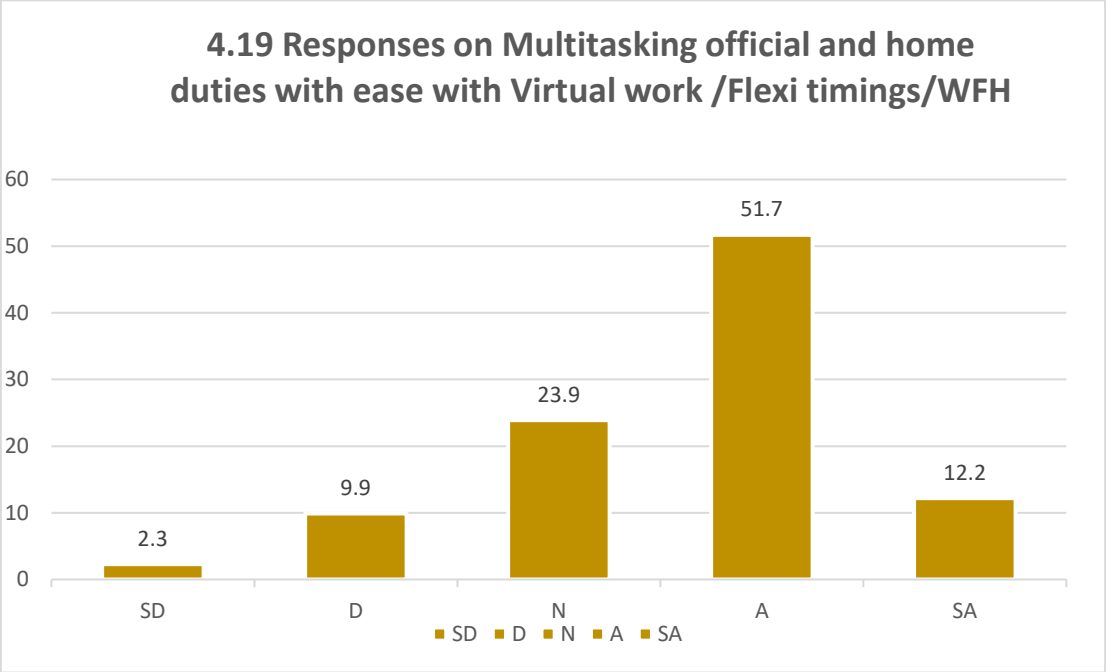


From the above table, it can be derived that most of the respondents 42.5% i.e. 162 Agreed with the statement 'Trouble scheduling meetings within flexible starting and quitting time' 9.9% i.e. 38 of the respondents strongly agreed with the above statement, 12.5% i.e. 48 respondents are neutral and 12.5% i.e. 48 disagrees and only 1.8% i.e. 7of the respondents strongly disagrees with the statement.

Hence can be concluded that with Virtual Connectivity Trouble scheduling meetings within flexible starting and quitting times.

4.19 Responses on Multitasking official and home duties with ease with Virtual work /Flexi timings/WFH

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	9	2.3	2.3	2.3
	D	38	9.9	9.9	12.2
	N	92	23.9	23.9	36.1
	A	199	51.7	51.7	87.8
	SA	47	12.2	12.2	100.0
	Total	385	100.0	100.0	

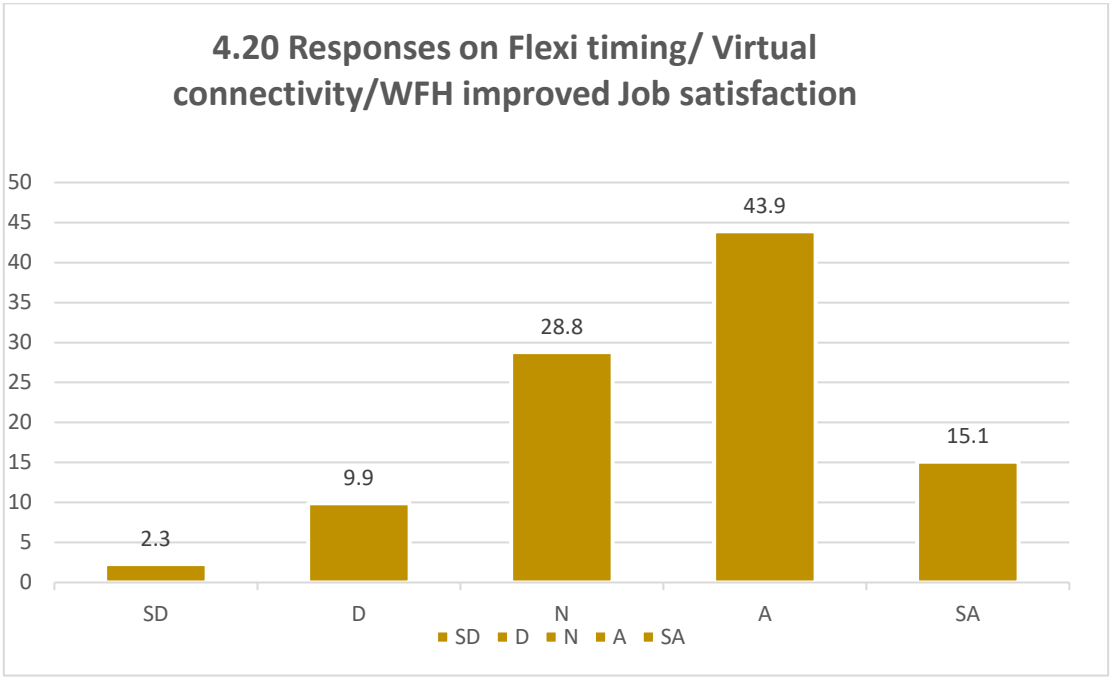


From the above table, it can be derived that most of the respondents 51.7 % i.e. 199 Agreed with the statement 'Can Multitask official and home duties with ease with Virtual work /Flexi timings/WFH' 12.2% i.e. 47 of the respondents strongly agrees with the above statement, 23.9% i.e. 92 respondents are neutral and 9.9% i.e. 38 disagrees and only 2.3% i.e. 9 of the respondents strongly disagrees with the statement.

It can be concluded that with Virtual Connectivity Can Multitask official and home duties with ease with Virtual work /Flexi timings/WFH.

4.20 Responses on Flexi timing/ Virtual connectivity/WFH improved Job satisfaction

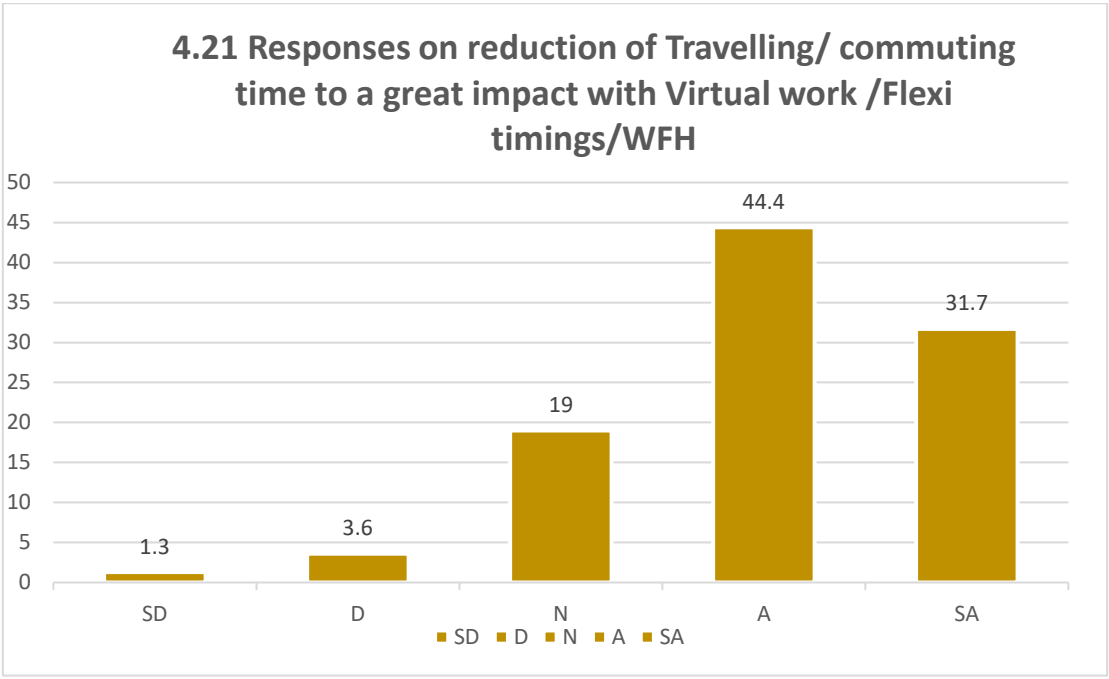
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	9	2.3	2.3	2.3
	D	38	9.9	9.9	12.2
	N	111	28.8	28.8	41.0
	A	169	43.9	43.9	84.9
	SA	58	15.1	15.1	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 43.9% i.e. 169 Agreed on the statement 'Flexi timing/ Virtual connectivity/WFH improved Job satisfaction' 15.1 % i.e. 58 of the respondents strongly agreed with the above statement, 28.8% i.e. 111 respondents are neutral and 9.9% i.e. 38 disagrees and only 2.3% i.e. 9 of the respondents strongly disagrees with the statement.

4.21 Responses on reduction of Travelling/ commuting time to a great impact with Virtual work /Flexi timings/WFH

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	5	1.3	1.3	1.3
	D	14	3.6	3.6	4.9
	N	73	19.0	19.0	23.9
	A	171	44.4	44.4	68.3
	SA	122	31.7	31.7	100.0
	Total	385	100.0	100.0	

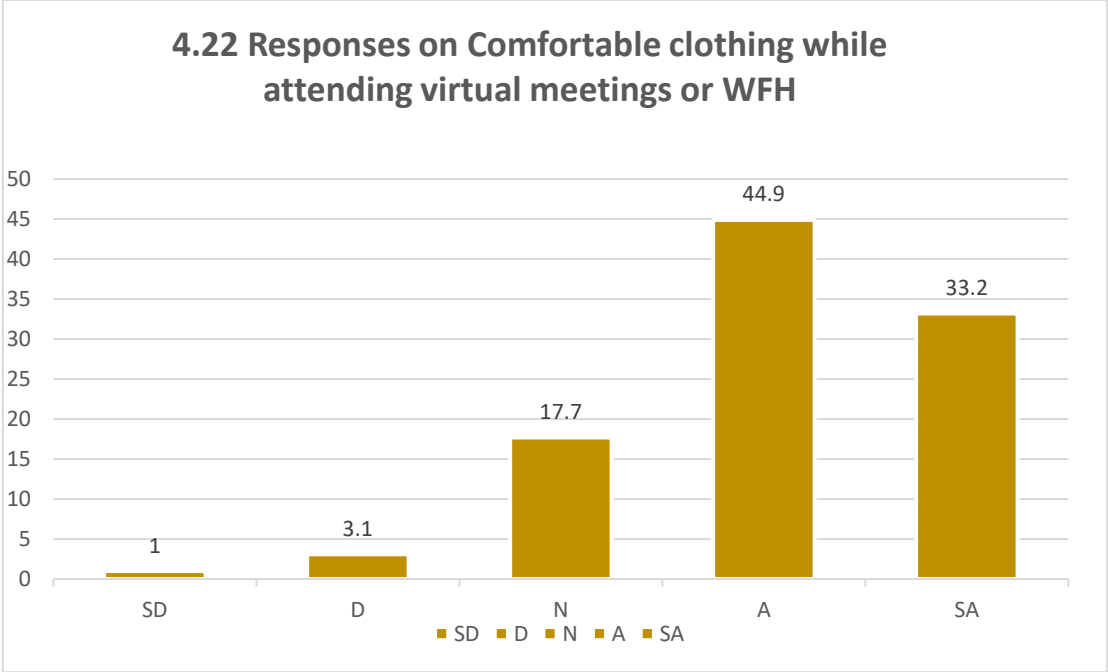


From the above table, it can be derived that most of the respondents 44.4% i.e. 171 Agreed on the statement 'Travelling/ commuting time has reduced to a great impact with Virtual work /Flexi timings/WFH' 31.7% i.e. 122 of the respondents strongly agrees with the above statement, 19% i.e. 73 respondents are neutral and 3.6% i.e. 14 disagrees and only 1.3% i.e. 5 of the respondents strongly disagrees with the statement.

Hence can be concluded that traveling/ commuting time has reduced to a great impact with Virtual work /Flexi timings/WFH.

4.22 Responses on Comfortable clothing while attending virtual meetings or WFH

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	4	1.0	1.0	1.0
	D	12	3.1	3.1	4.2
	N	68	17.7	17.7	21.8
	A	173	44.9	44.9	66.8
	SA	128	33.2	33.2	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 44.9% i.e. 173 Agreed with the statement 'Comfortable clothing while attending virtual meetings or WFH' 33.2% i.e. 128 of the respondents strongly agreed with the above statement, 17.7% i.e. 68 respondents are neutral and 3.1% i.e. 68 disagrees and only 1% i.e. 4 of the respondents strongly disagrees with the statement.

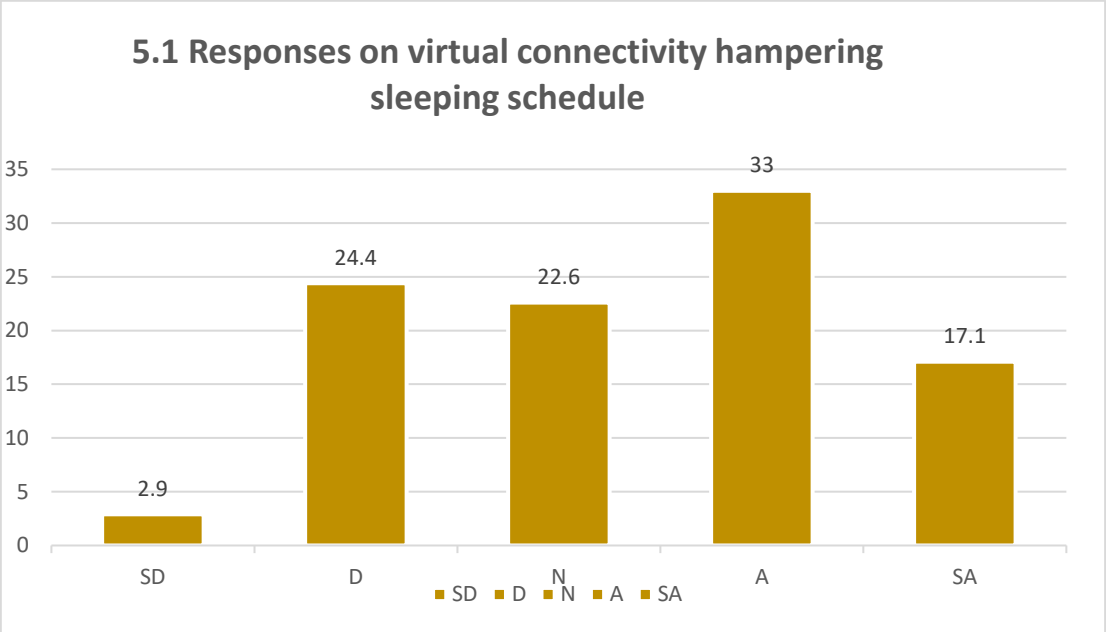
It can be concluded that Comfortable clothing while attending virtual meetings or WFH.

SECTION V- HEALTH & WELLBEING

LIFESTYLE

5.1 Responses on virtual connectivity hampering sleeping schedule

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	11	2.9	2.9	2.9
	D	94	24.4	24.4	27.3
	N	87	22.6	22.6	49.9
	A	127	33.0	33.0	82.9
	SA	66	17.1	17.1	100.0
	Total	385	100.0	100.0	

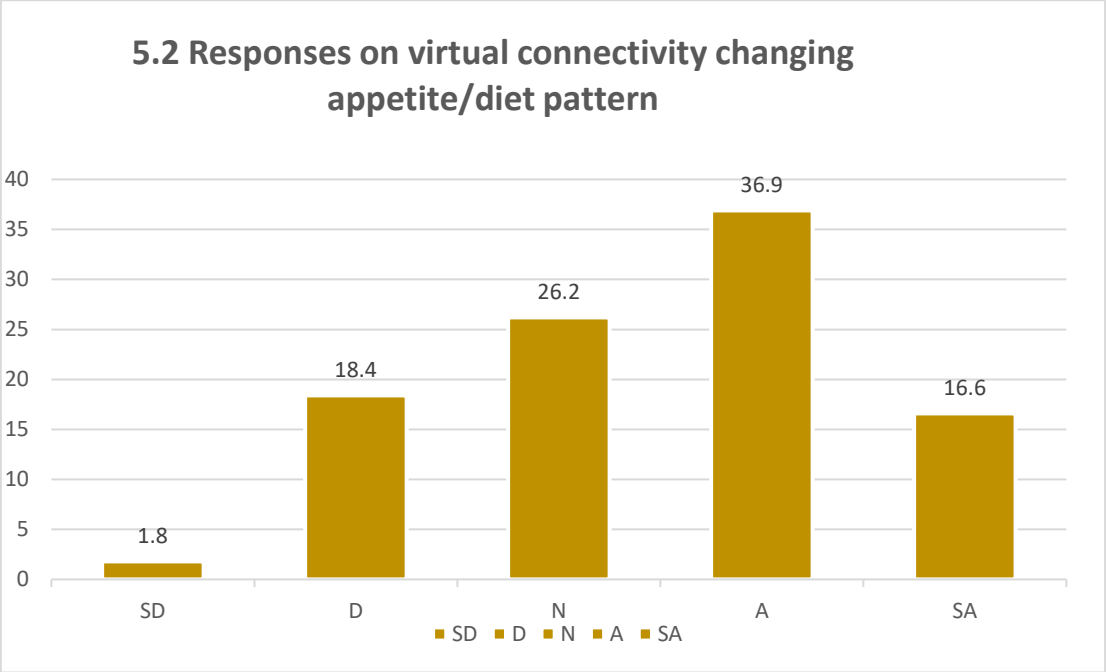


From the above table, it can be derived that most of the respondents 33% i.e. 127 Agreed with the statement 'Virtual connectivity has Hampered your sleeping schedule' 17.1% i.e. 66 of the respondents strongly agreed with the above statement, 22.6% i.e. 87 respondents are neutral and 24.4% i.e. 94 disagrees and only 2.9% i.e. 11 of the respondents strongly disagrees with the statement.

Virtual connectivity has hampered the sleeping schedule

5.2 Responses on virtual connectivity changing appetite/diet pattern

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	7	1.8	1.8	1.8
	D	71	18.4	18.4	20.3
	N	101	26.2	26.2	46.5
	A	142	36.9	36.9	83.4
	SA	64	16.6	16.6	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that most of the respondents 36.9% i.e. 142 Agreed with the statement 'Virtual connectivity has Changed your Appetite/ diet pattern' 16.6% i.e. 64 of the respondents strongly agreed with the above statement, 26.2% i.e. 101 respondents are neutral and 18.4% i.e. 71 disagrees and only 1.8% i.e. 7 of the respondents strongly disagrees with the statement.

Hence can be concluded that Virtual connectivity has Changed Appetite/ diet patterns

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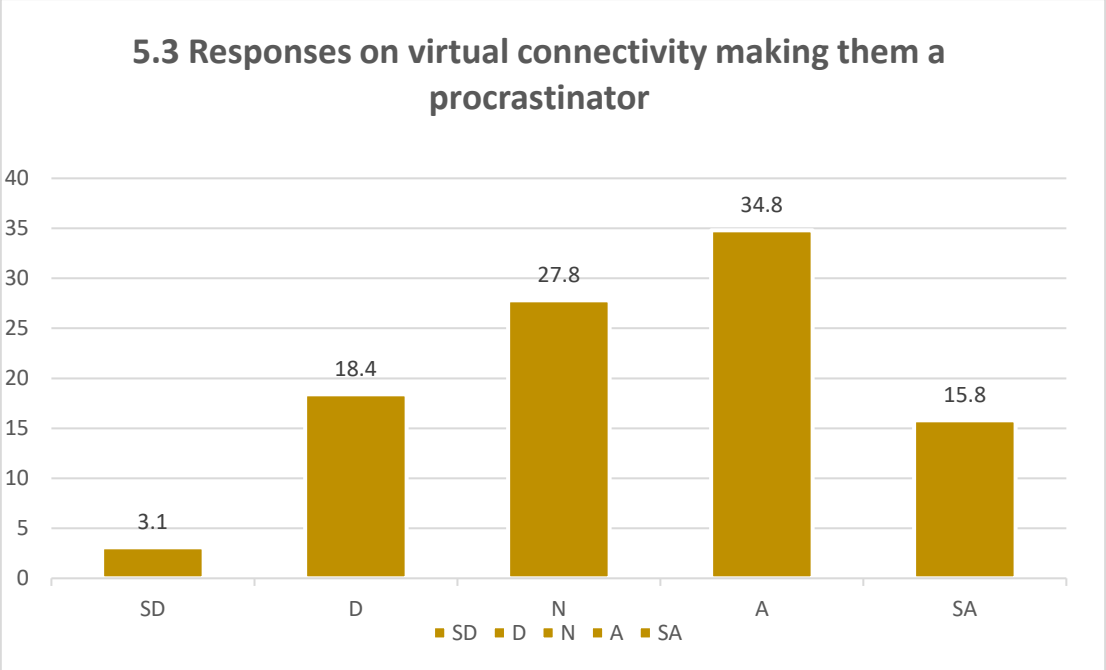
5.3 Responses on Virtual Connectivity Making Them Procrastinators

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	12	3.1	3.1	3.1
	D	71	18.4	18.4	21.6
	N	107	27.8	27.8	49.4
	A	134	34.8	34.8	84.2
	SA	61	15.8	15.8	100.0
	Total	385	100.0	100.0	

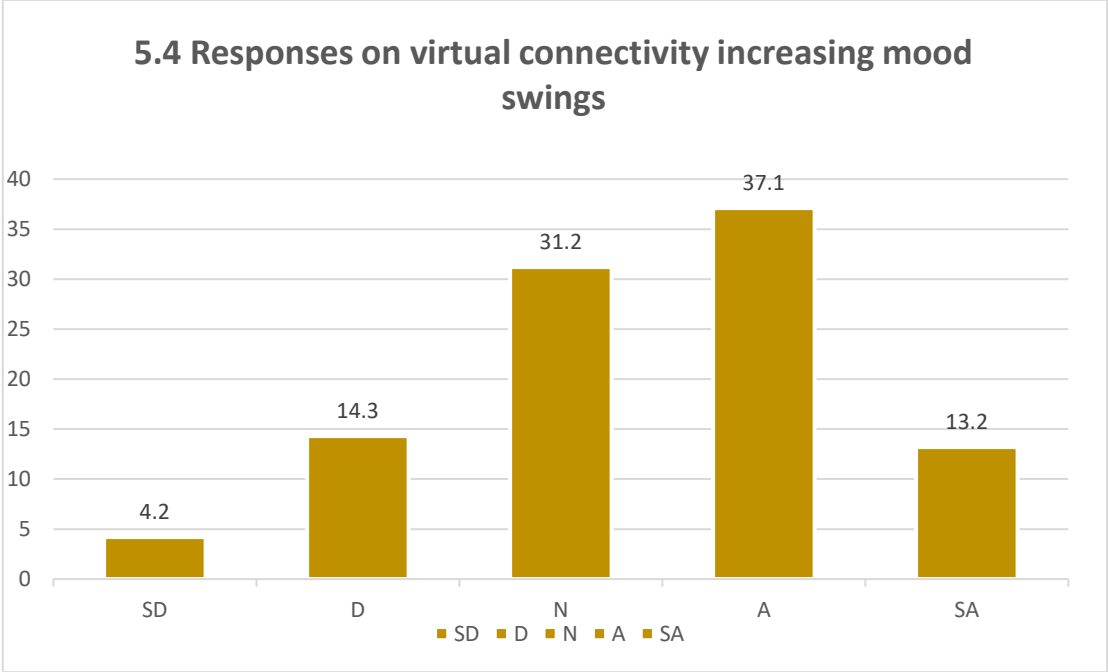


From the above table, it can be derived that most of the respondents 34.8% i.e. 134 Agreed with the statement 'Virtual connectivity has made you a Procrastinator' 15.8% i.e. 61 of the respondents strongly agreed with the above statement, 27.8% i.e.107 respondents are neutral and 18.4% i.e. 71 disagrees and only 3.1% i.e. 12 of the respondents strongly disagrees with the statement.

It can be concluded that Virtual connectivity has made you a Procrastinator.

5.4 Responses on virtual connectivity increasing mood swings

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	16	4.2	4.2	4.2
	D	55	14.3	14.3	18.4
	N	120	31.2	31.2	49.6
	A	143	37.1	37.1	86.8
	SA	51	13.2	13.2	100.0
	Total	385	100.0	100.0	

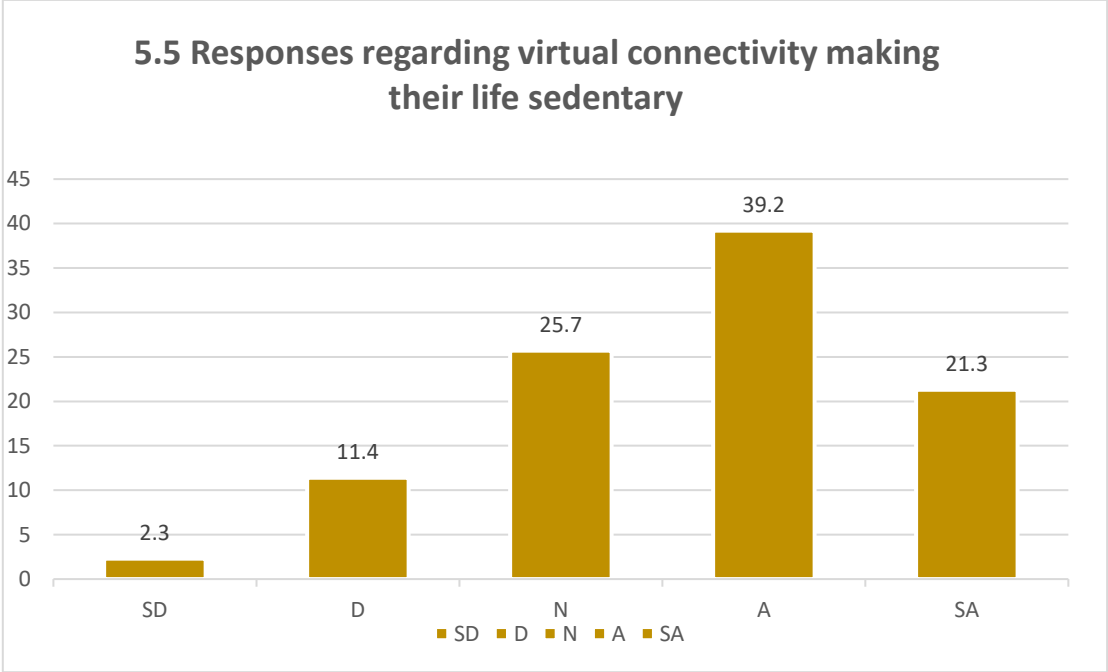


From the above table, it can be derived that most of the respondents 37.1% i.e. 143 Agreed with the statement 'Virtual connectivity has increased your Mood swings' 13.2% i.e. 51 of the respondents strongly agreed with the above statement, 31.2% i.e.120 respondents are neutral and 14.3% i.e. 55 disagrees and only 4.2% i.e. 16 of the respondents strongly disagrees with the statement.

This can be concluded that Virtual connectivity has increased Mood swings.

5.5 Responses regarding virtual connectivity making their life sedentary

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	9	2.3	2.3	2.3
	D	44	11.4	11.4	13.8
	N	99	25.7	25.7	39.5
	A	151	39.2	39.2	78.7
	SA	82	21.3	21.3	100.0
	Total	385	100.0	100.0	

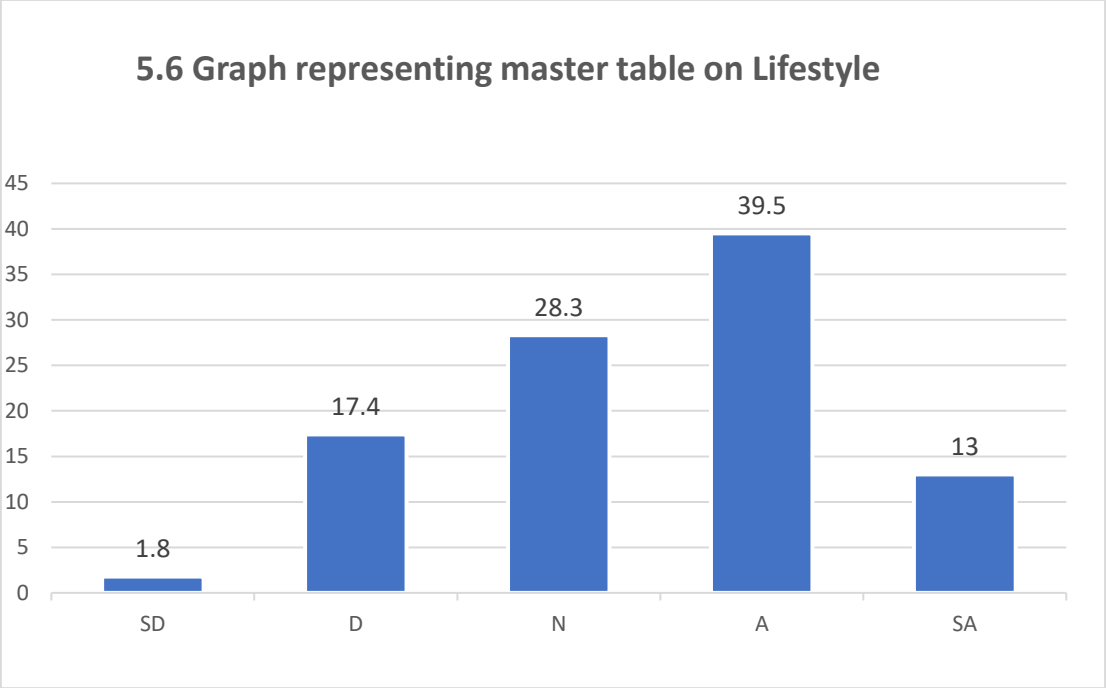


From the above table, it can be derived that most of the respondents 39.2% i.e. 151 Agreed with the statement 'Virtual connectivity has made your life style Sedentary' 21.3% i.e. 82 of the respondents strongly agreed with the above statement, 25.7% i.e. 99 respondents are neutral and 11.4% i.e. 44 disagrees and only 2.3% i.e. 9 of the respondents strongly disagrees with the statement.

It can be concluded that Virtual connectivity has made your life style Sedentary.

5.6 Master table on Health and wellbeing –Lifestyle

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	SD	7	1.8	1.8	1.8
	D	67	17.4	17.4	19.2
	N	109	28.3	28.3	47.5
	A	152	39.5	39.5	87.0
	SA	50	13.0	13.0	100.0
	Total	385	100.0	100.0	



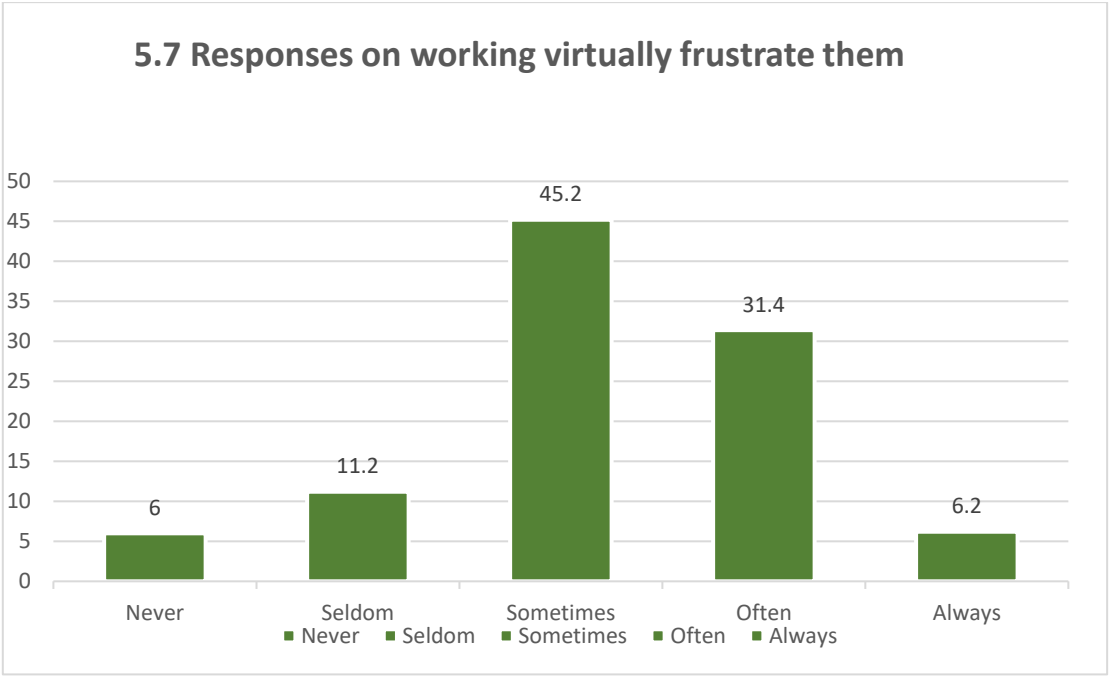
From the above table, it can be derived that most of the respondents 39.5 % i.e., 152 Agree, 13% i.e., 50 of the respondents Strongly Agree with Lifestyle because of virtual Connectivity, 28.3% i.e., 109 respondents are Neutral and 17.4% i.e., 67 disagree and only 1.8% i.e., 7 of the respondents strongly disagrees with the statement related to Health & Well-being.

Hence, it can be concluded that there are Lifestyle changes because of Virtual Connectivity.

BURNOUT

5.7 Responses on working virtually frustrate them

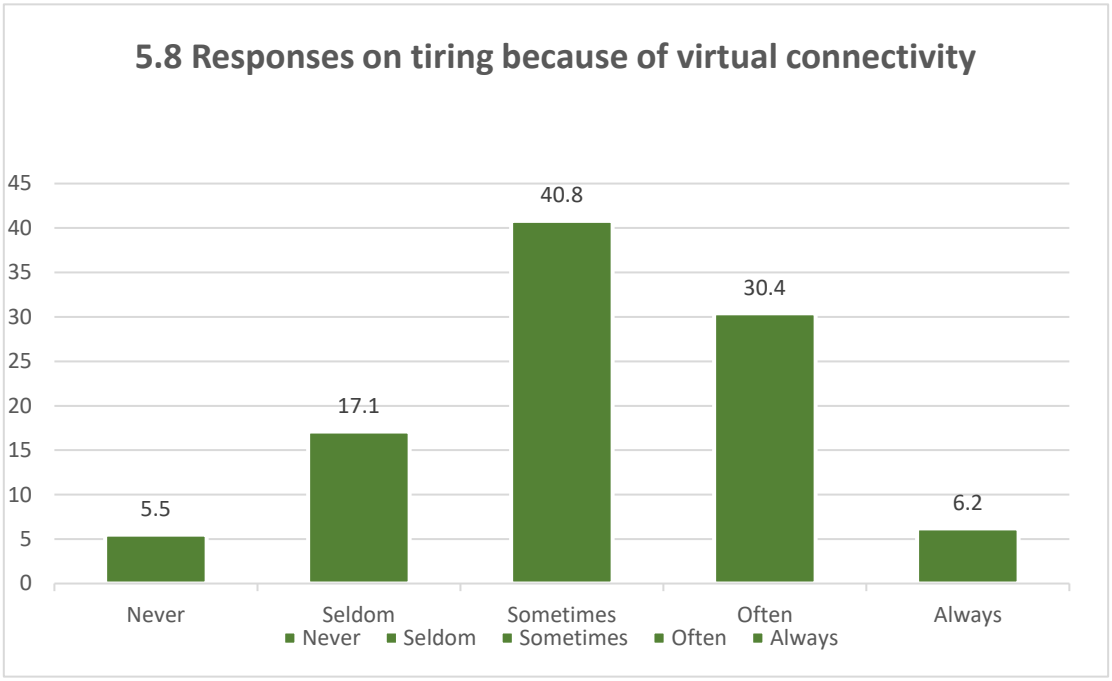
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	23	6.0	6.0	6.0
	Seldom	43	11.2	11.2	17.1
	Sometimes	174	45.2	45.2	62.3
	Often	121	31.4	31.4	93.8
	Always	24	6.2	6.2	100.0
	Total	385	100.0	100.0	



From the the above table, it can be derived that the question how often does Working virtually frustrate you? Most of the respondents 45.2 % i.e. 174 responded Sometimes.31.4% i.e. 121 Often gets frustrated, 6.2% i.e. 24 Always gets frustrated, Never frustrate 6.0% i.e. 23 and 11.2% i.e. 43 Seldom gets frustrated.

5.8 Responses on tiring because of virtual connectivity

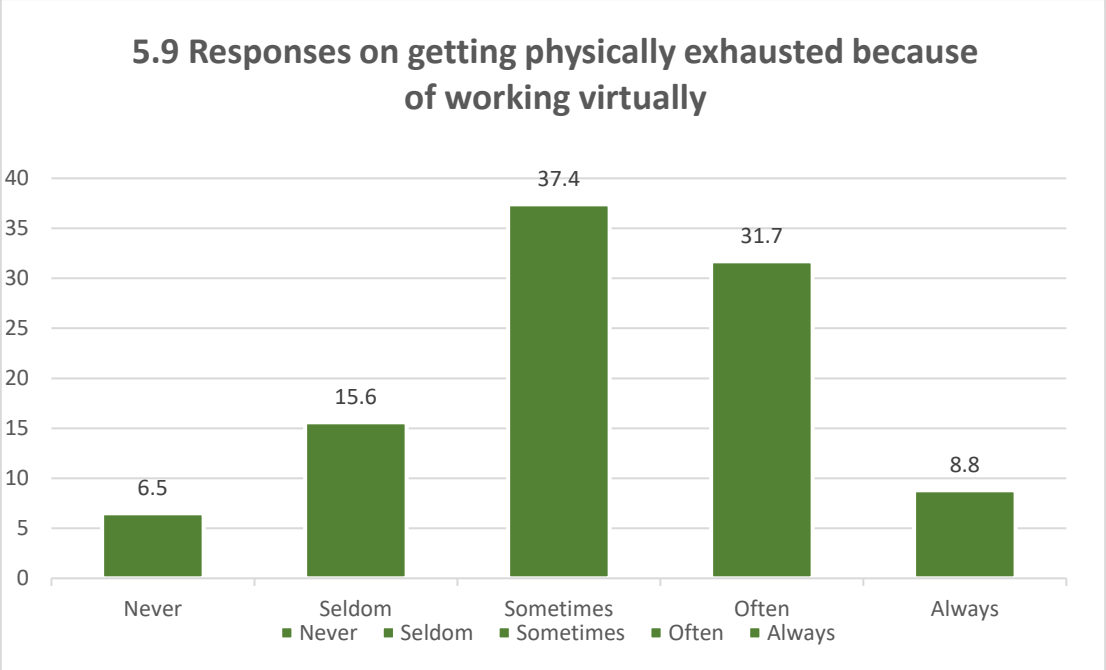
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	21	5.5	5.5	5.5
	Seldom	66	17.1	17.1	22.6
	Sometimes	157	40.8	40.8	63.4
	Often	117	30.4	30.4	93.8
	Always	24	6.2	6.2	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that the question How often you are tired because of Virtual connectivity? Most of the respondents 40.8% i.e. 157 responded Sometimes.30.4% i.e. 117 Quiet Often gets frustrated, 6.2% i.e. 24 Always gets tired, Never tired 5.5% i.e. 23 and 17.1% i.e. 66 Seldom gets frustrated.

5.9 Responses on getting physically exhausted because of working virtually

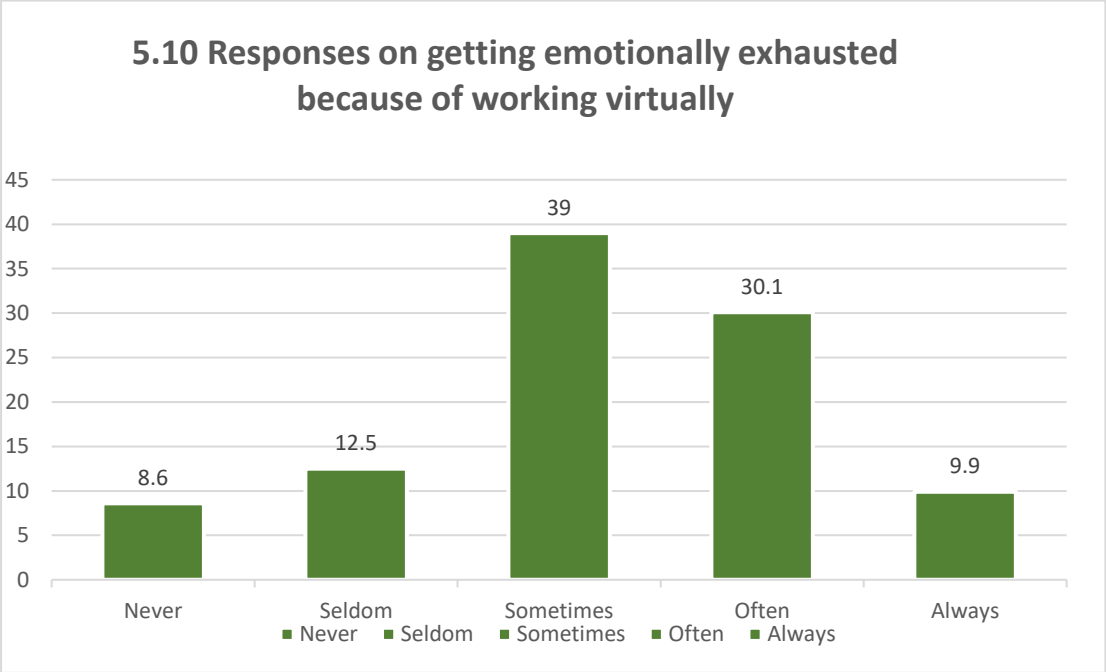
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	25	6.5	6.5	6.5
	Seldom	60	15.6	15.6	22.1
	Sometimes	144	37.4	37.4	59.5
	Often	122	31.7	31.7	91.2
	Always	34	8.8	8.8	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that for the From the the above table, it can be derived that for the question **How often you are physically exhausted because of working virtually**? Most of the respondents 37.4% i.e. 144 responded Sometimes 31.7% i.e. 122 Quiet Often gets frustrated, 8.8% i.e. 34 Always get tired, Never tired 15.6% i.e. 60 and 6.5% i.e. 25 Seldom gets frustrated.

5.10 Responses on getting emotionally exhausted because of working virtually

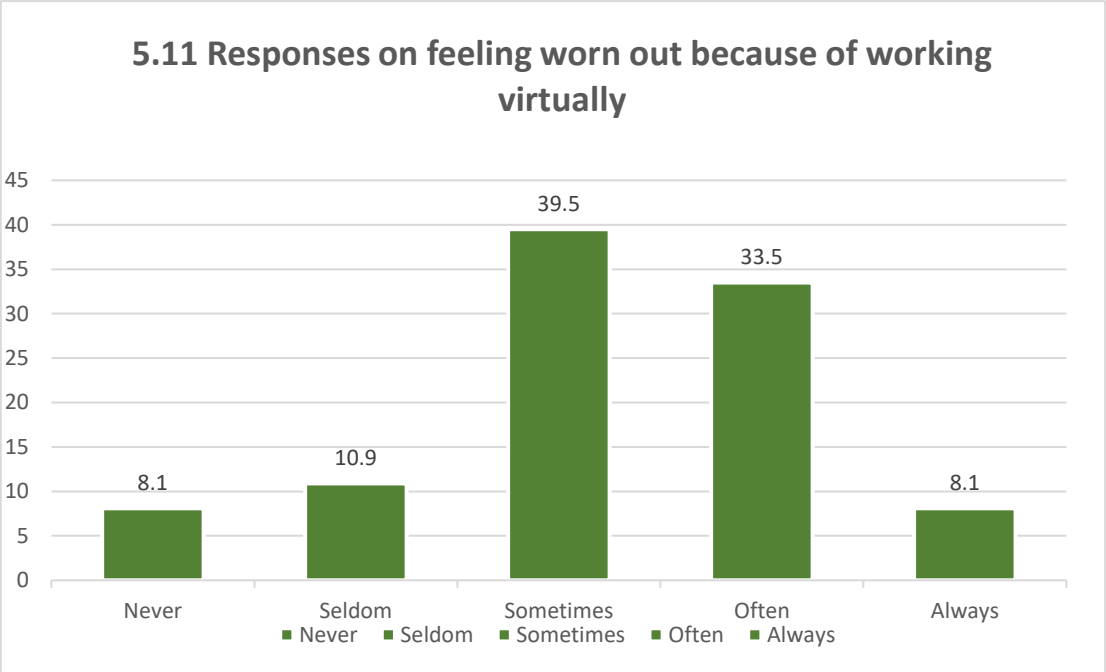
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	33	8.6	8.6	8.6
	Seldom	48	12.5	12.5	21.0
	Sometimes	150	39.0	39.0	60.0
	Often	116	30.1	30.1	90.1
	Always	38	9.9	9.9	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that the question How often are you emotionally exhausted because of Virtual connectivity? Most of the respondents 39% i.e. 150 responded Sometimes.30.1% i.e. 116 Quiet Often get exhausted, 9.9% i.e. 38 Always get exhausted, Never exhausted 8.6% i.e. 33 and 12.5% i.e. 48 Seldom gets exhausted.

5.11 Responses on feeling worn out because of working virtually

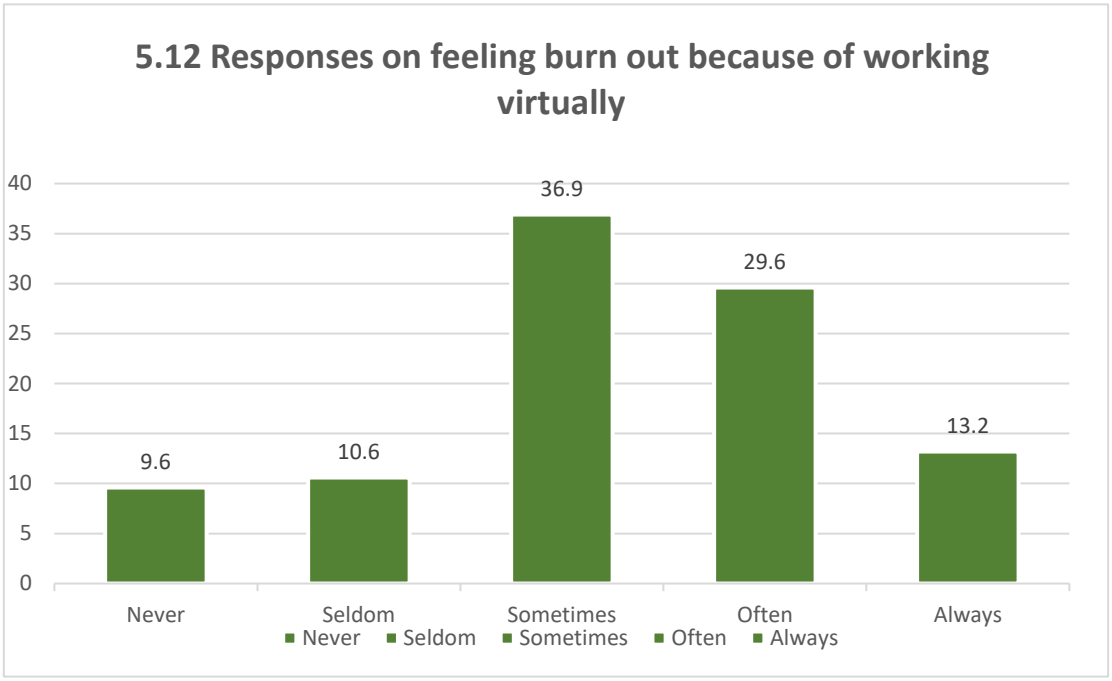
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	31	8.1	8.1	8.1
	Seldom	42	10.9	10.9	19.0
	Sometimes	152	39.5	39.5	58.4
	Often	129	33.5	33.5	91.9
	Always	31	8.1	8.1	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that for the question How often do you feel warn out because of working virtually? Most of the respondents 39.5% i.e. 152 responded Sometimes. 33.5% i.e. 129 Quiet Often, 8.1% i.e. 31 Always feel warn out & Never worn out respectively and 10.9% i.e. 42 Seldom gets Worn out because of Virtual Connectivity.

5.12 Responses on feeling burn out because of working virtually

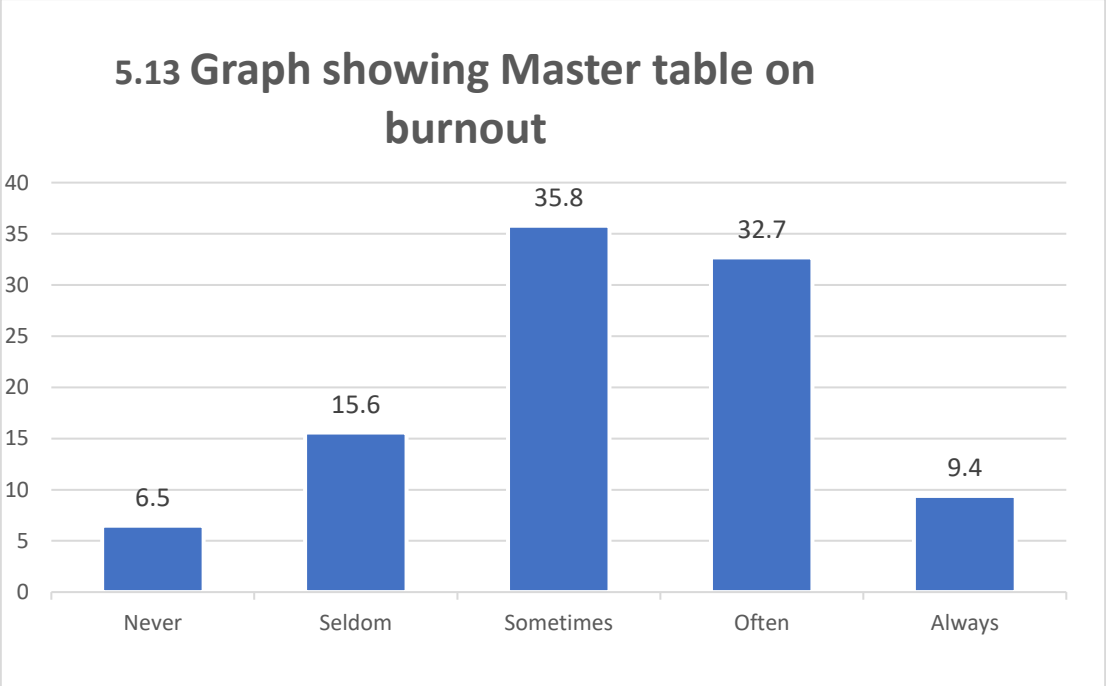
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	37	9.6	9.6	9.6
	Seldom	41	10.6	10.6	20.3
	Sometimes	142	36.9	36.9	57.1
	Often	114	29.6	29.6	86.8
	Always	51	13.2	13.2	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that the question How often do you feel burnout because of Virtual connectivity? Most of the respondents 36.9% i.e. 142 responded Sometimes. 29.6% i.e. 114 Often feel burnout, 13.2% i.e. 51 Always feel burnout, there are 13.2% i.e. 51 never feel burnout and 10.6 % i.e. 41 Seldom feel burnout.

5.13 MASTER TABLE- HEALTH & WELL-BEING: BURNOUT

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Never	25	6.5	6.5	6.5
	Seldom	60	15.6	15.6	22.1
	Sometimes	138	35.8	35.8	57.9
	Often	126	32.7	32.7	90.6
	Always	36	9.4	9.4	100.0
	Total	385	100.0	100.0	

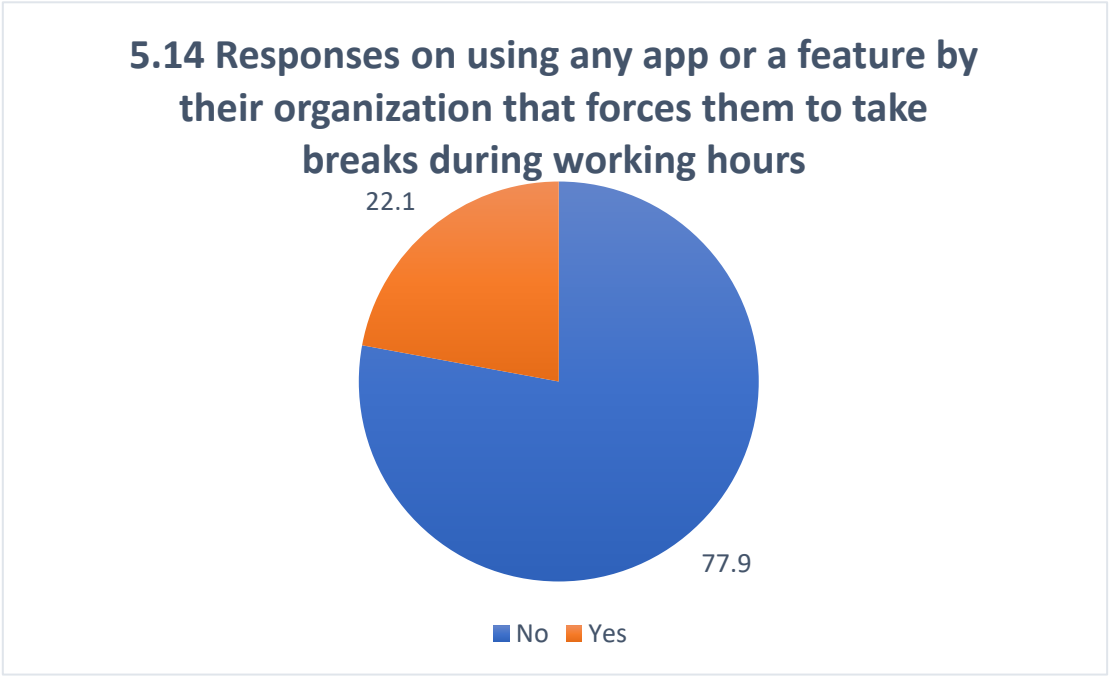


From the above table, it can be derived that most of the respondents 35.8 % i.e., 138 Sometimes face Burnout, 32.7% i.e.,126 of the respondents often face burnout because of virtual connectivity, 9.4% i.e.,36 respondents always face burnout. While 15.6% i.e., 60 respondents seldom face burnout and only 6.5% i.e., 25 never face burnout due to virtual connectivity.

Hence, it can be concluded that most of the respondents have burnout because of Virtual Connectivity.

5.14 Responses on using any app or a feature by their organization that forces them to take breaks during working hours

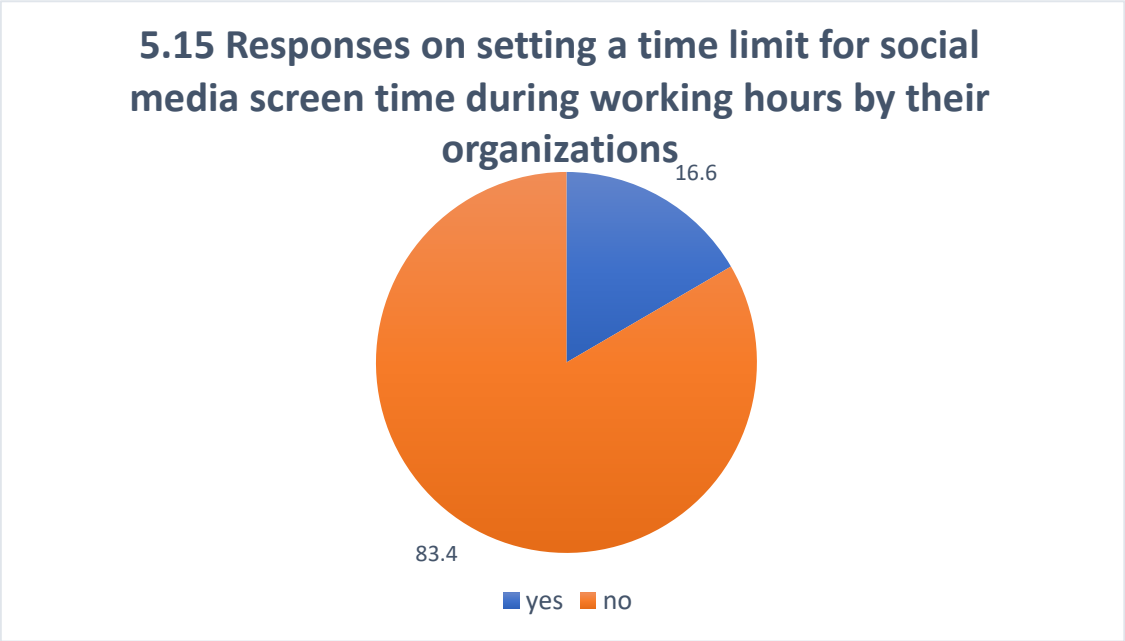
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	300	77.9	77.9	77.9
	Yes	85	22.1	22.1	100.0
	Total	385	100.0	100.0	



Out of 385 respondents, the majority 77.9% i.e. 300 responded the organization does not use any app or a feature that forces you to take breaks during your working hours while 22,1 % i.e. 85 said they did use it.

5.15 Responses on setting a time limit for social media screen time during working hours by their organizations

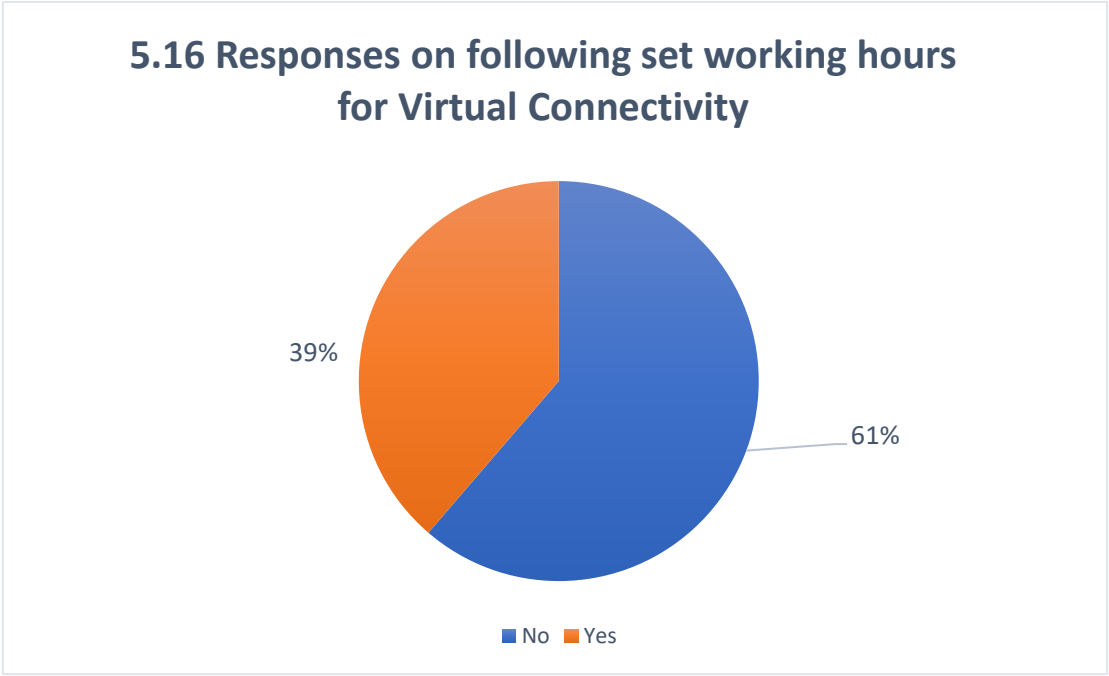
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	321	83.4	83.4	83.4
	Yes	64	16.6	16.6	100.0
	Total	385	100.0	100.0	



Out of 385 respondents, the majority were 321 i.e. 83.4% responded the organization didn't set a time limit for social media screen time during working hours while 64 i.e. 16.6% responded the organization did set the limit.

5.16 Responses on following set working hours for Virtual Connectivity

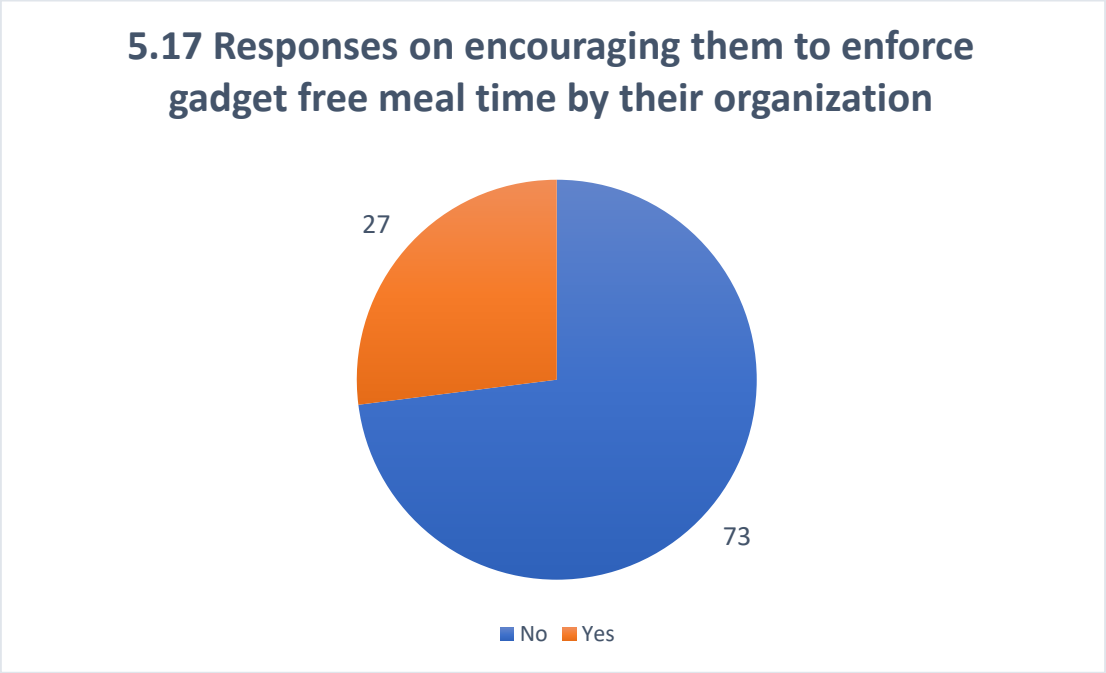
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	236	61.3	61.3	61.3
	Yes	149	38.7	38.7	100.0
	Total	385	100.0	100.0	



Out of 385 respondents, the majority of respondents 236 i.e. 61.3 % responded their organization doesn't follow set working hours for Virtual connectivity while 149 i.e. 38.7% responded the organization does follow.

5.17 Responses on encouraging them to enforce gadget-free meal time by their organization

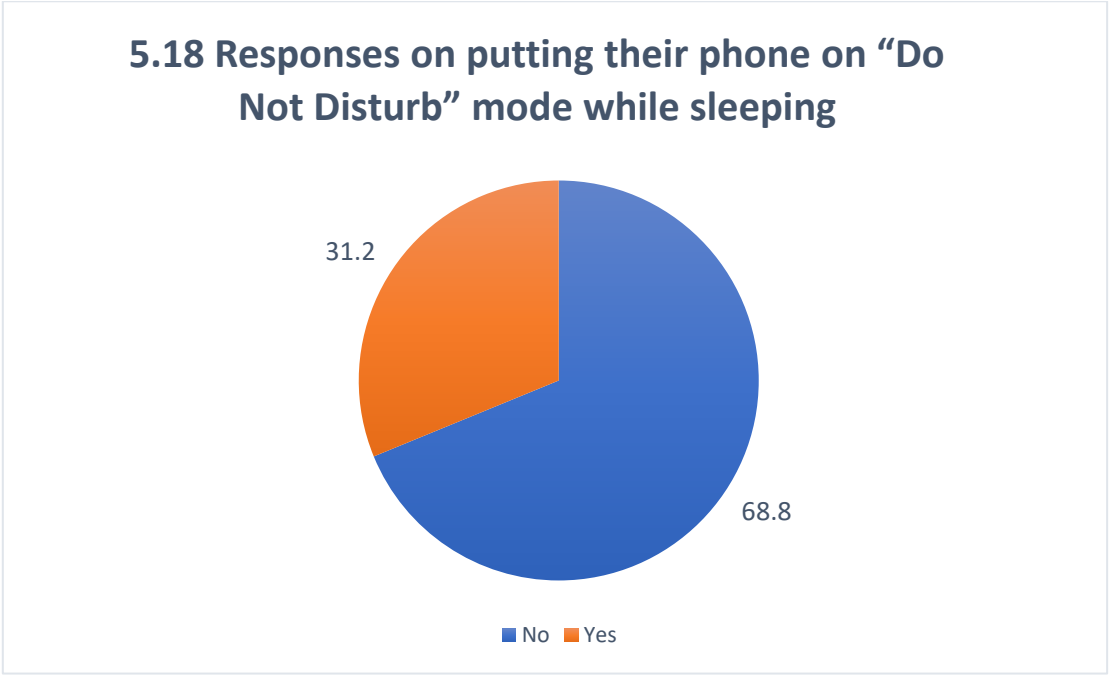
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	281	73.0	73.0	73.0
	Yes	104	27.0	27.0	100.0
	Total	385	100.0	100.0	



Out of 385 respondents, there were 73% i.e. 281 responded the organization did not encourage enforcing gadget-free meals whereas there were 27% i.e. 104 responded the organization did enforce it.

5.18 Responses on putting their phone on "Do Not Disturb" mode while sleeping

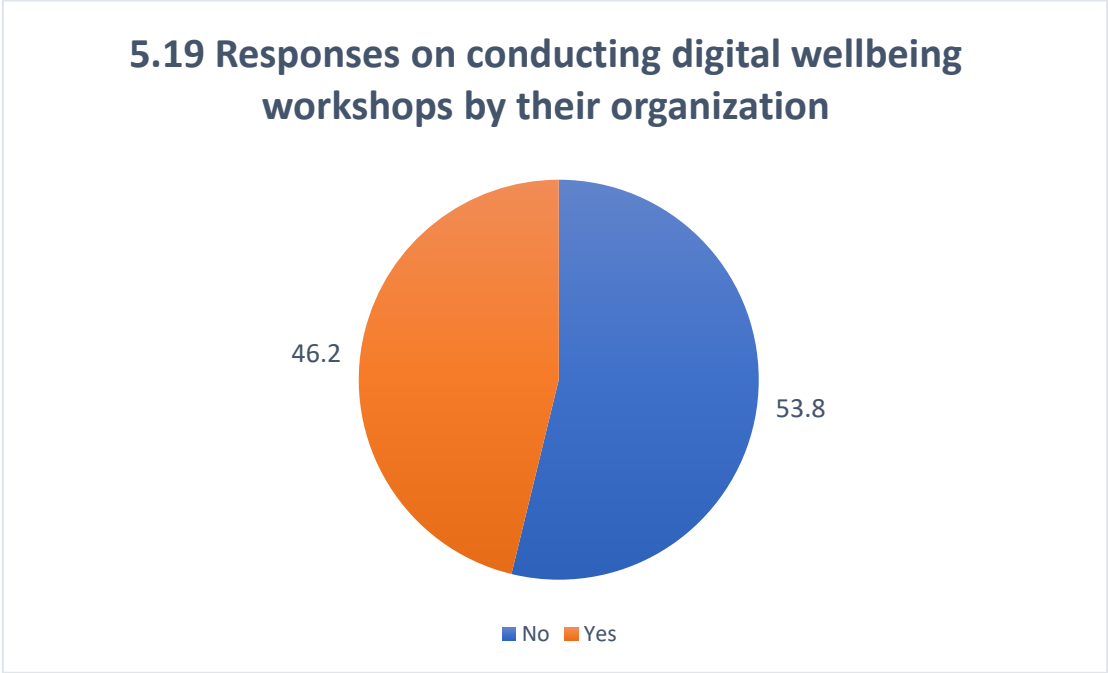
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	265	68.8	68.8	68.8
	Yes	120	31.2	31.2	100.0
	Total	385	100.0	100.0	



Out of 385 respondents, there were only 31.2% responded i.e. 265 that they put their phone in 'do not disturb' mode when they sleep while the remaining 68.8% i.e. 265 did not use it.

5.19 Responses on conducting digital wellbeing workshops by their organization

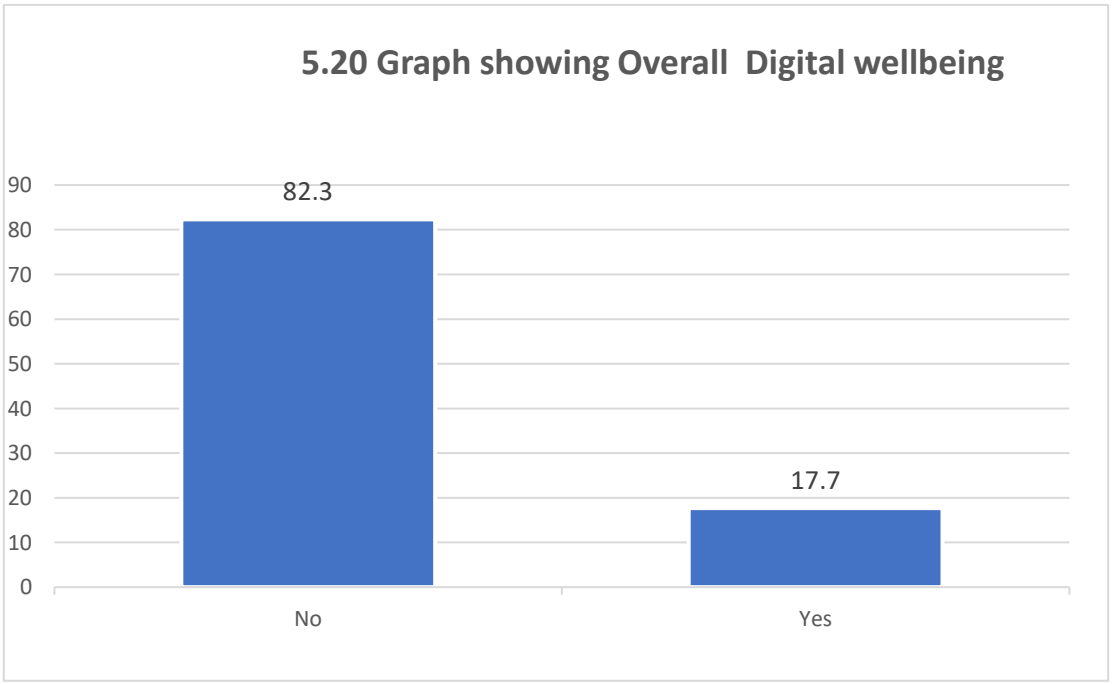
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	207	53.8	53.8	53.8
	Yes	178	46.2	46.2	100.0
	Total	385	100.0	100.0	



From the above table, it can be derived that out of 385 respondents, there were 207 i.e. 53.8% said their organization did not conduct digital wellbeing workshops while 178 i.e. 46.2% responded organization did conduct digital wellbeing classes.

5.20 MASTER TABLE ON DIGITAL WELLBEING

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No	317	82.3	82.3	82.3
	Yes	68	17.7	17.7	100.0
	Total	385	100.0	100.0	



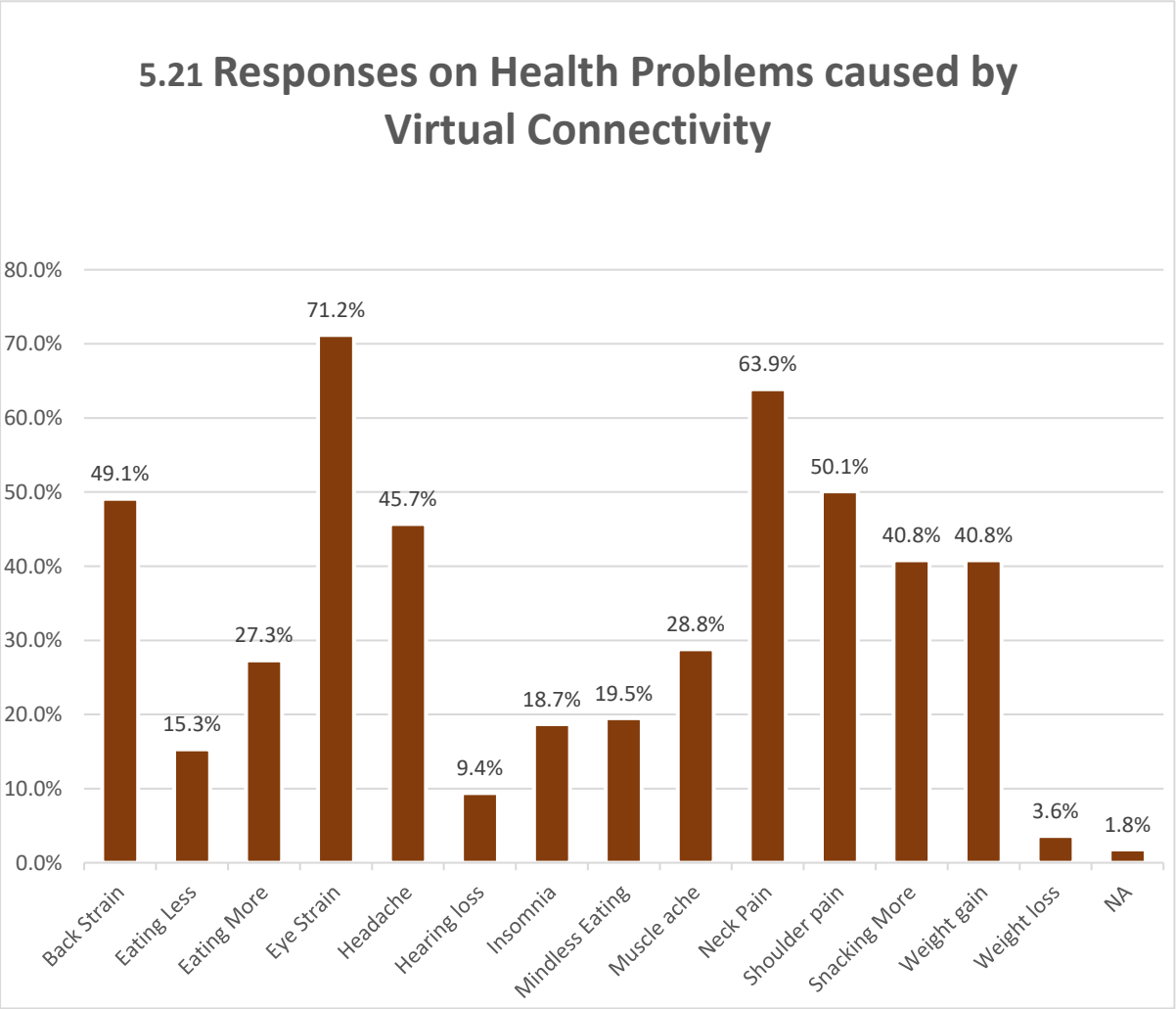
Out of 385 respondents, there were 82.3% 317 respondents who disagreed with the presence of digital well-being. While only 17.7% i.e., 68 respondents accepted the Presence of digital well-being while practicing Virtual Work. This indicates majority of the respondents do not have organizations that focus on Digital Wellbeing.

1.21Responses on Health Problems caused by Virtual Connectivity

		Responses		
		N	Percent	Percent of Cases
Health problems caused by using virtual	Back Strain	189	10.1%	49.1%
	Eating Less	59	3.2%	15.3%
	Eating More	105	5.6%	27.3%
	Eye Strain	274	14.6%	71.2%
	Headache	176	9.4%	45.7%
	Hearing loss	36	1.9%	9.4%
	Insomnia	72	3.8%	18.7%
	Mindless Eating	75	4.0%	19.5%
	Muscle ache	111	5.9%	28.8%
	Neck Pain	246	13.1%	63.9%
	Shoulder pain	193	10.3%	50.1%
	Snacking More	157	8.4%	40.8%
	Weight gain	157	8.4%	40.8%
	Weight loss	14	0.7%	3.6%
	NA	7	0.4%	1.8%
Total		1871	100.0%	486.0%

From the above table it can be concluded, there are a maximum number of respondents 71.2% i.e. 274 who are facing Eye Strain, 63.9% i.e. 246 are facing Neck Pain, 50.1% i.e.193 facing Shoulder pain,

49.1% of the respondents i.e. 189 who have Back Strain, 45.7% i.e.176 are facing Headache, 40.8% i.e. 157 of the respondents each are facing Weight gain and are Snacking More respectively. There were also 28.8% i.e. 111 respondents who were facing Muscle aches, 27.3% i.e. 105 Eating More, 19.5% i.e. 75 Mindless Eating, 18.7% i.e. 72 Insomnia,15.3% i.e. 59. Eating Less, 9.4% i.e. 176 Hearing loss, 3.6% i.e. 14 are facing Weight loss. There are 1.8% i.e. 7 respondents who say they aren't facing any problems.



Part-B

STATISTICAL TEST

Hypothesis

Sr. No	Hypothesis statement	Accepted/ Rejected
1	There is no relationship between Virtual Connectivity and health and wellbeing.(H1)	Rejected
2	There is no association between Virtual Connectivity and Work-life balance (H2)	Rejected

6.1 HYPOTHESIS (H1) **There is no relationship between Virtual Connectivity and health and wellbeing.**

Correlation

		Virtual Connectivity (Benefits & Drawbacks)	HEALTH & WELLBEING: LIFESTYLE	HEALTH & WELLBEING: BURNOUT	HEALTH & WELLBEING: DIGITAL WELLBEING
Virtual Connectivity (Benefits & Drawbacks)	Pearson Correlation	1	.400**	.443**	.191**
	N	385	385	385	385

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

*. Correlation is significant at the 0.05 level (2-tailed).

Hypothesis (H1) states there is no relation between Virtual Connectivity and Health and Wellbeing (Lifestyle, Burnout, and Digital Wellbeing).

- Virtual connectivity (Benefits and drawbacks) and variable health & wellbeing: lifestyle, the Pearson correlation coefficient is 0.400 indicating a moderate positive linear relationship between Virtual connectivity and lifestyle Variable.

- Virtual connectivity (Benefits and drawbacks) and variable health & wellbeing: Burnout, the Pearson correlation coefficient is 0.443, indicating a moderate positive linear relationship between Virtual connectivity and the Burnout Variable.

- Virtual connectivity (Benefits and drawbacks) and variable health & wellbeing: Digital wellbeing, the Pearson correlation coefficient is 0.191 indicating a moderate positive linear relationship between Virtual connectivity and the Digital wellbeing Variable.

It can be concluded, that all the correlation coefficients are greater than zero and statistically significant at the 0.01 level ($p<0.01$), denoted by the double asterisks (**).
As a result, the Null Hypothesis. Implying there is a significant positive linear relationship between Virtual Connectivity and health and wellbeing.

6.2 HYPOTHESIS **H(2): There is no association between Virtual Connectivity and Work-life balance**

		Benefits and drawback of Virtual Connectivity						Pearson Chi-Square		
		SD	**D**	**N**	**A**	**SA**	**Total**	**Value**	**Df**	**P_Value**
Total		**3 (100%)**	**9 (100%)**	**108 (100%)**	**215 (100%)**	**50 (100%)**	**385 (100%)**			
Work-Family Conflict	SD	2 (13.3%)		7 (46.7%)	6 (40.0%)		15 (100%)	98.823	16	0.000
	D		3 (6.0%)	21 (42.0%)	25 (50.0%)	1 (2.0%)	50 (100%)			
	N		5 (3.5%)	49 (34.0%)	80 (55.6%)	10 (6.9%)	144 (100%)			
	A			25 (21.0%)	77 (64.7%)	17 (14.3%)	119 (100%)			
	SA	1 (1.8%)	1 (1.8%)	6 (10.5%)	27 (47.4%)	22 (38.6%)	57 (100%)			
Family Work Conflict	SD	2 (12.5%)		8 (50.0%)	5 (31.3%)	1 (6.3%)	16 (100.0%)	172.676	16	0.000
	D	1 (2.0%)	5 (9.8%)	31 (60.8%)	12 (23.5%)	2 (3.9%)	51 (100%)			
	N		1 (0.9%)	46 (39.%)	66 (56.4%)	4 (3.4%)	117 (100%)			
	A		3 (1.9%)	20 (13.0%)	111 (72.1%)	20 (13.0%)	154 (100%)			
	SA			3 (6.4%)	21 (44.7%)	23 (48.9%)	47 (100%)			
Virtual Work	SD	3 (75.0%)			1 (25.0%)		4 (100%)	351.492	4	0.000
	D			3 (60.0%)	2 (40.0%)		5 (100%)			
	N		5 (5.2%)	38 (39.6%)	49 (51.0%)	4 (4.2%)	96 (100%)			
	A		4 (2.0%)	57 (27.8%)	126 (61.5%)	18 (8.8%)	205 (100%)			
	SA			10 (13.3%)	37 (49.3%)	28 (37.3%)	75 (100%)			

Pearson chi-square is applied to asses if there is any association between work-life balance and virtual connectivity.

Hypothesis (H2) states there is no association between Virtual Connectivity and work-life balance (Work Family Conflict, Family Work Conflict & Virtual Work/Flexi Timings).

- The p-value (0.00) is less than the significance level of 0.05, indicating that there is a significant association between Virtual connectivity and Work Family Conflict.
- The p-value (0.00) is less than the significance level of 0.05, indicating that there is a significant association between Virtual connectivity and Family Work Conflict.
- The p-value (0.00) is less than the significance level of 0.05, indicating that there is a significant association between Virtual connectivity and Virtual Work.

6.2 HYPOTHESIS **H(2): There is no association between Virtual Connectivity and Work-life balance (continue)**

		(Benefits and drawbacks) Virtual Connectivity						Pearson Chi-Square		
		SD	**D**	**N**	**A**	**SA**	**Total**	**Value**	**Df**	**P_Value**
Total		**3 (100%)**	**9 (100%)**	**108 (100%)**	**215 (100%)**	**50 (100%)**	**385 (100%)**			
Overall Work-life Balance	SD	2 (100%)					2 (100%)	414.003 a	16	0.000
	D	1 (5.9%)	2 (11.8%)	12 (70.6%)	2 (!1.8%)		17 (100%)			
	N		6 (3.4%)	73 (42.0%)	90 (51.7%)	5 (2.9%)	174 (100%)			
	A		1 (0.6%)	22 (12.6%)	121 (69.1%)	31 (17.7%)	175 (100%)			
	SA			1 (5.9%)	2 (11.8%)	14 (82.4%)	17 (100%)			

- The p-value (0.00) is less than the significance level of 0.05, indicating that there is a significant association between Virtual connectivity and Work-life balance.

The results of the chi-square test suggest that there is a significant association between variables of Virtual Connectivity and Work-life balance across all categories, leading to the rejection of the null hypothesis.

Hence, it can be concluded there is a significant association between the two variables i.e. between Virtual connectivity and Work-life balance.

PART- B: STATISTICAL TEST

DETAILS OF ASSOCIATION BETWEEN VARIABLES

7.1 ASSOCIATION BETWEEN TECHNO OVERLOAD AND PERSONAL VARIABLES

		I. TECHNO OVERLOAD						Pearson Chi-Square		
		SD	D	N	A	SA	Total	Value	df	P_Value
Total		**26 (6.8%)**	**72 (18.7%)**	**105 (27.3%)**	**111 (28.8%)**	**71 (18.4 %)**	**385 (100%)**			
Gender	Male	13 (5.9%)	43 (19.5%)	64 (29.1%)	56 (25.5%)	44 (20.0%)	220 (100%)	4.196	4	0.397
	Female	13 (7.9%)	29 (17.6%)	41 (24.8%)	55 (33.3%)	27 (16.4%)	165 (100%)			
Age Group	21-30	17 (8.1%)	39 (18.7%)	60 (28.7%)	50 (23.9%)	43 (20.6%)	209 (100%)	15.732 a	12	0.204
	31-40	7 (5.2%)	25 (18.7%)	37 (27.6%)	46 (34.3%)	19 (14.2%)	134 (100%)			
	41-50		7 (23.3%)	6 (20.0%)	9 (30.0%)	8 (26.7%)	30 (100%)			
	51-60	2 (16.7%)	1 (8.3%)	2 (16.7%)	6 (50.0%)	1 (8.3%)	12 (100%)			
Marital status	Single	12 (6.8%)	34 (19.2%)	54 (30.5%)	43 (24.3%)	34 (19.2%)	177 (100%)	6.034a	8	0.643
	Married	14 (6.8%)	38 (18.4%)	51 (24.8%)	67 (32.5%)	36 (17.5%)	206 (100%)			
	Widow				1 (50.0%)	1 (50.0%)	2 (100%)			
Education Qualification	Diploma	1 (11.1%)	1 (11.1%)	1 (11.1%)	5 (55.6%)	1 (11.1%)	9 (100%)	21.135 a	20	0.389
	Bachelors	9 (7.6%)	21 (17.8%)	39 (33.1%)	29 (24.6%)	20 (16.9%)	118 (100%)			
	Masters	16 (7.0%)	46 (20.1%)	61 (26.6%)	62 (27.1%)	44 (19.2%)	229 (100%)			
	PG Diploma				1 (100%)		1 (100%)			
	CA, CPA, CMA		3 (30.0%)	1 (10.0%)	5 (50.0%)	1 (10.0%)	10 (100%)			
	PhD/ M.Phil		1 (5.6%)	3 (16.7%)	9 (50.0%)	5 (27.8%)	18 (100%)			
Total Years of Experience	0-5	11 (7.5%)	24 (16.4%)	42 (28.8%)	42 (28.8%)	27 (18.5%)	146 (100%)	36.243 a	20	0.014
	6-10	13 (9.5%)	23 (16.8%)	40 (29.2%)	36 (26.3%)	25 (18.2%)	137 (100%)			
	11-15		17 (28.3%)	14 (23.3%)	19 (31.7%)	10 (16.7%)	60 (100%)			
	16-20		8 (38.1%)	7 (33.3%)	5 (23.8%)	1 (4.8%)	21 (100%)			
	21-25				5 (50.0%)	5 (50.0%)	10 (100%)			
	25 above	2 (18.2%)		2 (18.2%)	4 (36.4%)	3 (27.3%)	11 (100%)			
Total years of Experience at Current	0-5	16 (6.4%)	48 (19.3%)	75 (30.1%)	66 (26.5%)	44 (17.7%)	249 (100%)	24.070 a	20	0.239
	6-10	8 (8.9%)	14 (15.6%)	21 (23.3%)	28 (31.1%)	19 (21.1%)	90 (100%)			
	11-15		6 (25.0%)	5 (20.8%)	8 (33.3%)	5 (20.8%)	24 (100%)			

Organisation	16-20		4 (28.6%)	3 (21.4%)	4 (28.6%)	3 (21.4%)	14 (100%)			
	21-25			1 (33.3%)	2 (66.7%)		3 (100%)			
	25 above	2 (40.0%)			3 (60.0%)		5 (100%)			
Industry	Banking	8 (8.6%)	17 (18.3%)	29 (31.2%)	27 (29.0%)	12 (12.9%)	93 (100%)	23.911 a	20	0.246
	Consulting/Consultancy	6 (7.5%)	20 (25.0%)	18 (22.5%)	19 (23.8%)	17 (21.3%)	80(100%)			
	Education	3 (6.4%)	4 (8.5%)	12 (25.5%)	15 (31.9%)	13 (27.7%)	47 (100%)			
	Healthcare & Pharma	1 (4.3%)	2 (8.7%)	7 (30.4%)	10 (43.5%)	3 (13.0%)	23 (100%)			
	IT	6 (7.6%)	15 (19.0%)	27 (34.2%)	22 (27.8%)	9 (11.45)	79 (100%)			
	Manufacturing	2 (3.2%)	14 (22.2%)	12 (19.0%)	18 (28.8%)	17 (27.0%)	63 (100%)			

The above table shows an association between **Personal information** (Age, Gender, Marital status, Education qualification, Experience in industry, Experience in present firm, type of industry) **and Techno Overload.**

- The p-value (0.397) is greater than the significance level of 0.05, indicating that there is no significant association between gender and Technical Overload.
- The p-value (0.204) is greater than the significance level of 0.05, indicating that there is no significant association between age group and Technical Overload.
- The p-value (0.643) is greater than the significance level, suggesting that there is no significant association between marital status and Technical Overload.
- The p-value (0.389) is greater than the significance level, implying that there is no significant association between education qualification and Technical Overload.
- The p-value (0.014) is less than the typical significance level of 0.05, **suggesting a significant association between total years of experience and Techno Overload**.
- The p-value (0.239) is greater than the significance level, indicating that there is no significant association between total years of experience at the current organization and Technical Overload.
- The p-value (0.246) is greater than the significance level, suggesting that there is no significant association between industry and Technical Overload.

There is a significant association between "Total Years of Experience" and "Techno Overload" perceptions, while no significant associations were found for the other personal variables.

7.2 ASSOCIATION BETWEEN WORK OVERLOAD AND PERSONAL VARIABLES

		II. WORK OVERLOAD						Pearson Chi-Square		
		SD	D	N	A	SA	Total	Value	df	P_Value
Total		**13 (3.4%)**	**26 (6.8%)**	**68 (17.7%)**	**163 (42.3%)**	**115 (29.9%)**	**385 (100%)**			
Gender	Male	8 (3.6%)	14 (6.4%)	33 (15.0%)	92 (41.8%)	73 (33.2%)	220 (100%)	4.196a	4	0.38
	Female	5 (3.0%)	12 (7.3%)	35 (21.2%)	71 (43.0%)	42 (25.5%)	165 (100%)			
Age Group	21-30	10 (4.8%)	21 (10.0%)	39 (18.7%)	75 (35.9%)	64 (30.6%)	209 (100%)	24.235a	12	0.019
	31-40	2 (1.5%)	3 (2.2%)	26 (19.4%)	61 (45.5%)	42 (31.3%)	134 (100%)			
	41-50		2 (6.7%)	2 (6.7%)	20 (66.7%)	6 (20.0%)	30 (100%)			
	51-60	1 (8.3%)		1 (8.3%)	7 (58.3%)	3 (25.0%)	12 (100%)			
Marital status	Single	9 (5.1%)	14 (7.9%)	37 (20.9%)	62 (35.0%)	55 (31.1%)		10.401a	8	0.238
	Married	4 (1.9%)	12 (5.8%)	31 (15.0%)	100 (48.5%)	59 (28.6%)				
	Widow				1 (50.0%)	1 (50.0%)				
Education Qualification	Diploma	1 (11.1%)		3 (33.3%)	3 (33.3%)	2 (22.2%)	9 (100%)	11.238a	20	0.94
	Bachelors	2 (1.7%)	7 (5.9%)	23 (19.5%)	50 (42.4%)	36 (30.5%)	118 (100%)			
	Masters	10 (4.4%)	16 (7.0%)	39 (17.0%)	96 (41.9%)	68 (29.7%)	229 (100%)			
	PG Diploma				1 (100.0%)		1 (100%)			
	CA, CPA, CMA		1 (10.0%)	1 (10.0%)	6 (60.0%)	2 (20.0%)	10 (100%)			
	PhD/ M.Phil		2 (11.1%)	2 (11.1%)	7 (38.9%)	7 (38.9%)	18 (100%)			
Total Years of Experience	0-5	5 (3.4%)	11 (7.5%)	32 (21.9%)	58 (39.7%)	40 (27.4%)	146 (100%)	23.394a	20	0.27
	6-10	7 (5.1%)	11 (8.0%)	21 (15.3%)	53 (38.7%)	45 (32.8%)	137 (100%)			
	11-15		3 (5.0%)	12 (20.0%)	24 (40.0%)	21 (35.0%)	60 (100%)			
	16-20		1 (4.8%)	2 (9.5%)	15 (71.4%)	3 (14.3%)	21 (100%)			
	21-25				6 (60.0%)	4 (40.0%)	10 (100%)			
	25 above	1 (9.1%)		1 (9.1%)	7 (63.0%)	2 (18.2%)	11 (100!)			
Total years of Experience at Current Organisation	0-5	10 (4.0%)	18 (7.2%)	55 (22.1%)	99 (39.8%)	67 (26.9%)	249 (100%)	35.267a	20	0.019
	6-10	2 (2.2%)	6 (6.7%)	10 (11.1%)	33 (36.7%)	39 (43.3%)	90 (100%)			
	11-15		2 (8.35)	2 (8.3%)	15 (62.5%)	5 (20.8%)	24 (100%)			
	16-20				11 (78.6%)	3 (21.4%)	14 (100%)			
	21-25				3 (100.0%)		3 (100%)			
	25 above	1 (20.0%)		1 (20.0%)	2 (40.0$)	1 (20.0%)	5 (100%)			
Industry	Banking	3 (3.2%)	3 (3.2%)	15 (16.1%)	40 (43.0%)	32 (34.4%)	93 (100%)	25.973a	20	0.167
	Consulting/Consultancy	3 (3.8%)	10 (12.5%)	19 (23.8%)	26 (32.5%)	22 (27.5%)	80 (100%)			

	Education	2 (4.3%)	3 (6.4%)	5 (10.6%)	18 (38.3%)	19 (40.4%)	47 (100%)			
	Healthcare & Pharma		1 (4.3%)	4 (17.4%)	13 (56.5%)	5 (21.7%)	23 (100%)			
	IT	4 (5.1%)	7 (8.8%)	17 (46.8%)	37 (46.8%)	14 (17.7%)	79 (100%)			
	Manufacturing	1 (1.6%)	2 (3.2%)	8 (12.7%)	29 (46.0%)	23 (36.5%)	63 (100%)			

The above table shows the association of **Personal information** (Age, Gender, Marital status, Education qualification, Experience in industry, Experience in present firm, type of industry) **and Work Overload.**

- The p-value (0.38) is greater than the significance level of 0.05, indicating that there is no significant association between gender and Work Overload.
- The p-value (0.019) is less than the significance level of 0.05, **suggesting that there is some significant association between age group and Work Overload.**
- The p-value (0.238) is greater than the significance level, implying that there is no significant association between marital status and Work Overload.
- The p-value (0.94) is greater than the significance level, implying that there is no significant association between education qualification and Work Overload.
- The p-value (0.27) is greater than the significance level of 0.05, indicating that there is no significant association between total years of experience and Work Overload.
- The p-value (0.019) is less than the significance level of 0.05, **suggesting that there is some significant association between total years of experience at the current organization and Work Overload.**
- The p-value (0.167) is greater than the significance level, suggesting that there is no significant association between industry and Work Overload.

There is a significant association for the variable "Age group &Total years of experience at the current organization" with Work Overload perceptions respectively, while no significant associations were found for the other personal variables.

7.3 ASSOCIATION BETWEEN PRIVACY INVASION & MONITORING AND PERSONAL VARIABLES

		III. PRIVACY INVASION & MONITORING						Pearson Chi-Square		
		SD	D	N	A	SA	Total	Value	Df	P_Value
Total		**13 (3.4%)**	**64 (16.6%)**	**99 (25.7%)**	**153 (39.7%)**	**56 (14.5%)**	**385 (100%)**			
Gender	Male	8 (3.6%)	41 (18.6%)	39 (17.7%)	93 (42.3%)	39 (17.7%)	220 (100%)	18.490 a	4	0.001
	Female	5 (3.0%)	23 (13.9%)	60 (36.4%)	60 (36.4%)	17 (10.3%)	165 (100%)			
Age Group	21-30	9 (4.3%)	34 (16.3%)	52 (24.9%)	85 (40.7%)	29 (13.9%)	209 (100%)	12.874 a	12	0.378
	31-40	3 (2.2%)	21 (15.7%)	34 (25.4%)	52 (38.8%)	24 (17.9%)	134 (100%)			
	41-50		5 (16.7%)	12 (40.0%)	10 (33.3%)	3 (10.0%)	30 (100%)			
	51-60	1 (8.3%)	4 (33.3%)	1 (8.3%)	6 (50.0%)		12 (100%)			
Marital status	Single	7 (4.0%)	31 (17.5%)	41 (23.2%)	73 (41.2%)	25 (14.1%)	177 (100%)	4.735a	8	0.786
	Married	6 (2.9%)	33 (16.0%)	58 (28.2%)	78 (37.9%)	31 (15.0%)	206 (100%)			
	Widow				2 (100%)		2 (100%)			
Education Qualification	Diploma		1 (11.1%)	2 (22.2%)	5 (55.6%)	1 (11.1%)	9 (100%)	24.843 a	20	0.207
	Bachelors	4 (3.4$)	25 (21.2%)	29 (24.6%)	41 (34.7%)	19 (16.1%)	118 (100%)			
	Masters	9 (3.9%)	27 (11.8%)	64 (27.9%)	97 (42.4%)	32 (14.0%)	229 (100%)			
	PG Diploma		1 (100.0%)				1 (100%)			
	CA, CPA, CMA		4 (40.0%)	1 (10.0%)	5 (50.0%)		10 (100%)			
	PhD/ M.Phil		6 (33.3%)	3 (16.7%)	5 (27.8%)	4 (22.2%)	18 (100%)			
Total Years of Experience	0-5	3 (2.1%)	26 (17.8%)	34 (23.3%)	65 (44.5%)	18 (12.3%)	146 (100)	24.182 a	20	0.235
	6-10	8 (5.8%)	25 (18.2%)	36 (26.3%)	47 (34.3%)	21 (15..=3%)	137 (100%)			
	11-15		7 (11.7%)	14 (23.3%)	26 (43.3%)	13 (21.7%)	60 (100%)			
	16-20	1 (4.8%)	2 (9.5%)	9 (42.9%)	6 (28.6%)	3 (14.3%)	21 (100%)			
	21-25			4 (40.0%)	5 (50.0%)	1 (10.0%)	10 (100%)			
	25 above	1 (9.1%)	1 (36.4%)	2 (18.2%)	4 (36.4%)		11 (100%)			
Total years of Experience at Current Organisation	0-5	7 (2.8%)	47 (18.9%)	62 (24.9%)	104 (41.8%)	29 (11.6%)	249 (100%)	23.361 a	20	0.271
	6-10	4 (4.4%)	10 (11.1%)	25 (27.8%)	31 (34.4%)	20 (22.2%)	90 (!00%)			
	11-15	1 (4.2%)	3 (12.5%)	6 (25.0%)	10 (41.7%)	4 (16.7%)	24 (100%)			
	16-20		1 (7.1%)	6 (42.9%)	4 (28.6%)	3 (21.4%)	14 (100%)			
	21-25		1 (33.3%)		2 (66.7%)		3 (!00%)			

	25 above	1 (20.0%)	2 (40.0%)		2 (40.4%)		5 (!00%)			
Industry	Banking	3 (3.2%)	8 (8.6%)	23 (24.7%)	41 (44.1%)	18 (19.4%)	93 (100%)	27.053	20	0.134
	Consulting/Consultancy	3 (3.8%)	12 (15.0%)	22 (27.5%)	30 (37.5%)	13 (!6.3%)	80 (!00%)			
	Education		9 (19.1%)	12 (25.5%)	21 (44.7%)	5 (10.6%)	47 (!00%)			
	Healthcare & Pharma		2 (8.7%)	11 (47.8%)	8 (34.9%)	2 (8.7%)	23 (100%)			
	IT	6 (7.6%)	20 (25.3%)	15 (19.0%)	30 (38.0%)	8 (10.1%)	79 (100%)			
	Manufacturing	1 (1.6%)	13 (20.6%)	16 (25.4%)	23 (36.5%)	10 (15.9%)	63 (100%)			

The above table shows the association of **Personal information** (Age, Gender, Marital status, Education qualification, Experience in industry, Experience in present firm, type of industry) **and Privacy Invasion & Monitoring.**

- The p-value (0.001) is less than the significance level of 0.05, **suggesting that there is some significant association between gender and Privacy invasion & Monitoring**.
- The p-value (0.378) is greater than the significance level of 0.05, indicating that there is no significant association between age group and Privacy invasion & Monitoring.
- The p-value (0.786) is greater than the significance level, suggesting that there is no significant association between marital status and Privacy invasion & Monitoring.
- The p-value (0.207) is greater than the significance level, implying that there is no significant association between education qualification and Privacy invasion & Monitoring.
- The p-value (0.235) is greater than the significance level of 0.05, suggesting that there is no significant association between total years of experience and Privacy invasion & Monitoring.
- The p-value (0.271) is greater than the significance level, indicating that there is no significant association between total years of experience at the current organization and Privacy invasion & Monitoring.
- The p-value (0.134) is greater than the significance level, suggesting that there is no significant association between industry and Privacy invasion & Monitoring.

There is a significant association of the variable "Gender "with " Privacy invasion & Monitoring" perceptions, while no significant associations were found for the other personal variables.

7.4 ASSOCIATION BETWEEN INTERRUPTION OF WORK AND PERSONAL VARIABLES

		IV. INTERRUPTION OF WORK						Pearson Chi-Square		
		SD	D	N	A	SA	Total	Value	df	P_Value
Total		**14 (3.6%)**	**21 (5.5%)**	**101 (26.2%)**	**140 (36.4%)**	**109 (28.3%)**	**385 (100%)**			
Gender	Male	12 (5.5%)	10 (4.5%)	57 (25.9%)	74 (33.6%)	67 (30.5%)	220 (100%)	7.348a	4	0.119
	Female	2 (1.2%)	11 (6.7%)	44 (26.7%)	66 (40.0%)	42 (25.5%)	165 (100%)			
Age Group	21-30	9 (4.3%)	14 (6.7%)	44 (21.1%)	75 (35.9%)	67 (32.1%)	209 (100%)	18.086a	12	0.113
	31-40	5 (3.7%)	4 (3.0%)	39 (29.1%)	53 (39.6%)	33 (24.6%)	134 (100%)			
	41-50		1 (3.3%)	13 (43.3%)	10 (33.3%)	6 (20.0%)	30 (100%)			
	51-60		2 (16.7%)	5 (41.7%)	2 (16.7%)	3 (25.0%)	12 (100%)			
Marital status	Single	11 (6.2%)	12 (6.8%)	39 (22.0%)	59 (33.3%)	56 (31.6%)	177 (100%)	13.021a	8	0.111
	Married	3 (1.5%)	9 (4.4%)	61 (29.6%)	81 (39.3%)	52 (25.2%)	206 (100%)			
	Widow			1 (50.0%)		1 (50.0%)	2 (!00%)			
Education Qualification	Diploma	1 (11.1%)		2 (22.2%)	3 (33.33%)	3 (33.3%)	9 (100%)	29.433a	20	0.08
	Bachelors	3 (2.5%)	5 (4.2%)	29 (24.6%)	40 (33.9%)	41 (34.7%)	116 (100%)			
	Masters	10 (4.4%)	13 (5.7%)	58 (25.3%)	87 (38.0%)	61 (26.6%)	229 (100%)			
	PG Diploma			1 (100.0%)			1 (!00%)			
	CA, CPA, CMA		3 (30.0%)	2 (20.0%)	5 (50.0%)		10 (200%)			
	PhD/ M.Phil			9 (50.0%)	5 (27.8%)	4 (22.2%)	18 (100%)			
Total Years of Experience	0-5	5 (3.4%)	6 (4.1%)	34 (23.3%)	59 (40.4%)	42 (28.8%)	146 (100%)	27.453a	20	0.123
	6-10	9 (6.6%)	12 (8.8%)	29 (21.2%)	46 (33.6%)	41 (29.9%)	137 (!00%)			
	11-15		1 (1.7%)	20 (33.3%)	22 (36.7%)	17 (28.3%)	60 (100%)			
	16-20			9 (42.9%)	8 (38.1%)	4 (19.0%)	21 (100%)			
	21-25			4 (40.0%)	3 (30.0%)	3 (30.0%)	10 (100%)			
	25 above		2 (18.2%)	5 (45.5%)	2 (18.2%)	2 (18.2%)	11 (100%)			
Total years of Experience at Current Organisation	0-5	8 (3.2%)	15 (6.0%)	58 (23.3%)	98 (39.4%)	70 (28.1%)	249 (100%)	23.543	20	0.263
	6-10	6 (6.7%)	4 (4.4%)	28 (31.1%)	24 (26.7%)	28 (31.1%)	90 (100%)			
	11-15			6 (25.0%)	13 (54.2%)	5 (20.8%)	24 (100%)			
	16-20		1 (7.1%)	6 (42.9%)	3 (21.4%)	4 (28.6%)	14 (100%)			

	21-25		1 (33.3%)		1 (33.3%)	1 (33.3%)	3 (100%)			
	25 above				1 (20.0%)	1 (20.0%)	5 (100%)			
Industry	Banking	5 (5.4%)	8 (8.6%)	18 (19.4%)	30 (32.3%)	32 (34.4%)	93 (100%)	22.492 a	20	0.314
	Consulting/Consultancy	3 (3.8%)	4 (5.0%)	23 (28.7%)	27 (33.8%)	23 (28.7%)	80 (100%)			
	Education	2 (4.3%)		17 (36.2%)	19 (40.4%)	9 (19.1%)	47 (100%)			
	Healthcare & Pharma		1 (4.3%)	8 (34.8%)	8 (34.8%)	6 (26.1%)	23 (100%)			
	IT	3 (3.8%)	2 (2.5%)	21 (26.6%)	36 (45.6%)	17 (21.5%)	79 (100%)			
	Manufacturing	1 (1.6%)	6 (9.5%)	14 (22.2%)	20 (31.7%)	22 (34.9%)	63 (!00%)			

The above table shows the association of **Personal information** (Age, Gender, Marital status, Education qualification, Experience in industry, Experience in present firm, type of industry) **and Interruption of Work.**

- The p-value (0.119) is greater than the significance level of 0.05, indicating that there is no significant association between gender and interruption of work.
- The p-value (0.113) is greater than the significance level of 0.05, indicating that there is no significant association between age group and interruption of work.
- The p-value (0.111) is greater than the significance level, suggesting that there is no significant association between marital status and interruption of work.
- The p-value (0.08) is greater than the significance level, implying that there is no significant association between education qualification and interruption of work.
- The p-value (0.123) is greater than the typical significance level of 0.05, suggesting that there is no significant association between total years of experience and interruption of work.
- The p-value (0.263) is greater than the significance level, indicating that there is no significant association between total years of experience at the current organization and interruption of work.
- The p-value (0.314) is greater than the significance level, suggesting that there is no significant association between industry and interruption of work.

There is no significant association found between the above-mentioned "Personal variables " and "Interruption of work" perceptions.

7.5 ASSOCIATION BETWEEN ACCESSIBILITY & FLEXIBILITY AND PERSONAL VARIABLES

		V. ACCESSIBILITY & FLEXIBILITY						Pearson Chi-Square		
		SD	D	N	A	SA	Total	Value	df	P_Value
Total		**8 (2.1%)**	14 (3.6%)	**64 (16.6%)**	**151 (39.2%)**	**148 (38.4%)**	**385 (100%)**			
Gender	Male	7 (3.2%)	5 (2.3%)	40 (18.2%)	80 (36.4%)	88 (40.0%)	220 (100%)	7.778a	4	0.1
	Female	1 (0.6%)	9 (5.5%)	24 (14.5%)	71 (43.0%)	60 (36.4%)	165 (100%)			
Age Group	21-30	7 (3.3%)	8 (3.8%)	40 (19.1%)	73 (34.9%)	81 (38.8%)	209 (100%)	12.142 a	12	0.434
	31-40	1 (0.7%)	5 (3.7%)	21 (15.7%)	56 (41.8%)	51 (38.1%)	134 (100%)			
	41-50		1 (3.3%)	1 (3.3%)	15 (50.0%)	13 (43.3%)	30 (100%)			
	51-60			2 (16.7%)	7 (58.3%)	3 (25.0%)	12 (!00%)			
Marital status	Single	7 (4.0$)	7 (4.0%)	39 (22.0%)	58 (32.8%)	66 (37.3%)	177 (100%)	15.320 a	8	0.053
	Married	1 (0.5%)	7 (3.4%)	25 (12.1%)	92)44.7%)	81 (39.3%)	206 (100%)			
	Widow				1 (50.0%)	1 (50.0%)	2 (100%)			
Education Qualification	Diploma	1 (11.1%)	1 (11.1%)	1 (11.1%)	4 (44.4%)	2 (22.2%)	9 (100%)	20.496 a	20	0.427
	Bachelors	1 (0.8%)	4 (3.4%)	25 (21.2%)	36 (30.5%)	52 (44.1%)	118 (100%)			
	Masters	6 (2.6%)	7 (3.1%)	35 (15.3%)	98 (42.8%)	83 (36.2%)	229 (100%)			
	PG Diploma									
	CA, CPA, CMA			2 (20.0%)	5 (50.0%)	3 (30.0%)	10 (100%)			
	PhD/ M.Phil		2 (11.1%)	1 (5.6%)	7 (38.9%)	8 (44.4%)	18 (100%)			
Total Years of Experience	0-5	2 (1.4%)	9 (6.2%)	26 (17.8%)	60 (41.1%)	49 (33.6%)	146 (100%)	38.573 a	20	0.008
	6-10	6 (4.4%)	4 (2.9%)	27 (19.7%)	38 (27.7%)	62 (45.3%)	137 (100%)			
	11-15		1 (1.7%)	6 (10.0%)	30 (50.0%)	23 (38.3%)	60 (100%)			
	16-20			3 (14.3%)	14 (66.7%)	4 (19.0%)	21 (100%)			
	21-25				2 (20.0%)	8 (30.0%)	10 (100%)			
	25 above			2 (18.2%)	7 (63.6%)	2 (18.2%)	11 (100%)			
Total years of Experience at Current Organisation	0-5	5 (2.0%)	11 (4.4%)	41 (16.5%)	88 (35.3%)	104 (41.9%)	249 (100%)	15.906 a	20	0.722
	6-10	3 (3.3%)	3 (3.3%)	16 (17.8%)	35 (38.9%)	33 (36.7%)	90 (100%)			
	11-15			4 (16.7%)	14 (58.3%)	6 (25.0%)	24 (100%)			
	16-20			2 (14.3%)	9 (64.3%)	3 (21.4%)	14 (100%)			
	21-25			1 (33.3%)'	2 (66.7%)		3 (100%)			
	25 above				3 (60.0%)	2 (40.0%)	5 (100%)			
Industry	Banking	3 (3.2%)	4 (4.3%)	24 (25.8%)	33 (35.5%)	29 (31.2%)	93 (100%)	33.325	20	0.031

	Consulting/Consultancy		4 (5.0%)	13 (16.3%)	29 (36.3%)	34 (42.5%)	80 (100%)			
	Education	2 (4.3%)	2 (4.3%)	1 (2.1%)	25 (53.2%)	17 (36.2%)	47 (100%)			
	Healthcare & Pharma			1 (4.3%)	12 (52.2%)	10 (43.5%)	23 (100%)			
	IT		1 (1.3%)	11 (13.9%)	29 (36.7%)	38 (48.1%)	79 (100%)			
	Manufacturing		3 (4.8%)	14 (22.2%)	23 (36.5%)	20 (31.7%)	63 (100%)			

The above table shows the association of **Personal information** (Age, Gender, Marital status, Education qualification, Experience in industry, Experience in present firm, type of industry) **and Accessibility & Flexibility.**

- The p-value (0.10) is greater than the significance level of 0.05, indicating that there is no significant association between gender and accessibility & flexibility.
- The p-value (0.434) is greater than the significance level of 0.05, indicating that there is no significant association between age group and accessibility & flexibility.
- The p-value (0.053) is greater than the significance level, suggesting that there is no significant association between marital status and accessibility & flexibility.
- The p-value (0.427) is greater than the significance level, implying that there is no significant association between education qualification and accessibility & flexibility.
- The p-value (0.008) is less than the typical significance level of 0.05, **suggesting a significant association between total years of experience and accessibility & flexibility**.
- The p-value (0.722) is greater than the significance level, indicating that there is no significant association between total years of experience at the current organization and accessibility & flexibility.
- The p-value (0.031) is less than the significance level of 0.05, **suggesting that there is a significant association between industry and accessibility & flexibility.**

There is a significant association between the variables "Total years of experience " and "Industry " with Accessibility & Flexibility perception, while no significant associations were found for the other personal variables.

7.6 ASSOCIATION BETWEEN COMMUNICATION & COORDINATION AND PERSONAL VARIABLES

		VI. COMMUNICATION & COORDINATION						Pearson Chi-Square		
		SD	D	N	A	SA	Total	Value	df	P_Value
Total		**2 (0.5%)**	7 (1.8%)	**101 (36.2%)**	**196 (50.9%)**	**79 (20.5%)**	**385 (100%)**			
Gender	Male	2 (0.9%)	3 (1.4%)	61 (27.7%)	106 (48.2%)	48 (21.8%)	220 (100%)	3.692a	4	0.449
	Female		4 (2.4%)	40 (24.2%)	90 (54.5%)	31 (18.8%)	165 (100%)			
Age Group	21-30	1 (0.5%)	7 (3.3%)	54 (25.8%)	105 (50.2%)	42 (20.1%)	209 (100%)	14.812a	12	0.252
	31-40			40 (29.9%)	65 (48.5%)	29 (21.6%)	134 (!00%)			
	41-50	1 (3.3%)		5 (16.7%)	18 (60.0%)	6 (20.0%)	30 (!00%)			
	51-60			2 (16.7%)	8 (66.7%)	7 (16.7%)	12 (!00%)			
Marital status	Single	1 (0.6%)	4 (2.3%)	47 (26.6%)	88 (49.7%)	37 (20.9%)	177 (100%)	2.361a	8	0.968
	Married	1 (0.5%)	3 (1.5%)	54 (26.2%)	106 (515%)	42 (20.4%)	206 (100%)			
	Widow				2 (100%)		2 (100%)			
Education Qualification	Diploma			3 (33.3%)	4 (44.4%)	2 (22.2%)	9 (100%)	10.439a	20	0.96
	Bachelors			28 (23.7%)	64 (54.2%)	26 (22.0%)	118 (100%)			
	Masters	2 (.9%)	7 (3.1%)	63 (27.5%)	112 (48.9%)	45 (19.7%)	229 (100%)			
	PG Diploma				1 (100%)		1 (!00%)			
	CA, CPA, CMA			2 (20.0%)	7 (70.0%)	1 (10.0%)	10 (100%)			
	PhD/ M.Phil			5 (27.8%)	8 (44.4%)	5 (27.8%)	18 (100%)			
Total Years of Experience	0-5		3 (2.1%)	36 (24.7%)	78 (53.4%)	29 (19.9%)	146 (100%)	24.801a	20	0.209
	6-10	1 (0.7%)	4 (2.9%)	47 (34.3%)	55 (40.1%)	30 (21.9%)	137 (100%)			
	11-15	1 (1.7%)		9 (15.0%)	38 (63.3%)	12 (20.0%)	60 (100%)			
	16-20			7 (33.3%)	11 (52.4%)	3 (14.3%)	21 (100%)			
	21-25			1 (10.0%)	5 (50.0%)	4 (40.0%)	10 (100%)			
	25 above			1 (9.1%)	9 (81.8%)	1 (9.1%)	11 (100%)			
Total years of Experience at Current Organisation	0-5	1 (0.4%)	4 (1.6%)	68 (27.3%)	131 (52.6%)	45 (18.1%)	249 (100%)	18.924a	20	0.527
	6-10	1 (1.1%)	3 (3.3%)	27 (30.0%)	33 (36.7%)	26 (28.9%)	90 (100%)			
	11-15			3 (12.6%)	17 (70.8%)	4 (16.7%)	24 (100%)			
	16-20			1 (7.1%)	10 (71.4%)	3 (21.4%)	14 (100%)			
	21-25			1 (33.3%)	2 (66.7%)		3 (100%)			
	25 above			1 (20.2%)	3 (60.0%)	1 (20.0%)	5 (100%)			
Industry	Banking	1 (1.1%)	3 (3.2%)	28 (30.0%)	42 (45.2%)	19 (20.4%)	93 (100%)	16.777a	20	0.667
	Consulting/Consultancy		2 (2.5%)	20 (25.0%)	42 (52.5%)	16 (20.0%)	80 (100%)			
	Education			10 (21.3%)	25 (53.2%)	12 (25.5%)	47 (100%)			
	Healthcare & Pharma		1 (4.%)	7 (30.4%)	11 (47.8%)	4 (17.4%)	23 (100%)			
	IT	1 (1.3%)	1 (1.3%)	13 (16.5%)	48 (60.8%)	16 (20.3%)	79 (100%)			
	Manufacturing			23 (36.5%)	28 (44.4%)	12 (19.0%)	63 (100%)			

The above table shows the association of **Personal information** (Age, Gender, Marital status, Education qualification, Experience in industry, Experience in present firm, type of industry) **and Communication & Coordination.**

- The p-value (0.449) is greater than the significance level of 0.05, indicating that there is no significant association between gender and communication & coordination.
- The p-value (0.252) is greater than the significance level of 0.05, indicating that there is no significant association between age group and communication & coordination.
- The p-value (0.968) is greater than the significance level, suggesting that there is no significant association between marital status and communication & coordination.
- The p-value (0.96) is greater than the significance level, implying that there is no significant association between education qualification and communication & coordination.
- The p-value (0.209) is greater than the typical significance level of 0.05, suggesting no significant association between total years of experience and communication & coordination.
- The p-value (0.527) is greater than the significance level, indicating that there is no significant association between total years of experience at the current organization and communication & coordination.

- The p-value (0.667) is greater than the significance level, suggesting that there is no significant association between industry and communication & coordination.

There is no significant association between the above captioned personal variables and "Communication & Coordination" perception.

7.7 ASSOCIATION BETWEEN PRODUCTIVITY AND PERSONAL VARIABLES

		VII. PRODUCTIVITY						Pearson Chi-Square		
		SD	D	N	A	SA	Total	Value	df	P_Value
Total		**1 (0.3%)**	**26 (6.8%)**	**156 (40.50%)**	**149 (38.7%)**	**53 (13.8%)**	**385 (100%)**	**5r2**		
Gender	Male	1 (0.5%)	19 (8.6%)	90 (40.9%)	79 (35.9%)	31 (14.1%)	220 (100%)	4.538a	4	0.338
	Female		7(4.2%)	66 (40.0%)	70 (42.4%)	22 (13.3%)	165 (100%)			
Age Group	21-30	1 (0.5%)	14 (6.7%)	88 (42.1%)	76 (36.4%)	30 (14.4%)	209 (100.0%)	9.312a	12	0.676
	31-40		10 (7.5%)	55 (41.0%)	56 (41.8%)	13 (9.7%)	134 (100%)			
	41-50		1 (3.3%)	8 (26.7%)	13 (43.3%)	8 (26.7%)	30 (100%)			
	51-60		1 (8.3%)	5 (41.7%)	4 (33.3%)	2 (16.7%)	12 (100%)			
Marital status	Single	1 (0.6%)	13 (7.3%)	80 (45.2%)	61 (34.5%)	22 (12.4%)	177 (100%)	7.905a	8	0.443
	Married		13 (6.3%)	76 (36.9%)	86 (41.7%)	31 (15.0%)	206 (100%)			
	Widow				2 (100%)		2 (100%)			
Education Qualification	Diploma			5 (55.6%)	3 (33.3%)	1 (11.1%)	9 (100%)	11.336a	20	0.937
	Bachelors		8 (6.8%)	49 (41.5%)	48 (40.7%)	13 (11.0%)	118 (100%)			
	Masters	1 (0.4%)	17 (7.4%)	93 (40.6%)	87 (38.0%)	31 (13.5%)	229 (100%)			
	PG Diploma				1 (100%)		1 (100%)			
	CA, CPA, CMA			4 (40.0%)	4 (40.0%)	2 (20.0%)	10 (100%)			
	PhD/ M.Phil		1 (5.6%)	5 (27.8%)	6 (33.3%)	18 (100%)				
Total Years of Experience	0-5		8 (5.5%)	61 (41.8%)	54 (37.0%)	23 (15.8%)	146 (100%)	20.134a	20	0.45
	6-10	1 (0.7%)	8 (5.8%)	55 (40.1%)	57 (41.6%)	16 (11.7%)	137 (100%)			
	11-15	8 (5.5%)	9 (15.0%)	25 (41.7%)	21 (35.0%)	5 (8.3%)	60 (100%)			
	16-20		1 (4.8%)	8 (38.1%)	9 (42.9%)	3 (14.3%)	21 (100%)			
	21-25			4 (40.0%)	2 (20.0%)	4 (40.0%)	10 (100%)			
	25 above			3 (27.3%)	6 (54.5%)	2 (18.2%)	11 (100%)			
Total years of Experience at Current Organisation	0-5		13 (5.2%)	104 (41.8%)	96 (38.6%)	36 (14.5%)	249 (100%)	15.779a	20	0.73
	6-10	1 (1.1%)	11 (12.2%)	33 (36.7%)	33 (36.7%)	12 (13.3%)	90 (100%)			
	11-15		1 (4.2%)	10 (41.7%)	10 (41.7%)	3 (12.5%)	24 (100%)			
	16-20		1 (7.1!)	6 (42.9%)	7 (50.0%)		1 4(100%)			
	21-25			2 (66.7%)		1 (33.3%)	3 (100%)			
	25 above			1 (20.0%	3 (60.0%)	1 (20.0%	5 (100%)			
Industry	Banking	1 (1.1%)	10 (10.8%)	42 (45.2%)	30 (32.3%)	10 (10.8%)	93 (100%)	18.892a	20	0.529
	Consulting/Consultancy		6 (7.5%)	33 (41.3%)	33 (41.3%)	8 (10.0%)	80 (00%)			

	Education		3 (6.4%)	15 (31.9%)	18 (38.3%)	11 (23.4%)	47 (100%)			
	Healthcare & Pharma			13 (56.5%)	8 (34.8%)	2 (8.7%)	23 (100%)			
	IT		3 (3.8%)	28 (35.4%)	36 (45.6%)	12 (15.2%)	79 (100%)			
	Manufacturing		4 (6.3%)	25 (39.7%)	24 (38.1%)	10 (15.9%)	63 (100%)			

The above table shows the association of **Personal information** (Age, Gender, Marital status, Education qualification, Experience in industry, Experience in present firm, type of industry) **and Productivity.**

- The p-value (0.338) is greater than the significance level of 0.05, indicating that there is no significant association between gender and productivity.
- The p-value (0.676) is greater than the significance level of 0.05, indicating that there is no significant association between age group and productivity.
- The p-value (0.443) is greater than the significance level, suggesting that there is no significant association between marital status and productivity
- The p-value (0.937) is greater than the significance level, implying that there is no significant association between education qualification and productivity.
- The p-value (0.45) is greater than the typical significance level of 0.05, suggesting no significant association between total years of experience and productivity.
- The p-value (0.73) is greater than the significance level, indicating that there is no significant association between total years of experience at the current organization and productivity.
- The p-value (0.529) is greater than the significance level, suggesting that there is no significant association between industry and productivity.

There is no significant association between "Personal variables" and " Productivity" perception.

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ASSOCIATION OF PERSONAL VARIABLES WITH LIFESTYLE, BURNOUT, AND DIGITAL WELLBEING

7.8 ASSOCIATION BETWEEN LIFESTYLE AND PERSONAL VARIABLES

		HEALTH & WELLBEING: LIFESTYLE						Pearson Chi-Square		
		SD	D	N	A	SA	Total	Value	df	P_Value
Total		**7 (1.8%)**	**67 (17.4%)**	**109 (28.3%)**	**152 (39.5%)**	**50 (13.0%)**	**385 (100%)**			
Gender	Male	5 (2.3%)	37 (16.8%)	64 (29.1%)	83 (37.7%)	31 (14.1%)	220 (100%)	1.676a	4	0.795
	Female	2 (1.2%)	30 (18.2%)	45 (27.3%)	69 (41.8%)	19 (11.5%)	165 (100%)			
Age Group	21-30	3 (1.4%)	42 (20.1%)	55 (26.3%)	765 (36.4%)	33 (15.8%)	209 (100%)	20.766a	12	0.054
	31-40	3 (2.2%)	15 (11.2%)	41 (30.6%)	60 (44.8%)	15 (11.2%)	134 (100%)			
	41-50		5 (16.7%)	12 (40.0%)	12 (40.0%)	1 (3.3%)	30 (100%)			
	51-60	1 (8.3%)	5 (41.7%)	1 (8.3%)	4 (33.3%)	1 (8.3%)	12 (100%)			
Marital status	Single	3 (1.7%)	32 (18.1%)	54 (30.5%)	68 (38.4%)	20 (11.3%)	177 (100%)	4.368a	8	0.823
	Married	4 (1.9%)	35 (17.0%)	55 (26.7%)	83 (40.3%)	29 (14.1%)	206 (100%)			
	Widow				1 (50.0%)	1 (50.0%)	2 (100%)			
Education Qualification	Diploma	1 (11.1%)	1 (11.1%)	2 (22.2%)	5 (55.6%)		9 (100%)	23.287a	20	0.275
	Bachelors		21 (17.8%)	36 (30.5%)	39 (33.1%)	22 (18.6%)	118 (100%)			
	Masters		40 (17.5%)	60 (26.2%)	95 (41.5%)	28 (12.2%)	229 (100%)			
	PG Diploma				1 (100.0%)		1 (100%)			
	CA, CPA, CMA		3 (30.0%)	4 (40.0%)	3 (30.0%)		10 (100%)			
	PhD/ M.Phil		2 (11.1%)	7 (38.9%)	9 (50.0%)		18 (100%)			
Total Years of Experience	0-5	1 (0.7%)	28 (19.2%)	42 (28.8%)	55 937.75)	20 (13.7%)	146 (100%)	31.597a	20	0.048
	6-10	5 (3.6%)	25 (18.2%)	29 (21.2%)	55 (40.1%)	23 (16.8%)	137 (100%)			
	11-15		5 (8.3%)	26 (43.3%)	25 (41.7%)	4 (6.7%)	60 (100%)			
	16-20		4 (19.0%)	8 (38.1%)	7 (33.3%)	2 (9.5%)	21 (100%)			
	21-25		1 (10.0%)	4 (40.0%)	5 (50.0%)		10 (100%)			
	25 above	1 (9.1%)	4 (36.4%)		5 (45.5%)	1 (9.1%)	11 (100%)			
Total years of Experience at Current Organisation	0-5	4 (1.6%)	50 (20.1%)	77 (30.9%)	88 (35.3%)	30 (12.0%)	249 (100%)	38.905a	20	0.007
	6-10	2 (2.2%)	6 (6.7%)	18 (20.0%)	47 (52.2%)	17 (18.9%)	90 (100%)			
	11-15		5 (20.85)	11 (45.8%)	7 (29.2%)	1 (4.2%)	24 (100%)			
	16-20		3 (21.4%)	3 (21.4%)	7 (50.0%)	1 (7.1%)	14 (100%)			
	21-25		1 (33.3%)		1 (33.3%)	1 (33.3%)	3 (100%)			
	25 above	1 (20.0%)	2 (40.0%)		2 (40.0%)		5 (100%)			

Industry	Banking	2 (2.2%)	6 (6.5%)	19 (20.4%)	50 (53.8%)	16 (17.2%)	93 (100%)	46.152 a	20	0.001
	Consulting/Consultancy	1 (1.3%)	15 (18.8%)	31 (38.8%)	25 (31.3%)	8 (10.0%)	80(100%)			
	Education		4 (8.55)	14 (29.8%)	20 (42.6%)	9 (19.1%)	47 (100%)			
	Healthcare & Pharma		4 (17.4%)	5 (21.7%)	9 (39.1%)	5 (21.7%)	23 (100%)			
	IT	3 (3.8%)	26 (32.9%)	23 (29.1%)	24 (30.4%)	3 (3.8%)	79 (100%)			
	Manufacturing	1 (1.6%)	12 (19.0%)	17 (27.0%)	24 (38.1%)	9 (14.3%)	63 (100%)			

The above table shows the association of **Personal information** (Age, Gender, Marital status, Education qualification, Experience in industry, Experience in present firm, type of industry) **and Lifestyle.**

- The p-value (0.795) is greater than the significance level of 0.05, indicating that there is no significant association between gender and lifestyle.
- The p-value (0.054) is greater than the significance level of 0.05, indicating that there is no significant association between age group and lifestyle.
- The p-value (0.823) is greater than the significance level, suggesting that there is no significant association between marital status and lifestyle.
- The p-value (0.275) is greater than the significance level, implying that there is no significant association between education qualification and lifestyle.
- The p-value (0.048) is less than the typical significance level of 0.05, **suggesting a significant association between total years of experience and lifestyle.**
- The p-value (0.007) is less than the significance level, **suggesting that there is a significant association between total years of experience at the current organization and lifestyle.**
- The p-value (0.001) is less than the significance level, **suggesting that there is a significant association between industry and lifestyle.**

There is a significant association between "Total years of experience"," Total years of experience at the current organization," Industry" and " Lifestyle" perception, while no significant associations were found for the other personal variables.

7.9 ASSOCIATION BETWEEN BURNOUT AND PERSONAL VARIABLES

		HEALTH & WELLBEING: BURNOUT						Pearson Chi-Square		
		Never	Seldom	Sometimes	Often	Always	Total	Value	df	P_Value
Total		**25 (6.5%)**	**60(15.6%)**	**138 (35.8%)**	**126 (32.7%)**	**38 (9.4%)**	**385 (100%)**			
Gender	Male	16 (7.3%)	36 (16.4%)	80 (36.4%)	64 (29.1%)	24 (10.9%)	220 (100%)	4.126a	4	0.389
	Female	9 (5.5%)	24 (14.5%)	58 (35.2%)	62 (37.6%)	12 (7.3%)	165 (100%)			
Age Group	21-30	15 (7.2%)	33 (15.8%)	77 (36.8%)	60 (28.7%)	24 (11.5%)	209 (100%)	27.518a	12	0.007
	31-40	8 (6.0%)	13 (9.7%)	46 (34.3%)	55 (41.0%)	12 (9.0%)	134 (100%)			
	41-50		9 (30.0%)	13 (43.3%)	8 (236.7%)		30 (100%)			
	51-60	2 (16.7%)	5 (41.7%)	2 (16.7%)	3 (25.0%)		12 (100%)			
Marital status	Single	16 (9.0%)	27 (15.3%)	66 (37.3%)	49 (27.7%)	19 (10.7%)	177 (100%)	7.468a	8	0.487
	Married	9 (4.4%)	33 (16.0%)	71 (34.5%)	76 (36.9%)	17 (8.3%)	206 (100%)			
	Widow			1 (50.0%)	1 (50.0%)		2 (100%)			
Education Qualification	Diploma	1 (11.1%)	2 (22.2%)	3 (33.3%)	3 (33.3%)		9 (100%)	8.196a	20	0.99
	Bachelors	5 (4.2%)	20 (16.9%)	40 (33.9%)	41 (34.7%)	12 (10.1%)	118 (100%)			
	Masters	18 (7.9%)	34 (14.8%)	83 (36.2%)	72 (31.4%)	22 (9.6%)	229 (100%)			
	PG Diploma			1 (100.0%)			1 (100%)			
	CA, CPA, CMA	1 (10.0%)	2 (20.0%)	3 (30.0%)	3 (30.0%)	1 (10.0%)	10 (100%)			
	PhD/ M.Phil		2 (11.1%)	8 (44.4%)	7 (38.9%)	1 (5.6%)	18 (100%)			
Total Years of Experience	0-5	9 (6.2%)	18 (12.3%)	55 (37.7%)	47 (32.2%)	17 (11.6%)	146 (100%)	56.553a	20	0
	6-10	14 (10.2%)	23 (16.8%)	44 (32.1%)	38 (27.7%)	18 (13.1%)	137 (100%)			
	11-15		10 (16.7%)	19 (31.7%)	30 (50.0%)	1 (1.7%)	60 (100%)			
	16-20		1 (4.8%)	16 (76.2%)	4 (19.0%)		21 (100%)			
	21-25		5 (50.0%)		5 (50.0%)		10 (100%)			
	25 above	2 (18.2%)	3 (27.3%)	1 (36.4%)	2 (18.2%)		11 (100%)			
Total years of Experience at Current Organisation	0-5	17 (6.8%)	45 (18.1%)	88 (35.3%)	73 (29.3%)	26 (10.4%)	249 (100%)	37.752a	20	0.009
	6-10	6 (6.7%)	5 (5.6%)	28 (31.1%)	41 (45.6%)	10 (11.1%)	90 (100%)			
	11-15		5 (20.8%)	12 (50.0%)	7 (29.2%)		24 (100%)			
	16-20	1 (7.1%)	2 (14.3%)	8 (57.1%)	3 (21.4%)		14 (100%)			
	21-25	1 (33.3%)			2 (66.7%)		3 (100%)			
	25 above		3 (60.0%)	2 (40.0%)			5 (100%)			
Industry	Banking	4 (4.3%)	7 (7.5%)	28 (30.1%)	40 (43.0%)	14 (15.1%)	93 (100%)	31.465a	20	0.049
	Consulting/Consultancy	4 (5.0%)	15 (18.8%)	32 (40.0%)	23 (28.7%)	6 (7.5%)	80(100%)			

	Education		9 (19.1%)	15 (31.9%)	17)36.2%)	6 (12.8%)	47 (100%)			
	Healthcare & Pharma	1 (4.3%)	5 (21.7%)	8 (34.8%)	8 (34.8%)	1 (4.3%)	23 (100%)			
	IT	9 (11.4%)	11 (13.9%)	35 (44.3%)	21 (26.6%)	3 (3.8%)	79 (100%)			
	Manufacturing	7 (11.1%)	13 (20.6%)	20 (31.7%)	17 (27.0%)	6 (9.5%)	63 (100%)			

The above table shows the association of **Personal information** (Age, Gender, Marital status, Education qualification, Experience in industry, Experience in present firm, type of industry) **and Health & well-being: Burnout.**

- The p-value (0.389) is greater than the significance level of 0.05, indicating that there is no significant association between gender and health & well-being (Burnout).
- The p-value (0.007) is less than the significance level of 0.05, **indicating that there is some significant association between age group and health & well-being (Burnout).**
- The p-value (0.487) is greater than the significance level, suggesting that there is no significant association between marital status and health & well-being (Burnout).
- The p-value (0.99) is greater than the significance level, implying that there is no significant association between education qualification and health & well-being (Burnout).
- The p-value (0.00) is less than the typical significance level of 0.05, **suggesting a significant association between total years of experience and health & well-being (Burnout).**

- The p-value (0.009) is less than the significance level, **indicating that there is a significant association between total years of experience at the current organization and health & well-being (Burnout).**
- The p-value (0.049) is less than the significance level, **suggesting that there is a significant association between industry and health & well-being (Burnout).**

There is a significant association between "Age group, Total years of experience, Total years of experience at the current organization and Industry" and "Health & well-being: Burnout " perceptions, while no significant associations were found for the other personal variables.

7.10 ASSOCIATION BETWEEN DIGITAL WELLBEING AND PERSONAL

VARIABLES

		DIGITAL WELLBEING			Pearson Chi-Square		
		No	Yes	Total	Value	df	P_Value
Total		**317 (82.3%)**	**68 (17.7%)**	**385 (100%)**			
Gender	Male	177 (80.5%)	43 (19.5%)	220 (100%)	1.252a	4	0.263
	Female	140 (84.4%)	25 (15.2%)	165 (100%)			
Age Group	21-30	173 (82.8%)	36 (17.2%)	209 (100%)	1.415a	12	0.702
	31-40	110 (82.1%)	24 (17.9%)	134 (100%)			
	41-50	23 976.7%)	7 (23.3%)	30 (100%)			
	51-60	11 (91.7%)	1 (8.3%)	12 (100%)			
Marital status	Single	148 (83.6%)	29 (16.4%)	177 (100%)	.856a	8	0.652
	Married	167 (81.1%)	39 (18.9%)	206 (100%)			
	Widow	2 (100.0%)		2 (100%)			
Education Qualification	Diploma	9 (100%)		9 (100%)	5.789a	20	0.327
	Bachelors	98 (83.1%)	20 (16.9%)	118 (100%)			
	Masters	183 (79.9%)	46 (20.1%)	229 (100%)			
	PG Diploma	1 (100%)		1 (100%)			
	CA, CPA, CMA	10 (100%)		10 (100%)			
	PhD/ M.Phil	16 (88.9%)	2 (11.1%)	18 (100%)			
Total Years of Experience	0-5	114 (78.1%)	32 (21.9%)	146 (100%)	6.095a	20	0.297
	6-10	117 (85.4%)	20 (14.6%)	137 (100%)			
	11-15	53 (88.3%)	7 (11.7%)	60 (100%)			
	16-20	18 (85.7%)	3 (14.3%)	21 (100%)			
	21-25	7 (70.0%)	3 (30.0%)	10 (100%)			
	25 above	8 (72.7%)	3 (27.3%)	11 (100%)			
Total years of Experience at Current Organisation	0-5	199 (79.9%)	50 (20.1%)	249 (100%)	10.948a	20	0.052
	6-10	83 (92.2%)	7 (7.8%)	90 (100%)			
	11-15	17 (70.8%)	7 (29.2%)	24 (100%)			
	16-20	11 (78.6%)	3 (21.4%)	14 (100%)			
	21-25	2 (66.7%)	1 (33.3%)	3 (100%)			
	25 above	5 (100.0%)		5 (100%)			
Industry	Banking	73 (78.5%)	20 (21.5%)	93 (100%)	4.354a	20	0.5
	Consulting/Consultancy	71 (88.8%)	9 (11.3%)	80(100%)			
	Education	36 (76.6%)	11 (23.4%)	47 (100%)			
	Healthcare & Pharma	19 (82.6%)	4 (17.4%)	23 (100%)			
	IT	66 (83.5%)	13 (16.5%)	79 (100%)			
	Manufacturing	52 (82.5%)	11 (17.5%)	63 (100%)			

The above table shows the association between **Personal information** (Age, Gender, Marital status, Education qualification, Experience in industry, Experience in present firm, type of industry) **and Digital well-being.**

- The p-value (0.263) is greater than the significance level of 0.05, indicating that there is no significant association between gender and digital well-being.
- The p-value (0.702) is greater than the significance level of 0.05, indicating that there is no significant association between age group and digital well-being.
- The p-value (0.652) is greater than the significance level, suggesting that there is no significant association between marital status and digital well-being.
- The p-value (0.327) is greater than the significance level, implying that there is no significant association between education qualification and digital well-being.
- The p-value (0.297) is greater than the typical significance level of 0.05, suggesting that there is no significant association between total years of experience and digital well-being.
- The p-value (0.052) is greater than the significance level, indicating that there is no significant association between total years of experience at the current organization and digital well-being.
- The p-value (0.50) is greater than the significance level, suggesting that there is no significant association between industry and digital well-being.

There is no significant association between "Personal variables" and "Digital well-being" perception.