

**TOPIC: Influence of Virtual Connectivity on Employees Health & Wellbeing****Name of Research Guide: - Prof.(Dr.) M.N.Parmar****Name of Research Scholar: Radhika Kapila**

**Note:** - This Research is a part of my further studies PhD in Social Work (HR) from the Faculty of Social Work, MSU, Baroda. This research is for academic purpose only and confidentiality will be maintained. Kindly read the questions and answer accordingly as per the instructions below. Thanks for your valuable time and participation.

**SECTION:1 PERSONAL AND OCCUPATIONAL DETAILS:**

Name: (optional)						
Age	21-30	31-40	41-50	51-60	61 or older	
Gender	Male	Female	Others			
Marital status	Married	Single	Divorced	Widow	Separated	
Education Qualification	Diploma	Bachelor degree		Masters	Others	
Total Years of experience :	0-5	6-10	11-15	21-25	25 above	
Total Years of experience in the current organization :	0-5	6-10	11-15	21-25	25 above	
INDUSTRY	Manufacturing	Pharma	Banking	IT	Education	Other
Designation :						

**SECTION: 2 General Information about Virtual connectivity**

Tick the appropriate option	YES	NO
For work purposes do you choose a Virtual medium to connect based on how formal or informal the medium is?		

Do you choose a Virtual medium to connect based on how fast you get the response?		
COVID-19		
Did your organization change its working mode to online or hybrid during the COVID-19 wave?		
Has your organization changed your working mode to online or hybrid Permanently after COVID-19?		
Does your job have the facility of Flexi timings?		
Does your job offer a WFH? (work from home)facility		

### SECTION: 3 -Perceived Benefits & Drawbacks of Virtual Connectivity

**Direction:** Please do (✓) tick mark in below 5-point scale to which you agree with the following statements

<b><i>STRONGLY AGREE</i></b>	<b><i>AGREE</i></b>	<b><i>NEUTRAL</i></b>	<b><i>DISAGREE</i></b>	<b><i>STRONGLY DISAGREE</i></b>
<b>SA</b>	<b>A</b>	<b>NE</b>	<b>D</b>	<b>SD</b>

<b>I. TECHNO OVERLOAD</b>	<b>SA</b>	<b>A</b>	<b>NE</b>	<b>D</b>	<b>SD</b>
1. I am forced by Virtual connectivity to work much faster.					
2. I am forced by Virtual connectivity to do more work than I can handle.					
3. I am forced by Virtual connectivity to work with very tight time schedules.					
4. I am forced to change my work habits to adapt to new technologies.					
<b>II. WORK OVERLOAD</b>	<b>SA</b>	<b>A</b>	<b>NE</b>	<b>D</b>	<b>SD</b>
5. There is always a Connectivity Pressure with easy access to Virtual media.					
6. There has been increased response expectation to work calls/emails.					
7. There is Constant accountability for work even on odd hours.					
8. Increased Virtual Meetings/training after working hours.					

<b>III. PRIVACY INVASION &amp; MONITORING</b>	<b>SA</b>	<b>A</b>	<b>NE</b>	<b>D</b>	<b>SD</b>
9. Using Virtual connectivity blurs boundaries between my out-of-home and my home life					
10. I feel my personal life is being interrupted by Virtual connectivity.					
11. I feel uncomfortable that with Virtual connectivity my work can be easily monitored.					
12. It bothers me that the information created by current technology be traced even years from now.					
13. I feel that my use of virtual connectivity makes it easier to invade my privacy.					
<b>IV. INTERRUPTION OF WORK</b>	<b>SA</b>	<b>A</b>	<b>NE</b>	<b>D</b>	<b>SD</b>
<b>V.</b>					
14. My work routine is disturbed by Internet/network disturbance.					
15. Social Media is a distraction while working virtually.					
16. Advertisements and instant popups are a distraction while working virtually.					
<b>VI. ACCESSIBILITY &amp; FLEXIBILITY</b>	<b>SA</b>	<b>A</b>	<b>NE</b>	<b>D</b>	<b>SD</b>
17. I can Instantly access my work					
18. I can access my work outside of regular work hours					
19. There is Remote access to information					
20. It is easy of Flexibility to reschedule work meetings.					
<b>VII. COMMUNICATION &amp; COORDINATION</b>	<b>SA</b>	<b>A</b>	<b>NE</b>	<b>D</b>	<b>SD</b>
21. I have coworker/team members connecting after work hours					
22. It has been easy to interact with the work team /Coworkers with Virtual Connectivity					
23. Managing information flow has been easy with Virtual Connectivity					
24. There is no Geographical boundary when connecting virtually.					
25. There is a Lack of informal Discussion and advice					

<b>VIII. PRODUCTIVITY</b>	<b>SA</b>	<b>A</b>	<b>NE</b>	<b>D</b>	<b>SD</b>
26. Virtual connectivity has improved my Quality of work					
27. Virtual connectivity has improved my Accuracy of work					
28. There is Quiet time for uninterrupted work with Virtual connectivity					

**SECTION: 3** Impact of virtual communication (WFH & FLEXI TIMINGS) on WORK-LIFE BALANCE

	<b>YES</b>	<b>NO</b>
29. With the Usage of Virtual connectivity, Are you exhausted in managing the balance between work, personal & family life?		
30. Can you openly discuss the challenges and concerns of using Virtual Connectivity with your immediate manager?		
31. The immediate manager creates an environment where mental health can be discussed.		

32. Which model of work is more favorable for work-life balance?

WFH (Work from home)    WFW (Work from work)    Hybrid mode    Flexi timings

<b>FAMILY WORK CONFLICT</b>	<b>SA</b>	<b>A</b>	<b>NE</b>	<b>D</b>	<b>SD</b>
33. Family worries or problems distract you from your work					
34. Family activities stop you getting the amount of sleep you need to do your job well					
35. Family obligations reduce the time you need to relax or be by yourself					
<b>WORK-FAMILY CONFLICT</b>	<b>SA</b>	<b>A</b>	<b>NE</b>	<b>D</b>	<b>SD</b>
36. Work demands of WFH or while working virtually often put issues in personal life “on hold”					
37. Thoughts of work With WFH/Virtual connectivity make me Unable to enjoy other non-work-related activities					
38. Problems of Virtual work make you irritable at home.					
39. Find it difficult to schedule vacation time with WFH/ Virtual connectivity.					

40. With WFH/ Virtual connectivity, constantly feel too tired after work to engage in non-work activities					
<b>VIRTUAL WORK/ FLEXI TIMINGS/WORK FROM HOME</b>	<b>SA</b>	<b>A</b>	<b>NE</b>	<b>D</b>	<b>SD</b>
41. Easy to take short work breaks with Virtual Work					
42. Spending more time planning things than doing things while working Virtually /Flexi timings/WFH					
43. There is more time for recreational activities while working Virtually /Flexi timings/WFH					
44. Trouble scheduling meetings within flexible starting and quitting time					
45. Can Multitask official and home duties with ease with Virtual work /Flexi timings/WFH					
46. Flexi timing/ Virtual connectivity/WFH improved Job satisfaction					
47. Traveling/ commuting time has reduced to a great impact with Virtual work /Flexi timings/WFH					
48. Comfortable clothing while attending virtual meetings or WFH					

#### SECTION 4- HEALTH & WELLBEING

<b>LIFESTYLE</b>	<b>SA</b>	<b>A</b>	<b>NE</b>	<b>D</b>	<b>SD</b>
49. Virtual connectivity has Hampered your sleeping schedule					
50. Virtual connectivity has Changed your Appetite/ diet pattern					
51. Virtual connectivity has made you a Procrastinator					
52. Virtual connectivity has increased your Mood swings					
53. Virtual connectivity has made your lifestyle Sedentary					

<b>BURNOUT</b>	<b>Always</b>	<b>often</b>	<b>Sometimes</b>	<b>seldom</b>	<b>Never</b>
54. How often does Working virtually frustrate you?					

55. How often you are tired because of Virtual connectivity?					
56. How often you are physically exhausted because of working virtually?					
57. How often you are emotionally exhausted because of Virtual connectivity?					
58. How often do u feel worn out because of Virtual connectivity?					
59. Do you feel burnout because of virtual connectivity?					

<b>DIGITAL WELLBEING</b>	<b>YES</b>	<b>NO</b>
60. Does your organization use any app or a feature that forces you to take breaks during your working hours?		
61. Does your organization set a time limit for social media screen time during working hours?		
62. Does your organization follow set working hours for Virtual connectivity?		
63. Does your organization encourage you to enforce gadget-free meal time?		
64. Do you put your phone in 'do not disturb' mode when you sleep?		
65. Does your organization conduct digital well-being workshops?		

66. Tick the health problems caused by using virtual connectivity			
a) Eating more		b) Eye Strain	

c) Eating Less		d) Insomnia	
e) Snacking more		f) Hearing loss	
g) Headache		h) Weight gain	
i) Shoulder pain		j) Weight loss	
k) Neck Pain		l) Back strain	
m) Muscle ache		n) Mindless eating	

67. Any suggestion to improve Health and Wellbeing pertaining to virtual connectivity?