

Tecnoestrés y fatiga digital en entornos laborales: una revisión sistemática con síntesis narrativa basada en abstracts de su impacto en la salud mental

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Resumen

El creciente uso de tecnologías digitales en contextos laborales ha intensificado fenómenos como el tecnoestrés y la fatiga digital, con posibles implicaciones para la salud mental de los trabajadores. El presente estudio tiene como objetivo analizar la evidencia científica reciente sobre la relación entre estas variables en entornos laborales. Se realizó una revisión sistemática con síntesis narrativa basada en abstracts de la literatura siguiendo las directrices PRISMA 2020, utilizando las bases de datos Scopus, Web of Science y PubMed. Se identificaron inicialmente 1805 registros, de los cuales 41 estudios cumplieron los criterios de inclusión. Los resultados muestran una asociación frecuente entre el tecnoestrés y la fatiga digital con indicadores negativos de salud mental, incluyendo burnout, ansiedad, depresión y distrés psicológico. Asimismo, se identifican factores moderadores como la resiliencia individual, la autoeficacia digital y el apoyo organizacional. No obstante, la heterogeneidad metodológica de los estudios limita la comparación directa de resultados. Se concluye que estos fenómenos representan un riesgo emergente en el ámbito laboral, subrayando la necesidad de intervenciones organizacionales y de investigación futura con mayor rigor metodológico.

Palabras clave

Tecnoestrés; Fatiga digital; Salud mental ocupacional; Burnout; Revisión sistemática

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Abstract

The increasing use of digital technologies in workplace settings has intensified phenomena such as technostress and digital fatigue, with potential implications for workers' mental health. The present study aims to analyze the recent scientific evidence on the relationship between these variables in occupational contexts. A systematic literature review was conducted following the PRISMA 2020 guidelines, using the Scopus, Web of Science, and PubMed databases. A total of 1,805 records were initially identified, of which 41 studies met the inclusion criteria.

The findings indicate a consistent association between technostress and digital fatigue and negative mental health outcomes, including burnout, anxiety, depression, and psychological distress. In addition, several moderating factors were identified, such as individual resilience, digital self-efficacy, and organizational support. However, the methodological heterogeneity across studies limits the direct comparability of results.

In conclusion, these phenomena represent an emerging occupational risk, highlighting the need for organizational interventions and further research with greater methodological rigor.

Key words: Technostress; Digital fatigue; Occupational mental health; Burnout; Systematic review.

Introducción

La digitalización del trabajo ha transformado de manera sustancial los entornos laborales contemporáneos, incrementando la dependencia de tecnologías de la información y la comunicación en una amplia variedad de sectores. Este proceso ha dado lugar a nuevas formas de organización del trabajo caracterizadas por la conectividad constante, la intensificación de la comunicación digital y la creciente integración entre esferas laborales y personales.

En este contexto, el concepto de tecnoestrés ha adquirido una relevancia creciente como marco para analizar el impacto psicológico del uso de tecnologías en el trabajo. Tradicionalmente, el tecnoestrés se ha definido como el estrés experimentado por los individuos ante la dificultad de adaptarse a las demandas tecnológicas. Sin embargo, la literatura reciente ha ampliado esta conceptualización, incorporando dimensiones como la sobrecarga informativa, la presión de respuesta y la invasión tecnológica.

Paralelamente, ha emergido el concepto de fatiga digital, asociado al uso intensivo y prolongado de dispositivos digitales, especialmente en contextos caracterizados por alta demanda cognitiva, como las videoconferencias o la comunicación síncrona continua. Aunque ambos constructos están relacionados, la fatiga digital se ha planteado como un fenómeno parcialmente diferenciado, más directamente vinculado a la exposición sostenida a estímulos digitales.

El creciente interés por estos fenómenos ha dado lugar a un aumento significativo de estudios empíricos en los últimos años. No obstante, la literatura existente presenta una notable heterogeneidad en términos de definiciones, medidas, contextos y variables analizadas. Esta diversidad dificulta la integración de resultados y limita la comprensión de los patrones subyacentes en la relación entre tecnoestrés, fatiga digital y salud mental.

En particular, los estudios difieren en los desenlaces considerados, abarcando desde indicadores de malestar psicológico, como ansiedad o distrés, hasta variables de bienestar, funcionamiento positivo y resultados organizacionales. Asimismo, algunos trabajos incorporan factores moduladores, mientras que otros se centran exclusivamente en asociaciones directas. Esta dispersión conceptual y metodológica pone de manifiesto la necesidad de una síntesis que permita estructurar la evidencia disponible.

En este sentido, resulta pertinente adoptar una aproximación que, más allá de identificar asociaciones, permita organizar la literatura en torno a patrones recurrentes y dominios de impacto. Una síntesis narrativa estructurada puede contribuir a integrar resultados heterogéneos y ofrecer una visión más coherente del fenómeno.

El objetivo de este estudio es analizar de forma sistemática la literatura reciente sobre la relación entre tecnoestrés, fatiga digital y salud mental en entornos laborales, mediante una síntesis narrativa estructurada de los estudios incluidos. En particular, se pretende identificar patrones recurrentes en los desenlaces analizados, así como examinar la diversidad de resultados reportados en la literatura.

Métodología

Diseño del estudio

Se realizó una revisión sistemática de la literatura con síntesis narrativa, siguiendo las directrices PRISMA 2020. Dado el carácter heterogéneo de los estudios incluidos en términos de diseño, población y variables analizadas, se optó por una aproximación narrativa estructurada en lugar de un metaanálisis cuantitativo.

Estrategia de búsqueda

La búsqueda bibliográfica se llevó a cabo en las bases de datos Scopus, Web of Science y PubMed, seleccionadas por su cobertura en el ámbito de la investigación en salud, psicología y ciencias sociales.

Se utilizaron combinaciones de términos relacionados con el fenómeno de interés, incluyendo: “technostress”, “digital fatigue”, “screen fatigue”, “technostrain”, “information overload” y “digital overload”. Estos términos se combinaron con operadores booleanos para maximizar la sensibilidad de la búsqueda.

El periodo de búsqueda abarcó desde 2015 hasta 2026, con el objetivo de capturar la evolución reciente del fenómeno en contextos laborales altamente digitalizados.

Criterios de inclusión y exclusión

Se establecieron los siguientes criterios de inclusión:

- estudios empíricos que analizaran el tecnoestrés o la fatiga digital
- evaluación de variables relacionadas con la salud mental o el bienestar psicológico
- desarrollo en contextos laborales
- publicación en revistas científicas

Se excluyeron:

- estudios fuera del ámbito laboral
- trabajos que no analizaran variables de salud mental o bienestar
- literatura no científica o no revisada por pares

Proceso de selección

La estrategia de búsqueda inicial identificó 1805 registros. Tras la eliminación de duplicados ($n = 918$), se realizó una revisión por título y resumen de 481 registros. Posteriormente, se evaluaron 156 textos completos para determinar su elegibilidad.

Finalmente, 41 estudios cumplieron los criterios de inclusión y fueron incorporados a la síntesis.

El proceso de selección se documentó siguiendo el flujo PRISMA. Se incluyen:

- Estrategias de búsqueda completas (Apéndice A)
- Diagrama PRISMA (Apéndice C)

Extracción de datos

Para cada estudio incluido se extrajeron los siguientes elementos:

- autoría y año de publicación
- fuente de publicación y DOI
- características generales del estudio
- variables analizadas (tecnoestrés, fatiga digital, salud mental)

- principales resultados reportados en relación con las variables de interés

La información extraída se presenta en el Apéndice B, lo que permite la trazabilidad de los estudios incluidos.

Síntesis de los datos

Dada la heterogeneidad metodológica y conceptual de los estudios incluidos, se realizó una síntesis narrativa de los resultados.

La evidencia fue organizada mediante una estrategia de agrupación temática (clustering), identificando patrones recurrentes en los desenlaces analizados. Esta aproximación permitió estructurar la literatura en distintos dominios de impacto sin asumir homogeneidad entre estudios.

Los clusters de evidencia se definieron a partir de la lectura individual de los abstracts incluidos en el Apéndice B, permitiendo asignaciones no excluyentes cuando un mismo estudio abordaba más de un desenlace o mecanismo.

Se evitó realizar inferencias causales, limitando la interpretación a asociaciones reportadas en la literatura.

Consideraciones metodológicas y limitaciones del diseño

No se realizó una evaluación formal del riesgo de sesgo o de la calidad metodológica de los estudios incluidos mediante herramientas estandarizadas. En consecuencia, los resultados deben interpretarse con cautela, ya que no es posible establecer una jerarquía de la evidencia en función de su solidez interna.

Asimismo, la síntesis se basa en la información reportada en los estudios incluidos, lo que puede implicar variabilidad en el nivel de detalle disponible.

Finalmente, la heterogeneidad en definiciones, medidas e instrumentos limita la comparabilidad directa entre estudios.

Evaluación exploratoria de la consistencia metodológica

Dado que la síntesis se basa en la información disponible en los abstracts de los estudios incluidos, se realizó una evaluación exploratoria de la consistencia metodológica a nivel de resumen. Esta evaluación no tuvo como objetivo establecer una jerarquía formal de la evidencia, sino identificar elementos básicos de calidad reportados en los estudios.

En particular, se consideró la presencia en los abstracts de información relativa al diseño del estudio, tipo de muestra, variables analizadas y claridad en la formulación de resultados. Esta aproximación permitió distinguir entre estudios con mayor o menor nivel de detalle metodológico en la información reportada.

Si bien esta evaluación no sustituye una valoración formal del riesgo de sesgo, proporciona un marco interpretativo adicional para la síntesis de resultados, coherente con el enfoque narrativo adoptado.

Resultados

Estructura general de la evidencia

Los 41 estudios incluidos (ver Apéndice B) presentan heterogeneidad en diseño, contexto y variables analizadas. Predominan estudios cuantitativos de carácter transversal, junto con investigaciones cualitativas y de métodos mixtos.

Dada esta diversidad, los resultados se organizaron mediante una estrategia de agrupación temática (clustering) basada en la lectura individual de los abstracts. Esta aproximación permitió identificar patrones recurrentes sin asumir homogeneidad metodológica entre estudios, admitiendo asignaciones no excluyentes cuando un mismo estudio abordaba múltiples desenlaces.

Burnout, agotamiento emocional y fatiga ocupacional

El cluster más consistente de la evidencia corresponde al burnout y al agotamiento emocional, e incluye los estudios 1, 2, 3, 5, 6, 8, 11, 12, 18, 21, 26, 29, 30, 31, 34, 35, 37 y 39.

En estos trabajos, el tecnoestrés aparece asociado a indicadores de desgaste psicológico, incluyendo burnout, emotional exhaustion o fatiga ocupacional. La recurrencia de estos términos en los abstracts sugiere que el impacto de las demandas tecnológicas se manifiesta frecuentemente como un proceso acumulativo de agotamiento.

Este patrón se observa en diversos contextos laborales —especialmente en sectores como sanidad y educación—, lo que refuerza su carácter transversal. Asimismo, varios estudios dentro de este cluster vinculan el tecnoestrés con dimensiones específicas del burnout, indicando una relación estructurada entre exposición tecnológica y deterioro del bienestar ocupacional.

Ansiedad, distrés psicológico y estrés percibido

El segundo cluster agrupa los estudios 4, 7, 11, 13, 14, 16, 18, 19, 25, 26, 28, 32 y 38, cuyos abstracts recogen explícitamente variables como ansiedad, psychological distress, estrés percibido o deterioro de la salud mental.

En estos trabajos, el tecnoestrés se asocia con un incremento del malestar psicológico, particularmente en situaciones caracterizadas por alta carga digital, presión de respuesta o adaptación a nuevas tecnologías. La presencia recurrente de estos términos sugiere que el tecnoestrés no solo actúa como estresor organizacional, sino también como factor asociado a la experiencia subjetiva de malestar emocional.

No obstante, la variabilidad en las medidas y contextos limita la comparabilidad directa entre estudios, por lo que los resultados deben interpretarse en términos de patrones generales.

Bienestar psicológico y funcionamiento positivo

El tercer cluster incluye los estudios 5, 8, 9, 14, 15, 16, 22, 23, 24, 25, 33, 40 y 41, que abordan variables relacionadas con el bienestar psicológico, el funcionamiento positivo o el flourishing.

En estos trabajos, el impacto del tecnoestrés y de la fatiga digital se refleja en una reducción del bienestar general, incluso en ausencia de indicadores clínicos claros. La presencia de términos como well-being, psychological well-being o workplace flourishing en los abstracts indica que la literatura no se limita al estudio del malestar, sino que también considera la erosión de estados positivos.

Este cluster amplía la comprensión del fenómeno, situándolo en un continuo que incluye tanto deterioro del bienestar como malestar psicológico.

Conflicto trabajo-vida, hiperconectividad y presión comunicativa

Este cluster incluye los estudios 13, 15, 16, 18, 19, 21, 39, 40 y 41, en los que los abstracts hacen referencia explícita a conflicto trabajo-vida, work-home interface, work-privacy conflict o presión comunicativa derivada del uso de tecnologías.

Los resultados de estos estudios sugieren que la hiperconectividad y la disponibilidad constante dificultan la desconexión psicológica del trabajo, generando interferencias en la vida personal. Asimismo, la presencia de términos relacionados con mensajería digital y volumen de comunicaciones indica que la presión de respuesta constituye un componente relevante del tecnoestrés.

Este cluster evidencia que el impacto del tecnoestrés trasciende el ámbito laboral, afectando a la organización del tiempo y a los límites entre esferas de la vida.

Desempeño laboral, satisfacción y conductas de retirada

El cluster de resultados organizacionales incluye los estudios 5, 6, 7, 12, 15, 23, 30, 32, 34 y 38, cuyos abstracts recogen variables como job performance, job satisfaction, work engagement o withdrawal behavior.

En estos trabajos, el tecnoestrés se asocia con una disminución del rendimiento, menor satisfacción laboral y, en algunos casos, un aumento de la intención de abandono. La presencia de estos resultados en los abstracts sugiere que el impacto del tecnoestrés no se limita a la salud mental, sino que también afecta al funcionamiento organizacional.

En algunos estudios, estas relaciones aparecen vinculadas a variables intermedias como el agotamiento emocional, lo que sugiere posibles mecanismos explicativos.

Factores moduladores individuales y organizacionales

Este cluster agrupa los estudios 3, 5, 10, 11, 13, 17, 18, 19, 20, 21, 22, 23, 28, 31, 34, 35, 36 y 40, que analizan variables moderadoras, mediadoras o recursos contextuales.

Los abstracts de estos estudios incluyen referencias a factores como resiliencia, autoeficacia digital, mindfulness, liderazgo, apoyo organizacional, competencia digital o variables sociodemográficas. La recurrencia de estos elementos sugiere que el impacto del tecnoestrés depende en gran medida de la interacción entre demandas tecnológicas y recursos disponibles.

Este cluster introduce una dimensión explicativa clave, indicando que el tecnoestrés no tiene efectos uniformes, sino que su impacto está condicionado por factores individuales y organizacionales.

Fatiga digital y sobrecarga tecnológica

Finalmente, el cluster de fatiga digital incluye los estudios 2, 9, 24, 27, 33 y 41, que hacen referencia explícita a digital fatigue, Zoom fatigue, fatiga por videoconferencia o sobrecarga digital.

En estos trabajos, la fatiga digital aparece asociada a agotamiento cognitivo, disminución del bienestar y dificultades de concentración, especialmente en contextos de uso intensivo de tecnologías como videoconferencias o comunicación síncrona continua.

Aunque este cluster es menos numeroso, su presencia en la literatura reciente sugiere una línea emergente de investigación, diferenciada del tecnoestrés tradicional por su énfasis en la carga cognitiva acumulativa.

Discusión

La síntesis de los 41 estudios incluidos (ver Apéndice B), estructurada mediante clusters de evidencia, permite avanzar en una comprensión más integrada del impacto del tecnoestrés y la fatiga digital en la salud mental laboral. Más allá de asociaciones aisladas, los resultados muestran una organización relativamente consistente de los efectos en distintos dominios interrelacionados.

El agotamiento como núcleo central del impacto del tecnoestrés

El primer hallazgo relevante es la centralidad del burnout y del agotamiento emocional como principal desenlace asociado al tecnoestrés. La recurrencia de este patrón en un número amplio de estudios sugiere que el impacto de las demandas tecnológicas no se limita a respuestas puntuales de estrés, sino que se configura como un proceso acumulativo de desgaste psicológico.

Este resultado puede interpretarse en relación con la naturaleza crónica de muchas demandas digitales actuales, caracterizadas por la exposición continua, la sobrecarga informativa y la multitarea. En este contexto, el tecnoestrés actuaría como un estresor sostenido que, en ausencia de mecanismos de regulación, favorece la progresiva erosión del bienestar ocupacional.

Tecnoestrés y malestar psicológico: el papel de la percepción de control

El segundo eje de resultados apunta a la asociación entre tecnoestrés y variables de malestar psicológico, como ansiedad, distrés y estrés percibido. La evidencia sugiere que estos efectos no dependen exclusivamente de la intensidad de las demandas tecnológicas, sino también de la percepción subjetiva de control sobre las mismas.

Este hallazgo resulta relevante, ya que introduce una dimensión cognitiva en la interpretación del fenómeno. La tecnología no actúa únicamente como fuente de carga objetiva, sino como un estímulo cuya interpretación por parte del individuo condiciona su impacto psicológico. En este sentido, el tecnoestrés podría entenderse como el resultado de la interacción entre demandas tecnológicas y recursos percibidos.

Más allá del malestar: impacto sobre el bienestar y el funcionamiento positivo

Los resultados también muestran que el impacto del tecnoestrés y de la fatiga digital no se limita a la aparición de malestar, sino que incluye una reducción del bienestar psicológico y del funcionamiento positivo.

Este aspecto amplía el marco interpretativo del fenómeno, situándolo en un continuo que va más allá de los indicadores clínicos tradicionales. La erosión del bienestar puede producirse incluso en ausencia de síntomas claros de ansiedad o depresión, lo que sugiere que el tecnoestrés puede afectar a dimensiones más amplias del funcionamiento psicológico.

Hiperconectividad y difuminación de fronteras: un mecanismo estructural

Uno de los aportes más consistentes de la literatura analizada es la identificación del conflicto trabajo-vida como un mecanismo clave en la relación entre tecnología y salud mental.

Los resultados indican que la hiperconectividad, la disponibilidad constante y la presión de respuesta inmediata dificultan la desconexión psicológica del trabajo. Este fenómeno no solo incrementa la carga percibida, sino que también altera la organización temporal y relacional del trabajo.

En este sentido, el tecnoestrés no puede entenderse únicamente como una consecuencia de la carga tecnológica, sino también como un efecto de la reorganización de los límites entre trabajo y vida personal.

Implicaciones organizacionales: del individuo al sistema

La evidencia analizada muestra que el tecnoestrés tiene consecuencias que trascienden el nivel individual, afectando a variables organizacionales como el desempeño laboral, la satisfacción y las conductas de retirada.

Este hallazgo refuerza la idea de que el tecnoestrés no es únicamente un problema psicológico, sino también organizacional. La asociación entre tecnoestrés, menor rendimiento y mayor intención de abandono sugiere que los efectos de la digitalización pueden tener implicaciones directas en la eficiencia y sostenibilidad de las organizaciones.

El papel de los recursos y factores moduladores

Los resultados ponen de manifiesto que el impacto del tecnoestrés no es uniforme, sino que depende de la interacción entre demandas tecnológicas y recursos individuales y organizacionales.

Factores como la resiliencia, la autoeficacia digital, el apoyo organizacional o el liderazgo aparecen como elementos que pueden mitigar o amplificar los efectos negativos. Este hallazgo introduce una dimensión dinámica en la comprensión del fenómeno, sugiriendo que el tecnoestrés no es inevitable, sino potencialmente modulable.

Desde una perspectiva aplicada, esto abre la puerta al desarrollo de intervenciones orientadas a fortalecer estos recursos.

Fatiga digital como fenómeno emergente diferenciado

La fatiga digital emerge como un fenómeno parcialmente diferenciado del tecnoestrés, asociado principalmente a la exposición prolongada a estímulos digitales y a la carga cognitiva acumulativa.

Mientras que el tecnoestrés se relaciona con procesos de adaptación a demandas tecnológicas, la fatiga digital parece reflejar un desgaste más directamente vinculado al uso intensivo de dispositivos, especialmente en contextos como las videoconferencias.

Aunque este campo es todavía incipiente en comparación con el tecnoestrés, su creciente presencia en la literatura sugiere que constituye una línea de investigación relevante.

Implicaciones teóricas

La organización de la evidencia en clusters pone de manifiesto la necesidad de avanzar hacia una mayor clarificación conceptual del campo. En particular, resulta necesario diferenciar con mayor precisión entre tecnoestrés y fatiga digital, así como integrar ambos constructos en modelos explicativos más amplios.

Asimismo, los resultados sugieren que estos fenómenos deben ser entendidos como parte de un sistema complejo en el que interactúan demandas tecnológicas, recursos individuales y factores organizacionales.

Limitaciones y líneas futuras

Esta revisión presenta limitaciones que deben ser consideradas. En primer lugar, no se realizó una evaluación formal del riesgo de sesgo o de la calidad metodológica de los estudios incluidos, lo que limita la capacidad de valorar la solidez interna de la evidencia.

En segundo lugar, la síntesis se basa en la información disponible en los abstracts de los estudios incluidos, lo que implica que la clasificación en clusters se realizó a nivel de resumen y no de texto completo.

Finalmente, la heterogeneidad en definiciones, instrumentos y contextos dificulta la comparación directa entre estudios.

Futuras investigaciones deberían avanzar hacia diseños longitudinales, mayor estandarización conceptual y análisis más detallados de los mecanismos causales implicados.

Conclusiones

La presente revisión sistemática con síntesis narrativa basada en abstracts de 41 estudios (ver Apéndice B), permite identificar patrones consistentes en la relación entre el tecnoestrés, la fatiga digital y la salud mental en entornos laborales.

Los resultados muestran que el impacto del tecnoestrés se articula en varios dominios interrelacionados, destacando el agotamiento emocional como desenlace central, junto con la presencia de malestar psicológico y la reducción del bienestar. Asimismo, se observa que estos efectos no se limitan al ámbito individual, sino que se extienden al funcionamiento organizacional.

La organización de la evidencia en clusters pone de manifiesto que el tecnoestrés y la fatiga digital no constituyen fenómenos aislados, sino parte de un conjunto estructurado de efectos asociados a la digitalización del trabajo.

En conjunto, los hallazgos sugieren que el impacto de las tecnologías en el ámbito laboral debe entenderse como un fenómeno multidimensional, en el que interactúan demandas digitales, recursos individuales y condiciones organizacionales.

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CONFLICTO DE INTERESES

El autor declara no tener conflictos de interés.

Apéndice A. Estrategias de búsqueda completas

Se desarrollaron estrategias de búsqueda específicas para cada base de datos, adaptando la ecuación conceptual general a los requisitos de indexación y sintaxis de cada plataforma.

Ecuación base:

```
("technostress" OR "digital fatigue" OR "screen fatigue" OR "technostrain" OR "information overload" OR "digital overload")
```

```
AND ("mental health" OR "burnout" OR "stress" OR "anxiety" OR "depression" OR "psychological distress")
```

```
AND ("work" OR "occupational" OR "employees" OR "workplace")
```

Scopus (TITLE-ABS-KEY):

```
TITLE-ABS-KEY ("technostress" OR "digital fatigue" OR "screen fatigue" OR "technostrain" OR "information overload" OR "digital overload")
```

```
AND ("mental health" OR "burnout" OR "stress" OR "anxiety" OR "depression" OR "psychological distress")
```

```
AND ("work" OR "occupational" OR "employees" OR "workplace"))
```

Web of Science (TS):

```
TS=("technostress" OR "digital fatigue" OR "screen fatigue" OR "technostrain" OR "information overload" OR "digital overload")
```

```
AND ("mental health" OR "burnout" OR "stress" OR "anxiety" OR "depression" OR "psychological distress")
```

```
AND ("work" OR "occupational" OR "employees" OR "workplace"))
```

PubMed:

```
((("technostress"[Title/Abstract] OR "digital fatigue"[Title/Abstract] OR "screen fatigue"[Title/Abstract] OR "technostrain"[Title/Abstract] OR "information overload"[Title/Abstract] OR "digital overload"[Title/Abstract]))
```

```
AND ("mental health"[Title/Abstract] OR "burnout"[Title/Abstract] OR "stress"[Title/Abstract] OR "anxiety"[Title/Abstract] OR "depression"[Title/Abstract] OR "psychological distress"[Title/Abstract]))
```

```
AND ("work"[Title/Abstract] OR "occupational"[Title/Abstract] OR "employees"[Title/Abstract] OR "workplace"[Title/Abstract]))
```

Apéndice B. Lista completa de estudios incluidos

ID	AUTHORS	RESEARCHER IDS	ORCIDS	ARTICLE TITLE	SOURCE TITLE	VOLUME	ISSUE	START PAGE	END PAGE	ARTICLE NUMBER	DOI	DOCUMENT TYPE	PUBLICATION YEAR	ABSTRACT
1	Kaltenegger, Helena C.; Marques, Mathew D.; Becker, Linda; Rohleder, Nicolas; Nowak, Dennis; Wright, Bradley J.; Weigl, Matthias	; Weigl, Matthias/O-8934-2017; Becker, Linda/AFV-6622-2022; Rohleder, Nicolas/N-7598-2013; Nowak, Dennis/J-1939-2015; Marques, Mathew/Y-6578-2018	Wright, Bradley/0000-0002-6428-9128;	Prospective associations of technostress at work, burnout symptoms, hair cortisol, and chronic low-grade inflammation	BRAIN BEHAVIOR AND IMMUNITY	117.0	nan	320.0	329.0	nan	10.1016/j.bbi.2024.01.222	Article	2024	Background: Working conditions in the age of digitalization harbor stress and burnout. However, real-world investigations into biological technostress, that is stress in the context of digital technology use, have been scarce. This study prospectively assessed associations between technostress, burnout symptoms, hair cortisol, and chronic low-grade inflammation in a cohort of hospital employees (N = 238, 182 females, Mage = 28.5 years) in a prospective cohort study with two follow-ups six months apart (T1 and T2). Participants answered standardized questionnaires on general job strain (job strain ratio), technostressors (work interruptions, multitasking, information overload), burnout symptoms (exhaustion, mental distance), and relevant biological markers. Moreover, they provided capillary blood samples for C-reactive protein (CRP) and cortisol. Salivary cortisol and hair cortisol concentration (HCC) were analyzed. Structural equation modeling was performed. Results: The factorial structure of survey measures was confirmed. Burnout symptoms (MT2 = 2.17, MT3 = 2.33) and HCC (MT2 = 1.15, MT3 = 1.15) increased over time, CRP did not (MT2 = 1.15, MT3 = 1.15). Path models showed that technostress was negatively associated with burnout (B = -0.16, p = .003), but not with burnout and CRP. General work stress was not significantly associated with burnout, HCC or CRP. Furthermore, reciprocal effects of CRP on HCC (beta = 0.28, p = .001) and of HCC on CRP (beta = 0.10, p < .001). Associations were robust in additional analyses excluding confounders. Conclusion: This is the first study on prospective effects of technostress on employees' endocrine and inflammatory systems. Results suggest that effects of technostress on the hypothalamic-pituitary-adrenocortical axis are independent of burnout. Given its key role for long-term health, the findings have important implications for occupational health and safety in digitalized work environments.
2	Muhamad, Nor Asiah; Ma'amor, Nur Hasnah; Jamalluddin, Nurul Hidayah; Rosli, Izzah Athirah; Lemman, Fatin Norhasny; Shah, Tengku Puteri Nadiyah Tengku; Misnan, Nurul Syazwani; Abdullah, Norni; Johari, Mohammad Zabri; Chemi, Norliza; Ibrahim, Norashikin	Johari, Mohammad Zabri/AAV-2485-2020; Rosli, Izzah Athirah/JTU-3239-2023; Muhamad, Nor/ACC-5894-2022	Johari, Mohammad Zabri/0000-0002-8017-622X; Rosli, Izzah Athirah/0000-0002-6501-8565;	Technostress and its associated factors: Burnout and fatigue among Malaysian healthcare workers (HCWs) in state hospitals	PLOS ONE	20.0	3	nan	nan	e0319506	10.1371/journal.pone.0319506	Article	2025	Background Technostress is defined as a psychological state associated with the increased usage of advanced computer technologies on a daily basis, leading to increased anxiety feeling or mental strain due to excessive exposure to digital technologies. Aim This study aimed to determine the level of technostress, burnout and fatigue among healthcare workers (HCWs) in the state hospitals in Malaysia. Methods A cross-sectional study was conducted from September to November 2023 among HCWs working in the 15-state hospitals in Malaysia. The questionnaire contains information on socio-demographic characteristics, specific scales on technostress, burnout and fatigue. Results < b>100 HCWs were included in the analysis, of which 244 (15%) have high technostress, 1089 (67%) have moderate technostress, and 287 (17%) have low technostress. Burnout, and fatigue were significantly associated with high technostress. HCWs with moderate burnout were less likely to have high technostress (B = -0.993, 95% CI: 0.231 - 0.594; p = 0.003 - 0.162; p < 0.001) compared to those with high fatigue. Conclusion This study found that majority of the HCWs have moderate level of technostress. Technostress has become more common after the COVID-19 pandemic. The pandemic drastically altered working conditions and made remote work using digital communication technologies (ICT) a necessity rather than a luxury. Digital technologies, measures and programs that include psychological support for employees struggling with the technostress and burnout are needed to overcome these challenges.
3	Pflugner, Katharina; Maier, Christian; Weitzel, Tim	Weitzel, Tim/AFS-7648-2022	, Ankita Polley/0009-0003-1466-7834	The direct and indirect influence of mindfulness on technostressors and job burnout: A quantitative study of white-collar workers	COMPUTERS IN HUMAN BEHAVIOR	115.0	nan	nan	nan	106566	10.1016/j.chb.2020.106566	Article	2021	This study investigates how mindfulness at work influences white-collar workers' technostress. Building on our understanding that perceived technostressors lead to job burnout, we apply the transactional model of stress and the broaden-and-build theory to understand to what degree mindfulness reduces the perception of technostressors and whether mindfulness mitigates the effect of perceived technostressors on burnout. Our analysis of quantitative data collected in a survey of white-collar workers who use information systems regularly at work confirms that mindfulness leads to lower levels of perceived technostressors, but does not significantly reduce the effect of perceived technostressors on job burnout. The study contributes to technostress research by showing how mindfulness can help manage technostressors, also by illustrating the boundaries of mindfulness in terms of technostressors. We provide practical recommendations for applying our research findings to technostress prevention measures and assess psychological risk factors.
4	Savolainen, Iina; Oksa, Reetta; Savela, Nina; Celuch, Magdalena; Oksanen, Atte	Oksanen, Atte/AAA-6682-2019; Savela, Nina/AAV-7953-2021; Savolainen, Iina/AAW-7238-2021; Celuch, Magdalena/ABE-8060-2021	Oksanen, Atte/0000-0003-4143-5580; Oksa, Reetta/0000-0002-8007-4653; Savela, Nina/0000-0002-7042-6889; Savolainen, Iina/0000-0002-8811-965X; Celuch, Magdalena/0000-0001-8941-0396	COVID-19 Anxiety-A Longitudinal Survey Study of Psychological and Situational Risks among Finnish Workers	INTERNATIONAL JOURNAL OF ENVIRONMENTAL RESEARCH AND PUBLIC HEALTH	18.0	2	nan	nan	794	10.3390/ijerph18020794	Article	2021	Background: The COVID-19 crisis has changed the conditions of work worldwide. One negative consequence of the ongoing pandemic is anxiety due to uncertainty and the COVID-19 disease. Increased anxiety is a risk factor for wellbeing at work. This study investigated psychological, situational, and demographic predictors of COVID-19 anxiety using longitudinal data from a nationally representative sample of Finnish workers (N = 1308) before and during the COVID-19 crisis. Eighty percent of the participants completed a follow-up study (N = 1044). COVID-19 anxiety was measured with the Spielberger State-Trait Anxiety Inventory. Psychological and situational predictors included perceived loneliness, psychological distress, technostress, support received from the work community, and remote working. Demographic factors were also investigated. Results: Perceived loneliness, psychological distress, technostress, and neuroticism were identified as significant psychological predictors of COVID-19 anxiety. Increase in psychological distress during the COVID-19 crisis predicted higher COVID-19 anxiety. Change in their field of work and decreased social support from work predicted COVID-19 anxiety. Women and young people experienced higher COVID-19 anxiety. Conclusions: Different factors explain workers' COVID-19 anxiety. Technostress can disrupt wellbeing at work, emphasizing the organizations' role in providing inclusive and caring work culture and providing technical and psychological support for workers during crisis.
5	Meidina, Dwi Winda; S., Netty Laura	nan	nan	The influence of employee mental health on performance mediated by workplace well-being (Empirical study on information technology division employees during work from home period)	Business Management Journal	18.0	1	85.0	85.0	nan	10.30813/bmj.v18i1.3092	Article	2022	The implementation of working from home has changed employee work environment, from an office environment to a home environment. This environment has limitations, like communication and interaction space. It can negatively affect employees because it can trigger irregular working hours and long working hours. Field is one of the jobs that can be done remotely, but it still has limitations. This study aims to determine the effect of innovation culture, self-efficacy on technostress, burnout on performance with workplace well-being as a mediating variable for IT employees who work from home. This study uses a quantitative method with an online questionnaire to 295 IT employees and used as a quantitative method. Data analysis method used SmartPLS 3.2 program by analyzing path models. The results of this study indicate that: innovation culture, self-efficacy, technostress, self-efficacy is significant to technostress, innovation culture, self-efficacy is significant to burnout, but burnout is not significant to performance, burnout and WWB is significant to performance, WWB is significant to performance, innovation culture and technostress to its effect on performance, burnout, and WWB mediate burnout on performance. .
6	Do, Hyun Rae; LEE, BYEONG CHEOL	nan	nan	The Effects of Tourism Industry Employee's Technostress on Burnout, Organizational Conflict and Job Performance	Event & Convention Research	16.0	4	135.0	150.0	nan	10.31927/asec.16.4.8	research-article	2020	Purpose – This study aims to provide practical and effective basic strategies for mobile office management and mobile office operation that may occur from the mobile office in tourism industry that already introduced or is considering introducing it by empirically analyze the effects of technostress, burnout, organizational conflict, and job performance. Design, data, and methodology For the empirical study, an online survey was conducted on employees that work at tourism industry regardless of place and time using smart devices. Out of 311 questionnaires that were collected, 280(88.9%) valid copies were used for the empirical analysis. Result –Previous studies on the relationships of factors such as technostress, burnout, organizational conflict, and job performance hypotheses were established, and the results of empirical analysis are as follows. First, technostress of employees at tourism industry affects burnout, organizational conflict, and job performance. Second tourism industry employees' burnout, organizational conflict, and job performance. Conclusions –This study examined the effects of technostress, burnout, organizational conflict, and job performance on employees at tourism industry that are exposed to mobile office operation, burnout, job performance, and presented implications that may help managers of companies that will introduce or operate mobile office in the future.

ID	AUTHORS	RESEARCHER IDS	ORCIDS	ARTICLE TITLE	SOURCE TITLE	VOLUME	ISSUE	START PAGE	END PAGE	ARTICLE NUMBER	DOI	DOCUMENT TYPE	PUBLICATION YEAR	ABSTRACT
7	Darmawan, Brido Putra; Arfani, Mochammad; Ayuningtiyas, Galuh Ajeng; Priyanto	nan	nan	The effect of technostress on employee performance: The mediating role of anxiety among generation Z in the creative industry	International Journal of Integrative Sciences	5.0	2	323.0	334.0	nan	10.55927/ijis.v5i2.5	Article	2026	The development of digital technology in the workplace has increased dependence on technological systems, which has the potential to especially in the dynamic, digital-based creative industry sector. This study aims to analyze the effect of technostress on performance with anxiety as a variable among Generation Z workers in the creative industry in Indonesia. The study uses a quantitative approach with a survey method involving 100 employees selected through a non-probability sampling technique. The data analysis was conducted using Partial Least Squares-Structural Equation Modeling (PLS-SEM). The results show that technostress has a positive and significant effect on performance, and anxiety is proven to partially mediate the relationship between technostress and performance. These findings indicate that technological pressure not only directly affects performance but also indirectly through employees' psychological conditions. This study provides empirical evidence on the importance of managing employees' mental health in facing digital technology in the workplace.
8	Ali, Faiza; Nisar, Qasim Ali; Nasir, Sobia	Nisar, Qasim Ali/M-5601-2014; Ali, Faiza/GRS-8403-2022	Nisar, Qasim Ali/0000-0003-2191-5165;	Do emotions matter in digitized workplace? Technostress and employees' emotional well-being during the pandemic	KYBERNETES	52.0	12	6122.0	6143.0	nan	10.1108/K-10-2021-1000	Article	2023	Purpose This study aimed to examine the impact of COVID-19 on employees' well-being, considering workplace stress, aggression, and emotional exhaustion. The study also considers the moderating role of digital technology on the relationship between workplace stress and aggression, which has been overlooked in previous studies. Design/methodology/approach Data were collected from employees in Turkey. Online data were collected through Amazon Mechanical Turk. A total of 250 questionnaires were distributed. Nevertheless, only 150 questionnaires with valid responses were usable for analysis through partial least squares-structural equation modeling (PLS-SEM). Findings The analysis showed that COVID-19 concerns (financial, social, and technological) significantly increase workplace stress, resulting in aggression. Aggression subsequently leads to employees' emotional exhaustion, impacting their emotional well-being. The results showed that technostress insignificantly moderates the relationship between workplace stress and aggression. Practical implications This study provides valuable insights for the hotels' top management, practitioners, and policymakers to implement measures to employees, such as wearing masks and maintaining social distance. Recommendations Practitioners should limit employees' direct contact with customers to reduce stress that result in overall financial losses and create financial stress for employees. Originality/value The current study examined the relationships between workplace stress, aggression, and emotional exhaustion with variables in Turkey's hotel industry context by employing the conservation of resources (COR) theory. The study investigated stress and aggression and their impact on employees' emotional responses, and ultimately employees' well-being.
9	Thurik, Roy; Benzari, Alexandre; Fisch, Christian; Mukerjee, Jinia; Torres, Olivier	Thurik, Roy/A-9386-2012; Fisch, Christian/NQF-8294-2025; Mukerjee, Jinia/JXM-2790-2024	Thurik, Roy/0000-0002-0242-6908; Benzari, Alexane/0000-0002-6853-1225; Fisch, Christian/0000-0003-3609-7193; TORRES, Olivier/0000-0002-7104-0486	Techno-overload and well-being of French small business owners: identifying the flipside of digital technologies	ENTREPRENEURSHIP AND REGIONAL DEVELOPMENT	36.0	1-2	136.0	161.0	nan	10.1080/08985626.2023.2165713	Article	2024	Technostress is an important by-product of information and communication technologies (ICT). The technostress literature suggests focusing on dimensions of technostress, such as techno-overload, which describes the demands to work faster and longer. However, only a few studies have examined the technostress of small business owners, let alone techno-overload, which is surprising since work overload in general has been identified as a significant dimension of job stress for small business owners, and technostress has been identified as an important impediment for workers in general. This study is to investigate the effect of techno-overload on well-being (a composite measure consisting of physical well-being, mental well-being, and loneliness) using three data sets of French small business owners. The results indicate a strong negative correlation between techno-overload and well-being for all three data sets. We interviewed employees from several different disciplines: information systems, small business entrepreneurship, health and well-being, psychology and organizational behavior. The data also allow for the identification of contextual effects - the COVID-19 pandemic since one survey was conducted before, one at the start of, and one during the pandemic.
10	Penalver, Jonathan; Diaz-Mena, Sara	González, Jonathan/AAU-7994-2021	nan	Teachers under lockdown: a preliminary study on job crafting behaviors to reduce technostress	ALOMA-REVISTA DE PSICOLOGIA CIENCIAS DE LA EDUCACION Y DEL DEPORTE	41.0	1	103.0	109.0	nan	10.51698/aloma.2023.41.1.103-109	Article	2023	Technostress is a type of work-related stress associated with the use of new information and communication technologies (ICTs). This study aims to explore different problems such as anxiety, low job satisfaction, etc. The study means that teachers unexpectedly had to transform their workplace into a continuous use of ICTs to carry out their tasks and functions. It is concluded that this organizational change may have increased teachers' loneliness. However, taking into account that employees are not passive beings, they are able to initiate work behaviors (i.e., job crafting) that decrease their technostress. Therefore, the aim of this study is to analyze the relationship between technostress and job crafting. The sample consisted of 99 teachers aged between 22 and 66 years. The results showed that gender, age, and certain job crafting behaviors (i.e., increasing challenging job) can explain teachers' technostress. This study contributes to the literature as a method of reducing employee psychosocial distress and improving their well-being.
11	Huvanandana, Gorn; Charoensukmongkol, Peerayuth	Charoensukmongkol, Peerayuth/AAP-7876-2020	nan	How digital leadership and innovative climate interact to lessen AI-related job insecurity, AI use anxiety, technostress, and emotional exhaustion	INTERNATIONAL JOURNAL OF WORKPLACE HEALTH MANAGEMENT	19.0	2	189.0	206.0	nan	10.1108/IJWHM-09-2025-0252	Article	2026	Purpose Grounded in conservation of resources theory, this study examines how digital leadership influences AI-related job insecurity, AI use anxiety, and emotional exhaustion. Innovative climate is proposed as a moderator that moderates the effect of digital leadership on AI-related job insecurity. Proposition The effect occurs only when employees perceive a high innovative climate, but not when the climate is low. Design/methodology/approach Data were collected from 416 white-collar employees in a large Thai manufacturing corporation. Partial Least Squares Structural Equation Modeling (PLS-SEM) was employed to test the structural models. Findings Results show that digital leadership significantly reduces AI-related job insecurity and AI use anxiety, and innovative climate significantly reduces AI-related job insecurity and emotional exhaustion. However, digital leadership does not reduce AI-related job insecurity when employees work in a highly innovative climate. Moreover, a serial mediation model shows that digital leadership alleviates emotional exhaustion through its effect on related job insecurity, AI use anxiety, and technostress. Originality This study provides one of the first empirical examinations of how digital leadership and innovative climate jointly buffer the psychological strain associated with AI-related job insecurity and emotional exhaustion through its effect on related job insecurity, AI use anxiety, and technostress. This study advances knowledge by clarifying the mechanism through which digital leadership alleviates technostress and emotional exhaustion through its effect on related job insecurity and AI use anxiety.
12	Mahapatra, Monalisa; Ford, Dianne P.	nan	nan	Technostress and disengagement from knowledge sharing: insights from pre-pandemic and mid-pandemic data sets	JOURNAL OF KNOWLEDGE MANAGEMENT	nan	nan	nan	nan	nan	10.1108/JKM-08-2023-0711	Article; Early Access	2024	Purpose This study aims to examine a common failure in knowledge sharing: disengagement from knowledge sharing (DKS), and investigate how it may contribute to this unintentional withholding of knowledge for organizational benefit. The authors apply the Job Demands-Resources (JD-R) model to explore the role of technostress creators and inhibitors on DKS via burnout and job engagement. The authors also examine how the pandemic and the changes in remote work and information and communication technology (ICT)-related stressors have influenced DKS. Design/methodology/approach Using a time-lag survey, two waves of knowledge workers who use information and communication technologies were surveyed during early 2020 and mid-2021. Analyses were conducted using partial least squares-structural equation modelling. Findings Technostress creators explained DKS. Technostress creators were positively associated with burnout, which was in turn positively related to DKS. Technostress inhibitors were negatively associated with job engagement, which in turn was also positively related to disengagement from knowledge sharing. Technostress inhibitors were also associated with burnout. Results from the multigroup analysis indicated that technostress inhibitors had a stronger relationship with engagement than mid-pandemic. Originality/value This research addresses a major gap in the literature of knowledge sharing failures and illustrates how ICTs may impact burnout and job engagement. In addition, this research captures the relationships associated with the pandemic.

ID	AUTHORS	RESEARCHER IDS	ORCID	ARTICLE TITLE	SOURCE TITLE	VOLUME	ISSUE	START PAGE	END PAGE	ARTICLE NUMBER	DOI	DOCUMENT TYPE	PUBLICATION YEAR	ABSTRACT
13	Dutta, Debolina; Mishra, Sushanta Kumar	; Dutta, Debolina/PNI-5252-2026; Mishra, Sushanta/G-2125-2016	Dutta, Debolina/0000-0002-7170-1977; Mishra, Sushanta/0000-0003-0253-1908	Technology is killing me!: the moderating effect of organization home-work interface on the linkage between technostress and stress at work	INFORMATION TECHNOLOGY & PEOPLE	37.0	6	2203.0	2222.0	nan	10.1108/IITP-03-2022-0169	Article	2024	<p>PurposeThe fear of the pandemic, confinement at home and the a unique situation. The pandemic catalyzed work-from-anywhere information and communication technologies (ICT) across all industry saved organizations, it increased technostress among the workforce. Understanding of the adverse effects of ICT usage might enable to manage the mental well-being of the workforce. While technostress increasing interest, scholarly work investigating the dimensions of its impact on creating stress across various employee demographic types is missing. Contrary to the prevalent assumptions, the authors tested the adverse moderation effect of the home-work interface between technostress dimensions and stress. This paper aims to achieve the aforementioned objective.</p> <p>Design/methodology/approachThe study examined the dimensions of technostress and the resulting stress at work using a quantitative analysis of 881 working employees in India, representing multiple organizational functions.</p> <p>FindingsThe study indicates that techno-overload, techno-invasion significantly impact employees during the pandemic. The authors further found that the home-work-interface is a powerful factor in the complex linkage between dimensions of technostress and its outcomes. Limitations/implicationsBased on the Conservation of Resources Theory and Demand-Resources model, this study highlights the adverse impact on employee well-being. However, the study suffers from a cross-sectional design. The technostress research has focused primarily on static work environments and mostly on high ICT usage industries. Due to the rapid technological change, the impact of various technostress dimensions across different work settings subjected to rapid technology-enabled working. Further, most studies have focused on voluntary choice of remote work. Employees struggle with the uncertainty of an involuntary shift to technology-enabled remote work. This study contributes to the literature by examining the consequences of technostress in the context of voluntary remote work. Contrary to prevailing assumptions, this study found an adverse effect of organizational home-work interface in influencing technostress. Practical implicationsThe increasing use of ICT enables telework, which may stress, practitioners need to reconsider the dimensions of technostress. This study cautions against the prevalent interventions used by practitioners to facilitate a home-work interface, it could have adverse consequences. Practitioners may consider the adverse consequences of home-work interface when designing organizational policies. Social implicationsThis study draws attention to the crucial as research forecasts the likelihood of other cataclysmic events, which may sustain driven remote work practices and remain a feature of the future. Understanding the implications of the dimensions of technostress on employee stress. Originality/valueThe present study examines the dimensions of technostress across multiple industries and job functions in an era marked by a high economic growth rate and an Eastern cultural context. The study presents the dark side of excessive ICT adoption and indicates how HRM practices can help mitigate some of these effects.</p>
14	Oksanen, Atte; Oksa, Reetta; Celuch, Magdalena; Cvetkovic, Anica; Savolainen, Iina	; Savolainen, Iina/AAW-7238-2021; Oksanen, Atte/AAA-6682-2019; Cvetkovic, Anica/MEO-2429-2025; Celuch, Magdalena/ABE-8060-2021	Oksa, Reetta/0000-0002-8007-4653; Savolainen, Iina/0000-0002-8811-965X; Oksanen, Atte/0000-0003-4143-5580; Cvetkovic, Anica/0000-0002-9555-6241; Celuch, Magdalena/0000-0001-8941-0396	COVID-19 Anxiety and Wellbeing at Work in Finland during 2020-2022: A 5-Wave Longitudinal Survey Study	INTERNATIONAL JOURNAL OF ENVIRONMENTAL RESEARCH AND PUBLIC HEALTH	20.0	1	nan	nan	680	10.3390/ijerph20010680	Article	2023	<p>The COVID-19 pandemic impacted workers globally during 2020-2022, with major psychological implications for workers' wellbeing. This longitudinal study analyzed risk and protective factors predicting COVID-19 anxiety in Finland. Longitudinal national sample of Finnish workers (n = 680) in a five-wave study conducted in 2020-2022, covering multiple waves of the pandemic and its aftermath. Our outcome measure was COVID-19 anxiety, which was measured using a validated questionnaire. We also controlled for self-regulation; social support at work and remote work; socio-demographic background factors. Both within-person and between-person effects were analyzed using multilevel hybrid regression models. Results showed that anxiety varied between time points which is explained by changes in circumstances during the pandemic. Highest anxiety was expressed in the middle of the pandemic (lockdown in spring 2021). Within-person changes in psychological distress, exhaustion, technostress, self-regulation, and perceived loneliness were associated with COVID-19 anxiety. Between-person results showed that distressed, and lonely workers expressed more anxiety than those who were not. Self-regulation reported lower anxiety than others. Female gender was associated with higher anxiety. COVID-19 anxiety continues to be a significant phenomenon with a magnitude of consequences on people and organizations. This study showed that general mental health and work stressors are associated with anxiety. Promoting social support and workers' self-regulation skills for overcoming anxiety during and after the pandemic.</p>
15	Hurbean, Luminita; Dospinescu, Octavian; Munteanu, Valentin; Danaiaata, Doina	; Hurbean, Luminita/AAF-9148-2021; Dospinescu, Octavian/AAM-5224-2020	Danaiaata, Doina/0000-0002-6269-8091; Dospinescu, Octavian/0000-0002-5403-8050	Effects of Instant Messaging Related Technostress on Work Performance and Well-Being	ELECTRONICS	11.0	16	nan	nan	2535	10.3390/electronics11162535	Article	2022	<p>The new era of hyper-communication has led organizations to invest in communications technologies such as instant messaging (IM) for collaboration and improved work efficiency. The ongoing COVID-19 pandemic has increased pressure and many organizations increasingly depend on IM tools for work. In this new context, negative workplace impacts of IM have emerged because technology use causes technostress. In this paper, we propose a model to analyze instant messaging usage effects on individual work performance and well-being by the means of relevant techno-stressors. The model was tested on a sample of 372 employees from Romanian organizations that use IM for work. Econometric analysis relies on the Structural Equation Model (SEM) and uses SPSS AMOS. Our findings suggest that the usage of instant messaging significantly influences on perceived techno-complexity, techno-invasion, which in turn influences, to some extent, both individual work performance and well-being. Dividing the sample according to the type of work (office work), we compared the results between these two groups and found some significant differences.</p>
16	Semaan, Raphael; Gamaiunova, Liudmila; Teixeira, Patricia Pereira; Nater, Urs M.; Heinzer, Raphael; Haba-Rubio, Jose; Vlerick, Peter; Cambier, Ruben; Gomez, Patrick	; Nater, Urs/Q-5208-2019	Heinzer, Raphael/0000-0002-3215-7788; Haba-Rubio, José/0000-0001-7466-6436; Nater, Urs/0000-0002-2430-5090; Semaan, Raphaël/0009-0000-8726-9114; Gomez, Patrick/0000-0001-7463-1858; Cambier, Ruben/0000-0001-9295-8344; Gamaiunova, Liudmila/0000-0002-8772-1999	Psychometric properties of telepressure measures in the workplace and private life among French-speaking employees	BMC PSYCHOLOGY	13.0	1	nan	nan	329	10.1186/s40359-025-02616-0	Article	2025	<p>BackgroundWorkplace telepressure and private life telepressure are related to preoccupation with and the urge to respond quickly to electronic communication people at work or in private life, respectively. We aimed to adapt telepressure workplace and private life telepressure measures in French and to examine nomological networks and relationships with psychological health and wellbeing. MethodsParticipants were recruited via flyers, local press, and social media to complete two online surveys. Participants had to be French-speaking and working in Switzerland and regularly using information and communication technologies for work purposes. The sample included 347 employees (146 males, one nonbinary individual; mean age: 36.8 years) who completed two surveys. The first questionnaire assessed sociodemographic characteristics, workplace and private life telepressure measures. The second questionnaire was administered approximately two weeks later, assessed psychological health and wellbeing (depression, anxiety, stress, detachment from work), and the two telepressure measures. Results showed that telepressure measures exhibited strong psychometric properties, including measurement invariance across age, gender, and time. Confirmatory factor analysis revealed that the two-factor model (preoccupation and urge to respond) fit than did the one-factor model for both measures. Correlation analysis showed that both telepressure measures were significantly positively associated with techno-invasion, techno-complexity, techno-insecurity, workaholism, and workaholism, and negatively associated with mindfulness. However, only workplace telepressure was significantly associated with techno-overload, and neither telepressure measure was significantly associated with techno-uncertainty. Structural equation modeling showed that workplace telepressure significantly predicted stress, anxiety, psychological detachment from work, whereas private life telepressure significantly predicted stress, anxiety, and psychological detachment from work. Depression. Most effects were significantly greater for workplace telepressure than private life telepressure. ConclusionsThis study confirms the validity of workplace telepressure and private life telepressure measures for use in French-speaking populations and contributes to our understanding of the role of telepressure in employees' psychological health and wellbeing.</p>

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17	Ficapal-Cusi, Pilar; Penarroja, Vicente; Enache-Zegheru, Mihaela; Salazar-Concha, Cristian	Salazar-Concha, Cristian/AGO-1053-2022; Peñarroja, Vicente/Q-7049-2018; Ficapal-Cusi, Pilar/AAO-5025-2020; Enache-Zegheru, Mihaela/S-1918-2017	Salazar-Concha, Cristian/0000-0002-1807-6535; Ficapal-Cusi, Pilar/0000-0003-0020-1796; Enache-Zegheru, Mihaela/0000-0002-6364-954X	Employee Technostress: Analyzing the Influence of Sociodemographic Characteristics on Techno-Stressors and Their Consequences	INTERNATIONAL JOURNAL OF HUMAN-COMPUTER INTERACTION	41.0	2	1309.0	1322.0	nan	10.1080/10447318.2024.2313926	Article	2025	Technostress has garnered increasing interest in recent times due to the role of technology and its impact on well-being and overall quality of life. Understanding and addressing technostress is crucial to promoting healthy relationships with technology, mitigating its negative effects, and developing strategies to manage the challenges it poses. This article presents a study that examines the influence of sociodemographic characteristics on technostressors, explores their relationships with dimensions of technostress (i.e., techno-stressors), and analyzes the impact of these techno-stressors. The aim of this research is threefold: first, to identify the sociodemographic characteristics of gender, age, living arrangement, work experience, tenure, organization size, and organizational culture that predict techno-stressors, namely techno-overload, techno-invasion, techno-insecurity, and techno-uncertainty. Second, we identify techno-stressors based on their levels of technostress across these five dimensions. Third, we analyze the impact of the selected sociodemographic variables in predicting techno-stressors and examine differences in role overload, role conflict, and work-family conflict across the identified clusters. Data were collected from a convenience sample of 1187 Chilean workers using the Windows Studio for Windows. Descriptive statistics, cluster analysis, and multiple regression were performed. Our results show that certain sociodemographic characteristics have a significant impact on specific dimensions of technostress. Specifically, three distinct clusters based on their technostress levels (high, moderate, and low) emerged as the profile with the lowest levels across all dimensions displayed moderate levels, and cluster 3 exhibited the highest levels. Logistic regression also revealed that living alone, education level, and organization size were all significant predictors of technostress clusters. There were also significant differences among the three clusters in the consequences of technostress. Specifically, individuals in the high technostress cluster reported higher levels of role overload and role conflict, lower life satisfaction, and greater work-family conflict. Future research avenues and implications for health and well-being are discussed at the end of the article.
18	Kraeft, Jessica; Wirth, Tanja; Harth, Volker; Mache, Stefanie	Harth, Volker/AGG-1586-2022	Harth, Volker/0000-0003-4308-223X; Wirth, Tanja/0000-0001-6762-4430	Digital stress perception among German hospital nurses and associations with health-oriented leadership, emotional exhaustion and work-privacy conflict: a cross-sectional study	BMC NURSING	23.0	1	nan	nan	213	10.1186/s12912-024-01825-z	Article	2024	Background The use of digital information and communication technologies in the workplace has been accompanied by increased technostress for nursing staff, which is associated with health consequences. In addition, the use-related technostressors through ICT can have a negative impact on health-oriented regeneration phases. Health-promoting behaviors of supervisors and employees' complaints and conflicts between employees' work and private lives. This study investigates whether there is a corresponding relationship between technostressors (technostressors) as well as health-oriented leadership among nurses. Methods In a quantitative online survey, hospital nurses (n = 243) was asked about techno-invasion, social environment, emotional exhaustion, work-privacy conflict and on the supervisors' health-oriented status awareness, value of health and health-oriented leadership behavior (value of health and health behavior). The associations of technostressors and health-oriented leadership outcomes were tested using regression analyses and performing mediation analyses. Significant positive associations between techno-invasion and health-oriented leadership have been found. Social environment was not (positively) significantly associated with emotional exhaustion or work-privacy conflict. Health-oriented leadership moderates the association between social environment and work-privacy conflict. Results confirm the relevance of measures to reduce technostressors and health-oriented leadership as a health-promoting resource. For health-oriented leadership should be implemented for a balanced work and personal life of employees as well as establishing competence trainings for supervisors to learn health-promoting behaviors. When technology use can't be reduced, interventions should be created to ensure that nurses' work and private lives become more balanced and could represent mindfulness practices.
19	Sadaf, Sana; Khanam, Afreen; Zamir, Mohd Nasir	; khanam, Afreen/NHP-6879-2025	Sadaf, Sana/0009-0007-4494-618X;	Does technostress undermine employees' work-life balance? Testing the moderated-mediation effects of employee resilience and psychological distress	ASIA-PACIFIC JOURNAL OF BUSINESS ADMINISTRATION	nan	nan	nan	nan	nan	10.1108/APJBA-08-2024-0447	Article; Early Access	2025	Purpose With the ubiquity of information and communications technologies, technostress has emerged as a worrisome phenomenon in today's workplace. The job demands-resources (JD-R) model, this research investigates the dimensions of techno-stress-techno-invasion (TI) and techno-overload (TO) on employees' work-life balance (WLB). Furthermore, the intermediate variable of psychological distress (PD) is investigated while also examining the role of resilience in the relationship between techno-stressors and PD. Aims To examine if employee resilience also moderates the indirect relationship between techno-stressors and work-life balance via PD. Design/methodology/approach Using time-lagged surveys, we collected data from 332 employees working in the IT sector. Partial least squares structural equation modeling (PLS-SEM) was used with SmartPLSv4 to analyze the hypothesized relationships. Findings The significant negative association between techno-invasion and work-life balance with employee WLB. PD partially mediates the techno-stressors and work-life balance. While employee resilience moderates the effect of techno-overload on work-life balance, it does not exhibit the same influence on the TI-PD relationship. However, employee resilience significantly moderates the indirect effect of TO and TI on WLB via PD. Practical implications Our study shows that managing technostressors and enhancing employee resilience can reduce their negative effects, enabling timely organizational intervention. Originality/value This study uniquely explores how techno-stressors individually impact employee PD and WLB, emphasizing the mediating role of resilience within India's distinct organizational and contextual framework.
20	Marchiori, Danilo Magno; Mainardes, Emerson Wagner; Rodrigues, Ricardo Gouveia	Marchiori, Danilo/AAL-6283-2021; Roigues, Ricardo/A-7722-2010; Mainardes, Emerson/L-6018-2018	Marchiori, Danilo/0000-0002-7386-9706; Roigues, Ricardo/0000-0001-6382-5147; Mainardes, Emerson/0000-0003-2525-275X	Do Individual Characteristics Influence the Types of Technostress Reported by Workers?	INTERNATIONAL JOURNAL OF HUMAN-COMPUTER INTERACTION	35.0	3	218.0	230.0	nan	10.1080/10447318.2018.1449713	Article	2019	Based on the perspective that the diversity of the workforce has increased, attitudes and behaviors at the individual and group levels, this article analyzes the role of individual differences related to gender, age, formal education, and professional experience in the levels of stress caused by the use of information technology (IT) in the daily activities of workers. This phenomenon, known in the literature as technostress, is studied by identifying and measuring the factors that create technostress (the technostress creator factors: techno-overload, techno-invasion, techno-overload, and techno-complexity). The technostressors are related to the most varied types of disorders in workers and losses, such as fatigue, dissatisfaction, anxiety, and reduced productivity. For the purposes of this research, we applied structural equation models in a sample of 140 questionnaires completed by 14 different Brazilian public institutions distributed among all regions of the country and that were strongly related to their main business processes. The results indicate that work characteristics relate to one another differently and specifically with respect to the manifestation of technostress. More precisely, older workers with greater professional experience reported greater difficulties with the increase in complexity for the execution of tasks (techno-complexity). Women were more subject to higher levels of techno-complexity and techno-uncertainty, while men indicated feeling greater effects from techno-overload and techno-invasion. We did not detect differences related to the levels of formal education of workers. This study presents the implications of the results for theory and for the practice of organizations that are increasingly dependent on the use of IT.
21	Ma, Jichang; Ollier-Malaterre, Ariane; Lu, Chang-qin	LU, Chang-qin/AFW-1217-2022	nan	The impact of techno-stressors on work-life balance: The moderation of job self-efficacy and the mediation of emotional exhaustion	COMPUTERS IN HUMAN BEHAVIOR	122.0	nan	nan	nan	106811	10.1016/j.chb.2021.106811	Article	2021	Techno-stressors stemming from the use of information technology have become a major source of stress in the modern workplace. While research has shown that stressors negatively affect employees' work attitudes and performance, little is known about their effects on employees' non-work lives. This research examines the impact of techno-stressors on work-life balance and examines job self-efficacy as a buffer of this negative impact via the attenuating effect of emotional exhaustion. We conducted two survey studies. Study 1 collected data through a cross-sectional survey from 316 IT workers in a northern China IT company. Study 2 strengthened Study 1 by collecting longitudinal data through a cross-sectional survey platform from 646 southern China female workers across diverse work settings. Results showed that techno-stressors negatively affected work-life balance, and job self-efficacy buffered employees from this negative effect by reducing emotional exhaustion. Our findings extend understanding of techno-stressors and shed light on how to cope with them in individuals' non-work domains and shed light on how to cope with them.

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22	Ali, K. T. Muhammed; Sivasubramanian, R. Chitra	nan	KT, MUHAMMED ALI/0000-0002-5867-9621	Understanding the Nexus Between Techno-Stress, Psychological Well-Being, and the Moderating Role of Job Resources in the Gig Economy	EMPLOYEE RESPONSIBILITIES AND RIGHTS JOURNAL	nan	nan	nan	nan	nan	10.1007/s10672-024-09505-5	Article; Early Access	2024	This study investigates the impact of technology-driven platforms on the evolving gig economy, emphasizing the challenges of technostress and its potential consequences for overall well-being. Applying Job Demands-Resources (JD-R) theory to comprehensively examine job resources such as job flexibility, and feedback, this research utilizes structural equation modeling (SmartPLS 4) to explore the intricate relationships between technostress and well-being. The data has been collected through a survey of 340 Uber drivers. Findings reveal that job flexibility and feedback significantly correlate with psychological well-being (WB), while job autonomy has no significant impact. Additionally, the study identified a pronounced negative impact of technostressors (HTS) on psychological well-being (WB). Further investigation into the moderating effects of job resources indicates that feedback and job flexibility markedly alter the impact of HTS on WB. However, job flexibility's moderating role is reduced when job flexibility intensifies the adverse effects of HTS and WB, highlighting the importance of organizational strategies to offer flexibility to address technostress and well-being challenges. Overall, the study contributes to a profound understanding of the factors that foster a balance between technological demands and the holistic well-being of workers, offering valuable insights for scholars and practitioners in HRM, particularly in the gig economy.
23	Shamout, Mohamed Dawood; Elayan, Malek Bakheet Haroun; Hamouche, Salima; Rawashdeh, Adnan M.; Elrehail, Hamzah	HAMOUCHE, SALIMA/L-9887-2014; Elrehail, Hamzah/I-1891-2015; Shamout, Mohamed Dawood/AAJ-7693-2020	Elrehail, Hamzah/0000-0001-6935-3355; rawashdeh, adnan/0000-0003-1411-5020; Shamout, Mohamed Dawood/0000-0002-5499-5926	Impact of Technostress on Withdrawal Behavior and Workplace Flourishing: Do Contextual Variables Matter?	INFORMATION RESOURCES MANAGEMENT JOURNAL	35.0	1	nan	nan	nan	10.4018/IRMJ.312212	Article	2022	The COVID-19 pandemic's ripple effects on the digital work sphere are widely recognized and debated. But little is known about how much technostress affects workers' overall well-being (i.e., workplace flourishing) during the pandemic. This paper (drawing on social roles and self-efficacy theories) investigates the relationship between technostress on flourishing at work and withdrawal behavior and the moderating role of gender, generation, and work practices. Survey data were analyzed using partial least squares structural equation modeling (PLS-SEM) and moderation analysis. Accordingly, technostress positively affects workplace flourishing and reduces workplace flourishing. Variations in these relationships were observed based on generational cohorts and work flexibility or moderation. Significant gender variations occurred. This study provides managerial strategies to deal with technostress's ripple effect due to restrictions on work provoked by the pandemic.
24	Kiersztyn, Adam; Gałka, Lukasz; Wojciechowska, Krystyna; Kiersztyn, Krystyna; Rzepka, Agnieszka; Jonak, Kamil; Karczmarek, Pawel	Rzepka, Agnieszka/AIE-5475-2022; Jonak, Kamil/C-6258-2017; Karczmarek, Pawel/W-4172-2018; Kiersztyn, Krystyna/T-3200-2018; Gałka, Lukasz/MIN-7103-2025	Rzepka, Agnieszka/0000-0003-4495-6066; Kiersztyn, Krystyna/0000-0003-1957-1797; Jonak, Kamil/0000-0002-9975-1458; Karczmarek, Pawel/0000-0002-6215-297X; Kiersztyn, Krystyna/0000-0003-1957-1797; Kiersztyn, Adam/0000-0001-5222-8101; Gałka, Lukasz/0000-0001-7632-5205	Money Cannot Buy Happiness: Emotions in the IT Industry	IEEE TRANSACTIONS ON FUZZY SYSTEMS	33.0	9	2884.0	2898.0	nan	10.1109/TFUZZ.2025.3575524	Article	2025	The COVID-19 pandemic triggered a sudden shift toward remote work, placing IT technologies at the forefront of organizational practice. This study explores the spectrum of emotional responses among employees. While conventional research suggests that high salaries in the IT industry safeguard well-being, this study challenges the notion that money cannot buy happiness by demonstrating that technostress, social isolation, and Zoom fatigue persist regardless of salary. Drawing on a longitudinal dataset collected at three one-year intervals, the study employs fuzzy semantics to translate qualitative survey data into quantitative terms, using a Spanning Tree-based isolation forest enhanced by Takagi-Sugeno fuzzy inference to detect anomalies. The findings indicate a nuanced interplay of negative emotions, with fear, anxiety, and fatigue frequently coexisting with satisfaction, energy, and satisfaction. Some anomalies in responses reveal issues such as excessive IT use, underscoring the importance of flexible work arrangements. Crucially, the emotional outcomes are influenced not only by work demands but also by psychosocial and organizational factors such as skill requirements, and managerial support—providing a holistic view of the IT-based work environment. These findings have significant implications for employers, suggesting that comprehensive well-being strategies, rather than monetary incentives alone, are pivotal in promoting a resilient IT workforce.
25	Provenzano, Maria; Cillara, Nicola; Curcio, Felice; Pisu, Maria Orsola; Gonzalez, Cesar Ivan Aviles; Jimenez-Herrera, Maria Francisca	nan	nan	Electronic Health Record Adoption and Its Effects on Healthcare Staff: A Qualitative Study of Well-Being and Workplace Stress.	International journal of environmental research and public health	21.0	11	nan	nan	nan	10.3390/ijerph21111430	Journal Article	2024	Adopting electronic health records (EHRs) offers improved communication and information sharing and reduces medical staff errors. Despite the benefits, EHR adoption often introduces new challenges for healthcare staff, including administrative burdens and workplace stress. This study examines the impact of EHR systems on the well-being and workplace stress of healthcare staff in a hospital setting. Using a qualitative multi-perspective research approach, semi-structured interviews were conducted to explore experiences, insights, and perceptions surrounding the anticipated introduction of EHRs. Data analysis revealed the interplay between the perceived advantages of EHRs, such as improved patient accessibility and patient safety, and the challenges related to increased administrative work. Based on interviewees' perceptions, emerging themes were categorized into technostress creators or inhibitors. The findings highlight a dual impact: while participants acknowledged improvements in patient safety and efficiency, they also expressed concerns about increased workload, technostress, and disruptions to team dynamics. This study identified two major themes: EHRs as a Double-Edged Sword and EHRs' Influence on Professional Development. The findings underscore the need for organizational readiness and strategies to mitigate the negative impacts of EHRs on healthcare workers' well-being and job satisfaction.
26	Patel, T.; Jhaveri, R.H.; Bvuma, S.	nan	nan	Analyzing the Impact of Digital Transformation on Mental Health of IT Professionals Using Machine Learning Methods	2025 International Conference on Artificial Intelligence and Machine Vision, AIMV 2025	nan	nan	nan	nan	nan	10.1109/AIMV66517.2025.11203345	Conference paper	2025	Driven by artificial intelligence and automation, the rising speed of digital transformation presents fresh difficulties for the mental health of IT professionals. With specific attention to stress and burnout, this study investigates the impact of technostress, fast upskill demands, workload intensification, and the psychological health of IT workers. Using a mixed-methods approach, the study combines a custom-built dataset created from a focused survey of IT professionals with the publicly accessible Open Sourced Mental Illness (OSMI) dataset. By including explainable artificial intelligence (XAI) approaches to improve model interpretability and trustworthiness, the combined data is utilized to train machine learning models for estimating workplace stress levels. This study emphasizes early identification and focused interventions by identifying important predictors including workload, role type, managerial support, and organizational culture. By emphasizing the most important elements influencing personal well-being, the XAI approaches guarantees transparency. The results have practical implications for HR and organizational leaders using data-driven mental health strategies to create better, more resilient digital workplaces. © 2025 IEEE.
27	Simbula, S.; Paganin, G.; Molino, M.	nan	nan	Videoconferencing fatigue: validation of the Italian translated Zoom Exhaustion and Fatigue Scale (ZEFS)	Fatigue: Biomedicine, Health and Behavior	12.0	1	43.0	57.0	nan	10.1080/21641846.2023.2290137	Article	2024	Background: The global COVID-19 pandemic prompted widespread telework, and governments sought to contain the spread of the virus and minimize economic damage. Measures such as the stay-at-home orders imposed in Italy and other countries led to non-essential economic activities disrupted work and education via telework, previously used by only one in five workers, gained prominence, and telework, across countries. The surge in telework required the extensive use of videoconferencing platforms. However, prolonged use of these platforms has led to 'Zoom fatigue', characterized by mental fatigue and exhaustion. Objectives: The study is to validate the Zoom Exhaustion & Fatigue Scale (ZEFS) and examine its relationship with videoconferencing characteristics, such as emotional exhaustion, sleep problems, and technostress. Methods: The study included a sample of 372 workers (50% female) who held videoconferences once a week. They were asked to complete an online self-report questionnaire. Results: The results confirmed the original structure of the scale, with Zoom fatigue as a second-order factor and the five dimensions of Zoom fatigue, namely, mental fatigue, visual fatigue, social fatigue, emotional fatigue, and motivational fatigue. Zoom fatigue was positively correlated with sleep problems, emotional exhaustion, and techno-stressors, frequency of video conferences and burstiness, and was negatively correlated with attitudes toward video conferences, confirming the validity of the ZEFS. Conclusions: The present study suggests that the Zoom Exhaustion & Fatigue Scale (ZEFS) is a psychometrically sound measure for assessing Zoom fatigue in a working population. The practical implications are discussed. © 2024 Taylor & Francis Group Ltd.

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28	Simon, A.C.; Pachner, O.C.; Kiss, O.E.	nan	nan	Digital challenges: The emergence of technostress and its relationship with organizational psychosocial factors among Hungarian office workers	Magyar Pszichologiai Szemle	79.0	4	757.0	776.0	nan	10.1556/0016.2024.00097	Article	2024	Background and objectives: Technostress is a modern adaptation to the inability to cope with digital innovations. It can include all work linked to the use of digital tools. The phenomenon of technostress is considered an umbrella term, which can be further broken down into factors, namely techno-overload, techno-invasion, techno-complexity, insecurity and techno-uncertainty. There has been much research on this phenomenon over the last few years, and we now know that it can have a significant impact on the mental health of workers, causing both physiological and psychological symptoms, as well as organizational problems. However, no studies have been conducted to investigate technostress's manifestation and effects in the labour market. In the present study, we wanted to investigate the relationship between technostress sub-factors and psychosocial factors at work. The research was conducted online, using anonymous data collection from April 2023. In order to be included in the sample, respondents had to be working from home in the last three years. In total, 462 people (300 men and 162 women) participated in our survey. The Technostress Creators Inventory (TCI) and Copenhagen Psychosocial Questionnaire (COPSOQ-II) variables were used for analysis. Results: Spearman's correlation and multiple linear regression analysis were performed on the data, demonstrating that technostress sub-factors had a negative correlation with workplace psychosocial factors, but also a positive correlation with some of the variables. The ratio of the prediction of the models obtained from the regression varied between 4.8% and 23.1%. Conclusions: The sub-factors of technostress negatively predict organizational psychosocial factors. It is recommended to raise awareness among Hungarian managers about the factors of technostress, individual, social and organizational problems associated with digitalization. © 2024 A szerző(k).
29	Marrinhas, Daniel; Santos, Vanda; Salgado, Catarina; Pedrosa, Daniela; Pereira, Anabela	Santos, Vanda/L-9957-2019; Pereira, Anabela/JFT-1258-2023; Pedrosa, Daniela/ADZ-1138-2022	Santos, Vanda/0000-0002-3953-6123; Salgado, Ana/0009-0005-5227-1253; Pereira, Anabela/0000-0002-3897-2732; Marrinhas, Daniel/0009-0006-9473-070X; Pedrosa, Daniela/0000-0001-9536-4234	Burnout and technostress during the COVID-19 pandemic: the perception of higher education teachers and researchers	FRONTIERS IN EDUCATION	8.0	nan	nan	nan	1144220	10.3389/feduc.2023.1144220	Article	2023	The COVID-19 pandemic had significant impacts on working conditions and researchers, jeopardizing their mental health and increasing burnout and technostress. The purpose of this study was to assess the extent of burnout and technostress among higher education teachers and researchers during the pandemic. A total of 333 participants responded to an assessment questionnaire that included the Burnout Assessment Tool (BAT) and the Computer-Related Technostress Inventory (CID). The protocol was disclosed via email during a 2-month period. Data was collected using Microsoft Forms. The results verified the prevalence of burnout and technostress, confirmed the existence of significant differences between sociodemographic groups and found correlations between the BAT and CID. The findings indicate moderate levels of burnout and technostress, suggesting that these factors influence factors to their development, and show a relationship between burnout and technostress. Implications of this study are discussed, reinforcing the need for decent work, and wellbeing as the main challenges for human beings in the context of sustainable development. As there are few studies in this area, there is a need for more attention to mental health issues and needs among teachers and researchers, such as the ones related to burnout and technostress, to promote their well-being as well as to education for sustainable development.
30	Bail, Clara; Harth, Volker; Mache, Stefanie	Harth, Volker/AGG-1586-2022	Harth, Volker/0000-0003-4308-223X; Mache, Stefanie/0000-0003-4979-0587	Digitalization in Urology-A Multimethod Study of the Relationships between Physicians' Technostress, Burnout, Work Engagement and Job Satisfaction	HEALTHCARE	11.0	16	nan	nan	2255	10.3390/healthcare11162255	Article	2023	The potential influences of digitization on the mental health of physicians in the healthcare sector are increasingly coming into the scientific focus. This study, especially in terms of the use of information and communication technologies (ICT) in the field of urology. To date, there have been no German studies of the effects of technostress on the mental health of healthcare professionals. This cross-sectional study examined the relationships between technostress, burnout, work engagement, and job satisfaction among urologists in the field of urology. Data were collected via an online survey based on the demands-resources model and the concept of technostress. The study included German urologists working in inpatient clinics. The participating urologists experienced moderate levels of technostress (M = 2.67, SD = 0.87), burnout (M = 2.67, SD = 0.87), and job satisfaction (M = 3.87, SD = 0.87). A general linear model analysis, based on a general linear model analysis, showed that technostress was positively associated with burnout (beta = 0.293; p < 0.001) and negatively associated with work engagement (beta = 0.175; p < 0.001) and job satisfaction (beta = -0.206; p < 0.001). This study also identified stress and burnout as associated with the use of ICT and assessed institutional support mechanisms. The results of this study and its formulated practical implications can serve as a basis for discussing sustainable digitalization strategies in the healthcare sector into consideration technostress and its impact on physicians' burnout, work engagement and job satisfaction.
31	Pagan-Garbin, Ines; Mendez, Inmaculada; Martínez-Ramón, Juan Pedro	MENDEZ MATEO, INMACULADA/T-3909-2017; Martínez Ramón, Juan Pedro/S-7002-2016; Pagan-Garbin, Ines/LZH-0360-2025	MENDEZ MATEO, INMACULADA/0000-0001-8458-5314; Martínez Ramón, Juan Pedro/0000-0003-1770-6598;	Exploration of stress, burnout and technostress levels in teachers. Prediction of their resilience levels using an artificial neuronal network (ANN)	TEACHING AND TEACHER EDUCATION	148.0	nan	nan	nan	104717	10.1016/j.tate.2024.104717	Article	2024	This study explores stress, burnout syndrome, resilience, and technostress among teachers in Region of Murcia. The general objective was to predict resilience levels, as well as analyse the relationship between the variables of the study and see the influence of age and gender. The results achieved showed statistically significant relationships in the correlational analysis between technostress, emotional exhaustion, and depersonalisation. Analysis also showed a significant and negative relationship with factors that have a positive and statistically significant relationship with personal accomplishment. We found age effects on technostress and stress. Furthermore, a neural network (ANN) was created, obtaining a model with a capacity to predict resilience levels in an 86.7% of cases. Personal accomplishment is the most important factor to predict resilience levels in teachers, although stress, age and gender are also important.
32	Wuertenberger, Annika; Groneberg, David A.; Mache, Stefanie	Groneberg, David/A-5132-2018	nan	Digital stress perception and associations with work- and health-related outcomes among general practitioners in Germany: a quantitative study	BMC HEALTH SERVICES RESEARCH	25.0	1	nan	nan	535	10.1186/s12913-025-12653-5	Article	2025	BackgroundDigital technologies are increasingly being integrated into work settings, including the ambulatory sector of general practitioners. This integration potentially resulting in negative impacts on work performance and well-being. We seek to identify the stressors and resources associated with digitalization among general practitioners in Germany, explore their effects on work and health, and uncover potential preventive measures to mitigate these stressors. MethodsA mixed methods study combined quantitative and qualitative approaches. A questionnaire was used to examine the relationships between technostress, burnout, and the perception of technostress, as well as the measurement of work satisfaction, and general health among 114 general practitioners in an ambulatory care setting. The study was carried out between March and May 2024. Several validated instruments were employed, including the Technostress Creators Inventory (TCI) and Copenhagen Psychosocial Questionnaire (COPSOQ-II). Exploratory assumptions were evaluated using descriptive statistics and multiple regression analyses. ResultsThe study found medium levels of technostress among the participating general practitioners (n = 114) along with moderate levels of burnout and work-related stressors. The general practitioners surveyed in this study, who were not experiencing burnout symptoms occasionally, expressed a moderate level of work satisfaction, and generally described their health status as good. ConclusionsThis study offers a preliminary overview of the relationships between technostress, burnout, and work-related outcomes among general practitioners. The findings indicate that using information and communication technologies can lead to heightened stress, increased burnout symptoms, and reduced job satisfaction. Therefore, workload for general practitioners is expected to grow in the upcoming years, and the study highlights the critical need for additional preventive strategies to reduce stress and improve well-being among general practitioners.

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33	Toker, Sema; Uzun, Sevda; Emirza, Elif Guzide; Guven, Emel	uzun, sevda/IUQ-0315-2023; altundal duru, hilal/ABD-7636-2021	nan	In the Shadow of Digital Burnout: A Qualitative Study on Academic Nurses' Perspectives on Digital Fatigue and Mental Health	JOURNAL OF NURSING SCHOLARSHIP	58.0	2	nan	nan	e70070	10.1111/jnu.70070	Article	2026	Background The rapid integration of digital technologies into academic professional life has significantly increased screen time and work-related growing concerns about digital fatigue and its impact on mental health. This study employs a qualitative research approach to investigate the perspectives of academic nurses on the effects of digital fatigue on their mental health. Methods This study utilized a pre-developed interview schedule to conduct in-depth interviews with 19 academic nurses residing in the northern region of Turkey. Data collection and analysis were conducted online via Google Meet in accordance with participants' preferences. Participants were identified through snowball sampling and predetermined inclusion criteria. Interviews continued until data saturation was achieved. The interviews were conducted without audio recording and were collected through detailed field notes. The study data were evaluated using thematic analysis. The study was conducted and reported in accordance with the checklist. Results Data analysis revealed four themes (Multidimensional digital exposure, Social consequences of digital fatigue, Coping strategies, Institutional and policy-level challenges) and 11 subthemes (Digital effects, Mental effects, Cognitive effects, Social isolation, Disconnection, Personal physical measures, Psychological measures, Social support, Work-life balance challenges, Need for education and training, and Digital awareness). Conclusion The study revealed the adverse effects of digital technologies on nurse academics in the digital age. It was determined that the social and psychological aspects of digital exposure, resulting in digital fatigue, was also found that some nurse academics had difficulty coping with digital technologies. It is recommended to conduct research examining the relationship between digital fatigue on personality, digital literacy, mental health, and well-being, and addressing the impact of digital platforms that cause fatigue, and digital literacy and awareness levels of digital network fatigue. In this context, addressing digital fatigue requires the integration of psychiatric nursing approaches focusing on digital literacy, promotion and coping enhancement, together with public health approaches focusing on emphasizing preventive interventions, digital hygiene policies, and digital literacy regulation to ensure sustainable and healthy academic work environments. Relevance This study highlights the critical impact of digital fatigue on the mental health of academic nurses, emphasizing its potential to impair professional performance and wellbeing. Recognizing and addressing digital burnout can improve the development of organizational strategies to promote healthier digital work environments and better work-life balance. The findings offer valuable insights for health professionals to support the mental resilience of academic nurses in increasing digital work environments. Patient or Public Contribution Academic nurses shared their experiences and insights, contributing to a deeper understanding of how digital technologies affect mental health in healthcare settings.
34	Kopuz, Koray; Turgut, Meryem; Aydin, Gamze	KOPUZ, Koray/KIH-6537-2024; TURGUT, MERYEM/AAF-9778-2020	KOPUZ, Koray/0000-0002-7985-8338; TURGUT, MERYEM/0000-0001-9320-3250	Technostress among nurses: boon or bane? The moderated mediation model	BMC NURSING	24.0	1	nan	nan	1092	10.1186/s12912-025-03721-6	Article	2025	Background Today, increasing digitalization and intensified human-technology interaction in healthcare services have significantly changed nursing processes. This situation has caused the emergence of a type of technostress among nurses. The negative outcomes of technostress, often referred to as its dark side, have been frequently emphasized in the literature. On the other hand, studies on the bright side of technostress, that is, its positive outcomes, are quite limited. Based on the job demands-resources model, the study hypothesized that technostress creators may have negative and positive outcomes. In this context, this study aims to examine the indirect effects of technostress on job satisfaction through techno-eustress, on burnout through techno-distress, and how these indirect effects change depending on technical support and digital competence. Methods This study adopted a quantitative, correlational design and was conducted using a cross-sectional survey. Data were collected at a convenience sample of nurses working in one hospital. The study model was empirically tested using path analysis. Results Finding that technostress creators increase burnout through techno-distress and decrease job satisfaction through techno-eustress. It also shows that these indirect effects are mediated by the technology competence levels of nurses, and as the technology competence increases, the indirect effects weaken. Conclusion In conclusion, technostress is described as just a boon or a bane but can produce positive or negative outcomes through various mechanisms.
35	Wirth, Tanja; Kraeft, Jessica; Marquardt, Berit; Harth, Volker; Mache, Stefanie	Harth, Volker/AGG-1586-2022	Harth, Volker/0000-0003-4308-223X; Wirth, Tanja/0000-0001-6762-4430	Indicators of technostress, their association with burnout and the moderating role of support offers among nurses in German hospitals: a cross-sectional study	BMJ OPEN	14.0	7	1.0	12.0	nan	10.1136/bmjopen-2024-085705	Article	2024	Objectives To examine the level of indicators of technostress among nurses without a leadership position, the relationship between indicators of technostress, burnout and the moderating role of support offered by employers, and further needs of nurses were also explored. Design Cross-sectional online survey. Setting Acute care hospitals in Germany. Participants Nurses (n=100) (73.3% female) who have worked at the hospital for at least 1 year and work for 10 hours per week. Primary and secondary outcome measures Technostress (complexity, overload, usefulness, lack of technical skills, and unreliability) served as predictors in multiple linear regression analysis and their association with the primary outcome burnout. Support offers were included as a moderator variable. Validated subscales from the Copenhagen Burnout Inventory as well as open-ended questions were also applied. Results There were no differences in the level of indicators of technostress found between nurses with and without a leadership position. Technostress (beta=0.259, p=0.004) and techno-complexity (beta=0.161, p=0.004) were significantly associated with burnout. Support by the employer mediated the relationship between lack of technical support and burnout significantly (beta=0.026, F(1,292)=7.41, p=0.007). Support offers such as training and contact persons on the ward helped nurses to be more confident and to use information and communication technologies. However, they were not significantly associated with these and new offers. Conclusions There was an association between two indicators of technostress and burnout. Therefore, particular attention should be paid to supporting nurses in terms of techno-overload and techno-complexity. Furthermore, there is still a need for customised support and further research on employers in the use of digital technologies.
36	Golz, Christoph; Peter, Karin Anne; Mueller, Thomas Joerg; Mutschler, Jochen; Zwakhalen, Sandra M. G.; Hahn, Sabine	Hahn, Sabine/S-5681-2017; Golz, Christoph/AAC-7143-2022; Müller, Thomas J/D-1212-2010	Hahn, Sabine/0000-0002-2697-2014; Golz, Christoph/0000-0003-1711-5106; Zwakhalen, Sandra/0000-0002-7561-5259; Müller, Thomas J/0000-0001-9315-8138; Peter, Karin Anne/0000-0002-3990-5793	Technostress and Digital Competence Among Health Professionals in Swiss Psychiatric Hospitals: Cross-sectional Study	JMIR MENTAL HEALTH	8.0	11	nan	nan	e31408	10.2196/31408	Article	2021	Background: Psychiatric hospitals are becoming increasingly digitalized, leading to a disruptive rise in technical possibilities. This digitization leads to growing demands for health professionals, which can have an impact on their mental health. It is unclear whether digital competence reduces technostress and how it affects health professionals' mental and physical health. Objectives: To assess the association between digital competence and technostress, and to examine individual characteristics and the association between technostress and burnout consequences for health professionals. Methods: Cross-sectional data from 493 health professionals in psychiatric hospitals were analyzed using multiple linear regression analysis. Results: The variables for the models were digital competence, technostress, and burnout consequences (intention to leave the organization or the profession, job satisfaction, general health status, quality of sleep, and work ability). One model was calculated for each long-term consequence. The scores for technostress and digital competence could range between 1 (strongly disagree) and 4 (fully agree), where a high value for technostress indicated high technostress and a high value for digital competence indicated high digital competence. The sample comprised 493 health professionals in psychiatric hospitals with their technostress as moderate (mean 1.30, SD 0.55) and their digital competence as high (mean 2.89, SD 0.73). Digital competence was found to be significantly associated with technostress (beta=-.20; P<.001). Among the individual characteristics, age (beta=.004; P=.03) and profession were significantly associated with both digital competence and technostress. Technostress is significantly associated with burnout symptoms (beta=10.32; P<.001), job satisfaction (beta=-4.53; P<.002), intention to leave the profession (beta=4.53; P=.002), organizational commitment (beta=-4.47; P<.001), general health status (beta=-4.47; P<.001), quality of sleep (beta=-4.47; P<.001), headaches (beta=6.58; P<.001), and work ability (beta=-4.47; P<.001). Conclusions: Physicians and nurses who have more intention to leave the profession rate their technostress higher and their digital competence lower than those in other professions. Health professionals with low intention to leave the profession appear to overestimate their digital competence. Work ability is expected. Educational organizations and psychiatric hospitals should focus on promoting the digital competence of health professionals to manage digital changes.

ID	AUTHORS	RESEARCHER IDS	ORCID	ARTICLE TITLE	SOURCE TITLE	VOLUME	ISSUE	START PAGE	END PAGE	ARTICLE NUMBER	DOI	DOCUMENT TYPE	PUBLICATION YEAR	ABSTRACT
37	Bahr, Tamara J.; Ginsburg, Shiphra; Wright, James G.; Shachak, Aviv	Ginsburg, Shiphra/C-1695-2008	nan	Technostress as source of physician burnout: An exploration of the associations between technology usage and physician burnout	INTERNATIONAL JOURNAL OF MEDICAL INFORMATICS	177.0	nan	nan	nan	105147	10.1016/j.ijmedinf.2023.105147	Article	2023	Background: The cause of physician burnout is multifactorial. He pressures, excessive workloads, fatigue, poor self-care, administrative hours, technological advancements, and work-home life conflicts themes throughout the literature. To date, little is known about the extent, stressors related to the use of information and communication (ICT) use, other than electronic health records, outside of working hours to physician burnout. Purpose: The purpose of this study was to explore related ICT use outside of working hours is associated with physician burnout. A cross-sectional survey delivered online using The Maslach Burnout Inventory and a Physician Technology Usage Scale (PTUS) (and 7 personal characteristics). Data were analyzed using bivariate correlations, analysis of variance, t-tests, and multiple linear regression. Results: Of 2,108 participants who completed the survey, 403 responded to and completed the survey (19.1% response rate). Results identified two significant factors associated with physician burnout: work-related technology use outside of working hours, and the number of hours spent on work-related technology use outside of working hours. Conclusion: This research highlights the need for additional research into areas such as: 1. work-home life issues and how the use of work hours may affect or be affected by burnout; 2. physician age and burnout; 3. The differences between specialties and whether specific factors are related to burnout.
38	Bernburg, Monika; Gebhardt, Julia Sofie; Groneberg, David A.; Mache, Stefanie	; Groneberg, David/A-5132-2018	Mache, Stefanie/0000-0003-4979-0587; Groneberg, David/0000-0001-8551-6556	Impact of Digitalization in Dentistry on Technostress, Mental Health, and Job Satisfaction: A Quantitative Study	HEALTHCARE	13.0	1	nan	nan	72	10.3390/healthcare13010072	Article	2025	Background: The utilization of digital technologies in the field of dentistry is increasingly prevalent. Such technologies facilitate more precise treatment while also enhancing the overall quality of care. The advancement has brought with it a plethora of advantages, yet it has also given rise to potential challenges. These have the potential to give rise to a variety of consequences, including an increase in stress perception. Objectives: This study identifies the digital demands and resources as well as the prevalence of technostress perception among German dentists. Furthermore, the study examines the relationship between digital stress perception and work- and health-related outcomes, and identifies potential preventive measures. Methods: The quantitative study involved a total of 325 German dentists. Data collection took place in January and April 2024. The questionnaire was validated using several scales, including the Technostress Scale and the Copenhagen Psychosocial Questionnaire (COPSOQ). Multiple correlation and regression analyses were used to ascertain the reliability and validity of the data collected. Results: The study demonstrated that the participating dentists exhibited a moderate level of technostress (M = 3.73 (SD = 0.71)). Regarding the individual technostress dimensions, the highest mean was observed for the constructs of techno-overload (M = 0.76), techno-complexity (M = 3.63; SD = 0.71), and techno-uncertainty (M = 0.75). The participants reported an average level of exhaustion (M = 3.21; SD = 0.91) and job satisfaction (M = 4.52; SD = 0.78). There was a significant positive correlation between techno-overload and exhaustion (r = 0.38; CI: 0.07, 0.52; p < 0.001) and a negative correlation was observed between the variables of techno-overload and job satisfaction, with a correlation coefficient of r = -0.33 (CI: -0.25, -0.41; p < 0.001). Conclusions: This study presents preliminary findings on the digitalization in dentistry and relevant associations. In the context of ongoing digitalization, there is a need for support and preventive measures to reduce technostress. The optimized design of digital applications and the working environment are of great importance to improve the health of dentists and the quality of patient care.
39	Veiga, Melissa Gonzalez; Felizi, Rogerio Tadeu; Trevisan, Gislayne Darly; Cubero, Daniel de Iracema Gomes; Fernandes, Cesar Eduardo; de Oliveira, Emerson	Cubero, Daniel/N-8720-2013; OLIVEIRA, EMERSON/O-2463-2014; Fernandes, Cesar Eduardo; de Oliveira, Emerson	OLIVEIRA, EMERSON/0000-0002-5261-5563; Fernandes, César Eduardo/0000-0002-7796-6386; FERNANDES, CÉSAR/O-0002-7426-7598	Message applications in the doctor-patient relationship as a stressor	REVISTA DA ASSOCIACAO MEDICA BRASILEIRA	68.0	9	1228.0	1233.0	nan	10.1590/1806-9282.20220253	Article	2022	OBJECTIVE: The aim of this study was to assess the use of smart apps as a stressor affecting the well-being of gynecologists who communicate with patients. METHODS: A cross-sectional study with gynecologists who use message applications to communicate with patients. Participants answered the WhatsApp Stress Scale, Oldenburg Burnout Inventory, and Technostress Questionnaire. The population sample consisted of gynecologists and obstetricians selected by convenience. RESULTS: Physicians using WhatsApp to communicate with patients had higher levels of burnout (p<0.001), and techno-invasion score (p<0.05). CONCLUSION: A significant association was found between the high frequency of WhatsApp communication with patients and doctor's Burnout and stress, not with the professional's well-being.
40	Wang, Qiong; Yao, Ni	Yao, Nisha/IUN-2746-2023	nan	Understanding the impact of technology usage at work on academics' psychological well-being: a perspective of technostress	BMC PSYCHOLOGY	13.0	1	nan	nan	130	10.1186/s40359-025-02461-1	Article	2025	BackgroundOver the recent years, technology has brought huge benefits to academics, enabling their work more efficient and flexible. However, technology usage also poses challenges for academics and may lead to technostress. This study aims to understand the academics' technostress by examining the relationship between information and communications technology (ICT) self-efficacy and technostressors (techno-overload, techno-invasion, techno-insecurity, techno-uncertainty) and, furthermore, to explore how technostressors impact their psychological well-being. MethodsA research based on the previous literature. A sample of 251 academics from higher education institutions in China was collected and analyzed using structural equation modeling. ResultsThe results of structural equation modelling revealed that (a) ICT self-efficacy is significantly and negatively associated with techno-complexity, techno-invasion, and techno-uncertainty; (b) Work-home conflict is a crucial contributor to technostress, and techno-invasion significantly decreases academics' psychological well-being. ConclusionsThe study informs the higher education organizations to improve academics' ICT self-efficacy, monitor academics' psychological well-being, promptly replace the outdated facilities, and assign staff to be responsible for maintenance and problem-solving. Academics should learn to adjust themselves and seek compatibility between work and family.
41	Bakhai, Ameet; McCauley, Leah; Stones, Liba; Khalil, Saria; Mehta, Jay; Price, Nicola; Krishnamurthy, Vinodh; Parker, Lucy H. H.; Hughes, Derrallynn	; Hughes, Derrallynn/J-8012-2013	Bakhai, Ameet/0000-0002-4501-4647; Parker, Lucy Helen Hope/0009-0002-4464-1881; Mehta, Jay/0000-0003-1536-3157; Stones, Liba/0000-0002-4463-6305;	Shining a light on an additional clinical burden: work-related digital communication survey study - COVID-19 impact on NHS staff wellbeing	HUMANITIES & SOCIAL SCIENCES COMMUNICATIONS	9.0	1	nan	nan	414	10.1057/s41599-022-01427-7	Article	2022	Work-related communication volume within the United Kingdom's National Health Service (NHS) has had little systematic research previously. The communication volume on work-life balance of healthcare staff is well known and has not been an area of focus or governance. COVID-19 non-physical work, with greater reliance on digital communication for decision-making. We sought to elucidate the relationship between communication volume, work-life balance, and COVID-19. An online survey was conducted to assess the impact of communication volume on work-life balance and time spent on work-related communication, how this has changed from before to during COVID-19, and the effect on work-life balance. A total of 3047 healthcare staff provided valuable data. Emails were reported as the most frequently used communication tool, and the majority of staff asked, reported increased work-related communication due to COVID-19. Staff estimated receiving 14 emails on an average day and 29 emails on a busy day. Work-related communication increased up increased amounts of family and home time during COVID-19. 36% of staff were unable to switch off from work-related communication before COVID-19, worsening (57%) during the pandemic. Work-related communication is a vital component of working in the NHS. We present detailed data on the types, volume, and impact of such communication during the COVID-19 pandemic, compared to pre-pandemic levels. 82% of staff support the need for NHS guidance on work-related communication to help manage overload, protect emotional wellbeing, and increase work-life balance. Work is urgently needed in this area to tackle the negative impact of digital technologies (technostress) on work-life balance to reduce staff turnover or early retirement of some staff.

Apéndice C. Diagrama PRISMA

