

Work-Life Balance and the Perceptions of Digital Natives

TREO Talk Paper

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Abstract

Ubiquitousness of technologies makes time designated for work blend in with the time designated for the family and leisure (Butts, Becker, & Boswell, 2015). These changes lead to the increasing importance of the research on work-life balance. While evidence of positive and negative effects of merging of work and personal lives can be found in different studies, it is surprising that none of the researchers have tried to explain those controversies looking at different personality characteristics of individuals. The aim of this research is to define why different people (particularly digital natives and immigrants) perceive the changes in the work-life balance differently. In this paper we propose that digital natives being disposed to the technology during their whole lives, perceive it as an integral part of their personalities and, therefore, will have a different opinion on the work-life balance shifts due to emergence of easily accessible means of electronic communication (Barnett, 1998). Our research question is focused around why digital natives perceive work intrusions caused by modern electronic communication technologies into their personal life less negative than do digital immigrants. Our research model is as follows:

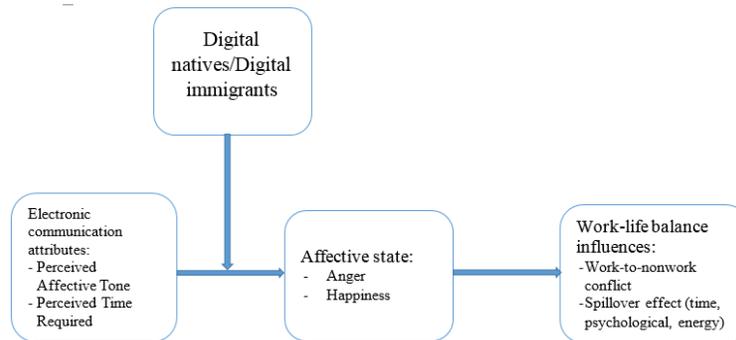


Figure 1: Research model

There are few objectives we are pursuing. One of our main aims is to show the difference between digital natives and immigrants in terms of work-life balance perceptions and prove that there is a difference between those two groups. Second, by studying the emotional and affective states of people, we will be able to prove that positive influence of one domain of life (e.g., work) on another domain (e.g., personal life) differs for digital natives and digital immigrants. Lastly, we believe that there is a considerable gap in research, as the possibilities for the both positive and negative outcomes occurring simultaneously for people with different characteristics increase.

References

- Barnett, R. C. (1998). Toward a review and reconceptualization of the work/family literature. *Genetic, Social, and General Psychology Monographs*, 124(2), 125.
- Butts, M., Becker, W., & Boswell, W. (2015). Hot Buttons and Time Sinks: The Effects of Electronic Communication during Nonwork Time on Emotions and Work-Nonwork Conflict. *Academy of Management Journal*, amj. 2014.0170.