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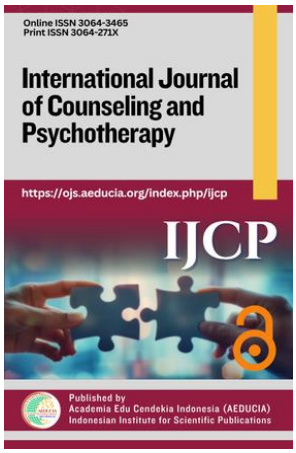

Model Journal of Self-Care and Mental Well-Being Intervention Strategies in Coping with Technostress in Employees: A Conceptual Study

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ARTICLE HISTORY

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CONTENT

ABSTRACT

Background: In the digital era, technostress poses a significant challenge to workers' mental well-being and productivity. It refers to the psychological stress from constant technology use, leading to emotional exhaustion, anxiety, and poor work-life balance. Managing its impact is crucial as technology becomes more integrated into the workplace. **Objective:** This study aims to explore self-care and mental well-being intervention strategies to mitigate the adverse effects of technostress among employees, proposing a conceptual model to address these challenges. **Method:** Based on the Job Demands-Resources (JD-R) Model, the conceptual model integrates three key components: (1) technostress dimensions (technoload, techno-invasion, and techno-complexity), (2) self-care interventions (mindfulness, mindfulness training, and digital detox), and (3) mental well-being outcomes (reduced stress, increased endurance, and work-life balance). **Result:** The study suggests that psychological responsiveness and mind-awareness training are critical protective factors against technostress. These interventions help reduce stress, improve endurance, and promote a better work-life balance. **Conclusion:** This research highlights the significance of self-care strategies in mitigating technostress and enhancing mental well-being in high-tech work environments. Organizations are encouraged to adopt sustainable digital well-being policies. **Contribution:** This study offers valuable insights into effective interventions for managing technostress, thereby contributing to the development of digital well-being programs in the workplace.

KEYWORDS

Technostress, Self-care, Mental well-being, Responsiveness, Work-life balance, JD-R model

1. INTRODUCTION

In the contemporary organizational landscape, the exponential integration of digital technologies has profoundly transformed the nature of work, communication, and productivity (Baptista et al., 2020). While these technological advancements have enhanced efficiency and connectivity, they have also given rise to a psychological phenomenon known as technostress. Technostress is defined as the stress and psychological strain individuals experience due to continuous exposure to and dependence on information and communication technologies (Tarafdar et al., 2019). Manifestations of technostress include cognitive overload, emotional exhaustion, reduced job satisfaction, and impaired mental well-being (Ayyagari et al., 2011).

As digitalization continues to permeate various occupational sectors, the prevalence of technostress has become an emerging concern for both employees and organizational leaders. Despite the increasing awareness of the detrimental effects of technostress on employees' psychological health and performance, many organizations still lack

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structured intervention frameworks to address the issue effectively (Li et al., 2025). Workers frequently en-counter digital fatigue, constant connectivity pressures, and blurred work-life boundaries, which cumulatively undermine emotional resilience and overall well-being (Salanova et al., 2013). Moreover, the reliance on technology-mediated work environments, especially in the postpandemic era, has intensified mental strain and disrupted traditional coping mechanisms (Yin et al., 2023). Current organizational wellness programs often emphasize productivity enhancement rather than holistic self-care, thereby overlooking the importance of mental health and self-regulation in mitigating technostress (Deroncele-Acosta et al., 2024). Consequently, there is a critical need to examine integrative intervention strategies that promote self-care, emotional regulation, and mental well-being among employyees in technology-driven work settings.

The increasing integration of digital technologies in the workplace has led to the rise of technostress, a psychological phenomenon resulting from the continuous exposure to and dependence on technology (Xie & Yang, 2025). This stress manifests as cognitive overload, emotional exhaustion, anxiety, and decreased work-life balance, significantly impacting employees' mental well-being and productivity. Despite growing awareness of the adverse effects of technostress, many organizations still lack effective and structured interventions to address it (Hwang & Cha, 2018). The absence of comprehensive strategies that integrate both individual self-care practices and organizational support mechanisms exacerbates the issue. Therefore, the importance of this study lies in its effort to explore self-care and mental well-being intervention strategies, such as mindfulness and digital detox, to mitigate the effects of technostress. By understanding and addressing these challenges, this research aims to provide a framework that organizations can adopt to foster healthier and more resilient work environments in the digital age, ultimately enhancing employee satisfaction and productivity.

Previous research has identified several dimensions of technostress, such as techno-overload, techno-invasion, and techno-complexity, which contribute to emotional exhaustion, reduced job satisfaction, and disrupted work–life balance (Tarafdar et al., 2019). In response, scholars have proposed various self-care and mental well-being interventions, including mindfulness practices, digital detox strategies, and resilience training, which have been shown to alleviate technostress and improve psychological well-being (Schmidt, 2023; Roeser et al., 2022). Other studies emphasize the role of organizational factors, such as digital literacy, leadership support, and organizational culture, in shaping employees' ability to cope with technological demands (Califf et al., 2020; Vaziri et al., 2023). While these findings highlight the effectiveness of both individual and organizational approaches, they are often examined separately rather than within an integrated framework.

Although substantial research has explored the negative impacts of technostress and the benefits of individual self-care strategies, a clear gap remains in the development of comprehensive intervention models that integrate individual and organizational perspectives. In particular, limited attention has been given to combining self-care practices with established occupational stress frameworks, such as the Job Demands-Resources (JD-R) model, to promote sustainable digital well-being. Most existing studies focus primarily on individual-level coping mechanisms without sufficiently addressing the critical role of organizational resources and policies in fostering long-term resilience in technology-intensive work environments.

To address this gap, this conceptual study aims to develop an integrated intervention framework for coping with technostress by synthesizing self-care and mental well-being strategies within the Job Demands-Resources (JD-R) framework and the Transactional Model of Stress and Coping. By examining how individual self-care practices and organizational support mechanisms can jointly reduce technostress and enhance psychological resilience, this study seeks to contribute to the literature on occupationnal psychology and digital mental health. Furthermore, the proposed framework is expected to provide practical insights for organizations in designing holistic and sustainable interventions that promote employees' mental well-being, satisfaction, and productivity in the digital age.

2. METHOD

2.1 Research Design

This study employed a conceptual research design, aiming to develop a theoretical framework that explains self-care and mental wellbeing intervention strategies for coping with technostress among employees. The design focused on synthesizing and integrating existing theories and empirical findings, particularly the Job Demands–Resources (JD-R) Model and the Transactional Model of Stress and Coping, to construct a comprehensive conceptual model of technostress intervention.

2.2 Study Object

The objective of this research was to examine technostress and its intervention mechanisms in organizationnal settings. Specifically, the study examined (1) dimensions of technostress (techno-overload, techno-invasion, and techno-complexity), (2) self-care intervention strategies (mindfulness, resilience training, and digital detox), and (3) mental wellbeing outcomes such as reduced stress, improved emotional stability, and enhanced work–life balance.

2.3 Data Collection

Data were collected through a systematic literature review of relevant peer-reviewed journal articles, books,

and reputable scholarly sources related to technostress, self-care, mental wellbeing, and occupational psychology. The literature was selected based on its relevance, theoretical contribution, and empirical rigor to support the development of the proposed conceptual model.

2.4 Data Analysis

Data analysis was conducted using thematic and conceptual analysis. Key concepts, variables, and relationships identified in the literature were compared, categorized, and synthesized to construct the Digital Wellbeing Self-Care Intervention Model. This analytical process emphasized identifying patterns, theoretical linkages, and intervention mechanisms that explain how self-care strategies function as personal and organizational resources in mitigating technostress.

3. RESULT AND DISCUSSION

3.1 Result

The conceptual model emphasizes the role of resilience and self-regulation as mediators between technostress and overall well-being. Organizations should adopt policies that promote psychological detachment and encourage recovery experiences. Implementing self-care modules such as mindfulness training, reflective journaling, and relaxation exercises can help workers maintain mental equilibrium in high-demand digital environments.

a) Conceptual Model of Self-Care Intervention against Technostress

This study proposes a conceptual model called the Digital Well-Being Self-Care Intervention Model. The model is based on three main components that interact with each other to reduce *technostress* and improve the mental well-being of employees.

Table 1. Digital Well-being Self-Care Intervention Model

Component	Description and Intervention Mechanism
1. Technostress Triggers	Major causes such as *techno-overload*, *techno-invasion*, and *techno-complexity* cause mental stress and work-life balance disorders.
2. Self-Care Strategies	Individual actions such as *mindfulness*, digital rest, exercise, adequate sleep, and self-reflection help reduce stress as well as regulate emotional responses.
3. Resilience Reinforcement	Through psychological training, self-awareness interventions, and social support in the workplace that improve adaptability to technological change.
4. Kesejahteraan Mental (Mental Well-Being Outcomes)	The model's end results include improved work-life balance, reduced digital stress, increased productivity and job satisfaction.

The table above illustrates that the Digital Wellbeing Self-Care Intervention Model identifies several key components for addressing technostress and enhancing employees' mental well-being. First, technostress triggers such as techno-overload, techno-invasion, and techno-complexity are the main factors contributing to mental stress and work-life balance disruptions. To mitigate the impact of these triggers, self-care strategies such as mindfulness, digital rest, exercise, adequate sleep, and self-reflection are effecttive in reducing stress and regulating emotional responses. Additionally, resilience reinforcement through psychological training, self-awareness interventions, and social support in the workplace plays a crucial role in helping employees adapt to technological changes. The ultimate outcomes of implementing this model include improved work-life balance, reduced digital stress, increased productivity, and job satisfaction, all of which contribute to enhancing employees' overall mental well-being.

The following explains the Digital Well-being Self-Care Intervention Model flowchart in the image below:

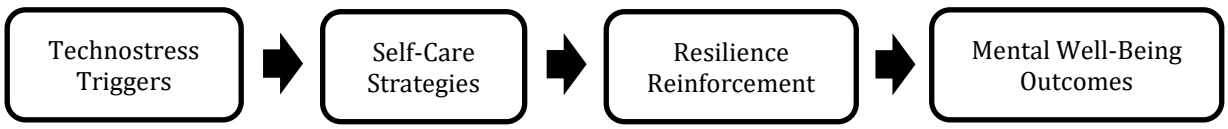

Figure 1. Digital Wellbeing Self-Care Intervention Model

b) Description of the Intervention Module

Based on the model, a Digital Wellbeing Self-Care Intervention Module (MI-PKKD) is proposed that can be implemented in organizations over 8 weeks. This module emphasizes the balance between psychological training and technological adaptation.

Table 2. Digital Wellbeing Self-Care Intervention Module (MI-PKKD)

Module Phase	Focus of Intervention	Main Activities	Expected Results
Phase 1: Digital Awareness (Weeks 1-2)	Introduction to the concept *of technostress* and its impact on mental health	Digital stress awareness workshop, self-assessment using *technostress scale*	Awareness of the signs of technological stress
Phase 2: Mindfulness and Emotion Regulation (Weeks 3-4)	Breathing exercises, short meditations, and digital self-reflection	Mindfulness *training sessions*, daily emotional journals	Better emotional management and stress reduction
Phase 3: Capacity Building (Weeks 5-6)	Development of *resilience* and social support in the workplace	Resilience-building *training*, digital support groups	Increased adaptability and positive reflection
Phase 4: Reintegration and Assessment (Weeks 7-8)	Evaluate changes and self-care continuity plans	Group reflection sessions, work well-being assessment	Improved mental well-being and work-life balance

The table above illustrates that the *Digital Well-being Self-Care Intervention Module* (MI-PKKD) is designed to assist employees in managing technostress and enhancing their mental well-being through four phases over 8 weeks. The first phase focuses on digital awareness of technostress and its impact on mental health, aiming to increase awareness of the signs of technological stress. The second phase aims to enhance emotional management and stress reduction through mindfulness exercises and emotional journaling. In the third phase, the module develops resilience and social support in the workplace, aiming to improve adaptability to technological demands and reinforce positive reflection. The final phase, reintegration and assessment, focuses on evaluating the changes and planning for ongoing self-care, with the expected outcomes being improved mental well-being and better work-life balance.

3.2. Discussion

a) Understanding Technostress

Recognizing the multifaceted nature of technostress is fundamental to understanding its implications for employees' psychological health and organizational outcomes. In modern occupational contexts increasingly mediated by digital systems, technostress has emerged as a pervasive psychosocial risk factor (La Torre et al., 2023). Broadly defined, technostress refers to the maladaptive psychological state resulting from individuals' inability to cope effectively with the demands of technology use in professional environments (Tarafdar et al., 2019). The phenomenon is concepttualized through multiple dimensions, including *techno-overload* (excessive work induced by technology), *techno-invasion* (the intrusion of technology into personal life), and *techno-complexity* (difficulties in mastering technological systems) (Salanova et al., 2023).

Empirical evidence highlights that excessive technological engagement often contributes to emotional exhausttion, decreased work engagement, and diminished psychological well-being (Baisarinova et al., 2023; Barbieri et al., 2023). Moreover, the increasing adoption of hybrid and remote work arrangements has amplified the perception of *techno-overload*, as employees navigate continuous connectivity and digital multitasking (Turel & Gaudioso, 2022). The blurring of work–life boundaries, coupled with constant information flow, fosters a state of cognitive fatigue and digital dependency, further exacerbating technostress-related symptoms.

Recent studies highlight the crucial role of organizational culture and digital literacy in mitigating technostress. Workers with higher levels of self-efficacy and digital competence exhibit better coping mechanisms and resilience to technology-induced strain (Califf et al., 2020; Vaziri et al., 2023). Conversely, employees lacking autonomy and support in technology adoption are more vulnerable to stress and disengagement. Therefore, identifying evidence-based intervention strategies that enhance self-care and mental well-being is vital to fostering sustainable work environments in the digital era.

b) Intervention Strategies for Self-Care

Intervention strategies that emphasize self-care play a pivotal role in mitigating the psychological burden of technostress. Contemporary research advocates for multidimensional approaches that combine psychological resilience training, mindfulness-based interventions, and structured digital self-regulation practices (Schmidt, 2023; Lowrie, 2019). Mindfulness practices such as focused attention and body awareness have been empirically linked to reductions in anxiety and emotional exhaustion associated with continuous digital engagement (Roeser et al., 2022). Likewise, digital detox initiatives, which encourage scheduled disconnection from technology, have been shown to enhance mental clarity, promote restorative rest, and reestablish work–life balance (Syvertsen & Enli, 2022).

Resilience training constitutes another effective self-care strategy by equipping individuals with adaptive coping mechanisms to confront technological demands and uncertainty. Interventions focusing on emotional Intelligence, cognitive flexibility, and self-regulation have demonstrated efficacy in reducing burnout and improving psychological capital (Wang & Li, 2023). Furthermore, organizations can strengthen employee well-being through

supportive infrastructures such as stress management workshops, digital wellness policies, and the implementtation of mental health applications that monitor physiological indicators of stress (Lee et al., 2023). Collectively, these initiatives foster a proactive culture of self-care, thereby buffering the adverse psychological effects of technostress

c) Conceptual Model of Technostress Intervention

The proposed Conceptual Model of Technostress Intervention integrates three interrelated domains: (1) *Technostress dimensions* (techno-overload, techno-invasion, techno-complexity), (2) *Self-care intervention strategies* (mindfulness, resilience training, and digital detox), and (3) *Mental well-being outcomes* (reduced burnout, improved emotional stability, and enhanced job satisfaction). The model is underpinned by the Job Demands–Resources (JD-R) framework, which posits that personal and organizational resources can mitigate the detrimental impact of job demands on employee well-being (Bakker & Demerouti, 2017).

According to this framework, technostress represents a set of *job demands* that can deplete psychological resources and precipitate strain. Conversely, incorporating self-care practices serves as a compensatory mechanism that replenishes personal resources, enhances emotional regulation, and promotes adaptive coping. Mindfulness and resilience training serve as psychological resources. At the same time, organizational support systems, such as wellness programs and digital well-being initiatives, collectively foster a healthier and more sustainable digital work ecosystem as contextual resources.

This integrative model emphasizes the importance of aligning individual-level interventions with organizational strategies to address technostress comprehensively. By strengthening self-care competencies and fostering supportive workplace environments, employees are better equipped to navigate the complexities of technological engagement while maintaining optimal mental well-being, particularly in relation to their use of technology.

d) Self-Care Intervention Strategies in Dealing with Technostress

Self-care is a proactive and intentional approach to managing one's physical, emotional, and mental well-being. It involves taking the necessary steps to maintain balance and resilience, especially in high-demand environments such as the modern workplace, where technological pressures are continually increasing (Khan et al., 2025). In the context of technostress, self-care strategies are particularly crucial, as they enable individuals to develop a deeper awareness of their personal limits and needs (Butler et al., 2019). This awareness empowers them to recognize when they are being overwhelmed by technology, preventing burnout and fostering healthier interactions with digital tools. Strategies like mindfulness, relaxation exercises, and scheduled breaks from technology help create space for mental recovery, allowing employees to reset and recharge.

Moreover, self-care practices in dealing with technostress are not only about managing stress but also about building resilience to prevent stressors from negatively impacting performance and overall health (Alsharif et al., 2024). These strategies can include practices such as digital detox, where individuals intentionally disconnect from devices to reduce the constant influx of information and maintain a sense of control over their work-life boundaries. Physical activities, such as exercise, adequate sleep, and proper nutrition, also play a vital role in restoring balance, as they directly influence the body's ability to handle stress (Shao et al., 2021). In addition, cultivating emotional regulation through techniques such as journaling, mindfulness, or therapy can help employees better cope with the emotional strain caused by technostress, ensuring they remain emotionally grounded and productive in an increasingly digital world. By implementing these self-care interventions, employees not only recover from the immediate effects of technostress but also build long-term resilience, enabling them to thrive in digital work environments.

e) Individual Strategy

Mindfulness and self-awareness training have been widely advocated as an effective strategy to mitigate technostress by enhancing individuals' reflective capacities and promoting emotional regulation (Baisarinova et al., 2023). By cultivating attentional control and present-moment awareness, mindfulness enables employees to recognize automatic emotional responses to digital stressors and make more deliberate choices regarding technology use (Jarrahi et al., 2023). However, while numerous studies demonstrate the short-term benefits of mindfulness, its long-term effectiveness remains contingent upon consistent practice and organizational support. Without reinforcement through workplace culture or structured programs, gains in self-awareness may be transient, and employyees may revert to maladaptive digital habits.

Digital detox and screen-time management interventions aim to alleviate cognitive overload by enforcing technology-free periods, which can restore mental energy and emotional equilibrium (Singh, 2025). Although empirical evidence suggests that brief disconnection intervals improve focus and reduce anxiety, these interventions often face practical limitations in high-demand digital workplaces, where constant connectivity is expected. Saraiva & Nogueiro (2025) state that critics argue that without systemic support, such as flexible scheduling or workload adjustments, digital detox strategies may be challenging to implement effectively, and employees may experience guilt or pressure when disengaging from work-related communications.

Similarly, maintaining work-life balance through clearly defined temporal and spatial boundaries is essential to mitigate techno-invasion and prevent the spillover of work demands into personal life (Buono et al., 2021). While the principle is widely endorsed, its operationalization remains challenging in contemporary hybrid or remote work settings. Employees may struggle to enforce boundaries due to organizational expectations, job insecurity, or cultural norms valuing constant availability. Moreover, interventions emphasizing individual responsibility for boundary-setting may inadvertently shift the burden of coping from the organization to the employee, highlighting the need for integrative policies and leadership support to create an environment conducive to sustainable work-life balance (Fitzsimons et al., 2025).

While mindfulness, digital detox, and work-life balance initiatives offer promising approaches to reducing technostress, their effectiveness is heavily influenced by organizational culture, leadership practices, and structural support mechanisms. Interventions that focus solely on individual behavior without addressing systemic technological demands may yield limited or short-lived benefits, underscoring the need for integrated, multi-level strategies that combine personal, social, and organizational resources.

f) Organizational Strategy

Resilience training and psychosocial support represent essential organizational strategies to equip employees with adaptive coping mechanisms against technostress (Mullins & Thompson, 2025). Structured programs, such as digital stress awareness workshops and resilience-building exercises, enhance employees' capacity to manage workload pressures and foster psychological flexibility, thereby reducing their susceptibility to burnout. While evidence supports the efficacy of resilience training in improving perceived control over work-related stress, critics note that these interventions may be less effective if implemented in isolation without broader organizational change (Wang & Li, 2023). The success of such programs often depends on sustained engagement, contextual relevance, and alignment with employees' actual job demands.

Middle leadership support is another critical factor in mitigating technostress. Supervisors at the mid-management level are uniquely positioned to balance workload distribution, provide timely emotional support, and model healthy digital behaviors (Buono et al., 2021). However, empirical studies indicate that middle leaders themselves are often under high digital pressure, which may limit their ability to offer support consistently (Dittes et al., 2019). Without targeted training and organizational backing, the potential of middle leadership to buffer technostress can remain underutilized, highlighting the importance of systemic interventions alongside individual-focused strategies.

The application of technology for stress monitoring offers a promising avenue for personalized and real-time stress management. Digital platforms and wearable applications can track physiological and behavioral indicators of stress, deliver timely coping recommendations, and encourage practices such as taking rest breaks, practicing breathing exercises, and engaging in mindfulness prompts (Schmidt, 2023). Nevertheless, reliance on technological solutions can be double-edged: over-monitoring may inadvertently increase anxiety or promote a sense of constant surveillance, potentially exacerbating technostress if not implemented with sensitivity to privacy and autonomy. Therefore, technology-assisted interventions should complement, rather than replace, human-centered support structures and organizational wellness programs.

Overall, resilience training, leadership engagement, and technology-based monitoring offer synergistic strategies to address technostress; however, their effectiveness is contingent upon integrated implementation, a supportive organizational culture, and sustained support. Isolated or purely individual-focused measures are unlikely to yield lasting improvements in employee well-being unless embedded within a broader framework that addresses structural, managerial, and technological demands simultaneously.

4. IMPLICATIONS AND CONTRIBUTIONS

4.1 Research Implications

The implications of this study extend beyond individual mental health to encompass organizational performance, employee engagement, and workplace culture. Addressing technostress through evidence-based interventions has the potential to enhance job satisfaction, reduce burnout, and improve overall productivity. From a managerial perspective, investing in digital well-being initiatives contributes to sustainable human resource practices and strengthens organizational resilience in the face of technological disruption.

a) Theoretical Implications

This study contributes to the growing body of literature on occupational mental health and digital psychology by expanding the application of the Job Demands–Resources (JD-R) model and the Transactional Model of Stress and Coping within the context of technostress management. The proposed Digital Well-being Self-Care Intervention Module (MI-PKKD) operationalizes the notion that self-care and resilience serve as *personal resources* that can buffer the detrimental effects of digital job demands. By integrating psychological training, mindfulness practices, and digital adaptation, the module bridges theoretical gaps between individual coping processes and organizational-level support systems. Future research may further refine this model by examining mediating and moderating variables,

such as digital literacy, emotional intelligence, and organizational culture, which can influence the efficacy of technostress interventions.

b) Practical Implications for Organizations

From an applied perspective, this study underscores the pressing need for organizations to integrate digital well-being policies and employee support systems as essential components of human resource management. Employers should consider implementing structured programs such as MI-PKKD to provide employees with systematic exposure to mindfulness, emotion regulation, and resilience training. The adoption of flexible digital boundaries, such as scheduled disconnection periods and reasonable communication expectations, can further reduce techno-invasion and improve work-life balance.

Leadership plays a pivotal role in cultivating a wellness-oriented organizational culture. Managers and supervisors should be trained to recognize early signs of technostress, engage in empathetic communication, and model healthy digital behaviors. Incorporating mental health literacy and digital ethics training into organizational onboarding can normalize conversations around well-being and technology use. Furthermore, organizations can leverage digital health platforms and wearable biosensors to monitor employees' stress patterns in real-time, allowing for timely interventions and personalized self-care recommendations, while maintaining the ethical standards of privacy and consent.

c) Policy Implications

At a broader institutional level, policy frameworks should integrate digital mental health and well-being standards within occupational safety and health guidelines. National labor and health authorities can collaborate to develop certification systems or best-practice benchmarks for digital wellness programs in both public and private sectors. Encouraging partnerships between policymakers, organizational psychologists, and technology developers can promote the creation of AI-assisted well-being platforms that deliver accessible, scalable, and evidence-based mental health support. Policymakers should also advocate for digital inclusion initiatives, ensuring that employees across different socioeconomic and demographic backgrounds have equitable access to digital literacy training and well-being resources.

4.1 Research Contributions

This study makes a significant contribution to understanding how self-care and mental well-being interventions can be applied to mitigate the effects of technostress in the workplace. By proposing a conceptual model based on the Job Demands-Resources (JD-R) framework, the research highlights the key role of self-care strategies, such as mindfulness, resilience training, and digital detox, in reducing stress, improving emotional stability, and fostering a better work-life balance among employees. The conceptual findings provide valuable insights for organizations looking to implement sustainable digital well-being policies and programs that support employees in managing the psychological strain associated with technological demands. Furthermore, the study contributes to the growing body of knowledge in occupational psychology and digital health by offering a structured approach to promoting self-care practices within high-tech work environments.

5. LIMITATIONS AND FUTURE RESEARCH DIRECTIONS

5.1 Research Limitations

The limitation of this study lies in its conceptual approach, which does not involve empirical data or direct experiments to test the effectiveness of the proposed interventions. Since the study only proposes an intervention model, another limitation is that its results cannot be generalized to various sectors or organizational levels. Additionally, the study does not examine external factors that may influence the success of the interventions, such as organizational culture or existing managerial policies. Future research is recommended to test this model in various work contexts and integrate empirical data to confirm further the effectiveness of the interventions in reducing technostress.

5.1 Recommendation for Future Research Directions

Future research should adopt longitudinal and cross-sectoral designs to empirically evaluate the effectiveness of self-care-based technostress interventions and refine the proposed conceptual framework. Comparative studies across different occupational sectors, demographic groups, and cultural contexts could yield more profound insights into the adaptive mechanisms that underpin digital resilience. Additionally, integrating biosensor technology and digital mental health platforms could provide innovative pathways for real-time monitoring of stress responses, enabling more personalized and data-driven interventions.

Future empirical investigations should employ longitudinal mixed-method designs to evaluate the sustained impact of the MI-PKKD intervention on psychological outcomes such as resilience, burnout, and work engagement. Comparative studies across industries, particularly in high-tech, education, and healthcare sectors, can illuminate the contextual variations in technostress experiences and the effectiveness of interventions. Additionally, integrating biopsychological indicators (e.g., heart rate variability, galvanic skin response) with self-report data could enhance the precision of stress measurement and intervention feedback.

Cross-cultural validation of the model is equally important, as cultural values influence attitudes toward tech-

nology use, stress expression, and coping mechanisms. Future studies may also explore AI-driven adaptive intervention systems that tailor self-care modules to individual behavioral patterns, thereby advancing personalized digital mental health solutions.

6. CONCLUSION

In conclusion, the phenomenon of technostress represents a growing psychosocial challenge in contemporary workplaces characterized by pervasive digitalization and rapid technological change. The findings of this conceptual analysis underscore the critical role of structured self-care interventions and resilience enhancement programs in mitigating the adverse psychological and behavioral effects of technostress. By embedding systematic strategies such as mindfulness practices, emotional regulation training, and capacity-building exercises, organizations can cultivate a workforce that is not only technologically competent but also psychologically resilient and emotionally balanced.

The proposed Digital Well-being Self-Care Intervention Module (MI-PKKD) provides a comprehensive framework that aligns individual self-care practices with organizational well-being initiatives. Through its phased approach, ranging from digital awareness to reintegration, the module fosters sustained behavioral transformation, promoting proactive coping and adaptive digital engagement. This integrative model emphasizes that mental well-being should not be viewed merely as the absence of distress but as a dynamic state of equilibrium that enables individuals to thrive amidst technological demands.

Ultimately, fostering digital well-being is not solely an organizational responsibility but a collective endeavor that requires alignment between individual agency, organizational support, and policy frameworks. The proactive management of technostress through structured self-care and resilience-based strategies represents a crucial step toward creating healthier, more adaptable, and human-centered workplaces in the digital era.

In summary, the implications of this study extend beyond theoretical exploration to inform organizational transformation and national policy development in the digital era of work. The MI-PKKD module serves as a pragmatic framework that can be adapted, evaluated, and scaled to promote healthier digital ecosystems. By embedding mental well-being within technological innovation, organizations can move toward a more sustainable, human-centered, and psychologically resilient digital future.

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CRediT Authorship Contribution Statement

The sole author of this study is responsible for the entire research process, including the conceptualization of the study, data collection, data analysis, and manuscript writing. All aspects of the study, from the development of the research framework to the final draft of the manuscript, were carried out independently by the author.

Declaration of GenAI Usage in Scientific Writing

The sole author of this study is responsible for the entire research process, including the conceptualization of the study, data collection, data analysis, and manuscript writing. All aspects of the study, from the development of the research framework to the final draft of the manuscript, were carried out independently by the author. All instances of Generative AI usage in this article were conducted by the authors in accordance with the IJCP GenAI Tool Usage Policy, with the authors assuming full responsibility for the originality, accuracy, and integrity of the work."

Conflict of Interest Statement

The author declares that there are no conflicts of interest regarding the publication of this manuscript. All research and findings presented in this study were conducted independently and without any influence from external parties that could affect the objectivity or integrity of the results.

Informed Consent Statement

The author declares that this study is a conceptual study and does not involve human participants, personal data, or any other subjects. Therefore, written and verbal informed consent is not required. The entire research process was conducted in accordance with academic ethical standards, upholding scientific honesty, integrity, and the ethical use of legitimate sources.

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