

Internet Intervention For Occupational Digital Transformation Stress: Protocol For A Pilot Study

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Digital Transformation Stressors:

Pressure of time and requirements

Fear of losing a position

Fear of losing control

Future uncertainty

Fear of exclusion

BACKGROUND

Digital transformation in organizations may increase employees' stress due to unpredictability of the transformation process and uncertainty about results of the transformation (Yardley et al., 2016).

Digital Transformation Stress (DTS) –

reaction of employees to technological and IT changes in the organization. These reactions may manifest in:

- employee emotions – affects,
- employee behaviours,
- employee beliefs – cognitions.

AIM OF THE STUDY

- Developing and psychometric evaluation of the Digital Transformation Stress Scale (DTSS);
- Developing and pilot testing of the internet intervention aimed at teaching skills for coping with DTS;
- Use of self-efficacy and social support as active components of the intervention.

METHOD

Participants

Employees of a Polish company undergoing digital transformation process, $N = 120$, 4 groups, 30 people each.

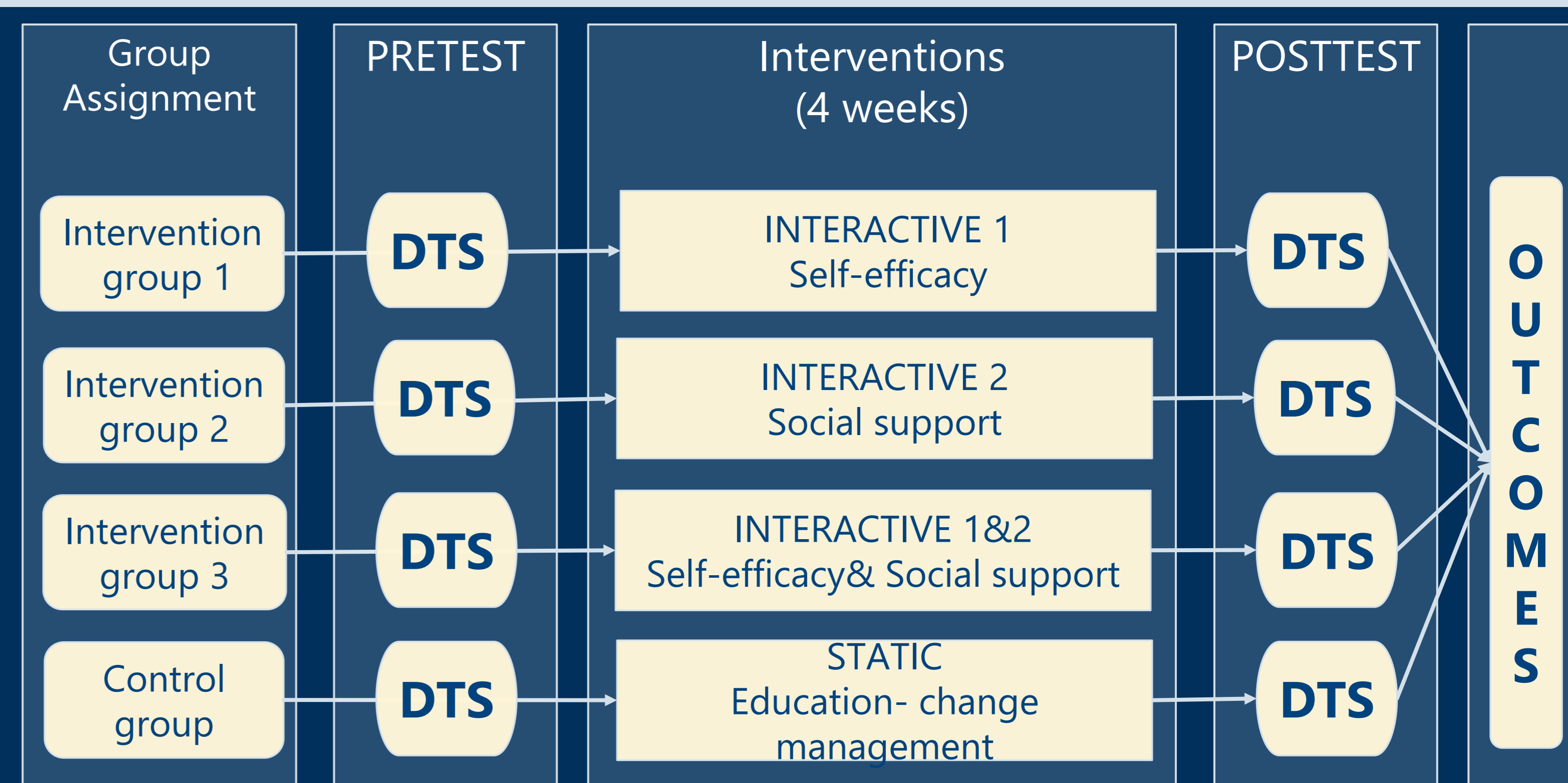
Measures

- Digital Transformation Stress Scale.
- Perceived Digital Transformation Stress Scale.
- Sense of control in digital transformation – FAS (Spector & Fox, 2003)

Design

Four-arm randomized controlled trial

STUDY DESIGN



ADDITIONAL ANALYSES

- Log analysis
- Qualitative content analysis.

SUMMARY

- New instrument for a new concept: digital transformation stress.
- New internet intervention: coping with digital transformation stress.
- Multimethod approach: qualitative and quantitative analyses based on subjective reports and behavioral data.

Literature & sources:

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