

Impact of Internet Addiction on Perceived Stress and Well-Being Among Full Time Working Professionals

Shalini Das¹, Dr. Subha Chandra²

¹Research Scholar, Garden City University

²Professor, Garden City University

Cite this paper as: Shalini Das, Dr. Subha Chandra, (2025) Impact of Internet Addiction on Perceived Stress and Well-Being Among Full Time Working Professionals. *Journal of Neonatal Surgery*, 14 (17s), 264-275.

ABSTRACT

This study investigates the impact of internet addiction on perceived stress and well-being among full-time working professionals. The research assesses the prevalence of internet addiction, its relationship with stress, and its influence on mental, emotional, and physical well-being. A cross-sectional survey was conducted using standardized scales, including the Internet Addiction Test (IAT), Perceived Stress Scale (PSS-4), and WHO-5 Well-being Index. Data were collected from 129 full-time professionals aged 24–45 years in India, using stratified random sampling. Correlation analysis revealed a significant positive association between internet addiction and perceived stress, supporting the hypothesis that higher internet addiction levels contribute to increased stress. Regression analysis demonstrated a significant negative impact of internet addiction on well-being, indicating that excessive internet use deteriorates overall well-being. An independent samples t-test showed that male professionals exhibited higher internet addiction levels compared to females, with a statistically significant difference. The findings highlight the psychological risks associated with excessive internet usage, particularly among male professionals, and its detrimental effects on stress and well-being. The study underscores the need for organizational interventions, such as digital detox programs, awareness initiatives, and work-life balance strategies, to mitigate internet addiction's negative impact. These insights contribute to workplace policies aimed at enhancing employee mental health and productivity in the digital era..

Keywords: Internet , addiction , stress , well-being , full time , working , professionals

1. INTRODUCTION

The quick digital revolution and growing incorporation of the internet into personal and work lives have fundamentally transformed contemporary workplaces. The internet is now an unavoidable tool for communication, collaboration, and productivity. Nevertheless, overuse and unregulated internet use has also led to issues of internet addiction (IA), which is becoming increasingly identified as a possible psychological and behavioral disorder (Kuss and Lopez-Fernandez, 2016; Maheshwari and Preksha, 2018). Internet addiction involves the excessive and compulsive utilization of the internet, resulting in adverse effects on one's mental health, work-life balance, and general wellbeing. Although the majority of existing research on internet addiction has primarily been conducted with adolescents and students at the university level, more concern is raised about its influence on working individuals who are supposed to remain connected digitally for the most part due to the needs of their job.

There is a wide range of Internet use in the office, from casual browsing to more focused, non-work-related activities. During a typical workday, employees lose as much as \$1 billion due to 30%-50% of their Internet usage for non-work-related activities (Fung S. F.,2019). The users' social support and self-esteem were both boosted by their time spent online, and their feelings of isolation and despair were alleviated. The percentage of employees using their own devices to access the internet while on the clock was higher in organizations that did not offer workplace internet access. The incidence of internet addiction has escalated tremendously, especially with the spread of remote jobs and virtual working environments. Professionals are now asked to be more accessible through emails, instant messages, and online video conferencing, which proves challenging to delimit from professional and personal boundaries (Abrams et. al., 2019). Extensive use of digital media tends to cause tension, burnout, and erosion of general welfare. Consequently, internet addiction has emerged as a research priority issue, especially in relation to its effects on mental health measures like perceived stress and well-being.

In Indian context, the Internet usage pattern among individuals of different professions and how it affects their personal,

social, and working life was researched in study Shrivastava et. al., (2016). Personal Internet use scores were higher among male employees. Internet anxiety is more prevalent among female employees than to male employees. (Ching, S. M., et al. 2017).

Research shows that people in the workforce have an unhealthy dependence on electronic devices. Staff morale, productivity, and performance are all negatively impacted by excessive internet use, which is also associated with depression. The way people in different occupations utilize the internet and how it affects their personal, social, and work lives in the Indian environment (Egozi Farkash , et.al. 2022). Rohit and Patil (2017) carried out a research on the prevalence of internet addiction among the IT professionals of Bangalore city. Cross-sectional online survey was done among the IT Professionals of 4 companies, most of the participants were in the age group of 30 to 34. Outcomes show that 20.8% were extremely addicted, 30.8% employees were mildly addicted to the internet and 48.8% were moderately addicted to the internet. Likewise, Ratnani, A. (2020), carried out a study on internet addiction among IT professionals in India. Purpose of the research was to determine the prevalence of internet addiction in IT professionals working in India. 200 IT professionals were selected randomly from various IT hub cities, i.e., Bangaluru, Chennai, Hyderabad, Delhi, Noida, Gurugram and Lucknow. Findings showed that IT professionals are average online users, and it doesn't have any strong relationship with gender.

Uses of the internet during work by working professionals' & work-life interface

The term "work-home interaction" describes the process by which an individual's responses in one area (like at home) are affected by reactions in another area (like at work), either favorably or adversely. There has been a lot of study on the connection between these two areas of existence. Researchers have shown that when workers feel pressured to choose between their personal and professional lives, it negatively impacts both the individual and the company. (Shakthivel, et al. 2017).

The proliferation of technology and its applications has several negative effects, including a more disjointed workday, less clear demarcation between work and home life, and a rise in the intrusion of work into personal life. The use of information and communication technologies (ICTs) in the workplace does indeed encourage work to intrude on employees' personal lives and blur the line between their professional and personal lives.

When it comes to using ICT outside of regular work hours, research shows that disputes with family members, significant others, and partners typically arise from work intruding into personal life. Overwhelm, role ambiguity, work-life conflict, and the perception of stress, technostress, techno-invasion, and burnout are all outcomes of employees being encouraged or forced to respond to work-related emails, texts, or phone calls during their leisure time, according to numerous studies. From both the employee's and their significant other's perspectives, prior research has shown that using information and communication technologies (ICTs) for work-related objectives outside of regular business hours facilitates the disruption of family activities and the impression of work-family conflict. Employees cave to the demand to remain linked to their jobs through ICTs while knowing the risks of doing so.(Shakthivel N, 2017)

Work Engagement

A high degree of energy, the capacity to cope effectively with job pressures, an effective connection with work activities, and strong identification with one's work are the characteristics of work engagement in this approach, which is one of numerous conceptual frameworks for describing work engagement. Working with vigor means being very energetic and resilient, and it also means being willing to put in effort and keep going even when things go tough. When one is dedicated to their profession, they put in a lot of effort, show a lot of passion, and get a lot of mental stimulation from it. They also feel motivated, proud, and that their work matters. As a last definition, absorption is the state of being so engrossed in one's task that one has trouble separating themselves from it and fails to notice the passage of time. According to a plethora of research, when employees are enthusiastic about what they do for a living, it boosts their confidence, loyalty, attitude, performance, and retention rates. It also encourages proactive and organizational citizenship activities. Additionally, studies have shown a negative correlation between involvement and burnout: drive vs pessimism, and vitality versus fatigue. . (Bhavani NM, Ahmed M, Prashantha B. 2018)

Internet abuse occur

Internet abuse in the workplace is caused by a variety of circumstances. Virtual worlds can offer temporary comfort, excitement, and/or diversion, according to research in the field of computer-mediated communication. These justifications offer strong arguments for why workers might use the internet for purposes unrelated to their jobs. In an effort to explain workplace internet misuse.

Opportunity and access. Both opportunity and internet access are evident signs of potential internet abuse. The internet has grown pervasive and virtually indispensable in most professional environments. The increasing rate of internet usage among the general public is not surprising, given internet access correlates with the prevalence of undesirable behaviors. Research

on other socially accepted yet potentially detrimental habits (such as gambling and alcohol consumption) has demonstrated that increased accessibility. (Hasan AA, 2019)

Affordability. The expense associated with utilizing available online services is now decreasing owing to the extensive accessibility of the internet. Moreover, internet access is entirely complimentary for almost all employees; the sole expenditures are time and the fees associated with certain activities (such as online gambling or adult services). results in increased utilization, leading to additional problems, albeit the increase may not be proportional. (Mutalik NR, Tejaswi TP, Moni S, 2018)

Anonymity. The anonymity of the internet enables individuals to behave as they choose in private, under the impression that the likelihood of their employer discovering their actions is minimal. This anonymity may enhance the user's sense of control over the nature, tone, and content of their online interactions. **Social acceptability.**

Another consideration in this context is the social acceptability of online communication. The evolution of public opinions of online activity over the past decade is intriguing, as seen by the near extinction of the "nerdish" stereotype associated with the internet. Young children's early exposure to technology and their familiarity with computers as tools for socializing may signify more acceptance. It is currently and will continue to be socially acceptable to initiate the foundation for an online connection in this manner. Contrary to common perception, most of these folks are not social outcasts; instead, they are just employing technology as an auxiliary tool in their social repertoire. (Krishnamurthy S, Chetlapalli, 2015)

Longer working hours. Individuals are extending their work hours universally, and it is unsurprising that several everyday duties may be accomplished online. Examine the circumstances of an individual pursuing a romantic connection. The workplace internet can be ideal for certain persons. Desktop dating may be a rational option for individuals who are perpetually mobile. It is fundamentally a novel electronic "singles bar" that challenges physical assumptions through its text-based structure. Some assert that social isolation, which we may all encounter intermittently, is mitigated by internet interaction. Nationality, social status, and geographical place are inconsequential. It establishes an entirely new domain for forming partnerships.

Digital Connections and the Risk of Excessive Use

Individuals are attracted to the digital realm for several reasons. Social media, specifically, offers a medium for communication and the cultivation of social connections. It can enhance users' well-being by enabling them to occupy their time, engage in social comparisons, experience increased popularity, partake in meaningful relationships, and maintain a constant sense of connection. By increasing one's online social capital and cultivating a feeling of online community, digital communications might improve mental health for some demographics, including self-concealers—those who are timid, introverted, or have poor communication abilities. When people with low self-esteem use social media, it might help them see themselves in a more positive light. By letting them handle work-related matters whenever and whenever they arise, professionals are able to increase their productivity via mobile digital connections. Individual and organizational performance, along with general quality of life, can be negatively impacted by (Angane AY, 2020) Digital Addiction (DA), which occurs when one uses digital technology excessively and without discernment, causing the boundaries between work and pleasure to blur. External variables and organizational norms may have a substantial impact on digital technology adoption, whereas accessibility might encourage increasing usage, which could lead to reliance. A review of the research on how cell phones affect work-life balance. The evaluated study did not deal with addiction in any way, even if it did find symptoms including pain, worry, fatigue, and reduced family happiness. Individuals' capacity to establish coping mechanisms for regulating work-life boundaries is impeded, According to Den-Nagy, by extraneous variables like company laws. Therefore, it is the shared obligation of individuals and businesses to mitigate the negative effects of excessive technology use not only with people but also with companies. (Den-Nagy, 2010).

Even with increasing alarm at the overuse of the internet by working adults, few studies have fully assessed its influence on perceived stress and general well-being within the realm of full-time employment. While previous research centers mainly on internet addiction in students or the general population, few have considered its unique effects on work-related stress, emotional states, and physical health. Further, gender-based distinctions in internet addiction and impact are not thoroughly researched. This research has the objective to fill this lacuna by estimating the prevalence of internet addiction in full-time professional employees, evaluating its correlation with stress and wellbeing, and its gender-specific pattern. In addition, it will try to formulate evidence-based suggestions for policy actions for organizations on how to overcome the ill-effects of internet addiction and create a healthier work climate.

OBJECTIVES OF THE STUDY

Based on the above reviews and research gap the following objectives are framed:

1. To assess the prevalence of internet addiction among full-time working professionals.
2. To examine the relationship between internet addiction and perceived stress levels in working professionals.

3. To analyze the impact of internet addiction on the overall well-being (mental, emotional, and physical) of full-time working professionals.
4. To examine gender-based differences in internet addiction and its impact on stress and well-being.
5. To provide policy recommendations for organizations to manage internet addiction and promote employee well-being.

2. RESEARCH METHOD

Research Design:

This research applies a quantitative approach with a cross-sectional survey method to explore the effect of internet addiction on perceived stress and well-being among full-time working professionals. A standardized questionnaire with a structured set of questions for measuring internet addiction, perceived stress, and well-being will be administered to a heterogeneous group of professionals.

Sampling Technique and Sample Size:

The methodology sampling used for this investigation Stratified random sampling for research to ensure adequate representation of different demographic groups including:

Inclusion criteria

- Make use of the Internet.
- From 24 to 45 years old.
- Willing to take part in the current study, whether male and female

Exclusion Criteria:

- Avoid using the internet.
- Having any long-term mental or physical health conditions.
- Uninterested in taking part in the research.

200 surveys were distributed to Indian working professionals through Instagram and Facebook to various companies using google form. Out of the 200 surveys distributed, 129 responses were obtained, 64.5% response rate.

Hypothesis :

H1: There is a significant positive relationship between internet addiction and perceived stress among full-time working professionals.

H2: Internet addiction has a significant impact on the well-being (mental, emotional, and physical) of full-time working professionals.

H3: There is a significant difference in the impact of internet addiction on stress and well-being between male and female working professionals.

Data Collection:

The data is collected using primary data analysis techniques using a standardized questionnaire.

Study tools:

The semi-structured socio-demographic questionnaire encompassed age, gender, education, family type, family income, and home location.

Internet Addiction Test:

The Internet Addiction Test (IAT) was employed to assess the participants' level of internet addiction. Kimberley Young was accountable for its development. It is a six-point Likert scale including twenty items and a five-point rating method for assessing employee well-being. Typical users possess a score ranging from 0 to 30, light addicts score between 31 and 49, moderate addicts score from 50 to 79, and severe addicts score between 80 and 100. (Pulla P. 2020)

Perceived Stress Scale-4:

Cohen et al. created it in 1983. Ten scale components make up the prior iteration of this scale. However, a condensed form of PSS-10 Item Scale was utilized to gauge the employees' stress levels. It had a score between 1-5. Low stress was defined as a score of 6-7, and moderate to severe stress was defined as a score of 8-10. (Folkman S, 1983)

Well-being Measure Scale

A quick assessment of well-being over a two-week period is the WHO-5 well-being index. The WHO established the short scale. 11 items on a 6-point Likert scale (1—Always, 2—Frequently, 3—, 4—Occasionally, 5—Often, 6—RARELY, 7—Not Applicable) make up the unidimensional measure. These include: "I make sure I get enough sleep without being distracted by digital devices," "I limit the amount of time I spend on social media each day," "I take regular breaks from screen time throughout the day," "I browse through social media reels before bed and in the morning," and "My daily life has been filled with things that interest me." The tool has become widely used, and its psychometric qualities have been demonstrated with a broad sample and in many cultural contexts. Using the Omega ω estimation approach, a reliability estimates of 0.754 was reported in this investigation.

Statistical Analysis:

Excel is used to sort the data, and then the data is transferred to the IBM SPSS 25.0. The data was explained using various statistical measures, such as percentages, means, and standard deviations. In order to determine the effect of Internet addiction on the well-being of working professionals regression analysis is employed, and to demonstrate the correlation between internet addiction and perceived stress in full-time working professionals' correlation analysis is employed and to indicate the difference in the effect of internet addiction on stress and well-being between male and female working professionals Independent sample t-test is employed.

Procedure:

The researcher initially secured authorization to conduct the study by reaching to organization of full time working professionals. Following the elucidation of the study's relevance to the respondents who satisfied the inclusion and exclusion criteria, the researcher employed a semi-structured questionnaire for the interviews. Each interview endured for a minimum of fifteen to twenty minutes. Respondents who exited the interview before its completion had their responses excluded from the analysis given (Taylor MR, 2008).

3. RESULT

Based on demographic profile

Table 1: Gender Distribution

Gender	Count	Percentage (%)
Male	69	53.5%
Female	60	46.5%
Total	129	100%

The sample size is 129, with 69 men and 60 females making up 53.5% and 46.5% of the total, respectively. While the gender distribution is well balanced, this does suggest that there is a little majority of men in the group.

Table 2: Age Distribution

Age Range	Count	Percentage (%)
18-24	5	3.9%
25-34	25	19.4%
35-44	80	62.0%
45-54	19	14.7%
Total	129	100%

5 people (3.9%) in the sample are in the 18–24 age bracket, while 25 people (19.4%) are in the 25–34 age bracket. Nearly

80 people (62.0%) are in the age bracket of 35–44, while 19 people (14.7%) are in the 45–54 bracket. According to these numbers, most of the group consists of people between the ages of 35 and 44, with smaller numbers of people in the younger and older age groups also representing the group (Reinecke L, 2017).

Table 3: Marital Status

Marital Status	Count	Percentage (%)
Married	107	82.9%
Single	21	16.3%
Divorced	1	0.8%
Total	129	100%

Out of the total number of participants, 107 are married (82.9%), 21 are single (16.3%), and 1 is divorced (0.8%). The majority of the participants are married, while a small percentage are either single or divorced.

Table 4: Primary Devices for Internet Access

Device	Count	Percentage (%)
Smartphone	104	80.6%
Laptop	25	19.4%
Total	129	100%

A total of 129 participants, or 80.6%, rely on their smart phones as their primary means of accessing the internet. Laptops, used by 25 participants, or 19.4%, are the next most common. It appears that the majority of participants prefer using cell phones, with laptops coming in second.

Table 5: Having Children

Having Children	Count	Percentage (%)
Yes	89	69.0%
No	40	31.0%
Total	129	100%

The data shows that out of the total number of participants, 89 (or 69.0%) are parents and 40 (or 31.0%) are not. While there are certainly parents among the group's members, it's clear that many of them are childless.

Table 6: Employment Status

Employment Status	Count	Percentage (%)
Full-time	111	86.0%
Freelance	11	8.5%
Part-time	2	1.6%
Other	5	3.9%

Total	129	100%
--------------	------------	-------------

Out of the total number of participants, 111 (86.0%) are full-time employees, while 11 (8.5%) are self-employed. 2 people (1.6%) have part-time jobs, while 5 people (3.9%) fall into other groups. This data points to the fact that most people in this group work full-time jobs, with freelance work coming in at a close second (Qiu J, 2020).

Table 7: Work Arrangement

Work Arrangement	Count	Percentage (%)
Work from Home	19	14.7%
Work from Office	44	34.1%
Hybrid Model	66	51.2%
Total	129	100%

Of all the participants, 66 (or 51.2%) are involved in some form of hybrid work arrangement, which combines remote and in-office labor. Out of the total number of participants, 34.1% are office workers and 14.7% are telecommuters. It appears that hybrid work arrangements are more common in this group compared to either office-based or remote work.

Reliability Testing of questionnaire

Table 8: Reliability Testing of questionnaire

Reliability Statistics	
Cronbach's Alpha	N of Items
.782	48

Table 8 shows the outcome of the reliability test of the questionnaire through Cronbach's Alpha, a statistical coefficient that measures the internal consistency of the survey instrument. The indicated Cronbach's Alpha value is 0.782, which is within the acceptable range (generally, a value of more than 0.7 is deemed reliable). This means that the 48 items on the questionnaire have a high degree of internal consistency, i.e., the questions are capturing the intended constructs in a consistent way. The reliability score indicates that the questionnaire is appropriate for data collection and analysis purposes, so that the responses obtained are stable and reliable for further statistical analysis.

Table 9: KMO and Bartlett's Test

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.829
Bartlett's Test of Sphericity	Approx. Chi-Square	3766.242
	df	1128
	Sig.	.000

Table 9 reports the Kaiser-Meyer-Olkin (KMO) Measure of Sampling Adequacy and Bartlett's Test of Sphericity results, which measure the appropriateness of the dataset for factor analysis. The KMO result of 0.829 is far above the minimum requirement of 0.6, suggesting that the sample is good, and that the data are appropriate for factor analysis. A larger KMO value indicates a high degree of correlation between variables, supporting the suitability of principal component or factor analysis. Bartlett's Test of Sphericity tests whether the correlation matrix is sufficiently different from an identity matrix, i.e.,

there are enough correlations between variables for useful factor extraction. Test results indicate a large Chi-Square value of 3766.242 with 1128 degrees of freedom and a significance level of 0.000 ($p < 0.05$), which verifies that the null hypothesis of no variable correlations is rejected. It indicates that the dataset contains significant variable relationships, supporting the use of factor analysis.

Hypothesis Testing

H1: There is a significant positive relationship between internet addiction and perceived stress among full-time working professionals.

Table 10: relationship between internet addiction and perceived stress among full-time working professionals (Correlation Analysis)

Hypothesis	Factor			Correlation		Hypotheses Supported
		Mean	SD	Pearson Correlation (r)	Sig value	
H1	Internet Addiction	46.8992	13.51957	.334**	0.000	Supported
	Perceived Stress	29.5194	4.03907			
**. Correlation is significant at the 0.01 level (2-tailed).						

Table 10 shows the outcome of a correlation study investigating the correlation between internet addiction and perceived stress in full-time working professionals. The results confirm a statistically significant positive correlation ($r = 0.334$, $p = 0.000$) between internet addiction and perceived stress, indicating that internet addiction is positively correlated with perceived stress, and high levels of internet addiction are linked to high levels of perceived stress. The average score for internet addiction is 46.8992 with a standard deviation of 13.51957, and the average perceived stress score is 29.5194 with a standard deviation of 4.03907. Since the significance value is less than the 0.01 level, the hypothesis (H1) states that there is a relationship between internet addiction and perceived stress is confirmed. This suggests that overuse of the internet can lead to increased stress levels among full-time workers, pointing to the possible psychological consequences of internet addiction in the workplace, as argued by Toth et. al., (2021) and Gao et. al., (2020).

H02: Internet addiction has a significant impact on the well-being (mental, emotional, and physical) of full-time working professionals.

Table 11: Impact of Internet addiction on the well-being of full-time working professionals

Hypothesis	Regression	Beta Coefficient	R ²	F	t-value	p-value	Hypotheses Supported
H2	Internet Addiction □ Well-Being	-.372	.139	20.429	-4.520	.000	Supported

The regression in Table 11 tests the effect of internet addiction on full-time professional well-being. The findings show that there is a significant inverse association between internet addiction and well-being, evidenced by a beta of -0.372. This implies that higher internet addiction leads to lower well-being among professionals. The model accounts for about 13.9% of the variance in well-being ($R^2 = 0.139$), reflecting a moderate effect size. The F-statistic of 20.429 validates the significance of the overall regression model, while the t-statistic of -4.520 also supports the strong negative correlation between internet addiction and well-being. Furthermore, the p-statistic of 0.000 illustrates that the relationship is highly significant at the 0.05 level of significance. Thus, the hypothesis (H2) that internet addiction has a negative effect on well-being is confirmed by the data, corroborated by Buneviciene and Bunevicius (2021) and Shrivastava et. al., (2018).

H03: There is a significant difference in the impact of internet addiction on stress and well-being between male and female working professionals.

Table 12: Difference in Internet addiction and its impact on well-being of full-time working professionals based on their Gender

Independent Samples Test				
Internet Addiction				
Gender		Mean	Std. Deviation	
Male		50.4783	14.32153	
Female		42.7833	11.31085	
		Equal variances assumed	Equal variances not assumed	
Levene's Test for Equality of Variances	F	2.547		
	Sig.	.113		
t-test for Equality of Means	t	3.351	3.406	
	df	127	125.888	
	Sig. (2-tailed)	.001	.001	
	Mean Difference	7.69493	7.69493	
	Std. Error Difference	2.29650	2.25938	
	95% Confidence Interval of the Difference	Lower	3.15058	3.22364
		Upper	12.23928	12.16622

The independent samples t-test in Table 12 shows a statistically significant difference in the level of internet addiction among male and female full-time professionals. The male mean score on internet addiction ($M = 50.48$, $SD = 14.32$) is significantly higher compared to females ($M = 42.78$, $SD = 11.31$). Levene's Test of Equality of Variances indicates that the equal variance assumption is not violated ($F = 2.547$, $p = .113$), enabling us to make inferences using the t-test both under the equal and unequal variance assumptions. The t-test ($t(127) = 3.351$, $p = .001$) indicates a statistically significant difference between the groups with a mean difference of 7.69 and a 95% confidence interval of 3.15 to 12.24. This implies that professional males are more likely to present with very high rates of internet addiction in relation to females, which could impact their general wellbeing, as endorsed by Shrivastava et. al., (2018).

Descriptive Statistics of Variables

Table 13: Descriptive Statistics of Internet Addiction, Perceived stress, Wellbeing and Digital Habits

		Internet Addiction	Perceived Stress	Well-Being	Digital Habits
N	Statistic	129	129	129	129
Range	Statistic	67.00	26.00	19.00	40.00
Minimum	Statistic	24.00	13.00	6.00	19.00
Maximum	Statistic	91.00	39.00	25.00	59.00
Mean	Statistic	46.8992	29.5194	17.3566	39.8915

Std. Deviation	Statistic	13.51957	4.03907	4.74308	8.59709
Skewness	Statistic	.726	-.931	-.412	-.150
	Std. Error	.213	.213	.213	.213
Kurtosis	Statistic	.397	3.226	-.844	-.364
	Std. Error	.423	.423	.423	.423

The descriptive statistics in Table 13 offer insight into Internet Addiction, Perceived Stress, Well-being, and Digital Habits among 129 participants. Internet addiction has a large range (67), a range of scores from 24 to 91, a mean of 46.90, and a standard deviation of 13.52, showing moderate variation. It is positively skewed (0.726), and this indicates more participants have lower addiction scores. Perceived stress has a mean of 29.52 and a comparatively lower standard deviation (4.04), with a negatively skewed distribution (-0.931) and high kurtosis (3.226), suggesting clustering around higher stress values. Well-being scores are between 6 and 25, with a mean of 17.36 and a standard deviation of 4.74. The distribution is weakly negatively skewed (-0.412), reflecting more common higher well-being scores, with low kurtosis (-0.844), reflecting a relatively flat distribution. Digital habits have a mean of 39.89 and a standard deviation of 8.60, with weak negative skewness (-0.150) and low kurtosis (-0.364), reflecting a normal distribution. These figures reveal associations between online interaction, stress, and well-being and report that perceived stress tilts toward more extreme values but that internet addiction and online behaviour are moderately varying within the sample population.

4. CONCLUSION

The digital revolution has undeniably improved workplace efficiency and communication, but it has also brought compulsive internet use, stress, and deteriorating well-being among working professionals. As internet addiction increases, it is the need of the hour to evaluate its psychological and behavioral effects in the working world. The results of this study highlight the dramatic influence of internet addiction on perceived stress and general well-being among full-time working professionals. Correlation analysis confirms a statistically significant positive correlation between internet addiction and perceived stress ($r = 0.334$, $p = 0.000$), substantiating that excessive use of the internet leads to increased stress levels among employees. Regression analysis also supports the notion that internet addiction has a negative impact on well-being with a beta coefficient of -0.372 and R^2 value of 0.139, where about 13.9% of well-being variance is accounted for by internet addiction. The high negative relationship, as certified by an F-value of 20.429 and significant p-value of 0.000, reveals the negative impacts of excessive internet usage on mental, emotional, and physical health. In addition, the research also detects gender differences in internet addiction, with male professionals displaying significantly higher addiction scores ($M = 50.48$, $SD = 14.32$) than female professionals ($M = 42.78$, $SD = 11.31$). The independent samples t-test ($t(127) = 3.351$, $p = 0.001$) verifies that this difference is statistically significant and might imply that men are more susceptible to excessive internet use, which could worsen stress and well-being problems. With these results, it is imperative that organizations have policies in place to foster digital well-being, for example, by limiting non-essential internet usage, advocating for digital detox initiatives, and establishing a workplace culture that supports mental health. Targeted interventions in the form of stress management training and responsible internet use awareness programs should also be provided by employers to counteract the negative impact of internet addiction. In addition, gender-sensitive strategies should be taken into consideration when developing such interventions, due to the noted differences in levels of addiction. In general, this study brings to the forefront the imperative necessity for organizations to acknowledge and respond to internet addiction as a work-related issue, so that workers can have a healthy balance between technology and wellness.

IMPLICATIONS AND LIMITATION OF THE STUDY

The results of this research indicate the strong influence of internet addiction on perceived well-being and stress levels among professional full-time employees. The positive relationship between internet addiction and perceived stress indicates that overuse of the internet could lead to increased stress levels, negatively impacting work productivity, job satisfaction, and overall mental well-being. Regression analysis also highlights the negative impact of internet addiction on overall well-being, suggesting that excessive and unchecked internet usage has the potential to result in emotional exhaustion, mental fatigue, and even physical ailments. These findings suggest that companies should have policies that ensure proper internet usage, advocate for digital detox initiatives, and offer mental health care in order to contain the ill effects of internet addiction. Moreover, the gender-sensitive analysis indicates that male professionals have much higher internet addiction levels compared to females, which may imply that interventions should be gender-specific. Organisations need to take gender-sensitive strategies into account while planning workplace well-being initiatives, making sure that both male and female employees are provided with gender-specific interventions. Ultimately, the research offers informative policy suggestions for organizations, such as awareness campaigns, workplace wellness programs, and digital well-being initiatives, to assist

employees in establishing healthier digital routines and achieving a balanced work-life schedule.

Even with its contributions, this research has some limitations. First, the research is based on self-reported information, which might bring about response bias since participants can overestimate or underestimate their stress and internet addiction levels. Second, the research targets working professionals who work full-time, which restricts generalizability of findings to other groups like part-time employees, freelancers, or students who can also suffer from internet addiction. Thirdly, although the research creates strong relationships between internet addiction, stress, and well-being, it does not create causality because there are other external variables like job demands, work environment, and individual lifestyle that may also affect perceived stress and well-being. Counteracting these weaknesses in future studies can yield a more inclusive and detailed understanding of the intricate relationship between internet addiction, stress, and well-being in the workplace.

REFERENCES

- [1] Fung, S. F. (2019). Psychometric evaluation of the Warwick-Edinburgh Mental Well-being Scale (WEMWBS) with Chinese university students. *Health and Quality of Life Outcomes*, 17(1), 46. <https://doi.org/10.1186/s12955-019-1113-1>
- [2] Egozi Farkash, H., Lahad, M., Hobfoll, S. E., Leykin, D., & Aharonson-Daniel, L. (2022). Conservation of resources, psychological distress, and resilience during the COVID-19 pandemic. *International Journal of Public Health*, 67, 1604567. <https://doi.org/10.3389/ijph.2022.1604567>
- [3] Den-Nagy, K. (2010). Mental health, personality, and parental rearing styles of adolescents with Internet addiction disorder. *Cyberpsychology, Behavior, and Social Networking*, 13(4), 401–406. <https://doi.org/10.1089/cyber.2009.0222>
- [4] Ching, S. M., Hamidin, A., Vasudevan, R., et al. (2017). Prevalence and factors associated with internet addiction among medical students: A cross-sectional study in Malaysia. *Medical Journal of Malaysia*, 72(1), 7–11.
- [5] Shakthivel, N., Amarnath, V. M., Ahamed, F., Rath, R. S., Sethuraman, A. R., & Suliankatchi, R. A. (2017). Level of perceived stress and coping strategies prevailing among 1st year medical undergraduate students: A cross-sectional study from South India. *International Journal of Medical Public Health*, 7(2).
- [6] Shakthivel, N., Amarnath, V. M., Ahamed, F., Rath, R. S., Sethuraman, A. R., & Suliankatchi, R. A. (2017). Level of perceived stress and coping strategies prevailing among 1st year medical undergraduate students: A cross-sectional study from South India. *International Journal of Medical Public Health*, 7(2).
- [7] Bhavani, N. M., Ahmed, M., & Prashantha, B. (2018). Perceived stress and source of stress among undergraduate medical students of Government Medical College, Mysore. *International Journal of Community Medicine and Public Health*, 5(8), 3513-3518.
- [8] Mutalik, N. R., Tejaswi, T. P., Moni, S., & Choudhari, S. B. (2018). A cross-sectional study on assessment of prevalence of internet addiction and its correlates among professional college students. *Open Journal of Psychiatry and Allied Sciences*, 9(1), 20-25.
- [9] Krishnamurthy, S., & Chetlapalli, S. K. (2015). Internet addiction: Prevalence and risk factors: A cross-sectional study among college students in Bengaluru, the Silicon Valley of India. *Indian Journal of Public Health*, 59(2), 115.
- [10] Hasan, A. A. (2019). Prevalence of internet addiction, its association with psychological distress, and coping strategies among undergraduate students. *Nurse Education Today*, 81, 78-82.
- [11] Angane, A. Y., Kadam, K. S., Ghorpade, G. S., & Unnithan, V. B. (2020). Unraveling the net of self-esteem, stress, and coping skills in the era of internet addiction. *Annals of Indian Psychiatry*, 4(1), 70.
- [12] Pulla, P. (2020). Covid-19: India imposes lockdown for 21 days and cases rise. *BMJ*, 368, m1251. <https://doi.org/10.1136/bmj.m1251>
- [13] Folkman, S., & Lazarus, R. S. (1983). *Stress, appraisal, and coping*. Springer Publishing Company.
- [14] Taylor, M. R., Agho, K. E., Stevens, G. J., et al. (2008). Factors influencing psychological distress during a disease epidemic: Data from Australia's first outbreak of equine influenza. *BMC Public Health*, 8(1), 347. <https://doi.org/10.1186/1471-2458-8-347>
- [15] Reinecke, L., Aufenanger, S., Beutel, M. E., et al. (2017). Digital stress over the life span: The effects of communication load and internet multitasking on perceived stress and psychological health impairments in a German probability sample. *Media Psychology*, 20(1), 90–115. <https://doi.org/10.1080/15213269.2015.1121832>

- [16] Qiu, J., Shen, B., Zhao, M., et al. (2020). A nationwide survey of psychological distress among Chinese people in the COVID-19 epidemic: Implications and policy recommendations. *General Psychiatry*, 33(2), e100213. <https://doi.org/10.1136/gpsych-2020-100213>
- [17] Goldberg, I. (1996). Internet addiction. Available from: <http://web.urz.uniheidelberg.de/Netzdienste/anleitung/wwwtips/8/addict.html> [Last accessed on 2020 Mar 22].
- [18] Mark, G. (2000). Does internet and computer “addiction” exist? Some case study evidence. *CyberPsychology & Behavior*, 3(2), 211–218. <https://doi.org/10.1089/109493100316067>
- [19] Davis, R. A. (2001). A cognitive-behavioral model of pathological internet use. *Computers in Human Behavior*, 17(2), 187–195. [https://doi.org/10.1016/S0747-5632\(00\)00041-8](https://doi.org/10.1016/S0747-5632(00)00041-8)
- [20] Young, K. S. (1998). Internet addiction: The emergence of a new clinical disorder. *CyberPsychology & Behavior*, 1(3), 237–244. <https://doi.org/10.1089/cpb.1998.1.237>
- [21] Caplan, S. E. (2006). Relations among loneliness, social anxiety, and problematic internet use. *CyberPsychology & Behavior*, 10(2), 234–242. <https://doi.org/10.1089/cpb.2006.9963>
- [22] Shyam, H. R., Sharma, M. K., & Palanichamy, T. (2016). Exploration of technology use pattern among teenagers and its relationship with psychological variables. *ASEAN Journal of Psychiatry*, 17(2), 239–249.
- [23] Sharma, A., & Sharma, R. (2018). Internet addiction and psychological well-being among college students: A cross-sectional study from Central India. *Journal of Family Medicine and Primary Care*, 7(1), 147–151. https://doi.org/10.4103/jfmprc.jfmprc_189_17
- [24] Perez, M. (2020). Video games are being played at record levels as the coronavirus keeps people indoors.
- [25] Pantling, A. (2020). Gaming usage up 75 percent amid coronavirus outbreak, Verizon reports.
- [26] Lepido, D., & Rolander, N. (2020). Housebound Italian kids strain network with Fortnite marathon.
- [27] Stephen, B. (2020). This is Twitch’s moment. [Internet].
- [28] Kuss, D. J., & Lopez-Fernandez, O. (2016). Internet addiction and problematic Internet use: A systematic review of clinical research. *World journal of psychiatry*, 6(1), 143.
- [29] Maheshwari, S. K., & Preksha, S. (2018). Internet addiction: A growing concern in India. *Indian Journal of Psychiatric Nursing*, 15(1), 61-68.
- [30] Abrams, R., Vandrevalla, T., Samsi, K., & Manthorpe, J. (2019). The need for flexibility when negotiating professional boundaries in the context of home care, dementia and end of life. *Ageing & Society*, 39(9), 1976-1995.
- [31] Shrivastava, A., Sharma, M. K., & Marimuthu, P. (2016). Internet use at workplaces and its effects on working style in indian context: An exploration. *Indian Journal of Occupational and Environmental Medicine*, 20(2), 88-94.
- [32] Rohith, M., & Patil, S. S. (2017). Prevalence of internet addiction amongst the IT professionals of Bangalore city and its effect on their lifestyle and dietary habits.
- [33] Ratnani, A. (2020). INTERNET ADDICTION: A RESEARCH STUDY AMONG IT PROFESSIONALS IN INDIA.
- [34] Toth, G., Kapus, K., Hesszenberger, D., Pohl, M., Kosa, G., Kiss, J., ... & Feher, G. (2021). Internet addiction and burnout in a single hospital: is there any association? *International journal of environmental research and public health*, 18(2), 615.
- [35] Gao, L., Gan, Y., Whittal, A., Yan, S., & Lippke, S. (2020). The mediator roles of problematic internet use and perceived stress between health behaviors and work-life balance among internet users in Germany and China: web-based cross-sectional study. *Journal of Medical Internet Research*, 22(5), e16468.
- [36] Buneviciene, I., & Bunevicius, A. (2021). Prevalence of internet addiction in healthcare professionals: Systematic review and meta-analysis. *International Journal of Social Psychiatry*, 67(5), 483-491.
- [37] Shrivastava, A., Sharma, M. K., & Marimuthu, P. (2018). Internet addiction at workplace and its implication for workers life style: Exploration from Southern India. *Asian journal of psychiatry*, 32, 151-155.