



Beyond the Screen: Examining the Stress, Burnout & Isolation among Work from Home IT professionals

Srinidhi S^{1*}, Clayton Michael Fonceca²

¹ Research Scholar, P.G. & Research Department of Social Work, Sacred Heart College (Autonomous), Tirupattur District, TN India

² Assistant Professor, P.G. & Research Department of Social Work, Sacred Heart College (Autonomous), Tirupattur District, TN – India

Corresponding Author: Srinidhi S

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Abstract

The work life has drastically changed after the COVID-19 (pandemic) which created a breakthrough in the work environment. So, the transition to a Work from Home (WFH) model in the IT sector has rapidly changed many aspects of how IT employees will face challenges in their daily tasks and workplace. This study aims to investigate to what degree IT employees are stressed, burned out, or isolated due to working remotely. This will do so by using a descriptive design that will obtain responses from 85 survey participants via a non-probability sampling method through a structured questionnaire. Data analysis used statistical tools that incorporated frequency analysis and independent sample t-tests along with one-way ANOVA calculations and correlation analysis. Demographic results indicated that 44.7% of respondents were from the 25-30-year-old age group, with 71.8% of them being male; 51.8% of respondents experienced stress related to their workload; 49.4% agreed that their remote working environment has affected their work/personal balance. Results from t-tests and one-way ANOVA did not indicate statistically significant differences between respondents at ($p > 0.05$); however, the correlation analysis indicated that participants experienced significant positive correlations between hours worked and emotional exhaustion ($r=0.239$), client related burnout ($r=0.220$) and overall burnout ($r=0.264$). The study recommends that organisations institute supportive HR policies which controls working hours, work-life balance thus reducing both stress levels as well as burnouts of IT employees.

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Keywords: Work from Home (WFH), Job Stress, Burnout, Isolation, Technostress, Work-life Balance and IT employees

Introduction

The global work environment has undergone a major transformation with the rapid expansion of the Work from Home (WFH) mode. Although the concept of working from home is not new, the COVID-19 pandemic has forced the widespread implementation of the WFH mode in different industries, especially the Information Technology sector. However, the WFH mode has brought forth a number of psychological challenges for the employees.

The most important challenges that the WFH mode has brought forth for the employees are job stress, burnout and isolation. Job stress is the physical and mental strain that arises from the demands of the job exceeding the employee's capacity to cope. Burnout is a psychological state of physical, mental, and emotional exhaustion. Isolation, especially for the WFH mode is the feeling of lack of social interaction and professional support.

In the IT industry, employees may experience high workloads, tight deadlines, and changing technologies, as well as high performance expectations. These challenges may worsen when employees experience WFH situations wherein they may experience difficulties in separating their work and personal lives as well as their social relationships with co-workers. This may

worsen job stress and burnout.

It is therefore important to understand the relationship between job stress, burnout and isolation among WFH IT workers to create effective policies to improve their work performance.

Review of literature

Several studies have examined the impact of work from home arrangements, job stress, burnout technostress and work-life balance among employees, especially in the information technology sector. Walia & Narang (2015)^[15]. conducted the study on Job Stress and Job Involvement. The findings highlighted a significant negative correlation between job involvement and five sub-variables of job stress which includes Inter-Role Distance and Role Isolation. The suggestions emphasize that organizations should prioritize minimizing the negative effects of job stress by focusing on measures to enhance work-life balance. Hayes et., al. (2021)^[21]. conducted the study on Perceived Stress, Work-Related Burnout and Working from Home Before and During COVID-19: An Examination of Workers in the United States. The sample consisted of 256 professionals those who are working from home during the initial lockdown period (March to May 2020). The main findings confirmed that pandemic restrictions increased perceived stress for all participants. The authors suggests that involuntary WFH may contribute to higher levels of stress and burnout cautioning against making WFH a permanent fixture without proper support. Preethi M and C.R. Christi Anandan (2022)^[20]. in an article titled as the study on "Compassion of Work-life balance between IT Employees and Manufacturing Industry Employees." The sample consists of 60 employees working in the IT and Manufacturing industries in Chennai and Hosur. The method used was descriptive design using a questionnaire and stratified simple random sampling. The key findings revealed that there was no significant difference between these industries regarding organizational commitment, personal life satisfaction. 47.4% reported having a high level of work-life balance. The suggestions emphasize that organizations in both sectors must take precautions to ensure positive and healthy relations among the workforce to mitigate occupational stress and improve the overall work-life balance of employees. Gore & M. N. (2024)^[10]. conducted research on Loss of work-life balance, experience of stress and anxiety among professionals working from home, an exploratory study in a western Indian city. The sample consisted of 322 professionals working from home in a western Indian city surveyed online via social media (Facebook and LinkedIn) during the COVID-19 pandemic (April-June 2021). The method was an exploratory study using an online survey. The findings indicated that a majority of participants reported high levels of psychological distress: 65.3% were under moderate stress and 55.4% were experiencing high-state anxiety. A significant association was found between work distraction, feelings of isolation and high stress/anxiety. The suggestions recommend that industries should conceptualize innovative strategies to support Work from Home (WFH) arrangements and that mindfulness training should be provided to WFH employees to help them cope with stress and anxiety. Costin et., al. (2025)^[5] did the study on Remote work burnout, professional job stress, and employee emotional exhaustion during the COVID-19 pandemic. It is a systematic quantitative review.

They selected 44 empirical articles. The findings demonstrate a clear relationship between the variables: remote employees often experienced escalated job demands and work-home interference which increased professional job stress. The authors suggest that organizations must proactively implement strategies to mitigate these risks recommending the establishment of instrumental leadership and supervisor social support to foster a sense of social belonging. Abinеш R. et., al. (2025)^[1]. conducted a cross-sectional study on stress and burnout among professionals belonging to information technology sector working from home in Tamil Nadu, India. The study employed a cross-sectional design using an online survey method. It targeted IT professionals working remotely in Tamil Nadu with a total of 150 respondents participating. The findings revealed significant mental health challenges among participants: 60.66% reported experiencing stress, with 8.6% facing severe stress; 60.66% also showed signs of anxiety, including 4% with severe anxiety; and 32% exhibited symptoms of depression, with 1.33% classified as severe. The article recommends that IT organizations promote mental health awareness, offer regular counseling, and create flexible, empathetic work cultures. It suggests training employees to manage work-life boundaries and reduce home distractions, while also encouraging policies that build psychological resilience among remote workers.

Methodology

Aim of the Study

To examine the level of job stress, burnout and isolation among work from home IT professionals.

Objectives of the Study

1. To analyse the level of job stress among WFH IT professionals.
2. To examine the level of burnout among the respondents.
3. To identify the level of isolation experienced by WFH employees.
4. To determine whether demographic variables influence job stress, burnout and isolation.

Hypotheses

1. There is no significant difference between male and female respondents with respect to isolation of the respondents.
2. There is a significant difference between permanent employees and temporary/contract employees with respect to job stress, burnout and isolation of the respondents.
3. There is a significant relationship between the number of working hours and the study variables (job stress, burnout, and isolation) of the respondents.
4. There is no significant relationship between the years of experience in the current organization and the study variables (job stress, burnout and isolation) of the respondents.

Research Design

The descriptive research design was used for conducting the study on job stress, burnout and isolation among work from home employees in the IT sector. Descriptive research helps in collecting information about the stress levels, burnout and isolation of employees while working from home.

Universal Sampling

The universe of the study included employees who are working from home in IT sector. For conducting the study, the researcher used the non-probability sampling method and snowball sampling technique. A total of 85 respondents were selected as sample for the study.

Tools for Data Collection

Primary data were collected using a structured questionnaire consisting of Likert-scale statements covering the following dimensions:

- Workload Pressure
- Technostress
- Work-life Imbalance
- Emotional Exhaustion
- Depersonalization

- Client-related Burnout
- Social Isolation
- Professional Isolation
- Emotional Isolation

The responses were measured using Likert scale. Statistical tools such as simple frequency, t-test, One-way ANOVA and correlation analysis were interpreting the data.

Analysis and Interpretation

Various statistical analysis were computed using SPSS V.21, to understand the factors influencing Job Stress, Burnout and Isolation which includes quartile deviations, 't'-Test, One-way analysis of variance and Karl Pearson's correlation. The findings are presented below:

Table 1: Distribution of respondents based on their overall Job stress, Burnout & Isolation

Dimensions	Job stress, Burnout & Isolation					
	Low		Moderate		High	
	Freq.	(%)	Freq.	(%)	Freq.	(%)
Workload Pressure	7	8.2	8	9.4	70	82.4
Technostress	31	36.5	28	32.9	26	30.6
Work-life Imbalance	28	32.9	22	25.9	35	41.2
Overall Job Stress	15	17.6	6	7.1	64	75.3
Emotional Exhaustion	13	15.3	11	12.9	61	71.8
Depersonalization	11	12.9	22	25.9	52	61.2
Client-related Burnout	3	3.5	6	7.1	76	89.4
Overall Burnout	6	7.1	4	4.7	75	88.2
Social Isolation	50	58.8	6	7.1	29	34.1
Professional Isolation	2	2.4	8	9.4	75	88.2
Emotional Isolation	25	29.4	38	44.7	22	25.9
Overall Isolation	23	27.1	22	25.9	40	47.1
Overall Job Stress, Burnout & Isolation	21	24.7	22	25.9	42	49.4



Fig 1: Distribution of respondents based on their overall Job stress, Burnout & Isolation

From the above table, it is observed that a majority of the respondents are experiencing high workload pressure (82.4%). This suggests that most employees perceive their workload as demanding while working from home. It is possible that while working from home employees are required to handle multiple roles at the same time. The results also show that 41.2% of the respondents experience a high level of work-life imbalance. This indicates that a number of the company's workforce are likely to find it difficult to maintain a distinction between their work life and personal life. The fact that the work and home environment are integrated in a remote working environment means that the employee can choose to extend their working hours or even use their personal time for work-related activities.

With regard to burnout, the results show that 71.8% of the respondents experience emotional exhaustion. Emotional exhaustion is a major component of burnout and it is the feeling of being drained mentally and physically due to the

demands of work. The high percentage indicates that a number of the company's workforce feel overwhelmed by the demands of their work while working from home.

According to the table, 61.2% of the respondents' experience depersonalization which means that the respondents sometimes feel emotionally distant from the people they interact with during work. This can happen when the employee is stressed for a long time which leads to a lack of motivation towards work activities. With regard to isolation, the results show that 88.2% of the respondents face a high level of professional isolation. This shows that employees feel isolated from their colleagues and the work environment due to a lack of direct face-to-face interaction with others.

On the whole, based on the results obtained it can be concluded that 49.4% of the respondents face a high level of job stress, burnout and isolation. This shows that almost half of the employees are greatly affected by the challenges that come with working from home.

Table 2: 't' – Test based on the gender of the respondents and the various dimensions pertaining to Job Stress, Burnout & Isolation

Variable	Gender of the Respondent	N	Mean	Std. Deviation	Std. Error Mean	Df	Statistical Inferences
Workload Pressure	Male	61	10.07	1.590	0.204	83	't' = 0.320 P>0.05 Not Significant
	Female	24	9.67	1.810	0.369	37.761	
Technostress	Male	61	7.85	1.400	0.179	83	't' = 0.115 P>0.05 Not Significant
	Female	24	8.50	2.265	0.462	30.177	
Work-life Imbalance	Male	61	8.10	1.524	0.195	83	't' = 0.082 P>0.05 Not Significant
	Female	24	8.79	1.888	0.385	35.421	
Overall Job Stress	Male	61	26.02	2.947	0.377	83	't' = 0.264 P>0.05 Not Significant
	Female	24	26.96	4.582	0.935	30.780	
Emotional Exhaustion	Male	61	9.41	1.657	0.212	83	't' = 0.989 P>0.05 Not Significant
	Female	24	9.42	2.685	0.548	30.149	
Depersonalization	Male	61	9.15	1.913	0.245	83	't' = 0.959 P>0.05 Not Significant
	Female	24	9.13	1.569	0.320	51.084	
Client-related Burnout	Male	61	10.08	1.418	0.182	83	't' = 0.728 P>0.05 Not Significant
	Female	24	9.96	1.601	0.327	37.993	
Overall Burnout	Male	61	28.64	3.342	0.428	83	't' = 0.878 P>0.05 Not Significant
	Female	24	28.50	4.634	0.946	32.846	
Social Isolation	Male	61	6.97	2.213	0.283	83	't' = 0.021 P<0.05 Significant
	Female	24	8.50	3.659	0.747	29.860	
Professional Isolation	Male	61	10.03	1.341	0.172	83	't' = 0.302 P>0.05 Not Significant
	Female	24	10.46	2.395	0.489	28.856	
Emotional Isolation	Male	61	7.98	1.258	0.161	83	't' = 0.041 P<0.05 Significant
	Female	24	8.83	2.514	0.513	27.655	
Overall Isolation	Male	61	24.98	3.268	0.418	83	't' = 0.013 P<0.05 Significant
	Female	24	27.79	6.922	1.413	27.132	
Overall, Job Stress, Burnout & Isolation	Male	61	79.64	7.389	0.946	83	't' = 0.118 P>0.05 Not Significant
	Female	24	83.25	13.533	2.762	28.561	

The results of the t-test analysis show that the majority of the variables such as workload pressure, technostress, work-life imbalance, job stress, emotional exhaustion, depersonalization, client-related burnout and overall burnout have shown that there is no significant difference between male and female respondents ($P > 0.05$). This shows that both male and female employees experience the same level of job stress and burnout while working from home. However, variables such as social isolation, emotional isolation and overall isolation have shown that there is a statistically significant difference between male and female respondents ($P < 0.05$). According to the results, the mean values show that the female respondents have slightly higher levels of isolation than the male respondents.

H0: There is no significant difference between male and female respondents with respect to isolation of the respondents.

H1: There is a significant difference between male and female respondents with respect to isolation of the respondents.

Result: Since the calculated p-value is less than 0.05 for the variables of social isolation, emotional isolation and overall isolation, the null hypothesis is rejected and the alternative hypothesis is accepted. But in the case of the other variables, the p-value is greater than 0.05 so the null hypothesis is accepted. So, it can be concluded that gender has an impact on the level of isolation felt by the respondents in the working environment.

Table 3: 't' – Test based on the employee category of the respondents and the various dimensions related to Job Stress, Burnout & Isolation independent sample t-test analysis was conducted to identify if there is a significant difference between permanent employees and temporary/contract employees in terms of job stress, burnout and isolation among work-from-home employees.

Variable	Employee Category	N	Mean	Std. Deviation	Std. Error Mean	Df	Statistical Interferences
Workload Pressure	Permanent	73	10.08	1.648	0.193	83	't' = 0.075 P>0.05 Not Significant
	Temporary/Contract	12	9.17	1.528	0.441	15.524	
Technostress	Permanent	73	8.01	1.654	0.194	83	't' = 0.775 P>0.05 Not Significant
	Temporary/Contract	12	8.17	2.038	0.588	13.488	
Work-life Imbalance	Permanent	73	8.27	1.660	0.194	83	't' = 0.784 P>0.05 Not Significant
	Temporary/Contract	12	8.42	1.676	0.484	14.775	
Overall Job Stress	Permanent	73	26.37	3.580	0.419	83	't' = 0.571 P>0.05 Not Significant
	Temporary/Contract	12	25.75	2.896	0.836	17.058	
Emotional Exhaustion	Permanent	73	9.48	2.028	0.237	83	't' = 0.441 P>0.05 Not Significant
	Temporary/Contract	12	9.00	1.706	0.492	16.572	
Depersonalization	Permanent	73	9.22	1.865	0.218	83	't' = 0.331 P>0.05 Not Significant
	Temporary/Contract	12	8.67	1.435	0.414	17.744	
Client-related Burnout	Permanent	73	10.05	1.527	0.179	83	't' = 0.905 P>0.05 Not Significant
	Temporary/Contract	12	10.00	1.044	0.302	19.710	
Overall Burnout	Permanent	73	28.75	3.883	0.454	83	't' = 0.352 P>0.05 Not Significant
	Temporary/Contract	12	27.67	2.462	0.711	21.292	
Social Isolation	Permanent	73	7.55	2.789	0.326	83	't' = 0.226 P>0.05 Not Significant
	Temporary/Contract	12	6.50	2.541	0.733	15.696	
Professional Isolation	Permanent	73	10.19	1.761	0.206	83	't' = 0.607 P>0.05 Not Significant
	Temporary/Contract	12	9.92	1.311	0.379	18.244	
Emotional Isolation	Permanent	73	8.22	1.789	0.209	83	't' = 0.955 P>0.05 Not Significant
	Temporary/Contract	12	8.25	1.422	0.411	17.289	
Overall Isolation	Permanent	73	25.96	4.812	0.563	83	't' = 0.384 P>0.05 Not Significant
	Temporary/Contract	12	24.67	4.207	1.214	16.126	
Overall Job Stress, Burnout & Isolation	Permanent	73	81.08	9.813	1.149	83	't' = 0.318 P>0.05 Not Significant
	Temporary/Contract	12	78.08	7.902	2.281	17.116	

The results revealed that the P values of the variables such as workload pressure, technostress, work-life imbalance, job stress, emotional exhaustion, depersonalization, client-related burnout, overall burnout, isolation are greater than 0.05 ($P > 0.05$). This revealed that there is no statistically significant difference between permanent employees and

temporary/contract employees in terms of the variables. Even though the results revealed that permanent employees scored a little higher than temporary/contract employees in terms of the variables the difference between the two types of employees is minimal. This revealed that permanent employees experience similar levels of job stress, burnout

and isolation while working from home compared to temporary/contract employees. The challenges experienced while working from home such as digital communication, work pressure and the lack of face-to-face communication with colleagues are similar for both permanent employees and temporary/contract employees.

H0: There is no significant difference between permanent employees and temporary/contract employees with respect to job stress, burnout and isolation of the respondents.

H1: There is a significant difference between permanent employees and temporary/contract employees with respect to

job stress, burnout and isolation of the respondents.

Result: As all the P-values for the variables are above 0.05, it means that the variations between permanent and temporary/contract employees are not statistically significant. Hence, the null hypothesis (H0) is accepted, and the alternative hypothesis (H0) is rejected, showing that the employee category does not have any impact on the level of job stress, burnout, and isolation experienced by the respondents, and both types of employees experience similar challenges at work from home.

Table 4: Correlation between the no. of working hours of the respondent and the various dimensions related to Job Stress, Burnout & Isolation

Variable	Correlation Value	Statistical Inference
Workload Pressure	0.207	P>0.05 Not Significant
Technostress	0.050	P>0.05 Not Significant
Work-life Imbalance	0.130	P>0.05 Not Significant
Overall Job Stress	0.060	P>0.05 Not Significant
Emotional Exhaustion	0.239*	P<0.05 Significant
Depersonalization	0.102	P>0.05 Not Significant
Client-related Burnout	0.220*	P<0.05 Significant
Overall Burnout	0.264*	P<0.05 Significant
Social Isolation	0.102	P>0.05 Not Significant
Professional Isolation	0.157	P>0.05 Not Significant
Emotional Isolation	0.089	P>0.05 Not Significant
Overall Isolation	0.148	P>0.05 Not Significant
Overall Job Stress, Burnout & Isolation	0.198	P>0.05 Not Significant

**. Correlation is significant at the 0.01 level (2-tailed).

*. Correlation is significant at the 0.05 level (2-tailed).

The results have shown that the majority of the study variables, such as workload pressure, technostress, work-life imbalance, general job stress, depersonalization, as well as all types of isolation, namely social, professional, and emotional, have no significant relationship with the number of working hours, as $P > 0.05$.

As for the results related to emotional exhaustion, client-related burnout, and general burnout, they have shown that they have a positive significant relationship with the number of working hours, as $P < 0.05$, since the value of the correlation coefficient is 0.239*, 0.220*, and 0.264*, respectively. This indicates that the null hypothesis is rejected for the variables of emotional exhaustion, client-related burnout, and general burnout, whereas the null hypothesis is accepted for the other variables.

H0: There is no significant relationship between the number of working hours and the study variables (job stress, burnout,

and isolation) of the respondents.

H1: There is a significant relationship between the number of working hours and the study variables (job stress, burnout, and isolation) of the respondents.

Result: From the correlation analysis in Table, emotional exhaustion, client-related burnout, and overall burnout have shown significant positive relationships with the number of working hours at $P < 0.05$. However, the variables of workload pressure, technostress, work-life imbalance, overall job stress, depersonalization, and isolation, which include social, professional, and emotional, have failed to show any significant relationship with working hours at $P > 0.05$. Therefore, the null hypothesis (H0) is rejected for the variables that have shown significant relationships, whereas the null hypothesis is accepted for the variables that have failed to show significant relationships.

Table 5: Correlation between the total years of experience in the current organization of the respondent and the various dimensions related to Job Stress, Burnout & Isolation

Variable	Correlation Value	Statistical Inference
Workload Pressure	0.146	P>0.05 Not Significant
Technostress	0.178	P>0.05 Not Significant
Work-life Imbalance	0.286**	P<0.01 Significant
Overall Job Stress	0.292**	P<0.01 Significant
Emotional Exhaustion	0.140	P>0.05 Not Significant
Depersonalization	0.265*	P<0.05 Significant
Client-related Burnout	0.027	P>0.05 Not Significant
Overall Burnout	0.215*	P<0.05 Significant
Social Isolation	0.159	P>0.05 Not Significant
Professional Isolation	0.093	P>0.05 Not Significant
Emotional Isolation	0.215*	P<0.05 Significant
Overall Isolation	0.206	P>0.05 Not Significant
Overall Job Stress, Burnout & Isolation	0.291**	P<0.01 Significant

**, Correlation is significant at the 0.01 level (2-tailed).

*, Correlation is significant at the 0.05 level (2-tailed).

The results indicate that all the study variables, such as workload pressure, technostress, work-life imbalance, overall job stress, depersonalization and isolation which shows no significant relationship with work experience, since $P > 0.05$. However, emotional exhaustion, client-related burnout, and overall burnout show a significant positive relationship with work experience, since $P < 0.05$. This shows that employees who have more work experience tend to experience a higher level of emotional exhaustion, burnout, etc. This means that the null hypothesis is rejected while it is accepted for the other study variables.

H0: There is no significant relationship between the years of experience in the current organization and the study variables (job stress, burnout and isolation) of the respondents.

H1: There is a significant relationship between the years of experience in the current organization and the study variables (job stress, burnout and isolation) of the respondents.

Result: From the correlation analysis, work-life imbalance, overall job stress, depersonalization, overall burnout, emotional isolation and overall job stress, burnout and isolation show a significant positive relationship with years of experience ($P < 0.05$ and $P < 0.01$). However, workload pressure, technostress, emotional exhaustion, client-related burnout, social isolation, professional isolation and overall isolation do not show any significant relationship with years of experience ($P > 0.05$). Therefore, the null hypothesis is rejected for the variables that show significant relationships and accepted for the remaining variables.

Major Findings

The study focused on investigating job stress, burnout, and isolation among 85 employees in the IT sector who worked from home. From the demographics section, it was found that

44.7% of the employees were between 25-30 years old, 40% were below 25 years, and 71.8% were males. It was also found that 67.1% of the employees were from nuclear families, while 85.9% were permanent employees. From the findings, it was concluded that 51.8% agreed that workload pressures cause stress, while 49.4% agreed that working from home influences their work-life balance. It was also concluded that 51.8% agreed, while 11.8% strongly agreed that technostress is responsible for job stress. The result of the independent sample t-test showed that there is no significant difference between males and females in terms of job stress and burnout variables, as the results were not significant at $p > 0.05$. Also, the result of the one-way ANOVA showed that there is no significant difference among the demographic variables, as the results were not significant at $p > 0.05$. Moreover, the result of the correlation analysis showed that there is a significant positive correlation between working hours and emotional exhaustion, client-related burnout, and burnout at 0.05 level of significance. This implies that the longer the working hours, the higher the burnout among IT employees working from home.

Suggestions

Based on the findings of the study on job stress, burnout and isolation among work from home professionals working in the IT industry, several measures can be taken to reduce stress among employees and improve their well-being. Organizations can introduce flexible work schedules that can enable employees to manage their personal as well as professional lives more effectively. When employees are given the autonomy to manage their working hours, they can balance their personal as well as professional lives more effectively which can reduce psychological pressure to a

great extent. However, the organization must ensure that employees are not given a high workload to manage while working from home. Proper allocation of tasks to employees and proper monitoring of their workload can improve their productivity to a great extent. In addition to that, organizations should emphasize communication and mental health support among their virtual employees. This can be achieved through virtual meetings with team members and participating in collaborative activities that can keep the employees connected with their colleagues and avoid feelings of isolation that may occur among virtual employees. Organizations can also offer stress management workshops to their employees to assist them in dealing with job pressure and emotional exhaustion that may occur among virtual employees. Training employees to manage digital technologies can also assist virtual employees in reducing technostress that may occur while working remotely. In addition to that, appreciating the employees' contributions and helping them set boundaries between their work and personal lives can improve their motivation and job satisfaction which creates a healthy virtual working environment.

Conclusion

The purpose of the study was to investigate the level of job stress, burnout & isolation among work from home professionals in IT sector. The findings of the study indicated that the work from home policy had a major impact on the psychological health of employees. It was noted that a number of employees experience stress as a result of work pressure, technological problems and difficulties in achieving a balance between work and personal life. On the other hand, the findings of the study indicated that employees experience social isolation as a result of limited interaction with colleagues while working remotely from their workplaces.

It is worth noting that organizational support can go a long way in minimizing the challenges that employees face while working remotely. In conclusion, the work from home policy has numerous benefits to employees and organizations as a whole. Some of the benefits include flexibility and convenience. In order to create a healthy work from home environment that can improve employee performance, the suggested strategies can be adopted by the organization. These strategies can improve employee performance while working remotely.

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