# **Digital Detox Policies: Leadership Strategies for a Hyperconnected World**

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*Abstract:* - The paper discusses how digital detox policies can help manage hyper-connectivity challenges in workplaces, focusing on organizations in Jeddah, Saudi Arabia. This quantitative study evaluates the perceptions of employees and leaders, identifies the challenges and benefits of digital detox strategies, and explores leadership practices that promote successful implementation. The findings show that digital detox policies enhance employee well-being, lower stress and burnout, and improve work-life balance, thereby boosting organizational performance. Effective leadership practices include modeling healthy digital behaviors, setting technology usage boundaries, and involving employees in policy design. However, barriers such as resistance to change, communication gaps, and cultural factors affect policy acceptance. Implications for leaders and policymakers emphasize the need for tailored strategies, leadership development, and regulatory support to institutionalize digital detox initiatives. Future research should explore the long-term effects of these policies and their adaptability to emerging technologies.

*Key-Words:* - Digital detox policies, hyper-connectivity, leadership practices, employee well-being, work-life balance, technology use.

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## **1** Introduction

People in the current digital age experience hyperconnectivity as a central characteristic of their modern Smartphones, alongside social media lifestyle. platforms, email connections, and additional digital resources, have fundamentally transformed human approaches communication work and social interaction with the environment. These innovations provide extraordinary comfort and prospects for users vet create substantial difficulties. The combination of steady device alerts with fast response requirements and inadequate detachment leads people into a digital burnout state. Long-term digital device use affects both mental and physical health, as well as reduces organizational output while transforming workplace dynamics. Organizations today need "digital detox" policies because these tactics function as essential leading practices for managing the intricate aspects of extreme connectivity, [1].

The process of deep connectivity has merged work domains with personal lifestyle activities. Constant work connectivity forces staff members to respond to work emails beyond their shifts while working with colleagues spread across different time

zones. The continuously connected state of modern culture creates significant problems in daily life. Medical research demonstrates that long screen exposure, along with continuous connectivity, causes people to develop additional stress and anxiety coupled with disrupted sleep patterns. WHO states that workplace burnout develops from persistent and uncontrolled work stress, and digital connectivity deepens these work-related tensions, [2]. The positive effects digital tools have on teamwork and operations in organizations face counterbalancing effects, which produce excessive information overload and impaired focus, and decreased productivity. When workers face digital burnout, their job satisfaction decreases while their disengagement grows alongside health problems, which diminish organizational performance. Leaders need to find ways to maximize digital technology benefits while solving its problems to maintain organizational success.

Strategies referred to as digital detox policies assist businesses in restricting screen time with set times for individuals to disconnect, as per, [3]. Several firms restrict employees' digital access during nonbusiness hours using policies that set tech-free spaces or impose particular time-free intervals. Policies help create a balanced use of technology rather than eliminating it, and assist individuals in making stronger connections with their digital devices. Digital detox policies are gaining momentum because they are rooted in well-being studies, together with sustainable work practices, as organizations aim to enhance mental health. As part of their digital age efforts, Volkswagen and Daimler have implemented email after-work limits, and France enacted legislation that gave workers the right to disconnect from work.

Leaders must take the leading role to address issues arising from overworking connectivity. Workplace culture is shaped by leaders who also act as role models for behavior, promoting work-life balance and well-being. Industries need to know how the business operates as well as what its workers require and how employees might be able to resist alterations before implementing digital detox policies. Open lines of communication and trust-building along with solid team well-being commitment, are critical factors that need to be established by leadership. Leaders become role models once they both set boundaries on digital use and prioritize rest that elevates their workers to follow suit.

Flexibility along with inclusiveness must define policy frameworks because people react differently to constant connectedness according to their professional responsibilities in the work environment and individual choices. The flexibility for employees selecting their email-free hours differs from person to person, as shown by [4]. Digital detox policies encounter different types of difficulties, even though contribute numerous advantages. they Some employees avoid network disconnection because they fear the chances of failing to seize business possibilities or meeting performance goals. Small enterprises operating with short timelines and global operations face difficulties in implementing standardized policies. Executives must develop specific policies for their working environment while ensuring employee compliance through open communication enhanced organizational and transparency.

There is difficulty in measuring the impact of digital detox measures. It continues to be challenging to provide an adequate measure of the prescribed outcomes of limited screen usage and improved worklife balance since their assessment calls for advanced methods. The effective assessment of these policies calls for an entire methodology that bridges both subjective assessment findings to standardized measurement criteria. Digital detox policies in organizations are indicators of emerging public awareness regarding the social impact of perpetual internet connection, [5]. Development of digital technology leads to persistent degradation between virtual and real life, that generates significant questions on lasting mental health effects and social relationship sustainability. Professional associations support social transformations in ethical technology utilization through their adoption of digital detox initiatives. Corporate social responsibility initiatives combine such programs to depict their commitment toward staff wellness and public health. Incorporating digital detox strategies in business models enhances company image, which assists organizations to attract highly educated applicants who desire workplace wellness initiatives.

## 1.1 Background

Individuals utilize digital devices as integral components in their personal and professional lives during the present connected era. Digital technology offers improved communication along with productivity improvement, but this advancement brings about two severe challenges in digital overload and burnout. Digital detox programs are the pillars that inspire individuals to move away from their devices to reduce screen time, thereby promoting more time offline. Organizational leadership is a crucial element when working with digital workload within organizations, according to, [6]. Leaders who create digital detox strategies create positive work environments that enhance employee health and organizational productivity levels. Managers must assist employees in setting digital boundaries and practicing mindfulness through regular technology disengagement sessions. Digital detox becomes increasingly relevant because sustaining connectivity leads to stress levels going up, along with fatigue, while also reducing productivity. Healthy digital usage, positive digital detox initiative examples developed by leaders who advocate for healthy digital usage will set balanced work culture standards that prioritize well-being.

## 1.2 Research Gap

Presently, there is increasing awareness regarding digital detox methods that enhance productivity and well-being, and researchers are still required to conduct research on practices of implementation at

non-Western sites, particularly across Middle Eastern nations. Most of the studies regarding digital detox policies look at Western institutions, but their work environment, technological resources, and leadership approaches vary significantly across Saudi Arabia and Western countries. The particular social habits and organizational contexts of Jeddah, Saudi Arabia, are still inadequately researched that leading to lacking information in scholarly research. Jeddah is a fastgrowing city within a society marked by conservative customs, which faces arising issues due to digitization in all aspects of personal and work environments. Saudi Arabia invests heavily in digital transformation under Vision 2030, but the dynamics between intense network connectivity to employees' health and organizational achievement are not well understood. The conventional Jeddah cultural patterns and hierarchical leadership frameworks combined with collective values shape the way the community approaches digital detox practices compared to Western-style implementation procedures. There is an untapped issue concerning how digital detox strategies impact work gender relations within Saudi Arabia as contemporary gender role changes unfold. Determining the ways through which these policies aid the needs of all kinds of employees from contemporary workplaces becomes increasingly significant. Empirical studies lack evidence about how digital detox strategies affect productivity rates plus employee satisfaction levels within Jeddah workplaces, which combine global commercial methods alongside Saudi cultural customs. This research investigates the perception patterns and implementation difficulties as well as positive aspects regarding digital detox measures in Jeddah. The research goals seek to develop knowledge that leads leaders in the region while contributing to worldwide digital wellness discussions.

#### **1.3 Research Objectives**

- 1. To explore the perceptions of employees and leaders in Jeddah, Saudi Arabia, regarding digital detox policies in the workplace.
- 2. To analyze the challenges and benefits of implementing digital detox strategies in Jeddah's organizational context.
- 3. To identify leadership practices that support the successful adoption of digital detox policies in a hyperconnected work environment.

#### **1.4 Research Questions**

- 1. What are the perceptions of employees and leaders in Jeddah, Saudi Arabia, regarding digital detox policies in the workplace?
- 2. What are the challenges and benefits of implementing digital detox strategies in Jeddah's organizational context?
- 3. What leadership practices support the successful adoption of digital detox policies in a hyperconnected work environment?

#### **1.5 Theoretical Framework**

The research utilizes the Job Demands-Resources (JD-R) Model together with the Sociotechnical Systems (STS) Approach to analyze digital detox initiatives and their consequences in Jeddah, Saudi Arabia, Figure 1 (Appendix). Both theories supply essential knowledge for analyzing employee health outcomes along with organizational systems and technology controls within modern connected workplaces, [7]. Through the JD-R model, researchers acquire a full view of how workplace features influence worker welfare and job output. Hyper-connectivity emerges as a leading job requirement, which when left uncontrolled, produces employee distress and performance degradation, and burnout affects workers. Organizational digital detox policies create job resources that protect employees against negative effects while boosting their engagement as well as achieving improved work-life balance. This research model examines how Jeddah organizations catering to the local culture can enhance employee satisfaction as well as organizational performance by adopting digital demand management along with supporting resources through detox programs. Organizations can apply the Sociotechnical Systems (STS) method to examine how technology networks connect with companybased social systems and structures. This method facilitates the construction of workspaces that integrate digital components with employee needs, [8]. Digital detox policies serve as workforce enhancements to standardize employee digital tool interaction by both reducing excessive usage and enhancing sustainable technological bonding with their systems. This approach fits the requirements of Jeddah organizations since they need to install proper implementations of quick-paced digital technologies in tandem with cultural practices and employee wellness. The STS framework helps researchers design digital detox strategies that balance

organizational productivity with the human values of workers.

The study delivers extensive assessment of digital detox policies by its integration of the JD-R model and the STS approach. Integration of these concepts demonstrates that organizations need to manage technological needs through concurrent individual resilience building at workplace and personal levels. The study borrows from these theories to explore leadership strategies that build balanced workplaces, aligning with cultural needs while generating productivity in Jeddah firms.

## 2 Literature Review

The new workplace hyper-connectivity has revolutionized three core areas: communication tools and practices and productivity levels, along with collaboration methods. Digital connectivity has created new workplace issues that include worker stress, reduced workplace efficiency, and digital burnout. The combination of internet misuse worries and technological progression benefits has made academics research digital detox policies to unite technology benefits with required digital rest periods. The review discusses key concepts in evaluating basic principles along with implications for both workforce members as well as organizational operations and leadership roles, and cultural adjustments pertinent to non-Western regions with particular focus on the Middle East.

#### 2.1 Evolution of Digital Detox Policies

Companies base their digital detox programs on theoretical studies about how technology requirements affect employee welfare. Researchers [7] presented the Job Demands-Resources (JD-R) model to explain how hyper-connectivity operates as a work-related requirement. The absence of management practices makes this relationship responsible for employee burnout plus stress, plus productivity decline. The conceptualization of digital detox policies represents job resources that aim to reduce negative impacts by letting workers rest and decreasing their burden with digital tasks. The scientific literature confirms these claims because research shows distinct periods of media disengagement benefit worker concentration along with their job satisfaction and decrease their work-related anxiety, [9]. STSA's sociotechnical systems concept works hand in hand with the theoretical framework to develop balanced systems that unite technological elements with human-focused approaches for organizational environments. The alignment between technology implementation and the psychological requirements of workers creates organizational performance dual benefits for improvement and staff enhancement, [10]. Workplace priorities attached more significance to deliberate disconnection when digital connectivity became everywhere present. Volkswagen created rules to block employee email use during non-working hours as an initial measure for managing employees' stress and sleep schedules, which Daimler supported with its automated email deletion feature, [11]. The "right to disconnect" law from France protects professional workers by preventing them from required business communications after regular hours, according to a study by [12]. The introduction of these workplace policies has initiated worldwide discussions about responsible technological practices from leaders that combine employee welfare and performance excellence.

# 2.2 Hyper-connectivity and the Role of Leadership

Humans exposed to digital devices continuously experience significant mental effects alongside changes in their work performance. Each person experiences negative work-life balance effects from hyper-connectivity because long device screen usage produces stress, anxiety, and sleep-related disorders, according to [13]. Employee digital burnout creates limitations that block their recharging process, thus reducing both their performance level and workplace commitment. The findings of [14] show that excessive device connectivity uses up mental energy, which diminishes attention and iob performance effectiveness. The widespread network connectivity business-related results that affect generates organizations above and beyond employee wellness. According to [15], the adoption of a 24/7 availability mindset creates presenteeism because workers physically attend, but their performance declines, thus affecting overall organizational involvement and operational performance. Tackling hyper-connectivity requires leadership focus because leaders should develop digital-use environments that maintain the intended balance between technology and real life. The leadership style known as transformational leadership by [16] provides exceptional effectiveness in promoting digital detox policies. Employees

replicate the healthy digital practices of leaders who reduce their screen time and keep their workplace emails confined to business hours. The author [17] highlighted how leader-initiated efforts serve to break down hurdles in implementing change. Various obstacles exist in the process of establishing digital detox policies. Employees sometimes believe that taking breaks from work could both limit their professional advancement and create missed business possibilities. Organizational leaders need to resolve employee worries with clear communication while offering reassurance and policy flexibility that suits different team requirements within their business environment.

#### 2.3 Regional and Cultural Dimensions of Digital Detox

Research patterns about digital detox policies have predominantly studied Western areas since these regions promote independent worker freedom alongside life-work equilibrium practices. However, non-Western regions, such as the Middle East, face unique challenges and opportunities in this domain. The incorporation of digital technology throughout Jeddah, Saudi Arabia, must deal with existing traditional leadership patterns, which also maintain a cultural emphasis on collective values, [18]. Digital detox policies face implementation obstacles because employees from this location tend to resist changes that challenge their hyper-connectedness practices. Leadership needs to take a top-down method to establish such policies. The Saudi national agenda, Vision 2030, advances digital innovation, yet it boosts the possibility of overwhelming digital stress, [19]. Middle Eastern organizations need to establish an equilibrium between digital tool benefits with protection measures for worker health. Gender-based characteristics deeply affect how digital detox strategies obtain acceptance throughout the Middle East region. The growing number of women workers in male-dominated work environments requires organizations to create unique solutions that support female employees dealing with their dual work-family responsibilities, [4]. Strategic intervention strategies consisting of adaptable disconnection arrangements alongside specialized assistance methods need to exist to eliminate inequality within digital detox methods.

## 2.4 Imminent Directions and Investigation Gaps

The existing knowledge about digital detox policies has expanded, yet relevant gaps within this field need more attention. Existing empirical research remains relatively limited in non-Western contexts because such settings exhibit major differences compared to Western environments. The evaluation of digital detox strategies in Jeddah city structures will provide essential knowledge about how local cultural elements affect implementation results. The evaluation of digital detox policies through anecdotal feedback meets qualitative standards instead of adopting standardized measurable outcomes. Future investigations need standardized create to measurement methods that evaluate how these policies affect organizational performance, together with productivity and employee mental health, [20]. Artificial intelligence (AI), virtual reality (VR), along with the metaverse create unique challenges because they further increase the complexity of hyperconnectivity issues. These novel technological innovations increase options for teamwork, yet they make digital requirements more complex to implement digital detoxification programs. Leaders need to develop adaptive strategies to turn technology into an organizational resource that enables efficiency and collaborative work instead of becoming a source of work-related burnout, [21]. The establishment of digital detox policies within CSR frameworks helps organizations make these policies both more acceptable to employees and effective in their implementation. Organizations that connect their policies to business targets together with social wellbeing create a stronger yet sustainable work environment, [10].

# 3 Methodology and Procedure

The study implements a positivist paradigm that relies on both empirical measurement and objective observation according to [22]. The method fits perfectly for evaluating the way digital detox strategies affect perception and encounters with challenges, as well as the benefits throughout Jeddah adopts organizations. The research standard evaluation instruments in combination with statistical methods to ensure findings of research obtain reliability and shun implicit or objective interpretation, [23]. The research aim demands the creation of pragmatic insights usable by organizations

in their leadership practice and operational policy. The methodology enables researchers to conduct a systematic analysis of employees' perceptions of leadership styles and digital detox policies, [24] which proves useful for testing relations in large data sets.

#### 3.1 Research Design and Method

The study adopts a cross-sectional survey design, a popular quantitative method of collecting data at one point in time, [25]. The design is most suitable for capturing current feelings and practicing surrounding digital detox policies in Jeddah. Surveys allow for the effective collection of standardized data from a large sample, with consistency and comparability in responses, [26]. The questionnaire comprises closedended questions intended to quantify perceptions, difficulties, and leadership behaviors on digital detox initiatives.

#### **3.2 Population and Sampling**

This research aims at the employees as well as leadership members engaged in private and public organizations based in Jeddah, Saudi Arabia. The population sample became known because it consists of employees and leaders who work in various sectors with varying organizational structures, which enabled researchers to comprehend the effectiveness of digital detox in education centers and health facilities as well and business corporations. The workforce of Jeddah presents substantial scope according to the Ministry of Human Resources and Social Development because it covers multiple economic sectors.

The study adopted, [27], mathematical formula to determine 370 participants because this approach ensured statistical proportions for populations bigger than 10,000 individuals at a 95% confidence level and a 5% margin for error. The researcher adopted a simple random sampling technique for population selection, which provided equal opportunities to all members of the population, [25]. The implementation began by assembling a complete list of employees alongside leaders who worked in selected organizations. User-specific identification numbers were assigned to research participants, while a randomly generated computer number sequence selected the chosen group of 370 participants, [26]. Random selection methods reduce selection bias while making the study's results more widely applicable.

## **3.3 Data Collection and Analysis**

A structured questionnaire served as the primary data collection tool, consisting of three sections:

*Demographics:* Collected participant details such as age, gender, role, and organizational type.

*Perceptions of Digital Detox Policies:* Used a Likert scale to measure agreement with statements regarding the benefits and effectiveness of digital detox policies. *Challenges and Leadership Practices:* Assessed perceived barriers and leadership strategies related to implementing digital detox policies.

The questionnaire was distributed electronically via platforms like Google Forms, email, and organizational intranets. This digital distribution method was cost-effective, easily accessible, and allowed participants to respond at their convenience, [23].

Quantitative data were analyzed using statistical software such as SPSS. *Descriptive Statistics:* Metrics like mean, standard deviation, and frequency distributions summarized participant responses on perceptions and challenges. *Inferential Statistics:* Structural equation modeling (SEM) was used to examine relationships between key variables, such as leadership practices and the perceived effectiveness of digital detox policies, [24]. Statistical significance was tested to ensure the robustness of the findings.

## 3.4 Reliability and Validity

Both validity and reliability tests were conducted on the survey tool used in this study to ensure the accuracy of the findings. The authors analyzed internal reliability via Cronbach's Alpha calculations for the main sections regarding digital detox policy comprehension and advantages and pitfalls, as well as leadership practices evaluation. The Cronbach's Alpha coefficients of all constructs exceeded the benchmark criterion of 0.70, which proves high reliability based on Table 1 (Appendix). The survey questions were vetted by a team of academic professionals in leadership and digital transformation, such that the dimensions of interest of digital detox policies were encompassed. Exploratory Factor Analysis (EFA) was also done to look at the latent factor structure underlying the survey items. The EFA identified three distinct factors as related to the theoretical constructs in the study. Table 2 in (Appendix summarizes the outcome of the EFA. The assessment demonstrates that 89% of variables explain the measured theoretical constructs.

#### **3.5 Ethical Considerations**

The research followed ethical guidelines as stated in the procedures of the American Psychological Association, [28]. The participants received complete information about research objectives and their entitlements together with an understanding that participation was entirely voluntary. All information received during the study remained anonymous while the research data were safely safeguarded. Prior to data collection, an institutional review board (IRB) granted approval to verify ethical guideline compliance as described by [22]. Study participants maintained the right to withdraw from the study whenever they desired without facing any negative consequences.

## 4 Data Analysis and Results

The demographic characteristics described by the respondents in Table 3 (Appendix) indicated the predominance of males, 54.1%, in the 31-40 years age bracket comprising 32.4%. In addition, 81.1% of the participants are employees in the private sector, 59.5%. It means that it was a heterogeneous sample and there is substantial workforce involvement that may be illustrated as per Figure 2 (Appendix).

Table 4 (Appendix) presents responses indicating strong agreement on the benefits of digital detox policies, with mean scores ranging from 4.13 to 4.18. Participants agree that these policies enhance worklife balance, reduce stress, boost productivity, and foster a healthier organizational culture. The results highlight the feasibility and support for implementing such policies, reflecting their perceived value in promoting employee well-being and engagement, as shown in Figure 3 (Appendix).

Table 5 (Appendix) outlines responses revealing strong agreement on the effectiveness of digital detox strategies, with mean scores ranging from 4.10 to 4.16. Participants emphasize their role in improving productivity, work-life balance, and reducing stress, while recognizing the importance of leadership commitment and tailored approaches. Despite challenges such as resistance to change and communication issues, the benefits of these strategies are perceived to outweigh logistical hurdles, supporting their adoption in organizational settings, as shown in Figure 4 (Appendix).

Table 6 (Appendix) highlights responses emphasizing the critical role of leadership in the success of digital detox policies, with mean scores ranging from 4.12 to 4.17. Key practices include modeling healthy digital habits, clear communication, and involving employees in policy design. Leadership support, regular feedback, and recognition are stressed as strategies to enhance engagement, productivity, and the overall effectiveness of digital detox initiatives, as shown in Figure 5 (Appendix).

The ANOVA results in Table 7 (Appendix) reveal significant differences in perceptions of digital detox policies across various demographic categories. Firstly, a comparison based on gender shows a statistically significant difference in perception between male and female respondents, with an F-value of 50.6 and a p-value of <0.001. This indicates that gender plays a meaningful role in how employees perceive digital detox strategies, possibly due to differing communication habits, work responsibilities, or expectations around digital connectivity.

Secondly, the analysis across age groups (20-30, 31-40, 41-50, 51 and above) also yielded a statistically significant result (F = 23.6, p < 0.001). This suggests that employees' age influences their views on the effectiveness and relevance of digital detox policies. For instance, younger employees may be more digitally immersed and thus perceive detox policies differently from older employees who may value boundaries and disconnection more.

Lastly, the comparison between organizational sectors (private vs. public) shows a significant difference as well (F = 41.3, p < 0.001). This emphasizes that organizational context influences the reception and interpretation of digital detox policies. Private sector employees might face greater digital expectations and might appreciate detox policies more as a welcome relief from constant connectedness, whereas public sector employees might have more controlled timetables and alternative expectations concerning digital communication.

The findings in Table 8 (Appendix) indicate strong and positive correlations between different subcategories of leadership practices, employee behaviors, and policy outcomes. In particular, leadership communication and modeling have strong associations with employee compliance with digital detox policies, with correlation coefficients of 0.74 and 0.76, respectively. This indicates that if leaders clearly communicate digital detox expectations and themselves model good digital behaviors, employees will be more likely to follow through with these behaviors. Leadership behavior also has a moderate to strong correlation with policy success (0.61 for communication and 0.64 for modeling), suggesting that effective leadership is an essential component of how overall success and influence of digital detox will play out.

Employee compliance with digital detox rules is also highly correlated with job satisfaction (r = 0.70) and employee engagement (r = 0.71), demonstrating the positive psychological consequences of having controlled disconnection from digital technology. Leadership communication and modeling also promote employee concentration with correlations of 0.58 and 0.62, respectively. This suggests that constructive leadership can aid in minimizing digital distractions and boosting concentration in the workplace. Lastly, employee focus (r = 0.66) and engagement (r = 0.69) are both significantly correlated with positive policy outcomes, meaning that focused and engaged employees are more likely to feel and be responsible for the success of digital detox policies. Together, these results highlight the critical influence of leadership on employee attitudes and behaviors that determine the success of digital detox policies.

Table 9 (Appendix) presents the SEM analysis, revealing significant and positive relationships among leadership practices, employee adherence, behaviors, and policy outcomes. All paths show strong coefficients (ranging from 0.60 to 0.78) and high statistical significance (p < 0.001). Leadership practices directly influence adherence and behaviors, which in turn significantly impact policy outcomes. This underscores the pivotal role of effective leadership in achieving successful digital detox policy implementation, as shown in Figure 6 (Appendix).

## 5 Discussion

The research confirms digital detox policies have become essential to handle workplace challenges stemming from excessive workplace connection. This study confirms earlier findings which show that extreme connectivity triggers work-related stress and burnout and reduces work-life equilibrium, thus damaging personnel wellness together with business efficiency, [14], [11]. Digital detox policies represent a promising answer to build mindfulness in technology utilization while developing a balanced work environment that is also sustainable, [29].

Participants demonstrated unanimous agreement that digital detox policies yield positive outcomes according to the study findings. The survey results demonstrate overwhelming agreement from employees and leaders regarding digital detox initiatives that score 4.13 to 4.18 on mean scales because these initiatives help achieve better work-life balance and stress reduction, and productivity enhancement. Research findings match worldwide patterns that prioritize the necessity of work breaks in contemporary work environments. The French "right to disconnect" law, together with digital boundaries adopted by companies such as Volkswagen and Daimler, demonstrate industry-wide understanding that always-on practice creates negative workplace effects, [12].

This research focuses on how leadership should take the lead in forming digital detox strategies. Leadership practices showed importance for implementation success because they included modeling healthy digital practices and encouraging open team communication and employee participation in policy development. The research shows alignment with transformational leadership models that describe leaders with appropriate digital practices can drive their teams toward purposeful technology utilization because they mimic their leaders' digital habits, [16]. The SEM analysis demonstrated that strong leadership practices lead to better employee adherence, followed by improved policy outcomes, according to study results.

Research found multiple obstacles in implementing digital detox policies, although it policies analyzed these successfully. The implementation of digital detox policies faced major barriers because employees showed resistance to change, alongside communication problems and fear of lost opportunities. The demands of industries with requirements strict deadline and worldwide operational timelines increase the difficulties for employees to stav detached from digital communications. Previous studies confirmed that workforce members in hyperconnected positions hesitate to participate in digital detoxification programs due to worries regarding their career development and organizational requirements, [15]. Organizations need to develop specific solutions that unite company goals with personnel wellness policies that demonstrate flexibility and inclusion throughout their design phase.

Digital detox policies face different levels of acceptance based on cultural aspects in Jeddah, Saudi Arabia, while dealing with effectiveness within non-Western settings. Workers in this area apply these policies according to their cultural values that include hierarchical leadership systems and group tendencies. The findings of the research confirm earlier research that shows policy implementation requires culturally sensitive methods, [18]. Digital detox activities in Saudi Arabia require active support from the top leadership because of the leadership system in the country. Gender-oriented factors are critical when setting up digital detoxification plans. Cultural intervention must be uniquely formulated to benefit working women from patriarchal societies, as they must overcome peculiar challenges in balancing career demands and home pressures. Adjustable disconnection periods and leadership assistance facilitate the integration of marginalized workers into the workplace, thus ensuring equitable treatment of all employees, [4].

The study identified various barriers in the implementation of digital detox policies, even though it considered such policies effective. Individuals resisted reform, and others felt they would lose out on opportunities, and communication hindrances were serving as key barriers. The needs of industries with stringent deadline demands and global operational time frames heighten the challenges to employees' disengagement from digital communications. Past research validated that employees in hyperconnected roles are reluctant to engage in digital detoxification because of concerns about their initiatives professional growth and organizational needs, [20]. Organizations must create targeted solutions that integrate business objectives with staff wellness policies that reflect flexibility and inclusivity during their design process.

Digital detox policies undergo varying levels of acceptance grounded on cultural factors in Jeddah, Saudi Arabia, in addressing efficiency in non-Western contexts. Workers in this area apply these policies from their cultural factors that include hierarchical structures of leadership and group tendencies. The findings of the study corroborate past research that indicates the implementation of policies requires culture-sensitive strategies, [18]. Digital detox activities in Saudi Arabia require top leadership involvement because of the structure of the leadership in the country. Gender aspects are a critical consideration when developing digital detoxification programs. Interventions at the cultural level must be tailored to accommodate working women from patriarchal societies since they must face special challenges in balancing career demands and family expectations. Flexible disconnection times coupled with management support facilitate the workplace integration of marginalized employees, thus ensuring equitable treatment among all employees, [4].

## 6 Implications

The findings of this study have important implications for organizational leadership, workplace culture, and policymaking. The results underscore the critical role of leaders in role-modeling healthy digital habits and setting boundaries for technology use, creating a culture of responsible connectivity. Flexible and inclusive digital detox policies can promote employee decrease burnout, enhance well-being. and organizational performance. In areas such as Jeddah, adapting these policies to fit within socio-cultural norms and hierarchical leadership hierarchies is paramount to their effectiveness. Policymakers also can borrow from this evidence to enhance work-life balance through policy, like a "right to disconnect," to the benefit of individuals and society. Organizations, too, can enhance their reputation and lure the best workers by focusing on the health of workers. Future studies must aim at standardizing measures to assess the long-term effects of digital detox policies and investigate the influence of new technologies on hyper-connectivity. This research highlights the need developing sustainable. people-oriented for workplaces in the digital era.

# 7 Conclusion

This research highlights the vital role of digital detox policies in managing the challenges of hyperconnectivity in contemporary workplaces, especially in Jeddah, Saudi Arabia. The research proves that such policies are central to improving employee wellbeing, promoting work-life balance, and enhancing organizational performance. Leadership behaviors come to the forefront as key to the effective adoption of such policies, with leaders leading by example in terms of healthy digital habits, setting boundaries, and engaging employees directly in policy creation and implementation. While the research points to the profound advantages of digital detox policies, it also reveals challenges, such as resistance to change, communication breakdowns, and cultural sensitivities that affect uptake. These results highlight the need to align policies with socio-cultural environments and various organizational requirements. Addressing these obstacles, organizations can establish a more accommodating and supportive environment that fosters reflective technology use.

## 8 Recommendations

Organizations should emphasize leadership development to encourage good digital habits and transparent communication on digital detox policy. Leaders will need to create boundaries around the use of technology and make sure policies are welcoming, accommodating varying employee needs and cultural settings. Awareness campaigns and training programs have the potential to overcome resistance and develop a mindful connectivity culture. Giving frequent feedback on policy success can maintain commitment and emphasize organizational dedication to wellness. Regulators need to push for laws such as the "right to disconnect" to improve work-life balance. These measures might build healthier, more productive, and sustainable work environments.

#### Declaration of Generative AI and AI-assisted Technologies in the Writing Process

During the preparation of this work the author used Grok AI in order to improve the readability of the manuscript and enhance the presentation of visual data. After using this tool/service, the author reviewed and edited the content as needed and takes full responsibility for the content of the publication.

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The author contributed to the present research, at all stages from the formulation of the problem to the final findings and solution.

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#### **Conflict of Interest**

The author has no conflicts of interest to declare.

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Fig. 1: Theoretical Framework







Fig. 3: Responses on perceptions about digital detox policies



Fig. 4: Responses to challenges and benefits of digital detox strategies



Fig. 5: Responses on leadership practices of digital detox policies



Fig. 6: Structural Equation Modeling (SEM) exploring complex relationships

Table 1. Renability Analysis (Cronoach's Alpha)							
Survey Section	Cronbach's Alpha						
Overall	0.87						
Perceptions of Digital Detox Policies	0.89						
Challenges and Benefits of Digital Detox	0.91						
Leadership Practices of Digital Detox Policies	s 0.88						

1	Table 2. I	Exploratory	Factor Analysis (EFA)
	Factor	Eigenvalue	Variance Explained (%)
	Factor 1	4.3	43.0
	Factor 2	2.7	27.0
	Factor 3	1.9	19.0

|--|

Demographic Category Sub-Category		Frequency	Percentage (%)	
Gender	Male	200	54.1	
	Female	170	45.9	
Age Group	20-30 years	90	24.3	
	31-40 years	120	32.4	
	41-50 years	110	29.7	
	51 years and above	50	13.5	
Role	Employee	300	81.1	
	Leader	70	18.9	
Organization Type	Private Sector	220	59.5	
	Public Sector	150	40.5	

## Table 4. Responses on digital detox policies

No.	Survey Statement	SA	А	Ν	D	SD	Mean	SD
1	Digital detox policies help improve work-life balance and overall well-being.	134	118	54	35	29	4.17	0.92
2	Limiting after-hours work communication through digital detox policies reduces stress and burnout.	137	114	56	33	30	4.18	0.91
3	Digital detox policies increase productivity by promoting focused and uninterrupted work periods.	130	116	55	36	33	4.14	0.93
4	These policies foster a healthier organizational culture by encouraging balanced digital usage.	132	113	57	34	34	4.13	0.94
5	Implementing digital detox practices enhances employee satisfaction and engagement.	136	110	50	39	35	4.15	0.95
6	Leaders play a crucial role in modeling and promoting adherence to digital detox policies.	133	115	53	36	33	4.14	0.92
7	Digital detox policies are feasible and practical within the organizational structure.	134	109	56	37	34	4.13	0.93
8	The adoption of digital detox policies demonstrates an organization's commitment to employee well-being.	139	112	50	35	34	4.16	0.91
9	Digital detox practices can be effectively customized to meet the needs of diverse roles and departments.	131	114	54	38	33	4.13	0.92
10	Employees and leaders are likely to support the implementation of digital detox policies in their workplace.	135	113	55	36	31	4.15	0.93

#### Table 5. Responses on challenges and benefits of digital detox strategies

No.	Survey Statement	SA	Α	Ν	D	SD	Mean	SD
1	Implementing digital detox strategies improves employee productivity and focus.	128	117	58	40	27	4.13	0.93
2	Digital detox practices promote better work-life balance among employees.	133	110	56	41	30	4.14	0.94
3	Encouraging disconnection from digital devices reduces stress and burnout in the workplace.	130	113	54	42	31	4.12	0.95
4	Organizations face challenges in maintaining consistent communication during digital detox periods.	126	112	57	38	37	4.10	0.96
5	Limited awareness about digital detox strategies creates resistance among employees and leaders.	131	108	60	36	35	4.11	0.94
6	Digital detox policies require strong leadership commitment for successful implementation.	136	115	51	39	29	4.16	0.92
7	Tailoring digital detox strategies to diverse roles and departments enhances their effectiveness.	139	105	52	41	33	4.14	0.93
8	The benefits of digital detox strategies outweigh the logistical challenges of implementation.	135	112	55	37	31	4.15	0.92
9	Resistance to change hinders the adoption of digital detox strategies in organizational settings.	132	110	56	38	34	4.13	0.93
10	Digital detox strategies help build a healthier and more balanced organizational culture.	137	111	53	36	33	4.15	0.92

#### Table 6. Responses on leadership practices of digital detox policies

No.	Survey Statement	SA	А	Ν	D	SD	Mean	SD
1	Leaders should model healthy digital habits to encourage employee adherence to digital detox policies.	129	119	53	41	28	4.14	0.94
2	Clear communication of digital detox policies by leadership fosters better understanding and acceptance.	133	115	51	39	32	4.15	0.92
3	Leadership training on digital detox strategies improves the effectiveness of policy implementation.	127	118	54	40	31	4.12	0.94
4	Leaders should set clear boundaries for digital use during and outside of work hours.	132	116	50	38	34	4.14	0.93
5	Providing regular feedback on the impact of digital detox policies helps sustain employee engagement.	135	113	55	37	30	4.16	0.92
6	Leaders need to actively involve employees in the design and customization of digital detox policies.	136	112	53	36	33	4.16	0.91
7	Leadership support for technology-free periods enhances productivity and well-being in the workplace.	139	110	52	38	31	4.17	0.91
8	Recognizing and rewarding compliance with digital detox policies encourages organizational alignment.	134	113	56	36	31	4.15	0.92
9	Leaders should regularly assess and update digital detox policies to adapt to organizational needs.	131	115	57	34	33	4.13	0.93
10	Leadership practices that prioritize employee well-being strengthen the adoption of digital detox policies.	138	111	54	36	31	4.16	0.92

Table 7. ANOVA Results by Demographics										
Demographic Comparison	Sum of	Sum of	df	df	Mean	Mean	F-	Sig. (p-		
	Squares	Squares	(Between)	(Within)	Square	Square	value	value)		
	(Between)	(Within)			(Between)	(Within)				
Gender	12.3	89.5	1	368	12.3	0.243	50.6	< 0.001		
Age Groups	19.8	102.6	3	366	6.6	0.28	23.6	< 0.001		
Sector	10.7	95.2	1	368	10.7	0.259	41.3	< 0.001		

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Variable Pair	Correlation	Significance (p-
	Coefficient (r)	value)
Leadership Communication & Employee Adherence	0.74	< 0.001
Leadership Modeling & Employee Adherence	0.76	< 0.001
Leadership Communication & Policy Outcomes	0.61	< 0.001
Leadership Modeling & Policy Outcomes	0.64	< 0.001
Employee Adherence & Job Satisfaction	0.7	< 0.001
Employee Adherence & Engagement	0.71	< 0.001
Leadership Communication & Employee Focus	0.58	< 0.001
Leadership Modeling & Employee Focus	0.62	< 0.001
Employee Focus & Policy Outcomes	0.66	< 0.001
Employee Engagement & Policy Outcomes	0.69	< 0.001

#### Table 8. Correlation Analysis

Table 9. Structural Equation Modeling (SEM) exploring complex relationships

Variable	Path Coefficient (Beta)	Standard Error	t-value	p-value
Leadership Practices $\rightarrow$ Employee Adherence	0.78	0.05	15.6	< 0.001
Leadership Practices $\rightarrow$ Policy Outcomes	0.65	0.06	10.8	< 0.001
Employee Adherence $\rightarrow$ Policy Outcomes	0.72	0.04	18.0	< 0.001
Leadership Practices $\rightarrow$ Employee Behaviors	0.60	0.07	8.6	< 0.001
Employee Behaviors $\rightarrow$ Policy Outcomes	0.68	0.05	13.6	< 0.001