



Unhealthy ICT Related (Work) Practices

What are they? How might we measure them?

*Exploring Big Data to Examine Employee Health and Well-Being Seminar Series,
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About Me and My Research

- Work/Family Sociologist
- *Driving questions:* Does technology use shape boundaries between what is public and what is private? If so, how, and with what consequences? How does ICT use influence life quality at work and at home?
- *Key applications:* Technology use and the work/family interface; technology use and family life; technology use and work.



Why Should We Care about How Workers Use ICT?



1. Extension

2. Intensification

ICT and Work-Life Extension



- Work activities enter non-work domains or vice-versa

- Difficult to disengage from or focus on work



ICT and Intensification



- Pacing/Rapid Change
- Volume
- Multitasking

Exploiting the Tools of Big Data



- Apps to track organizational employees or contract workers?
- Pop-up surveys in organizational ecosystems (including “gig” economy systems)?
- Work-Focused Social Media tools, like LinkedIn, to analyze spontaneous posting activity?
- Wearable technologies (e.g. Under Armor Band Tracker) to track physiological states in particular workers?

Challenges and Concerns



- Will employers have access to this data? How will they use it?
- Will “big data” collections capture representative groups of employees? Who will be overlooked?
- Will “big data” collections promote data mining and ignore theory building?

Thank You

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