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Notice for the PhD Viva Voce Examination

Ms Pallavi Datta, Registration Number: 2090118, PhD Scholar at the School of Business and Management, CHRIST (Deemed to be University) will defend her PhD thesis at the public viva-voce examination on Tuesday, 09 December 2025 at 10.00 am in Room No. 044, Ground Floor, R&D Block, CHRIST (Deemed to be University), Bengaluru - 560029, Karnataka, India.

Title of the Thesis : Job Demands, Technostress and Autonomy in a Hybrid Workplace: A Moderated Mediation Model Predicting Subjective Wellbeing

Discipline : Management

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The members of the Research Advisory Committee of the Scholar, the faculty members of the Department and the School, interested experts and research scholars of all the branches of research are cordially invited to attend this open viva – voce examination.

Place: Bengaluru
Date: 29 November 2025


Registrar (Academics)

ABSTRACT

In an era of unprecedented technological dependence, integrating digital tools into daily work routines has become inevitable. However, this increasing reliance on technology has led to rising levels of technostress among employees in the Indian IT sector. The COVID-19 pandemic further accelerated this trend, with the widespread adoption of telecommuting ushering in a new era of hybrid work. While this shift has given employees greater flexibility in completing tasks, it has also deepened their reliance on technology. Reducing technology usage is not a feasible solution in the near future; therefore, alternative strategies to mitigate technostress are essential. This research explores whether granting employees autonomy can alleviate the growing technostress among IT professionals working in this contemporary workplace. To do the study first an autonomy in hybrid work scale consisting of 18 items (AHWS-18) was developed employing the Devellis scale development process as there was no existing scale to measure this construct. Further, a descriptive and quantitative approach was utilized to find the moderated mediation effects between the variables job demands, technostress, autonomy and subjective wellbeing following the job demand-control and job demand-resources theory. A purposive sampling method was employed to collect 313 and 440 responses from IT professionals in Bengaluru, India for Phase 1 and 2 respectively. The analysis revealed 18 items attaining 0.825 Cronbach alpha and comprising four distinct dimensions: (a) work location autonomy, (b) work time autonomy, (c) work scheduling autonomy, and (d) work decision autonomy. Moreover, the results showed autonomy in hybrid work having a 32% moderating influence in the mediation effect of technostress between job demands and subjective wellbeing. The findings of this study offer significant insights for organizational leaders and policymakers seeking to navigate the evolving hybrid workplace landscape while ensuring the well-being of their workforce.

Keywords: *Workplace autonomy, Scale development, Job demands, Technostress, Hybrid work, Subjective well-being, Information technology industry*

Publication:

1. **Pallavi Datta**, Sathiya Seelan B, Elangovan N, Sridevi Nair - Measuring Autonomy in Hybrid Work: Scale Development. *Psicologia: Reflexão e Crítica*, Springer Open, 38, 8. (2025) doi.org/10.1186/s41155-025-00338-1
2. **Pallavi Datta**, Sathiya Seelan B, Sridevi Nair, Rekha Hitha Aranha - Moderating Role of Location Autonomy on Technostress and Subjective Wellbeing in Information Technology Companies. *Problems and Perspectives in Management*, 22(2), 615–626. (2024) [http://dx.doi.org/10.21511/ppm.22\(2\).2024.48](http://dx.doi.org/10.21511/ppm.22(2).2024.48)
3. **Pallavi Datta**, Sathiya Seelan B, Rekha Hitha Aranha, Vijaya Chandran - The Paradox of Workplace Flexibility: Navigating Through the Case of Career Pandit. *Emerald Emerging Markets Case Studies*, 13(2), 1–33. (2023) doi.org/10.1108/eemcs-02-2023-0052