

Abstract:

Technological development in the past decades led to productivity increases in various fields and cost decreases for firms by deploying them. But personnel of those firms was suffering from changes at their workplace and potential job losses due to that higher productivity. Less people had been able to do more by making use of the technological advances. Still fostering for further improvements in productivity companies constantly try to deploy new technologies at the workplace and wearable technology could be the next big technological leap.

With little knowledge in if wearable technology offers any effects on physical health or potential negative changes in psychological traits wearable devices started to spread in private as well as corporate spheres. Critical voices raised awareness on potential security issues which can evolve out of misuse of the technology at the workplace, but they are widely unheard. Research has unveiled that the use of wearable devices in a competitive set can even lead to psychological problems. Unfortunately, at the current time point there is a lack of research papers which elaborates on the impact of the technology at the workplace. Observing the current development, it is visible that research needs to be performed.

For this explorative research, a mixed methods approach was chosen. The first component is a quantitative analysis focusing on what factors influence the openness and acceptance of wearable devices at the workplace by looking on single factors as well as creating a linear regression model with multiple influences. The second component consists of a 4-week-long experiment where participants wear a wearable device over this period and report their perceptions. That part is dedicated to exploring what people perceive by wearing such a device for a short time-frame and if life and/or work satisfaction change in their opinion.

The outcome of this research paper is that wearable technology can meaningfully be implemented at the workplace and has a beneficial impact on life and work satisfaction as well as influences work-life balance positively. But employers need to be aware of different levels of openness and acceptance of their employees and that the characteristics on how wearable devices are implemented at the workplace play a major role in the success of wearable devices at the workplace.