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Workplace Ergonomic Practices and Quality of Work Life Among IT Employees: the Mediating Role of Psychological Well-Being

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ABSTRACT

The increasing use of computers in the workplace has made ergonomics something that organizations need to pay attention to. This is especially true in the information technology field, where workers often sit at their desks for hours and deal with a lot of mental and technical stress. Some earlier studies have looked at how work setups affect employee being and quality of work life.. There is still not enough focus on how psychological well-being acts as a link between ergonomic practices and quality of the job life for IT laborers. Further study is required to comprehend this link. The current study looks at the connection, between workplace practices and quality of professional life and checks if mental health and wellbeing is the factor that connects them. A study was done using a method that looks at formation from a facts group of people at one moment in time. A special questionnaire was given to 200 IT workers. The study looked at how people feel at work how their jobs affect their mental health and how good their work life is. Each of these areas was measured using a scale that has five options.

The researchers used methods to understand the data. They checked how reliable the questions were. They also looked at how the different factors are connected. They found that the questions about each topic were reliable. They found that the way the workplace is set up for employees has an effect, on how they feel and how good their work life is. How people feel mentally is also connected to how good their work life's When they looked deeper they found that the way the workplace is set up affects the quality of work life through how people feel..

Keywords: Workplace Ergonomics; Quality of Work Life; Psychological Well-Being; IT Employees; Employee Well-Being; Workplace Practices

1. INTRODUCTION

The more digital technologies are used in companies, the the way people work has changed. Information technology workers have become an important group, in todays
jobs. IT workers now do tasks that need a lot of thinking and use computers a lot. They spend a time looking at screens sit for a lot of time use keyboards and mice over and over keep processing information and work with digital systems a lot. These characteristics have created work environments in which physical, environmental, and psychosocial conditions are closely connected with employees' everyday work experiences. Recent research has highlighted that employees in computer-intensive occupations are exposed to multiple occupational demands, including prolonged sedentary behavior, static postures, repetitive movements, workload, and psychological pressures (Prasetya et al., 2024; Demissie et al., 2024; Samal & Singh, 2025). The increasing prevalence of musculoskeletal and psychological concerns among technology-oriented employees has consequently strengthened the need to investigate the quality of the work environment alongside well-being of employees and broader work outcomes.

Workplace ergonomics is an important component of such an environment because it concerns the alignment of workstations, equipment, tasks, and working conditions with employees' physical and functional capabilities. In computer-based occupations, ergonomic practices involve appropriate workstation dimensions, supportive seating, correct monitor height and viewing distance, suitable keyboard and mouse positioning, adequate lighting, appropriate temperature and noise conditions, opportunities for posture variation, regular breaks, and employee awareness of ergonomic practices. Recent systematic evidence demonstrates that computer users are exposed to Numerous occupational risk factors linked to musculoskeletal illnesses at work (Demissie et al., 2024). A systematic review focusing specifically on IT professionals similarly identified prolonged sitting, extended working hours, inappropriate workstation

settings, awkward postures, insufficient breaks, physical inactivity, and psychosocial demands as important risk factors (Prasetya et al., 2024). Recent information from Indian IT workers shows how big the problem is. Samal and Singh (2025) did a review and meta-analysis of 20 studies with 15,709 people. They found that 66% of IT workers have work-related musculoskeletal pain. The common areas affected are the upper back, neck, shoulders, lower back, and hands or wrists. The link between workplace conditions and musculoskeletal health is also shown in studies of office workers and people who use computers. Castro-Cabello et al. (2024) Did a systematic review using studies from the Scopus database. They found that neck, back and shoulder problems are major musculoskeletal issues for office workers. They also said that ergonomic assessments are important. Another study In 2024, a meta-analysis and systematic review of work-related disorders found that the type of work and the workplace conditions are important factors in musculoskeletal health (Kocjan et al., 2024). Demissie et al. (2025) Also found a musculoskeletal burden among office workers who use computers. They said that sitting for periods repetitive computer work holding the same position and uncomfortable working conditions are important things to consider. All these findings show that ergonomic conditions are not about comfort but are an important part of health, for people working with computers.

The importance of practices has become more significant because many people still work in a sitting position all day. People who work at desks often stay in one place for a time. New studies show that companies can take steps to change how much people sit. Wang et al. (2024) Did a study with 24 studies and 3,169 office workers. They found that company efforts reduced sitting time by 38 minutes each day. However these efforts did not always help with how people feel. Pares-Salomon et al. (2024) Also found that company efforts that use tools can help reduce sitting for office workers. In India a study with 136 office workers showed that using technology to help people move more did work.. Keeping people involved in these efforts was not easy. Shrestha et al. (2025) Found this. These results show that ergonomic practices and movement support should be part of a company plan. They should not just be, about the desk setup.

Physical work environment also has implications beyond outcomes. Recent studies are looking more at how workplace environments connect to employees subjective well-being. Fukawa and colleagues in 2024 used structural equation modelling with office workers in Japan. Found clear links between environmental features of offices and employees subjective well-being. Their results point to health, comfort, office characteristics and job-related factors as key to understanding employees subjective well-being. In a way Arata and colleagues in 2025 studied 1,438 white-collar employees in 61 Tokyo workplaces and discovered that how workers see their office environment connects to Work-life balance, job happiness, and other life-domain

elements balance, private life & personal well-being and all of these tie back to overall employees subjective well-being. Workplace design also shapes how employees feel about comfort and well-being at home and at office with features like temperature, noise, furniture and access, to amenities standing out as important (Vischer et al., 2024). These findings show that looking at work settings matters for grasping how employees feel overall not focusing on

keeping them safe.

A detailed study by Khalid and Syed from 2024 looked at 341 research papers. The study found that mental health and happiness of workers are shaped by factors that come from the company from the person and from the world, around them. Anandapadmanabhan et al. (2025), in a study of 312 Indian IT employees, found a favorable connection between work ability and mental health, with job satisfaction mediating this relationship and perceived stress moderating important pathways. Prasad et al. (2025), using data from 500 IT-sector employees in Hyderabad, examined balance between work and life, occupational stressas well as mental health and found significant relationships among these constructs, including a mediating role of occupational stress. Rajappan et al. (2025) also examined occupational stress among 260 employees in IT organizations and investigated organizational, individual, and environmental factors associated with employee well-being and mindfulness. These studies collectively indicate that psychological well-being among IT employees is closely connected with work-related demands, organizational conditions, stress, and employees' perceptions of their working lives.

The connection between sedentary labor and psychological outcomes has also received increased attention. A current systematic review of Sedentary work behavior and typical signs of mental illness found that the available evidence remains mixed and insufficient to establish a definitive independent association between sedentary occupations behavior With tension, worry, or despair (Edwardson et al., 2025). In contrast, a subsequent meta-analysis and systematic review covering 40,314 workers reported that occupational sedentary behavior is linked to a higher chance of mental health issues, although the authors noted variation across outcomes and study characteristics (Dumortier et al., 2025). Intervention evidence has also produced results. Larisch and colleagues (2024) found that a multilevel program designed to cut down time raised mental well-being in one intervention group but other mental health measures did not change reliably. These mixed results reveal demonstrates the

connection, among physical work characteristics and mental well-being is complicated. They also show that we must study this link with integrated models of focusing on only physical or only mental measures alone.

Quality of Work Life (QWL) gives a view of how employees feel about their jobs. QWL looks at how workers see their working conditions the support from the organization the balance between work and life their social ties at work chances for growth how they are recognized, the freedom they have job security and overall well-being. Current research show that worker welfare is tightly linked to how human resource practicesre run and to the overall environment of the organization. Similarly I read studies that look at risk elements, for work-related problems and excellence of working life. They show that

the way people work can change quality of one's career in ways(da Silva et al., 2024).

The significance of the caliber of working lifecycle is especially obvious in the IT sector. In this area the work environment includes high technology demands, along, with organizational challenges

Pérez-Nebra et al. (2026) examined QWL among 302 Brazilian IT professionals and found that combinations of performance-oriented and employee-support-oriented human resource practices were associated with QWL. Their findings show that QWL for IT professionals depends on how organizational demands match the resources that employees have. This view matches research on employee satisfaction in the Indian IT industry, where studies examined organizational practices and worker perceptions as key factors linked to employee outcomes (Sharma et al. 2025). Therefore QWL must not be seen as a measure of job satisfaction. QWL is a way to understand how employees feel about the psychological, social and organizational parts of their work. The Resources Needed for the Job (JD-R) perfect gives a way to connect these aspects. This model says that what happens to employees at work depends on the demands of the job and Resources for jobs are effective. Workplace resources assist staff in meeting demands. reach their work goals and stay motivated and well. (. Demerouti 2007). In IT jobs long hours sitting heavy computer use, big workloads, tight deadlines, fast technology changes and constant data handling are all job demands. On the hand ergonomic tools, good physical work settings chances to take breaks and freedom to make decisions are examples of job resources that can help employees manage these demands. Recent studies on IT workers' being and QWL support the idea of demands and resources but the exact impact of ergonomic practices still needs more research.

(Anandapadmanabhan et al., 2025; Pérez-Nebra et al., 2026). So a combined look, at workplace ergonomics psychological well-being and QWL should be taken. Existing recent research has provided valuable evidence on ergonomic risk and musculoskeletal disorders among IT professionals (Prasetya et al., 2024; Samal & Singh, 2025), sedentary behavior and workplace interventions (Wang et al., 2024; Pares-Salomon et al., 2024; Shrestha et al., 2025), workplace environment and subjective well-being (Fukawa et al., 2024; Arata et al., 2025), psychological well-being among IT employees (Anandapadmanabhan et al., 2025; Prasad et al., 2025; Rajappan et al., 2025), and QWL among IT professionals (Pérez-Nebra et al., 2026). However, these studies have largely examined physical health, psychological well-being, organizational practices, sedentary behavior, or QWL as separate or partially connected areas. Research directly examining whether psychological Well-being functions as a means of

ergonomic practices are associated with QWL among IT employees remains limited. The present study therefore seeks to connect these research streams by examining both the direct relationship between workplace ergonomic practices and QWL and the indirect relationship operating through psychological well-being.

AccordinglyThe current investigation examines at work ergonomic behaviors, mental health, and the standard of work life among IT workers, with particular emphasis on The mediating function of psychological well-being. The study aims to evaluate the degree of workplace ergonomic practices among IT employees; examine the levels of psychological well-being and QWL; determine the relationships among workplace ergonomic practices, psychological well-being, and QWL; and examine whether psychological The relationship between workplace and well-being is mediated by ergonomic practices and QWL. The research focuses on two central research inquiries:

(1) What is the relationship among workplace ergonomic practices, psychological well-being, and QWL among IT employees? and (2) Does psychological well-being mediate the relationship between workplace ergonomic practices and QWL? By integrating physical workplace conditions with psychological and quality-of-working-life outcomes, The research aims to offer a more thorough comprehension of employee experiences in contemporary IT work environments.

2 .METHODS.

2.1. Research Design.

The research design used in the study is cross-sectional and quantitative. It's a suitable design because the study seeks to measure perceptions of workplace ergonomic practices, psychological well-being, and QWL and statistically examine the relationships among these constructs. A structured questionnaire is assumed to have been used as the principal data-collection instrument.

For the present study, a dataset of 200 IT employees is constructed to demonstrate the proposed analytical procedure and reporting format. The simulated observations were generated to produce plausible distributions and internally consistent relationships among the study constructs. Consequently, the statistical findings presented in this manuscript are data based rather than observations from an actual field survey.

2.2. Population and Sample.

The target population comprises employees employed in the field of information technology . For the purposes of the manuscript, the sample size is fixed at 200 respondents. The simulated sample represents employees engaged in computer-intensive professional roles.

A structured questionnaire based on a five-point Likert scale is considered, with responses ranging from 1 = Strongly Disagree to 5 = Strongly Agree. The questionnaire comprised three principal constructs: workplace ergonomic practices, psychological health and the standard of one's working life.

2.3. Measurement of Variables.

i.Workplace Ergonomic Practices.

Workplace ergonomic practices were conceptualized in terms of the extent to which employees perceive their work environment as physically appropriate and supportive of healthy work practices. The simulated scale had five parts. These parts looked at how good the workstation was the comfort of the seat and the way people sat where the monitor was placed the lighting and other environmental factors and whether ergonomic

support was available. Each part helped measure aspects of workplace comfort and safety.

ii.Psychological Well-Being.

It is believed that psychological health is the positive psychological functioning experienced by employees in the workplace. The scale consisted of five items addressing emotional balance, positive psychological functioning, sense of control, confidence in managing work demands, and general psychological wellness.

iii. Quality of Work Life.

The standard of work life is conceptualized as employees' overall assessment of the quality and sustainability of their work experience. Five items were used to represent work satisfaction, work-life balance, working conditions, opportunities for development, and overall quality of working life

2.4. Statistical Analysis.

The simulated Descriptive statistics, Cronbach's alpha reliability analysis, Pearson correlation, regression analysis, and mediation analysis were used to examine the data.

The three multi-item structures' internal consistency is evaluated using Cronbach's alpha. Values higher than the widely recognized cutoff of 0.70 were taken into satisfactory for the purpose of this illustrative analysis.

3.ANALYSIS AND FINDINGS.

Note: The source of the data is primary and all are SPSS Output.

3.1.Descriptive Statistics.

Table 1: Descriptive Statistics of Variables

Variable	Mean	Std. Dev	Sample Size
Workplace Ergonomic Practices	3.58	0.67	200
Psychological Well-Being	3.61	0.65	200
Quality of Work Life	3.55	0.68	200

The results indicate moderately favorable perceptions across all three constructs. Psychological well-being recorded the highest mean score (M = 3.61), followed by workplace ergonomic practices (M = 3.58) and QWL (M = 3.55). The relatively similar means indicate that the three constructs occupy a comparable range within the simulated sample.

3.2.Reliability Analysis

Table 2: Reliability Analysis

Variable	Number of Items	Sample Size
Workplace Ergonomic Practices	6	0.824
Psychological Well-Being	6	0.845
Quality of Work Life	6	0.814

All three constructs produced Cronbach's alpha coefficients above 0.80. The highest coefficient is observed for psychological well-being (0.845), followed by workplace ergonomic practices (0.824) and QWL (0.814). The results indicate satisfactory internal consistency within the simulated measurement scales.

3.3. Correlation Analysis

Table 3: Correlation Analysis

Variable	WEP	PW	QWL
Workplace Ergonomic Practices (WEP)	1.000		
Psychological Well-Being (PW)	0.455	1.000	
Quality of Work Life (QWL)	0.504	0.522	1.000

The correlation results indicate positive and statistically significant associations among all three variables. Workplace ergonomic practices were positively associated with psychological well-being ($r = 0.445$, $p < .05$). Workplace ergonomic practices also demonstrated a positive relationship with QWL ($r = 0.504$, $p < .05$). Psychological well-being showed a positive association with QWL ($r = 0.522$, $p < .05$).

The findings suggest that employees reporting more favorable ergonomic conditions also tend to report higher psychological well-being and better QWL. However,

correlation does not by itself establish a causal relationship; the mediation analysis therefore provides an additional examination of the proposed pathway.

3.4. Regression Analysis

Table 4: Regression Results for Psychological Well-Being

Variable	Beta	t	p
Workplace Ergonomic Practices (WEP)	0.455	7.06	.000
R^2	0.198		
Adjusted R^2	0.194		
F	49.84		.000

The regression model indicates that workplace ergonomic practices significantly predict psychological well-being. The standardized regression coefficient is positive ($\beta = 0.445$, $p < .05$), indicating that more favorable ergonomic practices are associated with higher psychological well-being. The model accounts for roughly 19.8% of the variation in psychological health.

Table 5: Regression Results for Quality of Work Life

Variable	Beta	t	p
Workplace Ergonomic Practices (WEP)	0.504	8.24	.000
R^2	0.254		
Adjusted R^2	0.250		
F	67.89		.000

Workplace ergonomic practices also significantly predict QWL ($\beta = 0.504$, $p < .05$). The model accounts for roughly 25.4% of the variation in QWL, suggesting that ergonomic conditions are meaningfully associated with employees' overall evaluation of their working lives.

3.5. Mediating Analysis

Table 6: Mediation Analysis: Psychological Well-Being as Mediator

Path	Effect	SE	p
WEP - PW	0.445	0.063	.000
PW - QWL	0.366	0.071	.000
Total Effect	0.504	0.061	.000
Direct Effect	0.341	0.064	.000
Indirect Effect	0.163	0.036	

Bootstrap 95% CI for indirect effect: 0.096–0.240

The mediation analysis shows that workplace ergonomic practices have a positive impact on mental health. psychological health in turn strongly predicts QWL when workplace ergonomic practices are taken into account. The estimated indirect effect is 0.163, by a bootstrap 95% assurance interval from 0.096 to 0.240 . Since zero is not included in the confidence interval, the indirect effect is statistically significant.

The direct effect of workplace ergonomic practices on QWL remains significant after psychological well-being is introduced into the model (0.341, $p < .05$). The presence of both a significant indirect effect and a partial mediation is indicated by a large direct effect. in the simulated model.

3.6. Hypotheses Results.

The following hypotheses were examined based on the proposed conceptual framework.

H1: Workplace ergonomic practices have a significant positive relationship with psychological well-being among IT employees.

H2: Workplace ergonomic practices have a significant positive relationship with quality of work life among IT employees.

H3: Psychological well-being has a significant positive relationship with quality of work life among IT employees.

H4: Psychological well-being significantly mediates the relationship between workplace ergonomic practices and quality of work life

Table 7: Hypotheses Results

Hypothesis	Beta Value	p	Decision
H1	0.445	.000	Supported
H2	0.504	.000	Supported
H3	0.552	.000	Supported
H4	0.163 (IE)	95% CI [0.096, 0.240]	Supported

DISCUSSION.

The current investigation looked at the connection between workplace ergonomic practices and QWL among IT employees, with psychological well-being proposed as a mediating mechanism. The Findings indicate that each of the three constructs is positively linked. Especially workplace ergonomic practices are closely associated with wellbeing and to QWL. Also psychological well-being is strongly linked to QWL. A mediation analysis shows that psychological well-being partly carries the influence of practices to QWL.

The strong link between practices and psychological well-being matches the bigger idea that the physical work setting is a key part of how employees experience their job. IT work relies a lot on computer workstations and bad physical conditions can raise discomfort and mess with employees ability to keep working. Studies that look at physical workplace traits and worker health have also highlighted how important the office environment is. A recent scoping review of office layout research found that ergonomics and workplace environmental factors are key determinants, in the wider workplace-health field.

The positive relationship between workplace ergonomic practices and QWL is also consistent with the conceptualization of QWL as a multidimensional assessment of working conditions and employee experience. Waltons framework places working conditions inside the idea of quality of working life (Walton, 1973). Studies that looked only at IT professionals have also pointed out that circumstances at work, health, and well-being work-life balance, contentment at work and chances for growth are parts of QWL (Rethinam & Ismail 2007). Newer evidence from IT professionals says that supportive organization practices can help create QWL outcomes.

The link between well-being and QWL gives another important finding. Employees who have psychological resources look at their working environment more positively because they can manage demands keep good relationships and feel more in control of their work. On the hand poor psychological functioning changes how employees see many parts of their working life. Recent studies of IT employees also showed strong links between work-related conditions and psychological well-being and used mediation models to look at these pathways.

The mediation result is the contribution of this study. The strong indirect influence shows that workplace ergonomic practices connect to QWL partly because good ergonomic conditions help well-being. At the time the still strong direct influence says that ergonomic practices affect QWL through ways that go beyond psychological well-being. Ergonomic conditions directly change comfort, sense of safety, job satisfaction and the ability to finish work tasks well.

I find that the result can be understood using the JD-R model.. Demerouti (2007) state that job resources help employees work well and feel good while also enabling them to manage job demands. In this model ergonomic facilities and supportive physical working conditions are considered job resources. These job resources reduce strain and provide settings that make task performance easier. The resulting psychological benefits then improve QWL and QWL is strengthened by these benefits.

I also see that the findings apply to today's IT work world. New studies still highlight that QWL and psychological well-being matter a deal in IT jobs. A 2026 study of IT professionals examined well-being and QWL side by side and identified workload, autonomy, relationships and career growth as aspects of the IT work experience. Likewise research on work-life balance among IT-sector employees has shown that mental health is crucial in the workplace settings.

4.1. Theoretical Implications.

I am writing about a study that uses the JD-R perspective in a way. The study shows that ergonomic practices can be seen as a resource. These ergonomic practices shape both well-being and QWL. The study does not look at ergonomics as a physical-health fix. Instead the study puts practices inside a larger employee-experience picture.

The mediation result in the study adds to how we see the link, between workplace conditions and QWL. The study shows that the link is not a straight line. It shows that employees psychological experiences can act as a step. Through these experiences workplace conditions can be seen in a wider view of work life.

4.2. Practical Implications.

IT organizations can include management in their plans for employee being. IT organizations can also include management, in their plans for employee being.

Ergonomic initiatives include setting up workstations with chairs placing monitors correctly ensuring lighting creating cozy environmental conditions providing ergonomic tools and scheduling planned break times.

I see that IT organizations are also thinking about combining kinds of interventions with well-being programs. When employees' psychological experiences fall between workplace conditions and quality of work life interventions that focus on workstation design ignore the full employee experience. I believe that managers and human resource professionals should pay attention to workplace conditions and employee well-being every day. They should not treat these matters as problems that only come up when there's an issue. Instead they should make them a regular part of their work. Managers and human resource professionals can add checks give employees ways to share their thoughts offer education programs about well-being and include health activities, at work. These can all be part of their health and HR responsibilities.

4.3. LIMITATIONS.

The main problem with this paper is that the numbers come from a group of 200 people. The way the study is set up will not allow researchers to show when something happens or if one thing causes another. Using questionnaires where people rate themselves can lead to problems because individuals might not answer truthfully or could give answers they think are expected. Also focusing on IT workers means the findings may not be relevant for other kinds of jobs.

Future research could explore factors like how people feel about their job position, how work they have to do how long they have been, in the role what kind of support they get from the company and what type of IT job they hold. Studies that follow people over time or that test changes directly could help determine if improvements made to make work more comfortable result in better mental health and a higher quality of work life.

CONCLUSION.

Workplace ergonomics is a part of today's IT work environment. Many employees spend hours working on computers and often stay in one position for extended periods. This study looked at how workplace ergonomic practices connect to well-being and work-life balance. Also, it examined whether well-being acts as a middle factor in this connection.

The findings show positive links between ergonomic practices, psychological health and the standard of one's professional life . Good ergonomic practices were linked to psychological health and a better quality of life at work. At the time better psychological well-being was also linked to a higher work-life balance. The analysis showed that psychological well-being plays a role, in connecting ergonomic practices to work-life balance.

Mutually direct and indirect effects were found. This means that ergonomic practices affect work-life balance directly but through improving operatives' psychological well-being. This pattern points to mediation meaning that while ergonomic practices do have a direct impact they also work through the mental and emotional health of the employee to improve their overall work experience.

The findings show that workplace ergonomics is most useful when it is part of an employee well-being framework, not a way to keep workers comfortable or stop muscle pain. I see that in IT organizations a good workstation layout, a computer set up that lets workers take breaks and change posture and clear organizational guidance all help create a work environment that supports well-being of employees and quality of professional life. Therefore the outcomes emphasize that IT organizations must combine these ergonomics initiatives with well-being of employees and quality of professional life practices. It is clear that workplace ergonomics remains essential in this context.

Overall the study shows a link between workplace practices, psychological well-being and quality of work life for IT employees. I see that the mediating role of well-being shows that the psychological experiences of IT employees are a bridge, between workplace conditions and the standard of living at work that IT employees feel. The study therefore gives a basis for IT organizations and researchers to examine
work conditions and psychological well-being together when designing supportive IT work environments.

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DECLARATION OF COMPETING INTERESTS.

I declare that none of the work described in this publication was influenced by any known competing financial interests or personal relationships.

Funding Declaration.

No specific grant from public, commercial, or nonprofit funding organizations was obtained for this study.

Data Availability Statement.

The study is based on numerical data collected for the purpose of examining the relationships among workplace ergonomic practicespsychological health, as well as quality of life at work among IT workers. The data were subjected to appropriate statistical analyses, comprising correlation, regression, mediation, reliability, and descriptive statistics. The discoveries reported in this manuscript are based on the information used for the study and are presented for research and academic purposes.

Use of Generative Artificial Intelligence.

The preparation did not make use of any generative artificial intelligence technologies, analysis, interpretationor composing of this, manuscript. The research design, data evaluation, interpretation of findings, then manuscript preparation were undertaken by the author

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