

Impact of Digital Nomadism on Work-Life Balance and Personal Boundaries

Abstract:

This study examines digital nomads' lifestyle through its effects on work-life balance and technology dependence along with personal boundary control and psychological hurdles. Using qualitative research design, the study data was collected by conducting interviews with digital nomads across industries with the help of which the research was able to gauge the concept of dual nature of this lifestyle: Despite giving people freedom in where they work the digital nomad experience challenges in maintaining work-life balance and leads to professional exhaustion. This research shows both benefits and drawbacks that emerges when technology helps individuals to work faster but makes people more reliant on screens and reduces human connection and interaction with others. Organizations and digital nomads develop structured work habits while virtual support groups and company policies help them succeed. This present study leads to address the significance of balancing the stability with flexibility, advocating for result-based work assessments and legal protections to digital nomads. Digital nomadism necessitates organisations, individuals and governments to address its challenges despite its transformative potential in order to ensure sustainability. Although this research teaches us about today's working practices it faces limitations from small sample size to data transferability problems plus ongoing changes in remote work technologies. This research creates a starting point for studying digital nomad practices and helps us predict work trends in the future.

Keywords: Digital Nomadism, Work-Life Balance, Advance Technology, Employee Flexibility, Psychological Impacts, Personal Boundaries.

1. Introduction:

The phenomenon of digital nomadism as a life style significant shifts the balance between work and personal life. As demonstrated by its reliance on advance technology and flexibility, digital nomadism enables a person to work remotely while traveling, which shows a greater importance to diverse culture experiences and autonomy (Thompson, 2018). Because of advances in high speed internet services, cloud computing, and globally accessible work-friendly technologies, facilitates home-based operations and employees flexibility. This kind of a business model has now become popular among working professionals who look for an alternative to conventional working environment. Businesses have also adopted remote work as a new approach to working, especially in today's and the future world incidents, such as COVID-19, forced many companies to adopt this method (Bello et al., 2020). While, it has been seen that the digital nomad lifestyle provides a unprecedented freedom, it also leads to blur the boundaries between professional's personal life and responsibilities (Reichenberger, 2018). According to the past literatures, digital nomads often inherited the fluid and ambiguous work-life habit, unlike the conventional office environments where there are predetermine working hours and physical separation between home and work. This is due to the absence of a proper framework for developing personal boundaries that are essential for both sound health of mind, and stability at work and in the rest of one's life (Hannonen, 2020).

Previous studies have suggested that work-life conflict hurts job and life satisfaction, organisational commitment, emotional wellbeing and performance. However, the diversified nature of digital nomadism, indicated by persistent travelling, the incorporation of personal and professional spaces and cultural adjustments, creates a unique and exclusive psychosocial pressure (Lacárcel, 2025). These include self-regulation, loneliness, and always looming possibility of experiencing burnout. Moreover, work that is characterized by digital nomadism may reward the flow of engagement with the promise of future flexibility whilst simultaneously increasing problems like digital presence and workaholism (Aleksandra Sztuk, 2023). While the topic of remote work and its effects on employees is receiving considerable attention in the literature, knowledge of the psychosocial consequences of digital nomadic work remains limited. Much of the existing research emphasises the financial profit, as well as organisational factors, including costs, technology and work spaces of digital nomads (Thompson et al., 2019). However, there is a scarce research work available regarding the journey life style and its impact on personal professional boundaries and work and life balance without paying attention to psychosocial point of view. Since large

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number of people are embracing this work-life balance, its effects should be well understood for persons as well as organizations (Kozak, Cetin and Zaid Alrawadieh, 2024).

The day-to-day changes in working and living environments as typified by digital nomadism can only be countered with sound research-informed techniques. The purpose of this research is to understand how the phenomenon of digital nomadism relates to one's work-life balance and how they cope with psychosocial risks of this working model. In doing so, the study aims at filling the gap to a better understanding of the digital nomadism and offer actual recommendations for those who want to help people develop sustainable working from home culture.

1.1. Problem Statement:

Digital nomadism shows a significant change in how work is shaped and performed, providing unparalleled mobility and flexibility (Siregar, 2024). However, this is a major cause to consider that whenever there are any changes from one point to another, it significantly affects the working and private life of any individual. Combining these spheres in such a way that there's no clear separation between personal and professional life, is one of the aspects of the digital nomad lifestyle that can be both liberating and challenging (Hensellek and Puchala, 2021). Lack of effective boundary line among digital nomads makes it difficult to follow clear roles and responsibilities which results to role ambiguity. This can lead to interference of the work-family barrier where work interfere with personal life leading to problems such as stressed out, burnt out and lack of social relationships. Thirdly, because the work of digital nomads is done mostly independently and without fixed working hours, it can be challenging to find stable ways of organizing working and daily life, which doesn't interfere with their productive and healthy functioning.

Furthermore, the pressure of constant availability and responsiveness thereby underscores another pressure on digital nomads, made possible through the use of digital technologies (Mohammad Thoriq Bahri, 2024). The constant availability that is induced through connecting work devices to personalize technology can be a constant source of work stress, hence an antithesis of detachment strategy. The second major problem is loneliness, as due to the nature of digital nomadic living circumstances people do not have much chance to develop relationships and friendships, as well as social support. Though solutions such as co-working spaces and digital communities exist; it seems they do not entirely cater for the deeper psychosocial strain of persons who are into this kind of living arrangement.

From the organizational point of view, these dilemmas unveiled by digital nomads also pose questions concerning the sufficiency of remote work provisions and arrangements. Managers and organizations need to think through how their geographically dispersed employees can effectively balance work and life and how the nature of remote work can be managed as a potential source of stress. Without such support, organizations can expect to see lower levels of the employee engagement, productivity and retention. While the phenomenon of digital nomadism is relatively well researched in the current society, few studies have been devoted to the analysis of work-life balance or personal boundaries in this context. Previous work on remote work usually forecasts patterns different from digital nomadism despite not factoring in the individual social and psychological characteristics. To this end, this research aims to fill the following gap: Understanding the particular difficulties digital nomads experience in balancing work, self-care, and leisure, together with examining the means of avoiding such difficulties.

1.2. Research Aim:

The primary aim of this research is to critically examine the impact of digital nomadism on work-life balance and personal boundaries, with a focus on understanding the psychosocial challenges associated with this lifestyle. The study seeks to provide actionable insights for digital nomads and organizations to foster sustainable and healthy work practices in remote work settings.

1.3. Research Objectives:

- To explore the psychosocial challenges faced by digital nomads in maintaining work-life balance:
- To analyse the role of technology in shaping work-life dynamics for digital nomads:
- To identify strategies employed by digital nomads to manage work-life balance and personal boundaries:
- To assess the implications of digital nomadism for organizational policies and practices:

2. Literature Review:

Technological advancement and the increased adoption of remote working have brought about new ways of working by creating the new lifestyle known as the digital nomadism (Mohammad Thoriq Bahri, 2024). Digital nomads fully take advantage of the opportunity to work remotely anywhere in the world by exploring their personal and professional sides. It can be liberating and very flexible, they can literally choose where and when they want to travel, and get immersed in another culture. But it does at the same time also fundamentally question the preservation of work-life balance and the setting of boundaries. The combination of personal life and work in digital nomadism is a unbeatable and doubled-edged sword (Thompson, 2018). Although, it allows employees to optimize and choose the environment in which they spend most of their time for personal and business needs, it also leads to the complete interconnection of work and non-work domains. The two concepts never really come into existence apart from each other due to which problems like over working, professional burn out or never being able to escape the job can occur.

In addition, the psychological health of digital nomads is usually affected acutely by loneliness, performance productivity when wandering from one place to another, and lack of social support system (Hermann and Paris, 2020). This literature review examines the psychosocial factors around digital nomadism emphasizing the work-life balance considerations, and personal boundaries. Based on the prior works, it identifies the major determinants of these dynamics, including personal flexibility, cultural heterogeneity, and technological reliance. It also discusses theoretical concepts such as boundary theory and work-life segmentation models to help explain how ENs deal with these issues. Examining coping strategies and approaches that the digital nomad's use this review will help to identify the relationships between the opportunities of this lifestyle and costs it brings, in the context of psychological variables contributing to the understanding of the concept of digital nomadism (Lacárcel, 2025).

2.1. Conceptualizing Digital Nomadism:

Ever since the notion of digital nomadism was first introduced as a way for people to travel using technology to work remotely has undergone a number of changes. The term was initially introduced by Makimoto and Manners (1997) in their book *Digital Nomad*, which tend to focus on the future where advancement in technology would enable the people to escape from the constraints of traditional workplaces. While in the early stages, speculative the persistent establishment of communication technologies, portable devices, and high-speed internet has made this vision into a reality in the 21st century. Studies done by Reichenberger (2018) and Thompson et al. (2019) have elaborated the concept focusing on how digital tools like collaboration software, cloud computing and virtual communication platforms have

Digital nomadism is a revolutionary change from the traditional organizational culture of a workplace where most of the work is done in an actual office and other organizational facilities. They created opportunity for people to shape their workplace as they wanted and have the ability to be constantly traveling and experiencing other cultures while still being able to fulfil their careers. This mobility is especially appealing for those aspiring for freedom and flexibility for a tiresome conventional job employment system (Mancinelli, 2020). The kind of work that digital nomadism represents is integration of work and other areas of life and freedom of choice which makes it desirable.

However, they cause their own difficulties and challenges as it is difficult to separate work and personal life in this type of setting. The structural organization of work, while remote workers enjoy flexibility in terms of working hours or less formal workplace policies, the flexibility may have negative repercussions as there is often a fine line between work and leisure time, it may lead to overworking, and stress, and burn out (Hermann and Paris, 2020). Additionally, working to maintain productivity whilst constantly adjusting to new environments and cultures based on a person's experience again increases the situation's difficulty. Digital nomadism is a wonderful concept to learn from and adapt because of the numerous offerings it brings to an individual's personal life and career; however, it poses a question on the management of work-life balance for a digital nomad and erasing physical limitations in the practice of work (Hannonen, 2020).

2.2. Work-Life Balance in Digital Nomadism:

2.2.1. Significance of Work-Life Balance:

Work-life balance (WLB) in this study is adopted from the widely used definition which means a balance between work and personal responsibilities. Greenhaus and Beutell (1985) were pioneers in the concept of WLB, and their view is that WLB does not imply conflict.

They pointed out that balance entails juggling of different obligations in the manner that one does not interfere with the other. In the context of digital nomadism, however, the very meaning of WLB seems to become highly subjective. For digital nomads, execution of work tasks does not occur within a physically bounded and temporally routine setting resulting into spatial and temporal flexibility of work (Richter and Richter, 2019). This means that conventional distinction of work-life balance does not fully apply to digital nomads because their work and personal life can be overlapping by the line in terms of space and time. Therefore, it is necessary to elaborate the importance of balancing between work and life in digital nomadism in a unique way due to their interconnectedness (Richter and Richter, 2019).

2.2.2. Challenges in Achieving Work-Life Balance:

One of the biggest challenge for maintaining the lifestyle of a digital nomad is obtaining the work-life balance. First, what perhaps caused confusion is that there is little distinction made between work time and free time (MBO Partners, 2024). Digital nomads often find it difficult to delineate the time and space allocated for professional activities versus personal relaxation or social interactions. Research by Grant, Wallace and Spurgeon (2013) shows that teleworkers and other forms of mobile workers often lack the ability to create a work shut down so they work even longer hours and ultimately burn out on the job. This difficulty is further highlighted by the fact that most workers neither have set working schedules to accomplish and clearly defined physical barriers between home and work places such as offices (Nash, Jarrahi and Sutherland, 2020). As per the recent report, when the workplace can be one's comfortable zone like can be a café, a beach or a hotel room, the psychological signs for ending or starting the workday becomes less distinct, eventually more challenging the potential to disconnect. Moreover, they also experience some specific types of pressure in terms of productivity or effectiveness. The requirement to be on your own monitor and manage your time in order to adhere to your diet and exercise routine when traveling to different places, may lead to stress and take away from the freedom which digital nomad work offers. This usually leads to feeling always at work or even while on a vacation or taking some time to be idle (Andino-Frydman, 2023).

2.2.3. Technological Enablers and Challenges:

While flexibility is the greatest strength of working as a digital nomad since the freedom of when, where, and even how to work, it has the flip side of having few boundaries. Conger and Kanungo (1988) discovered that flexibility results in role indistinctness, thereby, hampering the ability of the digital nomads to differentiate between working hours and leisure time as observed by Golden and Geisler (2007). This removal of boundaries and limitations leads to a rapid intermingle of personal and professional spheres, leaving digital nomads in a state of mental combust that can negatively influence their overall productivity and well-being (Bello et al., 2020).

Reichenberger (2018) further validates and states that due to the work-leisure segmentation fusion which is also a characteristic of the digital nomads, work-life balance poses a big challenge to the individual. For instance, a digital nomad can see that it is great fun to work at a beautiful location but what surpasses what one sees may be deadlines to beat or quality output to achieve. Eventually, the integration weakens the positive emotions experienced in the two areas of life in one's career as well as in other aspects.

Lastly, despite all the beneficial freedoms connected with digital nomadism, its balance between work and free time is ambiguous. This lack of definable space and time constraints can make it extremely difficult to maintain work-life balance, and finding ways to deal with boundary stress in this kind of work-life should thus be a priority (Hermann and Paris, 2020).

2.3. Technological Enablers and Challenges:

2.3.1. Role of Technology in Digital Nomadism:

Technology is one of the critical factors supporting the concept of digital nomad, which allows people to work without losing their productivity to the location factor (Siregar, 2024). The communication technology has broken barriers of the conventional office environment, leaving digital nomads free to communicate, work and deliver. As for the means of communication like Zoom and Slack, they provide real time interaction and team work, compared to offices. Likewise, project management tools such as Trello and Asana create order and enable digital nomads to sort workflow in a perfect manner to abate challenging time zones or geographical maps (Strauss, 2023).

Other useful tools are freelance platforms such as Upwork, Fiverr, Toptal etc that transformed the ways through which the digital nomads use to connect with the clients and secure work opportunities. These platform have created a new ecosystem of skills that allows nomads to develop versatile, geographically irrelevant work profiles. Business applications that are also part of the cloud include Google Workspace and Microsoft Teams, which enables work from home since it has flexibility in documents, tasks and meeting in one space (Praburam, 2024). However, having technology has benefited these digital nomads with flexibility and the ability to self-employ, it has also introduced problems that influence psychological effects in their working environment as well as their work-life balance negatively.

2.3.2. *Technostress:*

There is always a cost associated with the reliance on heavy technology, specifically in the form Technostress. It can be described as the stress caused by excessive use of technology, an insistence on being connected at all time and fast evolving technologies. Several ways through which, technostress can be observed, for digital nomads include; being pressured to be available for work for 24 hours a day, which erases the work-life balance. Digital nomadism is by nature connected with travelling across the world, which presents ways of organizing themselves in shape of working different time zones which makes the feeling of being constantly connected even stronger (Siitonen et al., 2025). Furthermore, the digital nomads have to keep learning how best to use new technology tools and be on the lookout for opportunities in job markets. It can inevitably lead to anxiety, stress and burn, which reduces the freedoms and flexibility that working remotely as a digital nomad allows for (Siitonen et al., 2025).

2.3.3. *Digital Detox:*

To counteract destructive impacts of technostress some of the digital nomads apply strategies of digital disconnection, which means those use technologies less willingly to bring stimulus to balance (Lee, 2021). This includes making rules regarding the use of electronics for example creating time for no electronics or time when communication devices are not allowed. A study conducted by Derks et al. (2014) established that engaging in Digital Detox programmes can lead to increased decrease stress levels, enhanced well-being, as well as balanced working schedules.

However, the application of digital detoxing procedures hit a number of hurdles on the way. The professional and workplace obligations of digital nomads life, like being accessible to clients and meeting the deadlines leads to make it challenging to completely cater. According to the study, for most of the digital nomads the perceived loss of major opportunity at work or in personal life overpowers perceived gain from disconnecting. Therefore it is apparent that although digital detox approaches are feasible they should be planned and executed under the suitable working atmosphere to give regularity and stability (Lee, 2021).

Altogether, although technology underpins the essence of digital nomads, it holds certain difficulties in which one must pay attention purposefully. Moreover, embracing the opportunities offered by technology yet managing ways to mitigate techno-stress becomes the global key to maintaining efficiency, well-being, and healthy working balance (Battisti, Alfiero and Leonidou, 2022).

2.4. *Organizational and Policy Implications:*

2.4.1. *Employer Expectations:*

Evaluating performance and communication are two different major issues that arise due to the emergence of a new form of work known as digital nomadism (Battisti, Alfiero and Leonidou, 2022). Indeed, it is essential to figure out that widely used tools for assessing employees' performance, based on the principles of direct supervision and physical availability, are not quite effective when dealing with digital nomads. Legislation will need to be passed that requires employers to adopt new forms of personnel evaluation that have outcomes instead of hours worked. However, as with any complex multi-site organization, another major change challenge is the problem of communication barriers due to time differences and cultural gaps. Employers also have to consider such concerns as teamwork and diversity in virtual working environments, guaranteeing digital nomad's firm's culture's integration while the employee works remotely (Hensellek and Puchala, 2021).

2.4.2. *Remote Work Policies:*

Managerial teams are now deciding to implement the work-from-home model since it is a selling point to employees because of digital nomads (Kozak, Cetin and Zaid Alrawadieh, 2024). They do not seem to capture the social realities where or how people negotiate work and personal life along with the environment issues. Most of them will have to manage these problems themselves thus facing all sorts of dangers including fatigue, reduction in productivity and lack of commitment to work (Kossek et al., 2012). Policies, which should be all-encompassing and should include provisions, on working hours, communication and availability should be implemented. Further, organizations still need to provide amenities such as counselling services, coaching dealing with time management, and tools for creating distinct work-life balance.

2.4.3. *Government Regulations:*

Governments, globally, are slowly waking up the economic and social possibilities of the digital nomadism (Koskela and Beckers, 2024). For example, it has been seen that several countries, such as Estonia, Portugal, and Barbados, have already introduced “digital nomad visas” to attract remote workers and enhance the talent of skilled labour. Governments adopt these visas as a way of ensuring that they provide a supportive environment to the increasing digital nomads since they ease the issues of residency, taxation, and legal systems (Mancinelli, 2020). These policies also acts as a guideline for digital nomads and at the same time assist governments to maximize on human capital and economic developments. However, such strategies should be accompanied by actions aimed at the possible problems, including tax issues and employee localization (Koskela and Beckers, 2024).

3. Methodology:

3.1. *Research Design:*

This research employs a qualitative approach to establish how digital nomads balance their work and family when working and travelling simultaneously. Qualitative research with a combination of inductive reasoning is specifically best suited for examining the complex, context-driven phenomena which allows the researcher to gage the comprehensive emotion, experience and strategies that are experienced by the participants by conducting interviews. This design makes it possible to focus on the specific aspects of digital nomadism and the problems of border definition in the context of flexible and, in many cases, relatively unregulated work (van et al., 2024). Moreover, an exploratory research design is adopted to allow for flexibility in questioning as well as the opportunity to follow up on specific experiences that participants have in relation to the topic areas of interest such as work to family interface, work and family boundaries and ways of managing these boundaries.

3.2. *Research Philosophy:*

The study is qualitative in nature, and adopts an interpretivist research philosophy by seeking to understand the part from the perspective of the whole participants. It has been seen that this approach is suitable for achieving the study aim of identifying work-life balance and understandability of boundaries from digital nomads’ experiences. The interpretivist approach adopted in this study provides the researcher with a clear opportunity to examine patterns, themes and meanings in participants’ accounts (Dudovskiy, 2024).

3.3. *Data Collection Tool:*

Qualitative Interviews were recognized as the primary method of data collection for this study and were conducted through Zoom. This approach allowed the participant to give their response and share their experience in details while making sure they covered the themes that were related to the research phenomena. These aspects of the format made the interviews work well. A semi-structured questionnaire was used as a guide during the interviews, covering topics such as:

- Their habitual, routine pattern and work habits.
- The best approaches to juggling career and personal life.
- Some of the issues that people encounter while practicing personal boundaries.

- Though digital nomadism is a form of entrepreneurship that benefits different areas through the generation of income for several businesses, it has various psychological and social consequences.
- Application of technology and boundaries as part of its facets.

All the interviews conducted were narrated with the participants' permission with the purpose of avoiding distortion of the response given as well as for the next processes of analyzing the collected data.

3.4. Target Participants:

Among the participants, the study focused on digital nomads. As per the research, digital nomads are people who use technology and the Internet to perform their duties while in different places, whether on business or as a permanent dwelling place. The selection criteria for participants included:

- Having been into the practice of a digital nomad lifestyle for not less than six months.
- Utilization of the gadgets in carrying out their work responsibilities.
- Diverse industries and geographical markets for participation of a large number of participants and varied viewpoints.

For the purpose of the study, five participants were selected by using purposive sampling. This sampling technique was used to include purposively the participants who have characteristics related to the objectives of the study (Nikolopoulou, 2022). Participants were reached via digital nomad groups on LinkedIn and Facebook to ensure they were willing and available for virtual interviews.

3.5. Data Analysis Technique:

In this study, thematic analysis was used as a qualitative analysis tool for the interview results. Thematic analysis is a fairly broad and highly structured approach for exploring, categorizing and analysing the data collected through qualitative research (Braun and Clarke, 2006). The analysis followed Braun and Clarke's (2006) six-phase framework:

- **Familiarization with Data:** Tapes of the interviews were transcribed literally, the transcripts were read several times to familiarise the researcher with the data.
- **Generating Initial Codes:** Phrases, topics and issues associated with work-life balance, boundaries, and digital nomadism as important issues were selected and analysed.
- **Searching for Themes:** The codes were classified into broader categories which were coined with the help of the research objectives such as 'boundary blur,' 'work-life balance attempts' and 'technology Gulf.'
- **Reviewing Themes:** To enhance mediating validation, the identified themes were reflected on with the view of realising logical consistencies to the asserted research questions.
- **Defining and Naming Themes:** Each theme was clearly defined, and its relevance to the study was articulated.
- **Writing the Report:** They were merged to the finding and discussion section of the study with the help of quotes from the participants.

3.6. Ethical Considerations:

Ethical points of view were taken into consideration in order to guarantee the rights of the participants and their welfare. The following measures were implemented:

- **Informed Consent:** Potential participants were fully informed about the study aims, methods and all the possible risks which are involved in the interviews. Participant consent was received in both written form (email) as well as verbally before making the recordings.
- **Confidentiality:** As a method of ensuring privacy, all participants' identity and other information were kept hidden. All the participants' names in both transcripts and research findings were anonymised through the use of pseudonyms.

- **Voluntary Participation:** The involvement in the study was willing and participants were told they could pull out at any time without explanation.
- **Data Security:** Interviews and all the transcripts were recorded and saved in locked devices, and only the researcher had the passwords to the data.
- **Minimizing Harm:** Sensitivity, and special attention to participant welfare were observed throughout the interviews with participants.

These admitted ethical commodities were followed in the course of the research, which hence maintained ethical research standards and assisted in acquiring participant trust and disclosure.

4. Results:

4.1. Analysis of the Extracted Findings:

This research proves digital nomad lifestyles give freedom and adaptability but create psychological problems when business work come across personal life. Gender and cultural norms directly influence the challenges digital nomads experience while developing their specific ways of handling these problems (Nash, Jarrahi and Sutherland, 2020). The study shows the need for companies to set up support programs that help digital nomads deal with their workplace difficulties. Digital nomad workers find their professional setup enables them to define their own schedule and move freely between countries worldwide. The digital nomad lifestyle creates specific work-life balance problems that employees needs to cater (Derks et al., 2014). Participants find it challenging to maintain clear direction between professional and personal factors because of the persistent combination of work and travel. Many digital nomads look for freedom but find their lifestyle hard to balance because work and personal life mix too closely. Boundary Theory, introduced by Nippert-Eng in 1996, helped the study to analyse common challenges experienced by digital nomads. According to Nippert-Eng's work, individuals create boundaries between work and personal spaces through selective management (Bulger, Matthews and Hoffman, 2007).

Through empirical research the study showed that digital nomadism's flexible nature tends to break down established work-life boundaries. Work and personal life boundaries were hard to maintain because participants faced regular interruptions and multiple jobs at the same time. Digital nomads live mainly in a space without traditional barriers as they juggle their work duties alongside their personal exploits (Siregar, 2024). Workers cannot fully separate from their jobs because there are no specific boundaries which creates work stress and burnout. Research revealed clear differences between how digital nomads experience their travels based on gender. Female participants described particular obstacles including safety problems during solo travel plus social expectations about female roles and the need to show their abilities against male workers. These factors often leads to impose more stress and made it challenging to achieve work-life balance as compared to their male counterparts. Cultural surroundings proved essential to the lives of digital nomads in this research. Members, the study experienced unique social expectations around work and leisure time across different areas where they lived. People in Southern European areas reported easier work-life boundary maintenance than East Asian residents because of their societies' common approach to leisure time (Lacárcel, 2025).

4.2. Thematic Analysis:

This thematic analysis explores the psychosocial impact of digital nomadism on individuals, focusing on three key themes: Digital nomad lifestyles affect how people feel emotionally, how they connect with others and how work affects their personal time. This study included interviews as the primary data that helps to understand the challenges and benefits that nomads face. People who live as digital nomads gain freedom plus flexibility yet face large mental health issues combined with social seclusion and work-life interference. The results of the study show that digital nomads need effective ways to deal with their problems (Hannonen, 2020). Shared workspaces and online groups help digital nomads handle their challenges but basic problems remain unsolved. Research should study how companies and society should create better systems to assist digital nomads find work and life balance. Digital nomadism requires development of better solutions to make this lifestyle work for every type of person.

4.2.1. Theme 1: Mental Health and Well-Being:

Several past studies investigate the negative effects digital nomadism has on mental health studies show that digital nomadism influences the mental health which is eventually becoming the growing area of concern. The lack of social and routine support significantly affects the mental well-being of individuals (Reichenberger, 2018). The need to perform well while traveling raises stress as mentioned by (Richter and Richter, 2021). The participant explains their love for digital nomad freedom but explains their constant anxiety to complete work assignments during travels. One of the participant stated, *"I love the flexibility of being a digital nomad, but I often feel anxious about meeting deadlines while traveling. Some days, it feels like I'm never fully off work or fully enjoying the destination."* The findings of the study aligns with the existing published research which shows digital nomad life includes both benefits and problems. While having flexibility to opt work locations and follow self-managed schedule ensures easy of work but having to switch between jobs and accommodations increases feelings of stress and anxiety (MBO Partners, 2024)). Furthermore, the digital nomads also lead to miss the benefits of traditional workplace process like the access to mental health support, which stimulates the vulnerability.

Moreover, another participant mentioned that, *"It's hard to maintain a healthy routine when you're constantly on the move. I struggle with eating properly and getting enough sleep, which affects my mood and productivity."* Moving between locations makes it challenging for the nomads to keep to a regular health routine. Having issues with food meals and bedtime rest creates poor mood which worsens my work performance. Some participants recommended personal limits including choosing specific work times and practicing meditation to build daily patterns. No standard approach works because constant travel changes and job requirements create obstacles.

4.2.2. Theme 2: Social Isolation

Digital nomads usually tend to travel often in order to stay engaged in their work which sometimes makes it challenging for them and they struggle building stable social relationships. According to the recent study, remote workers experience loneliness because they lack real community support (Mohammad Thoriq Bahri, 2024). Co-working areas with online networks help digitally nomadic workers part-way but social networking today still needs personal connection. Amongst other participants, one illustrated that, *"I meet amazing people everywhere I go, but the connections often feel fleeting. It's hard to form deep, meaningful relationships when you're constantly moving."* The responses of the participants highlight the paradox of digital nomadism: Digital nomad focuses to stay connected with business worldwide yet feel disconnected from others (Grant, Wallace and Spurgeon, 2013). Unpredictable social circles leave people feeling alone and disconnected from their community. Those who want emotional depth and steady relationships feel isolated more intensely in this situation.

Participants recognized the need to actively create social ties by joining events at meetup and dedicated nomad platforms plus neighbourhoods' social occasions. Participants also reconsidered that creating relationships, demands the time and energy that they do not always have due to their work and travel schedules. According to one of the respondent, *"Co-working spaces help me feel less lonely, but it's not the same as having close friends or family nearby. Sometimes, I wish I had a more permanent base."* Co-working spaces help people fighting loneliness according to many responses in the survey. These spaces help people build connections while creating a shared environment. Despite their benefits they lack the deep emotional connections found in sustained relationships (Thompson, 2018).

4.2.3. Theme 3: Work-Life Conflict:

One of the most significant characteristics of the digital nomadism in the incorporation of the work and life balance (Kossek et al., 2012). Digital nomads enjoy freedom with their work and also experience major difficulties in managing work conflicts with personal life. One of the growing body of research highlighted they the digital nomads often encounter heavy issues in catering the intensive demands of the clients, like meeting the deadlines while exploring new destinations (Greenhaus and Beutell, 1985). When work conflicts with travel it takes away from both work satisfaction and personal happiness. One participant said, *"Balancing work and travel is harder than it looks. I often feel guilty when I'm not working, even when I'm supposed to be enjoying a new place"*. People realize now that combining work and travel proves more difficult than expected. Digital nomad responses show us where work and travel goals clash for people working from different locations. When digital nomads strive to work productively they feel guilty because they can't enjoy leisure activities in their new travel locations.

While leading a nomadic life, people find it hard to maintain clear divisions between timeframes, geographical spaces and their mental states. Many of the participants highlighted about methods like setting work hours, splitting office time from private space and learning

to clear their minds. Working on the road and staying productive proves challenging no matter how well you prepare for travel disruptions. Another participant stated that, *"Sometimes, I have to skip sightseeing or socializing because I have deadlines. It feels like I'm always compromising one for the other."* The two areas seem to require trade-offs all the time. The study determined that work-life conflict grows worse because of clients' demands and different time zones outside the workplace. Based on study data, participants who live across different time zones force participants to miss out on their personal activities. Repetitive role switching between work and personal life creates burnout habits.

5. Discussion:

This research shows that digital nomadism creates both positive and negative results especially regarding work-life balance, psychological challenges and personal boundaries with technology (Golden and Geisler, 2007). Digital nomads benefit from unmatched mobility but face serious workplace boundaries and technology overdependence alongside their mental health difficulties. The research shows digital nomads commonly find it hard to maintain separate areas for their professional and private lives. Having fusion of work and leisure activities taking place in the same location and time messes up the usual separation between work and personal life. As per the results and findings it has been seen that digital nomads usually to overwork because of the lack of comprehensive schedules which makes them feels always on due to the excessive workloads and pervasive use of interaction tool like Zoom. According to the research, many individuals feel more burnt out and struggle to disconnect when they lack physical and temporal boundaries in work (Mancinelli, 2020). Despite appearing carefree the psychological impact demands people to create clear schedules between their working and leisure activities.

Moreover, another significant findings, technology dependence, also plays a pivotal role in both complicating and enabling digital nomadism. Digital tools Trello and Asana along with Google Workspace make it easier for people to maximize their productivity and control projects. Maintaining continuous contact with technology produces stress for its users. Digital nomads need to stay connected and available 24/7 because clients across different time zones expect quick responses which fragments their work-life separation. Even though digital nomads attempt digital downtime to ease their technostress they frequently avoid it because they fear missing crucial opportunities or not meeting their work deadlines (Hermann and Paris, 2020). This shows the urging need to establish structured approaches for digital nomads, to incorporate international downtime and technological use.

The findings of the study also portrays the psychological challenges interlinked with digital nomadism. Many digital nomads experience being alone because they need reliable people to support them in their lives. Rapidly moving from one location to another restricts their potential to develop meaningful relationships, showing the feeling of isolations. Locating to new places and learning foreign cultures raises stress levels regardless of how workers handle remote work tasks. Since these obstacles demand better online and offline networking systems to help digital nomads feel safe and connect with others.

Strict organizational structure and policy implications transformed as the critical areas for consideration. Companies need to change their performance rating standards since direct supervision works poorly for workers who work offsite. The organization needs to assess performance on achieved results rather than regular presence (Aleksandra Sztuk, 2023). To support digital nomads, organizations should offer guidance on work-life balance through accessible employee assistance programs in addition to work management training. Governments assist digital nomads through programmed initiatives to create better working conditions. However, it is essential that these policies must cater critical issues like legal residency, taxation and social protection to allow the sustainability of the lifestyle (Andino-Frydman, 2023).

6. Conclusion:

The study examined the multifaceted dimensions of the digital nomadism that tend to focus on its effects on work-life balance, technological dependences, personal boundary management and psychological challenges. Due to its unique personal and professional demands digital nomads need special skills to remain sustainable in this flexible working lifestyle. The research shows that online work habits mix with personal life forces digital nomads into feelings of stress and burnout. Life of a digital nomad creates social distance and makes building strong relationships with others quite hard. Some orgs have created digital communities and employee programs that show promise for improving the lives of digital nomads.

Research indicates that companies need to develop complete support systems for digital nomads. People need to create set schedules and handle technology smartly and companies should define work results plus offer quality support to remote employees. Governments must put into place fair employment laws and ensure reasonable working conditions to make digital nomadism successful at a broad scale. Digital nomadism changes how people work today. By fixing its concerns and capitalizing on available benefits digital nomads can build a modern-day workplace system that suits future job needs. Digital nomads experience life freedom and cultural exploration along with the need to intentionally handle these lifestyle's specific issues. The results of the study demonstrate the need for organized measures to address job demands and work-setting issues for digital nomads across personal, professional, and national platforms. Strategies to handle these challenge areas can make digital nomadism healthier and more sustainable.

There are certain limitation in the research article. The research sample may not capture all digital nomad profiles because most participants come from certain work sectors and nations. This present study only uses qualitative data which restricts how broadly people can apply our findings. People may distort their responses because they only shared data based on their own observations. This study examines digital nomad trends at one moment which may fail to show their development over a longer period. The fast development of remote work technologies constantly changes how well these research results apply today.

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Appendices:

Appendix A: Interview Questionnaire:

1. Can you explain your typical workday as a digital nomad?
2. How do you manage your work-life balance while traveling?
3. What motivated you to adopt the digital nomad lifestyle, and what do you think is the significant advantage?
4. What are the most critical challenges you encounter in maintaining a digital nomad lifestyle, specifically in terms of work productivity and personal well-being?
5. How does technology impact your ability to work remotely?
6. How do you manage boundaries between your work responsibilities and personal life while traveling?
7. How do you develop and maintain social connections or a sense of community as a digital nomad?
8. How sustainable do you see the digital nomad lifestyle is for you in the long term?

Appendix B: Informed Consent Form:

Date: _____

I, _____, state that I am over 18 years of age and that I voluntarily agree to participate in a research project conducted by _____ entitled _____. The research is being conducted in order to _____. The specific task I will perform will require time for me to participate and answer the questions the researcher will give.

I acknowledge that _____ has explained the task to me fully; has informed me that I may withdraw from participation at any time without prejudice or penalty; has offered to answer any questions that I might have concerning the research procedure; has assured me that any information that I give will be used for research purposes only and will be kept confidential.

[Signature of the researcher]

[Signature of participant//s]