

The Relationship Between Digital Transformation and Work-Life Balance Among Employees in the Oil and Energy Sector in the Kingdom of Saudi Arabia

Section 1: Demographic Information

1. Gender
 - Male
 - Female
2. Age
 - 20–29
 - 30–39
 - 40–49
 - 50 or above
3. Nationality
 - Saudi
 - Non-Saudi
4. Level of education
 - Diploma or lower
 - Bachelor's Degree
 - Master's Degree or higher
 - Other
5. Job position level
 - Entry-level employee
 - Supervisor
 - Manager
 - Senior manager / Executive
6. In which sector do you currently work?
 - Private Sector
 - Public Sector
 - Non-Profit
 - Semi Government
 - Other: _____
7. Department / Work Area
 - Operations

- Engineering / Technical
 - Administration
 - IT / Digital
 - Other
8. Years of work experience
- Less than 1 year
 - 1–3 years
 - 3–5 years
 - 6–10 years
 - More than 10 years
9. How frequently do you use digital communication tools (email, Teams, Slack, etc.) for work?
- Rarely
 - Sometimes
 - Often
 - Very often

Response Scale (for Sections 2 and 3)

Please indicate your level of agreement with the following statements using the scale below:

1	2	3	4	5
Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree

Section 2: Digital Transformation (Independent Variable)

Section 2A: Techno-Overload (Adapted from Tarafdar et al., 2015)

No.	Statement	1	2	3	4	5
1	I am forced to work faster due to digital technologies.					
2	Digital tools increase my workload.					
3	I have to handle more tasks because of digitalization.					
4	My job demands that I work longer hours due to digital technologies.					

Section 2B: Techno-Invasion (Adapted from Tarafdar et al., 2015)

No.	Statement	1	2	3	4	5
5	I spend time on work-related digital communication during my personal time.					
6	I receive work-related emails or messages outside working hours.					
7	Digital technologies invade my personal life.					
8	I feel that work follows me home through digital devices.					

Section 2C: Remote Work Intensity (Adapted from Wang et al., 2021)

No.	Statement	1	2	3	4	5
9	I frequently work from home using digital tools.					
10	My job requires me to be available remotely outside office hours.					
11	Remote work makes it difficult to separate work from personal life.					
12	I often work remotely during weekends or holidays.					

Section 3: Work-Life Balance (Dependent Variable)

No.	Statement	1	2	3	4	5
13	I am satisfied with the balance between my work and personal life.					
14	My work rarely interferes with my personal responsibilities.					
15	I have enough time for personal or family activities.					
16	My work schedule allows me to maintain a healthy personal life.					
17	I can manage both my work and personal responsibilities effectively.					
18	Overall, I feel I have a good work-life balance.					