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THE HUMAN CONDITION IN THE DIGITAL AGE AND ANTHROPOLOGICAL PERSPECTIVES ON THE PROFESSIONAL LIFE OF IT SPECIALISTS

Dina BARCARI,
Technical University of Moldova

Digitalization has reconfigured the human condition in the IT sector, influencing work, creation and professional action. Digital technologies, automation and the virtual environment shape work tools, professional identity and social interactions. Studies show that IT specialists experience a fragile balance between autonomy, creativity and performance pressure. Participation in digital communities and open-source contributions support professional recognition and identity consolidation. Work flexibility involves rapid adaptation and constant availability, while pressures related to deadlines and metrics limit innovation. Professional ethics become crucial, with decisions having an impact on users and data security. The study highlights that digitalization transforms the professional experience, the meaning of work and social interactions, and the integration of Arendtian and anthropological perspectives allows the development of sustainable, creative and ethical work environments.

Keywords: *digitalization, professional autonomy, professional identity, digital communities, IT ethics, performance, automation.*

CONDIȚIA UMANĂ ÎN ERA DIGITALĂ ȘI PERSPECTIVE ANTROPOLOGICE ASUPRA VIEȚII PROFESIONALE A SPECIALIȘTILOR IT

Digitalizarea a reconfigurat condiția umană în sectorul IT, influențând munca, creația și acțiunea profesională. Tehnologiile digitale, automatizarea și mediul virtual modelează instrumentele de lucru, identitatea profesională și interacțiunile sociale. Studiile arată că specialiștii IT experimentează un echilibru fragil între autonomie, creativitate și presiunea performanței. Participarea în comunități digitale și contribuțiile open-source susțin recunoașterea profesională și consolidarea identității. Flexibilitatea muncii implică adaptare rapidă și disponibilitate constantă, în timp ce presiunile legate de deadline-uri și metrici limitează inovația. Etica profesională devine crucială, deciziile având impact asupra utilizatorilor și securității datelor. Studiul evidențiază că digitalizarea transformă experiența profesională, sensul muncii și interacțiunile sociale, iar integrarea perspectivelor arendtiene și antropologice permite dezvoltarea unor medii de muncă sustenabile, creative și etice.

Cuvinte-cheie: *digitalizare, autonomie profesională, identitate profesională, comunități digitale, etică IT, performanță, automatizare.*

Introduction

The human condition, a concept explored in depth by philosophers and anthropologists, refers to the fundamental experiences that define human existence: work, action, thought and social relations. In the digital age, these dimensions of human existence are radically reconfigured by technology, especially in the professional field of IT specialists, where virtual reality, artificial intelligence and automated processes become ubiquitous elements of everyday life. The phenomenon of digitalization influences both the tools that people use and the way they perceive their identity, social structure and the meaning of work. Studying the human condition in this context requires an interdisciplinary approach that combines cultural anthropology and philosophical reflections on existence and action.

One of the conceptual pillars of this analysis is the theory of Hannah Arendt, who, in her classic work *The Human Condition* [1], identifies three fundamental activities of human life: work, creation and action. Arendt distinguishes between work necessary for survival, creative activities that transform the world and political and social action through which people interact and influence the community. Against the backdrop of digitalization, these categories are reinterpreted: work often becomes mediated by technologies that increase the speed and complexity of processes; creation (in the form of software programs, algorithms or

digital platforms) redefines the meaning of productive work; and social action moves partly into the virtual space, where interactions are mediated by e-mail, instant messaging or online professional networks. Arendt, in this way, provides a powerful theoretical framework for analyzing the profound transformations of professional experience and identity in the contemporary IT environment.

Richard Sennett, in *The Culture of the New Capitalism*, shows how the flexibility and precariousness of work affects the individual, eroding stability, belonging and the psychological and social human condition „Only a certain kind of human being can prosper in unstable, fragmentary institutions: the culture of the new capitalism demands an ideal self oriented to the short term, focused on potential ability rather than accomplishment, willing to discount or abandon past experience” [2, p. 13]. In digital anthropology, Daniel Miller [3] highlights that technology shapes behaviors, values, and social practices, redefining IT professional communities: dispersed teams, digitally mediated collaborations, and virtual organizational cultures. Tom Boellstorff, in *Coming of Age in Second Life* [4], shows that digital identity is constructed and negotiated, offering creative opportunities, but also generating risks of alienation and emotional overload among IT specialists.

The human condition in the digital age is also analyzed in the context of social relations, working time and professional identity. IT professionals experience a precarious balance between autonomy and supervision, between creativity and performance pressure. Automation and artificial intelligence are changing the nature of work, shifting the emphasis from repetitive tasks to tasks of supervision, maintenance and continuous innovation. This transition has profound anthropological implications since the individual is constantly negotiating the added value he produces and the meaning he gives to his activity; while digital professional communities develop new norms and rituals to support collaboration and cohesion.

Moreover, digitalization emphasizes the global dimension of IT work. Teams distributed across time zones and cultures create complex interdependencies that require cultural and social adaptations. According to anthropologist Michael Wesch [5], studies on digital culture highlight how technology affects the perception of time and space, and for IT professionals this means constantly adapting to rapid information flows and continuous changes in professional standards. Thus, the human condition becomes a fluid terrain, where professional and personal identity intersect with technological demands and the accelerated pace of digital innovation.

Hannah Arendt also provides a useful framework for analyzing the impact of digitalization on human agency and freedom. In the context of IT work, agency is mediated through digital platforms, but risks being diminished by rigid organizational structures and performance pressures. Arendt emphasizes that human agency is essential for asserting freedom and moral responsibility; in the IT environment, this agency takes the form of innovation, creative collaboration, and participation in strategic decisions, but is constrained by control algorithms, digital surveillance, and prescriptive organizational norms.

Another critical dimension of the human condition in the digital age is the relationship with time and the pace of work. According to Sennett and Miller, the apparent flexibility of IT work actually implies a constant pressure to be available and adaptable. In anthropology, social time is a cultural construct; in the digital environment, it becomes fragmented, accelerated, and often impersonal. IT professionals experience both the advantage of global connectivity and the difficulty of maintaining a balance between professional and personal life. In this way, the human condition is no longer defined solely by work or creation, but also by the individual's ability to manage informational stress, social isolation, and cognitive overload.

Objectives and methods used

By studying the intersection of technology and the professional lives of IT professionals, we propose a deeper understanding of how digitalization influences human experience, professional identity, and social structures in the workplace. Given the complexity of the phenomenon, the research objectives reflect both the theoretical and applied dimensions. In this context, the study achieves three main objectives.

The first objective aimed to analyze how digital technology influences the work structure and professional experience of IT specialists, including the effects of automation, artificial intelligence and digital platforms on creative tasks, work routines, autonomy and work-life balance. The second objective aimed to

understand the impact of digitalization on professional identity and social relations, through the building of online communities and the mediation of technological interactions, from anthropological and psychological perspectives. The third objective explored the ethical and philosophical implications, based on Arendt's theory, regarding work, creation, action and moral responsibility in the IT environment.

The study of the professional life of IT specialists was based on an anthropological methodological approach that captured the complexity of digital experience and professional identity. The professional life of IT specialists is mediated by technology, organizational structure, digital cultural norms and online professional communities, which required the use of flexible qualitative methods capable of capturing both the subjective and objective dimensions of the work experience. Two methods were used: document and digital data analysis, to identify organizational values, collaboration norms and task distribution, and a non-ethnographic case study, which examined IT group dynamics and how technology influences professional identity, complemented by a mini-questionnaire.

The human condition and digital transformations in the IT professional environment

The concept of the human condition is one of the most fundamental and complex topics in anthropology, philosophy, and the social sciences. At the heart of this idea is the attempt to understand what defines human experience, how people relate to their environment, to others, and to their own actions, and how cultures and technologies influence these experiences. As emphasized in the philosophical analysis of the concept of experience offered by Ecaterina Lozovanu „Experience occupies a leading place in contemporary philosophical thought. … Experience has penetrated with considerable ease into domains that seemed completely foreign to what is usually understood by this word with a relative meaning." [6, p. 40]. This observation highlights the transversal nature of experience, which crosses disciplines, cultural contexts and professional fields, becoming a central element in understanding the human condition.

In anthropology, the study of the human condition involves a holistic approach, integrating biological, cultural, social and symbolic perspectives, exploring how people live, work, interact and construct meaning in their lives in diverse historical and cultural contexts. In the contemporary context, this issue takes on an additional dimension through the influence of digital technology on professional life and human identity, especially in the IT environment, where interaction with technology is becoming ubiquitous. The human condition includes the full range of social, cultural and psychological experiences that define human existence. Anthropologists seek to identify the fundamental characteristics that differentiate humans from other species and how these characteristics are mediated through culture, technology and social institutions. In this perspective, the human condition is simultaneously universal and contextual: there are traits common to all humans, such as the ability to create symbols, communicate and organize communities, but the way these traits manifest themselves depends on the specific cultural and technological environment.

Digitalization adds a new dimension to the human condition, especially through the way technology redefines work, social relationships, and identity. In the IT professional environment, people no longer interact only face-to-face, but through digital platforms, algorithms, and collaborative tools.

The study of the human condition in anthropology provides an essential conceptual framework for understanding digital work. Integrating Hannah Arendt's theories, anthropological research, and studies of digital work allows for the identification of critical dimensions of the professional experience: autonomy, agency, identity, social relations, and adaptation to technological pressures.

In IT professional research, these perspectives allow: assessing how technology affects the subjective experience of work; identifying tensions between creativity, performance pressure and ethical responsibility; analyzing how digital professional communities construct cultural norms and values; proposing recommendations for organizational policies that support well-being and professional development.

Therefore, the anthropology of the human condition in the digital environment is a practical tool for understanding the complex transformations of contemporary work, identifying challenges and opportunities, and formulating interventions that maintain the balance between performance, creativity, and the human condition.

Digital transformations represent one of the most profound phenomena of contemporary society, influencing the way people work, interact and construct their identity. In the context of IT specialists, these changes are more visible than in other fields, because they use technology, and actively participate in creating and shaping it. In this section, we explore the connections between the human condition, as defined by Hannah Arendt and contemporary anthropologists, and the digital transformations that shape the professional, social and personal experience of the individual.

Digitalization is fundamentally changing the nature of work and, implicitly, the experience of the human condition. IT professionals operate in an environment dominated by code, algorithms and digital platforms, and their activities are characterized by automation and efficiency, global interconnectivity and constant evaluation. IT projects involve collaboration between geographically dispersed teams, changing social dynamics and the perception of time and space. Digital platforms allow for continuous monitoring of performance, creating both opportunities for recognition and pressures for conformity and efficiency. These changes have direct consequences on professional identity and the perception of the value of work.

Digitalization shapes social relationships and the way individuals relate to community. Anthropologist Tom Boellstorff has studied digital communities and highlighted how they enable identity construction and social validation in a virtual space. For IT professionals, participation in open-source projects, technical forums, and professional groups expands the traditional concept of community. Contributions to code or digital projects become a form of social and professional capital, and global collaboration brings cultural diversity and exchange of perspectives; platforms impose rules of conduct, work rhythms, and performance standards that shape professional behaviors and expectations. These elements reflect the dimension of “action” described by Arendt, where human interaction and the expression of plurality are mediated by technology, and the human condition is redefined through the digital space.

The professional identity of IT specialists is largely constructed by relating to technology and digital communities. Psychological and organizational studies show that the perception of one’s own competence, professional value and sense of belonging are closely linked to the way individuals interact with digital tools. The possibility of making decisions and contributing to projects influences the feeling of competence and personal value. Digital metrics and performance evaluations generate validation or pressure, influencing psychological balance. The possibility of working remotely and managing time affects the way the individual structures his or her professional and personal life. These elements are relevant to understanding the human condition, as they reflect how technology expands freedom and creativity, as well as introducing new forms of constraint and stress.

Anthropologist Richard Sennett emphasizes that work has an essential dimension in constructing the meaning of human life. Digitalization changes the way this meaning is constructed. Software, applications and platforms become artifacts that reflect the creativity and effort of the individual. Professional contributions affect global communities, generating a sense of relevance and influence. The freedom to experiment and innovate in the digital environment stimulates satisfaction and a sense of personal value. Thus, the human condition is marked by the perception of its impact on the world and on the communities in which the individual is involved.

Hannah Arendt defines public space as „the evolution of the modern era and the rise of society, where the most private of all human activities, work, became public and was allowed to establish its own common sphere...” [1, p. 142] as a place where people meet to act and discuss together, expressing human plurality. Digital transformations extend this concept. Social networks and professional forums become spaces for interaction and professional expression, the visibility of digital contributions allows for the building of reputation and professional status, and interaction in the digital space is governed by algorithms, metrics and codes of conduct, which support or constrain authentic expression. This expansion of public space transforms the experience of the human condition, introducing new forms of interaction, collaboration and visibility, but also risks related to surveillance and social pressure.

The human condition implies responsibility and moral action, and digitalization brings new ethical dilemmas. IT specialists must make decisions that impact users’ lives, data security, and the social impact of technology. Those who develop software influence the behavior and decisions of other people, implying

ethical responsibility. Compliance with professional norms and standards reflects the way the individual exercises his responsibility. Local decisions have global impact, which increases the importance of awareness and responsibility. Thus, digital transformations connect the human condition with ethical dilemmas, emphasizing responsible action and reflection on the impact of work on the world.

Contemporary anthropologist Lucy Suchman highlights how technology shapes perceptions, practices, and social interactions „Humanmachine communications take place at the very limited site of interchange; that is, through actions of the user that actually change the machine's state" [7, p. 4]. This shows that interaction with technology is not neutral; every user action affects the state of the system, and thus perceptions of work, collaboration, and professional identity are mediated by digital artifacts and online communities, an essential aspect for IT professionals operating in complex digital work environments.

In the same vein, philosopher Brian Massumi emphasizes how technological environments shape human experiences and perceptions „In the Internet events, the body inputs information to the computer in order to express or relay it as a force: the body places itself between information and force. The left side of the body receives programmed gestures fed from the machine, to which it then choreographs a circumscribed voluntary response: programmed and involuntary." [8, p. 126]. This highlights that digital tools, including the Internet, television or other media, are not neutral: they function as cultural formations that influence how individuals perceive, interact and relate to their social and professional environment. In the case of IT professionals, this translates into how technology shapes professional identity, work experience and the social reality constructed in digital communities.

The connections between the human condition and digital transformations are multiple and complex. Digitalization is redefining work, influencing autonomy, creativity and professional stress. Digital communities expand public space and offer opportunities for recognition, collaboration and plural expression. Professional identity is built in interaction with technology and with other members of the community. Tensions between performance and freedom reflect the challenges of the human condition in the digital age. Ethical responsibility becomes central, and professional decisions have global impact. Anthropology provides tools for understanding cultural and social changes, highlighting how technology shapes human perceptions and experiences. Therefore, digital transformations are technological and deeply human that affect the way people work, interact, create and construct their identity. The study of these connections offers essential insights for understanding the human condition in the 21st century and for developing more sustainable, ethical and creative professional environments.

Another essential aspect is the ethical and political dimension of digital work. Technology is not neutral; it influences how resources are distributed, decisions are made, and power is exercised within organizations. Hannah Arendt, in her analysis of the human condition, emphasizes the importance of action and moral responsibility in the public and professional spheres. Applied to the IT environment, this perspective suggests that professionals participate, through their work, in the construction of social and digital structures that shape the daily lives of many people. Therefore, the study of the intersection between technology and professional life becomes a critical tool for assessing the ethical responsibility of IT professionals, the social impact of developed technologies, and the moral implications of technological decisions.

The intersection of technology and work also provides a unique opportunity to examine cultural and normative shifts within organizations and professions. IT professionals develop and operate in an environment characterized by rapid innovation, global competition, and continuous adaptability. This context generates new norms regarding collaboration, communication, and performance evaluation. In organizational anthropology, Richard Sennett highlights how the flexibility and uncertainty of modern work affect individuals' perceptions of professional stability, security, and belonging. Studying these cultural transformations is crucial to understanding how technology redefines the meaning and value of professional experience.

Another significant reason for academic interest in this intersection is adaptation and innovation in the professional environment. Technology requires continuous learning and the development of new skills, which creates both opportunities for professional growth and additional pressures on employees. The study of this interaction helps to identify effective learning and adaptation strategies, as well as factors that facilitate or hinder innovation. In this sense, the anthropology of work and interdisciplinary research in profes-

sional education contribute to the development of sustainable models of professional development in the digital age.

Moreover, technology is transforming the way work value and professional contribution are perceived. In the IT context, performance is often measured by quantitative indicators (lines of code, speed of project delivery, number of bugs eliminated) rather than by assessing creativity, critical thinking, or social impact. Studying this intersection allows for a critical analysis of how technology distorts perceptions of work and influences motivation and professional satisfaction.

The study of this intersection has academic, practical, and social value. It provides a framework for understanding how technology is redefining the human condition, professional experience, and organizational structure, as well as tools for creating more equitable, productive, and healthy work environments. In a digitalized world where technology is becoming an integral part of working life, this research becomes crucial for anticipating and managing change, promoting ethical responsibility, and protecting the well-being and professional identity of individuals.

Results and discussion

The professional life of IT specialists: between digitalization, autonomy and professional communities

The IT sector in the Republic of Moldova has experienced significant development in recent years, becoming a major hub for software companies, outsourcing and innovative start-ups. The study focused on 25 IT specialists active in local and international companies, analyzing how digital transformations influence the human condition, in the Arendtian sense, and professional identity.

The participants are programmers, software engineers, and project managers, with an average of 5 to 10 years of experience in the field. Most work in a hybrid or remote mode, and their activities are mediated by digital technologies and online professional communities.

In the questionnaire applied to IT specialists from the Republic of Moldova, participants were asked to reflect on their professional activity in relation to the three fundamental concepts developed by Hannah Arendt in her work The Human Condition – “labor”, “work” and “action”. These concepts served as a reference point for analyzing how digital transformations influence the work experience, autonomy, creativity and social interaction. Through this approach, the study aimed to highlight performance, professional efficiency and the implications for the identity and meaning of work in the digital and remote work context.

A good portion of participants (Figure 1) reported that digitalization gave them more control over their work, especially in project management and choice of tools.

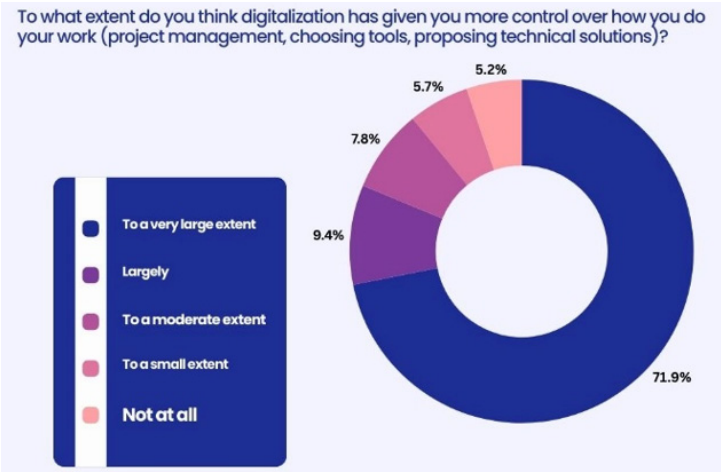

Fig. 1

Following this question, respondents listed a series of keywords describing the role of digital technologies in their work. The data indicate that programmers perceive digitalization as a factor in increasing professional autonomy. Participants frequently highlighted the freedom (Figure 2) to propose innovative technical solutions, in the absence of constant supervision, which suggests a strengthening of control over the work process.

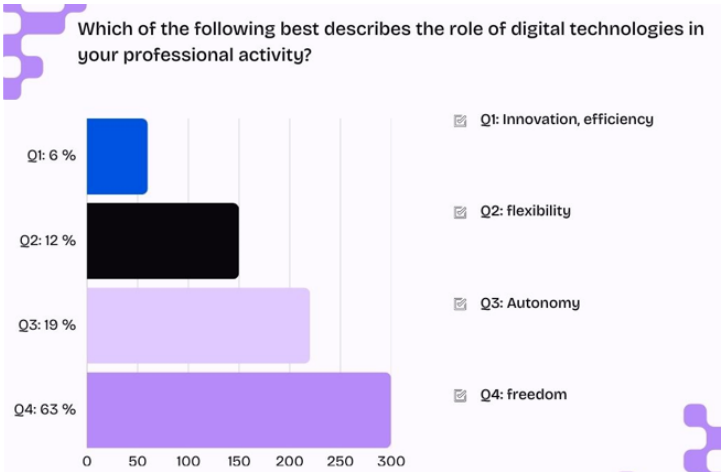

Fig. 2

The data suggests that digital metrics and strict deadlines influence perceptions of creativity at work (Figure 3). Many participants feel a tension between autonomy and efficiency; on the one hand, digitalization offers control and freedom, on the other hand, strict rules and monitoring through metrics limit the possibility of innovation.

This dynamic highlights that digital tools facilitate organization and performance, generate pressure and restrictions affecting the way professionals express their creativity. Thus, the impact of digital technologies on work depends on how they are integrated into workflows and on the balance between autonomy and control.

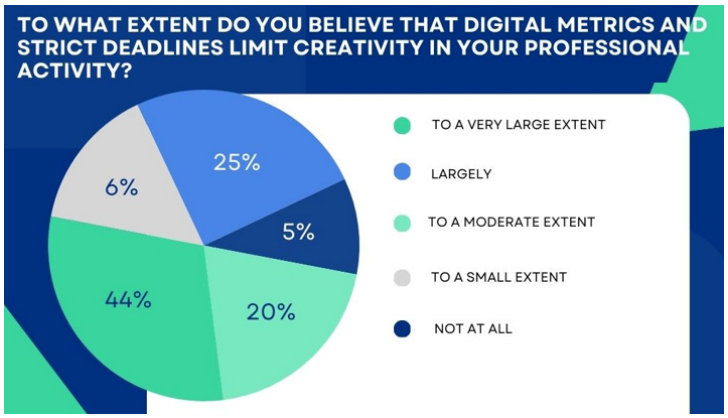

Fig. 3

Active participation in digital communities was essential for building professional identity. Visible contributions to open-source projects were perceived as recognition of competence, providing a sense of value and international relevance.

Several participants stated that their work exists beyond the office, and the code they publish becomes part of their professional identity. Respondents suggest a strong link between professional activity and the formation of professional identity, indicating that work is perceived as a process through which the individual defines themselves professionally. In this context, for respondents, published code is understood as a symbolic product that reflects the skills, values, and professional standards of IT specialists, contributing to strengthening their recognition in wider communities, such as open-source environments. Participants attribute a dimension to their work that goes beyond the spatial and temporal limits of the office, suggesting a perception of its impact and visibility beyond the immediate organizational framework. At the same time, the public assumption of code implies a high level of responsibility and intrinsic motivation, as the results of the activity become directly associated with the individual's professional identity. In this perspective, creative work functions as a mechanism for self-fulfillment and personal expression, contributing to the meaning and satisfaction felt in one's career. Therefore, the statement highlights the fact that, for some

professionals, the products of their public work constitute essential components of their professional identity and reputation, an aspect with relevant implications for the analysis of motivation, involvement and organizational culture.

The research showed that IT organizations in the Republic of Moldova cultivate a culture based on collaboration, mentorship, and flexibility. Remote teams use digital platforms for communication and organization, creating an environment where rapid feedback and mutual support are dominant norms.

However, the pressure for fast delivery and alignment with international customer requirements generates stress and a sense of „robot work” for some repetitive roles.

The study highlighted several major tensions presented in Table 1:

Table 1. Tensions and challenges of digital work

Problem identified	Description	Reported impact
Overwork and burnout	Difficulty separating work from personal life, especially in the context of remote work.	Some participants have reported this issue.
Alienation from repetitive projects	Monotonous tasks, even if reduced through automation, were perceived as demotivating.	Decreased motivation and professional involvement.
Identity fragmentation	Simultaneous involvement in multiple projects and online communities made it difficult to form a coherent perception of one’s own professional value.	Confusion regarding professional identity and value.

The data indicates that the main difficulties reported are not strictly technical, but of a psychological and identity nature.

First, some of the participants who reported overwork and burnout suggest that remote work, while flexible, blurs the boundaries between work and personal life (Figure 4). This lack of demarcation leads to chronic exhaustion, decreased performance, and an increased risk of long-term demotivation.

Fig. 4

Participants perceive remote work as having a significant impact on work-life balance, particularly by blurring the spatial and temporal boundaries between these spheres. This lack of demarcation increases the risk of overwork and burnout, but data suggest that certain strategies mitigate the negative effects. Establishing clear boundaries between work and personal life, through a well-defined schedule and a dedicated work-

space, allows participants to effectively disconnect after work hours and protect personal time. Integrating regular breaks and disconnection practices, such as walks or relaxation exercises, helps restore mental energy and reduce accumulated stress. Open communication and social support, both with managers and colleagues, as well as within professional and social networks, play an important role in managing workload and maintaining motivation. Planning and prioritizing tasks through work organization methods allow focus on essential activities, preventing feelings of overwhelm and increasing efficiency.

Overall, the data show that although remote work generates risks of burnout, the application of these strategies contributes to creating a sustainable balance between professional and personal life and reducing the risk of burnout, highlighting the active role of the individual in self-regulating their own work context.

Second, alienation from repetitive projects highlights a problem related to the meaning of work. Even though automation reduces the volume of monotonous tasks, the perception of routine and lack of intellectual challenge persists. This affects intrinsic motivation and diminishes job satisfaction.

Finally, the fragmentation of professional identity reflects a side effect of simultaneous involvement in multiple online projects and communities. Diversifying beneficial experiences, but in the absence of a coherent personal narrative, generates uncertainty about one's own value and professional direction.

Overall, the data suggests that the contemporary work environment, especially the digital and remote one, produces operational benefits, but creates vulnerabilities in terms of personal balance, motivation and professional identity.

Participants emphasized the importance of ethical responsibility in software development, data security, and user impact. Technical decisions have consequences for global communities, reflecting the expanded responsibility of IT professionals in the digital age.

The case study showed that: digitalization offers autonomy and creativity, but also imposes new forms of pressure and stress; digital communities are essential for building professional identity and international recognition of competence; the organizational culture in the IT sector in the Republic of Moldova promotes collaboration and flexibility, but the fast pace of projects and performance metrics generate tensions; the Arendtian dimensions of the human condition („labor", „work", „action") are affected differently by digitalization: „work" and „action" are expanded, „labor" becomes more cognitive, and the meaning of work becomes central to professional satisfaction; professional ethics becomes a critical aspect of identity in the digital age, having an impact on communities and users.

This study demonstrates that digital transformations influence the human condition at the professional level, highlighting the relationship between technology, autonomy, identity and social interaction. Anthropological perspectives allow for understanding cultural changes, organizational practices and how individuals shape and are shaped by technology.

The professional lives of IT professionals in the Republic of Moldova reflect the intersection of digitalization and the human condition: autonomy, creativity, and digital communities support the construction of professional identity and value, while performance pressure and digital surveillance generate tensions. The case study thus offers a clear perspective on how technology redefines the professional experience and meaning of work in the local context, with relevant implications for the anthropology of work and the study of the human condition in the digital age.

Conclusion

The study of the human condition in the digital age, especially in the context of the professional lives of IT professionals, highlights a profound transformation in the way people experience work, social interactions, professional identity, and the meaning of existence. Digitalization is not just a technological change, but a cultural and social phenomenon that redefines the entire professional experience, generating both significant opportunities and challenges.

The analysis shows that digitalization offers IT specialists an increased degree of autonomy and the possibility to organize their work creatively, through the use of digital platforms, collaborative tools and the virtual environment. The Arendtian concept of "work" translates into activities of software creation, algorithm development and digital projects, which allow individuals to leave a visible mark on the world

and strengthen professional identity. Contributions to open-source projects, active participation in digital communities and the visibility of work in the virtual professional space become fundamental elements for the recognition of skills and the construction of professional status. In this sense, technology becomes a means of self-realization, allowing individuals to participate in global innovation processes and to acquire a sense of professional relevance extended beyond the immediate organizational environment.

Social relationships and professional communities are also being redefined by digitalization. Global collaboration and digitally mediated interaction allow for the exchange of perspectives, cultural diversity, and the creation of extensive professional networks, but require constant adaptations and negotiation of organizational and cultural norms. Arendtian public space, the place of action and expression of plurality, extends into the digital environment through forums, professional platforms, and social networks, generating opportunities for collaboration and recognition, but also risks related to surveillance, social pressure, and alienation. Active participation in digital communities becomes an essential component of professional identity, transforming work into a symbolic process that reflects the individual's skills, values, and professional responsibility.

The empirical study conducted in the Republic of Moldova confirms these theoretical findings. IT professionals value autonomy and the opportunity to contribute to global projects. Digital communities are vital for social and professional validation, and an organizational culture focused on collaboration, mentoring, and flexibility supports adaptation to the accelerated pace of digital work. At the same time, managing work-life balance, prioritizing tasks, and social support are essential strategies for maintaining psychological well-being and job satisfaction. In this regard, the following recommendations are offered for the IT sector in the Republic of Moldova, which will contribute to optimizing the professional experience and protecting the human condition in the digital context: strengthening the balance between autonomy and work structure; supporting the prevention of burnout and maintaining work-life balance; developing an organizational culture oriented towards communities and professional recognition; promoting professional ethics and digital responsibility.

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Data about author:

Dina BARCARI, PhD in Philosophy, University Lecturer, Department of Social and Human Sciences, Technical University of Moldova.
ORCID: 0000-0002-5764-6617
E-mail: dina.barcari@ssu.utm.md

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