

1 ABSTRACT:

This study explores the relationships between nomophobia, fear of missing out (FOMO), and Cyberloafing among 238 employees in Rawalpindi and Islamabad. The findings reveal positive associations between these variables, indicating that individuals who experience nomophobia are more likely to experience FOMO and engage in Cyberloafing behaviors. Furthermore, the study shows that nomophobia predicts FOMO and Cyberloafing, while FOMO predicts Cyberloafing. However, FOMO does not mediate the relationship between nomophobia and Cyberloafing. The study also highlights the influence of demographic variables, such as gender, education, and job type, on these relationships. Overall, the study provides valuable insights into the complex interplay between nomophobia, FOMO, and Cyberloafing, and offers implications for promoting healthy technology use and improving productivity.

2 INTRODUCTION:

The rapid advancement of digital technology has given rise to new phenomena and prevalent behaviors in today's digital age. Investigating Nomophobia, Fear of Missing out (FOMO), and Cyberloafing in professional settings is crucial due to the rapid growth of smartphone usage and technology-related behaviors.



Nomophobia is a term derived from "no mobile phobia," referring to the anxiety or fear experienced when an individual is without their mobile phone or unable to access mobile connectivity.

Fear of Missing Out (FOMO), is a psychological phenomenon characterized by the anxiety that one is missing out on rewarding experiences that others are having.

Cyberloafing refers to the act of employees using their work time to engage in personal activities online, such as browsing social media, shopping, or checking personal emails.

3 METHODS:

OBJECTIVES:

- Investigate/Explore:**
- The Relationship b/w Variables
 - Examine FOMO's Influence
 - Mediating Role of FOMO
 - Mean differences across Socio-Demographic Variables

HYPOTHESES:

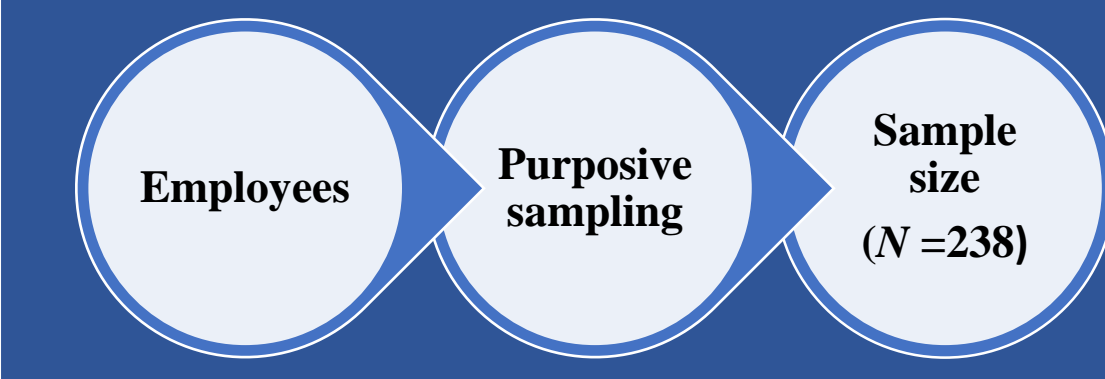
- Positive Correlation Between:**
- Nomophobia and Cyberloafing
 - FOMO and Cyberloafing
 - Nomophobia And FOMO
- Assessing:**
- Mediating Role OF FOMO
 - Socio-demographic variations exist in variables

INSTRUMENTS:

QUESTIONNAIRES

NMP-Q	FOMO Scale	Cyberloafing Scale
Yildirim and Correia	Przybylski et al	Lim and Teo
7-point Likert-type scale	5-point Likert-type scale	5-point Likert-type scale
20-items	10-items	13-items
α .95	α .95	α .82

SAMPLE AND SAMPLING TECHNIQUE:



PROCEDURE:

This study received ethical approval from the relevant committee and obtained permission to use the necessary scales. Participants were approached in their organizations and provided informed consent, with clear written and verbal instructions about the study's purpose.

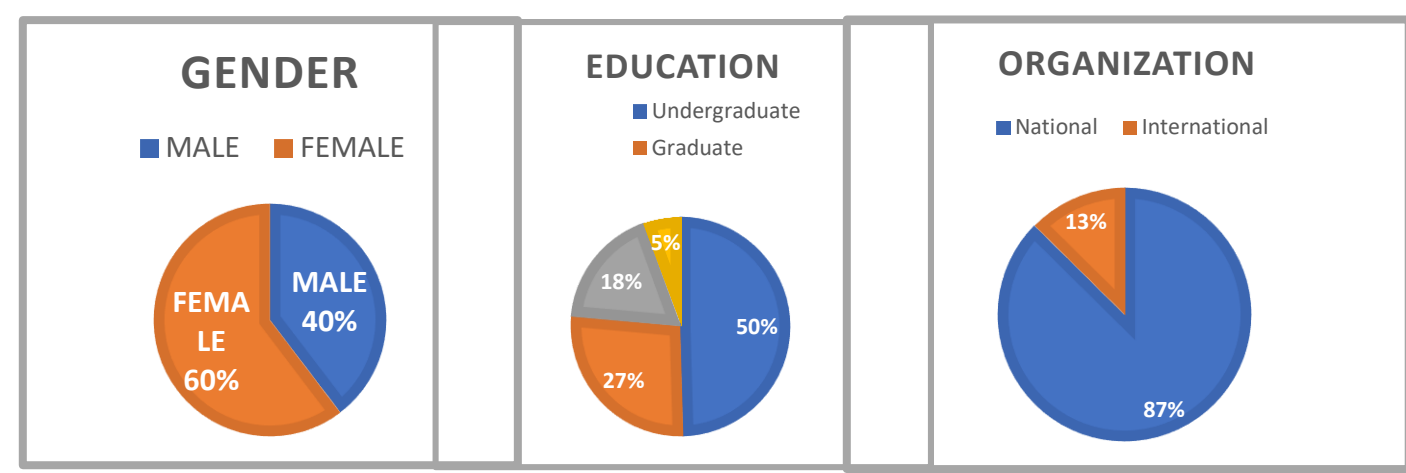
The research ensured anonymity and confidentiality, informing participants of their rights, including the option to withdraw at any time without penalty. Ethical standards were followed throughout the research process. Data was collected through Questionnaires, and data analysis was conducted using SPSS-21 to ensure valid and reliable results.

4 RESULTS AND DISCUSSION:

DESCRIPTIVE CHARACTERISTICS:

The sample consists mainly:

- Females
- Undergraduate degree
- Nuclear families
- Middle class
- Unmarried individuals
- National organizations
- Permanent job position
- Mean age 30.9 years



CORRELATION ANALYSIS:

Si.No	Variables	1	6	7	8	9
1	NOMO	-	.56**	.38**	.36**	.33**
6	FOMO		-	.44**	.44**	.31**
7	CL			-	.97**	.79**
8	BA				-	.62**
9	EA					-



MEAN DIFFERENCES:

Mean Comparison of the organization among employees (N = 238).

Variables	National (n=208)		International (n=30)		t	p	95% CI		Cohen's d
	M	SD	M	SD			LL	UL	
NOMO	93.02	25.75	89.83	24.28	.63	.52	-6.65	13.03	.12
UAI	17.42	5.27	16.70	5.57	.69	.48	-1.32	2.76	.13
GUC	22.91	7.13	22.00	7.71	.65	.51	-1.85	3.69	.12
UAC	29.85	7.73	29.76	8.02	.05	.95	-2.90	3.07	.01
LC	22.91	8.07	21.36	7.04	.65	.51	-1.51	4.61	.20
FOMO	26.80	10.00	26.10	10.53	.36	.71	-3.16	4.58	.06
TCL	27.73	11.15	19.86	11.90	3.57	.00	3.53	12.19	.68
BA	21.98	8.75	16.16	8.78	3.40	.00	2.44	9.19	.66
EA	5.73	3.47	3.70	3.82	2.96	.00	.68	3.39	.55

Note: NOMO=nomophobia, UAI=unable to access information, GUC=giving up convenience, UAC=being unable to communicate, LC=losing connectiveness, FOMO=fear of missing out, CL=cyberloafing, BA=browsing activity, EA=emailing activity. **p < .001.

The study used t-tests and ANOVA to calculate mean differences across sample groups. The results show significant differences across the sample groups.

MEAN DIFFERENCES ACROSS SAMPLE GROUPS:

Mean Differences Across Sample Groups	Highest Ratio	
Gender:	Male > female	Cyberloafing (CL)
Organization:	National > international	CL
Job Type:	Fulltime > part times	NOMO, FOMO, CL
Education:	Undergraduates/Ph.Ds > graduates	CL
Marital Status:	Unmarried> married, separated	NOMO, FOMO, CL

These statistically significant findings are particularly valuable for organizations and have an important contribution to the existing literature.

The study's hypotheses regarding the socio-demographic variables were all almost accepted. This means this research found significant differences in the key study variables (Nomophobia, FOMO, Cyberloafing) based on employee characteristics like age, gender, education level, job position, etc. These findings provide valuable insights into how Nomophobia, FOMO, and Cyberloafing may vary among different employee groups within an organization.

Mediation Analysis

The direct and indirect Effects of Nomophobia on Cyberloafing (N = 238).

Effects	B	95%CI	
		LL	UL
Total	.17	.12	.22
Direct	.08	.02	.15
Indirect	.08	.04	.12

Note: CI = class interval, LL = lower limit, UL = upper limit

The study's hypothesis regarding the mediating role of FOMO between Nomophobia and Cyberloafing was rejected. This could be due to various factors such as cultural differences, sample characteristics, or methodological choices specific to the study.

Correlation / Regression
Overall, the correlation and regression results provide support for the hypothesized relationships between the study variables. The positive correlations and predictive effects suggest the independent variables have a beneficial influence on the dependent variable.

5 CONCLUSION:

In conclusion, this study investigated the relationship between Nomophobia, Fear of Missing Out (FOMO), and Cyberloafing among employees in the workplace in Pakistan. The current study contributes to the existing body of knowledge by highlighting the complex interplay between Nomophobia, FOMO, and Cyberloafing among employees.

The significant associations between these variables underscore the importance of considering psychological and behavioral factors in understanding the consequences of excessive smartphone, technology, and excessive internet use among employees in Pakistan.

These findings can inform organizations in developing policies to minimize Cyberloafing and promote productive employee behavior.

6 LIMITATIONS AND SUGGESTIONS:

Limitations

Conducted in two cities
Not be representative of other cities or regions

Self-reported measures
Subject to biases

Only examined the mediating role of FOMO and overlooked other potential mediators or moderators

Suggestions

Future research; more diverse range of locations, including different cities, and towns.

Objective measures
Such as behavioral data or performance metrics, to complement self-reported data.

Future research should explore other potential mediators or moderators

7 ACKNOWLEDGMENT

FIRSTLY
❖ Gratitudo to Allah
❖ Salutations to Prophet Muhammad
Heartfelt Thanks to
❖ Beloved Supervisor
❖ Family
❖ Friends