

Islamic Work Ethics as a Moderator of the Negative Effect of Fear of Missing Out, Cyberloafing, and Technolust on Work Behavior

Muliawan Hamdani^{1*}, Vincent Didiek Wiet Aryanto¹, Sih Darmi Astuti¹

¹Management Doctoral Program Dian Nuswantoro University, Central Java,
p42202300012@mhs.dinus.ac.id

Abstract: This study's significance is reflected in its establishment of importance of the fear of missed out and its direct influence on enhancing employee work behavior. Fear of missed out, cyberloafing, and technolust were extensively studied in relation to the effect on undermining employee work behavior. This research explored how Islamic work ethics moderate the impact of Fear of Missed Out, cyberloafing, and technolust on work behavior. In the research, 265 respondents participated in this survey-based study, and analysis was done by Smart-PLS. Research conclusions were that FOMO, cyberloafing, and technolust detriment work behavior, and Islamic work ethics could be moderator in this matter. The research offered recommendations for enhancing employee work behavior in order that they can be more qualified.

Keywords: Islamic Work Ethics, Fear of Missing Out, Work Behaviour.

Article History:

Received: 14-09-2024

Online : 24-10-2024



This is an open access article under the [CC-BY-SA](https://creativecommons.org/licenses/by-sa/4.0/) license

----- ◆ -----

A. INTRODUCTION

Fear of missed out (FOMO) on job-connected opportunities decrease employees' achievement in well-known chronicle (Budnick et al., 2020). Stated by Fridchay & Reizer (2022), differences in Fear of Missed Out are linked to lower levels of job performance. Research by Li et al. (2022) suggests that FOMO harms employee performance. Tandon et al. (2022) have highlighted the adverse effects of Fear of Missed Out on employees' psychology and attitude using compensatory cyber world theory and regulatory focus theory. Furthermore, limited utilization of internet may mitigate the detrimental impact of Fear of Missed Out on employees' work engagement. Utilization of the Internet for personal tasks during work hours makes significant impact on work behavior. There was 10% increase in Cyberloafing and another detrimental actions from 2003 to 2007, as defined by Counterproductive Work Behaviors (Sao et al., 2020). It is debated whether Cyberloafing is bad work behavior (Tandon et al., 2021). Furthermore, various variables that predict employees' counterproductive work behavior were identified. From the study, it was concluded that feedback has no cause of employees' bad attitude (Arshad et al., 2016).

In their research, Bodhi et al. (2022) discovered that the fear of missed out can moderate relationship of work-related social media use (WSMU) and innovative work performance (IP). Abbasi (2015) also observed that job burden influenced job satisfaction, stress, and intention to turn over, influenced by Islamic work ethics (IWE). The impact of work overload on job satisfaction, gthe wants to change job, and stress is harmful. The equal event, IWE yields mixed results, correlating positively with job satisfaction, stress, and work

overload and negatively with turnover intentions. There is existing text on Islamic work ethics and the interactive, mediating, and direct influence with other factors, highlighting areas yet to be thoroughly explored by researchers. Based on one source, IWE enhances cognitive abilities that impact individuals' appeal when undertaking creative job attitude (Qasim et al., 2021).

Conclusion of researches involving workers who regularly use cell phones during work indicate that an attachment to technology negatively affects their productivity (Hung et al., 2011). Ragu-Nathan et al. (2008) concluded that technolust diminishes job satisfaction, reducing organizational commitment. Additionally, technolust heightens an individual's negative emotional state, indicated through a tendency to experience various negative emotions like worry, anxiety, and a pessimistic self-concept (Jena, 2015). Work productivity was adversely impacted by technolust, as an inverse relationship exists of performance and technolust (Tarafdar et al., 2007, 2011, 2015). Our research gave contribution by creating, testing, and empirically validating a framework that studies the factors influencing work behavior. The study explores how Islamic work ethics moderate the influence of FOMO, cyberloafing, and technolust to behavior.

B. METHOD

The examination utilized descriptive research methods to observe specific occurrences through a cross-sectional survey. It aimed to capture aims and reality of work behavior by adopting a descriptive approach and survey measures to address the study questions (Eşitti & Kasap, 2019). The study, from January 2023 to October 2023, involved 265 civil servants in Central Java Province. The questionnaire was designed, and data was collected using online tools and stored in Google Drive. Caused by limitations on face-to-face communication, data collection was conducted online via Google Forms to ensure respondent anonymity (Sondhia et al., 2023). FOMO, cyberloafing, technolust, Islamic work ethics, and work behavior were each assessed using multiple indicators and a five-point Likert scale. This scale was chosen for its efficiency and capability allowing the object to still neutral (Chatterjee et al., 2022; Dubey et al., 2019; Gupta et al., 2021). The research presented findings on Islamic work ethics as a moderator in the impact of fear of missed out, cyberloafing, and work behavior using Smart PLS software. From the study's conceptual framework, data analysis was done via SEM with Smart-PLS software.

C. RESULTS AND DISCUSSION

1. The Validity Test

Testing results, calculated using Cronbach's Alpha, Composite Reliability, and Average Variance Extracted were included in Table 1, demonstrating values > 0.7 , which indicates high reliability. For data analysis, Cronbach's Alpha was used, following recommendations from researchers (Bjekić et al., 2021; Taber, 2018). The composite dependency values for the definition were > 0.7 , with the highest value observed for composite dependency (Peterson & Kim, 2013). The average variance extradted (AVE) is evaluated to calculate validity

convergence, as displayed in Table 1. Score was > 0.5 represent the most values ever recorded. Researchers recommended that the minimum satisfactory AVE value is 0.5 [79]. Verified of acceptability threshold was reached, indicating that convergent validity gotten across all four dimensions (Ab Hamid et al., 2017).

Table 1. Reliability and Validity

Constructs	Items	Loadings	Cronbach's Alpha	CR	AVE
Fear of Missing Out (FOMO)	FOMO 1	0.708	0.715	0.740	0.636
	FOMO 2	0.830			
	FOMO 3	0.848			
Cyberloafing (C)	C1	0.909	0.883	0.884	0.810
	C2	0.923			
	C3	0.867			
Technolust (T)	T1	0.754	0.798	0.825	0.713
	T2	0.879			
	T3	0.893			
Islamic Work Ethics (IWE)	IWE1	0.756	0.836	0.847	0.671
	IWE2	0.872			
	IWE3	0.823			
	IWE4	0.821			
Work Behavior (WB)	WB1	0.848	0.820	0.821	0.735
	WB2	0.881			
	WB3	0.844			

2. Structural Relationships

Table 2 contains information of model variables, including means, standard deviations, T-statistics, and p-values. Through information in Table 2, its conclusions can be drawn: Fear of Missed Out O and WB has significant meaningful connection ($\beta = -0.187$; $T = 3.703$; $p < 0.01$); C and WB has significant meaningful connection ($\beta = -0.183$; $T = 4.127$; $p < 0.01$); and it was a meaningful positive connection relationship between T and WB ($\beta = -0.221$; $T = 4.143$; $p < 0.01$).

Table 2. Structural Relationships

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics (O/STDEV)	p Values	Results
FOMO -> WB	-0.187	-0.197	0.051	3.703	0.000	Accepted
C -> WB	-0.183	-0.185	0.044	4.127	0.000	Accepted
T -> WB	-0.221	-0.213	0.053	4.143	0.000	Accepted

The findings confirm the hypothesized connections. It proved the straight connection of Fear of Missed Out between FOMO and work behavior, indicating that employees, especially those in work environments, are more likely involving in work behavior because of reduced concerns about work performance, aligning with H1 that fear of missed out harms work behavior. Previous study had extensively addressed the adverse connection of over use of internet, FOMO, and individuals' mental well-being, like depression and anxiety (Elhai et al., 2020; Reer et al., 2019). However, a little study has focused on how FOMO impacts employees' work-related outcomes (Rozgonjuk et al., 2020). For example, Budnick et al. (2020) conceptualized Fear of Missed Out as different workplace definition and discovered its significant prediction of stuck and employees' message-checking behavior. From another research, Rozgonjuk et al. (2020) observed meaningful bad influence of Fear of Missed Out on individuals' productivity in day per day activities and job environment. Building on these studies, it is anticipated that FOMO influences employees' psycho-response in two ways - by diminishing their creativity and adding work-related fatigue.

The workers which frequently use the internet may feel that more enjoyable activities are happening elsewhere fulfilling educational responsibilities, defining teachers' FOMO as anxiety regarding potentially missed out on fun events elsewhere caused by internet posts, prompting their constant urge still connected on internet (Güllü & Serin, 2020). Furthermore, Rozgonjuk et al. (2020) literature includes studies on Fear of Missed Out levels and various factors like personality traits, handphone using and abuse, nomophobia, subjective well-being, work behavior, and disciple motivating (Abel et al., 2016; Alt, 2015; Gezgin et al., 2017; Stead & Bibby, 2017; Tras & Oztemel, 2019). Gökler et al. (2016) have demonstrated that increased social media usage can elevate individuals' addictive behavior and FOMO levels. The structural model indicates a meaningful connection of cyberloafing and work behavior. Understanding factors that negatively impact work behavior well effect it. Work behavior is influenced by alternative options available to employees. Thus, H2, which proves that cyberfloafing harms work behavior, is validated. Therefore, it is convinced the capability of workingplace cyberloafing is more intricate than perceived before, and We convinced that cyberloafing may serve as a copying mechanism by workers to deal with workingplace stress, such as exposing workingplace aggression (Andel et al., 2019).

Güllü & Serin stated that complicated information technology devices could be linked to individuals' cognitive and behavioral traits. These circumstances are presumed causing adverse effects on organizations. Some studies indicated that non-work-related internet usage and cyberloafing behaviors lead to financial loss and reduced employee productivity. Based on studies on cyberloafing, it was proved that some researchers consider it highly detrimental and productivity-reducing behavior (Jandaghi et al., 2015; Kim et al., 2015). Conversely, some researchers believe that cyberloafing could cause increased productivity and yield positive results if used appropriately (Diktaş & Yücekaya, 2023).

The structural model indicates a significant relationship of technolust and work behavior. The intention of shift towards more sustainable behavior positively impacts employee motivation. Consequently, the workers which previously were drawn to technolust are now decreasing their reliance on it and focusing on work behavior. Employees often link work behavior with dissatisfaction with technolust. Therefore, it conclusion supported H3 that

technolust harms work behavior. Stress resulting from technological innovation significantly diminishes job satisfaction, with technological overload as key predictor of work dissatisfaction (Khan et al., 2013). Work overload, privacy invasion, and role ambiguity contribute to technolust, reducing work satisfaction (Suh & Lee, 2017). Lower grades of technolust predict job satisfaction, while better grades of assumed advantages, ease of use, and job satisfaction primarily indicate the intention to remain in the profession (Tacy, 2016).

Behavior is the response or reaction of person to a stimulus originating from either external sources or in the individual (Luthans, 2015). Employee work behavior is manifested in the job descriptions of individual employees (Mathis & Jackson, 2015). Work behavior is defined as any action, attitude, or behavior exhibited or not exhibited by employees as required by company regulations (Newstrom, 2011). According to Robbins & Judge (2018) work behavior encompasses research of influence on human attitudes and actions in the work environment. The research emphasized on behaviors or actions in an institution and a specific set of workers attitude-related variables. Evidence of research of this study align with previous research on work behavior.

D. CONCLUSIONS

The research proved that FOMO, Cyberloafing, and technolust negatively impact Work Behavior, leading to its decline. These impacts are statistically significant FOMO ($\beta = -0.187$; t statistic = 3.703; p-value = 0.000), Cyberloafing ($\beta = -0.183$; t statistic = 4.127; p-value = 0.000), and technolust ($\beta = -0.221$; t statistic = 4.143; p-value = 0.000). The study had practical impacts for integrating Islamic work ethics to reduce the impacts of FOMO, Cyberloafing, and technology on Work Behavior, with the potential for enhancing Work Behavior.

REFERENCES

- Ab Hamid, M. R., Sami, W., & Mohmad Sidek, M. H. (2017). Discriminant Validity Assessment: Use of Fornell & Larcker criterion versus HTMT Criterion. *Journal of Physics: Conference Series*, 890(1), 1–5. <https://doi.org/10.1088/1742-6596/890/1/012163>
- Abbasi, T. F. (2015). Impact of Work Overload on Stress, Job Satisfaction, and Turnover Intentions with Moderating Role of Islamic Work Ethics. *Management Studies and Economic Systems (MSES)*, 2(1), 27–37.
- Abel, J. P., Buff, C. L., & Burr, S. A. (2016). Social Media and the Fear of Missing Out: Scale Development and Assessment. *Journal of Business & Economics Research*, 14(1), 33–44.
- Alt, D. (2015). College students' academic motivation, media engagement and fear of missing out. *Computers in Human Behavior*, 49(2015), 111–119.
- Andel, S. A., Kessler, S. R., Pindek, S., Kleinman, G., & Spector, P. E. (2019). Is Cyberloafing More Complex than we Originally Thought? Cyberloafing as a Coping Response to Workplace Aggression Exposure. *Computers in Human Behavior*, 101(2019), 124–130. <https://doi.org/10.1016/j.chb.2019.07.013>
- Arshad, M., Aftab, M., & Bukhari, H. (2016). The Impact of Job Characteristics and Role Stressors on Cyberloafing: The Case of Pakistan. *International Journal of Scientific and Research Publications*, 6(12), 244–252.
- Bjekić, R., Strugar Jelača, M., Berber, N., & Aleksić, M. (2021). Factors Affecting Entrepreneurial Intentions of Faculty Students. *Management: Journal of Sustainable Business and Management Solutions in Emerging Economies*, 26(2), 1–13.

- <https://doi.org/10.7595/management.fon.2020.0024>
- Bodhi, R., Luqman, A., Hina, M., & Papa, A. (2022). Work-related social media use and employee-related outcomes: a moderated mediation model. *International Journal of Emerging Markets*, 2022, 1–20. <https://doi.org/10.1108/IJOEM-09-2021-1359>
- Budnick, C. J., Rogers, A. P., & Barber, L. K. (2020). The fear of missing out at work: Examining costs and benefits to employee health and motivation. *Computers in Human Behavior*, 104(2020), 106161.
- Chatterjee, S., Chaudhuri, R., González, V. I., Kumar, A., & Singh, S. K. (2022). Resource integration and dynamic capability of frontline employee during COVID-19 pandemic: From value creation and engineering management perspectives. *Technological Forecasting & Social Change*, 176, 1–13.
- Diktaş, A., & Yücekaya, P. (2023). The Effect of Fear of Missing Out and Organizational Indifference on Cyberloafing Behavior: A Study on Pre-Service Social Studies Teachers. In *Journal of Social Sciences and Education (JOSSE)* (Vol. 6, Issue Education Special Issue). <https://doi.org/10.53047/josse.1352831>
- Dubey, R., Gunasekaran, A., Childe, S. J., Roubaud, D., Fosso Wamba, S., Giannakis, M., & Foropon, C. (2019). Big data analytics and organizational culture as complements to swift trust and collaborative performance in the humanitarian supply chain. *International Journal of Production Economics*, 210, 120–136. <https://doi.org/10.1016/j.ijpe.2019.01.023>
- Elhai, J. D., Yang, H., & Montag, C. (2020). Fear of missing out (FOMO): overview, theoretical underpinnings, and literature review on relations with severity of negative affectivity and problematic technology use. *Brazilian Journal of Psychiatry*, 43(2020), 203–209.
- Eşitti, B., & Kasap, M. (2019). The impact of leader-member exchange on lodging employees' dynamic capacities: The mediating role of job satisfaction. *Tourism and Hospitality Research*, 20(2), 1–8. <https://doi.org/10.1177/1467358419826397>
- Fridchay, J., & Reizer, A. (2022). Fear of Missing out (FOMO): Implications for Employees and Job Performance. *The Journal of Psychology*, 156(1), 1–21.
- Gezgin, D., Hamutoglu, N., Gemikonakli, O., & Raman, İ. (2017). Social Networks Users: Fear of Missing out in Preservice Teachers. *Online Submission*, 8(17), 156–168.
- Gökler, M., Aydın, R., Ünal, E., & Metintaş, S. (2016). Sosyal ortamlarda gelişmeleri kaçırma korkusu ölçeğinin Türkçe sürümünün geçerlilik ve güvenilirliğinin değerlendirilmesi. *Anadolu Psikiyatri Dergisi*, 17(1), 52–59.
- Güllü, B. F., & Serin, H. (2020). The Relationship Between Fear of Missing Out (FoMO) Levels and Cyberloafing Behaviour of Teachers. *Journal of Education and Learning*, 9(5), 205–214. <https://doi.org/10.5539/jel.v9n5p205>
- Gupta, S., Justy, T., Kamboj, S., Kumar, A., & Kristoffersen, E. (2021). Big data and firm marketing performance: Findings from knowledge-based view. *Technological Forecasting and Social Change*, 171(1), 1–36. <https://doi.org/10.1016/j.techfore.2021.120986>
- Hung, W., Chang, L., & Lin, C. (2011). Managing the risk of overusing mobile phones in the working environment: A study of ubiquitous technostress. *PACIS 2011 Proceedings* 81, 1–12.
- Jandaghi, G., Alvani, S. M., Matin, H. Z., Fakheri, S., & Kozekanan, S. F. (2015). Cyberloafing Management in Organizations. *Iranian Journal of Management Studies (IJMS)*, 8(3), 335–349.
- Jena, R. (2015). Technostress in ICT enabled collaborative learning environment: An empirical study among Indian academician. *Computers in Human Behavior*, 51, 1116–1123.

- Khan, A., Rehman, H., & Rehman, D. (2013). An empirical analysis of correlation between technostress and job satisfaction: A case of KPK, Pakistan. *Pakistan Journal of Information Management and Libraries*, 14(1), 9–15.
- Kim, K., Triana, M. del C., Chung, K., & Oh, N. (2015). When Do Employees Cyberloaf? An Interactionist Perspective Examining Personality, Justice, and Empowerment. *Human Resource Management*, 55(6), 1041–1058.
- Li, L., Niu, Z., Mei, S., & Griffiths, M. (2022). A network analysis approach to the relationship between fear of missing out (FoMO), smartphone addiction, and social networking site use among a sample of Chinese university students. *Computers in Human Behavior*, 128(2022), 107086.
- Luthans, F. (2015). *Organizational Behavior*. McGraw-Hill Book Co.
- Mathis, R., & Jackson, J. (2015). *Human Resource Management*. Prentice-Hall, Inc.
- Newstrom, J. (2011). *Organizational Behavior: Human Behavior at Work*. McGraw-Hill Companies.
- Peterson, R. A., & Kim, Y. (2013). On the relationship between coefficient alpha and composite reliability. *Journal of Applied Psychology*, 98(1), 194–198. <https://doi.org/10.1037/a0030767>
- Qasim, M., Irshad, M., Majeed, M., & Rizvi, S. T. H. (2021). Examining Impact of Islamic Work Ethic on Task Performance: Mediating Effect of Psychological Capital and a Moderating Role of Ethical Leadership. *Journal of Business Ethics*, 180(1), 283–295. <https://doi.org/10.1007/s10551-021-04916-y>
- Ragu-Nathan, T., Tarafdar, M., Ragu-Nathan, B., & Tu, Q. (2008). The consequences of technostress for end users in organizations: Conceptual development and empirical validation. *Information Systems Research*, 19(4), 417–433.
- Reer, F., Tang, W. Y., & Quandt, T. (2019). Psychosocial well-being and social media engagement: The mediating roles of social comparison orientation and fear of missing out. *New Media & Society*, 21(7), 1486–1505.
- Robbins, S. P., & Judge, T. A. (2018). *Organizational Behavior*. Pearson Prentice Hall.
- Rozgonjuk, D., Sindermann, C., Elhai, J., & Montag, C. (2020). Fear of Missing Out (FoMO) and social media's impact on daily-life and productivity at work: Do WhatsApp, Facebook, Instagram, and Snapchat Use Disorders mediate that association? *Addictive Behaviors*, 110(2020), 106487.
- Sao, R., Chandak, S., Patel, B., & Bhadade, P. (2020). Cyberloafing: Effects on Employee Job Performance and Behavior. *International Journal of Recent Technology and Engineering (IJRTE)*, 8(5), 1509–1515. <https://doi.org/10.35940/ijrte.E4832.018520>
- Sondhia, S. S., Chawla, U., & Iqbal, H. (2023). Relationship Between Social Cause, Environment Conservation and Environmental Attitude, towards Promoting Green Purchasing Behavior. *Serbian Journal of Management*, 18(1), 27–43. <https://doi.org/10.5937/sjm18-36157>
- Stead, H., & Bibby, P. (2017). Personality, fear of missing out and problematic internet use and their relationship to subjective well-being. *Computers in Human Behavior*, 76(2017), 534–540.
- Suh, A., & Lee, J. (2017). Understanding teleworkers' technostress and its influence on job satisfaction. *Internet Research*, 27(1), 140–159.
- Taber, K. S. (2018). The Use of Cronbach's Alpha When Developing and Reporting Research Instruments in Science Education. *Research in Science Education*, 48, 1273–1296.
- Tacy, J. (2016). Technostress: a concept analysis. *On-Line Journal of Nursing Informatics*, 20(2).
- Tandon, A., Dhir, A., Talwar, S., Kaur, P., & Mäntymäki, M. (2022). Social media induced fear of missing out (FoMO) and phubbing: Behavioural, relational and psychological

- outcomes. *Technological Forecasting and Social Change*, 174(2022), 121149.
- Tandon, A., Kaur, P., Ruparel, N., Islam, J. U., & Dhir, A. (2021). Cyberloafing and cyberslacking in Cyberloafing the workplace: systematic literature review of past achievements and future promises. *Internet Research*, 32(1), 55–89. <https://doi.org/10.1108/INTR-06-2020-0332>
- Tarafdar, M., Pullins, E., & Ragu-Nathan, T. (2015). Technostress: negative effect on performance and possible mitigations. *Information Systems Journal*, 25(2), 103–132.
- Tarafdar, M., Tu, Q., Ragu-Nathan, B., & Ragu-Nathan, T. (2007). The impact of technostress on role stress and productivity. *Journal of Management Information Systems*, 24(1), 301–328.
- Tarafdar, M., Tu, Q., & Ragu-Nathan, T. (2011). Impact of technostress on end-user satisfaction and performance. *Journal of Management Information Systems*, 27(3), 303–334.
- Tras, Z., & Oztemel, K. (2019). Examining the Relationships between Facebook Intensity, Fear of Missing Out, and Smartphone Addiction/Facebook Yogunlugu, Gelismeleri Kacirma Korkusu ve Akilli Telefon Bagimlilik Arasindaki Iliskinin Incelenmesi. *Addicta: The Turkish Journal on Addictions*, 6(1), 91–114.