TAZKIYA (Jurnal of Psychology)
DOI: http://dx.doi.org/10.15408/tazkiya.v14i2.34160
http://journal.uinjkt.ac.id/index.php/tazkiya

Relationship Between Self-Control and Fear of Missing Out with Cyberloafing on Hospital X Pekanbaru Employees

Eka Saputra[1], Masyhuri[2], Ahmaddin Ahmad Tohar[3], Mukhlis[4], Cipto Hadi[5], Jhon Herwanto[6], Kasmil S. Abdulwahid[7], Fitriah M. Suud[8]
Faculty of Psychology, UIN Sultan Syarif Kasim Riau, Indonesia[1,2,3,4,5,6]
Mindanao State University - Tawi-Tawi College of Technology and Oceanography, Philippines[7]
Doctoral Program in Islamic Educational Psychology, Universitas Muhammadiyah Yogyakarta, Indonesia[8]

masyhuri@uin-suska.ac.id

Abstract

This study investigates the relationship between self-control and the fear of missing out (FoMO) in predicting cyberloafing behavior among hospital employees. Despite the growing body of research on cyberloafing, prior studies have generally examined predictor variables in isolation and have not adequately investigated the simultaneous effects of self-control and fear of missing out (FoMO), particularly within healthcare work settings. The research was conducted among staff members of a private hospital and employed validated scales to assess self-control, FoMO, and cyberloafing. Each instrument was carefully translated, culturally adapted, and psychometrically tested to ensure conceptual and linguistic accuracy. The measurement tools demonstrated strong reliability and satisfactory validity, confirming their suitability for assessing the targeted psychological constructs. Data were analyzed using correlational and regression techniques to examine both the individual and combined effects of self-control and FoMO on cyberloafing. The results revealed that employees with higher self-control tend to exhibit lower engagement in non-work-related online activities, reflecting their capacity for behavioral regulation and task focus. Conversely, individuals with higher FoMO are more likely to display increased cyberloafing, driven by the desire to remain constantly connected to digital social environments. The interaction between these variables highlights the dynamic nature of self-regulation and social motivation in influencing workplace digital behavior. Overall, the findings underscore the importance of addressing both psychological self-regulation and online social engagement tendencies in developing effective interventions to reduce cyberloafing and enhance employee productivity in digitally connected workplaces.
Keywords: cyberloafing, fear of missing out, self-control

Abstrak

Penelitian ini menyelidiki hubungan antara kontrol diri dan rasa takut ketinggalan (FoMO) *dalam memprediksi perilaku* cyberloafing *di antara karyawan rumah sakit. Meskipun jumlah penelitian mengenai* cyberloafing *terus meningkat, penelitian terdahulu umumnya masih menguji variabel prediktor secara parsial dan belum secara memadai mengkaji pengaruh simultan antara* self-control *dan* fear of missing out *(FoMO), terutama dalam konteks lingkungan kerja sektor kesehatan. Penelitian ini dilakukan pada anggota staf rumah sakit swasta dan menggunakan skala yang tervalidasi untuk menilai pengendalian diri,* FoMO*, dan* cyberloafing*. Setiap instrumen diterjemahkan secara cermat, diadaptasi secara budaya, dan diuji secara psikometrik untuk memastikan akurasi konseptual dan linguistik. Alat ukur menunjukkan reliabilitas yang kuat dan validitas yang memuaskan, yang menegaskan kesesuaiannya untuk menilai konstruk psikologis yang ditargetkan. Data dianalisis*

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menggunakan teknik korelasional dan regresi untuk menguji efek individual dan gabungan dari pengendalian diri dan FoMO *terhadap* cyberloafing. *Hasil penelitian mengungkapkan bahwa karyawan dengan kontrol diri yang lebih tinggi cenderung menunjukkan keterlibatan yang lebih rendah dalam aktivitas daring yang tidak terkait dengan pekerjaan, yang mencerminkan kapasitas mereka untuk meregulasi perilaku dan fokus terhadap tugas. Sebaliknya, individu dengan* FoMO *yang lebih tinggi cenderung menunjukkan peningkatan* cyberloafing*, didorong oleh keinginan untuk terus terhubung dengan lingkungan sosial digital. Interaksi antara variabel-variabel ini menyoroti sifat dinamis dari regulasi diri dan motivasi sosial dalam mempengaruhi perilaku digital di tempat kerja. Secara keseluruhan, temuan tersebut menggaris bawahi pentingnya menangani pengaturan diri psikologis dan kecenderungan keterlibatan sosial secara daring dalam mengembangkan intervensi yang efektif untuk mengurangi* cyberloafing *dan meningkatkan produktivitas karyawan di tempat kerja yang terhubung secara digital.*

***Kata kunci**:* Cyberloafing, *ketakutan akan ketertinggalan informasi, kontrol diri*

Introduction

The advancement of modern technology, particularly the internet, has significantly facilitated employees in performing their tasks more efficiently. As a result, many organizations provide internet access in the workplace to support daily operational activities. However, alongside its benefits, internet accessibility also introduces challenges, particularly the potential misuse of organizational resources for non-work-related activities.

One such organization is Hospital X in Pekanbaru, which provides internet access to support its operations. Nevertheless, employees may also use the internet during working hours for personal purposes. According to the Human Resources Manager, the most frequently accessed applications and websites include WhatsApp, TikTok, Instagram, Facebook, and the hospital's official website. Among these, only the hospital's website is directly related to work activities, while the others are potentially used for personal interests.

Observations revealed that some employees used workplace internet facilities to apply for jobs or send application documents to other organizations. Interviews further indicated that employees accessed social media during working hours, which at times disrupted the hospital's medical records information system due to excessive network usage. This behavior is commonly referred to as cyberloafing. Blanchard and Henle (2008) define cyberloafing as the use of email and the internet for personal purposes during working hours. Similarly, Sao et al. (2020) describe cyberloafing as employees' engagement in non-work-related online activities while appearing to perform official duties.

Previous studies have highlighted both negative and positive consequences of cyberloafing. On the one hand, cyberloafing has been associated with reduced productivity, decreased focus, work fatigue, and potential data security risks such as malware and spyware intrusion (Koay & Soh, 2018; Song et al., 2021; Zhu et al., 2021). On the other hand, some researchers argue that cyberloafing may provide short-term benefits, such as reducing stress, boredom, and fatigue, as well as enhancing psychological recovery and job satisfaction (Vitak et al., 2011). These mixed findings indicate that cyberloafing is a complex behavior influenced by multiple psychological factors.

Among these factors, self-control has been identified as an important predictor of cyberloafing. Tangney et al. (2004) define self-control as the ability to regulate internal responses, resist temptations, and inhibit undesirable behaviors. Employees with high self-control are more capable of maintaining focus on work tasks and resisting distractions from online activities, whereas those with low self-control are more prone to engage in cyberloafing (Gökçearslan et al., 2016; Restubog et al., 2011).

Another relevant factor is the fear of missing out (FoMO), defined by Przybylski et al. (2013) as the anxiety arising from the perception that others may be experiencing rewarding events in one's absence. Individuals with high FoMO tend to continuously monitor social media to remain updated (van Rooij

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et al., 2018), which increases the likelihood of accessing online platforms during working hours and engaging in cyberloafing (Balta et al., 2020).

Despite the growing body of research on cyberloafing, prior studies have generally examined its predictor variables in isolation and have not adequately investigated the simultaneous effects of self-control and FoMO. Furthermore, limited research has explored these relationships within healthcare work settings, particularly in the Indonesian context, where organizational demands and digital behavior may differ from other sectors.

Therefore, this study offers novelty by examining the combined influence of self-control and fear of missing out (FoMO) on cyberloafing behavior among hospital employees in Indonesia. By integrating both self-regulatory and social-psychological perspectives, this study provides a more comprehensive understanding of the factors underlying cyberloafing in digitally connected workplaces.

Based on the above discussion, this study aims to analyze the influence of self-control and fear of missing out (FoMO) on cyberloafing among employees of Hospital X Pekanbaru. The study examines these variables both partially and simultaneously to identify their individual and combined effects. In addition, this study explores the effective contribution of each dimension within the independent variables to determine which aspects play the most dominant role in predicting cyberloafing behavior. The findings are expected to contribute theoretically to the field of industrial and organizational psychology and provide practical implications for hospital management in developing effective internet usage policies.

When the prayer has been concluded, disperse through the land and seek the bounty of Allah, and remember Allah often so that you may prosper (QS. Al-Jumu'ah: 10). This verse emphasizes the importance of engaging in productive and responsible work, which aligns with the need for maintaining self-regulation and discipline in the use of digital resources in the workplace.

Methods

This study employed a quantitative correlational design to examine the relationship between self-control, fear of missing out (FoMO), and cyberloafing among employees at Hospital X Pekanbaru. The population consisted of 164 employees, of which 96 were selected using quota sampling. Quota sampling was employed to ensure proportional representation of key demographic characteristics (e.g., gender, age, and length of service) within the sample, given practical constraints in accessing the full population and the need to capture variability across employee groups. This approach was considered appropriate for maintaining sample heterogeneity when probability sampling techniques such as simple random or stratified sampling were not feasible. The self-control scale, adapted from Tangney et al. (2004), comprised 15 valid items following item discrimination analysis and was measured on a 4-point Likert scale (α = .842). The FoMO scale, adapted from Przybylski et al. (2013), included 19 items and demonstrated high reliability (α = .887). The cyberloafing scale, based on Blanchard and Henle (2008), consisted of 19 items divided into minor and serious cyberloafing dimensions, with excellent reliability (α = .911).

All instruments underwent a rigorous translation and cultural adaptation process. Initially, the original English versions were translated into Indonesian by bilingual experts. Subsequently, a back-translation procedure was conducted by an independent translator to ensure semantic equivalence between the original and translated versions. The translated instruments were then reviewed by an expert panel in psychology to assess content validity, cultural relevance, and clarity of items. A pilot test was also conducted to evaluate item comprehension and psychometric properties. The final instruments demonstrated acceptable item-total correlations ranging from .313 to .667, indicating satisfactory validity and internal consistency.

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Hypothesis testing was conducted to examine both individual and combined effects of the independent variables on cyberloafing. Spearman's rank correlation was used to test the relationships between variables due to the ordinal nature of the data. For the third hypothesis, ordinal regression analysis was employed because the dependent variable (cyberloafing) was categorized into ordered levels (e.g., low, moderate, high), making ordinal regression more appropriate than multiple linear regression, which assumes continuous and normally distributed outcomes. This method allows for the estimation of the influence of independent variables on the probability of being in higher categories of cyberloafing.

In addition, the study calculated the effective contribution of each independent variable and its dimensions to cyberloafing. Effective contribution refers to the proportion of variance in the dependent variable explained by each predictor, derived from regression analysis (e.g., standardized coefficients and coefficient of determination). This analysis provides insight into which variables or dimensions have the most dominant influence on cyberloafing behavior.

Results and Discussion

Results

This study involved 96 employees of Hospital X Pekanbaru. The demographic characteristics of respondents are presented in **Table 1.**

Table 1. Demographic Profile of Study Participants

Demographic Category	Classification	Frequency (n)	Percentage (%)
Gender	Male	19	19.79
	Female	77	80.21
Age	21–30 years	25	26.04
	31–40 years	38	39.58
	41–50 years	23	23.96
	>50 years	10	10.42
Length of Service	< 5 years	21	21.88
	5–10 years	43	44.79
	>10 years	32	33.33
Total Respondents		96	100

The data indicate that the majority of respondents were female (80.21%), aged between 31–40 years (39.58%), and had 5–10 years of work experience (44.79%).

The first hypothesis test using the Spearman rank correlation showed a significant negative relationship between self-control and cyberloafing. The detailed results of this analysis are presented in **Table 2.**

Table 2. Spearman Rank Correlation Between Self-Control and Cyberloafing

Hypothesis	Sig. (2-tailed)	Correlation Coefficient	Decision
1	.001	-.343**	hypothesis accepted

**. Correlation is significant at the .01 level (2-tailed).

The effective contribution of each aspect of self-control to cyberloafing is presented in **Table 3.** The results show that the deliberate/non-impulsive aspect contributed 12.34%, self-discipline 10.97%, healthy habits 3.1%, work ethic –.22%, and reliability –3.1%.

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Table 3. Effective Contribution of Self-Control Aspects to Cyberloafing

Aspects of Self-Control	Effective Contribution
Self-discipline	10.97%
Deliberate/nonimpulsive	12.34%
Healthy habits	3.1%
Work ethic	- .22%
Reliability	-3.1%

The second hypothesis test revealed a significant positive relationship between fear of missing out (FoMO) and cyberloafing ($r = .29$, $p < .005$). The detailed results of this analysis are presented in **Table 4.**

Table 4. Spearman Rank Correlation Between Fear of Missing Out and Cyberloafing

Hypothesis	Sig. (2-tailed)	Correlation Coefficient	Decision
2	.004	.288**	hypothesis accepted

**. Correlation is significant at the .01 level (2-tailed).

The effective contribution of FoMO to cyberloafing can be seen in the following table.

Table 5. Effective Contribution of Fear of Missing Out Aspects to Cyberloafing

Aspects of Fear of Missing Out	Effective Contribution
Want to always be connected and know what other individuals are doing	12.7%

The third hypothesis was examined using ordinal regression analysis, which indicated a statistically significant model based on the model fitting results. The Pseudo R^2 (Nagelkerke) value of 0.311 indicates that 31.1% of the variance in cyberloafing is explained by self-control and FoMO. The detailed results are presented in **Table 5.**

Table 5. Ordinal Regression Between Self Control, Fear of Missing Out and Cyberloafing

Hypothesis	Model Fitting Information	Pseudo R^2	Decision
3	.000	.311	hypothesis accepted

Descriptive analysis showed that 53.1% of employees had high self-control. For FoMO, 53.1% of employees were categorized as very high, 5.2% high, 30.2% low, and 11.5% very low. For cyberloafing, 48.9% of employees were in the high category, 5.2% very high, 41.7% low, and 4.2% very low.

Discussion

The findings indicate that self-control has a significant negative relationship with cyberloafing. This suggests that employees with higher self-control are less likely to engage in non-work-related internet use during working hours. This result supports the concept proposed by Tangney et al. (2004), which emphasizes that self-control enables individuals to regulate impulses and prioritize long-term goals over

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immediate gratification. In line with self-regulation theory (Baumeister et al., 2007), employees with strong self-control are better able to resist online distractions and maintain focus on work tasks.

Among the dimensions of self-control, the deliberate/non-impulsive aspect showed the highest contribution. This finding indicates that the ability to act based on careful consideration plays a crucial role in reducing cyberloafing behavior. This is consistent with previous findings that impulsivity is a key antecedent of cyberloafing (Sheikh et al., 2015). Self-discipline also showed a substantial contribution, highlighting the importance of consistency and behavioral regulation in maintaining work performance.

Furthermore, the results demonstrate that fear of missing out (FoMO) has a significant positive relationship with cyberloafing. Employees with higher FoMO tend to engage more frequently in online activities during working hours. This finding aligns with the concept introduced by Przybylski et al. (2013), which describes FoMO as a form of social anxiety that drives individuals to remain constantly connected. From the perspective of self-determination theory, FoMO reflects unmet social relatedness needs, leading individuals to seek digital interaction as a compensatory mechanism.

The combined analysis shows that self-control and FoMO together explain 31% of the variance in cyberloafing behavior. This indicates that both self-regulation and social-psychological factors play important roles in shaping employees' digital behavior in the workplace. However, the remaining variance suggests that other factors, such as organizational environment, job satisfaction, or workload, may also influence cyberloafing.

Descriptive findings further reveal that a large proportion of employees exhibit high levels of FoMO and cyberloafing. This suggests that the increasing integration of digital technology in the workplace may intensify employees' need for online connectivity, which in turn affects their work behavior.

From an Islamic perspective, the findings can also be interpreted in light of ethical principles related to responsibility and fairness in work. The Qur'anic verse (Q.S. Ar-Rahman: 9) emphasizes the importance of maintaining balance and avoiding actions that reduce what is rightfully due. In the context of cyberloafing, excessive use of work time for personal online activities can be interpreted as a form of imbalance in fulfilling work responsibilities. Therefore, cyberloafing may be viewed as behavior that contradicts the principles of discipline and accountability in Islamic work ethics.

Conclusion

This study concludes that self-control and fear of missing out (FoMO) are significant predictors of cyberloafing among employees of Hospital X Pekanbaru. Self-control shows a negative relationship with cyberloafing, indicating that higher self-regulatory capacity reduces employees' engagement in non-work-related online activities. In contrast, FoMO demonstrates a positive relationship, suggesting that a stronger desire to stay socially connected increases the likelihood of cyberloafing behavior.

Furthermore, the combined effect of self-control and FoMO highlights that cyberloafing is shaped by the interaction between internal regulatory capacity and social-psychological needs. Employees with high self-control and low FoMO exhibit the lowest tendency toward cyberloafing, whereas those with low self-control and high FoMO are the most vulnerable.

Theoretically, this study contributes by integrating self-regulation and social motivation perspectives in explaining cyberloafing behavior. Practically, the findings suggest that organizations, particularly in the healthcare sector, should focus on strengthening employees' self-control while managing digital distractions and social media use in the workplace.

Despite these contributions, this study has several limitations. The use of self-report measures may introduce response bias, and the cross-sectional design limits causal inference. Additionally, the focus on a single organization restricts the generalizability of the findings. Future research is recommended to employ longitudinal or experimental designs, involve more diverse organizational contexts, and

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examine additional variables such as job stress, organizational culture, and digital literacy to provide a more comprehensive understanding of cyberloafing behavior.

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