

THE ROLE OF FEAR OF MISSING OUT (FoMO) IN THE RELATIONSHIP BETWEEN PERSONALITY TRAITS AND CYBERLOAFING

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ABSTRACT

Cyberloafing is one of the areas that researchers have been following with interest and has been extensively studied with its causes and results. In the studies conducted, it has been argued that personality is one of the factors affecting cyberloafing and in these studies personality is generally discussed in terms of five factor personality traits. Although the growing body of research about the relationship among cyberloafing and personality traits, many important questions remain unanswered. In particular, it is still unclear whether FoMO is related to cyberloafing, and what the mechanism behind the cyberloafing-personality traits link is. The present study addresses this gap by examining the mediator role of fear of missing out (FoMO) on the relationship between cyberloafing and personality traits within the context of need to belong theory and social comparison theory. To this end, survey data, collected from 443 employees working in state-owned banks and private banks, was used to test hypotheses. Results showed that FoMO mediates the negative relationship between conscientiousness and cyberloafing. Furthermore, it was found that FoMO is negatively associated with cyberloafing.

Keywords: Cyberloafing, Five Factor Personality Traits, Fomo, Need to Belong, Social Comparison, Social Media.

JEL Classification Codes: M10, M12, M19

INTRODUCTION

With the innovations brought by information and technology age, the internet has grown into a substantial vein of human life. With digitalization process, the internet, which facilitates the work of employees in almost every sector as well as in every field of life, has become available anytime and anywhere with the spread of smart phones. Although the widespread use of smart phones offers advantages in many areas of life, it has been interesting for social scientists to investigate some social problems, especially regarding the excessive use of these devices. It is assumed that the internet can have a number of damages as well as the numerous benefits not for only individuals but for also organizations (Lim, 2002; Weatherbee, 2010). The problems come into people's lives with the developments in information technologies, can be considered as the dark side of the digitalization. Information technologies such as smartphones, social networks and artificial intelligence have enabled the digitalization of

individuals, organizations and societies (Brennen and Kreiss, 2016). Employees' non-business internet use in the workplace negatively affects productivity and is called problematic internet use (Garrett and Danziger, 2008). The problematic internet use during working hours points to the concept of cyberloafing, which is considered among counter productive behaviors (Blanchard and Henle, 2008). Although in the past years it has been helpful against the problem of cyberloafing to use filters that prevent employees from accessing sites that are not related to work; in today's conditions with the introduction of smart phones this method seems to be largely ineffective. Therefore it has become more important to examine the factors that cause cyberloafing and to answer the question of why people do cyberloafing. In the literature the factors causing cyberloafing are listed as organizational factors, work-related factors and personal factors. For example as the antecedents of cyberloafing; perceived organizational justice (Ahmadi et al., 2011; Blau et al., 2006; Lim, 2002; Zoghbi, 2009), job involvement,

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Bu çalışma, Doç. Dr. Umut KOÇ danışmanlığında Arş. Gör. Dr. Hamid Murad ÖZCAN tarafından yazılan "Kişilik özellikleri ile sanal kaytarma davranışı arasındaki ilişkide gelişmeleri kaçırma korkusunun (GKK) rolü" başlıklı doktora tezinden üretilmiştir.

intrinsic involvement, internet usage policies at work, perceived cyberloafing of coworkers (Lieberman et al., 2011) and perceived organizational control (Zoghbi et al., 2006) are examined. As is seen there are many factors causing cyberloafing. Furthermore personality characteristics of personal factors provide predictions about counter productive behaviors such as non-business internet use.

However relationship among five factor personality traits (FFPT) and cyberloafing was examined several times, the results of the studies contradict (Krishnan et al., 2010; Jia et al., 2013; Abidin et al., 2014; Kim et al., 2015; Tan and Demir, 2018). Thus it remains unclear why people do cyberloafing and which people do cyberloafing in the context of FFPT. These differences observed in the results of the studies show that it is important to investigate other factors that may affect the relationship between personality and cyberloafing. Researchers also stated that the inconsistency in the relationship among personality and counter-productive work behaviours may arise from the lack of some intervening variables (Koelega, 1992). Addressing the reasons for these differences in research results is the most important motivation of this study.

Social comparison theory posits that people compare themselves with others to assess their progress and, in the absence of standing and objective standards in various aspects of their lives, to know where they are (Festinger, 1954). Besides people have an intrinsic need to belong to other social groups. This suggests that people want to be part of other social structures, such as family or a group of friends. Social isolation creates the opposite, and people try to avoid it (Baumeister and Leary, 1995). Social media makes it possible to share a person's opinion with thousands and millions of people, which enables a person to reach more people than he could many years ago, and this satisfies the need for belonging. Defined as a common disquietude that others might be having gratifying experiences from which one is absent, FoMO is characterized by the wish to stay continuously connected with what others are doing (Przybylski et al., 2013). It is very important for those who feel FoMO to participate in social networks such as Facebook, Twitter, Swarm which provides them higher levels of social relationship. Individuals who feel FoMO, state that they feel lonely in their lives except when they spend their time in social networks, and they try to fulfill the love that is missing in their daily life by

sharing in social media (Hato, 2013). For these reasons, participation in social networks can be quite attractive for individuals who feel FoMO. On the other hand, the need to belong also affects the individual when he receives a notification about an incoming message. The individual has the desire to participate. However, if the individual is unable to join and reply to this message, the need to belong again cannot be met. This results in a fear of missing something. (Przybylski et al., 2013). Therefore the individual wants to check his messages and social media accounts in order to get rid of this fear. Doing this during working hours leads to cyberloafing. Therefore, the FoMO which is a relatively new phenomenon in the Organizational Behavior literature was included in the study to clarify the relationship between cyberloafing and FFPT.

The literature shows that the relationship between FoMO and cyberloafing has just begun to be examined. One of the first studies about these concepts shows that FoMO affects cyberloafing positively (Tozkoparan and Kuzu, 2019). Since FoMO is a strong feeling, it is expected to mediate the effect of some variables such as personality, motivation and attitude on behavior. Therefore FoMO literature showed that FoMO has an important role in the relations that cannot be fully explained between the two variables. While Przybylski (2013) stated that FoMO acts as mediator in the relationship between the low levels of psychological need satisfaction and social network engagement; Beyens et al. (2016) concluded that FoMO is mediating the relationship between the need to belong and the Facebook use. Likewise Blackwell et al. (2017) determined FoMO, as a mediator in the relationship between attachment style and social media addiction. While Buglass et al. (2017) alleged that FoMO mediates the relationship among social media use and self esteem; Alt (2015) stated that FoMO is mediating the relationship between academic motivation and social media engagement. In another study of the researcher, it was found that FoMO has a mediating effect in the relationship between the student's maladjustment to college and social media engagement (Alt, 2018). Shen, Zyang and Xin (2020), concluded that FoMO is mediating the relationship between extrinsic academic motivation and problematic social media use. It is correct to state that FoMO plays an extremely essential role in explaining the relationships between the variables, based on such studies where it is possible to increase the number of them. Although the term of cyberloafing is not used directly, there are many studies in the literature that show positive

relationship between FoMO and problematic internet use, smartphone addiction and social media use which mean cyberloafing when performed during working hours (Przybylski et al. 2013; Abel et al. 2016; Blackwell et al., 2017; Buglass et al., 2017; Hoşgör et al., 2017; Blachnio and Przepiorka, 2018). Studies focusing on the relationships between FFPT and FoMO were also conducted. Results show that emotional stability and conscientiousness affects FoMO in negative direction (Blackwell, 2017; Stead and Bibby, 2017). Not surprisingly, individuals with higher levels of emotional stability and conscientiousness feel lower levels of FoMO as lower self control and anxiety are the underlying factors of FoMO (Servidio, 2019). Besides these, Milyavskaya et al. (2018) did not find any significant relationships between FFPT and FoMO.

In this context, the authors intended to determine FoMO's role on the relationship among FFPT and cyberloafing. Considering the fact that cyberloafing behavior is likely to bring great financial harm to both organizations and individual employees especially in some sectors where time is of utmost importance (Weatherbee, 2010), which requires attention and focus, the employees in the banking sector were examined. Therefore four main research questions arise:

1. What is the relationship between dimensions of FFPT and cyberloafing?
2. Do dimensions of FFPT predict cyberloafing adequately?
3. What is the relationship between FoMO and cyberloafing?
4. Does FoMO affect the relationship among dimensions of FFPT and cyberloafing?

THEORETICAL FRAMEWORK

The most widely used personality theory FFPT (Big Five Personality) are founded by Norman (1963) but classification of the factors used today are made by McCrae and Costa (1985; 1987). These factors are extraversion, agreeableness, emotional stability, conscientiousness and openness. FFPT literature shows that the FFPT are associated with many different subjects and researched. Cyberloafing is one of those subjects and is referred to counterproductive work behaviors in general terms.

Cyberloafing is an example of the misuse of information technology in the business environment,

and it can be defined as behaviours of employees' using organization's network at working times for private intents as abuse of the internet (Lim, 2002). Considering the digitalization experienced, it can be said that cyberloafing is not only done with organizations' computers and internet tools but also done with individual tools. Cyberloafing is a common behavior among internet addicts (Keser et al., 2016). In addition to studies in which internet addicts are compared to people addicted to gambling, drugs and alcohol (Young, 1998); there are also studies that have concluded that excessive phone use is closely related to sleep disorder and depression symptoms (Thomee et al., 2011). According to the research of the American research company Deloitte, smartphone users have become aware of their addiction (Businessinsider, 2017). 47% of the participants, who have found that this awareness is mostly seen in individuals between the ages of 18-34, stated that they are trying to reduce their smartphone usage time. An important part of this effort is not to take their phones out of their pockets or bags while they are with others. Despite this, all smartphone users in the USA check their smartphones twelve billion times a day. In addition, researchers state that 89% of people check their phones as soon as they wake up. Likewise, the rate of those who say that their last job is to check their phones before going to sleep at night is 81%. While 89% of people are interested in their smart phones even while watching television, 92% of them use their smart phones while shopping. Another study suggests that compulsive usage of smartphone affects psychological traits like locus of control, social interaction anxiety, materialism and the need for touch positively (Lee et al., 2014). Here we come across the concept of social media.

Social media, where people build their own virtual realities, allows them to write about their daily lives, explain their ideas, give information and connect with others on various matters. The regnant use of social media and information technologies has led researchers to examine how the use of such platforms can affect health and well-being (Rogers and Barber, 2019). The increasing number of social network tools that provide more and more social information and encourage individuals to use the internet, has revealed a new phenomenon called FoMO. As mentioned before FoMO is characterized by the passion to stay unremittedly connected with what others are doing (Przybylski et al., 2013). Considered that social media engagement and FoMO are mutually triggering concepts (Abel et al., 2016), it is correct to say that FoMO also increases

internet and smartphone use (Hato, 2013; Hoşgör et al., 2017). Some researchers even went further and concluded that FoMO caused problematic internet use and smartphone addiction (Elhai et al., 2016; Stead and Bibby, 2017; Blachnio and Przepiorka, 2018; Wolniewicz et al., 2018). Research focused on the motivations underlying social media, which were expected to provide additional reasons for FoMO's linking to social media engagement and individuals' lack of general life satisfaction.

Being accepted by other people, belonging to a group and protecting the bonds with the groups to which it belongs are one of the basic needs of human beings, who are social beings (Baumeister and Leary, 1995). Being socially accepted and being a member of a group facilitates adaptation to the environment and provides a normative basis for an individual's behavior (Goodall, 1986). Establishing and maintaining relationships with other people is the basis of many human behaviors (Pickett et al., 2004). This basic need to be together with others cannot be met in situations such as exclusion from the group or society, rejection by others, and this situation motivates the individual to act to ensure that this need can be met again. One of the needs threatened by psychological exclusion is the need to belong. People try to maintain their existing social relations with others or to establish new social relations (Baumeister and Leary, 1995). Since the psychologically excluded individual can no longer feel that he belongs to the group, his need to belong will be threatened and he will be motivated to meet this need. Grohol (2011), defines FoMO as a state of anxiety caused by the thought that "social connection is more important than anything else" and states that FoMO is a very real feeling that seeps into us through our social relationships. When any connection with the social environment is interrupted, the user experiences anxiety because he does not know the reason for this interruption, and this results in fear of missing something because the need to belong is strong and cannot be satisfied. FoMO stems from people's need to belong to a social group and is as old as society (Sezerer Albayrak, 2021). Besides according to social comparison theory, individuals determine their own individual values by comparing themselves with others (Festinger, 1954). Social comparison theory has two dimensions: upward comparison and downward comparison. While upward comparison, as a comparison of situations and events in which others are superior and better, negatively affects the mood; downward comparisons as a comparison of situations and events where others are inferior and worse affect mood positively (Buunk and Gibbons, 2007). It is

also among the findings of previous studies that low self-esteem resulting from upward comparison causes high anxiety (Sowislo and Orth, 2012). People with lower self-esteem tend to feel more FoMO, and as a result, the time they spend with smartphones is increasing (Servidio, 2019). Social exclusion and ostracism that affect anxiety and self-esteem, which are the factors underlying FoMO, may play an important role in explaining FoMO. In accordance with Baumeister and Leary's (1995) need to belong theory, social exclusion causes anxiety. Beside that higher degrees of need to belong means higher degrees of FoMO in adolescents (Yin et al., 2021).

Although FoMO is not a brand new concept in psychology, it has begun to be discussed more often especially in management and organization research with the raising reputation of social media. Individuals have a desire to benefit from all communication channels including newspapers and letters in line with the willing to learn about what is going on in the lives of friends, families and even strangers (Wortham, 2011). In the past while following the daily newspapers and waiting for the news on TV to be aware of the events, we are now accessing the information we want to get via our mobile phone, computer or tablet whenever we want. This easy access forces people to compare their lives with the lives of others seen on social media, and as a result, people may begin to feel dissatisfied with their own life. In terms of self-construal theory, FoMO is positively related with interdependent self-construal because individuals with interdependent self-construal are more concerned with what other people are doing (Dogan, 2019).

By smartphones' extensive use and technological developments in internet infrastructures, it will not be wrong to evaluate the internet use in the context of smartphones. Nowadays, when people need to use the internet for their personal or business needs, they do not have to use computers as before and they can access the internet with their smartphones. Especially with the benefits of smartphones in business life, it is inevitable that various problems may arise in case the people's overuse of these devices. According to a study conducted in 2013, 89% of smartphone users go to extremes in smartphone use as addictive users (Shin and Dey, 2013). Addressing the negative consequences of problematic internet use and smartphone addiction in the context of FoMO and Nomophobia that means psychological condition when people have a fear of being detached from mobile phone connectivity (Bhattacharya et al., 2019), which are closely related to such addictions, will provide better results.

According to research, it takes about 25 minutes for a person to return to work when he is interrupted (Hemp, 2009). Forty-five percent of the employees stated that they were interrupted 15 minutes after they started work. In addition, approximately 60% of the interruption is caused by browsing the internet among applications, e-mails, social networks and messaging, resulting in millions of dollars of productivity loss per year (Chow and Blaszczynski, 2014). When an employee is using a mobile phone for both work and personal purposes, it seems possible that the employee is interrupted during the day. The use of smartphones for the employee for both work and personal purposes has been defined as "new open door" (Yun et al., 2012).

FoMO not only affect the social lives of people, their relationships with family and friends, but also cause inefficiency in work life. Even though FoMO's reflections in organizations in the field have not been studied much, considering that it causes the non-business internet and smartphone use at work, the cyberloafing term comes to mind instantly.

HYPOTHESES and RESEARCH MODEL

Literature review shows that the dimensions of FFPT and counterproductive work behaviors are closely related (Salgado, 2002; Ones et al., 2003; Sackett et al., 2006; Krishnan et al., 2010; Jia et al., 2013; Abidin et al., 2014; Kim et al., 2015; Tan and Demir, 2018). The micro relationship between personality traits and cyberloafing, which is one of the counterproductive work behaviors, also stands out among the topics researchers are working on (Krishnan et al., 2010; Jia et al., 2013; Abidin et al., 2014; Kim et al., 2015; Tan and Demir, 2018).

The findings of the research examining FFPT and cyberloafing relation differ. Despite the positive relationship between extraversion and cyberloafing (Krishnan et al., 2010; Jia et al., 2013; Tan and Demir, 2018), there are also studies show that extraversion is not related with cyberloafing (Abidin et al. Kim et al., 2015). Besides the studies show a negative relationship between agreeableness and cyberloafing (Abidin et al., 2014; Tan and Demir, 2018); Jia et al. (2013) and Kim et al. (2015) confirmed no significant relationship between these two variables. Along with studies that don't show a significant relationship among emotional stability and cyberloafing (Krishnan et al., 2010; Abidin et al., 2014), there are also studies in which a positive relationship is detected (Jia et al., 2013; Kim et al., 2015). In the studies of Tan and Demir (2018), results showed that a emotional stability and learning aimed

cyberloafing are related, whereas it was found that emotional stability has a negative relationship with other dimensions of cyberloafing. In many studies, no significant relationship found between openness and cyberloafing (Krishnan et al., 2010; Jia et al., 2013; Abidin et al., 2014, Kim et al., 2015). However according to the results of Tan and Demir's (2018) study, openness factor; while it is positively associated with learning aimed and ambiguous cyberloafing, it is negatively related to social slacking and addictive virtual slacking. Almost all studies showed a negative relationship between conscientiousness and cyberloafing. (Jia et al., 2013; Abidin et al., 2014; Kim et al., 2015; Tan and Demir, 2018). Therefore it is possible to say that researchers are in agreement only on the dimension of conscientiousness.

After these findings it remains unclear why people do cyberloafing and which people do cyberloafing. These differences observed in the results of the studies, revealed the necessity of examining other factors that may affect the relationship between personality and cyberloafing. Therefore, FoMO was included in the study to clarify the relationship between cyberloafing and FFPT.

Studies on FoMO shows that FoMO makes people to use social network tools more and makes them addicted to mobile phones (Przybylski et al., 2013; Abel et al., 2016; Blackwell et al., 2017; Buglass et al., 2017; Stead and Bibby, 2017; Blachnio ve Przepiorka, 2018). In the light of these findings, we think that FoMO may be one of the factors that affect cyberloafing.

The number of studies about the relationships between FFPT and FoMO is almost nonexistent. In one of these studies, findings showed a positive relationship among extraversion and FoMO, but no significant relationship between emotional stability and FoMO (Blackwell et al., 2017). According to the results obtained from Stead and Bibby's (2017) study, there's negative relationship among emotional stability and conscientiousness and FoMO.

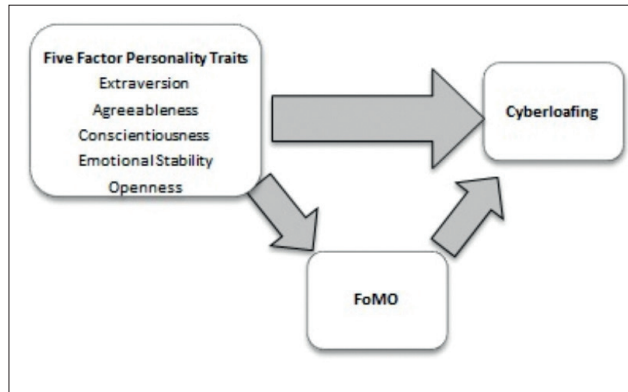
In this context, the hypotheses emerging within the scope of the research are as follows:

H₁: There is a significant relationship among dimensions of FFPT and cyberloafing.

H₂: There is a significant relationship among dimensions of FFPT and FoMO.

H₃: There is a significant relationship among FoMO and cyberloafing.

H₄: FoMO has a positive mediator effect on the relationship among the dimensions of FFPT and cyberloafing.



In line with the aim of the study, the graphical model of the research was established as in Figure 1. Personality cannot be considered as a whole because the dimensions that make up the FFPT do not refer the same concepts. Each factor that make up the FFPT were put into the model to be analyzed separately.

METHOD

In accordance with the aim of the research, the “relational” research model, which examines the relationships between variables and the degree of these relations, was used (Özdamar et al., 1999). In this research, the relationship and the level of difference between the dependent and variables were determined together.

Research Design

With the purpose of collecting data, questionnaire form was sent to the participants via WhatsApp. The questionnaire form consists of five parts. The first part includes 10 statements to detect the personality characteristics of the participants. Gosling et al.’s (2003) “short form of the five factor personality scale” was adapted to Turkish by Atak (2013). As a result of the validity analysis of the scale, we found the cronbach alpha value as 0.74. In the second part, there is Przblyski et al.’s (2013) “FoMO scale” consisting of 10 statements and adapted to Turkish by Gökler et al. (2016). That scale’s cronbach alpha value was obtained as 0.85. In the third part, there is the “cyberloafing scale” developed by Blanchard and Henle (2008), and adapted to Turkish by Örucü and Yıldız (2014). The scale consists of 14 statements. We obtained the cronbach alpha value as 0.92 via the reliability analysis. In the fourth section, there are questions to learn the demographic information about the participants.

Target group of the research is banking sector employees in Turkey. The banking sector has been chosen with the thought that time is extremely valuable and that even the slightest mistake to be made as a result of carelessness will cause great harm to the employee and the organization (Malachowski, 2005). Also previous studies show that cyberloafing levels are high in banking sector (Zoghbi et al., 2020; Kularathne and Senevirathne, 2021). In this research, in which convenience sampling method is applied, questionnaire forms were generated through Google Docs and generated link was sent to employees work in state-owned and private banks via WhatsApp during the data collection process in January 2019. Considering that the employees in the banking sector may have reservations about answering the questions in the questionnaire forms, we sent questionnaire forms by way of friends who knows people works in banking sector. As can be expected, it is thought that online surveys will be answered more objectively than face-to-face interviews on subjects such as cyberloafing, where individuals are likely to have reservations while expressing themselves. Thus, we tried to prevent the participants from dreadingly responding. Moreover, the advantages of the online survey are geographical area wider, lower cost, convenient times and more importantly the data tend to be less bias (Sekaran and Bougie, 2013). After all questionnaire forms were sent to employees and the number of suitable questionnaire forms collected during the period of the research is 443. Another advantage of sending questionnaire forms via link is that all questions are answered.

Results

Table 1 shows demographic informations about the participants in terms of gender, age, education level, and job position in the bank they work. As seen in the table education level of the participants is quite high and their distribution by gender is homogeneous enough.

Multiple regression analysis was used to state the relationships among FFPT-FoMO-cyberloafing. In Table 2, a correlation matrix was created. According to these results, there is a significant relationship at the level of -0.126 ($p < 0.01$) between “agreeableness” and “cyberloafing”. There’s a significant relationship between “conscientiousness” and “cyberloafing” at -0.145 ($p < 0.01$) level and between “conscientiousness” and “FoMO” at -0.199 ($p < 0.01$) level. Again, there is a significant relationship at the level of -0.222 ($p < 0.01$) between “emotional stability” and “FoMO”. Besides a significant relationship among “FoMO” and “cyberloafing” at 0.258 ($p < 0.01$) level was found.

Table 1. Sample Demographic Information

Age		Job Position	
30 or younger	24.8%	Assistant	26.6%
31-35	43.1%	Executive	46.5%
36-40	17.2%	Administrator	23.9%
41 or older	14.9%	Director	2.9%
Education Level		Gender	
College graduate	79.7%	Male	52.6%
Postgraduate	20.3%	Female	47.4%

Table 2. Correlation Matrix

	Ext.	Aggr.	Cons.	Em. St.	Open.	Cyb.	FoMO
1.Extraversion	1						
2.Agreeableness	,437**	1					
3.Conscientiousness	,270**	,312**	1				
4.Emotional Stability	,217**	,268**	,292**	1			
5.Openness	,435**	,348**	,375**	,283**	1		
6.Cyberloafing	-,049	,126**	-,145**	-,086	-,059	1	
7.FoMO	-,036	-,94*	-,199**	,222**	-,083	,258**	1

* $p < 0.05$, ** $p < 0.01$

Three-stage regression analysis proposed by Baron and Kenny (1986) was applied to examine the mediation effect of FoMO in FFPT and cyberloafing relationship. According to this method, the following conditions must be met in order to talk about the mediation effect:

1. The independent variable (FFPT) should significantly affects the dependent variable (cyberloafing).
2. The independent variable (FFPT) should significantly affects the mediator (FoMO).
3. When the mediator (FoMO) is included in the regression analysis together with the independent variable (FFPT), while independent variable's (FFPT) regression coefficient on dependent variable (cyberloafing) decreases, the mediator (FoMO) also must significantly affects the dependent variable (cyberloafing).

While the decrease in the coefficient of the independent variable is expressed as partial intermediation; the disappearance of this relationship, in other words, the

fact that it turns out to be statistically insignificant, is expressed as a full mediating effect. In addition, the decrease or disappearance of the relations between the independent and dependent variable should be statistically tested. Sobel test is used to test the significance of the value calculated (Kenny et al., 1998).

Table 3 shows a statistically significant relationship between FFPT and cyberloafing ($F = 2.718$; $p < 0.05$). FFPT factors explain approximately 2% of the entire dependent variable named cyberloafing. Thus H_1 is supported.

As seen in Table 4, "conscientiousness" ($b = -0.118$; $p < 0.05$) of personality traits factors has an effect on the cyberloafing variable, whereas there's no statistically significant relationship between the other dimensions of FFPT and cyberloafing.

Findings in Table 5 shows a significant relationship between independent variable FFPT and mediator FoMO ($F = 6.773$; $p < 0.01$). FFPT factors explain approximately 6% of the entire mediator named FoMO. Thus H_2 is supported.

Table 3. Regression Model Summary in the Relationship Between FFPT and Cyberloafing

	Ind. Var.	Dep. Var.	R	R ²	Adj.R ²	F	p
H_1	FFPT	Cyberloafing	0.174	0.030	0.019	2.718	0.020*

* $p < 0.05$; Predictors: (Constant), FFPT dimensions

Table 4. Regression Coefficients in the Relationship Between FFPT and Cyberloafing

Independent Variable	Nonstandardised Coefficients		Standardised Coefficients	t	p
	b	Std. Dev.	b		
Extraversion	0.028	0.059	0.026	0.469	0.639
Agreeableness	-0.109	0.061	-0.098	-1.783	0.075
Conscientiousness	-0.138	0.062	-0.118	-2.223	0.027*
Emotional stability	-0.038	0.053	-0.036	-0.704	0.482
Openness	0.020	0.065	0.017	0.310	0.756

* $p < 0.05$; Dependent Variable: Cyberloafing

Table 5. Regression Model Summary in the Relationship Between FFPT and FoMO

	Ind. Var.	Mediator	R	R ²	Adj. R ²	F	p
H ₂	FFPT	FoMO	,267	,072	,061	6.773	,000**

** $p < 0.01$; Predictors: (Constant), FFPT dimensions

Table 6. Regression Coefficients in the Relationship Between FFPT and FoMO

Independent Variable	Nonstandardised Coefficients		Standardised Coefficients	t	p
	b	Std. Dev.	b		
Extraversion	0.044	0.048	0.050	0.919	0.359
Agreeableness	-0.020	0.050	-0.022	-0.405	0.685
Conscientiousness	-0.155	0.051	-0.157	-3.034	0.003**
Emotional stability	-0.164	0.044	-0.185	-3.722	0.000**
Openness	0.013	0.054	0.014	0.249	0.803

** $p < 0.01$; Dependent Variable: FoMO

Table 7. Regression Model Summary in the Relationship Between FoMO and Cyberloafing

	Mediator	Dep. Var.	R	R ²	Adj.R ²	F	p	b
H ₃	FoMO	Cyberloafing	,258	,067	,064	31.447	,000**	0.258

** $p < 0.01$

As seen in Table 6, "conscientiousness" ($b = 0.157$; $p < 0.01$) and "emotional stability" ($b = -.185$; $p < 0.01$) of FFPT factors has an effect on the FoMO variable, whereas there is no statistically significant relationship between "extraversion", "agreeableness" and "openness" factors and FoMO.

Table 7 shows that mediator FoMO is significantly related with dependent variable cyberloafing ($F = 31.447$; $p < 0.01$). FoMO explain approximately 6% of the entire dependent variable named cyberloafing. FoMO ($b = 0.258$; $p < 0.01$) has an effect on the cyberloafing variable. According to these results, H₃ is supported.

Table 8 shows that the regression coefficients of the "conscientiousness" dimension of FFPT decrease with the inclusion of "FoMO" in the model. Besides the effect of the "conscientiousness" on "cyberloafing" disappears in the model. According to these results, it is possible to mention that the third condition is met for the mediation effect and there is a full mediation effect of "FoMO" between the "conscientiousness" dimension of FFPT and "cyberloafing". According to this result, H₄ is supported.

It is seen with the Sobel test that the FoMO has an mediator role between the conscientiousness dimension

Table 8. Hierarchical Regression Analysis

Model	Ind. Var.	Unstd. Coef.		Std. Coef.		p
		B	Std. Dev.	B	t	
1	Extraversion	0.028	0.059	0.026	0.469	0.639
	Agreeableness	-0.109	0.061	-0.098	-1.783	0.075
	Conscientiousness	-0.138	0.062	-0.118	-2.223	0.027*
	Emotional stability	-0.038	0.053	-0.036	-0.704	0.482
	Openness	0.020	0.065	0.017	0.310	0.756
	Model in mediator is included	Extraversion	0.015	0.057	0.014	0.263
	Agreeableness	-0.103	0.060	-0.092	-1.734	0.084
	Conscientiousness	-0.094	0.061	-0.080	-1.545	0.123
	Emotional stability	0.008	0.053	0.008	0.160	0.873
	Openness	0.016	0.063	0.014	0.259	0.795
	FoMO	0.282	0.057	0.237	4.973	0.000**

* $p < 0.05$, ** $p < 0.01$; Dependent variable: Cyberloafing

of the FFPT and cyberloafing (Sobel test value = -3.6224, standard error = 0.0146, $p = 0.001$).

Another statistical test of the mediating relationship was carried out with the bootstrapping method. As a result of the Process Macro Analysis (Hayes, 2017), indirect effect was found to be significant ($\beta_{\text{indirect}} = -.06$, standard error = .01, confidence intervals = -.097-lower limit and -.02-upper limit).

As a result, the status of the hypotheses in the study are as follows in Table 9.

Table 9. The Status of Hypotheses

H ₁	There is a significant relationship among dimensions of FFPT and cyberloafing.	Supported
H ₂	There is a significant relationship among dimensions of FFPT and FoMO.	Supported
H ₃	There is a significant relationship among FoMO and cyberloafing.	Supported
H ₄	FoMO has a positive mediator effect on the relationship among the dimensions of FFPT and cyberloafing.	Supported

CONCLUSION and DISCUSSION

In this study, data were collected from 443 employees working in state-owned and private banks in Turkey via questionnaires. The questionnaire forms in this study include questions about demographic information, personality characteristics, cyberloafing tendency and FoMO levels of employees. Data were analyzed through regression analysis to test research hypotheses.

As a result of the first hypothesis that examined the relationship between the FFPT and cyberloafing,

a statistically significant negative relationship was determined between the conscientiousness dimension of the FFPT and cyberloafing. This finding is supported by the results of many studies (Jia et al., 2013; Abidin et al., 2014; Kim et al., 2015; Tan and Demir, 2018). In accordance with these findings, it is possible to say that employees with high sense of responsibility, primarily focus on their work in the workplace and do not tend towards cyberloafing, which is one of the counterproductive work behaviors. Significant relationship wasn't detected between extraversion and cyberloafing like as Abidin et al.'s (2014)

and Kim et al.'s (2015) studies. Similarly no significant relationship was found between agreeableness and cyberloafing. Jia et al. (2013) and Kim et al. (2015) also did not determine a relationship between these two variables. In present research, significant relationship is not detected between emotional stability and cyberloafing like as the other studies' (Krishnan et al., 2010; Abidin et al., 2014). Likewise there is no significant relationship between openness, which is the last dimension of the FFPT, and cyberloafing. Many studies in the literature support this finding (Krishnan et al., 2010; Jia et al., 2013; Abidin et al., 2014, Kim et al., 2015).

As mentioned before, various researchers have obtained different results in the relationship between the dimensions of FFPT and cyberloafing. One of the most important reasons why these results differ from each other and do not find the lowest common denominator can be the neglect of some factors that may affect this relationship (Koelega, 1992). Although it is very normal to examine personality traits in terms of personal factors, which are among the factors affecting cyberloafing, personality traits do not have the power to explain cyberloafing alone.

While conducting a literature review, it was seen that there are some psychological factors in the personal factors that are given rise to thought to affect cyberloafing (Akca, 2013). When the basis of FoMO which is a relatively new concept is examined, it is predicted that FoMO can play an important role on in the relationship between FFPT and cyberloafing. In the literature, it can be seen that the relationship between FoMO and cyberloafing has just begun to be examined. In one of newest studies in the field, obtained results show that FoMO is an important predictor of cyberloafing, and individuals with high FoMO levels frequently engage in cyberloafing behavior (Tozkoparan and Kuzu, 2019). Also, there are many studies suggest that FoMO is directly associated with the internet use, mobile phone use, social network addiction, may be considered as cyberloafing tools (Przybylski et al., 2013; Abel et al., 2016; Blackwell et al., 2017; Buglass et al., 2017; Stead and Bibby, 2017; Blachnio ve Przepiorka, 2018).

In accordance with the results obtained from the analysis, a significant relationship between FoMO and cyberloafing was detected. It is seen that FoMO explained 6% of cyberloafing like as Tozkoparan and Kuzu's (2019) study. In the light of these findings; it is correct to say that individuals with high levels of FoMO, will be more curious about what is happening around, will want to get more news and they will use their phones more often in their workplaces and cyberloaf more.

Along with the statistically significant relationship between FoMO and cyberloafing, it is wondered that FoMO may have an mediator role in the relationship between FFPT and cyberloafing. In this framework, first of all, the relationship between the dimensions of the FFPT and FoMO was examined. A significant relationship wasn't detected between extraversion, agreeableness and openness dimensions and the FoMO. Statistically significant relationships were determined between conscientiousness and emotional stability dimensions

and FoMO. These findings supported with the findings of Stead and Bibby's (2017), study that is one of the very few studies examining the relationship between FFPT and FoMO.

Considering that conscious individuals are responsible, resolute and self-controlled people, the FoMO levels of this kind of people are expected to be low (Somer and Goldberg, 1999). Individuals with low levels of emotional stability are neurotic people and they are characterised as anxious, tense and agitated (Somer and Goldberg, 1999). Emotions such as anxiety and insecurity lie behind the neuroticism, just as the basis of FoMO (McCrae and Costa, 1987). Accordingly, individuals with high emotional stability scores can be expected to feel much less FoMO. In other words, as the neurotic people will have high anxiety to learn what is happening around, the FoMO levels of them are also expected to be high.

According to the results of the analysis examining the mediating effect of FoMO in the relationship between FFPT and cyberloafing; with the inclusion of FoMO in the model it is seen that the regression coefficients of the personality traits factors decrease and the effect of the factors disappears. The significant relationship between the conscientiousness dimension of FFPT and the cyberloafing has become insignificant with the inclusion of FoMO in the model. This result reveals the effect of FoMO in explaining cyberloafing. According to this; individuals' cyberloafing behavior is shaped by their personality, as a result of the relationship between FFPT and cyberloafing occurs in the context of FoMO. For example, the low level of conscientiousness among the FFPT does not mean that individuals will engage in cyberloafing behavior. One of the reasons that push people to cyberloaf is that they have high levels of FoMO.

This result shows that personality traits have an indirect effect on cyberloafing behavior through FoMO and not a direct effect. In other words, individuals' cyberloafing behavior will increase even if their conscientiousness levels increase. Besides FoMO has more influence on cyberloafing than personality traits. In conclusion, the results reveal a negative relationship among the conscientiousness dimension of the FFPT and the cyberloafing while FoMO has a fully mediating effect in this relationship.

RECOMMENDATIONS and LIMITATIONS

In the light of the findings obtained from the research, it is possible to provide some recommendations for the practitioners. Even if organizations can somehow block their employees' cyberloafing behaviors, employees may experience problems with focusing when they cannot check their phones and go online, due to FoMO, which is an important factor affecting cyberloafing. Therefore their performance at work may decrease. In other words, keeping employees away from the internet or preventing them from dealing with their phones during working hours can eliminate cyberloafing, but may create other problems. Considering that human resources managers have been applying personality tests for many years (Jeanneret and Silzer, 1998; Terpstra and Rozell, 1993), this research showed that personality tests are not sufficient to determine people's behaviors in certain issues like counterproductive work behaviors. Also it is known that psychometric tests have been used in recruitment processes in addition to personality tests for years (Yelboğa, 2008). Considering that FoMO is also a psychological condition, it may be useful for businesses to measure the FoMO tendencies of the candidates if they deem necessary. Especially if organizations want to avoid encountering counterproductive work behaviors and hiring personnel who do not tend to be cyberloafer, they can think about evaluating candidates' FoMO levels along with their personality traits. Moreover this study showed that FoMO has much more impact on cyberloafing than personality traits as seen in Table 3 and Table 7. Thus a new question arises: Does traditional personality test still work effectively in hiring decisions?

It also may be important for the organizations to think about what can be done to reduce the FoMO levels of employees with high FoMO levels. When taken together with its causes and consequences, FoMO not only causes cyberloafing behavior but also negatively affects the general life satisfaction of the employees. For this reason, organizations may also seek to provide psychological support to their employees by experts in this regard, if necessary.

As for the recommendations for researchers; it is obvious that cyberloafing behavior causes a loss of workforce and it is thought that the performance of an employee, who spends a certain time of his work by non-business internet use, will decrease. For this reason, future studies on cyberloafing can be examined as part of human resources management and job performance. The key result of this study to the literature is FoMO's role on the relationship among FFPT and cyberloafing.

The relationship between FFPT and cyberloafing has been examined several times before and inconsistencies have occurred in the results of the previous studies. In some studies while some dimensions of FFPT predict cyberloafing, in some other studies, the direction of the relationship changes, and in some other studies, no relation is occurred. Therefore, in this study considering that there may be other factors affecting this relationship, FoMO has been included in the research model and the effect of FoMO in explaining cyberloafing has been revealed. FoMO, a quite new fact in the behavioral science literature, mediates the relationships between variables in many studies, as mentioned before. For this reason, it is important that FoMO should be researched more widely in future research. FoMO should be examined in various issues in business management like organizational citizenship, organizational commitment, organizational culture, motivation, ethics, counterproductive work behaviors, job satisfaction, group dynamics, teamwork skills, leadership, organizational conflict, organizational stress and stress management, mobbing and absenteeism. It should be considered and consensus can not be reached in the literature.

Considering that this study is carried out in the banking sector, it may be important to examine the employees working in different sectors in future research, especially in terms of clearly revealing the value of FoMO. Significant differences can occur between employees working in different sectors, different departments and different job descriptions, in terms of both FoMO level and cyberloafing behavior. Considering the negative consequences of FoMO to the individuals and indirectly to the organizations, research can be conducted on what kind of studies can be done in terms of eliminating or reducing the FoMO felt by people.

As most important limitation in this study, employees were sent questionnaire forms and asked to fill these forms. Since the subject of cyberloafing is an issue where employees can be sensitive about giving unbiased and accurate answers, it may be useful to perform qualitative research in future studies. Another limitation is that it is not possible to reach all of the employees working in the banking sector, so convenience sampling method is applied. Thus, this research can be studied in small scale industries. Beside, it may be useful to conduct research with experimental design in the future in order to reveal causal relationships more strongly.

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