



Utrecht University

**Always on Mentality: The Effects of Workplace Telepressure on  
Health and Motivation of the Dutch Young Workforce**

*Examining the Moderating Role of Workplace FoMO and Social Comparison Orientation*

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**Abstract**

The present study examines the effects of workplace telepressure on the young workforces' health and motivation, taking workplace FoMO and Social Comparison Orientation into account as moderators. We predicted that workplace telepressure was positively related to burnout, and that workplace FoMO and SCO would strengthen this association. The associations with work engagement were explored. A sample of 133 employed young adults was surveyed. Results indicated that (a) two new items could be included in the workplace FoMO measure, yielding two reliable dimensions called fear of opportunity- and fear of informational exclusion, (b) workplace telepressure was not associated with burnout and work engagement, (c) workplace FoMO and SCO did not moderate these relationships, (d) workplace FoMO and SCO were significantly and positively related to burnout, (e) workplace FoMO mediated the association between SCO and burnout. Overall, workplace FoMO and SCO appeared to be more relevant indicators of well-being at work than workplace telepressure. Alternative explanations for unexpected results are discussed, as are suggestions for future research. All in all, results suggest that employees high on workplace FoMO and SCO are vulnerable to experience burnout, of which organizations and employees should be aware.

*Keywords:* workplace telepressure, burnout, work engagement, workplace fear of missing out, social comparison orientation, scale development

**Always on Mentality: The Effects of Workplace Telepressure on Health and Motivation of the Dutch Young Workforce**

Almost all individuals in the Netherlands appear to be online using internet to communicate with other individuals through e-mails, text messages or (video)calls (CBS-TNO, 2019). It has been shown that digitalization has substantial benefits to productivity in the workplace including increased perceptions of more control over the timing and location of work (Barber & Santuzzi, 2015). Nowadays these benefits are reaped since working from home became the norm rather than the exception during the corona crisis. However, with the rise of information and communication technologies (ICTs) such as mobile devices (Lutz, et al., 2020), users are enabled to be permanently online and connected (Vorderer et al., 2016). As a result, constant availability is often expected and taken for granted (Lutz et al., 2020). Barber & Santuzzi (2015) examined this phenomenon called *workplace telepressure*, defined as “a preoccupation with and urge for quickly responding to ICT messages”. Workplace telepressure has been linked to a variety of negative well-being outcomes such as burnout (Barber & Santuzzi, 2015, 2017; Hu, et al., 2019). Burnout is an important topic to study since a recent survey indicated that more employees – with 19% most prevalent in the age group of 25 to 35 years old – experience exhaustion (CBS-TNO, 2018), the core dimension of burnout (Schaufeli et al., 2019). Moreover, levels of work engagement among workers under the age of 25 seem to be declining since 2013 (Effectory, 2018). The question therefore arises to what extent digitalization and workplace telepressure in specific influences burnout and work engagement.

In order to obtain a better understanding of the effects of workplace telepressure, the purpose of the present study is to also gain more insight into individual differences in response to workplace telepressure. Therefore, the moderating role of *workplace Fear of Missing Out* (FoMO) and *Social Comparison Orientation* (SCO) will be addressed. In addition, because the concept of workplace FoMO, defined as “the apprehension that, relative to other employees, one might miss valuable career opportunities when away or disconnected from work”, is still in its infancy, this study will examine the possibility of expanding the concept and measure (Budnick et al., 2020).

The insights of this study may contribute to the existing body of literature on workplace telepressure and workplace FoMO, and it may benefit organizations as well as the young workforce by raising awareness and increasing knowledge on the possible influence of workplace telepressure, workplace FoMO and SCO on burnout and work engagement.

### **Workplace Telepressure**

Workplace telepressure consists of both thinking about the need to respond to message-based communications and the urge to reply quickly (Barber & Santuzzi, 2017), hence representing a psychological state rather than the actual response behavior (Barber & Santuzzi, 2015). The experience of workplace telepressure appears to be both externally (i.e. organizational factors) and internally generated (i.e. trait like individual differences) (Grawitch et al., 2017). Workplace telepressure is experienced in asynchronous forms of communication. Asynchronous communication is converted through mediums like e-mails or what's app messages and therefore does not require a real-time response, as would be expected in synchronous forms of communication like face to face communication. In other words, asynchronous forms of communication adds to response flexibility by allowing for uninterrupted time on tasks to accomplish work goals (Barber & Santuzzi, 2015). However, individuals high in workplace telepressure start to view asynchronous forms of communication in the workplace as similar to synchronous forms, thinking that others expect to receive immediate responses (Barber & Santuzzi, 2017). As a result, engagement with ICT platforms, such as checking or replying to text messages, allows individuals high in workplace telepressure to feel as though they have met social expectations, providing short-term relief from felt pressure (Rogers & Barber, 2019).

### ***Workplace Telepressure and Burnout***

Workplace telepressure has been linked to lower levels of psychological detachment, higher levels of boundary crossing behavior (i.e. engaging in work-related activities using technology devices while being in a nonwork domain and vice versa) (Hu, et al., 2019), higher levels of work-life conflict (Barber et al., 2019), poor sleep hygiene among college students (Barber, & Santuzzi, 2017), social media engagement (Rogers & Barber, 2019) and burnout (Barber & Santuzzi, 2015, 2017; Hu, et al., 2019). However, the concept of burnout has recently been revised by Schaufeli et al., (2019), making it interesting to examine the association between workplace telepressure and the revised concept of burnout as measured by the Burnout Assessment Tool (BAT).

The revised definition of burnout is a “work-related state of exhaustion that occurs among employees, which is characterized by extreme tiredness, reduced ability to regulate cognitive and emotional processes, and mental distancing” (Schaufeli et al., 2019). Therefore, the four core components of burnout are exhaustion, mental distance, emotional impairment and cognitive impairment (Schaufeli et al., 2019). *Exhaustion* refers to a severe loss of energy that results in feelings of both physical (tiredness) and mental (feeling drained) exhaustion.

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The second component, *mental distance*, is indicated by a strong reluctance or aversion to work. Mentally – and sometimes even physically – withdrawing from work can first be seen as a coping strategy to prevent exhaustion, but when it becomes a chronic coping system it results in permanent impaired motivation. The third component, *emotional impairment*, manifests in intense emotional reactions and feeling overwhelmed by one's emotions. The last component, *cognitive impairment*, is characterized by disturbed attention and concentration and a poor working memory. These cognitive impairments can be persistent even after burnout symptoms have diminished (Deligkaris et al., 2014).

The most popular framework for understanding the development of burnout and employees' reactions to their work environment is the Job Demands-Resources (JD-R) model (Schaufeli & Bakker, 2004b). The JD-R model states that extended physical and psychological demands (i.e. any aspect of the work environment that requires sustained effort; e.g. work overload) negatively affect both health-related outcomes and work-related outcomes (Schaufeli & Bakker, 2004b). On the other hand, if employees have sufficient job resources (e.g. support, autonomy and feedback) this can sometimes buffer the negative effect of job demands and even enhance the employees' motivation leading to positive organizational outcomes such as work engagement (Schaufeli & Taris, 2014).

Following this line of thought, burnout is caused by an imbalance between high job demands and insufficient resources (Schaufeli & Taris, 2014). As stated, employees high in workplace telepressure are preoccupied and continually feel the urge to respond immediately as they think that this is viewed as a sign of good performance by their employers and colleagues (Barber & Santuzzi, 2015). This way, workplace telepressure acts as a job demand which requires sustained effort. Therefore, as results of previous studies show that workplace telepressure is positively associated with burnout (Barber & Santuzzi, 2015, 2017; Hu, et al., 2019, it is expected that:

*Hypothesis 1: Workplace telepressure is positively associated with burnout*

### ***Workplace Telepressure and Work Engagement***

Even though workplace telepressure might have negative consequences for employee well-being, it is also interesting to examine how it relates to employee motivation and work engagement in specific. Work engagement is the assumed opposite of burnout defined as a “positive work-related state that includes feelings of vigor, dedication and absorption in work

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tasks” (Schaufeli et al., 2002). *Vigor* refers to high levels of energy and resilience, the willingness to invest effort, not being easily fatigued, and persistence in the face of difficulties. *Dedication* refers to deriving a sense of significance from one’s work, feeling enthusiastic and proud about one’s job, and feeling inspired and challenged by it. Lastly, *absorption* refers to being totally and happily immersed in one’s work and having difficulties detaching oneself from it so that time passes quickly, and one forgets everything else that is around (Schaufeli et al., 2002).

In their initial study on workplace telepressure, Barber & Santuzzi (2015) found a positive association between workplace telepressure and work engagement. However, Van Laethem et al. (2018) did not find a direct association, although they did find that employees who reported high workplace telepressure experienced less work engagement on days they used their smartphones more intensively during work. All in all, findings on the association of workplace telepressure and work engagement are inconsistent. Therefore, this association will be explored.

### **The Moderating Role of workplace Fear of Missing Out**

Another factor that might play a role in the processes described above is Fear of Missing Out (FoMO). FoMO is defined as the “pervasive apprehension that others might be having rewarding experiences from which one is absent” (Przybylski et al., 2013). FoMO is often studied in non-work contexts but less often in relation to the workplace (Budnick et al., 2020). Therefore, Budnick et al. (2020) recently developed a new construct and measure directed to work situations, called workplace FoMO. As stated in the introduction, the goal of this study considering workplace FoMO is two folded.

First, because the measurement and construct of workplace FoMO is still in its infancy, it will be examined if and how the construct could be expanded. The original workplace FoMO measure taps into two types of fear of missing valuable career opportunities, namely the fear of relational- and informational exclusion. Relational exclusion describes the fear that professional relationships might suffer due to missed networking opportunities or opportunities to sustain business relationships, as networking is a strategy for ensuring career success (Budnick et al. 2020). Informational exclusion describes the fear of being uninformed of relevant social or task information in a group (Budnick et al., 2020). Interviews will be conducted to examine what aspects the young workforce considers to be a part of workplace FoMO (See Methods).

Second, it will be examined what role workplace FoMO plays in the association between workplace telepressure and burnout. To begin with, general FoMO is grounded in the

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need to belong as a strong motivational drive (Baumeister & Leary, 1995) and characterized by the desire to stay continually connected with what others are doing (Przybylski et al., 2013). Digitalization enables this desire to be fulfilled by providing access to real-time information via social media platforms about what other individuals are experiencing. In non-work contexts FoMO has been linked to both lower psychological need satisfaction (i.e., needs for relatedness, competence, and autonomy; Przybylski et al., 2013), increased social media engagement (Rogers & Barber, 2019; Przybylski et al., 2013), technology use (Elhai et al., 2016; Wolniewicz et al., 2018), greater depression and anxiety (Baker et al., 2016; Elhai et al., 2016).

However, workplace FoMO is related more strongly to workplace variables than general FoMO, showing the need for this work-specific FoMO measure (Budnick et al., 2020). In their initial study, Budnick et al. (2020) shed light on the fact that people who experience high workplace FoMO also experience more burnout and workplace telepressure, making it a prevalent and potentially influential phenomenon to examine. As stated, individuals high in workplace FoMO fear relational and/or informational exclusion from work. Therefore, this study expects that individuals who experience more workplace FoMO also respond stronger to workplace telepressure for not wanting to miss out on valuable resources, hence being more preoccupied with ICT messages. Following this line of thought it is expected that:

*Hypothesis 2:* The proposed positive association between workplace telepressure and burnout is stronger for individuals high in workplace FoMO compared to individuals low in workplace FoMO.

As stated in the paragraph on workplace telepressure, the association between workplace telepressure and work engagement is explorative in nature. In addition, present study will also explore the moderating role of workplace FoMO on this association.

### **The Moderating Role of Social Comparison Orientation**

The association between workplace telepressure and burnout might not only depend on workplace FoMO, but also on individual differences in the tendency to compare oneself with others. Social comparison refers to the process of thinking about information about one or more other people in relation to the self (Brown et al., 2006), and is thought to be a human fundamental drive in the absence of objective physical standards (Festinger, 1954). This process of social comparison is spontaneous, effortless, unintentional, and relatively

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automatic (Gibbons & Buunk, 1999). The desire to socially compare increases during periods of heightened uncertainty (stress, novelty, change) (Gibbons & Buunk, 1999), as comparing provides information that helps reduce or relieve feelings of uncertainty and helps create a sense of security (Buunk et al., 2019). Comparing with other individuals thus serves multiple ends such as: self-evaluation/uncertainty reduction (i.e. the desire to have an accurate view of one's abilities), self-improvement or self-enhancement (i.e. the desire to protect/enhance one's attitude towards the self) (Brown et al., 2006). These social comparison processes are relevant because due to digitalization, young workers are constantly exposed to information about other individuals' experiences and accomplishments, both in private as well as work spheres.

Furthermore, everyone engages in social comparisons. However, the extent to which, and the frequency with which people compare themselves with others varies considerably from one individual to the next, called the social comparison orientation (SCO) (Gibbons & Buunk, 1999). According to Buunk et al. (2019), individuals high in SCO can be characterized by the following characteristics; they compare themselves more with others and are more affected by such comparisons; they are more than others concerned about conforming to and fulfilling social and personal expectations for they desire others approval; and they are high in uncertainty about the self. As stated, social comparison processes have more impact among those high in SCO than among those low in SCO (Buunk et al., 2001; Buunk & Gibbons, 2006; Gibbons et al., 1999; Vogel et al., 2015). Moreover, individuals high in SCO seem to focus more on the negative implications of social comparisons (Buunk & Gibbons, 2006), making them vulnerable to the experience of negative affect and burnout (Brown et al., 2006). When linked to workplace telepressure; employees high in workplace telepressure think that others have expectations of receiving immediate responses and think that staying connected and responding quickly is viewed as a sign of good performance by employers and colleagues (Barber & Santuzzi, 2015). Following this line of thought, as individuals high in SCO are more likely to conform to other people's expectations and social pressures than those low in SCO, it is expected that:

*Hypothesis 3:* the proposed positive association between workplace telepressure and burnout will be stronger for individuals high in SCO than individuals low in SCO.

Employees high in SCO seem to bring along both advantages and disadvantages in context of work considering that social comparison processes can have positive outcomes as well

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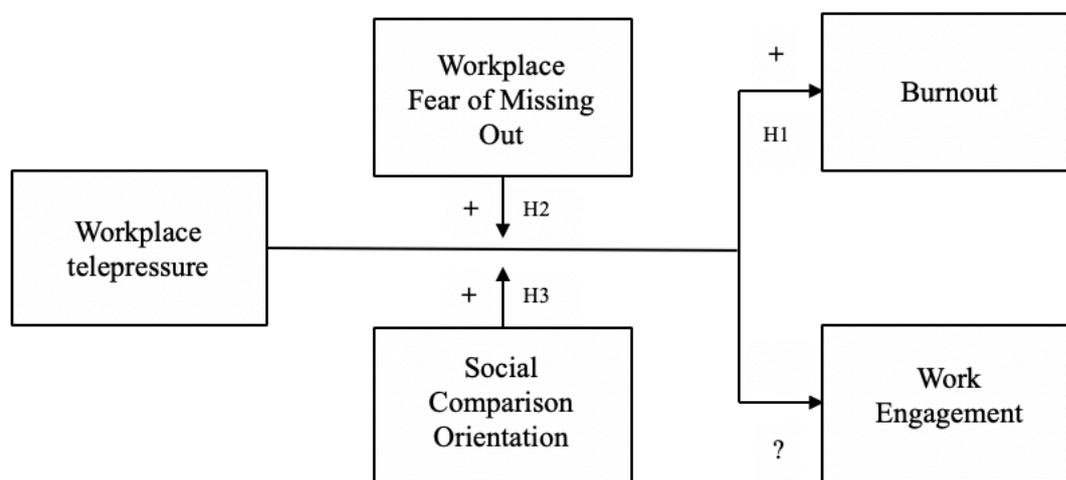
(Buunk et al., 2019). Therefore present study will also explore the moderating role of SCO on the possible association between workplace telepressure and work engagement.

## Present Research

Based on the above literature review, the research model with visualized hypotheses for burnout can be seen in Figure 1. As stated, associations with work engagement will be explored, visualized with a question mark.

**Figure 1**

*Research model of the relationships between workplace telepressure, burnout, and work engagement, and the moderating role of workplace FoMO and SCO*



## Methods

Before data was collected, this study was registered following the procedure specified by the Ethics Review Board of the faculty of Social and Behavioral Sciences of Utrecht University. This study first did a qualitative phase to examine if and how the young workforce experiences workplace FoMO and second, a quantitative phase to examine the relationship between workplace telepressure, burnout and work engagement and the moderating role of workplace FoMO and SCO.

### First Qualitative Phase

#### *Design, Procedure and Participants*

The target group consisted of eleven participants, of which six were female (55%) and five male (45%) with an average age of 25.0 ( $SD = 2.0$ ). Participants worked 33.0 hours on average ( $SD = 7.6$ ). First the participants were asked to give verbal permission for the interview to take place. Researchers took notes during the interviews. The participants were

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asked to name what aspects they thought of by the experience of FoMO in the workplace. In addition, the conceptualization of workplace FoMO in scientific literature was discussed, focused on whether they thought the definition was comprehensive of the experience of workplace FoMO or whether they thought it was incomplete. Results showed that participants also feared that they would miss out on getting chances for career advancement, which was not yet included in the concept and measure of workplace FoMO. Therefore two items were included in the workplace FoMO measurement scale (see Appendix A). After the second phase in which data collection took place, the factorial structure was examined to determine the validity of the new items.

### **Second Quantitative Phase**

#### ***Procedure***

Participants, within the age of 20 to 30 years old, were recruited within the networks of the researchers via the snowball sampling technique. The link to the online questionnaire was distributed via channels such as LinkedIn, Instagram and Facebook. Participants were first asked to agree with the informed consent which states that participation is voluntary and their data would be handled confidentially and anonymously. The questionnaire was distributed over a period of one month.

#### ***Participants***

The research population consisted of 214 individuals, of which 81 had started but failed to complete the questionnaire and were therefore excluded from analysis. Additionally, three participants were excluded because they did not meet the age condition of being 20 to 30 years old. 133 individuals were included in the analysis phase, of which 90 female participants (67.7%) and 43 male participants (32.3%) with a mean age of 24.6 ( $SD = 2.1$ ). Participants worked 29.5 hours a week on average ( $SD = 11.4$ ). They had an average of 5.9 ( $SD = 3.9$ ) years working experience in their life and 3.6 ( $SD = 1.4$ ) years working experience within the organization. Other demographic statistics are shown in Table 1.

**Table 1**

*Overview demographic statistics (N=133)*

Highest attained education	N	%
HAVO, MBO	13	9.8
VWO	4	3
HBO	29	21.8

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University	87	65.4
Entrepreneur	N	%
Yes	4	3
No	129	97
Phone allowed at work	N	%
Yes	124	93.2
No	6	4.5
Sometimes	3	2.3
Work phone	N	%
Yes	62	46.6
No	71	53.4
Branche	N	%
Gezondheidszorg en welzijn	27	20.3
Handel en dienstverlening	33	24.8
ICT	8	6
Justitie, veiligheid en openbaar bestuur	6	4.5
Landbouw, natuur en visserij	2	1.5
Media en communicatie	6	4.5
Onderwijs, cultuur en wetenschap	29	21.8
Techniek, productie en bouw	7	5.3
Toerisme, recreatie en horeca	12	9
Transport en logistiek	3	2.3
Number of persons working within organization	N	%
0-10 persons	15	11.3
11-25 persons	20	15
26-50 persons	20	15
51-100 persons	24	18
100+ persons	50	37.6

**Measures**

First, demographic- and general work-related information was gathered. Also, participants were asked how they experienced their work during the corona crisis. The

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following six measurements translated in Dutch were used (See Appendix A for complete questionnaire):

**Workplace Telepressure.** Workplace telepressure was measured using the six-item scale called Workplace Telepressure Measure ( $\alpha = .87$ ) developed by Barber & Santuzzi (2015). Participants were asked to rate how much they agree or disagree with statements such as, '*It's hard for me to focus on other things when I receive a message from someone*' and '*I feel a strong need to respond to others immediately*'. All items were rated on a 5-point Likert scale (1 = *strongly disagree* to 5 = *strongly agree*) (Barber & Santuzzi, 2015).

**Burnout.** Burnout was measured using the work-related version of the Burnout Assessment Tool (BAT) ( $\alpha = .91$ ) (Schaufeli et al., 2019). This questionnaire consists of 23 items and comprises four dimensions: exhaustion (eight items,  $\alpha = .84$ , e.g. '*At work, I feel mentally exhausted*'), mental distance (five items,  $\alpha = .75$ , e.g. '*I struggle to find any enthusiasm for my work*'), emotional impairment (five items,  $\alpha = .88$ , e.g. '*At work, I feel unable to control my emotions*') and cognitive impairment (five items,  $\alpha = .85$ , e.g. '*At work, I have trouble staying focused*'). Response options ranged from 1 (*never*) to 5 (*always*).

**Work Engagement.** Work engagement was measured using the Utrechtse Bevlogenheidschaal (UBES) ( $\alpha = .92$ ) (Schaufeli & Bakker, 2004a). This questionnaire consists of 17 items and comprised of three dimensions: vigor (six items,  $\alpha = .77$ , e.g. '*At my work, I feel bursting with energy*'), dedication (five items,  $\alpha = .88$ , e.g. '*I find the work that I do full of meaning and purpose*') and absorption (six items,  $\alpha = .79$ , e.g. '*Time flies when I'm working*'). All items were rated on a 6-point Likert scale (0 = *never* to 6 = *always*).

**Fear of Missing Out.** Fear of Missing Out was measured using a translated scale based on the ten-item version of the Fear of Missing Out scale ( $\alpha = .78$ ) (Przybylski, et al., 2013). Participants were asked to rate how true statements were of them such as, '*I fear others have more rewarding experiences than me*'. All items were rated on a 5 point-Likert scale (1 = *not at all true of me* to 5 = *extremely true of me*).

**Workplace Fear of Missing Out.** Workplace Fear of Missing Out was measured using a translated and renewed 12-item Workplace Fear of Missing Out scale ( $\alpha = .93$ ) (Budnick et al., 2020) (see Results section for factor analysis). Participants were asked to rate how much they agree with every statement such as '*I worry that I will miss out on networking opportunities that my coworkers will have*'. Response options ranged from 1 (*strongly disagree*) to 5 (*strongly agree*).

**Social Comparison Orientation.** Social Comparison Orientation was measured using the Iowa-Netherlands Comparison Orientation Scale (INCOM) ( $\alpha = .824$ ) (Gibbons, & Buunk, 1999). This scale consists of 11 items such as ‘*I always pay a lot of attention to how I do things compared with how others do things*’. All items were rated on a 5-point Likert scale (1 = *strongly disagree* to 5 = *strongly agree*).

### ***Statistical Analyses***

With the aid of Statistical Program for Social Sciences 26 (SPSS) the factorial structure of the workplace FoMO measure was examined using multiple principal component analyses with oblique rotation. An oblique rotation was used for it was expected that dimensions could cohere (Allen et al., 2014). After all assumptions had been met, the norm of eigenvalue  $> 1$  was used and a screeplot was made to determine useful dimensions (Allen et al., 2014). In addition, a fixed principle component analysis was done to test for an alternative three-factor solution and to confirm the most simple structure of the new measure. Lastly, a Cronbach’s alpha was calculated in order to examine the new scale’s reliability.

To test the main hypotheses, first a linear multiple regression analyses was conducted. With the use of PROCESS v. 3.0 macro of Preacher & Hayes multiple regression bootstrapping analysis, the moderation analyses were run (Field, 2013). After the assumptions of linearity, homoscedasticity, and independence of data were met, the analyses for the two dependent variables and moderators were run separately, resulting in four moderation analyses. Lastly, with the aid of the PROCESS v. 3.0 macro of Preacher & Hayes, also a mediation bootstrapping analysis has been conducted.

## **Results**

### **First Qualitative Phase**

#### ***Factor Analysis***

To explore the factorial structure of the new version of the workplace FoMO measure, all 12 items of the instrument were subjected to a principal component analysis with oblimin rotation. The Kaiser-Meyer-Olkin measure verified sampling adequacy for the analysis, KMO = .92, with individual KMO measures all greater than 0.8, classifications of ‘meritorious’ to ‘marvellous’ according to Kaiser (1974). Bartlett’s Test of Sphericity was statistically significant ( $p < .001$ ), indicating that the data was likely factorizable.

The first principle component analysis with Kaiser’s criterion of eigenvalues greater than 1 yielded a 2-factor solution as the best fit for the data, accounting for 73.63% of the variance. The two factors found had the same structure as those found in the initial Budnick et

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al. (2020) study. These two factors are: (1) the first five items as relational exclusion with eigenvalue of 6.94 and accounted for 57.85% of variance; (2) the second five items as informational exclusion with eigenvalue of 1.89 accounting for 15.78% of variance. Extra item 1 (.782) and 2 (.840) loaded on the first dimension.

We also examined a 3-factor structure, which appeared to account for 79.70% of the variance (see Appendix B). The third factor had an eigenvalue of 0.73 and explained 6.06% of the variance. In this factor structure, only extra item 1 (.802) and extra item 2 (.754) loaded on the third factor. Because the eigenvalue of factor 3 was below 1 and because item 4 and 9 of the original measure now showed double loadings on two factors, the 2-factor structure in Table 2 was decided as the final structure. The dimension label 'relational exclusion' was changed to 'opportunity exclusion' (see Discussion). The revised workplace FoMO measure showed a significant and positive correlation with general FoMO ( $r = .511$ ) and SCO ( $r = .378$ ) (See Table 3).

### ***Reliability***

The 12-item workplace FoMO measure ( $\alpha = .93$ ) had a high level of internal consistency (Cronbach, 1951). There were no negative or extremely high inter-item correlations between the new items and the original items. Moreover, for every item, Cronbach  $\alpha$  would be lower if an item was deleted.

**Table 2**

*Exploratory factor analysis of the items of workplace FoMO*

Items	Factor	
	Opportunity 1	Informational 2
1	<b>.838</b>	.038
2	<b>.903</b>	-.019
3	<b>.715</b>	.151
4	<b>.899</b>	-.060
5	<b>.933</b>	-.040
Extra 1	<b>.782</b>	.031
Extra 2	<b>.840</b>	-.026
6	-.051	<b>.891</b>
7	-.028	<b>.869</b>
8	-.059	<b>.934</b>
9	.287	<b>.604</b>
10	.007	<b>.870</b>

*Note.* Extraction method; Principle Component; Rotation method; Oblimin with Kaiser normalization. Loadings larger than .60 are in bold.

## Second Quantitative Phase

### *Assumptions*

The main hypotheses were tested with a multiple regression moderation analysis using the PROCESS 3.0 macro of Hayes (2018) in SPSS Statistics 25. Before conducting the main analyses, the assumptions of linearity, homoscedasticity, and independence of the dependent variables burnout and work engagement were tested. There was linearity as assessed by partial regression plots and a plot of studentized residuals against the predicted values. There was independence of residuals, as assessed by a Durbin-Watson statistic of 2.034 and 2.242. There was homoscedasticity, as assessed by visual inspection of a plot of studentized residuals versus unstandardized predicted values. There was no evidence of multicollinearity, as assessed by tolerance values greater than 0.1. There were no studentized deleted residuals greater than  $\pm 3$  standard deviations, and values for Cook's distance above 1. However, two

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leverage values were greater than 0.2 for participant 55 (.219) and 107 (.212). Because these values were just above the criterium of .2 and they met all other assumptions, no further action was taken. Lastly, although there was no evidence for multicollinearity, workplace FoMO and SCO showed a significant moderate correlation of  $r = .38$ , which is why the analyses for testing the main hypotheses were conducted separately (See Table 3).

**Preliminary Analyses**

Means, standard deviations, and the inter-correlations of all variables are displayed in Table 3. Since there were no significant correlations with one of the demographic variables, no control variables were included in Table 3 and the main analyses.

**Table 3**

*Means (M), standard deviations (SD) and inter-correlations (r) of all variables*

	M	SD	2	3	4	5	6
1. Workplace telepressure	3.32	0.81	.135	-.006	.252**	.319**	.282**
2. Burnout	2.05	0.48		-.588**	.309**	.347**	.368**
3. Work engagement	4.50	0.84			.050	-.079	-.115
4. Workplace FoMO	2.45	0.80				.379**	.511**
5. SCO	3.62	0.56					.555**
6. FoMO	2.65	0.60					

\*  $p < .05$ , two-tailed \*\*  $p < .01$ , two tailed.

**Main Hypotheses**

**Burnout.** H1 predicts that workplace telepressure is positively associated with burnout, and that workplace FoMO (H2) and INCOM (H3) moderate this relationship. Results revealed that the main effects of workplace telepressure and workplace FoMO were jointly significant for 9.9% of the variance ( $F(2,130) = 7.15, p < .01$ ). Moreover, the main effects of workplace telepressure and SCO were also jointly significant for 12.1% of the variance ( $F(2,130) = 8.04, p < .001$ ). Results showed there was no main effect of workplace telepressure on burnout ( $p = .447$  and  $p = .756$ ), thus failing to support H1. In addition, there

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were no significant interaction effects of workplace FoMO ( $p = .400$ ) and SCO ( $p = .765$ ), thus failing to support H2 and H3. However, a statistically significant main effect of workplace FoMO on burnout was found  $\beta = .15$ ,  $t(129) = 3.48$ ,  $p < .001$ . Also a statistically significant main effect of SCO on burnout was found  $\beta = .16$ ,  $t(129) = 3.82$ ,  $p < .001$ .

Regression coefficients and standard errors can be found in Table 4.

**Work Engagement.** The relationship between workplace telepressure and work engagement, and the moderation of workplace FoMO and SCO was explorative in nature. The main effects of workplace telepressure and workplace FoMO together did not significantly account for variance explained in work engagement, ( $F(2,130) = .18$ ,  $\Delta R^2 = .003$ ,  $p = .833$ ). Also, the joint main effects of workplace telepressure and SCO did not significantly account for explained variance, ( $F(2,130) = .44$ ,  $\Delta R^2 = .007$ ,  $p = .647$ ). Lastly, there were no significant interaction effects of workplace FoMO ( $p = .427$ ) and SCO ( $p = .218$ ). Regression coefficients and standard errors can be found in Table 4.

**Table 4**

*Standardized regression coefficients ( $\beta$ ), standard error (SE), and explained variance ( $\Delta R^2$ ) for all predictors of burnout and work engagement*

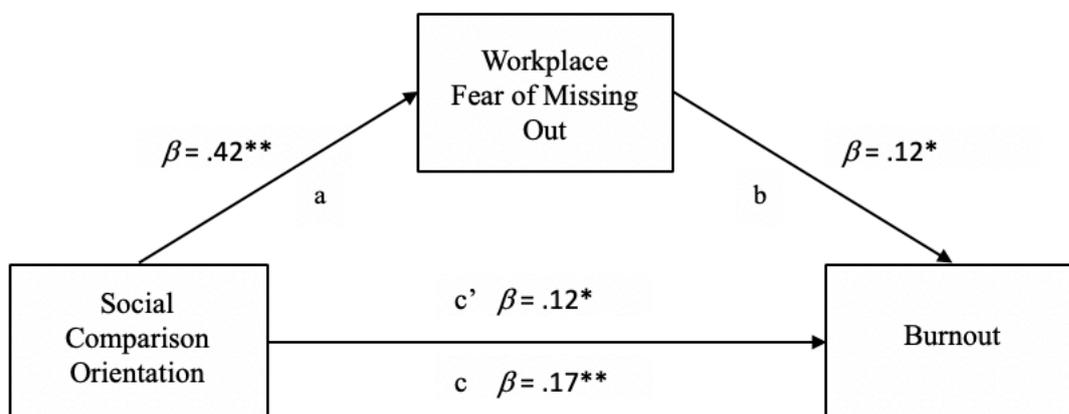
	Burnout			Engagement		
	$\beta$	SE	$\Delta R^2$	$\beta$	SE	$\Delta R^2$
<i>Main effects</i>			.099			.003
Workplace telepressure	0.03	0.04		-0.02	0.08	
Workplace FoMO	0.15**	0.04		0.03	0.08	
<i>Interaction effect</i>			.005			.018
Workplace telepressure *	-0.03	0.04		0.1	0.07	
Workplace FOMO						
<i>Main effects</i>			.121			.007
Workplace telepressure	0.01	0.04		0.02	0.08	
SCO	0.16**	0.04		-0.09	0.08	
<i>Interaction effect</i>			.001			.027
Workplace telepressure *	0.01	0.04		0.14	0.07	
SCO						

\*\*  $p < .001$

**Additional Mediation Analysis**

Because of the significant main effects of SCO and workplace FoMO on burnout found in the moderation analysis, an additional bootstrapping mediation analysis using the PROCESS 3.0 macro of Hayes (2018) was conducted (Figure 3). The overall model predicts 17% of the variance in burnout,  $R^2 = .17$ ,  $F(1,131) = 27.38$ ,  $p < .001$ . Confirming the moderation analyses, the total effect of SCO on burnout (path c) was significant,  $\beta = .17$ ,  $t(131) = 4.24$ ,  $p < .001$ . Moreover, a significant effect of SCO on workplace FoMO was found (path a),  $\beta = .42$ ,  $t(131) = 5.23$ ,  $p < .001$ , suggesting that a higher score on SCO predicts a higher score on workplace FoMO. Results of the direct effect of SCO on burnout with workplace FoMO as mediator (path c') show that the association between SCO and burnout stays significant even though the mediating variable of workplace FoMO is included,  $\beta = .12$ ,  $t(131) = 2.78$ ,  $p < .01$ . The confidence interval of the indirect effect with bootstrapping method does not include 0, 95% CI [.01, .10], and was therefore significant (Preacher & Hayes, 2004).

**Figure 3**  
*Mediation model*



Note.  $\beta$  = Standardised regression

\*  $p < .01$ , \*\*  $p < .001$

**Corona Crisis**

Examination of the three questions considering the corona crisis, ( $\alpha = .88$ ) showed that 51.1% of the participants agreed or strongly agreed that the corona crisis hindered their performance. 55.7% agreed or strongly agreed that they felt limited in how well they can do

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their jobs and 79.2% of the participants agreed or strongly agreed that they felt limited options in terms of work.

Moreover, a paired sample t-test was conducted to determine whether there was a statistically significant mean difference between the experience of (1) workplace telepressure, (2) FoMO and (3) workplace FoMO before and during the corona crisis. Results suggest that participants experienced more FoMO before the corona crisis ( $M = 2.78$ ,  $SD = 1.05$ ) than during the corona crisis ( $M = 2.52$ ,  $SD = 1.25$ ), a statistically significant mean decrease of .26, 95% CI [0.049, 0.477],  $t(132) = 2.43$ ,  $p < .05$ ,  $d = .21$ .

### Discussion

The purpose of present study was to examine whether both workplace FoMO and SCO moderated the relationship between workplace telepressure, burnout, and work engagement. Before examining the associations, it was explored whether the concept and measure of workplace FoMO could be expanded. First, it was expected that workplace telepressure correlated positively with burnout. Moreover, expected was that employees experiencing more workplace FoMO would react more strongly to workplace telepressure than employees low on workplace FoMO, thus strengthening the association with burnout. Lastly, it was expected that the association between workplace telepressure and burnout would be strengthened for employees high on SCO, as they are more likely to conform to others' expectations. All associations with work engagement were explored. To test these potential relationships, data was collected from 133 employees in The Netherlands. The empirical findings of this study are discussed in the following paragraphs.

#### Workplace FoMO Measurement

First, it was tested whether the workplace FoMO measure could be expanded. Based on interviews conducted with the young workforce, two new items were included. Results showed the emergence of two highly reliable factors, confirming the two-factor structure identified in the study of Budnick et al. (2020), and providing empirical evidence for the inclusion of the two new items in the workplace FoMO measure: '*I worry that I will miss out on a chance to get higher up*' and '*I worry that colleagues will get chances that I will not get*'. The new items loaded on the first factor. However, the content of the new items did not correspond with the content of the original items of the same factor. The original items were directed to the fear of relationships suffering due to missed networking opportunities, and the new items were directed to the fear of missing out on chances due to not being present at

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work. Because both obtaining professional relationships as well as getting chances to grow in the organization ensures opportunities for career success, this study suggests to change the dimension label of the first factor to ‘fear of opportunity exclusion’.

In addition, results showed that the new workplace FoMO measure had some overlap with but was distinct from general FoMO. This is in line with findings of Budnick et al. (2020) and is congruent with what would be expected, as workplace FoMO is designed to capture trait FoMO levels within the work context. Furthermore, the new workplace FoMO measure also showed a moderate correlation with SCO. An explanation for this finding is that workplace FoMO inherently involves social comparisons in order to determine whether one is missing valuable resources other employees are receiving (Budnick et al. 2020).

### **Workplace Telepressure, Burnout, and Work Engagement**

In the first Hypothesis it was expected that workplace telepressure would be positively related to burnout. However, contrary to this expectation, results showed that workplace telepressure was not related to burnout in present study. This indicates that the association between workplace telepressure and burnout found in previous studies might not be generalizable to the Dutch young workforce (Barber & Santuzzi, 2015, 2017; Hu, et al., 2019). An explanation for this finding might be that the young workforce is used to the feeling of being constantly available as they have grown up during times of digitalization. As a result, they may not necessarily attribute negative outcomes to the experience of workplace telepressure. Instead, they might view the experience of workplace telepressure as a fact of life. This suggests that workplace telepressure might not be a relevant predictor of burnout for the Dutch young workforce. Another explanation for not finding an association might be due to the fact that data collection took place during the corona crisis. Although participants were asked to fill in the questionnaire as though it was before the corona crisis, this still may have influenced the results (see Limitations). Stepping on the brake of work- and social pressures, as shown by a significant decrease in the experience of FoMO during the corona crisis, may have been exactly what the young workforce needed, consciously overlooking the life they lived before the crisis and finding relaxation in doing so. This might have resulted in a lower average burnout score found in this study sample ( $M = 2.05$ ) than on average in the Netherlands under pre-corona conditions ( $M = 2.68$ ) (Schaufeli, 2018).

Moreover, no specific expectations were formulated for work engagement because the literature on the relatively new concept of workplace telepressure and work engagement was scarce and inconsistent. Results of present study suggest that workplace telepressure is not related to work engagement. This in itself is a contribution to the existing body of literature

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on workplace telepressure and work engagement, suggesting that workplace telepressure is not a relevant predictor for work engagement in this study sample. An alternative explanation for this finding might be that participants differed in how they appraised workplace telepressure as a job demand. According to a meta-analysis by Crawford et al. (2010), a distinction can be made between challenging demands and hindering demands, both appraisals having a different influence on work engagement. Challenging demands are found to be positively associated with work engagement, meaning that participants who appraised workplace telepressure as a challenging demand are more likely to experience work engagement. Contrary, participants who appraised workplace telepressure as a hindering demand are more likely to experience less work engagement, as hindering demands are found to be negatively related to work engagement (Crawford et al., 2010). As a result, the differences in how participants have appraised workplace telepressure as a job demand might have ruled each other out, resulting in no association found. Future research should therefore take different appraisals of workplace telepressure as a job demand into account.

### **The Moderating Role of Workplace FoMO and SCO**

Furthermore, it was predicted that workplace FoMO was a moderator of the relationship between workplace telepressure and burnout, in the sense that employees high on workplace FoMO react more strongly to workplace telepressure as they fear 'to be out of the loop'. In addition, it was predicted that for employees high in SCO the positive relationship between workplace telepressure and burnout would be strengthened, as they are more likely to conform to other people's expectations than individuals low in SCO. In other words it was expected that employees high on SCO would be more preoccupied with ICT messages as they think that other individuals expect fast responses. Lastly, it was explored whether workplace FoMO and SCO moderated the relationship between workplace telepressure and work engagement. Based on the results it can be concluded that there are no moderating effects of workplace FoMO and SCO on the relationship between workplace telepressure and burnout (*H2* and *H3* respectively). Moreover, workplace FoMO and SCO did not moderate the relationship between workplace telepressure and work engagement. This might again be explained as a result of (a) participants appraising workplace telepressure as a fact of life instead of a job demand or (b) participants differing in their appraisal of workplace telepressure as a challenging- or hindering job demand.

However, results did show that workplace FoMO and SCO were significant predictors of burnout. Furthermore, because workplace FoMO and SCO were significantly positively correlated, an additional mediation analyses was conducted. Results showed that the

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association between SCO and burnout was partly explained by workplace FoMO. This suggests that employees high on SCO are more likely to experience workplace FoMO, which in turn predicts a higher score on burnout. An explanation might be that, as stated in the paragraph considering the workplace FoMO measure, workplace FoMO inherently involves social comparisons (Budnick et al. 2020). Therefore, individuals who have a higher tendency to compare themselves with others, might also inherently show more workplace FoMO. Moreover, as a result of comparing with others, individuals get aware of all available opportunities and information on which they might miss out in the workplace, which is why they might be more likely to experience of workplace FoMO and burnout.

### **Limitations and Suggestions for Future Research**

A number of factors limits the results of this study. First of all, present study made use of a cross-sectional design. All results therefore reflect observed relationships and no causal claims can be made about the relationships examined (Sedgwick, 2014). In order to give a better indication of the causality and direction of the relationships found between SCO, workplace FoMO and burnout, future research may benefit of a longitudinal or experimental research design.

In addition, the use of self-report measures, asking for subjective judgments of psychological experiences and behaviors, might have resulted in recall errors and biases. This could be the result of mood states at times of filling in the survey, which might especially hold true for the corona crisis. The question therefore arises whether it has been clearly emphasized enough that participants had to fill in the survey with a state of mind of before the corona crisis, as no control question was asked to check if the participants had read the informed consent carefully. As stated in the reflection of the results, this may have influenced the results found in present study.

A final limitation of present study is the use of the snowball sampling technique in order to obtain participants. This might explain why a large number of participants, 65.4 %, had a University degree. This is not representative of the whole Dutch young workforce, which limits the generalizability of present study. Moreover, Schaufeli (2018) suggests that employees with a lower education are more vulnerable to experience burnout. It is therefore possible that some associations were not found in this study. Future research should seek to study a more representative sample of the young workforce by including more participants with educational backgrounds other than an University degree.

Considering the results found it would be interesting for future research to examine whether a difference exists in the experience of workplace telepressure and burnout for

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employees who generally work from home and employees who do not generally work from home. Another suggestion for future research is to again examine the association with the revised concept of burnout, as measured by the BAT, under 'normal conditions' or 'post corona' conditions. If again no association is found, there is more reason to believe that results of present study are not generalizable to the Dutch young workforce, suggesting that the young workforce does not experience workplace telepressure as a job demand. If a positive association is found, there is more reason to believe the results of the current study have been influenced by the circumstances of the corona crisis. Lastly, as workplace FoMO and SCO appear to be more important indicators of well-being than workplace telepressure, a suggestion for future research is to examine what factors mitigate the positive association with burnout, for example the influence of setting clear work-home boundaries in the long term.

### **Theoretical and Practical Implications**

Despite these limitations, the results of present study yield some important insights. First of all, results of previous studies implying that individuals who experience workplace telepressure report higher levels of burnout (Barber & Santuzzi, 2015, 2017; Hu, et al., 2019), have not been replicated. This suggests that the Dutch young workforce might experience workplace telepressure as a fact of life instead of a job demand. In addition, as less research was conducted into the relationship between workplace telepressure and work engagement, this study contributes by suggesting that workplace telepressure seems not to be directly related to motivational processes. Moreover, this study adds to the existing literature by identifying workplace FoMO and SCO as important indicators of work-related well-being. Replicating the study findings of Budnick et al. (2020), results showed that workplace FoMO is a significant predictor of burnout, which suggests that employees who experience more workplace FoMO are more prone to experience burnout. In addition, results of present study suggest that individuals high in SCO are vulnerable to experience negative affect and burnout, confirming earlier studies findings (Brown et al., 2006; Buunk & Gibbons, 2006). Another contribution to the existing literature is that it seems that employees with a tendency to often compare themselves with others (i.e. high SCO) are more likely to experience fear of missing out in the workplace and are therefore more prone to the experience of burnout.

Hence, the practical implication of this study is that employees and organizations must be aware of the influence of individual differences in predicting burnout in a sense that employees experiencing workplace FoMO and employees who have a higher SCO are vulnerable to experience burnout.

### **Conclusion**

Overall, the first goal of this study was to broaden the understanding and concept of workplace FoMO. The first qualitative phase provided empirical evidence for including two extra items in the workplace FoMO measure, resulting in two highly reliable dimensions called fear of opportunity- and informational exclusion. This way, the revised workplace FoMO scale now measures the aspects the young workforce considers important in the experience of workplace FoMO. The second goal of this study was to examine whether workplace telepressure predicted employees' motivation and health, and whether workplace FoMO and SCO moderated those relationships. Results suggest that workplace telepressure is not a relevant predictor of burnout or work engagement for the Dutch young workforce. Moreover, workplace FoMO and SCO did not influence these relationships. However, results showed that workplace FoMO and SCO were important indicators of burnout. Given that burnout is a prevalent phenomenon amongst the Dutch young workforce, organizations and employees should be aware that employees high in workplace FoMO and SCO are vulnerable to experience burnout.

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## **Appendix A: Questionnaire**

### **Informed consent**

Beste deelnemer,

Graag nodigen wij je uit om deel te nemen aan ons afstudeerproject, uitgevoerd door Nina de Vries, Ilse van den Belt en Karlijn Albers. Wij volgen allen de master Social, Health and Organisational Psychology aan de Universiteit Utrecht. Dr. Veerle Brenninkmeijer, werkzaam op de afdeling Sociale, Gezondheids- en Organisatiepsychologie en tevens mastercoördinator, begeleidt dit afstudeerproject.

### **Achtergrond onderzoek**

Dit is een onderzoek naar het omgaan met communicatietechnologie, de angst om waardevolle ervaringen te missen in relatie tot werk en privéleven en de neiging om jezelf te vergelijken met anderen op de werkvloer. Het doel van dit onderzoek is om beter inzicht te krijgen in hoe deze ervaringen invloed hebben op de werkbevoegdheid, burn-out en prestaties van werknemers. Om deel te nemen aan deze studie dien je tussen de 20 en 30 jaar oud te zijn en minimaal 12 uur per week te werken. Deelname aan dit onderzoek is vrijwillig. Om deel te nemen is je schriftelijke toestemming nodig.

### **Wat er van je wordt verwacht als participant**

Aan het begin van de vragenlijst worden een aantal achtergrondgegevens gevraagd. De overige vragen hebben betrekking op je ervaring en gedrag in werkgerelateerde situaties. Aan het einde van de vragenlijst worden een aantal vragen gesteld met betrekking tot de Corona-crisis en hoe je deze ervaart. Het invullen van de survey zal ongeveer tussen de 20 en 30 minuten duren. We willen je uitnodigen om de vragen eerlijk en intuïtief te beantwoorden, het gaat om je eerste ingeving. Bovendien bestaan er geen goede of foute antwoorden. In de vragenlijst kun je mogelijk te maken krijgen met vragen die je persoonlijk raken. Wanneer je wilt stoppen met het invullen van de vragenlijst dan kan dat op elk moment, zonder verdere uitleg. Als je je deelname beëindigt, zullen je onderzoeksgegevens nog gebruikt worden tot het moment van stoppen, tenzij je expliciet om verwijdering vraagt. Er zijn geen verdere risico's met dit onderzoek geassocieerd.

### **Vertrouwelijkheid van data verzameling**

Voor dit onderzoek verzamelen wij de volgende (algemene) persoonsgegevens: leeftijd, geslacht, hoogst genoten opleiding, huidige functiegroep en contractuele aanstelling. De

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verzamelde data zullen compleet geanonimiseerd worden, waardoor antwoorden niet tot personen te herleiden zullen zijn. Het databestand met de persoonsgegevens zal bewaard worden in een met een wachtwoord beveiligde online omgeving. De onderzoekers zullen alleen toegang hebben tot de compleet geanonimiseerde versies van de data voor de rest van het onderzoek. De onderzoeksdata zullen minimaal 10 jaar na publicatie van het onderzoek bewaard worden. Dit is in overeenstemming met de richtlijnen van het VSNU Vereniging van Universiteiten in Nederland. Meer informatie over privacy is te vinden op <https://autoriteitpersoonsgegevens.nl/nl/onderwerpen/avg-europese-privacywetgeving>.

### **Corona**

Vanwege de landelijke maatregelen die zijn getroffen rondom de Corona-crisis is thuiswerken het nieuwe normaal geworden. Omdat ons onderzoek zich richt op werkgerelateerde situaties, kunnen deze maatregelen van invloed zijn op de resultaten van dit onderzoek. We willen daarom vragen om de stellingen te beoordelen vanuit de mindset en werkervaringen van vóór de Corona-crisis.

### **Contact**

Eventuele opmerkingen of vragen over de survey of het onderzoek kunnen gemaïld worden naar [n.a.devries2@students.uu.nl](mailto:n.a.devries2@students.uu.nl) / [k.albers@students.uu.nl](mailto:k.albers@students.uu.nl) / [i.s.vandenbelt@students.uu.nl](mailto:i.s.vandenbelt@students.uu.nl). Mocht je een officiële klacht willen indienen over dit onderzoek, dan kun je contact opnemen met dr. Veerle Brenninkmeijer via [v.brenninkmeijer@uu.nl](mailto:v.brenninkmeijer@uu.nl)

Om deel te nemen aan de survey dien je akkoord te gaan met bovenstaande informatie.

Ga je akkoord, klik dan op 'ik ga akkoord' op de volgende pagina.

Alvast bedankt!

Vriendelijke groet,

Nina de Vries, Ilse van den Belt en Karlijn Albers

Indien je de introductie hebt gelezen en mee wilt doen aan dit onderzoek, klik dan onderstaand op 'Ik ga akkoord' om door te gaan met het onderzoek. Mocht je niet akkoord gaan, dan kun je helaas niet deelnemen aan dit onderzoek. In dat geval kun je de vragenlijst nu sluiten.

### Achtergrondgegevens

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- |  |  |
|--|--|
| 1. Wat is je geslacht?   | Man/vrouw/anders   |
| 2. Wat is je leeftijd?   | ...  |
| 3. Wat is je hoogst afgeronde opleiding?   | Lagere school<br>MAVO, LBO, VMBO<br>MAVO, MBO<br>VWO<br>HBO<br>Universiteit  |
| 4. Ben je zelfstandig ondernemer?  | Ja<br>Nee  |
| 5. Voor hoeveel uur heb je contractueel een aanstelling?                         | ...  |
| 6. Hoeveel jaar ben je werkzaam binnen deze organisatie                          | ...  |
| 7. Hoe groot (in aantal personen) is de vestiging van het bedrijf waar je werkt? | 0-10 personen<br>11-25 personen<br>26-50 personen<br>51-100 personen<br>100+ personen  |
| 8. Hoeveel jaar ben je in totaal werkzaam over je gehele leven?                  | ...  |
| 9. Mag je doorgaans je telefoon meenemen naar je werkplek?                       | Ja/nee/soms  |
| 10. Heb je toegang tot een aparte werktelefoon?                                  | Ja/nee   |
| 11. In welke branche ben je momenteel werkzaam?                                  | Gezondheidszorg en welzijn<br>Handel en dienstverlening<br>ICT<br>Justitie, veiligheid en openbaar bestuur<br>Landbouw, natuur en visserij<br>Media en communicatie<br>Onderwijs, cultuur en wetenschap<br>Techniek, productie en bouw |

Om de verspreiding van het Coronavirus tegen te gaan, werken nu veel mensen thuis. Dit kan van invloed zijn op hoe je je werk ervaart. Voor dit onderzoek zijn wij juist op zoek naar hoe je je werk **in het algemeen** ervaart. We willen je daarom vragen om de volgende vragen in te vullen alsof je nog aan het werk was vóór de Corona crisis.

### **Workplace telepressure**

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Denk bij de volgende vragen aan hoe jij technologie gebruikt om te communiceren met collega's. Denk hierbij in het bijzonder aan technologieën waarmee je berichten kunt sturen en ontvangen en hierbij zelf kunt bepalen wanneer je reageert (e-mail, sms, voicemail etc.).

Geef aan in hoeverre je het eens of oneens bent met de volgende stellingen.

Als ik communicatietechnologie voor werkdoeleinden gebruik...

1 = Helemaal oneens

2 = Oneens

3 = Neutraal

4 = Eens

5 = Helemaal eens

1. Vind ik het lastig om me op andere dingen te concentreren wanneer ik een bericht van iemand ontvang
2. Kan ik mij beter concentreren op andere taken zodra ik mijn berichten heb beantwoord
3. Kan ik niet stoppen met denken aan een bericht totdat ik heb gereageerd
4. Voel ik een sterke behoefte om direct te reageren
5. Krijg ik een overweldigend gevoel om direct op iemand te reageren zodra ik een verzoek van diegene krijg
6. Vind ik het moeilijk te weerstaan om niet meteen op een bericht te reageren

Op een schaal van 1 tot 5, in hoeverre ervaar je **over het algemeen** druk om zo snel mogelijk op berichten van werk te reageren? (1) Helemaal niet – (5) Heel erg

### **Fear of Missing Out**

---

De volgende stellingen gaan over hoe jij je in het algemeen voelt wanneer je je niet bezighoudt met vrienden of niet voor hen bereikbaar bent. Kies bij iedere stelling het antwoord dat het beste bij je past.

- 1 = Past helemaal niet bij mij
- 2 = Past nauwelijks bij mij
- 3 = Past enigszins bij mij
- 4 = Past redelijk bij mij
- 5 = Past helemaal bij mij

1. Ik maak mij zorgen dat anderen meer waardevolle ervaringen hebben dan ik
2. Ik maak mij zorgen dat mijn vrienden meer waardevolle ervaringen hebben dan ik
3. Ik maak mij zorgen als ik er achter kom dat mijn vrienden plezier hebben zonder mij
4. Ik word onrustig als ik niet weet wat mijn vrienden aan het doen zijn
5. Ik vind het belangrijk dat ik de grappen van mijn vrienden begrijp
6. Soms vraag ik me af of ik teveel tijd besteed aan het bijhouden van wat er gaande is
7. Het stoort me als ik een kans mis om mijn vrienden te zien
8. Als ik het naar mijn zin heb, vind ik het belangrijk om dit online te delen (bijv. status updaten)
9. Ik vind het vervelend als ik een geplande afspraak mis
10. Als ik op vakantie ga blijf ik in de gaten houden wat mijn vrienden doen

Op een schaal van 1 tot 5, in hoeverre ervaar je over het algemeen Fear of Missing Out in relatie tot familie en vrienden? (1) Helemaal niet – (5) Heel erg

### **Workplace Fear of Missing Out**

---

De volgende stellingen gaan over hoe je je **in het algemeen** voelt wanneer je niet aan het werk bent of niet bereikbaar bent voor werk (bijv. niet beschikbaar via e-mail, sms of WhatsApp). Geef aan in hoeverre je het eens bent met deze stellingen.

- 1 = Sterk oneens
- 2 = Oneens
- 3 = Neutraal

## WORKPLACE TELEPRESSURE, BURNOUT, WORK ENGAGEMENT, WORKPLACE FOMO, SCO

4 = Eens

5 = Sterk eens

Wanneer ik afwezig of niet bereikbaar ben voor mijn werk dan:

1. Maak ik mij zorgen dat ik netwerkmogelijkheden misloop die mijn collega's wel hebben
2. Denk ik constant dat ik kansen mis om nieuwe zakelijke contacten te leggen
3. Denk ik constant dat ik kansen mis om zakelijke contacten te versterken
4. Maak ik mij zorgen dat mijn collega's zakelijke contacten zullen leggen die ik niet zal maken
5. Maak ik mij zorgen dat ik de kans mis om belangrijke zakelijke contacten te leggen
6. Maak ik mij zorgen dat ik waardevolle werk gerelateerde informatie misloop
7. Maak ik mij zorgen dat ik belangrijke informatie mis die relevant is voor mijn baan
8. Maak ik mij zorgen dat ik belangrijke werk gerelateerde updates mis
9. Maak ik mij zorgen dat ik niet weet wat er op het werk gebeurt
10. Maak ik mij zorgen dat ik belangrijk werk gerelateerd nieuws misloop.
11. Maak ik mij zorgen dat ik een kans misloop om hogerop te komen (extra item 1)
12. Maak ik mij zorgen dat collega's kansen krijgen die ik niet zal krijgen (extra item 2)

Op een schaal van 1 tot 5, in hoeverre ervaar je over het algemeen Fear of Missing Out in relatie tot je werk? (1) Helemaal niet – (5) Heel erg

### **Social Comparison Orientation**

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De meeste mensen vergelijken zichzelf van tijd tot tijd met anderen. Zij vergelijken met anderen bijvoorbeeld hoe ze zich voelen, wat zij van iets vinden, wat ze kunnen, of hoe ze eraan toe zijn. Er is op zichzelf niets 'goeds' of 'slechts' aan dit soort vergelijkingen en sommige mensen doen dit vaker dan anderen. Wij zouden graag willen weten hoe vaak jij je vergelijkt met andere mensen. Om dat te doen, willen wij je vragen aan te geven in hoeverre je het met elk van de volgende uitspraken eens bent.

1 = Sterk mee oneens

2 = Gedeeltelijk mee oneens

3 = Niet oneens, niet eens

## WORKPLACE TELEPRESSURE, BURNOUT, WORK ENGAGEMENT, WORKPLACE FOMO, SCO

4 = Gedeeltelijk mee eens

5 = Sterk mee eens

1. Ik vergelijk mijzelf vaak met anderen wat betreft ik in het leven heb bereikt
2. Als ik wil weten hoe iets zit, probeer ik erachter te komen wat anderen ervan vinden
3. Ik let altijd erg op hoe ik dingen doe in vergelijking met anderen
4. Ik vergelijk de situatie van mensen om wie ik geef (bijv. partner, familieleden) vaak met die van anderen
5. Ik wil altijd graag weten wat anderen in een vergelijkbare situatie zouden doen
6. Ik ben niet het type persoon dat zich vaak met anderen vergelijkt
7. Als ik wil weten hoe goed ik iets heb gedaan, ga ik na hoe anderen het ervan af hebben gebracht
8. Ik probeer er vaak achter te komen wat anderen vinden die met soortgelijke problemen worden geconfronteerd als ik
9. Ik houd ervan met anderen te praten over wederzijdse meningen en ervaringen
10. Ik vergelijk mijn levenssituatie nooit met die van andere mensen
11. Ik vergelijk mijn kwaliteiten in het omgaan met mensen vaak met anderen

### **Burnout**

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De volgende uitspraken hebben betrekking op hoe jij jouw werk beleeft en hoe jij je daarbij voelt. Wil je aangeven hoe vaak iedere uitspraak op jou van toepassing is door steeds het best passende antwoord aan te klikken?

1 = Nooit

2 = Zelden

3 = Soms

4 = Vaak

5 = Altijd

1. Op het werk voel ik me geestelijk uitgeput
2. Alles wat ik doe op mijn werk, kost mij moeite
3. Ik raak maar niet uitgerust nadat ik gewerkt heb
4. Op het werk voel ik me lichamelijk uitgeput

## WORKPLACE TELEPRESSURE, BURNOUT, WORK ENGAGEMENT, WORKPLACE FOMO, SCO

5. Als ik 's morgens opsta, mis ik de energie om aan de werkdag te beginnen
6. Ik wil wel actief zijn op het werk, maar het lukt mij niet
7. Als ik me inspan op het werk, dan word ik snel moe
8. Op het einde van de werkdag voel ik me mentaal uitgeput en leeg
9. Ik kan geen belangstelling en enthousiasme opbrengen voor mijn werk
10. Op mijn werk denk ik niet veel na en functioneer ik op de automatische piloot
11. Ik voel een sterke weerzin tegen mijn werk
12. Mijn werk laat mij onverschillig
13. Ik ben cynisch over wat mijn werk voor anderen betekent
14. Op het werk kan ik er mijn aandacht moeilijk bijhouden
15. Tijdens mijn werk heb ik moeite om helder na te denken
16. Ik ben vergeetachtig en verstrooid tijdens mijn werk
17. Als ik aan het werk ben, kan ik me moeilijk concentreren
18. Ik maak fouten in mijn werk omdat ik er met mijn hoofd 'niet goed bij ben'
19. Op mijn werk heb ik het gevoel geen controle te hebben over mijn emoties
20. Ik herken mezelf niet in de wijze waarop ik emotioneel reageer op mijn werk
21. Tijdens mijn werk raak ik snel geïrriteerd als de dingen niet lopen zoals ik dat wil
22. Ik word kwaad of verdrietig op mijn werk zonder goed te weten waarom
23. Op mijn werk kan ik onbedoeld te sterk emotioneel reageren

### **Work engagement**

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De volgende uitspraken gaan over de manier waarop je je werk beleeft en hoe je je daarbij voelt. Wil je aangeven hoe vaak iedere uitspraak op jou van toepassing is door steeds het best passende getal te kiezen?

- 1 = Nooit
- 2 = Bijna nooit
- 3 = Af en toe
- 4 = Regelmatig
- 5 = Dikwijls
- 6 = Zeer dikwijls
- 7 = Altijd

## WORKPLACE TELEPRESSURE, BURNOUT, WORK ENGAGEMENT, WORKPLACE FOMO, SCO

1. Op mijn werk bruis ik van energie
2. Ik vind het werk dat ik doe nuttig en zinvol
3. Als ik aan het werk ben, dan vliegt de tijd voorbij
4. Als ik werk voel ik me fit en sterk
5. Ik ben enthousiast over mijn baan
6. Als ik werk vergeet ik alle andere dingen om me heen
7. Mijn werk inspireert mij
8. Als ik 's morgens opsta heb ik zin om aan het werk te gaan
9. Wanneer ik heel intensief aan het werk ben, voel ik mij gelukkig
10. Ik ben trots op het werk dat ik doe
11. Ik ga helemaal op in mijn werk
12. Als ik aan het werk ben, dan kan ik heel lang doorgaan
13. Mijn werk is voor mij een uitdaging
14. Mijn werk brengt mij in vervoering
15. Op mijn werk beschik ik over een grote mentale (geestelijke) veerkracht
16. Ik kan me moeilijk van mijn werk losmaken
17. Op mijn werk zet ik altijd door, ook als het tegenzit

### Corona crisis

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Nederland heeft momenteel te maken met de Corona-crisis, wat gevolgen heeft voor ons dagelijks leven. Waar mogelijk moeten werknemers namelijk zoveel mogelijk thuiswerken. Hoe beïnvloedt de Corona-crisis jou persoonlijk in relatie tot je werk?

1 = Sterk mee oneens

2 = Mee oneens

3 = Niet mee oneens, niet mee eens

4 = Mee eens

5 = Sterk mee eens

1. Het belemmert mij in mijn prestaties in mijn werk
2. Het beperkt mij in hoe goed ik mijn werk kan doen
3. Het beperkt mijn mogelijkheden voor wat betreft mijn werk

WORKPLACE TELEPRESSURE, BURNOUT, WORK ENGAGEMENT, WORKPLACE FOMO, SCO

Vul de volgende vragen in op basis van in hoeverre je hetgeen aangegeven in de vraag **op dit moment** tijdens de Corona crisis ervaart

1 = Helemaal niet

5 = Heel erg

1. Op een schaal van 1 tot 5, in hoeverre ervaar je **op dit moment** Fear of Missing Out in relatie tot je werk?
2. Op een schaal van 1 tot 5, in hoeverre ervaar je **op dit moment** Fear of Missing Out in relatie tot vrienden en familie?
3. Op een schaal van 1 tot 5, in hoeverre ervaar je **op dit moment** druk om zo snel mogelijk op berichten van werk te reageren?

**Appendix B: Fixed factor analysis workplace FoMO**

*Fixed 3-factor solution of the items of workplace FoMO*

Items	Factor		
	Relational 1	Informational 2	'Opportunity' 3
1	<b>.845</b>	.032	.049
2	<b>.902</b>	-.024	.060
3	<b>.930</b>	.113	-.192
4	<b>.652</b>	-.027	<b>.336</b>
5	<b>.758</b>	-.019	.258
6	.103	<b>.861</b>	-.156
7	-.017	<b>.869</b>	.074
8	-.130	<b>.937</b>	.099
9	.040	<b>.635</b>	<b>.312</b>
10	.117	<b>.847</b>	-.102
Extra 1	.117	.128	<b>.802</b>
Extra 2	.220	.064	<b>.754</b>

*Note.* Extraction method; Principle Component; Rotation method; Oblimin with 3 fixed factors. Loadings larger than .30 are in bold.