



**The Mediating Effect Of Private Social Media Use On The Relationship Between  
Workplace Fomo, Burnout, And Work Engagement**

Eray Cicek (0915718)  
Universiteit Utrecht

Master Thesis Social, Health and Organizational Psychology

Track: Work and Organizational Psychology

First reviewer: Talha Özüdogru

Second reviewer: Prof. dr. Maria Peeters

Date: June 26, 2023

Word count: 8436

May be made publicly available

### **Abstract**

Workplace Fomo in conjunction with Private Social Media Use may lead to low Work Engagement and high Burnout among employees, which can negatively impact the organizations and employees. The purpose of this study is to investigate whether Private Social Media Use mediates the relationship between Workplace Fomo and Burnout, as well as Work Engagement at work. This study expands the scientific literature on Workplace Fomo, Private Social Media Use, Burnout, and Work Engagement. A total of 273 participants aged 18-35 who worked at least 12 hours a week were included in this study. As expected, a positive association between Workplace Fomo and Private Social Media Use is found. Additionally, in line with our expectations Private Social Media Use had a positive influence on Burnout. However, contrary to expectations Private Social Media Use positively predicted Work Engagement. Finally, the effect of Workplace Fomo on Burnout and Work Engagement was not predicted by Private Social Media Use. Contrary to initial expectations, Private Social Media Use was found not to play a mediating role in the relationship between Workplace Fomo and Burnout and Work Engagement. Future research should focus on finding other mediating variables or factors in the relationship between Workplace Fomo and Work Engagement. Future researchers should note that Private Social Media Use may mediate a more specific relationship, such as between Fomo and burnout from social media use. A theoretical implication is that this study contributes to academia by being the first study that analyzes the meditative effect of Private Social Media Use on the relationship between Workplace Fomo and Burnout as well as Work Engagement. The practical implication of this study would be that organizations may introduce education and awareness programs to eliminate the negative effects of Private Social Media Use such as Burnout.

Keywords: workplace fomo, private social media use, burnout, work engagement

## **Introduction**

In the early days of humankind, our survival was dependent on awareness of the resources and dangers around us. For instance, missing a crucial food resource could mean the difference between life and death (Jacobsen, 2021). The fear of missing out has not remained the same throughout history, with the domestication of plants and animals, human society began to live in larger communities, leading to established cities. Living in larger societies has led to a greater complexity of social life, exposing us to more and more things that we are afraid of missing. In parallel with the development of humanity, the number of things we are afraid of missing has gradually increased. Although this phenomenon is an indispensable part of human life, it continued its existence without being defined until the 2000s. Then it was defined as Fear of Missing Out (FOMO) and Przybylski et al. (2013) gave it the current meaning we use today. Przybylski et al. (2013) stated that the Fear of Missing Out (Fomo) is a prevalent fear that others are having rewarding experiences when one is away from them. This prominence of Fomo has also attracted the attention of researchers and turned Fomo into a popular research topic (Ramlı et al., 2022; Budnick et al., 2020; Elhai et al., 2018).

Research on Fomo has generally focused on social life and the concern over what one's friends are doing on social media. However, recent studies have found that Fomo, in conjunction with social media interaction, can have negative effects on well-being and motivation in the workplace. These negative effects of Fomo can negatively affect physical and mental health by causing various problems such as fatigue, stress, irregular sleep, excessive eating, and problems with focusing (Milyavskaya et al., 2018; Baker et al., 2016). Moreover, Fomo is now widely prevalent that only 1 in 10 American adults report not experiencing Fomo, and this prevalence is closely related to behavioral outcomes such as social media use (Milyavskaya, Saffran, Hope, & Koestner, 2018; Przybylski, et al., 2013). Based on the findings of this research, it is evident that Fomo has significant negative consequences for individuals. Therefore, conducting further research on this phenomenon would be highly beneficial for society, as it would contribute to a deeper understanding of its impacts and help develop strategies to mitigate its detrimental effects. While research on Fomo has generally focused on social life, recent studies have highlighted the need to explore its effects on the workplace. Tandon et al. (2021) focused on this need and conceptualized the definition of Fomo to be compatible with business life. Thus, the

workplace Fomo is defined as “a pervasive apprehension that, relative to other employees, one might miss valuable career opportunities when away or disconnected from work” (Budnick et al., 2020, p. 2). Fomo at work can mean a fear of missing the chance to network, the chance to gain valuable knowledge, or the chance to contribute to the main decisions and projects of the organization.

On the other hand, Burnout is also found to be associated with Workplace Fomo. It is characterized by chronic work-related stress, and emotional exhaustion (Schaufeli et al., 2020; Bakker et al., 2001). Burnout is defined as a prolonged response to persistent stressors from one’s environment (Maslach, Schaufeli, & Leiter, 2001). Furthermore, burnout affects approximately 27% of the European working population, according to a study conducted by Bianchi, Schonfeld, and Laurent (2015). It may be important for employers as Burnout has many negative effects on working professionals. These negative impacts include decreased job performance and productivity (Maslach et al., 2001), and increased absenteeism and turnover rates (Bianchi et al., 2015). This means that burnt-out employees may find it difficult to concentrate on their work and may therefore call in sick or leave their jobs. In addition, burnout was added to this model because, as previous studies have shown, employees with a high fear of missing out feel dissatisfaction, inadequacy, and high levels of stress, which can lead to burnout (Budnick et al., 2020). Budnick et al. (2020) reported that people with higher Fomo also have higher levels of Burnout. This research considers Workplace Fomo as one of the persistent stressors, assuming a positive relationship between Workplace Fomo and Burnout, expecting to find a similar relationship as Budnick et al. (2020) uncovered.

Additionally, it has been theorized that Workplace Fomo may be related to Work Engagement. It is characterized by a positive state of mind about one's work. Work Engagement is defined by Schaufeli et al. (2002), as “. . . a positive, fulfilling, work-related state of mind that is characterized by vigor, dedication, and absorption ” (p. 74). According to a study, only 21% of employees are fully engaged in their work (Perrin T., 2003). This is an alarming truth as low Work Engagement has detrimental effects on employees' well-being. Those include feelings of exhaustion, dissatisfaction, low job satisfaction, and high work stress. Also according to research by Bakker et al. (2007), employees with low engagement are more likely to exhibit lower performance, work effort, and work quality. In contrast with previous research by Budnick et al.

(2020), this article offers a negative relationship between Workplace Fomo and Work Engagement. This research suggests that, when employees are preoccupied with the fear of missing something, their focus on work can be distracted and this can lead to low engagement.

According to a survey conducted by Statista (2021), 60% of employees use social media for personal purposes during work hours, with an average of 2.5 hours per day. This situation brings many negative effects such as workplace distraction and low performance (Derks, Bakker, Peters, & Van Wingerden, 2016). Private Social Media Use is commonly associated with Fomo since the fear of missing immediate or future events causes people to repeatedly check their preferred platform (Przybylski, et al., 2013). Readily available sources such as social media, may increase the amount of information we are exposed to, causing us to have more of what we fear missing. As we mentioned earlier, these higher rates of workplace Fomo can lead to more negative well-being outcomes. In addition, it is proposed that Private Social Media Use at work is associated with frequent interruptions from work (Gupta et al., 2013, as cited in Derks et al., 2021). These interruptions may increase the workload of employees by requiring them to spend more time and effort on their work. This study suggests that an increased workload would lead to low Work Engagement and high Burnout.

The JD-R model provides a theoretical framework to support the relationship between Fomo, Burnout, and Work Engagement. As Fomo is found to impact well-being negatively, the relationship between these variables is theoretically embedded in the health impairment process of the JD-R model. The tendency to fear of missing things/events can be seen as a personal demand that people have to a greater or lesser extent, which takes up brain capacity and concentration and hinders functioning. Personal demand is defined as a personal aspect that prevents people from coping with their environment (Zeijen et al., 2021). Fomo can be seen as a personal demand, as it can lead people to make extra efforts not to fall behind others and to direct their time and energy in directions that increase the negative effects of fear of missing out, such as social media. According to the health impairment process of the JD-R model, prolonged exposure to personal demands such as Fomo can promote negative well-being outcomes such as low Work Engagement and high Burnout. To observe the effects of Fomo on work life, this study focuses on the associations between workplace Fomo, Burnout, Work Engagement, and the mediating role of Private Social Media Use.

### **The relationship between Fomo, burnout, work engagement and excessive social media use**

Workplace Fomo can have many negative effects on working life, as mentioned in the previous section. In this study, the effects of Workplace Fomo on Burnout and Work Engagement will be re-examined in order to extend previous research.

Work Engagement means how employees perceive and feel about their work experience. The vigor component refers to, employees perceive their work as energetic, stimulating, and something that they would put their effort into. The dedication component is defined as feeling a sense of significance and pride in one's contribution. Lastly, the absorption component is the level of concentration and focus an individual has on their work. Although research on the relationship between workplace Fomo and Work Engagement has not found a correlation (Budnick et al., 2020), this research suggests a negative correlation Fomo may have a diminishing effect on the Absorption component of Work Engagement. That is, when employees are concerned with the fear of missing something, their focus on work may be distracted. Since the absorption component of Work Engagement is thought to be negatively correlated with workplace Fomo, it is hypothesized that workplace Fomo and Work Engagement may have a negative correlation.

Likewise, a positive correlation between workplace Fomo and Burnout is hypothesized. Fear of missing out while others are having rewarding experiences can cause employees to experience elevated levels of exhaustion, i.e. Burnout. Burnout is defined as work-related stress syndrome that diminishes employees' will to successfully perform tasks (Schaufeli et al., 2020; Bakker et al., 2001). According to recent studies, it has been found that workplace Fomo and Burnout are positively correlated (Budnick et al., 2020). This research examines the relationship between Workplace Fomo and Burnout through the mediation of excessive social media use.

Fomo is the fear of missing out on the rewarding experiences that come from wanting to connect with other people (Abel et al., 2016, as cited in Franchina et al., 2018). This desire is fulfilled by seeking to belong to social groups (Baumeister & Leary, 1995). In our contemporary world, social groups are accessible through offline and online channels. Online paths like social media provide a low friction path for those high in Fomo (Przybylski et al., 2013). Moreover, social media use may enhance the detrimental effects of Fomo by creating a sense of engagement as it makes people aware of things they might not otherwise have known about

(James Walter Thompson [JWT], 2011). Social media is defined as “Social Media is a group of Internet-based applications that build on the ideological and technological foundations of Web 2.0, and that allow the creation and exchange of User Generated Content” (Kaplan & Haenlein, 2010, p. 61). Fomo as a personal demand promotes employees to seek information on social media in the work context, which can be seen as the demanding aspect that they themselves bring to their work. This, in turn, leads to an increase in the fear we experience and therefore leads to high Burnout and low Work Engagement.

### **Job Demand Resources Model**

This study predicts that the association between workplace Fomo and well-being outcomes, such as Work Engagement and Burnout, will be theoretically embedded in the health-impairment process of the Job Demand-Resources (JD-R) model. The job demands-resources (JD-R) framework is the most often used comprehensive framework for understanding employees' reactions to their work environment (Meijman & Mulder, 1998). In the JDR model, there are two different processes evoked from job resources and demands. The first one is the health impairment process, chronic stress elements such as job demands cause Burnout and negative well-being outcomes by consuming employees' mental and physical resources. Job demands any part of the work environment that demands prolonged effort, such as meeting physical or social tasks, is considered a job demand (Budnick et al., 2020). Another component in the JD-R framework, the motivational process, focuses on the positive side of the model, where job resources support the growth of employees, ensuring high job engagement (Peeters et al., 2014). According to Bakker and Demerouti (2006), resources provided by the employer support both professional and personal development. As Fomo has been found to impact health negatively the health impairment process will be used in this research.

Besides, work-related characteristics in the JD-R model, personal characteristics such as personal resources are proposed to the model (Peeters et al., 2014). Personal resources, such as high self-esteem or optimism, provide employees with the motivation to cope with work demands, resulting in high engagement (Xanthopoulou, Bakker, Demerouti, & Schaufeli, 2007, as cited in Budnick et al., 2020).

### **Personal Demand**

In addition to personal resources, more recently, personal demanding aspects have also been introduced to the JD-R model. Zeijen et al. (2021) define personal demands as, personal aspects that limit individuals' ability to cope with their environments. Personal demands function in a similar way as personal resources, but in the opposite direction. While personal resources decrease Burnout and increase Work Engagement, personal demands increase Burnout and decrease Work Engagement. Fomo can be considered as a personal demand because, Fomo forces individuals to put extra effort to not fall behind others and limits individuals' ability to cope by directing their time and effort into other dimensions like private social media use (Budnick et al., 2020; JSW, 2011). Being fearful and anxious about missing relevant events and information may hamper employees functioning and all this worrying can exhaust employees causing them to burn out and refrain the employee from focusing on their work.

### **Research Question**

To conclude from existing research on workplace Fomo, Burnout, Work Engagement, and social media use. This study aims to answer the research question of “Does private social media use mediate the effect of Fomo on Burnout and Work Engagement at the workplace?” In order to address the research question, the study will test the following hypotheses:

H1: Workplace Fomo is positively associated with Private Social Media Use

H2: Private Social Media Use is negatively associated with Work Engagement

H3: Private Social Media Use is positively associated with Burnout

H4: Private Social Media Use mediates the negative relationship between Workplace Fomo and Work Engagement

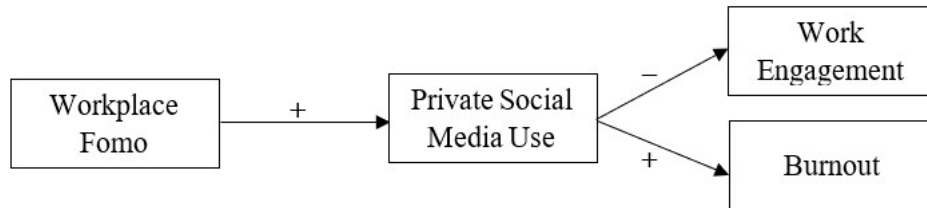
H5: Private Social Media Use mediates the positive relationship between Workplace Fomo and Burnout.

The hypothesized relationships between all four constructs are visualized in the research model in Figure 1.



**Figure 1**

*Hypothesized Research Model of the Relationship between Workplace Fear of Missing out, Private Social Media Use, Work Engagement, and Burnout*



## Method

### Participants

Snowball sampling and convenience sampling are used in this recruitment process. The criteria for recruiting participants are as follows: the participant should be between 18 and 35 years old, and work in an organization for at least 12 hours per week.

Power Analysis was conducted utilizing G\*Power software (version 3.1.9.7.), to calculate the optimal number of participants required to detect significant effects. The power analysis indicates that the sample size required to achieve 95% power to observe small effect size ( $f^2 = .06$ ) at an error probability of  $\alpha = .05$ , was  $N = 261$  for testing the mediations separately. Namely, 261 participants are needed to study interaction effects.

Out of the 386 participants who took part in this survey, 113 participants were excluded from the study due to not completing the online survey. Ultimately, the analysis included a total of 273 participants.

### Procedure and Research Design

This study was reviewed and approved by the Ethics Review Board of the Social & Behavioral Sciences Faculty at Utrecht University (UU-SER approval number 23-0589). To answer the research question quantitative cross-sectional study was used. The data was collected using an online survey conducted through Qualtrics. The survey started with an information letter that informs the participant about; their rights, the aim of the research, the eligibility criteria for participation, and who to contact when they have questions. Participation in the study

was voluntary and anonymous. Participants were informed of their right to withdraw from the survey at any time. To proceed with the study participants were asked to give their informed consent (see Appendix A and B). The whole survey takes approximately 15-20 minutes. The study will then begin with demographic questions to obtain some basic background information (age, education, etc.). Then, the participants answered questions regarding Workplace Fomo, perfectionistic concerns, perfectionistic strivings, performance pressure, need for approval, social comparison orientation, the intensity of social media use, self-regulation capacity, counterproductive work behavior, work engagement, and burnout.

The data was collected between 15/03/2023 - 13/05/2023.

### **Measurements**

Four different variables are measured in this study: Workplace Fomo, Work Engagement, Burnout, and Intensity of Social Media Use (see Appendix C).

### **Demographic Questions**

The survey commenced with demographic questions. Participants were asked about their gender, job level, and education level. In addition, participants were asked about their age and the number of hours worked per week to assess whether they met the criteria for participating in the survey.

### **Workplace Fomo**

Workplace Fomo was measured using with the Workplace Fear of Missing Out measurement scale by Budnick et al. (2020). Then the scale is extended by Albers (2020) based on Budnick et al. (2020). The scale consists of 16 items and the answers are rated on a 5-point Likert scale (“1-Strongly Disagree” to “5-Strongly Agree”). The statements were presented to the participants who were requested to express their agreement considering their usual or average feelings when they are off-duty or disconnected (for example, not reachable via email, text, or instant messaging) from their work (Reinders E. H., 2020). Examples of the statements are “I worry that I will miss out on networking opportunities that my co-workers will have” and “I

worry I will not know what is happening at work”. The reliability of the overall workplace FoMO scale can be considered excellent ( $\alpha = .95$ ) (Budnick et al., 2020).

### **Burnout**

The Burnout was measured using the Burnout Assessment Tool (BAT) which consists of 23 items ( $\alpha = .95$ ) (Schaufeli et al., 2020). All answers are rated on a 5-point Likert scale (1- Never, 5-Always). The statements are about participants' experience of their work and their feelings towards it. The Burnout Assessment Tool consists of four dimensions (exhaustion, mental distancing, impaired emotional control, and impaired cognitive control). The exhaustion dimension includes 8 items like “Everything I do at work requires a great deal of effort”, Mental Distancing includes 5 items like “At the end of my working day, I feel mentally exhausted and drained”, Impaired Emotional Control includes 5 items like “At work, I feel unable to control my emotions”, Impaired Cognitive Control includes 5 items like “I make mistakes in my work because I have my mind on other things”.

### **Work Engagement**

Work Engagement was measured using Utrecht Work Engagement Scale (UWES-9). ( $\alpha = .69$ ). (Schaufeli et al., 2006). The scale consisted of 9 items. The answers are rated on a 7-point Likert scale (1-Never, 7-Every Day). This questionnaire comprised three dimensions (Vigor, Dedication, and Absorption). Each dimension consists of 3 items. Example statements are “I am enthusiastic about my job”, and “When I get up in the morning, I feel like going to work”. Cronbach's  $\alpha$  of the instrument including all 9 items is shown to be excellent ( $\alpha = .93$ ).

### **Social Media**

The frequency of social media use was measured using the Intensity of Social Media Use scale (Van den Eijnden et al., 2018). This questionnaire consists of six items. The answers are rated on a 7-point Likert scale (1- Less than once a day, 7- More than 40 times a day). The intensity of Social Media Use consists of two dimensions; use of social networking sites (4 items, e.g. “How many times a day do you check your social network sites?”), instant messaging through smartphone (2 items, e.g., “How many times a day do you send a message, picture, or

video with your smartphone?”). The Cronbach’s  $\alpha$  value of the six items in this survey was shown to be good ( $\alpha = .87$ ).

### **Statistical Analysis**

After collecting all the data from the participants via Qualtrics survey, it is transferred into IBM statistical software SPSS 28 to be processed and analyzed.

First, descriptive analyses were carried out. This involved looking at the means, standard deviations, and correlations of several variables. Then participants' score was calculated for the Workplace Fomo, UWES-9, BAT, and ISMU scales. To calculate the scores for each participant, their scores on all items of the scale were summed and then divided by the number of items in the scale.

Furthermore, it is necessary to assess the fulfillment of the assumptions associated with multiple regression and the PROCESS macro v. 3.5 by Hayes. Multiple regression entails five assumptions, which include normality, linearity, independence, homoscedasticity, and absence of multicollinearity (Osbourne & Waters, 2002). Similarly, when utilizing the Hayes macro with bootstrapping for moderation, the same assumptions apply since it is essentially a form of regression analysis. Once these assumptions are satisfied, it becomes feasible to proceed with hypothesis testing.

Moreover, to examine the hypothesized relationships, multiple regression analysis was utilized. Multiple regression analysis was used, to test the hypothesized positive relationship between workplace Fomo and private social media use (H1), the negative relationship between private social media use and work engagement (H2), and the positive relationship between private social media use and burnout (H3). The mediating effect of private social media use on the relationship between workplace Fomo and work engagement (H4) and the relationship between workplace Fomo and Burnout (H5) was explored using PROCESS macro v3.5 by Andrew F. Hayes plug-in.

## Results

Initially, the internal reliability of the scales used in this survey was assessed through reliability analysis. No items had to be removed as the reliability coefficients (Cronbach's alpha) were reliable for all scales (see Method). Subsequently, the detailed results of each analysis are presented in the following sections.

### Descriptives

Among the observed demographic characteristics, the following were the most commonly reported: the highest level of education, WO (67.03%); the occupational level, intern and entry-level (26.4%; 34.4%); years working in the current organization, <1 (47.25%); country, Netherlands (71.79%); and working hours per week, 31-40 (49.45%). The sample includes 38.46% males, 61.17% females, and 0.36% non-binary.

### Descriptive Statistics and Correlations of the Variables

Table 1 shows the mean, standard deviation, and correlations between all variables in the model and age. The mean age of the participants is 26.13 and the standard deviation is 3.55. This high standard deviation shows that there is a high variability between the ages of the participants. Since the standard deviation values of the other variables are close to 1, it can be said that the values of the participants are close to the mean. In addition, the Pearson correlational analyses were conducted. There was a significant negative weak correlation between age and both Workplace Fomo and IoSMU (Intensity of Social Media Use). The variable Workplace Fomo (W. Fomo) had a moderate positive correlation with Burnout ( $r = .313^{**}$ ), IoSMU ( $r = .311^{**}$ ), and a weak correlation with Work Engagement ( $r = .126^*$ ). Additionally, Burnout was negatively correlated with Work Engagement ( $r = -.414^{**}$ ) and positively correlated with IoSMU ( $r = .122^*$ ). The correlation between Work Engagement and IoSMU was  $-.120^*$  indicating a weak negative association.

**Table 1**

*Descriptive statistics and Bivariate Correlations for all Study Variables*

Variable	M	SD	1.	2.	3.	4.	5.	6.	7.
1. Age	26.12	3.55	1.00						
2. Job Lev.	2.32	1.14	.505**	1.00					
3. Educ.	6.45	1.05	.125*	.009	1.00				
4. W. Fomo	2.79	0.84	-.173**	.000	.026	1.00			
5. BO	2.37	0.57	-.061	.077	-.044	.313**	1.00		
6. WE	5.11	1.06	.079	.156**	.130*	.126*	-.414	1.00	
7. IoSMU	3.26	1.04	-.188**	-.041	.048	.311**	.122*	.120*	1.00

*Note: Job lev. = Job Level, Educ. = Education Level, W. Fomo = Workplace Fomo, BO = Burnout, WE = Work Engagement, IoSMU = Intensity of Social Media Use (measures Private Social Media Use)*

*\*\*.* Correlation is significant at the 0.01 level (2-tailed)

*\*.* Correlation is significant at the 0.05 level (2-tailed)

### Assumptions

Prior to conducting the analyses the assumptions of the regression and Process Macro were tested. Multiple regression is based on five assumptions, which include normality, linearity, independence, homoscedasticity, and the absence of multicollinearity (Osbourne & Waters, 2002). To test these assumptions multiple regression analysis is used. Despite the identification of 2 outliers in the IoSMU scale and 3 outliers in the Burnout scale, these data points were retained in the analysis. This is due to the fact that the 5% trimmed mean indicates that the outliers do not have a strong influence on the mean value. First, the partial regression scatter plot showed that independent variables in the regression have a linear relationship with the outcome variable. Therefore the assumption of linearity was confirmed. Secondly, the Predicted Probability (P-P) plot was analyzed, and it showed that the residuals of the regression lie on the diagonal line. The assumption of normality was therefore met. Thirdly, the data on the scatterplot showed no obvious pattern, the points were evenly distributed. Thus, the homoscedasticity assumption was met. Fourthly, when correlation matrix is analyzed, the variables were not highly

correlated with each other ( $r < .85$ ), and the VIF values for all the hypotheses were less than 10 ( $VIF=1.107$ ), meaning that the assumption of multicollinearity was met. Fifthly, the assumption of independence of the residuals was met as the Durbin-Watson analysis showed that the values were close to 2 for all hypotheses.

### **Hypothesis Testing**

The hypotheses of this study were tested by Pearson two tailed correlation analysis, PROCESS Macro v. 3.5 SPSS package developed by Hayes (Hayes, 2017). In order to test the direct effects (hypotheses 1, 2, and 3) and the mediation effect (hypotheses 4, 5), model 4 was run.

### **Effect of W. Fear of Missing Out on Private Social Media Use**

Hypothesis 1 proposed a positive association between Workplace Fomo and Private Social Media Use. The results of Pearson's Correlation analysis between Workplace Fomo and Private Social Media Use were examined. In line with the expectations, Workplace Fomo and Private Social Media Use were found to be positively associated ( $r = .311, p < .001$ ). This suggests that individuals who experience higher levels of Workplace Fomo are more likely to engage in Private Social Media Use.

### **Effect of Private Social Media Use on Work Engagement**

Hypothesis 2 aimed to determine if Private Social Media Use is negatively associated with Work Engagement. Pearson's correlational analysis was used to investigate the relationship between Private Social Media Use and Work Engagement. Contrary to expectations, Private Social Media Use and Work Engagement were found to be positively associated ( $r = .120, p < .05$ ). Indicating that, higher levels of Private Social Media Use were associated with higher levels of Work Engagement.

### **Effect of Private Social Media Use on Burnout**

Hypothesis 3 states that Private Social Media Use is positively associated with Burnout. The results of Pearson's Correlation analysis between Private Social Media Use and Burnout were examined. As expected, Private Social Media Use and Burnout were positively associated. Correlation analysis revealed a significant positive correlation between Private Social Media Use and Burnout ( $r = .122, p < .01$ ). This suggests that when employees are engaged in more Private Social Media Use, their Burnout levels also increase.

### **Mediating Effect of Private Social Media Use Between W. Fomo and Work Engagement**

The results of the mediation analysis did not reveal a significant mediating effect of Private Social Media Use on the relationship between Workplace Fomo and Work Engagement ( $b = .02$ , 95% CI  $[-.01, .07]$ ). The regression analysis indicated a significant direct positive relationship between Workplace Fomo and Work Engagement ( $b = .16$ ,  $p < .05$ ), suggesting that higher levels of Workplace Fomo were associated with higher levels of Work Engagement. However, when introducing Private Social Media Use as a mediator in the model, the direct relationship between Workplace Fomo and Work Engagement became insignificant ( $b = .12$ , 95% CI  $[-.03, .28]$ ), indicating that Private Social Media Use did not mediate the relationship. The inclusion of Private Social Media Use weakened the relationship between Workplace Fomo and Work Engagement, suggesting that other factors or mechanisms might be influencing this relationship.

### **Mediating Effect of Private Social Media Use Between W. Fomo and Burnout**

The results of the mediation analysis did not demonstrate a significant mediating effect of Private Social Media Use on the positive relationship between Workplace Fomo and Burnout ( $b = .008$ , 95% CI  $[-.03, .04]$ ). The regression analysis revealed a significant direct positive relationship between Workplace Fomo and Burnout ( $b = .21$ ,  $p < .001$ ), indicating that higher levels of Workplace Fomo were associated with higher levels of Burnout. When introducing Private Social Media Use as a mediator in the model, the direct relationship between Fomo and Burnout was attenuated ( $b = .20$ ,  $t = 4.99$ , 95% CI  $[.28, .30]$ ), suggesting that Private Social Media Use did not mediate the relationship. This indicates that the Positive impact of Workplace Fomo on Burnout was not explained by Private Social Media Use.

### **Discussion**

This study explored the mediating effect of Private Social Media Use on the relationship between W. Fomo and Burnout, and Work Engagement. The relationship between W. Fomo, Private Social Media Use, Burnout, and Work Engagement is theoretically embedded in the JD-R model (Zeijen et al., 2021). Based on the health impairment process of the JD-R model, this study expected that Workplace Fomo as a personal demand may cause negative outcomes on well-being. These negative outcomes are low engagement and high burnout. Furthermore, it is



hypothesized that Private Social Media Use may mediate the relationship between Workplace Fomo and its negative outcomes.

The results supported the relationship between Workplace Fomo and Private Social Media Use and between Private Social Media Use and Burnout. The mediation hypothesis and negative relationship hypothesis between Private Social Media Use and Work Engagement were not supported.

### **W. Fomo and Private Social Media Use**

Confirming the expectations, a positive association has been found between Workplace Fomo and Private Social Media Use. This result may mean that employees who experience Workplace Fomo may feel the need to follow other people and join social groups (Baumeister & Leary, 1995). Considering these factors, individuals may have a preference to use social media as an easy way to fulfil social needs. This finding aligns with previous research that has found a positive correlation between Fomo and Private Social Media Use (Przybylski et al., 2013).

Participants' age is negatively associated with Workplace Fomo and Private Social Media Use. This means that younger employees feel more Workplace Fomo and engage more frequently in private social media use.

### **Private Social Media Use, Work Engagement, Burnout**

This study expects a negative relationship between Private Social Media Use and Work Engagement. Contrary to what was expected, a positive relationship was found between Private Social Media Use and Work Engagement. This implies that when employees use social media for personal purposes at work, their dedication towards work may be increased. Whereas past researchers have found a negative link between Private Social Media Use and Work Engagement (Syrek, Kühnel, Vahle-Hinz, & De Bloom, 2018), the present study has shown a positive relationship. A possible explanation for this lack of results is that the experience of social media use can change from day to day. Sometimes it can distract employees and reduce their engagement, while sometimes it can increase their engagement by exposing them to positive work-related content. Therefore, the reason why we found a positive relationship in this study

may be that the participants in this study are more frequently exposed to positive work-related content on the social media sites they use. Another possible explanation for why no negative correlation was found could be that Private Social Media Use only reduces one of the three components of Work Engagement which is the absorption component. Namely, if the remaining two components (vigor, dedication) increase it may cause a positive association. Future research is needed to see whether a distinction can be made between these components of Work Engagement.

In line with the expectations, the findings indicate a positive relationship between Private Social Media Use and Burnout. In other words, when employees engage in personal social media use at work, they are likely to experience mental exhaustion. This pattern of results is consistent with the previous literature, which has consistently demonstrated a positive relationship between Private Social Media Use and Burnout (Han et al., 2020). One interpretation of these findings is that people who engage in Private Social Media Use at work need to spend more effort and time to get their work done on time, as the amount of work they need to do will remain constant, and this may be causing Burnout.

### **The mediating effect of Private Social Media Use on the relationship between W. Fomo, Work Engagement and Burnout**

The expectation of this study was that Private Social Media Use would mediate the negative relationship between Workplace Fomo and Work Engagement. This expectation is based on the previous assumption claiming to find a negative association between Private Social Media Use and Work Engagement. However, this assumption was rejected. Instead, a positive correlation effect was found between these variables. Additionally, a positive relationship between Workplace Fomo and Work Engagement was also found. That means, hypothesized mediation effect may still exist albeit in the opposite direction. As a result, the mediation effect of Private Social Media Use on the relationship between Workplace Fomo and Work Engagement was not confirmed. The mediating effect of Private Social Media Use on the relationship between Workplace Fomo and Work Engagement was not confirmed. This means that the change caused by Workplace Fomo on Work Engagement cannot be explained by

Private Social Media Use. There is no previous research that has investigated a mediating variable to explain this relationship. In this research, the reason why the mediating effect was not found may be that there are other mediating variables or factors that explain this relationship such as time pressure, organizational structure, or factors causing frequent distractions.

Similarly, the results of the present study do not support the hypothesis that Private Social Media Use mediated the relationship between Workplace Fomo and Burnout. According to the mediation analysis, the mediating effect of Private Social Media Use was insignificant. This means that when employees experienced FOMO at work, they experienced higher levels of burnout, but this effect was not explained by private social media use. The findings of Hatting et al. (2022) indicate that social media use mediates the relationship between Workplace Fomo and Burnout from social media usage (social media fatigue). Although social media fatigue is similar to Burnout, Burnout is a broader phenomenon. The reason why the effect of Workplace Fomo on Burnout is not explained by Private Social Media Use may be that Private Social Media Use mediates the effect on a more specific variable such as social media fatigue.

### **Strengths, Limitations and Future Research**

One of the strengths of this study is that the statistical power of the study was increased by having more participants than the power analysis required. A high statistical power made it easier to find the relationships hypothesized by this study. It also increases the reliability and generalizability of the results of this study. Another strength of this study is that it is the first known study to analyse the mediating effect of Private Social Media Use in this relationship.

Several limitations should be taken into consideration in this study.. A first limitation concerns that could have affected the results, is the use of a cross-sectional design restricts the ability to draw causal conclusions and increases the risk of common methodological biases, such as inflated associations between study variables. A second potential limitation is that the majority of our sample is from the Netherlands (71.79%). Having a Dutch majority sample may point out cultural bias issues. Dutch culture is known for its emphasis on work-life balance. This may lower the probability of workers in the Netherlands feeling problems with their well-being such as Workplace Fomo, Burnout, etc. Therefore, lowering the generalizability of the results.

Furthermore, future research should analyze different cultures to see if the hypothesized effects are visible. For instance, the U.S. is known to have a lower work-life balance compared to the Netherlands. Therefore, replicating this study in the U.S. may exhibit stronger associations between Workplace Fomo and negative well-being outcomes. The third limitation is that the participants were mostly interns or entry-level employees (26.4%, 34.4%). Newly hired employees and trainees may be more worried that they are missing important information about the job in order to hold on in the company. Consequently, this heightened sense of uncertainty may cause them to feel more Workplace Fomo than usual employees. Therefore this may lower the generalizability of the findings of this study. Future research may focus on employees in higher positions to see if the effects are visible there. In addition, for future researchers, other mediating factors between W. Fomo, Work Engagement, and Burnout may be a direction worth investigating. As the current study did not find a mediating role of Private Social Media Use on the relationship between W. Fomo, Work Engagement, and Burnout.

Despite these limitations, the present study has enhanced our understanding of the relationship of W. Fomo on Work Engagement and Burnout and also the mediating effect of Private Social Media Use. We hope that the current research will stimulate further investigation of this important area.

### **Theoretical and Practical Implications**

From the academic perspective, this was the first study that analyzes the meditative effect of Private Social Media Use on the relationship between W. Fomo and Burnout as well as Work Engagement. This will allow us to gain a more holistic understanding of this phenomenon and to identify the underlying mechanisms behind these constructs. This study also extends the existing literature by replicating the previous findings of Workplace Fomo on Private Social Media Use and Burnout. Another academic implication is that the findings of this study may stimulate further research in the field to explore potential mediators between Workplace Fomo, Burnout, and Work Engagement.

The results of this study have several practical implications for organizations. Firstly, organizations should prioritize younger employees when taking action to reduce their employees'

Workplace Fomo and personal social media use, as it was found that employees' age and their workplace fomo scores were inversely proportional.

In addition, as they are more likely to use Private Social Media Use, this may have some positive and negative effects that need to be further considered. In order to eliminate the negative effects of Private Social Media Use, such as high burnout rates of employees, companies can implement education and awareness programs to promote the responsible use of social media. (Derks, van Duin, Tims, & Bakker, 2015; Baptiste, 2017). Another implementation may be to introduce time limits and outline consequences for violations (Cascio, 2016). However, companies should be cautious, as this study shows a positive correlation between private social media use and work engagement. For this reason, strict regulations may reduce the positive effects of Private Social Media Use on work life.

## **Conclusion**

This research aimed to identify the mediating effect of Private Social Media Use on the relationship between Workplace Fomo and Burnout as well as Work Engagement. The results of this study did not find any mediation effect of Private Social Media Use between Workplace Fomo and Work Engagement. Future research should analyze other mediating variables or factors explaining this relationship such as time pressure, organizational structure, or factors causing frequent distractions. Moreover, the change caused by Workplace Fomo on Burnout could not be explained by Private Social Media Use. This finding suggested that Private Social Media Use may mediate a more specific relationship, such as between Fomo and burnout from social media usage. In addition, results suggest that Workplace Fomo has positive associations with Private Social Media Use, Burnout, and Work Engagement. Also, it is found that Private Social Media Use is positively correlated with Burnout and Work Engagement. Overall, this study adds to the existing literature by extending theoretical frameworks about the mediating effect of Private Social Media Use on Workplace Fomo and Work Engagement/ Burnout.

### References

- Abel, J. P., Buff, C. L., & Burr, S. A. (2016). Social Media and the Fear of Missing Out: Scale Development and Assessment. *Journal of Business & Economics Research (JBER)*, 14(1), 33–44. <https://doi.org/10.19030/jber.v14i1.9554>
- Albers, K. (2020). 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. *Utrecht University, Master thesis*.
- Alt, D. (2015). College students' academic motivation, media engagement and fear of missing out. *Computers in human behavior*, 49, 111-119.
- Arnold B. Bakker , Simon L. Albrecht & Michael P. Leiter (2011) Key questions regarding work engagement, *European Journal of Work and Organizational Psychology*, 20:1, 4-28.
- Baker, Z. G., Krieger, H., & LeRoy, A. S. (2016). Fear of missing out: Relationships with depression, mindfulness, and physical symptoms. *Translational Issues in Psychological Science*, 2(3), 275–282. <https://doi.org/10.1037/tps0000075>
- Bakker, A. B., & Demerouti, E. (2017). Job demands-resources theory: Taking stock and looking forward. *Journal of occupational health psychology*, 22(3), 273–285. <https://doi.org/10.1037/ocp0000056>.
- Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2001). Burnout, job demands, and resources: Their dimensionality and interrelationships. *Journal of Vocational Behavior*, 62(2), 331-351.
- Baptiste, N. R. (2017). Employees' social media policy perceptions: Balancing the interests of employees and employers. *Computers in Human Behavior*, 72, 694-703.
- Barbier, M., Hansez, I., Chmiel, N., & Demerouti, E. (2013). Performance expectations, personal resources, and job resources: How do they predict work engagement? *European Journal of Work and Organizational Psychology*, 22(6), 750-762.

- Baumeister, R. F., & Leary, M. R. (1995). The need to belong: desire for interpersonal attachments as a fundamental human motivation. *Psychological bulletin*, 117(3), 497–529.
- Bianchi, R., Schonfeld, I. S., & Laurent, E. (2015). Burnout-depression overlap: A review. *Clinical Psychology Review*, 36, 28-41.
- Budnick, C.J., Rogers, A.P., & Barber, L.K. (2020). The fear of missing out at work: Examining costs and benefits to employee health and motivation. *Comput. Hum. Behav.*, 104, 106161.
- Cascio, W. F. (2016). *Managing human resources: Productivity, quality of work life, profits*. McGraw-Hill Education.
- Caterina Fake. (2011, March 15). FOMO and social media. Retrieved from <https://caterina.net/2011/03/15/fomo-and-social-media/>
- Derks, D., Bakker, A. B., & Gorgievski, M. (2021). Private smartphone use during worktime: A diary study on the unexplored costs of integrating the work and family domains. *Computers in Human Behavior*, 114, 106530.
- Derks, D., van Duin, D., Tims, M., & Bakker, A. B. (2015). Smartphone use and work–home interference: The moderating role of social norms and employee work engagement. *Journal of Occupational and Organizational Psychology*, 88(1), 155-177.
- Elhai, J. D., Levine, J. C., Dvorak, R. D., & Hall, B. J. (2016). Fear of missing out, need for touch, anxiety and depression are related to problematic smartphone use. *Computers in Human Behavior*, 63, 509-516.
- Franchina, V., Vanden Abeele, M., van Rooij, A. J., Lo Coco, G., & De Marez, L. (2018). Fear of Missing Out as a Predictor of Problematic Social Media Use and Phubbing Behavior among Flemish Adolescents. *International journal of environmental research and public health*, 15(10), 2319. <https://doi.org/10.3390/ijerph15102319>.
- Gorgievski, M. J., Bakker, A. B., & Schaufeli, W. B. (2010). Work engagement and workaholism: Comparing the self-employed and salaried employees. *Journal of Positive Psychology*, 5, 83–96.

- Gupta, A., Li, H., & Sharda, R. (2013). Should I send this message? Understanding the impact of interruptions, social hierarchy and perceived task complexity on user performance and perceived workload. *Decision Support Systems*, 55(1), 135-145. <https://doi.org/10.1016/j.dss.2012.12.035>.
- Han, R., Xu, J., Ge, Y., & Qin, Y. (2020). The Impact of Social Media Use on Job Burnout: The Role of Social Comparison. *Frontiers in public health*, 8, 588097. <https://doi.org/10.3389/fpubh.2020.588097>.
- Harbus, T. (2004, May 10). Social Theory at HBS: McGinnis' Two FOs - The Harbus. The Harbus -. <https://harbus.org/2004/social-theory-at-hbs-2749>.
- Hattingh, M., Dhir, A., Ractham, P., Ferraris, A., & Yahiaoui, D. (2022). Factors mediating social media-induced fear of missing out (FoMO) and social media fatigue: A comparative study among Instagram and Snapchat users. *Technological Forecasting and Social Change*, 185, 122099.
- Hayes, A. F. (2017). Introduction to mediation, moderation, and conditional process analysis: A regression-based approach. New York: Guilford publications.
- Jacobsen, S. (2021). FOMO, JOMO and COVID: How Missing Out and Enjoying Life Are Impacting How We Navigate a Pandemic. *Journal of Organizational Psychology*, 21(3), 67-73.
- Jaya, L. H. S., & Ariyanto, E. (2021). The effect of vigor, dedication and absorption on the employee performance of PT Garuda Indonesia Cargo. *European Journal of Business and Management Research*, 6(4), 311-316.
- Kaplan, A. M., & Haenlein, M. (2010). Users of the world, unite! The challenges and opportunities of Social Media. *Business horizons*, 53(1), 59-68.
- Leiter, M.P., Bakker, A.B., & Maslach, C. (Eds.). (2014). *Burnout at Work: A psychological perspective* (1st ed.). Psychology Press. <https://doi.org/10.4324/978131589416>



- Li, A., Shaffer, J., & Bagger, J. (2015). The psychological well-being of disability caregivers: examining the roles of family strain, family-to-work conflict, and perceived supervisor support. *Journal of occupational health psychology*, 20(1), 40–49. <https://doi.org/10.1037/a0037878>.
- Maslach, C., & Jackson, S. E. (1981). The measurement of experienced burnout. *Journal of occupational behavior*, 2(2), 99-113.
- Maslach, C., & Jackson, S. E. (1986). *Maslach Burnout Inventory* (2nd ed.). Palo Alto, CA: Consulting Psychologists Press.
- Maslach, C., & Leiter, M. P. (2016). Understanding the burnout experience: Recent research and its implications for psychiatry. *World Psychiatry*, 15(2), 103-111.
- Maslach, C., Schaufeli, W. B., & Leiter, M. P. (2001). Job burnout. *Annual review of psychology*, 52, 397–422. <https://doi.org/10.1146/annurev.psych.52.1.397>
- Meijman, T. F., & Mulder, G. (1998). Psychological aspects of workload. In P. J. D. Drenth, & H. Thierry (Eds.), *Handbook of work and organizational psychology* (Vol. 2, pp. 5–33). Hove, England: Psychology Press. *Work Psychology*. Meyer
- Milyavskaya, M., Saffran, M., Hope, N., & Koestner, R. (2018). Fear of missing out: Prevalence, dynamics, and consequences of experiencing FOMO. *Motivation and Emotion*, 42(5), 725–737.
- Moore, J. E. (2000). One Road to Turnover: An Examination of Work Exhaustion in Technology Professionals. *MIS Quarterly*, 24(1), 141–168. <https://doi.org/10.2307/3250982>.
- Osbourne, J. W., & Waters, E. M. (2002). Four Assumptions of Multiple Regression That Researchers Should Always Test. *Practical Assessment, Research and Evaluation*, 8(2), 2. <https://doi.org/10.7275/r222-hv23>.
- Peeters, M. C. W., Jonge, de, J., & Taris, T. W. (Eds.) (2014). *An introduction to contemporary work psychology*. Wiley-Blackwell.
- Pines, A. M. (1993). *Burnout*.

- Reinders E. H. (2020). The Association between Workplace Fear of Missing Out and Work Engagement and motivation to learn, and the moderating role of mindfulness. Utrecht University, Master thesis.
- Schaufeli, W. B., Leiter, M. P., Maslach, C., & Jackson, S. E. (2020). The burnout epidemic: A call to action. *Journal of Organizational Behavior*, 41(2), 139-149.
- Statista Research Department. (2021). Percentage of U.S. employees who used social media for personal reasons while at work as of April 2021. Statista. Retrieved from <https://www.statista.com/statistics/277726/share-of-us-employees-who-used-social-media-for-personal-business/>
- Stead, H., & Bibby, P. A. (2017). Personality, fear of missing out and problematic internet use and their relationship to subjective well-being. *Computers in Human Behavior*, 76, 534-540. doi: 10.1016/j.chb.2017.08.016.
- Syrek, C. J., Kühnel, J., Vahle-Hinz, T., & De Bloom, J. (2018). Share, like, twitter, and connect: Ecological momentary assessment to examine the relationship between non-work social media use at work and work engagement. *Work and stress*, 32(3), 209-227. <https://doi.org/10.1080/02678373.2017.1367736>.
- Tandon, A., Dhir, A., Islam, N., Talwar, S., & Mäntymäki, M. (2021). Psychological and behavioral outcomes of social media-induced fear of missing out at the workplace. *Journal of Business Research*, 136, 186-197.
- Towers Perrin. (2003). Working Today: Understanding What Drives Employee Engagement. Retrieved from <https://www.towerswatson.com/-/media/towers-watson/assets/insights/maximizing-roi-on-hr-programs-2003.pdf>.
- Van den Broeck, A., De Cuyper, N., De Witte, H., & Vansteenkiste, M. (2010). Not all job demands are equal: Differentiating job hindrances and job challenges in the Job Demands-Resources model. *European Journal of Work and Organizational Psychology*, 19(6), 735–759. <https://doi.org/10.1080/13594320903223839>.

- Van den Eijnden, R., Koning, I., Doornwaard, S., van Gorp, F., & Ter Bogt, T. (2018). The impact of heavy and disordered use of games and social media on adolescents' psychological, social, and school functioning. *Journal of behavioral addictions*, 7(3), 697–706.  
<https://doi.org/10.1556/2006.7.2018.65>.
- Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2009). Work engagement and financial returns: A diary study on the role of job and personal resources. *Journal of Occupational and Organizational Psychology*, 82, 183–200.
- Xanthopoulou, D., Bakker, A. B., Demerouti, E., & Schaufeli, W. B. (2007). The role of personal resources in the job demands-resources model. *International Journal of Stress Management*, 14, 121–141. <https://doi.org/10.1037/1072-5245.14.2.121>.
- Xie, X., Wang, Y., Wang, P., Zhao, F., & Lei, L. (2018). Basic psychological needs satisfaction and fear of missing out: Friend support moderated the mediating effect of individual relative deprivation. *Psychiatry Research*, 268, 223-228.
- Yong, Z., & Yue, Y. (2007). Causes for Burnout Among Secondary and Elementary School Teachers and Preventive Strategies. *Chinese Education & Society*, 40(5), 78–85. doi:10.2753/ced1061-1932400508.

## **Appendix A**

### **Information Letter**

Thank you for your interest in our study!

We are five master's students working on our thesis within the master's program "Social, Health and Organizational Psychology" at Utrecht University. Before you participate in our study, we would like to provide you with some information about why we do this study and what it involves. We highly appreciate your participation!

The aim of this research is to gain insight into the relationship between workplace fear of missing out (FOMO), and several personality traits, work-related outcomes, as well as health outcomes. Workplace FOMO arises when employees perceive that they are missing out workplace opportunities when absent or not digitally connected with their colleagues. With this research, we want to gain more insights into the predictors and outcomes of this phenomenon.

When participating in our study, you will be asked to fill in an online questionnaire, which takes about 15 minutes to complete. Please answer the questions honestly and intuitively, it is your first instinct that matters. There are no right or wrong answers.

#### **You can participate if you fulfill all the following criteria:**

- You can read and understand English
- You are 18 to 35 years old
- You work in an organization for at least 12 hours a week (internships count)

Participation is voluntary. You are free to decide whether you take part in this study and can stop participating at any moment during the survey without giving a reason for doing so, and without consequences.

This research has been approved by the Ethics Review Board of the Faculty of Social & Behavioural Sciences, Utrecht University. The collected data will be completely anonymized so that answers cannot be traced back to persons. The researchers will only have access to the

completely anonymised versions of the data for the remainder of the study. The research data will be kept for a minimum of 10 years after publication of the research.

If anything is unclear or at any time you have questions about this study, do not hesitate to send an email to [s.j.f.verschuren@students.uu.nl](mailto:s.j.f.verschuren@students.uu.nl). You can also contact us if you feel the need to talk about your (work) situation after completing the questionnaire. Comments and questions can also be emailed to our supervisor, Dr. Veerle Brenninkmeijer ([v.brenninkmeijer@uu.nl](mailto:v.brenninkmeijer@uu.nl)).

Many thanks!

The research team:

Lara Cristoforo, Irma Arkesteijn, Prajakta Abhyankar, Sebas Verschuren, Eray Cicek

**Appendix B**  
**Informed Consent**

**Research Consent Form**

- I have read and understood the information provided in the information letter and have been fully informed about the purpose of the research and the way in which my data is handled. I have had the opportunity to ask questions.
- I know that taking part is completely voluntary. I understand that I can withdraw my consent at any time during the study, without giving reasons and without consequences.
- I consent to participating in this study and to the storage and use of my data for research purposes.

If you would like to participate in the survey and agree to the above, please click 'I agree' to continue with the survey.

If you do not agree, you are unfortunately not able to participate in this study. In that case, you will be redirected to the end of the survey.

## Appendix C

### Scales

#### Items for measuring “Workplace Fear of Missing Out” (Budnick et al., 2020; Albers, 2020)

Please indicate your agreement with each statement while thinking of how you typically feel or feel on average when away (e.g., off duty) or disconnected (e.g., not available via email, text, or instant messaging devices) from work.

When I am absent or disconnected from work...

1. I worry that I will miss out on networking opportunities that my coworkers will have.
2. I am constantly thinking that I might miss opportunities to make new business contacts.
3. I am constantly thinking that I might miss opportunities to strengthen business contacts.
4. I fear that my coworkers might make business contacts that I won't make.
5. I get anxious that I will miss out on an opportunity to make important business connections.
6. I worry that I might miss out on valuable work-related information.
7. I worry that I will miss out on important information that is relevant to my job.
8. I worry that I might miss important work-related updates.
9. I worry I will not know what is happening at work.
10. I worry that I will miss out on important work-related news.
11. I am worried that I will miss on an opportunity to move up.
12. I am worried that my colleagues will get career opportunities that I will not get.
13. I worry that I will be judged for my absence.
14. I worry that my colleagues are having fun without me.
15. I am worried that I am missing out on opportunities to bond with my colleagues.
16. I worry that I miss out on valuable career opportunities.

*Items had to be rated on a five-point Likert scale ranging from ‘strongly disagree’ to ‘strongly agree’.*

**Items for measuring “Intensity of Social Media Use” (Van den Eijnden et al., 2018)**

The following 6 statements are about the frequency of social media use. Please read each statement carefully and decide about your intensity of social media use.

1. How many times a day do you check social network sites?
2. How many times a week do you ‘like’ messages, photos, or movies from others on social network sites?
3. How many times a week do you send out a response to (or share) messages, photos, or movies from others on social network sites?
4. How many times a day do you send a message, photo or movie via your smartphone, via for example WhatsApp, Chat, SnapChat or SMS?
5. How many times a week do you post a message, photo, or movie, on social network sites?
6. How many times a day do you check your smartphone on messages, photo’s, or videos, via for example WhatsApp, Chat, SnapChat or SMS?

*Items had to be rated on a seven-point Likert scale ranging from ‘less than once a day’ to ‘more than 40 times a day’.*



**Items for measuring “Work Engagement” (Schaufeli et al., 2006)**

The following 9 statements are about how you feel at work. Please read each statement carefully and decide if you ever feel this way about your job. If you have never had this feeling, select "never". If you have had this feeling, indicate how often you felt it.

1. At my work, I feel bursting with energy.
2. At my job, I feel strong and vigorous.
3. I am enthusiastic about my job.
4. My job inspires me.
5. When I get up in the morning, I feel like going to work.
6. I feel happy when I am working intensely.
7. I am proud of the work that I do.
8. I am immersed in my work.
9. I get carried away when I am working.

*Items had to be rated on a seven-point Likert scale ranging from ‘never’ to ‘every day’.*

**Items for measuring “Burnout” (Schaufeli et al., 2020)**

The following 23 statements are about how you experience your work and how you feel about it.

Please indicate how often each statement applies to you.

1. At work, I feel mentally exhausted.
2. Everything I do at work requires a great deal of effort.
3. After a day at work, I find it hard to recover my energy.
4. At work, I feel physically exhausted.
5. When I get up in the morning, I lack the energy to start a new day at work.
6. I want to be active at work, but somehow, I am unable to manage.
7. When I exert myself at work, I quickly get tired.
8. At the end of my working day, I feel mentally exhausted and drained.
9. I struggle to find any enthusiasm for my work.
10. At work, I do not think much about what I am doing and I function on autopilot.
11. I feel a strong aversion towards my job.
12. I feel indifferent about my job.
13. I’m cynical about what my work means to others.
14. At work, I have trouble staying focused.
15. At work, I struggle to think clearly.
16. I’m forgetful and distracted at work.
17. When I’m working, I have trouble concentrating.
18. I make mistakes in my work because I have my mind on other things.
19. At work, I feel unable to control my emotions.
20. I do not recognize myself in the way I react emotionally at work.
21. During my work, I become irritable when things don’t go my way.
22. I get upset or sad at work without knowing why.
23. At work, I may overreact unintentionally.

*Items had to be rated on a five-point Likert scale ranging from ‘never’ to ‘always’.*