

Impact of Social Media Usage and Psychological Absenteeism at Workplace on Job Performance

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Abstract : The main aim of this paper was to conduct a research regarding social media usage, psychological absenteeism and job performance at workplace in Pakistan. This research examined the effects of social media usage and psychological absenteeism at workplace on job performance of employees. It was a popular belief that social media usage and psychological absenteeism at workplace have a negative relation with job performance. However, to date there was no study to support this argument, and this compelled us to choose this topic and find out the results. Secondly, this research also found effect of social media usage on psychological absenteeism. Despite the theoretical appeal of these variables and significance in today's workplace environment, no previous study has investigated the relationship between them in detail. Data was collected from a sample (N = 100 paired responses) of employees and supervisors from different organizations in Pakistan. Study results indicate that performance is negatively related to psychological absenteeism, and such individuals were rated as exhibiting low performance level by their supervisors. However, it had no significant relationship with social media. Moreover, psychological absenteeism was positively related to social media. Individuals, who used more social media at workplace, were more psychologically absent at work according to our results.

Keywords : employee, job performance, psychological absenteeism, social media

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