

CYBER LOAFING: THE ANTECEDENTS AND DETRIMENTAL IMPACTS IN THE WORKPLACE

Susmita Mandal & Dr. Rupashree Goswami

Abstract

Every workplace setting contains a variety of workers with various attitudes. In most organizations, a worker's attitude can reveal how loyal they are to the organization. Positive attitudes and behaviours are typically prosocial and include characteristics such as dedication, identification, embeddedness, participation, vitality, belongingness, friendship, inventiveness, creativity, independence, leadership, interpersonal communication skills, self-awareness, integrity, and adaptability to change. Theft, exaggerating, speaking negatively about other employees, spreading rumors, dominating the team, never accepting criticism, expressing rudeness, showing disrespect for other people's emotions, sabotage, withdrawal, absenteeism, incivility, exclusion, selfishness, dishonesty, bullying, hostility, cynicism, mobbing, retaliation, sexual harassment, violence, and other counter-productive, poor worker attitudes and actions are examples of negative attitude. Along with this prevalent behaviour in "cyber loafing," one of the most recent behaviours that have been seen occurring more frequently in the workplace. Employees' usage of their workplace Internet for non-work purposes during working hours is referred to as "cyber loafing." In other words, it's a high-tech way for people to avoid doing their jobs while ostensibly working. E-mailing, online shopping or gaming, downloading music, instant messaging, posting to newsgroups, or perusing non-work-related Internet sites. Sending and receiving personal messages, reading the news each day, following sports, keeping an eye on the stock market, conducting financial transactions, participating in forums, blogging, accessing adult websites, watching popular videos, participating in virtual communities, interacting with friends on social

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networking sites, and creating and sharing non-work-related content are some examples of cyberloafing. Some Web sites actively encourage these practices, which are also known as "cyberslacking" or "cyber slouching." As more corporations provide employees with Internet access, cyberloafing has become a significant concern for businesses. Therefore, cyberloafing may have both positive and negative effects in the workplace. This chapter first defines cyberloafing and then discusses its common causes; secondly, problems associated with cyberloafing and how to manage them; and finally, the circumstances under which cyberloafing may have a positive or negative impact on employees in the workplace.

Keywords: Cyber loafing, workplace, organizations, employees, attitudes

Introduction

Employees' usage of their employer's Internet and e-mail services for non-work purposes during working hours is referred to as "cyberloafing." In other words, it's a high-tech way for people to avoid doing their jobs while ostensibly working. Cyberloafing includes e-mailing, sending jokes to friends, playing games or shopping online, downloading music, using instant messaging, posting to newsgroups, and browsing websites unrelated to work. Some Web sites actively encourage these practices, which are also known as "cyberslacking" or "cyber slouching." As more corporations provide employees with Internet access, cyberloafing has become a significant concern for businesses.

As a result, cyberloafing is commonly regarded as a counterproductive type of retreat, and business executives are continually looking for ways to dissuade employees from engaging in it. Don J.Q. Chen and Vivien K.G. Lim (2012), in a study to facilitate the "Impact of Cyberloafing on Psychological Engagement," found that texting with friends or sending personal emails is

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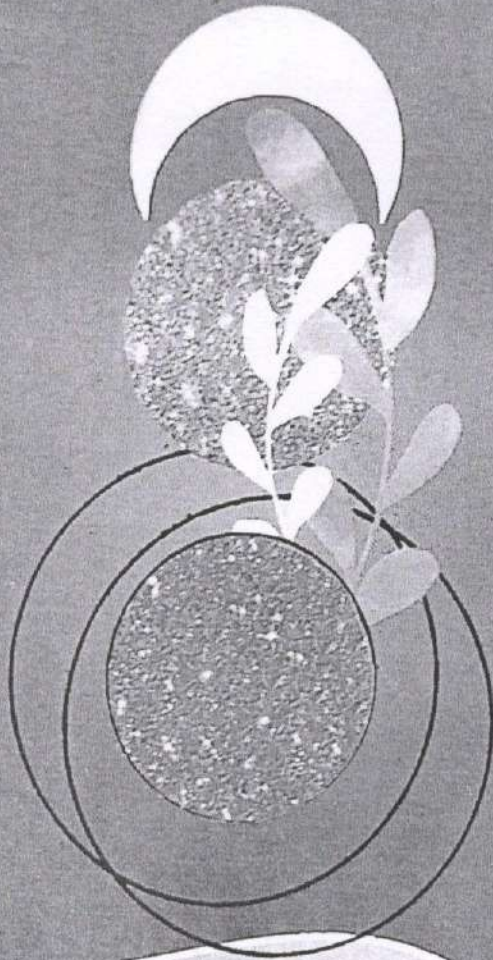
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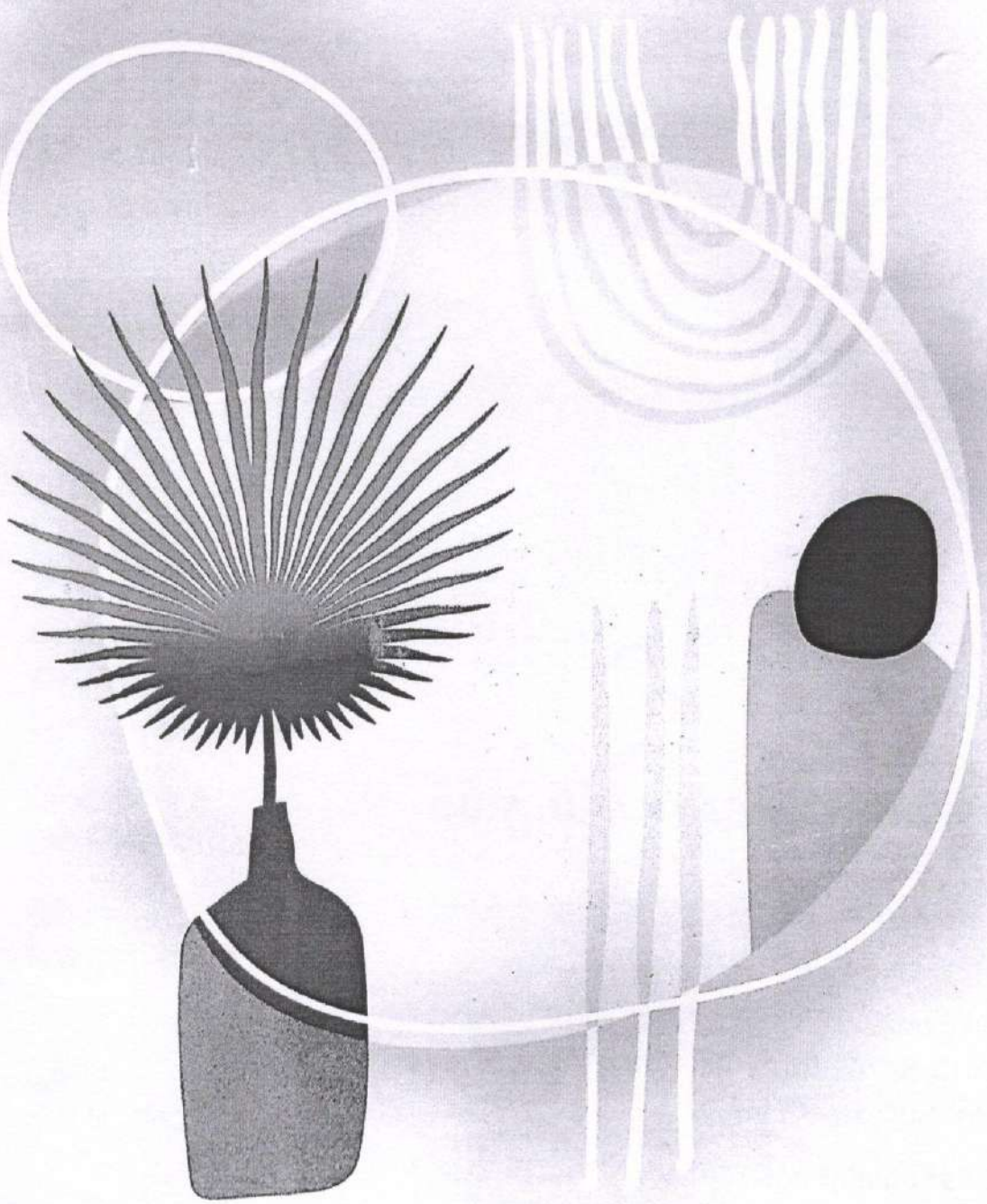
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ABOUT THE BOOK

"Geographical Approaches for Sustainable Society and Environment" is an enlightening and comprehensive book that emerged as the outcome of a prestigious national seminar organized by School of Geography at G.M. University. This seminal work brings together the collective expertise and insights of leading geographers, environmentalists, and sustainability experts from across the nation. Through a series of meticulously researched chapters, the book explores the crucial role geography plays in shaping a sustainable society and environment. It delves into various geographical concepts and methodologies, presenting innovative approaches to address the challenges of environmental degradation, climate change, resource management, and urbanization. This book serves as a valuable resource for policymakers, researchers, students, and anyone passionate about building a resilient and ecologically balanced future for our planet. With its practical and actionable recommendations, it stands as a beacon of hope and knowledge for forging a harmonious relationship between society and the environment.

ABOUT THE EDITORS



Dr. Arabinda Sharma is currently working as an Associate Professor & HoD in the School of Geography, Gangadhar Meher University. His broad research areas include spatial data quality and uncertainty, water resource management, climate science, LCA, and environmental modelling. He has guided 20 pre-Ph.D. students and is currently guiding four Ph.D. students. He has 75 research publications to his credit with a Google H-index of 12. He has been associated with a number of SCI journals as a reviewer and organized a number of national level conferences, workshops, training programs, etc. Besides these, he has also served in different academic and administrative positions at GMU, CBLU and the BRCM College of Engineering and Technology. He is the recipient of a number of fellowships and national awards, such as the Jawaharal Nehru Outstanding Doctoral Thesis Award (2012) from the Indian Council of Agricultural Research, New Delhi, and the Young Achiever Award (2013) from the Indian Society of Geomatics, Ahmedabad.



Dr. Purnali N. Sinha is an inter-disciplinary researcher, trained in Geography, GIS, Calculation Modeling and Data Management. She has worked in leading institutions in India and the UK, providing policy support as well as contributing to the monitoring and evaluation of projects through spatial decision-making. She is a Commonwealth Fellow as well as DDS (Durham Doctoral Scholarship) Fellow. Currently, she is working as Assistant Professor at Gangadhar Meher University, Sambalpur, Odisha, India. Her current research interests include transparent policy-making, sustainable development, data democracy and scientific communication. She is PI of a GMU World-bank funded minor project about monitoring Sustainable Development Goals in Sambalpur District. She has published several articles in international journals with high impact factors.



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