



How is Social Media Addiction Impact on the Psychological Well-being of Employees

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Abstract

This study contributes to how measure the influence of social media addiction on the welfare of non-financial employees and employee performance, and contributes to the information on how to limit the limits in playing social media, especially when at work and the adverse effects of playing social media excessively, by playing social media overly will affect productivity in doing work. Based on previous research related to the influence of social media addiction on employee well-being and employee performance, data collection in this study uses survey methods that use the dissemination of questionnaires. Data were processed from as many as 153 respondents and were selected by purposive sampling method from February to May 2021 in the DKI Jakarta-Indonesia area. This type of research is causality-quantitative using the analysis method of structural equation model (SEM) data. This study shows that the higher the level of social media addiction, it will improve the welfare of non-financial employees but have no impact on employee performance. An interesting finding in this study is that social media addiction will indirectly improve performance through non-financial well-being.

Keywords: social media addiction, employee well-being and employee performan

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INTRODUCTION

Over the past ten years, smartphones have spread everywhere, in everyday life with about 2 billion more worldwide (Miller, 2012). The rise of social media and technology in terms of social networks is inevitable. Both have benefits as well as potential risks in work. It triggers employers faced with a somewhat difficult choice, whether employers are willing to accept technological developments and allow or prohibit workers from playing social media during working hours (Delikat *et al.*, 2011). Spending much time playing social media can result in withdrawal from the environment and adverse effects on social life and can have an impact on performance (Kwon *et al.*, 2013). The rapid development of technology in line with the development of social media makes every employee also have a mobile phone to access social media, which means that every employee will play social media while working hours are in progress, which will affect the level of health and performance of employees. With the development of social media, authors are interested in researching further the influence of social media addiction on employee performance and well-being.

Previous research has noted that employees' use of social media leads to increased satisfaction with their work environment and can improve communication compared to employees who do not use social media (Bennett *et al.*, 2010). Social media use can also lead to negative results at work. For example, researchers argue that employee productivity and engagement in the workplace can be hampered through excessive use of social media (Clark & Roberts, 2010). Other researchers also argue that social media addiction results in waste in time use, information overload, role conflicts, privacy risks, lack of productivity, and even low performance and has the potential to impact employees' physical and mental well-being (Reio & Ghosh, 2009).

Despite the evidence that social media has a positive impact on employee productivity, other studies say otherwise because it is pretty challenging to correlate between social media addiction to employee performance productivity and researchers are interested in examining the relationship between the relationship of social media addiction to non-financial well-being and employee performance simultaneously. Because some previous studies have not discussed the

relationship between the two together. The study aimed to examine the relevance of collaborative technologies such as social media to the non-financial well-being of employees and employee productivity and discuss the significance, challenges and constraints of social media in the workplace, especially for employees working in the Jakarta area.

Social Media Addiction

The term "Social Media" has different definitions, but in general, it is the name for various internet platforms, tools, and applications that aim to enable collaboration and dissemination of content (Ramsaran-Fowdar, 2013). Excessive use of social media is as addictive as addiction to other objects such as nicotine, caffeine, drugs. It has a reviewed effect that can cause conflict, relapse, uncertain mood (Cao *et al.*, 2018). With the emergence of Wi-Fi connectivity on mobile phones, internet data plans are pretty cheap offered by telecommunication service providers. The widespread availability of free social media supports mobile phone users to be addicted to social media. Social media users face many psychological perspective experiences that can result in problematic behaviour of social media users, e.g. social media users tend to sacrifice valuable time or sacrifice other more valuable activities (Przybylski *et al.*, 2013).

Studies on problematic social media use are much fewer, but this phenomenon has increased the appeal of researchers to conduct further studies. Research conducted in Taiwan on female students has revealed that students who use social media for more extended periods show more extraversion and anxiety and decreased self-esteem (Hong *et al.*, 2012). Women seem to be more prone to social media addiction than men.

Social media addiction is an attraction to be investigated because the inevitable development of technology makes some humans play social media as one of the latest access information; social media can become an opiate if users play excessively as well as addicted to other objects such as alcohol, caffeine, nicotine because it can result in uncertain moods (Cao *et al.*, 2018). In the object of social media, can not be said to be addicted if the measurement is uncertain, and the author will use the spread of social media addiction through questioner by using measurements (Murat Kirik, 2015), with 25 questions as a standard assessment whether an employee is declared addicted or not.

Employee Non-Financial Well-Being

Well-being in the workplace refers to the general subjective perception of satisfaction and positive feelings toward work. It has also been posited that the conceptualization of well-being in the workplace should include social relationships. What is a crucial component of an individual's positive experience at work (Fisher, 2014). Effective functioning of employees occurs when they experience satisfaction and positive situations in themselves at work. This condition will increase the level of well-being, which ultimately results in excellent job performance. Employee well-being is improved when the job has both external and internal attributes (Soscia, 2013). The importance of employee welfare lies in its relationship with employee performance; therefore, employee welfare is an essential component in a healthy organization (Mahipalan & Sheena, 2019).

A healthy organization is defined by its ability to optimize its employee well-being goals, productivity goals, and profitability goals (Grawitch *et al.*, 2006) There are two outlines on well-being: subjective well-being and psychological well-being. Subjective well-being comes from the hedonistic tradition of considering positive influences, emotions and humour (Diener, 2000). Employee well-being also has several types of well-being, including financial and non-financial well-being. Non-financial well-being includes happiness, passion, and confidence. This study will discuss non-financial employee well-being research where questionnaire measurements used dimensions from (Ammirati, 2003) with 14 questions as a standard assessment of whether employees have well-being in themselves.

Psychological well-being begins with a eudaimonic view that emphasizes self-fulfilment (Ryff, 2013). Based on both approaches, some authors begin investigating well-being in specific contexts, including work contexts (Van Horn *et al.*, 2004). Empirical research on the role of job characteristics on employee well-being in front of the public sector is quite limited. However, literature on employee dimensions in specific well-being, such as job satisfaction and organizational commitment, still exists. Empirical evidence shows that job characteristics are positively related to these dimensional differences (Park & Searcy, 2012).

Employee Performance

Employee performance can be defined as the extent to which a person meets the formal requirements of a job and is capable enough to complete tasks assigned by superiors in general. If companies implement system information and employees use it for their work, employees can improve their performance (Johari *et al.*, 2018). Performance is a particular stage of job achievement (Simanjuntak, 2011). This means that employee performance is the stage of work achievement by an employee in the organization. Performance in an organization is strongly influenced by three main factors: organizational support, management effectiveness capabilities, and employee performance within the organization where each unit in the organization has several divisions, where there are several employees in each division (Simanjuntak, 2011).

Employee performance is one of the factors to make an organization development for the better. Some practitioners realize that job performance and knowledge of performance are significant for an organization. This is still one of the main targets to be achieved by some organizations. For example, a Gallup study (Crabtree, 2013). Reported that only 30 per cent of employees in the U.S. reach total performance potential in the workplace, and organizations are still looking for additional ways to improve the performance of their employees. (Apurva Somani, Ranjan K Gupta, Krushna K Mohapatra, 2012). Many organizations strive to keep their employees working at a high level of performance in their daily work. Organizations do so because of the organization's productivity, inventory of goods or services, and image, depending on employee performance and the level of employee motivation. Based on the research of the authors consider that employee performance is critical as a standard of assessment. The organization is said to be better if employee performance increases and vice versa. In measuring employee performance, otherwise good or bad the authors used questionnaire measurements from (Koopmans *et al.*, 2014) with three dimensions and 18 question items.

Effects of Social Media Addiction on the Well-being of Non-Financial Employees.

The current generation uses social media sites as the primary source of emotional support (Chen & Shi, 2015). It can be seen that social media sites give a person the ability to start new relationships and seek interpersonal support that cannot be achieved in real life (Valenzuela *et al.*, 2009). In addition, the number of members in a network is increasing. According to Xavier & Reeves Wesley (2018), social media has a positive relationship with the perception of social support. can significantly reduce feelings of loneliness and depression and improve perceptions of social support (Shaw & Gant, 2002). (Algharabat & Rana, 2020) found that perceived social support for social media users is gained either from the surrounding environment or the outside (distant) environment.

Literature shows that social media support groups or communities become widespread and provide informational and emotional support (van Uden-Kraan *et al.*, 2009). Social media groups provide a virtual space where individuals can gather together over the internet to share their life stories, experiences, and lives in a way that comforts people from isolation and loneliness. Shu *et al.* (2011) revealed that employees with higher levels of computer play have lower levels of technostress. Employees with a high reliance on technology have higher levels of technostress. Since the use of social media depends on technology, a higher level of social media

use will lead to a higher level of technostress. Technostress is a health disorder caused by excessive use of technology, and social media is one part of technology development.

H1: Social Media Addiction influences the health of non-financial employees

Effects of Social Media Addiction on Employee Performance

Smartphone use has a more significant potential to develop addictive behaviours, similar to drinking or gambling, that can interfere with everyday human life. Although not an official diagnosis, some researchers have shown how classic addiction symptomology can be applied in the context of excessive smartphone use, including loss of control (mis-distortion and spending much time just playing smartphones). Spending much time with a smartphone can result in withdrawal from the environment, adverse effects on social life, and affect performance (Kwon *et al.*, 2013).

A pretty exciting problem for the current study is that cell phones can divert us to the point where we cannot achieve a job when we are not playing cell phones at work (Montag & Walla, 2016). For example, in those circumstances, you can write many pages of a document without awareness of the time that has dissolved. To achieve a state that can get the job done well, then it requires some essential requirements. First, there must be conformity between one's abilities and how difficult a given task is. In addition, this is the role of how to use smartphones, whether focused on work or smartphones. The more focused on playing the smartphone, the work will be much delayed and vice versa (Altmann *et al.*, 2014).

Altmann *et al.* (2014) revealed that cell phone interference as short as 2.8 seconds disrupts employee concentration levels and leads to increased task and work errors. So, cell phones with their visuals and acoustic signals tell owners about incoming messages from social networks, act as disruptors (Rennecker & Godwin, 2005), which potentially hinder employee performance and hurt productivity. In addition, employees who spend more time on social media sites such as Facebook, Twitter, and Instagram have resulted in many employers banning the use of social media during business hours. Nevertheless, due to social media addiction, unproductive employees will find ways to be unproductive without using the internet. Supervision and performance with the right policies are real solutions to this problem (Aguenza *et al.*, 2012). With the above description, the author suspects that social media addiction has no influence on employee performance, arguing that the more time employees spend playing social media, the more responsible it will be to have more productive responsibilities like work.

H2: Social media addiction cannot have a direct impact on employee performance

Effect of Employee Non-Financial Well-Being on Employee Performance

The theory of expanding and building positive emotions found by (Fredrickson, 2004) suggests that positive emotions not only expand the scope of attention, cognition, and actions of a person's mind. However, it also increases personal resources, including physical, intellectual, psychological, and social resources. Positive emotions can increase or expand a person's physical, cognitive, and social capacities. To effectively manage and optimize human resources in an organization, positive emotions must be fostered. When a person experiences positive emotions, one's performance improves due to an increased focus on one's attention, capacity for cognition, and scope of action. In addition, positive emotions enhance and expand a person's resources in various forms (intellectual, psychological, or social), improving performance.

According to a review conducted by Wright (2014), emotion-based employee well-being seems positively related to employee performance (Thomas A. Wright *et al.*, 2007). Emotions are a reaction to a particular situation that is carried out by the body. Things usually have a relationship with a person's thinking (cognitive) activities, namely the nature of emotional feelings, which is due to the results of perception of the situation that occurs. Emotions become one that has a significant influence on human attitudes during this time. This is coupled with two other aspects, namely the existence of thinking (cognitive) and psychomotor (conative).

Emotional feelings are usually known as affective aspects, and this is from the determination of attitudes, which become one of the predispositions of human behaviour.

Emotions are divided into two things, positive emotions and negative emotions. Positive emotions are associated with feeling happy, happy, happy, passionate and confident. At the same time, negative emotions are related to stress, sadness, not spirit and so forth. An employee's emotionally based well-being can be achieved when he or she is in a psychological state of non-stress, emotional exhaustion, and positive effectiveness (Wright, 2014). In general, various dimensions of well-being have an association with employee performance. For example, positive relationships have been found between job satisfaction and performance (T. A. Wright & Cropanzano, 2000) emphasising relationships and a sense of belonging (Grant *et al.*, 2007), social welfare, and employee performance of new journals. Based on the above research, the authors suspect that the non-financial well-being of employees has a relationship to employee performance.

H3: Non-Financial Well-being of Employees has a relationship to Employee Performance

RESEARCH METHODS

In this study, the data were obtained using primary data through survey data collected through the dissemination of questionnaires with Likert-scale methods. The population in this study is all permanent employees in the field of services in DKI Jakarta who have active social media more than two accounts. The sample in this study was taken by purposive sampling method, with the following criteria: professions that are allowed to play mobile phones at business hours are allowed to use mobile phones in working hours, in their work mobile phones are not used for work purposes. Moreover, inform respondents to fill in the data if the respondent has worked at a company for more than one year. The study's social media addiction variables were measured using dimensions (Murat Kirik, 2015). With 25 questions. Employee welfare is measured using dimensions from (Ammirati, 2003). With 14 questions. Employee performance variables are measured using dimensions (Koopmans *et al.*, 2014) to measure performance variables having three dimensions and 18 question items. Among others, the Dimension of Task Performan (5 questions), Contextual Performance Dimension (8 questions) Dimension Counterproductive Work Behavior (5 questions). The total number of statements in the study amounted to 57 statements.

Measurements based on the Likert scale with scales 1-5 (1: strongly disagree 2: disagree 3: neutral 4: agree 5: strongly agree), respondents are asked to choose the answer according to what is perceived from each question. The sample criteria used are employees who have worked for more than one year and in the field of work who do not use social media as work. The data collection technique begins with disseminating the initial questionnaire (pre-test) using a Google form to 30 respondents. The study used confirmatory factor analysis on SPSS to test its validity by looking at the Kaiser-Meyer-Olkin Measure of Sampling (KMO) and Measures of Sampling Adequacy (MSA) values. If the KMO value is below 0.5, then the question cannot be used or invalid. The acceptable KMO value is with a minimum value limit of 0.5 to 0.9. As for measuring reliability tests, SPSS is used with Alpha Cronbach value where the value must be > 0.6 , which indicates that the data is reliable.

For further research on whether a questionnaire is still worth continuing as a study or not, the authors conducted a pre-test wherein the process of Pre Test data the author produced KMO and Reliable values on social media addiction variables of KMO = 0.770 and reliable values = 0.703 but by eliminating some questions, namely as many as 17 questions. Questionnaires totalling 25 became only eight questions. Furthermore, for the Non-Financial Employee Welfare variable also the author found a value of KMO = 0.768 and a Reliable Value = 0.727. For this variable, the author eliminated some questionnaire questions, from 14 questions to 8 questions. Employee performance variables are divided into three dimensions (Task Performan, Contextual Performance, and Counterproductive Work Behavior), each of which has a different KMO value

from each dimension. KMO Performance Task Dimension = 0.672 and Reliable Value = 0.627 with five questions without any questions eliminated, Contextual Performance dimension has KMO = 0.751. Reliable Value = 0.702 out of 8 questions meaning for this dimension, no questionnaire questions eliminated, Counterproductive Dimension Work Behavior has KMO Value = 0.637 and reliable Value = 0.604 out of 3 meaningful questionnaire questions in this dimension there are two questions die to eliminate. To analyze the relationship between variables, SEM analysis is used with the Lisrel application. The validity test is conducted using Confirmatory Factor Analysis, and each statement item must have a loading factor or standard solution of 0.5. Model feasibility tests are conducted to achieve good models and meet the requirements and T-Values in Structural Equation Modelling (SEM).

RESULT AND DISCUSSION

Result

Respondents in this study were full-time employees who work at DKI Jakarta, Indonesia. Respondents were grouped into data on gender, age, length of work and how many hours to play social media while working. For the validity and rehabilitation test, the construct can be declared valid and accepted if the indicator on each variable has a loading factor value of more than 0.50 (Hair *et al.*, 2014). In this study, the loading factor value was mostly above 0.50. As for calculating the Construct Reliability, the value is said to be eligible if the CR value is above 0.60. In this study, all CR values were above 0.60, namely Social Media Addiction (KMS = 0.874), Employee Non-Financial Well-Being (KK = 0.905), Employee Performance (PKK = 0.943).

Structural test analysis is performed to determine the value of R2 in each equation. The R2 value aims to analyze how far an independent variable can explain and influence its dependent variables. Based on the results of SEM can be obtained the first analysis. Namely, the Employee Welfare variable (KK) is influenced by the Social Media Addiction (KMS) variable with an R2 value of 0.50. This means that 50% of the variant of Employee Well-being is affected by those variables. The rest can be affected by other variables, not in the study. In the second analysis, it was found that the Employee Performance Variable (PKK) was influenced by variables simultaneously, namely Employee Welfare (KK) and Social Media Addiction, with a value of R2 of 0.66. Thus, it can be explained that variants of Performance Performance are influenced by employee well-being variables and Social Media Addiction by 66%. In contrast, the rest can be explained by other variables.

Based on the Conformity Test Analysis, it can be found that most tests show suitable matches, including Chi-Square, RMSEA, ECVI, AIC, CAIC, Fit Index, Critical N, and Goodness of Fit. In this study, it can be known that the results of the analysis showed an overall match of the model (Goodness of Fit), although there were some matches at the marginal fit level. The research found includes Normal Theory WLS Chi-square of 595.24 and a Degrees of freedom score of 431. A data is given good fit if the value of Normal Theory WLS Chi squares divided degrees of freedom results between 1 - 3 and if more than three then it is cut marginal fit but for this result is declared Good fit because it has a result of $595.24 : 431 = 1.38$ where this result is between 1-3. For RMSEA value has a value of 0.05 and is declared a Good fit because the value is below 0.08, but if it has a value above 0.08, it is declared a Poor fit. While the value of the ECVI Model is 5.19, ECVI Independent 92.83, and ECVI saturated by 6.95, this is a good fit because the ECVI model has a value that is quite close to ECVI Saturated. For AIC Model value of 789.24, independent AIC value of 14109.75, AIC Saturated of 1056, CAIC Model of 1180.2, CAIC saturated by 3184.07, and CAIC Independent of 14238.73. This is attributed to Good Fit because the AIC Model with AIC Saturated value has a fairly far-fluted value, and the value of AIC Model and Independent also has a value that is far apart. Furthermore, the value of NFI (Normed Fit Index) is 0.96, and this is declared Good Fit because it has a value above 0.9 which means that the value is close to 1. Critical N value of 126.6 is said marginal fit because it has a value between 100-199. If it has a value above 200, then it is declared a Good fit. Then for the

value of RMR is not a good fit if it has a value above 0.9, while in this study, the value of RMR has a value of 0.038, so that marginal fit is increased.

Thus, the description of the research results is recorded within the following T-Value diagram:

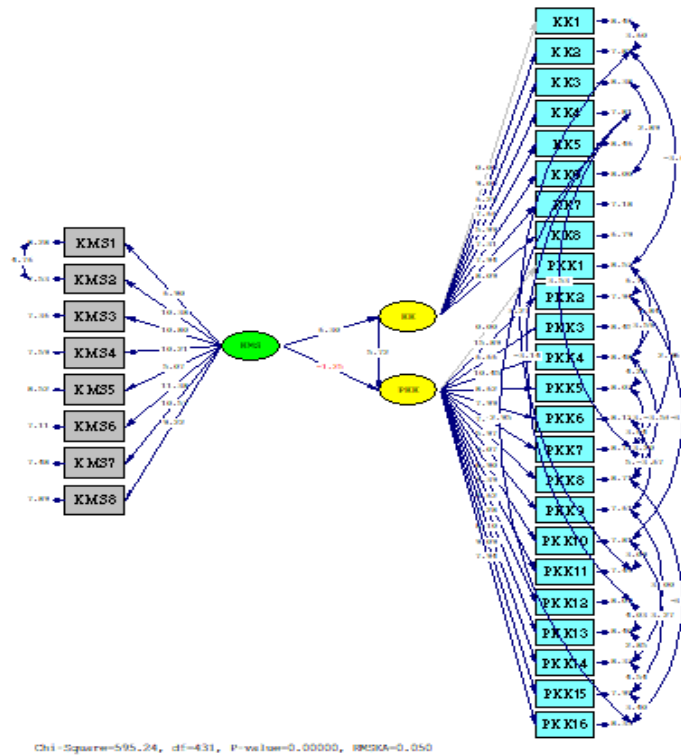


Figure 2. T Values

List of Abbreviations: Social Media Addiction (KMS), Employee Non-Financial Well Being (KK), Employee performance (PKK).

Tabel 1. Uji Hipotesis Suatu Model Penelitian

Hypothesis	Hypothesis Statement	T- Value	Information
H1	Social Media Addiction has a positive influence on the Well-Being of Non-Financial Employee	6,30	Data supports the hypothesis.
H2	Social Media Addiction Has a Negative Influence on Employee Performance	-1,25	The data does not support the hypothesis.
H3	Non-Financial Welfare of Employees has a Positive Influence on Employee Performance	5,72	Data supports the hypothesis.

Source: Sem Lisrel Processed Data

Based on the hypothesis test table above, it can be known that there is data with a value of T-Value below 1.96, which means that the data does not support the hypothesis. This hypothesis is H2. While the rest of H1 and H3 showed, the value of T-Value is above 1.96, which means the data supports the research hypothesis tested. More information about the research's SEM analysis can be seen in appendix 5.

Discussion

LITERATUS is a journal published by Neolectura, issued two times in one year. Literatus is a scientific publication media in the form of conceptual paper and field research related to social impact and cultural studies. It is hoped that LITERATUS can become a media for academics and researchers to publish their scientific work and become a reference source for the development of science and knowledge.

Our focus: Social and Culture

Our Scope: Humanities, Education, Management, History, Economics, Linguistics, Literature, Religion, Politics, Sociology, Anthropology, and others.



This study aims to find out how much influence and the relationship between variables, namely Social Media Addiction (KMS), Employee Non-Financial Welfare (KK) and Employee Performance (PKK), in-service sector workers working in the DKI Jakarta area. This study explains that addiction does not have to consume something inserted into the body, such as alcoholic beverages or drugs. Excessive social media play can also be called addiction because it has a reviewed effect such as can cause conflict, relapse, uncertain mood or anxiety (Cao *et al.*, 2018). Social Media Addiction Has a Positive Influence on The Well-being of Non-Financial Employees.

Non-financial is an emotion. Where emotions are a reaction to a particular situation carried out by the body. Things usually have a relationship with a person's thinking (cognitive) activities, namely the nature of emotional feelings, which is due to the results of perception of the situation that occurs. Emotions become one that has a significant influence on human attitudes. Emotions are divided into two things, and the first is positive emotions where is related to happiness, pleasure, joy, spirit and confidence, secondly negative emotions where is related to stress, sadness, not spirit, this is in line with previous research as mentioned by (Valenzuela *et al.*, 2009), he said that social media gives a person the ability to start new relationships and seek interpersonal support as mentioned by (Valenzuela *et al.*, 2009), he said that social media gives a person the ability to start new relationships and seek interpersonal support, which cannot be achieved in real life.

In addition, the number of members in a network is increasing, and this supports the spread of socialization among social media users, according to Xavier & Reeves Wesley (2018). (Shaw & Gant, 2002) also mentioned that social media sites have a positive relationship with the perception of social support. Can significantly reduce feelings of loneliness and depression and significantly improve perceptions of social support. (Algharabat & Rana, 2020) researched that perceived social support for social media users is obtained either from the surrounding environment or the outside environment.

Data shows that social media support groups or communities become widespread, and providing informational and emotional support makes social media users more motivated and have positive feelings and psychological (van Uden-Kraan *et al.*, 2009). Social media groups provide virtual spaces where individuals can gather together over the internet to share their life stories, experiences and lives in a way that comforts people from isolation and loneliness.

Social Media addiction has no direct influence on employee performance. This is in line with research (Kwon *et al.*, 2013) where social media addiction will spend much time with mobile phones, and can also result in withdrawal from the environment. Other research also mentions that cell phones can divert us to the point where we cannot reach a job when we are not playing cell phones at work (Montag & Walla, 2016). For example, in subsequent research mentions, you can write many pages of documents without realizing that time has dissolved. To achieve a state that can get the job done well, then it requires some essential requirements. First, there must be conformity between one's abilities and how difficult a given task is, in addition to the role of how to use social media, whether focused on work or social media. The more focused on playing social media, the work is not solved and vice versa (Altmann *et al.*, 2014). Proves that social media addiction will divert addicts to employee performance. With social media addiction or not, employees do not influence performance in the workplace by having high discipline, good performance. Good work results at work, then if employees are addicted to social media or not it is no longer a problem in the organization and vice versa if employees have poor performance, Poor work results, and unsatisfactory, it will be a consideration of what problems there are in employees. It is not necessarily influenced by social media addiction.

The following finding that the non-financial well-being of employees has a positive influence on employee performance has been revealed in previous research by (Fredrickson, 2004). He said that positive emotions expand the scope of attention, cognition, and actions of a person's mind. But it also increases substantial personal resources, including physical, intellectual, psychological, and social resources. Therefore, based on the theory of positive emotions. Positive emotions can grow or expand a person's physical, cognitive, and social capacities. When a person

experiences positive emotions, one's performance improves due to an increased focus on one's attention, capacity for cognition, and scope of action. In addition, positive emotions enhance and expand one's resources in various forms (e.g., intellectual, psychological, or social), Positive emotions arise due to stimulus or stimulation in the context of positive things, and positive emotions are related to feeling happy, happy, happy, confident and spirited. Employees who have positive emotions will improve employee performance. An employee's emotionally based well-being can be achieved when they are in a psychological state of non-stress and emotional exhaustion and positive effectiveness (Wright, 2014). is supported by a high sense of spirit with a positive emotional state so that employees who have positive feelings can quickly achieve good performance.

CONCLUSION

This study proves that social media addiction influences the performance environment. Social media addiction affects employee's non-financial well-being, and non-financial employee well-being also affects employee performance. Still, in contrast to social media addiction, social media addiction does not influence employee performance. The more the times will become a new problem for employers, where computers and mobile phones can only do the more types of work, this is as access that makes it easier for employees to play social media, especially with the Covid-19 pandemic, which almost all work is done from home using a computer or mobile phone, this very clearly affects employee performance as well as welfare itself because there is more and more time to play social media. The level of employee performance that allows the decrease due to playing social media is increasing. It will affect the psychological responsibility as an employee to the work to the organization, to solve problems and increase productivity in position, the need for cooperation and strict regulations so that employees remain concerned with responsibility for their work, and minimize playing social media thus achieving performance. Social media will thus achieve high performance even though employees have access to play social media.

There are some limitations in the writing of this study. Among others, the first research conducted by the author precisely the occurrence of the Covid-19 pandemic. Hence, it is pretty tricky to measure employee performance because standards and regulations related to employee performance also decreased in some organizations. In the future, research was conducted when employees did a job in the office to be pretty straightforward in measuring performance levels. Furthermore, many variables that are not outlined in this study affect employee performance, such as organizational commitment, job attachment, and job satisfaction.

This research contributes to improving employee performance during the development of higher social media technology that makes workers spend a lot of time playing social media work time. This research can be used as a reference for business actors in creating regulations and regulatory steps so that workers still have high performance and well-being to affect employee performance. An organization that provides proper code will produce employee performance, and employees will also know the right time to play social media to achieve positive feelings in themselves to achieve good performance.

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