# Workplace Phubbing and Organizational Embeddedness:
## A Conceptual Paper

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Despite the increasing reliance on the internet and mobile devices while giving less attention to companions which is known as pubbing, very few studies have explored workplace phubbing and its outcomes, in particular, organizational context. The aim of this study is to develop a conceptual model to increase our understanding of workplace phubbing and organizational embeddedness. Based upon Social Exchange Theory, embeddedness literature and congruence concept, we developed a conceptual model. The model delineates how (in)congruence effect of employee (self) and supervisor (other) phubbing influence on employee embeddedness through self-efficacy. We propose that the congruence effect of supervisor and employee phubbing significantly influence employee self-efficacy. Moreover, we propose that this effect is higher when employee phubbing is higher than supervisor phubbing. In addition, we postulate that workplace phubbing influence on organizational embeddedness through self-efficacy. Thus, this study aims to contribute to the existing literature by proposing the simultaneous effect of employee and supervisor phubbing on self-efficacy and organizational embeddedness. We recommend future researchers to test this model with empirical data.

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