

The Impact of Cyberloafing on Job Performance with the Mediating Effect of Self-Efficacy

Weerasooriya, W.A.N.S.¹ & Rebecca, E.²

With the advancements in Communication technology, the state of the communications network has become considerably improved. When it comes to organizations, they are moving towards digitalization and it leads to a rise in internet usage within the workplace. Employees are misusing company-provided internet instead of using it for work-related tasks. Therefore, the objective of the current study was to identify the impact of Cyberloafing on Job performance and the mediating effect of self-efficacy. This study intends to contribute to fill the empirical gap in the existing literature within Sri Lankan context. Hence this was a quantitative and cross-sectional study which was based on an organization in IT industry employees. Data were collected through a structured questionnaire and 181 employees are participated in this study. The data was analyzed by using Statistical Package for Social Sciences (SPSS). The analyzed results show that there is a significant negative impact of cyberloafing on job performance while there is significant impact of self-efficacy as a mediator on the relationship between cyberloafing and job performance. Furthermore, this study is an initiative of organizational management with the support of supervisors and colleagues, take necessary actions to reduce employee cyberloafing. It will increase productivity, efficiency and reduce time wastage within the organization and improve job performance. Moreover, this study was limited only to one particular company in the IT industry in Sri Lanka. Therefore, the current study suggested that to conduct the study by considering all organizations in the business world within Sri Lanka to get an effective output from future research.

Key words: *Cyberloafing, Job Performance, Self-efficacy*

¹ Undergraduate, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [nimashaww@gmail.com]

² Lecturer, Department of Human Resource Management, Faculty of Commerce and Management Studies, University of Kelaniya, Sri Lanka [rebecca@kln.ac.lk]