

## REVIEW

# Exploring workplace Fear of Missing Out (FoMO): A systematic literature review

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## ABSTRACT

Individuals' excessive use of Information and Communication Technologies (ICTs) and social media platforms has led to scholarly recognition of a nascent phenomenon known as fear of missing out (FoMO). Prevailing FoMO research predominantly centers on the problematic social media use among adolescents, college students and social media users in non-work settings. Limited research has been conducted concerning FoMO in the work context. Meanwhile, existing knowledge of workplace FoMO lacks systematic explication regarding its research focus. To tackle this shortfall, a systematic literature review on workplace FoMO was conducted. Altogether 15 empirical studies were identified from nine databases (Web of Science, Emerald, MEDLINE, PsycINFO, PubMed, JSTOR, Wiley, Sage and CNKI) together with citation chaining search through rigorous inclusion and exclusion protocols. Three themes were encapsulated in prior research including antecedents, consequences and measurement. The results indicated that limitations should be addressed by future scholars including narrow scope regarding geographies and occupations, together with limited positive effects, intervention strategies and methodologies. The current study provides implications and directions for future workplace FoMO research.

**Keywords:** fear of missing out; FoMO; workplace FoMO; systematic literature review; SLR; employees; social media use

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## 1. Introduction

The intense proliferation of Information and Communication Technologies (ICTs) and social media use has drawn considerable focus in the past decades. As a double-edged sword, significant benefits including enhanced communications, greater work flexibility and diversified information acquisition were accompanied by adverse consequences. As a nascent yet prevailing phenomenon correlated with the downsides of social media use, fear of missing out (FoMO) denoted the increasing dependence on technology to keep up with others as well as the unease in relation to technology detachment, particularly when there was a perceived emotional attachment<sup>[1]</sup>. In today's world, the apprehension of missing out is not uncommon. For example, individuals may have the habit of checking their phones first thing in the morning, fearing that they might miss any messages or updates from work or social circle. Or they may fear that others might have access to crucial

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information or experience meaningful events at their absence. Despite the uncertainty about what they might miss, the fear of missing out still haunts them.

FoMO was formally conceptualized in academic literature as a pervasive apprehension characterized by the fear that others might be enjoying rewarding experiences in which one was not involved<sup>[2]</sup>. Despite being a novel concept in academia with merely a decade span, a heightened interest has been displayed from scholars. Specific to work scenario, FoMO was advanced as pervasive apprehension regarding the fear of missing important career opportunities during one's absence or disconnection from work<sup>[3]</sup>. The intensified workplace digitalization facilitated by modern technologies makes employees stay connected with work-related tasks around the clock and in a constant state of being on call. Moreover, influenced by the prolonged engagement with social media and smartphones while at work, employees are bombarded with a constant flow of updates and notifications, thereby contributing to a sense of inadequacy or social pressure. In light of this, employees' workplace apprehension as well as related behaviors deserve academic attention and can be analyzed through the lens of FoMO<sup>[4]</sup>.

Despite its prevalence and significance, workplace FoMO remains to be an underexplored research area in the organizational context<sup>[1]</sup>. In light of this, the current study aims to identify the research gaps from a holistic viewpoint by conducting a systematic literature review (SLR). The present SLR employed the PRISMA framework<sup>[5]</sup> to address the following two research questions:

**RQ1.** What is the current research profile of workplace FoMO literature?

**RQ2.** What are the main research themes in workplace FoMO literature?

To address these specific inquiries, 15 studies were identified for a thorough investigation. Research profile, research themes, discussions and research gaps were pinpointed based on research findings. Besides, future research directions and implications were delineated for the advancement of workplace FoMO studies.

Subsequent to the introduction, the rest parts were organized as follows. The background of the research was presented in section two, followed by the research method in section three. Then, results were explored in section four. Next, discussion, research gaps and future research directions were discussed in section five. Finally, concluding remarks, implications and limitations were presented.

## **2. Background of the research**

Extant research has affirmed an evidentiary connection between FoMO and problematic social media use such as phubbing<sup>[6]</sup>, fake news sharing<sup>[7]</sup>, social media fatigue<sup>[8,9]</sup>, social media stalking<sup>[9]</sup> and problematic sleep<sup>[10]</sup>. Moreover, FoMO was linked with psychological and mental health encompassing subjective well-being<sup>[11]</sup>, depression<sup>[12]</sup> and envy<sup>[13]</sup>. Prior studies have also confirmed the associations between FoMO and individual differences, traits or tendencies like gender, emotional stability and attention seeking<sup>[14]</sup>, exhibitionism and voyeurism<sup>[9]</sup>, boredom proneness<sup>[15]</sup>, Big Five personality traits<sup>[16]</sup> and The Dark Triad<sup>[17]</sup>.

The concept of FoMO was developed based on observations of undergraduate students in non-work settings, frequently focusing on the actions of 'friends' on social media. Current research on FoMO mainly focused on adolescents, college students and social media users under the social media scenarios. However, workplace FoMO occurs in the work context. Although it shares certain similarities to general FoMO, workplace FoMO may contain different constructs as it relates to context-specific aspects. Yet, extant literature related to workplace FoMO is limited. Therefore, a rigorous synthesis and summary of existing literature is essential to compile a holistic picture and future research agenda for workplace FoMO.

### 3. Research method

#### 3.1. Literature search

The literature search was implemented by using the search string ‘(“FoMO” OR “fear of missing out”) AND (work OR workplace OR work-related)’. To better ensure the comprehensiveness of the results, nine databases were opted: Web of Science, Emerald, MEDLINE, PsycINFO, PubMed, JSTOR, Wiley, Sage and CNKI. The criteria for databases selection was three-fold. Firstly, Web of Science, Emerald, JSTOR, Wiley and Sage were selected due to their exhaustive coverage and relatively high standing in peer-reviewed publications. Secondly, the concept of workplace FoMO inherently pertained to individuals’ psychological states and behaviors which evidently presented interdisciplinary implications in the digital realm. Databases including PsycINFO, PubMed and MEDLINE were hence employed to encompass main studies on workplace FoMO in biomedicine, psychiatry and psychology<sup>[18,19]</sup>. Finally, CNKI was selected to cover journal articles written in Chinese language due to its leading status in Chinese academic databases. Moreover, additional papers relevant to the study were added based on the citation chaining search. Those nine databases along with the citation chaining technique provided a safeguard to mitigate the risk of omitting relevant studies. The literature search was conducted during the latter half of November 2023.

#### 3.2. Review process

Specific selection criteria (**Table 1**) were formulated to ensure the transparency of the review process and the robustness and relevance of the research findings. Firstly, the terms ‘(“FoMO” OR “fear of missing out”) AND (work OR workplace OR work-related)’ were used as the search string for journal articles written in English or Chinese. Secondly, ‘FoMO’ or ‘fear of missing out’ should be explicitly mentioned in the title, abstract or keywords. Thirdly, studies with relevance to workplace FoMO were involved. Fourthly, only empirical studies were included.

**Table 1.** Inclusion and exclusion criteria.

No.	Inclusion criteria	Exclusion criteria
1	journal articles; language in English or Chinese	conference papers, book chapters, review articles, thesis publications; language in neither English nor Chinese
2	‘FoMO’ or ‘fear of missing out’ is in title, abstract or keywords	‘FoMO’ or ‘fear of missing out’ is not found in title, abstract or keywords
3	studies relevant to workplace FoMO	studies irrelevant to workplace FoMO
4	empirical studies	non-empirical studies

As a result, a total shortlist of 15 articles was yielded. Appendix shows the references of these fifteen articles. The entire process of selection was depicted through the PRISMA flowchart (**Figure 1**). The profile of the journals included was demonstrated in **Table 2**.

**Table 2.** Journals included in the final dataset.

Journal name	n	Journal name	n
Internet Research	2	Journal of Business Research	1
Computers in Human Behavior	1	Journal of University Research	1
Cyberpsychology, Behavior, and Social Networking	1	Management Review	1
Ege Academic Review	1	Perspectives in Psychiatric Care	1
International Journal of Emerging Markets	1	Technological Forecasting & Social Change	1
International Journal of Indian Psychology	1	Trends in Psychology	1
International Journal of Environmental Research and Public Health	1	The Journal of Psychology	1

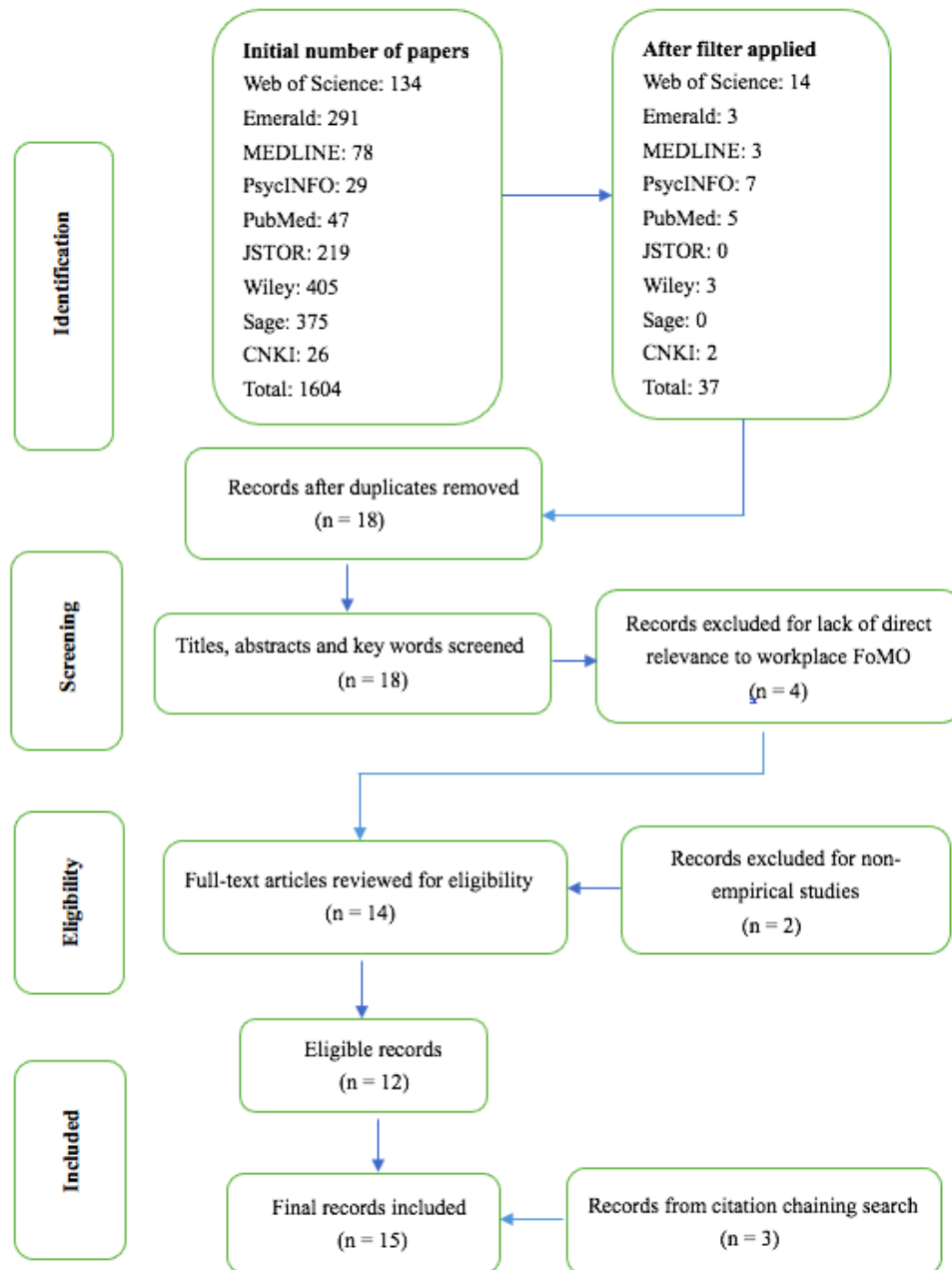


Figure 1. PRISMA flowchart.

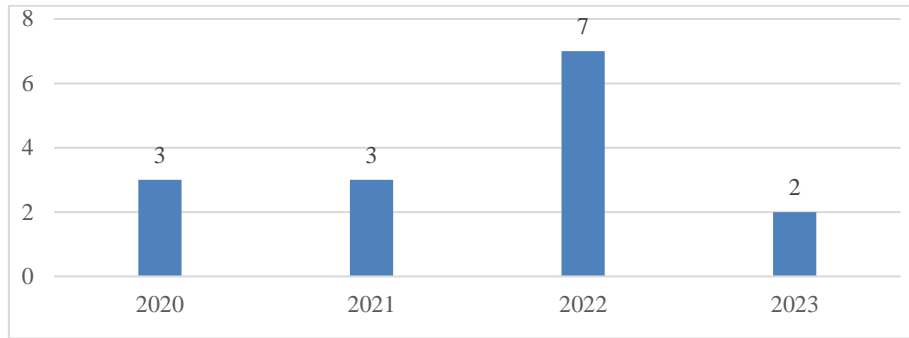
## 4. Results

### 4.1. Research profile

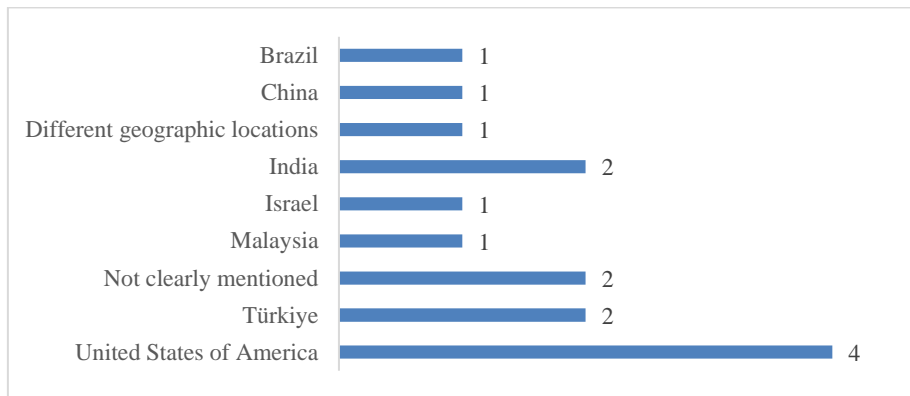
In response to RQ1, descriptive statistics regarding yearly publications, geographic scope, respondents' occupations, number of pages, number of cited references, number of authors, main categories of keywords, contexts, sampling methods, research methods and related techniques were depicted respectively.

As indicated in **Figure 2**, empirical investigations on workplace FoMO took place in 2020 (n = 3) and academics gradually commenced the scrutiny of this phenomenon in the past few years: 2021 (n = 3), 2022 (n = 7) and 2023 (n = 3).

The geographic scope of investigation (**Figure 3**) indicated that studies on workplace FoMO were conducted in a small number of countries including the United States of America (n = 4), India (n = 2), Türkiye (n = 2), Brazil (n = 1), China (n = 1), Israel (n = 1) and Malaysia (n = 1).

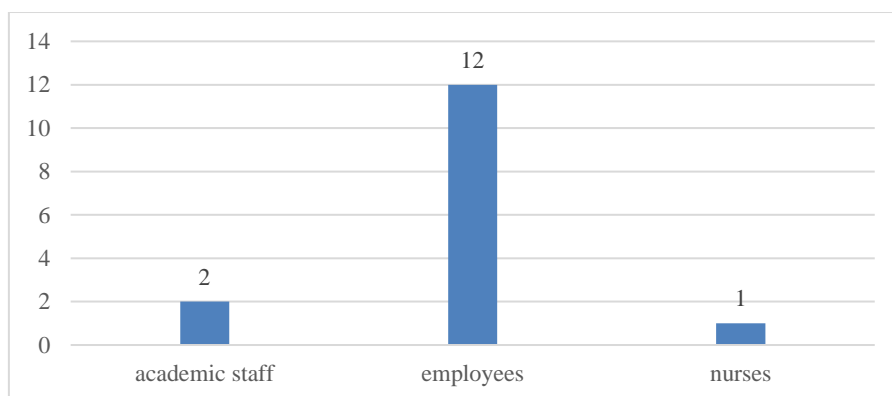


**Figure 2.** Yearly publications of workplace FoMO related papers.



**Figure 3.** Geographic scope of workplace FoMO related papers.

As demonstrated in **Figure 4**, extant research has been undertaken among a limited number of occupations with the majority of studies on employees (n = 12). Other two occupations are academic staff (n = 2) and nurses (n = 1).



**Figure 4.** Occupational profile of workplace FoMO related papers.

Descriptive statistics regarding the number of pages, number of cited references, number of authors were depicted as follows. It was shown that the reviewed papers varied in the number of pages from 6 to 30. In addition, the number of cited references of workplace FoMO related papers varied significantly with the maximum and minimum numbers of 117 and 30 respectively. Furthermore, the overall quantity did not exhibit

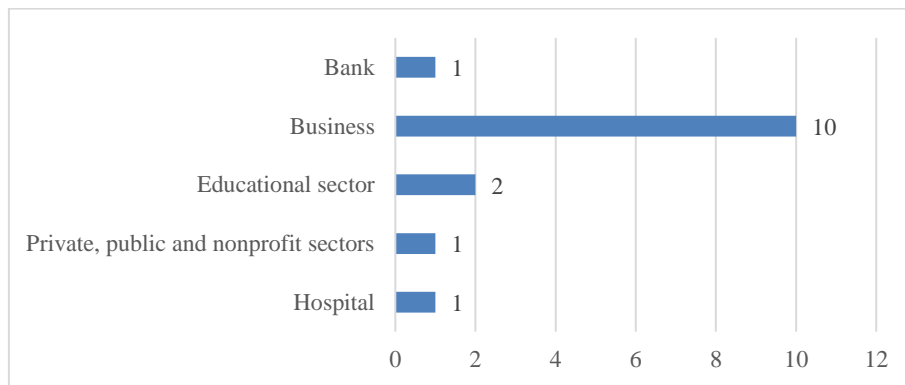
significant differences regarding number of authors. The most frequent numbers of authors in the reviewed papers were either three or four.

As demonstrated in **Table 3**, the keywords that were collected from the original papers were summarized into five categories: FoMO-related keywords; work-related keywords; social media or IT-related keywords; psychology or well-being as well as others. The keywords with the highest frequencies were FoMO (n = 7), fear of missing out (n = 7), social media (n = 7), employees (n = 5) and work performance (n = 5).

**Table 3.** Overview of keywords.

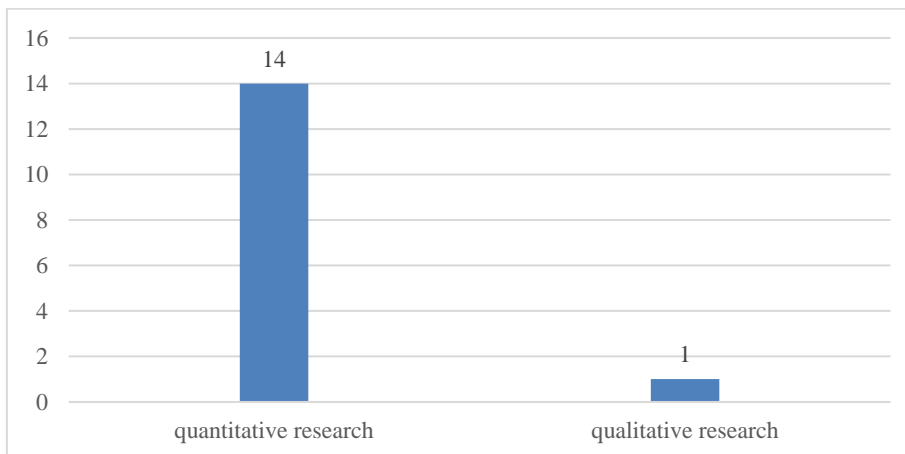
Categories	Keywords
FoMO-related	FoMO (n=7), fear of missing out (n=7), workplace fear of missing out (n=2)
Work-related	Employees (n=5), work performance (n=5), burnout (n=2), motivation (n=2), work stress (n=2)
Social media or IT-related	Social media use (n=7), use of ICT (n=3), problematic IT use (n=2)
Psychology or well-being	Well-being (n=3), personality traits (n=2), psychological assessment (n=2)
Others	Social comparison (n=1), grounded theory (n=1), social support (n=1)

As revealed in **Figure 5**, the main focus of studies was within the realm of business (n = 10) containing service sector, natural resources company and cruise ship company. Other contexts included were educational sector (n = 2), bank (n = 1), private, public and nonprofit sectors (n = 1) as well as hospital (n = 1).



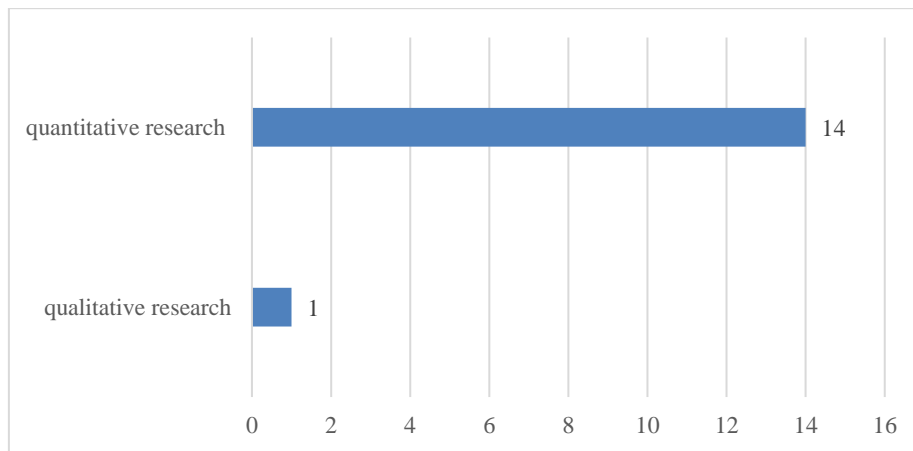
**Figure 5.** Contexts of workplace FoMO related papers.

With regard to sampling methods (**Figure 6**), three main approaches were utilized in reviews papers: convenience sampling (n = 13), snowball sampling (n = 1) and purposive sampling (n = 1).



**Figure 6.** Sampling methods of workplace FoMO related papers.

In terms of research methods (**Figure 7**), predominant studies have all fallen within the realm of quantitative research (n = 14) with less qualitative study (n = 1).



**Figure 7.** Research methods of workplace FoMO related papers.

## 4.2. Research themes

In response to the research question two, three themes were identified by synthesizing dataset; antecedents, consequences and measurement of FoMO.

### 4.2.1. Theme 1 - Antecedents

The first emerging theme was revealed as antecedents of workplace FoMO related papers under which three subthemes were identified: ‘IT or smartphone use’, ‘personal traits or individual tendencies’ and ‘organizational or family factors’.

‘IT or smartphone use’ being the major subtheme was found in four papers out of fifteen where the categories of IT use autonomy, internet use, telepressure and nomophobia were demonstrated to contribute to workplace FoMO (**Table 4**). It was confirmed the positive effect of IT use autonomy (n = 1) and Internet use (n = 1) on FoMO in the workplace as the technology availability amplified the apprehension to maintain connected with organizational communication and work-related information. In addition, it was revealed that workplace telepressure has a positive effect on workplace FoMO (n = 1) among academics. Furthermore, a moderate relationship was found between nomophobia and FoMO (n =1) as the fear of being deprived of mobile phones can contribute to FoMO among nurses.

**Table 4.** Categories under ‘IT or smartphone use’ subtheme.

Category	n	Category	n
IT use autonomy	1	Telepressure	1
Internet use	1	Nomophobia	1

The second subtheme ‘personal traits or individual tendencies’ was identified in four articles where main categories of exhibitionism, voyeurism, five factor personality traits, ages, length of service and psychological needs were found to trigger workplace FoMO (**Table 5**). It was confirmed that exhibitionism (n = 1) and voyeurism (n = 1) were positively associated with FoMO at work. Additionally, the ages (n = 1) and length of service (n = 1) among nurses were found to be negatively linked with FoMO. Moreover, research indicated that dimensions of five factor personality traits (n = 1) and psychological needs (n = 1) were significantly related with FoMO.

**Table 5.** Categories under ‘personal traits or individual tendencies’ subtheme.

Category	n	Category	n
Exhibitionism	1	Ages	1
Voyeurism	1	Lengths of service	1
Five factor personality traits	1	Psychological needs	1

The third subtheme was ‘organizational or family factors’ (n = 2). Family supportive organizational perceptions (n = 1) and information source from workplace (n = 1) were identified as two categories. Research indicated that higher reports of family supportive organizational perceptions predicted lower levels of workplace FoMO. Besides, the behaviors of leaders and colleagues as important information sources, would affect the levels of workplace FoMO in the organizational context of China.

#### 4.2.2. Theme 2 - Consequences

The second major theme was ‘consequences’ of workplace FoMO related papers with three subthemes: ‘work-related consequences’, ‘problematic use of IT or social media’ and ‘psychological consequences’.

Being a main subtheme, ‘work-related consequences’ was mentioned in eight papers out of fifteen under which six categories were revealed (**Table 6**). Research demonstrated that workplace FoMO can lead to work-related consequences such as work stress (n = 3), work burnout (n = 3), work performance decrement (n = 2), work procrastination (n = 1), workplace incivility (n = 1) and impaired creativity (n = 1) as employees were susceptible to stay connected to workplace social media platforms because of not wanting to miss out.

**Table 6.** Categories under ‘work-related consequences’ subtheme.

Category	n	Category	n
Work stress	3	Work procrastination	1
Work burnout	3	Workplace incivility	1
Work performance decrement	2	Impaired creativity	1

‘Problematic use of IT or social media’ was the second subtheme discussed in seven papers encompassing six categories (**Table 7**). It was revealed that FoMO in the workplace was positively associated with social media engagement (n = 2), compulsive social media use (n = 1), problematic IT use (n = 1), Internet multitasking (n = 1), cyberloafing (n = 1) and phubbing (n = 1) as employees tended to maintain a continuous connection with social media platforms to avoid informational or relational exclusion.

**Table 7.** Categories under ‘problematic use of IT or social media’ subtheme.

Category	n	Category	n
Social media engagement	2	Internet multitasking	1
Compulsive social media use	1	Cyberloafing	1
Problematic IT use	1	Phubbing	1

‘Psychological consequences’ was the third subtheme found in four papers with four categories (**Table 8**). It was found that workplace FoMO can lead to psychological outcomes such as psychological well-being (n = 1), conscientiousness (n = 1), need for belonging (n = 1) and self-esteem (n = 1) as the apprehension of missing out could exert effects on their psychological state.



**Table 8.** Categories under ‘psychological consequences’ subtheme.

Category	n	Category	n
Psychological well-being	1	Need for belong	1
Conscientiousness	1	Self-esteem	1

### 4.2.3. Theme 3 - Measurement

The third theme pinpointed the measurement of workplace FoMO related papers. Three papers out of fifteen focused on how workplace FoMO can be measured. One pioneering article constructed a 10-item measurement scale consist ed of two interlinked aspects (informational exclusion and relational exclusion) through three studies to measure workplace FoMO in the work context of USA. The factor informational exclusion included items like “I worry that I will not know what is happening at work”. Items like “I am constantly thinking that I might miss opportunities to make new business contacts” was representative of relational exclusion factor. Later, another article validated the measurement and adapted it into Portuguese version applied in Brazilian work context. One article attempting to examine FoMO in the Chinese work context constructed workplace FoMO into four dimensions: fear of missing out on job-related information, workplace connections, chances for career advancement and work benefits.

## 5. Discussion, research gaps and future research directions

### 5.1. Discussion

Through the comprehensive search of relevant articles through nine databases and the adoption of citation chaining search, the present SLR ensures the comprehensiveness, relevance and rigor of the reviewed articles. The results from the research question one presented a comprehensive research profile of workplace FoMO related papers. In general, academic research on workplace FoMO was still in its nascent phase with limited number of yearly publications, restricted geographic scope, research contexts and occupations. Moreover, prior research has given predominant emphasis on corporate employees with a couple of studies on other professional cohorts. The overview of keywords revealed that work-related outcomes associated with social media and ICTs use were the focus of the reviewed papers. Additionally, the overwhelmingly majority of studies employed quantitative research methods and survey-based research techniques.

The results from the research question two revealed three main themes of workplace FoMO related papers: antecedents, consequences and measurement. It was indicated that the phenomenon of workplace FoMO was inseparable with technological development as individuals can be constantly bombarded with updates and activities happening around them due to the proliferation of IT and social media use <sup>[20,21,22]</sup>.

In turn, workplace FoMO can contribute to problematic IT and social media use<sup>[23,6]</sup> as individuals tend to stay continuously connected on-line to avoid missing out on work-related information or issues. Moreover, it was demonstrated that as a phenomenon associated with the work context, the construct of workplace FoMO focused on work-related dimensions such as workplace relations, work-related information and work benefits<sup>[3,24]</sup>. In addition, the antecedents and consequences drawn from related papers were multi-faceted.

### 5.2. Research gaps

Research gaps were identified in current literature as follows. Addressing these gaps can assist in cultivating a holistic and nuanced understanding of workplace FoMO, delineating potential directions for future research.

Firstly, the vast majority of extant research has given focus on employees with a small number of studies on academics and nurses. However, workplace FoMO is inevitably existing in nearly all work contexts. Findings generated from limited occupations cannot serve as representative for all work settings.

Secondly, reviewed papers regarding workplace FoMO has been conducted in only a few countries such as the United States of America, Türkiye and India. As the effects of workplace FoMO vary significantly across countries and cultures, the current construct falls short in representing workplace FOMO in different countries.

Thirdly, prior literature has overwhelmingly emphasized on the negative effects of workplace FoMO on psychological and work-related consequences as well as problematic IT or social media use. However, it was proposed that workplace FoMO, to a certain extent, indicated that employees cared about their jobs<sup>[3]</sup>. Thus, it may drive them to work more meticulously and make thorough plans beforehand. Indeed, workplace FoMO forces employees to be in a state of always online and stay current in their fields. Therefore, positive effects generated by workplace FoMO deserved increased consideration.

Fourthly, while extant literature has identified downsides of workplace FoMO, intervention strategies were less explored. Initial trials have validated that perceptions of organizational environment and culture may exert certain effects on workplace FoMO<sup>[3,24]</sup>. Thus, multidimensional intervention mechanisms remain to be further investigated.

Finally, the reviewed papers shared common methodological limitations. Prior research has predominantly employed quantitative research approach. Earlier inquiries primarily honed its focus on self-reported and cross-sectional surveys that were inherently susceptible to bias and unable to establish causal relationships. Moreover, relatively small sample size was utilized through convenience sampling techniques in previous scholarly work. Out of the 14 papers employing a quantitative research approach, half of them have sample sizes of less than 300 respondents. Thus, the results may lack applicability or generalizability to a larger population. In addition, in the process of workplace FoMO measurement, the current papers have predominantly adopted general FoMO scale developed by Przybylski et al.<sup>[25]</sup> or workplace FoMO scale proposed by Budnick et al.<sup>[3]</sup> and made adaptations. Given the distinctiveness of workplace FoMO, the reliability and validity of measurement construct remain to be examined.

### **5.3. Directions for future research**

#### **5.3.1. Diversification of occupations and regions**

As a prevalent phenomenon, FoMO has become universal in nearly all sectors. Besides, due to the different social norms, work ethics and codes, the construct and validation of workplace FoMO tend to differ in countries and regions. Therefore, to address research inadequacies in terms of occupations and geographies, future research should be conducted to investigate workplace FoMO in diverse occupations and regions.

#### **5.3.2. Comprehensiveness of evaluation**

Compared with the acknowledged adverse effects, positive sides of workplace FoMO remain to be further explored. Workplace FoMO may incentivize employees to stay motivated and engaged to avoid being out of the loop. This could probably lead to proactive efforts in seeking career opportunities, building networks as well as pursuing professional development. Therefore, future work examining the potential benefits yielded by workplace FoMO will be valuable and insightful.

### **5.3.3. Intervention mechanisms**

Intervention mechanisms are vital in mitigating the downsides of workplace FoMO in order to contribute to a healthier workplace with higher employee productivity. Given that workplace FoMO is still in the preliminary stage of research, it is suggested that future studies should tap into targeted intervention policies and strategies to mitigate the dark side. For instance, the effects of organizational policies and initiatives such as technology guidelines, stress assistance programs and flexible work schedules on workplace FoMO can be examined in future studies.

### **5.3.4. Optimization of research methodologies**

To begin with, as the perception of workplace FoMO may vary across different cultures, the phenomenon remains to be further explored in different cultural workplace contexts. Thus, qualitative research such as grounded theory can be adopted to explore in-depth sights and underlying dimensions and mechanisms of workplace FoMO across diverse cultures in future research. Furthermore, mixed methods can be applied to enhance the validity and rigor of future studies. Moreover, as workplace FoMO may differ in terms of specific work settings and demographic contexts, the validation and rationality of other scales can be verified in the future. Finally, more sample size is expected to enhance the robustness, statistic power and generalizability in future research.

## **6. Conclusions, implications and limitations**

### **6.1. Conclusions**

The current study employed systematic literature review approach to synthesize existing research on workplace FoMO to address two research questions. As an answer to research question one, descriptive statistics were presented to delineate the research profile. Three major themes were discerned to address research question two. The present study set the stage for researchers and practitioners interested in workplace FoMO phenomenon.

### **6.2. Implications**

#### **6.2.1. Theoretical implications**

The current systematic literature review brought forth three facets of implications theoretically. Firstly, the current systematic literature review contributed to the literature of FoMO and ‘the dark side of social media use’. Through a systematic review and summary of the literature on workplace FoMO, deeper understanding can be gained regarding the manifestation of FoMO in workplace settings. Meanwhile, systematic literature review on workplace FoMO added insight to the comprehension of the negative consequences of social media use, particularly when FoMO was deemed as part of the ‘the dark side of social media use’.

Secondly, the current systematic literature review contributed to a holistic and multi-dimensional perspective to workplace FoMO. It demonstrated that though inseparable from maladaptive technology use, the effects of non-technological dimensions such as individual traits and tendencies as well as organizational and family relations cannot be overlooked. Moreover, preliminary studies indicating positive effects of workplace FoMO provided theoretical basis for the objective analysis in the future.

Finally, the current systematic literature review contributed to relevant theoretical development. As workplace FoMO was confirmed to be linked with occupational stress, work-related behaviors and psychological well-being, theories related to occupational stress, organizational behavior and work-life balance can be enriched.

### **6.2.2. Practical implications**

The current systematic literature review presented practical implications for employees, enterprise social media platforms management, organizations as well as clinical practitioners. Firstly, in the presence of workplace FoMO, employees need to address the issue objectively by assessing the pros and cons that arise from it. Psychological assistance should be sought timely when employees perceive the potential threat of workplace FoMO on their health, work and life. Meanwhile, it is advisable for employees to cultivate their time management awareness and skills. Employees should be aware that the completion of work tasks should take precedence over excessive information acquisition and professional networks building.

Secondly, managers overseeing enterprise social media platforms should enact predefined procedures to monitor negative digital behaviors and workplace incivilities. To illustrate this point, reminders can be sent to employees who frequently check social media information (e.g. checking messages more than five times within an hour). Additionally, non-urgent work messages are prearranged to update on an hourly basis. In short, the effective management of enterprise social media platforms can contribute to a healthier and more balanced work environment.

Thirdly, organizations should define explicit policies and guidelines for the proper use of social media in the workplace regarding work expectations, digital etiquette and content sharing. Moreover, team-building activities can be organized at regular intervals to enhance communication and networks among employees offline. Finally, timely humanistic care and assistance need to be provided for employees grappling with problems due to problematic or excessive social media use.

Finally, research on workplace FOMO can contribute to a more holistic understanding of patients for clinical practitioners. To illustrate, the antecedents and consequences identified in the present systematic literature review can serve as considerations for designing treatment plans for workplace FoMO. Accordingly, targeted interventions such as organizational support and family assistance programs can be developed through the diagnosis of physical symptoms and psychological disorders.

### **6.3. Limitations of the present study**

The present systematic literature review study has three main limitations. Firstly, the search was confined to articles written in English or Chinese in nine databases. Secondly, the search was restricted to empirical journal articles, excluding conference papers, book chapters, review articles, thesis publications, etc. Finally, articles eligible for review must adhere to the inclusion and exclusion criteria. Therefore, future systematic literature reviews should expand the scope of databases, include other article types as well as studies written in other languages. Despite the limitations, the current study offers insights and directions for future research.

### **Author contributions**

Shan Yang contributed to the conception and design of the study, conducted the literature search and screening process, extracted and analyzed the data, and drafted the manuscript.

Hasan Tinmaz contributed to the development of the study protocol, critically reviewed and interpreted the extracted data, provided substantial intellectual input during the manuscript drafting process, and revised the manuscript for important intellectual content.

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## Conflict of interest

The authors declare no conflict of interest.

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## Appendix

Author and year	Title	Language	Journal
Bodhi <i>et al.</i> (2022)	Work-related social media use and employee-related outcomes: a moderated mediation model	English	International Journal of Emerging Markets
Budnick <i>et al.</i> (2020)	The fear of missing out at work: Examining costs and benefits to employee health and motivation	English	Computers in Human Behavior
Fridchay & Reizer (2022)	Fear of Missing out (FOMO): Implications for employees and job performance	English	The Journal of Psychology
Hadlington <i>et al.</i> (2020)	Fear of missing out predicts employee information security awareness above personality traits, age, and gender	English	Cyberpsychology, Behavior, and Social Networking
Hoşgör <i>et al.</i> (2020)	Relationship between nomophobia, fear of missing out, and perceived work overload in nurses in Turkey	English	Article in Perspectives in Psychiatric Care
Louro <i>et al.</i> (2022)	Evidence of validity of the fear of missing out at work scale in Brazilian samples	English	Trends in Psychology
Özcan & Umut (2023)	The role of fear of missing out (FoMO) in the relationship between personality traits and cyberloafing	English	Ege Academic Review
Pandwal <i>et al.</i> (2021)	Study depicting employees FOMO and self-esteem levels has impact on perceived stress thereby influencing mindfulness, work effort and performance at work	English	International Journal of Indian Psychology
Pirkkalainen <i>et al.</i> (2022)	Proximal and distal antecedents of problematic information technology use in organizations	English	Internet Research
Radic <i>et al.</i> (2020)	Connected at sea: The influence of the internet and online communication on the well-being and life satisfaction of cruise ship employees	English	International Journal of Environmental Research and Public Health
Shi <i>et al.</i> (2022)	Research on Chinese employees' fear of missing out based on grounded theory: Connotation, structure and formation mechanism	Chinese	Management Review
Tandon <i>et al.</i> (2021)	Psychological and behavioral outcomes of social media-induced fear of missing out at the workplace	English	Journal of Business Research
Tandon <i>et al.</i> (2022)	Social media induced fear of missing out (FoMO) and phubbing: Behavioural, relational and psychological outcomes	English	Technological Forecasting and Social Change
Van Zoonen <i>et al.</i> (2022)	An analysis of fear factors predicting enterprise social media use in an era of communication visibility	English	Internet Research
Yikilmaz <i>et al.</i> (2023)	Workplace fear of missing out and telepressure: How digital workplace challenges contribute to employee burnout?	English	Üniversite Araştırmaları Dergisi