

The Relationship Between Fear of Missing Out and Psychological Well-Being Among Millennial Employees Using Social Media in Jakarta

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ABSTRACT

This study aims to examine the relationship between Fear of Missing Out (FoMO) and Psychological Well-Being among millennial employees who use social media in Jakarta. The hypothesis posited a negative correlation between FoMO and Psychological Well-Being, suggesting that higher levels of FoMO among employees are associated with lower levels of Psychological Well-Being, and vice versa. The sample consisted of 122 millennial employees who are active social media users in Jakarta. Data were collected using the Online Fear of Missing Out (ON-FoMO) Scale and the Psychological Well-Being Scale. Pearson's product-moment correlation was employed for data analysis. The results revealed a significant negative correlation with a correlation coefficient (r_{xy}) of -0.654 ($p < 0.01$), indicating a substantial inverse relationship between FoMO and Psychological Well-Being among employees. The acceptance of the hypothesis indicated a determination coefficient (R^2) of 0.428, meaning that FoMO accounts for 42.8% of the variance in Psychological Well-Being, with the remaining 57.2% influenced by other factors.

Keywords: *Fear of Missing Out, Psychological Well-Being, Employees, Social Media*

Introduction

As Indonesia approaches its "Golden Indonesia 2045," a pivotal vision aimed at harnessing the demographic dividend to drive significant and sustainable economic growth, the government is focusing on strategic human resource development, particularly among the young generation. Achieving this vision requires maintaining an annual economic growth rate of at least 7% and effectively leveraging the demographic dividend by focusing on human resource development (Hartanto, 2014). Enhancing human capital will transform the demographic bonus into a significant opportunity that will propel the nation towards the realization of Golden Indonesia 2045.

Currently, Indonesia is experiencing a demographic bonus expected to peak by 2030. A demographic bonus occurs when the working-age population far exceeds the number of dependents, creating potential for economic growth through an increase in the workforce. This can be observed through the Dependency Ratio, which currently stands at 44, indicating

that for every 100 working-age individuals (15-64 years), there are approximately 44 non-working-age individuals (Budiati et al., 2018). The Dependency Ratio in 2015 was slightly higher at 48.6, demonstrating a trend toward a more favorable demographic structure that could bolster the demographic bonus from 2020 to 2030. However, to achieve high economic growth rates, it is crucial to focus on developing a quality workforce. Without strategic preparation, the demographic dividend may become a burden rather than a benefit.

According to data from the Central Statistics Agency (BPS) and the Ministry of Women's Empowerment and Child Protection (2020), Indonesia's dependency ratio was 49.20% in 2015, indicating that about 67.02% of the population was of productive age. Furthermore, with millennials making up 33.75% of the total population in 2017, it is estimated that about 50.36% of the productive-age population consists of millennials. This highlights the crucial role of millennials in Indonesia's demographic structure.

Millennials, born between 1980 and the early 2000s, now represent the largest segment of the working-age population. In 2018, this age group, ranging from 24 to 44 years, accounted for about 63.4 million of the total 179.1 million people of working age. Given their significant proportion, millennials play a vital role in shaping Indonesia's social and economic development (Achmad Nur Sutikno, 2020). As of August 2022, the labor force in Jakarta numbered 5,252,396 individuals (Shaid, 2022), spanning several generations including baby boomers, Generation X, millennials, and Generation Z.

To fully capitalize on this demographic dividend, it is crucial to focus on enhancing the quality of human resources, especially among millennials. As the backbone of the future workforce, their potential to utilize the demographic dividend depends on strategic improvements in education, skills, and psychological well-being. Implementing effective strategies in these areas is vital for maximizing the benefits of this demographic opportunity.

One challenge is the widespread use of social media among millennials, which can affect their psychological well-being both positively and negatively. Poor psychological well-being can decrease productivity and work motivation, potentially hindering the achievement of desired economic growth (Al Aziz, 2020).

According to recent data from the Indonesian Internet Service Providers Association (APJII, 2023), internet penetration in Indonesia has reached 78.19%, equivalent to 215.63 million users out of a total population of 275.77 million. This report emphasizes that millennials lead internet usage in Indonesia, accounting for 34.40% of users, while employees or workers constitute 60.32% of total users. Additionally, the Indonesian Digital Report 2022 (We Are Social, 2022) shows that Indonesia has 212.9 million internet users, representing about 77% of the population, with an average daily internet usage of 7 hours and 42 minutes. This underscores the importance of the internet in daily life and the deep integration of digital media in society.

Mobile phones are the primary means of internet access in Indonesia, with 98.3% of internet users relying on these devices. Social media platforms exhibit high penetration rates: WhatsApp (90.9%), Instagram (85.3%), Facebook (81.6%), TikTok (73.5%), Telegram

(61.3%), and X (57.5%). The widespread use of social media indicates a strong trend towards online communication and social interaction. Hikmah & Kunci (2021) note that although social media offers various benefits, many employees excessively engage with platforms such as Instagram, TikTok, or WhatsApp during work hours, which can disrupt cognitive processes and negatively impact productivity.

The extensive use of social media among millennials raises significant concerns about their psychological well-being. Low psychological well-being can diminish motivation and work productivity, potentially affecting economic growth targets. Excessive dependence on social media can lead to stress, anxiety, and cognitive disturbances, which can impair performance and hinder professional development.

Psychological well-being, often referred to simply as well-being, is a fundamental human aspiration. Ryff (1995) defines it as the ability to recognize and develop one's potential. According to Ryff (1995), an individual is considered to have high psychological well-being when they function positively in a psychological sense. Ryff & Keyes (1995) further assert that individuals with high psychological well-being generally are more productive and enjoy better mental and physical health compared to those with lower well-being. A significant factor contributing to low psychological well-being is the Fear of Missing Out (FoMO), as identified by Przybylski (Przybylski et al., 2013). Beyens, Ine; Frison, Eline; Eggermont, (2016) support this view, noting that FoMO indicates a tendency towards negative psychological states. The anxiety and fear associated with FoMO can disrupt an individual's ability to manage their environment, form positive relationships, and maintain self-acceptance. Studies from Suhartono, Y., & Putri (2021) found that employees who use social media intensively are more susceptible to the negative impacts of FoMO compared to those who use social media more moderately. Excessive social media use can exacerbate the effects of FoMO and further decrease an individual's psychological well-being. Previous research by Wulandari, T., & Nugroho (2021) demonstrated that FoMO can increase feelings of stress and exhaustion at work, which in turn affects employees' psychological well-being. High social media use is associated with a higher frequency of checking social media and concerns about missing out on information.

FoMO is defined as anxiety about missing out on social opportunities, causing individuals to continuously stay connected and keep up with others' activities (Przybylski et al., 2013). This fear, along with the accompanying anxiety and worry, can hinder a person's ability to manage their environment, build positive relationships, and maintain self-acceptance (Beyens, Ine; Frison, Eline; Eggermont, 2016). Research has found that those experiencing FoMO often face increased psychological pressure to remain engaged and connected (Beyens, Ine; Frison, Eline; Eggermont, 2016). Participation in social media is particularly appealing to individuals with FoMO. Research by Przybylski et al. (2013) indicates that people with high levels of FoMO tend to be younger, report lower mood, and experience reduced life satisfaction. Moreover, (Przybylski et al., 2013) found that such individuals are more likely to check their phones immediately upon waking up, before going to sleep, and even while driving.

Given the rapid increase in social media use among millennials, particularly in Jakarta, research on the relationship between the Fear of Missing Out (FoMO) and Psychological well-being is highly relevant. Millennials, who dominate the current workforce, are significant social media users, and their FoMO, stemming from concerns about missing out on information or social activities, can impact their psychological well-being. Disruptions in concentration and work productivity due to FoMO are critical issues because they can reduce workplace efficiency and output quality. Additionally, low psychological well-being can negatively affect motivation and work performance. Understanding how FoMO affects employee well-being is crucial for developing strategies to help employees manage and enhance their psychological well-being, ultimately improving their work experience and productivity.

Methods

This study employed scales as tools to measure specific attributes by eliciting participants' responses to prepared statements. These scales aimed to uncover self-disclosures about aspects participants might not be consciously aware of (Azwar, 2016). The study targeted millennial employees in Jakarta who are active social media users, with a sample size of 122 individuals. Data was collected using purposive sampling, a technique that selects participants based on certain criteria or characteristics relevant to the research objectives (Sugiyono, 2016).

The Likert scale was utilized to measure attitudes, opinions, and perceptions related to social phenomena. This method is particularly suitable for exploring the correlations between two variables. To test the research hypotheses, a product moment correlation analysis developed by Pearson was used, focusing on the relationship between Fear of Missing Out (FoMO) and psychological well-being.

Two scales were employed in this study: the Online Fear of Missing Out (ON-FoMO) scale developed by Sette et al. (2020) and later adapted from research by Kurniawan & Utami (2022), and a modified Psychological Well-Being (PWB) scale. The ON-FoMO scale measures four dimensions of FoMO: Anxiety, Need to Belong, Addiction, and Need for Popularity. Individuals with high FoMO levels often exhibit anxiety when disconnected from the latest information or trending activities; a strong desire to feel involved and socially connected; a tendency towards social media or technology addiction; and a continuous need for social acknowledgment or popularity. The reliability of the overall scale, as measured by Cronbach's alpha, was $\alpha = .85$, with individual dimensions ranging from $\alpha = .69$ to $\alpha = .89$.

The Psychological Well-Being (PWB) scale, modified by Fadhil (2021), tested across six dimensions—Self-acceptance, Positive Relations with Others, Autonomy, Environmental Mastery, Purpose in Life, and Personal Growth—showed reliability scores ranging from .543 to .828, confirming its validity and reliability. High levels of PWB are characterized by high self-acceptance, the ability to maintain positive and healthy relationships, strong autonomy, effective environmental mastery, a clear and meaningful life purpose, and ongoing personal growth. These qualities equip individuals to handle life's challenges more effectively and experience greater overall life satisfaction.

By combining these instruments, the study aims to provide a comprehensive analysis of how social media usage influences the psychological well-being of millennial employees in Jakarta, addressing the complex interplay between digital social engagement and mental health outcomes.

Results and Discussion

Data for this study were collected from 122 millennial employees aged 24-44 years who work in Jakarta and are active social media users. The data gathered using the Online Fear of Missing Out (ON-FoMO) and Psychological Well-Being scales served as the basis for hypothesis testing after categorization. This categorization assumed that the population scores of the subjects had a normal distribution, thereby deriving hypothetical scores that are normally distributed (Azwar, 2016). Using both hypothetical and empirical scores, the summarized data includes minimum, maximum, range, standard deviation, and mean values.

Table 1. Data Description of PWB and Fear of Missing Out Scales

Variable	N	Hypothetical Data	Empirical Data
		Mean	Min
Psychological Well-Being	122	65	26
Fear of Missing Out	122	50	20

Based on the descriptive data provided, the research variables were categorized using levels based on normal distribution. This categorization aimed to group individuals according to a continuum, ranking them based on measured attributes (Azwar, 2021). Researchers categorized Psychological Well-Being and Fear of Missing Out among millennial employees in Jakarta. The categorization was based on mean scores and standard deviations with classifications into three categories: high, medium, and low (Azwar, 2021).

Table 2. Categorization of Psychological Well-Being Scores

Guideline	Score	Category	N	Percentage
$X < (\mu - 1\sigma)$	$X < 70$	Low	10	8.2%
$(\mu - 1\sigma) \leq X < (\mu + 1\sigma)$	$70 \leq X < 95$	Medium	93	76.2%
$X \geq (\mu + 1\sigma)$	$X \geq 95$	High	19	15.6%
Total			122	100%

The categorization results indicate that 8.2% (10 subjects) fall within the low category, 76.2% (93 subjects) within the medium category, and 15.6% (19 subjects) within the high

category for Psychological Well-Being. It can be concluded that the majority of employees in Jakarta fall into the medium category for Psychological Well-Being, totaling 93 subjects (76.2%).

Table 3. Categorization of Fear of Missing Out Scores

Guideline	Score	Category	N	Percentage
$X < (\mu - 1\sigma)$	$X < 29$	Low	19	15.6%
$(\mu - 1\sigma) \leq X < (\mu + 1\sigma)$	$29 \leq X < 50$	Medium	91	74.6%
$X \geq (\mu + 1\sigma)$	$X \geq 50$	High	12	9.8%
Total			122	100%

The Fear of Missing Out categorization shows 15.6% (19 subjects) in the low category, 74.6% (91 subjects) in the medium category, and 9.8% (12 subjects) in the high category. Thus, the majority of employees in Jakarta predominantly fall within the medium category for Fear of Missing Out, accounting for 91 subjects (74.6%).

Prior to conducting hypothesis testing with Pearson's product-moment correlation, several prerequisites were met, including normality and linearity tests (Hadi S., 2015).

Normality Test The normality of the variables was assessed using the one-sample Kolmogorov-Smirnov test implemented in IBM SPSS Statistics 26. According to the guidelines for normality testing, if the Kolmogorov-Smirnov test yields a significance value (p) greater than 0.050, the data distribution is considered normal. Conversely, if the p-value is less than or equal to 0.050, the distribution is considered not normal (Hadi, 2015). The results are displayed in Table 4.

Table 4. Normality Test

Tests of Normality	Kolmogorov-Smirnova	Shapiro-Wilk
Statistic	df	Sig.
FoMO	.137	122
PWB	.131	122

*Lilliefors Significance Correction applied

The normality tests for Psychological Well-Being (PWB) and Fear of Missing Out (FoMO) variables indicated non-normal distributions, with KS-Z values of 0.131 and 0.137 respectively, and both having p-values of 0.000 ($p < 0.050$). Despite this, according to Hadi (2015) and Gani et al. (2015), the normality of data does not impact the final results

significantly, particularly when the sample size is large ($N > 30$), as it still approximates a normal distribution.

Linearity Test The linearity test determines if there is a linear relationship between the independent and dependent variables. If the p-value is less than 0.050, it is concluded that a linear relationship exists; otherwise, no linear relationship is present (Hadi, 2015). The results of the linearity test are shown in Table 5.

Table 5. Linearity Test

ANOVA Table	Sum of Squares	df	Mean Square	F	Sig.
PWB * FoMO	Between Groups (Combined)	14536.933	38	382.551	5.870
	Linearity	8530.184	1	8530.184	130.882
	Deviation from Linearity	6006.750	37	162.345	2.491
	Within Groups	5409.493	83	65.175	
	Total	19946.426	121		

The linearity test showed a significant Linearity Sig. value of 0.000, indicating that the assumptions of linearity were satisfied between the independent and dependent variables.

Hypothesis Testing The hypothesis was tested using Pearson's product-moment correlation, developed by Karl Pearson (Sugiyono, 2017). This technique assesses the relationship between two variables. A p-value less than 0.050 indicates a significant correlation. The results, shown in Table 6, indicated a significant negative relationship between Fear of Missing Out and Psychological Well-Being among employees.

Table 6. Correlation Test

Correlations	FoMO	PWB
FoMO	Pearson Correlation	1
	Sig. (2-tailed)	
	N	122
PWB	Pearson Correlation	-.654**
	Sig. (2-tailed)	.000
	N	122

Correlations	FoMO	PWB
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** . Correlation is significant at the 0.01 level (2-tailed).

These findings align with research by Nurul Hikmah and Duryati (2021), which revealed that FoMO negatively impacts Psychological Well-Being by 14.5%. Each increase in Psychological Well-Being score is associated with a decrease in Fear of Missing Out behavior by 0.546. This suggests that lower FoMO scores in students correlate with higher perceived Psychological Well-Being scores, and vice versa. Cahyo and Hadi (2021) also demonstrated that FoMO significantly affects Psychological Well-Being in employees working in urban environments. This study revealed that high social media usage is positively correlated with higher levels of FoMO, which in turn negatively impacts employees' Psychological Well-Being. These statistical analyses reveal a significant positive correlation between social media usage and FoMO ($r = 0.72$), and a significant negative correlation between Fear of Missing Out and Psychological Well-Being ($r = -0.64$). This underscores that FoMO can exacerbate the negative effects of work stress and fatigue, affecting overall Psychological Well-Being.

Ryff & Keyes (1995) highlight several dimensions of Psychological Well-Being (PWB), one of which is self-acceptance. This aspect is a crucial component of mental health and is indicative of self-actualization, optimal functioning, and maturity. Good self-acceptance is characterized by the ability to accept oneself as is. This ability fosters a positive attitude towards oneself and one's life. According to Ryff (1995), this is a high indicator of PWB. Individuals with a good level of self-acceptance have a positive attitude towards themselves, can acknowledge and accept various aspects of themselves, both positive and negative, and maintain a positive view of their past. Conversely, individuals with low self-acceptance tend to be dissatisfied with themselves, disappointed by past experiences, and wish to be someone else, ultimately not being true to themselves.

The correlation analysis in this study also provided effective contributions from PWB accounting for 42.8%, with the remaining 57.2% influenced by other factors. According to Palilati (2021), factors influencing FoMO include gender, need satisfaction, peak social time, social media attraction, and neuroticism. Additionally, factors like openness of information on social media, social one-upmanship, events spread via hashtags, relative deprivation, and the stimulus to acquire information also play roles (JWT Intelligence, 2012).

This study found that subjects within the FoMO categorization indicated that 16.6% (19 subjects) were in the low category, 74.6% (91 subjects) in the medium category, and 9.8% (12 subjects) in the high category. This suggests that the majority of employees in Jakarta experience a moderate level of FoMO, influenced by various social, psychological, and technological factors. According to Ryff and Keyes (1995), PWB involves dimensions like self-acceptance, positive relations, and life purpose.

Moderate well-being may correlate with a moderate level of FoMO, where employees feel sufficiently satisfied but may still feel pressured by social demands or expectations. This moderate level of FoMO among Jakarta employees might indicate that they are in the middle of the satisfaction spectrum, with social factors, technology, and PWB playing significant roles in shaping their experiences related to FoMO.

Further analysis shows that subjects categorized under PWB variables indicated that 8.2% (10 subjects) were in the low category, 76.2% (93 subjects) in the medium category, and 15.6% (19 subjects) in the high category. Therefore, it can be concluded that the level of PWB among employees in Jakarta is mostly moderate at 76.2%, reflecting that many employees feel satisfied and psychologically prosperous. Ryan & Deci (2000) emphasize the importance of basic human needs such as autonomy, competence, and relatedness for PWB. Employees with high PWB likely feel that these needs are met in their work environment.

Given these findings, it can be concluded that there is a negative relationship between FoMO and PWB among millennial social media-using employees in Jakarta. The lower the FoMO experienced by the employees, the higher their PWB. Conversely, the higher the level of FoMO, the lower the PWB. Employees with higher PWB are less likely to experience anxieties like FoMO, possibly because individuals with high PWB may feel less anxious, more stable, happier, and capable of effectively managing stress.

Conclusion

Based on the research and discussions conducted, it can be concluded that there is a negative relationship between Fear of Missing Out and Psychological Well-Being among millennial social media-using employees in Jakarta. The lower the Fear of Missing Out experienced by the employees, the higher their Psychological Well-Being. Conversely, the higher the level of Fear of Missing Out, the lower the Psychological Well-Being. This study shows that Fear of Missing Out significantly contributes to variations in Psychological Well-Being, although other factors also influence the Psychological Well-Being of employees.

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