

## **The Relationship Between Interdependent Self-Construal and Workplace FOMO Among Employees at LPP RRI Bengkulu**

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### **ABSTRACT**

Workplace FoMO is manifested as a form of fear of losing opportunities to gain valuable experiences such as networking, gaining valuable information relevant to work, and contributing to decisions in major organizational projects. This study aims to determine the relationship between interdependent self-construal and workplace FoMO in employees at LPP RRI Bengkulu. The hypothesis proposed in this study is that there is a positive relationship between interdependent self-construal and workplace FoMO in employees at LPP RRI Bengkulu. The higher the interdependent self-construal, the higher the workplace FoMO in employees at LPP RRI Bengkulu. Vice versa, the lower the interdependent self-construal, the lower the workplace FoMO in employees at LPP RRI Bengkulu. The subjects in this study were 60 employees at LPP RRI Bengkulu. The data collection method used is using a Likert model scale and sampling using purposive sampling technique. Data analysis techniques using Pearson Product Moment Correlation analysis. The results of the study obtained a correlation coefficient of  $(r_{xy}) = 0.666$  with significance  $(p < 0.01)$  which means that there is a positive relationship between interdependent self-construal and workplace FoMO in employees at LPP RRI Bengkulu. So that the hypothesis in this study can be accepted. The coefficient of determination ( $R^2$ ) obtained is 0.444. This shows that the interdependent self-construal variable affects the workplace FoMO variable by 44.4% and the other 55.6% is influenced by other factors. And the results also found that there are differences in the level of interdependent self-construal and workplace FoMO between men and women.

**Keywords:** Workplace FoMO, Interdependent Self-Construal, Employees

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### **Introduction**

UU no. 13 of 2003 Chapter I article 1 paragraph 2 states that "Labor is every person who is able to do work to produce goods or services either to meet their own needs or for the community". According to Prasetyo (2014), labor is a very influential factor in the productivity of a company or agency. This is important because labor is the wheel of production for a company and agency and must be utilized as efficiently as possible (Prasetyo, 2014). According to Widjaja (in Onibala, Gosal, & Kasenda, 2019) Employees are human workers who require mental and mental use so that they become one of the factors to achieve certain goals in work efforts in an organization, company, agency, or institution. One of the

institutions operating in Indonesia is LPP RRI or the Republic of Indonesia Radio Public Broadcasting Institution.

LPP RRI is the only radio that uses the name of the country. Reporting from the official PPID RRI website stated that RRI carried out broadcasts aimed at the interests of the state. Founded on September 11, 1945, RRI had the task of acting as a struggle radio, so that through RRI the proclamation of independence for the Republic of Indonesia became widely known to the public both nationally and internationally (PPID RRI). According to Law Number 32 of 2002 concerning Broadcasting, Article 14 mandates RRI as a public broadcasting institution in the form of a legal entity established by the state, which is independent, neutral, non-commercial, and functions to provide services for the benefit of the community.

According to Effendy, Yulistiowati, & Wibowo (2020), LPP has the main function of serving the public interest because of the name of the institution which is called a public service broadcasting institution. This public service must have characteristics such as 1). Programs that have diverse content and cover the tastes of all groups; 2). Not forgetting and paying attention to minority citizens; 3). The main priority is to maintain language, culture, and national identity; 4). Prioritize broadcast quality in existing programs; 5). Having editorial independence, and not taking sides with the interests of certain groups (McQuail in Effendy, Yulistiowati, & Wibowo, 2020). Additionally, according to Effendy, Yulistiowati, and Wibowo (2020), a Public Broadcasting Institution (LPP) must understand the aspirations of the public and also establish good relations with the public. This of course causes many demands from LPP RRI's tasks which require employee involvement in carrying them out.

In the research carried out Dewi, Setiadi, and Mulyantini (2022) explained that employees aged 21-25 years prioritize seeking knowledge, skills, and experience. Employees in the age range of 26-35 years are quite experienced at work and have concerns regarding the future so the majority of these employees begin to compare career achievements and successes and at this age employees also begin to look for a better career path to prepare for the future (Dewi, Setiadi, & Mulyantini, 2022). This causes employees in this age range to have greater motivation in terms of achieving a better career path to prepare for their future.

According to Budnick, Rogers, and Barber (2020), FoMO in the workplace has a negative impact on health and well-being but also provides behavioral benefits to the source of motivation to generate a lot of employee work-related communication and work engagement in general. This is also a motivation that is expected to facilitate high work involvement, especially enthusiasm when working, having a high dedication to work, and enjoying the work process (Bakker & Demerouti in Budnick, Rogers, and Barber, 2020). FoMO in general, is a difficulty in being separated, rejected, or excluded from one's social life (Baumeister & Tice in Budnick, Rogers, & Barber, 2020). This behavior shows the need for social acceptance (Budnick, Rogers, & Barber, 2020). Thus, these needs cause stress and negative influences (Beekman, Stock, & Marcus in Budnick, Rogers, & Barber, 2020)

According to Budnick, Rogers, and Barber (2020), workplace FoMO is a widespread concern when compared to other employees and may allow individuals to miss out on valuable career opportunities while away or disconnected from work. Workplace FoMO was created as a form of fear of losing the opportunity to gain valuable experience such as development networking, obtain valuable information relevant to work, and contribute to decisions in key organizational projects (Budnick, Rogers, and Barber, 2020).

According to Budnick, Rogers, and Barber (2020) there are two aspects of workplace FoMO this is relation exception (relational exclusion), and information exclusion (Informational exclusion). Relation exception (relational exclusion) namely the employee's fear of being excluded from establishing professional relationships with co-workers, gives rise to feelings of not being good at work (Budnick, Rogers, dan Barber, 2020). Exclusion information (Informational exclusion) is the employee's fear of missing out on important work-relevant information (Budnick, Rogers, & Barber, 2020).

The research carried out by Budnick, Rogers, and Barber (2020) shows that Workplace FoMO affects work fatigue and behavior of checking messages during working hours but does not affect the work well-being of employees and students. Research conducted by Lombardo (2022) shows that self-construal is a significant predictor of workplace FoMO compared to personality and interdependent self-construal has a high probability of experiencing workplace FoMO higher than independent self-construal for workers who work at least 12 hours per week.

Researchers conducted interviews on May 15 2024 to obtain initial research data. Interviews were conducted based on aspects of workplace FoMO that is relation exception (relational exclusion), and information exclusion (Informational exclusion). The results of interviews conducted by researchers with ten employees at LPP RRI Bengkulu with an age range of 20-35 years as research subjects found that there was behavior workplace FoMO which is quite high. Where employees consider that relationships and information are important things to support their careers and work. This also raises concerns if employees do not get the opportunity to relate to colleagues and do not get relevant information related to their work.

Employees who have workplace FoMO based on aspects relation exception (relational exclusion) show behavior such as wanting to contribute to the implementation of programs or activities at LPP RRI Bengkulu and staying in touch with other employees. Even though employee roles have been prepared by the office, some employees offer to contribute to these activities so that they are not left behind in implementing these activities. According to these employees, having relationships is important to support their careers and help them continue their work. This shows workplace FoMO what happened to employees at LPP RRI Bengkulu in terms of aspects of relation exception (relational exclusion).

Employees who have tendencies to workplace FoMO based on the information exclusion aspect (Informational exclusion) show behavior such as checking information through the application WhatsApp. This is done to find out information related to programs or activities

that require employee involvement in them. Information related to training to support career needs is also provided via WhatsApp so that employees check information periodically through the application. According to these employees, this information must always be checked so that no information related to the job is left out. This shows workplace FoMO what happened to employees at LPP RRI Bengkulu was reviewed from the aspect of information exceptions (Informational exclusion).

According to Baumeister and Leary (in Abel, Buff, and Burr, 2016) social exclusion (social exclusion) can cause anxiety because it can signal a loss of a sense of belonging. Social comparison theory (social comparison theory) states that individuals will judge themselves based on comparisons with other individuals, and evaluate this (Festinger in Abel, Buff, & Burr, 2016). An individual's view regarding their social relationships with other individuals is called self-construal (Markus & Kitayama in Ramadhan & Ardias, 2019).

According to Markus and Kitayama (in Ramadhan and Ardias, 2019), self-construal is an individual's view regarding the connection and separation between himself and other individuals. Markus and Kitayama (in Ramadhan and Ardias, 2019) differentiate Self-construal into two dimensions: independent, and interdependent. Independent self-construal is an individual's view of himself as an independent individual who can control himself. (Prize in Ramadhan & Ardias, 2019). Whereas interdependent self-construal is the view of individuals who feel that they are more useful when they relate to their social community and individuals with interdependent self-construal will be motivated to adapt to other people to continue to connect and relate (Priza in Ramadhan & Ardias, 2019). Each individual must have a side independent and interdependent but basically, the individual will be more dominant on one side of the group self-construal. This depends on the cultural background and situation faced by each individual (Sulastra & Handayani, 2021).

By definition, self-construal is a view of individuals regarding their relationships with other people. Independent self-construal with a separate person from other people while interdependent self-construal with individuals who are in constant contact with other people. Therefore, Dogan (2019) in his research argues that individuals with interdependent self-construal will care more about what other people are doing than the individual with independent self-construal. This is also related to behavior FoMO according to Przybylski, Murayama, DeHaan, and Gladwell (2013), individuals always want to connect with other individuals.

The research carried out by Lombardo (2022) shows that self-construal is a significant predictor of workplace FoMO compared to personality type. There is also that interdependent self-construal has a high probability of experiencing workplace FoMO higher than independent self-construal on workers. Based on the description above, then the researcher proposes a hypothesis on the relationship between interdependent self-construal to workplace FoMO among employees at LPP RRI Bengkulu is a positive relationship.

According to Budnick, Rogers, and Barber (2020) workplace FoMO or FoMO in the workplace is a widespread concern that compared to other employees, individuals may miss

out on valuable careers and opportunities while away or disconnected from work. Workplace FoMO must be realized as a form of fear of losing opportunities to gain valuable experience such as building networking, obtaining valuable information relevant to work, and contributing to key organizational decisions and projects (Budnick, Rogers, & Barber, 2020). Budnick, Rogers, and Barber (2020) assume there are two internal aspects of workplace FoMO this is relation exception (relational exclusion), and information exclusion (Informational exclusion).

According to Baumeister and Leary (in Abel, Buff, and Burr, 2016) social exclusion (social exclusion) can cause anxiety because it can signal a loss of a sense of belonging. Social comparison theory (social comparison theory) states that individuals will judge themselves based on how they compare themselves with other individuals, and individuals will compare themselves with other people and evaluate this (Festinger in Abel, Buff, & Burr, 2016). An individual's view regarding their social relationships with other individuals is called self-construal (Markus & Kitayama in Ramadhan & Ardias, 2019).

According to Markus and Kitayama (in Ramadhan and Ardias, 2019), interdependent self-construal is the view that one is part of one's social group. Cross, Hardin, & Gercek-Swing (2011) divide interdependent self-construal divided into two aspects, namely Relational-Interdependent and Collective-Interdependent.

### **Methods**

The method used in this research is quantitative. The data analysis method used is the Correlation Analysis Product Moment. This technique is used to see whether there is a relationship or correlation between interdependent self-construal and workplace FoMO to employees at LPP RRI Bengkulu.

Workplace Fear of Missing Out or FoMO at work is a widespread concern or fear due to missed opportunities or positive experiences at work that other individuals have had. Variable workplace FoMO is measured using a scale modified from the scale compiled by Budnick, Rogers, and Barber (2020). The scale consists of two aspects, namely Relation exception (Relational exclusion) and Information exclusion (Informational exclusion).

Self-construal is an individual's view of his involvement with other individuals in interacting with the surrounding environment which is divided into connectedness and separateness. Markus and Kitayama (in Ramadhan and Ardias, 2019) divide self-construal into two dimensions, viz interdependent self-construal and independent self-construal. Variable Interdependent self-construal was measured using a scale modified by Lombardo (2022) based on tools measured by Singelis (1994). This measuring instrument is arranged based on the dimensions proposed by Markus and Kitayama (in Singelis, 1994), namely interdependent self-construal.

The subjects in this research were employees at LPP RRI Bengkulu, men and women. Before conducting the research, the researchers conducted a scale trial on 45 employees at LPP RRI Yogyakarta. This aims to determine the validity and reliability values.

Scale workplace FoMO has 10 items and no items were dropped after testing the scale. The different power of the items obtained moves from 0.452 to 0.712. The reliability obtained was 0.882. whereas, scale interdependent self-construal has 12 items, and 2 items are dropped. So only 10 items were declared valid with the item difference power obtained moving from 0.304 to 0.602. The reliability obtained was 0.754.

Research data was collected by distributing the scale via Google form to respondents. The data collection method used in this research is a Likert scale model. The data analysis method used is product-moment correlation analysis.

## **Results**

Categorization of subjects based on gender shows that of the 60 respondents, there were 60% men (36 people) and 40% women (24 people). In the age categorization, there were 43.3% (26 people) with an age range of 21-35 years and 56.7% (34 people) with an age of  $\geq 36$  years. In the categorization of work period, there are 45% (27 people) who have a work period of  $\leq 5$  years, 3% (2 people) who have a work period of 6-10 years, 17% (10 people) who have a work period of 11-15 years. Years, 3% (2 people) have a work period of 16-20 years, and 10% (6 people) have a work period of  $\geq 20$  years.

Variable score hypothetical data workplace FoMO for employees at LPP RRI Bengkulu with a total of 10 items, a minimum score of  $1 \times 10 = 10$  was obtained, a maximum score of  $4 \times 10 = 40$ , a hypothetical mean  $(10 + 40) : 2 = 25$ , a hypothetical distribution range of  $40 - 10 = 30$ , standard deviation  $(40 - 10) : 6 = 5$ . Meanwhile, the results of the empirical scores obtained a minimum score of 22, a maximum score of 40, an average (mean) of 31.22, an empirical distribution of 20.342, and a standard deviation of 4.510.

Variable score hypothetical data Interdependent self-construal for employees at LPP RRI Bengkulu with a total of 10 items, a minimum score of  $1 \times 10 = 10$  was obtained, a maximum score of  $4 \times 10 = 40$ , a hypothetical mean  $(10 + 40) : 2 = 25$ , a hypothetical distribution range of  $40 - 10 = 30$ , standard deviation  $(40 - 10) : 6 = 5$ . Meanwhile, the results of the empirical score obtained a minimum score of 22, a maximum score of 40, an average (mean) of 32.23, an empirical distribution of 14.928, and a standard deviation of 3.864.

Based on scale categorization workplace FoMO on employees of LPP RRI Bengkulu with a total of 60 subjects, it was found that 63.3% (N=38) of the subjects had workplace FoMO which was high, 36.7% (N=22) of subjects had workplace FoMO moderate, and 0% (N=0) of subjects had workplace FoMO the low one. This shows that the dominant subject has workplace FoMO the high one. And the results of the scale categorization Interdependent self-construal of 60 employees at LPP RRI Bengkulu, it was found that 70% (N=42) of the subjects had Interdependent Self-Construal which was high, 30% (N=18) of subjects had Interdependent Self-Construal moderate, and 0% (N=0) of subjects had Interdependent Self-Construal the low one. This shows that the dominant subject has an Interdependent Self-Construal the high one.

Based on the results of the normality test on the variables workplace FoMO The obtained KS-Z value = 0.106 with  $p = 0.089$  ( $p > 0.05$ ). This shows that the distribution of data on the variables workplace FoMO is normally distributed. The results of the normality test on the variables Interdependent Self-Construal The obtained KS-Z value = 0.118 with  $p = 0.036$  ( $p < 0.05$ ). This shows that the distribution of data on the variables' Interdependent Self-Construal is not normally distributed. However, Hadi (2015) states that whether the data in the research is normal or not does not affect the final results and if the number of subjects in the research is  $\geq 30$  then the data can be said to be normally distributed.

Results of the linearity test on both variables workplace FoMO and Interdependent Self-Construal obtained  $F = 44,300$  and  $p < 0.01$  ( $p < 0.05$ ) then it can be assumed that the variable workplace FoMO and Interdependent Self-Construal has a linear relationship. In the correlation test, the correlation is obtained from the Pearson correlation amounting to ( $r_{xy}$ ) = 0.666 with significance ( $p < 0.01$ ). This shows that there is a positive relationship between workplace FoMO to Interdependent Self-Construal among employees at LPP RRI Bengkulu.

Results of scale categorization workplace FoMO on 60 employees at LPP RRI Bengkulu, the results obtained were 63.3% (N=38) of subjects had workplace FoMO which was high, 36.7% (N=22) of subjects had workplace FoMO moderate, and 0% (N=0) of subjects had workplace FoMO the low one. This shows that the dominant subject has workplace FoMO the high one. Workplace FoMO was created as a form of fear of losing the opportunity to gain valuable experience such as development networking, obtain valuable information relevant to work, and contribute to decisions in key organizational projects (Budnick, Rogers, and Barber, 2020). Workplace FoMO employees at LPP RRI Bengkulu are in the high category. This can happen because the responsibilities and characteristics of LPP RRI are quite numerous. As Effendy, Yulistiowati, and Wibowo (2020) stated the LPP has the main function of serving the public interest, must understand the aspirations of the public, and also establish good relations with the public. So, individuals who experience Workplace FoMO will try to contribute to the organization's main projects (Budnick, Rogers, and Barber, 2020).

## **Discussions**

According to Budnick, Rogers, and Barber (2020), FoMO in the workplace has a negative impact on health and well-being but also provides behavioral benefits to the source of motivation to generate a lot of employee work-related communication and work engagement in general. This is also a motivation that is expected to facilitate high work involvement, especially enthusiasm when working, having a high dedication to work, and enjoying the work process (Bakker & Demerouti in Budnick, Rogers, and Barber, 2020).

Fear of Missing Out is influenced by several factors, including interdependent self-construal (Dogan, 2019), gender (Przybylski, Murayama, DeHaan, & Gladwell, 2013), age and length of service (Lombardo, 2022). Dogan (2019) in his research argues that individuals with interdependent self-construal will care more about what other people are doing than the individual with independent self-construal. This is also related to behavior FoMO according

to Przybylski, Murayama, DeHaan, and Gladwell (2013), individuals always want to connect with other individuals. Results of scale categorization Interdependent self-construal of 60 employees at LPP RRI Bengkulu, it was found that 70% (N=42) of the subjects had Interdependent Self-Construal which was high, 30% (N=42) of subjects had Interdependent Self-Construal moderate, and 0% (N=0) of subjects had Interdependent Self-Construal the low one. This shows that the dominant subject has an Interdependent Self-Construal the high one.

The next factor that influences Fear of Missing Out is gender. Research conducted by Przybylski, Murayama, DeHaan, & Gladwell (2013) men are more likely to suffer FoMO compared to women. Then, research conducted by Vonna (in Amimi and Yusra, 2024) also shows there is a Fear of Missing Out in men who tend to be taller than women. Results from variable difference test results workplace FoMO based on gender, Sig value on the variable workplace FoMO amounting to 0.041 ( $<0.05$ ). This shows that there are differences in level workplace FoMO on employees at LPP RRI Bengkulu based on gender.

The next factor that influences Fear of Missing Out is age. In the research carried out Lombardo (2022) states that younger ages tend to experience workplace FoMO higher. Younger ages are more connected and want to be involved with their environment (Lombardo, 2022). And on the research carried out Dewi, Setiadi, and Mulyantini (2022) explained that employees aged 21-25 years prioritize seeking knowledge, skills, and experience. And employees between the ages of 26-35 years are anxious about the future so the majority of these employees begin to compare their achievements and career success. Meanwhile, employees  $> 35$  years old are satisfied with their work (Dewi, Setiadi, & Mulyantini, 2022). This is what makes researchers divide the age of the subjects into two categories, namely employees aged 21-35 years and  $> 35$  years.

Years of work are also a significant predictor of a relationship with workplace FoMO (Lombardo, 2022). According to Nyoman, Candra, and Ardana (2016) stated that employees with  $\leq 5$  years of service do not have as much experience as other employees with  $> 5$  years. The lower a person's experience, the higher the occurrence of workplace FoMO in that individual (Lombardo, 2022).

The results of the determinant coefficient value ( $R^2$ ) found in this study have a value of 0.444. This shows that the variable interdependent self-construal influence variables workplace FoMO amounting to 44.4% and the other 55.6% were influenced by other factors. Based on these findings, it can be said that the hypothesis in this research can be accepted. Variable interdependent self-construal significantly influences the variables of workplace FoMO to employees at LPP RRI Bengkulu. The findings in this study are supported by previous research. One thing that supports this research is research conducted by Lombardo (2022) which shows that self-construal is a significant predictor of workplace FoMO compared to personality and interdependent self-construal has a higher probability of experiencing workplace FoMO higher than independent self-construal for workers who work at least 12 hours per week.



## **Conclusion**

This research aims to determine the relationship between interdependent self-construal to workplace FoMO to employees at LPP RRI Bengkulu. Based on the results and discussion, there is a positive relationship between interdependent self-construal to workplace FoMO to employees at LPP RRI Bengkulu. The higher it is interdependent self-construal then the higher it is workplace FoMO to employees at LPP RRI Bengkulu. Vice versa if it gets lower interdependent self-construal then the lower it is workplace FoMO to employees at LPP RRI Bengkulu. Based on these findings, it can be said that the hypothesis in this research can be accepted.

Based on scale categorization workplace FoMO in LPP RRI Bengkulu employees the subject has workplace FoMO the high one. And on scale categorization workplace FoMO in LPP RRI Bengkulu employees the subject has interdependent self-construal the high one. This research also shows that there are differences in levels of workplace FoMO and interdependent self-construal between men and women.

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