

# THE IMPACT OF SELF-SATISFACTION AND DISTRACTION ON KALLA INTI KARSA EMPLOYEES PERFORMANCE WITH FOMO MODERATION

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**Abstract:** Social media can hinder employee performance in companies, as varying levels of complacency and distraction affect productivity. This research aims to determine the effect of self-satisfaction and work distractions on employee performance, with Fear of Missing Out (FOMO) as a moderator. This research methodology uses primary data with a non-probability sampling approach, involving 135 Kalla Inti Karsa employees who have work experience of at least one year, including positions up to middle manager level. Participant demographics included a wide range of ages, genders, and educational backgrounds, providing a comprehensive picture of the population studied. Data analysis was carried out using Structural Equation Modeling (SEM) with the help of SmartPLS software. The research results show that self-satisfaction has a significant and positive influence on employee performance. In contrast, workplace distractions did not show a significant negative effect on performance. These findings indicate that although work distractions may occur, other factors such as self-satisfaction have more influence on employee productivity. Additionally, FOMO significantly and positively moderates the relationship between self-satisfaction and performance, indicating that satisfied employees tend to be more productive, especially in the context of concerns about missing important information. However, FOMO did not significantly moderate the impact of workplace distractions on performance, underscoring that such distractions may not have a major impact on employee productivity. Thus, this study emphasizes the importance of self-satisfaction in improving employee performance and suggests that moderating factors such as FOMO can strengthen the relationship, while the impact of workplace distractions needs to be further investigated to understand the context.

**Keywords:** Self-satisfaction, Distraction, Performance, Fear Of Missing Out (FOMO)

**Abstrak:** Media sosial dapat menghambat kinerja karyawan di perusahaan, karena tingkat kepuasan diri dan gangguan yang berbeda-beda memengaruhi produktivitas. Penelitian ini bertujuan untuk mengetahui pengaruh kepuasan diri dan gangguan kerja terhadap kinerja karyawan, dengan Fear of Missing Out (FOMO) sebagai moderator. Metodologi penelitian ini menggunakan data primer dengan pendekatan non-probability sampling, melibatkan 135 karyawan Kalla Inti Karsa yang memiliki

pengalaman kerja minimal satu tahun, termasuk posisi hingga level manajer menengah. Demografi peserta mencakup berbagai usia, jenis kelamin, dan latar belakang pendidikan, memberikan gambaran yang komprehensif mengenai populasi yang diteliti. Analisis data dilakukan menggunakan Structural Equation Modeling (SEM) dengan bantuan software SmartPLS. Hasil penelitian menunjukkan bahwa kepuasan diri memiliki pengaruh signifikan dan positif terhadap kinerja karyawan. Sebaliknya, gangguan di tempat kerja tidak menunjukkan pengaruh negatif yang signifikan terhadap kinerja. Temuan ini mengindikasikan bahwa meskipun gangguan kerja mungkin terjadi, faktor-faktor lain seperti kepuasan diri lebih berpengaruh pada produktivitas karyawan. Selain itu, FOMO secara signifikan dan positif memoderasi hubungan antara kepuasan diri dan kinerja, menunjukkan bahwa karyawan yang merasa puas cenderung lebih produktif, terutama dalam konteks kekhawatiran akan kehilangan informasi penting. Namun, FOMO tidak secara signifikan memoderasi dampak gangguan di tempat kerja terhadap kinerja, menggarisbawahi bahwa gangguan tersebut mungkin tidak memiliki dampak besar pada produktivitas karyawan. Dengan demikian, penelitian ini menekankan pentingnya kepuasan diri dalam meningkatkan kinerja karyawan dan menunjukkan bahwa faktor moderasi seperti FOMO dapat memperkuat hubungan tersebut, sementara dampak gangguan di tempat kerja perlu diteliti lebih lanjut untuk memahami konteksnya.

**Kata Kunci:** Kepuasan diri, Gangguan, Kinerja, FOMO

## INTRODUCTION

Technological advancements in globalization demand companies to be adaptive and innovative, focusing on rapid information and digital access. Business competition hinges on quality human resources, crucial for sustaining performance. According to Hadari Nawawi, human resources are essential, inseparable factors in an organization's development and success (Rahman, 2020). To achieve goals, companies need effective management strategies to optimize human resources. Factors like good performance governance create an efficient work environment. Self-dissatisfaction and distractions, including excessive social media use and fear of missing out, can reduce productivity and work motivation, leading to decreased performance (Ismail, 2023). Employee performance, measured by indicators like quality of work and punctuality, reflects their completion of responsibilities (Robbins, 2017). Good performance boosts company efficiency. However, uncontrolled social media use negatively impacts performance and causes work delays (Tandon, 2021), with many Indonesian employees managing multiple social media accounts. As the rapid progress of digital technology and globalization increasingly change the dynamics of the world of work, much research focuses on factors that influence employee performance, such as job satisfaction, human resource management, and the influence of social media. However, although many studies have discussed the impact of social media on performance, there has not been much research that investigates in depth the role of Fear of Missing Out (FOMO) as a moderating factor in the relationship between social media use and performance at work. FOMO, which refers to feelings of anxiety or worry due to feeling left behind in following current

social trends or information, has the potential to exacerbate the negative impact of social media distractions on work productivity.

Most of the existing research emphasizes the impact of social media as a direct disruption to performance without considering individual psychological influences such as FOMO which can modify the way a person interacts with social media, as well as how much influence it has on work behavior and performance. For example, although some studies suggest that excessive use of social media can disrupt concentration and increase stress in the workplace, few have explored how psychological factors such as FOMO can exacerbate these problems by changing how individuals manage their time and energy at work.

A Jobstreet survey found 81% of Indonesian employees access social media at work, spending over 4 hours daily, with 56% dissatisfied with their jobs. Hootsuite and We Are Social reported 72% experienced work distractions due to social media, highlighting a significant issue among Indonesian employees. Excessive social media use during work hours hampers productivity, while controlled use can provide temporary relief. (Sinaga, 2022). Social media can boost self-satisfaction, driven by emotional and cognitive reactions (Firmansyah, 2021). Companies must consider individual employee needs and satisfaction to optimize performance and enhance productivity. In the company context, understanding and accommodating each employee's self-satisfaction is crucial for optimizing performance. Companies that pay attention to individual needs, including self-satisfaction, are more likely to achieve optimal performance levels. An inclusive approach helps create a supportive work environment that motivates employees to contribute maximally.

However, distractions at work can significantly hinder productivity, causing delays and suboptimal performance. These distractions often stem from activities outside the work realm, such as uncontrolled use of technology. Excessive focus on social media can lead to serious issues, diverting attention from responsibilities and negatively impacting productivity. While social media can reduce stress and provide entertainment during breaks, it can also cause dissatisfaction and introduce negative influences that clash with the workplace environment. Additionally, social media addiction can lead to decreased productivity and psychological effects like fear of missing out (FOMO). FOMO, the anxiety of missing out on current events, can reduce job satisfaction and performance. Employees affected by FOMO may prioritize unnecessary activities over work, leading to a lack of focus, unsatisfactory work results, and decreased motivation.

Companies must address these distractions to maintain high employee performance. Social media, while beneficial for inspiration and stress relief, must be used in moderation. Companies should create policies to manage social media use, ensuring it does not interfere with work. This research is highly relevant in today's competitive and demanding work environment. Self-satisfaction, workplace distractions, and FOMO are significant factors affecting employee performance. The findings offer valuable insights for companies and individuals to navigate these challenges, contributing to the fields of psychology, management, and communication. This research has the potential to be published in scientific journals,

furthering knowledge and practice in these areas. This research is grounded in Social Cognitive Theory by Albert Bandura, suggesting most human learning occurs in social environments (Yanuardianto, 2019), and Robert S. Baron's Distraction Conflict Theory, which posits that work performance is influenced by surrounding distractions. These theories relate to individual behavior at work, where social issues, distractions, and dissatisfaction impact performance.

Kalla Inti Karsa, established in 1995, operates in the commercial property sector in Makassar. Despite successfully managing various properties like Ratu Indah Mall and Nipah Park, the company faces challenges with employee performance. Observations and questionnaire data from 30 employees reveal that interpersonal conflicts and work-life balance issues contribute to suboptimal performance. Performance data shows a decline in net profit from 28% in 2017 to 23% in 2019, indicating persistent issues in maintaining high performance levels.

As Muslims, of course we are commanded to work well and seriously. The Al-Qur'an and Hadith are the life guidelines for Muslims in carrying out their daily activities. This needs to be implemented so that our activities can be worthy of worship. The command to work seriously has been stated in the word of Allah SWT in QS. At-Taubah/9:105;

وَقُلْ أَعْمَلُوا فَسَيَرَى اللَّهُ عَمَلَكُمْ وَرَسُولُهُ وَالْمُؤْمِنُونَ وَسَتُرَدُّونَ إِلَىٰ عِلْمِ الْغَيْبِ  
وَالشَّهَادَةِ فَيُنبِّئُكُمْ بِمَا كُنْتُمْ تَعْمَلُونَ

Translation:

“Say, “Work. God will see your work, and so will His Messenger, and the believers. Then you will be returned to the Knower of secrets and declarations, and He will inform you of what you used to do.”

The verse above explains that humans, especially Muslims, are commanded to work sincerely and seriously. Do good deeds without Riya' aim so that the deeds done are sincere because of Allah Subhanahu Wa Ta'ala. Good employee performance is very necessary in a company in order to achieve common goals. This is beneficial for developing a positive work environment and increasing employee welfare. World development certainly cannot be avoided, especially in an adaptive and innovative environment. Human resources can only continue to improve themselves so that they are serious about their work, the impact of which is that the company's performance becomes optimal. Referring to the theory developed by Abraham Maslow regarding human needs, each individual certainly has his or her own satisfaction, especially in terms of work. Someone will look for comfort so that it can trigger a cognitive impact on improving performance. However, the adaptive environment of Kalla Inti Karsa Makassar will result in unhealthy social comparisons. The impact is a decrease in productivity and a sense of security in an environment.

#### THEORITICAL REVIEW

Albert Bandura's Social Cognitive Theory emphasizes individual interactions within their surroundings. Highlighted in "Social Foundations of Thought and Action," this theory expands on behaviorism by incorporating mental processes in action determination. Bandura posits that individuals control their thoughts and

actions, influenced by environmental and internal factors. Human learning occurs socially through observation, knowledge, skills, and attitudes, affecting behavior. Social recognition impacts self-perception, with behavior influenced by observed models and reinforced through symbolic processing (Aruny Amalia Syahida, 2022).

Employees learn through observation, adopting strategies, attitudes, and behaviors modeled by colleagues and leaders. This learning process extends beyond just acquiring skills; it also includes the development of problem-solving approaches, work ethic, and coping strategies. A critical factor influencing employee behavior is self-efficacy – the belief in one’s capabilities. High self-efficacy leads to greater effort, persistence, and ultimately, enhanced performance, while low self-efficacy may result in avoiding challenges and underperformance.

Bandura’s Social Cognitive Theory (SCT) offers a valuable framework for understanding these dynamics in the workplace. The theory emphasizes reciprocal determinism, where personal characteristics (such as skills and attitudes), environmental factors (like workplace culture and interactions), and behaviors interact and shape each other in an ongoing cycle. Self-regulation, another key component of SCT, empowers employees to set goals, monitor their progress, and adjust their actions. This ability to self-manage contributes to increased job satisfaction and improved performance.

However, despite the robustness of SCT in explaining employee learning and performance, there is a notable gap in research related to how workplace distractions – particularly driven by social media – impact these processes. While previous studies have explored the influence of distractions on employee performance, less attention has been paid to how distractions like Fear of Missing Out (FOMO) affect self-regulation, motivation, and ultimately job satisfaction in workplace contexts. Addressing this gap could provide deeper insights into how modern digital distractions shape workplace behavior and learning.

Recent studies (Smith, 2023) have highlighted the increasing role of social media in employee satisfaction and workplace distraction. For instance, the pervasive use of social media platforms during work hours has been linked to decreased focus, increased stress, and a diminished sense of job satisfaction. At the same time, social media’s role in fostering a sense of connection and community has been shown to enhance employee engagement when managed effectively. These findings underscore the dual impact of digital distractions in the workplace, emphasizing the need for more research on how employees can self-regulate their social media use to maintain productivity and well-being.

Incorporating these recent insights into the Social Cognitive Theory framework, we can better understand how the interplay of self-efficacy, self-regulation, and environmental factors – such as social media distractions – shapes employee behavior, performance, and satisfaction in today’s digital workplace. Management is a science and art that involves the process of achieving organizational goals by utilizing available resources efficiently and effectively. There are elements in management which are often referred to as 6M, namely men, money, method, materials, machines and market. These elements are important factors that

must be managed well in order to achieve success in organizational operations and development (Imbron, 2021). According to cognitive theory, it plays an important role in management by providing deep insight into the way individuals think, learn, and adapt in the work environment. In a management context, this theory helps understand employees' decision-making processes, how they process information, as well as how they respond to complex situations. The use of cognitive theory in training and development programs can improve employees' cognitive skills, such as problem solving and creativity, which are essential for high performance in organizations.

Apart from that, cognitive theory is also relevant in the context of self-satisfaction. Employee self-satisfaction is often influenced by their perception of performance and goal achievement. When employees feel successful in overcoming challenges and achieving set goals, their level of self-satisfaction increases, which then has a positive impact on their motivation and productivity. On the other hand, distraction while working, which is an interference with cognitive processes, can reduce concentration and performance. Factors such as stress, noise, or technological distractions can distract employees from important tasks.

Self-satisfaction refers to the feeling of contentment, satisfaction, or happiness that an individual feels towards himself. This is closely related to feelings of personal accomplishment, achieving goals, or meeting one's own expectations. Self-satisfaction can stem from various aspects of life, including career, education, interpersonal relationships, and other personal achievements (Deci R. M., 2001). Self-satisfaction has a variety of positive benefits for individuals. When someone feels satisfied with themselves, this can have a significant impact on mental and emotional well-being (Ed Diener S. O., 2009).

Self-satisfaction is not just about achieving external achievements, but also about developing personal strengths and core values that are important to the individual. Based on research conducted by Ch. Platisa, P. Reklitis, S. Zimeras with the research title "Relation between job satisfaction and job performance in healthcare services", provides results that the relationship between productivity and job satisfaction is also considered strong (Ch. Platis, 2015). In this process, individuals can feel satisfied with being the best version of themselves and living according to their goals and values (Seligman, 2002). there are indicators of self-satisfaction such as goal achievement, personal success, quality of relationships and life balance (Ed Diener .. R., 2010).

On the other hand, there is Distraction at work, which is a situation where employees experience diversion of attention from the main task due to external interference. These distractions can come from a variety of sources such as text messages or phone calls, email or social media notifications, chats with coworkers, environmental noise, or personal problems that affect focus. When employees are distracted, they lose concentration on the work being done (Gloria, 2005). Based on research conducted by Mehmet A. Orhan, Sylvaine Castellano, Insaf Khelladi, Luca Marinelli, Filippo Monge with the research title "Technology distraction at work. Impacts on self-regulation and work engagement", provides results that this research provides further understanding of how technological disruption affects performance and about how a person controls this (Mehmet A. Orhan, 2021).

It is still in the same discussion that difficulty concentrating, decreased productivity, increased error rates and decreased levels of satisfaction are indicators of distraction. It is important for individuals and organizations to recognize and overcome distraction at work. Some strategies that can be implemented include creating a work environment with minimal distractions, managing focused work time, limiting access to sources of distraction such as the telephone or social media during working hours, and developing effective time management habits. Carrying out practices like these can help improve focus, efficiency and quality of work, thereby achieving better levels of productivity (John P. Trougakos, 2015).

Self-satisfaction and distraction at work are aspects that can influence performance. According to Armstrong, performance is the result of work that has a strong connection with the organization's strategic goals, customer satisfaction and economic contribution. Performance or work achievement is the level of success of a person in carrying out their duties. "Level of performance" refers to the extent to which a person or organization successfully completes its work (Armstrong M. &, 2002). Herzberg argued that factors such as recognition, achievement, responsibility, and advancement in work provide satisfaction and intrinsic motivation that improve employee performance. Apart from that, Herzberg also emphasized the importance of a supportive work environment and fair management policies in creating good performance (Hackman, 1980). According to Robbins, performance indicators can include work quality, timeliness, initiative and ability. which of course is an important assessment for employees as well as looking at other influencing aspects (Robbins, 2017).

Psychological conditions certainly have an impact on how a person can maximize their work. Seeing satisfaction and distraction are two different things. So what if a feeling of FOMO arises in it. The fear of missing out arises because of social pressure that arises from the need to always appear active, popular, and involved in trending activities (Przybylski., 2013). Fear of missing out can also be understood as a manifestation of the human need to be connected and accepted by their social group. In an effort to overcome the fear of missing out, it is important for individuals to develop self-awareness, limit social media use, focus on meaningful personal experiences, and develop deeper and more meaningful relationships with those around them. Research entitled "Fear of missing out and motivation to work teacher raudhatul athfal" by Ismail, Azhar Aziz, Babby Hasmayni shows that excessive use of social media has an impact on low levels of productivity, as well as psychological conditions that impact work motivation (Ismail, 2023).

FOMO can occur in career, social and experience (Carter, 2012) which are of course influenced by several factors such as use of social media. Indicators of FOMO can include a constant tendency to check social media, feelings of anxiety or depression when not connected to social media, excessive social comparison and excessive involvement in social activities (Alt, 2015).

From the existing theoretical review, research will be carried out regarding Kalla Inti Karsa's performance by looking at the influence of satisfaction and

distraction as well as psychological impacts such as FOMO. So four hypotheses emerged which became representative in answering the problem formulation.

**H1:** There are significant and positive results from self-satisfaction which influence the performance of Kalla Inti Karsa Makassar employees

**H2:** There are significant and negative results from distraction at work which affect the performance of Kalla Inti Karsa Makassar employees

**H3:** There are significant and positive results from self-satisfaction which influence the performance of Kalla Inti Karsa Makassar employees with FOMO as a moderator

**H4:** There are significant and negative results from distraction at work which affect the performance of Kalla Inti Karsa Makassar employees with FOMO as a moderator

### RESEARCH METHODS

This research uses an associative or relationship type. This type is used to determine the relationship between variables. Associative research refers to the type used to study the relationship between two or more variables. The associative approach allows researchers to identify and understand the relationships between interrelated variables (Kuncoro, 2017). The variables are self-satisfaction (X1), distraction at work (X2), performance (Y) and fear of missing out (Z). This research uses a quantitative approach. Quantitative is a type of research that uses a measurable approach and relies on statistical data. Data from all Kalla Inti Karsa employees, totaling around 170 people, distributed the questionnaire. The sampling technique is non-probability sampling with a purposive sampling method. The sample criteria are Kalla Inti Karsa Makassar employees with a maximum middle manager position and a minimum work period of 1 year. To calculate the sample size, researchers used the formula developed by Isaac and Michael with a total sample of 135 when the significance level reached 10%. data measurement techniques using PLS software with SEM data analysis methods.

### RESULT AND DISCUSSION

#### Respondent Characteristics

##### 1. Characteristics based on gender

Based on the gender of the 135 respondents filled in, there were 96 men and 39 women who were respondents in this study. Data can be seen in the following table:

**Table 1. Characteristics of Respondents Based on Gender**

No	Gender	Total	Percentage
1.	Laki-Laki	96	71%
2.	Perempuan	39	29%
	Total	135	100%

Source: Processed Data,2024

##### 2. Characteristics based on age

Based on the age interval of 135 respondents, there were 2 people who were in the age interval > 25 years, 29 people who were in the 26-35 year age interval, 59 people who were in the 36-45 year age interval and 45 people who were in the 46 year interval. -55 Years. This data can be seen in the following table:



**Table 2. Characteristics of Respondents Based on Age**

No	Age	Total	Percentage
1.	<25 Years	2	1,5%
2.	26-35 Years	29	21,5%
3.	36-45 Years	59	44%
4.	46-55 Years	45	33%
	Total	135	100%

Source: Processed Data,2024

### 3. Characteristics based on position

Based on the positions of 135 respondents, there are several positions listed according to departments/divisions which come from 3 property items such as Nipah Park, Ratu Indah Mall and Wisma Kalla Main Office. This data can be seen in the following table:

**Table 3. Characteristics of Respondents Based on Position**

No	Position	Total	Percentage
1.	<i>Engineering</i>	42	31%
2.	<i>Operation</i>	15	11%
3.	<i>Finance &amp; Accounting</i>	17	12%
4.	<i>Leasing &amp; Facility Tenant</i>	16	11,8%
5.	<i>Marketing &amp; Creative</i>	6	4,4%
6.	<i>Property &amp; Construction</i>	5	4%
7.	<i>Administration &amp; Office</i>	7	5%
8.	<i>Legal</i>	3	2,2%
9.	<i>Human Resources</i>	2	1,4%
10.	<i>Logistic</i>	5	4%
11.	<i>Customer Relation</i>	4	2,9%
12.	<i>Etc.</i>	13	10,3%
	Total	135	100%

Source: Processed Data,2024

### 4. Characteristics based on length of service

Based on the work period interval of 135 respondents. This data can be seen in the following table:

**Table 4. Characteristics of Respondents Based on length of service**

No	Length Of Service	Total	Percentage
1.	1-3 Tahun	3	2%
2.	4-6 Tahun	47	35%
3.	7-10 Tahun	42	31%
4.	>10 Tahun	43	32%
	Total	135	100%

Source: Processed Data,2024

**Outer Model Test**

1. Convergent validity

The first stage involves assessing convergent validity through outer loading values, with a factor loading limit of 0.60. Indicators below 0.60 were removed using SmartPLS (Ghozali, 2013).

**Table 5. Outer Loading**

Indicator	Distraction at work	Fear of missing out	Performances	Self satisfaction	FM x DW	FM x SS
DW1	0,842					
DW2	0,891					
DW3	0,971					
DW4	0,861					
FM1		0,206				
FM2		0,520				
FM3		0,889				
FM4		0,947				
KK1			0,754			
KK2			0,707			
KK3			0,902			
KK4			0,837			
SS1				0,824		
SS2				0,919		
SS3				0,727		
SS4				0,922		
FM x DW (X2xZ)					1,000	
FM x SS (X1xZ)						1,000

Source: Processed Data,2024

Two indicators results, FM1 (0.206) and FM2 (0.520), are invalid with factor loadings below 0.60, per SmartPLS analysis.

**Table 6. Outer Loading Modifications**

Indicator	Distraction at work	Fear of missing out	Performances	Self satisfaction	FM x DW	FM x SS
DW1	0,842					
DW2	0,891					
DW3	0,971					
DW4	0,861					
FM3		0,889				
FM4		0,947				
KK1			0,754			

KK2	0,707		
KK3	0,902		
KK4	0,837		
SS1		0,824	
SS2		0,919	
SS3		0,727	
SS4		0,922	
FM x DW (X2xZ)			1,000
FM x SS (X1xZ)			1,000

Source: Processed Data,2024

From the following modification table, all loading factors have values that exceed 0.50. so that none of the construct variables have been eliminated in the model and are considered valid, with a factor loading level that exceeds 0.50. Furthermore, Convergent Validity was also evaluated using the AVE (Average Variance Extracted) method. Models that have an AVE value above 0.5 are considered to have a high level of convergent validity. After removing the loading factors that have.

**Table 7. AVE**

Indicator	Average Variance Extracted (AVE)
Self satisfaction	0,726
Distraction at work	0,797
Performances	0,645
Fear of missing out	0,500

Source: Processed Data,2024

Based on the table provided, it can be concluded that the data in this study has been verified as convergent validity with good quality. The results of the outer loading analysis and AVE (Average Variance Extracted) values show that this research meets the standards required for strong convergent validity, which is a prerequisite for proceeding to the discriminant validity analysis stage.

## 2. Discriminant validity

There are 2 (two) stages to see whether this research has good discriminant validity, namely the cross loading results and the Fornell Larcker criterion results. Measuring the cross loading value, the cross loading results must be able to show that the indicators for each construct must have a higher value than the indicators for other constructs (Ghozali, 2013). The following are the results of the cross loading test:

**Table 8. Cross Loading**

Indicator	Distraction at Work	Fear of Missing Out	Performances	Self-Satisfaction	FM x DW	FM x SS
DW1	0,842	0,476	0,031	0,389	0,114	0,174
DW2	0,891	0,278	0,079	0,240	-0,192	0,501
DW3	0,971	0,158	0,151	0,381	-0,294	0,278

DW4	0,861	0,074	0,094	0,129	-0,301	0,186
FM3	0,559	0,889	-0,317	0,257	0,426	0,127
FM4	0,334	0,947	-0,379	0,099	0,513	0,066
KK1	-0,018	-0,514	0,754	0,223	-0,077	0,288
KK2	0,280	-0,254	0,707	0,660	0,103	0,415
KK3	0,115	-0,363	0,902	0,639	0,019	0,261
KK4	-0,037	-0,512	0,837	0,366	-0,193	0,154
SS1	0,278	-0,045	0,589	0,824	0,199	0,431
SS2	0,343	-0,016	0,607	0,919	0,164	0,190
SS3	0,021	0,370	0,247	0,727	0,563	-0,147
SS4	0,292	0,082	0,527	0,922	0,169	0,025
FM x DW	-0,260	0,576	-0,036	0,260	1,000	0,210
FM x SS	0,323	-0,033	0,350	0,202	0,210	1,000

Source: Processed Data,2024

Based on the table above, it can be concluded that all indicators have a stronger correlation with the construct they should be compared to other constructs. In other words, there is no problem with discriminant validity.

The next method is the Fornell Larcker criterion, to get good discriminant validity, the root of the AVE in the construct must be higher than the correlation of the construct with other latent variables. The results of the Fornell Larcker criterion test obtained in the results of this study:

**Table 9. Fornell Lorcker Criterion**

Indicator	Distraction at work	Fear of missing out	Performances	Self satisfaction
Distraction at work	0,893			
Fear of missing out	0,208	0,707		
Kinerja	0,120	-0,497	0,803	
Self satisfaction	0,311	0,058	0,617	0,852

Source: Processed Data,2024

Based on the table above, it can be concluded that all variables have higher values when explained individually compared to other variables in the same column. Therefore, it can be concluded that in this research, the data model tested has met the requirements which shows evidence that the construct in the model has discriminant validity which is the first step before testing the hypothesis after going through a series of other tests.

### 3. Composite reliability

In testing the reliability of construct data, it can be checked through composite reliability values. Composite reliability is a component used to test the reliability of indicators on a variable. To be considered adequate in the context of exploratory

research, the composite reliability value is in the range between 0.60 to 0.70. (Hair, 2014).

**Table 10. Reliability**

Indicator	Cronbach's Alpha	Composite Reliability
Distraction at work	0,919	1,091
Fear of missing out	0,884	0,260
Performances	0,814	0,826
Self satisfaction	0,876	0,917

Source: Processed Data,2024

Based on the data above, the composite reliability value of the fear of missing out variable is less reliable, but it can be concluded that all constructs are reliable. For Cronbach's alpha and composite reliability values above 0.60, it can be concluded that all variables in this research model have internal consistency reliability (Hair, 2014). There was a comparison between the two reliability tests where the fear of missing out variable was not valid in composite reliability but was valid in Cronbach's alpha test.

However, valid values in Cronbach's alpha can represent the variable and are declared valid. In several sources, such as (Solimun, 2002). A Cronbach's alpha value greater than 0.6 can be used as a good reliability indicator, even though the composite reliability value is invalid. That a construct can be declared reliable if it has a Cronbach's alpha value greater than 0.60, even though the composite reliability value does not meet the requirements.

### Inner Model Test

The inner model's stability is evaluated using the t-test and bootstrapping (Ghozali, 2013), examining construct correlations, significant values, and R Square via SmartPLS.

**Table 11. R-Square**

Indicator	R Square	R Square Adjusted
Performances	0,718	0,707

Source: Processed Data,2024

Correlation coefficient value used to measure the level of closeness of relationship between variables. Here are the groups:

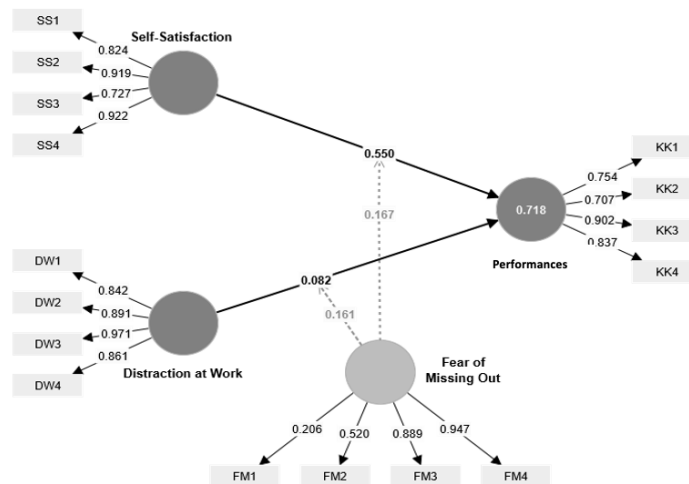
- 0.00 – 0.20 means the correlation is very weak.
- 0.21 – 0.40 means the correlation is weak.
- 0.41 – 0.70 means the correlation is strong.
- 0.71 – 0.90 means the correlation is very strong.

Based on the table above, it can be seen that the R-square value of performance is 0.718 or 71.8%. This shows that 71.8% of performance variables are influenced by self-satisfaction, distraction at work, and fear of missing out. Meanwhile, 29.2% was influenced by other variables outside of this research. The independent variable has a very strong relationship because it is in the interval between 0.71 – 0.90.

The Adjusted R-square value has a value with an interval between 0 and 1. If the Adjusted R-square value gets closer to 1, it will indicate that the independent latent variable (X) explains the variation of the dependent latent variable (Y) better. In this

research, the Adjusted R-square value was 0.707 or 70.7%. So it can be concluded that 70.7% of the variation that occurs in variable Y can be explained by independent latent variables, while the rest can be explained by other variables.

**Figure 1. Structure Model**



Source: Processed Data,2024

**Hypothesis test**

The basis for hypothesis testing uses the values in the output path coefficients. The significant value at an error level of 10% means the t-table used is 1.645. So the criterion for accepting/rejecting a hypothesis is that if the t-statistic used is > 1.645, it means that Ha is accepted and Ho is rejected. Rejecting/accepting the hypothesis with probability means that Ha is accepted if the P value <0.1. The estimated output table for testing the structural model in this research is as follows:

**Table 12. Hypothesis test**

	Original Sample (O)	T Statistics ( O/STDEV ) (>1,645)	P Values (0,1)	Significance Levels (P<10%)
Self satisfaction(X1) -> Performances(Y)	0,550	6,109	0,000	S
Distraction at work(X2) -> Performances (Y)	0,082	0,594	0,552	NS
Fear of missing out(Z) -> Performances (Y)	-0,647	4,226	0,000	S
Self satisfaction(X1) x Fear of missing out(Z) -> Performances (Y)	0,167	1,944	0,052	S
Distraction at work(X2) x Fear of missing out(Z) -> Performances (Y)	0,161	1,312	0,190	NS

Source: Processed Data,2024

**H1: There are significant and positive results from self-satisfaction which influence the performance of Kalla Inti Karsa Makassar employees**

In the first hypothesis, using a significance level of 10% (H1) which states that it is suspected that self-satisfaction is able to influence the performance of PT employees. Kalla Inti Karsa Makassar is significant and positive, showing a path coefficient value of 0.550 with a t-statistic value of 6.109. Where this value is greater than 1.645. Likewise for p-values  $0.000 < \alpha$  (0.1). This means that self-satisfaction has a significant and positive effect on the performance of PT employees. Kalla Inti Karsa Makassar. Thus it can be concluded that hypothesis one (H1) is accepted.

**H2: There are significant and negative results from distraction at work which affect the performance of Kalla Inti Karsa Makassar employees**

In the second hypothesis using a significance level of 10% (H2) which states that it is suspected that distraction at work can influence the performance of PT employees. Kalla Inti Karsa Makassar is significant and negative, showing a path coefficient value of 0.082 with a t-statistic value of 0.594. Where this value is smaller than 1.654. Likewise, the p-values are  $0.552 > \alpha$  (0.1). This means that distraction at work does not have a significant and negative effect on the performance of PT employees. Kalla Inti Karsa Makassar. Thus it can be concluded that hypothesis two (H2) is rejected.

**H3: There are significant and positive results from self-satisfaction which influence the performance of Kalla Inti Karsa Makassar employees with FOMO as a moderator**

In the third hypothesis using a significance level of 10% (H3) which states that it is suspected that fear of missing out is able to moderate the relationship between self-satisfaction variables and the performance of PT employees. Kalla Inti Karsa Makassar is significant and positive, showing a path coefficient value of 0.167 with a t-statistic value of 1.944. Where this value is greater than 1.645. Likewise, the p-values are  $0.052 < \alpha$  (0.1). This means that self-satisfaction moderated by fear of missing out has a significant and positive effect on the performance of PT employees. Kalla Inti Karsa Makassar. Thus it can be concluded that hypothesis three (H3) is accepted.

**H4: There are significant and negative results from distraction at work which affect the performance of Kalla Inti Karsa Makassar employees with FOMO as a moderator**

In the fourth hypothesis using a significance level of 10% (H4) which states that it is suspected that fear of missing out is able to moderate the relationship between the distraction at work variable and the performance of PT employees. Kalla Inti Karsa Makassar is significant and negative, showing a path coefficient value of 0.161 with a t-statistic value of 1.312. Where this value is smaller than 1.645. Likewise, the p-values are  $0.190 > \alpha$  (0.1). This means that distraction at work moderated by fear of missing out does not have a significant and negative effect on the performance of PT employees. Kalla Inti Karsa Makassar. Thus it can be concluded that hypothesis four (H4) is rejected.

**Discussion**

The research results indicate that self-satisfaction plays a significant role in improving employee performance. The positive and significant path coefficient values

for both self-satisfaction and performance suggest that employees who experience a sense of fulfillment in their work are more likely to perform optimally. At Kalla Inti Karsa, this sense of self-satisfaction is reinforced by the company's culture, which emphasizes the principle of "active together." This collaborative work culture fosters an inclusive environment where employees feel valued and engaged, which is especially crucial in an era of intense competition. The company nurtures a productive relationship with employees, underpinned by trust, harmony, open communication, and mutual care.

These findings align with (Ch. Platis, 2015) who emphasized that good management plays a key role in fostering a positive work climate that enhances productivity and job satisfaction. Effective management creates an environment where employees feel supported and motivated, which directly influences their performance. However, further comparison with previous studies is warranted to reinforce these findings' validity. For example, while (Ch. Platis, 2015) discusses the broader impact of a positive work climate on job satisfaction, it would be valuable to explore how self-satisfaction specifically contributes to performance within the context of modern, highly competitive workplaces.

Furthermore, this research explores the moderating role of Fear of Missing Out (FOMO) in the relationship between self-satisfaction and performance. The results suggest that FOMO, when viewed constructively, can encourage employees to stay connected with the latest developments in the workplace, thereby enhancing their sense of involvement and relevance. This positive perspective on FOMO contrasts with common views that regard it as a distraction. In fact, when employees feel that they are not missing out on critical opportunities or developments, it can enhance their motivation to engage and achieve more, supporting a higher level of satisfaction and performance.

This concept aligns with the work of (Hasna Farida, 2021), who found a positive relationship between self-esteem and FOMO in adolescents. While (Hasna Farida, 2021) study focused on adolescents, the same relationship can be observed in adults in the workplace. However, a more critical examination of this relationship in the context of organizational dynamics is necessary. Previous research has often assumed that FOMO universally leads to distraction and dissatisfaction; however, this study suggests that a healthy sense of FOMO, particularly when tied to achievement and professional growth, can drive positive behaviors. More research is needed to explore how FOMO operates differently across organizational cultures and industries.

One limitation of the current study is the potential role of organizational policies in moderating the effects of FOMO and self-satisfaction. Company-specific policies, such as rules on social media use, can play a significant role in how FOMO is experienced by employees. For example, Kalla Inti Karsa's approach to managing distractions through its culture of "the sooner the better" and "work of worship" may be key in mitigating the negative effects of FOMO and distractions. This is in line with research by (Aryowibowo, 2017), which highlights the positive impact of organizational culture on performance. Employees at Kalla Inti Karsa, guided by these principles, feel a sense of purpose and clarity in their goals, which helps them stay focused despite potential distractions.



Alternative explanations for the limited impact of distraction on performance could include the company's emphasis on work-life balance and clear goal-setting. For instance, Kalla Inti Karsa's culture allows employees the flexibility to manage personal matters without detracting from their professional responsibilities. Such policies may buffer the effects of distractions, ensuring that employees remain focused and productive. This highlights the importance of integrating work-life balance strategies to mitigate the potential negative effects of both FOMO and distractions in the workplace.

For example, organizations could implement work-life balance programs that help employees manage social media use and personal distractions effectively. By providing employees with tools to manage their time and responsibilities, employers can encourage a more balanced approach to work and reduce the likelihood that employees will feel overwhelmed or disconnected. This would not only help in managing FOMO but also improve overall job satisfaction and performance.

Additionally, the results of this study align with Bandura's Social Cognitive Theory, which suggests that employees learn by observing and interacting with their environment. The collaborative culture at Kalla Inti Karsa serves as a prime example of how positive behaviors and attitudes can be modeled and adopted through social learning processes. This observation-based learning leads to the development of habits that positively impact performance. Bandura's theory, as applied in the workplace, helps explain why employees at Kalla Inti Karsa thrive in a culture of mutual support and active engagement.

Finally, this research also draws on Maslow's Hierarchy of Needs, particularly the need for achievement. As Maslow (1954) suggested, individuals are motivated to reach their fullest potential, and self-satisfaction plays a key role in fulfilling this need. The fear of missing out, when framed as a motivation for growth and achievement, aligns with Maslow's concept of self-actualization, where employees strive to achieve more and realize their full potential within the organization. This is in line with the organizational culture at Kalla Inti Karsa, where employees are encouraged to take initiative, stay engaged, and continue growing (Bandura, 1997).

In conclusion, this research highlights the positive role that self-satisfaction and FOMO can play in improving employee performance, particularly when organizational culture and policies are designed to foster engagement and growth. By managing distractions, providing work-life balance programs, and encouraging a positive interpretation of FOMO, organizations can create an environment that supports both employee well-being and high performance (H.Maslow, 1954).

### **CONCLUSION**

Based on the results of the hypothesis test, self-satisfaction has a significant and positive effect on the performance of Kalla Inti Karsa Makassar employees. This interrelation highlights the importance of fostering self-satisfaction to achieve optimal performance in the workplace. Conversely, distractions at work do not exhibit a significant negative effect on employee performance, likely due to the company's strong culture and strategic focus on professionalism. Moreover, self-satisfaction moderated by fear of missing out (FOMO) positively influences performance,

suggesting that the motivation stemming from FOMO encourages employees to excel in their roles. In contrast, distractions at work, when moderated by FOMO, do not significantly impact performance, indicating that a strong company ethos mitigates potential disruptions. While the conclusions are clear, it is crucial to emphasize the practical applications of these findings for human resources management, particularly in organizations similar to Kalla Inti Karsa. Strategies that enhance employee self-satisfaction – such as recognition programs, feedback mechanisms, and opportunities for professional development – should be prioritized to optimize performance. The study acknowledges certain limitations, particularly regarding the non-probability sampling method, which may affect the generalizability of the findings. Additionally, potential biases from self-reported data should be recognized, as these may influence the accuracy of the results. Addressing these limitations would enhance the transparency and robustness of the research conclusions. Future research should consider expanding the sample criteria and exploring additional variables that could influence employee performance. Specific suggestions for these variables might include digital detox practices to manage social media usage, resilience training to help employees cope with distractions, and measures related to organizational culture, workload, and work-life balance. Incorporating such factors would provide a more comprehensive understanding of the complexities of human resources and their impact on employee performance. In summary, optimizing human resource management is essential for creating a positive work environment and supporting employee potential. Maintaining effective time management practices can help mitigate the impact of social media distractions and prevent anxiety. By building on these insights, companies can develop targeted strategies to enhance employee satisfaction and performance..

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