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Chhatrapati Shahu Institute of Business Education and Research (CSIBER)

South Asian Journal of Management Research (SAJMR)

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Editor: Dr. Pooja M. Patil

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Editorial Note

South Asian Journal of Management Research (SAJMR), is a scholarly journal that publishes scientific research on the theory and practice of management. All management, computer science, environmental science related issues relating to strategy, entrepreneurship, innovation, technology, and organizations are covered by the journal, along with all business-related functional areas like accounting, finance, information systems, marketing, and operations. The research presented in these articles contributes to our understanding of critical issues and offers valuable insights for policymakers, practitioners, and researchers. Authors are invited to publish novel, original, empirical, and high quality research work pertaining to the recent developments & practices in all areas and disciplined.

Cross-functional, multidisciplinary research that reflects the diversity of the management science professions is also encouraged, the articles are generally based on the core disciplines of computer science, economics, environmental science, mathematics, psychology, sociology, and statistics. The journal's focus includes managerial issues in a variety of organizational contexts, including for profit and nonprofit businesses, organizations from the public and private sectors, and formal and informal networks of people. Theoretical, experimental (in the field or the lab), and empirical contributions are all welcome. The journal will continue to disseminate knowledge and publish high-quality research so that we may all benefit from it.

Dr. Pooja M. Patil
Editor

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South Asian Journal of Management Research
(SAJMR)
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C O N T E N T S

Cyberloafing in the Digital Age: A Bibliometric Exploration of Research Trends and Patterns (In the field of Human resource management and organization behaviour)

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Abstract

With the rapid advancement of digital technology, organizations have increasingly integrated various internet-based tools to improve communication, collaboration, and overall productivity. However, this digital transformation has also led to the emergence of cyberloafing—defined as employees' use of the internet for non-work-related purposes during working hours. This bibliometric analysis aims to comprehensively map the research landscape on cyberloafing and related constructs such as cyberslacking, digital distraction, and workplace internet misuse. Drawing on data from the Scopus database, a total of 246 academic publications from 2001 to 2024 were analyzed using Biblioshiny (R package) and VOSviewer software. The findings indicate a growing scholarly interest in the topic, with a notable rise in annual scientific production, peaking in 2023. Interestingly, 2021 emerged as the most impactful year in terms of average citations per document. Key journals contributing to the field include Information and Management and Internet Research, while leading authors such as Lowry P.B. and Siponen M. have made significant contributions. Institutional analysis identifies Tongji University and Swansea University as prolific research hubs, and geographically, the United States dominates both in terms of publication volume and citation impact, followed by China and the United Kingdom. A keyword co-occurrence analysis reveals several well-defined thematic clusters, highlighting the multidimensional nature of cyberloafing research. Co-authorship and co-citation network visualizations further uncover collaborative linkages among researchers and institutions across countries. This study not only provides a detailed overview of current research trends and influential contributors but also identifies critical gaps and emerging directions for future investigations, particularly in relation to individual, organizational, and technological factors that influence cyberloafing behavior in the evolving digital workplace.

Keywords: Cyberloafing, Cyberslacking, Digital Distraction and Workplace Internet Misuse.

Introduction

Many people utilize the internet for all of their activities these days. The internet is also used by many businesses to facilitate work. Businesses can benefit from the internet by increasing the effectiveness and efficiency of their business. The manner that works is done has been completely transformed by technological developments. Organizational management and corporate operations have been profoundly impacted by the development and use of information technologies (Weatherbee, 2010). Studying cyberloafing is crucial since it is the most prevalent employee behavior that results in significant time waste at work in today's business environment, where using computers and the internet is practically inevitable. Cyberloafing is the term used to describe personal internet use in a work setting. Numerous research has been conducted on cyberloafing, with some concentrating on its reduction or elimination (Henle et al., 2009).

On the one hand, information and communication technologies that make work easier for employees and boost production and efficiency inside the company can also have unfavorable effects. Among the many advantages offered by the internet include lower business expenses, more efficient product and service promotion, improved information access, and international communications. Despite the benefits of internet use, there may be certain drawbacks that result in decreased productivity. Controlling cyberloafing activities in enterprises would become challenging unless regulations are put in place to regulate the internet's rapidly growing usage (Örücü & Yıldız, 2014). Cyberloafing behavior is when an employee uses their internet connection for personal interests and goals while they are at work (Lim, 2002). To preserve the unity of purpose among individuals with various sociodemographic traits who share the same corporate goals, managers must be able to effectively manage organizational differences. These days, there is a lot of discussion on the advantages and disadvantages of using technology in social and professional contexts, as well as the usage of technology tools and services in communication, marketing, production, and management relations. The use of communication technology tools, applications, and services for private purposes at work is one of these topics. It is a known fact that this problem, which is referred to as cyberloafing in the literature, is examined from a variety of angles.

The information era was made possible by significant global developments brought about by technical advancements in recent years. Using the internet has become essential in this era of knowledge. The internet is utilized to make life easier in addition to giving access to information and pleasure. Cyberloafing is the term for spending time on this kind of internet usage format. For the first time, the term "cyberloafing" was linked to the workplace. One measure of cyberloafing behavior is the amount of time employees spend reading, sending and receiving personal emails, using social networking sites like Facebook, Instagram, and Twitter, and downloading or playing music files during work hours. LaRose (2010) asserts that habits account for almost 50% of media actions. Workers who have access to the internet are more inclined to use the internet because it is unrelated to their work and responsibilities. The reality that Managers have been compelled to use the internet since employees began using it extensively for both personal and professional purposes.

Cyberloafing definition

Cyberloafing refers to the practice of employees using their work time to engage in non-work-related online activities, such as browsing social media, shopping, or checking personal emails. This behavior often occurs under the guise of productivity but can lead to significant decreases in workplace efficiency. Cyberloafing is also known as "cyberslacking" and is considered a form of counterproductive work behavior that can negatively impact both individual performance and overall organizational productivity. Understanding its causes and implications is essential for managing workplace dynamics effectively.

The motivations behind cyberloafing are multifaceted, encompassing factors such as boredom, job dissatisfaction, and the desire for social connection. Additionally, situational influences like workplace culture and management practices can either mitigate or exacerbate this behavior. While some studies suggest that cyberloafing may provide temporary relief from stress or enhance mood, its overall impact on job performance remains largely negative.

Understanding the dynamics of cyberloafing is crucial for developing effective management strategies. By examining the antecedents and consequences of this behavior, organizations can implement targeted interventions to minimize its occurrence and foster a more productive work environment. This analysis aims to contribute to the growing body of literature on cyberloafing by exploring its implications for workplace dynamics and employee well-being.Bibliometric analysis serves as a powerful tool for examining the academic landscape surrounding cyberloafing behavior, a phenomenon increasingly prevalent in modern workplaces due to technological advancements. This analysis synthesizes data from numerous studies to identify key trends, influential authors, and thematic clusters, revealing how personal traits and organizational factors contribute to cyberloafing. The aim of study is to systematically evaluate and map the existing literature in this field, identifying key trends, influential authors, and thematic clusters. This analysis seeks to provide a comprehensive overview of the research landscape, highlighting the evolution of cyberloafing studies, the relationships between various factors (such as personal traits and organizational influences), and the implications for workplace productivity and technology use. Ultimately, it aims to inform future research directions and practical interventions related to cyberloafing in organizational settings.

Research Questions:

1) What are the predominant themes and trends in cyberloafing research over the past two decades?

2) How do co-authorship and citation networks shape the development of knowledge in this field?

3) What implications do findings on cyberloafing behavior have for organizational practices and policies?

Methodology

Bibliometrics was first and accurately defined as "the utilisation of mathematical and statistical methodologies to analyse textual materials and other types of communication." Bibliometrics uses a variety of approaches, such as textual review, document co-citation analysis, multivariate author and co-word analysis, and more. It has recently attracted a lot of interest because computer and internet usage is becoming more and more common (Merigo et al., 2015). Because they offer a thorough overview of the body of current literature, bibliometric investigations are useful for analyzing and mapping scientific content, pinpointing knowledge gaps, and developing research ideas. Because statistical methods remove the bias involved in manual evaluations that solely depended on subjective judgment, bibliometric assessments are extremely objective.

Data Mining

Bibliometric data and the full text of journal articles up until March 2024 are retrieved using a string of keywords (such as "cyberloafing," "cyberslacking," "digital distraction," and "workplace internet misuse") that were developed based on expert brainstorming and reading of previous reviews through Scopus database. A second search was conducted using synonyms to identify articles that had different words with the same meaning. These

publications, which include research articles, review articles, and conference proceedings (document type), are published in English. We eliminated publications whose subjects did not fit the study's criteria after carefully reviewing the abstracts and titles (and, if required, the entire text). Finally, we have eliminated unnecessary items. The third step is filtering to remove duplicate or overlapping items, and the fourth step is creating and putting into practice exclusion rules. Thus, mapping is both necessary and beneficial for bibliometric analysis in the research topic (Hovden, 2013). The search yielded 246 results. Since the issue is still relatively fresh and developing, the conference papers were kept. when the unnecessary and unfinished are removed. A sample size of 246 records remained after the irrelevant and incomplete entries were removed.

Data Analysis

Following that, a bibliometric analysis was conducted on the selected publications. A variety of factors were included in the bibliometric study, including the year of publication, the authors, the nation, the type of publication, the journal, the total amount of citations, the research field, the subjects studied, and the research methodology. Using Biblioshiny and VOSviewer in tandem provides a comprehensive approach to analyzing cyberloafing behavior in academic literature. While Biblioshiny excels in data management and basic analysis, VOSviewer enhances visualization capabilities, making it easier to interpret complex bibliometric relationships. Together, they empower researchers to gain deeper insights into the dynamics of cyberloafing in organizational contexts. The visual analyses and capabilities that VOSviewer offers enhance the interpretability of the visible domain of knowledge, which is why it was chosen above other comparable tools (Van Eck and Waltman, 2010). Additionally, it is designed to generate and display bibliometric maps. Along with keywords and categories, this program evaluates the network from a variety of data perspectives that have been gathered, including cited authors, cited references, cited journals, authors, institutions, and nations. With the aid of the diagram and charts, Biblioshiny (R4.4) is also used to analyze the data, allowing us to specify the number of publications and citations every year.

Trend Evaluation

subsequently, in order to enlighten and inspire more research, we compiled the current study themes and trends in this field based on the information presented by the authors' keywords and the substance of these 485 publications. The present trends in cyberloafing behaviour, keyword network analysis, co-authorship analysis, reference co-citation analysis using VOSviewer, and biblioshiny analysis based on evolution map and cluster of themes analysis form the basis of the study's bibliographic analysis.

Findings

Before describing the main bibliometric data, the bibliometric results are examined. First, the study provides the main facts pertaining to the data. The Publication Outlet section looks more closely at the most relevant sources and the annual scientific output. The "Authors and their affiliated institutions and countries" section goes into detail about the leading authors, followed by the leading affiliations and countries.

Basic Information About Data

Description	**Results**
MAIN INFORMATION ABOUT DATA	
Timespan	2001:2024
Sources (Journals, Books, etc)	133
Documents	246
Annual Growth Rate %	15.77
Document Average Age	5
Average citations per doc	40.5
References	24323
DOCUMENT CONTENTS	
Keywords Plus (ID)	943
Author's Keywords (DE)	1073
AUTHORS	
Authors	683
Authors of single-authored docs	31

Description	Results
AUTHORS COLLABORATION	
Single-authored docs	31
Co-Authors per Doc	3.19
International co-authorships %	38.21
DOCUMENT TYPES	
Article	246

Table 1 (Own Elaboration using biblioshiny)

Table 1 was made with the R biblioshiny package. These are the main findings of the study. The years 2001–2024 are covered by the dataset. The data comes from 133 different sources. The dataset is expanding annually at a rate of 15.77%. On average, the documents are five years old. There are 683 unique authors in this dataset. Thirty-one authors have written papers on their own, and another thirty-one authors have worked together on papers. On average, each document has 3.19 coauthors. 38.21% of co-authorships are from other countries. There are 246 articles in the collection of materials. This data includes the dataset's origins, characteristics, authorship, collaborative activities, and document classifications in addition to its chronological coverage.

Publication outlets

publication outlets refer to the various platforms where scientific works are published, such as academic journals, conference proceedings, and books L. L. (2018). These outlets are crucial for assessing the impact and visibility of research within specific fields.

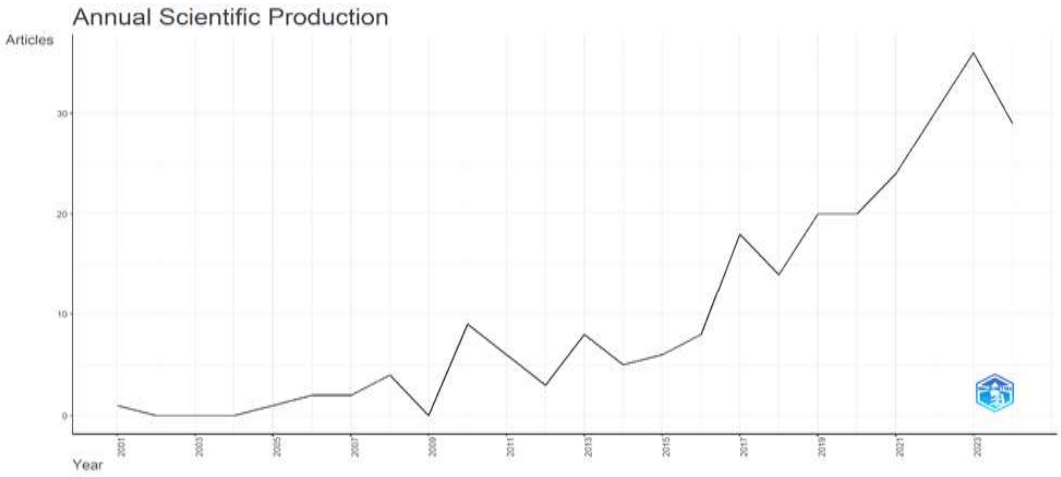

Figure 1 (Own Elaboration using biblioshiny)

The top journals in the field and the number of papers produced each year are the two components that comprise this. The scientific growth rate is 5% every year. Figure 1 illustrates the decline in annual productivity for the first few years between 2001 and 2005. After the output level fluctuated in 2017, the relative field showed a steady increase in production trend. There were 68 publications in 2023, four times as many as there were in 2015 (17 publications).

Average Citation per Year

Average Citation per Year refers to the mean number of citations received by a publication annually. It helps gauge the ongoing impact of a research work over time, providing insights into its relevance and influence within the academic community.

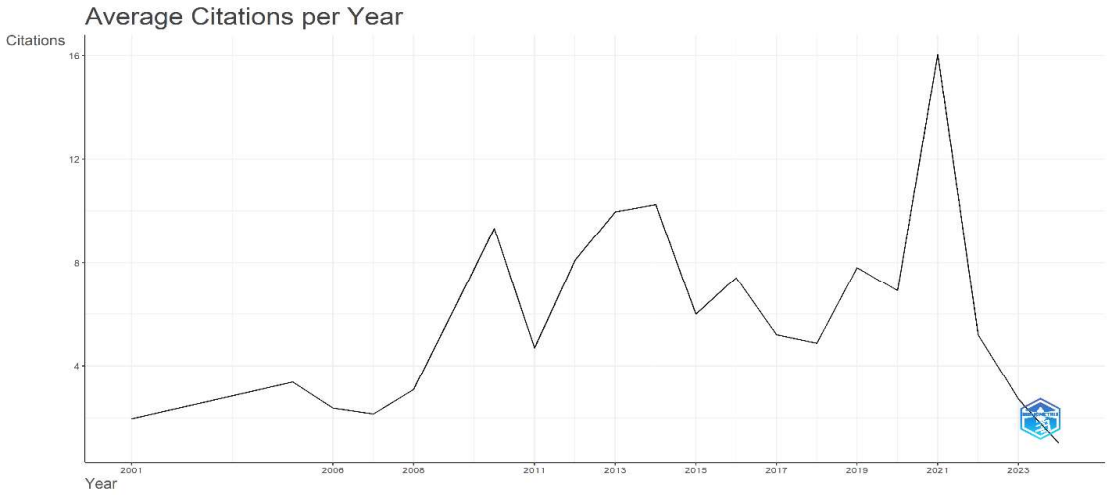

Figure 2 (Own Elaboration using biblioshiny)

In 2021, the graph indicates a peak in citations, reaching 16, which is double the number recorded in 2019. This significant increase underscores a growing recognition and impact of the research output during that period, reflecting an upward trend in academic engagement and citation practices.

Most Relevant Sources

Most relevant sources refer to the academic journals or platforms that publish the highest quality and quantity of research within a specific field. These sources are critical for understanding where significant contributions to knowledge are made and can indicate the leading voices and trends in that area. Figure 3 shows us that the Information and Management journal published 16 articles, while Internet Research also contributed 16 articles. Additionally, the Journal of Management Information Systems had 10 articles, and both the European Journal of Information Systems and MIS Quarterly published 7 articles each.

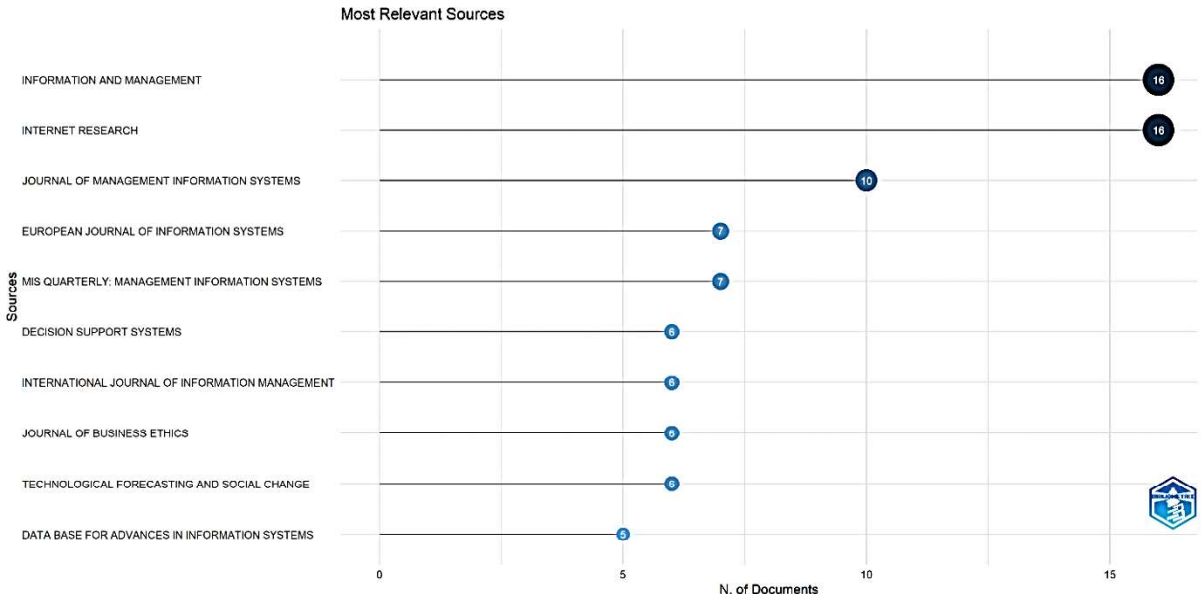

Figure 3 (Own Elaboration using biblioshiny)

Most Relevant Authors

Most relevant authors refer to those who have made significant contributions to a specific field, typically measured by the number of publications or citations. Identifying these authors helps to understand influential voices and trends in research.

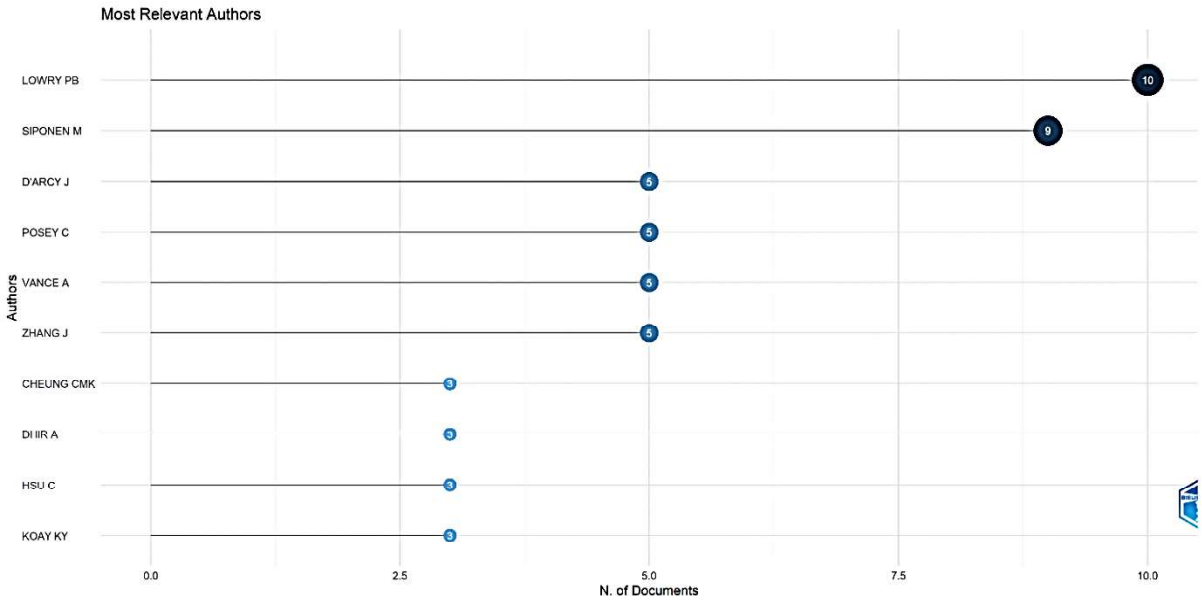

Figure4(Own Elaboration using biblioshiny)

For this study using R's Biblioshiny software, the table shows the following contributions: LOWRY PB leads the top authors with 10 articles, followed by SIPONEN M with 9 articles. Both D'ARCY J, POSEY C, and VANCE A each have 5 articles, while CHEUNG CMK, DHIRA A, HSU C, and KOAY KY have contributed 3 articles each.

Authors Production Overtime

Authors' production over time refers to the tracking and visualization of the number of publications produced by specific authors across different years. This metric helps evaluate an author's research output and productivity trends, providing insights into their contributions to a particular field over time.

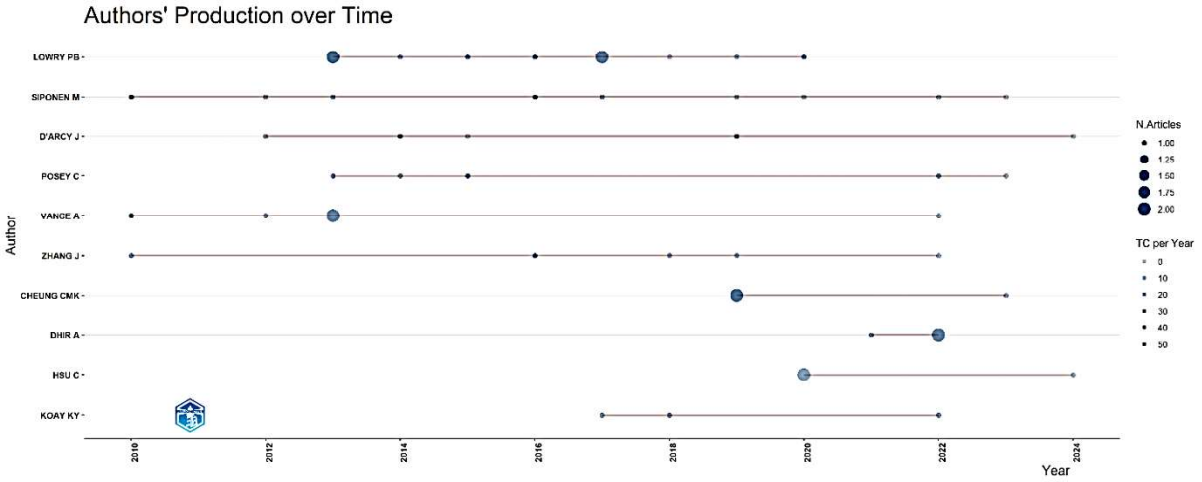

Figure 5(Own Elaboration using biblioshiny)

In visual representations, small circle marks typically indicate authors with lower publication counts, while large circle marks represent those with higher publication counts. This distinction allows for quick identification of prolific authors versus those with fewer publications, facilitating a clearer understanding of research dynamics within the analyzed dataset.

Most Relevant Affiliation

Most relevant affiliations refer to the institutions or organizations that contribute significantly to a particular field of research, typically measured by the number of publications produced. Identifying these affiliations helps to understand the landscape of research and the institutions that are leading in specific areas.

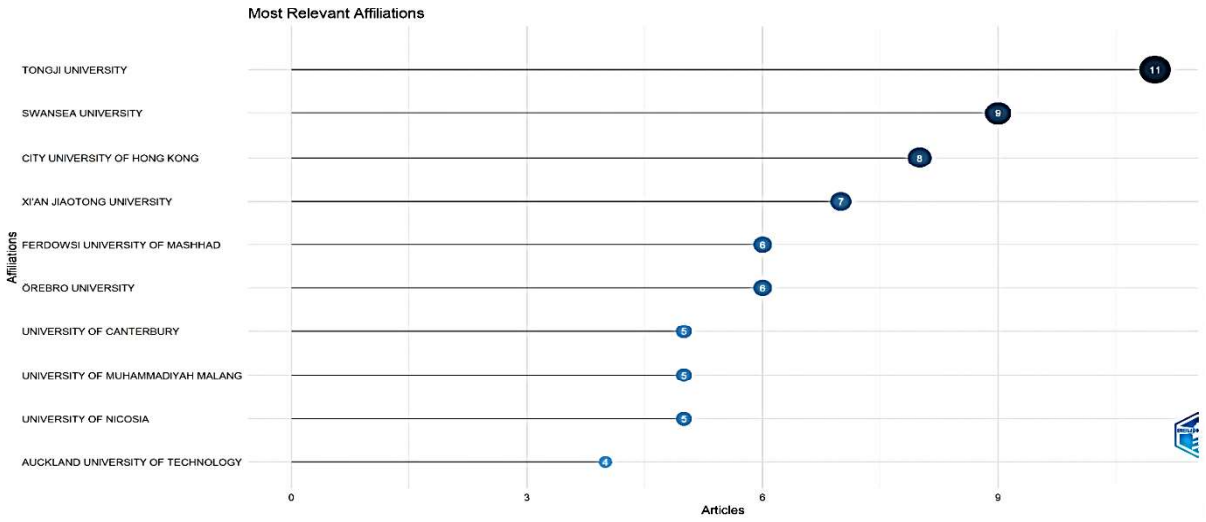

Figure 6 (Own Elaboration using biblioshiny)

According to the data obtained using R's Biblioshiny software, the table shows that TONGJI University has the highest number of publications with 11, followed by SWANSEA University with 9. The CITY University of Hong Kong ranks third with 8, while XI'AN JIAOTONG University is next with 7. Both FERDOWSI UNIVERSITY of MASHHAD and OREBRO UNIVERSITY share the same position with 6 publications each.

Country Scientific Production

Country scientific production refers to the total volume of research outputs (such as articles and papers) generated by researchers from a specific country over a defined period. This metric helps assess the research activity and impact of countries in various academic fields.

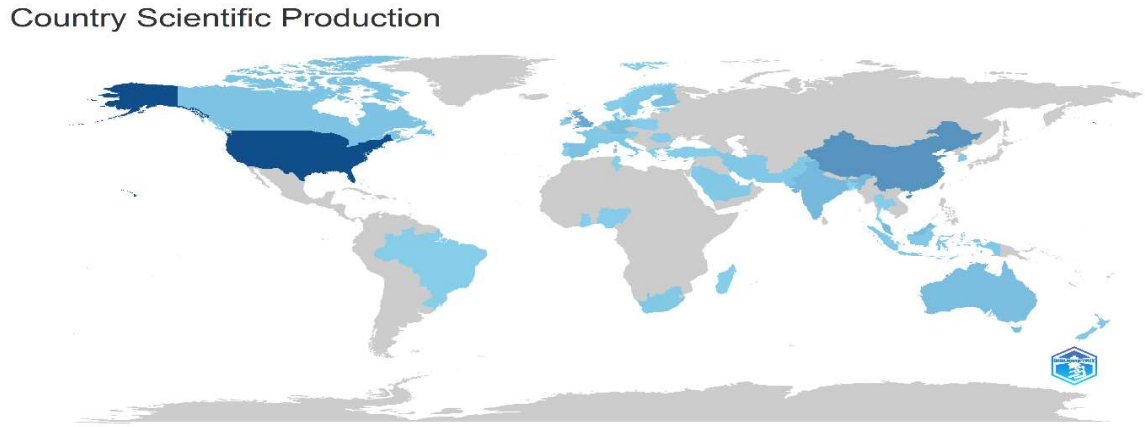

Figure 7(Own Elaboration using biblioshiny)

The results from the R Biblioshiny software indicate that the USA leads with 226 publications, followed by China with 102. The UK ranks third with 62, while India has 36, Malaysia has 33, and Australia has 27. Additionally, Germany produced 26 publications, Spain has 21, Finland contributed 19, and Canada has 18 publications.

Country Production Over Time

Country production over time refers to the trend in research output from specific countries across various years. This metric helps to visualize how scientific contributions evolve, indicating periods of growth or decline in research activity.

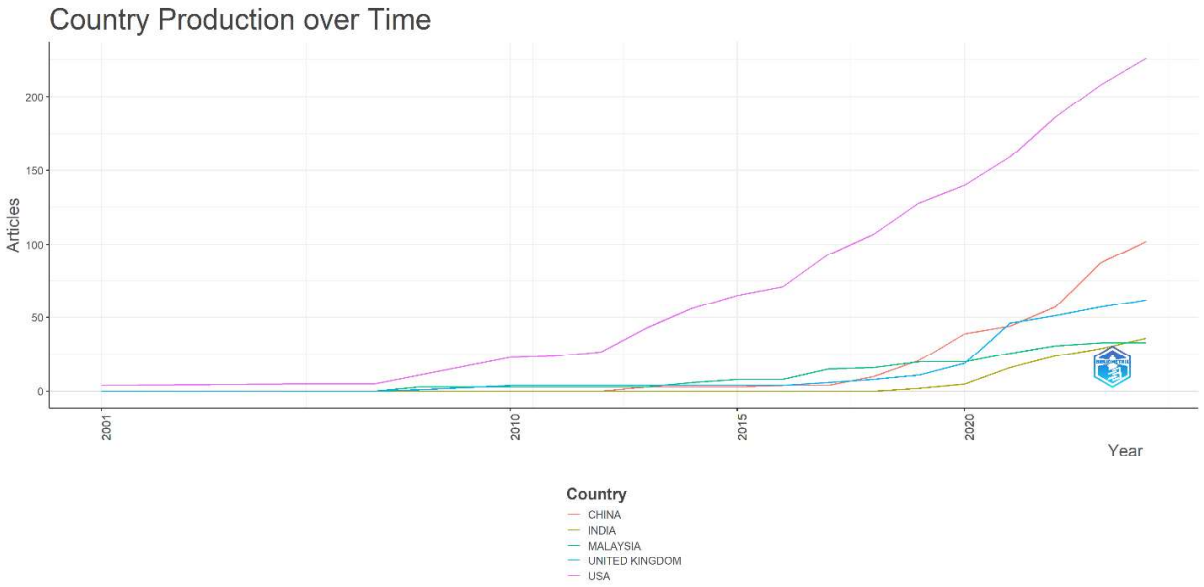

Figure 8 (Own Elaboration using biblioshiny)

The map illustrates five countries—China, India, Malaysia, UK, and USA—represented with different colored graph lines. The purple line denotes the USA, which shows the highest level of scientific production. India, marked by a green line, remained at 0 publications from 2001 to 2018, but began to rise slowly afterward, reaching a range of 0 to 50 publications. The UK is represented by a blue line, indicating its production trends over the same period. CHINA denotes with red line and Malaysia denotes with dark green line.

Most Cited Countries

Most cited countries refers to nations that have produced research publications receiving the highest number of citations. This metric indicates the influence and impact of research conducted within those countries on the global academic community.

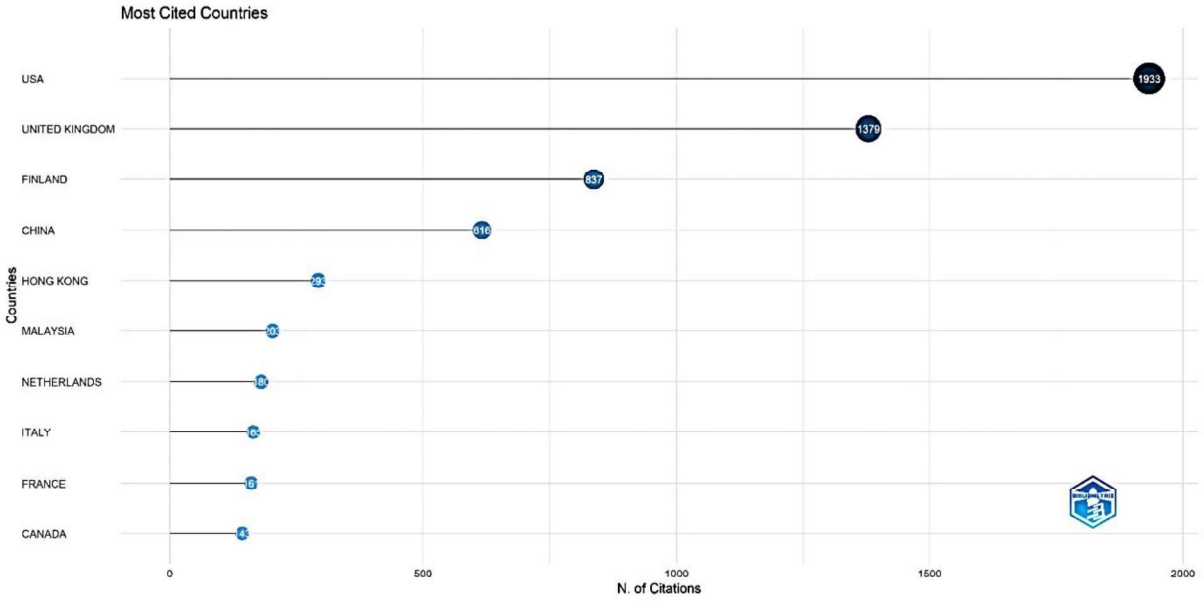

Figure 9 (Own Elaboration using biblioshiny)

Using R's Biblioshiny software, the results show that the USA leads with 1,933 citations, followed by the UK with 1,379 citations. Finland ranks third with 837 citations, while China has 616 citations. Other notable countries include Hong Kong with 293, Malaysia with 203, and the Netherlands with 180. Additionally, Italy has 165 citations, followed by France with 161, and Canada with 143 citations.

Word cloud

A cloud map visualizes the frequency and relationships of words or phrases in a dataset, highlighting key themes and concepts. Using the Biblioshiny tool from the Bibliometrix R package, we are able togenerate these maps easily without extensive coding knowledge. The cloud map displays words in varying sizes, where larger words indicate higher frequency or significance within the analyzed literature, facilitating insights into research trends and topics of interest. This method aids in identifying gaps and future research directions based on existing literature patterns. The cloud map in bibliometric analysis of literature on data security in social media and social networking systems visually represents the frequency of terms related to these topics. It highlights key concepts such as privacy threats, data breaches, and user awareness. By analyzing this data, researchers can identify prevalent themes and emerging trends in security practices across social networks. This visualization aids in understanding the landscape of security issues and potential research gaps, facilitating targeted investigations into protective measures and user education strategies in online environments

Figure 10 (Own Elaboration using biblioshiny)

Thematic Map

Thematic map visually represents the relationships and trends among research themes within a specific field. It helps identify key topics, their development over time, and their interconnections.

Thematic maps typically use clustering techniques to group related keywords or concepts. Each cluster is represented as a bubble, with size indicating the frequency of terms and position reflecting their centrality and density. High centrality signifies a theme's importance in the research landscape, while density indicates its development level. This visualization aids researchers in understanding thematic evolution and guiding future studies.

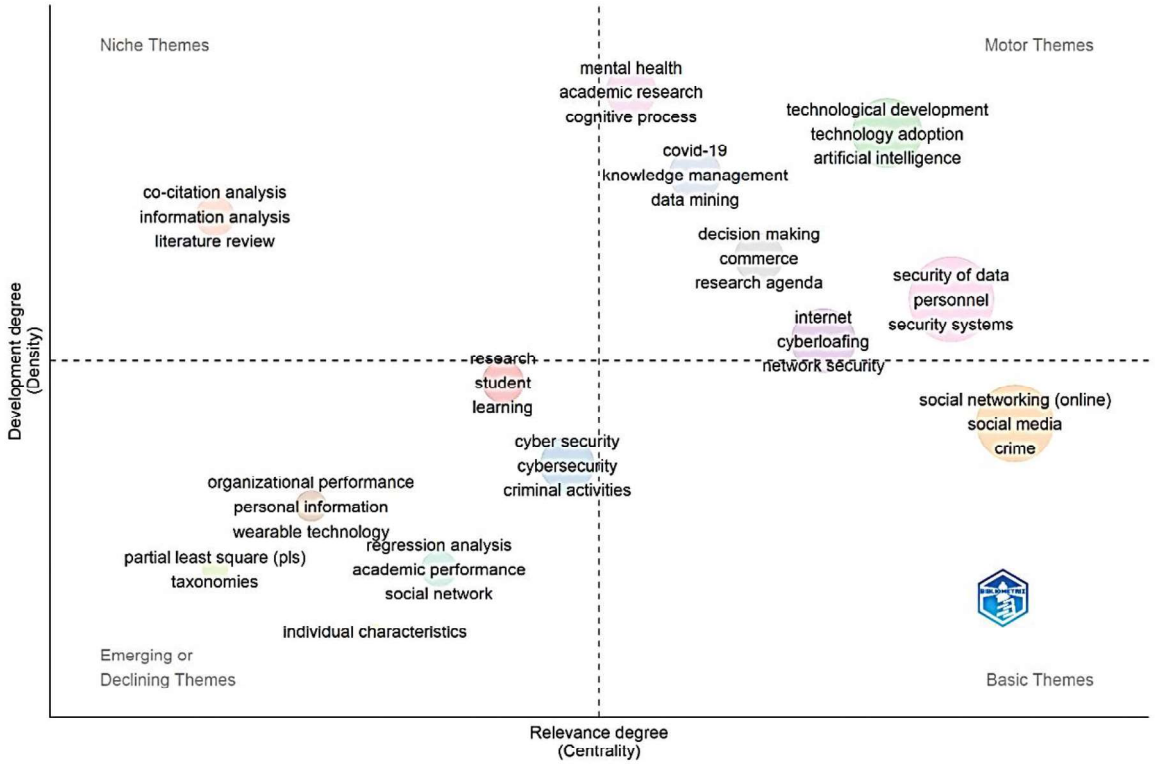

Figure 11 (Own Elaboration using biblioshiny)

Trend Topics Over the Year

Trends and topics over the years refer to the evolving themes and research areas that gain prominence within a specific field. This analysis typically involves examining publication data, citation patterns, and keyword occurrences to identify significant shifts in research focus. The size of each circle indicates the volume of publications or citations associated with that topic. Larger circles represent more prolific or influential themes within the research landscape. Position on Axes: X-Axis (Centrality): Reflects the theme's importance and its connections to other topics. Themes positioned further right have higher centrality, indicating they are crucial for structuring the field. Y-Axis (Density): Represents the development level of a theme. Themes higher on the axis are well-developed, while those lower may be emerging or declining. Quadrants: Motor Themes (Top Right): High centrality and density, indicating well-established and significant areas of research. Niche Themes (Top Left): High density but low centrality, suggesting limited relevance. Emerging/Declining Themes (Bottom Left): Low centrality and density, indicating underdeveloped or fading topics. Basic Themes (Bottom Right): High centrality but low density, essential for broader research issues. This mapping approach helps visualize the evolution and interconnections of research topics over time, guiding scholars in identifying key areas for future exploration.

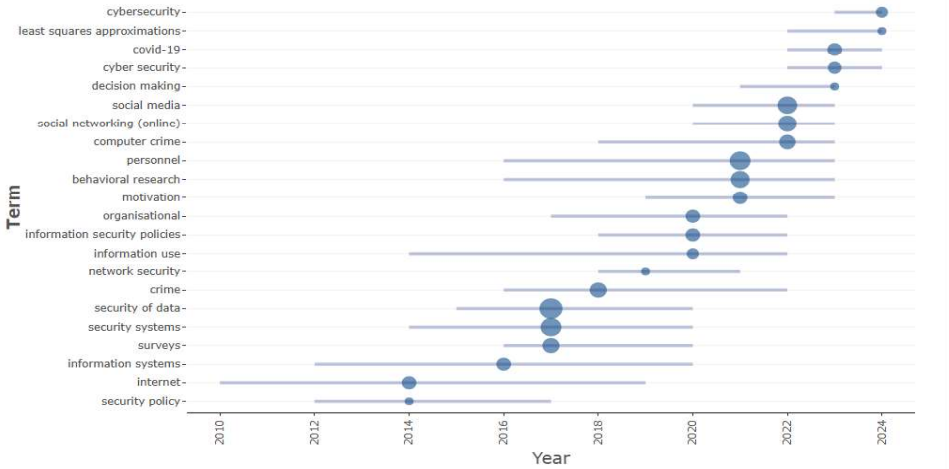

Figure 12 (Own Elaboration using biblioshiny)

Co-authorship analysis

Co-authorship analysis examines the collaborative relationships between authors, revealing how research networks are formed. Using VOSviewer, this analysis visualizes these relationships through a network map, where nodes represent authors or institutions and links indicate co-authorship. The map displays different colored clusters, each representing a group of authors or countries that frequently collaborate. The colors signify distinct research themes or areas of focus:

Red Cluster: Often indicates a dominant research theme or a highly active group of authors.

Green Cluster: Represents another significant area of research, possibly emerging or specialized.

Blue Cluster: Typically signifies established research themes with extensive collaboration.

Purple Cluster: May indicate niche topics or less frequent collaborations

The size of each circle corresponds to the number of publications by that author or institution. Larger circles indicate more prolific contributors to the field. The thickness of the lines connecting circles represents the strength of collaboration; thicker lines indicate more frequent co-authorship. the United States, India, China, Australia, and Canada are interconnected in the co-authorship network. As per figure 13: The U.S. is a central hub for research collaboration, often leading in various fields. Countries like India and China show strong ties with the U.S., indicating active participation in global research initiatives. Australia and Canada also connect with these nations, reflecting collaborative efforts across borders. This interconnectedness highlights the global nature of research and the importance of international cooperation in addressing complex scientific challenges.

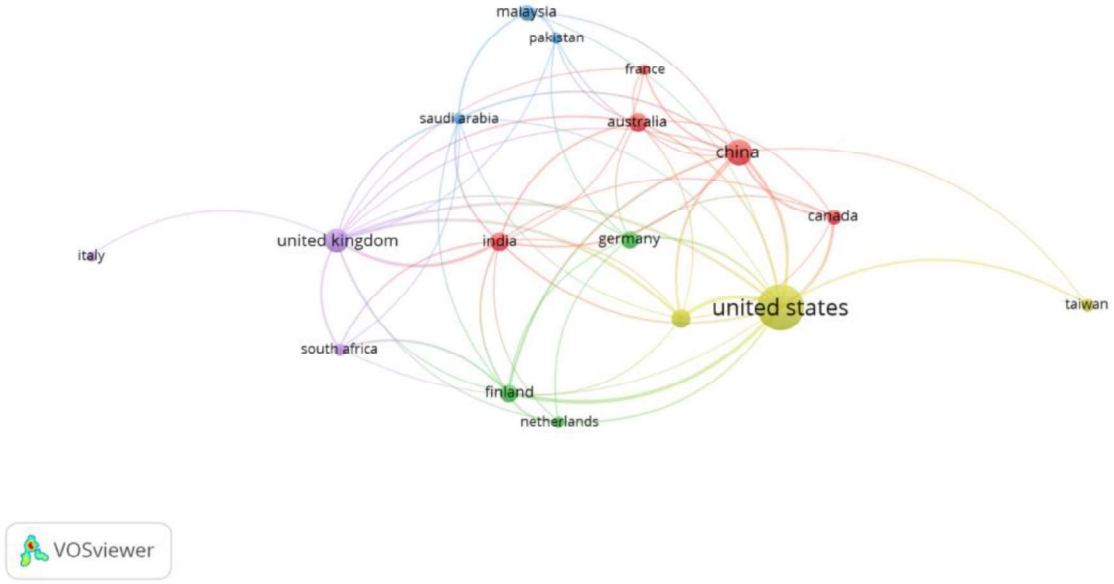

Figure 13 (Own Elaboration using VOSviewer)

Co- citation Analysis

co-citation analysis is a method used to measure the relationship between two documents based on how frequently they are cited together by other documents. This analysis helps identify the semantic relatedness of research works, indicating how closely related they are in terms of content and scholarly discourse. When two publications are cited together in the reference list of a third publication, they are considered co-cited. The more frequently two documents are co-cited, the stronger their co-citation relationship, suggesting a higher semantic similarity between them. The analysis creates a network or map of documents interconnected through co-citations. This network visually represents clusters of related works, allowing researchers to see how knowledge is structured within a field. Clusters in co-citation analysis represent groups of documents that are frequently cited together, indicating shared themes or research areas. Different colors in these clusters often signify distinct thematic areas. Red Cluster: Typically represents a dominant or highly active research theme.

Green Cluster: May indicate emerging or specialized topics that are gaining attention.

Blue Cluster: Often signifies established themes with extensive collaboration and citation.

Purple Cluster: Usually reflects niche topics or less frequent collaborations

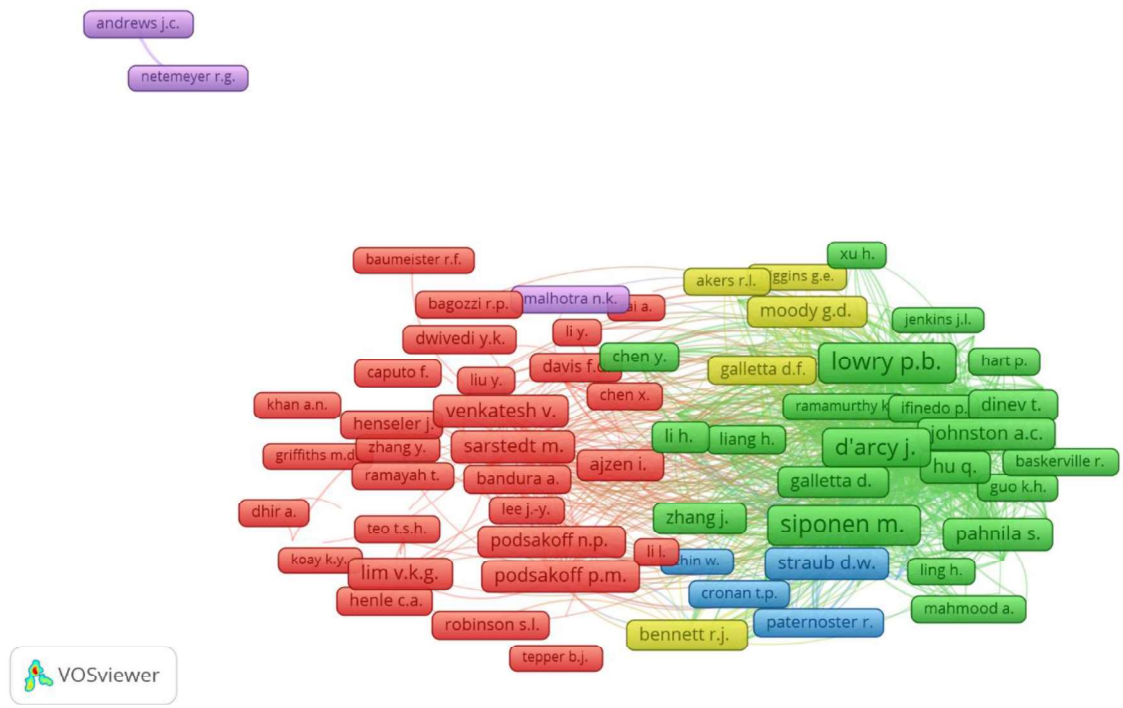

Figure 14 (Own Elaboration using VOSviewer)

The Keyword Network Analysis

Keyword network analysis is a bibliometric technique that examines the relationships between keywords in academic literature. This analysis involves creating a network where each keyword is represented as a node, and connections (or edges) between nodes indicate co-occurrences of keywords within the same documents. This method helps to visualize and understand the thematic structure of a research field. The frequency with which two keywords appear together in the same article strengthens their connection in the network. Higher co-occurrence suggests a closer thematic relationship. The analysis often reveals clusters of related keywords, which represent specific research themes or topics within a broader field. Red Cluster: Often indicates a dominant or highly active research theme, suggesting significant interest and activity in that area.

Green Cluster: May represent emerging or specialized topics that are gaining attraction but are not yet fully established.

Blue Cluster: Typically signifies well-established themes with extensive collaboration and citation patterns.

Purple Cluster: Usually reflects niche topics or less frequently explored areas of research.

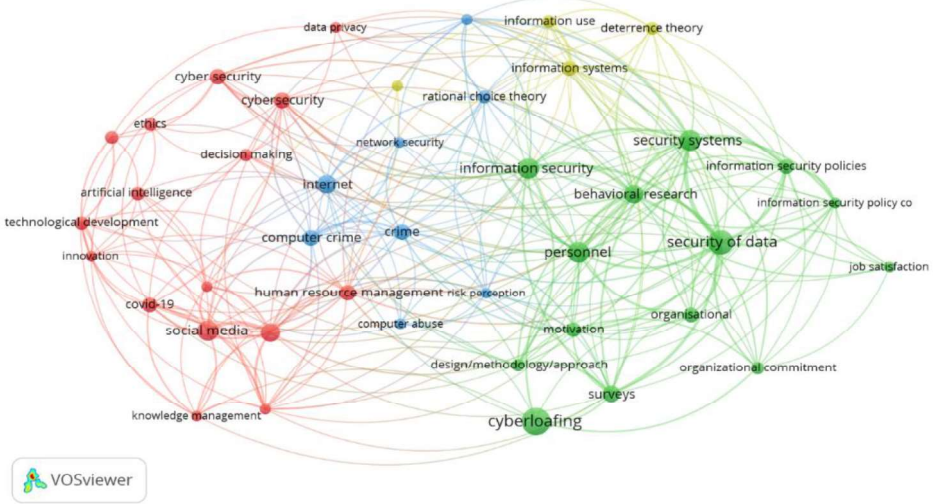

Figure 15 (Own Elaboration using VOSviewer)

Practical Implications

Understanding cyberloafing is crucial for organizations aiming to maintain productivity while supporting employee well-being. By recognizing the dual nature of cyberloafing—as both a potential distraction and a necessary mental break—employers can develop policies that strike a balance between minimizing excessive internet use during work hours and allowing for healthy breaks that enhance morale and engagement.

Conclusion

In conclusion, the analysis of cyberloafing reveals a complex phenomenon characterized by employees utilizing work time for non-work-related internet activities, such as browsing social media, shopping, and checking personal emails. While often perceived negatively due to its potential to decrease productivity and efficiency, cyberloafing can also serve as a coping mechanism for stress and workplace boredom, allowing employees brief mental breaks that may ultimately enhance their overall productivity.

The study encompasses 246 documents from 2001 to 2023, highlighting a significant increase in publications, particularly in 2023, indicating growing scholarly interest in this area. Key findings include the identification of the most relevant journals, such as Information and Management and Internet Research, along with leading authors like Lowry PB and Siponen M. The analysis also highlights the contributions of top institutions, notably Tongji University, and countries like the United States and China, which dominate in publication output.

Through keyword network analysis and co-citation studies using VOSviewer, distinct thematic clusters were identified. These clusters illustrate the interconnectedness of research topics related to cyberloafing, such as "digital distraction," "workplace internet misuse," and "cyberslacking." The color-coded clusters provide a visual representation of how these themes relate to one another, revealing emerging trends within the literature.

Limitations of the study

In conducting a bibliometric analysis on cyberloafing using the Scopus database and employing R's Biblioshiny and VOSviewer software, several limitations must be acknowledged. Firstly, the reliance on the Scopus database may introduce biases, as not all relevant publications are indexed, potentially overlooking significant studies published in non-indexed journals or in languages other than English. Additionally, while bibliometric indicators such as publication counts and citation metrics provide quantitative insights, they do not measure the quality of research; high publication numbers do not necessarily correlate with impactful studies, which can mislead interpretations of the research landscape. Citation analysis also has inherent biases, as not all citations reflect equal importance or relevance to the citing work.

Future Research Directions

This analysis opens avenues for future research to explore specific factors influencing cyberloafing behaviors, such as organizational culture, employee motivation, and technological advancements. Investigating these dimensions can provide deeper insights into managing cyberloafing effectively in various workplace settings. As technology continues to evolve, future studies should examine how advancements—such as AI, mobile devices, and remote work tools—affect cyberloafing behaviors. Understanding the relationship between these technologies and cyberloafing can help organizations develop strategies to manage internet usage effectively.

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