



Impact of Social Media Usage on Work-Life Balance and Mental Health Among Working Adults in Patna City

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Abstract

The growing use of social networking sites (SNS) has become a significant part of everyday life, particularly among working adults. This study aims to investigate the relationship between SNS addiction and psychological well-being among government and private sector employees in Patna City, Bihar. The study employed a descriptive research design, utilizing both quantitative and qualitative methods. A sample of 60 employees—30 from the government sector and 30 from the private sector—was randomly selected, including an equal distribution of males and females in both sectors. To measure psychological well-being, Ryff's Psychological Well-Being tool was used, while SNS addiction was assessed using the Social Networking Sites Addiction tool developed by Bergen (2012). Data collection involved individual administration of the tools after obtaining formal consent from relevant authorities. The collected data were analyzed using descriptive and inferential statistics in SPSS version 20. The study seeks to examine the frequency of social media usage, evaluate the level of psychological well-being, and explore the relationship between SNS usage and psychological health among working adults. The results aim to shed light on the impact of SNS addiction on emotional and mental health, providing valuable insights into work-life balance and mental well-being in the context of social media engagement.

Keywords: Social Networking Sites, Psychological Well Being.

Introduction

Contemporary young adults and adolescents are profoundly engaged in social networking sites (SNS), which constitute a substantial aspect of their daily existence. The appeal of these platforms, marked by perpetual connectivity and interactive engagement, captivates their attention and time (Adorjan and Ricciardelli, 2021). By engaging in various activities, including sharing experiences and participating in online discussions, they obtain a sense of fulfillment from this digital social environment (Stahl and Literat, 2023). Nonetheless, the inquiry persists regarding the significant influence of these virtual interactions on their psychological well-being. The evident satisfaction highlights the need for further exploration of the intricate relationship between mental health and the virtual realm, necessitating a detailed analysis of the complex dynamics between social networking and the psychological aspects of contemporary youth. Social media networking sites are the product of a collective online assembly, where a significant number of individuals participate in public discourse for a defined period, characterized by authentic human emotions (Can and Alatas, 2019). This interaction results in the creation of networks and connections, establishing personal relationships within the digital realm. (Hu et al., 2017). A diverse array of content creators and consumers have the opportunity to engage with social media (Shahbaznezhad et al., 2021). Social networking services are online platforms that allow users to establish public profiles, share connections, and

access and explore their own and others' networks. Students can maintain communication with their peers, stay informed about current events, and update their websites by utilizing social media platforms such as Twitter, Facebook, Instagram, WhatsApp, and others. Facebook not only serves its primary function of reconnecting with former acquaintances but also offers a multitude of features, including photo and video sharing, conversation engagement, storytelling, status updates, direct messaging, tagging, and particularly, live streaming (Junco, 2013). Moreover, Facebook provides a varied array of activities, encompassing gaming and gambling (Griffiths, 2014, 2015). Similar to Facebook, Instagram is a notable social networking platform recognized for image-sharing. With 500 million members, it witnesses an astonishing 95 million photographs and videos being uploaded consistently (Instagram, n.d.). Research on Twitter usage statistics indicates that over 350,000 tweets are dispatched every minute, totalling 500 million tweets per day and exceeding 200 billion tweets annually. According to the 2010 US Census, thirty million individuals in the United States, or nearly 10% of the population, are aged 18 to 24. A study identifies entertainment as the most significant predictor of engagement on social media platforms such as Facebook, Twitter, Instagram, and Snapchat. Self-documentation was associated with users who frequently utilized Facebook and Instagram, whereas convenience was linked to those who regularly engaged with platforms such as Twitter and Snapchat. Scholars globally have researched the psychological effects of the COVID-19 pandemic on diverse populations. Social media influences students in both positive and negative manners. Social media platforms may be employed to aggregate social and practical data that assists individuals in assessing their level of satisfaction. Students, conversely, exhibit a negative association with their academic responsibilities and squander time on social media. Social media facilitates enhanced networking opportunities for students. Sports enthusiasts can access the news feeds of their idols and disseminate their own insights. (Kim et al., 2017).

Social networking sites can be characterized by three fundamental attributes, as delineated by Boyd and Ellison (2013). Initially, social networking sites entail the establishment of generated by users public or semi-public profiles. Secondly, they enable the formation of connections among users within the system. Finally, social networking sites enable users to access their own list of connections, along with the connections established by other users within the platform. A revised and expanded conceptualization for a communication platform enabling interaction among its members was proposed after achieving substantial consensus. Social networking services feature unique profiles comprised of user-generated content, contributions from other users, and/or system-level data. These profiles possess the capacity to publicly articulate connections that can be perceived and explored by others. Furthermore, these sites possess the ability to consume, produce, and/or interact with streams of user-generated content arising from platform interactions. Notable instances of Social Networking Sites (SNS) encompass Facebook, Twitter, LinkedIn, and MySpace, with an estimated 30 functioning SNS globally (Sorensen, et al., 2014).

Social networking sites (SNS) have become an integral part of daily life for millions of people worldwide, including working adults in India. These platforms provide opportunities for social interaction, professional networking, and entertainment, but their extensive use has raised concerns about their impact on mental health. While SNS can offer benefits such as enhanced social connectivity, there is increasing evidence suggesting a potential negative influence on psychological well-being. Excessive use of these platforms has been linked to feelings of anxiety, depression, and loneliness. Working adults, balancing both professional and personal life pressures, may be particularly vulnerable to these effects. This demographic often experiences high levels of stress, which could be exacerbated by time spent on SNS. Understanding the relationship between addiction to social networking sites and the psychological well-being of working adults in India is crucial for addressing these emerging concerns. The aim of this study is to explore how SNS usage patterns impact the mental health of working adults, focusing on anxiety, self-esteem, and work-

life balance. This research will help identify whether social networking site addiction contributes to negative psychological outcomes and suggest interventions. The findings could be significant in designing policies to promote healthier social media usage among working individuals in India.

Social Networking usage and Emotional Intelligence

Social networking sites (SNS) have become a dominant part of modern communication, affecting how individuals interact socially and emotionally. Emotional intelligence (EI), which involves the ability to recognize, understand, and manage emotions, plays a key role in navigating social relationships. The use of SNS may influence emotional intelligence by shaping how users perceive and respond to social cues online. This relationship between SNS usage and emotional intelligence has gained attention, especially in the context of developing social and emotional skills. Understanding this connection can provide insights into how SNS impacts personal development and emotional well-being. Iqbal et al. (2021) examine the impact of emotional intelligence on academic achievement, in both direct and indirect ways, employing Academic SNS (ASNS) as a mediating variable. Data regarding emotional intelligence, ASNS, and academic performance were gathered from a sample of approximately 305 undergraduate university students through a survey questionnaire consisting of 42 items. The findings indicated that academic achievement is significantly affected by emotional intelligence, which enhances academic success both directly and indirectly. Wei et al. (2020) aimed to develop emotional intelligence prediction models utilizing the sentiment analysis of social networking data in a separate study. The results indicate that the distribution of all four Emotional Intelligence traits among users is generally normal. The data indicates that females' Emotional Intelligence scores were frequently superior to those of males. Despite reviewing numerous examples, one cannot overlook the adverse consequences of social media platforms alongside their advantageous effects on emerging adults, as evidenced by various studies conducted by academics from diverse viewpoints. A study revealed that social media usage, encompassing time squandered, engagement, and addiction, markedly elevates the risk of stress and depressive disorders. Lim et al. (2022). Various forms of social media addiction exist, including Facebook, Twitter, SnapChat, and Instagram. Symptoms of addiction may encompass behavioral problems, mood disorders (or fluctuations), physical and psychological distress, and neglect of social, recreational, and other pursuits. Students allocate or are compelled to allocate time to social media (Grau et al., 2019). In ideologically radical networks, norm learning frequently eclipses reinforcement learning, as users exhibit diminished sensitivity to social feedback when articulating outrage (Brady et al., 2021).

Well-being

Well-being refers to a holistic state of health that encompasses physical, emotional, and mental aspects of an individual's life. It involves not just the absence of illness but the presence of positive factors such as happiness, life satisfaction, and a sense of purpose. Factors like social relationships, work-life balance, and personal achievements contribute significantly to overall well-being. As society evolves, the concept of well-being has expanded to include psychological resilience and emotional fulfillment. Understanding well-being is crucial for promoting a healthier, more balanced life in today's fast-paced world. Prioritizing the welfare of young adolescents and emerging adults is essential in contemporary society, encompassing factors such as comfort, health, and happiness. Webster et al. (2021) characterize well-being as a synthesis of personal attributes, perspectives, self-awareness, and the pursuit of objectives and ideals. Subjective well-being, indicative of an individual's mental and emotional health, significantly influences their perception of life. Disturbing statistics, as reported by Bentley et al. (2018) and the WHO's Adolescent Mental Health report, underscore the rising prevalence of mental illness and self-harm, with suicide identified as the third leading cause of death among individuals aged 15 to 19. Greenway (2017)

identifies factors such as relationships, success, and external influences that affect health and happiness. The pervasive nature of social media presents distinct challenges, as college students encounter the allure of multitasking during lectures, which impacts their attention spans (Erfani et al., 2013b; Reinecke & Trepte, 2014). The connection between Internet usage and psychological well-being has been acknowledged since the establishment of public Internet access in 1993 (Nabi et al., 2013). Notwithstanding progress, the complex relationship between social networking sites and psychological well-being remains a sophisticated and developing field, with significant gaps in knowledge within the academic community.

Psychological Well-Being

Psychological well-being refers to the mental and emotional state in which individuals experience positive emotions, life satisfaction, and a sense of purpose. It involves the ability to cope with stress, maintain healthy relationships, and achieve personal growth. Key factors include self-acceptance, autonomy, and environmental mastery. Psychological well-being is essential for overall health, influencing how individuals perceive and respond to life's challenges. Promoting psychological well-being is crucial for enhancing the quality of life and fostering mental resilience. Comprehending the intricacies of psychological well-being (PWB) in adolescence encompasses both conventional developmental obstacles and the widespread impact of social networking sites (SNS) (Wenninger et al., 2019). This dynamic interaction creates a unique digital environment in which adolescents navigate self-discovery, social relationships, and the advancing domains of technology (Moreno and Kolb, 2012). Adolescence, a pivotal phase for identity development, corresponds with Erikson's psychosocial stages (Knight, 2017), during which individuals endeavor to establish their self-concept and ascertain their role in society. The emergence of social networking sites introduces novel aspects to the adolescent experience (Valkenburg and Peter, 2009). These platforms serve as venues for self-expression, relationship, and exploration, enhancing the psychological well-being of young individuals. Nonetheless, the digital environment presents difficulties (Wong et al., 2020; Tynes et al., 2021). The curated structure of online identities can exacerbate social comparison and induce feelings of inadequacy, thereby affecting self-esteem. Cyberbullying and the compulsion to adhere to online standards introduce further complexities to the adolescent experience (Yang et al., 2022). The perpetual connectivity afforded by social networking services obscures the distinctions between the online and offline realms, influencing sleep patterns and general well-being. The convenience of multitasking in online activities, although appearing effective, may undermine attention and focus. Understanding the complex connection between social networking services and psychological well-being is essential. Positive digital engagement can cultivate supportive communities and facilitate creative expression, thereby improving adolescents' emotional and mental health. Concurrently, tackling issues such as cyberbullying and fostering healthy online conduct guarantees a comprehensive strategy, enabling adolescents to traverse the digital realm with resilience and enhanced psychological well-being.

Previous Studies

Recent literature has increasingly examined the effects of social networking site (SNS) addiction on the psychological well-being of employed adults. Research has consistently identified substantial correlations between excessive social networking service usage and adverse mental health outcomes, such as depression, anxiety, and stress. The study by Priyadarshini (2024) investigated the impact of social media addiction on psychosocial behaviors, including depression, stress, and anxiety, in working professionals. The research revealed a robust, statistically significant correlation between social networking site addiction and adverse psychological outcomes, underscoring concerns regarding overuse and addiction among employees. Kuss, D. J., & Griffiths, M. D. (2024) conducted a systematic review examining the correlation between problematic social networking site usage and social well-being in young adults aged 18 to 35. The

results indicated that excessive social networking service usage was associated with several adverse social well-being factors, including weakened social relationships and heightened social media anxiety. Hepburn, E. (2023) examined the increasing prevalence of social media addiction among middle-aged adults, highlighting that 78% of individuals aged 45 to 54 utilize smartphones on a daily basis. The article highlighted the significance of establishing boundaries to mitigate social media usage and proposed strategies, including removing phones from the bedroom and utilizing applications to restrict access, with the objective of enhancing mental health and well-being. These studies collectively highlight the harmful impact of excessive social networking site usage on the psychological well-being of working adults. They emphasize the necessity for interventions and strategies to alleviate the adverse effects of social media addiction, including establishing usage limits and fostering digital well-being. Webster et al. (2021) investigated the relationship between online communities of adolescents and their individual sense of happiness. Nine studies have shown a positive correlation between seeking assistance and getting compliments, leading to improved mood, life satisfaction, and diminished feelings of loneliness. The research by Samad et al. (2019) investigated the impact of students' social networking experiences upon social presence and their perceptions of using social networking sites for educational purposes. The study revealed that students demonstrated a favorable attitude towards social networking in educational purposes. The research additionally evaluated the impact of social networking sites on students' academic performance. The researchers examined the significant relationship between social presence, social well-being, and academic performance among students. Pang (2018) investigated the relationships between various dimensions of social networking site (SNS) interactions with self-reported psychological well-being among Chinese international students. The results indicated a relationship between the use of social media platforms and improved overall well-being. Salahshour Rad et al. (2017) introduced an innovative framework for the integration of social networking sites in Malaysian research institutions and confirmed that these platforms can improve students' research performance. Zhan et al. (2016) demonstrated that employing social media for interaction and engagement can produce significant social benefits, ultimately enhancing users' life satisfaction. A study in Hong Kong revealed that mobile social media usage for communication and self-disclosure positively influences the formation of social connections, the establishment of social networks, or overall well-being. According to Thomee, S. (2012), Gothenburg; Williams, R. (2013); and Kotenko, J. (2013), contemporary adults experience heightened stress in their daily routines due to the pressure of maintaining extensive networks of Facebook friends. They often feel envious of their peers who appear to lead well-recognized and affluent lives. This stress is exacerbated by the obligation to respond to messages, the compulsion to upload appealing photos on Pinterest, and the constant need to update their status on Twitter, which detracts from their engagement with friends and family, thereby increasing their stress levels progressively. Mary Madden and Kathryn Zickuhr (2011) noted that 65% of adults utilize the internet, particularly social networking sites such as MySpace, Facebook, or LinkedIn, compared to 61% one year prior. Adults have doubled their usage of social networking sites, which was predominantly at 29% in 2008. Pew Internet surveys indicated that 50% of adults express interest in utilizing social networking sites, which is notably surprising given their frequent usage in the contemporary era compared to other websites. The analysis revealed that in February 2005, 8% of individuals utilized social networking sites, while an additional 5% of adults engaged with them regularly. Social networking sites are increasingly popular among young adults as well. Research conducted by Accountemps (2010), Nucleus (2009), O'Murchu et al. (2004), Rooksby et al. (2009), Shepherd (2011), and Wave Crest (2006) indicates that studies examining the impact of social networking sites on workplace productivity have primarily focused on the time squandered due to their use, neglecting potential indirect advantages such as enhanced job satisfaction, increased organizational commitment, reduced absenteeism, improved retention rates, and heightened innovative behavior. Pfeil, U; Arjan, R; Zaphiris (2009), P, Fogel, J; Nehmad, E

(2009), Jelcic, H; Bobek, DL; Phelps, E; Lerner, RM (2007), and Wilkinson, D; Thelwall, M (2010) noted that men generally possess a greater number of friends on social networking platforms compared to women, while other studies have reported contrary findings. Moreover, men were observed to engage in greater risk-taking concerning the disclosure of personal information. Additionally, one study indicated that a marginally higher percentage of females utilized MySpace, specifically 55%, in contrast to 45% of males. Social networking sites and their application in the workplace have been contentious subjects (AT&T, 2008; Bennett, Owers, Pitt, & Tucker, 2010; Leidner, Koch, & Gonzalez, 2010; Li & Bernoff, 2008; Patel & Jasani, 2010). Some contend that the utilization of social networking sites in the workplace enhances employee productivity by influencing intermediary variables, such as increased morale. Griffiths MD (2005), Echeburúa E, and de Corral P (2010) noted that the phenomenon of addiction encompasses excessive engagement with social networking sites, which is posited to be a legitimate addiction akin to video gaming, internet use, sexual activity, and exercise. The researchers elucidated that social networking sites exemplify addictive behaviors among individuals.

Use of SNS in Workplace

In the contemporary era, nearly every organization utilizes social networking sites for their professional advantages in fostering positive relationships with consumers. Social networking sites negatively impact organizational productivity; however, they can also empower organizations by fostering positive relationships with employees, facilitating effective communication, and gathering information regarding employee behavior and training (Flynn, 2011). Research has revealed a mixed outcome regarding the use of Social Networking Sites. Some research suggests that the utilization of social networking sites leads to increased happiness and productivity among employees. Several studies suggest that social networking sites contribute to diminished productivity, resulting in time wastage and adult addiction (AT&T, 2008; Bennett et al., 2010; Leidner et al., 2010; Li & Bernoff, 2008; Patel & Jasani, 2010). Several studies contend that social networking sites diminish workplace productivity, leading individuals to overlook potential advantages such as increased job satisfaction, heightened organizational commitment, reduced absenteeism, improved retention rates, and enhanced innovative behavior. The utilization of social networking sites in the workplace is enhancing organizational value; however, the work-related outcomes have not yielded favorable effects from these platforms (Accountemps, 2010; Nucleus, 2009; O' Murchu et al., 2004; Rooks et al., 2009; Shepherd, 2011; Wave Crest, 2006). Consequently, numerous organizations have prohibited the use of Social Networking Sites in the workplace (Gaudin, 2009). A survey conducted by "Facebook Costs Business" in 2007 estimated that approximately 233 million hours are wasted each month on social networking sites such as Facebook and WhatsApp. Individuals are increasingly becoming addicted to social networking sites, habitually checking their profiles multiple times daily, engaging in conversations with friends, monitoring daily updates, altering their statuses, and commenting on or sharing photos and videos on these platforms (Gaudin, 2009). Consequently, employees are becoming distracted from their tasks and are unable to devote adequate attention to their office responsibilities. The excessive utilization of social networking sites adversely affects psychological well-being, leading to addiction and a myriad of complex psychological issues and disorders, one of which is the significant condition known as Fear of Missing Out. FOMO, an abbreviation for "Fear of Missing Out," is a type of social anxiety characterized by a persistent apprehension of missing new experiences or rewarding events. It is primarily associated with social networking sites and mobile devices. An image and online article indicate that gender FOMO levels are elevated among young individuals, particularly men. A survey conducted in January 2012 involving 768 adults and 60 teenagers revealed that social media impacts men more significantly than women. An online journal and guide on FOMO and digital dementia stated that individuals who frequently engage in distracted driving due to FOMO are significantly affected, and

monitoring their peers is crucial to their lives. The journal and guide on FOMO indicated that individuals with a pronounced level of FOMO may experience loneliness due to their extensive use of social networking sites, which diminishes genuine face-to-face interactions and exacerbates feelings of isolation. Digital dementia is a significant concern in South Korea, resulting in fatigue after prolonged gaming sessions. It constitutes a type of social anxiety characterized by a persistent apprehension of potentially missing out on novel experiences or advantageous events (Andrew Przybylski, 2013). The predominant body of research on social networking sites predominantly utilizes data from college students (Clark & Roberts, 2010; Dwyer, 2007; Dwyer, Hiltz, & Passerini, 2007; Ellison, Steinfield, & Lampe, 2007; Hargittai, 2008; Mainier & O'Brien, 2010), which may not be applicable to working adults. Moreover, there exists a paucity of studies, indeed negligible, regarding the utilization of social networking sites by working adults and its effects on their psychological well-being, particularly within the Indian context. This study aims to investigate the addiction to social networking sites among government and private employees and its effects on their psychological well-being.

Objectives

1. This study aims to investigate the complex relationship between SNS and the psychological wellbeing among government and private sector employees.
2. To find out the psychological well-being of government and private sector employees.
3. To find out the impact of addiction to social networking sites on psychological well-being of government and private sector employees.

Methodology

Research Design: The present study was descriptive study using both quantitative and qualitative methods.

Locale of the Study: The locale of the study was Patna city, Bihar.

Sample: The sample comprised 60 employed individuals from both government and private sectors, utilizing a random sampling technique. Of the 60 employees, 30 were selected from the government sector and the remaining 30 were selected from the private sector. Among the 30 employees in the government sector, there were 15 males and 15 females. Fifteen male and fifteen female employees were similarly selected from the private sector.

Tools: To measure psychological well being of adults, Ryff's Psychological Well Being tool was used and for addiction to social networking sites, Social Networking Sites Addiction tool developed by Bergen (2012) was used.

Data Collection Procedure: A formal consent from respective office authorities was taken. Then the tool was implemented individually by the researcher and additional information was collected.

Statistical Analysis: The data obtained was tabulated and analyzed in terms of the objectives of the study by using descriptive and inferential statistics on SPSS version 20.

The study delineates specific objectives: first, to ascertain the frequency of social media platform usage among working adults; second, to evaluate the level of psychological well-being in this demographic; third, to analyze the extent of social networking service utilization; and finally, to investigate the relationship between social networking services and the psychological well-being of working adults. The main objective of this study is to examine the complex relationship among online social engagement as well as the emotional and mental health of working adults.

Data Analysis

Table 1 indicates a substantial correlation between addiction to social networking sites and psychological well-being ($r=-0.42$). The negative value of r signifies that the utilization of social networking sites is inversely correlated with the psychological well-being of government and private employees. The increased utilization of social networking sites correlates with a decline in the psychological well-being of working adults. Numerous researchers have examined the effects of addiction to social networking sites on an individual's psychological well-being, revealing that it contributes to feelings of FOMO, depression, anxiety, mental health issues, and stress.

Table 1
SNS Addiction and psychological well-being

	N	R	P Value
SNS Addiction and psychological well-being	60	-0.42	0.33

Table 2 demonstrates that there is no significant difference in the psychological well-being of government and private employees. The null hypothesis H_0 , which asserts that "There will be no significant difference between the psychological well-being of government and private sector employees," is accepted. However, there exists a disparity in the mean values of government employees ($m=82.45$) and private employees ($m=80.13$). In addition to addiction to social networking sites, other factors may contribute to the diminished psychological well-being of private sector employees, including job insecurity, performance-based compensation, increased workload, extended working hours, and insufficient time for social interactions with family and friends. Employees in the private sector exhibit higher levels of stress, anxiety, mental health issues, fear of missing out (FOMO), depression, and compulsive behavior.

Table 2
Psychological well-being of Government Employee and Private Employee

	N	Mean	SD	T Value
Government Employee	30	82.45	22.14	0.72
Private Employee	30	80.13	12.48	

Table 3 demonstrates that there is no statistically significant difference in the addiction to social networking sites between government and private employees, indicating that both groups utilize these platforms with comparable frequency. Consequently, the null hypothesis H_0 , which posits that "There will be no significant difference in addiction to social networking sites among government and private sector employees," is upheld. The mean value reveals that the addiction level among private employees ($m=38.14$) is slightly higher than that of government employees ($m=33.21$). Thus, it can be concluded that the usage of social networking sites is similarly prevalent among adults, regardless of their employment sector (government or private).

Table 3
Social Networking Sites Addiction in Government and Private Employees

	N	Mean	SD	T Value
Government Employee	30	33.21	12.15	0.68
Private Employee	30	38.14	20.17	

Table 4 illustrates the psychological well-being of government and private employees in relation to gender. The 't' values for government and private employees ($t = 0.078$, $t = 0.71$) indicate no significant difference in psychological well-being between the two groups concerning gender. The null hypothesis H_0 , which asserts that "There is no significant difference in psychological well-being between government and private sector employees concerning gender," is accepted. The mean value indicates that, in both sectors, the psychological well-being of working females significantly impacts government and private employees more

than that of males. Female employees receive a lesser workload compared to their male counterparts and also benefit from greater support from senior staff, resulting in enhanced psychological well-being relative to male employees.

Table 4

Psychological Well Being in Government and Private Employees with Respect to Gender

	Gender	N	Mean	SD	T Value
Government Employee	Male	15	82.15	6.12	0.078
	Female	15	84.12	12.13	
Private Employee	Male	15	78.14	10.14	0.71
	Female	15	77.18	8.11	

Suggestions

- **Set Time Limits:** Use screen time tracking apps to limit social media use to a set amount each day.
- **Curate Your Feed:** Follow accounts that inspire, motivate, and bring positivity, and unfollow or mute accounts that contribute to stress or negativity.
- **Mute Notifications:** Turn off non-essential notifications to reduce the pressure of constant updates and distractions.
- **Practice Mindful Scrolling:** Be aware of how you feel while scrolling and take breaks if you notice negative emotions or stress.
- **Engage in Real Connections:** Use social media to nurture meaningful relationships rather than just passive browsing.
- **Limit Exposure to News:** Avoid getting caught up in endless news cycles—curate sources that are balanced and positive.
- **Be Kind Online:** Engage in positive interactions, leave encouraging comments, and avoid negative or toxic discussions.
- **Create a Social Media Routine:** Designate specific times of day to check social media, rather than impulsively throughout the day.
- **Take Social Media Breaks:** Schedule regular detox days or weekends where you step away completely from social media.
- **Focus on Offline Activities:** Balance online engagement with offline hobbies and activities that promote well-being (e.g., exercise, reading, meditation).
- **Limit Comparison:** Remind yourself that people's online personas are often curated, and avoid comparing yourself to others.
- **Use Apps with Purpose:** Instead of mindlessly scrolling, use social media to learn, connect with others, or pursue a passion.
- **Seek Support:** If social media impacts your mental health negatively, consider discussing it with a therapist or counsellor.

Conclusion

The objective of this study is to analyze the influence of social networking sites on the psychological well-being of government and private employees. The findings indicate that private and government employees utilize social networking sites with comparable frequency; there is no discernible difference in

their usage patterns. In contemporary life, social networking sites such as Facebook and Twitter have become integral to society. Adults are more inclined to dedicate their time to social networking sites rather than engaging in social gatherings and interacting with friends in person. The utilization of social networking sites is beneficial as it facilitates the completion of job-related tasks more efficiently and expedites communication with friends and family, even for individuals with constrained time availability. It conserves the time expended in traveling to visit friends and acquaintances. The popularity of networking sites is further enhanced by the accessibility of affordable smartphones among the middle-class population. Currently, adults are becoming addicted to social networking sites, leading to various issues such as FOMO (Fear of Missing Out), mental health concerns, anxiety, stress, depression, and exposure to artificial light, all of which adversely affect their psychological well-being. The utilization of social networking sites is beneficial; however, addiction to these platforms adversely affects the psychological well-being of adults. There is a necessity for self-regulation regarding the use of social networking sites. It should not be utilized to a degree that compromises an individual's psychological well-being.

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