

A Comparative Statistical Study on Social Media Usage and Its Impact on the Mental Well-Being of Young Employees

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Abstract: This research study aims to statistically analyze the impact of social media usage on the mental well-being of employees. Social media plays a significant role in everyday life, impacting social, professional, and personal aspects. Despite many advantages, excessive use of social media may harm users' mental health. The study's objective is to investigate how employees' mental health, job satisfaction, stress levels, anxiety, and overall productivity are influenced by their use of social media in both public and private sector organizations. In this regard, the data of 410 respondents showed an age range of 21 to 31 years old ($M = 26.25$). For this research study, employees / skilled personnel/schoolteachers (Public and Private), banking sector personnel, hotel staff, and courier services organizations in Pakistan were nominated to collect the samples. The age group of employees was the focal point of the study, as most young workers are interested in using social media. Correlation, regression, NOVA, and coefficient analysis reveal a strong relationship between social media and the mental well-being of employees, which leads to testing of Hypotheses H1 to H3. Resultantly, the Beta value $\beta = 0.220$ ($p < .001$), F -statistic = 20.672, and t -value of 4.547 were found statistically significant. The positive angles incorporate enhanced social connections, self-expression, and access to support organizations. Comparatively, the adverse results, for example, cyberbullying, social correlation, rest unsettling influences, and feelings of dread toward missing an opportunity, are likewise investigated.

Keywords: Statistical comparison, Social media, Employees' mental well-being, Cyberbullying, Social comparison.

Introduction

This study statistically analyzes the potential impact of allowing employees to use social media at work, examining whether it would result in a significant loss of time and divert employees' attention. Overusing social media can also cause one's focus to wander from work to online temptations. It will quickly reduce productivity due to the impact on employee well-being (Bhodi, 2024). Overuse of social media in the office can be detrimental to the company, despite its benefits for employee engagement and mental breaks. It may result in workers devoting a significant portion of their time to personal pursuits rather than work. Social media use at work may also put companies' security at risk. It examines the relationship between social media use and mental health among employees and the workforce within organizations, considering both the positive and negative impacts. Many employees and workforces now consider social media to be an integral part of their lives (Fassi, 2025).

Social media has become a significant part of the world, significantly affecting how individuals communicate, share information, and interact with their broader surroundings. Among its most enthusiastic clients are experienced workers in the digital age, who find remarkable opportunities for connection, self-expression, and entertainment on social media platforms. Notwithstanding its advantages (Bhodi, 2024), Social-Media also presents significant challenges, particularly regarding its impact on the psychological well-being of workers. Recently, there has been growing concern among scientists, managers, and organizational owners about the potential adverse consequences of social media on workers' emotional well-being.

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Studies have recommended connections between heavy social media use and increased rates of tension, sadness, depression, and other psychological wellness issues among youths, most of whom are young. These discoveries raise significant concerns about how social media platforms are influencing the mental well-being of workers and employees. This paper aims to investigate the intriguing connection between social media and employees' psychological well-being. It will delve into both the positive and adverse consequences of social media use on skilled individuals, examining how various factors, such as stage characteristics, usage examples, and individual differences, impact mental health outcomes. By understanding these effects, we can identify systems to promote positive Social Media use and mitigate its adverse impacts on the psychological well-being of the skilled workforce (Magomedova, 2025).

Additionally, examples of unnecessary social media and social media use, such as late-night browsing and urgent checking, may disrupt sleep patterns and contribute to mental health issues. Notwithstanding these difficulties, there is potential for interventions and procedures to advance better social media practices among workers. Training and mindfulness programs, parental guidance, and the advancement of digital well-being tools are among the methods that can help mitigate the adverse effects of social media on employees' mental health. In general, this paper aims to provide a comprehensive understanding of the impact of online entertainment on psychological well-being, offering insights into the complexities of this relationship and proposing ways to support employees within organizations in navigating the digital landscape. By resolving these issues, we can make progress toward creating a more secure and confident internet-based environment for the future (Bodhi, 2025).

Research gap

Though research on the influence of social media use on mental health is becoming more and more abundant, little is known about how these impacts particularly affect workers and skilled professionals. The majority of existing research tends to focus on larger age groups, students, or general populations, often overlooking the specific challenges and demands that professionals encounter in work settings where social media is increasingly integrated with networking, personal branding, and job responsibilities. Furthermore, while research has generally linked excessive social media use to mental health consequences like anxiety, stress, and burnout, few studies have looked at the specific effects on this population of various social media platform types (e.g., professional vs. recreational) and usage patterns (e.g., passive scrolling vs. active engagement). Additionally, there is a lack of long-term studies examining the impact of continuous social media use on the mental health of skilled professionals, particularly in terms of productivity, job satisfaction, and career advancement.

However, no research study has been found on the comparative statistical analysis of social media's impact, and the accessibility of mental health resources may either moderate or exacerbate the adverse effects of social media use. Filling in these gaps could lead to a more sophisticated understanding of the comparative statistical analysis of social media and mental health in the context of contemporary work and professional life.

Literature Review

Different research studies have investigated the connection between Social Media use and mental well-being. According to a 2018 study by the Seat Exploration Centre, 97.5% of people use one social media platform/entertainment stage, with 45.5% working continuously (Fassi, 2025). Therefore, most employees are part of these organizations. While there are many advantages to

using social media, it also comes with certain dangers and difficulties for employees and the workforce within organizations, as well as challenges to the mental health of workers (Magomedova, 2025).

An overview conducted in 2019, involving more than 6,500 individuals, including workers and employees from various organizations in the U.S., found that internet users who spent over 3 hours daily using social media were at an increased risk for mental well-being issues. Another review conducted in Britain, involving a population of 12,000 people, found that operating social media platforms all day was associated with poor psychosomatic wellness and lower success among employees within organizations.

The 'study of organizations' (Watts, 2007) has advanced altogether throughout the last ten years, driven by the fame of online communication through social media innovation. According to some international statistics (Duggan; Brenner, 2013), 83% of people between the ages of 18 and 32 use social networking sites. Teenagers are one of the groups that tend to use the internet the most. However, currently, aged and middle-aged people are also found using social media while working in prominent organizations. Information from the 'EU Children Online' review appraises that a typical aged person spends 118 minutes each day on screen (McLaughlin, 2011). It should consider the effect of online social media modernization on the psycho-social well-being of youths aged 18-30. In comparison, the majority of young workers and effective workers are between the ages of 22 and 30 years. Following a high-level, orderly information base pursuit technique, this paper presents a 'story survey' of exploration connecting with the impacts of social media technology (SMT) on adolescent well-being, providing a comprehensive overview of current information and a clear direction for future research. Thus, the maximum number of employees / skilled workforce was found between the ages of 20 and 32 in the present globe. Jessica Holzbauer, an authorized clinical social worker at Huntsman Psychological Well-being Organization, explains how our cell phones are, by design, habit-forming. "We get a dopamine discharge in our mind when we get our telephone or sign into social media," she says. Utilizing social applications prepares your brain to think you are compensating yourself each time you get your gadget. Government sector organizations, such as defense forces, have banned their employees from using social media. Social media usage diverts the concentration of the skilled worker from their primary job.

The growing presence of online entertainment has sparked an increase in research among disciplines examining its purposes and effects on employees (Uhls *et al.*, 2017; Yan, 2018). Considering that grants via social media and youngsters are recently emerging as a distinct field of study, we focus on these four expansive disciplines: computer-mediated communication (CMC), media effects, organizational psychology, and developmental psychology, which have contributed to the novel concept of communication innovations and juvenile media usage. In the diagram of earlier systems, we contend that these remarkable elements of social media create a particular social setting. Moreover, we suggest that people's companion encounters are changed in this specific situation. We propose five reasonable classifications for understanding how online entertainment might influence juvenile companion relationships: by altering the frequency or pace of meetings, romantic encounters, and expectations, modifying the specific impression of relationships, providing new opportunities for compensatory behavior, and creating healthy ways of behaving (Bhodi, 2024). At last, we apply the changing structure to youths' experiences of fellowship, drawing on earlier theoretical and observational research across disciplines. The research is based on the spaces of companion status, peer impact, and friend exploitation. It will examine future bearings for research on the role of Social Media in Employees' professional connections.

One of the most significant measures of employee action is performance. Social media use by staff members improves job effectiveness, according to Moqbel, 2020 Social media use improves employees' job performance in terms of personal performance. This conclusion was

supported by another study, which found that using social media makes it easier and more convenient for employees to ask colleagues for advice, thereby increasing productivity. Results from later research by academics have mostly confirmed the beneficial impact on job performance. Effective use of social media in teams can improve team performance, particularly inventive performance. Social media is used in three categories for their research: social, cognitive, and hedonistic. The findings demonstrated that social media use enhances team innovation performance by enabling team members to create reliable knowledge coordination systems. According to the study, this conduct can improve employee agility performance in addition to job and team performance. Furthermore, it has been demonstrated that social media use enhances the decision-making abilities of managers and workers, contributing to higher-quality decisions. We depend on a broad meaning of change, as given by Merriam-Webster: "to alter in creation or construction, to amend the outward structure or presence of, [or] to alteration in personality or situation; convert" (Change, 2018), and recommend that the "change" of friend encounters through Social-media might take various structures. Notably, this system does not explicitly address the positive, negative, or neutral outcomes of these changes on youths' lives and well-being. Instead, it simply recommends that people's companion encounters are essentially divergent about online entertainment, providing a significant first step in understanding the complex role that social media plays in employees' lives.

Negative impacts of social media

To put it, indeed, online entertainment can have unfortunate results for our psychological wellness," Holzbauer says. "The more youthful age employees grew up with social media and the capacity to see anything, whenever, anyplace. Our capacity to endure the pain of stalling has been disintegrated because we can find out about the response to practically any inquiry. We never again need to hold on to realize who played Ron Burgundy in Broadcaster or where to find the closest library." In numerous ways, Social Media has eliminated the boundaries between the client and the crowd, with extensive ramifications. "We can follow up without much forethought and post something to online entertainment that might mirror an inclination or thought at the time, however, may not be consistent with us later," Holzbauer says. "At the point when our more prudent self is in the driver's seat once again, we can feel humiliation, disgrace, or regret for posting something imprudently." We understand that content can be cleaned, corrected, and managed prior to posting, which can result in concepts that are out of reach being shared globally for anybody to view. Clients are driven by instant satisfaction and, in some instances, base their value or image on the images they understand and the level of enjoyment they derive from their posts. "The data adolescents are putting out is variable, and another is the data they are engaging in," Holzbauer says. "Social media is giving them access to pictures, individuals, and thoughts they would not have been able to access. This can be an exceptionally sure thing, yet we realize it can likewise have unfortunate results." A new report from Facebook tracked down Instagram to have unsafe impacts among a portion of its many youthful clients, especially teen ladies. Discoveries have shown that Instagram can aggravate the body for one out of three women. Also, among teens who revealed self-destructive considerations, 6% in the U.S. followed them back to Instagram⁸. It will affect the working environment of the organization when these users are a significant part of the organization's HR.

Warning signs

It is not necessarily the case that keeping employees/skilled workforce away from social media will prevent users from having self-destructive contemplations. Taking everything into account, it is essential for gatekeepers to be familiar with what youngsters are doing online and to

look for any changes in their child's approach to online activity. "Assuming your kid is beginning to concentrate a lot of their attention on online entertainment to the detriment of genuine interactions, guardians ought to be concerned," Holzbauer says. "In any event, this ought to start a discussion about the ways of behaving to guarantee there are no more difficult issues going on, like harassment, tension, or other issues." Gatekeepers should also look for approaches to acting that are not directly associated with online entertainment, as these could lead to problems. If a youth is acting unexpectedly, appears fair-minded throughout regular daily life, or is exhibiting signs of distress and does not want to live, action should be taken. It will, in general, be a firm discussion to have; anyway, it could save their life. Guardians are not the ones who ought to be on alert in particular. Companions should also recognize when someone appears to be in a difficult situation. They might try to gain more knowledge about the circumstances, as they share social media experiences and see similar content. One thing all users should know is that if a friend appears to be contemplating self-harm, they should not dismiss it as someone being "sensational" or seeking attention. Be sure to report any concerning online behavior and be aware of the available resources.

Tips for healthy social media use

We all have expertise in calculating work; the more you look at the phone, the more it will direct convincing content to keep your attention from straying. It is challenging to resist the urge to scroll through TikTok or Instagram and continually get drawn in to see more; however, it is vital to make time for ourselves to take a break for our mental and physical well-being. Guardians can set a genuine example through their virtual behavior. Here are a few hints for guardians and their users. 988, the public suicide and emergency help line, is available whenever and wherever you need it. Call, talk, or text 9-8-8 for a prompt response from a licensed mental health professional.

Positive impressions

- (a) **Enhanced Social Connections:** Social media provides Employees/workforce with other platforms to connect with friends, family, and peers, strengthening their social networks and fostering a sense of belonging. This may also enhance interaction with other sources.
- (b) **Self-expression and Creativity:** Platforms / Stages like Instagram and TikTok permit employees to put themselves out there inventively through photographs, recordings, and different types of content, improving their confidence and personality arrangement. It will also be helpful for advertising purposes.
- (c) **Access to Support Networks:** Social media offers access to online communities and support groups where these Employees/workforce can find emotional support, advice, and solidarity during challenging times, which is beneficial for the growth of the company.

Negative impressions

- (a) The employees can encounter cyberbullying and online badgering, prompting tension, melancholy, and, surprisingly, self-destructive ideation. It will also enhance the sharing of valuable information on social media.
- (b) Consistent openness to arranged and glorified variants of others' lives via online

entertainment can set off deep-seated insecurities, prompting low confidence and self-perception issues.

(c) Over-the-top utilization of virtual entertainment, especially before bedtime, can upset rest patterns, prompting sleep deprivation and weakness. It will also impact their daytime work, as they often fail to get enough sleep.

Unique aspects of the social media context

The exceptional relational setting of online entertainment is characterized by various elements that distinguish it from the conventional relational conditions of everyday employees. "Conventional" relational conditions are characterized here as friendly settings that depend on up-close and personal cooperation. The field of computer-mediated communication (CMC) has offered various hypotheses for understanding the impact of CMC on romantic relationships (for an overview, see Walther 2011). For instance, "signals sifted through" speculations (Culnan & Markus, 1987) recommend that PC interceded correspondence channels give less relational, nonverbal "signals" and synchronicity, subsequently influencing social collaborations that regularly depend on those informative elements. More recently, researchers have applied standards from the CMC writing to understand how person-to-person communication platforms shape social connections among employees and skilled employees within organizations, specifically (Boyd, 2010).

Essentially, within the field of formative brain science, specialists have examined the characteristics of people's digital communication conditions that distinguish them from traditional educational settings (Subrahmanyam and Šmahel, 2011). At long last, as recently noted, a distinct field within hierarchical brain research has highlighted various "encompassing improvements" of virtual entertainment, or elements relevant to hierarchical settings, that shape people's behaviors, influence, and insights (McFarland and Ployhart, 2015).

Research framework

An improved version of the Communication-Satisfaction Questionnaire (CSQ), developed by Downs and Hazen (1977), was used in this study. Data were collected from males/females in the age group of 21 to 31 working as employees in various organizations in Rawalpindi/Islamabad regarding the impact of social media on the mental well-being of employees and skilled workforce. Five demographic question statements were included in this research/survey. The study planned to collect information regarding the topic "Impact of social Media on mental well-being amongst various age groups of employees and skilled workforce. The study employs a 7-point Likert-type scale, with 1 indicating intense disappointment and 7 indicating intense gratification. Thus, the research study was conducted on eight dimensions. A focus of this study was communication and job satisfaction from the respondents', employees', or skilled workforce perspective.

Variables of the study. The variables are listed below

(a) Social Media Usage (SMU). This can be operationalized in several ways, including Time spent on social media, Frequency of social media usage (daily, weekly, etc.), and Purpose of social media usage (professional, personal, entertainment).

(b) Mental Well-Being. Stress levels of wellbeing include Employee, anxiety, Employee Depression symptoms, Job satisfaction, and Emotional exhaustion. Furthermore, the validated

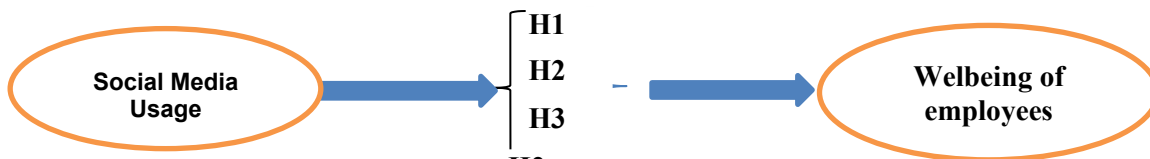
scales for measuring the variables of the study:-

- Warwick-Edinburgh Mental Well-Being Scale (WEMWBS), Social Media usage
- DASS-21 (Depression, Anxiety, Stress Scales)
- GHQ (General Health Questionnaire) for the Usage of social media.

Research framework.

The research on the farmwork is shown in Figure 1.

Figure 1: Research framework.



Source: from the authors (2025).

The Exploration addresses the lucid impetus behind conducting a comparative statistical study on Social Media Usage and Its Impact on the Mental Well-Being of Employees. The study design involves conducting surveys among Employees and the skilled workforce at various organizations across Pakistan, including School teachers (Public and Private), the banking sector, Leopard, and TCS courier services.

Hypotheses

These theories aim to provide a framework for further research into how professionals and skilled workers statistically analyze the use of social media and its impact on their mental health under various circumstances. During the study, the hypothesis outlined below was tested.

- H1: Duration of social media usage has a significant relationship with the mental well-being of employees.
- H2: Employees who use social media for work-related purposes report higher levels of mental well-being compared to those who use it for personal purposes.
- H3: Extreme usage of social media is negatively related to the mental well-being of employees.

Research Methodology

To counter the impetus behind the study, the authors employed a comprehensive strategy of collecting, analyzing, and synthesizing quantitative data from primary and secondary sources through direct and indirect examination. In primary sources, the random sampling strategy was applied to social event data. The examination was demonstrated through a random analysis of 410 (267 males and 143 females) working employees aged 21 to 31 from various organizations in the Rawalpindi/Islamabad region. The details of the age group are mentioned in Table 1. Additionally, the analyst collected information from books and publications located in the electrical records and from certain magazines. However, the majority of the data from earlier research was selected from various research papers to support this article.

Table 1: Demographic data (Age group).

Age Group	Frequency	Percent
Valid	21	12
	22	12
	23	71
	24	25
	25	43
	26	52
	27	32
	28	40
	29	90
	30	29
	31	4
Total	410	100.0

Source: from the authors (2025).

Calculating the test/study

Using unique computational methods for various examinations, the results were ascertained. The impacts of Social-Media on mental wellbeing among young Employees and skilled workforce, the actual individual assortment and examination investigation of the specialist from the auxiliary assortment of information strategies while concentrating on different books and diaries (Ahmed Yousafzai *et al.*, n.d.).

Statistical Analysis and Results/Outcomes

Additionally, the produced figures were subjected to various numerical evaluations by including a measurable pack to complete the certified markings of the rhythmic movement of exploration/study. Table 2 divulged the outcomes of Studies concerning necessities. According to the research study, the questionnaire data were collected and analyzed separately. All the questions asked of respondents were analyzed to find out the impact. Thus, the survey concerning the impacts of social media usage on mental well-being among Employees/workforce and skilled workforce inside organizations was determined with the results as follows:

Table 2: Data Analysis of the Questionnaire (Continue)

Details	Questionnaires	Respondents Data					Means	Medians	Std. Dev
		Strongly not Agreed	Not Agreed	Neutral	Agreed	Strongly Agreed			
Gender	Respondent Gender	Both genders, male and female, participated					1.36	1.00	.477
Age	Respondent Age	The age range was from 21 to 31 (M = 26.25)					26.25	26.00	2.623
SOCIA L1	I use social media daily during duty and work breaks.	11	42	53	70	234	4.16	5.00	1.153
SOCIA L2	I primarily use social media for personal purposes.	10	81	34	58	225	4.16	5.00	2.729
SOCIA L3	Social media helps me stay connected with others during the workday.	108	6	47	15	234	3.64	5.00	1.729
SOCIA L4	I often feel the urge to check social media, even when I am busy at work.	21	46	57	57	229	4.04	5.00	1.269
SOCIA L5	I utilize professional social media platforms (e.g., LinkedIn) to enhance my career growth.	12	81	34	60	223	3.98	5.00	1.298
WELB EING1	I feel mentally exhausted at the end of the workday.	126	3	15	6	260	3.66	5.00	1.833
WELB EING2	I feel satisfied with my overall mental well-being.	72	47	6	47	238	3.81	5.00	1.614

Table 2: Data Analysis of the Questionnaire (Final)

WELB EING3	I experience anxiety due to work or online activity.	16	75	16	88	215	4.00	5.00	1.285
WELB EING4	My social media usage hurts my mental well-being.	164	6	9	9	222	3.29	5.00	1.931
WELB EING5	I feel emotionally stable and balanced during workdays.	115	9	38	16	232	3.59	5.00	1.763
Total		655	396	309	426	2312	38.33	50	16.604

Source: from the authors (2025).

The separate heading data variables from questionnaires were computed into independent and dependent variables. For social media, we add all the relevant data from social media (SOCIAL1+SOCIAL2+SOCIAL3+SOCIAL4-SOCIAL5), and for employee mental wellbeing (WELBEING1+WELBEING2+WELBEING3+WELBEING4+WELBEING). In Table 2, the respondents who strongly agreed are 231.2, those who agreed are 42.6, and those who strongly disagreed are 65.5. The respondents who disagreed are 39.6. However, 30.9 responses were not taken into interest. All these responses are from 10 questions of the questionnaire. So the total will be divided by 10.

Number of responses /10= no of respondents

- So $2312/10=231.2$
- $426/10=42.6$
- $655/10=65.5$
- $396/10=39.6$
- $309/10=30.9$

Table 2 reveals that 231 persons strongly agreed with the statements, 43 agreed, and approximately 40 persons were neutral. However, 31 strongly disagreed. Approximately 66 personnel took no interest in the survey and remained neutral.

Reliability

For the selected data and variable, a reliability test was conducted to evaluate stability and consistency for the 02 main DV and IV variables. Cronbach's Alpha test and item-wise analysis are tabulated below in Table 3. When Cronbach's Alpha exceeds .700, the reliability is greater, which is an excellent result. The reliability test result is 0.726, which is greater than 0.700, indicating a better result and strong reliability, as mentioned in Table 3.

Table 3: Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.726	.740	10

Source: from the authors (2025).

Validity analysis

The validity of the data of the study was measured through KMO and Bartlett's Test, which was .726, greater than .500, and significance level $p=0.000 < 0.05$ as given. Details of KMO and Bartlett's Test are shown in Table 4.

Table 4: KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.726
Bartlett's Test of Sphericity	Approx. Chi-Square	1516.757
	df	45
	Sig.	.000

Source: from the authors (2025).

Statistical analysis and debate

According to the graphical representation, the connection between the impact of social media on Employees and the skilled workforce was established using Pearson's Correlation approach. During the research, it was discovered that social media has a direct impact on the mental well-being of employees and the skilled workforce. The majority of the responses to the exam were in favor of the statement, indicating that these variables were primarily interconnected. Social media has a direct correlation with mental well-being ($r = 0.200$), which is significant ($p < 0.001$). Table 5 reveals a positive correlation between social media and the mental well-being of employees (Ahmad et al. 2024).

Table 5: Correlations.

		Mental Welbeing	Social Media
Pearson Correlation	Mental Welbeing	1.000	.220
	Social Media	.220	1.000

Source: from the authors (2025).

Regression analysis

Regress analysis of the study unveils that, the Model Summary of Table 6 proves that the $R^2 = R=0.220$ and has high correlation between observed and predicted values, the R Square (R^2)=0.048 which is 78.4% of the variance in Sustainable Finance is clarified by the model Adjusted R Square is 0.46 and Adjusted for number of predictors; confirms model strength. The Durbin-Watson value is 2.309, which indicates no major autocorrelation in residuals (ideal = 2). Furthermore, the F-value = 20.672, Sig. F Change = .000, which indicates that the overall model of the research study is statistically significant ($p < .001$). These are the independent variables that

reliably predict the dependent variable. The Summary of findings from the model reveals that the regression model exhibits a positive correlation with mental well-being.

Table 6: Model Summary.

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df 2	Sig. F Change	
1	.220 ^a	.048	.046	4.69952	.048	20.672	1	408	.000	2.309

Legend: a. Predictors: (Constant), SOCIALMEDIA

b. Dependent Variable: MENTALWELL-BEING

Source: from the authors (2025).

ANOVA analysis of the study reveals whether the overall regression model is statistically significant. However, the data were tested, and as shown in Table 7, the F-statistic = 20.672, with a p-value < 0.001, indicates that the regression model is statistically significant. The same confirms that social media usage has a significant impact on the mental well-being of employees.

Table 7: ANOVA.

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	456.543	1	456.543	20.672	.000 ^b
	Residual	9010.881	408	22.085		
	Total	9467.424	409			

Legend: a. Dependent Variable: MENTAL WELBEING

b. Predictors: (Constant), SOCIAL MEDIA

Source: from the authors (2025).

Coefficient analysis

In Table 8 Coefficients analysis of this research study reveals that the individual contribution of social media usage to mental well-being has the strongest and most significant positive impact, with a value of $\beta = 0.220$ ($p < .001$), which confirms a strong correlation with Mental well-being among employees. According to Table 8, the regression coefficient for the independent variable social media on the dependent variable mental well-being is presented.

Calculation Formula:

$$t = \frac{B}{\text{Standard Error}} = \frac{0.221}{0.049} \approx 4.51$$

Furthermore, A t-value of 4.547 is considered statistically significant. The value = .000 proves that the relationship between social media usage and mental well-being is highly significant ($p < 0.001$). Variable social media has a significant positive impact on Mental Well-being in your

sample. The Coefficient ($B = 0.221$) is positive and significant, so it implies that for every 1 unit increase in social media usage, mental well-being increases by 0.221 units (on average), when holding other factors constant.

Table 8: Coefficients^a.

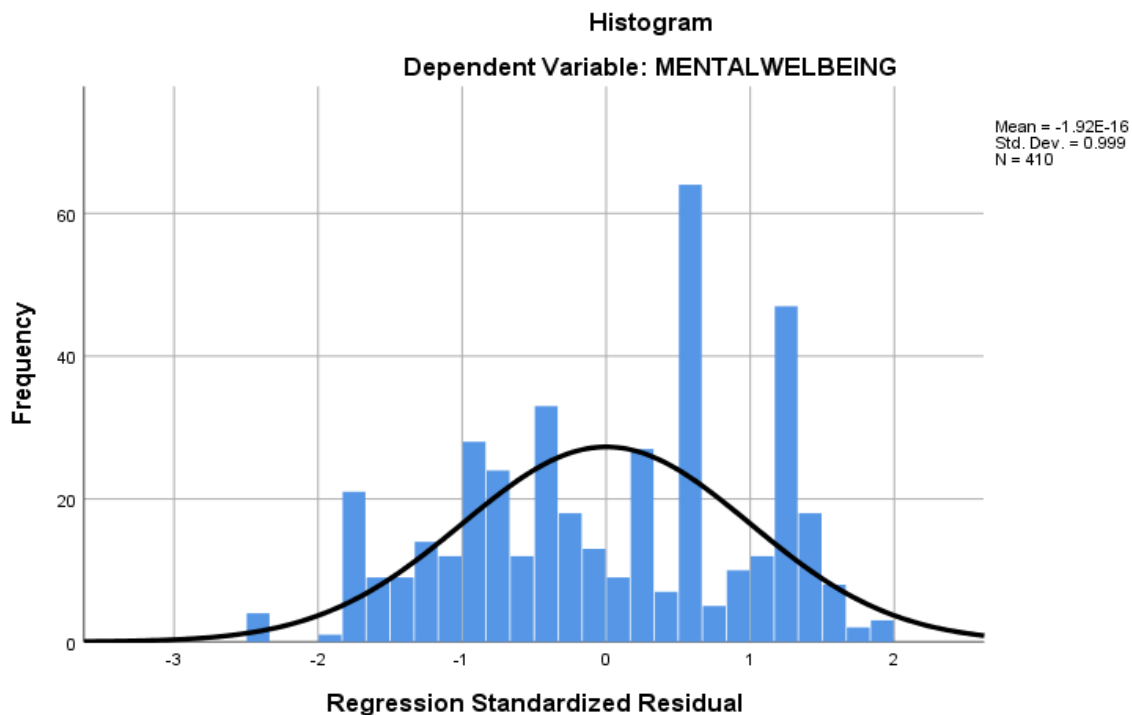
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	13.930	1.000		13.932	.000	11.964	15.895
	SOCIAL MEDIA	.221	.049	.220	4.547	.000	.126	.317

Legend: a. Dependent Variable: MENTAL WELBEING
Source: from the authors (2025).

Recommendation and Conclusion

Furthermore, the graphical presentation of the histogram also proves the positive correlation between social media usage and the well-being of young employees (Figure 2). The above-mentioned correlation analysis, regression analysis, NOVA analysis, and coefficient analysis reveal a strong relationship between social media and the mental well-being of employees, which leads to testing of Hypotheses H1 to H3. This indicates that the use of social media has a significant impact on the mental well-being of young employees. H3 also demonstrates that excessive social media use hurts the mental well-being of employees, regardless of whether it is for organizational or individual use. Moreover, result challenges common assumptions / the existing literature that often link excessive social media use to mental health issues like anxiety, depression, or burnout; however, it opens some questions, like “do certain types of social media use, including emotional support, professional networking, or social bonding, enhance the well-being of the employee? However, the study's findings based on regression analysis demonstrate that it will have a detrimental impact on workers' well-being. However, the study's findings based on regression analysis demonstrate that it will have a detrimental impact on workers' well-being. It was found to improve the correlation between independent and Dependent Variables. It illustrates a situation where measuring the significance of each indicator of the absolute relationship is straightforward. The evaluation results for the dependent variable, social media, are accessible. The findings make it evident that social media's effects on the mental health of workers and skilled laborers are both important indicators of its impact. Both tips were generally helpful in understanding the importance, which is crucial in probability. It was discovered during the scientists' optional secondary source of data that social media can occasionally lead to an overly confident, dominant, egotistical, winning, or narcissistic mindset, causing some detachment from reality, needs, and the opinions of their allies. This can lead to a lack of analysis, responsibility, and variety in the social event, creating a feeling of disdain, disillusionment, or separation between them (Ahmed Yousafzai *et al.*, n.d.).

Figure 2: Graphical presentation.



Source: from the authors (2025).

Recommendations of the research study

The comparative statistical analysis of the study revealed that providing employees and skilled workforce with significant knowledge to enhance their education and skills through the infrequent use of social media, and exploring complex challenges in their field to gain more knowledge. Instructing the improvement of courses of action and practices highlighted the empowerment of employees and a skilled workforce for advancement and progress in versatile educational and practical skills. The Employees and skilled workforce are mostly learners in their specific organizations, and they are expected to focus on their basic training and jobs instead of engaging in extreme social media practices. As in the aforementioned research study, the use of social media is detrimental to employees, particularly young employees. In our survey, 32 years old was found to be the age at which employees were most active. The impact of social media on employees and the skilled workforce is negative, as they are often drawn to its negative aspects, being attracted to luxurious styles and unethical use. Therefore, managers should prevent their Employees and skilled workforce from unauthorized usage of social media, especially during work hours. They may permit the use of social media to the authorized workforce as detailed in the advertisement, etc. However, the optimistic improvement due to the use of social media among users or employees/skilled workforce may not be ruled out, primarily when employees are confined to their area of jurisdiction or concentrated on their skills and jobs. They will avoid social media usage and will reap the following benefits.

- Skill enhancement. The employees of various Pakistani organizations are expected to

acquire knowledge and enhance their skills, including communication skills, critical thinking, and online safety, while focusing on their job training rather than social media usage. General internet usage may enable them to learn and identify ways to cope with bullying, among other issues. The employees / skilled workforce are to improve their literacy skills to help other employees and conduct critical evaluations, including identifying manipulated images, biased information, and advertisement tactics. However, the use of social media will confine them to entertainment; however, it will also improve their interpersonal skills.

- **Organization Guidance.** The employees of various Pakistani organizations are expected to maintain open and supportive communication with their superiors while interacting with employees and bosses of other companies through social media. They will discuss the positive and negative aspects of setting reasonable boundaries. The behavior of this skilled workforce and employees will be demonstrative due to the confidence built with other organizations. These employees will also share their perspectives on social media regarding the better / smooth functioning of the organization.
- **Lack of concentration.** From a negative perspective, people are mostly using social media till late at night repeatedly. Due to this, they will be unable to concentrate on their primary duties. Late-night sleeping may also impact the mental health of these employees, which can directly affect their professional skills. It will reduce the organization's production.

Conclusion

The statistical analysis of the exploration revealed that social media usage is impacting the mental well-being of employees and the skilled workforce. The study's discussion and analysis revealed that social media usage has a substantial impact on the mental well-being of employees. The various habits by which online diversion influences the psychological prosperity of users/workers, including both positive and negative outcomes. Social-media entertainment offers various benefits, including enhanced social connections, self-expression, and exposure, which can help organizations; it also presents significant threats to adolescents' emotional well-being. This research study found that social media usage by employees/skilled workforce is directly impacting their well-being. The use of social media is beneficial; however, users often struggle to utilize it positively. Currently, most employees and the skilled workforce are using social media for negative purposes. The positive aspects of social media usage are minimal in the study's consequences. The majority of respondents are in favor of the statement, which supports the success of the research. In the study, the respondents argued that the use of social media by employees would affect their profession; however, many are in favor of its use, given the current world's interaction. The maximum number of male and female employees are in contact through social media, which is diverting their primary duties. Consequently, the use of social media should be limited during working hours, and the education of employees, especially those working in sensitive areas, is essential, as it will help maintain the concentration of skilled workers.

Future research direction

Future research can offer a more actionable understanding of how social media impacts the mental well-being of employees across organizations. It should adopt longitudinal designs to examine the long-term effects of social media usage on employees' mental health. Furthermore, examining how social media usage interacts with flexible work environments could be a pertinent area of future study, with the rise of remote and hybrid work models. It can explore deeper into how

specific industries (including IT, healthcare, and education) are uniquely impacted by social media usage, allowing for more targeted mental health interventions.

Examining the differential impact of specific platforms (including Instagram, Facebook, LinkedIn, TikTok) can shed light on which channels are more closely associated with positive or negative mental health outcomes. To evaluate their effectiveness in mitigating the negative impacts of social media on employee well-being, future research could explore intervention models, such as awareness workshops or digital detox programs.

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