

Workplace Internet Leisure Browsing

Coker, B. L. S. (2013). Workplace Internet leisure browsing. *Human Performance*, 26, 114-125.

In many organizations, non-work-related web surfing is discouraged. In this research we propose non-work-related web surfing replenishes attentional resources, much like restful legitimate breaks. We tested our prediction in two studies: a controlled experiment vigilance task and a nationwide survey.

The results of the experiment suggest that Workplace Internet Leisure Browsing replenishes attentional resources more than less enjoyable types of breaks. The nationwide survey finds a correlation between Workplace Internet Leisure Browsing and perceived productivity for those brought up with the Internet (those younger than 30). Our results add to attention resource theory by providing evidence suggesting enjoyable breaks enable greater continued task vigilance than less enjoyable breaks. We also identify attitudinal differences toward non-work-related web surfing between older and younger workers.

Freedom to Surf:

The Positive Effects of Workplace Internet Leisure Browsing

Coker, B. L. S. (2011). Freedom to surf: The positive effects of workplace Internet leisure browsing. *New Technology, Work and Employment*, 26, 238-247.

It is commonly believed that for workers to browse the Internet for personal reasons during work hours is non-productive. Contesting this belief, this study documents positive effects of workplace Internet leisure browsing on employee productivity. It is argued that workplace Internet leisure browsing is an unobtrusive interruption which enables restoration of mental capacity and fosters feelings of autonomy.

Does Cyberloafing Boost Employee Productivity?

Quoquab, F., Salam, Z. A., & Halimah, S. (2015). Does cyberloafing boost employee productivity? *Technology Management and Emerging Technologies*, 119-122.

This paper attempts to shed some light on the effect of cyberloafing on employee productivity. More specifically, the objective of this study is to assess the relationships between workplace Internet leisure, workplace Internet leisure policy, workplace autonomy orientation, and employee productivity. Data were collected from five banks located in Kuala Lumpur. Self-administered survey questionnaires were employed among which 282 completed questionnaires were returned and found usable for further analysis. ... The result suggests that there is a significant and positive relationship between workplace Internet leisure and employee productivity. ... Implications, limitations and future research directions are discussed at the end of the paper.

Human Resource Management and the Internet: Challenge and/or Threat to Workplace Productivity?

Machado, C. F., Machado, J. C., & Sousa, M. C. (2013). Human resource management and the Internet: Challenge and/or threat to workplace productivity? In C. Machado & J.P. Davim (Eds.), *Human Resource Management and Technological Challenges* (pp. 149-168). New York: Springer.

Throughout the last few years, the Internet has become a common tool at the workplace. Companies, from different activity sectors, were quick to embrace the opportunities and potential given by the Internet and put them to good use to achieve their goals. However, despite having contributed to the efficiency of employees, by allowing them to have immediate access to information on a variety of topics and facilitating communication all over the world, it also contributed to never before encountered concerns to employers. Initial research into the use of the Internet for personal reasons during working hours stated that such use had a negative impact on productivity. The reasoning for such was that employees would be wasting time which could be used to further their work, thus possibly making them unproductive. On the other hand, recent research has shown the Internet to be quite valuable to productivity. Studies have shown that not only is the Internet a priceless tool which aids workers to accomplish their designated tasks, but also when used reasonably, allows those who are working to have moments of relaxation. This contributes to improvements in concentration and ultimately in productivity.

Short-Time Non-Work-Related Computing and Creative Performance

Kuem, J., & Siponen, M. (2014). Short-time non-work-related computing and creative performance. *Hawaii International Conference on System Sciences*, 47, 3215-3223.

It has been suggested that non-work-related computing takes time away from work and, hence, decreases work productivity. On the other hand, it has also been claimed that short-time non-work-related computing (a maximum of 15 minutes), has a positive impact on work productivity, including relief from boredom, higher creativity, and the underlying recovery mechanisms. To examine the impact of short-time non-work-related computing on creative performance, we draw on Fredrickson's broaden-and-build theory, the concept of recovery with mental well-being and low cognitive effort. A 2 x 2 factorial experiment with 40 subjects was conducted. The results indicate that short-time non-work-related computing has a positive effect on creative performance, when people have mental fatigue. In the post hoc analysis, short-time non-work-related computing with low cognitive effort has a greater positive effect on creative performance. As a research implication, we suggest that organizations need to encourage employees to use short-time non-work-related computing as a recovery tool when employees have mental fatigue.

Intraoperative Non-Record-keeping Usage of Anesthesia Information Management System Workstations and Associated Hemodynamic Variability and Aberrancies

Wax, D. B., Lin, H-M., & Reich, D. L. (2012). Intraoperative non-record-keeping usage of anesthesia information management system workstations and associated hemodynamic variability and aberrancies. *Anesthesiology*, 117, 1184-1189.

What We Already Know about This Topic

Some anesthesia information management system workstations permit users to conduct non-record-keeping activities, including web browsing. Non-record-keeping activity is potentially distracting and could compromise anesthetic care.

Meaning: When anesthesiologists took Internet-breaks (on the very computers they were supposed to use to monitor their patients), their patients' health did not suffer.

What This Article Tells Us That Is New

There was no association between time spent on non-record-keeping computer activities and intraoperative hemodynamic variability or aberrancies.

Background: Anesthesia information management system workstations in the anesthesia workspace that allow usage of non-record-keeping applications could lead to distraction from patient care. We evaluated whether non-record-keeping usage of the computer workstation was associated with hemodynamic variability and aberrancies.

Methods: Auditing data were collected on eight anesthesia information management system workstations and linked to their corresponding electronic anesthesia records to identify which application was active at any given time during the case. For each case, the periods spent using the anesthesia information management system record-keeping module were separated from those spent using non-record-keeping applications. The variability of heart rate and blood pressure were also calculated, as were the incidence of hypotension, hypertension, and tachycardia. Analysis was performed to identify whether non-record-keeping activity was a significant predictor of these hemodynamic outcomes.

Results: Data were analyzed for 1,061 cases performed by 171 clinicians. Median (interquartile range) non-record-keeping activity time was 14 (1, 38) min, representing 16 (3, 33) % of a median 80 (39, 143) min of procedure time. Variables associated with greater non-record-keeping activity included attending anesthesiologists working unassisted, longer case duration, lower American Society of Anesthesiologists status, and general anesthesia. Overall, there was no independent association between non-record-keeping workstation use and hemodynamic variability or aberrancies during anesthesia either between cases or within cases.

Conclusion: Anesthesia providers spent sizable portions of case time performing non-record-keeping applications on anesthesia information management system workstations. This use, however, was not independently associated with greater hemodynamic variability or aberrancies in patients during maintenance of general anesthesia for predominantly general surgical and gynecologic procedures.