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Exploring the Influence of Technology, Lifestyle and Flexible Working Arrangements on Cyber Psychology among Employees at a Malaysian Investment Holding Company

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Abstract: This study explores the relationship between cyberpsychology and its influencing factors among employees at an investment holding company (which will be addressed as XYZ Berhad). Understanding the impact of technology, lifestyle, and flexible working arrangements on employees' psychological well-being and behavior is crucial in today's digital workplace. With the prevalence of remote work and flexible arrangements, it becomes essential to examine how these factors influence employees' cyberpsychology experiences. Using a quantitative correlational approach, data was collected from 123 participants out of a total employee population of 174 at XYZ Berhad. The survey utilized Likert scale items to assess respondents' perspectives on technology usage, lifestyle choices, flexible working arrangements, and cyberpsychology. The findings reveal significant relationships between cyberpsychology and the influencing factors. Technology has a strong positive relationship, indicating its substantial impact on employees' psychological well-being and work behaviors. Similarly, lifestyle choices show a moderate positive relationship, highlighting the relevance of personal lifestyle preferences in shaping cyberpsychological experiences. Additionally, flexible working arrangement displays a medium positive relationship, underscoring the importance of work arrangements in influencing employees' psychological responses. The study recommends implementing awareness programs to help employees manage the psychological effects of technology usage and promoting the usage of online communication platforms to foster a positive organizational culture. Guidelines for employees working under flexible arrangements are advised to support their well-being and maintain a healthy work-life balance.

Keywords: *Technology, lifestyle, flexible working arrangements, cyberpsychology.*

1. Introduction and Background

Psychology, as the scientific study of the human mind and behavior, has long explored the psychological impact of life changes on individuals. In the modern era, the COVID-19 pandemic has caused significant changes in people's lives, affecting socio-economic and psychological aspects globally. Consequently, people have had to adapt to new norms and lifestyles during this challenging period. According to Ahuja and Alavi (2017), cyberpsychology has emerged as an evolution of human psychology, often referred to as internet or web psychology. This field studies psychological phenomena related to human interactions with technology and how such interactions influence individuals. Yusof and Othman (2018) define cyberpsychology as the study of human behavior within the principles of cyberpsychology to understand the psychological influence of cyberspace on its users.

Technology plays a crucial role in modern life, fulfilling social, economic, work, and communication needs (Cascio & Montealegre, 2016). Various technological platforms and tools, such as social media, games, virtual reality, mobile phones, computers, and tablets, significantly impact users' psychology (Tams et al., 2018). The Internet, in particular, has become a primary channel for communication, information exchange, academic research, entertainment, commerce, and social media usage (Masud et al., 2016). Social media platforms, like Facebook, have connected people globally, bridging gaps and creating virtual interactions that foster information exchange, interactivity, and bonding (Kahil, 2021).

By 2021, around 4 billion individuals were using the Internet, which accounted for 59% of the world's total population (Dwivedi et al., 2021). The COVID-19 pandemic has brought significant changes to various aspects of daily life, including work, education, and leisure (Liu et al., 2022). Lifestyle, as a reflection of people's regular social activities and how they perceive them, has undergone alterations due to these changes. This

evolution has affected communication and interactions among individuals using devices like mobile computing, game consoles, virtual reality, and artificial intelligence (Singh & Singh, 2019). The analysis of lifestyles contributes to product development and enhances understanding of political, economic, and cultural phenomena through information obtained via the Internet (Whang & Chang, 2004).

In response to changing technologies and lifestyles, many organizations have adopted flexible work arrangements to cater to employees' needs. These arrangements include remote working, flexitime, and compressed working hours (Menezes & Kelliher, 2016). They offer employees the opportunity to achieve work-life balance, which is believed to improve knowledge and work performance (Frank & Lowe, 2003; Kelliher & Anderson, 2008). The COVID-19 pandemic has further accelerated the adoption of flexible work arrangements, particularly the Work-From-Home (WFH) setup, as organizations shifted their operations to adapt to movement restrictions (Islam et al., 2022). While flexible work arrangements are expected to provide more work-life balance and lower stress levels, they may also lead to potential challenges, such as maintaining boundaries between work and personal life, and increased reliance on electronic devices (Mumin, 2020). The COVID-19 pandemic has instilled fear, nervousness, and confusion among individuals. The implementation of the Movement Control Order (MCO) compelled most Malaysians to work from home during the pandemic (Ambikapathy & Ali, 2020). Consequently, there has been an increased dependence on technologies and social networking services for organizations to continue their operations.

Psychological issues, such as anxiety and depression, have been exacerbated by factors such as the distress caused by the pandemic, globalization, liberalization, and technological advancements. Cyberpsychology, as a field within applied psychology, evaluates human interactions with technology and explores how technology influences behavior and psychology (Kirwan, 2016). Employee health and well-being are influenced not only by working conditions and organizational culture but also by individual psychological characteristics (Assim et al., 2021; Biggio & Cortese, 2013). Studies have shown a relationship between the use of social network sites, like Facebook, and individuals' well-being, with excessive usage leading to negative life outcomes (Clark et al., 2018; Brooks & Longstreet, 2015). Flexible work arrangements, while offering advantages in achieving work-life balance, also pose challenges related to the home environment and lack of work-related resources (Mumin, 2020). The blurring of boundaries between work and personal life during remote work may lead to work-life conflicts and psychological stress (Tams et al., 2018; Brough et al., 2005).

Despite the significance of these issues, limited research exists on the relationship between technology, lifestyle, flexible work arrangements, and cyberpsychology. Additionally, there is a lack of a strong theoretical foundation in cyberpsychology to explain offline behavior in the digital context. Given the ongoing global crisis caused by the COVID-19 pandemic, this study is crucial in providing awareness of the relationship between technology, lifestyle, flexible work arrangements, and cyberpsychology among employees of XYZ Berhad. The findings can offer insights into employee well-being, performance, and implications for organizations and individuals.

2. Literature Review

Cyberpsychology: Cyberpsychology is the study of how new technologies, beyond traditional computers, interact with the human mind and behavior (Dhanalakshmi, 2020). It aims to promote well-being in the digital environment (Calvo et al., 2014). Technology can have both positive and negative effects on users' psychology, impacting their overall quality of life and experiences. Positive psychology focuses on aspects like affective quality, engagement, actualization, and connectedness in personal experiences. Positive technology uses technology to enhance these aspects of cyberpsychology and human-computer interaction (Riva et al., 2012, 2014). However, excessive technology use can lead to negative effects on behavior, work-life balance, and work performance (Tams et al., 2020).

Studies have explored the consequences of excessive technology use, including internet and text messaging, on individuals' personalities and behaviors. Internet accessibility has been associated with reduced productivity and less effective interpersonal connections (Henle et al., 2012; Bryce, 2015). During the COVID-19 pandemic, social isolation increased, and technology usage became crucial for staying connected. However, it also highlighted negative psychological effects due to restrictions on movement and work

disruptions (Riva et al., 2020). Cyberpsychology plays a vital role in understanding how technology impacts human behavior. Amidst the challenges posed by the pandemic, gaining a profound comprehension of cyberpsychology becomes crucial in fostering well-being and ensuring positive technology experiences for individuals.

Technology, Lifestyle, and Flexible Working Arrangements: Technology has been defined in various ways by researchers over time. It refers to intangible assets that require continuous learning and can be costly to transfer tacit knowledge (Wahab et al., 2011). Technology has significant implications on how things are done, providing easy access to information, saving time, improving communication, managing costs efficiently, and enhancing learning techniques (Riva, 2008; Caponnetto & Milazzo, 2019). It has transformed the way people communicate, work, study and maintain relationships. Technology encompasses the practical application of scientific knowledge to solve problems and create useful tools. Organizations adopt new technologies to achieve cost reductions, improve quality, enhance productivity, stay competitive, and reduce reliance on skilled labor (Dawson, 2012).

Online communication involves various forms of non-immediate communication, such as sending messages through WhatsApp, email, or text messaging (Zalk, 2016). Excessive chatting and internet addiction can lead to anxiety and feelings of being left behind when not online (Shaw & Black, 2008; Young, 2009; Zalk, 2016). The relationship between technology readiness and acceptance can be informed by self-determination theory, which suggests that autonomy, competence, and relatedness influence self-motivation and well-being (Cascio & Montealegre, 2016). Technology acceptance is influenced by the ease of use, self-efficacy, economic and social factors, and the support of friends and family (Coovert & Thompson, 2014; Cascio & Montealegre, 2016). Different technologies serve different purposes, such as inducing positive experiences, providing engaging experiences, or improving social integration (Riva et al., 2020).

Lifestyle encompasses habits, behaviors, values, attitudes, and economic levels that define an individual or group's way of living (Veal, 1993). It represents the social position and character of a person, shaped by activities and influenced by social groups. Social media, particularly social networking, has become a significant aspect of lifestyle but may lead to neglecting other activities (Brooks & Longstreets, 2015).

Flexible working arrangements have become common in many countries and can include various schedules and work locations (Menezes & Kelliher, 2016). Such arrangements can help employees balance work and personal life, but success depends on organizational culture and managerial support (Timms et al., 2015). While there are benefits to flexible working, excessive flexibility may lead to blurred boundaries between work and personal life (Schieman & Glavin, 2008; Malek, 2020).

During the COVID-19 pandemic, technology became even more important in connecting people virtually, but it also impacted lifestyle and work arrangements. Employers need clear policies and procedures for flexible working arrangements, and appropriate technology usage can sustain productivity (Christopher & Ong, 2020; Ambikapathy & Ali, 2020). Hence, technology, lifestyle, and flexible working arrangements are interrelated factors that have significant impacts on individuals' well-being, behavior, and work experiences. Understanding these relationships is crucial, especially in the context of the COVID-19 pandemic.

The Relationship between Technology and Cyberpsychology: Technology plays a significant role in shaping cyberpsychology, particularly in the context of internet use. While technology, such as the internet, can improve various aspects of life and activities, excessive use can lead to addiction and negative consequences. Internet addiction may result in a loss of control over online activities, social problems; performance issues due to neglecting other activities, and health problems related to excessive screen time and disrupted sleep schedules (McNicol & Thornsteinsson, 2017). Moreover, internet addiction has been associated with anxiety and emotional disorders, particularly among youths and adults (McNicol & Thornsteinsson, 2017).

A study by Nie (2001) suggested that internet use has led to a decline in face-to-face social interactions, which can negatively impact relationships and well-being. The popularity of social media platforms like Facebook, Instagram, and Twitter has further reduced engagement in other social activities like email, phone calls, and

physical gatherings. As of 2021, social media use has indeed become a significant part of many people's lives, with the average user spending a considerable amount of time on these platforms. The figure you mentioned, 2.22 hours per day, might vary depending on the region, age group, and other factors, but it's generally reflective of the trend of increased social media usage. The concerns about the potential threats to well-being have been highlighted in Clark, Algoe, and Green's (2018) work.

Technology also influences work environments by facilitating new ways of conducting meetings and discussions online. Employees are now expected to attend meetings remotely, leading to increased stress levels. Moreover, excessive use of social media can diminish interpersonal and communication skills among employees, as they become more comfortable expressing themselves online without facing the audience physically (McNicol & Thornsteinsson, 2017). Given these observations, the hypothesis is that:
H1: There is an influence of technology on cyberpsychology among employees.

The Relationship between Lifestyle and Cyberpsychology: The internet has become an integral part of people's lives, regardless of their personality type (introvert or extrovert). It has significantly impacted users' lifestyles, influencing their activities, behaviors, and attitudes. Electronic platforms, like electronic messaging, have become prevalent in people's daily activities, such as online shopping, reading books, and accessing music, which has also affected their socio-economic patterns positively (Ancis, 2020).

However, an overreliance on the internet can lead to various issues, including depression, low self-esteem, sleep disorders, eating disorders, and anxiety disorders (Ahuja et al., 2017). As more people engage in online behavior, research on cyber technology's impact on educational, psychological, social, and physical well-being has increased. Misusing the internet can have negative consequences for individuals (Hawi & Samaha, 2017; Ancis, 2020), and in some cases, individuals may seek help from cyber psychologists to address these problems.

In the realm of cyberpsychology, various domains exist, including clinical psychology, educational psychology, consumer psychology, social psychology, and sports psychology (Arun, 2020). Problems like anxiety and depression can adversely affect employees' performance and productivity levels, subsequently impacting organizational performance and business sustainability in the long run. Therefore, the hypothesis states that:
H2: There is an influence of lifestyle on cyberpsychology among employees.

The Relationship between Flexible Working Arrangements and Cyberpsychology: Flexible working arrangements have become increasingly common due to socio-demographic changes (Masuda et al., 2011). This type of work arrangement allows employees to have flexible scheduling, such as remote or compressed working hours, enabling them to balance work and family demands. Studies have shown that flexible working arrangements contribute to better work performance and employee satisfaction (Bloom & Van Reenen, 2006; Menezes & Kelliher, 2017). Employees appreciate having control over their time and location of work execution (Atkinson & Hall, 2011). Expectations for workplace flexibility vary in different regions like Asia and Latin America due to cultural characteristics, legal requirements, and labor markets (Poelmans & Sahibzada, 2004; Masuda et al., 2011). There are employee-driven and employer-driven strategies for creating a flexible working environment, and their integration has different implications for employees' work-personal-life balance (Lewis, 2003; Kotey & Sharma, 2016).

The change in work arrangement has also impacted employee-employer communication. Mobile technologies have become key mediums for work-related communication, but excessive reliance on them can be challenging for employees due to constant email notifications, instant messages, and work notices, leading to work-life conflict (Tams et al., 2020). Employers now expect fast responses from employees, even during peak evening hours, which can intrude on employees' time and impact their well-being and behavior (Tams et al., 2020). Based on these factors, the study proposes the hypothesis that:
H3: There is an influence of flexible work arrangements on cyberpsychology among employees.

3. Research Methodology

The research design for this study is a quantitative correlational approach. Its main objective is to explore the

relationship between cyberpsychology and its independent variables (technology, lifestyle, and flexible working arrangement) among employees of XYZ Berhad. The investigation type is correlation, which involves analyzing the relationships between the independent variables (technology, lifestyle, and flexible working arrangement) and cyberpsychology among the employees. The time horizon for data collection is cross-sectional, meaning that data will be gathered at a single point in time to answer the research questions. This allows for a snapshot view of the relationships between the variables. The unit of analysis is the employees of XYZ Berhad, and the sample size comprises 123 participants out of a total population of 174 employees. The sampling technique used is simple random sampling, ensuring that each employee has an equal chance of being selected as a respondent.

The research instrument consists of a questionnaire divided into three sections: demographics, cyberpsychology, and factors related to cyberpsychology (technology, lifestyle, and flexible working arrangement). Likert's scales are employed to measure respondents' agreement on each item, making it easier to analyze the data quantitatively. Data were collected through primary sources, specifically by distributing the questionnaires to the employees via email. A pilot study involving 30 respondents was conducted to validate and refine the research instruments before conducting the main study. This step ensures the clarity and comprehensibility of the questions to gather reliable data. Data analysis involved various statistical techniques such as descriptive analysis, normality analysis, reliability analysis, and multiple regression analysis using SPSS version 23. These analyses helped to understand the relationships between the variables and assess their significance.

4. Results and Discussion

This section presents sets of results relating to the profile of respondents' experiences towards network operators, the characteristics of the total sample, and the comparison of participants regarding their experience based on demographic and geographic characteristics (gender, age, level of education, and region).

Profile of Respondents: The respondent profiling data in the study reveals a diverse group of participants from XYZ Berhad, contributing to a comprehensive analysis of the relationship between cyberpsychology and its contributing factors. The gender distribution is nearly balanced, with representation from both females (50.8%) and males (49.2%), ensuring a holistic understanding of perspectives. The majority of respondents fall within the age range of 25 to 40 years old (56.9%), while participants from different age groups are also included. Ethnicity-wise, the study predominantly comprises Malay participants (96.2%), with smaller representations from Chinese and other ethnicities. Education-wise, a significant proportion holds a Bachelor's degree (61.5%), followed by Diploma and Master's degree holders. Marital status includes a mix of married (66.2%) and single (33.8%) respondents. Geographically, urban areas have the highest representation (68.5%), with participants also from suburbs (29.2%) and rural areas (2.3%). Different position levels are represented, with executives being the largest group (50.0%), followed by non-executives, managers, and senior managers. Job categories include participants from operations (53.1%), management, and non-management roles. Years of service vary, with the largest group having 1 to 5 years (40.0%), indicating a diverse range of experiences. Overall, this diverse demographic composition provides a solid foundation for understanding how cyberpsychology is influenced by factors such as technology, lifestyle, and flexible working arrangements among the employees of XYZ Berhad.

Regression Analysis: The regression analysis results presented in the tables provide valuable insights into the relationship between cyberpsychology (dependent variable) and its predictors: technology, lifestyle, and flexible Working Arrangements.

Table 1: Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.669[a]	.448	.435	.35434

a. Predictors: (Constant), Flexible Working Arrangement, Technology, Lifestyle
b. Dependent Variable: Cyberpsychology

Table 2: ANOVA

Model		Sum of Squares	DF	Mean Square	F	Sig.
1	Regression	12.825	3	4.275	34.049	<.001[b]
	Residual	15.820	126	.126		
	Total	28.645	129			

a. Dependent Variable: Cyberpsychology
b. Predictors: (Constant), Flexible Working Arrangement, Technology, Lifestyle

Table 3: Coefficient Analysis

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.747	.208		3.599	<.001
	Technology	.528	.073	.515	7.207	<.001
	Lifestyle	.160	.056	.205	2.838	.005
	Flexible Working Arrangement	.087	.043	.142	2.047	.043

a. Dependent Variable: Cyberpsychology

Regression Analysis Interpretation: In Table 1, the R Square value (0.448) in Model 1 indicates that approximately 44.8% of the variance in cyberpsychology can be explained by the combined influence of technology, lifestyle, and flexible working arrangements. The adjusted R Square (0.435) suggests that the model's predictive power remains consistent even after considering the number of predictors. The standard error of the estimate (0.35434) represents the average difference between the actual and predicted values, reflecting the accuracy of the model in predicting cyberpsychology. In Table 2, the ANOVA table displays the sources of variance in the regression model. The regression model's sum of squares is 12.825, with 3 degrees of freedom, resulting in a mean square of 4.275. The F-value (34.049) is highly significant (<.001), indicating that the regression model as a whole significantly explains the variance in cyberpsychology.

The coefficient analysis provides information about the individual predictors' influence on cyberpsychology, indicated in Table 3. The coefficient for technology is 0.528. A positive standardized coefficient (β = 0.515) indicates that an increase in technology is associated with a higher cyberpsychology score. This suggests that as employees use technology more extensively, their cyberpsychology tendencies increase. The coefficient for Lifestyle is 0.160, with a standardized coefficient (β = 0.205). It indicates that an increase in lifestyle factors is associated with a higher cyberpsychology score. This implies that certain lifestyle choices and habits may influence employees' cyberpsychology. The coefficient for flexible working arrangements is 0.087, with a standardized coefficient (β = 0.142). A positive Beta value suggests that a more favorable flexible working arrangement is associated with a higher cyberpsychology score. This implies that employees who have greater flexibility in their work arrangements may exhibit different cyberpsychology tendencies compared to those with less flexibility.

In summary, the regression analysis reveals that technology, lifestyle, and flexible working arrangements are significant predictors of cyberpsychology among employees. The model indicates that these factors collectively explain a considerable portion of the variance in cyberpsychology, providing valuable insights into the relationships between the variables in the context of the study.

Discussion: The results of the regression analysis provide compelling evidence regarding the relationships between the variables and cyberpsychology among employees of XYZ Berhad. The analysis shows that there is a significant and positive relationship between technology and cyberpsychology among XYZ Berhad employees. The correlation coefficient (r=0.617) indicates a strong positive association between these variables. This finding aligns with previous research, emphasizing that technology plays a crucial role in the modern workplace, impacting employees' cyberpsychology both positively and negatively (Watermeyer et al., 2023). The study participants reported using the internet and social media for communication and exchange of ideas, which positively influenced their cyberpsychology.

There is a significant and positive relationship between lifestyle and cyberpsychology among XYZ Berhad. The correlation coefficient (r=0.425) indicates a medium positive correlation between these variables. Employees' use of social media platforms, like Facebook, for building relationships and communication positively influenced their cyberpsychology (Yu et al., 2023). This finding corroborates previous research, suggesting that social media use impacts well-being through both online and offline interactions (Meier & Johnson, 2022). The study participants engaged with social media for both work and non-work-related purposes, further emphasizing the impact of lifestyle on cyberpsychology. These results highlight the relevance of lifestyle choices, particularly social media usage, in influencing employees' cyberpsychology.

There is a significant and positive relationship between flexible working arrangements and cyberpsychology among XYZ Berhad employees. The correlation coefficient (r=0.302) indicates a medium positive correlation between these variables. Technology plays a significant role in creating flexibility in employees' working hours, affecting their cyberpsychology. The study participants reported feeling overwhelmed and busier when facing mobile interruptions after regular working hours, illustrating the impact of flexible working arrangements on cyberpsychology. Additionally, the findings suggest that flexible working arrangements may lead to extended working hours, potentially contributing to work-family conflicts (Soga et al., 2022; Marx et al., 2021). These results emphasize the importance of considering flexible working arrangements' implications on employees' cyberpsychology.

As a whole, the regression analysis provides robust evidence supporting the relationships between technology, lifestyle, flexible working arrangements, and cyberpsychology among employees of XYZ Berhad. The findings highlight the significant role of technology and lifestyle in shaping employees' cyberpsychology and underscore the importance of considering flexible working arrangements' impact on their well-being. These insights can be instrumental in informing organizational policies and practices to promote positive cyberpsychology among employees and foster a healthy and productive work environment. The study's results contribute valuable knowledge to the field of cyberpsychology and its implications for employee well-being and performance in the contemporary workplace.

5. Managerial Implications and Recommendations

To address the potential anxiety and psychological effects of adopting new technologies, XYZ Berhad can organize awareness programs for employees. These programs can help employees understand and manage the emotional impact of technology use, ensuring they are in their best psychological state both at home and work (Riva et al., 2020). Additionally, it is essential to continuously explore the psychological and organizational effects of modern workplace technologies to develop effective retention strategies. Understanding how employees experience technology at work can lead to a better integration of technology within the organization.

Considering the significant changes in lifestyle due to the COVID-19 pandemic, XYZ Berhad can improve and promote the usage of online communication platforms for employees. Encouraging the use of platforms like Telegram, WhatsApp, Zoom, or Google Meet can facilitate communication and information sharing among employees, fostering a strong organizational culture (Santoso et al., 2022). However, it is crucial to monitor these communication channels to prevent any undesirable effects from open communication opportunities.

Given the fast-paced and constantly changing business environment, organizations like XYZ Berhad need to adopt flexible working arrangements. However, it is equally important to ensure that employees' well-being is not compromised. The company should establish proper guidelines for flexible working arrangements, considering suitable job functions and job design (Piazza, 2004). This will help strike a balance between work and family domains, reducing work-family conflicts (Greenhaus & Beutell, 1985). Ensuring the readiness of work-from-home infrastructure and identifying the most suitable working arrangements for different job roles will contribute to successful implementation (Ndubisi & Kahraman, 2005).

By implementing these recommendations, XYZ Berhad can create a supportive and productive work environment that considers the psychological well-being of its employees in the context of technology use, lifestyle changes, and flexible working arrangements.

Recommendations for Future Research: For future research on cyberpsychology and its influencing factors, researchers can adopt various strategies to enhance the depth and breadth of their investigations.

Firstly, researchers should consider incorporating different and diverse variables into their studies. By expanding the scope of variables, they can gain a more comprehensive understanding of the relationship between cyberpsychology and its influencing factors. Including additional variables, moderators, or mediators can provide valuable insights into how various factors interact and contribute to employees' psychological well-being and behavior in the workplace. Secondly, researchers should explore alternative data collection methods beyond traditional surveys. Conducting interviews, whether online or face-to-face, can offer a more in-depth and nuanced understanding of participants' experiences and perspectives. Through interviews, researchers can delve into the intricacies of employees' interactions with technology, lifestyle choices, and flexible working arrangements, leading to richer qualitative data.

Additionally, future studies can benefit from focusing on specific groups of employees. By narrowing the research scope to particular job functions, designs, requirements, departments, job categories, or industries, researchers can obtain targeted and comparable results. This approach allows for a more detailed examination of how cyberpsychology and its influencing factors impact different employee segments. Lastly, researchers should consider employing mixed methods surveys. By combining quantitative and qualitative data, researchers can address research questions from multiple angles. Mixed methods surveys enable the integration of deductive and inductive thinking, empowering researchers to tackle a wider range of research problems effectively. This approach can provide a more holistic understanding of the complexities surrounding cyberpsychology and its influencing factors.

Incorporating these recommendations into future research endeavors will contribute to a more comprehensive and insightful exploration of cyberpsychology and its impact on employees in various organizational settings. By employing diverse variables, alternative data collection methods, targeted focus groups, and mixed methods surveys, researchers can advance their knowledge of the intricate relationship between technology, lifestyle, flexible working arrangements, and employees' psychological well-being. These advancements can inform the development of evidence-based strategies to promote a positive and thriving work environment, ultimately benefiting both employees and organizations alike. By implementing these recommendations, future studies can enhance the understanding of cyberpsychology and its relationships with technology, lifestyle, and flexible working arrangements.

Conclusion: In conclusion, this study aimed to explore the relationship between cyberpsychology and its influencing factors among employees of XYZ Berhad. The research design employed a quantitative correlational approach, utilizing data collected from 123 participants through a questionnaire with Likert scales. The demographic characteristics of the respondents were diverse, ensuring a comprehensive analysis of the research topic. The findings revealed significant relationships between cyberpsychology and the independent variables, namely technology, lifestyle, and flexible working arrangements. Technology showed a strong positive correlation with cyberpsychology, indicating its significant impact on employees' psychological well-being and behavior in the workplace. Lifestyle exhibited a positive influence on cyberpsychology, underscoring the impact of social media and online platforms on employee cyberpsychology.

Moreover, the study highlighted a medium positive correlation between flexible working arrangements and cyberpsychology, shedding light on the potential challenges and benefits of remote work practices. These findings underline the importance of balancing work demands with employees' personal lives to avoid work-family conflicts and maintain overall well-being. Based on the research findings, several recommendations were proposed for XYZ Berhad to enhance the usage of technology, promote a healthy lifestyle, and implement flexible working arrangements. Organizing awareness programs and establishing guidelines can help employees better manage the psychological effects of technology. Improving communication through online platforms may foster a positive organizational culture while being mindful of potential drawbacks. Ensuring appropriate job functions and designs in flexible arrangements can contribute to harmonious work-life integration.

For future research, scholars are encouraged to explore additional variables and utilize mixed methods surveys to gain deeper insights into the complexities of cyberpsychology and its influencing factors. Focusing on specific employee groups and using diverse data collection methods can enrich our understanding of the ever-evolving relationship between technology and employee well-being in the modern workplace. Ultimately, by understanding and addressing the dynamics of cyberpsychology and its influencing factors, organizations like XYZ Berhad can create a supportive and conducive work environment that promotes employees' mental health, productivity, and overall job satisfaction. This, in turn, can lead to a more engaged and resilient workforce, contributing to the long-term success and growth of the company.

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