



## Journal of Education and Recreation Patterns (JERP)

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### Boreout at the Office: The Role of Leisure Boredom in Predicting Job Burnout and Social Media Addiction

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#### To cite this article:

Kara, F.M., Sarol, H., Gürbüz, H., & Gürkan, R.K. (2023). Boreout at the office: The Role of Leisure Boredom in Predicting Job Burnout and Social Media Addiction. *Journal of Education and Recreation Patterns (JERP)*, 4 (2), 400-414. DOI: <https://doi.org/10.53016/jerp.v4i2.178>

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The study was presented as an oral presentation at the 3rd International Recreation and Sport Management Congress held on 16-19 May 2022.

## Boreout at the Office: The Role of Leisure Boredom in Predicting Job Burnout and Social Media Addiction

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### ARTICLE INFORMATION

Original Research Paper

Received 25.08. 2023

Accepted 29.09. 2023

<https://jerpatterns.com>

December, 2023

**Volume:** 4, No: 2

**Pages:** 400-414

### ABSTRACT

In this study, we aimed to examine the levels of leisure boredom, job burnout and social media addiction according to some variables, and the predictive power of the leisure boredom on job burnout and social media addiction was determined. In this quantitative study, the relational screening model was used. Convenience sampling method was preferred in determining the study group. 224 women (54.7%) and 185 men (45.2%) participated in the study. The results indicated that women had higher levels of job burnout than men. Furthermore, individuals who regularly participated in physical activity had lower levels of job burnout and leisure boredom. In addition, the study determined that participants' virtual tolerance and virtual communication levels increased with an increase in their daily social media use frequency. The results revealed that leisure boredom was a significant predictor of participants' job burnout and social media addiction. It can be inferred that as participants' leisure boredom increased, their job burnout and social media addiction increased.

**Keywords:** Job Burnout, Leisure Boredom, Social Media Addiction.



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## INTRODUCTION

The inherent conflicts between individuals' expectations and perceptions of experience have long been the subject of research (Wang, 2019; Weissinger et al., 1992). When individuals are less intrinsically motivated, they may find leisure activities meaningless or less satisfying. This may cause individuals to become more bored in their free time (Wang, Xia, & Yu, 2022). Individuals who have a lot of time but few activity options for engagement may also experience perceived leisure boredom (Yuwono & Virlia, 2022). People are more likely to engage in fun activities that enable instant gratification and that are time-consuming to relieve the leisure boredom (Wu-Ouyang, 2022). At this point, given that emotions and behaviors are interrelated, the factors that affect or are experienced in work life come to the fore.

Currently, problems such as feeling demoralized and stressed in the work environment or a gradual decrease in motivation to go to work point to job burnout syndrome (Maslach et al., 2001). Job burnout syndrome is briefly defined as "a syndrome of emotional exhaustion, depersonalization, and feelings of a reduced personal accomplishment seen in those who are in hectic relationships with people due to their job" (Jackson & Maslach, 1982). The concept of job burnout is included in studies related to disciplines such as organizational psychology, management psychology, and social psychology (Maslach et al., 2001). Studies on the use of smart devices in the social psychology domain, which is one of these disciplines, have recently come to the fore (Derks & Bakker, 2014). According to research, most workplace activities are performed by employees, including social media communication, checking friends location updates, and match scores (Pitt & Bennett, 2008; Stănculescu & Griffiths, 2022). (Pitt & Bennett, 2008; Stănculescu & Griffiths, 2022). In this regard, Rhee and Kim (2016) stated that working individuals spend even their break time looking at applications on their smartphones (e.g., browsing social media) and have difficulties starting work at the end of the break. Today, research has begun to focus on the relationship between social media and professional emotions, thereby highlighting the leisure boredom. The study focused on the relationship among leisure boredom, job burnout, and social media addiction, as no study has focused on this relationship in the relevant literature.

### Leisure Boredom

The concept of leisure, which includes freely chosen activities other than compulsory tasks and needs, is a significant research topic as it is related to individuals' perceptions of boredom and participation in social activities (Gürbüz & Henderson, 2013; Kara et al., 2014). The dissatisfaction that an individual experiences when he/she cannot find an activity to do alone or to be interested in during leisure causes boredom (Shaw et al., 1996). In this context, Iso-Ahola and Weissinger (1990) defined perceived leisure boredom as "the subjective perception of low or insufficient stimulus or motivation for the current leisure experiences." Leisure boredom has several social determinants, and this concept is also associated with modernity. In today's modern world, technology can make our lives easier, but it can also increase our perception of boredom. Studies have indicated that individuals who experience leisure boredom engage in a set of harmful behaviors (Iso-Ahola & Crowley, 1991; Weissinger, 1995).

In the last three decades, researchers have attempted to associate leisure boredom with different emotional and social problems (Wang, 2019; Weissinger, Caldwell & Bandalos, 1992). Studies have determined that the perception of boredom emerges with a combination of psychological factors (Iso-Ahola & Crowley, 1991; Wang, 2019). Results have indicated that a lack of incentives in the workplace, the uninteresting nature of the work, or lack of work for individuals can result in boredom perception (Schaufeli & Salanova, 2014). However, in addition to boredom, the problem of social media use has come to the fore (Han et al., 2020). In addition, excessive use of social media at work and its negative effects on work performance

have been identified (Junco, 2012). An analysis of the literature has indicated a limited number of studies (Kara, Gürbüz, Öncü, 2019) on the reflections of leisure boredom on work life in Türkiye. Leisure boredom may be related to problems such as job burnout and social media addiction.

### **Job Burnout**

As industrialization has become more widespread, research on the concept of burnout has increased in developed countries (Feng, 2022; Weber & Jaekel-Reinhard, 2000). According to Maslach and Jackson (1981), burnout is a result of chronic stress (in the workplace) that is not successfully addressed. Job burnout manifests due to the sense of inadequacy that an individual feels toward the responsibilities and tasks that he/she needs to perform in his/her daily life and is the behavior of the person distancing himself/herself from current responsibilities (Maslach & Leiter, 2016). However, research has focused on the concept of burnout as a multidimensional (stress, mental distancing reaction and negative beliefs) (Schaufeli & Salanova, 2014).

Since the introduction of the concept of burnout, it has been examined in different professional fields. Researchers have attempted to reveal the effects of burnout on the individual's life (Lubbadeh, 2020; Zhong et al., 2009). It has been discovered that occupations such as education, medical, and nursing are the ones most likely to experience job burnout (Cha et al., 2000). Recent studies have sensitively investigated the concept of burnout and quality of life, work–family conflict, work engagement, stress, anxiety and workplace loneliness, depression, insomnia, and Internet addiction during the COVID-19 pandemic period (Kloutsiniotis et al., 2022; Sun et al., 2022).

### **Job Burnout**

With the rapid development of information and telecommunication technology in recent years, there has been a revolution in the way people communicate with each other, and social media platforms have become indispensable. Excessive use of social media platforms is called addiction (Liu & Ma, 2020). In this context, social media addiction is defined as the use of social media that causes significant disruption in an individual's life and affects daily life tasks and behaviors if individuals cannot control them (Ryan et al., 2014).

Addiction to social media use has many harmful effects on individuals' lives (O'Reilly et al., 2018). Researchers have stated that social media addiction causes individuals to have a more reserved and lonelier attitude, negatively affects sleep quality, decreases academic performance, and increases depressive behaviors (Haand & Shuwang, 2020; Satici et al., 2022; Xanidis & Brignell, 2016).

### **Relationship Among Leisure Boredom, Job Burnout, and Social Media Addiction**

According to Schaufeli and Salanova (2014), boredom is caused by the feeling of under-arousal, burnout is caused by over-arousal, and all variables are interrelated. Therefore, these variables are considered to be cyclical, and employees may be prone to boredom because they work in boring (monotonous) jobs or because of their own nature. In this context, researchers have believed that increased job burnout may increase burnout in daily life (Hakanen & Bakker, 2017). Although leisure participation and work life appear as different fields, it is stated that the conflict between work life and leisure participation negatively affects individuals (Lin et al., 2014). Tepavčević et al. (2019), who stated that lifestyle is often determined by the way of spending leisure, concluded that the conflicts that occur in individuals' work life and leisure participation increase job burnout in individuals. Mansour and Tremblay (2016) stated that leisure participation and work–life incompatibility increase job burnout in individuals and that individuals quit their jobs in the following process.

However, some researchers have begun to focus on the relationship between occupational moods and social media (Han et al., 2020). Studies have indicated that excessive use of social media negatively affects work and study, reducing face-to-face interactions and developing a sense of burnout (Andreassen, 2015; Junco, 2012). Excessive usage of social media at work diminishes cooperation with teammates, causes alienation and burnout, and consequently has an adverse effect on worker productivity (Junco, 2012).

In addition, social media is viewed as an important leisure activity, and its use is becoming widespread (Albrechtslund & Albrechtslund, 2014). In this context, Pater et al. (2017) stated that along with providing convenience in the lives of individuals, the use of social media causes many problems. Studies have indicated that leisure boredom plays an important role in cell phone, Internet, and game addiction (Leung, 2008; Lin, & Wu, 2009; Pater et al., 2017; Zhou & Leung, 2012). Studies have also emphasized that as leisure boredom increases, social media addiction increases (Ayhan et al., 2021; Liang et al., 2022).

In this context, one can say that social media will provide more opportunities to overcome the perception of boredom, but excessive social media use may also create dissatisfaction over time. In sum, it is thought that the perception of boredom may trigger addiction as “optimal arousal” is achieved. Researchers have predicted that job burnout may increase with the triggering of social media addiction (Andreassen, 2015; Junco, 2012; Schaufeli & Salanova, 2014; Zheng & Ling, 2021). According to literature, in this research its aimed to examine the levels of leisure boredom, job burnout and social media addiction according to some variables and the predictive power of the leisure boredom on job burnout and social media addiction was determined. Considering the information presented above, the authors have developed the following hypotheses:

H1: There were significant differences in leisure boredom, job burnout and social media addiction about gender.

H2: There were significant differences in leisure boredom, job burnout, and social media addiction concerning physical activity participation.

H3: There were significant differences in leisure boredom, job burnout and, social media addiction with regard to social media use frequency.

H4: Leisure boredom is positively related to job burnout.

H5: Leisure boredom is positively associated with social media addiction.

H6: Leisure boredom predicts job burnout and social media addiction.

## METHOD

The aim of this study is to examine the levels of leisure boredom, job burnout and social media addiction according to some variables and the predictive power of the leisure boredom on job burnout and social media addiction was determined. In this quantitative study, the relational screening model was used. Convenience sampling method was preferred in determining the study group.

### Population and Sample of the Study

The study reached 482 individuals working in different job groups in Ankara, the capital of Turkey, through convenience sampling. Convenience sampling is a common form of sampling used in research with a wide number of participants. The convenience sampling is popular because it is not costly, it is not as time-consuming as other sampling strategies and is

simple. When used to create a potential hypothesis or operation target, the convenience sampling method is very useful (Stratton, 2021). After removing erroneous and problematic data, the analysis continued with the data of 409 individuals. Furthermore, 224 women (54.7%) and 185 men (45.2%) participated in the study; 203 (49.6%) of the participants worked in the private sector, and 206 (50.3%) worked in the public sector. While 131 (32.0%) of the participants were single and 278 (67.9%) were married, 201 (49.1%) regularly participated in physical activities and (49.1%) did not regularly participate in physical activities was 208 (50.8%).

### **Data Collection Tools & Process**

The data collection tool used in the study comprised 2 different parts. The first part included the sociodemographic form created by the researchers. The second part included “The Burnout Measure-Short Version”, “The Social Media Addiction Scale-Adult Form”, and “The Leisure Boredom Scale”. The questionnaire also included sociodemographic questions about individuals’ gender, age, physical activity participation, and frequency of social media use.

***The Leisure Boredom Scale (LBS):*** A Turkish validity and reliability study of the scale developed by Iso-Ahola and Weissinger (1990) to assess individuals’ perceptions of leisure boredom was conducted by Kara et al. (2014). The scale comprised two sub-dimensions: boredom (5 items) and satisfaction (5 items). Participants evaluated the statements in the scale on a 5-point Likert-type scale. According to the results of the analysis conducted within the scope of this study, the internal consistency coefficient of the scale was .76 for the boredom sub-dimension and .75 for the satisfaction sub-dimension.

***The Burnout Measure – Short Version (BMS):*** The scale developed by Malach-Pines (2005) to determine the job burnout levels of individuals was adapted to Turkish by Capri (2013). The scale was unidimensional and comprised 10 items. The BMS is a 7-point Likert-type scale, and a high score indicates a high level of burnout. In this study, the internal consistency coefficient of the scale was .90.

***The Social Media Addiction Scale-Adult Form (SMAS-AF):*** The researchers used the MAS-AF) developed by Şahin and Yağcı (2017) to measure participants’ social media addiction. The scale comprised 20 questions and 2 sub-dimensions (virtual tolerance and communication). SMAS-AF was a 5-point Likert-type scale. Within the scope of this study, the scale internal consistency coefficient was .75 for the virtual tolerance sub-dimension and .83 for the virtual communication sub-dimension.

The data were collected via web-survey with the guidelines in “The Checklist for Reporting Results of Internet E-Surveys” prepared by Eysenbach (2004). Via email lists and social media sites like Facebook and Instagram, the web-survey was shared. The individuals were first given a brief explanation of the reason for the data collecting and a commitment of anonymity. The participants submitted the scale form in an average of 15 to 20 min.

### **Data Analysis**

The data analysis performed using the SPSS 26.0 program. Skewness, kurtosis, and histogram graphics were used to verify if the data had a normal distribution. The analysis indicated that the data's skewness and kurtosis values ranged between -1 and +1, indicating that they were distributed normally (George & Mallery, 2010). Independent samples t-test, MANOVA, ANOVA, Pearson correlation, and regression analysis were employed because the data had a normal distribution.

## FINDINGS

In this section, the levels of leisure boredom, job burnout and social media addiction relationship is explained according to some different variables.

**Table 1.** MANOVA and t-Test Results According to Gender

	Male (224)		Female (185)		F	p
	M	Sd.	M	Sd.		
<b>LBS</b>						
Boredom	1.96	.68	1.97	.66	.050	.82
Satisfaction	3.84	.59	3.74	.70	2.37	.12
<b>BMS</b>	2.76	1.03	3.12	1.04	12.13	.01
<b>SMAS-AF</b>						
Virtual tolerance	2.30	.47	2.28	.49	.17	.68
Virtual communication	2.18	.61	2.29	.66	3.10	.07

\*p<0.05, \*\*p<0.01, \*\*\*p<0.001

MANOVA revealed no statistically significant difference in leisure boredom and social media addiction with respect to gender [F (5.403) = 5.121, p = 0.001] [Pillai's Trace = 0.06, p = 0.001]. However, independent samples t-test analysis results revealed significant differences in the mean scores of "The Burnout Measure" (t (430) = 0.637; p < 0.05) in favor of female participants (Table 1).

**Table 2.** MANOVA and t-Test Results Of According to Physical Activity Participation

	Yes (201)		No (208)		F	p
	M	Sd.	M	Sd.		
<b>LBS</b>						
Boredom	1.81	.58	2.12	.71	22.36	.00
Satisfaction	3.93	.64	3.67	.63	16.69	.00
<b>BMS</b>	2.76	.99	3.15	1.07	-3.80	.00
<b>SMAS-AF</b>						
Virtual tolerance	2.30	.46	2.29	.49	.03	.85
Virtual communication	2.28	.62	2.18	.65	2.23	.13

\*p<0.05, \*\*p<0.01, \*\*\*p<0.001

The results of MANOVA revealed a statistically significant difference in leisure boredom based on participants' participation in physical activity [F (5.403) = 8.331, p = 0.001] [Pillai's Trace = 0.00; p = 0.001]. Participation in physical activity statistically significantly affected boredom (F (1,407) = 8.484; p < .005;  $\eta^2 = .9$ ) and satisfaction (F (1,407) = .130; p < .005;  $\eta^2 = .9,7$ ) subscales. In the mean scores of the sub-dimension "boredom," the mean scores of those who did not participate in physical activity were found to be higher than the mean scores of those who participated in physical activity. However, when the mean scores of the "dissatisfaction" sub-dimension were examined, it was determined that the mean scores of those who participated in regular physical activity were higher than those of those who did not participate in physical activity. Independent samples t-test revealed significant differences in mean scores of the job burnout (t (407) = -3.80; p < 0.05) in favor of participants who did not participate in regular physical activity (Table 2).

**Table 3.** MANOVA Results of According to Social Media Use Frequency

	<b>Less than 1 h</b>		<b>1-3 hours</b>		<b>4-6 hours</b>		<b>More than 6 h</b>		<b>F</b>	<b>P</b>
	M	Sd.	M	Sd.	M	Sd.	M	Sd.		
<b>LBS</b>										
Boredom	1.94	.67	1.95	.65	2.05	.70	2.03	.95	.41	.74
Satisfaction	3.68	.78	3.84	.62	3.69	.60	3.87	.69	.68	.18
<b>BMS</b>										
	2.90	1.13	2.89	1.01	3.22	1.03	3.40	1.27	2.76	.05
<b>SMAS-AF</b>										
Virtual tolerance	2.01	.39	2.26	.44	2.57	.47	2.74	.63	4.05	.00
Virtual com.	1.86	.60	2.23	.61	2.47	.59	2.73	.80	4.48	.00

\*p<0.05, \*\*p<0.01, \*\*\*p<0.001

MANOVA analysis indicated a statistically significant difference in social media addiction about participants' frequency of social media use [Pillai's Trace: 0.000; [F (15.120) = 4.483, p=0.001]. The frequency of social media use statistically significantly affected virtual tolerance (F (3.4053) = 1.623; p < .005; η<sup>2</sup> =.12) and virtual communication (F (3.405) = 1.884; p < .005; η<sup>2</sup> = .8), with participants (more than 6 hours) presenting higher social media addiction scores than participants in all other groups (Table 3).

**Table 4.** Correlation Test Results for LBS, BMS, and SMAS-AF

	<b>Boredom</b>	<b>Satisfaction</b>	<b>Burnout</b>	<b>Virtual tol.</b>	<b>Virtual com.</b>
<b>Boredom</b>	1				
<b>Satisfaction</b>	-.440**	1			
<b>Burnout</b>	.305**	-.106*	1		
<b>Virtual tol.</b>	.216**	.024	.298**	1	
<b>Virtual com.</b>	.140**	.035	.201**	.691**	1

The results of the correlation analysis conducted to assess the relationship among leisure boredom, burnout, and social media addiction indicated a positive correlation between boredom and burnout (r = .30; p 0.05), between virtual tolerance and burnout (r = .21; p 0.05), and between virtual communication and burnout (r = .14; p = 0.05). However, a negative correlation was observed between job satisfaction and burnout (r = -.10; p 0.01) (Table 4).

**Table 5.** Regression Analysis of the Effects of LBS

	<b>Boredom</b>	<b>Satisfaction</b>
	<b>B</b>	<b>β</b>
<b>BMS</b>	.32*	.03
R=0.30; R <sup>2</sup> =0.09; Adjusted R <sup>2</sup> =0.08; F <sub>(2,406)</sub> =21.017; p<0.01		
<b>SMAS-AF</b>		
Virtual Tolerance	.28*	.14
R=0.24; R <sup>2</sup> =0.06; Adjusted R <sup>2</sup> =0.06; F <sub>(2,406)</sub> =14.003; p<0.01		
Virtual Communication	.19*	.12
R=0.17; R <sup>2</sup> =0.03; Adjusted R <sup>2</sup> =0.02; F <sub>(2,450)</sub> =6.559 p<0.01		

\*p<0.05, \*\*p<0.01, \*\*\*p<0.001

Regression analysis was conducted to examine the predictive power of adults' leisure boredom on job burnout and social media addictions. The findings obtained indicated that the "boredom" sub-dimension was a predictor of job burnout (R = 0.30; R<sup>2</sup>=0.09; R<sup>2</sup>=0.08;



$F(2.406) = 21.017$ ;  $p < 0.01$ ), “virtual tolerance” sub-dimension ( $R = 0.24$ ;  $R^2=0.06$ ;  $F(2.406) = 14.003$ ;  $p < 0.01$ ), and “virtual communication” sub-dimension ( $R = 0.17$ ;  $R^2=0.03$ ;  $R^2=0.02$ ;  $F(2.450) = 6.559$   $p < 0.01$ ). Analysis indicated that “boredom” sub-dimension was significant with job burnout ( $\beta = 0.32$ ;  $p < 0.01$ ), “virtual tolerance” sub-dimension ( $\beta = 0.28$ ;  $p < 0.01$ ), or the “virtual communication” sub-dimension ( $\beta = 0.19$ ;  $p < 0.01$ ). In addition, “satisfaction” sub-dimension was not a predictor in the regression analysis model. “Satisfaction” was not a significant predictor of job burnout ( $\beta = -0.03$ ;  $p > 0.01$ ), “virtual tolerance” sub-dimension ( $\beta = 0.14$ ;  $p > 0.01$ ) and “virtual communication” sub-dimensions ( $\beta = 0.03$ ;  $p > 0.01$ ) (Table 5).

## DISCUSSION

This study aimed to examine the levels of leisure boredom, job burnout, and social media addiction according to some variables and determine the predictive power of the leisure boredom on job burnout and social media addiction. The findings were interpreted according to the analysis results obtained from the study.

In the results obtained, according to the mean scores of “BMS,” female participants experienced more burnout than male participants. The negative factors they were exposed to in their professional life (e.g., excessive workload, etc.) were more effective in this situation compared with those for male participants. Bielby and Baron (1986) reported that employers positively discriminate between jobs assigned to male employees and those assigned to female employees. Many studies have indicated that women are more stressed than men in the work environment and that this situation negatively affects female employees (Burke, 2002; Jick & Mitz, 1985). Purvanova and Muros (2010) examined 183 studies in their meta-analysis on job burnout and stated that according to the literature, women are more likely to experience burnout than men. Within the scope of the findings obtained from the research, it is thought that the roles that women undertake outside of work life (e.g., housework, childcare, etc.) are also effective in the high level of burnout (Eagly & Wood, 2012). Awareness should be created to reduce the problems faced by women in work life. It is very important to carry out in-depth research on work, social environments and cultural effects that are effective in feeling women's job burnout more than male employees. One can say that burnout will decrease with the reduction or equal sharing of responsibilities undertaken in social life.

According to the findings of the study, when the mean scores of “LBS” related to participation in physical activity were analyzed, the researchers concluded that individuals who did not participate in physical activity had higher mean boredom scores. Individuals who participated in physical activity had higher mean scores of dissatisfaction and lower mean scores of boredom. Physical activity is considered one of the most important leisure activities in terms of its positive effects on individuals (Henderson & Ainsworth, 2002). It is effective for individuals to lead an active life, feel good about themselves, and move away from a monotonous lifestyle (Brooks & Magnusson, 2007). It is stated that individuals with a monotonous and routine lifestyle have a higher rate of boredom than others (Wang, 2019). Our research shows similarities with the research that found that individuals who participated in physical activity were more successful in coping with their leisure boredom (Kara, 2019). Participation in physical activity is effective in the physical, social and psychological well-being of individuals. Physical activity should become continuous for all individuals. In this way, a more active lifestyle occurs. It is thought that individuals would leave the monotonous activities with an active lifestyle.

Another finding of the research is that individuals who do not participate in physical activity have higher mean scores of job burnout than those who participate in physical activity. Toker and Biron (2012) stated that physical activity reduces job burnout and stress, whereas

employees who do not participate in physical activity experience these feelings more intensely. Naczenski et al. (2017) examined 170 studies investigating the relationship between physical activity and burnout. The results obtained were similar to those of our study, and it was stated that individuals who participated in physical activity had low levels of burnout. It is thought that reducing the negative consequences of job burnout can improve the quality of life of working individuals and prevent organizational losses (Awa et al., 2010; Lubbadeh, 2020). In this context, participation in physical activity is critical to job burnout. Institutions/companies may reduce burnout by supporting the orientation of physical activity at the leisure time of employees. In this way, the increase in the efficiency of the work would be supported.

However, in line with the findings of our study, the researchers observed that the mean scores of virtual tolerance and virtual communication of individuals whose social media usage time increased also increased. It is thought that the increase in the duration of social media use and exposure to more content with increasing duration effectively increases virtual tolerance. According to Statista (2021), individuals have the opportunity to communicate with each other through applications, the number of which has reached billions today. Through these applications and their existing networks, individuals can stay in constant contact with each other and do so quite easily (Cheng et al., 2019; Westerman et al., 2014). In this context, individuals' use of social media increases, their virtual communication also increases.

Based on the findings obtained, the study concluded that the average scores of job burnout and social media addiction increased with an increase in individuals' boredom. Lin et al. (2014) stated that participation in leisure activities affects job burnout. Similarly, Tepavčević et al. (2019) indicated a significant relationship between individuals' leisure and job burnout. Additionally, in recent years, individuals have turned to passive activities in their free time, and social media use is one of these passive activities (Liu & Ma, 2020). Studies have stated that as the leisure boredom increases in individuals, social media and Internet addiction also increase. We reached a similar conclusion to the findings of our study (Ayhan et al., 2021; Kara & Gürbüz, 2022). It is stated that the changing leisure use styles of individuals with the development of technology in recent years are effective in this situation. When the literature is examined, the negative effects of job burnout and social media addiction are explained. Improving the forms of leisure time evaluation of individuals is considered important. It is thought that individuals can leave both work and various negative habits with a well-evaluated leisure time.

## **Conclusion**

In conclusion, few studies have investigated the effects of perceived leisure boredom on job burnout and social media addiction. However, our study analyzed this effect on a sample of working women and men living in Turkey. This study concluded that female participants had higher levels of burnout than male participants. Participation in physical activity reduces the leisure boredom. Another result of the study was that participation in physical activity decreased job burnout. In addition, one can say that social media use increases social communication and social tolerance and that as individuals' leisure boredom increases, their job burnout and social media addiction will also increase.

## **Recommendation**

In this study, some factors that affect leisure boredom, job burnout, and social media addiction were examined, and the results were limited with to these factors. Further studies with larger samples and diverse professions can be designed, even if the sample size is acceptable for statistical assumptions. In addition, in future studies, the relationship between different variables such as cyber loafing, and social loafing and cynicism in business life and the perception of leisure time can be discussed.

## Limitations

This study focused on examining the levels of leisure boredom, job burnout and social media addiction according to some variables as well as determine the predictive power of the leisure boredom on job burnout and social media addiction. The research is limited to the participation of individuals from different job groups. Scales and questionnaires were used to collect the information obtained in the research. In-depth investigation of the obtained data with qualitative research methods of the perception of leisure time boredom within the scope of different samples and subjects is recommended for the future studies.

## Acknowledgements or Notes

We would like to thank the study group for the participation in our research.

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***Author(s)' statements on ethics and conflict of interest***

**Ethics statement:** We hereby declare that research/publication ethics and citing principles have been considered in all the stages of the study. We take full responsibility for the content of the paper in case of dispute.

**Conflicts of Interest:** There are no conflicts of interest declared by the authors.

**Funding:** None