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2025

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HENDRYADI HENDRYADI <hendryadi@stei.ac.id>

Cogent Business & Management (Open Research) - Invitation to Review Manuscript ID QABM-2024-3575

1 message

Cogent Business & Management <onbehalfof@manuscriptcentral.com>

Mon, Feb 17, 2025 at 8:13 PM

Reply-To: QABM-peerreview@journals.taylorandfrancis.com

To: hendryadi@stei.ac.id

17-Feb-2025

Dear Dr Hendryadi Hendryadi,

We have recently received a manuscript entitled "Linking Social Undermining to Cyberloafing: Cross-sectional and Cross-lagged Panel Investigations" for Cogent Business & Management (Open Research). The abstract can be found at the bottom of this email.

Given your expertise in the field, we consider you to be an ideal candidate to peer review the manuscript. We would greatly appreciate your expert assessment of this article.

If you agree to serve as a reviewer for this manuscript (and potentially for subsequent revisions), please click the appropriate link below. Once you accept the invitation, you will be notified via e-mail about how to access our online manuscript review system.

If you cannot review the manuscript, we would welcome your suggestions for alternative reviewers via the online system. This option will be available after you click the 'Decline' link.

*** PLEASE NOTE: This is a two-step process. After clicking on the link, you will be directed to a webpage to confirm. ***

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We would like to receive your review comments within 14 days of agreeing to review. If you would like to review, but would be unable to meet the deadline, please email the Editorial Office (QABM-peerreview@journals.taylorandfrancis.com) to request an extension.

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If you find you need more time to complete your review or have any questions, please email the Editorial Office (QABM-peerreview@journals.taylorandfrancis.com).

Sincerely,
Cogent Business & Management editorial office
QABM-peerreview@journals.taylorandfrancis.com

Manuscript Information:

TITLE: Linking Social Undermining to Cyberloafing: Cross-sectional and Cross-lagged Panel Investigations

ABSTRACT: The use of the Internet at work for non-job-related activities has increased considerably in

contemporary organizations. It is imperative that we explore the antecedents of cyberloafing, particularly how interpersonal mistreatment motivates employees to engage in cyberloafing and the effectiveness of cyberloafing as a coping mechanism in response to workplace mistreatment. The purpose of this research was two-fold. To examine direct and indirect associations between supervisor undermining and cyberloafing via the serial mediating roles of anger and work-related learning, and to investigate reciprocal relationships between two distinct sources of social undermining (i.e., supervisors and coworkers) and cyberloafing over time. To achieve these objectives, we conducted two studies among a sample of employees in the software industry in Islamabad, Pakistan. A cross-sectional study (Study 1) showed that supervisor undermining is positively associated with cyberloafing. Moreover, the results of mediation analysis indicated that supervisor undermining provokes anger among socially undermined employees that, in turn, hampers their work-related learning and, ultimately, leads them to engage in cyberloafing. Then, a two-wave cross-lagged panel investigation with a three-month time lag (Study 2) suggested bidirectional relationships between two sources of social undermining and cyberloafing. This study contributes to the literature by demonstrating that when socially undermined employees use cyberloafing as a coping mechanism they may reinforce social undermining perpetrated by supervisors and coworkers, thereby initiating a vicious cycle of harmful behavior. Thus, engaging in cyberloafing may not be an appropriate coping strategy for employees who experience social undermining in the workplace.



HENDRYADI HENDRYADI <hendryadi@stei.ac.id>

Thank you for submitting your review of Manuscript ID QABM-2024-3575 for Cogent Business & Management (Open Research)

1 message

Cogent Business & Management <onbehalf@manuscriptcentral.com>

Sat, Mar 8, 2025 at 5:51 AM

Reply-To: QABM-peerreview@journals.taylorandfrancis.com

To: hendryadi@stei.ac.id

07-Mar-2025

Dear Dr Hendryadi Hendryadi

Thank you for reviewing manuscript QABM-2024-3575 entitled "Linking Social Undermining to Cyberloafing: Cross-sectional and Cross-lagged Panel Investigations" for Cogent Business & Management (Open Research).

The Editors are grateful for the voluntary contribution of every reviewer for the Journal. Your comments are very much appreciated.

In support of your ongoing research and learning, and in appreciation of your work on this review, we would like to offer you a 30% discount on Routledge, CRC Press, and Taylor & Francis books. Simply use the code REV2325 at checkout on full-price books purchased on Routledge.com.

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If you wish to claim a reviewer certificate, please email QABM-peerreview@journals.taylorandfrancis.com with your request.

We would be interested to hear your experience of reviewing for us today, please click the following link to complete a short survey: URL for the reviewer survey <https://survey.alchemer.eu/s3/90329429/Taylor-Francis-peer-review-survey?ac=OABM>

Sincerely,
Deputy Academic Editor
Cogent Business & Management (Open Research)