

Supplementary material Table 2.

Table 2. Discriminant Validity - Fornell-Larcker Criterion

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Behavioral Conflict (1)	0.912															
Dual-Role Conflict (2)	0.866	0.797														
Double Activity (3)	0.018	0.038	0.907													
Emailing Activity (4)	0.155	0.133	0.246	0.873												
Family-Related Cyberloafing (5)	0.127	0.100	0.357	0.890	0.776											
Idle Activity (6)	0.187	0.194	0.422	0.247	0.336	0.849										
Interchange Activity (7)	0.051	0.104	0.570	0.169	0.293	0.466	0.843									
Multitasking Ability (8)	0.007	0.046	0.943	0.272	0.394	0.481	0.781	0.836								
Non-Internet Surfing Activity (9)	0.036	0.025	0.298	0.433	0.584	0.228	0.330	0.342	0.822							
Pressure Conflict (10)	0.767	0.943	0.053	0.088	0.046	0.194	0.097	0.051	0.063	0.895						
Psychological Involvement (11)	0.162	0.338	0.293	0.084	0.141	0.141	0.323	0.295	0.247	0.321	0.853					
Role of Satisfaction (12)	0.176	0.331	0.306	0.050	0.146	0.216	0.355	0.318	0.220	0.290	0.793	0.859				
Internet Surfing Activity (13)	0.055	0.030	0.385	0.488	0.732	0.343	0.355	0.423	0.590	0.018	0.168	0.220	0.932			
Time Allotted (14)	0.207	0.390	0.326	0.140	0.226	0.199	0.303	0.323	0.264	0.375	0.729	0.697	0.263	0.853		
Time Conflict (15)	0.512	0.792	0.055	0.125	0.116	0.117	0.123	0.070	0.016	0.624	0.398	0.411	0.070	0.431	0.917	
Work-Life Balance (16)	0.200	0.396	0.336	0.110	0.195	0.199	0.351	0.340	0.263	0.370	0.825	0.789	0.241	0.702	0.466	0.791