

Supplementary material Table 3.

Table 3. Discriminant Validity - Heterotrait-Monotrait Ratio (HTMT)

	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)	(16)
Behavioral Conflict (1)																
Dual-Role Conflict (2)		0.019														
Double Activity (3)		0.088	0.146													
Emailing Activity (4)		0.185	0.156	0.303												
Family-Related Cyberloafing (5)		0.157	0.140	0.433	0.082											
Idle Activity (6)		0.263	0.272	0.609	0.345	0.464										
Interchange Activity (7)		0.115	0.176	0.795	0.231	0.380	0.743									
Multitasking Ability (8)		0.083	0.129	0.202	0.336	0.478	0.695	0.064								
Non-Internet Surfing Activity (9)		0.066	0.078	0.465	0.655	0.870	0.396	0.558	0.532							
Pressure Conflict (10)		0.813	0.056	0.125	0.109	0.092	0.266	0.165	0.105	0.102						
Psychological Involvement (11)		0.201	0.393	0.363	0.113	0.176	0.198	0.507	0.364	0.386	0.379					
Role of Satisfaction (12)		0.214	0.377	0.380	0.080	0.179	0.305	0.550	0.393	0.341	0.334	0.862				
Internet Surfing Activity (13)		0.066	0.070	0.472	0.578	0.861	0.477	0.464	0.520	0.882	0.039	0.204	0.259			
Time Allotted (14)		0.260	0.457	0.408	0.178	0.273	0.281	0.464	0.403	0.403	0.445	0.890	0.841	0.316		
Time Conflict (15)		0.634	0.833	0.188	0.153	0.152	0.206	0.198	0.171	0.029	0.740	0.482	0.488	0.101	0.529	
Work-Life Balance (16)		0.236	0.438	0.396	0.137	0.226	0.266	0.512	0.399	0.383	0.415	0.071	0.010	0.275	0.049	0.538