

**The Effect of Cyberloafing on the Job  
Performance of Gen Z Employees in Private Banks  
In Sri Lanka**

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This study investigates the impact of cyberloafing on the job performance of Gen Z employees in private banks in Sri Lanka. Cyberloafing refers to the personal use of the Internet during work hours for non-work-related activities. The study adopts a quantitative approach, using online surveys to collect data from 175 employees in private banks. The data is analyzed using statistical techniques with SPSS to test the hypotheses. The results reveal that cyberloafing has a negative effect on employee performance, but cyberloafing and employee performance in Generation Z are unaffected. These results suggest that cyberloafing does not differ as generations. However, limitations include lack of clarity, sampling method is non probabilistic and not generalizable, insufficient sample, limited scope, methodological limitations. Future research endeavours are encouraged to explore deeper into cyberloafing dynamics, exploring diverse contexts and employing qualitative methodologies to enhance the comprehension of this phenomenon.

**Keywords:** *Cyberloafing, Job performance, Gen Z employees, Private Banks, Sri Lanka*

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