

## ABSTRAK

Penelitian ini bertujuan untuk menganalisis *time demand of work*, dan stres kerja terhadap perilaku *cyberloafing* yang dimediasi *burnout* untuk mengetahui dampaknya terhadap kinerja karyawan. Populasi dalam penelitian ini adalah 60 karyawan pada BP Jamsostek. Sampel yang dipergunakan adalah sebanyak 60 karyawan, dihitung berdasarkan sampel jenuh. Metode penarikan sampel menggunakan *convenience sampling*. Metode pengumpulan data menggunakan metode *survey*, dengan instrumen penelitian adalah kuesioner. Metode analisis data menggunakan *Partial Least Square*. Penelitian ini membuktikan bahwa *burnout* berpengaruh positif signifikan terhadap *cyberloafing*. Stres kerja tidak berpengaruh terhadap *burnout*. Stres kerja berpengaruh positif signifikan terhadap *cyberloafing*. *Time demand of work* berpengaruh positif signifikan terhadap *burnout*. *Time demand of work* berpengaruh positif signifikan terhadap *cyberloafing*. Stres kerja mampu mempengaruhi secara langsung *cyberloafing* tanpa melibatkan *burnout*. *Time demand of work* mampu mempengaruhi secara langsung *cyberloafing* tanpa melibatkan *burnout*.

Kata kunci : *time demand of work*, stres kerja, *cyberloafing*, *burnout*.



## ***ABSTRACT***

This study aims to analyze the demand for work time, and work stress on cyberloafing behavior mediated by *burnout* to determine employee performance. The population in this study was 60 individuals at BP Jamsostek. The sample used is 60 employees, calculated based on the saturated sample. Sampling method using convenience sampling. Methods of data collection using survey methods, with the research instrument is a questionnaire. Data analysis method using *Partial Least Square*. This study proves that *burnout* has a significant positive effect on *cyberloafing*. Work stress has no effect on *burnout*. Work stress has a significant positive effect on *cyberloafing*. *Time demand of work* has a significant positive effect on *burnout*. *Time demand of work* has a significant positive effect on *cyberloafing*. Job stress can directly affect *cyberloafing* without involving *burnout*. *Time demand of work* can directly affect *cyberloafing* without involving  $x$  *burnout*.

Keywords: *time demand of work*, work stress, *cyberloafing*, *burnout*.



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