

ABSTRAK

Penelitian ini bertujuan untuk mengetahui Pengaruh Lingkungan Kerja Dan Kontrol Diri Terhadap Perilaku *Cyberloafing* Dimediasi Oleh *Work Stress* Pada PT. Victory Chingluh Indonesia. Dari penelitian ini variabel independen terdiri dari lingkungan kerja dan kontrol diri dan variabel dependennya adalah *Cyberloafing* sedangkan variabel interveningnya adalah work stress. Populasi dalam penelitian ini adalah karyawan PT Victory Chingluh Indonesia di divisi Sewing yang berjumlah 80 karyawan dan sampel yang digunakan adalah 80 orang karyawan pada divisi Sewing PT Victory Chingluh Indonesia. Teknik analisis data yang digunakan dalam penelitian ini meliputi uji outer model (*Convergent Validity, Discriminant Validity, Average Variance Extracted, Composite Reliability*), Uji hipotesis inner model (Nilai *R square, Goodness of Fit Model, bootstrapping*). Data dikumpulkan dengan membagikan kuesioner kepada karyawan dan diolah menggunakan Smart PLS 3.0. Penelitian ini membuktikan bahwa Lingkungan Kerja berpengaruh positif dan signifikan terhadap perilaku *Cyberloafing*. Kontrol Diri berpengaruh negatif dan signifikan terhadap perilaku *Cyberloafing*. Lingkungan Kerja berpengaruh negatif dan signifikan terhadap *Work Stress*. Kontrol Diri berpengaruh negatif dan signifikan terhadap *Work Stress*. *Work Stress* berpengaruh positif dan signifikan terhadap perilaku *Cyberloafing*. Kontrol Diri tidak mampu memediasi pengaruh *Work Stress* terhadap perilaku *Cyberloafing*. Lingkungan Kerja tidak mampu memediasi pengaruh *Work Stress* terhadap perilaku *Cyberloafing*.

Kata Kunci: Lingkungan Kerja, Kontrol Diri, *Work stress, Cyberloafing*

ABSTRACT

This study aims to determine the effect of work environment and self-control on cyberloafing behavior mediated by job stress at PT. Chingluh Indonesia's victory. From this research, the independent variable consists of work environment and self-contrast and the dependent variable is Cyberloafing, while the intervening variable is work stress. The population in this study are employees of PT Victory Chingluh Indonesia in the Sewing division which has 80 employees and the sample used is 80 employees in the Sewing division of PT Victory Chingluh Indonesia. Data analysis techniques used in this study include the outer model test (Convergent Validity, Discriminator Validity, Average Variance Extracted, Composite Reability), inner model hypothesis testing (R square value, Goodness of Fit Model, bootstrapping). Data was collected by distributing questionnaires to employees and processed using Smart PLS 3.0. This study proves that the work environment has a positive and significant effect on cyberloafing behavior. Self-control has a negative and significant effect on Cyberloafing behavior. The work environment has a negative and significant effect on work stress. Self-control has a negative and significant effect on Work Stress. Work Stress has a positive and significant effect on Cyberloafing behavior. Self-control is unable to mediate the effect of Work Stress on Cyberloafing behavior. The work environment is unable to mediate the effect of Work Stress on Cyberloafing behavior.

Keywords: *Work Environment, Self Control, Work Stress, Cyberloafing*