

ABSTRAK

Penelitian ini bertujuan untuk menganalisis pengaruh beban kerja dan *self control* terhadap perilaku *cyberloafing* yang dimediasi oleh stress kerja pada PT. Setrindo Prima Sanyo. Pada penelitian ini variabel independen terdiri dari Beban Kerja dan *Self Control* dan variabel dependennya adalah *Cyberloafing* sedangkan variabel intervening nya adalah Stress Kerja. Populasi dalam penelitian ini adalah 100 karyawan PT. Setrindo Prima Sanyo. Sampel yang digunakan adalah sebanyak 80 karyawan PT. Setrindo Prima Sanyo. Teknik analisa yang digunakan dalam penelitian ini uji outer model (*Convergent Validity, Discriminat Validity, Average Variance Extracted, Composite Reability*), Uji hipotesis inner model (Nilai R square, *Goodness of Fit Model, bootstraping*). Data dikumpulkan dengan membagikan kuesioner kepada karyawan dan diolah menggunakan Smart PLS 3.0. Penelitian ini membuktikan bahwa Beban kerja berpengaruh positif dan signifikan terhadap perilaku *cyberloafing*. Beban Kerja berpengaruh positif dan signifikan terhadap Stress Kerja. *Self Control* berpengaruh negatif dan tidak signifikan terhadap perilaku *Cyberloafing*. *Self Control* berpengaruh negatif dan signifikan terhadap Stress Kerja. Stress Kerja berpengaruh positif dan signifikan terhadap perilaku *Cyberloafing*. Beban Kerja mampu memediasi Stress Kerja terhadap perilaku *Cyberloafing*. *Self Control* mampu memediasi Stress Kerja terhadap Perilaku *Cyberloafing*.

Kata Kunci: Beban Kerja, *Self Control*, *Cyberloafing*, Stress Kerja

ABSTRACT

This study aims to determine the effect of workload and self-control on cyberloafing behavior mediated by job stress at PT. Setrindo Prima Sanyo. From this research, the independent variable consists of workload and self-control and the dependent variable is Cyberloafing, while the intervening variable is work stress. The population in this study were 100 employees of PT. Setrindo Prima Sanyo. The sample used is as many as 80 employees of PT. Setrindo Prima Sanyo. Data analysis techniques used in this study include the outer model test (Convergent Validity, Discriminator Validity, Average Variance Extracted, Composite Reliability), 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 workload has a positive and significant effect on cyberloafing behavior. Workload has a positive and significant effect on work stress. Self Control has a negative and insignificant effect on Cyberloafing behavior. Self Control has a negative and significant effect on Work Stress. Work Stress has a positive and significant effect on Cyberloafing behavior. Workload is able to mediate Work Stress on Cyberloafing behavior. Self Control is able to mediate Job Stress on Cyberloafing behavior.

Keywords: *Workload, Self control, Work stress, Cyberloafing*