

# The Influence of Cyberloafing Behavior on Performance Using Self-Control as A Mediation Variable on Employees of The Manpower and Transmigration Department

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## Abstract

*This research was conducted at the Department of Manpower and Transmigration DIY. This study aims to determine the effect of cyberloafing behavior on performance with self-control as a mediating variable for employees of the Yogyakarta Manpower and Transmigration Office. The population in this object is all employees or employees, totaling 104 people. The sampling technique in this study was proportionate stratified random, namely by taking random sampling, with a total of 83 respondents. The analytical method used in this research is the quantitative analysis and descriptive analysis. Where the results of path analysis or path analysis show the following results: cyberloafing behavior has a direct effect on performance, and cyberloafing behavior has an indirect effect on performance mediated by self-control.*

**Keywords :** Cyberloafing behavior, Self-Control, Performance.

## Introduction

In the current era of globalization, technological developments are developing rapidly. It is this development that makes a person need something that is practical or instant, fast, and economical. Developments in the world of technology, especially the internet, are very significant changes that provide benefits and convenience for humans in the world of work to support or support their work process activities to achieve the goals of a company or organization. The internet is one of the results of very rapid technological developments in the current era of globalization. The activity of using or accessing the internet by an employee or employee has become a habit or a common thing. The internet will provide or provide access to information that is fast and instant and can make it easier to communicate with one another. With the internet, it will make it easier for employee employees to get information, make it easier to carry out promotions, interact with one another will be easier, make communication easier between employees or employees, and also there are many other benefits that can improve performance and performance in an organization. Or companies and employees.

Performance can be used as a benchmark for a company in measuring the level of performance of its human resources in order to evaluate the company. With the facilities that support their performance, their performance is likely to increase. One of these facilities is the internet that is in their work environment, which will make it

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easier for them to find information in completing their work and make it easier for them to communicate with employees who can complete their work. According to Mangkunegara (2009), performance is the result of work in quality and quantity that is achieved by an employee or employees in carrying out or completing their duties in accordance with the responsibilities that have been given to them. Besides being able to support and improve performance in an organization or company and employees, the internet can also interfere with performance productivity, the negative impact of which can impact on the work they do if internet facilities in their work environment are misused or not used properly. Facts on the ground state that infrastructure facilities provided by agencies or companies are now widely used for the personal interests of employees that are not related to their work. Examples of such deviant behavior are the use of office facilities for personal purposes and the use of office telephones for personal purposes, even the most phenomenal in the last decade is cyberloafing.

According to Blanchard & Henle (2008); Askew (2012), cyberloafing can be interpreted as the behavior of an employee or employees who are accessing the internet using computers (such as tablets, desktops, etc.). These are activities or behaviors that are not related to their work, such as doing online shopping, posting to newsgroups, downloading music, and other behaviors that access the internet while working. Cyberloafing behavior has many negative impacts that they are not aware of. This negative impact can be in the form of dividing employee concentration when doing work with them when carrying out cyberloafing behavior which can interfere with performance productivity, the negative impact of which can impact on the results of the work they are doing.

One of the factors that are most related to or also has the most influence on the emergence of cyberloafing behavior is the internal factor in the individual, namely personal traits, one of which is self-control. Self control is an individual's ability to control or regulate himself and direct his thoughts, affections, and behavior or behavior in order to adapt himself to the environment and aims to resist temptation from certain things, and fulfill certain needs (Bauimester, 2002). Therefore, employees who have low self-control, these employees tend to carry out cyberloafing behavior at work or in the work environment. Meanwhile, employees who have high self-control tend to consider the consequences when they want to do cyberloafing, are careful at work, sensitive to the needs of others, prefer mental activities, are better able to regulate their emotions, and are diligent, persistent, and diligent at work. To finish the job. Self-control in individuals is an ability that exists in oneself or individuals to exercise self-control or self-control in a behavior that will be carried out.

Facilities in an agency will affect the performance of employees or employees. One of the facilities at the Office is the internet in the form of wifi, where this facility greatly affects the performance of employees or employees. In accordance with the current conditions in the midst of the Covid-19 pandemic, almost all work or tasks are carried out online. Likewise, what applies to the DIY Manpower and Transmigration Office, some work is done online, completing work using online work papers. Besides being able to improve the performance of employees or employees of internet facilities, it can also provide obstacles or problems that can reduce the performance of these employees or employees. Employees often take advantage of these internet facilities, such as sending and receiving messages that are not related to work, playing social media such as Instagram, Facebook, and others, doing online shopping, and other

activities that are not related to work during working hours. They are not aware that they have engaged in deviant behavior or cyberloafing.

## **Literature Review**

### ***Cyberloafing Behavior***

Cyberloafing is defined as intentional or planned actions by employees using company internet access during working hours to access websites and receive and send e-mails for purposes that are not related to work (Lim, Teo, & Loo, 2002). Cyberloafing is the use of internet access for personal use during working hours in a company (Garret and Danziger, 2008).

### ***Performance***

Mangkunegara (2009) states that employee performance is the result of work in quantity and quality achieved by an employee when carrying out his duties in accordance with the responsibilities given to him. Meanwhile, according to (Henry Simamora, 1995), employee performance is the level at which these employees achieve the job or task requirements.

### ***Self-Control***

Self-control is one of the main functions of the individual. Individuals can develop and use self-control to achieve success in life processes. The appearance of behavior is one of the significant influences of self-control and the result of self-control of someone's visible behavior (Zulkarnain, 2012). Stable human attributes are characterized by the regulation of cognition, affection, and behavior to achieve certain personal goals.

### ***Hypothesis***

Based on the formulation of the problem and the existing framework, the research proposes a hypothesis, namely:

**H1.** Cyberloafing behavior has a direct influence on the performance of the Yogyakarta Manpower and Transmigration Office employees.

**H2.** Self-control is capable of mediating the influence of cyberloafing behavior on the performance of DIY Manpower and Transmigration Office employees.

## **Methods**

### ***Sampling and Procedures***

This research was conducted at the DIY Manpower and Transmigration Office, the data obtained in this study were taken using a questionnaire distributed to employees working at the DIY Manpower and Transmigration Office. The sampling technique was carried out using the Proportionate Stratified Random Sampling method with a total of 83 respondents. Respondents were asked to fill out statements that had been

made with a Likert scale of 1 (strongly disagree) to 5 (strongly agree). In this study, the analysis technique used is Path Analysis from the SPSS program version 25.

## ***Measures***

### **Behavior (X1)**

Cyberloafing measures are defined as intentional or planned actions by employees using the company's internet access during working hours to access sites and receive and send electronic mail with specific purposes. Unrelated to work (Lim, Teo, & Loo, 2002). cyberloafing behavior was measured using an instrument developed by Lim and Chen (2009), a 5-point Likert-type scale with 19 items.

### **Performance (Y1)**

Mangkunegara (2009) states that employee performance is the result of work in quantity and quality achieved by an employee when carrying out his duties in accordance with the responsibilities given to him. Meanwhile, according to (Henry Simamora, 1995), employee performance is the level at which these employees achieve the job or task requirements. Performance was measured using an instrument developed by Mangkunegara (2009:75), a 5-point Likert-type scale with 11 items.

### **Self-Control (Z)**

Self-control is the individual's ability to regulate and direct thoughts, affections, and behaviors in order to adapt to the environment with the aim of meeting certain needs or resisting temptations (Bauimester, 2002). Self-Control was measured using an instrument developed by Tagney, Baumeister, and Boone (2004), a 5-point Likert-type scale with 10 items.

## ***Data Analysis***

The hypothesis was tested using ANOVA (analysis of variance). ANOVA is used to test the differences between a number of population means by comparing the variances. This is done by giving the null hypothesis to the data population. Hypothesis testing is done by Path Analysis. In this study, path analysis was used to analyze the influence of cyberloafing behavior on performance mediated by self-control in employees of the Yogyakarta Manpower and Transmigration Office. Testing the mediation hypothesis was carried out using the Sobel test.

## **Result and Discussion**

### ***Result***

Based on table 1, overall, employees at male have dominated as many as 44 people or 53.01%, aged 46 years old to 50 years old, as many as 27 employees or 32.53%, then the most recent level of education is S1/Degree with a total of 39 people or 46.99%. The length of service of all employees at the Yogyakarta Manpower and Transmigration Office is with a working period of >15 years, a total of 50 people or 60.24%.

Table 1. Characteristics of the DIY Employee Manpower and Transmigration Office

Identity	Category	Frequency	Percentage
<b>Gender</b>	Male	44	<b>53.01%</b>
	Female	39	<b>46.99%</b>
	<b>Total</b>	83	<b>100%</b>
<b>Age</b>	30 - 35 Years	8	<b>9,63%</b>
	36 – 40 Years	10	<b>12,05%</b>
	41 – 45 Years	14	<b>16,87%</b>
	46 – 50 Years	27	<b>32,53%</b>
	>51 Years	24	<b>28,92%</b>
	<b>Total</b>	83	<b>100%</b>
<b>Last Education</b>	High School	23	<b>27.71%</b>
	Diploma/Equivalent	3	<b>3.61%</b>
	S1	39	<b>46.99%</b>
	S2	18	<b>21.69%</b>
	<b>Total</b>	83	<b>100%</b>
<b>Service Period</b>	0 – 5 years	9	<b>10.84%</b>
	5 - 10 years	13	<b>15.67%</b>
	10 -15 years	11	<b>13.25%</b>
	>15 years	50	<b>60,24%</b>
	<b>Total</b>	<b>83</b>	<b>100%</b>

Source: Primary data processing results, 2021

Table 2. Path Model 1 Analysis Results

Variable	Coefficient		Path Coefficient	T	Sig	Sig. 5%
	B	Std. Error	Beta			
Constant	69,482	3,794		18,312		
Cyberloafing Behavior (X)	-0,343	0,049	-0,613	-6,991	0,000	Significance
dependent variable: <i>Self Control (Z)</i>						

Source: Primary data processing results, 2021

Table 3. Path Model 2 Analysis Results

Variable	Coefficient		Path Coefficient	T	Sig	Sig. 5%
	B	Std. Error	Beta			
Constant	61,445	6,629		9,269	0,000	Significance
<i>Cyberloafing Behavior (X)</i>	-0,361	0,48	-0,604	-7,541	0,000	Significance
<i>Self-Control (Z)</i>	0,323	0,086	0,302	3,770	0,000	Significance

dependent variable: Performance (Y)

Source: Primary data processing results, 2021

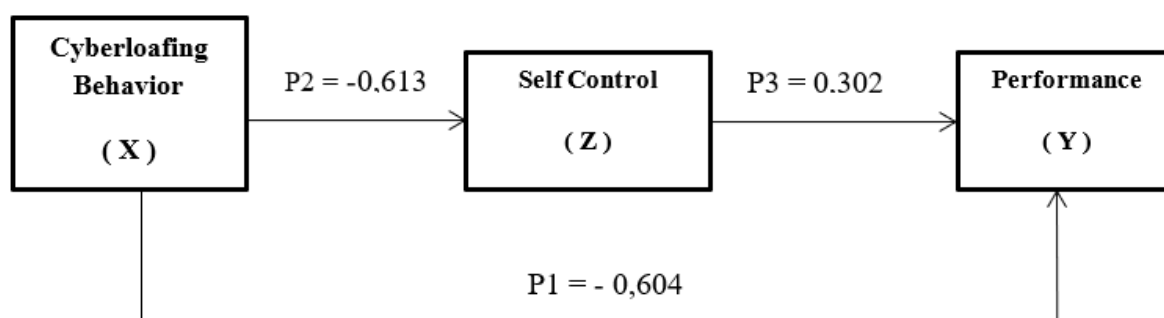


Figure 1. Estimating Path Coefficient Estimation Results of Relationships between Variables

Source: Primary data processing results, 2021

Stage 1 analysis model to explain the effect of cyberloafing behavior (X) on self-control (Z).

Stage 2 path analysis model to explain the effect of cyberloafing behavior (X) and self-control (Z) on performance (Y).

The overall results of the estimation of the hypothetical relationship model between the three variables in this study are presented in the form of a path diagram can be seen in Figure 1.

**Hypothesis Testing**

*Hypothesis 1 (Cyberloafing behavior directly affects the performance of DIY Manpower and Transmigration Office employees)*

Based on Table 3 results of path model 2 regarding the effect of cyberloafing behavior on performance, the path coefficient results obtained -0.604 (negative), which means that if the cyberloafing behavior variable increases, then the employee or employee performance will decrease, and if cyberloafing behavior decreases, employee or employee performance will increase. The results of the calculation of the significance test with the t-test obtained a t-count of -7.541 and with a significance level of 0.000. Because of sig. < 0.05, then hypothesis 1, which states that cyberloafing behavior

Table 4. Direct, Indirect, and Total Influence of Cyberloafing Behavior on Performance Mediated by Self Control

Direct Influence	
X → Y	
(P <sub>1</sub> )	= -0,604
Indirect Influence	
X → Z → Y	
(P <sub>2</sub> x P <sub>3</sub> ) = -0,613 x 0,302	= -0,185126
Total Influence	
Direct effect + indirect effect = -0,604 + -0,185126	= -0,789126

Source: Primary data processing results, 2021

directly affects the performance of DIY employees at the DIY Department of Manpower and Transmigration, is accepted.

*Hypothesis 2 (Is self-control capable of mediating the influence of cyberloafing behavior on performance)*

The results of path analysis calculations that test cyberloafing behavior on performance mediated by self-control show the results of direct and indirect effects. The following is the calculation of direct and indirect effects, namely:

Based on table 4, it can be seen that cyberloafing behavior has an indirect effect on performance through the self-control of -0,185126. The direct effect is -0.604, so the effect that occurs is -0.604 + -0.185126 = -0.789126. The direct effect of cyberloafing behavior on performance is compared to the effect of self-control.

Testing the significance of the indirect effect of cyberloafing behavior on performance through self-control with the t statistic (t-count). Significant or not, it can be tested with the Sobel test as follows:

$$\begin{aligned}
 S_{ab} &= \sqrt{b^2Sa^2 + a^2Sb^2 + Sa^2Sb^2} \\
 &= \sqrt{(0,323)^2 \cdot (0,049)^2 + (-0,343)^2 \cdot (0,086)^2 + (0,049)^2 \cdot (0,086)^2} \\
 &= \sqrt{(0,104329) \cdot (0,002401) + (0,117649) \cdot (0,007396) + (0,002401) \cdot (0,007396)} \\
 &= \sqrt{0,0002504939 + 0,000870132 + 0,0000177578} \\
 &= \sqrt{0,0011383837} \\
 &= 0,0337399422
 \end{aligned}$$

Thus the value of the t-test is obtained as follows:

$$\begin{aligned}
 t &= \frac{ab}{sab} \\
 &= \frac{(-0,343).0,323}{0,0337399422} \\
 &= - 3,2836155837
 \end{aligned}$$

It can be seen that the t-count has a negative value (-), so the t-table also adjusts to being negative (-), or in other words, the hypothesis is carried out on the left side. Positive or negative results only indicate the direction of hypothesis testing and linearity, not the amount. From the results of the Sobel test count, the t-count value is -3.2836155837. Therefore the t-count is  $-3.2836155837 > -1.66$  (t-table), with a significance level of 5%, which proves that self-control is able to mediate cyberloafing behavior on employee performance.

## **Discussion**

### *Direct Effect of Cyberloafing Behavior on Performance*

Based path analysis or path analysis shows that cyberloafing behavior has a significant effect on the performance of employees or employees of the Yogyakarta Manpower and Transmigration Office with a negative influence of -0.604 and a significance level of 0.000, which means that the higher the cyberloafing behavior carried out by employees, or employees will decrease performance. And vice versa, if the cyberloafing behavior is low, the performance will increase. Cyberloafing is the behavior of employees or employees who use internet access with any type of computer (such as cell phone, tablet, desktop) while working, which is used for non-destructive activities where the employee's or employee's superiors do not consider this behavior related to work such as entertainment, online shopping, internet, messaging, posting to newsgroups and downloading movies (Blanchard & Henle, 2008; Askew 2012). Cyberloafing behavior affects the performance of employees of the Yogyakarta Manpower and Transmigration Office because the increasing technology and internet facilities in the workplace will be utilized and will affect their performance. When they are involved with high cyberloafing behavior, their performance will decrease, which can result in delays in completing work, results that are not on target, unsatisfactory results, and others. On the other hand, if they are involved with low cyberloafing behavior, their performance will increase so that work can be completed on time, with appropriate results, satisfactory results, and so on. This is in line with research by Riris Rotus Sitorus et al. (2019), which states that cyberloafing has a negative effect on performance.

### *The Influence of Cyberloafing Behavior on Performance Through Self Control*

Based on path analysis or path analysis that cyberloafing behavior has an indirect effect on performance variables through self-control variables at the Yogyakarta Manpower and Transmigration Office with a total effect of -0.789126 and with the Sobel test obtained t count of 3.2836155837 which t count is greater than the t table value of 1.66. That is, the higher the cyberloafing behavior carried out by employees, the lower the self-control of employees, or employees will result in neglect of their tasks or work that must be completed. And vice versa, the lower the cyberloafing behavior, the higher the employee's self-control so that their tasks or jobs will be completed quickly. Self-control can improve performance for employees or employees who often procrastinate to complete their work or assignments. Employees of the DIY



Manpower and Transmigration Office feel their performance has increased because of their abilities, comfortable co-workers and good communication, workplace facilities that support their performance, benefits, and rewards for employees. According to Ozler & Polat, 2012 one of the factors influencing cyberloafing behavior is self-control. That way, if an employee has high self-control, then they will engage in low cyberloafing behavior, and their performance will increase. Vice versa, if they have low self-control, then they will engage in high cyberloafing behavior, and their performance will decrease. With self-control, he is expected to be able to control himself from deviant behavior. These results are supported by research by Noratika Ardilasari and Ari Firmanto (2017), showing that one of the factors that mediate cyberloafing behavior is self-control.

## **Conclusion**

Based on the results of the research and discussion, several conclusions can be drawn, including the following:

1. Cyberloafing behavior has a direct and significant effect on employee performance at the Yogyakarta Manpower and Transmigration Office. Thus hypothesis 1 is accepted.
2. Cyberloafing behavior has an indirect effect on performance which is mediated by self-control in employees of the DIY Manpower and Transmigration Office. Thus hypothesis 2 is accepted.

## ***Management Implication***

Based on the results of the research, it can be taken, and suggestions can be given to the Department of Manpower and Transmigration DIY. It is hoped that the results of this research can be useful and provide information and views for the DIY Department of Manpower and Transmigration regarding cyberloafing, self-control, and employee performance issues.

Based on the results of the study, low cyberloafing behavior was carried out by employees or employees at the DIY Manpower and Transmigration Office. However, they often carry out emailing activities. Therefore it is suggested that leaders or superiors make special regulations or sanctions that can reduce violations committed by employees.

From the results of the descriptive analysis, the performance variable at the Yogyakarta Manpower and Transmigration Office is very high. However, for their initiative to solve the problem less affects their performance. So it is advisable for employees to always think about or carry out solutions with initiative using new, more effective methods.

Work self-control is one factor that greatly influences performance. From the results of the descriptive analysis, the self-control variable for the employees of the Yogyakarta Manpower and Transmigration Office is very high. However, their discipline still does not affect their self-control. So, it is recommended that each individual always obey the rules and orders from above so that his discipline will increase, which will greatly affect his self-control.

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