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File name: 270821_Jurnal_Angga_Aprillah_Majid.docx
File size: 393.12K
Page count: 13
Word count: 4,378
Character count: 26,660
Submission date: 27-Aug-2021 06:41AM (UTC+0700)
Submission ID: 1636505170

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|  Psikoborneo Jurnal Ilmiah Psikologi Volume x No.x August 2021: X - X DOI: p-ISSN: XXXX - XXXX e-ISSN: XXXX - XXXX | |
| Beban Kerja dan Kontrol Diri terhadap Perilaku Cyberloafing pada Karyawan | |
| Angga Aprillah Majid Department of Psychology, Mulawaman University, Indonesia Email: anggaaprillahmajid@gmail.com | |
| Article Info Article history: Received August, 2021 Revised August, 2021 Accepted August, 2021 | ABSTRACT This study aims to determine the effect of workload and self-control on cyberloafing behavior (a study at PT. X). This study uses a quantitative approach. The subjects of this study were 112 employees of PT. X selected using purposive sampling technique. The data collection method used is the cyberloafing behavior scale, workload, and self control. The collected data were analyzed using multiple regression analysis with the help of the Statistical Package for Social Sciences (SPSS) 25.0 for windows program. The results showed that: (1) there is a significant and significant workload and self-control on cyberloafing behavior among employees who perform cyberloafing with <i>F</i> count > <i>F</i> table (4.488 > 2.29) and <i>p</i> value = 0.000 (<i>p</i> < 0.05). The contribution of the influence (<i>R</i> ²) of workload and self-control on cyberloafing behavior on employees who perform cyberloafing is 0.200; (2) there is an effect of workload on cyberloafing behavior among employees who perform cyberloafing with beta coefficient (<i>B</i>) = 0.394, and the value of <i>t</i> count > <i>t</i> table (4.470 > 1.982) and the value of <i>p</i> = 0.000 (<i>p</i> < 0.05); (3) there is an effect of self-control on cyberloafing behavior among employees who perform cyberloafing with beta coefficient (<i>B</i>) = -0.526, and <i>t</i> count > <i>t</i> table (-7.305 > -1.982) and <i>p</i> value = 0.000 (<i>p</i> < 0.05). |
| Keywords: Cyberloafing Behavior, Workload, Self-Control | Kata kunci Perilaku Cyberloafing, Beban Kerja, Kontrol Diri |
| ABSTRAK Penelitian ini bertujuan untuk mengetahui pengaruh beban kerja dan kontrol diri terhadap perilaku cyberloafing (studi pada PT. X). Penelitian ini menggunakan pendekatan kuantitatif. Subjek penelitian ini adalah 112 karyawan PT. X yang dipilih dengan menggunakan teknik purposive sampling. Metode pengumpulan data yang digunakan adalah skala perilaku cyberloafing, beban kerja, dan kontrol diri. Data yang terkumpul dianalisis dengan uji analisis regresi berganda dengan bantuan program Statistical Package for Social Sciences (SPSS) 25.0 for windows. Hasil penelitian menunjukkan bahwa: (1) ada pengaruh dan signifikan beban kerja dan kontrol diri terhadap perilaku cyberloafing pada karyawan yang melakukan perilaku cyberloafing dengan nilai <i>F</i> hitung > <i>F</i> tabel (4.488 > 2.29) dan nilai <i>p</i> = 0.000 (<i>p</i> < 0.05). Kontribusi pengaruh (<i>R</i> ²) beban kerja dan kontrol diri terhadap perilaku cyberloafing pada karyawan yang melakukan perilaku cyberloafing adalah sebesar 0.200; (2) ada pengaruh beban kerja terhadap perilaku cyberloafing pada karyawan yang melakukan perilaku cyberloafing dengan koefisien beta (<i>B</i>) = 0.394, serta nilai <i>t</i> hitung > <i>t</i> tabel (4.470 > 1.982) dan nilai <i>p</i> = 0.000 (<i>p</i> < 0.05); (3) ada pengaruh kontrol diri terhadap perilaku cyberloafing pada karyawan yang melakukan perilaku cyberloafing dengan koefisien beta (<i>B</i>) = -0.526, serta <i>t</i> hitung > <i>t</i> tabel (-7.305 > -1.982) dan nilai <i>p</i> = 0.000 (<i>p</i> < 0.05). | |
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