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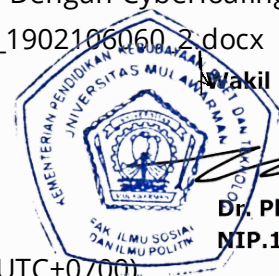
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Hubungan Kontrol Diri Dengan Cyberloafing Pada Karyawan Milenial di Paser

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ABSTRACT
The purpose of this study is to determine the relationship between self-control and cyberloafing. This research method uses a quantitative approach. The subjects of this study were 188 millennial employees at Paser who were selected using a purposive sampling technique. The data collection method used is cyberloafing and self-control scale. There are two data analysis techniques used, namely the Pearson Product Moment correlation test. The results of the study show that there is a relationship between self-control and cyberloafing in millennial employees at Paser with an r count of 0.280 > r table of 0.144 and a sig value of 0.020 (p < 0.05) which indicates that there is a relationship in a negative direction. This means that the higher the self-control, the lower the cyberloafing, and conversely the lower the self-control, the higher the cyberloafing of millennial employees at Paser. Self-control has an important role in controlling cyberloafing among millennial employees at Paser. The practical implication of this research is that companies/agencies need to pay attention to millennial employees in order to increase self-control against cyberloafing when using the internet during working hours as needed, not for personal gain. In addition, the results of this study can be used as a reference for companies/agencies to form formal rules regarding internet use during working hours to reduce cyberloafing as a factor in increasing millennial employee self-control.

ABSTRAK
Kata Kunci:
cyberloafing, kontrol diri, karyawan milenial

Tujuan dari penelitian ini adalah untuk mengetahui hubungan kontrol diri dengan cyberloafing. Metode penelitian ini menggunakan pendekatan kuantitatif. Penelitian ini melibatkan 188 subjek karyawan milenial di Paser yang dipilih dengan menggunakan teknik purposive sampling. Metode pengumpulan data yang digunakan adalah cyberloafing dan kontrol diri. Adapun teknik analisis data yang digunakan dalam penelitian ini adalah uji korelasi Pearson Product Moment. Hasil penelitian menunjukkan bahwa terdapat hubungan kontrol diri dengan cyberloafing pada karyawan milenial di Paser dengan nilai r hitung: 0,280 > r tabel 0,144 dan nilai sig 0,020 (p < 0,05) yang menunjukkan bahwa ada hubungan dengan arah negatif. Artinya adalah, semakin tinggi kontrol diri, maka semakin rendah cyberloafing, dan sebaliknya semakin rendah kontrol diri, maka semakin tinggi cyberloafing pada karyawan milenial di Paser. Kontrol diri memiliki peran penting terhadap pengendalian cyberloafing pada karyawan milenial di Paser. Implikasi praktis penelitian ini adalah bahwa perusahaan/instansi perlu memberikan perhatian kepada karyawan milenial agar dapat meningkatkan kontrol diri terhadap cyberloafing pada penggunaan internet di jam kerja sesuai dengan kebutuhan bukan digunakan untuk kepentingan pribadi. Serta hasil penelitian ini dapat dijadikan pedoman perusahaan/instansi untuk membentuk aturan formal tentang penggunaan internet di jam kerja sehingga dapat mengurangi cyberloafing sebagai faktor peningkatan kontrol diri karyawan milenial.

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