

**PENGARUH KONTROL DIRI DAN STRES KERJA TERHADAP PERILAKU
CYBERLOAFING PADA KARYAWAN PT. BAKRIE SUMATERA PLANTATIONS
TBK KISARAN**

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INTISARI

Penelitian ini dirancang guna membedah sejauh mana Kontrol Diri dan Stres Kerja mengintervensi perilaku *Cyberloafing* pada lingkungan internal PT Bakrie Sumatera Plantations Tbk Kisaran. Sebanyak 120 karyawan yang ditentukan menggunakan teknik simple random sampling. Hipotesis mayor yang diajukan adalah terdapat pengaruh Kontrol Diri dan Stres Kerja terhadap Perilaku *Cyberloafing*. Hipotesis minor pertama menyatakan adanya hubungan negatif antara Kontrol Diri dengan Perilaku *Cyberloafing*, sedangkan hipotesis minor kedua menyatakan adanya hubungan positif antara Stres Kerja dengan Perilaku *Cyberloafing*. Uji asumsi yang digunakan meliputi uji normalitas, uji multikolinearitas, dan uji heteroskedastisitas. Analisis data dilakukan menggunakan teknik regresi linear berganda. Hasil analisis menunjukkan nilai $F = 106,471$ dengan $p < 0,001$, sehingga hipotesis mayor diterima, yang berarti terdapat pengaruh Kontrol Diri dan Stres Kerja secara keseluruhan terhadap Perilaku *Cyberloafing*. Hasil pengujian hipotesis minor menunjukkan bahwa tidak terdapat hubungan yang signifikan antara Kontrol Diri dengan Perilaku *Cyberloafing* ($\beta = -0,079$; $p = 0,188$; $p > 0,05$) sehingga hipotesis minor pertama ditolak. Selain itu, Stres Kerja memiliki hubungan positif dan signifikan dengan Perilaku *Cyberloafing* ($\beta = 0,831$; $p < 0,001$), sehingga hipotesis minor kedua diterima. Nilai *Adjusted R Square* sebesar 0,639 menunjukkan bahwa Kontrol Diri dan Stres Kerja memberikan kontribusi efektif sebesar 63,9% terhadap Perilaku *Cyberloafing*, sedangkan 36,1% sisanya dipengaruhi oleh faktor lain di luar penelitian. Berdasarkan nilai koefisien beta, Stres Kerja merupakan variabel yang memberikan pengaruh lebih dominan terhadap Perilaku *Cyberloafing* dibandingkan Kontrol Diri.

Kata Kunci: *cyberloafing, kontrol diri, stres kerja.*

***THE Influence of Self-Control and Work Stress on Cyberloafing Behavior Among
Employees of PT Bakrie Sumatera Plantations Tbk Kisaran
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ABSTRACT

This study was designed to examine the influence of Self-Control and Work Stress on Cyberloafing Behavior among employees of PT Bakrie Sumatera Plantations Tbk Kisaran. A total of 120 employees were selected using a simple random sampling technique. The major hypothesis proposed that Self-Control and Work Stress have a significant effect on Cyberloafing Behavior. The first minor hypothesis stated that there is a negative relationship between Self-Control and Cyberloafing Behavior, while the second minor hypothesis proposed that there is a positive relationship between Work Stress and Cyberloafing Behavior. The assumption tests conducted included normality, multicollinearity, and heteroscedasticity tests. The data were analyzed using multiple linear regression analysis. The results showed an F-value of 106.471 with $p < 0.001$, indicating that the major hypothesis was accepted, meaning that Self-Control and Work Stress jointly have a significant effect on Cyberloafing Behavior. The results of the minor hypothesis tests indicated that there was no significant relationship between Self-Control and Cyberloafing Behavior ($\beta = -0.079$; $p = 0.188$, $p > 0.05$), leading to the rejection of the first minor hypothesis. In contrast, Work Stress had a positive and significant relationship with Cyberloafing Behavior ($\beta = 0.831$; $p < 0.001$), supporting the second minor hypothesis. The Adjusted R Square value of 0.639 indicates that Self-Control and Work Stress jointly contributed 63.9% to Cyberloafing Behavior, while the remaining 36.1% was explained by other factors outside the scope of this study. Based on the standardized beta coefficients, Work Stress was found to be the more dominant predictor of Cyberloafing Behavior than Self-Control.

Keywords: *cyberloafing, self-control, work stress.*