
**THE INFLUENCE OF CYBERLOAFING AND ORGANIZATIONAL
COMMITMENT TO EMPLOYEE PERFORMANCE WITH SELF-CONTROL
AS A MODERATION VARIABLE**

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ABSTRACT

Keywords: Cyberloafing; Organizational Commitment; Employee Performance; Self-control.

This research aims to investigate the impact of cyberloafing and organizational commitment on the performance of employees in the Department of Housing, Settlement Areas, and Land Affairs of Kuningan District (Dinas et al.), as well as to gain an understanding of the moderating influence of self-control in the relationship between cyberloafing and organizational commitment on employee performance. This research is motivated by frequent cases where employees engage in cyberloafing, which negatively affects their performance. The method used in this research is a descriptive quantitative method, utilizing a questionnaire as a data collection tool. The research sample comprises 70 randomly selected department employees using the random sampling method. The SPSS program is used to analyze the data in this research. The research results indicate a negative and significant influence between cyberloafing and employee performance, while organizational commitment positively influences employee performance. Additionally, the test of the interaction of self-control as a moderator in the relationship between cyberloafing and organizational commitment on employee performance shows that self-control weakens the influence of cyberloafing on employee performance. In conclusion, individuals with high levels of self-control can reduce potentially harmful negative actions.



Introduction

Human Resources (HR) is essential in an organization, institution, or agency. Therefore, an organization, institution, or agency's progress needs to increase human resources' capacity, which is a factor of progress. Concrete and targeted handling is one of the references for human resources to develop well in an environment. In the current era of globalization, quality human resources are needed because the back and forth of an institution is very dependent on the quality of human resources. Hence, human resources compete to have high competencies that make the center of organizational excellence.

Employee performance is one of the main factors affecting the organization's progress. The higher the employee performance, the more manageable organizational goals will be achieved, and vice versa if employee performance is low. Performance cannot be separated in the organization (Triastuti, 2019). In addition, employee performance assessment is one of the measuring tools used to find out how good and bad

employees are in an organization, where the assessment results can also reflect the performance of the organization or company concerned (Rizal, Alam, & Asi, 2023).

Technology development brings many benefits and conveniences to personal and work life. In this case, technology is in the form of internet and computer facilities that affect employee performance. The influence of globalization and technological advances helps employees complete their work and change how they work locally and internationally. This is also supported by research (Sofyanty, 2019), which states that organizational leaders and employees utilize computers that are connected to the internet when doing their tasks to facilitate and increase the flow of information, which can indirectly improve employee performance and have a positive impact on the organization/company.

The Housing, Settlement, and Land Office is one of the many agencies in Kuningan Regency that use the Internet to support work. The existence of Internet and computer facilities helps civil servants complete their tasks quickly and efficiently, increases employee creativity, and helps serve the community. However, not all employees can take advantage of internet facilities positively; internet access at work opens up opportunities for employees to misbehave and are often abused, the tendency to use the internet during working hours for entertainment purposes and not related to work. This phenomenon is known as cyberloafing.

Some examples of behavior cyberloafing are engaging in social media networks (WhatsApp, Facebook, Twitter, Instagram, and Tik-tok), browsing online shopping sites, opening, reading, and sending personal emails for personal matters, and downloading non-work-related files (Firmanto, 2017).

Based on the results of the research that has been conducted, there are 70 Civil Servants of the Housing, Settlement and Land Office of Kuningan Regency using a questionnaire; there is a problem in the variables Cyberloafing Where 68 people from the total respondents claimed to be involved in social media networks, 44 people browsed online shopping sites, 48 people opened, read and sent personal emails for personal matters, 51 people downloaded files / accessed the internet that were not related to work, and who used office phones for personal interests totaling ten people. The use of the Internet to the extent of action Cyberloafing can decrease employee performance appraisals because it can cause negligence and a continuous sense of laziness. Cyberloafing is performed by employees of a company or organization using internet access available during productive hours for personal gain (Sofyanty, 2019).

Researchers have researched cyberloafing before (Monica & Maharani, 2020), and they mention that behavior cyberloafing does not have an impact on employee performance. However, there are different research results conducted by (Handayan, 2020) that behavior variables cyberloafing Positively affect employee performance.

Based on research (by Wahyuni et al., 2020) states that organizational commitment has a significant influence on employee performance. However, the results of this study are inversely proportional to research (Nature, 2020), which states that organizational commitment does not affect employee performance. In addition, according to research

conducted by {Formatting Citation}, organizational commitment negatively affects employee performance.

According to (Ardilasari, 2016) In his research, self-control (Self-control) is the ability of humans to direct thoughts and actions. Self-control is indispensable for every individual in resisting each particular temptation. While the research conducted (Narahendra, 2019) mentions that Self-control negatively influences cyberloafing behavior, it is recommended to upgrade the Self-control Officer.

Based on some of the problems described above, this study aims to explore the influence of Cyberloafing behavior, organizational commitment, and changes in self-control on employee performance, as well as how self-control moderates the impact of Cyberloafing and organizational commitment to performance. The results of this study are expected to provide theoretical insights for companies in developing strategies to improve performance and overcome the negative impact of Cyberloafing. In practical terms, this research is helpful for the author to broaden management horizons, provide input for companies, and become a reference for future researchers who want to explore the same topic, especially in the context of human resources related to Cyberloafing, organizational commitment, and self-control.

Research Methods

In this study, descriptive quantitative methods are used. Descriptive quantitative includes collecting data to test hypotheses or answer questions about the final status of the research subject. This study examines the effect of Cyberloafing (X1) and Organizational Commitment (X2) as independent variables on related variables (Dependent Variable), namely Employee Performance (Y) with Self-control (Z) as a moderating variable. The population in this study is Civil Servants of the Housing, Area, Settlement, and Land Service of Kuningan Regency. In this study, all population members are sampled because the population is small. So, the number of samples in this study is 70 Civil Servants of the Housing, Area, Settlement, and Land Office of Kuningan Regency. The type of data used in this study is quantitative data. In this case, the quantitative data needed are the number of employees, the number of employee SKP values, and the questionnaire results. The data used in this study used two types of primary data sources collected directly from the research object. Secondary data in this study were obtained from reference books, research journals, the internet, and others.

This research data collection technique is by distributing questionnaires online (through a Google form link) and distributing questionnaires presented in statements with five answers in the form of Likert scales. Literature studies are carried out by studying and taking data from related literature and other sources that are considered to provide information about this research (Sugiyono, 2016). The author will use data analysis techniques such as the instrument, validity, and reliability tests in this study. In this study, descriptive analysis describes the characteristics of respondents and research variables, including the average value, standard deviation, minimum and maximum values, and the number of statement scores. The calculation process involves determining the ideal,

lowest, and criteria scores using percentage techniques. Furthermore, the data were tested using SPSS software version 23 and several statistical tests, such as classical assumption test, normality test, multicollinearity test, heteroscedasticity test, and hypothesis test. Hypothesis testing involves a t-test, F-test, and Moderated Regression Analysis (MRA) to identify the effect of the independent variable on the dependent variable and the moderating effect of other variables on the relationship. The coefficient of determination is also used to measure the extent to which the model can account for the variation of the dependent variable.

Results and Discussion

1. Research Results

a. Variable Description

The following are the results of a descriptive analysis conducted by researchers using SPSS.

Table 1
Descriptive Analysis Results
Descriptive Statistics

	N	Range	Minimum	Maximum	Sum	Mean	Std. Deviation	Variance
Cyberloafing X1	70	10	20	30	1947	27.81	.385	10.385
Organization Commitment X2	70	22	24	46	2348	33.54	.487	16.571
Self Control Z	70	20	24	44	2339	33.41	.542	20.594
Employee Performance Y	70	23	24	47	2355	33.64	.538	20.233
Valid N (listwise)	70							

Sumber: Hasil Output SPSS Version 23

Based on the table attached above, it can be seen that researchers have distributed questionnaires to 70 respondents to collect data related to four variables consisting of Cyberloafing (X1), Organizational Commitment (X2), Employee Performance (Y), and Self-control (Z). The results show that this questionnaire's distribution has obtained a good response from respondents.

b. Classical Assumption Test

1) Normality Test

Below are the results of normality tests using Kolmogorov-Smirnov tests that researchers have conducted:

Table 2.
Normality Test with K-S Test
One-Sample Kolmogorov-Smirnov Test

		Unstandardised Residual
N		70
Normal Parameters,b	Mean	33.6428571
	Std. Deviation	4.17807185
Most Extreme Differences	Absolute	.080
	Positive	.075
	Negative	-.080
Test Statistic		.080
Asymp. Sig. (2-tailed)		.049c
a. Test distribution is Normal.		
b. Calculated from data.		
c. Lilliefors Significance Correction.		

From the test results of the Kolmogorov-Smirnov Test on the table, it was found that the significance value (sig value) obtained was 0.49 in the 2-tailed test—sig value. The obtained is greater than the significance level set at 0.05. This suggests insufficient evidence to refute the null hypothesis, stating that the data used in this study have a normal distribution. In other words, it can be concluded that the variables observed in this study indicate a normal data distribution. Normal data distribution is essential in statistical analysis because it allows statistical techniques that require average distribution assumptions, such as t-tests and variance analysis (ANOVA). Therefore, the test results of the Kolmogorov-Smirnov Test show that the data in this study can be analyzed using appropriate statistical techniques.

2) Multicollinearity Test

Table 3
Multicollinearity Test Results

Model		Unstandardised Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	BRIGHT
1	(Constant)	-.723	2.247		-.322	.749		
	Cyberloafing	.035	.065	.025	.544	.589	.060	1.042
	Organizational Commitment	.536	.110	.485	4.862	.000	.009	4.788
	Self-control	.461	.099	.465	4.665	.000	.009	4.780

a. Dependent Variable: Employee Performance

By referring to the table presented, it can be seen that there is not a single independent variable with a Variance Inflation Factor (VIF) value that exceeds 10 in the regression analysis. In addition, there are also no independent variables that have a tolerance value of less than 0.1. Therefore, from these results, it can be concluded that there is no indication of multicollinearity in this study. Multicollinearity refers to the condition when there is a strong relationship between two or more independent variables

in a regression model. This can cause problems in the analysis, such as making the regression coefficient unstable or difficult to interpret precisely. There are no signs of multicollinearity in the research, so the analysis results can be relied upon and interpreted well.

3) Heteroscedasticity Test

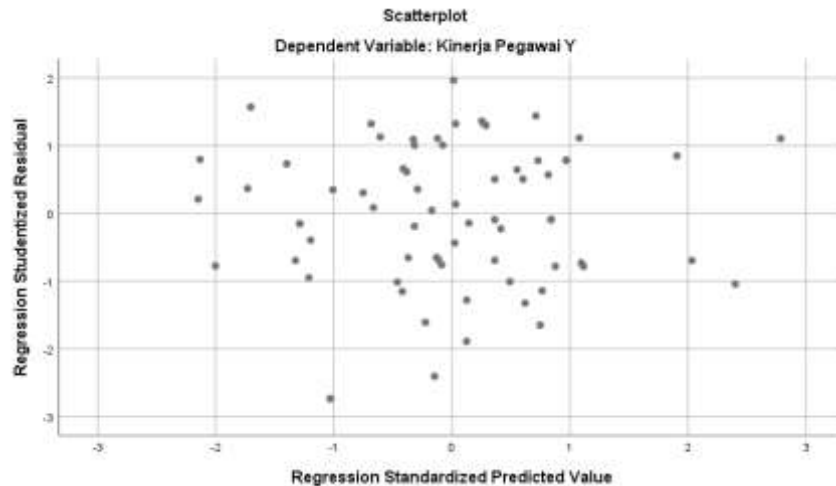


Figure 1. Heteroscedasticity Test Results with Graphs

When looking at the scatter plot graph, it can be seen that the data points seem to spread out randomly and do not form a specific clear pattern. In addition, the data points are scattered above and below the zeros on the y-axis. This shows that there is no heteroscedasticity in the regression model used. Therefore, regression models can reliably see the influence of the independent variable on the dependent variable. In this case, heteroscedasticity refers to unbalanced or uneven variations in data, which can lead to inaccurate results in regression analysis. The regression analysis results can be considered more valid without heteroscedasticity in the data. They can be used as a basis for making conclusions and making predictions.

c. Double Linear Regression Analysis

Table 5
Multiple Linear Regression Analysis Test Results

Model	Coefficient					
	Unstandardised Coefficients		Standardized Coefficients	T	Sig.	
	B	Std. Error	Beta			
1	(Constant)	-.723	2.247		-.322	.749
	Cyberloafing	.035	.065	.025	.544	.049
	Organizational Commitment	.536	.110	.485	4.862	.000
	Self-control	.461	.099	.465	4.665	.000

a. Dependent Variable: Employee Performance

Looking at the table above, several significance values show the relationship between several variables and performance. The analysis results show that the significance value for the Cyberloafing variable is 0.049, while for the Organizational Commitment variable, it is 0.000, and for the Self-control variable is 0.000. All three variables showed a significant effect on performance simultaneously, with significance

values smaller than 0.05. Therefore, the hypothesis proposed is acceptable, meaning Cyberloafing, Organizational Commitment, and Self-control significantly influence performance. In other words, the higher the level of cyberloafing, the lower one's organizational commitment and self-control, and the performance achieved also tends to decrease.

d. Test Coefficient of Determination (R²)

Table 6
Coefficient of Determination Test Results

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.889a	.791	.785	2.106

a. Predictors: (Constant), Komitmen Organisasi X2, Cyberloafing X1

b. Dependent Variable: Employee Performance Y

Based on the table provided in this study, it can be concluded that the results of the coefficient of determination (R²) test show that the employee performance value is 0.791 or 79.1%. This shows that the independent variables used in this study, namely cyberloafing, organizational commitment, and self-control, can explain as much as 79.1% variation in the dependent variable, namely employee performance. That is, the three independent variables significantly influence employee performance.

However, there was still 20.9% of the variation in employee performance that the three independent variables could not explain. This suggests that other variables outside the model affect employee performance, which were not measured in this study. Therefore, further research is needed to identify other variables that play a role in influencing employee performance.

e. Interaction Test or Moderated Regression Analysis (MRA)

Table 7
Interaction Test Results or Moderated Regression Analysis

Model		Coefficient		t	Sig.
		Unstandardised Coefficients	Standardized Coefficients		
		B	Std. Error	Beta	
1	(Constant)	13.034	16.927		.770
	Cyberloafing X1	-.342	.558	-.245	-1.694
	X2 Organization Commitment	.426	.296	.386	1.941
	Self Control Z	.059	.501	.059	2.117
	Cyberloafing X1 * Self Control Z	-.012	.017	.465	-1.677
	Organisational Commitment X2* Self Control Z	.003	.008	.171	2.341

a. Dependent Variable: Employee Performance Y

Based on the table above, the MRA equation is obtained as follows:

$$Y = \alpha + b_1X_1 + b_2X_2 + b_3Z + b_4X_1Z + b_5X_2Z$$

$$Y = 13,034 - 0,342 + 0,426 + 0,059 + 0,012 + 0,003$$

Information:

And = Variable dependencies

- α = Constanta
- b1-5 = Regression coefficient of each variable
- X1 = Cyberloafing variables
- X2 = Organizational commitment variable
- With = Variable self-control
- X1Z = Interaction of cyberloafing variables with self-control variables
- X2Z = Interaction of organizational commitment variables with self-control

The regression equation can be explained as follows:

The constant value of the regression equation above is 13.034. If all independent variables are 0, then the Employee Performance Value is 13.034.

The independent cyberloafing variable (X1) shows a coefficient value of -0.342. This means that for every increase in cyberloafing by one time, employee performance will decrease by -0.342, assuming the other variables are constant.

The independent variable of organizational commitment (X2) shows a coefficient value of 0.426. This means that for every increase in an organizational commitment by one time, employee performance will increase by 0.426, assuming the other variables are constant.

The self-control moderation variable (Z) showed a coefficient value of 0.059. This means that for everyone's increase in self-control, employee performance will increase by 0.059, assuming the other variables are constant.

The cyberloafing multiplication variable with self-control obtained a coefficient of -0.012 with a significance level of 0.001 or less than 0.05. So, it can be concluded that self-control can moderate cyberloafing on employee performance. In other words, self-control as a moderation variable significantly strengthens the influence of cyberloafing on employee performance.

The multiplication of organizational commitment with the self-control variable obtained a coefficient value of 0.003 with a significance level of 0.034 or less than 0.05. So, it can be concluded that self-control can moderate organizational commitment to employee performance. In other words, self-control as a moderation variable significantly strengthens the influence of organizational commitment on employee performance.

f. Uji Hypoplant

1) Test F

Table 8
Simultaneous Test Results (Test F)

ANOVA						
Model		Sum of Squares	df	Mean Square	F	Say.
1	Regression	1123.698	2	561.849	126.624	.000b
	Residual	297.288	67	4.437		
	Total	1420.986	69			

a. Dependent Variable: Employee Performance Y

b. Predictors: (Constant), Self-control Z, Cyberloafing X1, Komitmen Organisasi X2

Based on the data in the table, statistical calculations show that the calculated F value of the model is 126.624. This number shows that the calculated F result is greater than the F value of the table, which is 3.130 ($126.624 > 3.130$), with a significance level (sig.) of 0.000, which means less than the significance limit of 0.05 ($0.000 < 0.05$). From these results, it can be concluded that the model used in the analysis has proven to be precise and provides statistically significant results.

Furthermore, a calculated F value more significant than the table F value (f count > f table) indicates a significant difference between the variables tested in the analysis. These results also show that the model used in the analysis has successfully explained the relationship between the variables tested well. Therefore, it can be concluded that the model used in the analysis can be used to test hypotheses related to the variables tested.

2) Test t

Table 9.
t-Test Results for Each Variable

Model		Coefficient		Beta	t	Sig.
		Unstandardized Coefficients				
		B	Std. Error			
1	(Constant)	13.034	16.927		.770	.044
	Cyberloafing X1	-.342	.558	-.245	-1.694	.042
	X2 Organization Commitment	.426	.296	.386	1.941	.045
	Self Control Z	.059	.501	.059	2.117	.007
	Cyberloafing X1 * Self Control Z	-.012	.017	.465	-1.677	.001
	Organisational Commitment X2* Self Control Z	.003	.008	.171	2.341	.034

a. Dependent Variable: Employee Performance Y

a. The Effect of Cyberloafing Behavior on Employee Performance

The regression testing results using the SPSS software program show a positive and significant influence of Cyberloafing Behavior variables on Employee Performance. This is reinforced by the beta value of the Cyberloafing Behavior variable, which is -0.342. This influence is also supported by the calculated t-value of -1.694, more significant than the t-table value of 1.668 (t-count -1.694 > t-table 1.668). In addition, a significant probability value (Sig.) of 0.042 also indicates a significant difference between the two variables, where the value is smaller than the predetermined alpha level of 0.05 (0.042 < 0.05).

From these results, it can be concluded that the null hypothesis (H0), stating the absence of influence between Cyberloafing Behavior and Employee Performance, must be rejected. In contrast, the alternative hypothesis (H1), stating the existence of a negative and significant influence between Cyberloafing Behavior and Employee Performance, is accepted. That is, cyberloafing behavior can impact and improve employee performance, and companies or organizations can consider reducing or addressing cyberloafing behavior to improve employee productivity and performance.

b. The Effect of Organizational Commitment on Employee Performance

These results show that the Organizational Commitment variable contributes positively and significantly to Employee Performance. A beta value of 0.426 indicates that every one-unit increase in the Organizational Commitment variable will increase to 0.426 units in the Employee Performance variable. In addition, the t-test results show that the calculated t-value of 1.941 is greater than the table t-value adjusted for the selected significance level, which is 1.668. This shows that the Organizational Commitment variable significantly influences the Employee Performance variable.

Based on a significant probability value (Sig.) of 0.045, it can be concluded that there is a 4.5% chance that the test results obtained are random errors since the Sig. The value is smaller than the predetermined significance level of 0.05, so it can be concluded that H0 (no influence between Organizational Commitment and Employee Performance) should be rejected, and H2 (there is a significant influence between Organizational Commitment and Employee Performance) is accepted. Therefore, the variable Organizational Commitment has a significant effect on Employee Performance.

c. The Effect of Self-control Behavior on Employee Performance

These results show that Self-control variables contribute positively and significantly to Employee Performance. A beta value of 0.059 indicates that every one-unit increase in the Self-control variable will increase to 0.059 units in the Employee Performance variable. In addition, the t-test results show that the calculated t-value of 2.117 is greater than the table t-value adjusted for the selected significance level, which is 1.668. This shows that the Self-control variable significantly influences the Employee Performance variable.

Based on a significant probability value (Sig.) of 0.007, it can be concluded that there is a 0.7% chance that the test results obtained are random errors since the Sig. Suppose the value is less than the predefined significance level of 0.05. In that case, it can be concluded that H0 (no influence between Self-control and Employee Performance) should be rejected, and H5 (a significant influence between Self-control and Employee Performance) should be accepted. Therefore, the Self-control variable has a significant effect on Employee Performance.

d. The Effect of Self-control Behavior in Moderating Cyberloafing on Employee Performance

Based on the results of regression testing using SPSS software, it was found that the Self-control variable had an effect in moderating Cyberloafing on Employee Performance with a beta value of 0.012. This assessment is based on the calculation of a calculated t value of -1.677, which is greater than the table t value of 1.668 ($-1.677 > 1.668$) and a significant probability value (Sig.) of 0.001 which is smaller than 0.05 ($0.001 < 0.05$). Therefore, the null hypothesis (H0) was rejected, and the alternative hypothesis (H1) was accepted, which suggests that Self-control has an effect in negatively moderating Cyberloafing on Employee Performance.

e. The Effect of Self-control Behavior in Moderating Organizational Commitment to Employee Performance

Based on the results of regression testing using SPSS software, it was found that the Self-control variable had an effect in moderating Organizational Commitment to Employee Performance with a beta value of 0.003. This assessment is based on the calculation of a calculated t value of 2.341, which is greater than the table t value of 1.668 ($2.341 > 1.668$) and a significant probability value (Sig.) of 0.034, which is smaller than 0.05 ($0.034 < 0.05$). Therefore, the null hypothesis (H0) was rejected, and the alternative hypothesis (H1) was accepted, suggesting that self-control positively moderates the organization's commitment to employee performance.

The following is a discussion of the test results that have been carried out on the Effect of Cyberloafing on Employee Performance.

Based on the results of research that has been conducted, it was found that Cyberloafing actions have a negative and significant influence on employee performance. The earlier hypothesis proved correct with a t-count value much greater than the table's t-value ($-1.694 > 1.668$), suggesting that cyberloafing significantly affects employee

performance. From these results, it can be concluded that Cyberloafing actions harm employee performance.

After testing this research, results were found that align with research conducted by Eko D. Palangda (2021). The results of this study show that although the effect of cyberloafing behavior is minimal, it can significantly impact employees during the learning period. Based on the research conducted, it was concluded that the cyberloafing variable had a significant influence on the performance variable. However, the effect was minimal, only 12.5%, so the higher the cyberloafing, the lower the performance and vice versa, the lower the cyberloafing, the higher the performance in teaching teachers.

This finding is also reinforced by the research conducted by Devy Sofyanty (2021), which shows a negative and significant relationship between job satisfaction and cyberloafing behavior. That is, the lower the level of job satisfaction that a person has, the higher the likelihood of cyberloafing behavior occurring. Conversely, the higher the level of job satisfaction, the lower the likelihood of cyberloafing behavior occurring.

From this study, it can be concluded that cyberloafing behavior in employees in the learning period can significantly impact their performance. Therefore, efforts need to be made to reduce cyberloafing behavior in these employees, primarily by increasing their job satisfaction.

a. The Effect of Organizational Commitment on Employee Performance

Based on the results of the research that has been conducted, there are findings that there is a positive and significant influence of Organizational Commitment on Employee Performance. These results are in line with the hypothesis proposed earlier. The study showed a t-count value of 1.941, more significant than the table t value of 1.668 ($1.941 > 1.668$). This shows that Organizational Commitment significantly affects Employee Performance.

This research shows that organizational commitment positively and significantly influences employee performance at the Ministry of Communication and Informatics Jakarta. This finding aligns with the results of a previous study by Vivi in 2020. Previous studies have also shown that organizational commitment positively and significantly impacts employee performance, which Bernard C. Renyut and his colleagues proved in 2017.

Overall, this study confirms the importance of organizational commitment in improving employee performance at the Ministry of Communication and Informatics Jakarta and provides new insights for organizational management to understand and improve employee performance through organizational commitment factors.

b. The Effect of Self-Control Behavior on Employee Performance

Based on the research results, it was found that Self-control positively and significantly influences Employee Performance. This research was conducted to test hypotheses that had been proposed previously. After analysis, a t-count value of 2.117 was obtained, much greater than the table t-value of 1.668 ($2.117 > 1.668$). This shows that the effect of Self-control on Employee Performance is significant.

Research findings show that the higher the self-control employees possess, the higher their performance. Employees who can control themselves and refrain from temptations or distractions that interfere with their performance tend to perform better than those who lack self-control.

This research is supported by (Lisdiana, 2021), who conducted a study to examine the effect of self-control and cyberloafing behavior on employee performance during the Covid-19 pandemic in elementary school employees in Kembang Kuning Village

Cepogo, Boyolali. The results showed that self-control positively affected employee performance, and cyberloafing behavior harmed employee performance. In addition, the research results by (Pearl, 2023) Support this research that the higher self-control owned by employees will prevent employees from cyberloafing behavior, and employee performance will remain good.

c. The Effect of Self-control Behavior in Moderating Cyberloafing on Employee Performance

After research, it was found that Self-control has a positive and significant influence in moderating the level of Cyberloafing, which impacts employee performance. These findings are in line with the hypotheses proposed earlier in the study. The study revealed that the t-count value was -1.677, much greater than the table t-value of 1.668 ($-1.677 > 1.668$). These results suggest that Self-control positively moderates the effect of Cyberloafing on employee performance. The results showed that Self-control plays a vital role in moderating the influence of Cyberloafing on employee performance.

The results of this study are under (Marriage and Death 2021) state that cyberloafing caregivers harms employee performance, organizational commitment is not able to be a factor in employee performance, changes in self-control have a positive or significant effect on employee performance, moderation of cyberloafing behavior changes can weaken and negatively affect employee performance, moderation of self-control changes can strengthen and significantly influence organizational commitment on employee performance.

d. The Effect of Self-control Behavior in Moderating Organizational Commitment to Employee Performance

Based on the research results, it was found that Self-control has a positive and significant influence in moderating Cyberloafing on employee performance. In this context, Cyberloafing refers to the behavior of employees who spend their work time accessing irrelevant or unproductive content on the internet, such as surfing social media or watching videos online. On the other hand, self-control refers to an individual's ability to control impulses and regulate their behavior. Overall, the study provides strong evidence that self-control plays a vital role in limiting the negative impact of cyberloafing on employee performance.

According to Catarina and Cori Paramitha (2021), changes in Self-control have a positive or significant effect on employee performance. This is not confirmed by Dewi Khikmatul Hidayahdan Agustin Handayani (2021) that the negative relationship between self-control and cyber-loafing behavior towards civil servants in Office X of Central Java Province. So the higher the self-control, the lower the cyber-loafing behavior carried out by employees, and vice versa, the lower the self-control, the higher the cyber-loafing behavior carried out by employees in the agency. However, not in line with the research of Noratika Ardilasari and Ari Firmanto (2017), having low cyberloafing behavior, employees must have high self-control at work so that employee productivity increases. Employees with high self-control and integrity character at work will less often engage in deviant behavior in the workplace, such as cyberloafing.

Conclusion

This research reveals that Cyberloafing behavior, Organizational Commitment, and Self-control significantly influence employee performance. Cyberloafing shows a negative impact, while Organizational Commitment and Self-control contribute

positively to performance. In addition, Self-control also serves as a moderator that optimizes the impact of Cyberloafing and Organizational Commitment to performance. As a suggestion, the Housing, Area, Settlement, and Land Office of Kuningan Regency is advised to provide employees with a deeper understanding of these three factors and strengthen efforts to improve employee self-control through training. As for future research, expanding the variables studied and considering other research methods, such as interviews, is advisable to obtain more in-depth and accurate data.

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