

ABSTRAK

Anggi Fuzi Nadia Sibuea, Nim 7203510025, “Pengaruh Job Insecurity dan Cyberloafing Terhadap Kinerja Pegawai Kantor Gubernur Sumatera Utara”. Skripsi Jurusan Manajemen, Program Studi Manajemen, Fakultas Ekonomi Universitas Negeri Medan.

Penelitian ini merupakan penelitian kuantitatif yang bertujuan untuk mengetahui Pengaruh *Job Insecurity* dan *Cyberloafing* Terhadap Kinerja Pegawai Kantor Gubernur Sumatera Utara. Teknik pengambilan sampel yang digunakan adalah total sampling dengan sampel sebanyak 55 orang pegawai. Teknik pengumpulan data dalam penelitian dilakukan dengan Evaluasi Model Pengukuran (Outer Model) dan Evaluasi Model Struktur (Inner Model) dan Uji Hipotesis dengan menggunakan Smart PLS 4.0

Berdasarkan hasil penelitian uji hipotesis menunjukkan bahwa *Job Insecurity* berpengaruh negatif dan signifikan terhadap Kinerja Pegawai Kantor Gubernur Sumatera Utara sebesar 29.2%. *Cyberloafing* berpengaruh negatif dan signifikan terhadap Kinerja Pegawai Kantor Gubernur Sumatera Utara sebesar 54.3%.

Kata Kunci: *Job Insecurity*, *Cyberloafing*, Kinerja Pegawai

ABSTRACT

Anggi Fuzi Nadia Sibuea, Nim 7203510025, "The Influence of Job Insecuriy and Cyberloafing on the Performance of Employees in the Office of the Governor of North Sumatra". Management Department Thesis, Management Study Program, Faculty of Economics, Medan State University.

This research is a quantitative study which aims to determine the influence of Job Insecuriy and Cyberloafing on the performance of North Sumatra Governor's Office employees. The sampling technique used was total sampling with a sample of 55 employees. The data collection technique in the research was carried out using Measurement Model Evaluation (Outer Model) and Structure Model Evaluation (Inner Model) and Hypothesis Testing using Smart PLS 4.0

Based on the results of hypothesis testing research, it shows that job insecurity has a positive and significant effect on the performance of North Sumatra Governor's Office employees by 29.2%. Human Relations has a positive and significant effect on the performance of North Sumatra Governor's Office employees by 54.3%.

Keywords: Job Insecurity, Cyberloafing, Employee Performance

