

## ABSTRAK

**Emi Andriani Siregar, NIM 7181210018. Pengaruh Beban Kerja, Lingkungan Kerja Dan Kontrol Diri Terhadap Perilaku *Cyberloafing* Pegawai Dinas Tenaga Kerja Provinsi Sumatera Utara. Skripsi. Program Studi Manajemen. Jurusan Manajemen. Fakultas Ekonomi. Universitas Negeri Medan 2022.**

Penelitian ini bertujuan untuk mengetahui Pengaruh Beban Kerja, Lingkungan Kerja dan Kontrol Diri Terhadap Perilaku *Cyberloafing* Pegawai Dinas Tenaga Kerja Provinsi Sumatera Utara. Penelitian ini dilakukan di Dinas Tenaga Kerja Provinsi Sumatera Utara dengan jumlah populasi sebanyak 185 pegawai. Teknik penentuan sampel yang digunakan adalah *purposive sampling* dengan jumlah sampel sebanyak 122 pegawai. Teknik pengumpulan data yang digunakan adalah kuisioner. Adapun teknik analisis data yang digunakan yaitu uji validitas dan reliabilitas, uji asumsi klasik, analisis regresi, uji t dan uji f serta koefisien determinasi dengan menggunakan program SPSS *Statistics 25 for windows*.

Berdasarkan hasil penelitian diperoleh persamaan regresi  $Y = 20,080 + 0,293X_1 + 1,089X_2 + -0,478X_3 + e$ . Diperoleh nilai  $R^2$  sebesar 0,295 yang berarti variabel beban kerja, lingkungan kerja dan kontrol diri menjelaskan pengaruh terhadap variabel perilaku *cyberloafing* sebesar 29,5%. Hasil penelitian melalui uji parsial bahwa beban kerja berpengaruh positif terhadap perilaku *cyberloafing* sebesar 2,114, variabel lingkungan kerja berpengaruh positif terhadap perilaku *cyberloafing* sebesar 6,313, dan variabel kontrol diri berpengaruh negatif terhadap perilaku *cyberloafing* sebesar -4,184 dengan nilai signifikan lebih kecil dari 0,05. Hasil uji simultan diperoleh bahwa nilai  $f_{hitung} > f_{tabel}$  yaitu  $17,009 > 2,67$  dengan tingkat signifikan 0,000 yang berarti bahwa variabel beban kerja, lingkungan kerja dan kontrol diri berpengaruh positif dan signifikan terhadap perilaku *cyberloafing* pegawai Dinas Tenaga Kerja Provinsi Sumatera Utara.

Kesimpulan dari hasil penelitian ini bahwa beban kerja, lingkungan kerja dan kontrol diri berpengaruh positif dan signifikan terhadap perilaku *cyberloafing* pegawai Dinas Tenaga Kerja Provinsi Sumatera Utara.

**Kata Kunci : Beban Kerja, Lingkungan Kerja, Kontrol Diri, Perilaku *Cyberloafing***

## ABSTRACT

**Emi Andriani Siregar, NIM 7181210018. *The Effect of Workload, Work Environment and Self-Control on Cyberloafing Behavior in the Manpower Office of North Sumatra Province. Thesis. Management Studies Program. Management major. Faculty of Economics. Medan State University 2022.***

*This study aims to determine the effect of workload, work environment and self-control on cyberloafing behavior of employees of the North Sumatra Province Manpower Service. This research was conducted at the Manpower Office of North Sumatra Province with a total population of 185 employees. The sampling technique used was purposive sampling with a total sample of 122 employees. The data collection technique used is a questionnaire. The data analysis techniques used are validity and reliability tests, classical assumption tests, regression analysis, t and f tests and the coefficient of determination using the SPSS Statistics 25 program for windows.*

*Based on the research results, the regression equation  $Y = 20.080 + 0.293X_1 + 1.089X_2 + -0.478X_3 + e$ . Obtained an R value of 0.295, which means that the workload, work environment and self-control variables explain the influence on the cyberloafing behavior variable by 29.5%. The results of the study through a partial test that the workload has a positive effect on cyberloafing behavior of 2.114, the work environment variable has a positive effect on cyberloafing behavior of 6.313, and the self-control variable has a negative effect on cyberloafing behavior of -4.184 with a significant value less than 0.05. Simultaneous test results obtained that the value of  $f_{\text{arithmetic}} > f_{\text{table}}$  is  $17.009 > 2.67$  with a significant level of 0.000 which means that the variables of workload, work environment and self-control have a positive and significant effect on cyberloafing behavior of employees of the North Sumatra Province Manpower Office.*

*The conclusion from the results of this study is that workload, work environment and self-control have a positive and significant effect on cyberloafing behavior of employees of the North Sumatra Province Manpower Office.*

**Keywords: Workload, Work Environment, Self Control, Cyberloafing Behavior**