

**ABSTRAK**

**Melaty Kudadiri, NIM 7161210022, “Pengaruh Stres Kerja Dan Kepuasan Kerja Terhadap Perilaku Karyawan PT. Socfin Indonesia Pada Era Perkembangan ICT (Information And Communication Technologis)”. Jurusan Manajemen Fakultas Ekonomi Universitas Negeri Medan Tahun 2023.**

Penelitian ini bertujuan untuk mengetahui apakah Stres kerja dan Kepuasan kerja berpengaruh terhadap perilaku cyberloafing karyawan pada PT. socin Indonesia. Sampel dalam penelitian ini sebanyak 104 orang. Sampel ditentukan menggunakan metode slovin. Adapun teknik analisis data yang digunakan yaitu: Uji Validitas dan Reliabilitas, Uji asumsi klasik, analisis regresi linier berganda, uji t, uji F, dan koefisien determinasi. Hasil penelitian ini memperlihatkan bahwa 1) stres kerja berpengaruh secara positif dan signifikan terhadap perilaku cyberloafing karyawan PT. Socfin Indonesia Sebesar 81,8%, 2) Kepuasan kerja berpengaruh secara positif dan signifikan terhadap perilaku cyberloafing karyawan PT. Socfin Indonesia Sebesar 77,9%, 3) Stres kerja dan kepuasan kerja secara simultan berpengaruh positif dan signifikan terhadap perilaku cyberloafing karyawan Pada PT. Socfin Indonesia sebesar 88,7%.

**Kata kunci: Stres Kerja, Kepuasan Kerja, Perilaku Cyberloafing**



**ABSTRACT**

**Melaty Kudadiri, NIM 7161210022, "The Influence of Job Stress and Job Satisfaction on Employee Behavior at PT. Socfin Indonesia in the Era of ICT (Information and Communication Technological) Development". Department of Management, Faculty of Economics, Medan State University in 2023.**

The purpose of this study was to find out whether job stress and job satisfaction affect employees' cyberloafing behavior at PT. Indonesian social. The samples in this study were 104 people. Samples were determined using the slovin method. The data analysis techniques used are: Validity and Reliability Test, Classical assumption test, multiple linear regression analysis, t test, F test, and the coefficient of determination. The results of this study show that 1) work stress has a positive and significant effect on cyberloafing behavior of employees of PT. Socfin Indonesia 81.8%, 2) Job satisfaction has a positive and significant effect on cyberloafing behavior of employees of PT. Socfin Indonesia 77.9%, 3) Job stress and job satisfaction simultaneously have a positive and significant effect on employee cyberloafing behavior at PT. Socfin Indonesia is 88.7%.

**Keywords: Job Stress, Job Satisfaction, Cyberloafing Behavior**

