# Effectiveness of Self-Control and Cyberloafing on Employee Performance: The Study of CV Galiya Corp.

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# Effectiveness Of Self-Control and Cyberloafing On Employee Performance Case Study CV. Galiya Corp

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**Abstract**. The development of technology, computers, and telecommunications supports the development of internet technology at this time, especially for business people. The convenience of the internet in doing business serves as a tool for exchanging information electronically into an application tool as a business strategy. With the ease of using the internet in business, especially in companies, it is undeniable that there are advantages. The purpose of this study was to examine and analyze the effect of self-control and cyberloafing on employee performance. This study uses primary data by taking the population used in the study to select CV companies. Galiya Corp. which is located in Bekasi City uses 40 respondents who work in the company. The method used is a type of quantitative research with survey methods. Data collection techniques by using questionnaires to respondents' employees' CV. Galiya Corp lives or offline. The data processing method in this study uses SPSS 25 software which is used in testing the validity test, reliability test, normality test, multicollinearity test, heteroscedasticity test, multiple regression analysis, t-test, and f test. The results obtained from this study are that H1 is accepted that the self-control and cyberloafing variables simultaneously affect the employee performance variable as seen from the f test, the Sig value is $0.000 < 0.05$. The self-control variable is the most dominant in influencing employee performance in CV. Galiya Corp can be seen in the results of multiple regression analysis with a coefficient of $0.721$.

**Keywords**: Employee Performance; Cyberloafing Behavior; Self Control.

*Abstrak. Perkembangan teknologi, komputer, dan telekomunikasi mendukung perkembangan teknologi internet saat ini, khususnya bagi para pelaku bisnis. Kemudahan internet dalam berbisnis berfungsi sebagai alat pertukaran informasi secara elektronik menjadi alat aplikasi sebagai strategi bisnis. Dengan kemudahan penggunaan internet dalam bisnis, terutama di perusahaan, tidak dapat dipungkiri bahwa ada keuntungan. Tujuan penelitian ini adalah untuk menguji dan menganalisis pengaruh pengendalian diri dan cyberloafing terhadap kinerja karyawan. Penelitian ini menggunakan data primer dengan mengambil populasi yang digunakan dalam penelitian untuk memilih perusahaan CV. Galiya Corp yang berlokasi di Kota Bekasi menggunakan 40 responden yang bekerja di perusahaan tersebut. Metode yang digunakan adalah jenis penelitian kuantitatif dengan metode survey. Teknik*

*pengumpulan data dengan menggunakan kuesioner kepada responden karyawan CV. Galiya Corp hidup atau offline. Metode pengolahan data dalam penelitian ini menggunakan software SPSS 25 yang digunakan dalam pengujian uji validitas, uji reliabilitas, uji normalitas, uji multikolinearitas, uji heteroskedastisitas, analisis regresi berganda, uji t, dan uji f. Hasil yang diperoleh dari penelitian ini adalah H1 diterima bahwa variabel pengendalian diri dan cyberloafing secara simultan berpengaruh terhadap variabel kinerja karyawan dilihat dari uji f nilai Sig 0,000 < 0,05. Variabel pengendalian diri paling dominan mempengaruhi kinerja karyawan di CV. Galiya Corp dapat dilihat pada hasil analisis regresi berganda dengan koefisien sebesar 0,721.*

***Kata kunci****: Kinerja karyawan; Perilaku Cyberloafing; Kontrol diri.*

## BACKGROUND

Everyone requires work technology demands that are more efficient and effective by applying computerization backed by a set of internet-based technologies, as technology evolves with the times and the requirements of the market (Ardilasari, 2017). Internet services are employed in a wide range of industries, including banking, healthcare, social services, education, and business (Putriani, 2019). Information and comunication that cotinues to develop rapidly is very helpfyl for human life, with technological advances, especially the internet which is becoming increasingly accessible anywhere, anytime, and to anyone who can use it. Technology will continue to evolve by developing according to human needs. The use of the internet in Indonesia has expanded in various aspects ranging from life to work and career.

Based on the survey results of the Indonesian Internet Service Providers Association (Bayu, 2022), there are 210.03 million internet users in the country in the 2021-2022 period. The number of internet users in Indonesia continues to increase every year. That number increased by 6.78% compared to the previous period of 196.7 million people. It also makes the internet penetration rate in Indonesia to be 77.02%. Today many companies make the internet one of the most important needs support the success of the company. Currently, the internet can be more helpful for online businessmen, especially in their business activities carried out online via the internet. This can facilitate activities such as preparing digital products to be marketed, creating websites, promoting on various social media, to selling automatically through websites or e-commerce which are currently busy. E-commerce activities may include the transfer of funds or electronic money in transactions, electronic data exchange, and data

collection systems. All buying and selling are made easy with the advancement of technology.

Companies or organizations provide various adequate facilities to their employees such as computers for each employee and installed wifi, and in companies that run in the online business world, it requires every employee to always be up to date on the trend that is currently viral and this requires some employees to always be up to date. open various sites on social media or another web. In the world of the internet business can make people shop without any limitations of space and time. A company can improve it by creating its website and this can increase sales, and customer service and provide information more quickly to consumers.

But behind the use of the internet which is a primary need for many people and various companies, behind must be the creation of someone's control in its use. In a company or organization, the contribution of an employee becomes a determinant of the progress or decline of the organization. The development of the company is influenced by several factors, one of which is employee performance. Every employee must know exactly what his main responsibilities are at work. The quality of Human Resource Performance owned by an organization or company is one of the important factors in its success, this will create effectiveness and efficiency for the employees within the company. The performance of an employee in an organization is an illustration of carrying out an activity to realize an organizational goal in the agreed corporate strategy. Employee performance in a company or organization is very important by placing employees in the right position so that the performance carried out by an employee can run optimally.

Besides that, self-control for each employee is one of the important factors to create conducive conditions. Self-control or self-control is important in using the internet during working hours because this can lead to cyberloafing behavior. This cyberloafing behavior is a form of deviation where this action describes how an employee accesses the company's internet whose purpose is not related to the work done during working hours or the use of work time used to access the internet for personal needs. Cyberloafing is the deliberate use of the internet by workers of a business or organization during work hours for purposes that are unrelated to their jobs (Budiarti &

Pratama, 2022). Cyberloafing activities in the workplace can break the cognitive focus of employees so it takes time and energy to refocus on their main work. This can increase the chance of work errors ((Ross, 2018)). (Stokel-Walker, 2020) reports that employees switch from their jobs to personal email, social networking, and browsing for a few hours at work. Furthermore, 6 out of 10 employees admit that they cannot get through the work day without checking social media. The Facebook application is the most time-consuming social media in its use. This phenomenon can cost businesses as much as $85 billion a year through lost work time. From this, self-control makes an important thing because self-control can help a person in controlling actions in various situations that will occur and can control one's emotions, one of which makes a person who is disciplined and can build harmony with other people or colleagues if within an organization or company.

CV. GALIYA CORP is a fashion company that has been running since 2014 until now, and this company runs its business online. Starting from the company's concern for employees who use the internet inappropriately during working hours, whether the main work has been done following their responsibilities or even neglected by negligence, which will have an impact on poor work results. This is something that needs to be considered in the use of the internet for each employee whether it is following the applicable SOP or there are irregularities or cyberloafing behavior because during working hours every employee accesses the internet continuously and cannot be monitored clearly because some employees are required to always be up to date. date with trends on social media. The problems above, it is one of the reasons for choosing this company to do research.

From the following explanation and the existence of problems, this research was conducted to determine whether the relationship between self-control and cyberloafing behavior has an effect on employee performance at CV. Galiya Corp which ia the company's concern. The dependent variable (Y) is Employee Performance, with the Independent variable being Self Control (X1) and Cyberloafing (X2) with the object of research being Galiya Corp. Employees.

**THEORETICAL REVIEW**

**1. Self Control**

Self-control is one of the central functions of the individual. Self-control can be developed and used by individuals to achieve success in life processes. According to zulkarnain in to (Halimah, 2019) The influence of the application of self-control on the emergence of behavior is considered quite large because one of the results of a person's self-control process is visible behavior. Self-control emphasizes that each individual is responsible for all the efforts he makes, both in carrying out all activities that are adapted to his circumstances, abilities, and conditions. With self-control can see how the relationship between the person and his environment in managing the environment following a more effective attitude. Individuals who have high self-control will pay attention and think abaout to how appropriate behavior is in a situation and condition. Meanwhile, employees who have low self-control will be more likely to engage in cyberloafing behavior in the workplace..

Considering that we are fundamentally social beings, it is hard for us to conduct our own lives in a socially isolated manner. Humans are social organisms and constantly in communication with one another. We must be able to govern ourselves in accordance with the surroundings if we are to achieve it. People with poor self-control will undoubtedly be excluded from their surroundings (NST, 2019). A person's self control can be influenced by several factors. According to Ghufron and Rini in to (Yanti, 2021), broadly speaking, the factors that influence self-control consist of internal factors (inside) and external factors (outside/environment). The internal factor that contributes to a person's self-control is age. The older a person gets, the better the ability to control one's self from within the individual. External factors that affect a person's self-control are the socio-emotional conditions of the environment, especially the family environment and peer groups. If the environment is conducive and supportive, in the sense that the individual's condition is characterized by harmonious relationships, mutual trust, mutual respect, and full responsibility, then the person tends to have good self-control over himself. This is because adolescents reach emotional maturity through these supporting factors. The organization of self-control must go hand in hand between

employees and superiors. According to Tangney, Baumeister & Boone in to (Wahdah, 2016), there are five dimensions self-control include:

a. Self-discipline (Self-discipline)

Self-discipline in question refers to the ability of individuals to carry out self-discipline such as following the rules in their social environment.

b. Actions or actions that are not impulsive (Deliberate/Non-impulsive)

The action here is to assess the individual's tendency to take actions that are not impulsive (respond to the stimulus with mature thought)

c. Good habits are an individual's ability to regulate behavior patterns into habits that are ultimately healthy. Usually, individuals who have good habits will reject something that can have a bad impact even though it is pleasant for them.

d. Work Ethics

Work ethics is related to the individual's assessment of his self-regulation in the service of work ethics. Usually, individuals can give full attention to the work done. the ability to self-regulate the individual in service ethics.

e. Reliability or constancy (Reliability)

Reliability or constancy is a dimension related to an individual's assessment of his ability to carry out long-term plans for certain achievements. Usually, in this case, the individual will consistently regulate behavior to realize each plan.

## 2. Cyberloafing

According to Block in (Astri & Zahreni, 2018), cyberloafing behavior is the act of employees who use their company's internet access during work hours for purposes not related to work. According to Askew in to (Ramadhan & Nurtjahjanti, 2017) Cyberloafing is the behavior of employees who use internet access with computer types (such as desktops, cell phones, and tablets) while working for non-destructive activities where the employee's superiors do not consider the behavior to be related to work such as entertainment, online shopping, internet messaging, posting to newsgroups and download songs and movies. According to (Ozler & Polat, 2012), there are three factors for the emergence of cyberloafing behavior, namely:

a. Individual Factor

Various attributes within the individual include perceptions and attitudes, personality traits which include shyness, loneliness, isolation, self-control, self-esteem, and locus of control, Internet habits and addictions, demographic factors, willingness to engage, social norms and personal code of ethics.

b. Organizational Factor

Organizational factors can also determine the tendency of employees to cyberloafing, namely restrictions on internet use, expected results, support managerial behavior, co-workers' views on cyberloafing norms, employee work attitudes, and characteristics of the work that employees do.

c. Situational Factors

Internet deviant behavior usually occurs when employees have access to the internet at work so this is strongly influenced by situational factors that mediate this behavior. One of the situational factors is proximity distance (such as the distance of the employee's room) from the boss. Proximity to superiors at the office will indirectly affect cyberloafing. It depends on employees' perceptions of agency control over their behavior, including the presence or the absence of sanctions and agency regulations.

However, cyberloafing activities are not always considered to have a bad impact on the perpetrators, both for employees and companies. Cyberloafing activities can also help employees to reduce stress and burnout levels due to work fatigue. Some employees use their time-lapse in work to escape from a tiring job or a lot of anxiety, so cyberloafing is a form of constructive behavior. Employees need time to refresh their minds so they can get back to work. When employees feel happy and enthusiastic, they can work optimally which leads to better performance. However, it is recommended that employees should not spend a lot of time on cyberloafing activities. Through cyberloafing activities, employees can gain insight or innovative ideas to support their work (Koay & Soh, 2018). According to Vitak in to (Budiana, 2018) While cyberloafing is considered a negative behavior, when employees take advantage of short periods on non-work-related tasks it may have positive effects, including relieving boredom, burnout, or stress, thereby creating greater job satisfaction or creativity. From the description of the factors of cyberloafing behavior above, the researcher focuses on

individual factors, namely the personal nature of employees, namely self-control as one of the variables in the study.

### 3. Employee Performance

The definition of employee performance is a result that has been achieved by the employee in his work. According to Wibowo in to (Budiyanto & Mochklas, 2020), the purpose of the performance is to adjust individual performance expectations with organizational goals. Conformity between efforts to achieve individual goals with organizational goals will be able to realize good performance. According to (Moeheriono, 2012), performance is a description of the level of achievement of a person in the implementation of an activity or policy in realizing the goals, objectives, vision, and mission of the organization that is poured through the strategic planning of an organization.

All activities carried out in improving the performance of the organization or company are a form of employee performance, here the role of employees is important to the success of the company. Companies need to ensure that the performance of each employee is following the assigned tasks and obligations following company expectations or vice versa. Performance appraisal is very important and can determine whether the company will continue to improve its performance or vice versa which continues to decline.

According to Mangkunegara in to (Desnirita & Sari, 2022), that performance can be influenced by several factors, including, first, individual factors related to personal traits individual factors can be categorized into internal factors, such as the ability and expertise of employees in completing their work with high integrity, employee background, and demographics. These factors can also influence employees to cyberloafing, such as including employee abilities and attitudes in using the internet, employee habits and addictions to using the internet, and demographic factors as well as employee personal characteristics (Ozler & Polat, 2012). According to Joko Prihardono in to (Budiana, 2018), the scope of performance measurement includes:

1. Policy (Policy): To assist in making and implementing policies.
2. Planning and budgeting (Planning and Budgeting): To assist in the planning and budgeting of services provided and to monitor changes to plans.

3. Quality (Quality): To promote standardization of the services provided and the effectiveness of the organization.
4. Economy: To review the distribution and effectiveness of resource users.
5. Equity: To believe in a fair distribution and served by all people.
6. Accountability (Eccuntabilty): To improve control and influence decision-making.

Research studies that are used as references or references to understand the focus of research with research results As a reference for the author in conducting further research, the author refers to previous research conducted by several existing researchers, namely in research conducted by (Sa'adah, 2021), which shows that the locus of control, organizational commitment, and cyberloafing behavior have a partial effect on employee performance. Simultaneous testing has resulted in Fcount being greater than Ftable. Then it is known that locus of control, organizational commitment, and cyberloafing behavior have a simultaneous influence on employee performance. In addition to research, (Budiarti & Pratama, 2022) also states that the results of this study indicate that locus of control has a positive and significant effect on employee performance, organizational commitment has a positive and significant effect on employee performance, and cyberloafing behavior has a positive and significant effect on employee performance, which in terms of This is the performance of employees of e-Logistics Business Services in Bandung, so it can be stated that the hypothesis in this study are proven.

The differences and similarities between previous researchers and this study are in the (Sa'adah, 2021) study with the title The Effect of Locus of Control Organizational commitment and cyberloafing behavior on employee performance in the new habit era (Studies on employees of Perumda BPR. Regional Bank Lamongan using 3 variables, namely the locus of control organizational commitment variable). (X1) And cyberloafing behavior (X2) and employee performance variable (Y) as the dependent variable with analysis tools using multiple linear regression, but in this study entitled Effectiveness of Self-Control and Cyberloafing on Employee Performance Case Study CV. Galiya Corp., the same -the same uses 3 variables, namely the Self Control variable (X1), Cyberloafing (X2), and Employee Performance (Y), and the same uses multiple linear regression analysis, while the research conducted by (Budiarti & Pratama, 2022) with the title Self-control, organizational commitment and cyberloafing

behavior on employee performance (Study Pad a Business E-Logistics Services in Bandung) so that there are 4 variables used in this study, namely self-control (X1), organizational commitment (X2), cyberloafing behavior (X3) and employee performance (Y), but different from this study because the research This study uses 3 variables, namely the Self Control variable (X1), Cyberloafing (X2), and Employee Performance (Y), but both use multiple linear regression analysis.

## RESEARCH METHODS

This research uses quantitative research with a survey method. A quantitative approach with a causal correlational research design is carried out in this study. From this approach, information related to the reciprocal relationships that occur in related variables will be obtained (Azwar, 2018). The research was conducted on June 8, 2022, in Bekasi City and Bogor City. The subject of this study used a population of employees' CV. Galiya Corp. located in Bekasi City and Bogor City. Some employees in this company use the internet to meet their work needs. The number of respondents who were taken was 40 active employees. Data collection techniques by distributing questionnaires to respondents' employees' CV. Galiya Corp. directly or offline is to make it easier to reach respondents so that the data that has been collected can be obtained directly by researchers.

This study will measure the effect of Self Control (X1) and Cyberloafing (X2) as Independent variables (independent variables) on the Dependent Variable, namely Employee Performance (Y). In this study, the application program used to process the data was using SPSS 25 computer software. For data collection in this study, the measuring instrument used to measure cyberloafing is the cyberloafing scale. Data analysis techniques in this study were carried out starting from the Validity Test, Reliability Test, Normality Test, Multicollinearity Test, Heteroscedasticity Test, Multiple Regression Analysis, T-Test, and F Test. The hypothesis of this study is:

a. H1: Self Control and cyberloafing behavior have a significant effect on the performance of CV employees. Galiya Corp partially

b. H2: Self Control and cyberloafing behavior have a significant influence on the performance of CV employees. Galiya Corp simultaneously

## RESULTS AND DISCUSSIONS

According to Block in (Astri & Zahreni, 2018), cyberloafing behavior is the act of employees who use their company's internet access during work hours for purposes not related to work. Self-control emphasizes that each individual is responsible for all the efforts he makes, both in carrying out all activities that are adapted to his circumstances, abilities, and conditions. So it can be said that cyberloafing is an action taken by employees in using the company's internet access for personal interests that have nothing to do with work. So it is related to employee performance, which according to (Moeheriono, 2012) is a description of a person's level of achievement in the implementation of an activity or policy in realizing the goals, objectives, vision, and mission of the organization as outlined through the strategic planning of an organization.

### a. Validity Test

Research conducted on the company CV. Galiya Corp. by conducting a data collection of 40 employees or respondents. Subjects consisted of 12 male employees and 28 female employees. The average employee who is the subject of this study is the millennial generation and also Gen Z aged 19 to 35 years, where employees are still active in using the internet.

### Table 1 Validity Test Results

| Valiable | Question | R count | R table | Information |
|---|---|---|---|---|
| | Question 1 | 0.507916 | 0.312 | Valid |
| | Question 2 | 0.561568 | 0.312 | Valid |
| | Question 3 | 0.540641 | 0.312 | Valid |
| | Question 4 | 0.64568 | 0.312 | Valid |
| Self Control (X1) | Question 5 | 0.599173 | 0.312 | Valid |
| | Question 6 | 0.435237 | 0.312 | Valid |
| | Question 7 | 0.417769 | 0.312 | Valid |
| | Question 8 | 0.467855 | 0.312 | Valid |
| | Question 9 | 0.335417 | 0.312 | Valid |

| Valiable | Question | R count | R table | Information |
|---|---|---|---|---|
| | Question 10 | 0.433776 | 0.312 | Valid |
| | Question 1 | 0.71576565 | 0.312 | Valid |
| | Question 2 | 0.590708 | 0.312 | Valid |
| | Question 3 | 0.849515 | 0.312 | Valid |
| | Question 4 | 0.861688 | 0.312 | Valid |
| Cyberloafing (X2) | Question 5 | 0.689127 | 0.312 | Valid |
| | Question 6 | 0.5003 | 0.312 | Valid |
| | Question 7 | 0.637869 | 0.312 | Valid |
| | Question 8 | 0. 696802 | 0.312 | Valid |
| | Question 9 | 0.755724 | 0.312 | Valid |
| | Question 10 | 0.626648 | 0.312 | Valid |
| | Question 1 | 0.576711652 | 0.312 | Valid |
| | Question 2 | 0.775522 | 0.312 | Valid |
| | Question 3 | 0.551478 | 0.312 | Valid |
| | Question 4 | 0.454627 | 0.312 | Valid |
| | Question 5 | 0.564775 | 0.312 | Valid |
| | Question 6 | 0.460157 | 0.312 | Valid |
| Employee Performance (Y) | Question 7 | 0.680598 | 0.312 | Valid |
| | Question 8 | 0.48054 | 0.312 | Valid |
| | Question 9 | 0.403747 | 0.312 | Valid |
| | Question 10 | 0.393872 | 0.312 | Valid |
| | Question 11 | 0.374528 | 0.312 | Valid |
| | Question 12 | 0.402637 | 0.312 | Valid |

Validity test serves to measure the level of validity of an item and to determine whether the items from the questionnaire used are suitable for use or not. In the validity test above with 40 data, the significance level is 0.05, the r table is 0.312. From table 1,

it can be seen that all questions from the three variables are declared valid, which means that the questions are feasible to use.

## b. Reliability Test

**Table 2 Reability Test Results**

| Variable | Cronbach's Alpha | Reliable Standard | Note |
|---|---|---|---|
| Self Control | 0.651318 | 0.60 | Reliable |
| Cyberloafing | 0.870660694 | 0.60 | Reliable |
| Employee Performance | 0.757764491 | 0.60 | Reliable |

This test is used to show how big the level of accuracy is and how big the level of accuracy is. From the results of the reliability test calculation above using SPSS in table 2, the results obtained from Cronbach's Alpha, the three variables used in this study are above the results of 0.60 reliable standards, this states reliable.

## c. Classic Asummption Test

### a. Normality Test

**Table 3 Normality Test Results**

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|---|---|---|
| N | | 40 |
| Normal Parameters [a,b] | mean | ,0000000 |
| | Std. Deviation | 3.23257626 |
| Most Extreme Differences | Absolute | ,128 |
| | Positive | ,128 |
| | Negative | -,112 |
| Test Statistics | | ,128 |
| asymp. Sig. (2-tailed) | | 0.095 [c] |

a. Test distribution is Normal
b. Calculated from data
c. Lilliefors Significance Correction

The normal distribution describes the spread of real data according to the actual data in the field (Setiawati, 2017). The data above is a normality test using the Kolmogorov-Smirnov table. The data can be said to be normal if the sig value is greater than 0.05. Based on Table 3 above, the results of the normality test are said to be normal, because the Sig value in table shows 0.095 > 0.05.

b. **Multicollinearity Test**

**Table 4 Multicollinearity Test Results**

| | Coefficients [a] | | |
|---|---|---|---|
| | | Collinearity | Statistics |
| Model | | Tolerance | VIF |
| 1 | Self Control | ,928 | 1.077 |
| | Cyberloafing | ,928 | 1.077 |

Dependent Variable : Performance

Multicollinearity testing was conducted to determine the correlation between independent self-control variables and cyberloafing in the regression model. The data can be said to be normal if the Tolerance value is greater than 0.1 and the VIF value is less than 1.0. Based on data 4 above with a Tolerance value of 0.928 > 0.1 and a VIF value of 1.077 < 1.0, the results of the above test can be said to have no symptoms of multicollinearity.

c. **Heteroscedasticity Test**

**Table 5 Heteroscedasticity Test Results**

| | | Coefficients [a] | | | | |
|---|---|---|---|---|---|---|
| | | Unstandardized | Coefficients | Standardizied Coefficients | | |
| Model | | B | Std. Error | Beta | t | Sig. |
| 1 | (Constant) | 12,495 | 3,636 | | 3,436 | .001 |
| | Self Control | -,230 | ,095 | -,376 | -2,433 | ,199 |
| | Cyberloafing | -,138 | ,067 | -,321 | -,2076 | ,449 |

Dependent Variable : ABRESID_1

Heteroscedasticity testing is carried out to determine whether or not there is an inequality of residual variation from one observation to another observation. If the variance from the residual of one observation to the residual of another observation remains or is the same, then it is called homoscedasticity and if the results are different then it is called heteroscedasticity. The regression model is said to be good if there is homoscedasticity or there is no heteroscedasticity. The data can be said that there is no symptom of heteroscedasticity if the result of the sig value of each variable is greater than 0.05. So based on table 5 the data above is good Variable Self-control (X1) 0.199 and Cyberloafing (X2) 0.449 greater than 0.05. Then the results above stated that there were no symptoms of heteroscedasticity.

d. **Multiple Regression Analysis**

**Table 6 Results Of Multiple Regression Analysis**

**Coefficients [a]**

| Model | | Unstandardized B | Coefficients Std. Error | Standardizied Coefficients Beta | t | Sig. |
|---|---|---|---|---|---|---|
| 1 | (Constant) | 11,780 | 5,748 | | 2,049 | 0.048 |
| | Self Control | ,721 | ,149 | ,622 | 4,824 | ,000 |
| | Cyberloafing | -,081 | ,105 | -,100 | -,773 | ,444 |

Dependent Variable : Performance

Multiple regression analysis tests serve to measure how much influence the independent variables (dependent) namely Self Control (X1) and Cyberloafing (X2) on the independent variable, namely Employee Performance (Y).

It can be seen from table 6 that the regression equation obtained from the above calculation results is as follows:

$Y = + 1. X1 + 2. X2 + \varepsilon$

$Y = 11.780 + 0.721X1 - 0.81X2 + \varepsilon$

Information :

Y = Employee Performance

X1 = Self Control

X2 = Cyberloafing

ε = error term (ignored)

From the following statement it can be concluded that:

1. If Y (Employee Performance) Increases by 1 unit number then X1 (Self Control) increases by 0.721 assuming other variables remain constant .
2. If Y (Employee Performance) Increases by 1 unit number then X2 (Cyberloafing) decreases by -0.81 assuming other variables remain constant.

e. **T-Test**

**Table 7 T. Test Results**

**Coefficients** [a]

| Model | | Unstandardized Coefficients B | Std. Error | Standardizied Coefficients Beta | t | Sig. |
|---|---|---|---|---|---|---|
| 1 | (Constant) | 11,780 | 5,748 | | 2,049 | 0.048 |
| | Self Control | ,721 | ,149 | ,622 | 4,824 | ,000 |
| | Cyberloafing | -,081 | ,105 | -,100 | -,773 | ,444 |

Dependent Variable : Performance

This T test serves to see the extent of the partial influence between variables, namely the Self Control (X1) and Cyberloafing (X2) variables that affect the Employee Performance variable as (Y).

In the T-test, the data can be said to be influential if the GIS value is less than 0.05. Based on Table 7, the test results can be concluded as follows :

1. Self Control variable (X1) has a value of 0.000 which means that the results obtained are smaller than 0.05. So it can be concluded that the Self Control X1 variable has a significant effect on the variable Employee Performance Y.
2. The Cyberloafing variable (X2) has a value of 0.444, which means it is greater than 0.05. So it can be concluded that the Cyberloafing X2 variable has no significant effect on the Employee Performance variable Y.

## f. F-Test

**Table 8 F Test Results**

**ANOVA** [a]

| Model | Sum Of Squareas | df | Mean Square | F | Sig. |
|---|---|---|---|---|---|
| 1  Regression | 306.868 | 2 | 153,434 | 13,930 | ,000 [b] |
| Residual | 407.532 | 37 | 11.014 | | |
| Total | 714,400 | 39 | | | |

a. Dependent Variable : Performance
b. Predictors : (Constant), Cyberloafing, Self Control

In this F test, the aim is to find out whether the Self Control (X1) and Cyberloafing (X2) variables can simultaneously have a significant effect on the Employee Performance variable (Y). The data can be said to be influential if the Sig value is less than 0.05. Based on the test results in Table 8, the F test above the Sig value is 0.000, so it states that 0.000 <0.05 (smaller). So it can be concluded that the Self Control variable (X1) and Cyberloafing variable (X2) have a simultaneous influence on Employee Performance (Y).

This is in line with research conducted by (Budiarti & Pratama, 2022) stating that self-control and cyberloafing have a positive and significant effect on employee performance, which in this case is the performance of e-Logistics Business Service employees in Bandung, so it can be stated that the hypothesis in this study is proven. But this doesn't match up with research done by (Nugroho, 2022), which says that cyberloafing behavior (X) at the Makassar City Human Resources Planning Agency has no significant effect on employee performance (Y).

## CONCLUSIONS AND RECOMMENDATIONS

Based on the results of the research above, it can be concluded that the company CV. Galiya Corp with an average of employees, namely the millennial generation and also Gen Z, where employees are still actively using the internet. The results of the descriptive data from the questionnaire show that some employees do cyberloafing in the workplace. If employees can control themselves well, it will also have a good

impact on their performance. Activities that use the internet all the time are sometimes not very visible to every individual, whether the use of the internet is used for personal needs or used for company needs, where the work of some employees always demands that some of their employees are always up to date. Galiya Corp's cyberloafing behavior causes a decrease in employee productivity due to excessive internet use, and its use is not related to work and delays employee work. With the facilities provided by the company, such as computers, wifi, and other facilities, this cyberloafing behavior will occur if an employee's self-control is weak. In addition, individuals who have high self-control may be better able to review situations, resist temptation, and divert their attention from harmful behaviors such as cyberloafing. On the other hand, people who don't have much self-control are more likely to do illegal things at work, like cyberloafing.

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