

THE INFLUENCE OF CYBERLOAFING, LOCUS OF CONTROL AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE IN UNIVERSITY EDUCATIONAL PERSONNEL 17 AUGUST 1945 BANYUWANGI

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Abstract

This research aims to determine the effect of cyberloafing, locus of control and work discipline on employee performance. The population and sample of this research is research on educational staff at the University of 17 August 1945 Banyuwangi, totaling 63 respondents. The method used in this research uses quantitative methods, sampling techniques using non-probability sampling techniques, namely saturated samples (census). Data analysis takes the form of outlier test, validity test, reliability test, classical assumption test, multiple linear regression analysis, determination test (R^2), and hypothesis testing. The results of this research are that the F count > F table test results are $4.224 > 2.811$, and the sig value is $0.010 < 0.05$, so it can be concluded that the influence of Cyberloafing, Locus of control and Work Discipline simultaneously influence the dependent variable, namely employee performance. The Adjusted R Square value is 0.168 or 1.68%, meaning that employee performance is influenced by cyberloafing, locus of control and work discipline, while the remaining 82.3% of employee performance is influenced by other variables that are not known in this research.

Keywords: *Cyberloafing, Locus of control, Work Discipline, Employee Performance*

1. BACKGROUND

Human Resources are an important factor that needs to be considered as one of the determining components in achieving company goals, whether large or small companies. This is because human resources are the movers, thinkers, planners and implementers of all activities in a company. In order to develop human resources, companies need to improve employee performance in the hope that the company's goals can be realized. According to Setyawan (2006) employee performance is the result and achievement of employee work performance which is assessed by quality and quantity according to company standard provisions. Good performance is performance that is carried out according to optimal standards and can support the achievement of company goals. Based on data from research conducted by the Indonesian Internet Service Providers Association (APJII), internet use in Indonesia reached 215.63 million people in the 2022-2023 period. This number increased by 2.67% compared to the previous period of 210.03% million users (www.dataindonesia.id/APJII, 2023). Based on data referred to from the Ministry of Manpower (Kemnaker), Indonesian labor productivity has increased in the last five years. As a result, in 2018 Indonesia's productivity figure reached IDR 82.56 million workers per year. In 2019 it was 85 million, but in 2020 the figure fell along with the Covid-19 pandemic. In 2021, productivity will begin to rise again, reaching IDR 84.9 million per worker per year, in 2022, the highest record in the last five years will be IDR 86.6 million per worker per year. If calculated cumulatively, during the 2018-2022 period, Indonesian labor productivity has increased by 48%. (<https://satudata.kemnaker.go.id/>, 2023).

Productive and good employee performance is really needed in a company to develop and achieve the right targets and goals, however, employee performance can also decline due to several internal and external factors. Internal factors are factors that originate from within the employee, such as health, experience, gender, abilities and psychological characteristics in the form of personality, behavior. cyberloafing, locus of control, work discipline, self control and work ethic.

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Meanwhile, external factors are factors that come from outside the employee, including the management system, work safety, organizational culture, leadership and social environment as well as managerial behavior. Based on the results of interviews and observations conducted by researchers at one of the Heads of the Student Affairs Academic Administration Bureau (BAAK) and the General Administration, Planning, Institutional and Cooperation Bureau (BAA UPPK) of the University of 17 August 1945 Banyuwangi, information was obtained that employees who lacked discipline at work could be seen from employees who are late for work, work that is not completed on time and decreased work morale. There are employees carrying out activities minor cyberloafing During working hours the aim is to express yourself by accessing applications such as YouTube, Instagram, Twitter. Due to these problems, individual internal and external self-control is needed so that work can continue for better productivity. Through the use of technology and infrastructure that is appropriate and not misused, good professional behavior, discipline and self-control will be achieved so that performance productivity can be achieved optimally. Based on the background of the problem above, the researcher is interested in analyzing and conducting research entitled "INFLUENCE CYBERLOAFING, LOCUS OF CONTROL AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE (STUDY ON UNIVERSITY EDUCATIONAL PERSONNEL 17 AUGUST 1945 BANYUWANGI)".

2. RESEARCH METHODS

Population and Sample

The population in this study was all educational staff at the University of 17 August 1945 Banyuwangi, totaling 63 employees. The sampling technique in this research used a saturated sampling technique (census). So the total population in this study was 63 employees.

Method of collecting data

Data collection techniques in this research used interviews, observation, questionnaires. The data sources used are primary data obtained from the results of distributing questionnaires to employees as respondents and secondary data in the form of books, journals, websites or documents regarding the profile and organizational structure of the University of 17 August 1945 Banyuwangi

Technical Analysis Data

Data analysis techniques in this research include outlier test, validity test, reliability test, classical assumption test, multiple linear regression analysis, coefficient of determination test (R^2), and hypothesis testing, namely the T test and F test.

3. Results and Discussion

3.1 Results

a. General Description of Respondents

Table 1. Respondent Demographics

	Information	Amount	%
Gender	Man	19	38.8
	Woman	30	61.2
	Total	49	100

Sumber: Output SPSS

Table 2. Respondent Demographics

	Information	Amount	%
Age Sumber: Output SPSS	20-30 years	12	24.5
	31-40 years	24	49.0
	41-50 years	7	14.3
	>50 years	6	12.2
Total		49	100

Based on demographic tables 1 and 2 above for research respondents at the University of 17 August 1945 Banyuwangi with a total of 63 respondents, there were 49 respondents who passed the test outlier dominated by female employees with a total of 30 respondents or 61.2%, while there were 19 male employees or 38.8%. Based on age with a total of 49 respondents, seen from the age of the most respondents in this study were 24 people aged 31-40 years or 49.0%, 12 people aged 20-30 years or 24.5%, 41-50 years old as many as 7 people or 14.3%, and 6 people aged > 50 years or 12.2%.

b. Instrument Test

1) Validity test

Table 3. Validity Test

Variable	Indicator	R count	R table	Sig	Information*
Cyberloafing	X11	0.539	0.2816	0.000	Valid
	X12	0.545	0.2816	0.000	Valid
	X13	0.512	0.2816	0.000	Valid
	X14	0.498	0.2816	0.000	Valid
	X15	0.565	0.2816	0.000	Valid
Locus of control	X21	0.726	0.2816	0.000	Valid
	X22	0.687	0.2816	0.000	Valid
	X23	0.703	0.2816	0.000	Valid
	X24	0.757	0.2816	0.000	Valid
	X25	0.593	0.2816	0.000	Valid
Work Discipline	X31	0.761	0.2816	0.000	Valid
	X32	0.551	0.2816	0.000	Valid
	X33	0.562	0.2816	0.000	Valid
	X34	0.623	0.2816	0.000	Valid
	X35	0.413	0.2816	0.000	Valid
Employee performance	Y11	0.633	0.2816	0.000	Valid
	Y12	0.832	0.2816	0.000	Valid
	Y13	0.759	0.2816	0.000	Valid

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Y14	0.709	0.2816	0.000	Valid
Y15	0.605	0.2816	0.000	Valid

Sumber: Output SPSS

Based on table 3 of the Validity Test, namely the $R_{\text{value}_{\text{count}}} > R_{\text{table}}$ and the significance value α (0.05), it can be concluded that all research indicators are valid and suitable for use as measuring tools for this research and can be used for further research.

2) Reliability Test

Table 4. Reliability

No	Indicator	Cronbach's Alpha	Information
1	Cyberloafing (X1)	0.674	Reliable
2	Locus of control (X2)	0.720	Reliable
3	Work Discipline (X3)	0.642	Reliable
5	Employee Performance (Y)	0.753	Reliable

Sumber: Output SPSS

Based on Table 4, the results of reliability testing on the instruments used in the research show Cronbach Alpha > 0.6 , with this it can be concluded that all instruments used in the research are declared reliable and can be used in this research and future research.

c. Classic assumption test

1) Multicollinearity Test

Table 5. Multicollinearity Test

Model	Coefficients ^a	
	Collinearity Statistics	
	Tolerance	VIF
Cyberloafing	.939	1.065
Locus of control	.916	1.092
Work discipline	.917	1.030

Sumber: Output
SPSS

Based on table 5, it shows that the results of the variables cyberloafing (X1), locus of control (X2) and work discipline (X3) multicollinearity problems were not detected as indicated by $VIF < 10$, and tolerance value > 0.1 .

2) Heteroscedasticity Test

Table 6. Heteroscedasticity Test

Model	Coefficients ^a			T	Sig.
	Unstandardized Coefficients B	Standardized Coefficients Beta	Std. Error		
(Constant)	3.376		4.094	.825	.414
Cyberloafing	-.003	-.004	.094	-.027	.978
Locus of control	-.009	-.016	.085	-.100	.921
Work Discipline	-.047	-.064	.110	-.425	.673

Sumber: Output SPSS

Based on the test results in table 6 above, it shows that cyberloafing, locus of control and work discipline, the significance value is greater than $> 5\%$ or (> 0.05) . So it can be concluded that all variables are free from heteroscedasticity.

3) Normality test

Table 7. Normality Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		49
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	2.65514421
	Absolute	.078
Most Extreme Differences	Positive	.051
	Negative	-.078
Test Statistic		.078
Asymp. Sig. (2-tailed)		.200 ^{c,d}

Sumber: Output SPSS

The normality test results are in the table. 7 it is known that the significance value is $0.200 > 0.05$ or 5%. This means that the data in this study is normally distributed.

d. Multiple Linear Regression Analysis

Table 8. Multiple Linear Regression Analysis

Model	Coefficients ^a			T	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
(Constant)	3.451	6.913		.449	.620
Cyberloafing	-.024	.159	-.021	-.153	.879
Locus of control	.426	.144	.406	2.953	.005
Work discipline	.414	.186	.297	2.221	.031

Sumber: Output SPSS

Based on table 8, the following regression model is obtained:

$$Y = a - b_1x_1 + b_2x_2 + b_3x_3 + no$$

$$Y = 3.451 - 0.024x_1 + 0.426x_2 + 0.414x_3 + no$$

From the multiple linear regression equation, it can be interpreted as follows:

- 1) $\alpha = 3.451$ means that in this model the number 3.451 is the intersection point between the regression line and the Y axis
- 2) $b_1 = 0.024$ indicates that the variable Cyberloafing (X1) has a negative value on the Employee Performance variable (Y). This means if Cyberloafing (X1) has decreased by 1 score, so the Employee Performance Index (Y) has decreased by -0.024 assuming other variables remain constant.
- 3) $b_2 = 0.426$ indicates that the variable Locus of control (X2) has a positive value on the Employee Performance variable (Y). This means that if the variable Locus of control (X2) has increased by 1 score, so the Employee Performance Index (Y) has increased by 0.426 assuming other variables remain constant.
- 4) $b_3 = 0.414$ indicates that the Work Discipline variable (X3) has a positive value on the Employee Performance variable (Y). This means that if the Work Discipline variable (X3) increases by 1 score, the Employee Performance Index (Y) will increase by 0.414 assuming the other variables remain constant.

e. Coefficient of Determination Test (R^2)

Table 9. Coefficient of Determination Test (R^2)

Model Summary			
R	R Square	Adjusted R Square	Std. Error of the Estimate
.469 ^a	.220	.168	2.742

Sumber: Output SPSS

Based on the test table above, the coefficient of determination (R^2) it can be seen that the coefficient of determination (Adjusted R Square) is 0.168, which means that 16.8% of employee performance can be explained by Cyberloafing, Locus of control and Work Discipline, but the remaining (ei) 83.2% is explained by other variables that are not in this study.

f. Hypothesis Test

1) Uji T

Table 10. Uji T

Model	Coefficients ^a			t	Sig.
	Unstandardized Coefficients		Standardized Coefficients		
	B	Std. Error	Beta		
(Constant)	3.451	6.913		.499	.620
Cyberloafing	-.024	.159	-.021	-.153	.879
Locus of control	.426	.144	.406	2.953	.005
Work Discipline	.414	.186	.297	2.221	.031

Sumber: Output SPSS

From table 10 the T Test results show the T value_{count} > T_{table} with a significance level <0.05, then the results are significant and have an influence on H_a accepted and H₀ rejected. Based on the results of the t test above on the variables cyberloafing (X1) T value_{count} -0,153 > T_{table} 2.014 with a significance level of 0.879 <0.05 then H₀ accepted and H_a rejected. Meanwhile for variables Locus of control (X2) T_{count} 2,953 > T_{table} 2.014 with a significance level of 0.005 <0.05 then H_a accepted by H₀ rejected. Meanwhile, for the Work Discipline variable (X3) T_{count} 2,221 > T_{table} 2.014 with a significance level of 0.031 <0.05, then H_a accepted by H₀ rejected.

2) Uji F

Table 11. Uji T

Model	ANOVA ^a				
	Sum of Squares	Df	Mean Square	F	Sig.
Regression	95.284	4	31.761	4.224	.010 ^b
Residual	338.390	45	7.520		
Total	433.673	48			

Sumber: Output SPSS

Based on table 11, the F test results show that the F value is obtained_{count} (4.224) while F_{table} (2,811) which marks F_{count} > F_{table}, then it can be concluded that variable cyberloafing (X1), locus of control (X2), Work Discipline (X3) simultaneously has a significant effect on Employee Performance (Y) in Education Personnel at the University of 17 August 1945 Banyuwangi.

3.2 Discussion

a. Influence *Cyberloafing* Partially on Employee Performance

The test results on the first hypothesis state that $T_{\text{count}} < T_{\text{table}}$ or $-0.153 < 2.014$ with a significant value of $0.879 > 0.05$, this shows that the variable cyberloafing does not have a significant effect on employee performance. Based on this, the author's hypothesis is formulated cyberloafing does not have a significant effect on employee performance.

The research results obtained by the author are relevant to research conducted by Sitorus., et al (2019), with the results stating that cyberloafing has no effect on employee performance. Based on the explanation above, H1 is rejected.

b. Influence *Locus of control* On Employee Performance

The test results on the first hypothesis state that $T_{\text{count}} > T_{\text{table}}$ or $2.953 > 2.014$ with a significant value of $0.005 < 0.05$, this shows that the variable locus of control has a significant effect on employee performance. Based on this, the author's hypothesis is formulated locus of control influence employee performance.

The research results obtained by the author are relevant to research conducted by Muhtarom., et al (2021), with the results stating that locus of control has a significant effect on employee performance. Based on the explanation above, H2 is accepted.

c. The Influence of Work Discipline on Employee Performance

The test results on the first hypothesis state that $T_{\text{count}} > T_{\text{table}}$ or $2.221 > 2.014$ with a significant value of $0.031 < 0.05$, this shows that the work discipline variable has a significant effect on employee performance. Based on this, the author's formulation of the hypothesis that work discipline influences employee performance.

The research results obtained by the author are relevant to research conducted by Jeremiah & Nurudin (2022), with the results stating that work discipline has a significant effect on employee performance. Based on the explanation above, H3 is accepted.

d. Influence *Cyberloafing, Locus of control and Work Discipline* on Employee Performance

The test results in the F test state that the sig value is $0.010 < 0.05$ and F_{hitting} equal to $4.224 > F_{\text{table}}$ amounting to 2.811 with the interpretation result that H_a accepted by H_0 rejected. Based on the results obtained, it can be stated that the hypothesis states that cyberloafing, locus of control and work discipline simultaneously have a significant effect on employee performance at the University of 17 August 1945 Banyuwangi Education Staff. Based on the explanation above, H4 is accepted.

4. Conclusion

Based on the results of data analysis and discussion, it can be concluded as follows:

- 1) Based on the research results, it is stated that the variable cyberloafing partially it has no significant effect on employee performance. With a result of $T_{\text{count}} < T_{\text{table}}$ or $-0.153 < 2.014$ with a significant value of $0.879 > 0.05$.
- 2) Based on the research results, it is stated that the variable locus of control partially has a significant effect on employee performance. With a result of $T_{\text{count}} > T_{\text{table}}$ or $2,953 > 2.014$ with a significant value of $0.005 < 0.05$.
- 3) Based on the research results, it is stated that the work discipline variable partially has a significant effect on employee performance. that $T_{\text{count}} > T_{\text{table}}$ or $2.221 > 2.014$ with a significant value of $0.031 < 0.05$.
- 4) Based on the results obtained, it can be stated that the hypothesis states that Influence cyberloafing, locus of control and work discipline simultaneously have a significant effect on employee performance. The test results in the F test state that the sig value is $0.01 < 0.05$ and F_{hitting} equal to $4.224 > F_{\text{table}}$ amounting to 2,811.

5. Suggestions

Based on the results of the conclusions above, the following suggestions can be drawn:

- 1) For the University of 17 August 1945 Banyuwangi to further improve employee performance by paying attention to behavior cyberloafing, Goodminor cyberloafing norserious cyberloafing to be able to improve employee performance.

- 2) The research results show that cyberloafing does not have a significant effect on employee performance, however locus of control and work discipline have a significant effect. Therefore, it is a suggestion for the University of 17 August 1945 Banyuwangi to continue to pay attention to variables that do not have a significant influence and maintain locus of control and work discipline as an influential variable, so that it can provide maximum improvement in employee performance, starting from behavior cyberloafing, locus of control, work discipline so that employee performance is maintained.
- 3) Suggestions for future researchers if they want to conduct research in the same field, it would be necessary to review it again when using this thesis as a reference. Especially for variables that still need to be reviewed. It is also possible that there are still statements that have not been answered or that do not meet the results of this research. As a researcher, of course there are still many shortcomings and imperfections in completing this thesis.

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