Effectiveness of self-control and cyberloafing on employee performance

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Article Info	ABSTRACT
	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.

INTRODUCTION

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 (Sudarso et al., 2020).

Based on the survey results of the Indonesian Internet Service Providers Association (APJII), 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% (Karin et al., 2022; Nurbayzura et al., 2022). 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 (Kwilinski et al., 2019; Sridhar, 2017).

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 (Infante & Mardikaningsih, 2022; Le et al., 2022).

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 (Gupta et al., 2013). 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 (Bilan et al., 2020; Kehoe & Wright, 2013; Werdhiastutie et al., 2020). 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 (Farooqui & Nagendra, 2014).

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 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.

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 (Apuke, 2017). 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.

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:

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

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

RESULTS AND DISCUSSION
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 Result

Variable	Question	R count	R table	Information
Self Control (X1)	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
	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	0.467855	0.312	Valid
	Question 10	0.335417	0.312	Valid
Cyberloafing (X2)	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
	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
Employee Performance (Y)	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
	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.

Reliability Test

Table 2 Realiable Test Result

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.

Classic Asummption Test
Normality Test

Table 3 Normality Test Results

		Unstandardiz ed Residual
N		40
Normal Parameters[a.b]	Mean	.0000000
	Std. Deviation	3.23257626
Most Extreme Differences	Absolute	.128
	Positive	.128
	Negative	-.112
Kolmogorov-Smirnov Z		.128
Asymp. Sig. (2-tailed)		0.095

a. Test distribution is Normal.
b. Calculated from data
c. Liliefors Sigificance 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 $0.095 > 0.05$.

Multicollinearity Test

Table 4 Multicollinearity Test Results

Model		Collinearity Statistics	
		Tolerance	VIF
1	Self Control	.928	1.077
	Cyberloafing	.928	1.077

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.

Heteroscedasticity Test

Table 5 Heteroscedasticity Test Results

Model		Unstandardized Coefficients		Standardized Coefficients		
		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	-2.076	.449

a. 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.

Multiple Regression Analysis

Table 6 Results of Multiple Regression Analysis

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (constant)	11.780	5.748		2.049	0.048
Self Control	.721	.149	.622	4.824	.000
Cyberloafing	.081	.105	-.100	-.773	.444

a. 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:

$$Y = + 1. X1 + 2. X2 + \varepsilon \qquad (1)$$
$$Y = 11.780 + 0.721X1 - 0.81X2 + \varepsilon \qquad (2)$$

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 .

T-Test

Table 7 T Test Result

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (constant)	11.780	5.748		2.049	0.048
Self Control	.721	.149	.622	4.824	.000
Cyberloafing	.081	.105	-.100	-.773	.444

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 :

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.

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 Test

Tabel 8 F Test
ANOVA[b]

Model		Sum of Squares	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			

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).

a. 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. The results of descriptive data from the questionnaire show that this allows some employees to cyberloafing in the workplace. Opinion of Young (2010) in Aghaz & Sheikh (2016) explains that employees at a young age feel more comfortable when using the internet and consider the internet more useful than associating with employees with an older age. In addition, young employees tend to build habits that lead to the use and abuse of the internet in the workplace (Ozler & Polat, 2012).

b. Based on the T-test test, the results obtained on the Self Control variable (X1) have a value of 0.000 < 0.05. So it can be concluded that the Self Control variable X1 has a significant or positive effect on Employee Performance Y.

c. Self Control has an effect on Employee Performance because Self Control is very much needed in the company and the employee himself in preventing deviant behavior/cyberloafing that occurs in the workplace. This means that in this study self-control affects increasing employee performance. These results are the same as previous research conducted by Ernawati & Muryanto (2021) in their research, the results of their research explain that self-control has a significant effect on employee performance variables. If employees can control themselves well, it will also have a good effect on the employee's performance.

d. The Cyberloafing Variable (X2) has a value of 0.444 > 0.05 or the result is smaller than 0.05, so from these results it can be concluded that the Cyberloafing X2 variable has no significant effect on Employee Performance Y. This is because of the cyberloafing behavior of the CV. Galiya Corp. company is not very visible. 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 so that various current trends are present. The previous research conducted by Ernawati et al. (2021) from their research results explained that cyberloafing behavior did not significantly affect employee performance. So far, cyberloafing behavior does not significantly affect employee performance.

e. Based on the results of the F-Test test in table 8 above, the Self Control (X1) and Cyberloafing (X2) variables state that both variables simultaneously affect the Employee Performance variable as seen from the results of the Sig value is 0.000, this means that 0.000 <0.05 on employees CV. Galiya Corp. Cyberloafing behavior causes a decrease in employee productivity due to excessive

internet use and its use has nothing to do with work and in delaying 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. Furthermore, 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. Conversely, if individuals have low self-control, they have a strong need for illicit behavior at work, such as cyberloafing behavior.

f. Based on the results of multiple regressiontesting in table 6 that the results are Y = 11.780 + 0.721X1 − 0.81X2 + . X1 (Self Control) coefficient of 0.721. From these results, it can be concluded that the X1 variable, namely self-control, is the most dominant variable in influencing employee performance at CV . Galiya Corp.

CONCLUSION

Based on the results of the above research that has been done regarding the effect of Self Control and Cyberloafing on Employee Performance using Spada CV. Galiya Corp by testing using SPSS 25 software, can be concluded with several things that is self control has an effect on Employee Performance because Self Control is very much needed in the company and the employee himself in preventing deviant behavior/cyberloafing that occurs in the workplace. This means that in this study self-control affects increasing employee performance. The Cyberloafing X2 variable has no significant effect on Employee Performance Y. This is because of the cyberloafing behavior of the CV. Galiya Corp. company is not very visible. 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 so that various current trends are present. Then, cyberloafing behavior causes a decrease in employee productivity due to excessive internet use and its use has nothing to do with work and in delaying 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. Furthermore, 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.

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