

ABSTRACT

THE ROLE OF SELF-CONTROL IN MEDIATING THE INFLUENCE OF ORGANIZATIONAL COMMITMENT, WORK ENVIRONMENT, AND WORK STRESS ON CYBERLOAFING BEHAVIOR

**(Survey On Employees Of the Religious Court Regional Coordinator I
Of The High Religious Court Of Bandung)**

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The aim of this research was to determine and analyze the role of self-control in mediating the influence of organizational commitment, work environment, and work stress on cyberloafing behavior among employees of the Religious Court Regional Coordinator I of the High Religious Court of Bandung. The method used in this study was a survey with a descriptive quantitative approach. The sample size in this study was 230 respondents, determined using the saturated sample technique. Using Partial Least Square-Structural Equation Model (PLS-SEM), the study found that organizational commitment and work environment had a significant positive effect on self-control, while work stress had a significant negative effect on self-control. Organizational commitment had a significant negative effect and work stress had a significant positive effect on cyberloafing behavior, while work environment had no effect on cyberloafing behavior. Self-control had a significant negative effect on cyberloafing behavior. Self-control was able to mediate the influence of organizational commitment, work environment, and work stress on cyberloafing behavior among employees of the Religious Court Regional Coordinator I of the High Religious Court of Bandung.

Keywords: Self-Control, organizational commitment, work environment, work stress, and cyberloafing behavior

ABSTRAK

PERAN *SELF-CONTROL* DALAM MEMEDIASI PENGARUH KOMITMEN ORGANISASI, LINGKUNGAN KERJA DAN STRES KERJA TERHADAP PERILAKU *CYBERLOAFING* (Survei Pada Pegawai Pengadilan Agama Korwil I Pengadilan Tinggi Agama Bandung)

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Tujuan penelitian ini adalah mengetahui dan menganalisis peran *self-control* dalam memediasi pengaruh komitmen organisasi, lingkungan kerja dan stres kerja terhadap perilaku *cyberloafing* pada pegawai Pengadilan Agama Korwil I Pengadilan Tinggi Agama Bandung. Metode yang digunakan dalam penelitian ini survei dengan pendekatan deskriptif kuantitatif. Ukuran sampel dalam penelitian ini sebanyak 230 responden yang ditentukan dengan sampel jenuh. Dengan menggunakan *Partial Least Square-Structural Equation Model* (PLS-SEM), penelitian menemukan bahwa komitmen organisasi dan lingkungan kerja berpengaruh positif signifikan terhadap *self control*, sementara stres kerja berpengaruh negatif signifikan terhadap *self control*. Komitmen organisasi berpengaruh negatif signifikan dan stres kerja berpengaruh positif signifikan terhadap perilaku *cyberloafing*, sementara lingkungan kerja tidak berpengaruh terhadap perilaku *cyberloafing*. *Self control* berpengaruh negatif signifikan terhadap perilaku *cyberloafing*. *Self control* mampu memediasi pengaruh komitmen organisasi, lingkungan kerja dan stres kerja terhadap perilaku *cyberloafing* pada pegawai Pengadilan Agama Korwil 1 Pengadilan Tinggi Agama Bandung

Kata Kunci: *Self control*, komitmen organisasi, lingkungan kerja, stres kerja dan perilaku *cyberloafing*