

ABSTRACT

THE ROLE OF CYBERLOAFING BEHAVIOR IN MEDIATING THE INFLUENCE OF ORGANIZATIONAL CULTURE, WORK ENVIRONMENT, AND WORKPLACE BOREDOM ON EMPLOYEE PERFORMANCE (Survey on Employees of PT. Geo Dipa Energi (Persero))

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The aim of this study to determine and to analyze the the influence of organizational culture, work environment, and workplace boredom on employee performance through cyberloafing behavior at PT. Geo Dipa Energi (Persero). This study used a survey method with a quantitative descriptive approach. The sample consisted of 339 employees of PT. Geo Dipa Energi (Persero). Data analysis was conducted using Partial Least Squares-Structural Equation Modeling (PLS-SEM). The study found that organizational culture, work environment, workplace boredom, and cyberloafing behavior affected employee performance. Organizational culture, work environment, and workplace boredom also affected cyberloafing behavior. Furthermore, cyberloafing behavior mediated the influence of organizational culture, work environment, and workplace boredom on employee performance. Therefore, improving employee performance required strengthening organizational culture, enhancing the work environment, reducing boredom at work, and controlling cyberloafing behavior.

Keywords: Cyberloafing behavior, Employee performance, Organizational culture, Work environment, Workplace boredom

ABSTRAK

PERAN PERILAKU *CYBERLOAFING* DALAM MEMEDIASI PENGARUH BUDAYA ORGANISASI, LINGKUNGAN KERJA DAN *WORKPLACE BOREDOM* TERHADAP KINERJA PEGAWAI (Survei Pada Pegawai PT. Geo Dipa Energi (Persero))

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Tujuan penelitian ini adalah mengetahui dan menganalisis pengaruh budaya organisasi, lingkungan kerja dan *workplace boredom* terhadap kinerja pegawai melalui perilaku *cyberloafing* pada pegawai PT. Geo Dipa Energi (Persero). Metode yang digunakan dalam penelitian ini survei dengan pendekatan deskriptif kuantitatif. Anggota sampel yang digunakan dalam penelitian ini sebanyak 339 Pegawai PT Geo Dipa Energi (Persero). Analisis data menggunakan *Partial Least Square-Structural Equation Model* (PLS-SEM). Penelitian menemukan bahwa budaya organisasi, lingkungan kerja, *workplace boredom* dan perilaku *cyberloafing* berpengaruh terhadap kinerja pegawai di PT Geo Dipa Energi (Persero). Budaya organisasi, lingkungan kerja dan *workplace boredom* berpengaruh terhadap perilaku tersebut di PT Geo Dipa Energi (Persero). Perilaku *cyberloafing* memediasi pengaruh budaya organisasi, lingkungan kerja dan *workplace boredom* terhadap kinerja pegawai di PT Geo Dipa Energi (Persero). Maka perlu meningkatkan kinerja pegawai melalui penguatan budaya organisasi, perbaikan lingkungan kerja, pengurangan tingkat kebosanan dalam bekerja, serta pengendalian perilaku *cyberloafing*.

Kata Kunci: Budaya organisasi, Kinerja pegawai, Lingkungan kerja, Perilaku *cyberloafing*, *Workplace boredom*