

**THE INFLUENCE OF CYBERLOAFING ON EMPLOYEE
PRODUCTIVITY: THE MODERATING ROLE OF JOB STRESS**

PROSIDING KONFERENSI INTERNASIONAL

**Diajukan Kepada
Fakultas Ekonomi dan Bisnis Islam
Universitas Islam Negeri Raden Mas Said Surakarta
Untuk Memenuhi Sebagian Persyaratan Guna
Memperoleh Gelar Sarjana Ekonomi**



Oleh:

SYIFA KHOIRUNNISA

NIM 20.52.11.149

**PROGRAM STUDI MANAJEMEN BISNIS SYARIAH
FAKULTAS EKONOMI DAN BISNIS ISLAM
UNIVERSITAS ISLAM NEGERI RADEN MAS SAID
SURAKARTA**

2024

***THE INFLUENCE OF CYBERLOAFING ON EMPLOYEE PRODUCTIVITY: THE
MODERATING ROLE OF JOB STRESS***

PROSIDING KONFERENSI INTERNASIONAL

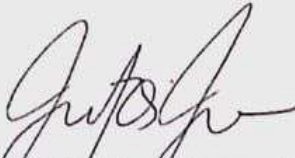
Diajukan Kepada Fakultas Ekonomi dan Bisnis Islam
Universitas Islam Negeri Raden Mas Said Surakarta
Untuk Memenuhi Sebagian Persyaratan Guna
Memperoleh Gelar Sarjana Ekonomi Dalam Bidang Ilmu
Manajemen Bisnis Syariah

Oleh :

SYIFA KHOIRUNNISA
NIM. 20.52.11.149

Sukoharjo, 20 Februari 2024

Disetujui dan disahkan oleh:
Dosen Pembimbing Tugas Akhir


Moh. Rifqi Khairul Umam, S.E., M.M.
NIP. 19890102 201403 1 002

SURAT PERNYATAAN BUKAN PLAGIASI

Assalamu'alaikum Wr. Wb.

Yang bertanda tangan di bawah ini:

NAMA : SYIFA KHOIRUNNISA

NIM : 205211149

PRODI : MANAJEMEN BISNIS SYARIAH

FAKULTAS : EKONOMI DAN BISNIS ISLAM

Menyatakan bahwa prosiding konferensi internasional berjudul "THE INFLUENCE OF CYBERLOAFING ON EMPLOYEE PRODUCTIVITY: THE MODERATING ROLE OF JOB STRESS" Benar-benar bukan merupakan plagiasi dan belum pernah diteliti/dilakukan sebelumnya. Apabila dikemudian hari diketahui bahwa prosiding konferensi internasional ini merupakan plagiasi, saya bersedia menerima sanksi sesuai peraturan yang berlaku.

Demikian surat ini dibuat dengan sesungguhnya untuk dipergunakan sebagaimana mestinya.

Wassalamu'alaikum Wr. Wb.

Sukoharjo, 24 Januari 2024



Syifa Khoirunnisa

NIM. 20.52.11.149

**SURAT PERNYATAAN TELAH
MELAKUKAN PENELITIAN**

Assalamu'alaikum Wr. Wb.

Yang bertanda tangan dibawah ini:

NAMA : SYIFA KHOIRUNNISA
NIM : 205211149
PRODI : MANAJEMEN BISNIS SYARIAH
FAKULTAS : EKONOMI DAN BISNIS ISLAM

Terkait prosiding konferensi internasional yang berjudul **"THE INFLUENCE OF CYBERLOAFING ON EMPLOYEE PRODUCTIVITY: THE MODERATING ROLE OF JOB STRESS"**

Dengan ini menyatakan bahwa saya benar-benar telah melakukan penelitian dan pengambilan data dari karyawan Pabrik Gula Soedhono Ngawi. Apabila dikemudian hari diketahui bahwa prosiding konferensi internasional ini menggunakan data yang tidak sesuai dengan data sebenarnya, saya bersedia menerima sanksi sesuai peraturan yang berlaku. Demikian surat ini dibuat dengan sesungguhnya untuk dipergunakan sebagaimana mestinya.

Wassalamu'alaikum Wr. Wb.

Sukoharjo, 24 Januari 2024



Syifa Khoirunnisa

NIM. 20.52.11.149

Moh. Rifqi Khairul Umam, S.E., M.M
Dosen Fakultas Ekonomi dan Bisnis Islam
Universitas Islam Negeri Raden Mas Said Surakarta

NOTA DINAS

Kepada yang Terhormat
Dekan Fakultas Ekonomi dan Bisnis Islam
Universitas Islam Negeri Raden Mas Said Surakarta
Di Surakarta

Assalamu'alaikum Wr. Wb

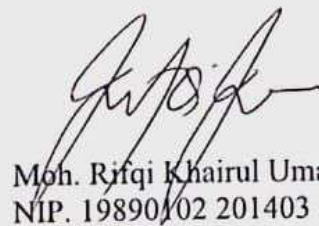
Dengan hormat, bersama ini kami sampaikan bahwa setelah menelaah dan mengadakan perbaikan seperlunya, kami memutuskan bahwa prosiding konferensi internasional saudara Syifa Khorunnisa NIM: 205211149 yang berjudul:
"THE INFLUENCE OF CYBERLOAFING ON EMPLOYEE PRODUCTIVITY: THE MODERATING ROLE OF JOB STRESS"

Sudah dapat dimunaqasyahkan sebagai salah satu syarat memperoleh gelar Sarjana Ekonomi (S.E) dalam bidang ilmu Manajemen Bisnis Syariah. Oleh karena itu kami mohon agar prosiding konferensi internasional tersebut segera dimunaqasyahkan dalam waktu dekat.

Demikian, atas dikabulkannya permohonan ini disampaikan terimakasih.

Wassalamu'alaikum Wr. Wb.

Sukoharjo, 20 Februari 2024
Dosen Pembimbing
Prosiding Konferensi Internasional



Moh. Rifqi Khairul Umam, S.E., M.M.
NIP. 19890102 201403 1 002

PENGESAHAN

**THE INFLUENCE OF CYBERLOAFING ON EMPLOYEE
PRODUCTIVITY: THE MODERATING
ROLE OF JOB STRESS**

Oleh:

SYIFA KHOIRUNNISA

20.52.11.149

Telah dinyatakan lulus dalam ujian munaqasyah
pada hari Rabu tanggal 26 Maret 2024 M / 15 Ramadhan 1445 H dan dinyatakan
telah memenuhi persyaratan guna memperoleh gelar Sarjana Ekonomi

Dewan Penguji :


Penguji I (Merangkap Ketua Sidang)
Dr. Fitri Wulandari, SE., M.Si
NIP. 19721109 199903 2 002



Penguji II
H. Khairul Imam, SHI, MSI
NIP. 19821120 201403 1 001




Penguji III
Dr. Amri Syarif Hidayat, M.Si
NIP. 19750126 200912 1 001



Mengetahui,
Dekan Fakultas Ekonomi dan Bisnis Islam
Universitas Islam Negeri Raden Mas Said Surakarta




Prof. Dr. M. Rahmawan Arifin, M.Si.
NIP. 19720304 200112 1 004 4

MOTTO

“Tidak peduli seberapa sulitnya dan mustahilnya itu, jangan lupakan tujuanmu.”

(Monkey D. Luffy)

“Karena sesungguhnya bersama kesulitan pasti ada kemudahan.”

(Q.S. Al-InsyirAh : 5)

*“Your future depends on your imagination. Throw away your fear, we can do it,
it’s okay.”*

(Power – EXO)

PERSEMBAHAN

Puji syukur kehadiran Allah SWT atas segala kemudahan yang telah diberikan kepada penulis, sehingga penulis dapat menyelesaikan tugas akhir ini dengan sebagaimana mestinya. Penulis mempersembahkan karya ini dengan penuh tulus dan cinta kasih dari hati terdalam penulis kepada:

1. Allah SWT, yang telah memberi kemudahan dan selalu memberi jalan di setiap kesulitan yang penulis hadapi selama mengerjakan tugas akhir ini, serta telah pelajaran baru dalam setiap kalimat yang penulis tulis dalam tugas akhir ini.
2. Ibu Sutiyani dan Bapak Dasar Edi Prihastowo, yang selalu memberikan dukungan, do'a, serta semangat kepada penulis, yang tanpa henti mengusahakan suasana hati penulis agar tetap berada pada suasana yang baik dan bahagia, serta selalu memberikan yang terbaik untuk penulis.
3. Kakakku Dania Insyiroh dan Adikku Syaiful Lathif, yang telah memberikan semangat dan dukungan kepada penulis dengan sepenuh hati.
4. Moh. Rifqi Khairul Umam, S.E., M.M., selaku Dosen Pembimbing Tugas Akhir yang telah memberikan ilmu, bimbingan, perhatian, dan dukungan bagi penulis untuk menyelesaikan tugas akhir ini.
5. Afif, Galuh, Adelia, dan seluruh sahabat yang telah bersama penulis dalam penulisan tugas akhir dari awal hingga akhir. Terima kasih untuk semua dukungan serta diskusi yang sangat bermanfaat dan waktu bersama yang menyenangkan.
6. Untuk diri penulis sendiri Syifa Khoirunnisa, terima kasih telah berjuang dan bertahan sejauh ini.

KATA PENGANTAR

Assalamu'alaikum Wr. Wb.

Segala puji dan syukur bagi Allah SWT yang telah melimpahkan rahmat, karunia dan hidayah-Nya, sehingga penulis dapat menyelesaikan tugas akhir yang berjudul *“The Influence of Cyberloafing on Employee Productivity: The Moderating Role of Job Stress”*. Tugas internasional ini disusun untuk menyelesaikan Studi Jenjang Strata 1 (S1) Jurusan Manajemen dan Akutansi Syariah, Fakultas Ekonomi dan Bisnis Islam UIN Raden Mas Said Surakarta.

Penulis menyadari sepenuhnya, telah banyak mendapatkan dukungan, bimbingan dan dorongan dari berbagai pihak yang telah menyumbangkan pikiran, waktu, tenaga dan sebagainya. Oleh karena itu, pada kesempatan ini dengan setulus hati penulis mengucapkan terima kasih kepada:

1. Prof. Dr. Toto Suharto, S.Ag., M.Ag selaku Rektor Universitas Islam Negeri Raden Mas Said Surakarta.
2. Dr. M. Rahmawan Arifin S.E., M.Si., selaku Dekan Fakultas Ekonomi dan Bisnis Islam.
3. Rina Hastuti, S.E., M.M., Ph.D., selaku Ketua Jurusan Manajemen dan Akutansi Syariah, Fakultas Ekonomi dan Bisnis Islam.
4. Asep Maulana Rohimat, M.S.I selaku Koordinator Program Studi Jurusan Manajemen Bisnis Syariah, Fakultas Ekonomi dan Bisnis Islam.
5. Dr. Fitri Wulandari, SE., Msi., selaku Dosen Pembimbing Akademik, Fakultas Ekonomi dan Bisnis Islam.
6. Moh. Rifqi Khairul Umam, S.E., M.M., selaku Dosen Pembimbing Tugas Akhir yang telah memberikan banyak perhatian dan bimbingan selama penulis menyelesaikan tugas akhir.
7. Bapak dan Ibu Dosen Fakultas Ekonomi dan Bisnis Islam UIN Raden Mas Said Surakarta yang telah memberikan bekal ilmu yang bermanfaat bagi penulis.

8. Ibu dan Bapakku, terima kasih atas do'a, kasih sayang dan dukungan yang tak pernah ada habisnya.
9. Kakak dan Adikku, terima kasih telah menjadi penyemangat bagi penulis.
10. Sahabat-sahabatku Laili, Galuh, Afif, Adelia dan sahabat yang lainnya serta teman-teman angkatan 2020 yang telah memberikan keceriaan dan semangat kepada penulis selama penulis menempuh studi di Fakultas Ekonomi dan Bisnis Islam UIN Raden Mas Said Surakarta.
11. Manajemen beserta karyawan Pabrik Gula Soedhono Geneng, Ngawi yang telah memberikan izin untuk penulis melakukan penelitian di perusahaannya sehingga tugas akhir ini dapat terselesaikan dengan baik dan tepat waktu.
12. Dan yang terakhir, terima kasih untuk diri saya sendiri Syifa Khoirunnisa untuk selalu mengusahakan yang terbaik dalam hidupnya dan telah bertahan sejauh ini. Berjuanglah untuk hal-hal baik lainnya di masa mendatang.

Terhadap semuanya tiada kiranya penulis dapat membalasnya, hanya do'a serta puji syukur kepada Allah SWT, semoga memberikan balasan kebaikan kepada semua. Aamiin.

Wassalamu'alaikum Wr. Wb.

Sukoharjo,

Penulis

The Influence of Cyberloafing on Employee Productivity: The Moderating Role of Job Stress

Syifa Khoirunnisa¹, Moh Rifqi Khairul Umam²

{Khnsyifaa@gmail.com¹, rifqi.khairulumam@staff.uinsaid.ac.id²}

Universitas Islam Negeri Raden Mas Said Surakarta, Surakarta, indonesia^{1,2}

Abstract. This study aims to test and analyze the influence of cyberloafing on employee productivity and to determine the role of work stress in moderating the influence of cyberloafing on employee productivity at the sugar factory, PG Soedhono Ngawi. This research used a quantitative, with a population of 109 employees and 75 samples. The data analysis used was Structural Equation Modeling (SEM) analysis. This study found that cyberloafing does not affect employee productivity. Additionally, job stress has a negative and significant effect on employee productivity. It means that job stress plays a part in strengthening the influence of cyberloafing on productivity. However, it is insignificant, or it can be said that work stress does not play a role in moderating the relationship between cyberloafing and productivity. The results of this study can be used to manage the impact of cyberloafing and job stress and can help plan to increase employee productivity.

Keywords: Cyberloafing, Job Stress, Productivity

1 Introduction

The development of the Internet has become an indispensable necessity in the lives of persons and businesses of all ages, regardless of social status[1]. Many people involve the Internet in their activities. Not least, many agencies also involve the Internet to facilitate their work [2]. Nowadays, organization-owned assets for personal use have become very common. Employee use of the organizational Internet for individual purposes is called cyberloafing, and this condition can impact both the employee and the organization, both positively and negatively[1]. Cyberloafing is the act of freewill use of organizational internet resources by employees during working times in order to involve in online activities that are not related to work[3]. It has been found that cyberloafing is one of the daily activities of employees. The dependence of employees on smartphones or internet connections to complete their jobs makes the difference between those who cyberloaf and those who do actual work even smaller. (Cyberloafing: The Hidden Epidemic Killing Business Productivity by My Sammy, July 10, 2013). Some entrepreneurs consider cyberloafing a counterproductive behavior that leads to a loss of productivity[4]. Cyberloafing occurs not only individually, but the environment and employee needs also affect it[5]. Cyberloafing can also occur due to other factors, including work stress. [2].

Stress has become a necessary issue that organizations need to pay attention to. The successful implementation of stress management is crucial for both individuals and organizations, as stress negatively affects individuals, causing fatigue, anxiety, fear, and unrest, and greatly impacts their performance and productivity [1]. Job stress is defined as a condition that requires employees to create high performance by doing work that cannot be achieved within the limits of their abilities. However, limited resources are needed to do the work, resulting in employees not getting rewards proportional to the demands of completing their work [6]. If a company has employees who experience stress at a certain level, it can reduce productivity and decrease company performance [7]. Improving employee productivity is a major concern for management in any organization [8]. Internet users in Indonesia in 2023 reached 78.19%, with a population of 215.6 million users, an increase of 1.17% compared to the previous year [9]. Then, from the Databoks survey, as many as 51.1% of respondents accessed the Internet from 07.00 to 10.00, which are working hours [10].

One company that has made various efforts to increase its productivity is Limited Liability Company or *Perseroan Terbatas* (PT) Sinergi Gula Nusantara or Sugar Co., which was established to support food and energy security [11]. PG Soedhono is one of the sugar factories under the management of PT Sinergi Gula Nusantara. It is one of the oldest sugar factories, established in 1888, and is still operating today. PG Soedhono has two working periods: the milling period and the off-milling period. In addition, PG Soedhono has two types of employees, namely permanent and non-permanent employees; non-permanent employees usually work during the milling period, while permanent employees will continue to work during the off-milling period. One of the efforts made by PG Soedhono to improve productivity internally is regarding the productivity of factory capacity and efficiency, management, and human resources. Therefore, researchers are interested in making this company the subject of research.

The research by [12] revealed that the less time employees spend on the Internet, the higher the level of productivity. In the research [13], it was revealed that Self-control has a negative relationship with cyberloafing behavior, and job stress has a positive relationship with cyberloafing behavior [14]. This study updates previous research by using job stress as a moderating variable and examines employees of agribusiness companies. Therefore, this research focuses on the productivity of PG Soedhono employees during the working period outside the milling period, which is influenced by cyberloafing and the role of job stress in moderating the relationship between cyberloafing and workers' productivity.

2 Research Method

This research uses a quantitative method by distributing questionnaires through Google Forms that will be administered online to employees at PG Soedhono Ngawi during the off-milling period. The measurements used in each statement are 1 = strongly disagree, 2 = disagree, 3 = agree, and 4 = strongly agree. A Likert scale of 1-4 is used to avoid bias. The result of bias is the tendency to choose neutral options on a Likert scale [15].

The population of this research is about 109 employees. According to Sugiyono, the population is a generalized area where objects or subjects have been determined by researchers so that they can be studied, and then conclusions can be drawn [16]. Purposive sampling is a sampling technique used, with the criteria that respondents are at least 20 years old, work at PG Soedhono during the off-milling period, have a smartphone, and can access the Internet. Using the

Ferdinan formula, multiply the number of indicators by numbers 5 to 10, resulting in 80 respondents. The questionnaire was delivered to 109 respondents and returned with 75 respondents. After data processing, 62 respondents who met the criteria were obtained. The data analysis used is Structural Equation Modeling (SEM) analysis, using SmartPLS as an analysis tool. SEM is an analytical technique that can be used in examining and approximating causal connections by combining factor analysis and path analysis. SEM also has advantages in path analysis with latent variables [17].

Table 1. Variables, indicators, and instruments

Variables	Indicators	Instruments
Cyberloafing (Independent variable) [2]	1. Browsing activity	Visiting websites of personal interest Visiting the investment stock website Visiting entertainment websites Prefer to read news on the Internet. Downloading information from the Internet Selling or buying in online shops Visiting sports websites
	2. E-mailing activity	Sending and receiving messages Opening and checking private messages lack of a clear understanding of job duties and specifications.
Job Stress (moderating variable) [18]	1. Role ambiguity	Poor at establishing positive relationships with coworkers and superiors within the company.
	2. Relationships	The workload is too heavy.
	3. Workload	Feeling a lack of employee empowerment in the workplace.
	4. Autonomy	Suppressed by numerous rules.
	5. Bureaucracy	The effective execution of tasks is hindered when the tools and equipment required for the job are either damaged or insufficient.
	6. Tools and equipment	The position holds a promising future.
	7. Career advancement/job security	noisy and poorly lit work environment disrupts work concentration.
	8. Physical environment	Lack of support from my family or friends.
	9. Work/home interface	
Productivity (Dependent variable) [8]	1. The quantity of work	1. Do a lot of work on a daily basis.
	2. Speed and efficiency	2. Completing tasks promptly and effectively.
	3. completion standards	3. Put a high standard of task completion.
	4. Quality of work	4. High-quality work results
	5. Team targets	5. Ability to exceed team targets.

Then, a schematic conceptual framework can be made in this study, namely as follows :

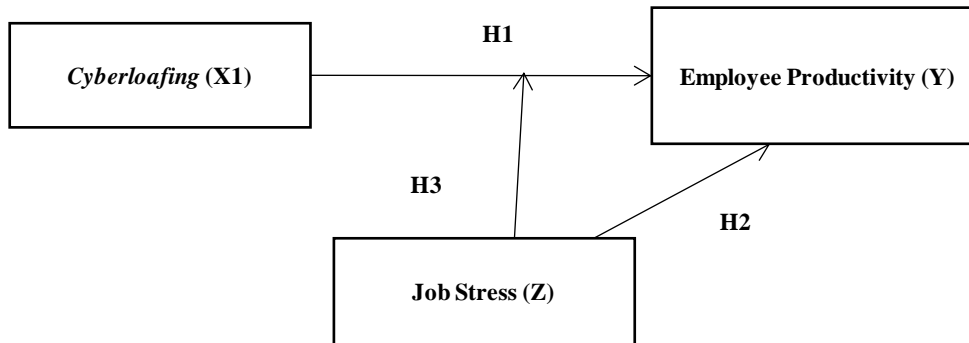


Fig. 1. Research Model

Research conducted by [12] revealed that the less time employees spend on the Internet, the higher their productivity level will be. According to [19], employee performance is negatively affected by cyberloafing, which means that the performance of an employee will decrease when the cyberloafing actions taken are getting worse. In contrast, if the possibility of cyberloafing behavior decreases, the resulting performance will increase. In the previous research by [20], no evidence was found that cyberloafing affects employee productivity. However, under the condition of employee marital status, cyberloafing negatively affects the productivity of married employees.

H1: Cyberloafing has a significant negative effect on employee productivity

The result of [7] is that there is an impact of work stress factors on employee productivity. Research by [21] found evidence pointing to a significant relationship between work stress and employee productivity. Research by [22] shows that job stress negatively affects employee productivity. The findings of research conducted by [23] said that work stress significantly affects employee productivity, with environmental factors dominating work stress. Employee productivity is significantly influenced by work stress[24].

H2: Job stress has a significant negative effect on employee productivity.

The outcomes of research by [25] state that job stress plays a moderating role in the relationship between cyberloafing and employee performance. Research conducted by [26] found that job stress plays a role in weakening the relationship between work motivation and employee well-being. Meanwhile, the research by [2] revealed that work stress holds a positive effect on cyberloafing.

H3: Job stress plays a role in moderating the relationship between cyberloafing and employee productivity.

3 Result and Discussion

3.1 Descriptive Statistics

75 respondents who completed the questionnaire, 94.7% were male, and 5.3% were female. 46.7% of the participants were in the age range of 36 and 45 years old, while 40% were over

45 years old, and the remaining 13.3% were 26 to 35 years old. Then, in terms of education, 76% are high school graduates, 21.3% are Bachelor 1 (S1) graduates, and the rest are Master graduates. Based on length of employment, 89.3% of individuals have worked for 11 years or more, 6.7% have worked for 7-10 years, and the rest have worked for 4-6 years.

3.2 Measurement Model Analyze (Outer Model)

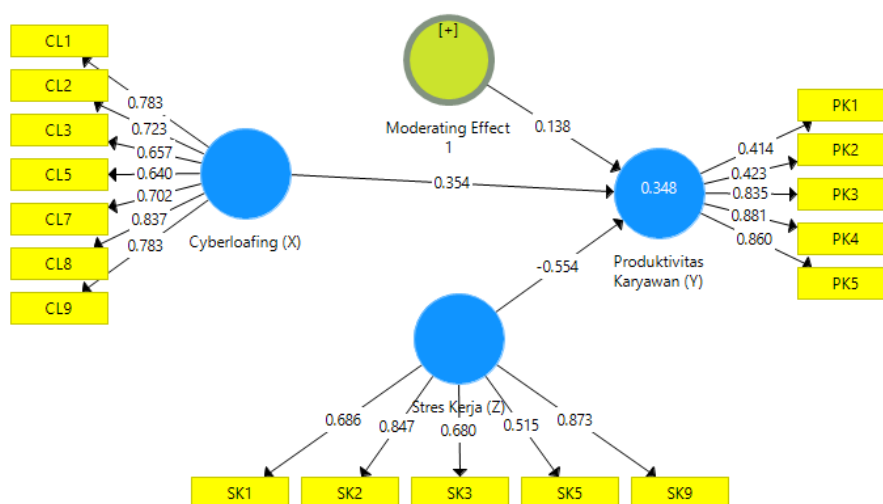


Fig. 2 . Outer loadings

According to [27], indicators with an outer loading value < 0.4 must be eliminated. Based on the figure above, it can be seen that indicators CL4 and CL5 of the Cyberloafing variable are eliminated because the outer loading value does not reach 0.4. Meanwhile, in the work stress variable, indicators SK4, SK6, SK7, and SK8 were removed because they did not reach 0.40. Then, all indicators on the employee productivity variable have reached the outer loadings value > 0.40 , so they can be said to be valid.

Table 2. AVE Value

	Average Variance Extracted (AVE)	Criteria	Description
Cyberloafing	0.54	> 0.5	Valid
Moderating Effect 1	1.000	> 0.5	Valid
Employee Productivity	0.513	> 0.5	Valid
Job Stress	0.536	> 0.5	Valid

According to [27], the Average Variance Extracted or AVE value should be more than 0.5 to elucidate over half of the indicator variance. The table above indicates that the AVE value of the cyberloafing, work stress, and productivity variables is more than 0.5, so it can be said to be valid.

Table 3. Discriminant validity

	<i>Cyberloafing</i>	Moderating Effect 1	Employee Productivity	Job Stress
<i>Cyberloafing</i>	0.735			
Moderating Effect 1	0.007	1.000		
Employee Productivity	0.224	0.121	0.716	
Job Stress	0.237	0.14	-0.442	0.732

Based on [27], it is explained that the square root of the AVE for each variable must surpass the highest correlation with other variables. In accordance with the provided table, the root AVE value of each variable exceeds the root AVE of its correlation with other variables. This suggests that discriminant validity is likely satisfied. The AVE value of the cyberloafing variable is 0.540, and the AVE root value is 0.735; the AVE root value surpasses the cyberloafing correlation with the employee productivity variable and job stress. The AVE root value of the employee productivity variable is 0.224 < 0.735, and the square root of the AVE of the work stress variable is 0.237 < 0.735, so the cyberloafing variable is valid. Likewise, the employee productivity and work stress variables have a root AVE value greater than their correlation with other variables.

Table 4. Construct reliability

	Cronbach's Alpha	rho_A	Composite Reliability
<i>Cyberloafing</i>	0.865	0.896	0.891
Moderating Effect 1	1.000	1.000	1.000
Employees Productivity	0.756	0.861	0.827
Job Stress	0.791	0.838	0.848

The outcomes of the reliability test are presented in the table above. All variables, namely cyberloafing, work stress, and employee productivity, are reliable because the Cronbach alpha value is > 0.7. Cronbach alpha and composite reliability values ranging from 0.6 to 0.70 are acceptable in research, whereas values of 0.70 to 0.90 can be considered satisfactory [27]. Then, the rho A value of the three variables is > 0.70, so the three variables can be said to be reliable. The composite reliability value of the cyberloafing, work stress, and employee productivity variables is > 0.60, so it is reliable.

3.3 Structural Model Evaluation (Inner Model)

Table 5. Path coefficient

	Original Sample (O)	Sample Mean (M)	Standard Deviation (STDEV)	T Statistics ((O/STDEV))	P Values
<i>Cyberloafing</i>					
-> Employees Productivity	0.354	0.283	0.264	1.343	0.180
Moderating Effect 1 -> Employees Productivity	0.138	0.128	0.122	1.132	0.258
Stress Kerja -> Employees Productivity	-0.554	-0.55	0.135	4.09	0.000

Based on [27], it is explained that some studies use a significance level of 5%. From the table, it is evident that the P-value should be less than 0.05 to assert the existence of a significant relationship.

Table 6. R Square

	R Square	R Square Adjusted
Employees Productivity	0.348	0.314

Adjusted R Square Model = 0.314, meaning that the ability of cyberloafing variables to explain employee productivity is 31.4% (low). At the same time, the remaining 68.6% represents the influence of other independent variables that were not measured in this study.

Table 7. Q Square

	SSO	SSE	Q ² (=1-SSE/SSO)
<i>Cyberloafing</i>	434.000	434.000	
Moderating Effect 1	62.000	62.000	
Employees Productivity	310.000	274.415	0.115
Job Stress	310.000	310.000	

Q square value > 0 means that the independent variable can predict the dependent variable. Meanwhile, if the Q square value < 0, the independent variable can less predict the dependent variable. Three criteria for the predictive relevance value of the Q square, namely 0.02, 0.15, and 0.35, indicate weak, moderate, and strong prediction results [22]. Table 5 Q Square shows that the q square value is 0.115, meaning that the cyberloafing variable can predict the

employee productivity variable by 11.5%. With a Q square value of 0.115, the cyberloafing variable can weakly predict the employee productivity variable.

3.4 Cyberloafing has a negative and significant effect on employee productivity.

The outcome of this study indicates that cyberloafing has a positive but statistically insignificant impact on employee productivity, or it can be said that cyberloafing does not affect the productivity of PG Soedhono employees outside the milling period. When cyberloafing increases, employee productivity outside the milling period will also increase, but not significantly. This can be concluded by looking at the original sample value of cyberloafing on productivity, which is 0.354, while the P-value value is $0.180 > 0.05$, so the effect is insignificant. Thus, it can be said that H1 is rejected, and H0 is accepted. These results find support in the findings of research [13], which assert that cyberloafing has no effect on employee productivity. According to [28], cyberloafing is not always harmful. Employees need breaks to increase psychological detachment, allowing them to replenish their resources and enhancemental health well-being, and cyberloafing is one of the effective alternatives to do so. Nevertheless, curtailing social cyberloafing demands self-control, which in turn depletes mental resources [7]. PG Soedhono employees can control and limit the use of smartphones and the Internet or cyberloafing so that it does not affect productivity at work. Based on the respondents' answers, they often utilize the Internet for individual purposes; as many as 34.7% of respondents chose to agree to visit investment stock websites or applications, 49.3% of respondents agreed to read news on the Internet, and 42.7% respondents agreed to send or receive and check private messages. Respondents tend to choose scale two or disagree with other instruments, such as visiting websites for personal use, entertainment websites, downloading unique information on the internet, online shops, and visiting sports websites.

3.5 Work stress has a negative and significant effect on employee productivity.

Table 5 shows that work stress has a detrimental and statistically significant impact on the productivity of PG Soedhono employees outside the milling period. That is, when the level of employee work stress is high, employee productivity will decrease. This conclusion is supported by the original sample value of work stress on productivity -0.554, which means a negative effect, and P Value 0.000 (less than 0.05), which signifies a statistically significant effect. Thus, the result of this study is to reject H0 and accept H2. These results align with [7] and [22], which show that work stress negatively affects employee productivity. This aligns with [23] and [24], both indicating that work stress has a noteworthy impact on employee productivity. When employees experience stress, they will feel physical, psychological, and organizational fatigue, which can result in being unable to meet organizational expectations[21]. From the results of this study, companies can implement work stress management to support and monitor employee work stress so that employee productivity and performance are maintained. Work stress management can be started by conducting regular workload evaluations.

3.6 The role of job stress as a moderating variable in the relationship between cyberloafing and employee productivity

In this study, it was found that job stress intensifies the correlation between cyberloafing and employee productivity. Nevertheless, it is not statistically significant, so job stress does not function as a moderator in the correlation between cyberloafing and employee productivity. It is observed that the original sample value is 0.138, which means positive or reinforcing. However, the P-value is $0.258 > 0.05$, which signifies insignificant. Thus, it can be said that H3 in this study is rejected and accepts H0. This result contradicts research by [25], which states that work stress can play a moderating role. From the findings of this study, companies can implement work stress management that can impact other urgencies besides cyberloafing, which affects employee productivity.

4 Conclusions

In this study, it was found that cyberloafing did not affect the productivity of PG Soedhono employees. Work stress exerts a negative and statistically significant impact on employee productivity. This means that when employees of PG Soedhono have a high level of work stress, it can reduce the level of productivity. Therefore, stricter supervision is needed by the management of PG Soedhono on the level of work stress so that employee productivity is maintained and efforts are needed to deal with work stress so that employee productivity can increase. The third result of this study is that work stress does not serve as a moderating factor in the correlation between cyberloafing and employee productivity. The findings of this study can be utilized to formulate strategies aimed at enhancing the productivity of PG Soedhono's employees. They can be used as a reference in preventing a decrease in employee productivity. This study has limitations on the small sample size and geographical boundaries centered on employees at PG Soedhono, so the results obtained do not support previous studies. Therefore, other research is still needed regarding productivity influenced by other variables that can increase or decrease employee productivity, such as employee loyalty, employee training programs, and others. Looking at the descriptive statistics that have been listed, the level of employee loyalty is classified as very high, which may be a variable for research at PG Soedhono next. Other research is also needed to develop factors that affect employee productivity so that it can be used as a reference by PG Soedono and other companies.

References :

- [1] Skeja, A., and Lorcu, F.: Relation of Three Phenomena: Cyberloafing, Creativity, and Stress. *IFAC-PapersOnLine*, vol. 55, no. 39, pp. 247–252, 2022, doi: 10.1016/j.ifacol.2022.12.029.
- [2] Kamila, M. N., and Muafi, M.: The influence of job stress and job boredom on employee performance mediated by cyberloafing behavior: Evidence in Indonesia," *Int. J. Res. Bus. Soc. Sci.* (2147- 4478), vol. 12, no. 1, pp. 99–109, 2023, doi: 10.20525/ijrbs.v12i1.2272.
- [3] Lim, V. K. G.: The IT way of loafing on the job: Cyberloafing, neutralizing, and organizational justice," *J. Organ. Behav.*, vol. 23, no. 5, pp. 675–694, 2002, doi: 10.1002/job.161.
- [4] Mashal, H.: A review of cyberloafing predictors in literature. *J. Bus. Soc. Rev. Emerg. Econ.*, vol. 5, no. 2, pp. 21–27, 2020, doi: 10.26710/jbsee.v5i2.818.
- [5] Sao, R., Chandak, S., Patel, B., and Bhadade, P.: Cyberloafing: Effects on Employee Job Performance and Behavior. *Int. J. Recent Technol. Eng.*, vol. 8, no. 5, pp. 1509–1515, 2020, doi:

- 10.35940/ijrte.e4832.018520.
- [6] Pandey, D. L.: Work Stress and Employee Performance : an Assessment of Impact of Work Stress. *Int. Res. J. Hum. Resour. Soc. Sci.*, vol. 7, no. 5, pp. 124–135, 2020.
 - [7] Adinugroho, I.: Pengaruh Faktor Stres dan Motivasi Kerja Terhadap Produktivitas Karyawan di Bank BNI KC Mamuju, (Persero) Tbk. *J. Ilm. Ilmu Manaj.*, vol. 1, no. 2, pp. 177–192, 2019.
 - [8] Hanaysha, J.: Testing the Effects of Employee Empowerment, Teamwork, and Employee Training on Employee Productivity in Higher Education Sector. *Int. J. Learn. Dev.*, vol. 6, no. 1, p. 164, 2016, doi: 10.5296/ijld.v6i1.9200.
 - [9] APJII: Survei Internet APJII 2023. 2023. <https://survei.apjii.or.id/>
 - [10] Humaira, F. R.: Jam Akses Internet Masyarakat Indonesia. *Databoks*, 2022. <https://databoks.katadata.co.id/datapublish/2022/07/18/jam-akses-internet-masyarakat-indonesia>
 - [11] PTPN III: Continue to Grow Towards A Sustainable Business PT Perkebunan Nusantara III (Persero) Annual Report. 2022.
 - [12] Saleh, M., Daqqa, I., AbdulRahim, M. B., and Sakallah, N.: The Effect of Cyberloafing on Employee Productivity. *Int. J. Adv. Appl. SCciences*, vol. 5, no. 4, pp. 87–92, 2018, doi: 10.21833/ijaas.2018.04.011.
 - [13] Manuel, A. J., Kindangen, P., and Saerang, R. T.: The Influence of Cyberloafing and Employee Productivity in Rsu. Ratatotok Buyat. 5256 *J. EMBA*, vol. 7, no. 4, pp. 5256–5265, 2019.
 - [14] Adhana, V, and Herwanto, J.: Hubungan Antara Kontrol Diri Dan Stres Kerja Dengan Perilaku Cyberloafing Pada Pegawai Negeri Sipil (PNS) Di Kantor Pelayanan Bea Dan Cukai Kota Pekanbaru. *Psikobuletin Buletin Ilm. Psikol.*, vol. 2, no. 2, p. 144, 2021, doi: 10.24014/pib.v2i2.11916.
 - [15] Pornel, J. B., and Saldaña, G. A.: Four Common Misuses of the Likert Scale. *Philipp. J. Soc. Sci. Humanit. Univ. Philipp. Visayas*, vol. 18, no. 2, pp. 12–19, 2013, [Online]. Available: <https://www.researchgate.net/publication/309240449>
 - [16] Roflin, E., Liberty, I. A., and Pariyana: Populasi, Sampel, Variabel Dalam Penelitian Kedokteran. PT. Nasya Expanding Management, 2021.
 - [17] Hamid, R. S., and Anwar, S. M.: Structural Equation Modeling (SEM) Berbasis Varian: Konsep Dasar dan Aplikasi dengan Program SmartPLS 3.2.8 dalam Riset Bisnis. 1st ed. Jakarta: PT Inkubator Penulis Indonesia, 2019.
 - [18] De Bruin, G. P., and Taylor, N.: Development of the sources of work stress inventory. *South African J. Psychol.*, vol. 35, no. 4, pp. 748–765, 2005, doi: 10.1177/008124630503500408.
 - [19] Damayanti, A., Hayati, K., and Mardiana, N.: Pengaruh Stres Kerja dan Perilaku Cyberloafing terhadap Kinerja Karyawan (Effect of Work Stress and Cyberloafing Behavior on Employee Performance). *e-Journal Ekon. Bisnis dan Akunt.*, vol. 9, no. 2, pp. 56–64, 2022.
 - [20] Triyanti, T., Amelia, W., Maharani, A., and Pandu, T. L. S.: Peran Cyberloafing Terhadap Produktivitas Karyawan Dengan Kesehatan Mental Sebagai Pemediasi. *J. Manaj.*, vol. 13, no. 3, p. 353, 2022.
 - [21] Ehsan, M., and Ali, K.: The Impact of Work Stress on Employee Productivity: Based in the Banking sector of Faisalabad, Pakistan. *Int. J. Innov. Econ. Dev.*, vol. 4, no. 6, pp. 32–50, 2019, doi: 10.18775/ijied.1849-7551-7020.2015.46.2003.
 - [22] Purwaningtyas, E., and Septyarini, E.: Pengaruh Stres Kerja dan Persepsi Dukungan Organisasi Terhadap Produktivitas Karyawan yang di Mediasi oleh Self-Efficacy (Studi Pada Karyawan My Creative.Id Yogyakarta). *J-MAS (Jurnal Manaj. dan Sains)*, vol. 6, no. 1, p. 226, 2021, doi: 10.33087/jmas.v6i1.248.
 - [23] Safitri, A. E., and Gilang, A.: Pengaruh Stres Kerja Terhadap Produktivitas Kerja Pegawai Badan Pusat Statistik. *Musamus J. Public Adm.*, vol. 2, no. 01, pp. 1–13, 2019, doi: 10.35724/mjpa.v2i01.2454.
 - [24] Kusdinar, R., Zakky, I., Nuranisa, Dewi, S. A. K., Sanjaya, Y., and Wijaya, T. W.: Pengaruh Stres Kerja Terhadap Produktivitas Kerja Pegawai Dinas Lingkungan Hidup Dan Kehutanan Di Kabupaten Sumedang. *J. Reg. Public Adm.*, vol. 5, pp. 36–48, 2020.
 - [25] Özüdoğru, M., and Yildirim, Y. T.: Investigation of The Moderator Effect of Job Stress on The Relationship Between Cyberloafing and Employee Performance: A Research on Health Sector. *Afyon Kocatepe Üniversitesi Sos. Bilim. Derg.*, vol. 22, no. 2, pp. 467–490, 2020.
 - [26] Umillah, A. A., and Etikariena, A.: Peran Moderasi Dari Stress Kerja Pada Hubungan Antara Motivasi

- Kerja Dan Kesejahteraan Karyawan Di Tempat Kerja. *Inq. J. Ilm. Psikol.*, vol. 9, no. 2, pp. 91–99, 2019, doi: 10.51353/inquiry.v9i2.156.
- [27] Hair, J. F., Hult, G. T. M., Ringle, C. M., and Sarstedt, M.: *Partial Least Squares Structural Equation Modeling (Pls-Sem) Third Edition*. No. Mi. 2022.
- [28] Wu, J., Mei, W., Liu, L., and Ugrin, J. C.: The bright and dark sides of social cyberloafing: Effects on employee mental health in China. *J. Bus. Res.*, vol. 112, no. March 2019, pp. 56–64, 2020, doi: 10.1016/j.jbusres.2020.02.043.



KEMENTERIAN AGAMA REPUBLIK INDONESIA
UNIVERSITAS ISLAM NEGERI RADEN MAS SAID SURAKARTA
FAKULTAS EKONOMI DAN BISNIS ISLAM

Jl. Pandawa Pucangan Kartasura-Sukoharjo Telp. (0271) 782336 Fax (0271) 782336 Website: iain-surakarta.ac.id
- Email: info@iain-surakarta.ac.id

SURAT KETERANGAN TURNITIN

Setelah melakukan tes uji *similarity*, menerangkan bawah mahasiswa di bawah ini:

Nama : Syifa Khoirunnisa
NIM : 205211149
Program Studi : Manajemen Bisnis Syariah
Judul Skripsi : The Influence of Cyberloafing on Employee Productivity: The Moderating Role of Job Stress
Paper ID : 2262498068
Date : Selasa, 19 Desember 2023
Hasil menunjukkan SIMILARITY INDEX : 32%

Sukoharjo, 22 April 2024

Farah Nilawati, S.Sos.I
NIK.198906072018102003

LAMPIRAN

Syifa Khoirunnisa MBS_Frosting Konferensi

32% 28% 21% 12%

	www.pptidigital.net	2%
	www.istisna.com	1%
	www.iain-suk.ac.id	1%
	www.pptidigital.net	1%
	www.istisna.com	1%
	www.pptidigital.net	1%
	www.pptidigital.net	1%
	www.pptidigital.net	1%
	www.pptidigital.net	1%
	www.pptidigital.net	1%

Tabulasi Data

CL 1	CL 2	CL 3	CL 5	CL 7	CL 8	CL 9	SK 1	SK 2	SK 3	SK 5	SK 9	PK 1	PK 2	PK 3	PK 4	PK 5
3	4	3	2	3	3	3	2	1	2	2	1	3	3	3	3	3
2	2	2	3	2	2	3	1	2	4	2	2	3	3	3	3	3
2	3	1	1	1	3	2	2	2	2	2	2	3	3	3	2	2
1	3	1	1	2	3	3	2	2	2	2	2	3	3	3	3	3
2	3	2	3	2	3	1	1	1	1	2	1	3	3	4	3	4
1	1	1	1	1	1	1	1	1	1	1	1	3	4	3	3	3
4	3	1	2	2	3	3	1	1	1	3	1	3	3	4	4	4
2	3	2	2	2	3	3	3	1	2	2	2	3	3	3	3	3
1	2	1	2	1	2	3	2	1	2	1	2	3	4	3	3	3
1	2	1	1	1	1	3	1	1	2	3	1	3	3	3	3	4
2	2	2	2	2	3	3	1	1	1	2	2	3	3	3	3	3
3	2	2	2	2	3	3	1	1	1	2	2	3	3	3	3	3
2	1	2	2	2	3	3	2	2	2	2	1	3	3	3	3	3
2	2	2	2	2	3	3	2	2	2	2	2	3	3	3	2	2
2	2	2	2	2	2	2	4	1	2	2	2	3	3	3	3	2
2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	3	3
3	3	2	2	2	2	2	2	2	2	2	2	3	3	3	3	3
2	2	1	2	2	3	4	2	2	3	3	3	3	3	3	3	3
2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	3	3
2	2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	3
3	3	2	3	2	2	2	3	2	2	2	2	3	3	3	3	3
3	3	2	3	2	2	2	2	1	1	1	1	3	3	3	3	3
3	3	2	2	3	3	3	2	1	2	3	2	3	3	3	3	3
3	2	3	2	2	3	3	2	2	2	2	2	3	3	3	3	2
3	3	3	3	2	3	3	1	1	1	2	2	3	3	3	3	3
3	3	3	3	3	3	3	1	1	2	3	2	3	3	4	3	3
2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	3	3
2	3	2	2	2	2	2	2	2	2	2	2	3	3	3	3	3
3	3	2	2	3	3	3	2	2	2	2	2	2	3	3	3	3
3	3	3	4	1	3	4	2	2	2	2	2	4	4	4	4	3
1	1	2	1	2	3	3	1	1	1	2	1	3	3	3	3	3
3	3	3	2	2	3	3	1	1	2	2	2	3	3	2	3	3
3	3	2	1	1	3	3	1	2	2	2	3	2	3	3	3	3
1	1	1	1	1	1	1	1	2	2	1	1	2	3	3	3	3
2	2	2	2	2	2	2	2	2	2	2	3	3	3	3	2	2
3	3	2	2	2	3	3	2	2	2	2	2	2	3	3	2	2
2	3	2	3	2	3	3	1	1	2	2	1	4	3	4	4	3
3	3	3	3	4	4	4	3	4	4	4	4	3	3	3	3	3
1	3	1	1	1	1	1	1	1	1	1	1	3	3	3	4	4
3	3	2	2	3	3	3	1	1	2	2	2	3	3	4	4	4

2	1	1	3	1	3	3	2	2	4	4	4	4	4	3	3	3
2	2	1	2	1	2	2	2	1	2	1	2	3	3	3	3	3
2	2	2	2	2	2	3	2	2	2	2	2	3	3	3	3	3
1	1	1	1	1	3	3	1	1	2	2	1	4	3	4	4	4
2	2	1	1	1	3	2	1	1	2	1	1	3	4	4	3	3
2	2	1	2	2	2	2	2	1	2	2	2	3	3	4	4	3
1	1	1	2	2	2	2	2	2	2	2	2	3	3	3	4	3
2	1	1	1	1	1	1	1	1	1	1	1	3	3	3	3	3
1	1	1	1	1	1	1	1	1	1	3	2	3	3	3	3	2
1	1	1	1	1	1	1	2	1	1	3	2	3	3	3	3	2
2	2	1	1	2	2	2	2	1	2	1	1	4	4	4	4	4
1	3	1	3	2	2	3	3	2	2	2	1	2	3	3	2	2
1	1	1	2	2	2	2	2	2	2	2	2	2	3	3	2	2
1	1	2	2	2	2	2	1	1	2	3	2	3	4	3	3	3
2	1	2	2	2	3	3	2	2	2	2	2	3	3	3	3	3
3	3	2	3	2	2	2	2	2	2	2	2	3	3	3	3	3
3	3	2	2	2	2	2	2	2	2	2	2	3	3	3	3	3
3	4	4	1	1	1	2	1	1	2	1	1	2	3	3	4	3
1	1	1	1	1	1	1	1	1	1	3	3	3	3	2	1	1
2	2	2	2	2	2	3	2	2	2	2	2	2	4	3	4	3
2	1	1	2	1	1	2	3	4	3	2	4	3	2	2	2	2
1	1	1	1	1	1	1	1	1	2	2	2	3	3	3	3	3