

The Relationship between Job Stress and Cyberloafing Behavior in Administrative and HR Employees of Sunan Rubber Palembang Ltd

Dwi Hurriyati¹, Intan Marlinda²

^{1,2}Universitas Bina Darma Palembang, Indonesia

Email: dwi.hurriyati@binadarma.ac.id

Abstract

This study aims to determine the relationship between work stress and cyberloafing behavior in administrative and HR employees of Sunan Rubber Palembang Ltd. The independent variable in this study is Cyberloafing Behavior, and the dependent variable is Job Stress. The population in this study are employees of Sunan Rubber Palembang Ltd, totaling 230 people. Based on the Isaac and Michael formula with an error rate of 5%, a population of 139 people is obtained. This research uses quantitative methods. The sampling technique used in this study is Simple Random Sampling. The measurement tools used in this study are the cyberloafing behavior scale and the work stress scale. The cyberloafing behavior scale has 60 items with a reliability of 0.927 and a work stress scale of 60 items with a reliability of 0.942. The data analysis technique used a simple linear regression analysis technique (single linear regression) with the SPSS version 20.0 program. based on the results of data analysis using the SPSS Version 20.0 program, the results obtained were correlation coefficient values $r = 0.805$, R^2 values = 0.648, and p values $< \alpha$ (0.05) so the results obtained were that there was a very significant relationship between work stress and cyberloafing behavior in PT employees Sunan Ruber. Work stress affects cyberloafing behavior by 64.8%, while the other 35.2% is influenced by other factors not involved in this study.

Keyword: *Cyberloafing, Job Stress, Relationship, Administrative, HR Employees.*

A. INTRODUCTION

Along with the times, technology continues to develop according to market needs, everyone requires demands for work technology that is more efficient and effective in producing goods and services, government agencies implement computerization which is supported by a set of internet-based technologies. Organizations have started using the internet as a supporting tool in helping their employees work. Offices are now starting to provide WiFi facilities, which is an acronym for Wireless Fidelity to facilitate internet access for their employees (Lase, 2021).

Some jobs really need an internet connection to work. The use of the internet is expected to make employees more productive. Besides the many advantages, the

Internet itself has certain negative sides for its users. Privacy breaches, employee abuse of the internet and internet addiction are some of the things organizations will face when they move to cyberspace. Easy access and many offices that already provide internet access for their employees raises a tendency to use the internet as a means of entertainment that is not related to work (Blanchard & Henle, 2018).

In order to meet the demand for the use of work technology to make it more efficient and effective in producing goods and services, companies implement computerization which is supported by a set of internet-based information technology. The APJII survey for 2019-2020 saw a significant increase in internet usage from the previous year, where the survey results showed the percentage of internet use was 73.7% or experienced a growth of 8.9% compared to 2018 which was 64.8%. Especially in the current pandemic era which demands that almost all forms of activity can be done completely online. This certainly causes massive use of the internet, including among employees at work (APJII, 2020).

Sebagai alat yang diakui kehandalannya internet juga berada dalam dua sisi, pada satu sisi become an employee in improving performance, interacting with friends, creating inspiration and employee creativity and helping employees to learn many things while on the other hand, namely the emergence of work procrastination behavior in employees which can interfere with employee work productivity, and develop forms of deviant behavior in the work environment, one of which is work procrastination due to the activity of accessing the internet at hours that are not for the benefit of the work itself and of course impact on work results (Rustandi, 2016).

Sunan Rubber Palembang Ltd is a company engaged in the rubber processing sector. The company's office is located at Jalan Depaten Baru (Seanak) number 25-27 Palembang. The factory operates on Jalan Abicusno Cokrosuyoso RT 25, Kemang Agung Village, Keramasan Kertapati Palembang. Sunan Rubber Palembang Ltd's factory processes rubber raw materials from farmers in various regions in South Sumatra in the form of slabs into semi-finished rubber (crumb rubber) and then exports to partner companies. Production is divided into two parts, namely production I and production II. Production I processes raw materials into blankets, while production II processes blankets into crumb rubber.

Sunan Rubber Palembang Ltd already uses information technology, namely wireless fidelity (Wifi) but this facility is used for personal gain such as chat, Instagram, WhatsApp, Facebook, streaming and others so that it can make work results that are hampered by not completing on time or are detrimental to the company such as not achieving sales targets and potentially influencing employee attitudes and behavior at work. The following is the number of employees owned by Sunan Rubber Palembang Ltd.

Based on the researcher's initial questionnaire on July 18, 2022 through distribution of hard copies that the researcher distributed to 100 respondents, there were 59% of respondents using wifi facilities due to loneliness, 87% of respondents were used to using the internet while working, 98% of respondents used wifi facilities during working hours, 65% of respondents felt that work was hampered

due to the use of wifi, 65% of respondents found it difficult to control themselves from using wifi when working.

Lanchard and Herle (Lase, 2021) stated that Cyberloafing behavior is the use of internet access and use of email by employees that has nothing to do with work. Askew (Askew, 2018) states that cyberloafing behavior is behavior that occurs when employees use various types of computer devices (desktops, mobile phones, tablets) while working for non-destructive activities where the employee's supervisor does not consider the behavior related to work. Hafidz (Handoyo, 2018) cyberloafing behavior is all conscious activities of employees in using the agency's internet during working hours to access websites and e-mail with purposes that have nothing to do with work.

Cyberloafing or also known as cyberslacking is a form of deviant behavior in the workplace that uses its 'employee status' to access the internet and email during working hours for non-work related purposes (Lim, 2020). Ozler and Polat stated that the main factors of cyberloafing behavior are individual factors. Individual factors include perceptions and attitudes, personal traits (work stress, habits, internet addiction, demographic factors, and intentions to engage in cyberloafing).

Cyberloafing behavior itself has good and bad impacts for employees and the organization where employees work. Some of the advantages of cyberloafing behavior such as eliminating boredom, stress or fatigue, increasing job satisfaction, well-being, employee happiness, and one way for employees to have recreation. Cyberloafing behavior can be destructive if it hinders an employee from doing his job. Some other losses due to cyberloafing behavior are that the organization will suffer losses due to delayed or incomplete work, reduced employee productivity, losses due to internet access being used but not generating profits for the organization (Kurniawan, 2018).

Cyberloafing behavior is usually related to the use of the internet and technology such as tablets or smartphones during working hours whose use is related to personal life. This behavior often appears especially in jobs that require a computer. According to Lim (Ardilasari & Firmanto, 2019), cyberloafing is deviant behavior during working hours where employees take advantage of their employee status to access e-mail or the internet for matters not related to work. Based on the definitions that have been given, it can be concluded that cyberloafing is abusive behavior by employees who access the internet for personal interests or other things that are not related to work in which these activities are carried out during the employee's working hours. Johnson and Culpa (Putra & Nurtjahjanti, 2019) the characteristics of cyberloafing behavior can be seen from the attitude of employees towards the internet, habits, loneliness, self-control, lack of employee work involvement, employees feel bored with their work so they seek entertainment via the internet, there is alienation at work and emotional exhaustion.

Currently, cyberloafing is very possible for all employees. Using the internet in the long term has a negative impact if used for interests related to hobbies and various social media (facebook, twitter, myspace) and accessing other sites that are

not related to work. Moreover, if what is being done is a major type of use of cyberloafing which is very dangerous for employees and organizations. Wasted time and resources can be a source of problems for the organization itself.

Abidin (2019), said that cyberloafing will affect employee productivity if more time is spent for entertainment and not for work purposes. This can lead to a decrease in employee productivity and performance in the company. According to Firmanto and Nurantika (2017), in addition to the negative impacts of Cyberloafing it also has positive impacts such as increasing creativity, increasing happiness and also reducing work stress.

According to King (Asih et al, 2018) work stress is a condition of tension that creates a physical and psychological imbalance, which affects emotions, thought processes, and the condition of an employee. According to Sumaryono (2021), work stress is an internal or external response or process that reaches a level of physical and psychological tension to the limit or exceeds the limits of employee capabilities feeling of pressure or feeling pressure experienced by employees in dealing with work. Meanwhile, according to Damiri (Widyastuti & Rahardja, 2018) said work stress is an individual reaction to the characteristics of the work environment that appear to be emotional and physical. According to Anwar (2022), work stress is a feeling of pressure or feeling of pressure experienced by employees in dealing with work. Mangkunegara (in Ellyzar, Yunus & Amri, 2017) suggests that work stress is a feeling of pressure experienced by employees in a job. The characteristics of this work stress can be seen from unstable emotions, feelings of displeasure, being alone, insomnia, unable to relax, anxiety and others..

Based on the researchers' initial questionnaire on July 18, 2022 through distribution of hard copies which the researchers distributed to 100 respondents, there were 47% of respondents who stated that their emotions tended to be unstable, 51% of respondents stated that they often experienced feelings of sadness and depression, 48% of respondents stated that they preferred to be alone when they were under stress, and work pressure is very disturbing, 65% of respondents experience insomnia, 65% of respondents find it difficult to relax, 46% of respondents often experience anxiety, especially when the burden and pressure of work is very heavy.

Government Regulation No. 5 of 2018 concerning Safety and Health in the Work Environment includes psychological aspects, in this case related to the mental health of employees at work. Several cases were found in companies where work stress can lead to work accidents, for example unstable emotional conditions can reduce concentration when operating production machines, high levels of absenteeism, decreased performance productivity to suicidal tendencies. Stress is one of the main areas of concern in organizations and can be considered as a result of the pressure of various problems faced by humans in organizations. So that stress is manifested when people are faced with so much pressure that it causes their normal behavior patterns to become affected (Siagian, 2018).

In the repertoire of work psychology there are a number of models and theories about work stress. However, most of these models and theories place stress as a result of a lack of match between individual capacity and the demands of the work environment (Arnold & Randall, 2016). One model shows that work stress can be grouped into three categories, namely a structural approach, a transactional approach, and a resource-based approach (Arnold & Randall, 2016).

The structural approach emphasizes the importance of social demands, control and support in the workplace. High work stress occurs when there are high work demands but low control and low social support. The transactional approach emphasizes the important role of employees' perceptions of stressful experiences and how to deal with them. When many employees experience stress at work and various ways are used by employees in order to overcome or reduce stress at work.

Lazarus and Folkman (Fitria & Riyadi, 2022), call this method for managing all demands that are considered burdensome or exceed one's ability (stress) with coping. The results of research conducted by Mirza (2019), show that out of a sample of 100 employees, it was found that 63 people or 63% carried out cyberloafing behavior during working hours. The magnitude of the influence of the internet on employees so that they are able to divert attention needs attention from the company because it will be very easy for employees to leave work for personal needs and personal pleasure which is facilitated by internet access during working hours. Subsequent research was conducted by Narahendra (2019), regarding the effect of work stress and self-control on cyberloafing behavior, showing that the lower the self-control, the higher the cyberloafing and the higher work stress, the higher the cyberloafing.

From the description above, it can be concluded that although cyberloafing has positive effects such as increased creativity, cyberloafing has more expensive consequences for employers who continue to allow it to happen to their organization or company. Even if employees assume that cyberloafing is done to reduce negative emotions caused by stress at work, employees are still not justified in cyberloafing at work. This is because companies pay high prices for employees to get the productivity they get, so that employees with cyberloafing behavior can be called absent from the tasks they should be doing.

Based on the background above, the researcher wants to prove whether there is a true relationship between work stress and cyberloafing behavior among administrative employees at Sunan Rubber Palembang Ltd.

B. LITERATURE REVIEW

1. Job Stress

Job stress is a common phenomenon in the workplace and has been shown to have a negative impact on employees' psychological and physical health, job satisfaction, and performance (Koay et al., 2017). Job stress is defined as "a psychological and physical response that occurs when the requirements of a job do not match the capabilities, resources, or needs of the worker" (Elrehail et al., 2021).

The sources of job stress can include workload, interpersonal conflicts, lack of control, and job insecurity.

In further exploring the relationship between job stress and cyberloafing behavior, several studies have identified potential moderating factors that could impact this relationship. For instance, Ghani et al. (2018) found that the relationship between job stress and cyberloafing behavior was stronger among employees who had low levels of emotional intelligence. Emotional intelligence refers to the ability to perceive, understand, and regulate one's own emotions and those of others. Similarly, Wang et al. (2019) found that the relationship between job stress and cyberloafing behavior was stronger among employees who had low levels of self-control. Self-control refers to the ability to regulate one's own thoughts, emotions, and behaviors.

2. Cyberloafing

Cyberloafing is a form of counterproductive work behavior (CWB) that can be defined as "an employee's intentional use of the internet for non-work-related activities during work hours" (Lim, Chen, & Wong, 2019, p. 2). Cyberloafing can lead to reduced productivity, increased job stress, and decreased job satisfaction (Ghani et al., 2018).

Studies have shown that job stress can lead to an increase in cyberloafing behavior among employees (Lim et al., 2019; Wang, Wang, & Liang, 2019). According to Wang et al. (2019), employees who experience high levels of job stress are more likely to engage in cyberloafing behavior as a coping mechanism. Similarly, Lim et al. (2019) found that employees who experience high levels of job stress are more likely to engage in cyberloafing behavior to reduce their stress levels.

In addition to individual factors, organizational factors have also been found to impact the relationship between job stress and cyberloafing behavior. Chu et al. (2018) found that employees who perceived their organization as supportive had lower levels of cyberloafing behavior, even when experiencing high levels of job stress. This suggests that organizational support and resources can serve as a buffer against the negative effects of job stress and reduce the likelihood of engaging in cyberloafing behavior.

Finally, it is worth noting that cyberloafing behavior is not always a negative behavior. Research has shown that taking brief breaks during work hours can improve employees' productivity and well-being (Olzer et al., 2012). Therefore, organizations could consider implementing policies that encourage short breaks or provide employees with opportunities for relaxation or stress reduction activities during work hours to mitigate the negative effects of job stress and reduce the likelihood of engaging in cyberloafing behavior.

The literature review suggests that job stress and cyberloafing behavior are interrelated and can have negative consequences for both employees and organizations. It is important for organizations to address job stress and provide appropriate support and resources to help employees manage their stress levels.

Additionally, organizations can implement policies and procedures to minimize cyberloafing behavior and ensure that employees are using digital tools appropriately during work hours. Further research could explore additional factors that may moderate the relationship between job stress and cyberloafing behavior and examine the effectiveness of interventions designed to reduce both job stress and cyberloafing behavior.

3. Administrative and HR Employees

Administrative and HR employees have been found to be particularly susceptible to job stress and cyberloafing behavior (Elrahil et al., 2021). Administrative and HR employees are responsible for managing and coordinating various tasks and are often under high pressure to meet deadlines and manage competing demands (Chu et al., 2018). The use of digital communication tools and social media platforms in these roles also increases the likelihood of cyberloafing behavior (Ozler et al., 2012).

In today's digital era, technology has revolutionized the way employees carry out their work duties, but it has also brought new challenges to the work environment. The increased use of the internet, social media, and digital communication tools has led to a rise in cyberloafing behavior. Cyberloafing is the act of using the internet for personal purposes during working hours. Job stress has also been identified as a significant issue in the workplace, leading to negative outcomes for both employees and organizations. This literature review aims to explore the relationship between job stress and cyberloafing behavior among administrative and HR employees.

C. METHOD

This research uses quantitative methods. The independent variable in this study is Cyberloafing Behavior, and the dependent variable in this study is Job Stress. Cyberloafing behavior is the use of internet access and use of e-mail by employees of Sunan Rubber Palembang Ltd, which has nothing to do with work, made his own scale based on aspects according to Lim (Oktaviansyah, 2020) aspects of cyberloafing behavior, namely social activities, information activities, entertainment activities and virtual emotional activities. And work stress is an individual reaction to the characteristics of the work environment that seems to be owned by employees of Sunan Rubber Palembang Ltd towards his company and is willing to keep working as best he can so that the company's goals can be achieved. The scale is self-made based on aspects of demands, aspects of control, aspects of social support which originate from theory put forward by García - Herrero et al (2018).

The population in this study are employees of Sunan Rubber Palembang Ltd, the total population in this study was 230 people. The research population was withdrawn and determined again using the adaptation of the Isaac and Michael

tables with an error rate of 5% (Sugiyono, 2018), from the total number obtained from the Isaac and Michael tables, a total population of 139 employees was obtained.

The sampling technique used in this study is the Simple Random Sampling technique, said to be a simple technique because the sampling in this study used a simple method, and was carried out randomly without looking at the level of the study population (random). The characteristics of the population in this study are: a) Administration and HR employees of Sunan Rubber Palembang Ltd; b) Female and male employees who use social media.

The data collection method used in this research is the scale method. According to Hadi (2018) the scale is a research method using a list of statements that must be answered and carried out by people who are research subjects. In line with the above, Arikunto (2016) also said that the scale is a number of written statements used in obtaining information from respondents in the sense of reports or things they know. The scale model in this study uses a modified Likert scale model which is made in four answer choices by eliminating neutral answers. This is done to avoid grouping the subject's answers. On this scale there are two kinds of statements, namely in the form of statements that support (favourable) and statements that do not support (unfavourable).

The scale in this study uses two scales, namely to measure cyberloafing behavior and work stress. The cyberloafing behavior scale has 60 items and the work stress scale has 60 items. The scores range from one to four, for the item favourable, the highest score of four is for strongly agreeing (SA), three points for agreeing (A), two points for disagreeing (D), and one score for strongly disagreeing (SD). In contrast to the unfavorable item, a value of four is for strongly disagreeing (SD), three points for disagreeing (D), two points for agreeing (A), and one point for strongly agreeing (SA).

Data analysis techniques used the SPSS (Statistical Package Social Science) program version 20.0 for Windows by conducting validity tests, reliability tests, normality tests, and linearity tests. Furthermore, if the assumptions/prerequisites are met, data analysis is used to determine the correlation between the independent variable and the dependent variable, then the hypothesis is tested using a simple linear regression analysis technique (single ple linear regression). Simple linear regression is used if in the regression analysis the number of independent variables/predors is more than one. Regression analysis is a mathematical model that can be used to determine the shape between two or more variables. The purpose of regression analysis is to estimate (predict) the value of a criterion/dependent variable through predictors/independent variables (Azwar, 2018).

D. RESULT AND DISCUSSION

Trials of the work stress scale and Cyberloafing behavior were carried out for 3 days starting on 20 – 22 February 2023. Trials of measuring instruments were carried out to determine the validity and reliability of the measuring instruments so that their eligibility level could be calculated for Sunan Rubber Palembang Ltd

employees. Each was given a cyberloafing behavior questionnaire with 60 items and 60 items of work stress.

Retrieval of research data used 2 measuring tools, namely the Cyberloafing behavior scale and work stress which was carried out on February 27 - March 1 2023. The researchers submitted the scale themselves, the scale distributed was 134 to employees of Sunan Rubber Palembang Ltd.

Test Analysis of Measuring Instruments

After testing the validity, it is known that the questionnaire items on the Cyberloafing behavior variable which are included in the valid category are 23 favorable items and 24 unfavorable items can be used as questionnaires for research. The Cyberloafing behavior scale, totaling 60 items consisting of favorable and unfavorable statements, was analyzed so that 47 items were declared valid and 13 items were disqualified.

Furthermore, based on the results of validity on the work stress scale consisting of favorable and unfavorable statements after analysis it was found that 60 items were declared valid and 11 items were dropped. And for the reliability test on the cyberloafing behavior scale it shows a Cronbach's Alpha value of 0.927. For the reliability test on the work stress scale, the Cronbach's Alpha value is 0.942. Thus the two scales are said to have good consistency of measurement results because the reliability value is close to 1.00.

Research Data Analysis

Based on the results of the distribution of the scale that has been carried out on 139 the number of samples used in this study which consists of 5 categorizations, namely age < 25 years as many as 9 people (6.5%), aged 25-34 years as many as 34 people (24.5%), aged 35-44 years were 55 people (39.6%), aged 45-54 years were 27 people (19.4%), and aged > 54 years were 14 people (10%). This can be seen in the following table:

Table 1. Frequency Distribution of Respondents by Age

No	Age (years)	Amount	Percentage (%)
1	< 25	9	6.5
2	25-34	34	24.5
3	35-44	55	39.6
4	45-54	27	19.4
5	> 54	14	10
Total		139	100

Furthermore, based on the results of the distribution of the force scale used in this study, which consisted of 100 people (72%) were male, and 39 people (28%) were female. This can be seen in the following table:

Table 2. Frequency Distribution of Respondents by Gender

No	Gender	Amount	Percentage (%)
1.	Male	100	72
2.	Female	39	28
Total		139	100

Description of Research Data

The description of the research data is used to determine the limits of obtaining information about the state of the subject on the variables to be studied, so the research data is made into categorization. An overview of the research data on employee variables at Sunan Rubber Palembang Ltddan work stress can be seen in the following research data description table:

Table 3. Description of Research Data

Variable	Score Obtained (Empirical)				Possible Score (Hypothetical)			
	Mean	SD	X Min	XMax	Mean	SD	X Min	X Max
Cyberloafing behavior	180.97	48.08	92	200	186.5	41.52	134	200
Work Stress	187.43	44.78	90	185	184.5	48.16	153	200

Information: Mean : Average value
 SD : Standard Deviation
 Xmin : Minimum Total Score
 Xmax : Maximum Total Score

Empirical scores are scores or data obtained by researchers in the field, where the results obtained by researchers will be calculated using scale data that is processed using the SPSS (Statistical Package for Social Science) version 21.0 for windows. While the hypothetical score is estimated data obtained before the research is carried out. To find the hypothetical score, the formula used is the formula for finding the mean, standard deviation, xmin and xmax. The formula for finding the hypothetical mean is $\mu = 1/2(X_{max}+X_{min})$, the formula for the hypothetical standard deviation is $\sigma = 1/6(X_{min}-X_{max})$, where X_{max} is the subject's maximum score and X_{min} is the subject's minimum score.

From the statistical description table for the research data above, the score obtained in the field for the empirical mean on the cyberloafing behavior variable is 180.97 with a standard deviation of 48.08. The empirical mean of the work stress variable is 187.43 with a standard deviation of 44.78. The hypothetical mean of the Cyberloafing behavior variable is 186.5 with a standard deviation of 41.52. The hypothetical mean of the work stress variable is 184.5 with a standard deviation of 48.16.

By utilizing the description of research data to find out that the Cyberloafing behavior scale and work stress on Sunan Rubber Palembang Ltd includes high or low by categorizing each variable based on the description of the research data above. Arikunto (2006) said that the subject was divided into two categories, namely low and high, so that the following categories were obtained. Scores that are above

the average or $X > M$ indicate the high category. Scores that are the same as the average and lower or $X \leq M$ indicate the low category. The summary of the categories of each variable can be explained as follows:

Cyberloafing Behavior Variable Category of Employees of Sunan Rubber Palembang Ltd

Cyberloafing behavior scale is grouped into two categories, namely high and low. This category aims to place individuals into groups based on the attributes being measured.

Table 4. Scale Category Criteria

Category	Mark
Tall	$X > M$
Low	$X \leq M$

Information: X = Total Score
 M = Empirical Means

Based on the table above, subjects who have a low category (-) if the score is at $X \leq M$ or X is less than the Mean, and subjects who have a high category (+) if they get a score that is at $X > M$ or X is greater than means. This grouping is based on the normal distribution categorization for the cyberloafing behavior scale. This can be seen in the following table:

Table 5. Categorization of Research Samples for Measuring Cyberloafing Behavior

Score	Categorization	N	%
$X > M$	High	117	84.2
$X \leq M$	Low	22	15.8
Total		139	100

Source: Processed from research data

Based on the table above, it can be seen that of the 139 employees of Sunan Rubber Palembang Ltd who was used as the research subject, there were 117 respondents or 84.2% who had high cyberloafing behavior and there were 22 respondents or 15.8% who had low cyberloafing behavior. So. it can be concluded that the average employee of Sunan Rubber Palembang Ltd has high Cyberloafing behavior.

1. Category of Employee Stress Variable Sunan Rubber Palembang Ltd

Furthermore, research subjects are categorized as having high work stress if the score is at $X > M$ and the score is at $X \leq M$ as a low category. This grouping is based on the categorization of the normal distribution for the work stress scale. This can be seen in the following table:

Table 6. Categorization of Research Samples for Measuring Work Stress

Skor	Categorization	N	%
$X > M$	High	44	32.2
$X \leq M$	Low	95	67.8
Total		139	100

Source: Processed from research data

Based on the table above, it can be seen that the employees of Sunan Rubber Palembang Ltd who was used as the research subject, there were 95 people or 67.8% who had low work stress and 44 people or 32.2% who had high work stress. So, it can be concluded that the average has low work stress.

Assumption Test

This assumption test is carried out before testing the hypothesis, where in this study the assumption test consists of two tests, namely the normality test and the linearity test.

Normality Test

The normality test was carried out to find out the normality of the data distribution in the research data, where it is a requirement to carry out that the data is normal if the data value is more than a predetermined significant level, namely $p > 0.05$ with the Kolmogorov Smirnov test. The rule used to determine whether the distribution of data is normal is if $P > 0.05$ then the distribution is declared normal, otherwise if $p \leq 0.05$ then the distribution is declared not normal. The summary of the normality test results can be seen in the following table:

Table 7. Normality Test Results

Variable	KS-Z	P	Information
Cyberloafing Behavior	.518	0.317	Normal
Work Stress	.445	0.325	Normal

Information: KS-Z = Kolmogorov Smirnov test

p = Signification

Based on the table above, the results of the two data obtained through measuring devices made by researchers are normally distributed because they meet the requirements of the $p > 0.05$ rule, it can be seen from the p-value of the measuring instrument, namely cyberloafing behavior (0.317) and work stress (0.325) which is greater than 0.05. Then obtained the KS-Z value on cyberloafing behavior (0.518) and the KS-Z value on work stress (0.445).

Linearity Test

The linearity test is a test conducted to determine the relationship between the dependent variable, namely cyberloafing behavior, and the independent variable,

namely work stress. The rule used is if $p < \alpha$ (0.05) means the relationship between the two variables is linear, if $p > \alpha$ (0.05) then the relationship between the two variables is not linear. The results of the linearity test in this study can be seen in the following table:

Table 8. Linearity Test Results

Variable	F	P	Information
Work Stress (X)	16.307	0.001	Linear
Cyberloafing Behavior (Y)			

The F value is a coefficient that shows the relationship between the independent variable and the bound value of work stress (X) and employees of Sunan Rubber Palembang Ltd (Y), namely F count $16.307 > F$ table 3.06 and $p = 0.001 < \text{value } \alpha$ (0.05), based on these values there is a linear relationship between variables because the value of F count $> F$ table and $p < \alpha$ (0.05).

Hypothesis Testing

After the research data can fulfill the assumptions, then data analysis is then carried out to test the hypothesis. In this study, there is a hypothesis to be tested, namely that there is a relationship between work stress and cyberloafing behavior among employees of Sunan Rubber Palembang Ltd uses simple regression. The results of the data obtained can be seen from the following table:

Table 9. Hypothesis Test Results

Variable	r	R ²	p	Information
Work stress (X)	.805 ^a	.648	.000	Very Significant
Cyberloafing Behavior (Y)				

Based on the table above, the results obtained are the correlation values between the variables of employees of Sunan Rubber Palembang Ltd and work stress, namely $r = 0.805$ with a value of R Square = 0.648 and $p = 0.000$ where $p < \alpha$ (0.05). This value means that there is a very significant relationship between work stress and Cyberloafing behavior in Sunan Rubber Palembang Ltd. The analysis was carried out using a simple regression test whose results indicated that there was acceptance of the proposed hypothesis. The amount of effective contribution given is 64.8% ($R^2 = 0.648$) while the remaining 35.2% is influenced by other factors related to Cyberloafing behavior but not involved in this study.

Based on research conducted regarding work stress with Cyberloafing behavior as many as 139 employees of Sunan Rubber Palembang Ltd aged <25 years were 9 people (6.5%), aged 25-34 years were 34 people (24.5%), aged 35-44 years were 55 people (39.6%), aged 45- 27 people (19.4%) were 54 years old, and 14 people (10%) were >54 years old. Distribution by sex found 100 people (72%) were male, and 39 people (28%) were female. Research conducted on work stress and employees of Sunan Rubber Palembang Ltd uses a simple regression test. The results of statistical calculations show that there is a significant relationship between work

stress and Cyberloafing behavior among Sunan Rubber Palembang Ltd. The analysis was carried out using a simple regression test whose results indicated that there was acceptance of the proposed hypothesis.

These results can be seen from the value of the correlation coefficient $r = 0.805$ with a significance value $(P) = 0.000 < 0.05$. This shows that there is a strong and significant relationship between work stress and Cyberloafing behavior of employees of Sunan Rubber Palembang Ltd, then obtained the value of $R^2 = 0.648$ or 64.8% this number can be interpreted that work stress has a contribution of 64.8% to influence Cyberloafing behavior while the other 35.2% is influenced by other factors related to Cyberloafing behavior but not investigated by researchers.

These other factors as described by Ozler and Polat (Sumaryono et al., 2021) put forward three main factors of cyberloafing behavior, namely: individual factors including work stress, habits, internet addiction, demographics and intentions, organizational factors including support from colleagues, leaders social norms, then situational factors, namely the existence of internet access.

Cyberloafing behavior as defined by Lase (2021), cyberloafing behavior is the use of internet access and use of email by employees that has nothing to do with work. Furthermore Askew (Askew, 2018) states that cyberloafing behavior is behavior that occurs when employees use various types of computer devices (desktops, mobile phones, tablets) while working for non-destructive activities where the employee's supervisor does not consider the behavior related to work. The two aspects of cyberloafing behavior are browsing activity and e-mailing activity. There are also two main forms of cyberloafing behavior, namely serious cyberloafing and minor cyberloafing as levels of cyberloafing activity that have an influence on employee performance.

Based on the results of field analysis, it shows that the main factors of cyberloafing behavior are: individual factors which include work stress, habits, internet addiction Employees of Sunan Rubber Palembang Ltd has not been able to control the work pressure they feel at work, so they tend to seek escape by using the internet for personal interests that are not related to work. Work stress is generally referred to as work stress related to individual reactions to the characteristics of the work environment that appear to be emotional and physical.

According to King (2018), work stress is a condition of tension that creates a physical and psychological imbalance, which affects the emotions, thought processes, and condition of an employee. According to Sumaryono (2021), work stress is an internal or external response or process that reaches a level of physical and psychological tension to the limit or exceeds the limits of employee capabilities feeling of pressure or feeling pressure experienced by employees in dealing with work. Meanwhile, according to Damiri (2018) said work stress is an individual reaction to the characteristics of the work environment which seem to be emotional and physical.

These characteristics of work stress can be seen from unstable emotions, feelings of displeasure, liking to be alone, difficulty sleeping, unable to relax, anxiety

and others. This relationship is supported by Henle & Blanchard, (2021), who stated that Cyberloafing is categorized as as emotion-focused coping. Emotion focused coping is an attempt to deal with stress by managing emotional responses in order to adjust to the impact that will be caused by a condition or situation that is considered stressful and more specifically is an escape - avoidance coping strategy carried out by avoiding or getting away from the stressor, such as sleeping, eating, drinking and smoking.

In line with that, research conducted by Henle & Blanchard 2021), in his previous research on the relationship between work stress (pressure at work) and cyberloafing behavior shows that the components of job stress, namely role ambiguity, role conflict, and role overload are significant causes from cyberloafing behavior. This means that high levels of stress at work can increase cyberloafing behavior among employees.

E. CONCLUSION

Based on the results of the research and discussion that has been carried out, it can be concluded that there is a very significant relationship between work stress and cyberloafing behavior among employees of Sunan Rubber Palembang Ltd.

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