

ABSTRAK

Fakultas Ekonomi dan Bisnis
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Pengaruh *Cyberloafing* dan Komitmen Organisasi Terhadap Kinerja Karyawan dengan *Self-Control* Sebagai Variabel Moderasi Serta Tinjauannya Dari Sudut Pandang Islam (Studi Kasus Pada PT. Pelita Indonesia Djaya)

(112 Halaman + cxii halaman + 20 Tabel + 3 Gambar + 8 Lampiran)

Uraian Abstrak

Penelitian ini bertujuan untuk menguji pengaruh *cyberloafing* dan komitmen organisasi terhadap kinerja karyawan dengan *self-control* sebagai variabel moderasi. Populasi pada penelitian ini adalah karyawan organik PT. Pelita Indonesia Djaya. Sampel yang digunakan dalam penelitian ini sebanyak 82 responden yang diperoleh melalui teknik sampel jenuh. Pengumpulan data dilakukan melalui penyebaran kuesioner kepada responden dan wawancara kepada dua manajer. Metode analisis data adalah *Partial Least Square Structural Equation Modeling* (PLS-SEM) dengan menggunakan *software* SmartPLS 4. Hasil pada penelitian yaitu: (1) *Cyberloafing* berpengaruh negatif terhadap kinerja karyawan, (2) Komitmen organisasi berpengaruh positif terhadap kinerja karyawan, (3) *Self-control* tidak memoderasi hubungan antara *cyberloafing* terhadap kinerja karyawan, dan (4) *Self-control* memoderasi hubungan antara komitmen organisasi dengan kinerja karyawan. Secara spesifik, penghindaran perilaku *cyberloafing* dimaknai sebagai penjagaan amanah, komitmen sebagai pemenuhan akad, dan *self-control* sebagai manifestasi *mujahadah an-nafs*.

Kata Kunci : *Cyberloafing*, Komitmen Organisasi, Kinerja Karyawan, *Self- Control*.

ABSTRACT

Faculty of Economics and Business

S-1 of Management Study Program

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The Influence of Cyberloafing and Organizational Commitment on Employee Performance with Self-Control as a Moderating Variable an Islamic Perspective (Case Study at PT. Pelita Indonesia Djaya)

(112 Pages + cxii Pages + 20 Tables + 3 Figures + 8 Attachments)

Abstract Descriptions

This Study aims to examine the influence of cyberloafing and organizational commitment on employee performance with self-control as a moderating variable. The population in this study involves the organic employees of PT.Pelita Indonesia Djaya. The sample used in this study consisted of 82 respondents obtained through a saturated sampling technique. Data collection was conducted by distributing questionnaires with two managers. The data analysis method is Partial Least Square Structural Equation Modeling (PLS-SEM) using SmartPLS 4 software. The results of this study indicate that: (1) Cyberloafing has a negative influence on employee performance, (2) Organizational commitment has a positive influence on employee performance, (3) Self-control doesn't moderate the relationship between cyberloafing and employee performance, and (4) Self-control moderated the relationship between organizational commitment and employee performance. Specifically, the avoidance of cyberloafing is interpreted as upholding amanah, organizational commitment as the fulfillment of akad, and self-control as a manifestation of mujahadah an-nafs.

Keywords : *Cyberloafing, Organizational Commitment, Employee Performance, Self-Control.*