

**The Effect of Self-Control and Organizational Commitment on Employee
Performance with *Cyberloafing* Behavior as a Mediation Variable
(Case Study at PT Mahaka Radio Integra)**

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Abstract

This study uses testing through quantitative methods with the aim of knowing the effect of self-control and organizational commitment on employee performance through *cyberloafing* behavior as a mediating variable on employees of PT Mahaka Radio Integra. The study used 43 respondents, with saturated sampling technique. The analysis techniques used are path analysis and data processing performed by SmartPLS 3.0. Test Results Obtained (1) Self-control has a significant positive impact on the performance of PT Mahaka Radio Integra employees, (2) organizational commitment has a significant positive impact on the performance of PT Mahaka Radio Integra employees, (3) self-control has a positive and significant effect on employee performance. PT Mahaka Radio Integra mediated by *cyberloafing* behavior, (4) organizational commitment has a positive but not significant effect on employee performance of PT Mahaka Radio Integra mediated by *cyberloafing* behavior, (5) *cyberloafing* behavior has a positive and significant effect on employee performance at PT Mahaka Radio Integra.

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

**Pengaruh Kontrol Diri dan Komitmen Organisasi terhadap Kinerja
Karyawan dengan Perilaku *Cyberloafing* sebagai Variabel Mediasi
(Studi Kasus Pada PT Mahaka Radio Integra)**

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Abstrak

Penelitian menggunakan pengujian melalui metode kuantitatif dengan maksud untuk mengetahui pengaruh dari kontrol diri dan komitmen organisasi terhadap kinerja karyawan melalui perilaku *cyberloafing* sebagai variabel mediasi pada karyawan PT Mahaka Radio Integra. Penelitian menggunakan responden sebanyak 43 orang, dengan teknik pengambilan sampling jenuh. Teknik analisis yang digunakan yaitu path analisis dan pengolahan data yang dilakukan melalui SmartPLS 3.0. hasil dari pengujian diperoleh (1) kontrol diri berpengaruh positif dan signifikan terhadap kinerja karyawan PT Mahaka Radio Integra, (2) komitmen organisasi berpengaruh positif dan signifikan terhadap kinerja karyawan PT Mahaka Radio Integra, (3) kontrol diri berpengaruh positif dan signifikan terhadap kinerja karyawan PT Mahaka Radio Integra yang dimediasi perilaku *cyberloafing*, (4) komitmen organisasi berpengaruh positif namun tidak signifikan terhadap kinerja karyawan PT Mahaka Radio Integra yang dimediasi perilaku *cyberloafing*, (5) perilaku *cyberloafing* berpengaruh positif dan signifikan terhadap kinerja karyawan PT Mahaka Radio Integra.

Kata Kunci : Kontrol Diri, Komitmen Organisasi, Perilaku *Cyberloafing*, dan Kinerja Karyawan.