

PERAN STRES KERJA DAN TRAIT KEPRIBADIAN (*AGREEABLENESS* DAN *CONSCIENTIOUSNESS*) SEBAGAI PREDIKTOR PERILAKU PENGUNAAN INTERNET PADA SAAT BEKERJA

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Abstrak

Penelitian ini bertujuan untuk mengetahui apakah ada hubungan yang signifikan antara stres kerja, kepribadian dan perilaku penggunaan internet pada saat jam bekerja. Perilaku ini ialah bagian dari perilaku kontraproduktif yang disebut perilaku *cyberloafing*. Penelitian-penelitian sebelumnya mengatakan bahwa perilaku *cyberloafing* dilakukan sebagai usaha untuk mengurangi tingkat stres kerja, namun ada penelitian lain yang mengatakan bahwa perilaku *cyberloafing* memiliki hubungan terhadap kepribadian *agreeableness* namun tidak ada hubungan dengan kepribadian *conscientiousness*. Penelitian ini dilakukan di PT X yang bergerak di bidang farmasi, dengan jumlah sampel sebanyak 109 karyawan yang masih aktif bekerja di perusahaan. Teknik pengambilan sampel menggunakan *convenience sampling*. Metode analisis dengan menggunakan uji korelasi pearson. Hasil analisis antara stres kerja dan perilaku *cyberloafing* ialah , $r = 0.059$, $p = 0.542 > 0.05$; Hasil analisis antara kepribadian *agreeableness* dan perilaku *cyberloafing* ialah $r = -0.175$ dan $p = 0.035 < 0.05$; dan antara kepribadian *conscientiousness* dan perilaku *cyberloafing* diperoleh hasil , $r = -0.238$, $p = 0.013 < 0.05$. Analisis tambahan menunjukkan bahwa semakin tinggi stres kerja belum tentu semakin tinggi perilaku *cyberloafing* begitu juga sebaliknya, sedangkan kepribadian *agreeableness* dan *conscientiousness* semakin tinggi kepribadian tersebut maka semakin jarang melakukan perilaku *cyberloafing*. Kesimpulan hasil penelitian ialah tidak ada hubungan antara stres kerja dan perilaku *cyberloafing*; terdapat hubungan yang negatif antara kepribadian *agreeableness* dan perilaku *cyberloafing*; terdapat hubungan negatif antara kepribadian *conscientiousness* dan perilaku *cyberloafing*.

Kata Kunci: *Cyberloafing*, Stres Kerja, Kontraproduktif, Kepribadian, *Agreeableness*, *Conscientiousness*

ROLE OF WORK STRESS AND PERSONALITY TRAITS (AGREEABLENESS AND CONSCIENTIOUSNESS) AS A PREDICTOR FOR CYBERLOAFING BEHAVIOR

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Abstract

This study aims to determine whether there is a significant relationship between job stress, personality and behavior of Internet usage during working hours. This behavior is part of the counterproductive behavior called cyberloafing behavior. Previous studies have said that the behavior cyberloafing taken in an effort to reduce the level of work stress, but there are other studies that say that the behavior cyberloafing have been associated with the personality of agreeableness but there is no relationship with conscientiousness personality. This research was conducted at PT X which is engaged in the pharmaceutical field, with a total sample of 109 active employees work in the company. The sampling technique used convinience sampling. The method of analysis is using Pearson Correlation test. The results of the analysis between work stress and cyberloafing is, $r = 0.059$, $p = 0.542 > 0.05$; The results of the analysis between agreeableness personality and behavior cyberloafing is $r = -0.175$ and $p = 0.035 > 0.05$; and between conscientiousness personality and cyberloafing result,, $r = -0.238$, $p = 0.013 > 0.05$. Additional analysis showed that the higher the stress of work is not necessarily higher cyberloafing behavior and vice versa, while the personality of agreeableness and conscientiousness personality of the higher, the more seldom do cyberloafing behavior research conclusion is that there is no relationship between job stress and behavior cyberloafing; there is a negative relationship between agreeableness personality and behavior cyberloafing; there is a negative relationship between conscientiousness and cyberloafing.

Keywords: Cyberloafing, Job Stress, Counterproductive work behavior, Personality, Agreeableness, Conscientiousness