

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *Job Autonomy* dan Perilaku *Cyberloafing* terhadap Kinerja Karyawan di PT. Arvindo Cipta Gemilang Jakarta secara simultan maupun parsial. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 84 responden. Metode analisis data yang digunakan adalah analisis regresi linier berganda, korelasi berganda dan koefisien determinasi.

Hasil penelitian menunjukkan bahwa terdapat pengaruh secara signifikan antara *Job Autonomy* dan Perilaku *Cyberloafing* terhadap Kinerja Karyawan. Besarnya pengaruh *Job Autonomy* dan Perilaku *Cyberloafing* terhadap Kinerja Karyawan secara simultan 23% dan sisanya 77% dipengaruhi variabel lain yang tidak diteliti. Secara parsial besarnya pengaruh *Job Autonomy* terhadap kinerja karyawan sebesar 10,6% dan Perilaku *Cyberloafing* terhadap kinerja karyawan sebesar 12,4%, sehingga dapat disimpulkan bahwa Perilaku *Cyberloafing* memberikan pengaruh paling besar terhadap kinerja karyawan.

Kata kunci: *Job Autonomy*, Perilaku *Cyberloafing* dan Kinerja Karyawan

ABSTRACT

This study aims to find out the effect of Job Autonomy and Cyberloafing on employee performance at PT. Arvindo Cipta Gemilang Jakarta simultaneously or partially. The research method that being used in this research is descriptive and verification methods with a total sample of 84 respondents. Research instruments testing are using validiy and reliability tests. Data analysis method that being used in this research is multiple linear regression analysis, multiple correlation and coefficient of determination.

The results showed that there was a significant effect between Job Autonomy and Cyberloafing on employee performace. The magnitude of the effect of Job Autonomy and Cyberloafing on simultaneous employee performance is 23% and the rest 77% are influenced by other unexamined variables. Partially, the influence of Job Autonomy on employee performance is 10,6% and Cyberloafing on employee performance is 12,4%, so it can be concluded that Cyberloafing provides the greatest influence on employee performance.

Keywords: Job Autonomy, Cyberloafing and Employee Performance