

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Otonomi Kerja (*Job Autonomy*) dan Perilaku *Cyberloafing* terhadap Kinerja Karyawan di Balai Besar Guru Penggerak Provinsi Jawa Barat baik secara simultan maupun parsial. Metode penelitian yang digunakan adalah metode deskriptif dan verifikatif dengan jumlah sampel sebanyak 74 responden. Metode analisis data yang digunakan adalah analisis regresi linier berganda dan koefisien determinasi.

Hasil penelitian menunjukkan bahwa terdapat pengaruh secara signifikan antara Otonomi Kerja dan Perilaku *Cyberloafing* terhadap kinerja karyawan. Besarnya pengaruh Otonomi Kerja dan Perilaku *Cyberloafing* terhadap Kinerja Karyawan secara simultan 37,8% dan sisanya 62,2% dipengaruhi variabel lain yang tidak diteliti yaitu promosi, keselamatan kerja, kondisi kerja, gaji, hubungan dengan rekan kerja, hubungan dengan supervisor, sifat pekerjaan dan beban kerja. Kemudian secara parsial besarnya pengaruh Otonomi Kerja (X_1) terhadap kinerja karyawan (Y) 17,1%, pengaruh Perilaku *Cyberloafing* (X_2) terhadap Kinerja Karyawan (Y) sebesar 20,7%, sehingga dapat disimpulkan bahwa perilaku *Cyberloafing* memberikan pengaruh paling besar terhadap kinerja karyawan.

Kata Kunci : Otonomi Kerja, Perilaku *Cyberloafing* dan Kinerja Karyawan

ABSTRACT

This research aims to determine the influence of Job Autonomy and Cyberloafing Behavior on Employee Performance at the Center for Teacher Mobilization in West Java Province, both simultaneously and partially. The research method used was descriptive and verification method with a sample size of 74 respondents. The data analysis method used is multiple linear regression analysis and coefficient of determination.

The research results show that there is a significant influence between Work Autonomy and Cyberloafing Behavior on employee performance. The magnitude of the influence of Work Autonomy and Cyberloafing Behavior on Employee Performance is simultaneously 37,8% and the remaining 62,2% is influenced by other variables that were not studied, namely promotion, work safety, working conditions, salary, relationships with coworkers, relationships with supervisors, nature of work and workload. Then partially the influence of Work Autonomy (X1) on employee performance (Y) is 17,1%, the influence of Cyberloafing Behavior (X2) on Employee Performance (Y) is 20.7%, so it can be concluded that Cyberloafing provides the greatest influence on employee performance.

Keywords : Job Autonomy, Cyberloafing Behavior and employee performance