THE EFFECT OF CYBERLOAFING BEHAVIOR, LOCUS OF CONTROL, AND WORK DISCIPLINE ON EMPLOYEE PERFORMANCE WITH ISLAMIC WORK ETHIC AS MODERATOR (CASE STUDY AT PT. KEBON AGUNG TRANGKIL PATI SUGAR FACTORY)

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Abstract: The purpose of this study was to determine the effect of cyberloafing behavior, locus of control, and work discipline on performance with an Islamic work ethic as a moderator. This type of research is a quantitative study with a population of PT Kebon Agung Trangkil Pati employees. The sampling technique in this study used purposive sampling, which collected 84 respondents. From the results of data analysis, it shows that: (1) Cyberloafing behavior has no significant positive effect on employee performance (2) Locus of control has a positive and significant effect on employee performance (3) Work discipline has a positive and significant effect on employee performance (4) Islamic work ethic can moderate the influence of cyberloafing behavior on employee performance (5) Islamic work ethic can moderate the effect of locus of control on employee performance (6) Islamic work ethic can moderate the effect of work discipline on employee performance at PT Kebon Agung Trangkil Pati.

Keywords: Cyberloafing behavior, locus of control, work discipline, employee performance, and Islamic work ethic.

INTRODUCTION

The development of the era can be seen from the existence of technology that continues to advance which follows the needs of the market and the demands of work technology that are increasingly effective and efficient in creating goods and services. The company's progress to survive in an unstable competitive business environment due to an increase in employee performance. In this Millennium Era, the internet plays an essential role in all aspects of human life. Nowadays, more and more individuals, organizations, and companies are joining the internet technology network, which arouses the interest of other individuals, organizations, and companies to use it. For this reason, the use of the internet facilitates the work process of employees to be faster in fulfilling their duties and functions as a community service.

Factors that affect employee performance in the company include cyberloafing behavior. Cyberloafing behavior is the behavior of employees by using their organization's website for their benefit during their work. Cyberloafing has the potential to have a very negative impact on employee performance. The cyberloafing attitude displayed by employees is categorized as a disciplinary attitude. In addition, factors that affect employee performance are the locus of control. Locus of control is divided into an external locus of control and an internal locus of control. Someone who has an external locus of
control believes that whatever happens to him is determined by external forces such as chance and luck or the actions of others. However, individuals who believe that they can control themselves or what happens to them have an internal locus of control. Work discipline is also a factor that can affect employee performance. Good discipline can be seen from the individual responsible for the work given to him. For this reason, Islamic work ethic is an internal factor that can affect employee performance to increase company productivity. An employee's poor work ethic will affect performance in the workplace because the quality of good performance must be balanced with an Islamic work ethic.

PT Kebon Agung (Sugar Factory) Trangkil Pati is one of the industries engaged in processing agricultural products, namely processing sugar cane into granulated sugar. The company is located in Trangkil village, Trangkil sub-district, Pati district, Central Java, a branch of PT Kebon Agung’s head office located in Malang, East Java.

From the author’s observations, PT Kebon Agung has used a computerized system connected to the internet to complete work in all parts of the company. As for the initial observations made by researchers, many employees use office facilities such as the internet to activate social media during working hours or when there is no other work (free time). Then from the results of an interview with one of the employees of PT Kebon Agung, it was obtained information that many employees still lack discipline in their work, judging by the observation using finger, there are still many who are late, not on time, and on time in completing their work, the number of employees who are often on leave, this will have an impact on the performance of PT Kebon Agung employees so that improvements are needed so that they can improve employee performance. So it is necessary to control oneself from outside and inside the individual so that work activities can be continued for better control. Because of the self-control possessed by employees, it can affect behavior in activities that positively impact employee discipline, which then forms professional ethics in the company. And because most of the employees of PT Kebon Agung are Muslim, the Islamic work ethic is a determinant for employees, namely carrying out their work with complete honesty and responsibility and increasing work efficiency and effectiveness.

From the phenomenon that occurred and some of the considerations described above, further research will be entitled “The Effect of Cyberloafing Behavior, Locus Of Control, and Work Discipline on Employee Performance with Islamic Work Ethic as Moderator (Case Study on Employees of PT Kebon Agung Trangkil Pati).”

CONCEPTUAL FRAMEWORK

The framework of thought can be compiled from a theoretical study of the effect of each independent variable on the dependent variable and the effect of each independent variable on the moderated dependent variable.
Gambar 1. Kerangka Pemikiran

**Employee Performance**

Employee performance by Mauliza et al. (2016) is the result or achievement of employees that will affect employees' contribution to the organization. Performance standards refer to the expected level of completion of a particular task and compare goals or indicators to be achieved. If the work obtained is higher than the standard of performance, the employee is said to have completed the job or performed well.

The leading theory used in this research is the goal-setting theory by Locke (1968). Goal-setting theory is a concept that emphasizes employees to understand the company's achievement goals. In employee performance goal-setting theory, target setting leads to results, so that performance can increase and targets will be achieved from someone comparable to the company's targets (Purnamasari, 2019).

**Cyberloafing Behavior**

Cyberloafing comes from two words. According to Jandaghi et al. (2015), Loafing is taken from the word loafer, which means people who are lazy and waste time, while the word cyber is a prefix for words related to computer activities in 1995. Lim & Teo (2005) explained that cyberloafing behavior is the planned activity by employees using company internet access to open websites that are not related to their performance during working hours for their purposes as internet abuse. If employees interact with the internet at work that is not following their work and personal needs, they have cyberloafing where is a form of behavioral deviation and disrupts employee productivity because it takes up their working time.

**Locus Of Control**

Locus of control is a person's view of the event, whether he can control his destiny. In this theory, employee behavior during conflict situations can affect the internal character of control (Hidayati et al. (2020). According to Pervin's theory, the concept of locus of control is a phase of social learning theory, focuses on individuality, and represents general expectations of factors that determine punishment, praise, and a person's success in life. (Amalini et al., 2016).

Locus of control is divided into external and internal. A person with an external locus of
control believes that events in his life are caused by fate or luck. However, someone who has their internal locus of control thinks that they can influence their destiny (E Gurendrawati & Murdayanti, 2015).

**Work Discipline**

According to the phenomenon that occurs in the company, work discipline is an attitude, behavior, and organizational behavior following regulations to increase public awareness and willingness that they cannot be deviated or ignored in their work Ferawati (2017). According to Sutrisno (2016), work discipline is one aspect of the work system that an organization or company must consider to improve the performance or productivity of an organization. Therefore, work discipline is a person’s personality according to existing methods.

**Islamic Work Ethic**

Ethos comes from the Greek (ethos), which is the special nature of a group of people’s moral feelings and ethical rules. Chanzanagh & Akbarnejad (2011) explains that there are six dimensions of the Islamic work ethic. The Islamic work ethic is a personality attitude that gives birth to a profound belief that work is to glorify himself, show his humanity, and manifest good deeds and therefore has a very noble value of worship. (Sono et al., 2017).

**RESEARCH METHODS**

The form of this research is quantitative research; the method is based on a positivist philosophy, used to test specific populations or samples, uses research tools to collect data, and performs quantitative or statistical data analysis to test predetermined hypotheses Sugiyono (2012). What the writer will examine in this research are the employees of PT Kebon Agung Trangkil Pati. The sampling technique used in this study used a non-probability sampling method with a purposive sampling technique. Purposive sampling is a sampling technique with specific considerations. Based on the established criteria, the number of samples that meet the criteria is 97 out of 168 employees. So that the questionnaire was distributed to 97 employees who work at PT Kebon Agung Pati. However, the questionnaires that were collected were 84 respondents. The data obtained were then processed using SPSS version 25. The statistical test used in this study used descriptive tests, instrument tests, namely validity and reliability tests, hypothesis testing with partial t-test, simultaneous F-test and R² test, and classical assumption test using multicollinearity test, heteroscedasticity test, normality test, and linearity test, and MRA test.

**DISCUSSION AND RESULT**

**Individual Parameter Significant Test (T-Test)**

The t-test determines whether there is a partial (separate) effect between the independent variables on the dependent variable. The t-test of this research is by looking at the significant value, namely < 0.05 and the t-count value and the t-count value > t table.
Based on table 1, it can be concluded that:

1. The significance value of the cyberloafing behavior variable (X1) is 0.151 > 0.05. The t-count value is 1.450 < 1.993 meaning that there is no significant positive effect cyberloafing behavior variable on employee performance.

2. The significance value of the locus of the control variable (X2) is 0.001 < 0.05, and the t value of 3.430 > 1.993 means that there is a significant positive effect between the locus of the control variable (X2) on employee performance (Y).

3. The significance value of the work discipline variable (X3) is 0.000 < 0.05 and the t value of 5.737 > 1.993, meaning that there is a significant positive effect between the work discipline variable (X3) on employee performance (Y).

**Simultaneous Significance Test (F Test)**

F test to determine whether there is a simultaneous or simultaneous effect between the independent variables on the dependent. The F test of this research is by looking at the significant value < 0.05 and the calculated F value > F table.

Based on table 2, it can be concluded that the significance value is 0.000 < 0.05 and value F-test and the calculated F value is 22.010 > 2.72, meaning that the independent variables of cyberloafing behavior, locus of control, and work discipline simultaneously have a positive and significant effect on employee performance (Y).

**Determinant Coefficient Test (R²)**

Test R2 to find out how much the independent variable can explain the dependent variable. Test the R2 of this study by looking at the value of R square between 0 to 1.
Test MRA (Moderated Regression Analysis)

Based on table 3, it can be concluded that the value of R2 is 0.452, which means that the independent variable influences the dependent variable of 45.2%, and other variables outside this research influence the remaining 54.8%.

Equation I

Test MRA to determine the effect of the independent variable with the dependent variable can be strengthened or weakened by the presence of a moderating variable, namely by comparing the value of R square.

Based on table 4, it can be seen that the value of R square before the moderating variable is 0.002, and seen from table 5 after being moderated is 0.574, it can be concluded that the Islamic work ethic variable strengthens the influence of cyberloafing behavior on employee performance.

Equation II

Table 3
R² Test Results

<table>
<thead>
<tr>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>.672*</td>
<td>.452</td>
<td>.432</td>
<td>2.14949</td>
</tr>
</tbody>
</table>

Processed Data Source, 2021

Equation I

Table 4
Cyberloafing Behavior MRA Test Results

<table>
<thead>
<tr>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>.040*</td>
<td>.002</td>
<td>-.011</td>
<td>2.86612</td>
</tr>
</tbody>
</table>

Processed Data Source, 2021

Equation I

Table 5
Cyberloafing Behavior MRA Test Results After Moderation

<table>
<thead>
<tr>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>.757*</td>
<td>.574</td>
<td>.558</td>
<td>1.89620</td>
</tr>
</tbody>
</table>

Processed Data Source, 2021

Equation I

Table 6
Locus Of Control MRA Test Result

<table>
<thead>
<tr>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>.475*</td>
<td>.226</td>
<td>-.216</td>
<td>2.52402</td>
</tr>
</tbody>
</table>

Processed Data Source, 2021

Table 7
Locus Of Control MRA Test Result After Moderation

<table>
<thead>
<tr>
<th>R</th>
<th>R Square</th>
<th>Adjusted R Square</th>
<th>Std. Error of the Estimate</th>
</tr>
</thead>
<tbody>
<tr>
<td>.781*</td>
<td>.610</td>
<td>.596</td>
<td>1.81290</td>
</tr>
</tbody>
</table>

Processed Data Source, 2021
Based on table 6, it can be seen that the value of R square before the moderating variable is 0.226, and in table 7, after being moderated is 0.610, it can be concluded that the Islamic work ethic variable strengthens the influence of locus of control on employee performance.

**Equation III**

<table>
<thead>
<tr>
<th>Table 8</th>
<th>Work Discipline MRA Test Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>R</td>
<td>R Square</td>
</tr>
<tr>
<td>.593↑</td>
<td>.351</td>
</tr>
</tbody>
</table>

*Processed Data Source, 2021*

Based on table 8, the value of R square before the moderating variable is 0.351. In table 9, after being moderated is 0.584, it can be concluded that the Islamic work ethic variable strengthens the influence of work discipline on work discipline employee performance.

<table>
<thead>
<tr>
<th>Table 9</th>
<th>Work Discipline MRA Test Results After Moderation</th>
</tr>
</thead>
<tbody>
<tr>
<td>R</td>
<td>R Square</td>
</tr>
<tr>
<td>.764↑</td>
<td>.584</td>
</tr>
</tbody>
</table>

*Processed Data Source, 2021*

**Multicollinearity test**

The multicollinearity test of this research is done by looking at the tolerance value, and the variance inflation factor (VIF) value should not be more than 10, and the tolerance value is more than 0.10.

<table>
<thead>
<tr>
<th>Table 10</th>
<th>Multicollinearity Test Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Model</td>
<td>Collinearity Statistics</td>
</tr>
<tr>
<td></td>
<td>Tolerance</td>
</tr>
<tr>
<td>(Constant)</td>
<td></td>
</tr>
<tr>
<td>Cyberloafing behavior</td>
<td>.934</td>
</tr>
<tr>
<td>Locus Of Control</td>
<td>.846</td>
</tr>
<tr>
<td>Work discipline</td>
<td>.450</td>
</tr>
</tbody>
</table>

*Processed Data Source, 2021*

Based on table 10, it can be concluded that all independent variables have a tolerance value of more than 0.10 and a VIF value of less than 10, so it can be said that there is no multicollinearity in each independent variable.

**Heteroscedasticity Test**

The heteroscedasticity test of this study uses the test method park with a significance level of more than 0.05. This heteroscedasticity test determines whether there is a variation inequality from the residuals because a good regression model does not have heteroscedasticity.
Based on table 11, it can be seen that the above variables have a significance value greater than 0.05, so it can be said that this study does not occur heteroscedasticity.

Table 11

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>t</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
<td></td>
<td></td>
</tr>
<tr>
<td>(Constant)</td>
<td>-2.834</td>
<td>3.687</td>
<td>-0.769</td>
<td>0.444</td>
</tr>
<tr>
<td>Cyberloafing behavior</td>
<td>0.24</td>
<td>0.41</td>
<td>0.66</td>
<td>0.597</td>
</tr>
<tr>
<td>Locus Of Control</td>
<td>-0.137</td>
<td>0.086</td>
<td>-1.86</td>
<td>0.113</td>
</tr>
<tr>
<td>Work discipline</td>
<td>0.121</td>
<td>0.076</td>
<td>1.89</td>
<td>0.114</td>
</tr>
</tbody>
</table>

Based on table 11, it can be seen that the above variables have a significance value greater than 0.05, so it can be said that this study does not occur heteroscedasticity.

Normality Test

The normality test of this study uses the Kolmogorov Smirnov technique (K-S) with a significance value > 0.05. It can be stated that the data is usually distributed.

Table 12

<table>
<thead>
<tr>
<th>N</th>
<th>Unstandardized Residual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Normal Parameters</td>
<td>Mean</td>
</tr>
<tr>
<td></td>
<td>Std. Deviation</td>
</tr>
<tr>
<td>Most Extreme</td>
<td>Absolute</td>
</tr>
<tr>
<td>Differences</td>
<td>Positive</td>
</tr>
<tr>
<td></td>
<td>Negative</td>
</tr>
<tr>
<td>Test Statistic</td>
<td>0.69</td>
</tr>
<tr>
<td>Asymp Sig (2-tailed)</td>
<td>0.200</td>
</tr>
</tbody>
</table>

From the data table 12 shows that the Asymp value. Sig. (2-tailed) of 0.200 > 0.05, it means that the data is normally distributed.

Linearity Test

The linearity test of this research is done by looking at the significance value of deviation from linearity, which is greater than 0.05. This linearity test determines whether or not there is a significant linear relationship between the two variables.

Table 13

<table>
<thead>
<tr>
<th>Dependent Variable</th>
<th>Independent Variable</th>
<th>Sig. dev. from linearity</th>
<th>Keterangan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee Performance</td>
<td>Cyberloafing behavior</td>
<td>0.225</td>
<td>linear</td>
</tr>
<tr>
<td></td>
<td>Locus Of Control</td>
<td>0.111</td>
<td>linear</td>
</tr>
<tr>
<td></td>
<td>Work discipline</td>
<td>1.000</td>
<td>linear</td>
</tr>
</tbody>
</table>

Based on table 13, it can be seen that all of the independent variables above have a significance value of more than 0.05, so it can be said that the two variables are linearly related.

The Effect of Cyberloafing Behavior on Employee Performance

Based on the t-test, the significance value of the cyberloafing behavior variable is count. of
1,450 < $t_{table}$ 1,993 and a significance value of 0,151 > 0,05 it can be interpreted that the cyberloafing behavior variable (X1) has no significant effect on employee performance (Y). This shows that using the internet during working hours for personal purposes does not affect employee performance because employees use the internet when they are not busy or have no work.

The longer employees use the internet for work-related activities, the more likely they will engage in cyberloafing behavior. Because using the internet is part of the job. For this reason, employees are better at covering up internet abuse by appearing efficient.

These results are relevant to Sitorus et al. (2019) research, which states that cyberloafing cannot have a significant positive effect on employee performance. Based on the explanation above, H1 is rejected.

**The Effect of Locus Of Control on Employee Performance**

From the t-test data processing, it is known that the locus of control variable has a count value of 3,430 > $t_{table}$ 1,993 and a significance value of 0,001 < 0,05. It can be interpreted that the locus of control variable (X2) has a positive and significant effect on employee performance variables. This shows that the employee's belief in controlling the events that occur to him has a positive and significant effect on his performance.

However, in terms of this study's average descriptive test results, respondents have a more internal locus of control. This means that employees believe that events in their lives are determined by their ability to determine their destiny. These results are relevant to Ary & Sriathi (2019) and Etty Gurendrawati (2010) in their research that locus of control has a positive and significant influence on employee performance. Based on the explanation above, H2 is accepted.

**The Effect of Work Discipline on Employee Performance**

Based on the t-test data, it is known that the work discipline variable has a count value of 5,737 > $t_{table}$ 1,993 and a significance value of 0,000 < 0,05 so that it can be interpreted that the work discipline variable (X3) has a positive and significant effect on employee performance variables (Y).

This shows that the work discipline shown by employees affects their performance. Because with good discipline by following company rules, employees can do their job on time and not hamper other work areas in the company.

These results are relevant to the research of Muharmansyah & Sukendro (2020) and Waris (2015) in their research that work discipline has a positive and significant influence on employee performance. Based on the explanation above, H3 is accepted.

**The Effect of Cyberloafing Behavior on Employee Performance Moderated by Islamic Work Ethic**

Based on the MRA test, the R square value before the moderating variable was 0,002 and after being moderated was 0,574. Based on these results, it can be concluded that the Islamic work ethic variable (Z) can moderate (strengthen)
the influence of cyberloafing behavior (X1) on employee performance (Y).

The Islamic work ethic is the most essential element in the company's development and contributes to deviant behavior in the workplace. This can be interpreted as cyberloafing behavior that does not affect the performance of PT Kebon Agung employees in this study reinforced by the Islamic work ethic. Because the longer employees use the internet for work-related activities, the more likely they are to engage in cyberloafing behavior. Based on the explanation above, H4 is accepted.

The effect of Locus Of Control on Employee Performance is moderated by Islamic Work Ethic

Based on the MRA test, the R square value before the moderating variable is 0.226 and after being moderated is 0.610. Based on these results, it can be concluded that the Islamic work ethic variable (Z) can moderate (strengthen) the influence of locus of control (X2) on employee performance (Y).

The Islamic work ethic in this study believes that the fate of the individual is in his own hands. With the efforts and abilities to make individuals good in improving their performance and quality of life. This is because religious understanding as well as always drives his work. This means that the locus of control that affects the performance of PT Kebon Agung employees is strengthened by the Islamic work ethic.

The results of this study are consistent with research conducted by Hidayati et al. (2020) and Suwendaru (2015). Based on the explanation above, H5 is accepted.

The effect of Work Discipline on Employee Performance is moderated by an Islamic Work Ethic

Based on the MRA test, the R square value before the moderating variable is 0.351 and after being moderated is 0.585. Based on these results, it can be concluded that the Islamic work ethic variable (Z) can moderate (strengthen) the effect of work discipline (X3) on employee performance (Y).

Research conducted on employees of PT Kebon Agung tends to give a high assessment of the Islamic work ethic. This shows that there is an influence between Islamic work ethic and work discipline on employee performance. The Islamic work ethic strengthens the relationship of work discipline to employee performance because it can improve employee performance after being moderated by an Islamic work ethic. If the interaction between work discipline and Islamic work ethic is higher, the employee's performance will increase. The higher the application of the Islamic work ethic in the company will encourage the company to encourage its employees.

The results of this study are consistent with research conducted by Sari (2020) and Indriyati (2019). Based on the explanation above, H6 is accepted.

CONCLUSION

Based on the results of research that researchers have done about the influence of cyberloafing behavior, locus of control, and work
discipline on employee performance with an Islamic work ethic as a moderating case study at PT Kebon Agung sugar factory Trangkil Pati, it can be concluded that behavior cyberloafing has no positive and significant effect on employee performance, locus of control has a positive and significant effect on employee performance, Work discipline has a positive and significant effect on employee performance, Islamic work ethic can moderate the influence of cyberloafing behavior on employee performance, Islamic work ethic can moderate the influence of locus of control on employee performance, Islamic work ethic can moderate the effect of work discipline on employee performance.

SUGGESTION

For PT Kebon Agung Trangkil Pati, so that employee performance remains high and stable, the company maintains or improves discipline at work. Conduct individual development programs so that employees can prevent deviant behavior in the workplace. It is better if the company provides more education about the theory of this research because the individual characteristics formed from the locus of control theory are predictors of employee performance maturity and increasing the Islamic work ethic because increasing the Islamic work ethic will have an impact on increasing employee performance. So that through these efforts will create more optimal employee performance. And it would be better to have employees who think ahead and are modern according to their vision and mission.

For the next researcher, for future research related to employee performance variables at the company, other factors are needed that can develop and improve employee performance and involve more respondents in researching to influence the employee performance variables.

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