The Influence of Work Stress and Cyberloafing on The Performance of Lumajang District Fisheries Office Employees

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The purpose of this research is to find out how the performance of employees at the Lumajang District Fisheries Service is affected by cyberloafing and work stress. In this study, the sample used was 55 people who were employees of the Lumajang District Fisheries Office. This study uses primary data. The number of samples was determined using saturated sample technique. Normality test using graphic analysis. The t test, multiple linear regression analysis, classic assumption test (normality, multicollinearity, and heteroscedasticity), and the coefficient of determination are the analytical tools used in this study. The results of this study partially work stress and cyberloafing have no significant effect on the performance of the Lumajang District Fisheries Service employees.

Keywords: Cyberloafing and Performance, Job Stress

INTRODUCTION

Humans are the most important aspect in achieving organizational goals. According to Ndraha in (Wirya, Andini, & Telagawathi, 2020) an organization’s quality human resources are the resources that produce the most potential advantages, not just physical abilities but balanced with creativity and innovation. The most important assets owned by an organization or company are employees. In East Java, one of the agencies that relies on employees to achieve agency goals is the Lumajang Regency Fisheries Service. As an agency that operates in the field of community services, the Lumajang Regency Fisheries Service is required to have good employee performance.

According to Hasibuan (2016:94) in (Desnirita & Sari, 2022) A person’s performance can be seen as the result of the hard work they do to complete the responsibilities that have been delegated to them and is based on their knowledge, experience, honesty and punctuality. Based on the claim made by Guest (2002) that a company’s human resources influence its performance, things that can be seen as drivers of company performance may originate from within the organization (Saputri, 2022).

Employee performance can be influenced by several factors, including work stress and cyberloafing behavior. Work stress according to (Henle & Blanchard, 2002) in (Oktapiansyah, 2018) Employee responsibilities and failure to fulfill them can result from workplace stress. Gibson, et al (2011) in (Narahendra W, 2019) Any external circumstances, incidents or actions that overly burden a person
psychologically or physically will result in work stress, namely an adjustment reaction mediated by individual variations and/or psychological processes.

An examination of how the workplace and stress affect employee performance, a study by Handayani & Daulay published in 2021 revealed that employee performance is negatively and significantly influenced by work stress. According to research by Ahmad, et al. in 2019 entitled The Effect of Workplace Environment, Workload, and Stress on PT Employee Performance. FIF Manado Group, work stress has a limited impact on employee performance.

Cyberloafing is the next element that may impact performance. According to (Lim, 2002) in (Moffan, 2019), cyberloafing is a worker's deviant behavior, where they surf the internet and email while they should be working on non-work related activities. Cyberloafoing is an unproductive habit that allows individuals to engage in personal activities while maintaining the appearance that they are working hard at their job (Jia & Lia, 2015) in Narahendra W., 2019).

Cyberloafing turns out to have a beneficial and substantial impact on employee performance, according to research conducted by Al Usmani and Sukarno in 2022 with the title Analysis of Job Stress and Cyberloafing on the Performance of Tuban BKPSDM Employees. In contrast, the study by Sitorus, et al. (2019) entitled The influence of organizational attention and cyberloafing on employee performance which is controlled by work procedures (SOP), cyberloafing has little or no effect on performance.

After explaining the background, researchers are interested in conducting research on "The Effect of Work Stress and Cyberloafing on the Performance of Lumajang Regency Fisheries Service Employees".

**Literature review**

Gibson, et al. (2011) found that work stress is caused by any actions taken by the outside world (environment), situations or events that place too much demand on a person's mental and/or physical health. This is an adjustment reaction mediated by individual variations and/or psychological processes (Narahendra W, 2019). According to Rosenthal (2002) in (Oktapiansyah, 2018), stress is a bad emotional experience accompanied by biochemical changes that cause a person's body to adapt to external stimuli.

Sunyoto in Utomo (2019) emphasized that there are several things that can cause stress, among others:

1. **Physical condition**
   - Stress is caused by various circumstances, including physical conditions. Some physical reasons are: tiredness, noise and shifting performance
2. **Temperature and Humidity**
   - Working in a room that is too hot can have an impact on employee performance, such as noise, fatigue, and performance shifts. With low humidity, high temperatures must be tolerated.
3. **Workload**
   - Excessive work can cause stress and tension in a person. Too high a skill level is one aspect that may contribute to this, high employment levels, excessive amounts of work, etc.
4. **Nature of work**
   - These include: new and novel circumstances, individual danger, time and targets, ambiguity and criticism.
5. **Freedom**
   - Employee access to freedom is not always pleasant. There are some employees whose freedom makes them feel uncomfortable and unable to carry out their duties. Some people may feel stressed.
6. **Obstacle**
   - Obstacles that arise in the family include incompatibility between husband and wife. Performance of work may be affected by financial and employment difficulties.
Salleh, Bakar & Keong (2008) in (Amanda, 2018) stated that there are five different rating scales for work stress:
1. Inherent work elements that are partitioned into task demands, time tension due to work cutoff times and left with an excessive number of choices;
2. Position in an organization where there is uncertainty and lack of knowledge about job roles, responsibilities and expectations;
3. Workplace connections, which can be divided into relationships with supervisors as well as with coworkers;
4. Academic development was broken down into two categories: status mismatch (over-promotion versus under-promotion) and job insecurity (fear of disuse or early retirement); And
5. I climate and organizational structure, especially increasing opportunities to participate in decision making.

According to (Gregory, 2011) in (Amanda, 2018) Cyberloafing consists of two parts: the word "loafing", which comes from the word "loafer", which refers to someone who wastes time, and the prefix "cyber", which refers to a term based on computer science in which computers are used as tools. Cyberloafing is defined as the act of idly spending time online or using a computer. This indicates that a person is wasting their time online or using it for personal rather than professional purposes.

Ozler & Polat (2012) in (Sakinah, 2022) list the following reasons as causes of cyberloafing behavior:
1. Personal elements
   Perceptions and attitudes, personality traits, online habits and addictions, demographic considerations, involvement in passions, social norms, and personal codes of ethics are individual elements that influence cyberloafing behavior.
2. Organizational elements
   Difficulty utilizing the internet, expected results, managerial support, coworkers' views of cyberloafing standards, employee attitudes, and job characteristics are some of the organizational elements that influence the prevalence of cyberloafing behavior.
3. Situational variables
   One of the causes that can trigger cyberloafing behavior or abnormal behavior in cyberspace is the existence of internet facilities in a business or organization. Through the perception of company management, the physical distance between workers and their bosses or superiors can also have an impact on cyberloafing behavior. In addition, there are eight contextual elements that influence cyberloafing behavior, including opportunity and access, capability, anonymity, comfort, protection, shame, social acceptance, and length of work.

Doorn (2008) in (Amanda, 2018) separates cyberloafing into four behaviors based on the type of behavior, including:
1. Developmental behavior, which views cyberloafing as a means of learning;
2. Recovery behavior after a busy work day;
3. Deviant acts, namely carrying out activities to divert attention from one's obligations; And
4. Addictive behavior, namely the habit of visiting certain websites.

METHODS

By looking for causal associative relationships and studying causal correlations, this form of research is quantitative. The population of this study were employees of the Lumajang Regency Fisheries Service, both ASN and non-ASN. Questionnaires were used to collect research data. The validity and reliability of the questionnaire must be tested before analysis and testing of effects. Analysis and effect testing are also carried out using the basic requirements of multiple linear regression, namely that the data must be normally distributed and free from multicollinearity and
heteroscedasticity. The hypothesis used to determine the partial influence of independent variables on the results is then evaluated after carrying out multiple linear regression analysis.

RESULTS AND DISCUSSION

Multiple Linear Regression Analysis
The results of multiple linear regression analysis are shown in Table 1:

<table>
<thead>
<tr>
<th>Model</th>
<th>Unstandardized Coefficients</th>
<th>Standardized Coefficients</th>
<th>Collinearity Statistics</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>B</td>
<td>Std. Error</td>
<td>Beta</td>
</tr>
<tr>
<td>1</td>
<td>(Constant)</td>
<td>16.028</td>
<td>1.458</td>
</tr>
<tr>
<td></td>
<td>Job Stress</td>
<td>-0.119</td>
<td>0.078</td>
</tr>
<tr>
<td></td>
<td>Cyberloafing</td>
<td>0.134</td>
<td>0.084</td>
</tr>
</tbody>
</table>

a. Dependent Variable: Performance
Source: 2023 Questionnaire Data Processing Results

The following results were obtained from multiple linear regression calculations:
K = 16.028 + (-0.119)SK + 0.134Cb
1. If the performance variable is not changed by other factors, such as work stress (X1) or cyberloafing (X2), the number 16.028 is a constant or condition. The performance variable remains unchanged in the absence of an independent variable.
2. The work stress coefficient has a negative sign (-0.119), indicating that there is a unidirectional relationship, meaning that an increase in the work stress variable by one does not result in an increase in the performance variable of 0.119.
3. The coefficient value on the cyberloafing variable is 0.134, indicating that the cyberloafing variable has a positive influence and there is a unidirectional relationship to the performance variable, which means that every unit increase (1) of the cyberloafing variable will affect the performance variable by 0.134. Likewise, vice versa, if every cyberloafing variable decreases, it will automatically reduce the performance variable by 0.134.

T Test (Partial Test)
the results of the partial t test in Table 2

<table>
<thead>
<tr>
<th>Model</th>
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<th>Collinearity Statistics</th>
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<tbody>
<tr>
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a. Dependent Variable: Performance
Source: 2023 Questionnaire Data Processing Results

It is important to get the t-table results at a significance level of 5% with degrees of freedom (nk) = 82 - 3 = 79 to arrive at the t-table = 2.009 to carry out the t test for each independent variable. The testing procedure is as follows:
1. The t test results for the Work Stress variable Table 2003 was created using a significance level of 5% or 0.05. This shows that tcount (-1.523) > ttable (-2.003), which shows that H1 is rejected.
It has a significance level of 0.134 which is more than the threshold of 0.05. In other words, it
can be concluded that the work stress variable does not have a significant influence on performance.

2. The results of the t test for the variable X2 Cyberloafing produced tcount = 1.586 with a significance level of 0.119 and a significance limit of 5% or 0.05. Using a significance level of 5% or 0.05, ttable 2.003 is generated. Because tcount (1.586) < ttable (2.003), H2 is rejected as a viable option. Has a significant level of 0.119 and more than the threshold of 0.05. It can be concluded that the cyberloafing variable does not have a significant influence on performance.

**Coefficient of Determination (R^2)**

the findings of the coefficient of determination (R^2)

<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>0.268</td>
<td>0.072</td>
<td>0.036</td>
<td>1.666</td>
</tr>
</tbody>
</table>

a. Predictors: (Constant), Cyberloafing, Job Stress
b. Dependent Variable: Performance

Source: 2023 Questionnaire Data Processing Results

The results of the coefficient of determination on the value R Square (R^2) obtained is 0.072. This means that Job Stress (X1) and Cyberloafing (X2) can have an impact of 7.2% on performance. Whereas for the rest showed by mark estimation error namely 92.8 % caused by other variables not examined in this study.

**DISCUSSION**

The Effect of Job Stress on Performance

The performance of Lumajang Regency Fisheries Service Employees is not significantly influenced by work stress. According to the t test, which shows that the variable (X1) work stress has a value of tcount = -1.523 with a significance level of 0.134, which means that tcount -tcount (-1.523) > ttable (-1.674) has a significant level that is more than the threshold of 0, 05, at .134. It can be said that work stress factors have a negligible or insignificant impact on performance. This result is in contrast to research conducted by Damayanti, et al. (2022), Sakti (2021), and Ghofur & Irwanto (2019) found that performance is influenced by work stress to a certain extent.

The Effect of Cyberloafing on Performance

Lumajang Regency Fisheries Service employees were not significantly affected by cyberloafing. The t test which shows that the variable (X2) Cyberloafing reaches t = 1.670 with a significance level of 0.101 provides support for this. This shows that tcount (1.717) ttable (1.99), and the significance limit of 0.05 is exceeded by a significance level of 0.101. In contrast to research by Desnirita & Sari (2022) and Wahyuni, et al. (2020) show that cyberloafing has a fairly large negative impact on performance.

**CONCLUSION**

Conclusions about work stress and cyberloafing behavior on performance are explained as follows:

1. Lumajang Regency Fisheries Service employees do not experience significant work stress. This shows that work stress cannot be blamed for changes in employee performance.
2. Lumajang Regency Fisheries Service employees are not significantly affected by cyberloafing in their performance. This shows that the cyberloafing behavior of Lumajang Regency Fisheries Service employees does not have a significant effect on their performance. The performance of Lumajang Regency Fisheries Service employees can be influenced by other factors such as leadership style, salary, and other variables not examined in this research.

The following suggestions are made in light of the findings of this study:
1. For Institutions
   It would be best for the Lumajang Regency Fisheries Service to continue to maintain and
   improve employee performance management so that employees are able to carry out their duties
   more optimally and are able to achieve the specified targets. Apart from that, the Lumajang
   Regency Fisheries Service can also provide a little flexibility regarding cyberloafing behavior
   among employees in order to reduce boredom and work stress experienced by employees.

2. For Academics
   It is hoped that future research will use this research as a model to improve and perfect it.

3. For further research
   It is hoped that with this research can provide an overview and reverence for future researchers.

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