

# Pengaruh praktik sumber daya manusia dan karakteristik pekerjaan terhadap cyberloafing dengan komitmen organisasi sebagai variabel mediasi (studi kasus di Kantor Pusat PT Pertamina Persero) = The effect of human resource practices and job characteristics on cyberloafing with organizational commitment as a mediator : case study at Kantor Pusat PT Pertamina Persero

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## Abstrak

[<b>ABSTRAK</b><br>

Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh dari praktik sumber daya manusia dan karakteristik pekerjaan terhadap perilaku cyberloafing, serta mengetahui apakah komitmen organisasi memiliki peran sebagai variabel mediasi. Pengumpulan data dilakukan dengan menggunakan metode survey kuesioner. Penelitian ini dilakukan terhadap karyawan kantor pusat PT Pertamina (Persero) Jakarta dengan total responden sebesar 235 orang. Analisis data menggunakan metode structural equation modelling dan aplikasi LISREL 8.8 dengan adanya variabel mediasi. Hasil penelitian menunjukkan bahwa praktik sumber daya manusia dan karakteristik pekerjaan tidak signifikan berpengaruh terhadap perilaku cyberloafing, sedangkan komitmen organisasi berpengaruh secara negatif terhadap cyberloafing. Selanjutnya praktik sumber daya manusia dan karakteristik pekerjaan ditemukan berhubungan signifikan dengan komitmen organisasi. Menurut rujukan, jika terjadi hubungan seperti itu maka komitmen organisasi berhasil memediasi secara penuh hubungan antara praktik sumber daya manusia dan karakteristik pekerjaan dengan cyberloafing. Praktik sumber daya manusia dan juga karakteristik pekerjaan tidak berpengaruh secara langsung, melainkan harus melalui komitmen organisasi yang terbukti berhubungan signifikan baik dengan praktik sumber daya manusia, karakteristik pekerjaan maupun cyberloafing.

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<b>ABSTRACT</b><br>

The purpose of this study is to analyze the effect of human resource practices and job characteristics on cyberloafing behavior, also to seek the role of organizational commitment as a mediator. Data were collected using questionnaire from employees who work at Kantor Pusat PT Pertamina (Persero) Jakarta with total respondent of 235. Data analysis is conducted using structural equation modelling and LISREL 8.8 application with the presence of mediation effect. The result of the study shows that human resource practices and job characteristics have no significant effect towards cyberloafing, however organizational commitment is significantly negative with cyberloafing. Human resource practices and job

characteristics shows that they are positively significant with organizational commitment. Based on literature, if such relationship exist, therefore organizational commitment successfully mediates the relations between human resource practices and job characteristics towards cyberloafing. Both human resource practices and job characteristics has no direct effect to cyberloafing, since organizational commitment inconsistently mediates the relationship.;

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