

**PENGARUH STRES KERJA TERHADAP PERILAKU *CYBERLOAFING*
YANG DIMEDIASI OLEH *WORK-LIFE BALANCE*
PADA KARYAWAN GENERASI MILENIAL DI KOTA BANDUNG**

SKRIPSI

Disusun untuk memperoleh gelar sarjana psikologi di Program Studi Psikologi
Fakultas Ilmu Pendidikan Universitas Pendidikan Indonesia



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**PROGRAM STUDI PSIKOLOGI
FAKULTAS ILMU PENDIDIKAN
UNIVERSITAS PENDIDIKAN INDONESIA
2023**

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Sebuah skripsi yang diajukan untuk memenuhi salah satu syarat memperoleh gelar sarjana Psikologi di Program Studi Psikologi, Fakultas Ilmu Pendidikan, Universitas Pendidikan Indonesia

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Agustus 2023

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HALAMAN PENGESAHAN SKRIPSI

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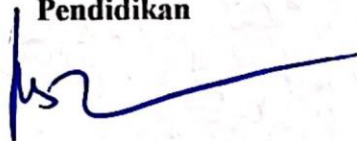
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ABSTRAK

Abelya Kintani (1901263). *Pengaruh Stres Kerja terhadap Perilaku Cyberloafing yang Dimediasi oleh Work-life Balance pada Karyawan Generasi Milenial di Kota Bandung.* Skripsi. Program Studi Psikologi, Fakultas Ilmu Pendidikan, Universitas Pendidikan Indonesia. Bandung (2023).

Tujuan penelitian ini adalah untuk mengetahui pengaruh stres kerja terhadap perilaku *cyberloafing* maupun peran *work-life balance* sebagai mediator pengaruh stres kerja terhadap perilaku *cyberloafing* pada karyawan generasi milenial di Kota Bandung. Penelitian ini menggunakan pendekatan kuantitatif dengan desain korelasional. Partisipan yang terlibat dalam penelitian ini adalah 402 karyawan generasi milenial di Kota Bandung yang berusia 23-43 tahun, diambil dengan menggunakan teknik *purposive sampling*. Pengambilan data dilakukan dengan menggunakan *The Work-Related Stress Scale* (Cousins, dkk., 2004), *Cyberloafing Scale* (Lim & Teo, 2005), dan *Work-life Balance Self-assessment Scale* (WLB-SAS) (Smeltzer, dkk., 2016). Data dianalisis dengan menggunakan teknik analisis regresi linier sederhana dan analisis regresi berganda. Hasil penelitian menunjukkan bahwa stres kerja memiliki pengaruh yang signifikan terhadap perilaku *cyberloafing* karyawan generasi milenial di Kota Bandung dengan nilai signifikansi sebesar 0,00 ($p < 0,05$) dan *work-life balance* dapat memediasi antara pengaruh stres kerja terhadap perilaku *cyberloafing* pada karyawan generasi milenial di Kota Bandung dengan nilai signifikansi sebesar 0,026 ($0,026 < 0,05$).

Kata kunci: stres kerja, *cyberloafing*, *work-life balance*, karyawan, generasi milenial, perusahaan.

ABSTRACT

Abelya Kintani (1901263). *The Influence of Work Stress on Cyberloafing Behavior Mediated by Work-life Balance in Millennial Generation Employees in the City of Bandung. Thesis. Psychology Study Program, Faculty of Education Science, Indonesia University of Education. Bandung (2023).*

The purpose of this research is to determine the effect of work stress on cyberloafing behavior and the role of work-life balance as a mediator for millennial generation employees in Bandung City. This research uses a quantitative approach with correlational design. The participants involved in this research were 402 millennial's generation employees in Bandung City who are 23-43 years old, taken by using purposive sampling technique. Data were collected using the The Work-Related Stress Scale (Cousins, et al., 2004), Cyberloafing Scale (Lim & Teo, 2005), and Work-life Balance Self-assessment Scale (WLB-SAS) (Smeltzer, et al., 2016). The data were analyzed using simple linear regression analysis techniques and multiple regression analysis. Based on the research result, it was found that work stress has an influence on millennial's generation employee's cyberloafing behavior in Bandung City with a significance value of 0.00 ($p < 0.05$) and work-life balance can mediate between the influence of work stress on millennial's generation employee's cyberloafing behavior in Bandung City with a significance value of 0.026 ($0.026 < 0.05$).

Keywords: *work stress, cyberloafing, work-life balance, employee, millennial generation, company.*

DAFTAR ISI

HALAMAN PENGESAHAN SKRIPSI	ii
SKRIPSI INI TELAH DIAJUKAN PADA	iii
LEMBAR PERNYATAAN	iv
KATA PENGANTAR	v
UCAPAN TERIMA KASIH	vi
ABSTRAK	viii
DAFTAR TABEL	xii
DAFTAR BAGAN	xiii
DAFTAR LAMPIRAN	xiv
BAB I PENDAHULUAN	1
1.1 Latar Belakang	1
1.2 Rumusan Masalah	7
1.3 Tujuan Penelitian.....	7
1.4 Manfaat Penelitian.....	7
1.5 Sistematika Penelitian	8
BAB 2 KAJIAN PUSTAKA	10
2.1 Stres Kerja	10
2.1.1 Definisi	10
2.1.2 Dimensi	10
2.1.3 Faktor Penyebab.....	11
2.1.4 Dampak	13
2.2 <i>Cyberloafing</i>	13
2.2.1 Definisi	13
2.2.2 Dimensi	14
2.2.3 Faktor Penyebab.....	14
2.2.4 Dampak	15
2.3 <i>Work-life Balance</i>	16
2.3.1 Definisi	16
2.3.2 Dimensi	17
2.3.3 Faktor Penyebab.....	18
2.3.4 Dampak	18
2.5 Kerangka Berpikir	20
2.5 Hipotesis Penelitian	22

BAB 3 METODE PENELITIAN.....	23
3.1 Desain Penelitian	23
3.2 Partisipan Penelitian	23
3.3 Populasi dan Sampel	23
3.4 Variabel Penelitian, Definisi Konseptual, dan Definisi Operasional	24
3.4.1 Variabel Penelitian	24
3.4.2 Definisi	25
3.5 Instrumen Penelitian	28
3.5.1 Instrumen Stres Kerja.....	28
3.5.2 Instrumen <i>Cyberloafing</i>	30
3.5.3 Instrumen <i>Work-life Balance</i>	31
3.7 Analisis Data	33
3.8 Prosedur Penelitian	34
BAB 4 HASIL DAN PEMBAHASAN	35
4.1 Data Demografis Partisipan.....	35
4.2 Gambaran Stres Kerja	37
4.2.1 Gambaran Umum Stres Kerja	37
4.2.2 Hasil Uji Beda Stres Kerja	38
4.3 Gambaran <i>Cyberloafing</i>	39
4.3.1 Gambaran Umum Perilaku <i>Cyberloafing</i>	39
4.3.2 Hasil Uji Beda <i>Cyberloafing</i>	40
4.4 Gambaran <i>Work-life Balance</i>	41
4.4.1 Gambaran Umum <i>Work-life Balance</i>	41
4.4.2 Hasil Uji Beda <i>Work-life Balance</i>	42
4.5 Uji Hipotesis.....	43
4.6 Pembahasan	48
4.7 Keterbatasan Penelitian	51
BAB 5 SIMPULAN & SARAN	52
5.1 Simpulan.....	52
5.2 Saran	52
DAFTAR PUSTAKA	55
LAMPIRAN.....	61

DAFTAR TABEL

Tabel 3.1 Penyekoran Instrumen <i>The Work-Related Stress Scale</i>	29
Tabel 3.2 Kisi-kisi Instrumen <i>The Work-Related Stress Scale</i>	29
Tabel 3.3 Penyekoran Instrumen <i>Cyberloafing Scale</i>	30
Tabel 3.4 Kisi-kisi Instrumen <i>Cyberloafing Scale</i>	31
Tabel 3.5 Penyekoran Instrumen WLB-SAS	32
Tabel 3.6 Kisi-kisi Instrumen WLB-SAS	32
Tabel 4.1 Data Demografis Berdasarkan Jenis Kelamin	35
Tabel 4.2 Data Demografis Berdasarkan Usia.....	36
Tabel 4.3 Data Demografis Berdasarkan Jenis Instansi.....	36
Tabel 4.4 Kategorisasi Stres Kerja.....	37
Tabel 4.5 Hasil Uji Beda Stres Kerja	38
Tabel 4.6 Kategorisasi <i>Cyberloafing</i>	39
Tabel 4.7 Hasil Uji Beda <i>Cyberloafing</i>	40
Tabel 4.8 Kategorisasi <i>Work-life Balance</i>	41
Tabel 4.9 Hasil Uji Beda <i>Work-life Balance</i>	43
Tabel 4.10 Nilai Pengaruh Stres Kerja terhadap <i>Cyberloafing</i>	44
Tabel 4.11 Nilai Signifikansi Pengaruh Stres Kerja terhadap Perilaku <i>Cyberloafing</i>	44
Tabel 4.12 Nilai Pengaruh Stres Kerja terhadap <i>Work-life Balance</i>	45
Tabel 4.13 Nilai Signifikansi Pengaruh Stres Kerja terhadap <i>Work-life Balance</i>	45
Tabel 4.14 Nilai Pengaruh <i>Work-life Balance</i> terhadap <i>Cyberloafing</i>	46
Tabel 4.15 Nilai Signifikansi Pengaruh <i>Work-life Balance</i> terhadap <i>Cyberloafing</i>	46
Tabel 4.16 Nilai Pengaruh Stres Kerja terhadap Perilaku <i>Cyberloafing</i> Dimediasi oleh <i>Work-life Balance</i>	47
Tabel 4.17 Nilai Signifikansi Pengaruh Stres Kerja terhadap Perilaku <i>Cyberloafing</i> Dimediasi oleh <i>Work-life Balance</i>	47

DAFTAR BAGAN

Bagan 2.1 Kerangka Berpikir.....	22
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DAFTAR LAMPIRAN

Lampiran 1. Kartu Bimbingan Skripsi	62
Lampiran 2. Instrumen <i>Work-life Balance Self-assesment Scale</i>	64
Lampiran 3. Instrumen <i>Cyberloafing Scale</i>	65
Lampiran 4. Instrumen <i>Work-Related Stress Scale</i>	66
Lampiran 5. Data Demografis Partisipan.....	68
Lampiran 6. Data Tiap Variabel.....	78
Lampiran 7. Hasil Uji Validitas	129
Lampiran 8. Hasil Uji Reliabilitas	131

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