

## ABSTRAK

Penelitian ini adalah untuk menguji pengaruh *locus of control*, budaya organisasi dan perilaku *cyberloafing* terhadap kinerja pegawai. *Locus of control*, budaya organisasi dan perilaku *cyberloafing* digunakan sebagai variabel independen dan kinerja pegawai sebagai variabel dependen. Penelitian ini dilakukan Dinas Pendidikan Kota Padang. Cara penentuan sampel dalam penelitian ini menggunakan metode sampling jenuh (*sensus*) sehingga dari 117 populasi dijadikan seluruhnya sebagai sampel penelitian. Data pada penelitian ini dianalisis dengan teknik analisis regresi linier berganda.

Hasil penelitian ini menunjukkan bahwa: 1) *locus of control* berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pendidikan Kota Padang, 2) budaya organisasi berpengaruh positif dan signifikan terhadap kinerja pegawai Dinas Pendidikan Kota Padang, 3) perilaku *cyberloafing* tidak berpengaruh terhadap kinerja pegawai Dinas Pendidikan Kota Padang, dan 4) *locus of control*, budaya organisasi, dan perilaku *cyberloafing* secara simultan berpengaruh signifikan terhadap kinerja pegawai Dinas Pendidikan Kota Padang.

**Kata kunci:** *locus of control*, budaya organisasi, perilaku *cyberloafing*, kinerja pegawai

## **ABSTRACT**

*This study was to examine the effect of locus of control, organizational culture and cyberloafing behavior on employee performance. Locus of control, organizational culture and cyberloafing behavior are used as independent variables and employee performance as the dependent variable. This research was conducted by the Padang City Department of Education. The method of determining the sample in this study used the saturated sampling method (census) so that from 117 populations, all of them were used as research samples. The data in this study were analyzed using multiple linear regression analysis techniques.*

*The results of this study indicate that: 1) locus of control has a positive and significant effect on employees performance of Padang City Department of Education, 2) organizational culture has a positive and significant effect on employees performance of Padang City Department of Education, 3) cyberloafing behavior has not effect on employees performance of Padang City Department of Education, and 4) locus of control, organizational culture, and cyberloafing behavior simultaneously have a significant effect on employees performance of Padang City Department of Education.*

**Keywords:** *locus of control, organizational culture, cyberloafing behavior employees performance*