

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh Beban Kerja dan *Self Control* terhadap *Cyberloafing* melalui motivasi kerja sebagai variabel intervening pada UPT Puskesmas talang, Kabupaten Solok. Metode pengumpulan data melalui survei dan menyebarkan kuesioner kepada karyawan sebagai responden dengan menggunakan pendekatan kuantitatif. Teknik analisa data yang digunakan adalah Analisis *structural Equation Modeling* (SEM) dengan *Partial Least Square* (PLS) 3.0.

Hasil penelitian menunjukan bahwa terdapat pengaruh positif dan signifikan antara Beban Kerja terhadap *Cyberloafing* pada UPT Puskesmas talang, Kabupaten Solok. Terdapat pengaruh positif dan signifikan antara Beban Kerja terhadap Motivasi Kerja pada UPT Puskesmas talang, Kabupaten Solok. Terdapat pengaruh positif dan signifikan antara Motivasi Kerja terhadap *Cyberloafing* pada UPT Puskesmas talang, Kabupaten Solok. Terdapat pengaruh negatif dan tidak signifikan antara *Self Control* terhadap *Cyberloafing* pada UPT Puskesmas talang, Kabupaten Solok. Terdapat pengaruh positif dan signifikan antara *Self Control* terhadap Motivasi Kerja pada UPT Puskesmas talang, Kabupaten Solok. Terdapat pengaruh positif dan signifikan antara Beban Kerja terhadap *Cyberloafing* melalui Motivasi Kerja sebagai variabel intervening pada UPT Puskesmas Talang, Kabupaten Solok. Terdapat pengaruh positif dan signifikan antara *Self Control* terhadap *Cyberloafing* melalui Motivasi Kerja sebagai variabel intervening pada UPT Puskesmas Talang, Kabupaten Solok.

Kata Kunci: Beban Kerja, *Self Control*, *Cyberloafing*, Motivasi Kerja

ABSTRACT

This research aims to determine the effect of Workload and Self Control on Cyberloafing through work motivation as an intervention variable at the Talang Community Health Center UPT, Solok Regency. The data collection method is through surveys and distributing questionnaires to employees as respondents using a quantitative approach. The data analysis technique used is structural analysis Equation Modeling (SEM) with Partial Least Square (PLS) 3.0.

The results of the research show that there is a positive and significant influence between Workload and Cyberloafing at the Talang Community Health Center UPT, Solok Regency. There is a positive and significant influence between Workload and Work Motivation at the Talang Community Health Center UPT, Solok Regency. There is a positive and significant influence between Work Motivation and Cyberloafing at the Talang Community Health Center UPT, Solok Regency. There is a negative and insignificant influence between Self Control and Cyberloafing at the Talang Community Health Center UPT, Solok Regency. There is a positive and significant influence between Self-Control and Work Motivation at the Talang Community Health Center UPT, Solok Regency. There is a positive and significant influence between Workload on Cyberloafing through Work Motivation as an intervention variable at the Talang Community Health Center UPT, Solok Regency. There is a positive and significant influence between Self Control on Cyberloafing through Work Motivation as an intervention variable at the Talang Community Health Center UPT, Solok Regency.

Keywords: *Workload, Self Control, Cyberloafing, Work Motivation*