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The Influence of Cyberloafing Behavior and Job Stress on Employee Performance

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Abstract: The purpose of this study was to determine the effect of cyberloafing behavior and job stress on employee performance in S2 Store Kendari. The object of this research is the effect of cyberloafing behavior and job stress on employee performance in S2 Store Kendari. The sample in this study were 30 respondents. This type of research is quantitative research where the data collection uses a questionnaire as a research instrument. The data collection method used in this study is to use the method of distributing questionnaires to 30 respondents. After the data was collected, the data was then analyzed using multiple linear regression analysis with the help of SPSS for windows 20. Based on the results of data analysis that has been carried out, it can be concluded that there is an influence of cyberloafing behavior and job stress on the performance of S2 Store Kendari employees, meaning that high cyberloafing behavior and job stress felt by employees can have a significant influence on the performance of S2 Store Kendari employees either simultaneously or partially.

Keywords: Cyberloafing behavior, Job stress, Employee performance

Introduction

Human resources are the most critical asset in any company or organization, owing to their role as the subjects executing policies and operational activities. The resources a company possesses, such as models, methods, and machinery, cannot yield maximum results without the support of optimally functioning human resources. According to Jalloh and Ming (2020), training and development are frequently conducted among both new and long-standing employees to enhance employee performance. To achieve performance that satisfies a company or organization's needs, it is necessary to empower employee capabilities through training, education, and development.

According to the opinion of Paais and Pattrihu (2020), defines employee performance as the activities of employees in optimally implementing given authority, tasks, and responsibilities to achieve professional goals and realize the core objectives and goals of the organization. Employee performance is essentially synonymous with work achievement in a company. Employees wish to have their performance measured based on open and communicable objective standards. According to Nurcahyo and Indradewa (2022), employee performance quality can be influenced by several factors, including job satisfaction, motivation, work environment, and organizational culture.

To enhance employee performance in a company or organization, leaders demand that employees consistently innovate and think creatively in their work. Innovation and creativity can be fostered through the use of science and technology, which have advanced rapidly to date. The application of science and technology is often associated with internet use via computers or smartphones. It is hoped that using the internet will enhance employee performance, making them more innovative and creative. However, utilizing the internet as a means to support performance enhancement can also negatively impact employee performance.

Cyberloafing is a deviant workplace behavior that involves using employee status to access the internet and email during work hours for non-work-related purposes (Ngowella et al., 2022). She and Li (2023), argues that cyberloafing involves the personal use of email and the internet at the office. For instance, using computers to access the internet or using smartphones to browse online for personal interests such as viewing content, social media, and other non-work-related activities during work hours. Such activities are considered a waste of work time that could otherwise be used for the benefit of the company, such as completing tasks more quickly or improving performance.

Cyberloafing behavior involves deliberately using information technology and personal internet access during work hours unrelated to the job. This can be detrimental to both employees and the organization. Unlike other forms of laziness such as absenteeism, skipping work, or corruption, cyberloafing does not require the perpetrator to be absent, making it easy for any employee to engage in, thus making it difficult to control. Personal awareness must be heightened to address this issue.

In addition to cyberloafing, work stress can also negatively affect employee performance. According to Schwarzer and Reuter (2023), stress is the feeling of pressure employees experience in dealing with their jobs. The level of stress varies among employees, and each has their way of coping. Stress can be functional and helpful, but it can also be detrimental and impair work performance. According to Albort-Morant et al. (2020), stress has the potential to either promote or disrupt performance execution, depending on the level of stress experienced by employees.

Cyberloafing and work stress are also experienced by employees at S2 Store Kendari, a women's fashion business with a total of 30 employees. The owner sets a daily sales target of 5 to 10 million. The activities at S2 Store Kendari are conducted both offline and online to reach a broader market and maximize sales. The freedom to access the internet provides opportunities for employees to engage in cyberloafing. Controlling the risk of cyberloafing behavior among S2 Store employees is challenging because most employees are directly engaged with the internet, facilitated by easy internet access, especially on smartphones. Such behavior significantly affects each employee's performance and can influence other employees as well.

In addition to cyberloafing, work stress was also observed among employees at S2 Store Kendari. Initial observations revealed that high daily sales targets, a less conducive work environment, and demanding expectations from the business owner led to work stress among employees, which in turn affects their daily performance.

Problem Formulation

Based on the background provided above, the research questions for this study are as follows:

Do cyberloafing and work stress simultaneously affect the performance of employees?
Does cyberloafing partially influence the performance of employees?
Does work stress partially influence the performance of employees?

Method

Research Design

This study employs a survey research design using associative research to explore relationships among variables. Sugiyono (2013), defines survey research as research conducted on both large and small populations, but the data analyzed are from a sample drawn from this population.

Population

According to Sugiyono (2013), the population is the generalization area comprising objects or subjects with specific qualities and characteristics determined by the researcher for study and subsequent analysis. The population is not just the number of objects or subjects studied but includes all the characteristics or properties they possess. In this study, the entire workforce of S2 Store Kendari, which totals 30 employees, constitutes the study population, and all employees will participate as respondents.

Data Collection

Data collection methods are the techniques used in this study to gather data. The data to be collected will consist of both primary and secondary data. The techniques for data collection in this study include:

1. Questionnaires, which are a series of written questions used to gather information from respondents. These questionnaires will be distributed to S2 Store Kendari employees to collect data regarding Cyberloafing Behavior and Work Stress and their impact on Employee Performance.
2. Surveys, a method and technique for data collection involving systematic observation and recording of phenomena or behaviors present in the research object. The researcher will conduct direct observations when respondents answer the questionnaire or during interviews.
3. Literature Review, conducted to support data collection in the field. It involves reviewing literature related to the research topic.

Instrument Testing

A good instrument must meet certain criteria, verified through validity andreliability testing to determine its suitability for use.

Validity Test

According to Sugiyono (2013), a validity test assesses the accuracy and precision of an instrument or measuring tool. A questionnaire is considered valid if the statements within it accurately measure what it intends to measure and have a validity coefficient greater than the r-table value of 0.361. The researcher will conduct a validity test using Pearson Product Moment correlation analysis, utilizing SPSS 20 for Windows software.

$$r = \frac{N\sum XY - (\sum X)(\sum Y)}{\sqrt{\{(N\sum X^2) - (\sum X^2)\{N\sum Y^2 - (\sum Y^2\}\}}}$$

(Sugiyono, 2013)

Explanation:

r = Pearson correlation coefficient for item validity
X = Scores from a specific item on the questionnaire
Y = Total scores from all items (or scores from a relevant subset of items)
N = Number of data points (respondents)

Based on the results of the validity test calculations for the variables of cyberloafing behavior and work stress affecting employee performance, using 18 question items, the following results were obtained:

Table 1. Results of research ınstrument validity testing

Question Item		Correlation Coefficient	Sig.	Description
X1	X1.1.1	0,650	0,000	Valid
	X1.1.2	0,758	0,000	Valid
	X1.1.3	0,733	0,000	Valid
	X1.2.1	0,704	0,000	Valid
	X1.2.2	0,573	0,001	Valid
	X1.2.3	0,651	0,000	Valid
X2	X2.1.1	0,386	0,035	Valid
	X2.2.1	0,711	0,000	Valid
	X2.3.1	0,783	0,000	Valid
	X2.4.1	0,724	0,000	Valid
	X2.5.1	0,403	0,027	Valid
Y	Y.1.1.1	0,574	0,001	Valid
	Y.1.1.2	0,752	0,000	Valid
	Y.1.2.1	0,875	0,000	Valid
	Y.1.3.1	0,749	0,000	Valid
	Y.1.3.2	0,709	0,000	Valid
	Y.1.4.1	0,598	0,000	Valid
	Y.1.5.1	0,506	0,003	Valid

Source: Data after processing, 2022 (Appendix 5)

Based on Table 3.1, it is evident that all items of the variable indicators, namely cyberloafing behavior (X1), work stress (X2), and employee performance (Y), yielded validation coefficient values greater than 0.361 (r > 0.361). This result indicates that the data collection instrument used in this study is valid.

Reliability Test

According to Sugiyono (2013), a reliability test is conducted after the validation test. This test is used to assess the credibility of a research instrument based on its measurement results. An instrument is considered acceptable if it has a reliability coefficient greater than 0.6 (> 0.6). To calculate the reliability in this study, the Spearman-Brown formula is used with the assistance of SPSS 20 for Windows software.

$$r_i = \frac{2r_b}{1 + r_b}$$

(Sugiyono, 2013)

Explanation:

r_i = The reliability being sought
r_b = Product Moment coefficient between splits Using Cronbach's Alphascale:

a. *r > 0,6* : *reliable/invalid*
b. 0,6 ≥ x > 0,699 : Adequate
c. 0,7 ≥ x > 0,799 : Good
d. r > 0,9 : Excellent

All question items for each variable that have been declared valid will subsequently undergo a reliability test. A variable is considered reliable if the responses to the questions are consistent. The reliability calculation uses Cronbach's Alpha formula, facilitated by SPSS software. The reliability results for each variable can be seen in Table 2.

Based on Table 2 below, it can be concluded that all variables used in this study are reliable because they have a Cronbach's Alpha (α) value greater than 0.60 (> 0.60). Thus, the three variable instruments have a good level of reliability, so they can be used in this study.

Table 2. Results of Research Instrument Reliability Testing

Question Item		Alpha Cronbach	Description
X1	X1.1.1	0,745	Reliabel
	X1.1.2	0,742	Reliabel
	X1.1.3	0,740	Reliabel
	X1.2.1	0,742	Reliabel
	X1.2.2	0,749	Reliabel
	X1.2.3	0,746	Reliabel
X2	X2.1.1	0,754	Reliabel
	X2.2.1	0,746	Reliabel
	X2.3.1	0,741	Reliabel
	X2.4.1	0,744	Reliabel
	X2.5.1	0,753	Reliabel
Y	Y.1.1.1	0,751	Reliabel
	Y.1.1.2	0,744	Reliabel
	Y.1.2.1	0,738	Reliabel
	Y.1.3.1	0,743	Reliabel
	Y.1.3.2	0,745	Reliabel
	Y.1.4.1	0,745	Reliabel
	Y.1.5.1	0,752	Reliabel

Source: Data after processing, 2022 (Appendix 6)

Data Analysis

After the obtained data has been processed, the next step is to analyze the data. This study uses descriptive analysis. Descriptive analysis is the steps to conduct research objectively about the symptoms contained in the investigated problem. This analysis technique is carried out by entering data into a frequency table, either in the form of numbers or percentages. According to Sugiyono (2013), data analysis is systematically searching and compiling data obtained from interviews, field notes, and other materials so that it can be easily understood, and the findings can be informed to others. The data analysis that will be used in this research is descriptive statistical analysis, multiple linear regression analysis, and coefficient of determination analysis.

Descriptive Statistical Analysis

Descriptive statistical analysis is used to explain the effect of cyberloafing behavior and work stress on the performance of S2 Store Kendari employees. This analysis technique is in the form of a frequency table, then the data is analyzed descriptively to obtain clearer results. The descriptive analysis aims to clarify and determine the effect of cyberloafing behavior and work stress on the performance of S2 Store Kendari employees.

The data obtained in this study will be tabulated and then analyzed using Quantitative Analysis techniques. Quantitative Analysis is done by analyzing a problem that is manifested quantitatively. In this study, the type of data used is quantitative data, so quantitative analysis is carried out by quantifying research data into numbers using a Likert Scale. With alternative choices of 1 to 5 answers to questions, with the following score weights.

Table 3. Likert scale of research questionnaire

No	Answer	Score
1	Strongly Agree	5
2	Agree	4
3	Neutral	3
4	Disagree	2
5	Strongly Disagree	1

Source: Sogiyono (2013)

Multiple Linear Regression Analysis

The data analysis method used in this research is multiple linear regression, facilitated by SPSS 20 for Windows software. The data collected in this study will then be analyzed using Descriptive Statistical Analysis. Descriptive Statistics is a statistical tool used to describe or provide an overview of the object studied through sample or population data as it is, without performing analysis and drawing general conclusions from the data (Sugiyono, 2013). Descriptive statistical analysis provides an overview or description of data observed from minimum value, maximum value, mean (average), and standard deviation. This testing is conducted to facilitate the understanding of the variables used in the research. The regression equation model used can be formulated as follows.

$$Y = a + b1X1 + b2X2 + e$$

Explanation

Y : Employee Performance
a : Constant
$b_{1,2}$: Regression Coefficients for Variables X_1 and X_2
X_1 : *Cyberloafing Behavior*
X_2 : Work Stress
e : Disturbance Factor outside the model (Regression Error)

Coefficient of Determination Analysis (R Square)

The coefficient of determination measures how far the model's ability to explain the variation of the independent variable X. The value of R2 is between zero and one. A small R2 value means that the ability of the independent variable X to explain the dependent variable Y is very limited. A value close to one means that the independent variable X provides almost all the information needed to predict the variation of the dependent variable Y. In general, the coefficient of determination for cross-sectional data is relatively low due to the large variation between each observation, while for time series data, it usually has a high coefficient of determination value (Ghozali, 2006).

The coefficient of determination, denoted by R2, is an important measure in regression. The value of the coefficient of determination (R2) reflects how much variation in the dependent variable Y can be explained by the independent variable X. If the coefficient of determination is equal to 0 (R2 = 0), it means that the variation of Y cannot be explained by X at all. Meanwhile, if R2 = 1, it means that the variation of Y as a whole can be explained by X. In other words, if R2 approaches 1 (one), the independent variable is able to explain the dependent change, but if R2 approaches 0 (zero), the independent variable is not able to influence the dependent variable.

Hypothesis Testing

Simultaneous Testing (F-Test)

This test is conducted to determine whether the independent variables jointly have a significant effect on the dependent variable or not (Ghozali, 2021). This test is carried out using a two-way test with the following hypotheses:

1. Ho: b1 = b2 = 0, meaning that there is no significant effect from the independent variables jointly.
2. Ho: b1 ≠ b2 ≠ 0, meaning that there is a significant effect from the independent variables jointly.

The decision criteria are based on the probability value:

1. If the P-value < α = 0.05, then Ho is accepted and Ha is accepted. This means that the independent variables simultaneously have a significant influence on the dependent variable.
2. If the P-value > α = 0.05, then Ho is accepted and Ha is rejected. This means that the independent variables simultaneously do not have a significant influence on the dependent variable.

Partial Testing (t-Test)

This test is conducted to determine whether the independent variables partially have a significant effect on the dependent variable or not. This test is carried out using a two-way test with the following hypotheses:

1. Ho = b1 = 0, meaning that there is no significant effect from the independent variable on the dependent variable.
2. Ho = b1 ≠ 0, meaning that there is a significant effect from the independent variable on the dependent variable.

To calculate the t-value, the testing criteria are as follows

1. Ho is accepted and Ha is rejected if the t-value < t-table. This means that the independent variable has no significant effect on the dependent variable.
2. Ho is accepted and Ha is rejected if the t-value > t-table. This means that the independent variable has a significant effect on the dependent variable.

Operational Definition of Research Variables

To obtain a clear picture of the variables studied in this research, the following operational definitions are given:

1. Cyberloafing Behavior (X1) is any form of employee behavior that uses company internet access during working hours for personal purposes. The indicators of cyberloafing behavior are:
   a. Partial Cyberloafing, which is the type of employee who engages in various forms of non-work-related general internet usage behavior, such as reading online news, online shopping, emailing, and listening to music.
   b. Serious Cyberloafing, which is the type of S2Store employee who engages in various forms of internet usage behavior that are more dangerous because they violate agency norms and are potentially illegal. Examples include online gambling, managing personal websites, and accessing sites that contain pornography.

2. Work stress (X2) is a condition of tension that affects the emotions, thinking processes, and conditions of S2Store employees. The indicators of work stress are:
   a. Intrinsic job factors which are divided into task demands, time pressure due to work deadlines, and having to make too many decisions
   b. Role in the organization which is divided into uncertainty and lack of information on work roles, expectations in work, and responsibilities in work
   c. Relationships at work which are divided into relationships with superiors and relationships with co-workers
   d. Career development which is divided into lack of job security (fear of no longer being used or early retirement) and status mismatch such as over-promotion, under-promotion, and frustration due to pursuing a high career.
   e. Organizational structure and climate, namely greater opportunities to participate in decision making.

3. Performance (Y) or work performance is the result of work in terms of quality and quantity achieved by an S2Store employee in carrying out their duties in accordance with the responsibilities given to them. The performance indicators are:

   a. Quality; work quality can be measured from the employee's perception of the quality of work produced and the perfection of tasks on the skills and abilities of S2Store employees.
   b. Quantity; the amount produced is expressed in terms such as the number of units, the number of activity cycles completed by S2Store employees.
   c. Timeliness; the level of activity completed at the beginning of the specified time, seen from the point of coordination with the output results and maximizing the time available in S2Store activities.
   d. Effectiveness; the level of resource use that is maximized by S2Store employees with the aim of increasing the yield from each unit of resources.

e. Independence; the level of an S2Store employee who will later be able to carry out their work functions and work commitments.

S2 Store is a business engaged in women's fashion retail with 30 employees and a sales target of 5-10 million per day. In this study, the variables examined were Cyberloafing Behavior (X1) and Work Stress (X2) on Employee Performance (Y). To determine whether or not there is an influence between cyberloafing behavior and work stress (independent variables) on employee performance (dependent variable), multiple linear regression analysis was used. The intended test results can be seen in table 4.6 below:

Table 4. Summary of multiple linear regression test results

Independent Variables (X)			Regression Coefficient	t-value	Sig		
Cyberloafing behavior (X1)			0,425	2,299			0,029
Work Stress (X2)			- 0,080	- 0,431			0,670
R	=	0,462			N	=	30
R *Square*	=	0,213			α	=	0,05
F Value	=	3,660			ttable	=	1,697
F Sig.	=	0,039			Ftable	=	3,32

Source: Data after processing, 2022 (Appendix 7)

Based on the analysis results in table 4.6 above, it can be explained that the coefficient value showing cyberloafing behavior towards employee performance at S2 Store Kendari is positive, which is 0.425. This means that if cyberloafing behavior increases, it will have a positive effect on employee performance. Similarly, the coefficient value of the work stress variable on employee performance is negative, which is -0.080.
Based on the table above, the results of the multiple linear regression equation model are obtained as follows:

$$Y = 0{,}425X1 - 0{,}080X2$$

Based on the calculation results in table 4.6, it can be stated as follows:

1. The cyberloafing behavior coefficient gives a value of 0.425, which means that if cyberloafing behavior increases, it will have a positive effect on employee performance.
2. The work stress coefficient gives a value of -0.080, which means that if the work stress felt by employees at S2 Store Kendari increases, employee performance will decrease and worsen.
3. The value of R = 0.462 or has a strong enough relationship because it is close to the value of 1, while the coefficient of determination (R2) obtained is 0.213. This means that 21.3% of employee performance can be explained by the variables of cyberloafing behavior and work stress, while the remaining 78.7% of employee performance is influenced by other variables not examined in this study.

Hypothesis Testing

Hypothesis testing carried out in this study aims to see how the independent variables affect the dependent variable. This hypothesis testing consists of simultaneous hypothesis testing and partial hypothesis testing. The test results are as follows:

Simultaneous Hypothesis Testing (F-Test)

The F-test was conducted to see how the independent variables (cyberloafing behavior and work stress) jointly or simultaneously affect the dependent variable (employee performance). The results of the F-test calculation can be seen in the table below

Table 5. F-test statistical results

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	86.997	2	43.498	3.660	.039[b]
	Residual	320.870	27	11.884		
	Total	407.867	29			

From the analysis results above, it can be seen that together the independent variables have a positive and significant effect on the dependent variable. This is evidenced by the value of Fcount = 3.660 > Ftable = 3.32 with a significant level of 0.039 < (smaller than) = 0.05. So the perceived cyberloafing behavior and work stress have a joint (simultaneous) effect on employee performance at S2 Store Kendari can be accepted.

Partial Hypothesis Testing (t-Test)

The t-test is used to test whether each or partially independent variable (cyberloafing behavior and work stress) affects the dependent variable (employee performance). The results of the t-test calculation can be seen in the table below.

Table 6. t-test statistical results coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
	(Constant)	15.586	6.976		2.234	.034
1	Perilaku Cyberloafing	.535	.233	.425	2.299	.029
	Stres Kerja	-.057	.132	-.080	-.431	.670

The things that can be interpreted from the table above are as follows

1. Cyberloafing Behavior Variable, after being partially tested using the t-test, obtained a significant value of 0.029. This significance value is less than 0.05, so it can be concluded that the Cyberloafing Behavior variable has an influence on employee performance. The coefficient value is positive, which is 0.425, so it is concluded that the cyberloafing behavior variable has a positive effect on employee performance. This can be interpreted that if cyberloafing behavior increases, employee performance will increase and conversely, if cyberloafing behavior decreases, employee performance will decrease.
2. Work Stress Variable, after being partially tested using the t-test, obtained a significant value of 0.670. This significance value is greater than 0.05, so it can be concluded that the Work Stress variable has no influence on employee performance. The coefficient value is negative, which is -0.080, so it is concluded that if work stress increases, employee performance will decrease and conversely, if work stress decreases, performance will increase.

Results and Discussion

This study aims to examine the effect of cyberloafing behavior and work stress on the performance of S2 Store Kendari employees.

The Effect of Cyberloafing Behavior and Work Stress on Employee Performance at S2 Store Kendari

An employee who engages in cyberloafing and experiences work stress while working can have an influence on employee performance in a business. According to Tandon et al. (2022), cyberloafing is an act or behavior of employees who intentionally use company internet access during working hours to browse websites for personal interests that are not related to work, such as checking, receiving, and sending personal emails or using other social media. Furthermore, cyberloafing behavior carried out by employees at work during working hours is an act of misusing time that can reduce productivity and delay job completion. Meanwhile, work stress is a dynamic condition where a person is faced with an opportunity, demand or resource related to individual desires and willingness whose results are considered uncertain or unimportant.

Based on the results of multiple linear regression tests, it shows that cyberloafing behavior and work stress together or simultaneously have a positive and significant effect on the performance of S2 Store Kendari employees. This is evidenced by cyberloafing behavior having a regression coefficient value of 0.425 with a significance value of 0.029 < α (0.05) which means that the cyberloafing behavior variable has an influence on employee performance at S2 Store Kendari. Good performance by employees must be accompanied by a reduction in the use of social media or other cyberloafing behaviors that can be detrimental to the employees

themselves and to a business that is being run. Reducing cyberloafing behavior will lead to good performance for these employees. In this study, it can be justified that cyberloafing behavior affects employee performance, where the more often employees engage in cyberloafing, the more their performance will increase as well.

Furthermore, work stress has a regression coefficient value of -0.080 with a significance value of 0.670 > α (0.05) which means that the Work Stress variable has a negative effect on employee performance at S2 Store Kendari. The results of this study support what Erwandi et al. (2021), said that work stress is basically a mismatch between individual abilities and organizational or company demands. In carrying out a job, an employee may experience work stress where excessive workload and time pressure can cause employees to become more emotionally depressed and cause stress. In this study, it can be justified that work stress has a negative effect on employee performance at S2 Store Kendari, where work stress that is proportional to cyberloafing behavior will also decrease employee performance.

The results of this study indicate the magnitude of the contribution of cyberloafing behavior and work stress together or simultaneously to employee performance as shown by the results of the calculation of the coefficient of determination. After being analyzed, it turns out that the variables of cyberloafing behavior and work stress together contribute to employee performance by 21.3% and the remaining 78.7% is influenced by other variables not examined in this study.

The Effect of Cyberloafing Behavior on Employee Performance at S2 Store Kendari

According to Saritepeci (2020), cyberloafing is an act or behavior of employees who intentionally use company internet access during working hours to browse websites for personal interests that are not related to work, such as checking, receiving, and sending personal emails or using other social media. Furthermore, cyberloafing behavior carried out by employees at work during working hours is an act of misusing time that can reduce productivity and delay job completion.

From the results of research conducted at S2 Store Kendari, it is known that cyberloafing behavior has a positive and significant effect on employee performance. It can be interpreted that the more often employees use the internet or engage in cyberloafing during working hours at work, the higher the employee performance and it will become a good assessment for the business owner. Conversely, the lower the cyberloafing behavior carried out by employees during work, the more significant the decrease in employee performance. So cyberloafing behavior is something that can affect employee performance in completing their work. As a result, if employee cyberloafing behavior is high, employee performance will increase. On the other hand, the lower the employee's cyberloafing behavior, the lower the employee's performance. The results of the research above show that there are similarities with the research conducted by Safitri (2020), which revealed that cyberloafing behavior has a positive effect on employee performance.

The Effect of Work Stress on Employee Performance at S2 Store Kendari

According to Schwarzer and Reuter (2023), work stress is a dynamic condition where a person is faced with an opportunity, demand or resource related to individual desires and willingness whose results are considered uncertain or unimportant. Furthermore, Bandura (2023), added that work stress is basically a mismatch between individual abilities and organizational or company demands. In carrying out a job, an employee may experience work stress where excessive workload and time pressure can cause employees to become more emotionally depressed and cause stress.

From the results of research conducted at S2 Store Kendari, it is known that work stress has a negative and insignificant effect on employee performance. This means that excessive work stress will reduce employee performance. If the work stress experienced is high, employee performance will decrease. Conversely, if the work stress experienced by employees is low, employee performance will increase. Therefore, it is better if the work stress experienced by employees needs attention from the business owner so that employees who feel pressured by work can express the workload they feel. Thus, this can lead to an increase in employee performance in the future. The results of the research above show that there are similarities with the results of research conducted by Saleem et al. (2021), which revealed that work stress has a negative influence on employee performance.

Conclusion

Based on the results of research and discussion that has been carried out regarding the effect of cyberloafing behavior and work stress on employee performance at S2 Store Kendari, it can be concluded that this study supports the proposed hypothesis, namely.

1. Cyberloafing behavior and work stress together (simultaneously) have a significant effect on employee performance.
2. Cyberloafing behavior partially has a positive and significant effect on employee performance. This means that if cyberloafing behavior is high, employee performance will increase.

Work stress partially has a negative and insignificant effect on employee performance. This means that if work stress is high, employee performance will decrease.

Recommendations

With the various limitations encountered by researchers in exploring the necessary data, the researchers provide recommendations for further research. Future researchers can consider other factors that affect employee performance besides cyberloafing behavior and work stress. Additionally, future researchers are recommended to double-check the data if there is a very high variation in the data. It is important to note that the sample in this study is limited to employees of S2 Store Kendari. The research results may show different outcomes if the research sample is further expanded.

Scientific Ethics Declaration

The authors declare that the scientific ethical and legal responsibility of this article published in EPESS Journal belongs to the authors.

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