

ABSTRACT

Cyberloafing is a form of deviant behavior in the workplace that involves accessing the internet for personal purposes during working hours. This phenomenon has become increasingly prevalent among Generation Z employees, a cohort highly immersed in digital technology. The high intensity of internet use, combined with work-related stress, can trigger cyberloafing behavior in the workplace.

This study aims to examine the effect of work stress on cyberloafing behavior and to test the mediating role of self-control in that relationship. The research focuses on Generation Z employees working in various sectors across Java Island, considering the demographic dominance of this group in the region.

A quantitative approach was employed in this study. Data were collected through online questionnaires distributed via purposive sampling. The data were analyzed using Structural Equation Modeling-Partial Least Squares (PLS-SEM) with the support of SmartPLS 4.0 software.

The results of this study indicate that Generation Z employees in Java experience a high level of work stress (75.81%) and exhibit a relatively low level of self-control (43.20%). These conditions contribute to a high level of cyberloafing (80.77%), referring to the use of the internet for personal purposes during working hours, such as downloading applications, accessing social media, and online shopping. Data analysis shows that work stress has a positive and significant effect on cyberloafing, while self-control has a negative and significant effect on this behavior. Furthermore, self-control is proven to partially mediate the relationship between work stress and cyberloafing. In other words, the higher the level of work stress experienced, the more likely individuals are to engage in cyberloafing, especially when their ability to exercise self-control decreases.

This study contributes theoretically to the development of organizational behavior and digital work psychology literature. Practically, the findings may serve as a reference for designing stress management policies and self-control development programs in the workplace. Future research is recommended to explore additional variables such as work engagement or digital organizational culture, and to expand the respondent scope across generational cohorts.

Keywords: cyberloafing, work stress, self-control, Generation Z, organizational behavior