CYBERLOAFING BEHAVIOR: PERSPECTIVE OF JOB STRESS FACTORS, TRANSFORMATIVE LEADERSHIP, LOCUS OF CONTROL, AND ORGANIZATIONAL COMMITMENT IN SATKER Y CENTRAL JAVA

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***ABSTRAK**: Penelitian ini bertujuan untuk mengetahui bagaimana pengaruh kepemimpinan transformasional, stress kerja, locus of control, dan komitmen organisasi terhadap perilaku cyberloafing. Dalam hal ini dampak dari perilaku cyberloafing dapat menurunkan produktivitas karyawan bahkan dapat mengganggu sistem informasi perusahaan. Dengan menggunakan pendekatakan kuantitatif yang melalui pengumpulan data primer dari penyebaran kuesioner kepada responden, populasi penelitian ini adalah anggota Satker Y Jawa Tengah sejumlah 100 sampel. Pengolahan data penelitian ini menggunakan analisis regresi linear berganda dan menggunakan software IBM SPSS Statistics versi 27. Hasil penelitian ini menunjukkan bahwa Kepemimpinan transformasional berpengaruh negatif terhadap perliaku cyberloafing diperoleh regresi variabel kepemimpinan transformasional diperoleh nilai t sebesar – 1,059 dengan probabilitas 0,292 yang menunjukkan lebih besar dari 0,05. Stress kerja berpengaruh positif terhadap perilaku cyberloafing diperoleh regresi variabel stress kerja diperoleh nilai t sebesar 4.593 dengan probabilitas 0,000 yang menunjukkan lebih kecil dari 0,05. Sedangkan Locus of control berpengaruh positif terhadap perilaku cyberloafing diperoleh nilai t sebesar 0.679 dengan probabilitas 0,499 yang menunjukkan lebih besar dari 0,05 dan Komitmen Organisasi berpengaruh positif terhadap perilaku cyberloafing diperoleh nilai t sebesar 0.459 dengan probabilitas 0,647 yang menunjukkan lebih besar dari 0,05.*

***Kata kunci**: kepemimpinan transformasional, stress kerja, locus of control, komitmen organisasi, perilaku cyberloafing.*

***ABSTRACT**: This study aims to determine how transformational leadership, work stress, locus of control, and organizational commitment influence cyberloafing behavior. In this case, the impact of cyberloafing behavior can reduce employee productivity and even disrupt the company's information system. By using a quantitative approach through primary data collection from distributing questionnaires to respondents, the population of this study was members of Satker Y Central Java with 100 samples. The data processing of this study used multiple linear regression analysis and used IBM SPSS Statistics software version 27. The results of this study indicate that transformational leadership has a negative effect on cyberloafing behavior, obtained by regression of transformational leadership variables obtained a t value of -1.059 with a probability of 0.292 which indicates greater than 0.05. Work stress has a positive effect on cyberloafing behavior, obtained by regression of work stress variables obtained a t value of 4.593 with a probability of 0.000 which indicates less than 0.05. Meanwhile, Locus of Control has a positive effect on cyberloafing behavior, obtained a t value of 0.679 with a probability of 0.499, which shows that it is greater than 0.05, and Organizational Commitment has a positive effect on cyberloafing behavior, obtained a t value of 0.459 with a probability of 0.647, which shows that it is greater than 0.05.*

***Keywords**: transformational leadership, job stress, locus of control, organizational commitment, cyberloafing behavior...*

1. INTRODUCTION

The role of information and communication technology in the era of globalization has placed it in a very strategic position because it presents a world without borders, distance, space and time, which has an impact on increasing productivity and efficiency. The influence of globalization with the use of information and communication technology has changed people's lifestyles, developed a new order of life and encouraged social, economic, cultural, security and law enforcement changes. Through the Internet, today's global community is given the convenience of accessing all kinds of information easily and quickly. So that both companies and government agencies, the role of information technology is the spearhead in increasing productivity, accelerating public services and is even needed in digitizing the law enforcement process.

The need for government agencies in the current era of digitalization is that all government program implementation implement information technology-based performance, namely internet-based technology tools to assist civil servants in completing tasks quickly and efficiently. So it can save time, budget and increase employee creativity. However, on the one hand, the use of the internet can also backfire on the performance of the employees themselves, namely in certain situations employees can access various things that are not related to work but to obtain entertainment and get rid of boredom or what can be called Cyberloafing.

According to Sulistyan & Ermawati, (2020) cyberloafing behavior is a form of employee or staff behavior in using the internet during working hours for their personal interests. This behavior can harm the organization because it can have more negative impacts than positive impacts. Organizations need a good strategy so that employees can continue to work by utilizing the internet to support the smooth running of assigned tasks, as well as minimizing cyberloafing behavior that can arise at any time.

According to Pangestuari et al. (2023) cyberloafing is an activity carried out by employees on the internet for things not related to work that have the potential to violate company standards or even be illegal or for personal enjoyment, such as accessing social sites (Facebook, Instagram, Twitter), reading news, sending and receiving personal email, playing online games, online shopping, and so on. Meanwhile, according to Syah & Sudirman, (2024) cyberloafing behavior is negative or positive behavior carried out by an employee in a company or agency using technology and the internet which is personal in nature which is carried out during working hours and is also not related to the work that should be done at that time. at that time.

Satker Y Central Java, based on its main tasks and functions in accordance with Law Number 22 of 2009 concerning Road Traffic and Transportation, is one of the management centers for controlling information and communication systems for traffic and road transportation, both in the field of registration and identification of motorized vehicles and drivers. , law enforcement, operational management and traffic engineering, as well as traffic education. The ETLE (Electronic Traffic Law Enforcement) program, the RTMC program, the IRSMS program and so on are examples of Satker Y Central Java programs that are based on information technology using an integrated internet network. This program can be accessed up to the central level, namely Korlantas Polri (Police Headquarters) so that monitoring functions can be carried out to monitor the implementation of program functions directly at the Polda to Polres levels. The program is carried out by operators appointed by the unit with predetermined SOPs. In carrying out their duties, operators have the freedom to access the internet. Even though internet access is integrated with the program, cyberloafing behavior has the potential to disrupt the existing system.

Cyberloafing has an impact on companies or government agencies. This is seen from several previous research which states that the act of cyberloafing has a negative impact. According to Adiba, (2021) the negative impacts of cyberloafing include (1)

decreased work productivity, (2) distraction while working, (3) draining time, energy and thoughts, (4) reduced interaction with colleagues. According to Pangestuari et al., (2023) cyberloafing causes a decrease in productivity and inefficient use of network resources, thus making companies uncompetitive. Cyberloafing can also cause information system security and general function problems such as slow bandwidth, exposure to computer viruses, and task delays.

One of the factors that causes cyberloafing behavior is work stress. According to Saleh et al., (2020) work stress occurs when someone is faced with work that has great pressure, monotonous activities, opportunities, obstacles, or demands related to expectations at work. Romy & Ardansyah, (2022) work stress is an individual's response to external environmental conditions in the form of opportunities, constraints and demands which produce physiological and psychological responses resulting in deviations from normal functioning towards something desired.

Based on the research results of Rahmandini et al., (2024) it shows that work stress has a positive and significant effect on cyberloafing. Employees feel stressed about their work which can apparently be caused by several aspects such as workload, attitude of leaders, office facilities and relationships between employees which will result in an employee feeling stressed and will engage in cyberloafing. These results are in line with previous findings found by Hurriyati & Marlinda, (2023) that there is a very significant relationship between work stress and cyberloafing behavior in employees of Sunan Rubber Palembang Ltd. which explains the strong influence of work stress on cyberloafing behavior. The difference in research results obtained by Pangestuari et al., (2023) shows that work stress does not have a significant effect on cyberloafing behavior.

Another factor that influences cyberloafing is transformational leadership. According to Razali, (2024) Leadership is an aspirational force, a force of enthusiasm, and a creative moral force, which is able to influence members to change attitudes, so that they are in line with the will and aspirations of the leader. Hutahayan, (2020) Leadership includes the process of influencing in determining organizational goals, providing behavioral motivation to achieve goals, influencing to improve individuals, groups and their culture. Apart from that, it influences the interpretation of events experienced, maintaining cooperative relationships within the group or outside the group. According to Armansyah, (2022) defines transformational leadership as a leader who pays attention to the problems of his followers and the development needs of each follower, offering enthusiasm and encouragement to achieve his goals. Based on previous research by Amanda et al., (2018), transformational leadership style has a negative effect on internet usage behavior that is not related to work during working hours. The difference in research results obtained by Rahmandini et al., (2024) shows that transformational leadership has a significant positive effect on cyberloafing.

Apart from that, there is also the Locus of Control factor that influences cyberloafing behavior. Locus of control is an individual's perception of an event or a person's ability to control events that will happen to him/herself, deciding something by disciplining one's will or impulses, and consciously restraining oneself from acting in order to achieve the desired results and goals Andini et al. al., (2023). Locus of control is an individual's perception of an event, whether or not the individual can control an event that occurs Masruroh and Hasanah, (2022).

Several previous studies revealed a negative relationship between locus of control and cyberloafing behavior, Tanjung et al., (2019). This is confirmed that self-control has a negative and significant effect on cyberloafing behavior Sofyanty and Supriyadi, (2021). Similar results were obtained by Andini (2023) that locus of control had a negative and significant effect on cyberloafing behavior among Buton Regency Regional Hospital employees. Hastini et al (2018) found differences in results which revealed that

the internal locus of control of Dharma Andalas University employees did not have a significant effect on cyberloafing behavior.

Another factor that can influence cyberloafing behavior is organizational commitment. According to Rochbani & Mukhtar Latif (2022) organizational commitment is an agreement to do something for oneself, another individual, group, or organization. Organizational commitment describes a psychological reaction as the nature of an organization's relationship with its organizational members, and has implications for the individual's desire to continue their existence as a member of the organization. Organizational commitment describes a form of loyalty from employees to the organization by remaining in the organization, providing assistance to achieve organizational goals, and not being motivated for any reason to leave the organization.

Organizational commitment has a level where employees are able to recognize their organization and are committed to the organization's goals. This is an important work behavior because employees who are highly committed are expected to be able to show their willingness to work harder so that organizational goals are achieved and have the desire to continue working in a larger organization. Wahyuni, et al. (2020). Based on previous research, Sani & Suhana (2022) found that organizational commitment statistically has a negative and significant effect on cyberloafing behavior.

Based on the explanation above, the researcher wants to explore more broadly the influence of work stress factors, transformational leadership, locus of control, and organizational commitment to suppress the occurrence of cyberloafing behavior in Satker Y Central Java.

2. METHOD

2.1 *Population and Sample*

According to Suriani et al., (2023) population is all research objects or subjects that have certain characteristics to be studied and conclusions drawn. The sample is part of the number and characteristics of the population. The sample is a number of individuals selected from the population and is a part that represents all members of the population. A good sample is representative of the population. A sample that is not representative of every member of the population, whatever the sample size, cannot be generalized to the population.

This research uses a quantitative method or approach with primary data collected through questionnaires distributed directly to Satker Y Central Java personnel. The sampling technique used in this research uses a purposive sampling technique, namely a sample determination technique with certain considerations in Sugiyono, (2016: 85). The sample in this study was 100 Satker Y Central Java personnel from a population of 436 personnel. In this study, data measurement was based on 5 Likert scales with IBM SPSS. Data analysis in this research uses Descriptive Statistical Analysis, Research Variable Analysis, Multiple Linear Regression Analysis, F Test, Coefficient of Determination (R), and Hypothesis Testing (T Test).

2.2 *Conceptual and Operational Definitions*

Table 2. 1
Operational Definition of Variables, Indicators and Measurement Scales

No	Research Variables	Indicator	Measurement Scale
1	Transformational leadership implies changing the followers or subordinates who are led towards organizational development with	- Responsible as a superior - Care for employees who have problems - Inspirational motivation	Five point likert scale Rating Scale 1 – 5

	principles, one of which is the leader's vision being clear and communicated to subordinates and having an orientation towards achieving the vision together Ardinata et al., (2022)	- Leaders who innovate in terms of work - Leaders who can accommodate employee ideas	
2	Work stress is a condition of tension which will affect a person's emotions, thought processes and condition Martha & Prahasta (2023)	- Physical causes - Workload - Nature of Work - Freedom - Difficulty	Five point likert scale Rating Scale 1 – 5
3	locus of control is an individual's perspective in responding to events experienced that influence their behavior Agusman Aris et al. (2024)	- Believe in your own abilities - Make maximum effort - Take the initiative - Responsible - Control yourself and the situation	Five point likert scale Rating Scale 1 – 5
4	Organizational commitment is a psychological state that characterizes the relationship between employees and the organization, and involvement in the decision to be in the organization (Choeriyah & Ayu Tuty Utami, 2023).	- personal emotional attachment, identification, and participation in the organization - Personal decisions to stay or not in the organization are based on considerations of profit and loss - personal obligation to be responsible and remain in the organization	Five point likert scale Rating Scale 1 – 5
5	cyberloafing is the activity of employees who deliberately use the internet connection provided by a company for activities that are not related to work during working hours Pangalila et al. (2024)	- Use office Wi-Fi outside of business as often as possible during working hours - Using a cell phone during working hours - Send and receive emails during working hours, - Access social media during working hours - Browsing outside of work during working hours.	Five point likert scale Rating Scale 1 – 5

2.3 *Data Analysis Techniques and Analysis Tools*

Descriptive statistics is a part of statistics regarding data collection, presentation, determining statistical values, making diagrams or pictures about something, here the data is presented in a form that is easier to understand or read Nasution, (2017). The data in this research was obtained through a questionnaire distributed to Satker Y Central Java personnel. The data obtained was analyzed using percentage calculations so that it could describe the percentage of gender, age and latest education.

2.4.1. Validity Test with SPSS

The item validity test is a data instrument test to determine how accurately an item measures the object it wants to measure. An item can be said to be valid if there is a significant correlation with the total score. Testing in SPSS uses three analysis methods, namely, Pearson

correlation, corrected item total correlation, and factor analysis Wahyuni, Dr. Molli, S.Sc., (2020).

2.4.2. Reliability Test with SPSS

Reliability shows the reliability of an instrument, so that the instrument is declared trustworthy for use as a measuring tool. An instrument is said to be reliable if it can be used in various circumstances and does not influence the direction of the respondent's answer choices. One that is quite popular is Cronbach's Alpha. Wahyuni, Dr. Molli, S.Sc., (2020).

2.4.3. Multiple Linear Regression

Multiple linear regression is an equation model that explains the relationship between one dependent variable/response (Y) and two or more independent variables/predictor (X1, X2,…Xn). The aim of the multiple linear regression test is to predict the value of the dependent variable/response (Y) if the values of the independent variables/predictor (X1, X2,..., Xn) are known. Apart from that, it is also possible to find out the direction of the relationship between the dependent variable and the independent variables.
Mathematical multiple linear regression equation:

$$Y = a + b1X1 + b2X2 + \ldots + bn\,Xn$$

Information :

Y	=	dependent variable (the value of the variable to be predicted)
a	=	konstanta
b1,b2,…,bn	=	regression coefficient value
X1,X2,…,Xn	=	independent variable

2.4 *Hypothesis Testing*

Hypothesis testing is intended to see whether a proposed hypothesis is rejected or accepted. A hypothesis is an assumption or statement that may be true or false about a population. By observing the entire population, a hypothesis can be known whether a study is right or wrong. For practical purposes, random sampling from the population will be helpful. In hypothesis testing there is an assumption/statement of the term null hypothesis. The null hypothesis is the hypothesis to be tested, stated by H0 and rejection of H0 is interpreted as acceptance of another hypothesis/alternative hypothesis stated by H1.

2.4.1. Classical Assumption Test

a. Normality Test

Normality test to test whether the standardized residual values in the regression model are normally distributed or not. How to carry out a normality test can be done using a normal probability plot graphic analysis approach. In this approach, the residual value is normally distributed if the line (dots) that depicts the actual data follows or converges to the diagonal line.

b. Multicollinearity Test

The multicollinearity test aims to test whether the regression model forms a high or perfect correlation between the independent variables. If it is found that

there is a high correlation between the independent variables, it can be stated that there are multicorlinear symptoms in the research.

c. Heteroscedasticity Test

The heteroscedasticity test is used to determine whether there are deviations from classical assumptions or not. Heteroscedasticity is the unequal variance of the residuals for all observations in the regression model. The prerequisite that must be met in the regression model is the absence of symptoms of heteroscedasticity.

2.5 Model Feasibility Test (Goodness of Fit)

The model feasibility test is the R2 test to see the ability of the independent variable to explain the dependent variable. The R2 value ranges from 0 – 99, the closer the RSquare value is to 1, the more appropriate a model is to use.

2.5.1. Partial Test (t-test)

A partial test (t test) is a test carried out to see whether an independent variable has an effect on the dependent variable or not by comparing the tcount value with ttable. The t test testing criteria are as follows:

- If the value of tcount > ttable then the hypothesis is rejected, meaning that the variable has an effect on the dependent variable.
- If the tcount < ttable then the hypothesis is accepted, meaning that the variable has no effect on the dependent variable.

2.5.2. Simultaneous Test (F Test)

Simultaneous Test (F test) is a test carried out to see whether all independent variables together have an effect on the dependent variable or not by comparing the value of Fcount with Ftable.

- If the value of Fcount > Ftable then the hypothesis is rejected, meaning that together the independent variables have an effect on the dependent variable.
- If the value of Fcount < Ftable then the hypothesis is accepted, meaning that together the independent variables have no effect on the dependent variable.
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3. RESULT AND DISCUSSION

3.1 Descriptive Statistical Analysis

Descriptive statistical analysis was used to determine the criteria for respondents used as research samples. Satker Y Central Java personnel were the respondents in this research. The data collection method in the form of a questionnaire was carried out on 100 Satker Y Central Java personnel, both Polri, PNS and PHL. Descriptive statistical analysis includes respondents' personal identities such as gender, age, highest level of education, and length of work. The results of the subsequent analysis will be presented in table form. Based on data obtained through questionnaires, the explanation of descriptive statistical analysis is as follows:

Respondent Characteristics

Respondent characteristics are used to provide an overview of respondents obtained from distributing questionnaires by researchers:

Table 3.1.
Characteristics of Central Java Police Traffic Directorate Employee Respondents

Description		Total	Percentage %
A	Gender		
1	Man	75	75 %
2	Woman	25	25 %
	Total	100	100%
B	Age		
1	20 - 25	10	10%
2	26-30	19	19%
3	31-35	8	8%
4	36-40	19	19%
5	41-45	15	15%
6	46-50	19	19%
7	51-55	9	9%
8	56-60	1	1%
	Total	100	100%
C.	Marital status		
1	Not married yet	18	18%
2	Married	82	82%
	Total	100	100%
D.	Education		
1	SMA	32	32%
2	D3	7	7%
3	S1	50	50%
4	S2	11	11%
	Total	100	100%
E.	Length of work		
1	1-5 years	11	11%
2	6-10 years	26	26%
3	11-15 years	8	8%
4	16-20 years	27	27%
5	21-25 years	14	14%
6	26-30 years	11	11%
7	31-35 years	3	3%
	Total	100	100%

Description of Research Results

Based on data input from the results of the questionnaire, the data used in this research included transformational leadership, work stress, locus of control, organizational commitment and cyberloafing behavior of the Central Java Regional Police Traffic Directorate. Below, we will present an index analysis of respondents' answers to review respondents' answers to each question which is the instrument of this research. In this case, a description of the respondents' answers to the variables studied is presented, so that the intensity of the condition of each variable can be known.

The scoring technique used in this research uses a Likert scale with a minimum score of 1 and a maximum score of 5, so the respondent's answer index is calculated using the following formula:

$$\text{Index Value} = \frac{(F1\ x\ 1) + (F2\ x\ 2) + (F3\ x\ 3) + (F4\ x\ 4) + (F5\ x\ 5)}{5}$$

F1 : frequency of respondents who answered 1 of the scores used in the questionnaire.
F2 : frequency of respondents who answered 2 of the scores used in the questionnaire.
F3 : frequency of respondents who answered 3 of the scores used in the questionnaire.
F4 : frequency of respondents who answered 4 of the scores used in the questionnaire.
F5 : frequency of respondents who answered 5 of the scores used in the questionnaire.

Formula :
Highest score (F5 ×5) / 5 = (100 ×5) / 5 = 500/ 5 = 100
Lowest score (F1 ×5) / 5 = (100 ×1) / 5 = 100 / 5 = 20
Range (R) = 100 - 20 = 80
Interval (I) = 80/5 = 16

So the resulting index number will start from 20 to 100 with a range of 80, without the number 0, as follows:
1. Index value 20 – 36 = very low interpretation
2. Index value 37 – 53 = low interpretation
3. Index value 54 - 70 = moderate interpretation
4. Index value 71 - 87 = high interpretation
5. Index value 88 - 100 = very high interpretation

Based on the criteria above, the respondent's perception index for the variables used in this research was determined. Furthermore, the respondents' interpretations are explained as follows:

Table 2.2.
Respondents' Responses from the Transformational Leadership Variable

No	Statement Items	Score					Total	Score	Index	Criteria
		STS	TS	KS	S	SS				
1	I feel that the leaders where I work are very responsible for the goals of the organization	2	2	0	34	62	100	452	90,4	Very high interpretation

2	I feel that the leaders where I work pay attention to what problems members are experiencing	2	1	4	40	53	100	441	88,2	very high interpretation
3	I feel that the leaders where I work are able to provide inspirational motivation to members to become better	3	1	0	37	59	100	448	89,6	very high interpretation
4	I feel that leaders provide innovation or change for organizational development	2	2	0	39	57	100	447	89,4	very high interpretation
5	The leaders where I work are able to accommodate ideas from their members to make decisions	1	4	3	40	52	100	438	87,6	high interpretation
	Average							445,2	89,04	

Source: Processed Primary Data, 2024

From table 2.2 above, it can be seen that the majority of respondents gave a high assessment of the transformational leadership in the Central Java Regional Police Traffic Directorate. The average answer score for the transformational leadership variable was 89.04% which was in the "high" category. This shows that the leaders at Satker Y Central Java apply a transformational leadership type where the leader has responsibility, cares about his members who have problems, has inspirational motivation, is innovative and is able to accommodate employees' ideas. The results of the research also show that the responsibility of the leader of Satker Y Central Java Directorate towards organizational goals is the highest indicator of influence. Leaders will always make the organization's goals a shared responsibility between the leadership and members. The effect is that when working, members only focus on achieving the targets that have been planned every day, week, month and year. Because the focus on achieving targets, responsibility for organizational goals is what is able to suppress cyberloafing behavior.

Table 2.3.
Respondents' Responses from the Job Stress Variable

No	Statement Items	Score					Total	Score	Index	Criteria
		STS	TS	KS	S	SS				
1	I feel that being physically tired can affect the quality of the work	19	6	9	42	24	100	346	69,2	moderate interpretation
2	I have a large volume of work	16	16	17	38	13	100	316	63,2	moderate interpretation
3	I feel bored because the work is monotonous and undeveloped	37	26	13	16	8	100	232	46,4	Low interpretation

4	I feel like I don't have the freedom to manage my time to complete work	38	33	16	11	2	100	206	41,2	Low interpretation
5	I find it difficult to complete the work given by the leadership	42	36	14	6	2	100	190	38	Low interpretation
	Average							258	51,6	

Source: Processed Primary Data, 2024

From table 2.3 above, it can be seen that the majority of respondents gave a moderate assessment of work stress at Satker Y Central Java. The average answer score for the work stress variable was 51.6% which was in the "medium" category. This shows that the highest work stress in the Central Java Regional Police Traffic Directorate is the physical fatigue factor which is caused by the workload which tends to be high. From these two factors, the tendency for members to reduce work stress is through cyberloafing behavior. From members' statements, one of the causes of cyberloafing behavior is to reduce stress due to fatigue due to high work loads.

Table 2.4.
Respondents' Responses from the Locus of Control Variable

No	Statement Items	Score					Total	Score	Index	Criteria
		STS	TS	KS	S	SS				
1	I am confident in my abilities to face work challenges			2	39	59	100	457	91,4	very high interpretation
2	I always try my best to complete every job given	1			31	68	100	465	93	very high interpretation
3	I take the initiative to make decisions immediately if I feel it is necessary	2	1	4	43	50	100	438	87,6	very high interpretation
4	Being responsible for work is my life principle				26	74	100	474	94,8	very high interpretation
5	I can control myself in any situation at work				40	60	100	460	92	very high interpretation
	Average							458,8	91,76	

Source: Processed Primary Data, 2024

From table 2.4 above, it can be seen that the majority of respondents gave a high assessment of the locus of control within Satker Y Central Java personnel. The average answer score for the locus of control variable was 91.76% which was in the "high" category. This shows that Satker Y Central Java personnel have a high locus of control in terms of believing in their own abilities, making maximum efforts in their work, taking

the initiative, being responsible, and being able to control themselves and situations. Of these indicators, the ones with the highest influence are internal factors within members because of the principle of responsibility for work. It is because of this sense of responsibility for work that members can be motivated to improve their performance for the organization and make it possible to minimize behavior that is less efficient and effective during working hours, such as cyberloafing behavior. Members will always make maximum efforts to complete the work assigned according to their responsibilities and orders.

Table 2.5.
Respondents' Responses from the Organizational Commitment Variable

No	Statement Items	Score					Total	Score	Index	Criteria
		STS	TS	KS	S	SS				
1	The emotional bonds that are built make me feel like I have to be involved in every activity at work	3	4	7	47	39	100	415	83	high interpretation
2	I feel lucky if I stay in my current workplace organization for a long time	1	1	4	50	44	100	435	87	high interpretation
3	I feel I have an obligation to carry out the vision of the organization where I work	1	1	2	43	53	100	446	89,2	high interpretation
	Average							432	86,4	

Source: Processed Primary Data, 2024

From table 2.5 above, it can be seen that the majority of respondents gave a high assessment of the organizational commitment of the personnel in Satker Y Central Java. The average answer score for the organizational commitment variable was 86.4% which was in the "high" category. This shows that Ditlantas Polda personnel have a high commitment to the organization in terms of personal emotional attachment in the organization, personal decisions to stay or not in the organization because of personal obligations to be responsible and remain in the organization, and have an obligation to carry out the organization's vision. Of these three factors, commitment to the obligation to carry out the organization's vision is the highest factor that exists among most members of Satker Y Central Java. This commitment can play a role in suppressing cyberloafing behavior.

Table 2.6.
Respondents' Responses from the Cyberloafing Variable

No	Statement Items	Score					Total	Score	Index	Criteria
		STS	TS	KS	S	SS				
1	I use office Wi-Fi to access the internet, not only for office purposes but also for personal purposes	17	15	23	31	14	100	310	62	moderate interpretation

2	I use a cell phone or cell phone for personal use during working hours because of urgent and important family needs	7	4	15	44	30	100	386	77,2	high interpretation
3	I send and receive personal emails between work activities	11	16	17	41	15	100	333	66,6	moderate interpretation
4	Accessing social media such as Facebook, YouTube, Instagram, etc. during working hours to accompany me while working	17	16	26	30	11	100	302	60,4	moderate interpretation
5	I browse outside of work, during working hours	24	19	28	23	6	100	268	53,6	moderate interpretation
	Average							319,8	63,96	

Source: Processed Primary Data, 2024

From table 2.6 above, it can be seen that the majority of respondents gave a moderate assessment of cyberloafing behavior carried out by Satker Y Central Java personnel. The average answer score for the cyberloafing variable was 63.96% which was in the "medium" category. This shows that the highest cyberloafing behavior is due to the use of cellphones for personal interests due to urgent family needs carried out by Satker Y Central Java Directorate personnel. This is because using cellphones for family purposes has become commonplace.

3.1. Validity Test

The validity test is carried out by comparing the calculated r value with the r table for the degree of fredom df=n-2. A question or indicator is declared valid if the calculated r value is higher than the table r value and is a positive value, but if the calculated r value is lower than the table r value, then it is declared invalid and the value is negative. The significance level used is Sig<0.05 or 5% with a sample (n) of 100 respondents, so the calculation occurs df=100-2 so it is known that the r table value is 0.1966. The validity test results are summarized in the following table:

Table 3.7.
Validity Test Results

No	Transformational Leadership Question Indicator	r count	r table	Significant	Information
1	Indicator 1	0.941	0.1966	0.001	valid
2	Indicator 2	0.945	0.1966	0.001	valid
3	Indicator 3	0.950	0.1966	0.001	valid
4	Indicator 4	0.949	0.1966	0.001	valid
5	Indicator 5	0.926	0.1966	0.001	valid

No	Work Stress Question Indicator	r count	r table	Significant	Information
1	Indicator 1	0.713	0.1966	0.001	valid
2	Indicator 2	0.661	0.1966	0.001	valid
3	Indicator 3	0.728	0.1966	0.001	valid
4	Indicator 4	0.774	0.1966	0.001	valid
5	Indicator 5	0.610	0.1966	0.001	valid

No	Locus Of Control Question Indicator	r count	r table	Significant	Information
1	Indicator 1	0.843	0.1966	0.001	valid
2	Indicator 2	0.751	0.1966	0.001	valid
3	Indicator 3	0.669	0.1966	0.001	valid
4	Indicator 4	0.768	0.1966	0.001	valid
5	Indicator 5	0.747	0.1966	0.001	valid

No	Organizational Commitment Question Indicator	r count	r table	Significant	Information
1	Indicator 1	0.758	0.1966	0.001	valid
2	Indicator 2	0.708	0.1966	0.001	valid
3	Indicator 3	0.743	0.1966	0.001	valid

No	Cyberloafing Indicator Pertanyaan	r count	r table	Significant	Information
1	Indicator 1	0.771	0.1966	0.001	valid
2	Indicator 2	0.668	0.1966	0.001	valid
3	Indicator 3	0.764	0.1966	0.001	valid
4	Indicator 4	0.827	0.1966	0.001	valid
5	Indicator 5	0.766	0.1966	0.001	valid

Based on table 3.7, it can be seen that the validity test of transformational leadership, work stress, locus of control, organizational commitment above in the SPSS output display shows that the correlation of each indicator with the total construct score (question) shows significant results and the calculated r is greater from r tables (r count > r tables). So it can be concluded that each question indicator is valid.

3.2. Reliability Test

Reliability testing is used to measure a questionnaire which is an indicator of a variable or construct. A questionnaire is said to be reliable or reliable if the respondent answers a person's answers to questions consistently or stably over time. According to Sugiyono (2018:220) an instrument is declared reliable if the reliability coefficient is at least 0.6. If the measuring instrument has a Cronbach Alpha value <0.6 then the measuring instrument is not reliable.

Table 3.8.

Reliability Test Results

Variable	Provision	Cronbach Alpha	Information
Transformational Leadership	> 0,60	0,968	Reliable
Work Stress	> 0,60	0,730	Reliable
Locus of Control	> 0,60	0,783	Reliable
Organizational Commitmen	> 0,60	0,704	Reliable
Cyberloafing	> 0,60	0,635	Reliable

Source: Processed Primary Data, 2024

The results of the reliability test show that for indicators from all points and total questions from transformational leadership, work stress, locus of control, organizational commitment and cyberloafing, the Cronbach Alpha is greater than the specified Cronbach Alpha value, namely greater (> 0.60) . It can be concluded that all of these variables are reliable.

3.3. Multiple Linear Regression Analysis

Multiple linear regression analysis (multiple regression) is used to test the influence of more than one independent variable (metric) on one metric dependent variable (Ghozali, 2011: 17). This test also shows the direction of the relationship between the independent variable and the dependent variable. In this research, multiple linear regression is used because it has one dependent variable and more than one independent variable. The following are the results of multiple linear regression testing.

Table 3.9.
Multiple Linear Regression Test Results

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.602	5.556		1.188	.238
	Trans. Leader.	-.128	.121	-.103	-1.059	.292
	Work stress	.486	.106	.444	4.593	.000
	Lcs oF Ctrl	.176	.259	.080	.679	.499
	Orgaz.Commit	.149	.325	.055	.459	.647
a. Dependent Variable: CYBRLFNG						

Based on table 3.9, it can be seen that the estimation results of the regression model are as follows:

$$\mathbf{Y = 6{,}602 - 0{,}128X_1 + 0{,}486X_2 + 0{,}176\ X_3 + 0{,}149\ X_4}$$

a. The constant regression coefficient is known to be 6.602, meaning that if the independent variables which include transformational leadership, work stress, locus of control, organizational commitment are considered constant then the value of the dependent variable, namely cyberloafing, is 6.602.

b. The regression coefficient for transformational leadership is known to be -0.128 and is negative, meaning that if other variables have constant values and transformational leadership increases by 1%, cyberloafing behavior will decrease by 12.8%. The coefficient is negative, meaning that there is a negative influence between the transformational leadership variable and cyberloafing. The higher the transformational leadership, the lower the cyberloafing. This condition is caused by if the transformational leadership character in Satker Y Central Java increases, the personnel or members will feel comfortable with the leader's character so that it will have an effect on decreasing cyberloafing behavior of members of Satker Y Central Java. On the other hand, if the character of transformational leadership in Satker Y Central Java decreases then personnel or members will feel less comfortable with the leader's character, which will have an impact on increasing cyberloafing behavior of members of Satker Y Central Java
c. The regression coefficient for the work stress variable is known to be 0.486 and is positive, meaning that if the other variables have constant values and work stress increases by 1%, then cyberloafing behavior will also increase by 48.6%. The coefficient is positive, meaning that there is a positive influence between the work stress variable and cyberloafing behavior. The higher the work stress, the higher the cyberloafing behavior. On the other hand, the lower the work stress, the lower the cyberloafing behavior of Satker Y Central Java personnel.
d. The regression coefficient for the locus of control variable is known to be 0.176 and is positive, meaning that if the other variables have constant values and the locus of control increases by 1%, then cyberloafing behavior will also increase by 17.6%. The coefficient is positive, meaning that there is a positive influence between the locus of control variable and cyberloafing behavior. This means that the higher the locus of control, the less it will influence cyberloafing behavior.
e. The regression coefficient for the organizational commitment variable is known to be 0.149 and is positive, meaning that if the other variables have constant values and organizational commitment increases by 1%, then cyberloafing behavior will also increase by 14.9%. The coefficient is positive, meaning that there is a positive influence between the organizational commitment variable and cyberloafing behavior. This means that the higher the organizational commitment, the less influence cyberloafing behavior will have.

3.4. Classical Assumption Test

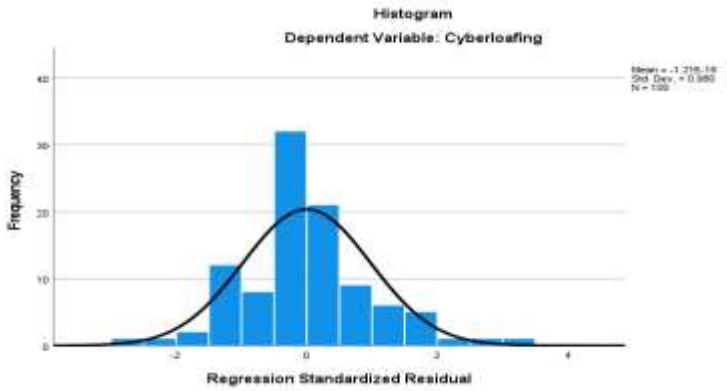
The classic assumption test of this research includes normality, multicollinearity and heteroscedasticity tests. The following are the results of the classic assumption test using the IBM Statistical Package for Social Science (SPSS) 27.0 for Windows application software.

a. Normality Test

The Normality Test aims to test whether in regression, the dependent variable and the independent variable both have a normal distribution or not (Ghozali, 2011: 160). A good regression model has a normal data distribution or normal detection. There are two ways to detect whether the residuals are normally distributed or not, namely by graphic analysis (histogram graph and normal probability plot graph) and statistical tests (Kolmogorov Smirnov test).

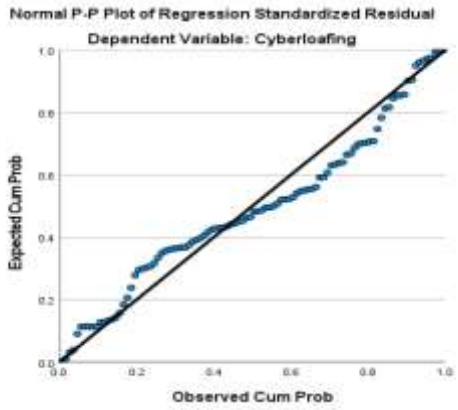
This test is carried out using graphic analysis, which is the easiest way to see residual normality, namely by looking at the normal probability plot graph by comparing the cumulative distribution from the normal distribution. The results of graphic analysis in this research can be seen in the following image:

Figure 3.1.
Histogram Normality Test Results



From the appearance of the histogram graph as seen above in Figure 4.1, it can be seen that the histogram graph shows a normal distribution pattern, namely the graph is in the middle.

Figure 3.2.
P-plot Normality Test Results



From the P-plot normality test display as seen above, it can be seen that the normal P-plot graph shows a normal distribution pattern because the residual data plotting spreads around the diagonal line and follows the direction of the diagonal line. So it can be concluded that the regression model meets the normality assumption.

Normality tests with graphs can be misleading if you are not careful, visually they appear normal, even though statistically it could be the opposite. Therefore, it is recommended that in addition to the graph tests, they be equipped with statistical tests. The results are as follows:

Table 3.10.
Kolmogorov-Smirnov Test Results

One-Sample Kolmogorov-Smirnov Test

	Unstandardized Residual

N			100
Normal Parameters[a,b]	Mean		.0000000
	Std. Deviation		3.47601621
Most Extreme Differences	Absolute		.071
	Positive		.047
	Negative		-.071
Test Statistic			.071
Asymp. Sig. (2-tailed)[c]			.200[d]
Monte Carlo Sig. (2-tailed)[e]	Sig.		.242
	99% Confidence Interval	Lower Bound	.231
		Upper Bound	.253

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

e. Lilliefors' method based on 10000 Monte Carlo samples with starting seed 2000000.

Table 3.10 shows that the Kolmogrov Smirnov value is significant at 0.242. This means that the data is normally distributed because the significance value is greater than 0.05 (0.242> 0.05). So it can be concluded that the regression model meets the normality assumption.

3.5. Multicollinearity Test

This test aims to test the regression model to find a correlation between the independent variables. A good regression model should have no correlation between independent variables. To detect whether or not there is multicollinearity in the regression model is to compare the tolerance and variance inflation factor (VIF) values. The common cut off value is a tolerance value of 0.10 or a VIF value of 10. So multicollinearity occurs if the tolerance value is >0.10 or the VIF value is <10. For the magnitude of the correlation between independent variables, the guideline for a regression model that is free of multicollinearity is that the coefficient between independent variables must be weak (below 95%). If the correlation is strong, then there is a multicollinearity problem. If there is an independent variable that is affected by multicollinearity, then the solution is to remove one of the variables (Ghozali, 2011: 105).

Table 3.11.
Multicollinearity Test Results

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients			Collinearity Statistics	
		B	Std. Error	Beta	t	Sig.	Tolerance	VIF
1	(Constant)	6.602	5.556		1.188	.238		
	Trans. Leader.	-.128	.121	-.103	-1.059	.292	.886	1.128
	Work stress	.486	.106	.444	4.593	.000	.894	1.118

	Lcs oF Ctrl	.176	.259	.080	.679	.499	.602	1.661
	Orgaz.Commit	.149	.325	.055	.459	.647	.587	1.703

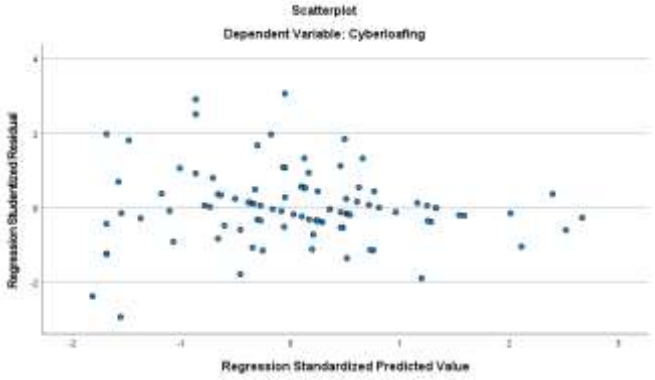
a. Dependent Variable: CYBRLFNG

Based on table 3.11, the results of the multicollinearity test show that all variables in this model do not have multicollinearity, because all independent variables have a tolerance value of more than (>0.1) and a VIF value of less than (<10). So it can be concluded that there is no multicollinearity or free multicollinearity among these six variables.

3.6. Heteroscedasticity Test

The heteroscedasticity test aims to test whether in the regression model there is an inequality of variance from the residuals of one observation to another. If the variance from the residual from one observation to another is constant, it is called homoscedasticity and if it is different it is called heteroscedasticity. A good regression model is one that is homoscedastic or does not have heteroscedasticity. To detect the presence or absence of heteroscedasticity, a test can be carried out by looking at the graph plot between the predicted value of the dependent variable (ZPRED) and its residual (SRESID). If there is no regular pattern in the graph, then it can be identified that there is no heteroscedasticity. The test results can be seen in the image below.

Figure 4.3.
Heteroscedasticity Test Results with Scatterplot



Based on Figure 4.3 above, it shows that the regression model does not contain heteroscedasticity effects. This can be seen from the points that are spread randomly above and below the number 0 on the Y axis and do not form a particular pattern, so it can be concluded that this regression model does not have heteroscedasticity or is free from heteroscedasticity.

Apart from that, in order to get more accurate results, statistical test analysis is needed, namely the Glejser test, namely by regressing the absolute residual value on the independent variable (Ghozali, 2011: 143).

Table 3.12
Glejser Test Results

Correlations

			Trans Leader	Work Stress	Locus Of Control	Organizatioanl. Commit	Unstandardized Residual
Spearman's rho	Trans Leader	Correlation Coefficient	1.000	-.332**	.575**	.546**	-.011
		Sig. (1-tailed)	.	.000	.000	.000	.456
		N	100	100	100	100	100
	Work Stress	Correlation Coefficient	-.332**	1.000	-.253**	-.378**	-.038
		Sig. (1-tailed)	.000	.	.006	.000	.355
		N	100	100	100	100	100
	Locus Of Control	Correlation Coefficient	.575**	-.253**	1.000	.688**	-.024
		Sig. (1-tailed)	.000	.006	.	.000	.408
		N	100	100	100	100	100
	Organizatioanl. Commit	Correlation Coefficient	.546**	-.378**	.688**	1.000	-.090
		Sig. (1-tailed)	.000	.000	.000	.	.188
		N	100	100	100	100	100
	Unstandardized Residual	Correlation Coefficient	-.011	-.038	-.024	-.090	1.000
		Sig. (1-tailed)	.456	.355	.408	.188	.
		N	100	100	100	100	100

**. Correlation is significant at the 0.01 level (1-tailed).

Based on table 4.12 above, the significance value obtained for the transformational leadership variable (X1) is 0.456, the work stress variable (X2) is 0.355, the locus of control variable (X3) is 0.408, and the organizational commitment variable (X4) is 0.188. A significance value of more than 0.05 indicates that heteroscedasticity does not occur in the regression model.

3.7. Evaluation of Goodness Of Fit

a. Model Parameter Test (t Test)

Model Parameter Test (t Test) The t test basically shows how much influence an independent variable individually has in explaining variations in the dependent variable. This test is intended to test whether the regression obtained has a positive, negative or no effect and determines whether the proposed hypothesis is successfully rejected or cannot be rejected. The results of the t statistical test can be seen in table 4.13 below:

Table 3.13
Statistical Test Results (t Test)

Coefficientsa						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.602	5.556		1.188	.238

	Trans. Leader.	-.128	.121	-.103	-1.059	.292
	Work stress	.486	.106	.444	4.593	.000
	Lcs oF Ctrl	.176	.259	.080	.679	.499
	Orgaz.Commit	.149	.325	.055	.459	.647
a. Dependent Variable: CYBRLFNG						

Table 3.13 above shows that the independent variables included in the regression model have significance values, namely transformational leadership of 0.292, work stress of 0.000, locus of control of 0.499 and organizational commitment of 0.647.

b. Model Feasibility Test (F Test)

The F statistical test basically shows whether all the independent or independent variables included in the model have a joint influence on the dependent or bound variable (Ghozali, 2011: 98). This test is to test whether there is an influence of transformational leadership, work stress, locus of control and organizational commitment on the cyberloafing behavior of Satker Y Central Java personnel simultaneously. This hypothesis testing was carried out using multiple regression using the Statistical Package for Social Science (SPSS) 27 application software. for windows.

The rules for decision making in the F test are:

1. If the significance value is > 0.05, then H0 cannot be rejected, so the independent variable from linear regression is unable to explain the dependent variable.
2. If the significance value is <0.05, then H0 is rejected, so that the independent variable from linear regression is able to explain the dependent variable.

To test simultaneously, analysis of each regression coefficient was carried out. The results of the F statistical test can be seen in table 4.14 below:

Table 3.14
Statistical Test Results (F Test)

ANOVA[a]

Model	Sum of Squares	df	Mean Square	F	Sig.
Regression	382.783	4	95.696	14.677	.000[b]
Residual	619.407	95	6.520		
Total	1002.190	99			

a. Dependent Variable: Cyberloafing

b. Predictors: (Constant), Org.Comit, Trans Leader, Work stress, Locus Of Control

In table 4.14 above it can be seen that the F statistical test result is 14.677 and the significance value is 0.000. From this, it can be concluded that the equation of the independent variables, namely transformational leadership, work stress, locus of control and organizational commitment, together influence the dependent variable, namely the cyberloafing behavior of Satker Y Central Java personnel because the significance value is smaller than 0.05 or (0.000 < 0.05). The results of the statistical test (F) can be concluded that the model in this study is good.

c. Analysis of the coefficient of determination (R2)

The coefficient of determination (R2) shows how much influence the independent variable has on the dependent variable which is expressed in percentage (%). The value of the coefficient of determination (R2) in This research can be seen in table 3.15 below:

Table 3.15
Coefficient of determination test results (R2)

Model Summary[b]

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.618[a]	.382	.356	2.553

a. Predictors: (Constant), Org.Comit, Trans Leader, Work stress, Locus Of Control

b. Dependent Variable: Cyberloafing

The coefficient of determination (R2) value in table 4.15 shows a value (R2) of 0.356. This means that the dependent variable, namely cyberloafing behavior, can be explained by the independent variable consisting of transformational leadership, work stress, locus of control and organizational commitment, amounting to 35.6%, while the remaining 64.4% is influenced by factors. -other factors outside the variables studied. Among them, based on previous research, are job satisfaction, organizational climate, organizational justice, emotional intelligence, burnout management, work boredom, loneliness and time management.

Based on the results of statistical tests it can be concluded as follows:

a. The Influence of Transformational Leadership on Cyberloafing Behavior

H1: Transformational Leadership Has a Significant Negative Influence on Cyberloafing Behavior

Hypothesis testing H1 is that transformational leadership has a negative effect on cyberloafing behavior. The regression results for the transformational leadership variable obtained a t value of – 1.059 with a probability of 0.292 which indicates it is greater than 0.05. Because the significance value of the test is greater than 0.05 (0.292> 0.05), it can be concluded that H0 is accepted and then H1 is rejected. This means that there is a negative and insignificant influence from the independent variable, namely transformational leadership, on the dependent variable, namely cyberloafing behavior. Transformational leadership is a role model for Satker Y Central Java personnel in their work so that they are able to suppress cyberloafing behavior during working hours. However, because supervision from leaders cannot reach all members, the influence of transformational leadership is very small. Moreover, cyberloafing behavior is considered normal. In line with the results of previous research, Rahmandini et al., (2024) found that transformational leadership had a significant positive effect on cyberloafing.

b. The Influence of Job Stress on Cyberloafing Behavior

H2: Job Stress Has a Significant Positive Influence on Cyberloafing Behavior

Testing the hypothesis H2, namely that work stress has a positive effect on cyberloafing behavior. The regression results of the work stress variable obtained a t

value of 4,593 with a probability of 0.000 which indicates it is smaller than 0.05. Because the significance value of the test is smaller than 0.05 (0.000 < 0.05), it can be concluded that H0 is rejected and then H2 is accepted. This means that there is a positive and significant influence from the independent variable, namely work stress, on the dependent variable, namely cyberloafing behavior. The higher the work stress, the higher the cyberloafing behavior during working hours. Based on the results of a sample test of Satker Y Central Java personnel, cyberloafing behavior occurs to reduce work stress due to excessive workload or as a distraction to avoid stress at work.

c. The Influence of Locus of Control on Cyberloafing Behavior

H3: Locus of Control has a significant negative influence on cyberloafing behavior

Testing the hypothesis H3, namely that Locus of Control has a significant negative effect on cyberloafing behavior. The regression results for the Locus of Control variable obtained a t value of 0.679 with a probability of 0.499 which indicates it is greater than 0.05. Because the significance value of the test is greater than 0.05 (0.499 > 0.05), it can be concluded that H0 is accepted and then H3 is rejected. This means that there is an insignificant positive influence from the independent variable, namely Locus Of Control, on the dependent variable, namely cyberloafing behavior. This difference in results was also found by Hastini et al (2018) who revealed that the internal locus of control of Dharma Andalas University employees did not have a significant effect on cyberloafing behavior. In this case, the locus of control of members of Satker Y Central Java Directorate is used to control things that deviate from the organization's goals. However, cyberloafing behavior is considered a normal phenomenon and it is important that it does not interfere with organizational goals.

d. The Influence of Organizational Commitment on Cyberloafing Behavior

H4: Organizational Commitment Has a Significant Negative Influence on Cyberloafing Behavior

Testing the hypothesis H4, namely that organizational commitment has a significant negative effect on cyberloafing behavior. The regression results for the organizational commitment variable obtained a t value of 0.459 with a probability of 0.647 which indicates it is greater than 0.05. Because the significance value of the test is greater than 0.05 (0.647> 0.05), it can be concluded that H0 is accepted and then H4 is rejected. This means that there is an insignificant positive influence from the independent variable, namely organizational commitment, on the dependent variable, namely cyberloafing behavior. This difference in results was also found by Harjadi et al., (2024), a positive coefficient value indicates a positive relationship between Organizational Commitment and the level of Cyberloafing so that the hypothesis is rejected. This can be interpreted as an indication that the higher the level of organizational commitment, it does not reduce cyberloafing behavior. Every member of Satker Y Central Java must have a high commitment to the organization, but because cyberloafing behavior is considered a habit, it is deemed not to interfere with organizational commitment.

4. CONCLUSION

Cyberloafing behavior carried out by Satker Y Central Java personnel must receive attention from the National Police leadership, especially at Satker Y Central Java. This is because cyberloafing behavior disrupts the effectiveness and efficiency of personnel or members' performance targets in carrying out their main duties and functions. Moreover, the traffic function work program in this era of digitalization means that most

of them already use internet access connected to each computer device. So cyberloafing behavior can potentially disrupt existing information systems.

Based on empirical evidence obtained from previous studies regarding cyberloafing behavior related to the variables transformational leadership, work stress, locus of control and organizational commitment, researchers developed four hypotheses involving five research variables, namely transformational leadership, work stress, locus of control, organizational commitment and cyberloafing behavior. Researchers used 100 questionnaires for analysis using Multiple Linear Regression analysis techniques. This research produced five (five) conclusions, namely:

1. Transformational leadership has a negative effect on cyberloafing behavior. So the higher the transformational leadership character of Satker Y Jawa Tengah, the lower the cyberloafing behavior.
2. Work stress has a positive effect on cyberloafing behavior. So the higher the work stress, the higher the cyberloafing behavior of Satker Y Central Java personnel.
3. Locus of control has a positive effect on cyberloafing behavior. This means that the higher the personnel's locus of control, the less influence it will have on cyberloafing behavior.
4. Organizational Commitment has a positive effect on cyberloafing behavior. This means that the higher the organizational commitment, the less influence cyberloafing behavior will have.
5. Using the multiple linear regression test, the coefficient of determination (R2) is 0.356. This means that the dependent variable, namely cyberloafing behavior, can be explained by the independent variable consisting of transformational leadership, work stress, locus of control and organizational commitment of 35.6% while the remaining 64.4% is influenced by factors- other factors outside the variables studied.

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