

RINGKASAN

Penelitian ini merupakan survei pada pegawai Dinas Perindustrian dan Perdagangan Kabupaten Banyumas. Penelitian ini mengambil judul “Pengaruh *Internal Locus of Control* dan *Cyberloafing* Terhadap Kinerja Karyawan Dengan *Organizational Citizenship Behavior* (OCB) Sebagai Variabel Mediasi”.

Penelitian ini bertujuan untuk mengetahui pengaruh *internal locus of control* dan *cyberloafing* terhadap kinerja karyawan. Responden dalam penelitian ini adalah seluruh pegawai Dinas Perindustrian dan Perdagangan Kabupaten Banyumas. Populasi pada penelitian ini berjumlah 200 dengan pengambilan sampel sebanyak 134. Sampel yang diambil dengan teknik sampel *proportionate stratified random sampling*. Data pada penelitian ini dianalisis dengan analisis regresi linier berganda menggunakan alat analisis *IBM SPSS Statistic Version 22*.

Hasil penelitian menunjukkan bahwa: (1) *Internal locus of control* berpengaruh positif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB). (2) *Internal locus of control* berpengaruh positif dan signifikan terhadap kinerja karyawan. (3) *Cyberloafing* berpengaruh negatif dan signifikan terhadap *Organizational Citizenship Behavior* (OCB). (4) *Cyberloafing* berpengaruh negatif dan signifikan terhadap kinerja karyawan. (5) *Organizational Citizenship Behavior* (OCB) berpengaruh positif dan signifikan terhadap kinerja karyawan. (6) *Internal locus of control* berpengaruh positif dan signifikan terhadap kinerja karyawan dengan variabel mediasi *Organizational Citizenship Behavior* (OCB). (7) *Cyberloafing* berpengaruh negatif dan signifikan terhadap kinerja karyawan dengan variabel mediasi *Organizational Citizenship Behavior* (OCB).

Kata Kunci: *Internal locus of control*, *cyberloafing*, *Organizational Citizenship Behavior* (OCB), kinerja karyawan.

SUMMARY

This research is a survey of employees of the Banyumas Regency Industry and Trade Office. This study took the title "The Effect of Internal Locus of Control and Cyberloafing on Employee Performance with Organizational Citizenship Behavior (OCB) as a Mediation Variable".

This study aims to determine the influence of internal locus of control and cyberloafing on employee performance. The respondents in this study were all employees of the Banyumas Regency Industry and Trade Office. The population in this study amounted to 200 with a sampling of 134. Samples taken by proportionate stratified random sampling technique. The data in this study were analyzed by multiple linear regression analysis using IBM SPSS Statistic Version 22 analysis tool.

The results showed that: (1) Internal locus of control has a positive and significant effect on Organizational Citizenship Behavior (OCB). (2) Internal locus of control has a positive and significant effect on employee performance. (3) Cyberloafing has a negative and significant effect on Organizational Citizenship Behavior (OCB). (4) Cyberloafing has a negative and significant effect on employee performance. (5) Organizational Citizenship Behavior (OCB) has a positive and significant effect on employee performance. (6) Internal locus of control has a positive and significant effect on employee performance with mediating variables Organizational Citizenship Behavior (OCB). (7) Cyberloafing has a negative and significant effect on employee performance with mediating variables Organizational Citizenship Behavior (OCB).

Keywords: Internal locus of control, cyberloafing, Organizational Citizenship Behavior (OCB), employee performance.