

## RINGKASAN

Penelitian ini merupakan penelitian survei pada guru SD di Kecamatan Ciawigebang Kabupaten Kuningan. Penelitian ini mengambil judul “Pengaruh *Abusive Supervision* terhadap *Cyberloafing*: Pemeriksaan Mediasi Stres Kerja yang Dimoderasi *Self-Control*”.

Penelitian ini bertujuan untuk menguji pengaruh *abusive supervision* terhadap *cyberloafing*, dengan dimediasi oleh variabel stres kerja, serta pemeriksaan moderasi *self-control*. Penelitian ini adalah penelitian teoritis atau fundamental. Jenis penelitian ini adalah penelitian kuantitatif dengan teknik pengambilan data disatu waktu (*cross section*). Jumlah responden dalam penelitian ini adalah 100 responden.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan SEM-PLS, menunjukkan bahwa: (1) *Abusive supervision* berpengaruh positif terhadap *cyberloafing* (2) *Abusive supervision* berpengaruh positif terhadap stres kerja (3) Stres kerja berpengaruh positif terhadap *cyberloafing* (4) Stres kerja memediasi parsial pengaruh *abusive supervision* terhadap *cyberloafing* (5) *Self-control* berpengaruh negatif terhadap *cyberloafing* (6) *Self-control* memoderasi hubungan antara *abusive supervision* dan *cyberloafing* (7) *Self-control* tidak signifikan memoderasi hubungan antara stres kerja dan *cyberloafing*.

Implikasi dari kesimpulan di atas adalah Koordinator wilayah bidang pendidikan harus mengambil tindakan yang diperlukan, guru harus di ijinakan untuk melaporkan dengan aman atasan mereka (kepala sekolah) yang melakukan penyalahgunaan wewenang, serta koordinator harus menanggapi semua laporan dengan serius. Instansi dapat mengendalikan *abusive supervision*, ditingkatkan kembali aspek pencegahan dan pengawasan dengan cara membuat saluran aman yang tepat berupa *hotline* anonim di tempat kerja yang dapat membantu para guru untuk menyampaikan keluhan tanpa rasa takut. Ditingkatkan lagi *self-control* guru, karena guru yang memiliki *self-control* yang tinggi cenderung akan mampu mengendalikan dirinya untuk tidak terlibat *cyberloafing*.

Kata Kunci: *Abusive supervision*, Stres Kerja, *Self-Control*, *Cyberloafing*

## SUMMARY

This research is a survey research on elementary school teachers in Ciawigebang District, Kuningan Regency. "The Influence of Abusive Supervision on Cyberloafing: Examination of Self-Control Moderated Job Stress Mediation".

The purpose of this research was to examine the influence of abusive supervision on cyberloafing, mediated by job stress variables, as well as examining the moderation of self-control. This research is theoretical or fundamental research. This type of research used was a quantitative research with data collection techniques at one time (cross section). There were 100 teachers chosen as respondent of the research.

Based on the results of research and data analysis using SEM-PLS, it has got the conclusions: (1) Abusive supervision has a positive effect on cyberloafing (2) Abusive supervision has a positive effect on job stress (3) Job stress has a positive effect on cyberloafing (4) Job stress partially mediates the effect of abusive supervision on cyberloafing (5) Self-control has a negative effect on cyberloafing (6) Self-control moderates the relationship between abusive supervision and cyberloafing (7) Self-control does not significantly moderate the relationship between job stress and cyberloafing.

The implication of the conclusions above is that regional coordinators in the field of education must take the necessary actions, teachers must be allowed to safely report their superiors (school principals) who abuse their authority, and coordinators must take all reports seriously. Institutions can control abusive supervision, improve aspects of prevention and supervision by creating appropriate safe channels in the form of anonymous hotlines in the workplace which can help teachers to submit complaints without fear. Teacher self-control has been further improved, because teachers who have high self-control tend to be able to control themselves not to get involved in cyberloafing.

Keywords: Abusive supervision, Job Stress, Self-Control, Cyberloafing