

CHAPTER 5

CONCLUSIONS AND IMPLICATIONS

A. Conclusions

The results of the analysis that has been carried out find that:

1. Work stress can affect cyberloafing behavior by employees where work stress can have a positive effect on cyberloafing. In high-stress situations, employees tend to engage more frequently in non-work online activities as an escape mechanism to reduce pressure and mental fatigue. So it is important for companies to be able to manage work stress levels effectively.
2. In this study, commitment to supervisor can moderating work stress on cyberloafing. Supervisors have a strong influence as responsible, rule makers to employee attitudes and behavior. Therefore, supervisors are very influential in solving work stress on cyberloafing felt by employees of Badan Usaha Milik Desa (BUMDes) in Banyumas Regency.

B. Implications

1. The results of this study indicate that Work Stress can effect Cyberloafing activities in employees. So that the need for an approach to overcome or reduce the stress felt by employees, and the importance of rules in using the internet during working hours. Prioritize evaluations regarding the management of work stress in employees, rules, and the availability of facilities that can make employees more comfortable in doing work.
2. This study shows that Commitment to Supervisor can moderate Work Stress on Cyberloafing. This means that the existence of commitment within employees will affect activities and emotions in doing work. Starting changes starting from the basic rules and systematics in BUMDes and the approach between superiors and subordinates to reduce the perceived Work stress with that Cyberloafing behavior will also decrease and the tasks done will be prioritized. The need for evaluation to overcome work stress in employees in order to reduce cyberloafing behavior in employees. By paying more attention to the ability to master the field, confusion in work, regulations regarding cyberloafing behavior, and approach and increase commitment to superiors (supervisors).

C. Research Limitations and Suggestions

1. Research related to Commitment to Supervisor is still very limited. Hopefully, Commitment to Supervisor will be discussed more in future research.
2. The object of research in this study is a medium-sized business entity, not many researchers have examined Badan Usaha Milik Desa (BUMDes). It is hoped that further research will further explore research on medium-sized businesses or BUMDes as an effort to assist in developing the economy of medium-sized businesses.
3. Kabupaten Banyumas still does not have data related to Badan Usaha Milik Desa (BUMDes), so there is difficulty determining which BUMDes to select in this study.
4. The Commitment to Supervisor variable is very interesting to research in various developing companies and medium companies.

