

The influence of Cyberloafing behavior, Work-life Balance and Work Environment on Building Construction Employee Performance

Dony Ilham Purakusumah^{1*} Dedi Sulistiyo Soegoto²

¹Departement of Management, Faculty Magister Management,
Universitas Komputer Indonesia, Jalan Dipati Ukur No 112 - 116 Bandung

²Departement of Management, Faculty Magister Management,
Universitas Komputer Indonesia, Jalan Dipati Ukur No 112 - 116 Bandung

Email : dony.75222001@mahasiswa.unikom.ac.id

Abstract Human resources are the main driving force in the company, whether it is a trading or service company. Human resources who basically have the ability to help organizations achieve goals or profits should be encouraged and facilitated in such a way by the company to support the maximum performance of these human resources. Especially in building construction companies, typical work that requires excellent performance requires several factors that companies must consider to improve employee performance. Factors that can support it are work life balance and a good work environment, as with minimizing employee cyberloafing. The purpose of this study is to identify how employee performance is influenced by the influence of cyberloafing behavior (X1), work-life balance (X2) and work environment (X3) on employee performance (Y) at PT Binamitra Group. The sample of this study is 40 employees. stay PT. Binamitra Group. This type of research is explanatory research. Data collection was carried out by preliminary interviews and questionnaires. Data were analyzed by linear regression. The results showed that: The results showed that cyberloafing behavior had a significant negative effect on employee performance, work-life balance had a significant positive effect on work performance, and the work environment had a significant positive effect on employee performance. Author's suggestion to improve employee performance at PT. The Binamitra Group can pay attention to this cyberloaping behavior which can result in a decrease in the performance of each of its employees.

Keyword : *Cyberloafing Behavior, Work-life balance, Work Environment, Employee Performance.*

1. Introduction

The digital age, especially in the post-pandemic situation, has had a profound impact on work patterns and behaviors, especially within companies. One working mechanism that has developed especially post-pandemic is the development of the Internet as a facility to support business operations. According to the Badan Pusat Statistik (BPS) statistical data, about 47.75% of enterprises use the Internet and IT in their business activities [1]. The use of the Internet and information technology media, which can make work

effective and efficient, not only during the pandemic, but also after the pandemic, is still used by many companies.

One of the benefits of using information technology in business is to improve employee performance. One of the reasons for this performance improvement is that work can be done faster and more accurately when supported by good information technology. Information technology is the art of processing data into useful information using computers as the primary tool. Given the rapid pace of technological development, it is extremely important that employees are technically proficient [2]. It is critical that employees adapt to technological advancements to support performance. In addition to increasing company profits through effective work patterns, the value of these employees is also increased. Conversely, when employees struggle to adapt to job changes such as the use of IT, their performance falls behind. Don't Struggle. The current digital age is forcing traditional companies to rethink their strategies to survive in the face of fierce competition.

Performance is essentially a measure of the work done by individuals within an organization or business. The meaning of performance itself is usually defined as an employee's behavior in carrying out specific tasks assigned by their employer. It also refers to results achieved by a particular employer within an organization [3]. Employee performance as a measure of employee work results that determines the realization of company goals, performance should be monitored regularly and evaluated on an ongoing basis, including performance measurement. Performance measurements are intended to produce data that, when properly analyzed, provide accurate information for management to make decisions to improve future performance [4]. A factor that improves employee performance is the provision of information technology facilities such as the Internet. However, the facilities provided can be abused if not managed properly. B. Provision of information technology equipment that may have a negative impact. That is, the occurrence of cyberloafing behavior, the spontaneous behavior by an employee who does not browse her website or check her personal email during working hours for non-work reasons. There are many different types of cyberloafing, including: B. Sending and receiving non-work-related emails, chatting online, shopping online, and visiting non-work-related websites [5] Another factor that can affect employee performance is work-life balance. The degree to which an individual is able to simultaneously balance the temporal, emotional, and behavioral demands of both paid work and family responsibilities [6] The paradigm applied here is that the better a person maintains work-life balance, the more motivated they are to work and ultimately the better they can do it. In order to achieve the best performance, in addition to the employee's internal factors, the employee's external factors, i.e. supportive factors from the company, must also follow. What a company can create is a working environment. The work environment is the totality of the connectivity or interdependence that exists among the employees (workers or subordinate) in the organization and the employers (management or superior) and the environment of work which comprises of the technical aspect of work, the human relations, and the organizational environment [7]

The purpose of this study is to describe cyberloafing behavior, work-life balance, work environment and how these relate to building contractor employee performance. Previously, earlier studies on job performance mostly focused on on desk job, however this research focuses on assessing the performance of employees on duty at the site with the factors that also support the work of employees at the site. The instrument used in this study is a questionnaire sheet supported by interviews with respondents which will be statistically tested.

2. Method

In line with its study's goal of determining effects among variables, this research will use descriptive and quantitative methods. The stages used in the study are quantitative due to the research approach. It is a conscious and systematic effort to find answers to problems or to obtain deeper and broader information about phenomena using investigative procedures with a quantitative approach . [8]. Several data collection techniques were used in this study: observations, interviews, and questionnaires. The population in this study is 40 building contractor employees and also used as a sample. The sampling technique use saturating sampling technique. That is, samples are taken from relatively small populations. [9]. A data analysis technique for determining the effects between variables is to use regression analysis techniques. The first step in data analysis is to weight the survey results. It is then tested under traditional assumptions. Regression tests are then performed to determine the effect of the independent variables on the dependent variable.

3. Results and Discussion

Data analysis calculations from this study aim to determine the extent to which cyberloafing behavior, work-life balance, and work environment are affected by the use of multiple regression analysis. The sample, both population and sample, are PT employees. Binamitra Group. Partial hypothesis testing is performed by comparing Tuji values (Tcount) with Ttable values. By conducting these various tests, it is expected that an overview and explanation of the above research objectives will be obtained.

Table 1, which is a normal distribution table. A normal distribution table was run before running the regression using the Kolmogorov-Smirnov test. For Asymp, the data distribution is assumed normal. Ho is accepted and Ha is rejected if Sig (two-sided) < 0.05. This means that the data are normally distributed . The test values in Table 1 are said to be normally distributed because the Sig values for each variable are below the maximum requirement of 0.05.

Tabel. 1 Normal Distribution table

One-Sample Kolmogorov-Smirnov Test					
		Cyberloafing_Behavior	WorkLife_Balance	Work_Environment	Employee_Performance
N		40	40	40	40
Normal Parameters ^{a,b}	Mean	26,0500	19,0750	22,5000	10,8250
	Std. Deviation	4,67371	2,28021	1,82574	1,35661
Most Extreme Differences	Absolute	,073	,288	,233	,228
	Positive	,060	,288	,233	,228
	Negative	-,073	-,212	-,117	-,147
Test Statistic		,073	,288	,233	,228
Asymp. Sig. (2-tailed)		,200 ^{c,d}	,000 ^c	,000 ^c	,000 ^c
a. Test distribution is Normal.					
b. Calculated from data.					
c. Lilliefors Significance Correction.					
d. This is a lower bound of the true significance.					

Table 2 also shows the calculations for the multiple regression analysis. In this study, multiple regression analysis was used to determine the direction of the relationship from independent variables to dependent variables. The regression analysis of this study showed that the behavioral variable cyberloafing had a negative beta coefficient value and a Sig value of less than 0.05, indicating that the behavioral variable cyberloafing had a negative impact and significantly affected employee performance. means to give On the other hand, the beta coefficient value for work-life balance is positive and the sig value is <0.026. 0.05,

which can be interpreted as a positive direction and has a significant impact on employee performance. The final variable in this study is the work environment, which has a large positive impact on employee performance. From the above explanation, we can conclude that the regression equation for this study is $Y = -0.321X_1 + 0.327X_2 + 0.393X_3 + \epsilon$.

Tabel 2-Regression Model Table

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2,972	2,111		1,408	,168
	Cyberloafing_Behavior	-,093	,033	-,321	-2,784	,008
	WorkLife_Balance	,194	,084	,327	2,328	,026
	Work_Environment	,292	,103	,393	2,836	,007

a. Dependent Variable: Employee_Performance

Hypothesis testing was performed to find and clarify previously formulated research goals and to answer the core questions of this study. Based on the data on the values of the partial hypothesis tests for the independent variables (cyberloafing behavior, work-life balance, and work environment) in Table 3, Tcount for each variable is greater than Ttable and equal to 2.02. The variables in this study influence the dependent variable.

Tabel 3 – Hypotesis Test (T Test)

Coefficients^a

Model		t	Sig.
1	(Constant)	1,408	,168
	Cyberloafing_Behavior	-2,784	,008
	WorkLife_Balance	2,328	,026
	Work_Environment	2,836	,007

a. Dependent Variable: Employee_Performance

A major element of human capital performance, which can be measured and evaluated by various factors, is the key to achieving the goals of an organization or company. It is not impossible for a company to have a strong competitive edge if it consistently performs well. Supporting performance requires adaptation to many factors, one of which is the use of information technology. Proper use of information technology

improves work efficiency and improves employee performance. results of success achieved by workers in their place of work either by quantity or quality . Although individual performance plays a vital role in any organization [10]. Increased sales caused by maximum performance will also affect the growth of the company. Companies gained benefits from services as competitive edge contrast to their rivals. For example, more product elasticity, convenience, delivery speed, consistency, and technological support have verified to achieve relatively better performance [11]

Cyberloafing behavior have been identified as impacting employee performance. Cyberloafing is caused by personal, situational and organizational factors that ultimately affect employee performance . [12]. The findings of this study are similar to this study that cyberloafing behavior negatively impacts employee performance. Cyberloafing behavior is basically the use of work facilities for personal purposes. If this is done continuously, it will not only harm the company, but also the performance of the employee concerned will be judged unfavorably. Cyberloafing activities taking place during working hours divert the focus of employees from their work and leads to wastage of time thus failing to fulfill their work demands. [13].

Work-life balance is a way for employees to lead a healthy and beneficial lifestyle that impacts their performance [14]. This study found similar results, showing that work-life balance has a significant positive impact on employee performance. The importance of work-life balance is also reviewed by Kim (2014). When employees perceive that there is no balance in their lives because a lot of time is taken up by work, then this will make employees try to consider alternative work that allows them to balance roles in their work and home,. This shows that there is a significant positive relationship between work-life balance and performance. The higher the work-life balance, the better the performance will be [15]. Adequate workload, reasonable working hours, and appropriate delegation are work-life balance factors that businesses must consider in order to maintain and even increase employee performance..

This study shows that the work environment has a significant positive impact on employee performance. A positive work environment provides peace of mind, enables employees to perform at their best, and improves employee performance. [16]. In maintaining and improving the performance of its employees in order to have a positive impact on the company, of course, they must pay more attention to the factors that can affect the performance of their employees such as work discipline and a conducive work environment. In addition to work discipline, the work environment is also one of the factors that can affect employee performance. A good working environment will make employees feel comfortable at work. Convenience will certainly have an impact on improving employee performance [17]. This can be interpreted in the sense that the more an organization or company pays attention to its working environment, the better its employees perform because they get rest and maximum comfort at work. In addition to physical facilities, the work environment, and a pleasant corporate culture among employees can directly improve employee performance in a company.

4. Conclusion

From various theories, explanations and analytical calculations used in this study. In conclusion, cyberloafing behavior, work-life balance, and work environment all impact employee performance. Corporate HR can be even better at providing facilities in the form of internet connectivity or restricting employee internet access to prevent misuse of corporate facilities. Second, companies can better organize work delegations, job descriptions, and work environments so that employees can focus on their respective work areas or divisions of work and not affect employee work standards. increase. Thirdly, it is a work environment designed to make employees feel comfortable, and through the employee's work comfort, the company's environmental conditions as well as its performance improve.

Acknowledge

This study was made possible by the guidance and contributions of my supervisor and the second author of this study. Dr. Dedi Sulisty Soegoto S.T, M.T. The author then communicates the contribution to the author from the lecturer. Also a friend of the Master of Management 2023 who continues to encourage writers.

References

- [1] B. P. Statistik, "Analisis Hasil Survei Dampak COVID-19 Terhadap Pelaku Usaha," *Badan Pusat Statistik*, 2020.
- [2] N. K. A. Apriliani, "Peran Komunikasi dan Penerapan Teknologi Informasi Dalam Meningkatkan Kinerja Pegawai," *Jurnal Manajemen, Kewirausahaan dan Pariwisata*, p. 954, 2021.
- [3] S. Kalogiannidis, "Impact of Effective Business Communication on Employee Performance," *European Journal of Business and Management Research*, vol. 5, 2020.
- [4] N. C. Essau, "ANALISIS PENGUKURAN KINERJA PERUSAHAAN DENGAN MENGGUNAKAN METODE BALANCED SCORECARD PADA PT. ASTRA INTERNATIONAL TBK—DAIHATSU SALES OPERATION CABANG MALALAYANG," *Jurnal EMBA*, vol. 9, p. 1118, 2021.
- [5] J. Zhong, "The mixed blessing of cyberloafing on innovation performance during the COVID-19 pandemic," *Computers in Human Behavior*, 2022.
- [6] N. P. Rothbard, "Balancing the Scales: A Configurational Approach to Work-Life Balance," *Annual Review of Organizational Psychology and Organizational Behavior*, 2021.
- [7] O. O. Emmanuel, "The dynamics of work environment and its impact on organizational objectives," *Annals of Human Resource Management Research*, vol. 1, p. 145, 2021.
- [8] A. M. Yusuf, *Metode Penelitian: Kuantitatif, Kualitatif, Dan Penelitian Gabungan*, Jakarta: Kencana, 2017.
- [9] Sugiyono, *Metodelogi Penelitian Kuantitatif dan Kualitatif Dan R&D*, Bandung: Alfabeta, 2019.
- [10] A. MusaKamara, "The Effectiveness of Training and Development on Employee Performance to Enhance Competitive Advantage: A Case Study of Social Enterprise Development," *Jurnal Manajemen Bisnis*, vol. 12, p. 102, 2022.
- [11] O. S. Christian, "Competitive Advantage and Organisational Performance in Selected Firms," *International Research Journal of Management, IT & Social Sciences*, vol. 7, p. 1, 2020.
- [12] I. Monica, "THE EFFECT OF CYBERLOAFING ON EMPLOYEE PERFORMANCE THROUGH JOB SATISFACTION AND WORK COMMITMENT," *Jurnal Ilmiah Manajemen*, vol. 98, p. 491, 2020.
- [13] S. Chandak, "Cyberloafing : Effects On Employee Job Performance And Behavior," *International Journal of Nano and Biomaterials*, 2022.
- [14] T. Muliawati, "PERAN WORK-LIFE BALANCE DAN KEPUASAN KERJA TERHADAP KINERJA KARYAWAN MILENIAL: STUDI LITERATUR," *Jurnal Ilmu Manajemen Universitas Negeri Surabaya*, vol. 20, 2020.
- [15] S. W. L. H. Setyanti, "The Influence of Burnout, Workload and Work-Life Balance on Employee Performance," *Budapest International Research and Critics Institute-Journal*, vol. 5, p. 2615, 2022.
- [16] M. I. B. Putra, "Pengaruh Lingkungan Kerja terhadap Kinerja Karyawan," *Jurnal Universitas Brawijaya*, 2019.

- [17] E. M. Putri, "THE EFFECT OF WORK ENVIRONMENT ON EMPLOYEE," *International Journal Of Research - Grantaalayah*, vol. 7, 2019.
- [18] P. Y. Wijaya, "Peran Komunikasi dan Penerapan Teknologi Informasi," *Jurnal Manajemen, Kewirausahaan dan Pariwisata*, vol. 1, 2021.
- [19] H. R. Ahmad, "The Effect of Motivation, Work Environment, Workload on Job Satisfaction Through Performance as Intervening Variables in Construction Companies in Mojokerto," *Academia Open*, vol. 8, 2023.
- [20] I. Ghozali, *Aplikasi Analisis Multivariate dengan Program IBM SPSS. 25*, Semarang: Universitas Diponegoro, 2018.