

ABSTRAK

PENGARUH *THE BIG FIVE PERSONALITY* TERHADAP PERILAKU *CYBERLOAFING* PADA KARYAWAN GENERASI Z

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Tujuan dari penelitian ini adalah untuk mengetahui serta menguji Pengaruh *The Big Five Personality* Terhadap Perilaku *Cyberloafing* Pada Generasi Z. *The big five personality* meliputi (*extraversion, agreeableness, conscientiousness, emotional stability, openness to experience*). Penelitian ini menggunakan pendekatan kuantitatif. Populasi dari penelitian ini merupakan seluruh karyawan generasi z yang ada di indonesia. Jumlah sampel yang digunakan dalam penelitian ini sebanyak 250 responden, dengan jumlah 51 item pernyataan. Sumber data yang digunakan dalam penelitian ini menggunakan data primer yang diperoleh dengan menyebarkan kuisisioner melalui google form. Teknik analisis data dalam penelitian ini menggunakan SPSS versi 22. Secara parsial, hasil dari penelitian ini menunjukkan bahwa kepribadian *Extraversion, Agreeableness, Emotional Stability*, dan *Openness to experience* berpengaruh positif dan signifikan terhadap perilaku *Cyberloafing*, Sedangkan kepribadian *Conscientiousness* berpengaruh negatif dan signifikan terhadap perilaku *Cyberloafing*. Kemudian secara simultan *The Big Five Personality* berpengaruh positif dan signifikan terhadap perilaku *cyberloafing* pada karyawan generasi Z.

Kata Kunci: *The Big Five Personality, Personality traits, Extraversion, Agreeableness, Conscientiousness, Emotional stability, Openness to Experience, Cyberloafing, Cyberlacking, Generasi Z*

ABSTRACT

THE INFLUENCE OF THE BIG FIVE PERSONALITY ON CYBERLOAFING BEHAVIOR IN GENERATION Z EMPLOYEES

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The purpose of this study was to determine and test the influence of The Big Five Personality on Cyberloafing Behavior in Generation Z. The big five personality include (extraversion, agreeableness, conscientiousness, emotional stability, openness to experience). This research uses a quantitative approach. The population of this research is all generation Z employees in Indonesia. The number of samples used in this research was 250 respondents, with a total of 51 statement items. The data source used in this research uses primary data obtained by distributing questionnaires via google form. the data analysis technique in this research uses SPSS version 22. Partially, the results of this research show that the personalities of Extraversion, Agreeableness, Emotional Stability, and Openness to Experience have a positive and significant effect on Cyberloafing behavior, while the Conscientiousness personality has a negative and significant effect on Cyberloafing behavior. Then simultaneously The Big Five Personality have a positive and significant effect on Cyberloafing behavior in generation Z employees.

Keyword: *The big Five Personality, Personality traits, Extraversion, Agreeableness, Conscientiousness, Emotional Stability, Openness to Experience, Cyberloafing, Cyberlacking, Generation Z*