

ABSTRACT

The company will try to create employees who can help achieve its goals. Companies can develop and progress because they cannot be separated from the role of competent human resources. One aspect that makes a company grow and be able to compete with other companies is employee performance. An organization hopes to employ workers who have high quality work in order to support the vision and mission to achieve organizational goals. For this reason, the organization strives to provide technological support in the form of cellphones, computers or laptops, internet and others. The workforce that currently contributes greatly to organizations in general is Generation Z, which is a generation that grew up with good and stable digital technology, the internet and social media. Even though organizations provide facilities that suit Generation Z's character to support performance, from several reports and research results it can be concluded that it is hoped that workers can make a positive contribution to the organization, but in reality they mostly open their personal emails to check messages, surf social media, and open entertainment sites. This has an impact on reducing employee and organizational performance. This research aims to determine the effect of cyberloafing on the performance of generation z workers by knowing the existence of self-control moderation between the relationship between cyberloafing and the performance of generation z workers.

The method used in this research is quantitative with data collection techniques in the form of a survey of 200 samples selected using probability sampling techniques. The data obtained was then analyzed using quantitative data analysis using SEM-PLS. The aim of this research is expected to provide an understanding of how cyberloafing affects performance and how self-control moderates cyberloafing and generation z performance. The results of this research state that there is a negative influence of the relationship between the cyberloafing variable on employee performance and the self-control variable can moderate the relationship between the cyberloafing variable and the performance of generation Z ASN employees.

Keywords: *cyberloafing, deviant behavior, performance, self-control, self-control*