

## DAFTAR PUSTAKA

- Adzhani, F. F. (2016). *Hubungan Persepsi terhadap Organizational Justice dengan Cyberloafing pada Karyawan*. Airlangga.
- Aghaz, A., & Sheikh, A. (2016). Cyberloafing and job burnout: An investigation in the knowledge-intensive sector. *Computers in Human Behavior*, 62, 51–60. <https://doi.org/10.1016/j.chb.2016.03.069>
- Ahmad, A., Omar, Z., Radzali, F. M., & Saidu, M. B. (2017). Can Emotional Stability Buffer the Effect of Job Stress on Deviant Behavior? *American Journal of Applied Sciences*, 14(7), 670–677. <https://doi.org/10.3844/ajassp.2017.670.677>
- Akbulut, Y., Dursun, Ö. Ö., Dönmez, O., & Şahin, Y. L. (2016). In search of a measure to investigate cyberloafing in educational settings. *Computers in Human Behavior*, 55, 616–625. <https://doi.org/10.1016/j.chb.2015.11.002>
- Akhtar, H., & Azwar, S. (2018). Development And Validation Of A Short Scale For Measuring Big Five Personality Traits : The IPIP-BFM-25 Indonesia. *Journal of Innovation in Psychology, Education and Didactics*, 22(2), 167–174. [http://www.jiped.ub.ro/wp-content/uploads/2018/11/JIPED\\_22\\_2\\_2018\\_3.pdf](http://www.jiped.ub.ro/wp-content/uploads/2018/11/JIPED_22_2_2018_3.pdf)
- Alder, G. S., Schminke, M., Noel, T. W., & Kuenzi, M. (2008). Employee reactions to internet monitoring: The moderating role of ethical orientation. *Journal of Business Ethics*, 80(3), 481–498. <https://doi.org/10.1007/s10551-007-9432-2>
- Ali, I. (2019). Personality traits, individual innovativeness and satisfaction with life. *Journal of Innovation and Knowledge*, 4(1), 38–46. <https://doi.org/10.1016/j.jik.2017.11.002>
- Ammons, S. K., & Markham, W. T. (2004). WORKING AT HOME : EXPERIENCES OF SKILLED WHITE COLLAR WORKERS. *Sociological Spectrum*, 24, 37–41. <https://doi.org/10.1080/02732170490271744>
- Andreassen, C. S., Torsheim, T., & Pallesen, S. (2014). Predictors of use of social network sites at work - a specific type of cyberloafing. *Journal of Computer-Mediated Communication*, 19(4), 906–921. <https://doi.org/10.1111/jcc4.12085>
- Ardelt, M. (2000). Still Stable after All These Years ? Personality Stability Theory Revisited. *Social Psychology Quarterly*, 63(4), 392–405.
- Askew, K. (2012). The relationship between cyberloafing and task performance and an examination of the theory of planned behavior as a model of cyberloafing. In *Dissertation Abstracts International: Section B: The Sciences and Engineering* (Vol. 73, Issues 12-B(E)). <http://ovidsp.ovid.com/ovidweb.cgi?T=JS&CSC=Y&NEWS=N&PAGE=full>

- text&D=psyc8&AN=2013-99120-471%5Cnhttp://opurl.bib.umontreal.ca:9003/sfx\_local?sid=OVID:psycdb&id=pmid:&id=doi:&issn=0419-4217&isbn=9781267518965&volume=73&issue=12-B%28E%29&spage=No&spages=No+P
- Askew, K. L., Ilie, A., Bauer, J. A., Simonet, D. V., Buckner, J. E., & Robertson, T. A. (2018). Disentangling How Coworkers and Supervisors Influence Employee Cyberloafing: What Normative Information Are Employees Attending To? *Journal of Leadership and Organizational Studies*, 1–19. <https://doi.org/10.1177/1548051818813091>
- Bailey, D. E., & Kurland, N. B. (2002). A review of telework research : findings , new directions , and lessons for the study of modern work. *Journal of Organizational Behavior*, 30, 839–862.
- Bartlett, J. E., Kotrlik, J. W., & Higgins, C. C. (2001). Organizational Research: Determining Appropriate Sample Size in Survey Research Appropriate Sample Size in Survey Research. *Information Technology, Learning, and Performance Journal*, 19(1).
- Baruch, Y. (2001). The status of research on teleworking and an agenda for future research. *International Journal of Management Reviews*, 3(2), 113–129. <https://doi.org/10.1111/1468-2370.00058>
- Baumeister, R. F., & Vohs, K. D. (2016). Strength model of self-regulation as limited resource: Assessment, controversies, update. In *Advances in Experimental Social Psychology* (1st ed., Vol. 54). Elsevier Inc. <https://doi.org/10.1016/bs.aesp.2016.04.001>
- Belhekar, V. M. (2019). Regression Analysis. In *Statistics for Psychology Using R* (pp. 153–205). [https://doi.org/10.1016/S0140-6736\(86\)92832-1](https://doi.org/10.1016/S0140-6736(86)92832-1)
- Biantoro, B. (2014). *Awas email berbahaya! Ini 4 tanda email palsu berisi virus.* <https://www.merdeka.com/teknologi/awas-email-berbahaya-ini-4-tanda-email-palsu-yang-berisi-virus.html>
- Bibby, A. (2019). *17 Stats About Remote Work in 2019.* <https://remote.co/10-stats-about-remote-work/>
- Blanchard, A. L., & Henle, C. A. (2008). Correlates of different forms of cyberloafing: The role of norms and external locus of control. *Computers in Human Behavior*, 24(3), 1067–1084. <https://doi.org/10.1016/j.chb.2007.03.008>
- Block, W. (2001). Cyberslacking, business ethics and managerial economics. *Labor Economics from a Free Market Perspective: Employing the Unemployable*, 373–379. [https://doi.org/10.1142/9789812790798\\_0028](https://doi.org/10.1142/9789812790798_0028)
- Brown, J. M., Miller, W. R., & Lawendowski, L. A. (1999). The self-regulation questionnaire. In *Innovations in Clinical Practice: A Source Book* (L.

- VandeCr, pp. 281–289). Professional Resource Press.
- Brown, K. W., Ryan, R. M., & Creswell, J. D. (2007). Mindfulness: Theoretical foundations and evidence for its salutary effects. *Psychological Inquiry*, 18(4), 211–237. <https://doi.org/10.1080/10478400701598298>
- Buss, D. M. (1991). EVOLUTIONARY PERSONALITY PSYCHOLOGY. *Annu. Rev. Psychol.*, 42, 459–491.
- Canaan Messarra, L., Karkoulian, S., & McCarthy, R. (2011). To restrict or not to restrict personal internet usage on the job. *Education, Business and Society: Contemporary Middle Eastern Issues*, 4(4), 253–266. <https://doi.org/10.1108/17537981111190042>
- Cervone, D., & Pervin, L. A. (2013). *Personality : theory and research*. (Twelfth). <http://ezproxy.uniandes.edu.co:8080/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=cat00683a&AN=udla.408941&lang=es&site=eds-live&scope=site%5Cnhttp://www.loc.gov/catdir/enhancements/fy0814/2007274235-t.html%5Cnhttp://www.loc.gov/catdir/e>
- Chen, J. V., Chen, C. C., & Yang, H. H. (2008). An empirical evaluation of key factors contributing to internet abuse in the workplace. *Industrial Management and Data Systems*, 108(1), 87–106. <https://doi.org/10.1108/02635570810844106>
- Chen, Y. H., & Lin, Y. J. (2018). Validation of the short self-regulation questionnaire for Taiwanese college students (TSSRQ). *Frontiers in Psychology*, 9(MAR), 1–10. <https://doi.org/10.3389/fpsyg.2018.00259>
- Coenen, M., & Kok, R. A. W. (2014). Workplace flexibility and new product development performance: The role of telework and flexible work schedules. *European Management Journal*, 32(4), 564–576. <https://doi.org/10.1016/j.emj.2013.12.003>
- Collins, A. M., Hislop, D., & Cartwright, S. (2016). Social support in the workplace between teleworkers, office-based colleagues and supervisors. *New Technology, Work and Employment*, 31(2), 161–175. <https://doi.org/10.1111/ntwe.12065>
- Conlin, M. (2000). *Workers, Surf At Your Own Risk*. <https://www.bloomberg.com/news/articles/2000-06-11/workers-surf-at-your-own-risk>
- De la Fuente, J., Zapata Sevillano, L., Peralta, F. J., & López, M. (2016). Personal Self-Regulation, Academic Achievement, and Satisfaction of Learning (Product). *International Journal of Developmental and Educational Psychology. Revista INFAD de Psicología.*, 4(1), 187. <https://doi.org/10.17060/ijodaep.2014.n1.v4.602>
- De Lara, P. Z. M., Tacoronte, D. V., & Ding, J. M. T. (2006). Do current anti-

- cyberloafing disciplinary practices have a replica in research findings?: A study of the effects of coercive strategies on workplace Internet misuse. *Internet Research*, 16(4), 450–467.  
<https://doi.org/10.1108/10662240610690052>
- Derin, N., & Gökçe, S. G. (2016). Are Cyberloafers Also Innovators?: A Study on the Relationship between Cyberloafing and Innovative Work Behavior. *Procedia - Social and Behavioral Sciences*, 235(October), 694–700.  
<https://doi.org/10.1016/j.sbspro.2016.11.070>
- Eastin, M. S., Glynn, C. J., & Griffiths, R. P. (2007). Psychology of communication technology use in the workplace. *Cyberpsychology and Behavior*, 10(3), 436–443. <https://doi.org/10.1089/cpb.2006.9935>
- Endah, M. (2005). Analisis faktor alat ukur kepribadian Big Five (Adaptasi dari IPIP) pada mahasiswa Suku Jawa. *Insan*, 7(3), 264–276.
- Errichiello, L., & Pianese, T. (2016). Organizational control in the context of remote work arrangements: A conceptual framework. *Studies in Managerial and Financial Accounting*, 31, 273–305. <https://doi.org/10.1108/S1479-351220160000031009>
- Fajkowska, M., & Kreitler, S. (2018). Status of the Trait Concept in Contemporary Personality Psychology: Are the Old Questions Still the Burning Questions? *Journal of Personality*, 86(1), 5–11.  
<https://doi.org/10.1111/jopy.12335>
- Felstead, A., & Henseke, G. (2017). Assessing the growth of remote working and its consequences for effort, well-being and work-life balance. *New Technology, Work and Employment*, 32(3), 195–212.  
<https://doi.org/10.1111/ntwe.12097>
- Fonner, K. L., & Roloff, M. E. (2010). Why Teleworkers are More Satisfied with Their Jobs than are Office-Based Workers : When Less Contact is Beneficial. *Journal of Applied Communication Research*, 38(4), 336–361.  
<https://doi.org/10.1080/00909882.2010.513998>
- Freelancinggig.com. (2016). *WHICH IS RIGHT FOR YOU: FREELANCE VS REMOTE FULL-TIME JOB*. [freelancinggig.com/blog/2016/02/26/which-is-right-for-you-freelance-vs-remote-full-time-job/](http://freelancinggig.com/blog/2016/02/26/which-is-right-for-you-freelance-vs-remote-full-time-job/)
- Gailliot, M. T., Mead, N. L., & Baumeister, R. F. (2008). Self-regulation. In *Handbook of Personality* (pp. 472–491). The Guilford Press.
- Gajendran, R. S., & Harrison, D. A. (2007). The Good, the Bad, and the Unknown About Telecommuting: Meta-Analysis of Psychological Mediators and Individual Consequences. *Journal of Applied Psychology*, 92(6), 1524–1541.  
<https://doi.org/10.1037/0021-9010.92.6.1524>
- Gardner, B. (2015). A review and analysis of the use of ‘habit’ in understanding, predicting and influencing health-related behaviour. *Health Psychology*

- Review*, 9(3), 277–295. <https://doi.org/10.1080/17437199.2013.876238>
- Gavora, P., Jakešová, J., & Kalenda, J. (2015). The Czech Validation of the Self-regulation Questionnaire. *Procedia - Social and Behavioral Sciences*, 171, 222–230. <https://doi.org/10.1016/j.sbspro.2015.01.113>
- Global Workplace Analytics. (2017). *Telecommuting Demographics*. [https://cdn.thepennyhoarder.com/wp-content/uploads/2017/06/30140000/State\\_Of\\_Telecommuting\\_U.S.\\_Employee\\_Workforce.pdf](https://cdn.thepennyhoarder.com/wp-content/uploads/2017/06/30140000/State_Of_Telecommuting_U.S._Employee_Workforce.pdf)
- Golden, T. D. (2012). Altering the Effects of Work and Family Conflict on Exhaustion: Telework During Traditional and Nontraditional Work Hours. *Journal of Business and Psychology*, 27(3), 255–269. <https://doi.org/10.1007/S10869-011-9247-0>
- Grant, C. A., Wallace, L. M., & Spurgeon, P. C. (2013). An exploration of the psychological factors affecting remote e-worker's job effectiveness, well-being and work-life balance. *Employee Relations*, 35(5), 527–546. <https://doi.org/10.1108/ER-08-2012-0059>
- Greenfield, D. N., & Davis, R. A. (2002). Lost in cyberspace: The web @ work. *Cyberpsychology and Behavior*, 5(4), 347–353. <https://doi.org/10.1089/109493102760275590>
- Griffiths, M. (2003). Internet Abuse In The Workplace. *Journal of Employment Counseling*, 40, 87–96.
- Hamdani, T. (2020). *Kerugian karena Macet di Jakarta Rp 100 T, Anies Perlu Lakukan Apa?* <https://finance.detik.com/berita-ekonomi-bisnis/d-4854867/kerugian-karena-macet-di-jakarta-rp-100-t-anies-perlu-lakukan-apa>
- Handy, S., & Mokhtarian, P. L. (1996). THE FUTURE OF TELECOMMUTING. *Future*, 28(3), 227–240.
- Hanna, D., & Dempster, M. (2012). *Psychology Statistics for Dummies*. John Wiley & Son, Ltd.
- Harpaz, I. (2002). Advantages and disadvantages of telecommuting for the individual, organization and society. *Work Study*, 51(2), 74–80. <https://doi.org/10.1108/00438020210418791>
- Hartijasti, Y., & Fathonah, N. (2015a). Motivation of Cyberloafers in the Workplace Across Generations in Indonesia. *International Journal of Cyber Society and Education*, 8(1), 49–58. <https://doi.org/10.7903/ijcse.1360>
- Hartijasti, Y., & Fathonah, N. (2015b). The importance of internet policies socialization on cyberloafing in Indonesian workplace. *Asian Journal of Information and Communications*, 7(2), 68–80. [https://www.researchgate.net/profile/Yanki\\_Hartijasti/publication/301636626\\_The\\_importance\\_of\\_internet\\_policies\\_socialization\\_on\\_cyberloafing\\_in\\_I](https://www.researchgate.net/profile/Yanki_Hartijasti/publication/301636626_The_importance_of_internet_policies_socialization_on_cyberloafing_in_I)

- ndonesian\_workplace/links/571f394108aed056fa227ef2.pdf
- Hartomo, G. (2019, November 20). *Mulai 1 Januari, PNS Bappenas Bisa Kerja dari Rumah.*  
<https://economy.okezone.com/read/2019/11/20/320/2132314/mulai-1-januari-pns-bappenas-bisa-kerja-dari-rumah>
- Henle, C. A., Kohut, G., & Booth, R. (2009). Designing electronic use policies to enhance employee perceptions of fairness and to reduce cyberloafing: An empirical test of justice theory. *Computers in Human Behavior*, 25(4), 902–910. <https://doi.org/10.1016/j.chb.2009.03.005>
- Hering, B. B. (2015). *The History of Telecommuting and Where It Stands Now.*  
<https://www.flexjobs.com/blog/post/the-history-of-telecommuting-stands-now/>
- Huma, Z. E., Hussain, S., Thurasamy, R., & Malik, M. I. (2017). Determinants of cyberloafing: a comparative study of a public and private sector organization. *Internet Research*, 27(1), 97–117. <https://doi.org/10.1108/IntR-12-2014-0317>
- Ipsos. (2011). *Citizens in 24 Countries Assess Working Remotely for a Total Global Perspective. November.* <http://www.ipsos-na.com/download/pr.aspx?id=11327>
- Jelita, I. N. (2020). 974 Perusahaan di Jakarta Berlakukan Work From Home. *Media Indonesia.* <https://mediaindonesia.com/read/detail/298089-974-perusahaan-di-jakarta-berlakukan-work-from-home>
- Jia, H., Jia, R., & Karau, S. (2013). Cyberloafing and personality: The impact of the Big Five traits and workplace situational factors. *Journal of Leadership and Organizational Studies*, 20(3), 358–365.  
<https://doi.org/10.1177/1548051813488208>
- John, O. P., Robins, R. W., & Pervin, L. A. (2008). Handbook of personality : Theory and Research. In *The Guilford Press* (3rd Editio).  
<https://doi.org/10.5860/choice.44-2967>
- Johnson, L. C., Andrey, J., & Shaw, S. M. (2007). Mr . Dithers Comes to Dinner : Telework and the merging of women ' s work and home domains in Canada. *Gender, Place and Culture*, 14(2), 141–161.  
<https://doi.org/10.1080/09663690701213701>
- Judge, T. A., & Ilies, R. (2002). Relationship of personality to performance motivation: A meta-analytic review. *Journal of Applied Psychology*, 87(4), 797–807. <https://doi.org/10.1037/0021-9010.87.4.797>
- Koay, K. Y. (2018). Workplace ostracism and cyberloafing: a moderated–mediation model. *Internet Research*, 28(4), 1122–1141.  
<https://doi.org/10.1108/IntR-07-2017-0268>
- Koay, K. Y., Soh, P. C. H., & Chew, K. W. (2017). Antecedents and

- consequences of cyberloafing: Evidence from the Malaysian ICT industry. *First Monday*, 22(3). <https://doi.org/10.5210/fm.v22i3.7302>
- König, C. J., & Caner De La Guardia, M. E. (2014). Exploring the positive side of personal internet use at work: Does it help in managing the border between work and nonwork? *Computers in Human Behavior*, 30, 355–360. <https://doi.org/10.1016/j.chb.2013.09.021>
- Kossek, E. E., Thompson, R. J., & Lautsch, B. A. (2015). Balanced workplace flexibility: Avoiding the traps. *California Management Review*, 57(4), 5–25. <https://doi.org/10.1525/cmr.2015.57.4.5>
- Kowalski, K. B., & Swanson, J. A. (2005). Critical success factors in developing teleworking programs. *Benchmarking*, 12(3), 236–249. <https://doi.org/10.1108/14635770510600357>
- Lally, P. A., Van Jaarsveld, C. H. M., Potts, H. W. W., & Wardle, J. (2010). How are habits formed: Modelling habit formation in the real world. *European Journal of Social Psychology*, 40, 998–1009. <https://doi.org/10.1002/ejsp.674>
- Lanaj, K., Johnson, R. E., & Barnes, C. M. (2014). Beginning the workday yet already depleted? Consequences of late-night smartphone use and sleep. *Organizational Behavior and Human Decision Processes*, 124(1), 11–23.
- Larsen, R. J., & Buss, D. M. (2017). Personality psychology : domains of knowledge about human nature. In *Personality Psychology* (Sixth). McGraw-Hill.
- Lavoie, J. A. A., & Pychyl, T. A. (2001). Cyberslacking and the Procrastination Superhighway. *Social Science Computer Review*, 19(4), 431–444. <https://doi.org/10.1177/089443930101900403>
- Lee, Y., Lee, Z., & Kim, Y. (2007). Understanding Personal Web Usage in Organizations in Organizations. *Journal of Organizational Computing and Electronic Commerce*, 17(1), 75–99. <https://doi.org/10.1080/10919390701291067>
- Liberman, B., Seidman, G., McKenna, K. Y. A., & Buffardi, L. E. (2011). Employee job attitudes and organizational characteristics as predictors of cyberloafing. *Computers in Human Behavior*, 27(6), 2192–2199. <https://doi.org/10.1016/j.chb.2011.06.015>
- Lim, V. K. G. (2002). The IT Way of Loafing on the Job : Cyberloafing , Neutralizing and Organizational Justice. *Journal of Organizational Behavior*, 23(May), 675–694. <https://doi.org/10.1002/job.161>
- Lim, V. K. G., & Teo, T. S. H. (2005). Prevalence, perceived seriousness, justification and regulation of cyberloafing in Singapore: An exploratory study. *Information and Management*, 42(8), 1081–1093. <https://doi.org/10.1016/j.im.2004.12.002>

- Liu, X., & Yu, K. (2019). Emotional stability and citizenship fatigue: The role of emotional exhaustion and job stressors. *Personality and Individual Differences*, 139(May 2018), 254–262.  
<https://doi.org/10.1016/j.paid.2018.11.033>
- Locke, E. A., Shaw, K. N., Saari, L. M., & Latham, G. P. (1981). Goal Setting and Task Performance : 1969 - 1980. *American Psychological Association*, 90(1), 125–152.
- Lupton, P., & Haynes, B. (2000). Teleworking - the perception-reality gap. *Facilities*, 18(7), 323–327.
- Mann, S., & Holdsworth, L. (2003). The psychological impact of teleworking: Stress, emotions and health. *New Technology, Work and Employment*, 18(3), 196–211. <https://doi.org/10.1111/1468-005X.00121>
- Martin, B. H., & MacDonnell, R. (2012). Is telework effective for organizations?: A meta-analysis of empirical research on perceptions of telework and organizational outcomes. *Management Research Review*, 35(7), 602–616.  
<https://doi.org/10.1108/0140917121123820>
- Martínez-Sánchez, A., Pérez-Pérez, M., De-Luis-Carnicer, P., & Vela-Jiménez, M. J. (2006). Teleworking and new product development. *European Journal of Innovation Management*, 9(2), 202–214.  
<https://doi.org/10.1108/14601060610663578>
- Mercado, B. K., Giordano, C., & Dilchert, S. (2017). A meta-analytic investigation of cyberloafing. *Career Development International*, 22(5), 546–564. <https://doi.org/10.1108/CDI-08-2017-0142>
- Mills, J. E., Hu, B. O., Beldona, S., & Clay, J. (2001). Cyberslacking! A Liability Issue for Wired Workplaces. *Cornell Hotel and Restaurant Administration Quarterly*, 34–47.
- Mohamed, L., Ahmed, S., & Lubis, Z. (2016). Personality Traits and Counterproductive Work Behavior : Moderator Effect of Perceived Organizational Support. *Imperial Journal of Interdisciplinary Research*, 2(5), 521–530.
- Moody, G. D., & Siponen, M. (2013). Using the theory of interpersonal behavior to explain non-work-related personal use of the Internet at work. *Information and Management*, 50(6), 322–335. <https://doi.org/10.1016/j.im.2013.04.005>
- Morgan, R. E., & Morgan, R. E. (2004). Teleworking : an assessment of the benefits and challenges. *European Business Review*, 16(4), 344–357.
- Morganson, V. J., Major, D. A., Oborn, K. L., Verive, J. M., & Heelan, M. P. (2010). Comparing telework locations and traditional work arrangements: Differences in work-life balance support, job satisfaction, and inclusion. *Journal of Managerial Psychology*, 25(6), 578–595.  
<https://doi.org/10.1108/02683941011056941>

- Muldoon, J., Kisamore, J., Liguori, E., & Bendickson, J. (2017). Emotional Stability and Contextual Job Performance : The Moderating Effects of Meaning and Autonomy. *Personnel Review*, 46(3), 474–489.  
<https://doi.org/10.5465/AMBPP.2016.15232abstract>
- Nakrošienė, A., Bučiūnienė, I., & Goštautaitė, B. (2019). Working from home: characteristics and outcomes of telework. *International Journal of Manpower*, 40(1), 87–101. <https://doi.org/10.1108/IJM-07-2017-0172>
- Neuman, W. L. (2014). *Social Research Methods: Qualitative and Quantitative Approaches* (Seventh Ed). Pearson Education Limited.  
<https://doi.org/10.2307/3211488>
- Nilles, J. M. (1997). Telework: Enabling distributed organizations: Implications for it managers. *Information Systems Management*, 14(4), 7–14.  
<https://doi.org/10.1080/10580539708907069>
- O'Neill, T. A., Hambley, L. A., & Bercovich, A. (2014). Prediction of cyberslacking when employees are working away from the office. *Computers in Human Behavior*, 34, 291–298. <https://doi.org/10.1016/j.chb.2014.02.015>
- O'Neill, T. A., Hambley, L. A., & Chatellier, G. S. (2014). Cyberslacking, engagement, and personality in distributed work environments. *Computers in Human Behavior*, 40, 152–160. <https://doi.org/10.1016/j.chb.2014.08.005>
- Oravec, J. A. (2002). Constructive approaches to internet recreation in the workplace. *Communications of the ACM*, 45(1), 60–63.  
<https://doi.org/10.1145/502269.502298>
- Oriarewo, G. O., Ofobruku, S. A., Agbaezee, K., & Tor, Z. A. (2018). The Influence of Emotional Stability on Employees' Performance: A Review. *South Asian Journal of Social Studies and Economics*, 2(1), 1–8.  
<https://doi.org/10.9734/sajsse/2018/v2i125820>
- Pallant, J. (2005). Multiple regression. In *SPSS SURVIVAL MANUAL* (p. 142). Allen & Unwin.
- Pérez, M. P., Sánchez, A. M., & De Luis Carnicer, M. P. (2002). Benefits and barriers of telework: Perception differences of human resources managers according to company's operations strategy. *Technovation*, 22(12), 775–783.  
[https://doi.org/10.1016/S0166-4972\(01\)00069-4](https://doi.org/10.1016/S0166-4972(01)00069-4)
- Prasad, S., Lim, V. K. G., & Chen, D. J. Q. (2010). Self-Regulation, Individual Characteristics and Cyberloafing. *Pacific Asia Conference on Information Systems*, 1641–1648.
- Reinecke, L. (2009). Games at work: The recreational use of computer games during working hours. *Cyberpsychology and Behavior*, 12(4), 461–465.  
<https://doi.org/10.1089/cpb.2009.0010>
- Restubog, S. L. D., Garcia, P. R. J. M., Toledano, L. S., Amarnani, R. K.,

- Tolentino, L. R., & Tang, R. L. (2011). Yielding to (cyber)-temptation: Exploring the buffering role of self-control in the relationship between organizational justice and cyberloafing behavior in the workplace. *Journal of Research in Personality*, 45(2), 247–251.  
<https://doi.org/10.1016/j.jrp.2011.01.006>
- Rooy, D. L. Van, Viswesvaran, C., & Pluta, P. (2005). Personality at Work: Raising Awareness and Correcting Misconceptions. *HUMAN PERFORMANCE*, 18(919921146), 445–462.  
<https://doi.org/10.1207/s15327043hup1804>
- Sheikh, A., Aghaz, A., & Mohammadi, M. (2019). Cyberloafing and personality traits: an investigation among knowledge-workers across the Iranian knowledge-intensive sectors. *Behaviour and Information Technology*, 38(12), 1213–1224. <https://doi.org/10.1080/0144929X.2019.1580311>
- Sheikh, A., Atashgah, M. S., & Adibzadegan, M. (2015). The antecedents of cyberloafing: A case study in an Iranian copper industry. *Computers in Human Behavior*, 51(PA), 172–179.  
<https://doi.org/10.1016/j.chb.2015.04.042>
- Siau, K., Nah, F. F.-H., & Teng, L. (2002). *Acceptable internet use policy*. 45(1), 75–79.
- Sipior, J. C., & Ward, B. T. (2002). A strategic response to the broad spectrum of internet abuse. *Information Systems Management*, 19(4), 71–79.  
<https://doi.org/10.1201/1078/43202.19.4.20020901/38837.9>
- Smith, S. A., Patmos, A., & Pitts, M. J. (2015). Communication and teleworking: A study of communication channel satisfaction, personality, and job satisfaction for teleworking employees. *International Journal of Business Communication*, 55(1), 44–68. <https://doi.org/10.1177/2329488415589101>
- Standen, P., Daniels, K., & Lamond, D. (1999). The home as a workplace: work-family interaction and psychological well-being in telework. *Journal of Occupational Health Psychology*, 4(4), 368–381.  
<https://doi.org/10.1037/1076-8998.4.4.368>
- Stanton, J. (2002). Internet user. *Communications of the ACM*, 45(1), 55–59.
- Stroznik, P. (2013). *Cyber Loafing Drains Productivity: Study*.  
<https://www.cutimes.com/2013/02/12/cyber-loafing-drains-productivity-study/?slreturn=20190823011047>
- Suarlan. (2017). Teleworking for Indonesian Civil Servants : Problems and Actors. *International Journal of Administrative Science & Organization*, 24(2).
- Sullivan, C. (2003). What's in a name? Definitions and conceptualisations of teleworking and homeworking. *New Technology, Work and Employment*, 18(3), 158–165. <https://doi.org/10.1111/1468-005X.00118>

- Tavares, A. I. (2017). Telework and health effects review. *International Journal of Healthcare*, 3(2), 30. <https://doi.org/10.5430/ijh.v3n2p30>
- Thiese, M. S., Ronna, B., & Ott, U. (2016). P value interpretations and considerations. *Journal of Thoracic Disease*, 8(9), E928–E931. <https://doi.org/10.21037/jtd.2016.08.16>
- Toptal. (2018). *The History of Remote Work*. <https://remote.co/the-history-of-remote-work/>
- Tremblay, D., & Thomsin, L. (2012). Telework and mobile working : analysis of its benefits and drawbacks. *International Journal Work Innovation*, 1(1), 100–113.
- Trobia, A. (2008). Sampling. In P. J. Lavrakas (Ed.), *Encyclopedia of Survey Research Methods* (p. 784). SAGE Publications, Inc. <https://doi.org/10.4135/9781412963947>
- Ugrin, J. C., & Michael Pearson, J. (2013). The effects of sanctions and stigmas on cyberloafing. *Computers in Human Behavior*, 29(3), 812–820. <https://doi.org/10.1016/j.chb.2012.11.005>
- Urbaczewski, A., & Jessup, L. M. (2002). Does electronic monitoring of employee internet usage work? *Communications of the ACM*, 45(1), 80–83. <https://doi.org/10.1145/502269.502303>
- Utama, L. (2016). *14-09-1960: OPEC Berdiri*. <https://www.viva.co.id/arsip/821389-14-09-1960-opec-berdiri>
- Venter, E. (2019). Challenges for meaningful interpersonal communication in a digital era. *HTS Teologiese Studies / Theological Studies*, 75(1), 1–6. <https://doi.org/10.4102/hts.v75i1.5339>
- Vitak, J., Crouse, J., & Larose, R. (2011). Personal Internet use at work: Understanding cyberslacking. *Computers in Human Behavior*, 27(5), 1751–1759. <https://doi.org/10.1016/j.chb.2011.03.002>
- Wagner, D. T., Barnes, C. M., Lim, V. K. G., & Ferris, D. L. (2012). Lost sleep and cyberloafing: Evidence from the laboratory and a daylight saving time quasi-experiment. *Journal of Applied Psychology*, 97(5), 1068–1076. <https://doi.org/10.1037/a0027557>
- Ward, N. (2001). Teleworking : an assessment of factors. *Facilities*, 19, 61–71.
- Waterfield, J. (2018). Convenience Sampling. In B. B. Frey (Ed.), *The SAGE Encyclopedia of Educational Research, Measurement, and Evaluation* (p. 403). SAGE Publications, Inc. <https://doi.org/10.4135/9781506326139>
- Weatherbee, T. G. (2010). Counterproductive use of technology at work: Information & communications technologies and cyberdeviancy. *Human Resource Management Review*, 20(1), 35–44. <https://doi.org/10.1016/j.hrmr.2009.03.012>