

ABSTRACT

Elisabeth Juliarti Fakkar. “Relationship Between Cyberloafing and Organizational Citizenship Behavior (OCB): Testing The Role of Conscientiousness Big Five Personality Traits as Moderator Variable”

The main purpose of this study was to analyze, the role of Conscientiousness Trait as moderator variable on relationship between cyberloafing and OCB. The study was conducted to employees with daily computer using and internet access. The number of participants were 125 employees. Data collected by distributing online questionnaires, which consisting of three measurements, namely cyberloafing, OCB, and conscientiousness trait. Data on this study were analyzed using Pearson correlation and simple regression analysis. As a result of this study, we found out that there is no relationship between cyberloafing and Organizational Citizenship Behavior (OCB), except for browsing-cyberloafing and OCB-O with negative correlation. Then, that role of conscientiousness trait as moderator variable was not significant in relationship between cyberloafing and OCB. But this relationship was significantly stronger when conscientiousness trait low and no effect to the correlation when conscientiousness trait high.

Keywords: Cyberloafing, Organizational Citizenship Behavior (OCB), Conscientiousness Trait

