

ABSTRAK

Pegawai Negeri Sipil (PNS) masih menjadi profesi yang diminati masyarakat karena menjanjikan stabilitas, status sosial, dan berbagai fasilitas. Namun, di balik itu masih ditemukan rendahnya performa kerja serta perilaku kontraproduktif seperti *cyberloafing*, yaitu penggunaan internet untuk kepentingan pribadi pada jam kerja. Salah satu faktor yang dapat memengaruhi perilaku tersebut adalah *perceived overqualification* (POQ), yakni kondisi ketika individu merasa memiliki kualifikasi lebih tinggi dibanding tuntutan pekerjaan. Penelitian ini bertujuan untuk mengetahui pengaruh *perceived overqualification* terhadap perilaku *cyberloafing* pada PNS di Provinsi Jawa Barat. Penelitian ini menggunakan metode kuantitatif dengan pendekatan regresi linier sederhana. Jumlah responden sebanyak 150 orang PNS yang diperoleh melalui teknik *convenience sampling*. Instrumen penelitian berupa *Multidimensional Perceived Overqualification* (MDPOQ) dan skala *Cyberloafing* yang telah diadaptasi dan diuji kelayakannya. Analisis data menggunakan *SPSS versi 25 for Windows*. Hasil penelitian menunjukkan bahwa POQ berpengaruh signifikan terhadap *cyberloafing* dengan nilai signifikansi 0,000 ($<0,05$) dan R^2 sebesar 0,331. Artinya, POQ berkontribusi sebesar 33,1% terhadap *cyberloafing*, sedangkan 66,9% dipengaruhi faktor lain. Temuan ini menegaskan bahwa semakin tinggi POQ yang dirasakan PNS, semakin besar kecenderungan mereka melakukan *cyberloafing* di tempat kerja.

Kata kunci: persepsi overkualifikasi, *mismatch*, *cyberloafing*, internet, pegawai negeri sipil

ABSTRACT

Civil servants remain one of the most desirable professions in Indonesia as they offer stability, social status, and various benefits. However, behind this appeal, low work performance and counterproductive behaviors such as cyberloafing—the use of the internet for personal purposes during working hours—are still prevalent. One factor that may influence this behavior is perceived overqualification (POQ), a condition in which individuals feel that their qualifications exceed the demands of their job. This study aims to examine the effect of POQ on cyberloafing among civil servants in West Java Province. This research employed a quantitative method with a simple linear regression approach. The participants consisted of 150 civil servants selected using a convenience sampling technique. The research instruments used were the Multidimensional Perceived Overqualification (MDPOQ) scale and the Cyberloafing scale, both of which were adapted and tested for validity and reliability. Data were analyzed using SPSS version 25 for Windows. The results showed that POQ had a significant effect on cyberloafing with a significance value of 0.000 (<0.05) and an R^2 of 0.331. This indicates that POQ contributes 33.1% to cyberloafing, while the remaining 66.9% is influenced by other factors. These findings highlight that the higher the level of POQ perceived by civil servants, the greater the tendency to engage in cyberloafing in the workplace.

Keywords: *Perceived Overqualification, Mismatch, Cyberloafing, Internet, Civil Servants*