

## DAFTAR PUSTAKA

- Aini, K. U., & Maksum, I. (2022). PERAN PEMEDIASIAN KEBOSANAN KERJA PADA PENGARUH PERSEPSI OVERKUALIFIKASI TERHADAP COUNTERPRODUCTIVE WORK BEHAVIOR. *JPEKBM (Jurnal Pendidikan Ekonomi, Kewirausahaan, Bisnis Dan Manajemen)*, 6(1), 130. <https://doi.org/10.32682/jpekbm.v6i1.2360>
- Andardinata, A., Alimuddin, M. I., & Reski, K. R. (2024). Pengaruh Perilaku Cyberloafing dan Komitmen Organisasi Terhadap Kinerja Karyawan Pada PT. Ciomas Adi Satwa Unit Maros. *INNOVATIVE: Journal Of Social Science Research*, 4 Nomor 3 Tahun 2024, 13242–13245.
- Andel, S. A., Kessler, S. R., Pindek, S., Kleinman, G., & Spector, P. E. (2019). Is cyberloafing more complex than we originally thought? Cyberloafing as a coping response to workplace aggression exposure. *Computers in Human Behavior*, 101, 124–130. <https://doi.org/10.1016/j.chb.2019.07.013>
- Andel, S., Pindek, S., & Arvan, M. L. (2022). Bored, angry, and overqualified? The high- and low-intensity pathways linking perceived overqualification to behavioural outcomes. *European Journal of Work and Organizational Psychology*, 31(1), 47–60. <https://doi.org/10.1080/1359432X.2021.1919624>
- 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>

- Aziz, S., Tariq, A., & Ashraf, N. (2024). Perceived over Qualification and Cyber Loafing: Mediating Role of Moral Disengagement and Moderating Role of Moral Identity. *Annals of Human and Social Sciences*, 5(II).  
[https://doi.org/10.35484/ahss.2024\(5-ii\)14](https://doi.org/10.35484/ahss.2024(5-ii)14)
- Azwar, S. (2012). Reliability and validity. *Yogyakarta: Pustaka Pelajar*.
- Azwar, S. (2018). *Penyusunan Skala Psikologi*. Pustaka Pelajar.
- B. Wahyudi. (2024, January 10). *Bahas Kabupaten, Banyak ASN Bondowoso Sibuk Main Ponsel*. <https://www.bharata.co.id/zona/99411468831/bahas-kabupaten-banyak-asn-bondowoso-sibuk-main-ponsel>
- Badan Kepegawaian Negara. (2024). *BUKU STATISTIK Aparatur Sipil Negara SEMESTER I TAHUN 2024*. <https://satudataasn.bkn.go.id>.
- Badan Kepegawaian Negara (BKN). (2024, September 7). *Pendaftaran di Portal BKN Berakhir, Jumlah Pelamar CPNS 2024 Capai 3,9 Juta*.  
<https://www.bkn.go.id/pendaftaran-di-portal-bkn-berakhir-jumlah-pelamar-cpns-2024-capai-39-juta/>
- 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>
- Blau, G, Yang, Y., & Wark-Cook, K. (2006). Testing a measure of cyberloafing. *Journal of Allied Health*, 35, 9–17.
- Caesaria, S. D., & Prastiwi, M. (2024, August 19). *14 Keuntungan Daftar CPNS 2024, Gaji Stabil, Tunjangan dan Beasiswa*.

<https://www.kompas.com/edu/read/2024/08/19/154519871/14->

[keuntungan-daftar-cpns-2024-gaji-stabil-tunjangan-dan-beasiswa](#)

Chambel, M. J., Carvalho, V. S., Lopes, S., & Cesario, F. S. (2021). *Perceived Overqualification and Contact Center Workers' Burnout: Are Motivations mediators?*

Cheng, B., Zhou, X., Guo, G., & Yang, K. (2020). Perceived Overqualification and Cyberloafing: A Moderated-Mediation Model Based on Equity Theory. *Journal of Business Ethics*, 164(3), 565–577.  
<https://doi.org/10.1007/s10551-018-4026-8>

Cozby, P. C., & Bates, S. C. (2018). *Methods in behavioral research* (13th ed.). McGraw-Hill Education.

Creswell, J. W., & Creswell, J. D. (2018). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches*. Sage.

Drs. Supardiyana. (2022, March 7). *ASN yang Tidak Profesional Mempersulit Masyarakat*. <https://www.lemhannas.go.id/index.php/berita/berita-utama/1456-asn-yang-tidak-profesional-mempersulit-masyarakat>

Durak, H. Y., & Saritepeci, M. (2019). Occupational burnout and cyberloafing among teachers: Analysis of personality traits, individual and occupational status variables as predictors. *Social Science Journal*, 56(1), 69–87.  
<https://doi.org/10.1016/j.soscij.2018.10.011>

Erdogan, B., Karaeminogullari, A., Bauer, T. N., & Ellis, A. M. (2020). Perceived Overqualification at Work: Implications for Extra-Role Behaviors and

- Advice Network Centrality. *Journal of Management*, 46(4), 583–606.  
<https://doi.org/10.1177/0149206318804331>
- Field, A. (2017). *Discovering statistics using IBM SPSS Statistics* (5th ed.). SAGE Publications.
- Harandi, A., & Khamseh, P. M. (2024). Can Perceived Overqualification Increase Cyberloafing? An Emphasis on the Mediating Role of Emotional Exhaustion. *Interdisciplinary Journal of Management Studies*, 17(2), 409–424. <https://doi.org/10.22059/ijms.2023.339410.674982>
- Hensel, P. G., & Kacprzak, A. (2020). Job Overload, Organizational Commitment, and Motivation as Antecedents of Cyberloafing: Evidence from Employee Monitoring Software. *European Management Review*, 17(4), 931–942. <https://doi.org/10.1111/emre.12407>
- Howard, E., Luksyte, A., Amarnani, R., & Spitzmueller, C. (2022). Perceived overqualification and experiences of incivility: Can task i-deals help or hurt? *Journal of Occupational Health Psychology*, 27(1), 89–103.
- Hu, Y., Chen, Y., & Ye, M. (2023). Eager to belong: Social cyberloafing as a coping response to workplace ostracism. *Current Psychology*, 42(4), 3372–3381. <https://doi.org/10.1007/s12144-021-01690-y>
- Johnson, G. J., & Johnson, W. R. (1996). Perceived overqualification and psychological well-being. *Journal of Social Psychology*, 136(4), 435–445. <https://doi.org/10.1080/00224545.1996.9714025>
- Karim, S. R. Do, Supriatna, T., & Pitono, A. (2020). *EFEKTIVITAS PENEMPATAN APARATUR SIPIL NEGARA (ASN) DALAM*

*MENINGKATKAN KINERJA PEGAWAI DI BADAN KEPEGAWAIAN  
DAN PENGEMBANGAN SUMBER DAYA MANUSIA DAERAH  
(BKPSMD) KOTA TERNATE PROVINSI MALUKU UTARA.*

www.antaramaluku.com

Karunia, A. M., & Ika, A. (2022, July 21). *35 Persen ASN di RI Kinerjanya Rendah,*

*BKN: Seperti “Kayu Mati” karena Malas .*

[https://money.kompas.com/read/2022/07/21/142000926/35-persen-asn-di-](https://money.kompas.com/read/2022/07/21/142000926/35-persen-asn-di-ri-kinerjanya-rendah-bkn--seperti-kayu-mati-karena-malas)

[ri-kinerjanya-rendah-bkn--seperti-kayu-mati-karena-malas](https://money.kompas.com/read/2022/07/21/142000926/35-persen-asn-di-ri-kinerjanya-rendah-bkn--seperti-kayu-mati-karena-malas)

Khan, J., Saeed, I., Fayaz, M., Zada, M., & Jan, D. (2023). Perceived

overqualification? Examining its nexus with cyberloafing and knowledge

hiding behaviour: harmonious passion as a moderator. *Journal of*

*Knowledge Management*, 27(2), 460–484. [https://doi.org/10.1108/JKM-09-](https://doi.org/10.1108/JKM-09-2021-0700)

[2021-0700](https://doi.org/10.1108/JKM-09-2021-0700)

Khan, J., Saeed, I., Zada, M., Nisar, H. G., Ali, A., & Zada, S. (2023). The positive

side of overqualification: examining perceived overqualification linkage

with knowledge sharing and career planning. *Journal of Knowledge*

*Management*, 27(4), 993–1015. [https://doi.org/10.1108/JKM-02-2022-](https://doi.org/10.1108/JKM-02-2022-0111)

[0111](https://doi.org/10.1108/JKM-02-2022-0111)

Khan, L. J., & Morrow, P. C. (1991). *Objective and Subjective Underemployment*

*Relationships to Job Satisfaction* (Vol. 22).

KPKNL Madiun. (2023, 23 Juli). *Menerapkan profesionalisme ASN dalam bekerja.*

Direktorat Jenderal Kekayaan Negara, Kementerian Keuangan Republik

Indonesia. <https://www.djkn.kemenkeu.go.id/kpknl-madiun/baca-artikel/16958/Menerapkan-Profesionalisme-ASN-dalam-Bekerja.html>

- Lee, A., Erdogan, B., Tian, A., Willis, S., & Cao, J. (2021). Perceived overqualification and task performance: Reconciling two opposing pathways. *Journal of Occupational and Organizational Psychology*, *94*(1), 80–106. <https://doi.org/10.1111/joop.12323>
- Li, C. S., Liao, H., & Han, Y. (2022). I despise but also envy you: A dyadic investigation of perceived overqualification, perceived relative qualification, and knowledge hiding. *Personnel Psychology*, *75*(1), 91–118. <https://doi.org/10.1111/peps.12444>
- Lijing, Z., Zhao, S., Zeng, H., & Bai, J. (2021). To share or not to share? A moderated mediation model of the relationship between perceived overqualification and knowledge sharing. *Baltic Journal of Management*, *16*(5), 681–698. <https://doi.org/10.1108/BJM-01-2021-0006>
- Lim, P. K., Koay, K. Y., & Chong, W. Y. (2021). The effects of abusive supervision, emotional exhaustion and organizational commitment on cyberloafing: a moderated-mediation examination. *Internet Research*, *31*(2), 497–518. <https://doi.org/10.1108/INTR-03-2020-0165>
- Lim, V. K. G. (2002). The IT way of loafing on the job: Cyberloafing, neutralizing and organizational justice. *Journal of Organizational Behavior*, *23*(5), 675–694. <https://doi.org/10.1002/job.161>
- Luksyte, A., Bauer, T. N., Debus, M. E., Erdogan, B., & Wu, C. H. (2022). Perceived Overqualification and Collectivism Orientation: Implications for

- Work and Nonwork Outcomes. *Journal of Management*, 48(2), 319–349.  
<https://doi.org/10.1177/0149206320948602>
- Lwanga, S. Kaggwa., & Lemeshow, Stanley. (1991). *Sample size determination in health studies : a practical manual*. World Health Organization.
- Maynard, D. C., Joseph, T. A., & Maynard, A. M. (2006). Underemployment, job attitudes, and turnover intentions. In *Journal of Organizational Behavior* (Vol. 27, Issue 4, pp. 509–536). <https://doi.org/10.1002/job.389>
- Nugroho, R. A. (2023, November 13). *Menteri PANRB: Banyak PNS Tidak Kerja, Tapi Susah Dipecat*.  
<https://www.cnbcindonesia.com/news/20231113152141-4-488627/menteri-panrb-banyak-pns-tidak-kerja-tapi-susah-dipecat>
- Oktavia, S. (2024, Februari 2024). Press Conference | Hasil Survei Penetrasi Internet Indonesia 2024 [Video]
- Pancawati, M. D. (2021, November 22). *Impian Menjadi PNS Tinggal Impian?*  
<https://www.kompas.id/baca/riset/2021/11/22/impian-menjadi-pns-tinggal-impian>
- Poon, M. Y. G. (2007). *Dimensions and Measures of Perceived Overqualification*.
- Prasojo, E., Sumarwono, R., Yunairi, R., Zulkarnain, Z. P., Syarien, A., Ferdiansyah, J., & Aulia, G. (2019). *Memperkuat Kompetensi ASN, Kepala Daerah, dan DPRD Menuju Birokrasi Kelas Dunia 2024 dan Indonesia EMAS 2045*.
- Sao, R., Chandak, S., Patel, B., & Bhadade, P. (2020). Cyberloafing: Effects on Employee Job Performance and Behavior. *International Journal of Recent*

*Technology and Engineering (IJRTE)*, 8(5), 1509–1515.  
<https://doi.org/10.35940/ijrte.E4832.018520>

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>

Usman, M., Javed, U., Shoukat, A., & Bashir, N. A. (2021). Does meaningful work reduce cyberloafing? Important roles of affective commitment and leader-member exchange. *Behaviour and Information Technology*, 40(2), 206–220. <https://doi.org/10.1080/0144929X.2019.1683607>

Wijaya, S. (2021, May 4). *Asik Main HP, ASN Ini Tidak Tahu yang Menegurnya Wali Kota*. [https://www.insulteng.id/palu/pr-4162965383/-Asik-Main-HP-ASN-Ini-Tidak-Tahu-yang-Menegurnya-Wali-Kota#amp\\_tf=Dari%20%251%24s&aoh=17321211070532&referrer=https%3A%2F%2Fwww.google.com](https://www.insulteng.id/palu/pr-4162965383/-Asik-Main-HP-ASN-Ini-Tidak-Tahu-yang-Menegurnya-Wali-Kota#amp_tf=Dari%20%251%24s&aoh=17321211070532&referrer=https%3A%2F%2Fwww.google.com)

Wu, J., Mei, W., Liu, L., & Ugrin, J. C. (2020). The bright and dark sides of social cyberloafing: Effects on employee mental health in China. *Journal of Business Research*, 112, 56–64.  
<https://doi.org/10.1016/j.jbusres.2020.02.043>

Yuliandri, D. (2017, January 27). *PNS KURANG ATAU LEBIH???*  
<https://bkpsdmd.babelprov.go.id/content/pns-kurang-atau-lebih-translate>

- Zhang, J., Akhtar, M. N., Zhang, Y., & Sun, S. (2020). Are overqualified employees bad apples? A dual-pathway model of cyberloafing. *Internet Research*, 30(1), 289–313. <https://doi.org/10.1108/INTR-10-2018-0469>
- Zhang, Y., Bolino, M. C., & Yin, K. (2023). The Interactive Effect of Perceived Overqualification and Peer Overqualification on Peer Ostracism and Work Meaningfulness. *Journal of Business Ethics*, 182(3), 699–716. <https://doi.org/10.1007/s10551-021-05018-5>
- Zhu, J., Wei, H., Li, H., & Osburn, H. (2021). The paradoxical effect of responsible leadership on employee cyberloafing: A moderated mediation model. *Human Resource Development Quarterly*, 32(4), 597–624. <https://doi.org/10.1002/hrdq.21432>
- Zoghbi-Manrique-de-Lara, P., Viera-Armas, M., & De Blasio García, G. (2020). Does supervisors' mindfulness keep employees from engaging in cyberloafing out of compassion at work? *Personnel Review*, 49(2), 670–687. <https://doi.org/10.1108/PR-12-2017-0384>
- Zvonkovic, A. M. (1988). *Underemployment: Individual and Marital Adjustment to Income Loss*.