

ABSTRACT

There was an increase in the number of work items (internal and external) during the last 4 months, from May to August 2022. The number of internal jobs in the last 4 months was more than external jobs. Based on the results of interviews with the external maintenance, customer service, and marketing departments of PT. ABC in Kendal Regency, there is a company policy regarding the overtime permitting process which is increasingly difficult because employees are required to get permission from the head office first and it takes a long time and as many as 41.3% of the total employees of PT. ABC in Kendal Regency is still in PKWT and Outsourcing status. This study aims to obtain empirical evidence of the effect of workload on cyberloafing through burnout and organizational commitment. The object used in this research is PT. ABC in Kendal Regency and 45 employees who were used as respondents were selected using census sampling. Based on data analysis and previous discussion, it can be concluded that workload statistically has a positive and significant effect on burnout. Workload statistically has a positive and significant effect on cyberloafing. Burnout statistically has a positive and significant effect on cyberloafing. Workload statistically has a significant effect on cyberloafing through burnout. Organizational commitment statistically does not moderate the significant effect of burnout on cyberloafing.

Keywords: *workload, burnout, organizational commitment, cyberloafing*