

Readiness of Work affected by Work Procrastination and Hedonic Lifestyle

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Abstract. The purpose of this study was to determine the effect of work procrastination and hedonic lifestyle toward readiness of work on one of the government office in Kab. Cianjur. The research method use is quantitative which contains a description of the condition of each variable with a reference to the calculation is a Likert Scale, as well as a qualitative method that contains the results of the relationship between independent variables to the dependent variable with a multiple linear regression analysis approach. The sampling technique used is the census technique, which is as many as 47 government employee in one of the government office in Kab. Cianjur. The result of the this study is that partially there is a significant negative effect between work procrastination and hedonic lifestyle toward readiness of work. The form that is most often carried out by that government employee of work procrastination is procrastination to start and finish the task. Meanwhile, the hedonic lifestyle is a consumption style. And for readiness of work that needs to be improved is in terms of skills. The impact of this study is to increase work productivity by change the unnecessary behavior work enviroment in particular at public service.

Keywords: work procrastination, hedonic lifestyle, readiness of work.

1. Introduction

Currently, restoration of governance in the public sector has been initiated since the 1970s-1980s, known as new public management or good public governance, which aims to apply management values in the private sector to the public sector. The application of this concept is carried out as a form of restoration or improvement of public sector services to be more effective and efficient, because public stigma about governance is considered unsatisfactory which is full of interests such as corruption, collusion and nepotism carried out by unscrupulous sector employees. irresponsible public. According to UU RI No. 5 Tahun 2014, it is explained that civil servants, hereinafter abbreviated as PNS, are Indonesian citizens who meet certain requirements, are appointed as ASN Employees (State Civil Apparatus Employees) on a permanent basis by staffing officers to occupy government positions. Civil servants are required to serve the community well in their performance, but in recent times there have been many civil servants whose performance has not been satisfactory so that the image of civil servants has become not so good in society. This behavior can be reflected in sluggish performance, abuse of authority, and traveling to public places such as malls during working hours. Obviously this will greatly impact the level of trust and image on the stigma of society. Phenomena like this occur in government agencies both at the top level such as national to village level government. One of the agencies that will be investigated in this

research is the agency that has the main tasks and functions as formulation, implementation, evaluation, administration, and other functions that assist the task of the Kab. Cianjur in terms of community and village empowerment in the fields of governance to the economy.

The previous research that has been tested using same variables, research subjects, and relatively analytical approach [1]. The result of the research is that lifestyle and work procrastination with work readiness have a very significant influence either partially or simultaneously. In addition, research on procrastination in academic sector states that "the level of readiness of each individual is very important for work in terms of efficiency and success" [2]. Another study that discusses procrastination which has a negative impact on organizational climate, where one indicator of organizational climate is the attitude of fellow employees [3]. Meanwhile, the research states that hedonism makes people forget their responsibility for what they do for themselves, solely to seek self-gratification. This can be interpreted that one of the measurements of job responsibilities is the work readiness [4]. The concept and measurement of job readiness was adapted from research in tourism [5].

The purpose of this study is to determine the influence of work procrastination and hedonic lifestyle toward readiness of work on one of the government office in Kab. Cianjur. From the results of the initial survey regarding work procrastination of 30 government employee in one of the government office in Kab. Cianjur who were chosen randomly has an issue where as many as 46,7% procrastinate on work, both when starting and finishing their work. some people have reasons to postpone a job because there is a lot of work to be done, when in fact this is not the case. The inability to set priorities, low commitment and self-consistency will lead to adversity [3]. The initial survey about hedonic lifestyle as many as 93,7% need recognition from others. The purchase of goods made is no longer just to meet needs, but because of the desire to identify with the surrounding environment so as to gain acceptance and recognition from the group [6]. The initial survey about readiness of work has an issue where only 36,7% who are skilled in using computer programs that can support their work. The employee working relationships are grouped, less harmonious, do not understand each other, less fluent communication can lead to a lack of employee motivation as seen from the low enthusiasm of employees to complete work on time resulting in low levels of employee performance achievement as seen from the frequent occurrence of delays in job completion [7].

2. Method

The research objects in this research are: work procrastination as an independent variable (X_1) which consists of four indicators includes, a) delays in starting and completing tasks; b) delaying in doing tasks; c) time gaps between plans and factual performance; d) doing other more enjoyable activities [8]. Then, hedonic lifestyle as an independent variable (X_2) which consists of four indicators includes, a) development of curiosity towards change; b) self-improvement; c) entertainment and pleasure, d) consumption style [9]. And the last is readiness of work as an dependent variable (Y) which consist of three indicators includes, a) knowledge; b) attitudes; c) skills [5].

Descriptive analysis is used as a way to provide an overview of information on the results of research regarding each variable by scoring and labeling the category of achievement from the comparison results with the stipulated provisions to interpret it according to the research needs. Verificative analysis is a data analysis technique that uses statistical procedures to obtain information needed to test hypotheses. Survey design in this research is a cross-sectional survey design used a questionnaire. In this study, the primary data was obtained by the author directly by distributing questionnaires to government employee in one of the government office in Kab. Cianjur, and the secondary data obtained from the literature review which books, digital literature sources, articles, news, and research supporting journals. The sample that used in this research is 47 government employee in one of the government office in Kab. Cianjur.

In this research, 27 instruments tested were declared valid because the value of the validity coefficient was > 0.30 . So the 27 statements in this study can represent the 3 variables that were tested well. And the reliability value is > 0.70 it means consistency of the measuring instrument being tested in order to have accurate results.

Method of this study is multiple linear regression analysis is used as a tool to predict changes in the value of the independent toward dependent variable. A regression model that has a good reputation must meet three criteria in order to produce a representative calculation, it must pass the test; a. Normality test, data must be normally distributed; b. Multicollinearity test, the model should not have a relationship between independent variables; and c. Heteroscedasticity test, there should be no differences in variance. The final step of this research is to test the proposed hypothesis by determining the null hypothesis, then perform the t-test, used to determine the partial effect of this research hypothesis and the F-test, which is used to determine the simultaneous effect of this research hypothesis.

3. Results and Discussion

Based on the descriptive analysis carried out on the work procrastination (X_1) with 10 statement items addressed to 47 respondent and total score about 71,06% that means that the respondents has a tend to procrastinate when they start their respective jobs, hedonic lifestyle (X_2) with 10 statement items about 64,30% that means the respondents that the form of hedonic lifestyle is to buy things for fun and protect self-image, and the last variable is readiness of work (Y) with 7 statement items about 83,34% that means the respondents that the prominent work readiness is attitude.

The verification analysis was assisted using the SPSS v.25 program, where the results are explained form the table 1 :

Table 1. Multiple Linear Regression Results processed by SPSS v.25 for Windows
Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	42.171	2.569		16.414	.000
Work Procrastination	-.331	.086	-.418	-3.874	.000
Hedonic Lifestyle	-.394	.088	-.482	-4.467	.000

a. Dependent Variable: Readiness of Work

The multiple regression equation obtained in this study is shown as follows:

$Y = 42.171 + -0,331X_1 + -0,394X_2$. This means that if the work procrastination and hedonic lifestyle by government employee in one of the government office in Kab. Cianjur increases, that will have decrease readiness of work.

Table 2. The Kolmogrov-Smirnov Test

One-Sample Kolmogorov-Smirnov Test		
		Unstandardized Residual
N		47
Normal Parameters ^{a,b}	Mean	,0000000
	Std. Deviation	3,11654712
Most Extreme Differences	Absolute	,128
	Positive	,116
	Negative	-,128
Test Statistic		,128
Asymp. Sig. (2-tailed)		,054 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Based on the results of the table 2, the Asymp.Sig value is obtained that contained in this study is known to have a value of $0.054 > 0.05$, therefore it can be concluded that the authors of the data are normally distributed.

Table 3. Multicollinearity Test Coefficients^a

Model	Collinearity Statistics	
	Tolerance	VIF
1 (Constant)		
Work Procrastination	.857	1.167
Hedonic Lifestyle	.857	1.167

a. Dependent Variable: Readiness of Work

Based on the results of the table 3, the tolerance value for work procrastination and hedonic lifestyle both is 0.857 and obtained VIF value of work procrastination both is 1.167. So it can be concluded that there is no multicollinearity between the variables in the resulting model.

Table 4. Heteroscedasticity Test with Glesjer Method Coefficients^a

Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	5,518E-15	2,569		,000	1,000
	Work Procrastination	,000	,086	,000	,000	1,000
	Hedonic Lifestyle	,000	,088	,000	,000	1,000

a. Dependent Variable: abs_res

The test results contained in the tabel 4, the sig. value both work procrastination and hedonic lifestyle is more than 0,05 meaning that the model produced in this study does not indicate a heteroscedasticity.

Table 5. Partial Correlation Coefficients X₁ Correlations

		Work Procrastination	Readiness of Work
Work Procrastination	Pearson Correlation	1	-.601**
	Sig. (2-tailed)		.000
	N	47	47
Readiness of Work	Pearson Correlation	-.601**	1
	Sig. (2-tailed)	.000	
	N	47	47

** . Correlation is significant at the 0.01 level (2-tailed)

Table 6. Partial Correlation Coefficients X₂

		Hedonic Lifestyle	Readiness of Work
Hedonic Lifestyle	Pearson Correlation	1	-.641**
	Sig. (2-tailed)		.000
	N	47	47
Readiness of Work	Pearson Correlation	-.641**	1
	Sig. (2-tailed)	.000	
	N	47	47

** . Correlation is significant at the 0.01 level (2-tailed)

Using the pearson correlation method in SPSS v.25 as in table 5 and 6, the correlation results of the variables tested in the study are shown as follows:

- Correlation of work procrastination and readiness of work = -0.601 (moderate).
- Correlation of hedonic lifestyle and readiness of work = -0.641 (moderate).

**Table 7. Simultaneous Correlation Results
Model Summary^b**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.749 ^a	.560	.541	3.18659

a. Predictors: (Constant), Work Procrastination, Hedonic Lifestyle

b. Dependent Variable: Readiness of Work

Based on the results of the table 7, the test results show that there is a simultaneous correlation with a correlation value of 0.749 and the correlation is stated to be very strong and positive significant. This means that the greater the work procrastination and hedonic lifestyle, the greater the relationship between readiness of work at government employee in one of the government office in Kab. Cianjur.

The output results table 6, show the coefficient of determination is 0.560. Thus the coefficient of determination can be calculated :

$$Cd = (R)^2 \times 100\%$$

$$Cd = (0,749)^2 \times 100\%$$

$$Cd = 56,10\%$$

This shows that the contribution of the work procrastination and hedonic lifestyle toward readiness of work, which is valued at 0.560 or 56.10%, meanwhile 43,90% is influenced by other factors such as work stress, workload, etc.

**Table 8. Partial Determination Coefficient
Coefficients^a**

Model		Standardized Coefficients	Correlations
		Beta	Zero-order
1	(Constant)		
	Work Procrastination	-.418	-.601
	Hedonic Lifestyle	-.482	-.641

a. Dependent Variable: Readiness of Work

To know the partial determination as the result in table 8, beta x zero order calculation is done. So it is known that the most dominant variable on readiness of work is hedonic lifestyle (X_2) of 30.89%, meanwhile the work procrastination (X_1) of 25.12%.

Table 9. Value of T-Count

Model	Coefficients ^a				
	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	42.171	2.569		16.414	.000
Work Procrastination	-.331	.086	-.418	-3.874	.000
Hedonic Lifestyle	-.394	.088	-.482	-4.467	.000

a. Dependent Variable: Readiness of Work

In this study, the authors set several conditions for carrying out the t-test that must be met, namely as follows:

- If it is known that the value of $t_{count} > t_{table}$, it means that H_a is accepted so that the independent variable (X) has the influence to explain the dependent variable (Y).
- If recognized by the Sig. <less than 0.05, meaning that the effect on the hypothesis is said to be significant.
- Based on the distribution table, the t-table value for $df = (\alpha / 2; nk-1) = 0.05 / 2; 47-2-1 = 2.015$.

Based on the results of table 9, it is known that the value of t_{count} of each variable, the next step is to compare the results with the stipulated conditions.

Table 10. T-Test Test Results

Variable	$t_{count} : t_{table}$	Sig.	Conclusion
Work Procrastination (X_1)	-3.874 > 2.015	0.010 < 0.005	H_1 Accepted
Hedonic Lifestyle (X_2)	-4.467 > 2.015	0.000 < 0.005	H_2 Accepted

So based on output table 10, shows the following conclusions:

- Hypothesis 1 is accepted, it means that the work procrastination has a significant effect on toward readiness of work at government employee in one of the government office in Kab. Cianjur. The results in this study are in line with the previous study and book reference. The level of readiness of each individual is very important for his work in terms of efficiency and achievement of success [2]. Individual who performs work procrastination or a procrastinator, it can be said that the individual has less readiness [8]. In other sector like academic, there is a significant relationship between procrastination and readiness in online learning, although at a low-level [10]. Procrastination can be caused by passion. Passion is general readiness or ability to start or perform the tasks with energy. If there is low passion in the student, there would be no strong stimulation for completing the tasks in due time [11].
- Hypothesis 2 is accepted it means that the hedonic lifestyle has a significant effect on toward readiness of work at government employee in one of the government office in Kab. Cianjur. The results in this study are in line with the previous study. Hedonic lifestyle makes people forget their responsibilities because what they do is purely for self-gratification [4]. This can be interpreted that one of the measurements of job responsibilities is work readiness [12]. This has

also been proven by study in the academic field where hedonic motivation has a significant positive relationship toward e-learning readiness [13].

Table 11. F Test

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	569.778	2	284.889	28.056	.000 ^b
	Residual	446.792	44	10.154		
	Total	1016.570	46			

a. Dependent Variable: Readiness of Work

b. Predictors: (Constant), Work Procrastination, Hedonic Lifestyle

Based on the output table 11, it can be seen that the calculated F value is 28.056, this value must then be compared with the F-table value. The authors have determined that this study has a significance level of $\alpha = 0.05$; $df_1 = 2$ and $df_2 = 44$ obtained an F-table value of 3.209 so based on the data findings it is known that the F-count value is $28.056 >$ which is greater than the F-table value of 3.209 and is supported by the value sig obtained is $(0.00 < 0.05)$ from the results obtained, it can be concluded that the results are accepted in this study H_1 therefore, it means that work procrastination (X_1) and hedonic lifestyle (X_2) have significant implications for readiness of work (Y) at government employee in one of the government office in Kab. Cianjur. For information, it turns out that the results of this study have the same results as the previous study [1].

4. Conclusion

The response of government employee in one of the government office in Kab. Cianjur regarding work procrastination has approved which the highest score indicator is tend to procrastinate when they start their respective jobs. The response of government employee in one of the government office in Kab. Cianjur regarding hedonic lifestyle which the highest score indicator is consumption style. The response of government employee in one of the government office in Kab. Cianjur regarding readiness of work which the highest score indicator is attitude. Partially and simultaneously, this study explains the work procrastination and hedonic lifestyle have negative significant on readiness of work at government employee in one of the government office in Kab. Cianjur.

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