

# ONLINE AND INTERNET GAMES AGAINST DISCIPLINE, MINDSETS AND PRODUCTIVE PROCESSES IN IMPROVING HUMAN RESOURCES FOR STUDENTS

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## ABSTRACT

Internet and Online Games are technologies that are widely used by every human being, and with the rapid development of technology it can affect humans or society as users of these technologies, which ends up causing negative and positive impacts depending on the use of the technology itself, for example if it is not wise. In its use it will cause laziness, lack of discipline, not developing a mindset and can hinder productive activities that should be carried out. So that this can affect the improvement of Human Resources itself, especially for students. The method used is quantitative data in the form of primary data where the data is generated based on the distribution of questionnaires to students, both male and female, who use the internet and play online games. This data is processed using Smart PLS Software. The equation model analyzed is the Outer Model, Inner Model and Hypothesis testing, based on calculations using the software produces the relationship between the Internet and Online Games on Discipline, Mindset and Productive Processes in order to increase Human Resources for students.

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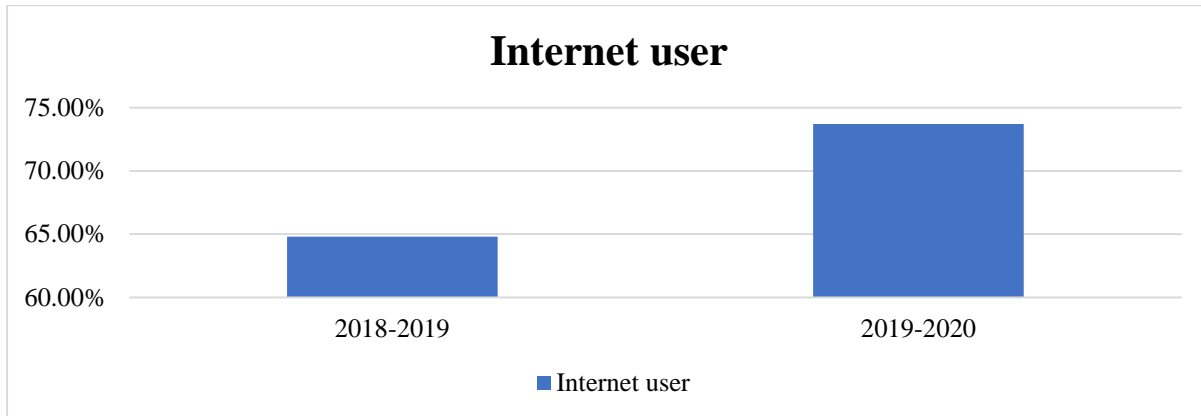
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## 1. INTRODUCTION

Competent human resources who have high enthusiasm and discipline in carrying out their roles and functions for both individual and organizational goals [1]. Education plays an important role in improving good human resources because it is tasked with producing qualified human resource candidates whose presence is very necessary, so students must be accustomed to always improving their skills, abilities, and knowledge, besides that, human resource development must be carried out regularly, repeated and repeated because it is seen from the growth rate of the times which is relatively fast, the community must also be equipped with knowledge and be more creative and innovative in order to compete and become qualified human resources. In addition to materials for preparation into the working community, increasing human resources is also needed as an increase in self-worth which makes us as quality human beings[2].

At this time, the digitalization process and increasingly sophisticated technology as well as the development of online games with the rapid change from online games and emerging with a variety of popular online games, namely Mobile Legends, Point Blank, the development of online games are part of the development of the function of technology and then after emergence of the internet [3]. The internet today does not only rely on information providers but is used as a stress reliever or fatigue reliever.



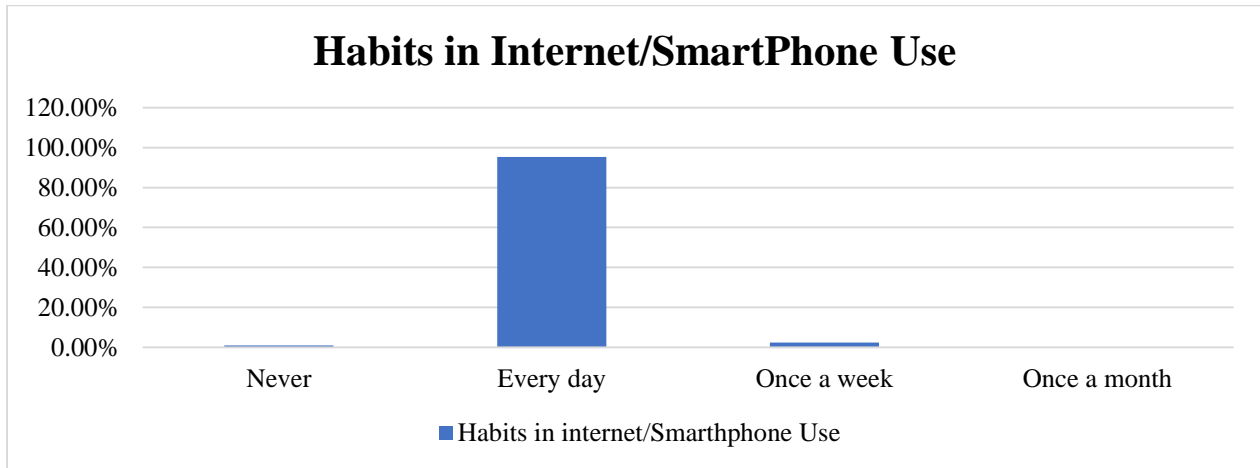
Source <https://apjii.or.id/survei>

**Figure 1**

**About the development of network usage on a national scale 2019-2020**

According to Figure 1, the results of APJII's review, according to data, this country experienced a significant growth rate of 8.9% starting from 64.8% to 73.7%. It can be seen from these data that internet users in this country are already quite high. Keep in mind that the total population in Indonesia reaches 266.91 million people and active users are recorded as 196.71 people, more than half of the population already uses the internet. Another thing that can be taken is with the development of the internet which is increasingly sophisticated and modern, now the internet is not only used to find information and communicate, but with this technology it is used as a fatigue reliever which can be used as a means of playing online games using the internet which can be tried together. -same with people around even people who are far from us or not limited as long as the destination or the person playing can be connected to the internet. This ease of access will have a negative impact if it is not addressed properly [4][5].

Many types of games can be played and nowadays the game feels more realistic by presenting very interesting pictures or visuals as well as a very exciting storyline and challenges, this can lead to addiction to many students or the public for the interesting things that have been provided and will satisfy feelings for the person playing it. Even in some places to play online games, whether played using computers or cellphones, it is already crowded with groups of students who come to spend their time playing online games together, even if they are already addicted to playing online games, some students often delay work or even stop working. not attending to study for the sake of getting online games. Of course this does not reflect the nature of students who should be disciplined towards their time and responsibilities.



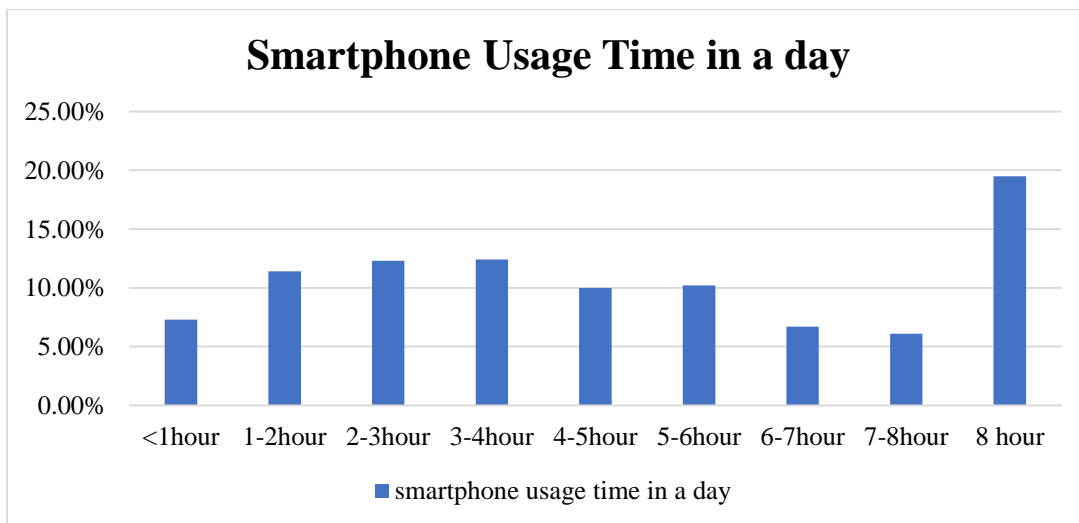
Source <https://apjii.or.id/survei>

**Figure 2**

**How often do people connect via the internet via Smartphones/Mobile phones.**

According to APJII (Association of Indonesian Internet Service Providers), which is based on the data above, it is written that Smartphone users who are connected to the internet touch the number 95.4, which means that people use the internet very often on smartphones as work aids or as entertainment media. that people are starting to depend on this technology and do not rule out the possibility of being addicted to continuous use if not used wisely.

However, it is undeniable that the internet today is an important need to communicate with colleagues, friends, relatives, family and for other purposes besides the internet or smartphones also make it easier for us to convey urgent information in a short time. However, based on the data above, there are also several different opinions, some use it once a week with a figure of 2.4, once a month with a figure of 0.9.



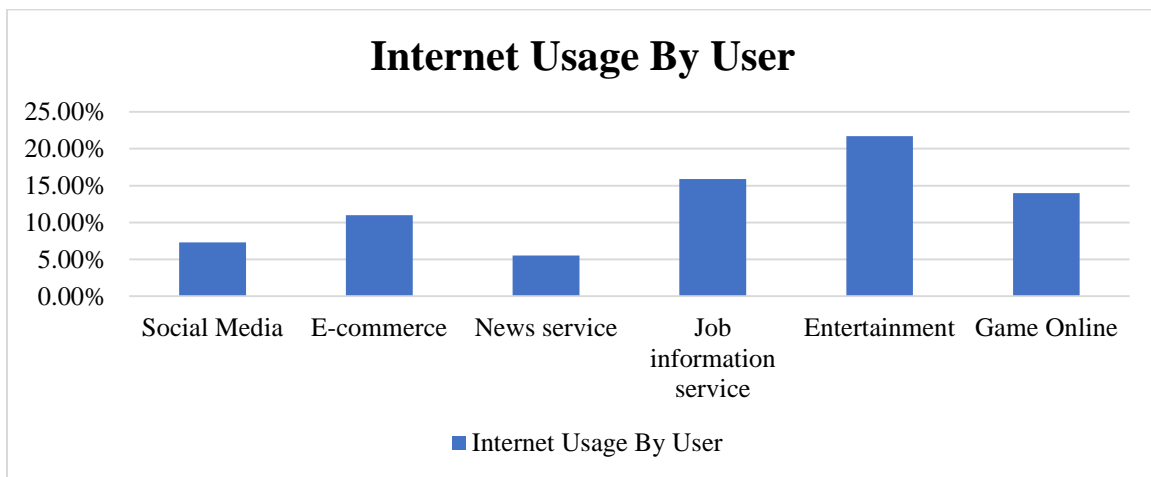
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**Figure 3**

**Estimated daily internet usage**

Based on the data on smartphone or internet usage above, it can be stated that internet usage is quite high because the data above is the highest number of users who use the internet the longest, which is 19.5% with internet usage time of more than 8 hours - and above, as for those who use the internet only briefly with a figure of 7.3% with a usage time of less than 1 hour. This is very far from the usage figures, it can be said based on the data above that people are dependent on the use of the internet, both in tools to facilitate communication, help with work, or as a medium of entertainment. However, this is not always good because excessive use of electronic media has a negative effect on our body, especially for our eyes. If you look at it too often with high light, it will reduce focus and reduce vision function, so if you use it for a long time, it can be said. not good.

However, according to the survey above, it can be seen that many people use the internet recklessly for a long time, but this will be different if the internet is used wisely as the author has said before. In addition, it is possible that if we browse or use the internet wisely, it may improve our mindset with many reference sources to read so as to increase knowledge which will ultimately change our mindset for the better and wiser, but on the contrary, if not used wisely, it may change our mindset becomes less good and there is no development so that it stagnates due to lack of sources of knowledge and other supporting things.



Source <https://apjii.or.id/survei>

**Figure 3**  
**Internet user.**

Based on Figure 3 above, with the data and graphs that have been made, it can be seen that there are variations and nationalities of things that are sought on the internet, which are used according to the needs and desires of users such as Social Media, E-Commerce, Information Services, Communications, Entertainment/Games, and other Services or Transactions. From the data above, it can be seen that activities that are often carried out repeatedly with different survey stages or phases can be seen that many users use the Internet for Social Media, Message Communication, Entertainment, Games, and work purposes, each of which has a fairly high number of elections, namely Media Social.

**COMPARISON TABLE**

Journal 1 with the title Online Game Addiction in Adolescents Its Impact and Prevention Writer (Eryzal Novrialdy)	Analyze and understand various ways to prevent addiction to online games for teenagers. Because teenagers are a vulnerable age in the problem of using online games which eventually cause or have an impact on life, health, finance, academic and social and will ultimately disrupt life.
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<p>Journal 2        By title. The Influence of Online Games on Behavior and Daily Association.        Writer        (Bahar Bima Putra, Muhammad Ali Sodik IIK STRADA INDONESIA)        )</p>	<p>Regarding the impact of online games on the attitude of young people. Online games are a medium of play for young people that are very popular with young people, where online games there are various types of games available ranging from strategy games, adventures to musicals so that it creates energy for everyone who plays these online games. The online game also provides an online community feature where there are players who come together and eventually create a social network accompanied by fellow online players. In playing the game, school children spend their time and are absent from school or college just to play games with the result that their school or college falters. The purpose of this research is to explain and define the effects of online games on young people's attitudes.</p>
<p>Journal 3        By title        The Influence of Online Games on Learning Achievement        Writer        (Khairani Harahap)</p>	<p>The impact of online games on the results of students' practice. The procedure used in this research is a qualitative method in the form of correlation. The theories used in this research are philosophies of communication psychology, behaviors and cross-chart analysis as well as assumptions experiments through the method of relationship coefficients of step rules (instruction rank) by Spearman, using Statistical Product and System Solution (SPSS) Type 16.0 software. Guilford's ratio. Mass equipment is a communication technology that continues to grow from time to time, one of the mass media products is internet technology in which there are various types of online games. The consequences of online games are many, one of which can affect the results of practicing students who are crazy about online games.</p>
<p>Journal 4        By title        The Effect of PUBG Online Games on Student Learning Disciplines in Class X PAI Subjects at SMKN 3 Bengkulu Utara        Writer        (AR, Amelia Oktaviana 2021)</p>	<p>Students who are crazy about the PUBG online game, as a result, many students have heavy legs to practice, often neglect their school obligations and often go to school because they sleep until late at night because they enjoy playing PUBG online games. caused students sleepy due to lack of focus. This research intends to identify the effects of PUBG online games on obeying students' practice in PAI subject category X at SMKN 3 Bengkulu Utara school.</p>
<p>Journal 5        By title        The Influence of Online Games and Social Media on Interest in Learning Biology of Class XI Students Ma Ikhlas Charity Ani        Writer        (Ratih Ilham)</p>	<p>Online games and social media are very popular with all groups, including students. Playing online games or accessing social media will not only improve physical skills but intellectual skills and imagination of children. But on the other hand, if it is too excessive to carry it so that it will appear the negative effects of online games or accessing social media tools, including the lack of attention of students in practicing, causing a decrease in practice results. The purpose of this research is to identify the effect of online games and social tools on students' practice attention.</p>

Based on the description above regarding the importance of this for the improvement of Human Resources, the author raised this dissertation with the title "Online and Internet Games Against Discipline, Mindsets and Productive Processes in Improving Human Resources for Students".

## LITERATURE REVIEW AND HYPOTHESES

### Internet and online games

According [6] the internet is an abbreviation of international network, which is defined as a very large computer network in which the network consists of small networks that are intertwined with each other. Or

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the Internet is a communication network or a global communication system that connects one electronic media to another with lightning and speed. Which is where the network wants to transmit Some of the data sent via signal transmission with a frequency that has been adjusted as well as online games are games that are generally used through connections and the like can use tools such as modems and cable connections that are applied through computer media or cellphones as intermediaries.

### **Discipline**

Discipline requires the ability to live up to the rules, norms, laws and regulations that apply so that they will consciously implement and obey them I.G, (1995). This is a good habit in social life which is obedient and obedient to the norms and rules that exist in an area. very influential because discipline is easy but difficult to do. Likewise, there are many causes for people to be undisciplined, one of which is online games which are things that can waste time so that they become complacent and end up neglecting productive work or tasks that should be completed.

According [7] viewing that discipline is an attitude of respect, respect, obedience, and obedience to the applicable regulations, both written and unwritten and being able to carry it out and not evading receiving sanctions if he violates the duties and authorities given to him.

### **Mindset**

Is a collection of beliefs that foster how to think and understand based on self-ability, this can be developed by adding a lot of insight into reading, with easy access to searches to get interesting data and reading, this should be developed properly. However, if used unwisely, it can affect our mindset to be less good, for example, if we read a lot of books, it is likely that our mindset will be more positive and wise, different from playing games which are not all games are good for mindset. and our lives. Freitas, AL, Gollwitzer, P., & Trope, (2004), 2 types of thinking patterns which are usually referred to as construal theory, namely abstract thinking patterns and concrete thinking patterns. According to [8] abstract mindset causes a person to focus on the bigger or complete picture, while concrete makes people focus on more specific details of an object or action.

### **Productive**

Is effectiveness and efficiency in producing something that is expected, Productive is a positive activity which performs all tasks in accordance with the portions and calculations and does not spend a lot of time and is far from lazy. The things that hinder the productive process are too much entertainment and procrastination. Productivity is the ratio of output to input of resources used can also be interpreted as the ratio of output to input of resources used [9], [10].

### **HR Improvement**

Human Resources is an effort carried out to improve individual skills, both technically and non-technically or activities carried out by institutions or organizations in order to increase the capacity of competence, skills, skills and other things with the aim of providing the best performance in helping companies to develop and advance in every process and growth. "HR development is related to the availability of learning opportunities and development, making training programs that include planning, implementing, and evaluating these programs [11].

### **Hypothesis**

H1: Discipline has an effect on improving human resources for students

H2: The mindset affects the improvement of human resources for students

H3: The productive process affects the improvement of human resources for students

## **2. METHOD**

In preparing this journal which discusses the influence of the internet and online games on students, I conducted research using quantitative data techniques which are information as numbers from processing, calculations or estimates based on the results of distributing questionnaires to the community in accordance with the target criteria of this research, namely student. Sources of information from research are primary data obtained directly.

This research was conducted by distributing questionnaires based on the target of the research, namely students, with a response of 33 respondents, the questions asked related to the variables X1 (Discipline), X2

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(Mindset), X3 (Productive) and Y (Human Resources). With each variable containing 4 indicators and 5 indicators, which data can be generated in approximately 2 weeks. Then the data or the results of data collection are managed using Smart PLS software in several stages:

- Outer measurement and inner model analysis
- Hypothesis test

### 3. RESULTS AND DISCUSSION

This research was compiled based on the distribution of questionnaires with a total of 33 responses with target students. This research is intended to find out whether there is an impact on the internet and online games for students, both in terms of discipline, mindset and whether it can affect positively or negatively in the implementation of productive activities in order to increase Human Resources who have good values in each individual. In these 33 responses, there are various characteristics such as users based on gender and based on time of use.

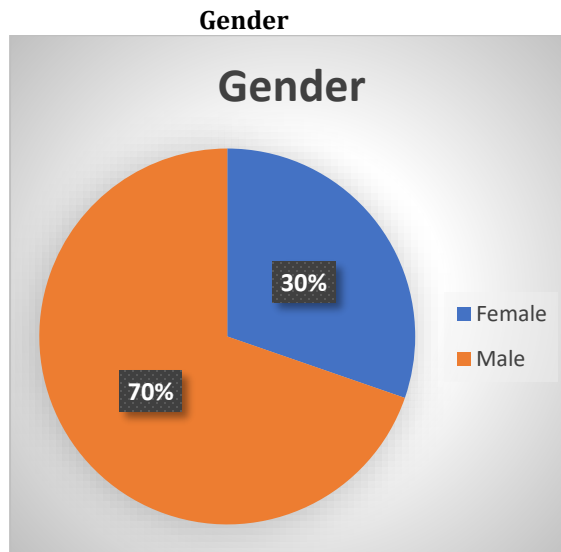


Diagram 3.1 Gender Based on Questionnaire Response

It can be seen from the diagram above which is grouped into 2 types, namely men and women with a total or value of 57% for men (23 responses) and 43% for women (10 responses) with the data above based on the questionnaire, it can be concluded that people or students who are active in the use of the internet, namely men, either only use the internet or use the internet to play online games.

#### **Student Perception of Human Resources**

Students may still enjoy their youth, which should be used optimally in this youth to increase our value, both in terms of skills and knowledge, this is very important and useful when we enter the community directly. And with the presence of the internet and online games, it might be able to distract students, even now there are quite a lot of students who use the internet to play games, with a relatively long usage time, which can be up to more than 2 hours in each use, it can even take up to a full day to play games. , and also some people can postpone work that is more important to play games this causes the work on the task to be narrow and ultimately the lack of maximum in the work of the task or activity. Maybe there are positive things that can be taken for example, such as the internet can help students in searching for a material that is indeed difficult to learn as additional material, besides that the internet can also be used as an efficient and effective learning medium because it can be accessed anywhere with many sources of knowledge. and references.

#### **Analysis of Models in Online Games, Discipline, Mindset, Productive Processes, Improvement of Human Resources**

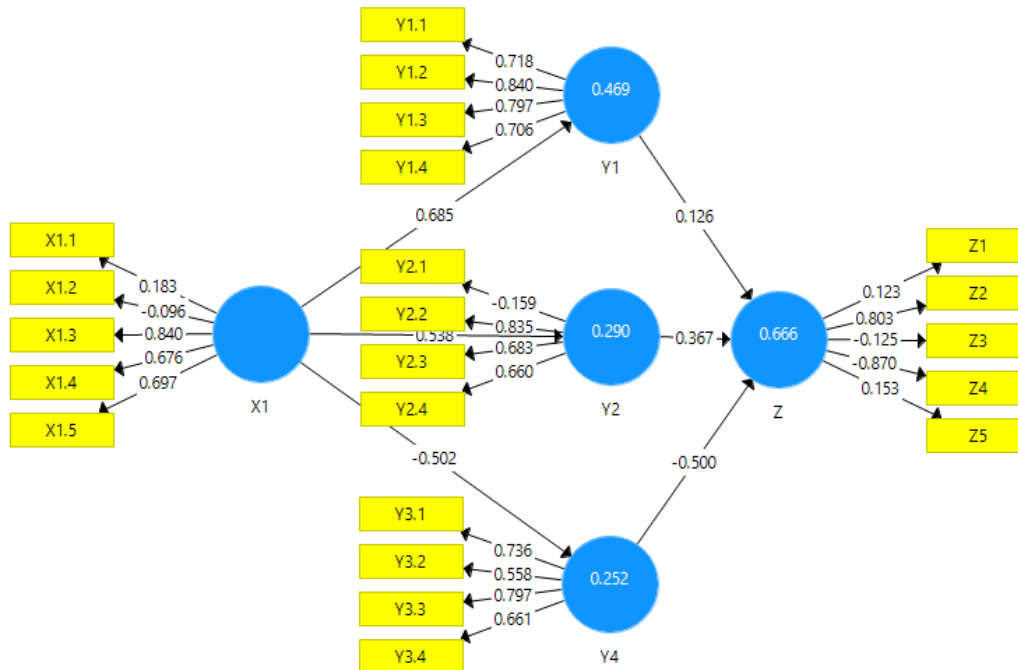
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**1. Outer model measurement**

Dalam In this test, it is carried out with the aim of measuring the validity of a model [12]. Test analysis was carried out through the influence of factor loading, Average Variance Extracted (AVE), Discriminant Validity, Composite Reliability.

a. *Factor Loading*

*Factor Loading* is the initial stage in testing the validity of a model (Rahmad Solling Hamid, S.E, M.M., Dr. Suhardi M Anwar, Drs., 2019). This factor loading has a requirement that the validity test must be > 0.7. If a model does not meet the factor loading requirements, it needs to be deleted.



*Figure 3.1 Value of Factor Loading*

According to the data above, it can be seen that the latent variable x has 4 indicators that must be removed from the model because it is worth <0.7, namely X1.1 is 0.183, X1.2 is 0.096, X1.4 is 0.676 and X1.5 is 0.697. Then on the latent variable Y2, there are 2 indicators that must be eliminated because < 0.7, namely Y2.1 is 0.159, Y2.3 is 0.683, and Y2.4 is 0.660. For the latent variable Y4 there are 2 indicators that need to be eliminated, namely Y3.2 with a value of 0.558, Y3.4 a value of 0.661. And finally the latent variable Z, there are 4 indicators that must be eliminated Z1 is worth 0.123, Z3 is worth -0.125, Z4 is worth -0.870 and Z5 is 0.153. The data contains several indicators that are omitted, forming a model like the following:



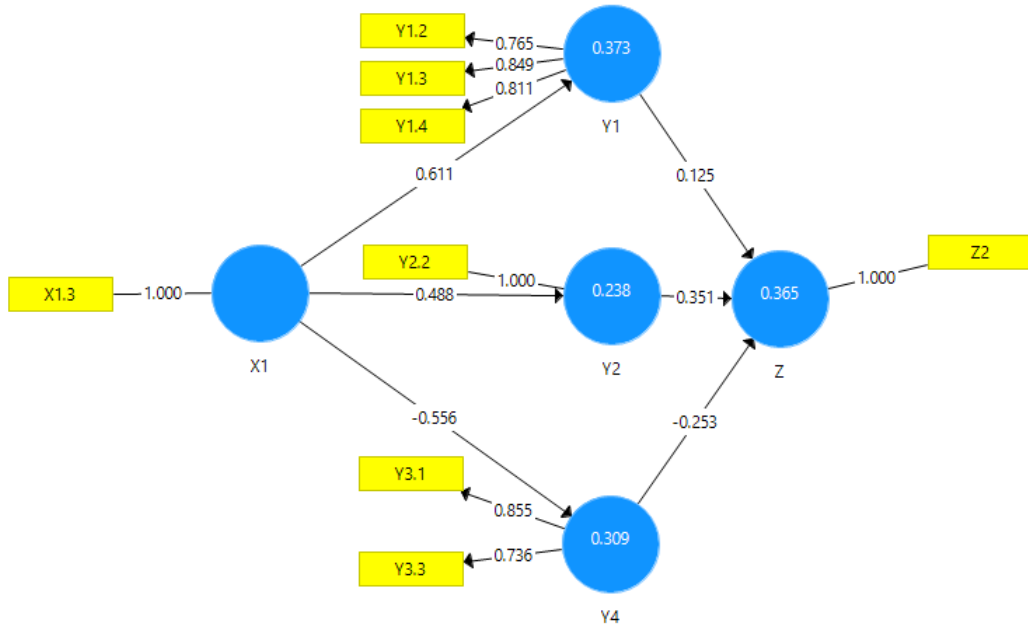


Figure 3.2 Outer Model Value

b. Average Variance Extracted (AVE)

The results of this stage are values that can be used to measure the validity of the values generated by convergent validity. At this stage the value has research requirements with a value > 0.5. In this study, we can see the value of the results from the exit in the following table:

Table 3.1 Value of AVE

Konstruk	Average Variance Extracted (AVE)
X	1.000
Y1	0.654
Y2	1.000
Y3	0.637
Z	1.000

Based on the table above or table 3.1, which is related to the Average Variance Extracted or (AVE) value. Because there is no problem with convergent validity as shown in the table above, the next process can be carried out, namely discriminant validity testing.

c. Discriminat Validity

Measures of different constructs should not be highly correlated (Ghozali, 2015).

Table 3.2 Discriminant Validity Value

	X1	Y1	Y2	Y3	Z
X1.3	1.000	0.611	0.488	-0.556	0.465
Y1.2	0.458	0.765	0.404	-0.312	0.167

Y1.3	0.586	0.849	0.404	-0.360	0.421
Y1.4	0.423	0.811	0.728	-0.405	0.475
Y2.2	0.488	0.633	1.000	-0.441	0.541
Y3.1	-0.515	-0.340	-0.391	0.855	-0.394
Y3.3	-0.358	-0.382	-0.306	0.736	-0.345
Z2	0.465	0.465	0.541	-0.463	1.000

Based on the table above, namely table 3.2 which concerns the value of Discriminant Validity, it can be seen that the discriminant validity, and the results, if the result is above 0.7, it can be seen from the data or table above, where the number or nominal marked exceeds the number 0.7.

d. *Composite Reliability*

	Cronbach's Al...	rho_A	Composite Reliability	Average Varian...
X1	1.000	1.000	1.000	1.000
Y1	0.740	0.764	0.850	0.654
Y2	1.000	1.000	1.000	1.000
Y4	0.437	0.456	0.777	0.637
Z	1.000	1.000	1.000	1.000

Figure 3.3

According to the data above, it can be said that if the Croach Alpha and composite reliability values are above 0.6 then it can be said to pass and it can also be seen from the average variance if it is above 0.5 then it can be said to pass as well. And this can also be seen with a green image or can be marked with green, if there is an error or it is red as above, it can be corrected in the outers loading.

2. **Inner Model Measurement**

a. Value R Square

Tabel 3.4 Value R Square

	R SQUARE	R SQUARE ADJUSTED
Y1	0.373	0.535
Y2	0.238	0.213
Y4	0.309	0.287
Z	0.365	0.299

Nilai R Square atau inner model nilai tersebut akan muncul setelah melakukan proses di smart pls, dan berdasarkan teori apabila nilai R Square nya diatas 0,7 maka dapat dikatakan lolos atau mempengaruhi. Sehingga dapat dikatakan bahwa permodelan yang dibentuk dikategorikan sebagai model yang moderat, hubungan antar variable bersama mempengaruhi Z.

b. Path Coefficiance

Table 3.5 Value Path Coefficients

Variable	P Values
X1-Y1	0.000
X1-Y2	0.000
X1-Y4	0.000
Y1-Z	0.545

Y2-Z	0.129
Y4-Z	0.060

Based on the table above, namely table 3.5, it can be concluded that the internet and online games can affect discipline, thinking patterns and productivity where the coefficient value is below 0.05, the P value is 0.000.

### 3. Hypothesis Measurement

**Tabel 3.6 Hypothesis Measurement**

Variable	T Statistics	P Values	Results
X1-Y1	5.768	0.000	Valid
X1-Y2	3.922	0.000	Valid
X1-Y4	4.868	0.000	Valid
Y1-Z	0.606	0.545	-
Y2-Z	1.521	0.129	-
Y4-Z	1.886	0.060	-

Based on the results of the analysis in the table above, test the hypothesis with the interrelationships between the variables as follows.

1. Hypothesis Testing for Variable X1 against Y1 with a T Statistics value of 5.768 and P Values of 0.000 below 0.05. From these results it is stated that the hypothesis is acceptable and proves that the X1 variable has an effect on the Y1 variable.
2. Hypothesis Testing Variable X1 against Y2 with T Statistics 3,922 and P Values 0.000 less than 0.05 from the results it can be said if the hypothesis can be valid and proves that the X1 variable affects the Y2 variable
3. Hypothesis Testing for Variable X1 against Y4, the value of T Statistics is 4.868 and the value of P Values is 0.000 less than 0.05. From these results it is stated that the hypothesis is valid and proves that the variable X1 has an effect on the Y4 variable.
4. Based on the table above, where the P Values are more than 0.05, it can be confirmed that the Y1, Y2, Y4 variables do not affect the Z variable.

### 4. CONCLUSIONS

According to research that has been carried out by analyzing data using the Smart PLS software. it can be concluded that the Internet and online games can affect discipline, mindset and productivity to increase human resources for students. With the following considerations and data:

1. Internet and online games have an effect on student discipline and also affect the improvement of human resources for students
2. Internet and Online Games have an effect on the mindset of students so that it also affects the improvement of their Human Resources.
3. Internet and online games have an effect on student productivity in completing assignments and other work so that this has an effect on increasing human resources.

Thus the result of this research is the improvement of Human Resources can be positively influenced by the Internet and online games so that we must use them regularly and wisely according to the needs of the students themselves. In line with the research and the results that have been seen, it is better for students to use the Internet properly which is used to find sources of knowledge, it is useful to add insight and improve the mindset of students to be better, besides the use of online games would be nice to use wisely so that it does not interfere with productive activities that must be carried out by students but also does not make online games an excuse for not being disciplined in everything.

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