

Self-control sebagai mediator hubungan antara trait mindfulness dan perilaku kerja kontraproduktif = Self-control as a mediator of the relationship between trait mindfulness and counterproductive work behavior

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Abstrak

Perilaku Kerja Kotraproduktif (PKK) masih sering ditemui, khususnya di Indonesia. Hal ini dapat berdampak negatif terhadap produktifitas dan efektivitas karyawan. Penelitian korelasional ini bertujuan untuk meneliti peran dari self-control yang terdiri dari dua dimensi perilaku, yaitu stop control dan start control sebagai mediator dalam hubungan antara trait mindfulness dan perilaku kerja kontraproduktif. Penelitian ini bersifat korelasional dengan menggunakan sampel pada pekerja yang bertempat tinggal di Jabodetabek berusia 20-39 tahun, dan bekerja penuh waktu (N = 306). Instrumen yang digunakan dalam penelitian ini antara lain; Self-control Measure; Stop Control dan Start Control Scale, Mindfulness Attention Awareness Scale (MAAS), dan alat ukur Counterproductive Work Behavior Checklist (CWB-C). Hasil analisis mediasi menunjukkan bahwa terdapat efek tidak langsung antara trait mindfulness terhadap perilaku kerja tidak produktif melalui stop control ($ab = -0,11$, $p < 0,01$) dan juga melalui start control ($ab = -0,04$, $p < 0,01$), serta terdapat efek langsung antara trait mindfulness terhadap PKK melalui stop control ($c = -0,7$, $p < 0,01$), dan start control ($c = -0,24$, $p < 0,01$) yang signifikan. Dapat disimpulkan bahwa stop control dan start control memediasi secara parsial hubungan antara trait mindfulness dan PKK.

.....Counterproductive Work Behavior (CWB) is still common, especially in Indonesia. This can have a negative impact on the productivity and effectiveness of employees. This correlational research aims to examine the role of self-control which consists of two dimensions of behavior, stop control and start control as a mediator in the relationship between trait mindfulness and CWB. This is a correlational study with workers residing in Jabodetabek aged 20-39 years, and working full time (N = 306). Instruments used in this study among others are Self-control Measure; Stop Control and Start Control Scale, Mindfulness Attention Awareness Scale (MAAS), and Counterproductive Work Behavior-Checklist (CWB-C) measurement. The result of mediation analysis has shown a significant indirect effect between trait mindfulness towards CWB through stop control ($ab = -0,11$, $p < 0,01$), and also through start control ($ab = -0,04$, $p < .01$) and there is a direct direct effect between trait mindfulness to CWB through stop control ($c = -0,17$, $p < 0,01$), and start control ($c = -0,24$, $p < 0,01$). It can be concluded that stop control and start control partially mediates the relationship between trait mindfulness and CWB.