

Pengaruh keadilan organisasi dan kepuasan kerja terhadap perilaku kontraproduktif studi kasus pada karyawan tetap PT XYZ = The influences of organization justice and job satisfaction on counterproductive work behavior in PT XYZ / Emma Nuryulanda

Emma Nuryulanda, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20413304&lokasi=lokal>

---

Abstrak

[Penelitian ini bertujuan untuk mengetahui pengaruh kepuasan kerja dan keadilan organisasi terhadap perilaku kontraproduktif di kantor pusat PT XYZ. Data diperoleh dari kuesioner dan wawancara tidak terstruktur. Jumlah sampel dalam penelitian ini adalah 100 orang karyawan tetap pada kantor pusat PT XYZ di Jakarta. Analisis yang digunakan dalam penelitian ini adalah analisis deskriptif dan analisis regresi berganda. Hasil penelitian menunjukkan bahwa Keadilan Organisasi memiliki pengaruh negatif signifikan terhadap Perilaku Kontraproduktif dan Kepuasan Kerja memiliki pengaruh negatif signifikan terhadap Perilaku Kontraproduktif, serta Keadilan Organisasi dan Kepuasan Kerja memiliki pengaruh secara bersama-sama terhadap Perilaku Kontraproduktif.;The aim of the research is to study the impact of organization justice and job satisfaction on counterproductive behavior in PT XYZ Head Office. The data were collected from questioners and interviews. The sample amount in this research is 100 permanent employees in PT XYZ Heads Office in Jakarta. The sample technique that is used in non probability with purposive sampling technique. The analysis method used for this research is descriptive analysis and multiple resgression analysis. The result of this research shows that Organization justice has a significant negative impact toward Counterproductive Behavior, and Job Satisfaction has a significant negative impact toward Counterproductive Behavior, also both Organization Justice and Job Satisfaction influence Counterproductive Work behavior altogether. , The aim of the research is to study the impact of organization justice and job satisfaction on counterproductive behavior in PT XYZ Head Office. The data were collected from questioners and interviews. The sample amount in this research is 100 permanent employees in PT XYZ Heads Office in Jakarta. The sample technique that is used in non probability with purposive sampling technique. The analysis method used for this research is descriptive analysis and multiple resgression analysis. The result of this research shows that Organization justice has a significant negative impact toward Counterproductive Behavior, and Job Satisfaction has a significant negative impact toward Counterproductive Behavior, also both Organization Justice and Job Satisfaction influence Counterproductive Work behavior altogether. ]