

ABSTRAK

PENGARUH *PERSON-ORGANIZATION FIT* DAN HUBUNGAN KARYAWAN TERHADAP *COUNTERPRODUCTIVE WORK BEHAVIOUR* (Studi Pada Pekerja Milenial di Indonesia)

Oleh

Bagas Yudha Wigusna

Penelitian ini bertujuan untuk mengetahui pengaruh *person-organization fit* dan hubungan karyawan terhadap *counterproductive work behaviour* pada karyawan milenial di Indonesia. Penelitian ini menggunakan pendekatan kuantitatif dengan jenis penelitian explanatory research. Sampel pada penelitian ini adalah karyawan milenial di Indonesia yang pernah melakukan tindakan *counterproductive work behaviour* sebanyak 385 responden, yang dilakukan dengan teknik non-probability sampling. Data diperoleh dari kuisioner yang disebar secara *online* dengan menggunakan skala likert. Pengolahan data pada penelitian ini menggunakan analisis deskriptif dan regresi linear berganda, Hasil penelitian ini menunjukkan bahwa *person-organization fit* dan hubungan karyawan secara parsial berpengaruh negatif dan signifikan terhadap *counterproductive work behaviour*. Lebih lanjut, secara simultan *person-organization fit* dan hubungan karyawan berpengaruh signifikan terhadap *counterproductive work behaviour*. Lingkungan organisasi, hubungan kerja, dan kenyamanan menjadi item dengan penilaian tertinggi yang menurunkan perilaku kerja kontraproduktif. Namun, perlu diperkuat dengan sistem *reward* yang memadai dan program peningkatan kinerja yang dapat menguatkan dukungan emosional antar karyawan sebagai aspek yang dinilai rendah oleh responden sebagai mekanisme formal yang menstimulasi perilaku produktif di tempat kerja.

Kata Kunci : *Person-Organization Fit*, Hubungan Karyawan, *Counterproductive Work Behaviour*.

ABSTRACT

THE EFFECT OF PERSON-ORGANIZATION FIT AND EMPLOYEE RELATIONS ON COUNTERPRODUCTIVE WORK BEHAVIOUR (Study of Millennial Workers in Indonesia)

By

Bagas Yudha Wigusna

This study aims to determine the effects of person-organization fit and employee relations on counterproductive work behavior among millennial employees in Indonesia. This research uses the quantitative approach with explanatory research type. The sample in this study were millennial employees in Indonesia who had taken counterproductive work behavior as many as 385 respondents, which was carried out using non-probability sampling technique. Data were obtained from questionnaires distributed online using Likert scale. Data processing in this study uses descriptive analysis and multiple linear regression test. The results of this study indicate that person-organization fit and employee relations partially have a negative and significant effect on counterproductive work behavior. Furthermore, simultaneously person-organizational fit and employee relations have a significant effect on counterproductive work behavior. Organizational environment, work relations, and comfort are the items with the highest ratings that reduce counterproductive work behavior. However, it needs to be strengthened with capable reward system and performance improvement programs that can strengthen emotional support among employees as an aspect that is rated low by respondents as a formal mechanism that stimulates productive behavior in the workplace.

Keywords: Person-Organization Fit, Employee Relations, Counterproductive Work Behaviour.