

## **ABSTRAK**

### **FAKTOR-FAKTOR YANG MEMPENGARUHI PERILAKU KERJA KONTRAPRODUKTIF (Studi Pada Pekerja Milenial di Indonesia)**

**Oleh**

**Reinisa Afrida Putri**

Penelitian ini bertujuan untuk mengetahui faktor-faktor yang mempengaruhi perilaku kerja kontraproduktif 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 kontraproduktif sebanyak 385 responden, yang dilakukan dengan teknik non-probability sampling. Data diperoleh dari kuesioner yang disebar secara daring dengan menggunakan skala Likert. Pengolahan data pada penelitian ini menggunakan analisis deskriptif dan regresi sederhana. Hasil penelitian ini menunjukkan bahwa ada pengaruh secara parsial faktor kepribadian, karakteristik kelompok kerja, budaya organisasi dan ketidakadilan organisasi terhadap perilaku kerja kontraproduktif pekerja milenial di Indonesia dan tidak ada pengaruh secara parsial faktor karakteristik pekerjaan dan sistem pengendalian organisasi terhadap perilaku kerja kontraproduktif pekerja milenial di Indonesia dan juga terdapat pengaruh secara simultan faktor kepribadian karakteristik kelompok kerja, budaya organisasi, dan ketidakadilan organisasi terhadap perilaku kerja kontraproduktif pekerja milenial di Indonesia.

**Kata Kunci: pekerja milenial, perilaku kerja kontraproduktif.**

## **ABSTRACT**

### **FACTORS THAT INFLUENCE COUNTERPRODUCTIVE WORK BEHAVIOR**

*(Study of Millennial Workers in Indonesia)*

**By**

**Reinisa Afrida Putri**

*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 used descriptive analysis and simple linear regression. This study aims to determine the factors that influence counterproductive work behavior among millennial employees in Indonesia. This research uses a quantitative approach with explanatory research. The sample in this study were millennial employees in Indonesia who had committed counterproductive actions as many as 385 respondents, which were carried out using a non-probability sampling technique. Data were obtained from questionnaires distributed online using a Likert scale. Data processing in this study uses descriptive analysis and simple regression. The results of this study indicate that there is a partial influence of personality factors, work group characteristics, organizational culture and organizational injustice on counterproductive work behavior of millennial workers in Indonesia and there is no partial effect of work characteristic factors and organizational control systems on counterproductive work behavior of millennial workers in Indonesia and there is also a simultaneous influence of personality factors on work group characteristics, organizational culture, and organizational injustice on the counterproductive work behavior of millennial workers in Indonesia.*

**Key Words: counterproductive work behavior, millennials' worker**