

BAB V

PENUTUP

5.1. Kesimpulan

Berdasarkan kepada uraian analisis statistik dan pembahasan yang telah dijelaskan pada bab sebelumnya maka diajukan beberapa kesimpulan penting yang merupakan jawaban dari permasalahan yang diajukan dalam penelitian ini yaitu:

1. Keadilan Distributif berpengaruh negatif terhadap perilaku kerja kontraproduktif pada karyawan PT.Bintang Toedjoe Cabang Padang.
2. Stres Kerja berpengaruh positif terhadap perilaku kerja kontraproduktif pada karyawan PT.Bintang Toedjoe Cabang Padang.
3. Kepuasan Kerja tidak berpengaruh terhadap perilaku kerja kontraproduktif pada karyawan PT.Bintang Toedjoe Cabang Padang.

5.2. Implikasi Penelitian

Kesimpulan hasil pengujian hipotesis terdapat implikasi penting dari penelitian ini yang dapat bermanfaat bagi:

1. Pimpinan perusahaan, diharapkan dapat mempertahankan serta meningkatkan sistem kompensasi dan penghargaan yang didesain dengan prinsip keadilan. Dapat diketahui, transparansi dalam pemberian gaji, bonus, dan insentif sangat penting untuk mencegah ketidakpuasan yang bisa memicu perilaku kerja kontraproduktif. Dengan begitu, pimpinan perusahaan dapat

menciptakan lingkungan kerja yang lebih adil, meningkatkan kepuasan dan motivasi karyawan, maka hal itu dapat mengurangi perilaku kerja kontraproduktif. Hal ini tidak hanya bermanfaat bagi kesejahteraan karyawan tetapi juga bagi produktivitas dan keberhasilan jangka panjang perusahaan.

2. Pimpinan perusahaan, diharapkan mampu menilai dan menyesuaikan beban kerja karyawan untuk memastikan bahwa tidak ada yang terlalu terbebani, dikarenakan jika pembagian tugas terjadi secara adil dan realistis maka dapat mengurangi stres yang disebabkan oleh beban kerja yang berlebihan. Serta mampu menciptakan lingkungan kerja yang nyaman dan mendukung, baik secara fisik maupun psikologis, untuk membantu karyawan merasa lebih rileks dan kurang stres.
3. Pimpinan perusahaan, diharapkan mampu meningkatkan kembali kepuasan kerja yang dimiliki oleh karyawan serta memperhatikan kesejahteraan karyawan. Dengan cara lebih memastikan kembali komunikasi yang terbuka dan transparan antara manajemen dan karyawan. Karyawan yang merasa didengarkan dan dihargai cenderung lebih puas, dan mampu meningkatkan sebuah program dalam menyediakan jalur karir yang jelas dan kesempatan untuk pengembangan profesi. Karyawan yang melihat peluang untuk berkembang cenderung lebih puas dan kurang kontraproduktif.

5.3. Keterbatasan dan Saran Untuk Peneliti Selanjutnya

Sesuai dengan hasil kesimpulan dari pengujian hipotesis yang telah dilakukan, masih banyak kelemahan dan keterbatasan yang dirasakan oleh peneliti diantaranya yaitu:

1. Pada penelitian ini objek penelitian yang dipilih ialah sebuah perusahaan Badan Usaha Milik Swasta yang bergerak di bidang farmasi, disarankan untuk peneliti selanjutnya untuk meneliti di perusahaan Badan Usaha Milik Negera di Indonesia terutama yang bergerak di bidang farmasi.
2. Dalam pengumpulan data, penelitian ini menggunakan kuesioner. Oleh karena itu, data yang dikumpulkan hanya menggambarkan pendapat karyawan PT.Bintang Toedjoe Cabang Padang terhadap kinerja mereka, dan peneliti tidak bisa mengontrol jawaban responden sehingga memungkinkan data yang dihasilkan mempunyai kesempatan terjadinya bias.
3. Dalam penelitian ini menggunakan konsep pengaruh langsung, disarankan untuk peneliti selanjutnya menggunakan konsep pengaruh tidak langsung seperti, variabel mediasi atau variabel moderasi.
4. Keterbatasan jumlah sampel relatif sedikit dalam penelitian ini, disarankan bagi peneliti di masa yang akan datang agar menambah jumlah sampel sehingga generalisasi hasil penelitian lebih baik dan tepat.
5. Variabel kepuasan kerja tidak dianjurkan dikarenakan banyaknya ditemukan item pernyataan yang tidak valid, disarankan untuk peneliti selanjutnya memilih variabel lain selain variabel kepuasan kerja.

DAFTAR PUSTAKA

- Alexopoulos, E. C., Palatsidi, V., Tigani, X., & Darviri, C. (2014). Exploring stress levels, job satisfaction, and quality of life in a sample of police officers in Greece. *Safety and Health at Work*, 5(4), 210–215.
- Aquino, K., Lewis, M. U., & Bradfield, M. (1999). Justice constructs, negative affectivity, and employee deviance: A proposed model and empirical test. *Journal of Organizational Behavior*, 20(7), 1073–1091.
- Avey, J. B., Luthans, F., & Youssef, C. M. (2008). Luthans, F., Luthans, K. W., & Luthans, B. C. (2004). Positive psychological capital: beyond human and social capital. *Business Horizons*, 47(1), 45–50.
- Basalamah & Sugiharto. (2021) .Pengaruh Stres Kerja Terhadap Perilaku Kontraproduktif Di Tempat Kerja – Studi Pada Account Representative Di Kantor Pelayanan Pajak Pratama.” *Jurnal Agriwidya* , (1):27 –46 .
- Bellmann, L., & Hübler, O. (2020). Working from home, job satisfaction and work–life balance – robust or heterogeneous links? *International Journal of Manpower*, 42(3), 424–441.
- Berry, C. M., Ones, D. S., & Sackett, P. R. (2007). "Interpersonal Deviance, Organizational.
- Brimecombe, M. (2012). An Exploratory Investigation of the Predictors of Counterproductive Work Behaviors Among Major League Baseball Employers. *PhD Thesis, Florida State University*.
- Budiman, B. (2016). Pengaruh Kualitas Hubungan Antara Atasan – Bawahan Terhadap Perilaku Kerja Kontraproduktif Studi Pada Perawat Rumah Sakit Khusus Mata Palembang. *Psikis : Jurnal Psikologi Islami*, 1(2), 35–41.
- Bowling, N. A., Eschleman, K. J., & Wang, Q. (2010). "A meta-analytic examination of the relationship between job satisfaction and subjective well-being." *Journal of Occupational and Organizational Psychology*, 83(4), 915–934.
- Chernyak-Hai, L., & Tziner, A. (2014). Relationships between counterproductive work behavior, perceived justice and climate, occupational status, and leader-member exchange. *Revista de Psicología Del Trabajo y de Las Organizaciones*, 30(1), 1–12.

- Chraif, M., Țițirigă, L., & Aniței, M. (2013). Correlative Study between Counterproductive Behaviour, Ethical Behaviour, Physical Health, Mental Health and Perceived Stressors in a Multinational Company from Romania. *Procedia - Social and Behavioral Sciences*, 78, 620–624.
- Cohen-Charash, Y., & Spector, P. E. (2001). The role of justice in organizations: A meta-analysis. *Organizational Behavior and Human Decision Processes*, 86(2), 278–321.
- Colquitt, J. A. (2001). On the dimensionality of organizational justice: A construct validation of a measure. *Journal of Applied Psychology*, 86(3), 386–400.
- Cropanzano, R., Bowen, D. E., & Gilliland, S. W. (2007). The management of organizational justice. *Academy of Management Perspectives*, 21(4), 34–48.
- Czarnota-Bojarska, J. (2015). Counterproductive work behavior and job satisfaction: A surprisingly rocky relationship. *Journal of Management & Organization*, 21(4), 460-470.
- Desa, A., Yusooif, F., Ibrahim, N., Kadir, N. B. A., & Rahman, R. M. A. (2014). A study of the Relationship and Influence of Personality on Job Stress among Academic Administrators at a University. *Procedia - Social and Behavioral Sciences*, 114, 355–359.
- Destriana, N. P. E., & Dewi, S. K. (2021). Pengaruh keadilan organisasi dan work stress terhadap counterproductive work behavior. *E-Jurnal Manajemen*. 10(11), 1051-1075.
- Dharma & Muhammad Iqbal. (2022). Pengaruh Leader Member Exchange Keadilan Distributif Dan Stress Kerja Terhadap Perilaku Kerja Kontraproduktif Pada Personil Polisi Kehutanan Dinas Kehutanan Provinsi Sumatra Barat. *Kumpulan Executive Summary Mahasiswa Prodi Manajemen*. 20:2.
- Diah Putri Utami, Akmal, & Lindawati. (2018). Analisis Pengaruh Budaya Organisasi, Stres kerja Dan Kecerdasan Emosional Terhadap Perilaku Kontraproduktif Pada Pegawai Dinas Pekerjaan Umum Kota Sawahlunto . *Kumpulan Executive Summary Mahasiswa Prodi Manajemen*, 12:2
- Diana-Cosmina Dumitrescu., Margareta Meca Florina., Oana Croitoru., dan Tasente Tanase. (2023). Counterproductive Work Behavior and Job Satisfaction. *BlackSea Journal Of Psychology*, 14:252-262

- Dirican, A. H., & Erdil, O. (2016). An Exploration of Academic Staff's Organizational Citizenship Behavior and Counterproductive Work Behavior in Relation to Demographic Characteristics. *Procedia - Social and Behavioral Sciences*, 235(October), 351–360.
- El Akmal, M., Arisandy, W., Panggabean, A. M., Permana, A., & Butar-butur, R. D. (2020). Lack of organizational justice increase counterproductive work behavior: A study in Medan: Rendahnya keadilan organisasi meningkatkan perilaku kerja kontraproduktif: Sebuah study di Medan. *Psikologia: Jurnal Pemikiran dan Penelitian Psikologi*, 15(1), 1-6.
- Engelman, M., & Johnson, S. (2007). Population aging and international development: Addressing competing claims of distributive justice. *Developing World Bioethics*, 7(1), 8–18.
- Eschleman, K. J., Madsen, J., Alarcon, G., & Barelka, A. (2014). Benefiting from creative activity: The positive relationships between creative activity, recovery experiences, and performance-related outcomes. *Journal of Occupational and Organizational Psychology*, 87(3), 579–598
- Farrastama, D. N., Asmony, T., & Hermanto, H. 2019. "Effect of Emotional Intelligence on Counterproductive Work Behavior with Job Stress as an Intervening Variable." *International Journal of Social Sciences and Humanities* 3(1):14-25.
- Forsyth, D. R. (2006). Conflict in Forsyth, DR group dynamics..(p. 388-389) Belmont. CA, Wadsworth, Cengage Learning.
- Fox, S., Spector, P. E., & Miles, D. (2001). Counterproductive work behavior (CWB) in response to job stressors and organizational justice: Some mediator and moderator tests for autonomy and emotions. *Journal of Vocational Behavior*, 59(3), 291–309.
- Gabriel, J. M. O. (2016). Supervisors' toxicity as predictor of subordinates' counterproductive work behavior in Nigerian public hospitals. *Journal of Applied Business Research*, 32(5), 1363–1374.
- Ghozali, Imam. 2013. Aplikasi Analisis Multivariate dengan Program IBM SPSS 21. Penerbit: Badan Penerbit Undip, Semarang.
- Goetz, K., Campbell, S. M., Broge, B., Dörfer, C. E., Brodowski, M., & Szecsenyi, J. (2012). The impact of intrinsic and extrinsic factors on the job satisfaction of dentists. *Community Dentistry and Oral Epidemiology*, 40(5), 474–480.

- Greenberg, J., & Colquitt, J. A. (2005). *Handbook of organizational justice*. Mahwah, NJ: Lawrence Erlbaum Associates
- Greenberg, J. (2010). *Managing Behavior in Organization*. New Jersey: Pearson Education Inc.
- Gross, H. P., Ingerfurth, S., & Willems, J. (2021). Employees as reputation advocates: Dimensions of employee job satisfaction explaining employees' recommendation intention. *Journal of Business Research*, 134(May), 405–413.
- Hair, J. F., Black, W. C., Babin, B. J., & Anderson, R. E. (2010). *Multivariate Data Analysis (7th Edition)*. NJ: Prentice Hall.
- Handoko, T. Hani. 2001, *Manajemen Personalia dan Sumber Daya Manusia*. Edisi 2. Cetakan Kedelapan Belas. Yogyakarta: BPF E.
- Hariandja, M. T. E. (2002). *Manajemen sumber daya manusia*. Grasindo.
- Hasibuan, M.S.P. 2009. *Manajemen Sumber Daya Manusia*. Bumi Aksara, Jakarta
- Hasibuan, M. S. P. (2014). *Manajemen sumber daya manusia (edisi revisi)*. Jakarta: Bumi aksara
- Hasibuan, Malayu. 2011. *Manajemen Sumber dan Daya Manusia Edisi Revisi*. Jakarta: Bumi Aksara.
- Hershcovis, M. S., Turner, N., Barling, J., Arnold, K. A., Dupré, K. E., Inness, M., LeBlanc, M. M., & Sivanathan, N. (2007). hasibuan Predicting workplace aggression: A meta-analysis. *Journal of Applied Psychology*, 92(1), 228–238
- Hershcovis, M. S., & Barling, J. (2010). Towards a multi-foci approach to workplace aggression: A meta-analytic review of outcomes from different perpetrators. *Journal of organizational Behavior*, 31(1), 24-44.
- Herzberg, F., Mausner, B. and Snyderman, B.B. (1959), *The Motivation to Work*. New York: Wiley.
- Hoffman, B.J. & Dilchert, S. 2012. *A review of citizenship and counterproductive behaviors in organization decision making*. In N. Schimtt E.D., *Oxford handbook of personnel assessment and selection*. 543-569. New York, NY: Oxford University Pres

- Hollinger, R. C. (2019). Neutralizing in the workplace: An empirical analysis of property theft and production deviance. In *Work Place Sabotage* (pp. 109–142). Routledge.
- Ikurayeke, B. J., Konya, K., & Ejo-Orusa, H. (2019). Employee dissatisfaction and workplace theft of retail firms in Port Harcourt, Nigeria. *International Journal of Advanced Academic Research*, 5(5), 44-57.
- Indrasari, Meithiana. 2017. *Kepuasan Kerja dan Kinerja Karyawan*, Edisi pertama. Penerbit: Indomedia Pustaka, Yogyakarta.
- Jin, X., Zheng, F., and Hahm, S. (2022). Establishing online meeting climate types and developing measurements: impact on meeting satisfaction. *KSII Transactions on Internet & Information Systems* 16, 2751–2771.
- Jung, H. S., & Yoon, H. H. (2012). The effects of emotional intelligence on counterproductive work behaviors and organizational citizen behaviors among food and beverage employees in a deluxe hotel. *International Journal of Hospitality Management*, 31(2), 369-378.
- Josef, E. S. (2017). Pengaruh dimensi keadilan organisasional terhadap perilaku kerja kontraproduktif karyawan. *Jurnal Ilmu Manajemen*, 5(1), 1-9.
- Kanfer, R., & Chen, G. (2016). Motivation in organizational behavior: History, advances and prospects. *Organizational behavior and human decision processes*, 136, 6-19.
- Kelloway, E. K., Francis, L., Prosser, M., & Cameron, J. E. (2010). Counterproductive work behavior as protest. *Human Resource Management Review*, 20(1), 18–25.
- Keskin, H., Akgün, A. E., Ayar, H., & Kayman, Ş. S. (2016). Cyberbullying Victimization, Counterproductive Work Behaviours and Emotional Intelligence at Workplace. *Procedia - Social and Behavioral Sciences*, 235(October), 281–287.
- Khamisa, N., Peltzer, K., Ilic, D., & Oldenburg, B. (2017). Effect of personal and work stress on burnout, job satisfaction and general health of hospital nurses in South Africa. *Health SA Gesondheid*, 22, 252–258.
- Khoirunnisa, R. M., Kusuma, D. R., & Merdiana, C. V. (2022, July). Pengaruh Kepuasan Kerja dan Kecerdasan Emosional Terhadap Perilaku Kerja Kontraproduktif. In UMMagelang Conference Series (pp. 130-135).

- King, N. (1970). Clarification and evaluation of the two-factor theory of job satisfaction. *Psychological Bulletin*, 74(1), 18–31.
- Klotz, A. C., & Buckley, M. R. (2013). A historical perspective of counterproductive work behavior targeting the organization. *Journal of Management History*, 19(1), 114–132.
- Lazarus, R.S., & Folkman, S. (1984). Stress, appraisal, and coping. CITY: Springer Pub. Co.
- Lawrence, T. B., & Robinson, S. L. (2007). Ain't misbehavin: Workplace deviance as organizational resistance. *Journal of management*, 33(3), 378-394.
- Lechat, T., & Torrès, O. (2016). Exploring negative affect in entrepreneurial activity: Effects on emotional stress and contribution to burnout. *Research on Emotion in Organizations*, 12, 69–99.
- Levi, L. (2002). More jobs, better jobs, and health dalam M.F. Dollard, A.H. Winefield & H.R. Winefield (Eds), Occupational Stress in the Service Professions. London: Taylor & Francis,
- Lewis, S. C., & Karoly, D. J. (2013). Anthropogenic contributions to Australia's record summer temperatures of 2013. *Geophysical Research Letters*, 40(14), 3708–3709.
- Liu, M., Bowling, N. A., Huang, J. L., & Kent, T.A. (2013). Insufficient effort responding to surveys as a threat to validity: The perceptions and practices of siop members. *The Industrial-Organizational Psychologist*, 51, 32-38.
- Locke, E. A. (1969). What is job satisfaction? *Organizational Behavior and Human Performance*, 4(4), 309–336.
- Ma, L., & Li, W. 2019. “The Relationship between Stress and Counterproductive Work Behavior: Attachment Orientation as a Moderate.” *Open Journal of Social Sciences* 7(4):413-423.
- Malhotra, Naresh K. 1993. Marketing Research And Applied Orientation. Usa: Prentice Hall Internasional.
- Makridis, C., & Schloetzer, J. D. (2022). Does Working from Home Increase Job Satisfaction and Retention? Evidence from the COVID-19 Pandemic. *SSRN Electronic Journal*.

- Marcus, B., & Schuler, H. (2004). Antecedents of counterproductive behavior at work: A general perspective. *Journal of Applied Psychology*, 89(4), 647–660.
- Marshall, Sheila., Adams, Gerald., & Ryan, Bruce A., (2001) Distributive Justice Reasoning in Families with Adolescent. *Journal of Family Issues*, 22(1), 107-123
- Mas'ud, Fuad. 2004. *Survai Diagnosis Organisasional Konsep Dan Aplikasi*. Penerbit: Badan Penerbit Universitas Diponegoro.
- Mathis, R. L., & Jackson, J. H. (2011). *Human resource management: Essential perspectives*. Cengage Learning.
- McShane, S. L., & Glinow, M. A. V. (2010). *Organizational behavior: Emerging knowledge and practice for the real world*. McGraw-Hill.
- Moorhead, Gregory.,Griffin, Ricky W. 2013. *Perilaku Organisasi: Manajemen Sumber Daya Manusia dan Organisasi*, Edisi sembilan. Penerbit: salemba empat,Jakarta.
- Nouri, B.A., and M. Soltani. 2017. “Effective Factors on Job Stress and Its Relationship with Organizational Commitment of Nurses in Hospitals of Nicosia.” *International Journal of Management, Accounting and Economics* 4(2):100–117.
- Nugroho, Rosalendro Eddy. 2019. “Pengaruh Gaya Kepemimpinan Transformasional Stress Kerja Dan Budaya Organisasi Terhadap Kinerja Karyawan Kontraproyek.” *Jurnal Ilmiah Manajemen* 9(2):341–54.
- Penney, L. M., & Spector, P. E. (2005). Job stress, incivility, and counterproductive work behavior (CWB): The moderating role of negative affectivity. *Journal of Organizational Behavior*, 26(7), 777–796.
- Piccolo, R. F., Greenbaum, R., Den Hartog, D. N., & Folger, R. (2010). "The relationship between ethical leadership and core job characteristics." *Journal of Organizational Behavior*, 31(2-3), 259–278.
- Podsakoff, N. P., LePine, J. A., & LePine, M. A. (2007). "Differential challenge stressor-hindrane stressor relationships with job attitudes, turnover intentions, turnover, and withdrawal behavior: A meta-analysis." *Journal of Applied Psychology*, 92(2), 438–454.

- Ponnu, C. H., & Chuah, C. C. (2010). Organizational commitment, organizational justice and employee turnover in Malaysia. *African journal of business management*, 4(13), 2676.
- Pratama, A. W., & Parahyanti, E. 2019. "Counterproductive Work Behavior Among Government Employees: The Role of Basic Psychological Needs, Compensation, and Organizational Justice." Pp. 770–84 in In 2nd International Conference on Intervention and Applied Psychology (ICIAP 2018). Atlantis Press.
- Priesemuth, M., Arnaud, A., & Schminke, M. 2013. "Bad Behavior in Groups The Impact of Overall Justice Climate and Functional Dependence on Counterproductive Work Behavior in Work Units". *Group & Organization Management* 38(2):230–57
- Prihati, D. R., Wirawati, M. K., & Supriyanti, E. (2020). Analisis Pengetahuan Dan Perilaku Masyarakat Di Kelurahan Baru Kotawaringin Barat Tentang Covid 19. *Malahayati Nursing Journal*, 2(4), 780–790.
- Purwani Puji Utami, Niken Vioreza, & Weti Yunaika. (2018). Analisa Pola Perilaku Kontraproduktif Guru Di Sma Negeri Se-Kota Bekasi. *Visipena Journal*, 9(1), 47–66.
- Putri Hanidah, Y. (2018). Pengaruh Keadilan Distributif Dan Iklim Organisasi Terhadap Perilaku Kerja Kontraproduktif Pada Pt. Pelabuhan Indonesia Iii Cabang Tanjung Perak Surabaya. *Jurnal Ilmu Manajemen (JIM)*, 6(1), 1–8.
- Raman, P., Sambasivan, M., & Kumar, N. (2016). Counterproductive work behavior among frontline government employees: Role of personality, emotional intelligence, affectivity, emotional labor, and emotional exhaustion. *Revista de Psicologia Del Trabajo y de Las Organizaciones*, 32(1), 25–37.
- Ranto, D. W. I. W. P. (2023). Pengaruh Keadilan Organisasional Terhadap Perilaku Menyimpang Negatif: Systematic Literature Review.
- Robbins Steven P dan Timothy. 2012. *Organizational of Bahvior*. 8th Edition, McGraw-Hill, Irwin.
- Robbins, Stephen P., Judge, Timothy A. 2008. *Perilaku Organisasi (Organizational Behavior)*, Edisi dua belas, Buku 1. Penerbit: salembaempat, Jakarta.
- Robbins, Stephen P., Judge, Timothy A. 2008. *Perilaku Organisasi (Organizational Behavior)*, Edisi dua belas, Buku 2. Penerbit: salembaempat, Jakarta.

- Robbins, Stephen. P. *Perilaku Organisasi*. Jilid II. Jakarta. PT. Indeks Kelompok Gramedia. 2003
- Robinson, S. L., & Bennett, R. J. (1995). A Typology of Deviant Workplace Behaviors: a Multidimensional Scaling Study. *Academy of Management Journal*, 38(2), 555–572.
- Roxana, A.-C. (2013). Antecedents and Mediators of Employees' Counterproductive Work Behavior and Intentions to Quit. *Procedia - Social and Behavioral Sciences*, 84, 219–224.
- Sabbagh, C. (2003). The dimension of social solidarity in distributive justice. *Social Science Information*, 42(2), 255–276.
- Sager, J. (1991). Type A behavior pattern (TABP) among salespeople and its relationship to job stress. *Journal of Personal Selling and Sales Management*, 11(2), 1–14.
- Sambung, R. (2019). Job satisfaction on employee performance; counterproductive work behavior and organizational citizenship behavior as mediations. *International Journal of Economic Behavior and Organization*, 7(3), 50-56.
- Sari, A. P., & Widodo, S. (2019). Hubungan Keadilan Distributif Dan Perilaku Kerja Kontraproduktif Pada Karyawan Indomaret Di Kota Bengkulu. *Management Insight: Jurnal Ilmiah Manajemen*, 13(1), 1-14.
- Sekaran, Umar. 2006. *Metodologi Penelitian Bisnis*. Jakarta: Salemba Empat.
- Setiyana (2013), *Budaya Organisasi dan Peningkatan Kinerja Perusahaan*, Cetakan ke-3, Jakarta : PT. Bumi Aksara Siagian, Dergibson.
- Siagian, Dergibson., dan Sugiarto. (2000). *Metode Statistika Untuk Bisnis dan Ekonomi*. Jakarta : Gramedia Pustaka Utama.
- Siagian, T. S., & Khair, H. (2018). Pengaruh gaya kepemimpinan dan lingkungan kerja terhadap kinerja karyawan dengan kepuasan kerja sebagai variabel intervening. *Maneggio: Jurnal Ilmiah Magister Manajemen*, 1(1), 59-70.
- Skarlicki, D. P., & Folger, R. (1997). Retaliation in the workplace: The roles of distributive, procedural, and interactional justice. *Journal of Applied Psychology*, 82(3), 434–443.

- Spector, P. E., & Fox, S. (2005). "The Stressor-Emotion Model of Counterproductive Work Behavior." In S. Fox & P. E. Spector (Eds.), *Counterproductive Work Behavior: Investigations of Actors and Targets* (pp. 151–174). American Psychological Association.
- Spector, Paul E., Fox, Suzy., Penny, Lisa M., Bruursema, Kari., Goho, Angeline., Kessler, Stacey. 2005. The Dimensionality of counterproductivity: Are all counterproductive behaviors created equal?. *Journal of Vocational Behavior*, Hal: 446-460.
- Spector, P. E., Fox, S., Penney, L. M., Bruursema, K., Goh, A., & Kessler, S. (2006). The dimensionality of counterproductivity: Are all counterproductive behaviors created equal? *Journal of Vocational Behavior*, 68(3), 446–460.
- Sugiyono. 2017. *Metode Penelitian Kuantitatif, Kualitatif dan R&D*. Bandung: Alfabeta.
- Sugiyono. 2019. *Metode Penelitian Kuantitatif, Kualitatif, Dan R&D*, CV Alfabeta.
- Sugiyono. 2015. *Metode Penelitian Pendidikan Pendekatan Kuantitatif, Kualitatif dan R&D*. Bandung: Alfabeta
- Sunargo, S., & Hastuti, D. (2019). Mengatasi perilaku kerja kontraproduktif melalui peran integratif politik organisasional dan kecerdasan emosional pada era revolusi industri 4.0. *Jurnal Paradigma Ekonomika*, 14(2), 45–54.
- Sunyoto, 2013. *Teori, Kuesioner, dan Analisis Data Sumber Daya Manusia*. Jakarta : PT. Buku Seru.
- Supriyadi, M. F., Priadana, S., & Setia, B. I. (2017). Kompensasi Dan Disiplin Kerja Terhadap Kepuasan Kerja Karyawan Di Restoran Kampoeng Daun. *Jurnal Riset Bisnis Dan Manajemen (JRBM)*, 10(2), 24–33.
- Supriyati, S., Cahya, A. I., Yeni, M., & Roni, K. A. (2019). JASIORA PancuranTelago Kabupaten Bungo. *Jurnal Administrasi Sosial Dan Humaniora (JASIORA)*, 3(3), 100–111.
- Sypniewska, B. (2020). Counterproductive work behavior and organizational citizenship behavior. *Advances in Cognitive Psychology*, 16(4), 321.
- Taylor, E. C., Bernerth, J. B., & Maurer, J. D. 2017. "Running on Empty: The Effects of Aggregate Travel Stress on Team Performance." *Journal of Business and Psychology* 32(5):513–31.

- Toga, E., & Yoelianita, B. E. (2022). Peran Locus Of Control Sebagai Mediasi terhadap Hubungan Kepuasan Kerja Dengan Counterproductive Work Behavior. *Jurnal Ilmiah Hospitality*, 11(2), 1349-1358.
- Thiagaraj, D., & Thangaswamy, A. (2017). Theoretical Concept of Job Satisfaction - a Study. *International Journal of Research* 5(6), 464–470.
- Ugwu, L. I., Enwereuzor, I. K., Fimber, U. S., & Ugwu, D. I. (2017). Nurses' burnout and counterproductive work behavior in a Nigerian sample: The moderating role of emotional intelligence. *International Journal of Africa Nursing Sciences*, 7(April), 106–113.
- Utami, P. P., Vioreza, N., & Yunaika, W. (2018). Analisa pola perilaku kontraproduktif guru di SMA Negeri se-Kota Bekasi. *Visipena*, 9(1), 47- 66.
- Umar, H. (2011). Riset Sumber Daya Manusia Dalam Organisasi. Jakarta: PT. Gramedia Pustaka Utama.
- Veithzal, R., & Sagala, E. J. (2004). Manajemen Sumber Daya Manusia untuk perusahaan dari teori ke praktik. *Jakarta: PT. Raja Grafindo Persada*.
- Yaşlıoğlu, M., Karagülle, A. Ö., & Baran, M. (2013). An Empirical Research on the Relationship between Job Insecurity, Job Related Stress and Job Satisfaction in Logistics Industry. *Procedia - Social and Behavioral Sciences*, 99, 332–338.
- Yogasari, I. A. M., & Budiasih, I. G. A. N. 2019. "Impact of Organizational Justice Perceptions and Transformational Leadership Role on Counter Productive Work Behavior." *International Research Journal of Management, IT and Social Sciences* 6(6):239–43.
- Yu, K., Liu, C., & Li, Y. 2019. "Beyond Social Exchange: Career Adaptability Linking Work Stressors and Counterproductive Work Behavior." *Frontiers in Psychology* 10:1079.