

**PENGARUH KEADILAN DISTRIBUTIF, *PERCEIVED ORGANIZATIONAL SUPPORT*, DAN *EMOTIONAL EXHAUSTION* TERHADAP PERILAKU KERJA KONTRAPRODUKTIF PADA PEGAWAI DINAS PEKERJAAN UMUM DAN PENATAAN RUANG KOTA PADANG**

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**Abstrak**

Penelitian ini bertujuan untuk membuktikan secara empiris pengaruh keadilan distributif, *perceived organizational support* dan *emotional exhaustion* terhadap perilaku kerja kontraproduktif pada Pegawai Dinas Pekerjaan Umum Dan Penataan Ruang Kota Padang. Dalam penelitian yang diambil sebanyak 53 responden pada Pegawai Dinas Pekerjaan Umum Dan Penataan Ruang Kota Padang. Variabel pada penelitian ini dibagi menjadi dua kelompok yaitu variabel terikat yaitu perilaku kerja kontraproduktif, sedangkan variabel bebasnya adalah distributif, *perceived organization support* dan *emotional exhaustion*. Dalam pengujian hipotesis ditemukan bahwa variabel independen keadilan distributif berpengaruh negatif terhadap perilaku kerja kontraproduktif dan hipotesis diterima, variabel independen kedua *perceived organizational support* berpengaruh negatif terhadap perilaku kerja kontraproduktif dan hipotesis diterima sedangkan variabel independen ketiga *emotional exhaustion* berpengaruh positif terhadap perilaku kerja kontraproduktif dan hipotesis ditolak.

*Kata kunci :Keadilan Distributif, Perceived Organization Support, Emotional Exhaustion Dan Perilaku Kerja Kontraproduktif*

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*Abstract*

*This study aims to prove empirically the effect of distributive justice, perceived organizational support and emotional exhaustion on counterproductive work behavior among employees of the Public Works and Spatial Planning Office of Padang City. In this study, 53 respondents were taken from the Public Works and Spatial Planning Office of Padang City. The variables in this study were divided into two groups, namely the dependent variable, namely counterproductive work behavior, while the independent variables were distributive, perceived organization support and emotional exhaustion. In testing the hypothesis it was found that the independent variable distributive justice has a negative effect on counterproductive work behavior and the hypothesis is accepted, the second independent variable perceived organizational support has a negative effect on counterproductive work behavior and the hypothesis is accepted, while the third independent variable emotional exhaustion has a positive effect on counterproductive work behavior and the hypothesis is rejected.*

*Keywords: Distributive Justice, Perceived Organization Support, Emotional Exhaustion and Counterproductive Work Behavior*