

# **THE EFFECT OF LEADER MEMBER EXCHANGE AND PERCEIVED ORGANIZATIONAL SUPPORT ON EMPLOYEE COUNTERPRODUCTIVE WORK BEHAVIOR AT PT. SUMATRA TROPICAL SPICES**

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## **ABSTRACT**

This study aims to determine the effect of leader member exchange and perceived organizational support on employee counterproductive work behavior at PT. Sumatra Tropical Spices. The population is all employees of PT. Sumatera Tropical Spices for the period of July 2019, amounting to 144 people, with a total sample of 59 employees of PT. Sumatra Tropical Spices. The sampling technique uses purposive sampling method. The type of data is primary data through questionnaires. Data analysis method is multiple linear regression analysis.

From the results of the study found a leader member exchange has a negative effect on counterproductive work behavior of employees. then perceived organizational support negatively affects employee counterproductive work behavior.

***Keywords: Leader Member Exchange, Perceived Organizational Support, Counterproductive Work Behavior***

**PENGARUH *LEADER MEMBER EXCHANGE* (LMX) DAN *PERCEIVED ORGANIZATIONAL SUPPORT* (POS) TERHADAP PERILAKU KERJA KONTRAPRODUKTIF KARYAWAN PADA PT. SUMATERA TROPICAL SPICES**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui pengaruh *leader member exchange* dan *perceived organizational support* terhadap perilaku kerja kontraproduktif karyawan pada PT. Sumatera Tropical Spices. Populasi adalah seluruh karyawan PT. Sumatera Tropical Spices periode Juli 2019 yang berjumlah 144 orang, dengan jumlah sampel sebanyak 59 orang karyawan PT. Sumatera Tropical Spices. Teknik pengambilan sampel menggunakan metode *purposive sampling*. Jenis data adalah data primer melalui penyebaran kuesioner. Metode analisa data adalah analisis regresi linear berganda.

Dari hasil penelitian ditemukan *leader member exchange* berpengaruh negatif terhadap terhadap perilaku kerja kontraproduktif karyawan. kemudian *perceived organizational support* berpengaruh negatif terhadap perilaku kerja kontraproduktif karyawan.

**Kata Kunci : *Leader Member Exchange, Perceived Organizational Support, Perilaku Kerja Kontraproduktif***