

**PENGARUH STRES KERJA, KELELAHAN EMOSIONAL, DAN  
KEADILAN DISTRIBUTIF TERHADAP PERILAKU KERJA  
KONTRAPRODUKTIF PADA ANGGOTA KEPOLISIAN  
POLRES PARIAMAN**

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**ABSTRAK**

Penelitian ini bertujuan mengetahui pengaruh stres kerja, kelelahan emosional, dan keadilan distributif terhadap perilaku kerja kontraproduktif. Penelitian ini dilakukan di Polres Pariaman. Populasi dalam penelitian ini sebanyak 342 orang, dengan jumlah sampel sebanyak 77 orang yang didapat dengan menggunakan rumus slovin. Responden dipilih dengan menggunakan teknik simple random sampling. Jenis data yang digunakan adalah data primer melalui penyebaran kuesioner. Metode analisa data yang digunakan adalah analisis regresi linear berganda. Hasil penelitian menunjukkan bahwa stres kerja tidak berpengaruh terhadap perilaku kerja kontraproduktif. Selanjutnya, kelelahan emosional berpengaruh positif terhadap perilaku kerja kontraproduktif dan keadilan distributif berpengaruh negatif terhadap perilaku kerja kontraproduktif.

**Kata Kunci:** Perilaku Kerja Kontraproduktif, Stres Kerja, Kelelahan Emosional, Keadilan Distributif.

***THE EFFECTS OF WORK STRESS, EMOTIONAL EXHAUSTION,  
AND DISTRIBUTIVE JUSTICE ON THE COUNTERPRODUCTIVE  
WORK BEHAVIOR OF MEMBERS OF THE PARIAMAN  
REGIONAL POLICE***

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***ABSTRACT***

*This study aims to determine the effect of work stress, emotional exhaustion, and distributive justice on counterproductive work behavior. This research was conducted at the Pariaman Police Station. The population in this study were 342 people. The amount of sampling was taken by using slovin model, which found result of sampling is 77 respondents. The sampling technique used simple random sampling. The type of data used is primary data through questionnaires. The data analysis method used multiple linear regression analysis. The results showed that work stress has no effect and not significantly on counterproductive work behavior. Emotional exhaustion has a significantly on counterproductive work behavior and distributive justice has a significantly on counterproductive work behavior.*

**Keywords:** *counterproductive work behavior, work stress, emotional exhaustion, distributive justice.*