

# Pengaruh Job Demand dan Compensation Justice Terhadap Counterproductive Work Behavior yang Dimediasi Job Satisfaction Prajurit Bintara dan Tamtama TNI Angkatan Darat = The Influence of Job Demand and Compensation Justice on Counterproductive Work Behavior Mediated by Job Satisfaction of NCO and Enlisted Soldiers of Indonesian Army

Reni Kurnia Permata, author

Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20520049&lokasi=lokal>

---

## Abstrak

Tesis ini bertujuan untuk menguji pengaruh Job Demand dan Compensation Justice terhadap Counterproductive Work Behavior yang dimediasi Job Satisfaction. Job Demand diukur berdasarkan Work Overload, Emotional Load dan Work-Home Conflict. Compensation Justice diukur berdasarkan Distributive Justice, Procedural Justice, Interpersonal Justice dan Informational Justice. Counterproductive Work Behavior diukur berdasarkan Abuse Against Others, Production Deviance, Sabotage, Theft dan Withdrawal. Sampel yang diambil dari Prajurit Bintara dan Tamtama dan didapatkan sebanyak 400 responden. Data dianalisis dengan menggunakan Structural Equation Modeling (SEM) dengan Program Lisrel 8.54. Penelitian ini menemukan bukti yang sama dengan penelitian-penelitian sebelumnya, yaitu : (1) Job Demand signifikan berpengaruh positif langsung terhadap Counterproductive Work Behavior. (2) Compensation Justice signifikan berpengaruh negatif langsung terhadap Counterproductive Work Behavior. (3) Job Demand signifikan berpengaruh negatif langsung terhadap Job Satisfaction. (4) Compensation Justice signifikan berpengaruh positif langsung terhadap Job Satisfaction. (5) Job Satisfaction signifikan berpengaruh negatif langsung terhadap Counterproductive Work Behavior. (6) Job Demand signifikan berpengaruh tidak langsung terhadap Counterproductive Work Behavior melalui Job Satisfaction. (7) Compensation Justice signifikan berpengaruh tidak langsung terhadap Counterproductive Work Behavior melalui Job Satisfaction

.....This thesis aims to examine the effect of Job Demand and Compensation Justice on Counterproductive Work Behavior mediated by Job Satisfaction. Job Demand is measured based on Work Overload, Emotional Load and Work-Home Conflict. Compensation Justice is measured based on Distributive Justice, Procedural Justice, Interpersonal Justice and Informational Justice. Counterproductive Work Behavior is measured by Abuse Against Others, Production Deviance, Sabotage, Theft and Withdrawal. Samples were taken from NCO and Enlisted Soldiers and obtained as many as 400 respondents. The data were analyzed using Structural Equation Modeling (SEM) with the Lisrel 8.54 program.

This study found the same evidence with previous researches, namely : (1) Job Demand has a significant direct positive effect on Counterproductive Work Behavior. (2) Compensation Justice has a significant direct negative effect on Counterproductive Work Behavior. (3) Job Demand has a significant direct negative effect on Job Satisfaction. (4) Compensation Justice has a significant direct positive effect on Job Satisfaction. (5) Job Satisfaction has a significant direct negative effect on Counterproductive Work Behavior. (6) Job Demand has a significant indirect effect on Counterproductive Work Behavior through Job Satisfaction. (7) Compensation Justice has a significant indirect effect on Counterproductive Work Behavior through Job Satisfaction.