

**PERAN *PERCEIVED SUPERVISOR SUPPORT*, *NEUROTICISM* DAN
PENGENDALIAN DIRI TERHADAP PERILAKU KERJA
KONTRAPRODUKTIF PADA PNPP (PEGAWAI NEGERI PADA POLRI)
DI KEPOLISIAN DAERAH X**

Rachmat Ratri Anggoro¹, Isaac Jogues Kiyok Sito Meiyanto²

Fakultas Psikologi, Universitas Gadjah Mada

e-mail : ^{*1}rachmatratrianggoro1085@mail.ugm.ac.id, ^{*2}smeiyanto@ugm.ac.id

Abstrak. Perilaku kerja kontraproduktif menyebabkan kerugian terhadap organisasi dan interpersonal. Penelitian ini bertujuan menguji secara empiris dengan melihat peran *Perceived Supervisor Support* (PSS), *Neuroticism* (Neo) dan Pengendalian Diri (PD) secara simultan terhadap Perilaku Kerja Kontraproduktif (PKK). Pengumpulan data menggunakan kuisioner secara daring kepada Pegawai Negeri Pada Polri (PNPP) di kepolisian daerah di provinsi x menggunakan metode *proportionate stratified random sampling*. Sampel sejumlah 385 pegawai dihitung dari total populasi dan alokasi jumlah sampel per satuan kerja dengan rumus *slovin formula*. Instrumen alat ukur menggunakan *Counterproductive Work Behavior Checklist*, *Survey of Perceived Supervisor Support*, NEO-PI-R dan *Self Control Scale*. Hasil penelitian menunjukkan PKK rendah, PSS tinggi, Neo rendah dan PD tinggi. Semua variabel independen secara simultan berperan terhadap PKK. Tidak adanya perbedaan yang signifikan PKK antara golongan pangkat perwira – bintara dan staf - operasional. Melihat hubungan dan peran antar variabel maka PD memiliki hubungan dan peran paling kuat dengan PKK. Temuan dari penelitian ini adalah tingkat pengendalian diri pada pegawai mempengaruhi tingkat perilaku kerja kontraproduktif sehingga institusi dapat melaksanakan kegiatan yang mempertahankan pengendalian diri pegawai seperti kegiatan rohani.

Kata kunci: PNPP, perilaku kerja kontraproduktif, *perceived supervisor support*, *neuroticism*, pengendalian diri

Abstract. *Counterproductive work behavior causes organizational and interpersonal losses. This study aims to test empirically by looking at the role of Perceived Supervisor Support (PSS), Neuroticism (Neo) and Self-Control (SC) simultaneously on Counterproductive Work Behavior (CWB). Data were collected using an online questionnaire to Public Employees of the National Police (PNPP) in the regional police in province x using proportionate stratified random sampling. A sample of 385 employees was calculated from the total population and the allocation of the number of samples per work unit using the Slovin formula. The measuring instruments used Counterproductive Work Behavior Checklist, Survey of Perceived Supervisor Support, NEO-PI-R and Self Control Scale. The results showed low CWB, high PSS, low Neo and high SC. All independent variables simultaneously contribute to PKK. There is no significant difference in CWB between officer - noncommissioned officer and staff - operational rank groups. Looking at the relationship and role between variables, SC has the strongest relationship and role with CWB. The findings of this study are that the level of self-control in employees affects the level of counterproductive work behavior so that institutions can carry out activities that maintain employee self-control such as spiritual activities.*

Keywords: PNPP, counterproductive work behavior, *perceived supervisor support*, *neuroticism*, self-control.

