

PERAN SPIRITUALITAS TERHADAP PERILAKU KONTRAPRODUKTIF DI TEMPAT KERJA DENGAN KEPUASAN KERJA SEBAGAI VARIABEL MEDIATOR

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INTISARI

Perilaku kontraproduktif di tempat kerja merupakan hal yang jarang di teliti di Indonesia. Padahal perilaku kontraproduktif di tempat kerja sering terjadi sehingga perlu diteliti. Berbagai literatur menunjukkan perilaku kontraproduktif dapat diprediksi oleh spiritualitas di tempat kerja dan kepuasan kerja. Penelitian ini bertujuan untuk mengetahui peran spiritualitas terhadap perilaku kontraproduktif di tempat kerja yang dimediasi oleh kepuasan kerja pada karyawan PT. BPR Danagung Bakti Yogyakarta. Subjek yang digunakan dalam penelitian ini sebanyak 71 responden. Metode penelitian ini menggunakan kuesioner sebagai instrumen penelitian. Metode analisis jalur menggunakan program AMOS versi 23 digunakan sebagai metode analisis untuk mengetahui peran dari variabel-variabel yang diteliti. Data penelitian ini diperoleh dengan menggunakan tiga skala adaptasi berbentuk *Likert*, yaitu Skala Perilaku Kontraproduktif di Tempat Kerja, Skala Spiritualitas di Tempat Kerja, dan Skala Kepuasan Kerja. Reliabilitas Skala Perilaku Kontraproduktif di Tempat Kerja adalah 0,967, reliabilitas Skala Spiritualitas di Tempat Kerja 0,974 dan reliabilitas Skala Kepuasan Kerja 0,945. Pengujian Reliabilitas Perilaku Kontraproduktif di Tempat Kerja, Skala Spiritualitas di Tempat Kerja, dan Skala Kepuasan Kerja menggunakan teknik *Cronbach's Alpha*. Hasil penelitian menunjukkan dimensi spiritualitas di tempat kerja: *Meaningful of Work*, *Sense of Community* dan *Alignment with the Organization's Values*, hanya dimensi spiritualitas *Meaningful of Work* (-0,131) dengan signifikansi ($p < 0,01$) yang memiliki peran mediasi terhadap perilaku kontraproduktif di tempat kerja melalui variabel kepuasan kerja.

Kata Kunci : Perilaku Kontraproduktif di Tempat Kerja, Spiritualitas di Tempat Kerja, Kepuasan Kerja, dan Mediator

**THE ROLE OF SPIRITUALITY TO COUNTERPRODUCTIVE
BEHAVIOR AT WORK WITH JOB SATISFACTION AS MEDIATOR
VARIABLE**

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ABSTRACT

Counterproductive behaviors at work is rare to be search in Indonesia. Meanwhile counterproductive behaviors often occur at work, so the study of its topis is important. Various literature show counterproductive behaviors are predicted by work's spirituality and job satisfaction. This research aims to understand the role of spirituality to counterproductive behavior at workplace that is mediated by PT. BPR Danagung Bakti Yogyakarta's employee's job satisfaction. Subject used for the respondents about 71. The research methodology used is questionnaire as research instruments. Path analysis is used to analyze the the mediation effect of job satisfaction to every dimensions of work's spirituality. Amos programm version 23 is used to analyze the data. Research data is obtained by using three scales adaptation shaped likert, the Scales of Counterproductive Behavior at Work, Scales of Spirituality at Work, and Scale of Satisfaction at Work. Reliability of the Counterproductive Behavior Scale is 0,967, Scale of Spirituality at Work have 0,974 in the reliability, and reliability of the Scale of Job Satisfaction is 0,945. The test of reliability Scale of Counterproductive Behaviors at Work, Scale of Spirituality at Work, and Scale of Job Satisfaction at Work using a technique called cronbach's alpha. The results show that not all of spirituality dimensions at work (meaningfull of work, sense of community, and allignment with the organization value) mediated by job satisfaction. Meaningfull of work (-0.131) is the only one dimension that significantly has role to counterproductive behavior and mediated by job satisfaction with $p < 0,01$.

Keywords: Counterproductive Behaviors at Work, Spirituality at Work, Job Satisfaction at Work, and Mediator