

# THE IMPACT OF *NEUROTICISM* TRAIT AND QUALITY OF WORK LIFE TO THE COUNTERPRODUCTIVE WORK BEHAVIOUR AT X COMPANY

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## Abstract

The goal of this study is to explore which factor has the most impact to the Counterproductive Work Behaviour; and what are the impact of *Neuroticism* Trait and the Quality of Work Life at X Company. The study uses Neuroticism Behaviour Theory from Big 5 Personality Traits by Costa and McCrae (2003). The Quality of Work Life based on Walton defined as the effectiveness of the Organisation in responding the employee needs, which impacted the working experience. The Quality of Work Life is measured using the QoWL v. 47 test tool from the Universitas Tarumanagara, which consists of 47 representative statements of each QWL dimension. Measurement of counterproductive work behavior using the approach proposed by Bennett and Robinsons (2000) which divides counterproductive work behavior based on two targets, namely the behavior of organizations and to individuals. The number of samples in this study were 30 people. This study used quantitative research methods and data processing using regression test. Based on regression test Neuroticism personality trait influences the behavior of counterproductive work and influence the quality of work life to counterproductive work behaviors, it is known that the influence of the quality of work life to counterproductive work behaviors 21.44% smaller than the effect of Neuroticism personality trait to counterproductive work behaviors at 47.33 %.

Keywords: CWB, QoWL, *Neuroticism*