

THE ROLE OF QUALITY OF WORK LIFE TO COUNTERPRODUCTIVE WORK BEHAVIOR AT PT.MPI

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Abstract

This research purposed to measure the quality of work life dimentions to Counterproductive Work Behavior in manufacture industry. Operational definition of Quality of Work Life is the balance in working life and personnel which purposes for productivity and measuring the employee's work satisfaction and Counterproductive Behavior defined as frontal actions which shown as the employee's unsatisfied to the organization and it might destroy the company and shareholders. Based on the previous research which explained there is a strong influence relationship between variabel of Quality of Work-Life to Counterproductive Work Behavior which need to do another research in another industry fields to expanding the research. Used 104 research participants in quantitative research and regression linear method to find and measure the influence. The research result shows there is a significant between Quality of Work Life and Counterproductive Behavior in manufacture industry especially in adequate and fair compensations and Social Relevance. The specialized of this research was looking and digging deeper for the specific dimensions of Quality of Work-Life to Counterproductive Work-Behavior to PT.MPI's employee.

Key Words : Quality of Work Life, Counterproductive Work Behavior