

Job Involvement as Moderator Incivility and Counterproductive Work Behavior

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Abstract

This study examines role of job involvement as moderator incivility and counterproductive work behavior at PT X. Drawing from stressor-strain frameworks, research predicted that experienced incivility would be associated with engaging in five counterproductive work behavior dimension (production deviance, withdrawal, abuse, sabotage, theft) and this relationship would be strongest for employees who had high level of job involvement. The sample includes 184 employees at PT X with minimum services period was one year, various gender and age. This study using convenience sampling, with data was collected manual paper and pencil. Result indicate that employee with high job involvement were more likely to engage (as full moderator) in withdrawal behavior following exposure to incivility. Result also indicate job involvement show role as partial moderator whose strangeness relation between incivility and theft. Other counterproductive work behavior dimensions: sabotage, production deviance and abuse not show significant moderator role. These finding highlight that incivility can leading to harmful organizations.

Keyword : counterproductive work behavior, incivility, job involvement