

Kata Kunci : Perilaku kerja kontraproduktif, sensitivitas atasan, *neuroticism*
Neuroticism as moderator between leader sensitivity and counterproductive work behavior (Case study at PT XYZ)

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Abstract

The aim of this research is to determine the role of neurotic as a moderator in the relationship between the leader sensitivity and counterproductive work behavior organization. Indicator of counterproductive work behavior-organization at PT XYZ are came in late to work, worked on a personal matter instead of work, taken an additional or a longer break than is acceptable at workplace. Counterproductive work behavior is a voluntary behavior that violates significant organizational norms and in so doing threatens the well-being of an organization, its members, or both. Leader sensitivity is marked by understanding, sincere, and helpful behavior of a leader. Neurotic is defined as an anxiety, insecure, self-awareness, and temperamental through basic behaviors such as anxiety, and irrational clarity. The sample in this research are 123 participants. Simple random sampling is used to collected data samples. The method for data analysis are descriptive statistics to know the description of each variable, pearson parametric for testing correlation matrix, moderate regression analysis (MRA) for testing role of neuroticism as a moderator. The result of this research is neuroticism has not a role as a moderator on the relationship between the leader sensitivity and counterproductive work behavior organization.

Keywords: Counterproductive work behavior, leader sensitivity, neuroticism