

**PENGARUH *JOB BURNOUT* TERHADAP *COUNTERPRODUCTIVE  
WORK BEHAVIOR* YANG DIMODERASI OLEH  
*CONSCIENTIOUSNESS*  
DI PT INDO-RAMA SYNTHETICS TBK**

**TESIS**

Diajukan untuk Memenuhi Salah Satu Syarat Memperoleh Gelar Magister pada Program  
Studi Manajemen



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## LEMBAR PERNYATAAN KEASLIAN TESIS

Dengan ini menyatakan bahwa tesis dengan Judul “**Pengaruh *Job Burnout* terhadap *Counterproductive Work Behavior* yang dimoderasi Oleh *Conscientiousness* di PT Indo-Rama Synthetics Tbk**” beserta seluruh isinya adalah benar-benar karya sendiri dan tidak melakukan penjiplakan atau pengutipan dengan cara-cara yang tidak sesuai dengan etika keilmuan yang berlaku dalam masyarakat keilmuan.

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Purwakarta, Januari 2023



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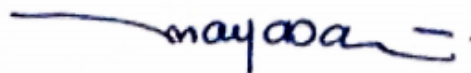
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## ABSTRAK

**Rony Idris Bagaskara (2002654) “Pengaruh *Job Burnout* terhadap *Counterproductive Work Behavior* yang dimoderasi Oleh *Conscientiousness* di PT Indo-Rama Synthetics Tbk”, dibawah bimbingan Prof. Dr. H. Eeng Ahman., M.S. dan Dr. Budi Santoso, M.Si.**

*Counterproductive Work Behaviour* (CWB) menjadi pembahasan yang menarik perhatian akademisi maupun praktisi karena perilaku tersebut mengakibatkan konsekuensi negatif dan merugikan kinerja serta produktivitas perusahaan. Tindakan kontraproduktif ini terjadi pula pada salah satu perusahaan di Purwakarta Jawa Barat. Terjadi pada Divisi IRTC PT Indo-Rama Synthetics Tbk terjadi sejak 2016 hingga 2021 dengan kasus di dominasi oleh indisipliner dan kesalahan dalam bekerja. Penyebab dari CWB ini berasal dari *Job Burnout* yang dapat memengaruhi tendensi seorang karyawan untuk melakukan CWB. Adapun upaya perusahaan dengan meningkatkan *conscientiousness* sebagai moderasi guna menghindari terjadinya *job burnout* yang mempengaruhi timbulnya CWB. Penelitian ini bertujuan untuk mengetahui gambaran dan mengukur seberapa besar pengaruh *job burnout* terhadap *counterproductive work behavior* yang dimoderasi oleh *conscientiousness* di PT Indo-Rama Synthetics Tbk. Jenis penelitian ini adalah kuantitatif deskriptif dan metode penelitian yang berlandaskan pada filsafat positivism dengan teknik simple random sampling dengan jumlah sampel 278 responden. Teknik analisis data yang digunakan adalah *Structural Equation Model* (SEM) terdapat pada *software* Lisrel (*Linear Structural RELation*) versi 8.8. Hasil menunjukkan bahwa gambaran tingkat *Job Burnout* pada kategori sedang, sementara CWB dan *conscientiousness* pada kategori tinggi. Terdapat pengaruh positif antara *Job Burnout* terhadap CWB. *Job burnout* berpengaruh negatif terhadap CWB yang dimoderasi oleh *conscientiousness*.

**Kata Kunci:** *Job Burnout, Counterproductive Work Behaviour, Conscientiousness*

## **ABSTRACT**

***Rony Idris Bagaskara (2002654) "The Influence of Job Burnout on Counterproductive Work Behavior Moderated By Conscientiousness at PT Indo-Rama Synthetics Tbk", under the guidance of Prof. Dr. H. Eeng Ahman., M.S. and Dr. Budi Santoso, M.Sc.***

*Counterproductive Work Behavior (CWB) is a discussion that attracts the attention of academics and practitioners because this behavior has negative consequences and is detrimental to company performance and productivity. This counterproductive action also occurred in a company in Purwakarta, West Java. It is happening in the IRTC Division of PT Indo-Rama Synthetics Tbk, occurred from 2016 to 2021 with cases dominated by indiscipline and mistakes at work. The cause of this Counterproductive Work Behavior comes from Job Burnout which can affect an employee's tendency to do Counterproductive Work Behavior. As for the company's efforts to increase conscientiousness as moderation in order to avoid job burnout which affects the emergence of Counterproductive Work Behavior. This study aims to describe and measure how much influence job burnout has on counterproductive work behavior moderated by conscientiousness at PT Indo-Rama Synthetics Tbk. This type of research is descriptive quantitative and the research method is based on the philosophy of positivism with a simple random sampling technique with a total sample of 278 respondents. The data analysis technique used is the Structural Equation Model (SEM) contained in the Lisrel (Linear Structural RELation) software version 8.8. The results show that the description of the level of Job Burnout is in the medium category, while Counterproductive Work Behavior and conscientiousness are in the high category. There is a positive influence between Job Burnout on Counterproductive Work Behavior. Job burnout has a negative effect on CWB which is moderated by conscientiousness.*

***Keywords: Job Burnout, Counterproductive Work Behavior, Conscientiousness***

## DAFTAR ISI

LEMBAR PERNYATAAN KEASLIAN TESIS .....	2
LEMBAR PENGESAHAN .....	3
ABSTRAK .....	4
ABSTRACT .....	5
DAFTAR ISI .....	6
DAFTAR TABEL .....	7
DAFTAR GAMBAR.....	9
BAB I PENDAHULUAN .....	<b>Error! Bookmark not defined.</b>
1.1 Latar Belakang Masalah.....	<b>Error! Bookmark not defined.</b>
1.2 Identifikasi Masalah.....	<b>Error! Bookmark not defined.</b>
1.3 Rumusan Masalah .....	<b>Error! Bookmark not defined.</b>
1.4 Tujuan Penelitian .....	<b>Error! Bookmark not defined.</b>
1.5 Manfaat Penelitian .....	<b>Error! Bookmark not defined.</b>
1.6 Sistematika Penulisan .....	<b>Error! Bookmark not defined.</b>
BAB II TINJAUAN TEORI, KERANGKA KONSEPTUAL DAN HIPOTESIS.....	<b>Error! Bookmark not defined.</b>
2.1 Tinjauan Teori.....	<b>Error! Bookmark not defined.</b>
2.1.1 Konsep Manajemen Sumber Daya Manusia (MSDM).....	<b>Error! Bookmark not defined.</b>
2.1.2 Perilaku Organisasi .....	<b>Error! Bookmark not defined.</b>
2.1.3 Perilaku Individu .....	<b>Error! Bookmark not defined.</b>
2.1.4 Konsep <i>Job Burnout</i> .....	<b>Error! Bookmark not defined.</b>
2.1.5 Konsep <i>Counterproductive Work Behavior</i> .....	<b>Error! Bookmark not defined.</b>
2.1.6 Konsep <i>Conscientiousness</i> .....	<b>Error! Bookmark not defined.</b>
2.2 Tinjauan Penelitian Terdahulu.....	<b>Error! Bookmark not defined.</b>
2.3 Kerangka Berpikir .....	<b>Error! Bookmark not defined.</b>
2.4 Hipotesis.....	<b>Error! Bookmark not defined.</b>
BAB III METODE PENELITIAN .....	<b>Error! Bookmark not defined.</b>
3.1 Jenis Penelitian .....	<b>Error! Bookmark not defined.</b>
3.2 Lokasi dan Objek Penelitian .....	<b>Error! Bookmark not defined.</b>
3.3 Data dan Sumber Data.....	<b>Error! Bookmark not defined.</b>
3.5 Teknik Pengumpulan data.....	<b>Error! Bookmark not defined.</b>

3.6 Definisi Operasional Variabel .....	<b>Error! Bookmark not defined.</b>
3.7 Uji Validitas .....	<b>Error! Bookmark not defined.</b>
3.8 Uji Reliabilitas .....	<b>Error! Bookmark not defined.</b>
3.9 Uji Normalitas.....	<b>Error! Bookmark not defined.</b>
3.10 Statistik Deskriptif.....	<b>Error! Bookmark not defined.</b>
3.11 Teknik Analisis Data .....	<b>Error! Bookmark not defined.</b>
3.12 Hipotesis Statistik .....	<b>Error! Bookmark not defined.</b>
BAB IV HASIL DAN PEMBAHASAN .....	<b>Error! Bookmark not defined.</b>
4.1 Hasil Penelitian .....	<b>Error! Bookmark not defined.</b>
4.1.1 Analisis Deskriptif Data Penelitian.....	<b>Error! Bookmark not defined.</b>
4.1.2 Analisis Pengaruh <i>Job Burnout</i> (X) Terhadap <i>Counterproductive Work Behavior</i> (Y) dimoderasi <i>Conscientiousness</i> (M)	<b>Error! Bookmark not defined.</b>
4.2 Pembahasan.....	<b>Error! Bookmark not defined.</b>
4.2.1 Gambaran <i>Job Burnout</i> , <i>Conscientiousnes</i> dan <i>Counterproductive Work Behavior</i> pada pekerja PT. Indo-Rama Synthetics Tbk Divisi IRTC ( <i>Technologies Complex</i> )	<b>Error! Bookmark not defined.</b>
4.2.2 Pengaruh <i>Job Burnout</i> terhadap <i>Counterproductive Work Behavior</i> pada pekerja PT. Indo-Rama Synthetics Tbk Divisi IRTC ( <i>Technologies Complex</i> ).....	<b>Error! Bookmark not defined.</b>
4.2.3 Pengaruh <i>Job Burnout</i> yang dimoderasi <i>Conscientiousness</i> terhadap <i>Counterproductive Work Behavior</i> pada pekerja PT. Indo-Rama Synthetics Tbk Divisi IRTC ( <i>Technologies Complex</i> )	<b>Error! Bookmark not defined.</b>
BAB V KESIMPULAN DAN SARAN .....	<b>Error! Bookmark not defined.</b>
5.1 Kesimpulan.....	<b>Error! Bookmark not defined.</b>
5.2 Saran .....	<b>Error! Bookmark not defined.</b>
DAFTAR PUSTAKA.....	10

## DAFTAR TABEL

Tabel 1.1 Jumlah Kasus Indisipliner pada Divisi IRTC PT Indo-Rama Synthetics Tbk .....	<b>Error! Bookmark not defined.</b>
Tabel 2.1 Definisi <i>Job Burnout</i> Menurut Beberapa Sumber	<b>Error! Bookmark not defined.</b>
Tabel 2.2 Definisi <i>Counterproductive Work Behavior</i> Menurut Beberapa Sumber	<b>Error! Bookmark not defined.</b>

- Tabel 2.3 Definisi *Conscientiousness* Menurut Beberapa Sumber **Error! Bookmark not defined.**
- Tabel 2.4 Tinjauan Penelitian Terdahulu tentang Hubungan *Job Burnout* dan *Counterproductive Work Behavior* ..... **Error! Bookmark not defined.**
- Tabel 2.5 Tinjauan Penelitian Terdahulu tentang Hubungan *Job Burnout* dan *Counterproductive Work Behavior* dengan *Conscientiousness* sebagai Moderator ..... **Error! Bookmark not defined.**
- Tabel 3.1 Daftar karyawan bagian produksi PT. Indo-Rama Synthetics Tbk Divisi IRTC (*Technologies Complex*) **Error! Bookmark not defined.**
- Tabel 3.2 Pengukuran Skala Likert ..... **Error! Bookmark not defined.**
- Tabel 3.3 Definisi Operasional Variabel ..... **Error! Bookmark not defined.**
- Tabel 3.4 Rekapitulasi Hasil Uji Validitas Instrumen Penelitian **Error! Bookmark not defined.**
- Tabel 3.5 Hasil Uji Reliabilitas Kuesioner Penelitian **Error! Bookmark not defined.**
- Tabel 4.1 Kriteria Penilaian Indikator Pada Variabel Penelitian **Error! Bookmark not defined.**
- Tabel 4.2 Rekapitulasi Analisis Dekskriptif Variabel *Job Burnout* (X) **Error! Bookmark not defined.**
- Tabel 4.3 Rekapitulasi Analisis Dekskriptif Variabel *Conscientiousness* (M) **Error! Bookmark not defined.**
- Tabel 4.4 Rekapitulasi Analisis Dekskriptif Variabel *Counterproductive Work Behavior* (Y) ..... **Error! Bookmark not defined.**
- Tabel 4.5 Uji Normalitas Multivariat ..... **Error! Bookmark not defined.**
- Tabel 4.6 Muatan Faktor Standar dan Reliabilitas Konstruk **Error! Bookmark not defined.**
- Tabel 4.7 Loading Factor Variabel Eksogen ..... **Error! Bookmark not defined.**
- Tabel 4.8 *Error Variance* Variabel Eksogen ..... **Error! Bookmark not defined.**
- Tabel 4.9 Nilai Variance Variabel ..... **Error! Bookmark not defined.**
- Tabel 4.10 Nilai *t*, Nilai *Standardized Coefficient*, dan Nilai *R-Square* **Error! Bookmark not defined.**
- Tabel 4.11 Koefisien Jalur dan t-hitung *Job Burnout* (X) -> *Counterproductive Work Behavior* (Y). **Error! Bookmark not defined.**
- Tabel 4.12 Koefisien Jalur dan t-hitung *Job Burnout* (X) dimoderasi *Conscientiousness* (M) -> *Counterproductive Work Behavior* (Y) **Error! Bookmark not defined.**
- Tabel 4.13 Evaluasi Kriteria *Goodness of Fit* Setelah Respesifikasi **Error! Bookmark not defined.**



## DAFTAR GAMBAR

- Gambar 2.1 Model Pengaruh *Job Burnout* Terhadap *CWB* yang Dimoderasi oleh *Conscientiousness* ..... **Error! Bookmark not defined.**
- Gambar 2.2 Kerangka Pemikiran ..... **Error! Bookmark not defined.**
- Gambar 4.1 Skema Spesifikasi Model ..... **Error! Bookmark not defined.**
- Gambar 4.2 Hasil Estimasi *Standardized Loading Factors*.....**Error! Bookmark not defined.**
- Gambar 4.3 Hasil Estimasi *Standardized Coefficient*.....**Error! Bookmark not defined.**
- Gambar 4.4 Hasil Estimasi *t-values* ..... **Error! Bookmark not defined.**

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