

ABSTRAK

Penelitian ini bertujuan untuk mengetahui pengaruh *Employee Personality* dan *Organizational Culture* terhadap *Deviant Workplace Behavior* melalui *Perceived Organizational Support* sebagai variabel moderasi. Variabel dependen yang digunakan dalam penelitian yaitu *Deviant Workplace Behavior*, sedangkan variabel independen yang digunakan dalam penelitian ini yaitu *Employee Personality* dan *Organizational Culture*, serta menggunakan variabel moderasi yaitu *Perceived Organizational Support*. Metode penelitian yang digunakan pada penelitian ini adalah kuantitatif.

Populasi dalam penelitian ini adalah karyawan pada BKPSDMD Kab. Brebes. Jumlah sampel pada penelitian ini adalah 63 responden dan dipilih menggunakan metode *nonprobability sampling* dengan teknik *saturation sampling*. Data yang digunakan adalah jenis data primer yang diperoleh melalui penyebaran kuesioner kepada seluruh karyawan pada BKPSDMD Kab. Brebes. Metode penelitian dilakukan menggunakan alat bantu statistik IBM SPSS versi 26. Pengolahan data yang dilakukan meliputi analisis deskriptif dari distribusi jawaban responden, uji kontruksi alat pengukuran yaitu uji validitas dan uji reliabilitas, uji asumsi klasik, uji regresi linear sederhana, uji regresi linear moderasi dan uji hipotesis.

Hasil penelitian ini menunjukkan bahwa 1) *Employee Personality Extraversion* dan *Employee Personality Agreeableness* berpengaruh signifikan ke arah korelasi negatif terhadap *Deviant Workplace Behavior*, 2) *Organizational Culture* berpengaruh signifikan ke arah korelasi negatif terhadap *Deviant Workplace Behavior*, 3) *Perceived Organizational Support* tidak memoderasi pengaruh *Employee Personality Extraversion* dan *Employee Personality Agreeableness* terhadap *Deviant Workplace Behavior*, 4) *Perceived Organizational Support* memoderasi pengaruh *Organizational Culture* terhadap *Deviant Workplace Behavior*.

Kata Kunci : *Employee Personality, Organizational Culture, Perceived Organizational Support, Deviant Workplace Behavior*

ABSTRACT

This research aims to investigate the impact of Employee Personality and Organizational Culture on Deviant Workplace Behavior with Perceived Organizational Support as a moderating variable. The dependent variable in this study is Deviant Workplace Behavior, while the independent variables are Employee Personality and Organizational Culture. Additionally, Perceived Organizational Support is employed as the moderating variable. The research methodology employed is quantitative.

The population in this study consists of employees at the BKPSDMD Kab. Brebes. The sample size in this research is 63 respondents, selected using a nonprobability sampling method with a saturation sampling technique. The data used are primary data obtained through the distribution of questionnaires to all employees at BKPSDMD Kab. Brebes. The research method is conducted using the statistical tool IBM SPSS version 26. Data processing includes descriptive analysis of respondent answer distribution, testing the measurement instrument's validity and reliability, classical assumption tests, simple linear regression analysis, moderation analysis, and hypothesis testing.

The results of this research indicate that: 1) Employee Personality Extraversion and Employee Personality Agreeableness have a significant negative correlation with Deviant Workplace Behavior. 2) Organizational Culture has a significant negative correlation with Deviant Workplace Behavior. 3) Perceived Organizational Support does not moderate the influence of Employee Personality Extraversion and Employee Personality Agreeableness on Deviant Workplace Behavior. 4) Perceived Organizational Support moderates the influence of Organizational Culture on Deviant Workplace Behavior.

Keywords: *Employee Personality, Organizational Culture, Perceived Organizational Support, Deviant Workplace Behavior.*