

ABSTRACT

Companies can survive in competition with competitors if supported by human resources (HR) who are professional and have expertise in their fields. Workers are human resources for companies that have an important role in a company. The movement of the company's wheels will run well if human resources have good productivity. Worker productivity depends on various factors and conditions, one of which is physical condition. The existence of workload and uncomfortable conditions experienced by workers will lead to counterproductive work behavior (Daniarsyah, 2020). Counterproductive work behavior is defined as behavior that has a negative impact on the company. Social exchange theory is the underlying theory that distributive justice and workload are actions influenced by internal factors. Distributive justice that is not given in accordance with the employee's workload will cause low employee morale and motivation. Social exchange theory tries to explain how distribution payments become one of the service and performance factors of companies that pay employees.

The populace in this consider were representatives of PT Amanah, to be specific specialists, medical attendants and staff. With a test of 44 individuals. Information collection methods are carried out by implies of a survey or survey. The legitimacy test of the survey utilizing SPSS calculation will be compared with the r Table esteem at 5% centrality and the unwavering quality test is calculated utilizing Cronbach alpha. The investigate information investigation procedure is different straight relapse and derated Relapse Investigation (MRA), to test the inquire about speculation utilizing the t test and f test utilizing the SPSS computer program application. From the comes about of speculation testing (t test) gotten the comes about that there's a positive and critical impact between wokload on counterproductive work behavior. And there's a negative impact of distributive justice as a directing variable on counterproductive work behavior. So it can be said that the speculation is acknowledged. Thus it can be concluded that there's a critical impact between workload, and distributive justice as a directing variable on Counterproductive work behavior at PT Amanah.

Keywords: Workload, PT. Amanah, Counterproductive work behavior, Distributive Justice