

## RINGKASAN

Penelitian ini merupakan penelitian survey yang dilakukan pada guru MTs Negeri di Kabupaten Banjarnegara. Penelitian ini berjudul “Pengaruh Stres Kerja Terhadap *Counterproductive Work Behaviour* (CWB) dengan *Perceived Organizational Support* (POS), *Agreeableness*, dan *Conscientiousness* sebagai Variabel Moderasi”.

Tujuan dari penelitian ini yaitu untuk mengetahui pengaruh stres kerja terhadap *Counterproductive Work Behaviour* (CWB), yang dimoderasi oleh *Perceived Organizational Support* (POS), *Agreeableness*, dan *Conscientiousness*. Jenis penelitian ini adalah penelitian kuantitatif dengan teknik pengambilan data yaitu *cross section*. Jumlah responden dalam penelitian ini sebesar 132 orang.

Berdasarkan hasil penelitian dan analisis data dengan menggunakan SEM-PLS, menunjukkan bahwa: (1) Stres Kerja berpengaruh positif dan signifikan terhadap *Counterproductive Work Behaviour* (CWB), (2) *Perceived Organizational Support* (POS) tidak memoderasi hubungan Stres Kerja terhadap *Counterproductive Work Behaviour* (CWB), (3) *Agreeableness* tidak memoderasi hubungan Stres Kerja terhadap *Counterproductive Work Behaviour* (CWB), dan *Conscientiousness* tidak memoderasi hubungan Stres Kerja terhadap *Counterproductive Work Behaviour* (CWB).

Implikasi dalam penelitian ini adalah stres kerja pada guru dapat memicu perilaku kontraproduktif (CWB), seperti menurunnya kualitas pengajaran, meningkatnya ketidakhadiran, dan interaksi negatif dengan siswa serta rekan kerja. Oleh karena itu, sekolah perlu memberikan dukungan yang tepat untuk membantu guru mengelola stres, mengurangi CWB, dan menciptakan lingkungan pendidikan yang lebih positif dan produktif.

Kata Kunci : Stres Kerja, *Counterproductive Work Behaviour* (CWB), *Perceived Organizational Support* (POS), *Agreeableness*, *Conscientiousness*

## **SUMMARY**

*This research is a survey research conducted on state MTs teachers in Banjarnegara Regency. This study is entitled "The Effect of Job Stress on Counterproductive Work Behavior (CWB) with Perceived organizational support (POS), Agreeableness, and Conscientiousness as Moderating Variables".*

*The purpose of this study was to determine the effect of work stress on counterproductive work behavior (CWB), which is moderated by Perceived organizational support (POS), Agreeableness, and Conscientiousness. This type of research is quantitative research with data collection techniques, namely cross section. The number of respondents in this study amounted to 132 people.*

*Based on the results of research and data analysis using SEM-PLS, it shows that: (1) Job Stress has a positive and significant effect on Counterproductive work behaviour (CWB), (2) Perceived organizational support (POS) does not moderate the relationship of Job Stress to Counterproductive work behaviour (CWB), (3) Agreeableness does not moderate the relationship of Job Stress to Counterproductive work behaviour (CWB), and Conscientiousness does not moderate the relationship of Job Stress to Counterproductive work behaviour (CWB).*

*The implication of this study is that job stress in teachers can trigger counterproductive behaviors (CWB), such as reduced teaching quality, increased absenteeism, and negative interactions with students and colleagues. Therefore, schools need to provide appropriate support to help teachers manage stress, reduce CWB, and create a more positive and productive educational environment.*

*Keywords : Work Stress, Counterproductive work behaviour (CWB), Perceived organizational support (POS), Agreeableness, Conscientiousness*