

ABSTRAK

Suyatmi. 160541100060. Pengaruh *Self Control* Terhadap *Countraproductive Work Behavior* pada Satpam di Universitas Trunojoyo Madura. Skripsi Program Studi Psikologi, Fakultas Ilmu Sosial Dan Ilmu Budaya. Universitas Trunojoyo Madura. 2023

Beberapa factor yang digunakan untuk mengukur kinerja karyawan, yaitu factor internal pribadi karyawan dan factor eksternal yang berada diluar kondisi pribadi karyawan. Salah satu factor internal yang digunakan untuk mengukur kinerja karyawan trunojoyo Madura. Tujuan penelitian ini adalah untuk menguji pegaruh *self control* terhadap *countraproductive work behavior* pada kinerja satpam. Lokasi penelitian ini yaitu di Universitas Trunojoyo Madura. Jumlah sampel pada penelitian ini sebanyak 70 responden. pengumpulan data menggunakan skala *self control* dan *countraproductive work behavior* berbentuk skala ordinal dari likert. Analisis yang digunakan yaitu uji regresi linear sederhana dengan bantuan SPSS 23 for windows. Berdasarkan olah data yang telah dilakukan menunjukkan beberapa hasil, yaitu terdapat pengaruh variabel *self control* terhadap variabel *countraproductive work behavior* yang bernilai positif. Hal ini sesuai dengan uji regresi linear sederhana yang telah dilakukan, dimana didapat koefisien X sebesar 0.236. menyatakan bahwa setiap penambahan 1 % nilai *self control* maka nilai *countraproductive work behavior* bertambah 0.236 berdasarkan nilai R square ditemukan hasil sebesar 5.6 % Hasil kontribusi yang disumbangkan oleh variabel *self control* kepada variabel *countraproductive work behavior*, sedangkan 94.4 % lainnya dipengaruhi oleh factor lain di luar penelitian. Nilai koefisien pengaruh (r) diperoleh sebesar 0.295 yang diinterpretasikan bahwa terdapat pengaruh yang cukup rendah antara variabel *self control* terhadap *countraproductive work behavior* pada satpam di Universitas Trunojoyo Madura.

Kata kunci : *Self control, Countraproductive Work Behavior, Satpam*

ABSTRACT

Suyatmi. 160541100060. The Effect of Self Control on Counterproductive Work Behavior on Security Guards at Trunojoyo University, Madura. Psychology Study Program Thesis, Faculty of Social Sciences and Cultural Sciences. Trunojoyo Madura University. 2023

Several factors are used to measure employee performance, namely the employee's personal internal factors and external factors that are beyond the employee's personal condition. One of the internal factors used to measure the performance of Trunojoyo Madura employees. The purpose of this study was to examine the effect of self-control on counterproductive work behavior on security guard performance. The location of this research is Trunojoyo Madura University. The number of samples in this study were 70 respondents. data collection using a self-control scale and counterproductive work behavior in the form of an ordinal scale from Likert. The analysis used is a simple linear regression test with the help of SPSS 23 for windows. Based on the data processing that has been carried out, it shows several results, namely that there is an influence of the self control variable on the counterproductive work behavior variable which has a positive value. This is in accordance with the simple linear regression test that has been carried out, where an X coefficient of 0.236 is obtained. stated that for every 1% addition of the self control value, the counterproductive work behavior value increased by 0.236 based on the R square value found a result of 5.6% The results of the contribution contributed by the self control variable to the counterproductive work behavior variable, while the other 94.4% were influenced by other factors outside the research . The coefficient of effect (r) was obtained at 0.295 which is interpreted to mean that there is a fairly low influence between self control variables on counterproductive work behavior in security guards at Trunojoyo University, Madura.

Keywords: Self control, Counterproductive Work Behavior, Security Guard