

HUBUNGAN *POWER DISTANCE* DAN *COUNTERPRODUCTIVE WORK BEHAVIOR* (CWB) PADA PEGAWAI NEGERI SIPIL (PNS) DI YOGYAKARTA

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ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *power distance* dan *Counterproductive work behavior* atau CWB pada pegawai negeri sipil yang bekerja di kantor walikota Yogyakarta. Hipotesis dalam penelitian ini adalah terdapat hubungan yang negatif dan signifikan antara *power distance* dan *counterproductive work behavior*. Metode pengambilan data dilakukan menggunakan skala *Likert* yang disebarakan kepada pegawai negeri sipil yang bekerja di Badan Kepegawaian Pendidikan dan Pelatihan (BKPP) serta Dinas Penanaman Modal dan Perizinan (DPMP) yang bekerja di kantor walikota Yogyakarta. Skala *Power distance* dibuat sendiri dengan mengacu pada teori Hofstede (2010). Sedangkan skala *Counterproductive work behavior* diadaptasi dari Robinson dan Bennett (2000). Skala *Power distance* memiliki koefisien reliabilitas sebesar $\alpha = 0.814$ dan skala *counterproductive work behavior* memiliki koefisien reliabilitas sebesar $\alpha = 0.932$, interpersonal $\alpha = 0.874$, organisasi $\alpha = 0.926$. Teknik analisis yang digunakan dalam penelitian ini adalah uji korelasi *Rank Spearman's Rho*. Teknik analisis non-parametrik ini digunakan karena sebaran data yang tidak terdistribusi secara normal. Hasil dalam penelitian ini menunjukkan bahwa tidak ada hubungan yang signifikan antara *power distance* dan *counterproductive work behavior* ($r = -0.114$, $p = 0.215$).

Kata Kunci : *Power Distance*, *Counterproductive work behavior*, Pegawai Negeri Sipil

**THE RELATIONSHIP BETWEEN POWER DISTANCE AND
COUNTERPRODUCTIVE WORK BEHAVIOR (CWB) IN CIVIL SERVICE
OFFICER (PNS) IN YOGYAKARTA**

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Abstract

The current study was aimed to investigate the relationship between power distance and counterproductive work behavior or CWB on civil service officer who work in the mayor's office in Yogyakarta. The hypothesized in this study was that there was a negative relationship between power distance and counterproductive work behavior. Survey data were collected was Likert scale that was distributed to who worked in Badan Kepegawaian Pendidikan dan Pelatihan (BKPP) and Dinas Penanaman Modal dan Perizinan (DPMP) who worked in the mayor's office in Yogyakarta. The Power distance scale was developed by researcher based on Hofstede's theory (2010), while the counterproductive scale of work behavior was adapted from Robinson and Bennett (2000). The scale of power distance had a reliability coefficient of $\alpha = 0.814$ and the scale of counterproductive work behavior had a reliability coefficient of $\alpha = 0.932$. The author used Rank Spearman Rho correlation's test to analyze the data. This study used non-parametric analysis technique because the unusual data distributed on both scale. The results of the current study showed that there was no significant relationship between power distance and counterproductive work behavior ($r = -0.114$, $p = 0.215$). The implication of the result was discussed

Key word : Power Distance, Counterproductive work behavior, civil servant