

THE ROLE OF VALUES AS MODERATOR BETWEEN PERCEIVED ORGANIZATIONAL SUPPORT AND COUNTERPRODUCTIVE WORK BEHAVIOR

Andri Setia Dharma
Rostiana
Tarumanagara University

ABSTRACT

The aim of this study is to examine values as a moderator in correlation between perceived organizational support (POS) and counterproductive work behavior (CWB) on employees of X company. CWB is defined as voluntary behavior that violates organizational norms/rules that can threaten the well-being of the organization and its member. Perceived organizational support is the degree to which employees believe that the organization values their contribution and cares about their well-being. While values defined as a guidance that help to balance individual needs in life and other social entity. This study involved 313 participants who are working in X company, using convenience sampling. The analysis of moderation effect in this study is using Moderated Regression Analysis (MRA). Result of this study show that that values (self enhancement, self transcendence, openness to change, and conservation) do not act as moderator in correlation between POS and CWB.

Keywords: Counterproductive Work Behavior, Perceived Organizational Support, Values, Moderator.