

**HUBUNGAN BUDAYA ORGANISASI DENGAN *COUNTERPRODUCTIVE*  
*WORK BEHAVIOR* PEGAWAI NEGERI SIPIL  
KANTOR WALOKOTA SOLOK**

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**ABSTRAK**

Penelitian ini bertujuan untuk mengetahui Hubungan Budaya Organisasi Dengan *Counterproductive work behavior* Pada Pegawai Negeri Sipil Kantor Walikota Solok. Penelitian ini dilakukan pada pegawai negeri sipil Kantor Walikota Solok dengan jumlah sampel 87 orang, metode penelitian menggunakan penelitian kuantitatif dengan teknik pengambilan sampel total sederhana (*simple total sampling*). Adapun alat ukur yang digunakan dalam penelitian ini adalah skala budaya organisasi dan skala *counterproductive work behavior*. Hasil koefisien validitas pada skala budaya organisasi berkisar antara 0,308 sampai dengan 0,796. Hasil koefisien validitas pada *counterproductive work behaviour* berkisar antara 0,334 sampai dengan 0,811. Dengan koefisien reliabilitas budaya organisasi sebesar 0,948 dan pada skala *counterproductive work behaviour* sebesar 0,949. Berdasarkan hasil penelitian, diperoleh nilai korelasi sebesar  $r = -0,709$  dengan taraf signifikansi 0,000, uji hipotesis menunjukkan hubungan budaya organisasi dengan *counterproductive work behavior* pada pegawai negeri sipil Kantor Walikota Solok dan hubungan keduanya adalah negatif. Hal ini menunjukkan bahwa ada hubungan yang sangat signifikan antara budaya organisasi dengan *counterproductive work behaviour* pada pegawai negeri sipil Kantor Walikota Solok dengan taraf rendah. Adapun besar sumbangan efektif dari variabel budaya organisasi dengan *counterproductive work behaviour* sebesar 50,3%.

**Kata kunci :** budaya organisasi, *counterproductive work behaviour*, pegawai negeri sipil, kantor walikota, solok

**THE RELATIONSHIP BETWEEN ORGANIZATIONAL CULTURE AND  
COUNTERPRODUCTIVE WORK BEHAVIOR OF CIVIL  
SERVANTS AT THE SOLOK MAYOR'S OFFICE**

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**ABSTRACT**

*This study aims to determine the relationship between organizational culture and counterproductive work behavior among civil servants at the Solok Mayor's Office. This study was conducted on civil servants at the Solok Mayor's Office with a sample of 87 people, the research method used quantitative research with a simple total sampling technique. The measuring instruments used in this study were the organizational culture scale and the counterproductive work behavior scale. The results of the validity coefficient on the organizational culture scale ranged from 0.308 to 0.796. The results of the validity coefficient on counterproductive work behavior ranged from 0.334 to 0.811. With a reliability coefficient of organizational culture of 0.948 and on the counterproductive work behavior scale of 0.949. Based on the results of the study, a correlation value of  $r = -0.709$  with a significance level of 0.000 was obtained, the hypothesis test showed a relationship between organizational culture and counterproductive work behavior among civil servants at the Solok Mayor's Office and the relationship between the two was negative. This indicates a highly significant relationship between organizational culture and counterproductive work behavior among civil servants at the Solok Mayor's Office, with a low level of effectiveness. The effective contribution of organizational culture to counterproductive work behavior is 50,3%.*

**Keywords:** *organizational culture, counterproductive work behavior, civil servants, mayor's office, Solok*