

ABSTRACT

In a work environment there are many problems that often occur. This can be seen from several factors that occur in a work environment, one of which is workplace bullying. Employees are exposed to repeated negative work-related behaviors or actions, public humiliation, and intimidation. One of the factors that causes workplace bullying is the authoritarian leadership style. This study aims to determine the relationship between authoritarian leadership style and workplace bullying among PT. X. This research method uses a quantitative approach with a total of 50 employees as subjects. The results of this study indicate that there is a relationship between authoritarian leadership style and workplace bullying among PT. X. The correlation test obtained a correlation coefficient (r_{xy}) = 0.950 and was positive, with a p value = $<.001$, which means that there is a significant positive relationship between authoritarian leadership style and workplace bullying at PT. X.

Keyword : workplace bullying, the authoritarian leadership style, employees

ABSTRAK

Di dalam suatu lingkungan kerja banyak permasalahan yang sering terjadi, Hal ini dilihat dari beberapa faktor yang terjadi di dalam suatu lingkungan kerja, salah satunya yaitu *workplace bullying*. Karyawan mendapat perilaku atau tindakan negatif terkait pekerjaan secara berulang, penghinaan di depan publik, dan juga intimidasi. Salah satu faktor yang menyebabkan *workplace bullying* yaitu gaya kepemimpinan otoriter. Penelitian ini bertujuan untuk mengetahui hubungan antara gaya kepemimpinan otoriter dengan *workplace bullying* pada karyawan PT. X. Metode penelitian ini menggunakan pendekatan kuantitatif dengan jumlah subjek 50 orang karyawan. Hasil penelitian ini menunjukkan bahwa terdapat hubungan antara gaya kepemimpinan otoriter dengan *workplace bullying* pada karyawan PT. X. Uji korelasi memperoleh nilai koefisien korelasi (r_{xy}) = 0.950 dan bernilai positif, dengan nilai $p = <.001$ yang artinya terdapat hubungan positif yang signifikan antara gaya kepemimpinan otoriter dengan *workplace bullying* pada karyawan PT. X.

Kata kunci : gaya kepemimpinan otoriter, *workplace bullying*, karyawan