

ABSTRAK

Penelitian ini bertujuan untuk mengetahui hubungan antara *workplace incivility* dengan kinerja karyawan pada karyawan kontrak di perusahaan Tita Wijaya Bengkulu. Hipotesis yang diajukan adalah ada hubungan negatif antara *workplace incivility* dengan kinerja karyawan pada karyawan kontrak di perusahaan Titan Wijaya Bengkulu. Subjek dalam penelitian ini berjumlah 30 orang yang berkarakteristik karyawan kontrak. Pengambilan data penelitian ini menggunakan Skala *workplace incivility* dan Skala kinerja karyawan. Teknik analisis data yang digunakan adalah korelasi *product moment* dari Karl Pearson. Berdasarkan hasil analisis data diperoleh koefisien korelasi (R) sebesar -0,424 dengan $p = 0,010$. Hasil tersebut menunjukkan bahwa terdapat hubungan negatif yang signifikan antara *workplace incivility* dengan kinerja karyawan. Diterimanya hipotesis dalam penelitian ini menunjukkan koefisien determinasi (r^2) sebesar 0,179 variabel *workplace incivility* menunjukkan kontribusi sebesar 17,9% terhadap kinerja karyawan dan sisanya 82,1% dipengaruhi oleh faktor lain yaitu kepribadian, kompensasi, komunikasi, kepemimpinan, dan insentif.

Kata kunci : *workplace incivility*, kinerja karyawan

ABSTRACT

This study aims to determine the relationship between workplace incivility with employee performance on contract employees in the Tita Wijaya Bengkulu company. The hypothesis proposed is that there is a negative relationship between workplace incivility and employee performance in contract employees in the Titan Wijaya Bengkulu company. The subjects in this study were 30 people who were characterized by contract employees. Retrieval of data in this study uses a scale workplace incivility and employee performance scale. The data analysis technique used is the product moment correlation from Karl Pearson. Based on the results of data analysis obtained correlation coefficient (R) of -0.424 with $p = 0.010$. These results indicate that there is a significant negative relationship between workplace incivility with employee performance. Acceptance of the hypothesis in this study showed a coefficient of determination (r^2) of 0.179 wrkplace incivility variables showed a contribution of 17.9% to employee performance and the remaining 82.1% was influenced by other factors namely personality, compensation, communication, leadership, and incentives.

Keyword : *workplace incivility, employee performance*