

ABSTRACT

Employee behavior in the workplace will have significant consequences for the health of the organization as a whole. In the negative lens, counterproductive work behavior becomes the focus of attention in the context of human resource management and organizational productivity. Counterproductive behavior can be caused by a variety of factors, one of which is the personality of the employee. (Baloch et al., 2017). Dark personality traits are considered to be the dark side of personality that is rarely studied in Indonesia. Besides, work stressors are presented as catalysts of the impact of dark personalities on the emergence of counterproductive work behaviour in employees.

This research employs a quantitative approach with a population of functional employees in the planning locus at the Central Java Provincial Development Planning Agency (Bappeda). The respondent sampling technique in this study uses a census method, thus the research includes the entire population within the functional planning positions. The research data was obtained through a questionnaire distributed online to 50 respondents holding functional planning positions at the Central Java Provincial Development Planning Agency (Bappeda). The analytical technique used is PLS Regression analysis with the Warp-PLS program to determine the effect of independent variables on the dependent variable.

This research aims to analyze the influence of each dimension of dark personality properties and dimensions on the stressors working at the functional office with the locus of planners in Bappeda Province of Central Java. The results of the testing of the hypothesis showed that the dimensions on the variable of the dark personality characteristics, have a positive and significant influence on the emergence of counterproductive work behavior. Thus, in this case, the managers of Bappeda Province of Central Java can carry out further evaluation of effective mitigation strategy efforts to minimize counterproductive behaviour and improve the overall health of the organization through personality and effective work stress management for employees.

Keywords: *Counterproductive Work Behavior, Dark Personality Traits, and Work Stressors*