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The Role of HRM Policies Change in The Relationship between Job Satisfaction and Counterproductive Behavior

Thesis

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Administration*

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Abstract

Job satisfaction is a critical aspect to talk about as it is one of the main determinants of organization's success, its effect on employee counterproductive work behavior is hard to measure.

The purpose of this study is to examine the effect of job satisfaction on counterproductive work behavior mediated by motivation and communication satisfaction. The questionnaire was used as the survey method of collecting data of the study. Correlation coefficient, Regression analysis, descriptive analyses were the methods used to analyze the data gathered. The analyses revealed that there is a significant correlation between job satisfaction and counterproductive work behavior mediated by motivation while there is no significant correlation between job satisfaction and counterproductive work behavior mediated by communication satisfaction. Therefore the study recommends that human resources management department should focus on applying a very effective motivation programs as it has an impact on the relationship between job satisfaction and counterproductive work behavior.

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