

# **The Influence of Perceived Organizational Support and Work Stress on Counterproductive Behavior in an Islamic Economic Perspective (Study on Central Lampung Employees)**

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## **Abstract**

This thesis aims to determine the influence of perceived organizational support and work stress on counterproductive behavior in an Islamic economic perspective (Study on Central Lampung Employees). Some of the reasons behind this research are because based on the research that has been carried out, that it gets a number of employees who experience work stress, it can be caused by the absence of bonuses given, or jobdesc that does not match their expertise. So that it shows the existence of deviant behavior carried out by employees in the company with various types such as: returning home faster and damaging existing facilities at the company, leaving late, and working unprofessionally. The research method used in this study is the quantitative method. The population used in this study was all employees in Central Lampung. Researchers chose the probability sample type, which is a simple random sampling method with a total sample of 98 people. Next is to analyze the data using the Likert scale with the method used is Partial Least Square (PLS) technique.

**Keywords:** Perceived Organizational Support, Work Stress, Counterproductive Behavior

## **1. Introduction**

Human resources (HR) have the most important role in the success of an organization. Every company definitely wants competent human resources in doing work. To face this fierce competition, companies must manage human resources as well as possible in order to increase employee productivity. Human Resource Development (HR) is one of the most important elements in an organization, both government and private organizations. HR at its core requires the form of people employed by the organization as mobilizers, thinkers and planners to achieve company goals. Between the organization and employees is actually a reciprocal relationship where the organization needs employees to be able to achieve goals, and on the other hand the organization provides the feedback needed by employees in accordance with what is mutually agreed upon. In this context, the employee is faced with the situation of whether he or she can meet the organization's demands for the standards of the established capacity for the achievement of the organization's goals (Basalamah & Sugiharto, 2021). Work is something that is important for everyone to do, because by working a person is able to fulfill the needs of his life. Allah Almighty has prepared sustenance for the earth and the earth for whoever does the work. In generating employee productivity, organizational support is needed and respecting their work

contributions. Productivity is important in a company when it is associated with the activities and activities it carries out. Productivity is a measure that expresses how well resources are organized and utilized to achieve optimal results. Corporate social responsibility is a responsibility to the overall relationship between the company and its stakeholders. These relationships include consumers, employees, the public, owners/investors, governments, and suppliers who are able to influence the work of subordinates (Rosilawati et al., 2021). According to Sri Wahyuningsih Productivity is a measure of how productive a process produces an output, productivity is also interpreted as a ratio between inputs and outputs, productivity is also interpreted as a ratio between inputs and outputs. Inputs are often limited to labor inputs, whereas outputs are measured in the physical unit of form and value. Productivity is also defined as the level of efficiency in producing goods and services (Wahyuningsih, 2018).

Counterproductive behavior is an action that has a bad impact on the organization because it can hinder all efforts made by the organization to achieve its goals. There are several things that can affect the emergence of Counterproductive behavior, one of which is the low Perception of Organizational Support provided between superiors and subordinates or with other employees. Organizational support on employee work will form an employee Perception called Organizational Support Perception. The support of the organization provided, in the form of decent wages and social benefits, establishes good relations between superiors and subordinates, provides adequate facilities so as to create good working conditions (Sudarma & Murniasih, 2016). The behavior received by the employee will be recorded as stimulus and organized and interpreted as the perception of organizational support. The perception of organizational support can be considered well if the support is positive and the organization is able to appreciate the contribution they provide, so that the organizational support provided by superiors greatly affects the perception of employees so that it can improve employee performance in the organization (Novira & Martono, 2015). Another thing that can influence the appearance of Counterproductive behavior is Work Stress. In an organization, each employee has their own workload, so that things cannot be confused with other employees. Work stress is a feeling felt by every employee when they get excessive pressure from third parties or the burden felt has exceeded what is on them (Basalamah & Sugiharto, 2021).

Employees are people who are able to do work to produce goods and services both to meet their own and community needs, both inside and outside the employment relationship. Company is any form of business that is permanent and continuous and is established, works and is domiciled in the territory of the Republic of Indonesia for the purpose of obtaining profit or profit. There are many companies located in the middle of the area, besides that in central Lampung it has also produced many products, such as sugar, palm oil, and also cocktail or pineapple products. One of them is a company that produces sugar, namely GMP, GPM, SIL, and ILP companies. Based on the pre-research conducted, researchers found that there were employees who experienced work pressure when they were completing their jobs. In addition, based on interviews that have been conducted with several employees who are in central Lampung, if they are still doing work outside of their working hours, such as overtime, and completing work that is not in accordance with the skills they have. So this really makes employees feel that the workload they have is very much. In addition, the perception of support provided by employees to the organization is sufficient, but it does not rule out the possibility that employees do not carry out behaviors that can harm the organization. The organization's support is an employee's belief that the company appreciates the contributions they make. This perception greatly affects productivity carried out by employees, when employees believe that their work contributions are appreciated and their well-being is guaranteed then it can increase employee productivity Organizational support that employees feel has an important role to play in employee productivity. The theory used in Perceived Organizational Support is the Theory of Organizational Support which comes from the theory of Rhoades & Eisenberg explaining where the relationship between employees and organizations is an interconnected relationship. If an employee feels that they are getting high organizational support, then he or she will give them a contribution and responsibility to the company, and get in themselves to continue to do their best. Organizational support is an expected employee of the organization in which he works (Rhoades & Eisenberger, 2002). While work stress is a situation where the individual receives something that exceeds his own capacity. In research conducted by Northcraft, there are two forms of sources of work stress, namely fusion for not being able to tolerate the current situation last. In Islam, Work is necessary

done by everyone, besides that in Islam also teaches that every creature is encouraged to respect others. Every company must consist of leaders as well as subordinates. This is explained in the Quran in Sura Al-Jatsiyah verse 13 :

وَسَخَّرَ لَكُمْ مِمَّا فِي السَّمَاوَاتِ وَمِمَّا فِي الْأَرْضِ جَمِيعًا مِنْهُ ۗ إِنَّ فِي ذَلِكَ لَآيَاتٍ لِّقَوْمٍ يَتَفَكَّرُونَ

*“And He hath subdued for you that which is in heaven and that which is on earth all, (as a mercy) from Him. Indeed, there are really signs (of God's dominion) for the thinking people” (Q.S. Al-Jatsiyah-13)*

The verse above explains that God has provided what is in heaven and what is on earth and so on that is prepared for the interests and basic needs of man. All these gifts and goodness require man to devote all his efforts to thanking God's favor and moving the mind in pondering the signs of greatness and wisdom created by God. The breadth, majesty and multiplicity of God's creatures demonstrate the perfection of God's power. The various benefits and interests, both ukhrawi and temporal, found in the creation of the heavens and the earth show that God does whatever He wills. That way, we as good Muslims, understand what to do.

## 2. Theory and Hypothesis

### A. Theory

#### a) **SOR Theory (Stimulus – Organism – Response)**

This theory was put forward by Hovland et al. in 1953. The principle of this theory is a response that is a backlash from the individual when receiving stimuli from the media. One can expect or foresee a link of effects between mass media messages and audience reactions, it can also be said that the effect caused is a special reaction to the response stimulus, so one can expect and estimate the congruence between the message and the communicant reaction. This theory originally originated from psychology which later became a theory in communication. This theory originally originated from psychology which later became a theory in communication. This is a natural thing because the material objects of psychology and communication science are the same, namely human beings whose psyche includes components such as attitudes, opinions, behaviors, cognitions, and affectives. Attitudes can change if the stimulus that hits really exceeds what is inside. (Effendy, 2003). The application in this study is about the perception of organizational support, Work Stress on Counterproductive Behavior. The stimulus in this study is Perceived Organizational Support and Work Stress. If the stimulus receives attention from the organism, then this stimulus is continued to the next process, namely the organism. The organism processes the stimulus so that there is a willingness to act for the stimulus it has received. The design organisms in this study were employees who felt the behavior of the organization. The response in this study is Counterproductive behavior. This theory can be the basis that behavior change depends on the quality of the stimuli that occur in it.

#### b) **Perceived Organizational Support**

##### **Theory of Perceived Organizational Support**

According to Eisenberg in the theory of Perceived Organizational Support states that if the employee considers that the organizational support he receives is high, then the employee will unite the membership as a member of the organization in his or her identity and then develop a more positive relationship and perception of the organization. By demonstrating a positive attitude and work behavior consistent with what the organization expects, employees can demonstrate that they care about the organization and the achievement of organizational goals (Rhoades & Eisenberger, 2002). Perceived Organizational Support is a person's feelings for the organization to support and treat employees well, indicators: excellent support, rewards in the organization and working conditions. In organizations, a good reciprocal relationship between employees and organizations is indispensable. One of the things that employees and organizations must have

is commitment. According to Rhodes and Eisenberger, four main categories of treatment perceived by employees have a relationship with perceived organizational support. The four things are as follows : Fairness, Supervisor Support, Organizational Reward, and Job Conditions. (Rhoades & Eisenberger, 2002).

c) **Work Stress**

**Theory of Work Stress**

This theory is based on the theory put forward by Bem that people feel that they have lost control of the situation that developed at that time. So that this can cause work stress in each employee and increase harmful behavior (Asnawi, 1999). All activities carried out by employees in the company can cause inconvenience or work stress if the work exceeds the employee's ability capacity. This greatly affects the performance produced by each employee. According to Pandi Affandi (in Milafatul Qayyimah) the Work Stress indicator is divided into 5 scale statements, namely: *Task Demands* are factors that are attached to a person's work such as work layout conditions, physical layout, *Role demands* relating to the pressure exerted on a person as a function of a certain role played in an organization. *Interpersonal demands* however, are pressures created by other employees, *Organizational structure* description of agencies colored by unclear organizational structure, lack of clarity regarding positions, roles, authorities, and responsibilities, the leadership of the organization gives the organization a management style. Some parties in it can create an organizational climate that involves tension, fear and anxiety (Qoyyimah et al., 2020).

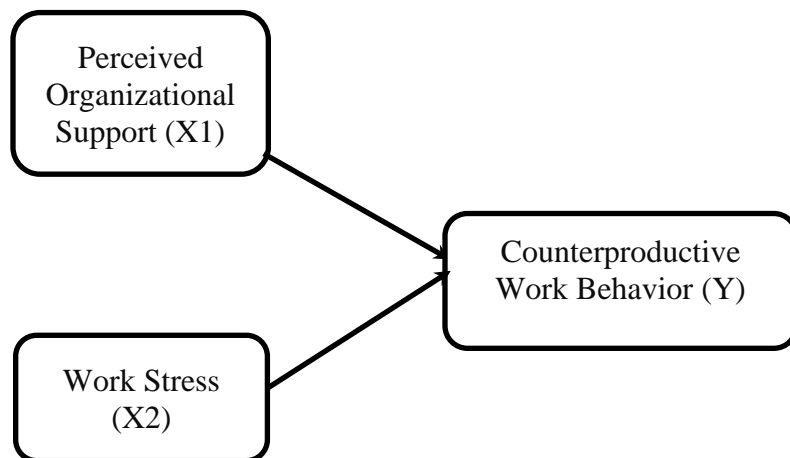
d) **Counterproductive Behavior**

**Theory of Counterproductive Behavior**

Spector's (1975) Theory of Organizational Frustration Aggression states that in an organizational setting, in response to the frustration it experiences, Employees are reluctant to confront their managers head-on with violent behavior in the organization as a result of their frustration. The employee may decide to show aggressiveness indirectly or confidentially as a result of displeasure with the conditions of the organization. Employees can engage in aggressive behavior in a variety of ways, such as by sabotaging organizational plans, wasting time and resources, damaging workspaces, delaying or withholding the results of their work, complaining excessively at work, or acting disinterested in their work (apathy about work) (Suyasa, 2018). Counterproductive behavior is the intentional behavior of members of the organization that threatens the performance of the organization and has the potential to harm the individual and the organization as a whole in achieving organizational goals. Counterproductive Work Behavior is behavior that has a detrimental effect on the organization and their members, actions that include CWB, namely organizational aggressiveness, antisocial behavior, delinquency and others (Hidayah, 2019). To understand and know the behavior produced by the employees who work in the company. So according to there are several indicators of Counterproductive Behavior that can be a benchmark, namely: Behaviors that can hinder goals rather than the organization, Behavior that can be detrimental to the organization, Behavior that limits the amount of working time less than required by the organization, Behaviors that cannot provide effective work results (Utami et al., 2018).

**B. Hypothesis**

In Sugiyono's opinion, "The hypothesis is a temporary answer to the formulation of the problem. Because it is still temporary, it needs to be proven true through the empiric data collected. In this study, the author had two independent variables which are influencing variables and there are dependent variables whose results are indicated by the existence of these independent variables. The independent variables in this study are Perceived Organizational Support and Work Stress, while the dependent variables in this study are Counterproductive Behavior. The following is the research framework of the study:



### 3. Research Methods

The type of research approach used in this study is the Quantitative approach. Quantitative Research is a research method in the form of numbers or numeric to prove or find the results of the title problem discussed which is used to research in certain populations or samples, sampling techniques are generally carried out randomly, data collection using research instruments, data analysis is quantitative or statistical with the aim of testing predetermined hypotheses. The relationship used in this study is casual. A casual relationship is a causal relationship, consisting of an Independent variable and a Dependent Variable. So this study provides an overview of the Influence of Perceived Organizational Support (X1) and Work Stress (X2) on Counterproductive Behavior (Y) in Central Lampung Employees. Population is a generalized area consisting of objects or subjects that have certain qualities and characteristics that are determined by the researcher to be studied and then drawn conclusions. The population used by researchers in this study was all employees in Lampung Tengah. A sample is a portion of the number and characteristics possessed by that population, or a small part of a member of a population taken according to a certain procedure so that it can represent its population. If the population is large, and it is impossible for the study of everything in the population, for example, there are time or energy constraints, then the study can use samples taken from the largest population. For this reason, the samples taken from the population must be truly representative. The sampling technique in this study used techniques in the form of random sampling or probability sampling (Sugiyono, 2017).

#### Data collection techniques

Observation is a data collection technique that has specific characteristics because observation is not limited to people but also includes other natural objects. Data collection techniques with observation are used in research when it comes to human behavior, work processes, natural symptoms and when the respondents observed are too large. The observation process is characterized by observation, and also the interpretation of the results of information (Wekke Suardi, 2019). Dissemination of questionnaire questionnaires to employees in Lampung Tengah Questionnaires in the form of closed or open questions given to respondents through Google Forms and distributed online. The questionnaire technique used in this study is closed, that is, respondents can only answer according to the answer choices that have been provided which are contained from each indicator of the research variables. The questionnaire used in this study used a likert scale questionnaire. The following is an assessment of the likert scale used in this study :

**Table 1. Skala Likert**

Answer	Score
Strongly Disagree	1
Disagree	2
Disagree	3
Agree	4
Strongly Agree	5

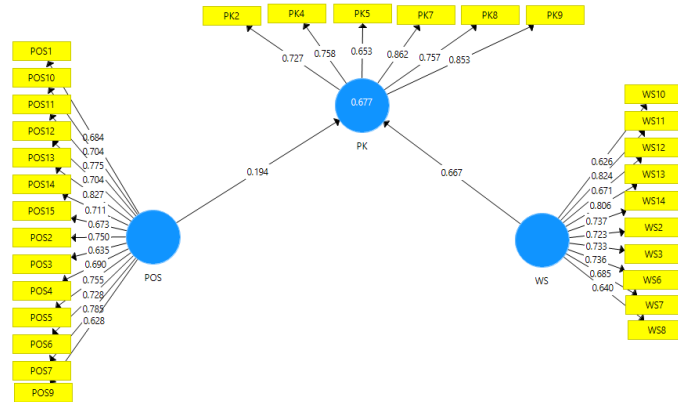
A research instrument is a tool used to collect or measure data from the object of research variables. In order to get the right data for conclusions that are in accordance with the actual situation, effective and consistent and accurate tools are needed in providing data on the results of the study. The instrument or tool used in this study was in the form of a questionnaire. Questionnaires are used to investigate the subject's opinion on a matter or to disclose to the respondent. A questionnaire or questionnaire is a number of questions or questions used to obtain sample information in a study. As for the measurement scale used in the form of a likert scale, this type of scale is used to measure a person's opinion related to social phenomena. The liker scale is a scale that contains five levels of answers related to the respondent's approval of several statements or questions raised by the respondent ahead of the answer options that have been provided. The likert scale consists of five levels of varied answers ranging from disagreeing to strongly agreeing.

#### **Validity and Reliability**

Validity test is the degree of accuracy between the data contained in the field where the study is located and the data reported by the researcher to obtain valid data intended for the research instrument. Testing the validity of instrument items is carried out with the help of SmartPls3 or SPSS21 for windows. The output produced from processing SmartPls3 or SPSS is calculated data to better find out whether the value is significant or not, so a correlation test is carried out compared to  $r_{hitung}$ . The validity test is used to determine the feasibility of the items in a list of questions in defining a variable and is used to measure the accuracy of an item in the questionnaire. Reliability tests are related to the issue of trust in instruments. Instrument reliability testing is carried out using cronbach alpha with a rule of thumb value of 0.6 and for the value to be reliable, the value must be above the value  $r$ . Coefficient Determination (R2) is a way to assess how large an endogen construct can be explained by an exogenous construct. The coefficient value of determination (R2) is expected to be between 0 and 1.

## **4. Result And Discussion**

Respondents by age were grouped into 4 groups, namely between 17-25 years, between 26- 35 years, between 36-40 years and over 40 years. The results showed that respondents with an age range of 17-25 years were 30 people or 30.6%. Respondents with an age range of 26-35 years were 24 people or 24.5%. Respondents with an age range of 36-40 years were 8 respondents or 8.2%. Respondents with an age range of more than 40 years were 36 respondents or 36.7%. By gender there are men and women. The results showed that the number of men was 58 respondents or 58.1% and female respondents were 42 people or respondents or 42%.



**Fig 2 : Result of SmartPLS**

Based on the figure above, it shows that the Perceived Organizational Support (X1) construct is measured by 14 indicators and Work Stress (X2) is measured by 10 indicators, and Counterproductive Behavior (Y) is measured by 6 indicators. From each indicator, a bias is given in order to find out whether the respondent gave an answer in earnest or not. It turns out that the results given by the respondents are answered correctly according to the question. Furthermore, the relationship to be studied (hypothesis) in this study is shown by arrows between constructs. Based on the results above, researchers distributed a questionnaire of 98 respondents, where for the Perceived Organizational Support (X1) variable indicator there were 15 Questionnaire items but there was 1 invalid questionnaire item, namely POS8. Furthermore, the Work Stress (X2) variable is 14 but there are 4 invalid variables, namely WS1, WS4, WS5, and WS9. Furthermore, the Counterproductive Behavior (Y) variable amounted to 9 Questionnaire items but there were 3 invalid questionnaire items, namely CWB1, CWB3, and CWB6. Reliability is to measure the consistency of the questionnaire which is an indicator of a variable or construct. The study tested reliability using Cronbach's Alpha and Composite Reliability values. First, looking at the value of Composite Reliability, which is a group of indicators that measure a variable has good composite reliability where the value is > 0.6 then the variable can be declared to meet Composite Reliability.

**Table 2 : Composite Reliability**

Variabel	Composite Reliability	Caption
<i>Perceived Organizational Support</i>	0,937	Reliabel
<i>Work Stress</i>	0,915	Reliabel
Perilaku Kontraproduktif	0,898	Realiabel

Based on the table above, the Composite Reliability value in each variable has a value of > 0.6. Therefore, these results can show that all research variables have met the value standards of composite reliability, so that all are declared reliable. Next, looking at the value of Cronbach's Alpha is to measure the lower limit of the reliability value of a construct so that the value of Cronbach's alpha > is 0.6. Then a variable can be declared reliable or meet Cronbach's alpha. Here are the cronbach's alpha values of each variable in this study:

**Table 3 : Cronbach's Alpha**

Variabel	Cronbach's Alpha	Caption
<i>Perceived Organizational Support</i>	0,929	Reliable

<i>Work Stress</i>	0,896	Reliable
Counterproductive Work Behavior	0,862	Reliable

Based on the table above, the value of Cronbach's Alpha in each variable has a value of  $> 0.6$ . Therefore, these results can show that all research variables have met the value standards of Cronbach's Alpha, so they are considered reliable. Based on the data that has been processed, the next stage of conducting hypothesis testing. In hypothesis testing using t-statistical values  $>1.96$  and P-values 5% (0.05). For the t-statistical value  $>1.96$  then and if the P-values  $<0.05$  then the hypothesis is accepted. The following is a table of the results of the hypothesis tests that have been carried out.

**Table 4 : Hypothesis**

Variable	Original Sample	Sample Mean	Standard Deviation	T-Statistics	P-values
POS – PK	0.194	0.195	0.099	1.947	0.052
WS – PK	0.667	0.675	0.090	7.394	0.000

Based on the test results shown in the table above, these results show that Perceived Organizational Support has a positive but not as effective influence on Counterproductive Behavior. This result is reinforced by the showing of a statistical value of  $>1.96$  which is 1,947 and a value of P-values of 0.052. This can be interpreted to mean that Perceived Organizational Support has a positive effect but does not lead to results on counterproductive behavior in company central Lampung. This can be interpreted to mean that the variable has no influence on the emergence of counterproductive behavior.

Based on the test results shown in the table above, these results show that Work Stress has a significant positive influence on Counterproductive Behavior. This is reinforced by the statistical value of  $>1.96$  which is 7,394 and the value of P-Values of 0.000. This can be interpreted to mean the higher the Work Stress behavior that exists in a company in central Lampung, then it can also increase Counterproductive Behavior in it, it can certainly harm the company and vice versa.

Based on the results of tests that have been carried out, perceived organizational support has no influence on counterproductive behavior. Furthermore, Work Stress has a positive and significant influence on Counterproductive Behavior. There is a recapitulation of data on the hypothesis test results seen from supported and not supported as follows:

**Table 5 : Hypothesis Recapitulation**

	Hypothesis	Caption
H1	The effect of perceived organizational support on counterproductive behavior in Central Lampung employees	No Supported
H2	The effect of work stress on counterproductive behavior in Central Lampung employees	Supported

This study consists of three variables, namely the variables Perceived Organizational Support (X1), Work Stress (X2), and Counterproductive Behavior (Y). The total respondents in this study were 98 respondents, from the total respondents divided into 55 respondents or 56.1% male and 43 female respondents or 43.9%. Respondents were dominated by Men. From the results of the previously tested study, it is explained that the results of the data instruments that have been answered by respondents to measure independent variables, namely Perceived Organizational Support and Work Stress, as well as dependent variables, namely Productive Behavior.



**a. The Effect of Perceived Organizational Support on Counterproductive Behavior**

Based on research that has been carried out, it shows that these results do not match the hypothesis, namely that there is a positive but not significant influence on Counterproductive Behavior. This is evidenced by the T-value of  $1.947 < 1.96$  and the P-values of  $0.052 > 0.05$ . Where Perceived Organizational Support has an effect but not significant on the emergence of counterproductive behavior. Original Sample (O) 0.194 of these results shows that Perceived Organizational Support has a positive effect on Counterproductive Behavior. This can be interpreted as a result that shows that the Company located in Lampung Tengah has appreciated the contribution made by employees, but this does not rule out the possibility that there are still many employee complaints that are not heard by the company so that there are still many deviant behaviors in the company. That way, it can be argued if the Perceived Organizational Support does not affect the emergence of Counterproductive Behavior in the company. A strong Perceived Organizational Support can change behavior for a more viable company because employees are more supportive of change in return to organizational benefits (Stephen, 2022). This is in accordance with the Organizational Support Theory theory proposed by Eisenberg, that if the employee considers that the organizational support he receives is high, then the employee will unite membership as a member of the organization in his identity, and then develop a more positive relationship and perception of the organization (Rhoades & Eisenberger, 2002).

The results of this research test are in line with research from Indah Wijayanti that the perception of organizational support in the company affects the activities in it, and that the positive perception given by employees to the company is important in advancing the company or organization. A person's feelings for the organization in supporting and treating employees well are the meaning of the perception of organizational support (Wijayanti, 2014). Therefore, a boss in the company is required to pay more attention to the comfort that exists in employees, that way employees can provide positive reciprocity in the form of positive perceptions as well. In a communication that exists in the company, either directly or indirectly, it is very important to give it to employees to give them motivation to be as good at work and not to do things that can harm the company. When the employee feels happy, calm and comfortable, the employee can produce appropriate work, work that is in accordance with procedures and is also effective and efficient of course. But if employees feel that they are not to be appreciated then they can do things that can harm employees, such as being lazy at work, chatting and being unprofessional at work. In Islam, respecting others is an important thing to do. Employees should be able to respect each other and be able to work together in achieving the same goals.

Perceived Organizational Support that has no influence on Counterproductive Behavior proves that the employees of the Central Lampung. are not aware of the counterproductive behavior they carry out in the company. Although there is organizational support in the company, it does not change the behavior they do. This makes the employees of the company unable to decide what kind of behavior they should do in the company. The results of this analysis do not accept hypothesis one that perceived organizational support (X1) has no effect on counterproductive behavior in employees of the Central Lampung.

**b. The Effect of Work Stress on Counterproductive Behavior**

Based on the research that has been done shows that such results are according to the hypothesis, namely that there is a positive and significant influence on Work Stress on Counterproductive Behavior. This can be proved by the T-statistical value of  $7.394 > 1.96$  and the P-Value of  $0.000 < 0.05$ . Workplace Stress significantly affects Counterproductive Behavior. Original Sample (O) 0.667 of the results showed that Work Stress had a positive effect on Counterproductive Behavior. It can be interpreted that Work Stress is an action that greatly influences counterproductive behavior that happened to Lampung Tengah employees. According to Maria Steinish, et al posit work stress as a result of situations with simultaneous exposure to high job demands (for example, intense work) and low job control (for example, reducing controls over work, skills and various tasks) (Steinisch et al., 2014). This is in accordance with the theory of Behavioral Barriers proposed by BEM, that work stress can increase contradictory behavior in the company (Asnawi, 1999). In addition to this, this research is in line with previous research, namely Ni Putu Eva Destriana and Sagung

Kartika Dewi (2021) with the title "The Influence of Organizational Justice and Work Stress on Counterproductive Work Behavior" stating that Work Stress has a positive and significant influence on Counterproductive Behavior. In addition, it was strengthened by a study conducted by Hariyanti Nugraheni and Salamah Wahayuni entitled "The Influence of Narcissism and Job Stressors on Work Behavior Counterproductive With Negative Emotional Responses (Anger) as a Mediator" states that Job Stress has an influence on Counterproductive Behavior (WahyunI, 2016) . The existence of Stress in the Organization is extra demands about a person. From the perspective of stress as a stimulus, stress as a response, and stress as a stimulus response, work stress is conceptualized. An environmentally focused technique is stress as a stimulus. According to the concept of stimulus, stress is the force that forces a person to react to stress. According to this theory, stress results from the interaction between environmental stimuli and personal responses (Vilzati et al., 2016).

Therefore, the existence of work stress in the company needs to be reconsidered by employees and also superiors who work in the company, so that the biggest thing does not hinder the production results produced. When work stress is increasingly encountered, it can also hinder the company from developing and progressing. Providing facilities and comfort is an important thing to give to employees to overcome work stress. Counterproductive behavior in the company is a behavior that can interfere with productivity in the company, So that if this increases, it can reduce employee performance. Employees who show counterproductive behavior can be because something happened in the company so that it can cause deviant behavior. Work is not in accordance with procedures, or the occurrence of delays in work is included in the deviant things that often occur in the company. This suggests that Work Stress is one of the important things that need to be considered to determine the good and bad behavior of their employees. The less Work Stress they experience, the more it will reduce the counterproductive behavior that occurs. Vice versa, if Work Stress is high, it will be able to add to the counterproductive behavior that employees do in the company. The results of this analysis accept hypothesis two that Work Stress has positive and significant influence on Counterproductive Behavior in Employees located in Central Lampung. Results of this study according to the statement expressed in the research of Anies Said Basalamah and Hari Sugiharto that the impact of eliminating work stress is the emergence of deviant behavior in the enterprise. This statement is reinforced by research showing that there is a significant relationship between Job Stress and Contradictory Behaviors where the higher the amount of work stress experienced by employees, the higher the counterproductive behavior that exists in a company (Destriana & Dewi, 2021).

**c. The Influence of Perceived Organizational Support and Work Stress Affects Counterproductive Behavior in an Islamic Economic Perspective**

**1) Perceived Organizational Support in Islamic Economic Perspective**

The results of this study which states that Perceived organizational Support has a positive and insignificant effect on counterproductive behavior is in line with the previous discussion about Perceived Organizational Support in an Islamic perspective, as affirmed in the word of Allah SWT.

يَا أَيُّهَا النَّاسُ إِنَّا خَلَقْنَاكُمْ مِنْ ذَكَرٍ وَأُنْثَىٰ وَجَعَلْنَاكُمْ شُعُوبًا وَقَبَائِلَ لِتَعَارَفُوا ۗ إِنَّ أَكْرَمَكُمْ عِنْدَ اللَّهِ أَتْقَاكُمْ ۗ إِنَّ اللَّهَ عَلِيمٌ خَبِيرٌ ۝

*"O man, verily We created you from a man and a woman and made you nations and tribes so that you might know one another. Indeed, the noblest among you by God's side is the most devout among you. Indeed, Allah is All-Knowing again." (QS. Al-Hujurat [49]:13)*

In Islam, respect for others or others is a symbol of the application of tolerance in responding to differences, whether in the form of words, culture, religion or ethnicity from other people in the surrounding environment. Muhammad Ali Ash Shobuni explained the meaning of the above verse in his book of interpretations showatut tafasir that man was created from the same origin and was created from mother and father, so that man should not boast or be proud - proud in the name of his father's father,

grandfather's grandfather, and the number of nasab. Because the same series of us comes from the ground. And God made you a group of kabilah groups so that you would know each other not to boast of each other's groups. For the noblest person on God's side is not one who is of the seed of an important person or a good nasab, but a noble person in the world and hereafter is the one who is most devoted to God. And indeed Allah knows what is hidden in his servant's servant and what appears to be his servant's servant and Allah also knows which of his servants is sholeh and which is disobedient to him (Shobuni, 1996). Perceived Organizational Support can be interpreted as the perception of organizational support provided to employees, so this has two possibilities, namely organizational support provided internally or Organizational Support provided externally to employees in Lampung Tengah. Therefore, to increase the positive perception generated by employees, the company can provide balanced results to employees. Muhammad Ali Ash Shobuni explained in his book of interpretation shofwatut Tafasir that what is meant by the above verse is a blessing to fellow human beings, especially Muslims, to respect each other even to do more than what his brother has done or given him. For example, if any of our brothers give a gift or greeting then we should give more appreciation or greetings than our brother. And indeed God is to count every practice of his servant, both small and great practice.

## 2) Work Stress in Islamic Economic Perspective

According to Islam, work stress is an important thing to pay attention to, because Islam interprets stress as a trial from Allah Almighty that can cause heart disease. Islam teaches several strategies to manage stress, namely with sincerity, intention, and having a sense of satisfaction with what has been done. Sincere is an important thing to have in man, for when man is engaged in work sincerely, then he will not feel the burden that is felt enough in solving the problem or work. One of the indicators of Work stress is Satisfaction. Allah said

وَقُلْ أَعْمَلُوا فَسَيَرَى اللَّهُ عَمَلَكُمْ وَرَسُولُهُ وَالْمُؤْمِنُونَ وَسَتُرَدُّونَ إِلَىٰ عِلْمِ الْغَيْبِ وَالشَّهَادَةِ فَيُنبِّئُكُم بِمَا كُنتُمْ تَعْمَلُونَ

*"And Say: "Work ye, and Allah and His Messenger and the believers shall see your work, and ye shall be returned to (Allah) Who knows the good and the real, and he will preach unto you what ye have done (QS Attaubah [9] ;105).*

A human being works in a company that surely wants a satisfaction that is obtained when completing a task that his boss gives him and it is proportional to the results they get. However, when humans are dissatisfied, liver disease will arise and can cause work stress. When the task is completed, a sense of satisfaction unrelated to the result will be felt. This is in accordance with the hadith of the Prophet narrated by Abu Hurairah RA, he said "The Messenger of Allah SAW once said, look at the person below you, do not look at the person above you. That way you do not take little into the favors of God that you receive." (HR. Bukhari Muslim). It can be concluded that satisfaction in work is closely related to the conditions and feelings of a person imposed on him. When a person works with totality and feels that he is satisfied with what is done, that person will not feel stressed at work.

## 3) Counterproductive Behavior in an Islamic Economic Perspective

Islam has forbidden mankind to do deeds that are not commendable, in companies doing behavior that is not in accordance with procedures is a behavior that can hinder the development of the company. An indicator of Constructive Behavior in Islamic Economics is Responsibility. Corporate responsibility refers to the obligation of the company to enforce its total stakeholder relations. The current understanding of social responsibility offers guidance that companies are no longer self-serving entities but organizations that must make adjustments to their culture and social environment. Islam has taught humanity to continue to be responsible for what they have done. Allah SWT has said in Q.S Al-Mudasir verse 38 :

كُلُّ نَفْسٍ بِمَا كَسَبَتْ رَهِيبَةٌ

*Each self is responsible for what he has done." (Q.S. Al-Mudatsir [74]: 38)*

His bad deeds, he was bound by his deeds and had been rolled around his neck and had the right to go to hell. When people want to advance or retreat then surely they are responsible for what has been done, except for the right, because they are doing good. The right group in question is a group of people who do work sincerely. From the above verse it can be explained that Allah Swt. commanded His Messenger and His faithful servants to be firm and keep walking on the straight path. Because it is a means that helps to gain victory over the enemy and counteract all their resistance. Then God forbids being overreaching, for indeed this attitude brings self-destruction, even in behaving towards the wicked. Allah Swt. also tells us that He is all-seeing of all the deeds of His servants, He will not neglect anything and there is nothing vague for Him. Ali ibn AbuTalhah has narrated from Ibn Abbas in relation to the meaning of *latarkanu*, that the meaning in question is that you should not be diplomatic. Al-Aufi has narrated from Ibn Abbas, that the meaning in question is inclined to hypocrisy. Abul Aliyah said, the meaning in question is that you should not be willing to do their deeds. Ibn Jarir has narrated from Ibn Abbas, that the meaning in question is that you shall not be inclined to those who persecute. This opinion is quite good, the point is that you should not ask for help from persecuted people, because it becomes as if you are willing to do their deeds.

## 5. Conclusions

From the results of the research above, several conclusions can be put forward as follows:

1. Based on the research conducted There is a positive but not significant influence on Perceived Organizational Support on Counterproductive Behavior. This can be interpreted to mean that Perceived Organizational Support has no influence on the existence of counterproductive behavior that occurs in the company. So that with the perception of support in the organization, this does not change the behavior of employees and superiors in the company.
2. Based on the research conducted there is a positive and significant influence on Work Stress on Counterproductive Behavior. This can be interpreted to mean that with the high work stress experienced by employees during the work, there will also be more and more behaviors that are not in accordance with expectations, behaviors that can harm the company or damage other employees. The higher the work stress rate in the company, the higher the counterproductive behavior.
3. Islamic Economic Perspectives The perception of organizational support in Islam is a positive thing to do, in Islam respecting each other is a symbol of the application of tolerance and is beneficial to be able to reduce the counterproductive behavior that occurs in the company. According to Islam, it is considered that work stress is an important thing to pay attention to, because Islam interprets stress as an ordeal from Allah SWT that can cause liver disease. Islam teaches several strategies to manage stress, namely with sincere intentions, and having a sense of satisfaction with what has been done. Counterproductive Behavior in the Islamic Economic perspective says that it is not a commendable behavior to do. In a company, carrying out behavior that is not in accordance with procedures is a behavior that can hinder the development of the company.

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