

ABSTRAK

Masa depan Indonesia ditentukan oleh kualitas sumber daya manusia, khususnya generasi milenial. Dalam konteks menghadapi problem kasus fraud di Indonesia, tentunya kita berharap generasi milenial relatif lebih steril dari nilai-nilai *permisif* terhadap perilaku *fraud*. Lingkungan kerja yang negatif (*deviant workplace behavior*) dapat mempengaruhi kinerja karyawan dalam suatu organisasi. Perilaku *fraud* akan berdampak pada kinerja karyawan milenial yang buruk. Hal ini juga dapat berpengaruh kepada kinerja organisasi dalam suatu Perusahaan. Survey *fraud* yang dilakukan oleh AFCE (2019), bahwa pelaku *fraud* terbesar dilakukan oleh karyawan dengan presentase 31,8% dan 20% dengan kelompok usia 20 – 35 tahun. Artinya, kebanyakan pelaku *fraud* berasal dari kelompok usia milenial. Penelitian ini bermaksud untuk menganalisis pengaruh *deviant workplace behavior* dan komitmen kerja terhadap karyawan milenial dengan implementasi strategi anti fraud sebagai variabel mediasi di Permodalan Nasional Madani. Penelitian ini menggunakan metode penelitian kuantitatif dan data penelitian ini diambil menggunakan purposive sampling, artinya sampel didasarkan atas ciri-ciri, sifat-sifat atau karakteristik tertentu. Jumlah sampel dalam penelitian ini adalah 140 karyawan milenial di PT Permodalan Nasional Madani. Hasil penelitian menunjukkan bahwa kinerja karyawan milenial berpengaruh signifikan terhadap *deviant workplace behavior* dan komitmen kerja melalui implementasi strategi anti *fraud*.

Kata Kunci : *Deviant Workplace Behavior, Komitmen Kerja, Kinerja Karyawan Milenial, Strategi Anti Fraud*

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ABSTRACT

The future of Indonesia is determined by the quality of human resources, especially the millennial generation. In the context of facing the problem of fraud cases in Indonesia, of course we hope that the millennial generation is relatively more sterile from permissive values towards fraud behavior. A negative work environment (deviant workplace behavior) can affect employee performance in an organization. Fraudulent behavior will have an impact on the poor performance of millennial employees. This can also affect organizational performance in a company. Survey fraud conducted by AFCE (2019), that the biggest fraud perpetrators were employees with a percentage of 31.8% and 20% with an age group of 20 - 35 years. This means that most fraud perpetrators come from the millennial age group. This study aims to analyze the effect of deviant workplace behavior and work commitment on millennial employees with the implementation of anti-fraud strategies as a mediating variable at Permodalan Nasional Madani. This study uses quantitative research methods and this research data is taken using purposive sampling, meaning that the sample is based on certain characteristics, traits or characteristics. The number of samples in this study were 140 millennial employees at PT Permodalan Nasional Madani. The results showed that the performance of millennial employees has a significant effect on deviant workplace behavior and work commitment through the implementation of anti-fraud strategies.

Keywords: *Deviant Workplace Behavior, Job Commitment, Millennial Employee Performance, Anti Fraud Strategy.*

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