

ABSTRAK

Penelitian ini bertujuan untuk mengetahui gambaran *Deviance Workplace Behavior* pada Aparatur Sipil Negara di Kota Lhokseumawe. Penelitian ini menggunakan pendekatan kuantitatif dengan metode deskriptif. Populasi penelitian merupakan Aparatur Sipil Negara di lingkungan Organisasi Perangkat Daerah Kota Lhokseumawe dengan pengambilan sampel menggunakan teknik *Simple Random Sampling*. Data dikumpulkan melalui kuesioner berdasarkan skala *Deviance Workplace Behavior* dari Robinson dan Bennett (2000) yang mencakup dimensi organisasi dan *interpersonal*, kemudian dianalisis secara deskriptif menggunakan *SPSS for Windows*. Hasil penelitian menunjukkan bahwa mayoritas Aparatur Sipil Negara berada pada kategori jarang dalam melakukan *Deviance Workplace Behavior*. Berdasarkan jenis kelamin, baik laki-laki maupun perempuan mayoritas berada pada kategori jarang. Berdasarkan usia, Aparatur Sipil Negara pada kelompok dewasa awal maupun dewasa madya juga mayoritas berada pada kategori jarang. Dapat disimpulkan bahwa Aparatur Sipil Negara di Kota Lhokseumawe cenderung menunjukkan *Deviance Workplace Behavior* pada kategori jarang, terutama perilaku yang berorientasi pada organisasi, seperti pulang lebih cepat, berlama-lama saat istirahat, dan bekerja dengan lambat.

Kata Kunci: Aparatur Sipil Negara, *Deviance Workplace Behavior*, Kota Lhokseumawe

ABSTRACT

This study aims to describe Deviance Workplace Behavior among Civil Servants in Lhokseumawe City. This study employed a quantitative approach using a descriptive method. The population consisted of Civil Servants within the Regional Government Organizations of Lhokseumawe City, with sampling conducted using the Simple Random Sampling technique. Data were collected through a questionnaire based on the Deviance Workplace Behavior scale developed by Robinson and Bennett (2000), which includes organizational and interpersonal dimensions. The data were then analyzed descriptively using SPSS for Windows. The results showed that the majority of Civil Servants were categorized as rarely engaging in Deviance Workplace Behavior. Based on gender, both male and female Civil Servants were predominantly categorized as rarely engaging in such behavior. Based on age, Civil Servants in both the early adulthood and middle adulthood groups were also predominantly categorized as rarely engaging in Deviance Workplace Behavior. It can be concluded that Civil Servants in Lhokseumawe City tend to exhibit Deviance Workplace Behavior at a low frequency, particularly organization-oriented behaviors, such as leaving work early, taking extended breaks, and working slowly

Keywords: Civil Servants, Deviant Workplace Behavior, Lhokseumawe City