

Political Perception, Turnover Intention, and Negligent Behavior of Private Employees in Aceh

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Abstract

This study examines the relationship between perception of politics, job stress, job satisfaction, negligent behavior, turnover intention, and self-reported absenteeism in the work environment. The analysis results show that politics significantly affects job stress and satisfaction, whereas a positive political perception can reduce and increase job satisfaction. Job stress was found to hurt job satisfaction, which ultimately increased negligent behavior in the workplace. Additionally, job satisfaction is vital in reducing negligent behavior and self-reported absenteeism, underscoring the importance of organizational efforts in improving employee satisfaction. In contrast, turnover intention did not significantly correlate with negligent behavior or self-reported absenteeism, suggesting other factors may influence this intention. These findings emphasize the importance of building a positive political perception in the workplace, managing job stress, and increasing job satisfaction to create a more productive and conducive work environment. The study also shows that some relationships between variables are not always significant, so more research is needed to understand more complex interactions in the work environment.

Keywords: Perception Of Politics; Job Stress; Job Satisfaction; Negligent Behavior; Turnover Intention

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INTRODUCTION

Workplace Options (WPO), a leading global company that provides employee wellbeing solutions, recently published the results of a study on work stress and absenteeism. The study involved 24,000 employees from various companies worldwide over three months. The findings show that work stress is a serious problem among global employees, with 45% reporting experiencing stress and 24% reporting conflict at work. This work stress can trigger a variety of physical and emotional symptoms, such as fatigue, headaches, anxiety, and apathy. Furthermore, stress and conflict in the workplace also have the potential to decrease productivity and increase absenteeism. Of those who experienced work stress, 66% reported a decrease in productivity, and 53% said stress caused them to be absent from work.

In the city of Banda Aceh, private employees also face the impact of organizational and political dynamics that affect their psychological conditions and work behavior. The unique geographical and socio-political conditions, unemployment rate, and economic growth influence employees' Banda Aceh work stress levels. Banda Aceh is located in a coastal area vulnerable to natural disasters such as tsunamis and earthquakes. The high unemployment rate in Banda Aceh can also be stressful for employees due to uncertainty about work sustainability. According to data released by BPS, the Open Unemployment Rate (TPT) in Banda Aceh remained at 8.94 in 2021, 8.62 in 2022 and 8.03 in 2023. This is followed by slow economic Growth, which can also lead to uncertainty in careers and jobs, thus increasing stress levels.

Perception of organizational politics is considered a key factor influencing employees' views on policies, practices, and actions in the workplace. How employees interpret and respond to organizational politics can significantly impact critical variables such as intent to exit, negligent behavior, and self-reported absences. Private employees in Banda Aceh face unique challenges in coping with the organization's political dynamics, which can profoundly impact their psychological and work behavior. Understanding how employees in Banda Aceh respond to and interpret organizational politics is essential to identifying the effects of these critical variables.

LITERATURE REVIEW

Political Perceptions

Political perception in the workplace refers to the individual's views and interpretations of the dynamics of power, influence, and interests that play a role in the work environment. Typically, this perception arises when a person feels that actions or decisions in the workplace are driven more by personal or group political motivations rather than the organization's interests as a whole. Power and influence in an organization are essential elements that explain how individuals or groups use their positions to influence decisions and strengthen their positions (Ahmed, 2018; Ul Haq, 2011). These actions are often driven by a desire to achieve personal or group goals, either overtly or covertly, and are usually closely linked to political dynamics in the workplace.

Power in an organization is a person or group's capacity to influence others' behavior to achieve desired results. In general, power in an organization often arises from structural positions or formal authority held by individuals. French Jr. and Raven (1959) classify the five primary sources of power commonly found in organizations. First, the power of legitimacy, which is the power that comes from an official position in the organizational hierarchy, such as that possessed by a manager or supervisor who has the authority to make decisions and give instructions to subordinates, is confirmed by research conducted by Davies et al. (2010). Second, the power of rewards, which relates to a person's ability to provide rewards, such as bonuses, promotions, or exceptional opportunities, to motivate and direct the behavior of others, is confirmed in research conducted by Lin and Schmid (2022). Third, coercive power is based on the ability to impose punishments or negative consequences, such as the threat of dismissal or salary reduction, confirmed in research conducted by Castro-Lopez. Fourth, referent power, which comes from the respect or admiration that others feel for a particular individual, is often related to the individual's charisma or personality, as confirmed in research by Mihai et al. (2016). Finally, expert power,

which is the power that arises from the knowledge or expertise that a person has, so that the person is considered a credible source of information and very valuable to the organization, can be confirmed in research conducted by Kovach (2020).

Interpersonal relationships in the workplace often serve as a form of reciprocal exchange, where each individual gives something that the other party wants or needs to gain a profit. This exchange can be information, support, or valuable opportunities in the work environment (Hochwarter, 2003; Kapoutsis et al., 2011). When someone has access to or can provide valuable resources, they automatically gain influence in the relationship. For example, an employee who masters important information can use it to strengthen his position on the team. Similarly, someone with access to a superior or strategic resource could offer support to expand their network and power. This process often takes place informally and is implicit in everyday interactions. For example, a manager who provides praise or emotional support can motivate employees to work better in return (Hammack, 2011; Hanif et al., 2020). However, if someone feels that the relationship is unbalanced, they may withdraw support or seek out other, more profitable relationships (Vigoda-Gadot et al., 2003; Wang et al., 2024). Interpersonal influence in the workplace is primarily determined by a person's ability to provide valuable access or resources, creating interdependent relationships that can be used to expand their influence (Iqbal Khan et al., 2020; P. Nguyen et al., 2024).

Managers or leaders often use power and influence in an organization to strengthen their positions, both formally and informally. These methods include giving projects or promotions to loyal employees to build loyalty, mastering strategic information that other parties do not have, and forming political alliances to increase collective strength. Charismatic leaders can also manipulate the perceptions of their subordinates to support personal agendas. The influence of this power can have a positive impact, such as improving employee performance and motivation. Still, it can also have an adverse effect, mainly if used for personal gain or through coercive tactics (Hogan & Sherman, 2020). The adverse impact can create internal conflicts and damage productivity. Power used wisely will support the productivity and harmony of the organization, while its abuse will only lead to dissatisfaction and tension.

Interpersonal influence and power in the workplace are interconnected and profoundly impact organizational dynamics (Ferris et al., 2007; Nevicka et al., 2011). When managers use their power wisely, they can create a productive and collaborative environment. For example, giving projects to committed employees is a form of reward and a way to build stronger trust and loyalty, boosting team morale. However, the unethical use of power can backfire. When leaders put personal interests first, choosing colleagues based on proximity or gaining an advantage leads to employee dissatisfaction (J. Blais & Pruysers, 2017; Grosz et al., 2020). Injustice in assignments and rewards can damage team morale and create a toxic work atmosphere (Bogdanovic & Cingula, 2015; Sjöström & Gollwitzer, 2015).

The impact of this dissatisfaction cannot be underestimated; productivity decreases, turnover increases, and organizational performance is threatened. Therefore, leaders must understand how their power and influence can shape the work culture (J. Blais & Pruysers, 2017; Boyne et al., 2010; Kapoutsis et al., 2011). Transparency, honest communication, and fair policies must be implemented to create a positive work environment. The relationship between influence, power, and interpersonal dynamics is complex and requires serious attention from all parties. If organizations can use power constructively, they will harness the full potential of human resources and create an environment that encourages growth, innovation, and maximum performance.

Turnover Intention dan Negligent Behavior

When employees feel unfair in the workload division and the rewards received, this often leads to frustration. Such injustices can manifest in various forms, such as unequal distribution of tasks, lack of recognition of the efforts made, or rewards that are not proportionate to the contributions made (Bray et al., 2022; Luo et al., 2013). This frustration can be rooted in the perception that they are not getting equal treatment compared to their peers. As a result of this



injustice, employees begin to develop an intention to leave the organization, known as turnover intention (A. R. Blais et al., 2020; Iqbal Khan et al., 2020). When employees feel that their work environment is not supportive or does not provide fairness, they are more likely to consider other options outside the organization, such as finding work elsewhere that is more adequate (Chiat & Panatik, 2019; Li et al., 2019).

Dissatisfaction that arises due to injustice can also contribute to negligent behavior. When employees feel that their efforts are not being appreciated or that they are not being treated fairly, their motivation to maintain a high standard of work decreases (Iqbal et al., 2022; Vigoda, 2000). They may feel there is no point in trying harder if the results do not get the recognition they deserve. In this situation, employees may start doing their jobs half-heartedly, which impacts the quality of work and overall productivity of the team. Organizational politics, perceiving the relationship between unfairness, turnover intention, and negligent behavior, shows the importance of creating a fair and supportive work environment (Cropanzano et al., 1997).

Herzberg's Two-Factor Theory distinguishes between two factors affecting job satisfaction and dissatisfaction: Motivating Factors and Hygiene Factors (Bundtzen, 2020; Kakar, 2017). Motivating factors, such as achievement, recognition, responsibility, and opportunities for Growth, directly increase employee job satisfaction (Bundtzen, 2020; Chiat & Panatik, 2019). Employees tend to feel more motivated, committed and engaged when these factors are present in the work environment. Conversely, if these factors are absent, employees can lose the motivation to do well, as they do not feel valued or empowered (AhomkaYeboah & Abdulai, 2016; Jalagat, 2016).

On the other hand, hygiene factors, such as working conditions, salary, relationships with colleagues, and company policies, do not directly increase satisfaction, but their absence can lead to dissatisfaction. If the hygiene factor has been met but the motivator is not there, employees may still feel reluctant to excel because the things that trigger intrinsic satisfaction are not met. When the motivating factor is not sufficiently present, employees can feel stagnant and less motivated, which often triggers negligent behavior (Mosadeghrad, 2014; Vigoda, 2000). For example, they may simply try to meet the minimum standards required or even become apathetic about their responsibilities. In the long run, this condition can contribute to *turnover intention*, where employees begin to think about leaving the organization in search of a more fulfilling work environment (C. N. Nguyen et al., 2023; Zhang et al., 2023). This accumulated dissatisfaction becomes one of the main drivers for employees to look for opportunities outside the organization, which can disrupt the stability and productivity of the organization as a whole.

RESEARCH METHODS

The location of research will take place in the city of Banda Aceh, where Banda Aceh is the capital of Aceh Province so that the research here can provide a representative picture related to political dynamics, the desire to move, and negligent behavior in the private work environment in the central region of Aceh Province. The object of this study was private employees who worked in the city, and the study sample size was taken using Isaac Michael's table with $N = 75000$ and a significance level of 5% obtained from the research sample size of 346 research respondents which was compiled as follows:

Table 1. Target Stage 1 research sample

	Man	Woman	Total
Research Population	50.201	26.091	76.292
Sample	228	118	346

The research took place from August 2024 to mid-September 2024 by involving students as enumerators responsible for collecting data from respondents through a research questionnaire. The enumerator ensures that the information collected is accurate and complete and can also Help answer respondents' questions that may arise during the data collection process (Hair et al., 2022; Izuagbe et al., 2021). The research sample was collected using a multi-stage random sampling



technique. The first division of samples was collected based on the proportion of the gender of private workers domiciled in the city of Banda Aceh, then the sample was taken by taking the proportion per sub-district in the city of Banda Aceh, namely, Baiturrahman, Kuta Alam, Meuraxa, Syiah Kuala, Lueng Bata, Kuta Raja, Banda Raya, Jaya Baru, and Ulee Kareng.

Table 2. Target Stage 2 research sample

District	Man	Woman	Total
Meuraxa	24	13	37
Jaya Baru	24	12	36
Stripe Band	23	12	35
Baiturrahman	29	15	44
Lueng Bata	22	11	33
Kuta Alam	37	20	57
Kuta Raja	14	7	21
Shia Kuala	30	15	45
Ulee Kareng	25	13	38
Total	228	118	346

Data collection from 346 respondents of private employees in Banda Aceh showed significant diversity in education level, length of work, and type of work. Of the total respondents, consisting of 228 men and 118 women, 43.9% (152 people) were high school graduates, 31.2% (108 people) had a diploma education, and 24.9% (86 people) were bachelor's graduates or higher. Based on the length of work, as many as 39.3% (136 people) of respondents had 1 to 5 years of work experience, while 33.8% (117 people) had worked for 6 to 10 years, and 26.9% (93 people) had more than 10 years of experience. The types of jobs undertaken by respondents also vary, with 39.6% (137 people) working in administration, 24.6% (85 people) in marketing, 20.2% (70 people) in production, and 15.6% (54 people) in technical and operational fields. These findings show a dominant distribution of jobs in the administrative and marketing fields, although the production and technical sectors also have significant representation.

RESULTS AND DISCUSSION

Table 3.

	R Square	R Square Adjusted
Job distress	0,033	0,031
Job satisfaction	0,686	0,684
Negligent behavior	0,058	0,052
Self-reported absenteeism	0,249	0,242
Turnover intention	0,032	0,029

The regression analysis showed significant variations in the relationship between dependent variables related to the work environment. First, for job distress, an R^2 value of 0.033 and an adjusted R^2 of 0.031 indicate that this model is only able to explain 3.3% of the variations, indicating that other factors not included in this model have the potential to contribute more to the stress experienced by employees. Furthermore, in the job satisfaction variable, high R^2 values (0.686) and adjusted R^2 (0.684) indicate that the model can explain 68.6% of the variation in job satisfaction, indicating that the independent variables used in the model are highly relevant in predicting employee satisfaction. In contrast, for negligent behavior, low R^2 values (0.058) and adjusted R^2 (0.052) indicate that this model explains only 5.8% of the variation in behavior, indicating that many other variables need to be considered to understand this phenomenon. In the self-reported absenteeism variable, the model explained 24.9% of the variation, with an R^2 value of 0.249 and an adjusted R^2 of 0.242, indicating the potential relevance of the measured factors.

However, there were still other elements that influenced absenteeism. Finally, for turnover intention, the very low R^2 values (0.032) and adjusted R^2 (0.029) indicate that the model accounts for only 3.2% of the variation, so exploring other factors that may contribute to employees' intention to change jobs is essential. Overall, the results of this analysis emphasize the need for a deeper understanding of the variables that contribute to job distress, negligent behavior, and turnover intention, as well as the importance of including additional variables in further research to obtain a more comprehensive picture of the dynamics in the work environment.

Table 4. Construct Reliability and Validity

	rho_A	Composite Reliability	Average Variance Extracted (AVE)
Job distress	0,908	0,909	0,624
Job satisfaction	0,914	0,928	0,590
Negligent behavior	0,783	0,850	0,655
Perception of politics	0,928	0,939	0,631
Self-reported absenteeism	0,702	0,807	0,680
Turnover intention	0,876	0,901	0,646

The test analysis results for job distress, job satisfaction, negligent behavior, perception of politics, self-reported absenteeism, and turnover intention showed important information related to the validity and Reliability of the tested constructs. First, for job distress, the rho_A value of 0.908 and the composite Reliability of 0.909 indicate that this construct has an excellent level of internal consistency. In addition, an Average Variance Extracted (AVE) value of 0.624 suggests that more than 62% of the variation in the measured indicator can be explained by the construct, thus supporting the validity of the convergence. In the job satisfaction variable, the rho_A value of 0.914 and composite Reliability of 0.928 show that this construct also has high internal consistency. However, an AVE value of 0.590 indicates that while this construct is valid, there is little room for improvement regarding the variability described by the indicator. For negligent behavior, a rho_A value of 0.783 and a composite Reliability of 0.850 indicate a good level of internal consistency, although slightly lower than job distress and job satisfaction. An AVE value of 0.655 indicates that this construct can explain more than 65% of the variation in the measured indicators, indicating good validity.

Furthermore, the perception of politics has a high rho_A value (0.928) and composite Reliability (0.939), indicating excellent internal consistency. An AVE of 0.631 indicates that this construct can also explain substantial variations in the indicator. In the self-reported absenteeism variable, the rho_A value of 0.702 and the composite Reliability of 0.807 indicate that this construct has an adequate level of internal consistency, although not as high as other constructs. An AVE value of 0.680 indicates good convergent validity, with more than 68% of the variation in the indicator being explained by this construct. Finally, for turnover intention, a rho_A value of 0.876 and a composite Reliability of 0.901 indicate good internal consistency, with an AVE of 0.646 indicating that this construct also can explain substantial variations in the measured indicators. Overall, the results of these tests show that all the constructs tested have a good level of internal consistency, with most constructs showing adequate convergent validity. This emphasizes the importance of using reliable and valid constructs in research to understand dynamics in the work environment.

Table 5. Specific indirect effect

	Specific Indirect Effects
Perception of politics -> Job distress -> Job satisfaction	0,018
Job distress -> Job satisfaction -> Negligent behavior	-0,031



Perception of politics -> Job distress -> Job satisfaction -> Negligent behavior	0,006
Perception of politics -> Job satisfaction -> Negligent behavior	0,254
Job distress -> Turnover intention -> Negligent behavior	0,018
Perception of politics -> Job distress -> Turnover intention -> Negligent behavior	-0,003
Job distress -> Job satisfaction -> Self-reported absenteeism	-0,008
Perception of politics -> Job distress -> Job satisfaction -> Self-reported absenteeism	0,002
Perception of politics -> Job satisfaction -> Self-reported absenteeism	0,069
Job distress -> Job satisfaction -> Negligent behavior -> Self-reported absenteeism	-0,015
Perception of politics -> Job distress -> Job satisfaction -> Negligent behavior -> Self-reported absenteeism	0,003
Job satisfaction -> Negligent behavior -> Self-reported absenteeism	0,155
Perception of politics -> Job satisfaction -> Negligent behavior -> Self-reported absenteeism	0,125
Turnover intention -> Negligent behavior -> Self-reported absenteeism	-0,050
Job distress -> Turnover intention -> Negligent behavior -> Self-reported absenteeism	0,009
Perception of politics -> Job distress -> Turnover intention -> Negligent behavior -> Self-reported absenteeism	-0,002
Job distress -> Turnover intention -> Self-reported absenteeism	0,018
Perception of politics -> Job distress -> Turnover intention -> Self-reported absenteeism	-0,003
Perception of politics -> Job distress -> Turnover intention	0,033

Based on the results obtained from Specific Indirect Effects, the relationships between variables in the research model provide essential insights into the impact of Perception of Politics in the work environment. Perception of Politics significantly influences Job Distress, which is measured at a positive value of 0.018, indicating that a negative perception of political conditions can slightly increase the level of work stress. This reflects that dissatisfaction with the political climate in the workplace has the potential to trigger psychological problems for employees. Furthermore, Job Distress hurts Job Satisfaction, with a value of -0.031, which indicates that increased work pressure tends to decrease job satisfaction and has implications for increasing Negligent Behavior. Employees who feel stressed are more likely to neglect their job responsibilities.

There was a reasonably strong relationship between Perception of Politics and Negligent Behavior through the direct pathway, which was measured at a value of 0.254. This suggests that dissatisfaction with the political conditions in the workplace can increase Negligent Behavior, in which employees become less conscientious and committed to their work. On the other hand, the positive relationship between Job Satisfaction and Negligent Behavior measured at a value of 0.155 suggests that when Job Satisfaction increases, Negligent Behavior tends to decrease. Employees who feel satisfied with their jobs tend to be more responsible and physically present. Turnover Intention also serves as a mediator in the relationship between Job Distress and Negligent Behavior. A value of 0.018 indicates that employees who experience high levels of Job Distress are more likely to consider switching jobs, increasing Negligent Behavior. Although this effect was small, the association confirmed a link between Job Distress and Turnover Intention. In addition, the negative path between Turnover Intention and Negligent Behavior, with a value of -0.050, suggests that although Turnover Intention can affect behavior, it can decrease the rate of Self-Reported Absenteeism. This may mean that employees who plan to leave their jobs tend to be more proactive in attending work before they leave.

Furthermore, Self-Reported Absenteeism showed a varied relationship with other variables. A value of 0.069 from the Perception of Politics to Job Satisfaction pathway indicates that dissatisfaction with political conditions in the workplace may slightly affect the rate of Self-Reported Absenteeism. However, the path from Job Distress to Job Satisfaction with the Self-

Reported Absenteeism rate had a value of -0.008, indicating that although it decreased, its effect on the Self-Reported Absenteeism rate was insignificant. This can mean that employees may still be present at work even if they feel dissatisfied but may behave more disengaged. Overall, this research model emphasizes the importance of creating a positive and supportive work environment, as a negative Perception of Politics can harm employees' mental health and behavior. Although Job Distress can trigger Turnover Intention, some employees may remain present at work, demonstrating the need for Job Satisfaction retention and management strategies to reduce Negligent Behavior and Self-Reported Absenteeism. Therefore, this study underscores the need for targeted interventions to increase Job Satisfaction and reduce dissatisfaction related to organizational politics.

Table 6. Path Coefficients

	T Statistics (O/STDEV)	P Values
Job distress -> Job satisfaction	2,912	0,004
Job distress -> Turnover intention	3,786	0,000
Job satisfaction -> Negligent behavior	3,381	0,001
Job satisfaction -> Self-reported absenteeism	1,115	0,265
Negligent behavior -> Self-reported absenteeism	10,687	0,000
Perception of politics -> Job distress	3,591	0,000
Perception of politics -> Job satisfaction	36,568	0,000
Turnover intention -> Negligent behavior	1,010	0,313
Turnover intention -> Self-reported absenteeism	1,191	0,234

The results of the test analysis showed a significant relationship between various variables in the context of the work environment. First, the relationship between job distress and job satisfaction showed a T Statistics value of 2.912 with a P value of 0.004. This indicates a significant relationship, where increased job distress is associated with decreased job satisfaction. Furthermore, the relationship between job distress and turnover intention showed a T Statistics value of 3.786 and a P-value of 0.000, which also showed a significant relationship. This means that the higher the level of job distress, the greater the employee's intention to change jobs. In the relationship between job satisfaction and negligent behavior, the T Statistics value of 3.381 with a P value of 0.001 shows a significant relationship, where low job satisfaction contributes to the increase in lazy behavior. However, the relationship between job satisfaction and self-reported absenteeism showed a T Statistics value of 1.115 with a P value of 0.265, which is insignificant. This suggests that no clear relationship exists between these two variables in the context studied.

On the other hand, the relationship between negligent behavior and self-reported absenteeism was strong, with a T Statistic of 10.687 and a P-value of 0.000. This suggests that increased lazy behavior is significantly associated with higher absenteeism rates. For the relationship between perception of politics and job distress, a T Statistics value of 3.591 and a P value of 0.000 showed a significant relationship, suggesting that political perception in the workplace may contribute to increased work stress. Furthermore, the relationship between the perception of politics and job satisfaction was strong, with a T Stats of 36,568 and a P-Value of 0.000, indicating that a positive perception of politics in the workplace was associated with increased job satisfaction. Finally, the relationship between turnover intention negligent behavior and self-reported absenteeism showed T Statistics values of 1.010 and 1.191, respectively, with P values of 0.313 and 0.234. These two values were insignificant, meaning there was no clear relationship between the intention to change jobs and lazy behavior or absenteeism in this context. Overall, the results of this analysis underscore some crucial relationships between relevant variables in the work environment, suggesting that job distress and job satisfaction significantly impact employee behavior. At the same time, political perceptions also play an essential role in influencing both constructs.

Table 7. Specific Indirect Effects



	T Statistics (O/STDEV)	P Values
Perception of politics -> Job distress -> Job satisfaction	2,467	0,014
Job distress -> Job satisfaction -> Negligent behavior	2,157	0,031
Perception of politics -> Job distress -> Job satisfaction -> Negligent behavior	1,855	0,064
Perception of politics -> Job satisfaction -> Negligent behavior	3,327	0,001
Job distress -> Turnover intention -> Negligent behavior	0,866	0,387
Perception of politics -> Job distress -> Turnover intention -> Negligent behavior	0,704	0,482
Job distress -> Job satisfaction -> Self-reported absenteeism	0,965	0,335
Perception of politics -> Job distress -> Job satisfaction -> Self-reported absenteeism	0,897	0,370
Perception of politics -> Job satisfaction -> Self-reported absenteeism	1,112	0,266
Job distress -> Job satisfaction -> Negligent behavior -> Self-reported absenteeism	2,177	0,030
Perception of politics -> Job distress -> Job satisfaction -> Negligent behavior -> Self-reported absenteeism	1,848	0,065
Job satisfaction -> Negligent behavior -> Self-reported absenteeism	3,342	0,001
Perception of politics -> Job satisfaction -> Negligent behavior -> Self-reported absenteeism	3,284	0,001
Turnover intention -> Negligent behavior -> Self-reported absenteeism	1,000	0,317
Job distress -> Turnover intention -> Negligent behavior -> Self-reported absenteeism	0,855	0,393
Perception of politics -> Job distress -> Turnover intention -> Negligent behavior -> Self-reported absenteeism	0,693	0,488
Job distress -> Turnover intention -> Self-reported absenteeism	0,990	0,322
Perception of politics -> Job distress -> Turnover intention -> Self-reported absenteeism	0,781	0,435
Perception of politics -> Job distress -> Turnover intention	1,830	0,067

The analysis results showed various relationships between variables in the work environment, mainly focusing on the influence of perception of politics, job distress, job satisfaction, negligent behavior, and self-reported absenteeism. First, the relationship between perception of politics, job distress, and job satisfaction showed a T-statistic value of 2.467 with a P value of 0.014. This indicates that political perceptions significantly affect job stress, which, in turn, is related to job satisfaction. Furthermore, the relationship between job distress, job satisfaction, and negligent behavior showed a T-statistic value of 2.157 and a P-value of 0.031. This indicates that job distress contributes to low job satisfaction, which increases lazy behavior. However, the relationship involving the perception of politics, job distress, job satisfaction, and negligent behavior, with a T Statistics value of 1.855 and a P-Value of 0.064, showed a less significant tendency.

In the relationship between perception of politics and negligent behavior, the T-statistic value of 3.327 and the P value of 0.001 showed a significant relationship. This signifies that a positive perception of politics in the workplace contributes to a reduction in lazy behavior. On the other hand, the relationship between job distress, turnover intention, and negligent behavior showed a T Statistics value of 0.866 with a p-value of 0.387, which showed no significant relationship. Furthermore, the more complex relationship between perception of politics, job distress, turnover intention, and negligent behavior had a T-statistic value of 0.704 and a P value of 0.482, which was also insignificant. Similarly, the relationship between job distress, job satisfaction, and self-reported absenteeism showed a T-statistic value of 0.965 and a P-value of 0.335, indicating no apparent influence. Job satisfaction was significantly related to negligent behavior and self-reported absenteeism, with a T-statistic of 3.342 and a P-value of 0.001. This suggests that increased job satisfaction can reduce lazy behavior and absenteeism. The



relationship between perception of politics, job satisfaction, negligent behavior, and self-reported absenteeism also showed significant values, with a P-value of 0.001.

In contrast, the association between turnover intention negligent behavior and self-reported absenteeism showed a T-statistic value below 1, indicating no significant relationship. The same is also seen in the relationship between job distress, turnover intention, and self-reported absenteeism, which shows insignificant T-statistics and p-values. Overall, the results of this analysis underline that the perception of politics and job distress significantly impact job satisfaction and employee behavior. In addition, the relationship between job satisfaction and negligent behavior, as well as self-reported absenteeism, shows the importance of these factors in creating a positive work environment. However, some more complex relationships suggest that not all interactions between variables significantly influence, emphasizing the need for further research to understand these dynamics in more depth.

DISCUSSION

The analysis showed a complex relationship between political perceptions in the workplace, work stress, job satisfaction, lazy behavior, turnover intention, and self-reported absenteeism. Political perception in the work environment context is understood as the extent to which employees feel that there is an informal political element that influences organizational decisions (Ciocirlan & Pettersson, 2012; Rosen et al., 2017). Organizational political theory states that political perceptions can create uncertainty and a sense of injustice, leading to work stress (Greenberg et al., 1996; Ul Haq, 2011; Vigoda-Gadot, 2002). The analysis results show that political perceptions significantly affect work stress, which in turn negatively affects job satisfaction. Work stress is a physiological and psychological reaction to the imbalance between work demands and resources owned by employees, according to the stress-coping model of Lazarus and Folkman (Chan et al., 2021; Reppi et al., 2020). High work stress is associated with decreased job satisfaction, which can increase lazy behavior, according to the burnout theory, which states that excessive stress reduces intrinsic motivation and contributes to counterproductive behavior (Bolino et al., 2015; Rasool et al., 2021; Reppi et al., 2020). Job satisfaction, as a result of an individual's evaluation of their work, has an essential impact on workplace behavior. Based on Herzberg's two-factor theory, low job satisfaction can trigger lazy behavior and absenteeism, while higher satisfaction levels decrease both negative behaviors (Jalagat, 2016; Khoshnevis & Tahmasebi, 2016). This aligns with the theory of social exchange, where employees who feel well are more likely to reciprocate with better performance and attendance.

Lazy or negligent behavior often appears as a form of reaction to job dissatisfaction and a stress-filled environment, considering that this behavior is part of counterproductive behavior detrimental to the organization (Lareki et al., 2024). This analysis shows that positive political perceptions, as well as high levels of job satisfaction, can reduce lazy behavior, which suggests a link between a conducive work environment and employee motivation to make a positive contribution (Cropanzano et al., 1997; Keles et al., 2011; Zulfikar et al., 2021). Meanwhile, the turnover intention was found to be insignificant to lazy behavior or absenteeism, suggesting that the intention to quit was not necessarily related to direct actions in the current job but rather to a long-term aspiration to leave the organization (A. R. Blais et al., 2020; Oktanofa et al., 2022). Self-reported absenteeism is understood as a form of disengagement in the workplace that can be influenced by low job satisfaction. Based on the theory of withdrawal behavior, dissatisfied employees tend to engage in avoidant behaviors such as absenteeism.

Insignificant relationships between multiple variables, such as job distress, turnover intention, and absenteeism, suggest that the interactions between these variables are not necessarily linear and may be influenced by external factors that have not been studied, such as social support or organizational culture (Jimoh et al., 2020; Lee et al., 2018). The theoretical implications of these findings emphasize the importance of positive political perceptions in reducing negative impacts on work stress and increasing job satisfaction. Organizational management should consider the factors that affect work stress and pursue employee wellbeing

programs to increase satisfaction and reduce counterproductive behaviors. Job satisfaction has proven to be a significant determinant in reducing lazy behavior and absenteeism, so organizations must prioritize policies that can increase job satisfaction, such as providing incentives, career development, and recognition of employee contributions. The study highlights that political perceptions, work stress, and job satisfaction are crucial in shaping employee behavior, especially regarding laziness and absenteeism. However, the insignificant relationship between some variables indicates the complexity of the interaction and the need for further research to understand the dynamics of the work environment more comprehensively, including by considering the variables of moderation, mediation, and other aspects such as organizational culture and psychological climate.

CONCLUSION

Based on the results of the analysis, it can be concluded that political perceptions in the workplace and work stress significantly influence job satisfaction and employee behavior. Positive political perceptions can reduce work stress, increase job satisfaction, and decrease lazy behavior, while high work stress significantly decreases job satisfaction and contributes to counterproductive behaviors such as negligence. Job satisfaction has proven to be a key factor that plays a role in reducing lazy behavior and self-reported absenteeism, confirming the importance of a supportive work environment for employees. In contrast, turnover intention and some complex variable interactions did not significantly correlate with lazy or absent behaviors, suggesting that other factors, such as organizational culture and social support, maybe more influential. These findings underscore the importance of creating positive political perceptions, managing work stress, and improving job satisfaction to create a more productive and healthy work environment.

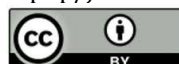
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