

ABSTRACT

Public institution business competition is increasingly fierce. To maintain their ability to compete, especially in terms of human resources, organizations compete to offer their advantages. This study focuses on negative behavior, especially counterproductive work behavior. To reduce the likelihood of counterproductive work behavior, academics, professionals, and governments all have an interest in identifying its causes. Counterproductive work behavior is described as a response to dissatisfaction in the work environment in the form of negative behavior towards the company or employees. This research uses a quantitative research design, where the object of this research consists of 121 permanent nurses at Pandan Arang Hospital, Boyolali Regency. The method in this research uses an online questionnaire, and uses the SEM PLS 4.0 analysis tool. This research found that ethical leadership is negatively related to counterproductive work behavior, ethical leadership is positively related to Job satisfaction, Job satisfaction is negatively related to counterproductive work behavior, and Job satisfaction full mediates the relationship between ethical leadership towards counterproductive work behavior.

Key words: *Ethical leadership, Counterproductive work behavior, and Job satisfaction*