

ABSTRACT

The objective of this study is to establish the correlation between destructive leadership, self-efficacy, and counterproductive work behavior on one of financial institution in Indonesia..

This study employs both quantitative and qualitative research methodologies, utilizing a combination of questionnaires and interviews for data collection. The quantitative aspect of the research involves a sample of 212 regular employees, while the qualitative component involves interviews with 5 employees from a financial institution in Indonesia. The data analyzed using explanatory sequential mixed method design, for quantitative used SPSS AMOS (Confirmatory Factor Analysis and SEM assumptions which is normality assessment, outliers assessment, singularity and multicollinearity assessment, evaluation of residual covariances, reliability and variance extract, also hypothesis testing) and used triangulation method for qualitative method.

The result shows that destructive leadership have a positive and significant effect on counterproductive work behavior and and negative effect on self-efficacy. Whereas self-efficacy also have a positive and significant effect on counterproductive work behavior. It confirmed by the interview from the respondent. Their response is they want to do bad behavior if their leader destroy them, but if they have high self-efficacy, it will reduce their feeling to carry out counterproductive work behavior.

Keywords: *Destructive Leadership, Self-Efficacy, Counterproductive Work Behavior.*