

workplace deviance



Deviance In The Workplace

**Janice Langan-Fox, Cary L.
Cooper, Richard J. Klimoski**

Deviance In The Workplace:

Determinants of Deviance in the Workplace Bella Lise Galperin, 2002 Workplace deviance is becoming an increasingly important issue for organizations Destructive deviant behaviors such as theft workplace aggression and sabotage can result in substantial economic and social costs for organizations To date employee deviance has generally been conceptualized as destructive While deviant behavior may be harmful employee deviance can be constructive and functional as well Employees who engage in constructive deviance such as innovative behaviors can provide organizations with necessary creativity Despite the importance of understanding employee deviance little is known on the determinants of employee deviant behavior In this study the determinants of both destructive and constructive deviance were investigated The relationship between deviance and individual job organizational and cultural factors were examined Furthermore it was proposed that the extent to which people feel confident in performing their roles would have an impact on the relationship between job factors and workplace deviance It was hypothesized that role breadth self efficacy RBSE both moderates and mediates the relationship between job autonomy and deviant behavior The hypotheses were tested using a total sample of employees N 668 from two organizations in Canada n 240 and three organizations in Mexico n 428 While self reports of the employee were used as the primary source of data the co workers perspective was also utilized to complement the research findings The results of the study generally show support for the hypotheses relating to individual job and organizational factors While RBSE mediated the relationship between job autonomy and innovative organizational constructive deviance in the total sample the mediation model for destructive deviance was not supported Similarly the results suggested that RBSE moderated the relationship between job autonomy and constructive deviance but not destructive deviance in the total sample While many of the hypothesized relationships were similar across cultures country specific differences in Canada and Mexico were also observed By identifying the major factors relating to employee deviance this study attempted to increase our understanding of the determinants of both destructive and constructive deviance The findings can provide managers with new insights in finding ways to prevent destructive deviant behaviors such as petty theft and to enhance constructive deviant behaviors such as role innovation Future research directions are also discussed

Analyzing Workplace Deviance in Modern Organizations Sharma, Naman, 2019-09-27 Management leaders must constantly be prepared to correct the deviant behaviors of their employees and redirect the negative energy for the betterment of all Ignoring this type of destructive behavior not only spoils the overall work environment for employees but also risks the loss of quality talented personnel Analyzing Workplace Deviance in Modern Organizations is an essential reference source containing innovative research on best practices for adopting and implementing employee deviance remedial strategies While highlighting topics including conflict resolution cultural issues and deviant behavior this book is ideally designed for executives managers directors business professionals industry practitioners human resources managers policymakers researchers academicians

and students working in management organizational behavior human resources and employee relations fields

Managing Organizational Deviance Roland E. Kidwell, Christopher L. Martin, 2004-12-03 The success of an organization may be dependent on limiting the potential for deviant behavior and if necessary reacting to deviant behavior in a positive way Focusing on the successful management of deviant behavior in the workplace and the role of the organization in creating conditions for this behavior is a crucial topic of study for those interested in Organizational Behavior and Human Resource Management Managing Organizational Deviance goes beyond questions of control to also consider ethical dimensions of conduct As a result it teaches students who will go on to inhabit organizations to become familiar with the ethical implications of deviant and dysfunctional behavior in addition to managing this behavior in an effective way Features and Benefits Has contributions written by recognized experts Includes short cases written specifically for the volume Considers both micro and macro perspectives of deviance and dysfunctional behavior Provides practical guidance to those faced with ambiguous situations of deviant behavior in the workplace by considering the moral implications of deviance for the organization group and individual Cross cultural implications and views of deviance are also explored

Deviance in the Workplace Randy Hodson, Richard L. Simpson, Ida Harper Simpson, 1997-07-25 Talks about deviance in the workplace This book defines deviance as departures from laws or organizational rules by workers managers or an organization as an entity It brings together contributions by scholars in the sociology of work and of crime and deviance and identifies workplace deviance as a subject shared by the two

Perceived Organizational Support, 2006 Previous research has shown that when employees coworkers increasingly participate in actions harmful to the organization s productivity workplace deviance individual employees are more likely to engage in deviant behavior Blau 1995 Robinson O Leary Kelly 1998 In the current studies I examined how this relationship was influenced by perceived organizational support POS I examined tardiness among 23 work groups in a manufacturing organization Study 1 and supervisor rated production deviance among 94 work groups in a retail sales organization Study 2 In Study 1 employees with low POS but not high POS showed an incremental relationship between their work group s tardiness and their own tardiness In Study 2 individuals with high POS showed a reduced relationship between work group production deviance and individual production deviance

Misbehavior in Organizations Yoav Vardi, Ely Weitz, 2016-04-20 This revised edition of Misbehavior in Organizations updates and expands upon the integrative OMB organizational misbehavior framework pioneered by the authors Streamlined for improved readability it covers key topics that have emerged in the scholarly literature in the past decade including insidious workplace behavior bullying and harassment in the workplace information hiding cyberbullying and organizational spirituality A thorough and up to date resource on this crucial and evolving topic in organizational studies this book provides insights on misbehavior at the individual position group and organizational levels

Deviance in the Workplace John A. Zehr, 2004

Workplace Deviance Behaviors Ahmed Mohamed Fathi, 2018 This research study employed a casual comparative

approach to investigating the workplace deviance behaviors of educational leaders in the primary and high schools in Egypt. Random samples of 239 managerial employees in the primary and high schools were selected. The research study measures the workplace deviance behaviors of leaders. Chi squares and t test results revealed that no statistical differences were noted between the primary and high schools with regard to interpersonal deviance, ID, organizational deviance, OD, and workplace deviance.

Deviant and Criminal Behavior in the Workplace Steven M. Elias, 2013-02-11. Workplace crimes are never far from the news. From major scandals like Enron to violent crimes committed by co-workers to petty theft of office supplies, deviant and criminal behavior is common in the workplace. Psychological factors are almost always involved when an employee engages in such behavior. *Deviant and Criminal Behavior in the Workplace* offers insights at the level of the individual employee and also sheds light on the role organizations themselves may play in fostering such criminal behavior. The volume considers psychological factors involved in theft and fraud, workplace violence, employee discrimination, and sexual harassment. It also analyses a number of variables which can influence such behavior, including employee personality, employee emotional processes, experience of occupational stress, organizational culture, organizational injustice, and human resource management practices. The book will be of core interest to those interested in the psychology and sociology of work, organizational behavior, and human resource management.

Ethics, Social Responsibility and Sustainability in Marketing Ipek Altinbasak-Farina, Sebnem Burnaz, 2019-07-03. This book addresses the rising concept of 21st century societal marketing, which entails that marketers should fulfill the needs of their target group in ways that enhance the well-being of a society as a whole. In the past, social responsibility and corporate ethics may not have been the key elements of corporate and business strategy. However, in the last decade, the picture has changed dramatically. Consumers are more concerned about ethical issues and the effects of business activities on the environment and the society. The impact and importance of ethical consumerism is escalating. The consumers are more attentive and expect companies to promote their ethical credentials in order to make them more accountable of their actions. This book also reveals how companies should realize that corporate social responsibility (CSR) is not an illustration of corporate altruism but a source of opportunity and competitive advantage. Finding and following social initiatives as a part of the key business model is proved to be one of the competitive strengths in many instances. This book covers different issues related to ethics, social responsibility, and sustainability in marketing and presents different cases and applications from different countries. Together with the best practices, each case and research is expected to shed light on how to improve the role of marketing in helping to the development and well-being of the society.

The Brave New World of eHRM 2.0 James H. Dulebohn, Dianna L. Stone, 2018-01-23. This book examines the impact of technology on human resource management, exploring eHRM practices such as e-recruitment, e-selection, gamification, e-learning, and e-performance management. It addresses challenges like cyberdeviance and managing contingent workers while providing insights for HR professionals and researchers.

Honesty in the Workplace Kevin R. Murphy, 1993. This

supplement text deals with the difficult issues of how to measure honesty in the workplace and why it should be monitored. The author has pulled together the thoughts of researchers, consultants, educators, and managers on the many facets of employee honesty and presents an overview of the field.

Leadership Süleyman Göker, 2018-09-19. This book, when compared to other books on leadership, is expected to present a new understanding of the essential features of leadership and it varies from the wealth of literature in the following ways: firstly, this book attempts to include leaders at all management levels within an organization and across various sectors. This book also aims to provide experiences and reflections across a variety of sectors and organizational structures rather than focusing on one set of definitions as is the case in current leadership sources. Finally, this book is expected to offer a new perspective addressing and inspiring actual leaders today and potential ones and contributing to the existing debate on leadership.

Adulthood Rita M. Curl-Langager, 2024-04-29. *Adulthood: An Introduction* offers a thorough foundation to learn, consolidate, and apply developmental concepts and current knowledge to the psychology of adult development. It illustrates major ideas with carefully selected research that is widely referenced and topically pertinent to development in early, middle, and late adulthood. This comprehensive text reviews the five domains of development: biological development, cognitive development, personality development, social development, and ecological influences in development. It introduces multicultural perspectives and contexts in these discussions, as well as developmental themes such as nature and nurture, early and later experiences, and the individual's active role. Accompanied by learning objectives and section reviews, vignettes portray numerous adult experiences, and commentaries for students offer additional information and interpretation with the student's perspective in mind. Designed to encourage students to think critically about topics of adulthood in both academic and applied settings, *Adulthood* is appropriate for undergraduate students in psychology and related disciplines such as addiction studies, speech pathology, criminal justice, nursing, and business. Combined with a complete ancillary package, the book provides activities for individuals and groups, critical thinking questions, vignette-specific questions, and responses, perspectives across disciplines, and much more. Additional resources for both students and instructors are available in the book's Support Material.

The SAGE Handbook of Organizational Behavior Julian Barling, Stewart Clegg, Cary L. Cooper, 2008-08-11. This handbook focuses on core micro-organizational behaviour issues, providing students and scholars with an insightful and wide-reaching survey of the state of the field.

ICBAE 2020 Bima Cinintya Pratama, Naelati Tubastuvi, Suryo Budi Santoso, Azmi Fitriati, Robbi Rahim, 2020-10-15. The 2nd International Conference of Business Accounting and Economics (ICBAE 2020) continued the agenda to bring together researchers, academics, experts, and professionals in examining selected themes by applying multidisciplinary approaches. This conference is the second intentional conference held by the Faculty of Economics and Business, Universitas Muhammadiyah Purwokerto, and it is a bi-annual agenda of this faculty. In 2020, this event will be held on 5-6 August at the Faculty of Economics and Business, Universitas Muhammadiyah.

Purwokerto The theme of the 2nd ICBAE UMP 2020 is Economics Strength Entrepreneurship and Hospitality for Infinite Creativity Towards Sustainable Development Goals SDGs It is expected that this event may offer contribution for both academics and practitioners to conduct researches related with Business Accounting and Economics Related Studies Each contributed paper was refereed before being accepted for publication The double blind peer reviewed was used in the paper selection

The Dimensionality of Deviant Employee Behavior in the Workplace Melissa Lynne Gruys,2000 The study which investigated the dimensionality of deviant employee behavior utilized two samples and two data collection methods An undergraduate student sample N 115 and a sample of college alumni N 343 completed self ratings on eighty seven deviant behavior items by indicating whether they would engage in each behavior The alumni sample completed additional ratings which rated the co occurrence of various categories of deviant employee behavior Reliability analysis and LISREL analysis suggest support for the use of eleven categories of deviant behavior 1 Theft and Related Behavior 2 Destruction of Property 3 Misuse of Information 4 Misuse of Time and Resources 5 Unsafe Behavior 6 Poor Attendance 7 Poor Quality Work 8 Alcohol Use 9 Drug Use 10 Inappropriate Verbal Actions and 11 Inappropriate Physical Actions Results suggest that the relationships between the categories of behavior vary across categories Results of principal components analysis using the self ratings suggest a strong common factor underlying all of the categories of deviant behavior Multidimensional scaling analysis using the co occurrence data suggests that deviant behavior categories vary on two dimensions a personal versus impersonal dimension and a task related versus not task related dimension Multidimensional scaling results using the self ratings yield an uninterpretable solution

Organizational Behavior Stephen P. Robbins,Tim Judge,2009 Robbins Judge provide the research you want in the language your students understand accompanied with the best selling self assessment software SAL Some topics include management functions the social sciences helping employees balance work and other responsibilities improving people skills improving customer service motivational concepts communication power and politics conflict and negotiation culture and stress management Globally accepted and written by one of the most foremost authors in the field this is a necessary read for all managers human resource workers and anyone needing to understand and improve their people skills

Workplace Hostility Meridith Pease Selden,2006

Research Companion to the Dysfunctional Workplace Janice Langan-Fox,Cary L. Cooper,Richard J. Klimoski,2007 From personality disorders to wars over territory this book chronicles unravels and reveals the true nature of problems at work uncovering the subversiveness counter productive behaviour and unspoken issues that management struggle with on a daily basis

Decoding **Deviance In The Workplace**: Revealing the Captivating Potential of Verbal Expression

In an era characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its ability to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Deviance In The Workplace**," a mesmerizing literary creation penned with a celebrated wordsmith, readers embark on an enlightening odyssey, unraveling the intricate significance of language and its enduring affect our lives. In this appraisal, we shall explore the book is central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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