ABSTRACT

‘Deviant Workplace Behaviour’ has turned out to be a growing concern among researchers as well as corporate executives, globally, because such negative behaviours have been found detrimental to the financial, economical, physiological and psychological well-being of the entity. Though deviant employees may constitute a minority, their impact on productivity, performance, staff morale and workplace culture has been found to be colossal. Due to this considerable harm, or intentional acts by individuals to inflict harm on the organization or its members, it is an important topic for research purposes to understand it and deal with it seriously. Thus, present study aims: to identify the overall status and prominent typology of deviant workplace behaviour among employees; to understand any demographic variations in deviant workplace behaviour of employees; and further to determine the nature of relationship between deviant workplace behaviour and organizational role stress dimensions. Primary data was collected through a well-structured questionnaire which included two measures; deviant workplace behaviour checklist; and organizational role stress scale, along with demographic profile of the respondents. The sample consisted of 495 employees working in different organizations of the National Capital Region of India. The data obtained was subjected to statistical analysis using independent samples t-test, one-way ANOVA, Pearson product moment correlation and regression analysis to explore the relationships among variables. Results revealed that deviant workplace behaviours were quite prevalent and that too up to a good extent. Abusive and withdrawal behaviour incidences were found high as compared to sabotage, theft and production deviance. It was found that demographic characteristics played a pivotal role in detecting the potential of deviant workplace behaviour incidences. Organizational role stress was found positively related to and significantly predicted, deviant workplace behaviour and its dimensions. This research has created theoretical value by connecting the two different research areas: deviant workplace behaviour and organizational role stress. Whereas, the practical value has been explained by insisting the management to gain knowledge form the results of this study about the prevalence and extent of possible trickery and its patterns in different organizations, to take a note and try to implement necessary protocols within the organizations in order to minimize the occurrence of such behaviours.