

A Study on Workplace Deviance Behaviour in Small Scale Industries at Puducherry Region

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Abstract

Employee deviance is one of the growing concerns in all the organization across the world. Nowadays some of the organization seems to be declining in their productivity due to the prevalent existence of deviant behaviour in the workplace. It is also known as counterproductive behaviour or dysfunctional behaviour. An organization may have minimum or maximum number of employees for its production but still it suffers from the spreading disease called workplace deviance behaviour to some extent. Though the organization continuously monitoring the employees around the clock, the workplace deviance behaviour exists somewhere in the corner of the organization. Thus, this study makes a lucid attempt to identify the different kinds of deviant behaviour exist in the small scale industry at Puducherry region and also the researcher showing keen to test the relationship between the demographic variables and the workplace deviance behaviour because whether it has any significant role in influencing the deviant behaviour or not. Current study is descriptive research, convenience sampling technique is adopted to collect 154 fresh samples through structured questionnaire and the period of study is from January 2014 to March 2014. Non parametric statistical tools like Mann Whitney Test and Kruskal Wallis Test are applied to test the Hypothesis. Results and discussions are clearly depicted in the full paper.

Keywords : *Workplace Deviance Behaviour, Counterproductive Behaviour, Small Scale Industry, Puducherry*

Introduction

An organization may be defined as a group of people who are working together to achieve a common goal. Each and Every individual are considered as an asset of an Organization. If anyone of the Individual deviate from the Workplace, it may disrupt the entire performance of the organization. The Workplace Deviance Behaviour seems to be minor in the initial stage but it has greater repercussions in future if an organization fails to adopt the preventive mechanism. According to Robinson and Bennett (1995) Workplace Deviance refers to voluntary behaviors by employees that violate significant organizational norms, policies, or rules and in so doing threaten the well-being of the organization and/or

its members or both. Here the researcher wants to reveal the significance of Workplace Deviance Behaviour with an example, for instance if an employee from an organization belongs to Production Department is unhappy with his Superior or Subordinate or any other Company Policy matter, then the employee may not concentrate in the work allotted to him and it will lead to disrupt in the working process or block in the flow of work channel. The employee may purposely blame the others for stopping the work and tend to disseminate the wrongful information to the others in order to deviate the other employees from the workplace. Thus it has a greater impact in disturbing the entire performance of an organization.

Generally the Workplace Deviance Behaviour is also known as Counterproductive Behaviour or Dysfunctional Behaviour. Robinson and Bennett (1995), has divided the Workplace Deviance Behaviour in two broad categories namely Interpersonal Deviance and Organizational Deviance. However it is further sub divided into four categories like Production Deviance, Property Deviance, Political Deviance and Personal Aggression. This Study is going to explore the Major Type of Deviant Behaviour exist in the Small Scale Industries at Puducherry region and also to analyze the relationship between the Demographic Variables (Gender, Type of Employment, Age, Qualification, Experience and Income) and the Workplace Deviance Behaviour (19 Items given by Robinson and Bennett, 2000) by using Statistical tools. The Current Study is conducted in Puducherry region from January 2014 to March 2014. Puducherry is a Union Territory of India; it consists of several Small Scale Industries located at different places of Puducherry.

According to the Source provided by District Industries Centre (DIC), Puducherry, it is found that there are more than 400 Small Scale Industries which consists of more than 45000 employees. Some of the well known Small Scale Industries covered in this study are Thirubuvanai, Sedarapet and Kirumambakam Small Scale Industries.

Review of Literature

Robinson and Bennett, (1995) Workplace Deviance refers to voluntary behaviors by employees that violate significant organizational norms, policies, or rules and in so doing threaten the well-being of the organization and/or its members or both.

According to Mazni and Roziah, (2011), The Workplace Deviant Behaviour (WDB) is of two types namely Constructive Deviance and Destructive Deviance. The Constructive Deviance explains about the employees engage themselves in Creativity behaviour that can help the Organization to grow further. The Destructive Deviance explains where the employees are purposely intending to cause harm to the others or to the organization itself. Sometimes they may do it for both by insulting others, hitting a co-worker, yelling at others, talking loudly on the phone about a personal matter during working hours, not sharing information, gossiping, undermining fellow employees & destroying organizational property.

There are ample reasons which shows and explains that why employees intend to cause harm at the workplace. Though there are many employees in an organization, the employees with lower status are more prone to exhibit the deviant behaviour as they are spending their free time with their colleagues or coworkers to chat informally in order to get the latest information about the Management or Supervisors or any other person who would have mistreated or insulted them in the working place.

Rollinson, (2005) defines workplace stress as the conditions arising from the interaction of people and their jobs, which are characterized by changes within people that force them to deviate from their normal functioning. Stressors in the workplace are those conditions that have the potential to result in a person's experiencing a situation as stressful.

The degree of stress experienced and the ways in which a person reacts to it can be influenced by a number of other factors such as personal characteristics, lifestyle, and social support, appraisal of the stressor, life events and socio-demographic and occupational variables. Appelbaum et al. (2005) "Women are more likely to hold higher values" resulting in lower likeliness to engage in unethical and deviant behavior. Appelbaum et al. (2007) Furthermore, usually males not females engage in aggressive behavior in the workplace.

Appelbaum et al. (2005) The longer an employee is a member of an organization, the more unlikely it is that he will act unethically and engage in deviant acts. Appelbaum et al. (2007) Employees with less tenure in an organization are more likely to engage in acts of property deviance and other types of workplace deviance. Robinson, Greenberg (1998), the temporary nature of work is likely to cause deviant workplace behavior. There are several reasons why temporary workers are more likely to engage in deviant acts. Temporary workers are usually paid less, have lower skills and poor motivation, have limited identification with the organization, lack the opportunity to develop commitment to the organization, and do not have enough time to develop a relationship with their employer. Once employees gain tenure and identify more with their organizations, they are less likely to engage in employee theft and other deviant acts.

Appelbaum et al. (2005) Age is expected to be positively correlated to ethical decision - making. Appelbaum et al. (2007) In fact, elder employees are likely to be more honest than younger employees are. Greenberg, Barling (1996) Younger members of the workforce are linked to an "epidemic of moral laxity" because "more theft involvement has been found among younger employees." O'Fallon, Butterfield (2005) But surprisingly, the research on age shows mixed results concerning ethical decision-making.

VanSandt et al. (2006) One of the most important factors in the "development of moral judgment" is the length of formal education. An individual with a longer length of formal education is "more aware of the social world and his place in it". With each level of education attained, an individuals' moral awareness increases.

Appelbaum et al. (2005) Thus, education is positively related to ethical decision - making; the more education an individual possesses, the less likely it is that he will act unethically and engage in acts of deviant behavior.

Appelbaum et al. (2007) Some forms of Deviant Workplace Behavior "are more likely to involve employees who are young, new to their job, work part-time, and have low-paying positions." Greenberg, Barling (1996) Marginal employees have "low status, low rank in the organizational hierarchy, low wages, little opportunity for advancement, short tenure, little chance to develop relationships", are socially isolated, and are disposable.

Objectives of the Study

- ♦ To identify the Major Type of Deviant Behaviour exist in the Workplace at Puducherry region with respect to Small Scale Industries.
- ♦ To analyze the relationship between the Demographic Variables (Gender, Type of Employment, Age, Qualification, Experience and Income) and Workplace Deviance Behaviour.

Hypothesis of the Study

1. H1: There is no Significant Relationship between the Gender and Workplace Deviance Behaviour.
2. H2: There is no Significant Relationship between the Type of Employment and Workplace Deviance Behaviour.
3. H3: There is no Significant Relationship between the Age and Workplace Deviance Behaviour.
4. H4: There is no Significant Relationship between the Qualification and Workplace Deviance Behaviour.
5. H5: There is no Significant Relationship between the Experience and Workplace Deviance Behaviour.
6. H6: There is no Significant Relationship between the Income and Workplace Deviance Behaviour.

Research Methodology

- ♦ Research Design - Descriptive Research
- ♦ Population - Employees from the 3 Small Scale Industries at Puducherry (Thirubuvanai, Sedarapet and Kirumambakam Small Scale Industries)
- ♦ Sample Size - 154 response are found to be Valid out of 150 distributed questionnaire
- ♦ Sampling Technique - Convenience Sampling
- ♦ Research Instrument - Structured Questionnaire for WDB by Bennett and Robinson, 2000 with 5 Point Scale (1 - Never to 5 - Always)

A Study on Workplace Deviance Behaviour in Small Scale Industries at Puducherry Region

- ♦ Type of Data - Primary Data
- ♦ Period of Study - January 2014 to March 2014
- ♦ Statistical Tools - Normality Test, Mann Whitney Test & Kruskal Wallis Test

Independent Variables

In the Present Study, the Demographic Variables (Gender, Type of Employment, Age, Qualification, Experience and Income) are taken as Independent Variables and the distribution of profile of 154 samples are clearly shown in the Figure 1: Frequency Distribution for Independent Variables (Refer Figure 1 in Annexure).

Dependent Variables

The Standard Measures of Workplace Deviance Behaviour given by Robinson and Bennett (2000) are taken as Dependent Variables. In this Study, the Mean for all the 19 items of Workplace Deviance Behaviour is found to be not less than 3 which is enough to prove that there is a higher possibility of existence of Deviant Behaviour in the Workplace (Refer Table 1 in Annexure). The Table 1 reveals that the Major Type of Deviance is found in Coming Late to Work (3.62), Taking Longer Break (3.48), Ethnic Remarks (3.41) and Cursed Someone at Work (3.40).

Results and Discussion

Normality Test

The Sample Size for the Current Study is 154 which is lesser than 2000 Elements and hence Shapiro - Wilk Test is conducted to test the Assumptions of Normality and the result is shown in the Table 2 (Refer Table 2 in Annexure).

It is found that the Significance Value for all the 19 items of Workplace Deviance Behaviour is lesser than 0.05 and It shows that the data collected is not Normally Distributed and it's better to conduct Non Parametric Test to derive the results.

Mann Whitney Test

- ♦ Hypothesis 1: There is no Significant Relationship between the Gender and Workplace Deviance Behaviour.

To test the above said Hypothesis 1, the Mann Whitney Test is carried out to find the results and the same is shown in Table 3 (Refer Table 3 in Annexure). Here the Independent Variable is Gender and the Dependent Variable is Workplace Deviance Behaviour. The Gender is further classified into two Groups namely Male and Female. From the Table 3, it is found that there exists a significant relationship between most of the Dependent Variables and the Gender as the significance value is lesser than 0.05. Only in

few cases it is insignificant between the Gender and the Dependent Variables as the significance value is greater than 0.05. 6 items out of 19 items are found to be insignificant and they are Cursed Someone at Work, Played a Mean Prank on Someone at Work, Acted Rudely on Someone at Work, Falsified a receipt to get reimbursed, Intentionally worked slowly and Dragged out work in order to get Overtime. Thus it is an evident to conclude that there is a significance relationship between the Gender and Most of the Dependent Variables.

- ♦ Hypothesis 2: There is no Significant Relationship between the Type of Employment and Workplace Deviance Behaviour.

To test the above said Hypothesis 2, the Mann Whitney Test is carried out to find the results and the same is shown in Table 4 (Refer Table 4 in Annexure). Here the Independent Variable is Type of Employment and the Dependent Variable is Workplace Deviance Behaviour. The Type of Employment is further classified into two Groups namely Permanent and Temporary. From the Table 4, it is found that there exists a significant relationship between most of the Dependent Variables and the Type of Employment as the significance value is lesser than 0.05.

Only in few cases it is insignificant between the Type of Employment and Dependent Variables as the significance value is greater than 0.05. 6 items out of 19 items are found to be insignificant and they are Ethnic Remarks, Neglected Boss Instructions, Shared Confidential Information, Used Illegal Drug, Put Little Effort on Work and Dragged out work in order to get Overtime. Thus it is an evident to conclude that there is a significance relationship between the Type of Employment and Most of the Dependent Variables.

Kruskal Wallis Test

- ♦ H3: There is no Significant Relationship between the Age and Workplace Deviance Behaviour.
- ♦ H4: There is no Significant Relationship between the Qualification and Workplace Deviance Behaviour.
- ♦ H5: There is no Significant Relationship between the Experience and Workplace Deviance Behaviour.
- ♦ H6: There is no Significant Relationship between the Income and Workplace Deviance Behaviour.

To test the above said Hypothesis 3 to Hypothesis 6, Kruskal Wallis Test is carried to find the results and the same is shown in the Table 5 to Table 8 (Refer Annexure). From the Kruskal Wallis Test, it is found that there exists a significance relationship between the Demographic Variables and the Workplace Deviance Behaviour. Only in few cases, the data is not enough to conclude that there exist a significant relationship between the

Demographic Variables and the Workplace Deviance Behaviour. The Output for each Demographic Variable is given below;

- ♦ With respect to Age and Dependent Variables, only 4 items out of 19 items are found to be insignificant and they are Spent too much time fantasizing, Discussed Confidential Information, Sometimes put little effort on work and Dragged out work in order to get Overtime (Refer Table 5 in Annexure).
- ♦ With respect to Qualification and Dependent Variables, only 3 items out of 19 items are found to be insignificant and they are Intentionally worked slowly, used Illegal Drug at Work and Dragged out work in order to get Overtime (Refer Table 6 in Annexure).
- ♦ With respect to Experience and Dependent Variables, only 6 items out of 19 items are found to be insignificant and they are Cursed Someone at Work, Played a Mean Prank on Someone at Work, Falsified a receipt to get reimbursed, Intentionally worked slowly, used Illegal Drug at Work and Dragged out work in order to get Overtime (Refer Table 7 in Annexure).
- ♦ With respect to Income and Dependent Variables, only 6 items out of 19 items are found to be insignificant and they are made an Ethnic Remarks, Played a Mean Prank on Someone at Work, Spent too much time fantasizing, Neglected Boss Instructions, Intentionally worked slowly and used Illegal Drug (Refer Table 8 in Annexure).

Findings of the Study

- ♦ Generally it is found that the Mean for all the 19 items of Workplace Deviance Behaviour is found to be not less than 3 which is enough to prove that there is a higher possibility of deviance in workplace. The Major Type of Deviance is found in Coming Late to Work (3.62), Taking Longer Break (3.48), Ethnic Remarks (3.41) and Cursed Someone at Work (3.40).
- ♦ From the Normality Test, it is found that the significance value is lesser than 0.05 which shows that the data is not normally distributed and hence some of the Non Parametric tests are applied to derive the results.
- ♦ From the Mann Whitney Test for Gender and Workplace Deviance Behaviour, it is found that there exists a significant difference between most of the Dependent Variables and Gender as the significance value is lesser than 0.05.
- ♦ Only in few cases (6 items out of 19 items) are insignificant between the Gender and the Dependent Variables as the significance value is greater than 0.05. They

are Cursed Someone at Work, Played a Mean Prank on Someone at Work, Acted Rudely Someone at Work, Falsified a receipt to get reimbursed, Intentionally worked slowly and Dragged out work in order to get Overtime. Thus it is an evident to conclude that there is a significance difference between the Gender and Most of the Dependent Variables.

- ♦ From the Mann Whitney Test for Type of Employment and Workplace Deviance Behaviour, it is found that there exists a significant difference between most of the Dependent Variables and the Type of Employment as the significance value is lesser than 0.05.
- ♦ Only in few cases (6 items out of 19 items) are insignificant between the Type of Employment and Dependent Variables as the significance value is greater than 0.05. They are Ethnic Remarks, Neglected Boss Instructions, Shared Confidential Information, Used Illegal Drug, Put Little Effort on Work and Dragged out work in order to get Overtime. From the Kruskal Wallis Test, it is found that there exists a significance difference between the Personal Variables and Most of the Dependent Variables.
- ♦ Only in few cases, the data is not enough to conclude that there exist a significant difference between the Personal Variables and Some of the Dependent Variables. Thus it is an evident to conclude that there is a significance difference between the Type of Employment and Most of the Dependent Variables.

Suggestions of the Study

From the Findings, it is found that Major Type of Deviance Behaviour exist in the Workplace is because of Coming Late to Work, Taking Longer Break, Ethnic Remarks and Cursed Someone at Work. In connection to this, the researcher would like to give the following Suggestions to the Management for free from the Workplace Deviance Behaviour. The Management shall maintain the Strict Attendance Record to monitor the Employees Log in and Log out details. Supervision shall be enhanced during the Break time to ensure that employees are not spending much time for Break. Special Counseling may be organized for people who are involved in Racism or Ethnicity to create awareness about the problems of Ethnic Remarks or Cursing Someone at Work. Moreover, the Management shall organize a frequent meet with the employee representatives to identify their problem and solve it immediately to achieve the organizational goal.

Scope of the Study

The Scope of the Study may be extended to various other Geographical Areas. In depth Study may also be organized by taking more number of Samples from the same Puducherry region.

A Study on Workplace Deviance Behaviour in Small Scale Industries at Puducherry Region

Specific Study may also be done in the areas of Large Scale, Small Scale or Small Scale Industries. A Comparative Study may also be undertaken to highlight the difference between Service Industry and Manufacturing Industry. Some other Statistical Tools may also be applied to analyze the dimensions of Workplace Deviant Behaviour.

Conclusion of the Study

Thus the Current Study can be concluded by recapitulating the Main Objectives of the Study which is focused on identifying the Major Type of Deviance Behaviour exists in the Workplace and also to find the relationship between the Demographic Variables (Gender, Type of Employment, Age, Qualification, Experience & Income) and the Workplace Deviance Behaviour (19 Items) in the Small Scale Industries located at Puducherry region. This Study involved the Descriptive Research and Convenience Sampling Technique is used to collect the 154 Fresh Samples through Structured Questionnaire by Robinson and Bennett (2000) for measuring Workplace Deviance Behaviour. The Period of Study was carried out from January 2014 to March 2014. From the Mann Whitney Test and Kruskal Wallis Test, it is found that there exists a significant relationship between the Demographic Variables and most of the Workplace Deviance Behaviour which is clearly shown in the Table 3 to 8. However the Study can also be extended to many other Geographical areas or considering some other Independent Variables to measure the variations in the Dependent Variables.

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ANNEXURE

Figure 1
Frequency Distribution for Independent Variables

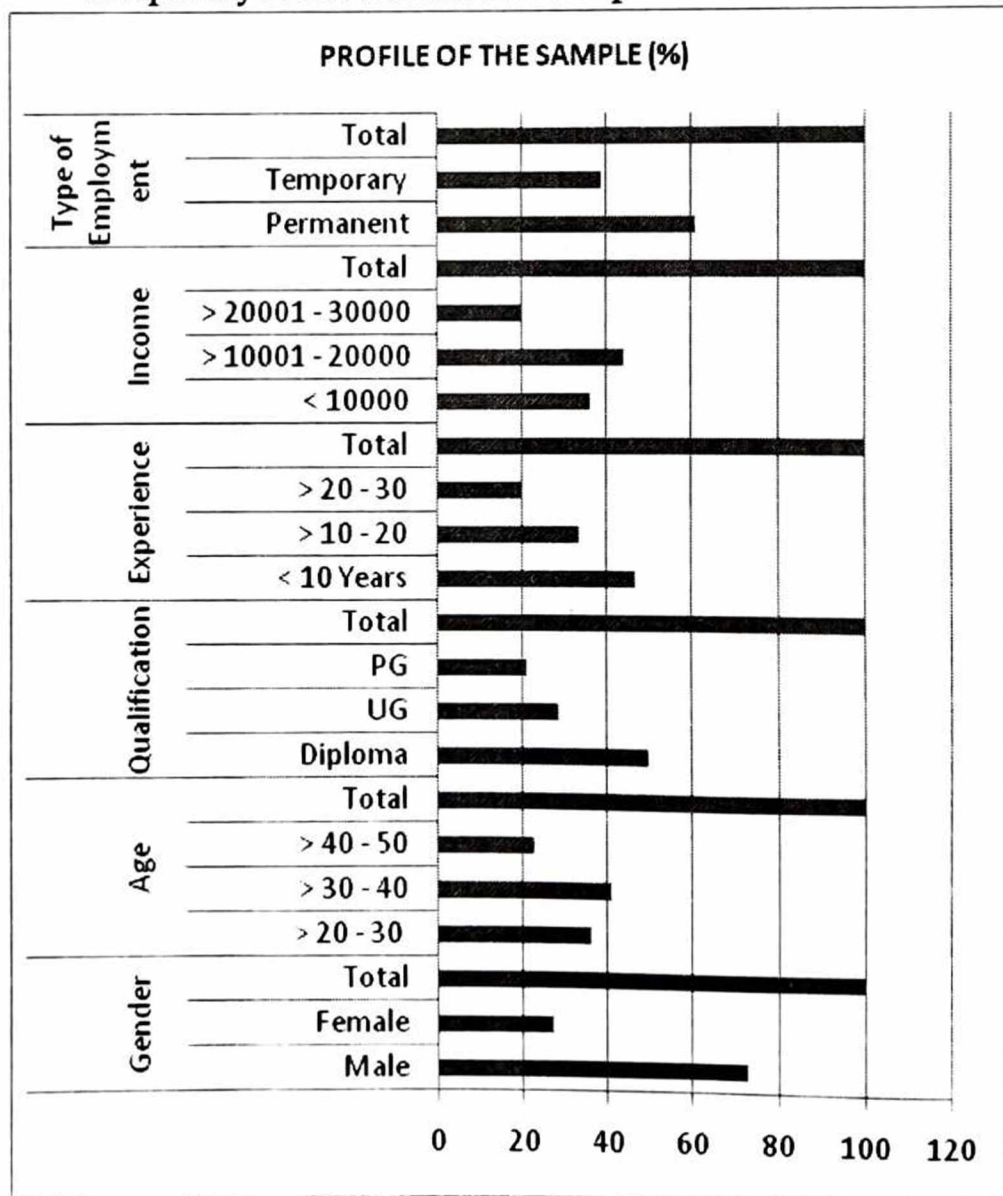


Table 1
Descriptive Statistics for Dependent Variables

	N	Mean
Made Fun on Someone	154	3.1515
Something Hurtful	154	3.1591
Ethnic Remarks	154	3.4167
Cursed Someone	154	3.4091
Mean Prank	154	3.3485
Acted Rudely	154	3.3788
Publicly Embarrassed	154	3.2424
Taken Property	154	3.2273
Spent Too Much Time	154	3.2803
Falsified a receipt	154	3.3030
Longer Break	154	3.4848
Come Late to Work	154	3.6212
Littered Work Environment	154	3.0227
Neglected Boss Instruction	154	3.3106
Intentionally Worked Slow	154	3.3864
Confidential Information	154	3.1894
Used Illegal Drug	154	3.3636
Put Little Effort	154	3.1061
Dragged Overtime	154	3.0227

Table 2
Test of Normality

	Statistic	Shapiro-Wilk df	Sig.
Made Fun on Someone	.730	154	.000
Something Hurtful	.722	154	.000
Ethnic Remarks	.626	154	.000
Cursed Someone	.674	154	.000
Mean Prank	.688	154	.000
Acted Rudely	.754	154	.000
Publicly Embarrassed	.532	154	.000
Taken Property	.571	154	.000
Spent Too Much Time	.699	154	.000
Falsified a receipt	.774	154	.000
Longer Break	.637	154	.000
Come Late to Work	.615	154	.000
Littered Work Environment	.743	154	.000
Neglected Boss Instruction	.765	154	.000
Intentionally Worked Slow	.694	154	.000
Confidential Information	.478	154	.000
Used Illegal Drug	.609	154	.000
Put Little Effort	.688	154	.000
Dragged Overtime	.133	154	.000

Table 3
Test Statistics^a for Grouping Variable (Gender by using Mann Whitney Test)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Mann-Whitney U	109 7.5	133 0.0	73 5.0	147 4.0	152 0.0	154 8.5	113 7.5	115 5.0	54 6.0	154 1.5	78 7.5	82 2.5	99 1.0	81 2.5	157 9.0	61 7.0	101 9.5	55 1.0	164 5.0
Asymp. Sig. (2-tailed)	.000	.021	.000	.187	.302	.392	.000	.000	.000	.381	.000	.000	.000	.000	.480	.000	.000	.000	.294

Grouping Variable: Gender

Descriptions : 1-Made fun of someone at work, 2-Said something hurtful to someone at work, 3-Made an ethnic, religious, or racial remark at work, 4-Cursed at someone at work, 5-Played a mean prank on someone at work, 6-Acted rudely toward someone at work, 7-Publicly embarrassed someone at work, 8-Taken property from work without permission, 9-Spent too much time fantasizing or daydreaming instead of working, 10-Falsified a receipt to get reimbursed for more money than you spent on business expenses, 11-Taken an additional or longer break than is acceptable at your workplace, 12-Come in late to work without permission, 13-Littered your work environment, 14-Neglected to follow your boss's instructions, 15-Intentionally worked slower than you could have worked, 16-Discussed confidential company information with an unauthorized person, 17-Used an illegal drug or consumed alcohol on the job, 18-Put little effort into your work, 19-Dragged out work in order to get overtime

Table 4
Test Statisticsa for Grouping Variable
(Type of Employment by using Mann Whitney Test)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
Mann-Whitney U	166 5.5	133 0.5	175 2.0	164 8.5	167 6.5	165 7.0	149 5.5	148 0.5	163 9.5	95 7.5	159 7.5	151 6.5	157 9.0	170 3.5	168 9.0	197 7.0	196 3.5	186 4.0	198 9.0
Asymp. Sig. (2-tailed)	.024	.000	.086	.026	.040	.034	.000	.000	.025	.000	.011	.002	.006	.059	.042	.542	.567	.227	.166

Grouping Variable : Type of Employment

Descriptions : 1-Made fun of someone at work, 2-Said something hurtful to someone at work, 3-Made an ethnic, religious, or racial remark at work, 4-Cursed at someone at work, 5-Played a mean prank on someone at work, 6-Acted rudely toward someone at work, 7-Publicly embarrassed someone at work, 8-Taken property from work without permission, 9-Spent too much time fantasizing or daydreaming instead of working, 10-Falsified a receipt to get reimbursed for more money than you spent on business expenses, 11-Taken an additional or longer break than is acceptable at your workplace, 12-Come in late to work without permission, 13-Littered your work environment, 14-Neglected to follow your boss's instructions, 15-Intentionally worked slower than you could have worked, 16-Discussed confidential company information with an unauthorized person, 17-Used an illegal drug or consumed alcohol on the job, 18-Put little effort into your work, 19-Dragged out work in order to get overtime

Table 5
Test Statistics^{a,b} for Grouping Variable (Age by using Kruskal Wallis Test)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
df	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Asymp. Sig.	.006	.000	.012	.000	.001	.000	.000	.000	.104	.013	.022	.001	.000	.027	.001	.052	.036	.141	.303

a. Kruskal Wallis Test, b. Grouping Variable: Age

Descriptions : 1-Made fun of someone at work, 2-Said something hurtful to someone at work, 3-Made an ethnic, religious, or racial remark at work, 4-Cursed at someone at work, 5-Played a mean prank on someone at work, 6-Acted rudely toward someone at work, 7-Publicly embarrassed someone at work, 8-Taken property from work without permission, 9-Spent too much time fantasizing or daydreaming instead of working, 10-Falsified a receipt to get reimbursed for more money than you spent on business expenses, 11-Taken an additional or longer break than is acceptable at your workplace, 12-Come in late to work without permission, 13-Littered your work environment, 14-Neglected to follow your boss's instructions, 15-Intentionally worked slower than you could have worked, 16-Discussed confidential company information with an unauthorized person, 17-Used an illegal drug or consumed alcohol on the job, 18-Put little effort into your work, 19-Dragged out work in order to get overtime

Table 6
Test Statistics^{a,b} for Grouping Variable (Qualification by using Kruskal Wallis Test)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
df	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Asymp. Sig.	.000	.001	.009	.000	.003	.000	.000	.000	.011	.000	.000	.000	.000	.040	.099	.000	.106	.002	.119

a. Kruskal Wallis Test, b. Grouping Variable: Qualification

Descriptions: 1-Made fun of someone at work, 2-Said something hurtful to someone at work, 3-Made an ethnic, religious, or racial remark at work, 4-Cursed at someone at work, 5-Played a mean prank on someone at work, 6-Acted rudely toward someone at work, 7-Publicly embarrassed someone at work, 8-Taken property from work without permission, 9-Spent too much time fantasizing or daydreaming instead of working, 10-Falsified a receipt to get reimbursed for more money than you spent on business expenses, 11-Taken an additional or longer break than is acceptable at your workplace, 12-Come in late to work without permission, 13-Littered your work environment, 14-Neglected to follow your boss's instructions, 15-Intentionally worked slower than you could have worked, 16-Discussed confidential company information with an unauthorized person, 17-Used an illegal drug or consumed alcohol on the job, 18-Put little effort into your work, 19-Dragged out work in order to get overtime

Table 7
Test Statistics^{a,b} for Grouping Variable (Experience by using Kruskal Wallis Test)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
df	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Asymp. Sig.	.000	.006	.000	.133	.556	.015	.003	.002	.000	.666	.000	.000	.004	.000	.896	.000	.072	.000	.180

a. Kruskal Wallis Test, b. Grouping Variable: Experience

Descriptions : 1-Made fun of someone at work, 2-Said something hurtful to someone at work, 3-Made an ethnic, religious, or racial remark at work, 4-Cursed at someone at work, 5-Played a mean prank on someone at work, 6-Acted rudely toward someone at work, 7-Publicly embarrassed someone at work, 8-Taken property from work without permission, 9-Spent too much time fantasizing or daydreaming instead of working, 10-Falsified a receipt to get reimbursed for more money than you spent on business expenses, 11-Taken an additional or longer break than is acceptable at your workplace, 12-Come in late to work without permission, 13-Littered your work environment, 14-Neglected to follow your boss's instructions, 15-Intentionally worked slower than you could have worked, 16-Discussed confidential company information with an unauthorized person, 17-Used an illegal drug or consumed alcohol on the job, 18-Put little effort into your work, 19-Dragged out work in order to get overtime

Table 8
Test Statistics^{a,b} for Grouping Variable (Income by using Kruskal Wallis Test)

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19
df	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2
Asymp. Sig.	.000	.000	.269	.015	.075	.001	.000	.000	.756	.000	.000	.000	.000	.616	.230	.001	.739	.001	.007

a. Kruskal Wallis Test, b. Grouping Variable: Income

Descriptions: 1-Made fun of someone at work, 2-Said something hurtful to someone at work, 3-Made an ethnic, religious, or racial remark at work, 4-Cursed at someone at work, 5-Played a mean prank on someone at work, 6-Acted rudely toward someone at work, 7-Publicly embarrassed someone at work, 8-Taken property from work without permission, 9-Spent too much time fantasizing or daydreaming instead of working, 10-Falsified a receipt to get reimbursed for more money than you spent on business expenses, 11-Taken an additional or longer break than is acceptable at your workplace, 12-Come in late to work without permission, 13-Littered your work environment, 14-Neglected to follow your boss's instructions, 15-Intentionally worked slower than you could have worked, 16-Discussed confidential company information with an unauthorized person, 17-Used an illegal drug or consumed alcohol on the job, 18-Put little effort into your work, 19-Dragged out work in order to get overtime