“Preventing deviant workplace behaviour in social work”

Ph.D. candidate Tugba Arik–Erdinc
Promoter Prof. Dr. Johan Wempe
Better than...

- Volunteer workers are higher in morality than non-volunteer workers?

- Thus, they are less likely to engage in deviant workplace behaviour

- Control mechanism?
Explanation for ...

- **Deviant workplace behaviour**
  - “voluntary behaviour that violates significant organizational norms and in so doing, threatens the well-being of the organization or its members” (Bennet & Robinson, 2000)

- → The 1, 2, 3 model
1

- **Flexible employment relationships**
  - “all employment relationships different from a permanent contract or standard work arrangement” (Kalleberg, 2000)

- **Negative effect – attitudes – behaviour**

- Inconclusive
• Mediator: psychological contract
  – “perceptions of reciprocal expectations and obligations implied in the employment relationship” (Isaksson et al., 2003)
• Hypothesis:
  - It does depend on the match between employer’s and employees’ psychological contract
1,2,3 interaction model

Proneness to engage in deviant workplace behavior (DWB)
Focus on social work

• Societal damage might be higher
Method

- Experimental design
- Phase 1: stock-taking of the current psychological contract – questionnaires
- Phase 2: experiments & interviews
References

