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**“Preventing deviant workplace
behaviour in social work”**

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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

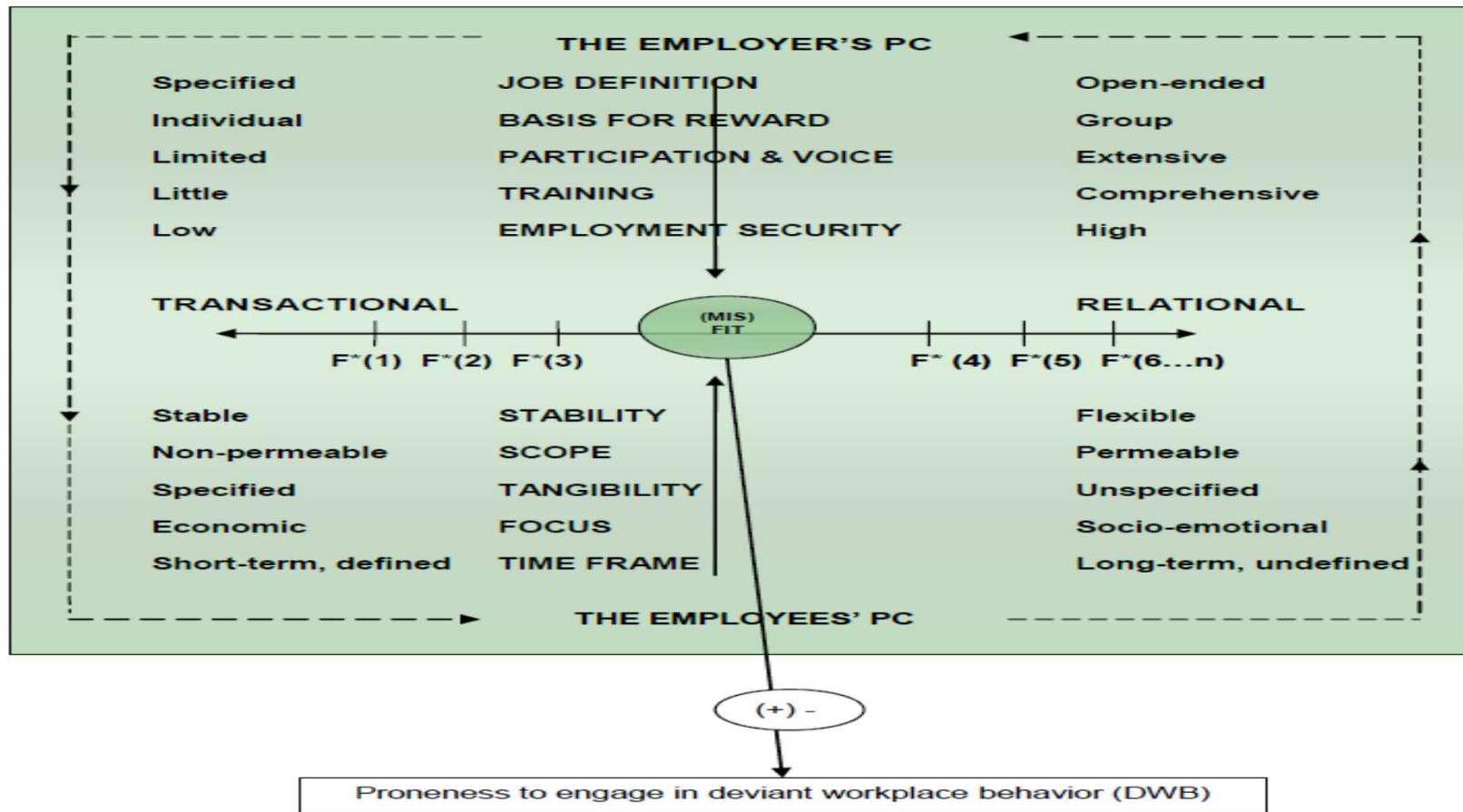
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- Mediator: psychological contract
 - “perceptions of reciprocal expectations and obligations implied in the employment relationship” (Isaksson et al., 2003)

3

- Hypothesis:
 - It does depend on the match between employer's and employees' psychological contract

1,2,3 interaction model



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

- Bennet, R., & Robinson (2000). Development of a measure of workplace deviance. *Journal of Applied Psychology*. Vol. 85, No. 3, pp. 349–360.
- Isaksson, K., Bernhard, C., Claes, R., De Witte, H., Guest, D., Krausz, M., Peiro, J.–M., Mohr, G., & Schalk, R. (2003). Employment contracts and psychological contracts in Europe. Results from a Pilotstudy. *SALTSA Report*, Nr.1.
- Kalleberg, A.L. (2000). Nonstandard Employment Relations: Part-time, Temporary and Contract Work. *Annual Review of Sociology*, Vol. 26, pp. 341–365.