An Assessment of Workplace Deviant Behaviours and Its Implication on Organisational Performance in a Growing Economy

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Deviant behaviours of employees in organisations have become serious concern in human resources management. The objective of this study is to examine the scope, causes, consequences and managerial strategic approach to various forms of behaviours and attitudes intentionally exhibited by the employees in workplace. The idea is to find out the reasons why employees engage such behaviours. The study extensively reviewed current literature on existing body of empirically-based studies of the construct. It was discovered that workplace deviant behaviours had adverse effects on job performance. Therefore, effort must be intensified to prevent these behaviours.

INTRODUCTION

Employees' behaviour and attitudes towards work is key for any organisation to achieve its goals and objectives. However, employers of labour must recognise the fact that not all employees embrace good behaviour; some may consciously or unconsciously exhibit unethical and unruly behaviours in the course of work; this regarded as workplace deviant behaviour (Robbins & Judge, 2007). Workplace deviant behaviour has gained a growing attention among scholars and practitioners of human resource management and related disciplines. This is because the steady increase in deviant behaviours in many organisation today is becoming a concern, especially in relation to human resource management practices in the workplace. Hence, scholars have paid attention to an examination of the contributing factors and the analysis of the causes of deviant behaviours (Arthur, 2011, Akikibofori, 2008).

Behaviour is considered deviant when employees are non-conforming to an organisation's policies, core values, culture etc., and such behaviour impede the vision, welfare and organisational standards (Jawad, Tabassum, Raja & Abraiz, 2013; Bennett and Robinson, 2003; Robbins & Judge, 2007); in addition deviant behaviours are believed to be detrimental to the goals and interests of other members of