



Determinants of Counterproductive Work Behaviour among Local Government Workers in Ibadan, Oyo State, Nigeria

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Abstract

Employees have various reasons for engaging in Counterproductive work behaviour (CWBs) and the means of expressing them differ from one person to the other, this, somewhat makes it difficult for organizations to pinpoint the exact predictors of CWBs. This study examined the determinants of CWB among local government workers by establishing the prevalence of sabotage, theft, withdrawal, production deviance and abuse against others at the workplace and the impact they have on organizational performance. Data was collected from 263 employees in five urban local governments in Ibadan, Oyo State, Nigeria. These employees were selected through accidental sampling and responded to organizational politics scale, leader member relationship scale and counterproductive work behaviour scale. The checklist (CWB-C) with the 32-item Counterproductive Work Behaviour Checklist with 5 dimensions by Spector et al., 2006 was used for the study. Correlation, multiple regression and t-test were the statistical tools used to test the hypotheses. The results of the analysis showed significant influence of leader member relationship on CWB ($\beta=-0.18$; $t=-2.78$; $p<0.05$) and no significant influence of organizational politics on CWB. Specifically, leader member relationship significantly predicted sabotage ($\beta=-0.15$; $t=-2.39$; $p<0.05$), withdrawal ($\beta=-0.17$; $t=-2.65$; $p<0.05$), theft ($\beta=-0.13$; $t=-2.04$; $p<0.05$), abuse against others ($\beta=-0.16$; $t=-2.54$; $p<0.05$) and production deviance ($\beta=-0.20$; $t=-3.16$; $p<0.05$). In addition, gender did not significantly influenced CWB neither did it significantly influenced any of the dimensions of CWBs. The findings concluded that negative perception of organizational justice and leader member relationship lead to higher tendency of engaging in counterproductive work behaviour.

Key words: dimensions of CWB, gender, organizational politics, leader-member relationship