

تاریخ دریافت: ۱۳۹۷/۰۹/۰۴

تاریخ پذیرش: ۱۳۹۸/۰۴/۱۵

پژوهش‌های مدیریت عمومی

سال دوازدهم، شماره چهل و چهارم، تابستان ۱۳۹۸

صفحه ۳۰-۵

Provide Pattern for Antecedents of Employees Deviant Behaviors in Organizations by Using Meta-Synthesis Method

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Received: 25/11/2018; Accepted: 06/07/2019

Abstract

The purpose of this study was to present an antecedent pattern of employees' deviant behaviors in organizations with a meta-synthesis approach. This study is applied in terms of purpose and in terms of mixed method (qualitative-quantitative). In the qualitative part, researchers using a meta-synthesis method, have conducted an detailed and in-depth review in the subject and combined the findings of relevant researches. 275 articles were evaluated in the field of organizational deviation and finally, 74 articles were selected and their codes and dimensions were extracted by their content analyzing and their importance and priority were determined by Shannon entropy quantitative method. According to the findings of the study, this codes have the most important coefficient among the dimensions of deviant behaviors: inequality in the distribution of salaries, bonuses, benefits and work plans; inadequate salaries and benefits; lack of conscience; reduced levels of trust among co-workers; unfair behavior of manager with employee; poor proportion of employees with their jobs; need for power; Lack of employee commitment; fatigue at work and lack of proper supervision in the

organization. Finally, after the research steps, a pattern of antecedents of deviant behaviors was presented.

Introduction

Deviant behaviors are deliberate and voluntary behaviors that violate and distort the laws, norms of the organization, and accepted ethics tenet and threaten the health of the organization or its members. Literature has shown that approximately 95% of organizations engage in deviant behaviors (Rana and Punia, 2016). Given these enormous statistics, it is important for researchers to identify the factors affecting on formation of workplace deviation. If proper research is done, organizations can take the necessary actions to prevent workplace diversions and save billions dollars annually (Tuzun and Kalemci, 2017). In addition, the pervasive of deviant behaviors in organizations in our country (Rastgar et al, 2017; Danaeefard et al, 2016) causes us to have to do more analysis of the determinants factors of deviant behavior. Therefore, in this study, is taken into consideration propose a conceptual framework of antecedents of workplace deviance and rank the antecedents in terms of their impact on organizational deviance.

Case Study

The statistical population of the study consisted of all scientific documents, research reports, databases, internal and external journals on deviant behaviors published between 2007 and 2017.

Materials and Methods

This research is applied in terms of purpose and in terms method is mixed (qualitative-quantitative) and in particular the meta-synthesis method. In this study, a meta-synthesis seven-step method (Sandelowski and Barros, 2003) was used which includes the following steps: 1. Setting Research Questions, 2. Systematic review of texts, 3. Searching and selecting appropriate articles, 4. Extracting results, 5. analysis and integration of Quantitative findings, 6. Extractive code control, 7. Results presentation.

Discussion and Results

In the present study 183 codes, 44 main criteria and 5 categories were identified. this codes have the highest ratings: inequality in the distribution of salaries, bonuses, benefits and work plans; inadequate salaries and benefits; lack of conscience; reduced levels of trust among colleagues; unfair behavior of manager with employee; poor proportion of employees with their jobs; need for power; Lack of employee commitment; fatigue at work and lack of proper supervision.

Conclusion

By reviewing the subject literature, we find that previous studies have not reached a consensus on the determining indicators and dimensions of antecedents of deviant behaviors and each article has identified a limited number of indicators and dimensions. This study, using qualitative meta-synthesis and content analysis based on Shannon entropy, presented a comprehensive conceptual model that is unique in the field of deviant behaviors inside and outside Iran. Also, the application of a new methodology in the phenomenon of deviant behaviors that has received less attention in Iran is another innovation of this study. The proposed conceptual framework is partly in line with the theoretical model proposed by Elias et al. (2013) in Malaysia, which classifies the determinants of workplace deviation into individual, organizational, and occupational factors. Likewise, Abville et al. (2011) presented a multi-level model of workplace deviation antecedents that included individual, group, and organizational antecedents.

Keywords: Deviant Behaviors, Meta- Synthesis , Shannon Entropy.