
A RESEARCH ON FACTOR CAUSE WORKPLACE DEVIANT BEHAVIOUR

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Abstract:

It is exceptionally testing to fight against deviant conduct due to the various reasons that preface such behaviour. Control and personnel choice, yet additionally and all the more significantly, giving an appropriate culture and encouraging ethical administration is vital to ensure employee' fulfilment towards their companies in which they work. Ethical leaders must be good people; they must be good role models. Incorporating ethical courses into education curriculum can imprint ethical behaviour on the future managers and executives. For students, ethical decisiveness at class level can make way for the integration of the same in future business decisions.

Key words: workplace, behaviour, employee, organization, company

Introduction

This chapter will bring in the presentation of the analysis and interpretation of data collected for this study. The analysis is a process of describing and interpreting the collected data in a meaningful way to determine conclusions. The collected information in questionnaire form and interviews was evaluated through different statistical tools to get the findings and simplifications of results.

According to C.R. Kothari (1989), The term analysis refers to the computation of measures along with searching for patterns of relationship that exist among data-groups. In this study, the factors that are responsible for employee workplace deviant behaviour were revealed and also the relation between deviant behaviour and employee performance is determined. It helps the organization to prevent abnormal behaviour and promotes the well-

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being of the organization. According to Le Compte and Schensul, research dataanalysis is a process used by researchers for reducing data to a story and interpreting it to derive

4.1 Socio-Demographic Profile

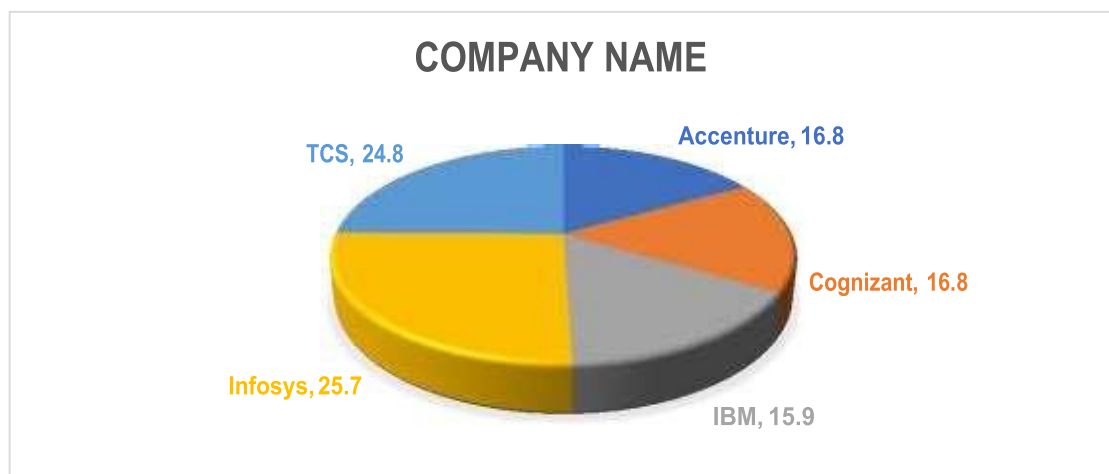
According to Collins dictionary, Socio-demographic means "Pertaining to or characterized by a combination of sociological and demographics [relating to populations] characteristics".

Table 4.1.1 Company-wise distribution of respondents

Company name	Frequency	Percentages
Accenture	124	16.8
Cognizant	124	16.8
IBM	117	15.9
Infosys	190	25.7
TCS	183	24.8
Total	738	100

Source: Field Study

Figure: 4.1.1 Percentage analysis of company name distribution



Source: Field Study

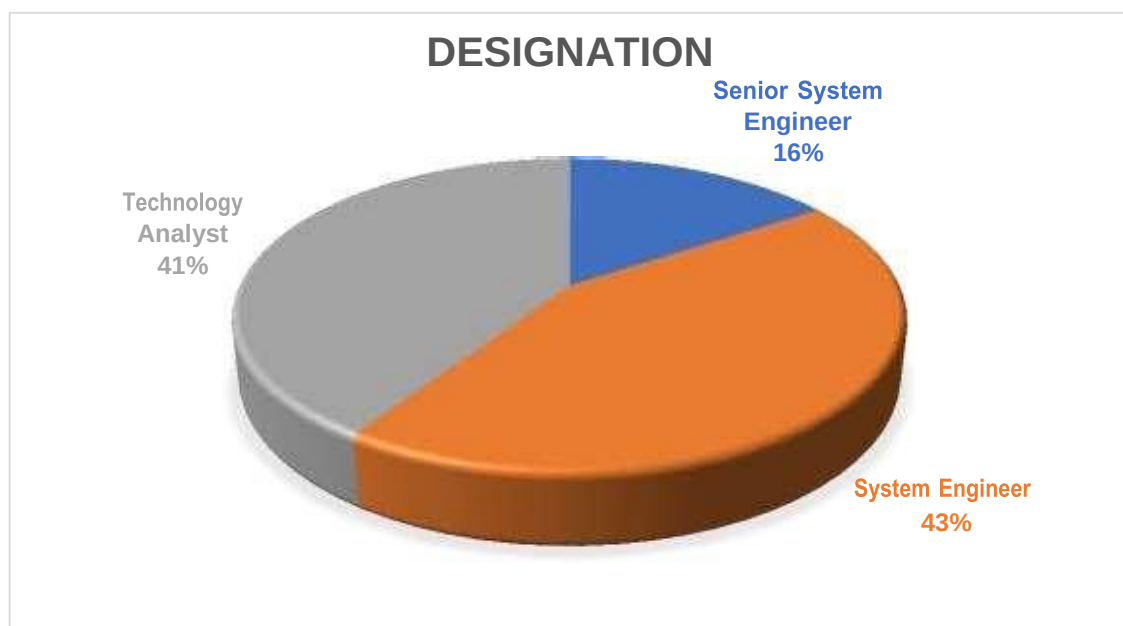
Out of total respondents of 738, 25% of respondents are of Infosys company, 25% of respondents belong to TCS company, 17% of respondents are of Accenture company, 17% of respondents are of Cognizant company, and 16% respondents are of IBM company.

Figure: 4.1.2 Designation wise distribution of respondents

Designation	Frequency	Percentages
Senior System Engineer	116	15.7
System Engineer	322	43.6
Technology Analyst	300	40.7
Total	738	100

Source: Field Study

Figure 4.1.2: Percentage analysis of designation distribution



Source: Field Study

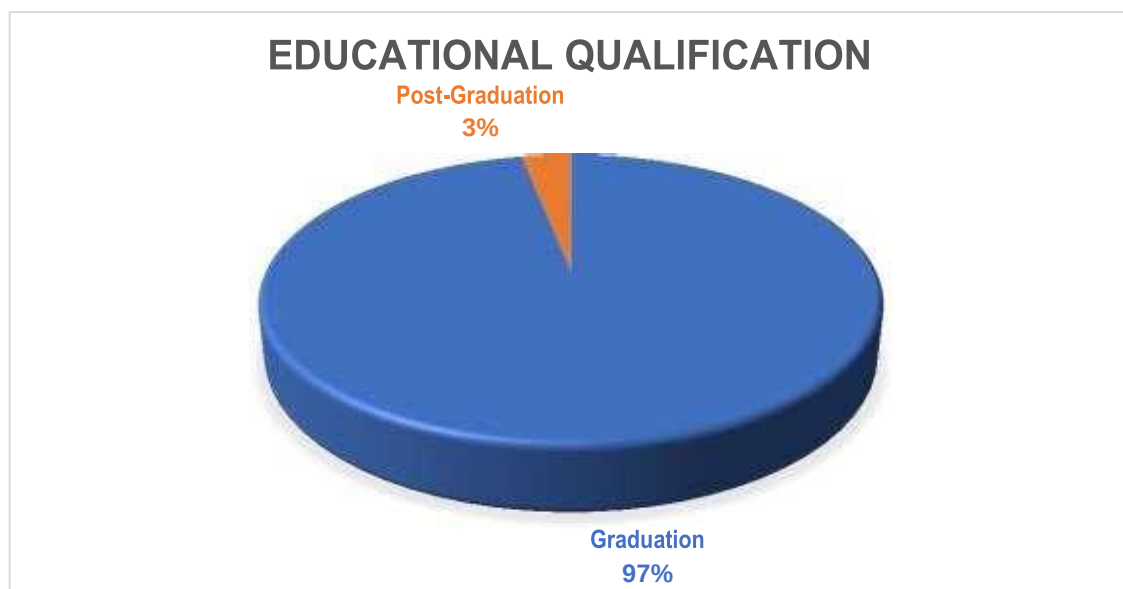
Out of 738 respondents, a majority (43%) of the respondents are system engineers, 41% of respondents are Technology Analysts, and 16% of respondents are senior system engineers.

Table: 4.1.3 Education-wise distribution of respondents

Educational Qualification	Frequency	Percentages
Graduation	715	96.9
Post-Graduation	23	3.1
Total	738	100

Source: Field Study

Figure 4.1.3 Percentage analysis of educational qualification distribution



Source: Field Study

Out of 738 respondent's majority (97%) of respondents are graduates, and 3% of respondents are post-graduates.

Table: 4.1.4 Gender wise distribution of respondents

Gender	Frequency	Percentages
Male	454	61.5

Female	284	38.5
Total	738	100

Source: Field Study

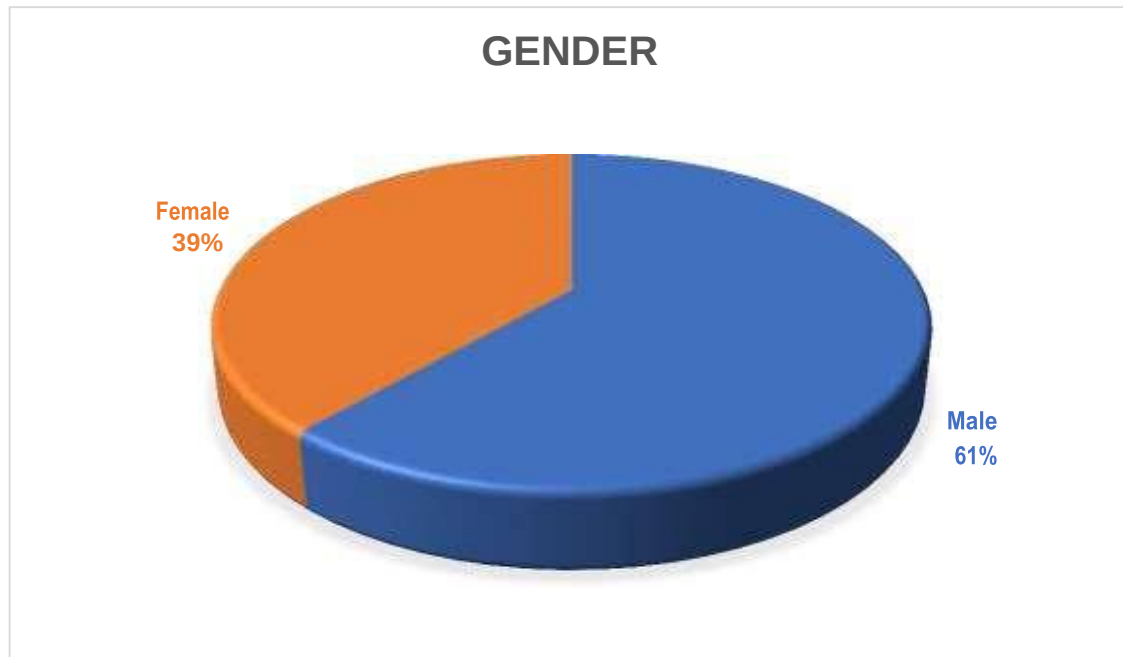


Figure 4.1.4 Percentage analysis of gender distribution

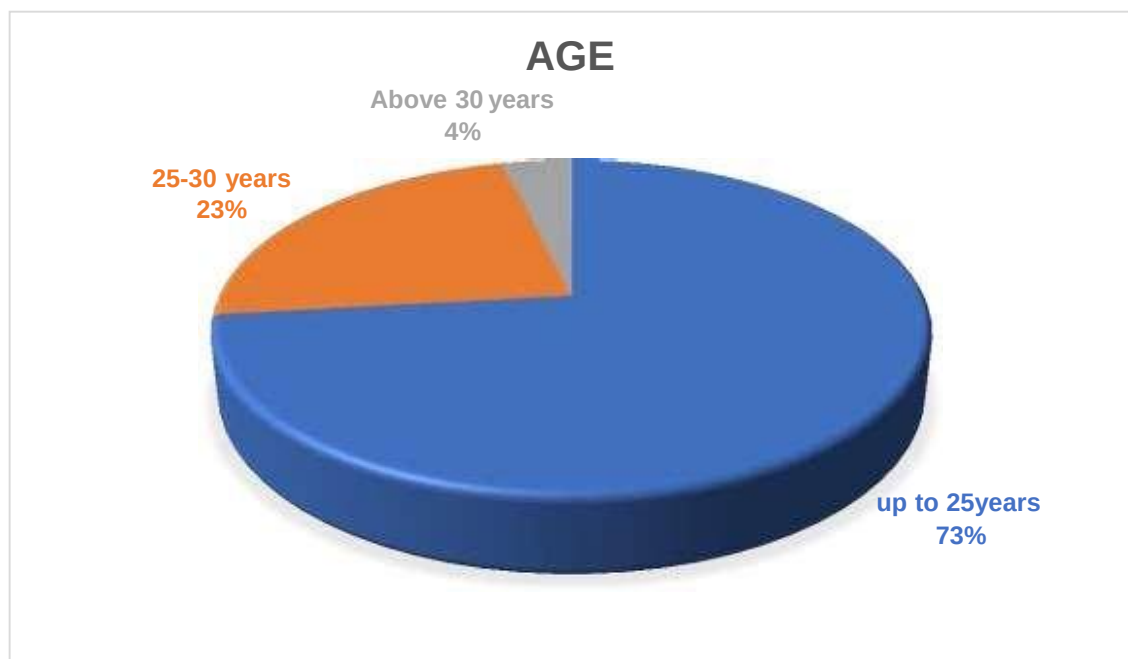
Out of the total population of 738 respondents, 61% of respondents are male, and 39% are female respondents.

Table: 4.1.5 Age-wise distribution of respondents

Age	Frequency	Percentages
up to 25years	540	73.1
25-30 years	170	23.0
Above 30 years	28	3.79
Total	738	100

Source: Field Study

Figure 4.1.5 Percentage analysis of age distribution



Source: Field Study

Out of total 738 population, 73% of respondents belong to the age group of up to 25years, 23% of respondents are of age group 25-30 years and 4% of respondents are of above 30 years.

Table: 4.1.6 Present company experience wise distribution of respondents

Experience in present company	Frequency	Percentages
00-03 years	405	54.8
04-06 years	265	35.9
07-09 years	41	5.55
10-13 years	27	3.65
Total	738	100

Source: Field Study

Figure 4.1.6 Percentage analysis of experience in present company distribution



Source: Field Study

Out of total 738 population, the majority (55%) of respondents are having 0 to 3 years of experience in present company, and 36% of respondents are having 04 to 06 years of experience in current company, 5% of respondents are having 07 to 09 years of experience in present company, and 4% of respondents are having 10 to 13 years of experience in the current company.

Figure: 4.1.7 Total No. of organizations worked wise distribution of respondents

No. of organizations worked for	Frequency	Percentages
01	344	46.6
02	273	37.0
03	110	14.9
04	7	.9
05	4	.5
Total	738	100

Source: Field Study

Figure 4.1.7 Percentage Analysis of no. of organizations worked for a distribution



Source: Field Study

Out of total 738 population, 47% of respondents worked for one organization, 37% of respondents worked for two organizations, 15% of respondents worked for three organizations, and 1% of respondents worked for four organizations.

Mean Scores of variables

Mean is the sum of all scores and division of amount by the total number of ratings. The means are calculated of all variables of the present study. The component values of every factor are calculated, and the mean value of the variable is presented in the below table.

Table 4.1.8 Mean Scores of Variables

S. No.	Variables	Mean
Individual Factors		
1.	Job Satisfaction	3.5856
2.	Salary	3.1002
3.	Intent to Quit	3.1564
4.	Recognition	2.9438
5.	Interpersonal Relations	3.5530
6.	Working Hours	3.3293
7.	Personality	3.1534
Organizational Factors		
8.	Organizational Climate	3.4448
9.	Supervision	3.2932
10.	Organizational Support	3.1204
11.	Organizational Policies	3.1768
12.	Appreciation	3.1659
Workplace Deviant Behaviour		
13.	Production Deviance	1.9816
14.	Property Deviance	1.7828
15.	Political Deviance	1.2987
16.	Personal Aggression	1.3544

Measuring Employee Performance		
17.	Employee Commitment	3.4451
18.	Interaction with Peers	3.4398
19.	Support Innovation	3.3891
20.	Problem Diagnosis Ability	3.3202
21.	Leadership Qualities	3.4372

Source: Field Study

From the above table, from individual factors 65% of the employees are having jobsatisfaction, 53% of employees are satisfied with their salary, 49% of the employees think that they have recognition, 54% of the employees have the intention to quit, 64% of the employees are having good interpersonal relations, 58% of employees are satisfied with their working hours and 63% of employees are having good personalities. In the organizational factors, 64% of employees agreed that their organization having pleasant organization climate, 57% of employees think that their organization has proper supervision. 54% of employees feeling that they have excellent support from the organization, 68% of employees agreed that their organization policies are good, 54% of the employees agreed that they are getting good appreciation from the organization.

It was found from the above table that 25% of the employees are engaging in deviant production behaviours. In contrast, technology deviance alone is 30%, 20% of the employees are engaging in property deviant behaviours, 8% of the employees are engaging in political deviance, and 10% of the employees are having personal aggression behaviour.

62% of employees are committing their work, 61% of the employees have good interaction with their peers, 60% of employees are having innovative views and thoughts, 58% of the employees are having functional problem diagnosing skills and 61% of the employees are having leadership qualities.

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