

UNIVERSITY OF MANAGEMENT & TECHNOLOGY

UMT

Influence of Financial Stress & Economic Hardship on Workplace Deviance activities: An Empirical Study of Pakistani Organizations

School Of Business and Economics

MS – Management

By

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DECLARATION

I hereby declare that this Dissertation is completely my own work and that I used only the cited sources. Wherever contributions of others are involved, every effort is made to indicate this clearly, with due reference to the literature, and acknowledgement of collaborative research and discussions. The work was done under the guidance of Dr. Waqas Farooq, at the University of Management & Technology, Lahore.

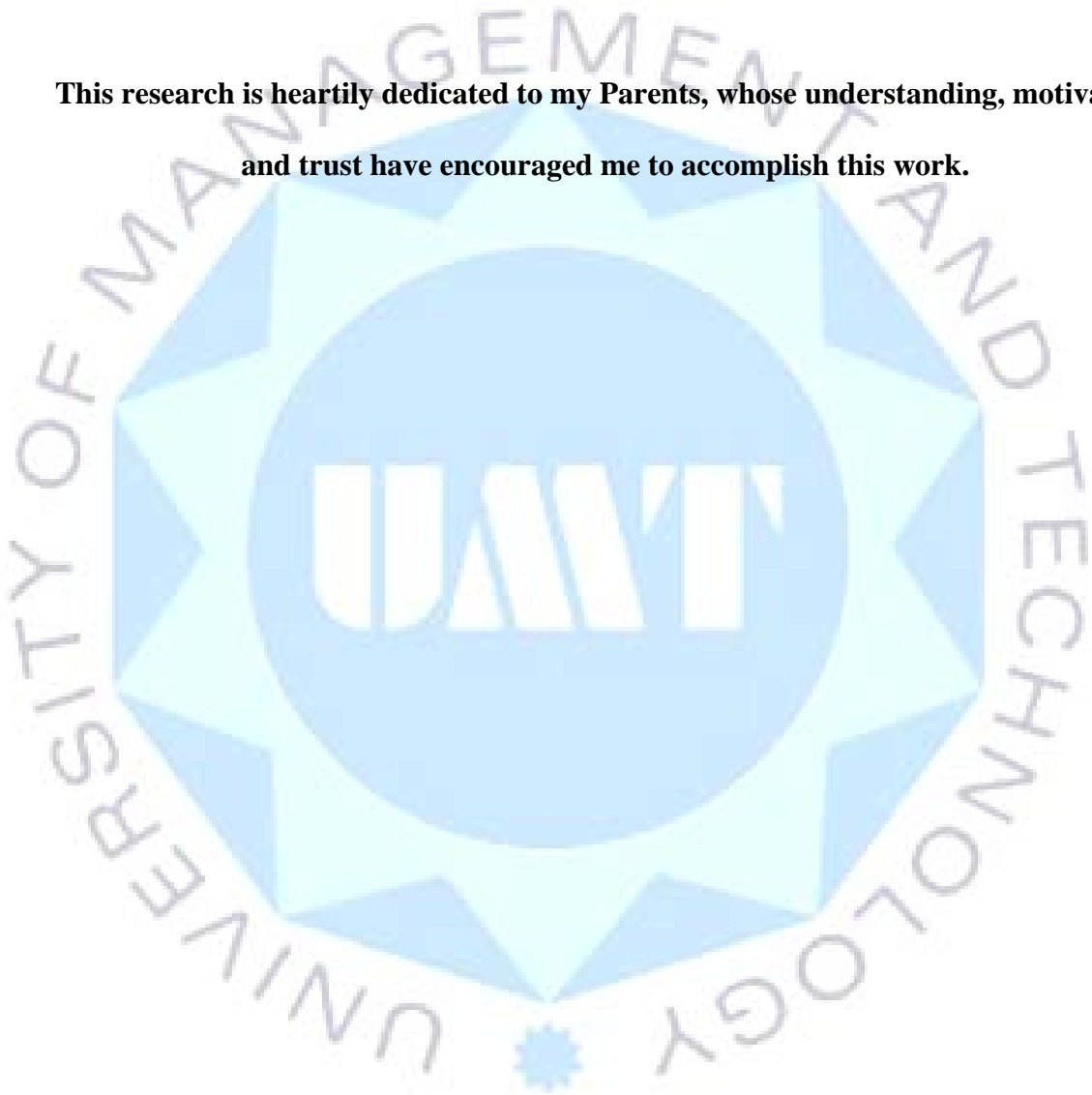
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Date _____



DEDICATION

This research is heartily dedicated to my Parents, whose understanding, motivation and trust have encouraged me to accomplish this work.



ACKNOWLEDGEMENTS

In the name of Allah, the Most Beneficent, the Most Merciful. After an intensive time period, this note of thanks is the finishing touch on my dissertation. It has been a time of deep learning for me. First and foremost, praises and thanks to Allah Almighty, for His showers of blessings throughout my research work to complete the research successfully. It is a great blessing to me that my dissertation is based on a *Hadith* and I thank Allah Almighty for giving me the strength, knowledge, ability and opportunity to undertake this research study and to persevere and complete it satisfactorily. Without his blessings, this achievement would not have been possible.

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ABSTRACT

Deviant workplace behavior is an expensive occurrence in the organizations. It comprises an extensive variety of negative actions accompanied by employees to damage the organization and its participants. A model has been developed that suggests the connection of financial stress and economic hardship with workplace deviance. The study has been conducted using the sample size of 401 respondents. Respondents are working as middle staff, management, top management and executive management in corporate manufacturing sector.

The data has been analyzed using the Factor Analysis, Pearson Correlation, Spearman Correlation and Regression to determine the relationship between financial stress, economic hardship and workplace deviance behavior. Results of the current study showed that, financial stress and economic hardship endured by an employee influences the interpersonal and organizational workplace deviance activities. Demographic variables have been patterned as control variables and investigated the influence of financial stress and economic hardship under the umbrella of control variables i.e. age, gender, experience, education, no. of dependents, designation, income, credit cards, advance salary and company provides medical. From these all control variables age, experience, credit cards, designation and company provides medical have been observed as significant with workplace deviance activities.

KEYWORDS: Interpersonal Workplace Deviance, Organizational Workplace Deviance, Financial Stress, Economic Hardship, Organizational Structural Management.

List of Tables

Table 1: Prior research studies about Workplace Deviance.

Table 2: Workplace Deviance and similar concepts.

Table 3: Comparison of Workplace Deviance in Male & Female.

Table 4: Comparison of stress and strain in Male & Female.

Table 5: Demographic Variable's result.

Table 6: Normality result of data.

Table 7: Factor Analysis of Economic Hardship.

Table 8: Factor Analysis of Workplace Deviance.

Table 9: Factor Analysis of Financial Stress.

Table 10: Reliability Analysis result.

Table 11: Pearson Correlation Analysis of variables.

Table 12: Spearman Correlation Analysis of Variables.

Table 13, 14 & 15: Linear Regression of Variables of study.

Table 16: Results of Hypotheses.

Table 17, 18 & 19: Linear Regression of Variables, with control variables.

List of Abbreviations

WD: Workplace Deviance.

FS: Financial Stress.

EH: Economic Hardship.

PAF: Principal Axis Factoring.

PC: Principal Component.

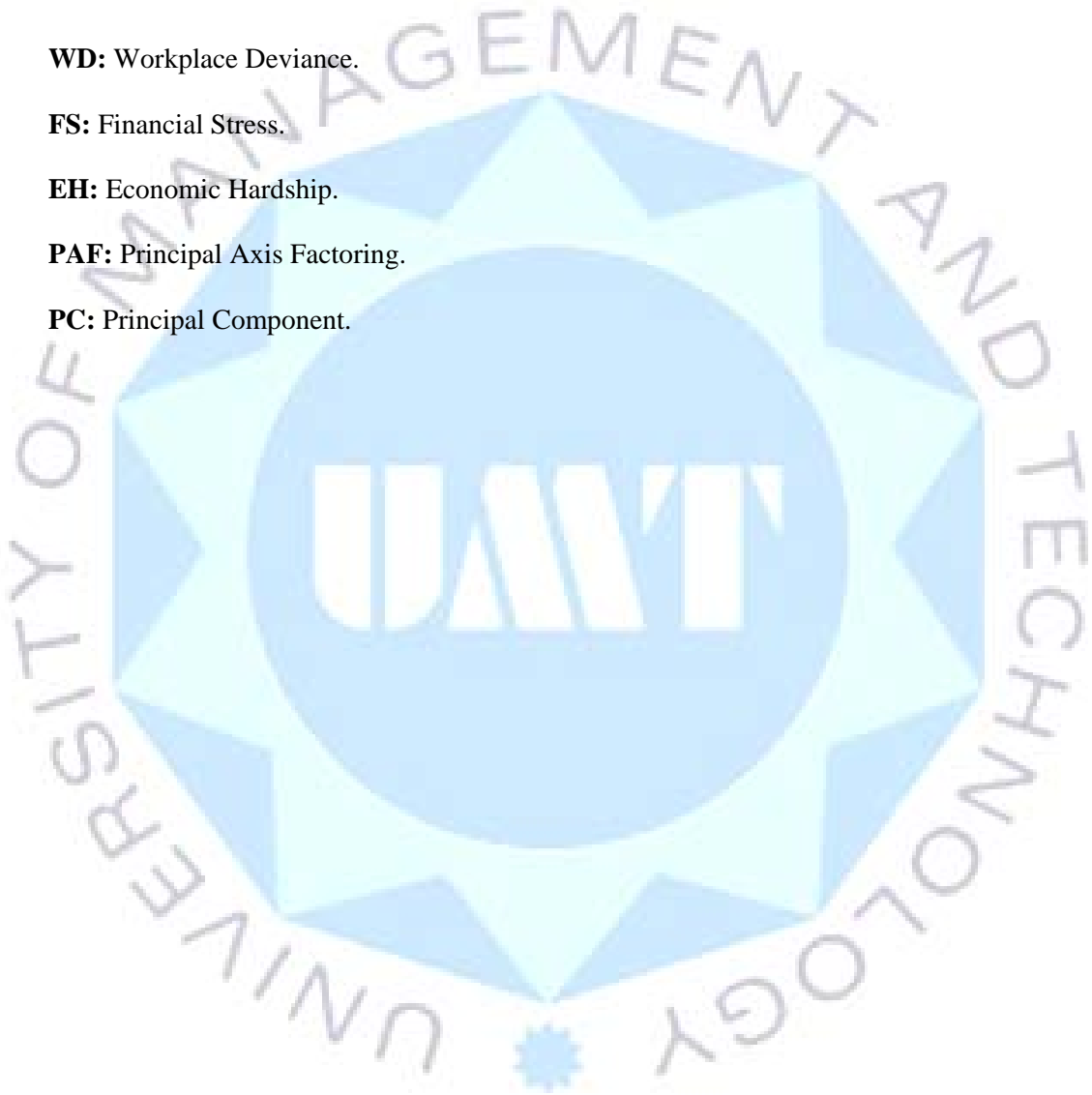


Table of Content

Page #

1. INTRODUCTION

- 1.1. Background1
- 1.2. Problem Statement3
- 1.3. Research Questions4
- 1.4. Objectives of Study4
- 1.5. Significance of Study5
- 1.6. Operational Definition of Variables6

2. LITERATURE REVIEW

- 2.1. Introduction8
- 2.2. Workplace Deviance8
 - 2.2.1. Interpersonal & Organizational Deviance15
- 2.3. Economic Hardship18
- 2.4. Financial Stress19
- 2.5. Chapter Summary22

3. THEORY & HYPOTHESES

- 3.1 Main and complementary Theories23
- 3.2. Theories supportive arguments23
- 3.3. Research Framework24
- 3.4. Hypotheses development25
- 3.5. Chapter Summary27

4. METHOD

- 4.1 Introduction 28
- 4.2. Paradigm Justification28
- 4.3. Sample28
- 4.4. Measure 31
- 4.5. Analysis Tools31

5. RESULTS & ANALYSES

5.1	Descriptive Analysis	35		
37	5.2.		Normality	Test
39	5.3.		Factor	Analysis
43	5.4.	Reliability Test	42	
43	5.5.		Modified	Framework
45	5.6.	Correlation Analysis	44	
45	5.7.		Regression	Analysis

6. DISCUSSIONS

6.1.	Overview	52
6.2.	Discussion of Findings	52
6.3.	Conclusion	55
6.4.	Implications	56
6.5.	Future Directions	57
6.6.	Limitations	57

REFERENCES

59

APPANDEX A

Survey Questionnaire

68

APPANDEX B

Factor Analyses Communalities & Regression Results

70

INTRODUCTION

1.1. Background:

Recently, it has been found that 82% of the employees in Pakistan public organizations often reach late to work, 90% have lengthier lunch breaks and 66% leave office early (Bashir, Nasir, Qayyum & Bashir, 2012). It is supposed that workplace deviance caused in organizational losses probable to range from US\$ 6 - US\$ 200 billion yearly (Mitchell& Ambrose, 2007). Workplace deviance is the solicitous issue to an organization as it disturbs employees which might generate the operational functioning of an organization (Robinson, Wang & Kiewitz, 2014). An intensifying and strengthening matter of deviant activities in the job place should not be ignored.

