

# IMPACT OF HYGIENE FACTORS ON DEVIATIONAL WORK PLACE BEHAVIOR

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## Abstract

It is a typical wonder these days, in different organizations to see that, the workers abuse the critical authoritative standards, and take part in such a conduct, which ends up being grievous to the organization. A portion of the occasions are, taking over the top breaks from work, taking from organization, Blaming colleagues, contending non valuably, inappropriate behavior, individual hostility and Endangering collaborators. This sort of conduct, which is a deviation from the standards set somewhere around the organization is designated "Deviational work place behaviour." This sort of conduct, may antagonistically influence the physical and mental prosperity of employees. Consequently, this might prompt the organization missing out on the productivity of the employees at work environment. Due to this explanation, there is a developing significance to examine the purposes for the unusual conduct of this sort, and come out with answers for keep away from this sort of conduct. As disappointed employees show this kind of conduct, we have to evaluate the components prompting disappointment and how much these variables impact the conduct. The consequences of Negative deviational behavior at work can be classified as organizational to Interpersonal and minor to serious. We are going to study about Endangering co-workers, which comes under interpersonal and serious cause category. The other kinds of consequences are Organizational and minor, organizational and serious and interpersonal and minor. The Questionnaire will be prepared in such a way that will bring out information about whether they are provided with sufficient hygiene factors, and lack of which hygiene factor leads to the consequence of Endangering co-workers etc.

**Keywords:** Hygiene factors, Endangering co-workers, organizational consequences, Interpersonal consequences, Employee prosperity.

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## 1. INTRODUCTION

This paper studies the relationship between various hygiene factors on a consequence of a deviational workplace behavior, namely endangering co-workers. which of these hygiene factors have more impact on deviational workplace behavior are also studied. For this study, the hygiene factors taken are supervision and autonomy, company policies and office life.<sup>[1]</sup>

## 2. LITERATURE REVIEW

There is a decent measure of examination on both, "Theories of motivation" and "Deviational workplace behavior". Yet, establishing a relation between various components, particularly "hygiene factors", and "Endangering co-workers" is the need of great importance. It is evident truth that work disappointment prompts Endangering coworkers.<sup>[2]</sup>

## 3. PROBLEM STATEMENT

The greater part of the occasions, the disappointment among the employees is a result of absence of least degree of inspirational elements. As verified by Frederick Herzberg in his "Two Factor Theory of inspiration", this sort of variables, whose nonappearance prompts disappointment among

workers are classified "Hygiene factors". It is to be noted that the absence of these factors causes dissatisfaction, but mere presence of these factors does not cause satisfaction

A portion of the hygiene factors, as seen by him are: Supervision and autonomy, company policies, and office life and so on. On the off chance that these variables are not kept up with to the base conceivable level, this might prompt employee disappointment.<sup>[3]</sup>

In this investigation, one of the significant indications of the "Deviational workplace behaviour", in particular "Endangering co-workers" is considered as a Dependent variable. Three types of hygiene factors, in particular, supervision and autonomy, company policies, office life are considered as Independent variables. An endeavor is made here to see what every Independent variable independently means for the dependent variable.<sup>[4]</sup>

## 4. OBJECTIVES:

The major objective of study is about understanding the influence of various hygiene factors on the consequence of endangering co-workers in general and, understanding about particularly which factor has more influence on it.

**5.SCOPE OF THE STUDY**

The study is made on selected colleges or universities in Telangana and Andhra Pradesh. Also, we are considering mainly the causes related to motivation that are leading to endangering of workers. But, there may be few other causes as well leading to the consequence of Endangering of coworkers.

**5.LIMITATIONS OF THE STUDY**

- Time constraint is the major constraint in this case that lead us to not throwing focus on other aspects.
- Also, we have not considered positive deviant behaviour

**6.METHODOLOGY**

For this examination, the information will be gathered through surveys and the reactions will be changed over to scores which will be utilized for quantitative investigation.

The area for study will various educational institutions, colleges etc. The teaching and non-teaching staff might be reached for gathering information.

Stratified sampling method can be adopted to collect the sample.Also, secondary data will be collected from various journals, through various websites etc.

**The following hypothesis will be put to test:**

**1.FOR SUPERVISION AND AUTONOMY:**

- **Null Hypothesis:** There is no significant relationship between supervision and autonomy and Endangering co-workers.
- **Alternative hypothesis:** There is significant relationship between supervision and autonomy and Endangering co-workers.

**2. FOR COMPANY POLICIES:**

- **Null hypothesis:** There is no significant relationship between company policies and Endangering co-workers.
- **Alternative hypothesis:** There is significant relationship between company policies and Endangering co-workers.

**3. FOR OFFICE LIFE:**

- **Null hypothesis:** There is no significant relationship between office life and Endangering co workers.
- **Alternative hypothesis:** There is significant relationship between office life and Endangering co-workers.

**7.CORRELATION**

With the help of correlation test we can determine which independent variable is strongly related to dependent variable. Among supervision and autonomy, company policies and office life which parameter is having greater correlation with the phenomenon of “Endangering co- workers” can be studied.

For this, Karl pearson coefficient of correlation can be measured to establish the kind of correlation between variables.

**8.REGRESSION ANALYSIS:**

Regression analysis can be done to find out the best curve fit for the given set of variables.

**9.CALCULATIONS**

To investigate the connection between office life and endangering co-workers’ sample of 349 instructors (Asst. professors) from different colleges is taken.

Asst.professors were posed inquiries in regards to different issues in office life and how most likely they might show tendency to endangering coworkers.

The factors were connected by the direct relapse, considering endangering co-workers asdependent variable and the office life as independent variable.

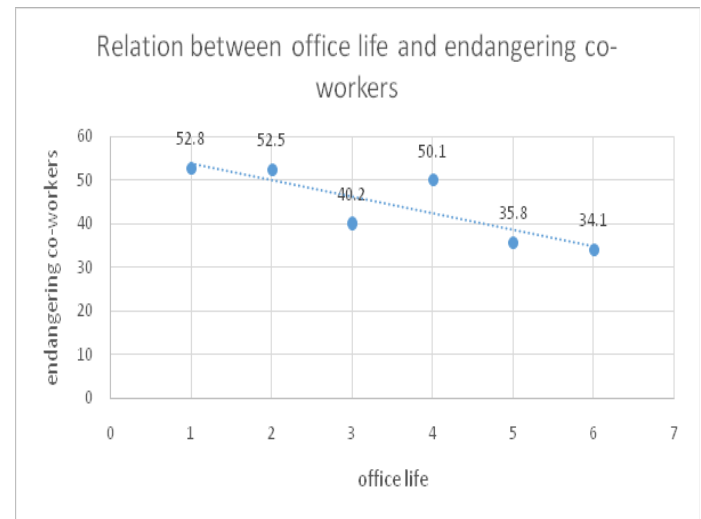
Based on a scores obtained from the questionnaires, data is analysed and interpreted as given under.

**10.DATA INTERPRETATION**

**Surprisingly,**

- 52.8% of the times the teachers get into mental exhaustion always or often due to bad office life .(This mental exhaustion leads to endangering co-workers)
- 50.1%reported difficulties due to unscientific management.
- Stress level has 35.8 % of endangering co workers
- Bad gossiping has 34.1% of endangering co-workers
- Bad personality people have 40.2% of engaging in activities endangering co workers.
- Similarly, for the other hygiene factors also data analysis can be done.

Office life	Chance for endangering employees
Mental exhaustion	52.8
Unscientific management	52.5
Bad personality	40.2
Bad organisational culture	50.1
Stress	35.8
Bad gossiping	34.1



**10.CONCLUSION**

Teacher’s, if not provided with good office life, it may lead to the , health issues of teachers.Similarly, in other cases also, how hygiene factors affect the consequence, namely, endangering coworkers can be studied.

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