Decoding workplace dynamics: unveiling perceptual and attitudinal drivers of counterproductive work behaviour using hybrid SEMANN approach

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Abstract

Purpose – The study aims to determine the impact of perceptual and attitudinal factors on employees' counterproductive work behaviour (CWB). The study emphasises the verification of the direct, indirect, linear and non-linear effects of several antecedents of CWBs. The moderating role of self-efficacy is also investigated.

Design/methodology/approach – Data were collected from 1,215 employees from several industrial companies in Southern Iraq. The study used the hybrid approach to data analysis, based on a dual-stage SEM-ANN, i.e. partial least squares structural equation modelling and artificial neural network approach.

Findings – Results indicate that most of the proposed variables predict CWB and that abusive supervision and perceived organisational politics (POP) positively affect job burnout (JB) through job stress. In addition, non-linear relationships, JB, abusive supervision and POP are the most important in predicting CWB. The study confirms that a negative perception of the work environment increases the likelihood of harmful behaviours in the organisation and that self-efficacy can reduce such a perception.

Originality/value – The importance of the current study is summarised in its attempt to verify the antecedents of CWB by relying on a two-step approach to test linear and non-linear relationships. This approach will greatly enhance theories regarding adverse behaviour in the workplace, especially, with a fairly large sample size.

Keywords Counterproductive work behaviour, Self-efficacy, SEM-ANN approach

Paper type Research paper

Introduction

The nature of employees' behaviours reflects the psychological work environment and organisational effectiveness (Al-Abrrow *et al.*, 2020; Abdullah *et al.*, 2021). Therefore, organisations are constantly trying to counteract negative work behaviour which is called counterproductive work behaviour (CWB). CWB is defined as a wilful breach of regulation