EMPLOYEES' MISBEHAVIOURS IN NON-PROFIT ORGANIZATIONS - AN EXPOLORATORY STUDY

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ABSTRACT

Organizational Misbehaviour is an important subject that needs to be seriously understood as it represents a reality of work life amongst employees in organization. Each and every employee should be concerned about this phenomenon since it may bring harmful effects to the organization in the long run if it is not effectively managed.

There is increasing concern regarding negative workplace behaviour. Organizational Misbehaviour which considered as negative deviant workplace is obviously costly, reduces performance and can impact the entire organization negatively. We cannot ignore misbehaviours in organizations. It needs to be confronted and managed.

In this study, typology of Robinson and Bennet was used as model. In this typology, the different types of wrongful behaviours range from minor to serious and can be identified as either targeting some individuals in the organization (known as Interpersonal deviance) or the Organization itself (known as Organizational deviance).

This study reports some findings of a survey conducted among 125 employees of the Non-profit organizations in Batticaloa. This research is quantitative research. Researcher used structured questionnaire to collect data from employees. Sample selected through convenience sampling method. Statistical Package for Social Science (SPSS 22.0) was used to present, analyze and evaluate data.

This survey identified, there is a high level of Interpersonal deviance and organizational deviance among the employees in Non-profit organizations, there is no significance difference between male and female employees and there is significance difference exist related to age level of employees. Through this study, help to understanding and managing misbehaviours in workplace to increase the performance of the employees and help organization establish strong and trusting relationship with employees as well as their stakeholders.

Key Words: Organizational Misbehaviours, Interpersonal Deviance, Organizational Deviance

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