

# INFLUENCE OF DELAYED SALARY AND PERCEIVED ORGANIZATIONAL SUPPORT ON WORKPLACE INCIVILITY

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## ABSTRACT

In understanding organizational behavior, Workplace incivility was assumed to be influenced by delayed salary and perceived organizational support in an organization. An Ex- Post facto research design was adopted for the study while a sample of 152 local government workers completed measures of delayed salary, perceived organizational support and workplace incivility as measured by a well structured self –report instrument. Result of the findings shows that there is a significant difference in the mean scores of employees whose salary payment were delayed (23.90) and those not delayed (20.60) on levels of workplace incivility ( $t_{143} = 2.10, P < 0.05$ ). The study concluded that employees whose salary payments were delayed experience more workplace incivility than those whose salary payment were not delayed. Furthermore, the findings also show that there is a significant difference in the mean scores of employees with low (23.95) and high Perceived organizational support (19.23) on levels of workplace incivility ( $t_{142} = 3.13, P < 0.01$ ). In addition, the findings further revealed that salary payment (delayed or not delayed) and perceived organizational support (high or low) do not have significant interaction influence on workplace incivility ( $F(1, 142) = 0.000, P > 0.05$ ). In other words, both salary payment (either delayed or not delayed) and perceived organizational support do not interactively affect workplace incivility. It is concluded that delayed salary, perceived organizational support are highly relevant to an understanding of workplace incivility in an organization. The results were discussed in line with existing literature and recommendations were made.

**Keywords:** Delayed salary, perceived organizational support and workplace incivility