

PAY SATISFACTION, PSYCHOLOGICAL CONTRACT AND INTENT TO LEAVE AS PREDICTORS OF COUNTERPRODUCTIVE WORK BEHAVIOUR AMONG NONTEACHING STAFF OF FEDERAL UNIVERSITY OYE-EKITI

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ABSTRACT

Counterproductive work behaviour refers to behaviour of employees that harms an organization or its members; which can be influenced by some psychological factors. The study examined pay satisfaction, psychological contract and intent-to leave as predictors of counterproductive work behaviour among non-teaching staff of Federal University Oye-Ekiti.

With the use of Ex-post facto research design, two hundred non-teaching staffs were accidentally sampled. Questionnaires consisting of socio-demographics, pay satisfaction, psychological contract, intent-to leave and counterproductive work behaviour scales were administered to the participants. Three hypotheses were tested with multiple regression and t-test for independent samples.

Result revealed that pay satisfaction and intent-to leave independently predicted counterproductive work behaviour. ($\beta = -.14$, $t = -1.98$, $p < .05$; and $\beta = .16$, $t = 2.24$, $p < .05$) respectively. However, psychological contract did not independently predict counterproductive work behaviour ($\beta = -.00$, $t = -0.03$, $p > .05$). All the predictor variables jointly predicted counterproductive work behaviour ($F(3,196) = 3.30$, $p < .05$). Age significantly influenced counterproductive work behaviour ($t = -2.23$; $df = 188$; $p < .05$).

Findings were discussed in relation to past studies. It was concluded that certain psychological variables as investigated in the study are relevant in reducing counterproductive work behaviour among non-teaching staff.

Key Words: Pay satisfaction, psychological contract, intent-to leave, counterproductive work behaviour