



Survey the counterproductive behavior with excitement adjustment and personality traits (Case study: National Oil Company of South Oil)

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Abstract. The present study is to survey the role of excitement cognitive adjustment and identification categories on emerging the counterproductive behavior. For this purpose, 306 samples of engineering management employees and the drilling national company building of Iran South Oil areas were selected using random sampling in order to exploit Corcoran formula. Used data by 3 questionnaires of Bent and Robison's (2003) counterproductive behavior, Persian questionnaire BFI (Oliver and Gohen, 1991) for identity categories, and questionnaire Persian form of cognitive excitement adjustment (2012) was collected and tested by Pearson-correlation test. The study results showed that there has been a meaningful relation in neurosis, empiricism, agreeableness, conscientiousness, blame himself, coping, positive thinking, blame others, cognitive excitement adjustment except extrovert, but there is a negative relation among empiricism, agreeableness, conscientiousness, blame himself, coping, positive thinking, blame others, cognitive excitement adjustment and extrovert except neurosis.

Keywords: counterproductive behavior, cognitive excitement, identity categories.

1. INTRODUCTION

Organizations and industries need to maintain and reinforce the behaviors which increased the exploitation and prevent from emerging behaviors which reduced the exploitation or treat these behaviors; it can also be point out the behaviors as counterproductive ones including intentional behavior are performed by using the organization members and contrasted the objectives and organization interests (Sackett et al, 2001). The counterproductive behaviors are consisted of the extensive range of employee behaviors that are disadvantage for organizations. Stealing and absence are two common examples (Maclane et al, 2010). As have been explained by Colen and Sacket (2003), other counterproductive behaviors are as: to destroy the organization assets, use the organization information inappropriately, use the working time inappropriately, work without quality, use the alcohol and drug in workplace, and oral and verbal behavior inappropriately (Mehdad, 2011).

Fox et.al (2001) stated that the ways of facing the people with a situation that evaluated as threading are different. Some reacts as cognitive and some as emerging the negative excitement, these can be appeared as counterproductive behaviors (Appelbaum et al, 2007). Effective factors and related to counterproductive behaviors are recognized and introduced; one of variables is employee personality (Golparvar et al., 2012). Such claim exclusively with definitions of personality based on static categories and attributes, that directed the interaction of people in different situation, is perfectly aligned (Khaksar 2007).

In a meta-analysis with surveying the done researches on the relation of counterproductive behaviors with personality, Colen and Sacket (2003) construed that 1) among five big factors of personality, the deontology shows more stable relationships with counterproductive behaviors, 2) theoretically, some researchers assumed such that personality and its related categories

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influence on occurring the counterproductive behaviors as directly. 3) Other researchers have considered five big factors as the moderator variables, through involvement in amount of satisfaction, moods, stress, perceptions of people, via highlighting some perceptions of specific qualified persons provided the conceptual background to influence the perception of organizational justice on the counterproductive behaviors (Mount et al., 2006). Also Call et.al (2006) deal with surveying the role of five big factors for predication the counterproductive behaviors. The results showed that personality characteristics are as predictor variables of counterproductive behavior, and there is a positive relationship between neuroticism and counterproductive behavior (Bagheban et al., 2013).

On the other hand, it seems that personality traits have a significant impact on their emotion regulation strategies. To illustrate the relationship between personality characteristics and emotional readiness, patterns of different theories as Asenk and Gary theory have been applied. In support of Asenk 's view, research results show that personality traits and emotional states are associated with each other (Aminabadi et al., 2012). Emotional adjustment is a natural way of emotional response tendencies (Salehi et al., 2012). In fact, emotion regulation refers to actions are used in order to change or modify an emotional statement.

In the psychological literature, this term is often applied to describe the modification process of negative emotion. Although emotion regulation can be involved conscious processes, but is not necessarily required to understand and clear strategies (Greenberg, 1997). Emotion regulation plays a key role in managing emotions and is a form of self-regulation (Amin Abadi et al., 1390). Fox and Spector (1999) examined the relationship between the failure as environment conditions, the emotional responses to these conditions, and cognitive and aggressive components.

They believe that many aggressive actions are happened in response to signals that are induced anger in person (Fine et al., 2010). According to what was said the question that arises is whether the personality and cognitive emotion regulation over the counterproductive behaviors play a role? According to the principles of theoretical and experimental in research, as stated, personality features have a relationship with kind of selective- cognitive strategy on the emotion regulation and counterproductive behaviors and a kind of cognitive emotional regulation strategies also are as predictors of behavior in the workplace. In this regard, to investigate the personality characteristics this study is applied the five-factor model (Carey and Costa, 1991) as: Neuroticism, extraversion, agreeableness, conscientiousness and openness. Also in order to study the cognitive emotion regulation from the theory of Garnfsky et al (2001-2002) and to study the counterproductive behavior from Bennett and Robinson's classification (2003) that divided the counterproductive behaviors into two parts as the counterproductive behavior toward organization and interpersonal behavior will be used in this study.

2. RESULTS

Figure 1 depicts these relationships. This model from Fox and Spector (2005) has been removed.

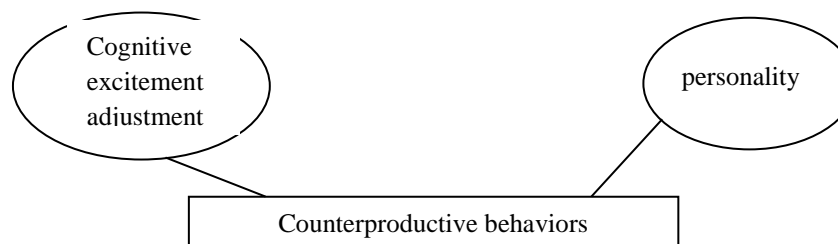


Figure1: The conceptual model based on the model of Fox and Spector (2005)

Given the above the model assumptions are considered:

1. There is a relationship between cognitive emotion regulation and counter-product behavior.
2. There is a relationship between counterproductive behavior and neurosis.
3. There is a relationship between extraversion and counterproductive behavior.
4. There is a relationship between counterproductive behavior and openness.
5. There is a relationship between agreeableness and counterproductive behavior.
6. There is a relationship between conscientiousness and counterproductive behavior.

Thus, for survey this study a descriptive correlation design was shaped and its data at a time using the following questionnaires was collected. 1520 samples were selected in this research.

They consisted of all the employees of the national oil company South Oil Engineering and Construction Management. Their volume was the number of 306 persons using Cochran formula that were selected by simple random sampling. To measure counterproductive behavior, the questionnaire designed by Bennett and Robinson (1995) was used in the workplace. The questionnaire consisted of 13 components and 2 indexes.

Askroder reported (2009) Cronbach's alpha coefficients of anti-product behavior questionnaire for the two subscales of counterproductive behaviors toward organizational and interpersonal 86% and 92% respectively. Arshadi et al (2013) obtained correlation coefficients between subscales of organizational and interpersonal behaviors towards the counterproductive and by two research questions as 92% and 88% and their Cronbach's alpha coefficients as 96% and 90%. Persian form of Cognitive Emotion Regulation Questionnaire is an interpretation of Cognitive Emotion Regulation Questionnaire (CERQ) developed by Nadia Granfski and her colleagues (1999) and published in 2001. The initial questionnaire was composed of 36 elements and 9 indexes. But Amin abadi et al (2013) by assessing its validity and reliability and after excluding its items that turned into 26 components and 4 indexes. They studied the reliability on 260 students in the 88-87 school year, and validity of this scale in order for blaming himself 77%, coping 70%, positive thinking 76%, blaming others 64% obtained. Five-Factor Personality Inventory (BFI) was constructed in 1991 by Oliver and John Kerry in order to survey five personality traits based on Costa and Gary's view (1991) and has 44 indicators. This questionnaire was translated by Amin abadi, after studying on 100 persons with the deletion of 9 indexes only remained 35 indicators (13). Nasr Esfahani and Etemadi (2013) examined the BFI reliability with Cronbach's alpha coefficient and its value obtained as 85%.

The results showed that the population included 62% women and 38% men, 73% married and 27% single, 3%, Diploma, 16% Advanced Diploma, 46% undergraduate, 31% graduate, and 12% PhD and higher. 12% between 1-7 years, 36% between 14-8 years, 41% between 15-21 years and 11% higher than 22 years experience, 10% between 20-30 years, 38% Between 31-40 years, 40% between 41-50 years and 12% over 51 years of age. Descriptive data of the study variables are shown in Table 1.

Before the research hypotheses to be addressed, for single variables Kalmograf-Asmprnef test was used. The rationale for using this test is to determine the normality of the data from parametric tests (Pearson correlation test) and as abnormal, we used the nonparametric tests (Spearman correlation coefficient). The test data has been brought in Table 2.

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Table 1. Descriptive data derived variables.

Indexes factors	N	Min	Max	Mean	Std
Counterproductive behavior	306	20	51	27.61	5.32
Neurosis	306	8	28	16.84	5.12
Extroversion	306	16	33	24.30	4.50
Empiricism	306	14	32	24.84	4.18
Agreeableness	306	19	34	27.68	3.79
Conscientiousness	306	16	30	24.20	3.78
Blame himself	306	42	29	37.20	8.17
Coping	306	31	12	21.88	4.26
Positive thinking	306	19	8	15.17	4.72
Blame others	306	9	4	6.71	2.91
Cognitive excitement adjustment	306	101	53	80.66	11.76

Based on the findings of the study it is recognized that the distribution data is normal and Pearson correlation test was used to evaluate the relationship. Pearson Test results showed that there is a significant negative correlation between the cognitive- excitement adjustment with counterproductive behavior and the extent of this relationship is 77%. Neurotic with counterproductive behavior has a meaningful relationship and amount of this was is 92%. There were no significant relationship between extraversion and anti-product behavior. Also, this relationship among three variables, openness, agreeableness, and conscientiousness was meaningful and negative, and amount of this was 81%, 83%, and 88% respectively. The above information is given in Table 3 below.

Table 2. Results of the Kolmogorov-Smirnov test.

Statistical index	Cognitive excitement adjustment	Counterproductive behavior	Extroversion	Neurosis	Conscientiousness	Agreeability	Empiricism
Mean	80.66	27.61	24.30	16.84	24.20	27.68	24.84
Std	11.76	5.32	4.50	5.12	3.78	24.20	4.18
Z	0.91	0.80	0.87	0.98	0.79	0.63	0.58
P	0.36	0.53	0.42	0.28	0.54	0.41	0.39

To investigate the effects of cognitive emotion regulation and personality characteristics on counterproductive behavior of multi-factor regression analysis was used. Enter independent variables stepwise multi-factor regression analysis is a step by step. In this way, this entry was realized in the independent variable by researcher and is based on the correlation coefficient and if the variables acquire the inclusion criteria, they will be remained in the analysis, otherwise removed. Finally the two variables, neuroticism, conscientiousness, acquire the inclusion criteria and three variables, agreeableness, openness, and cognitive emotion regulation were excluded from the regression equation.

Table 3: Results of hypothesis testing.

Variables	Correlation coefficient	sig	Meaningful level	
Cognitive excitement adjustment				
Neurosis	Counterproductive behavior	-0.77	0.12	0.05
Extroversion	Counterproductive behavior	0.92	0.16	0.05
Empiricism	Counterproductive behavior	0.142	0.320	0.05
Agreeability	Counterproductive behavior	-0.81	0.12	0.05
Conscientiousness	Counterproductive behavior	-0.83	0.10	0.05
	Counterproductive behavior	-0.88	0.001	0.05

Table 4. Results of step by step regression

model	Multi correlation coefficient (R)	Determination coefficient(R²)
1	0.687*	0.436
2	0.686**	0.451
3	0.681***	0.467
4	0.653***	0.482

(a) Predictor variables: constant coefficient, neuroticism, conscientiousness, agreeableness, openness, emotion regulation

(b) Predictor variables: constant coefficient, neuroticism, agreeableness, emotional regulation, conscientiousness;

(c) Predictor variables: constant coefficient, neurosis, emotion regulation, conscientiousness;

(d) Predictor variables: constant coefficient, neuroticism, conscientiousness

Table 5: Regression and beta coefficients for Model 3 *

	Regression coefficient	Beta	T	Meaningful level
Constant coefficient	0.372		4.735	0.000
Neurosis	0.134	0.416	2.462	0.035
Conscientiousness	0.146	0.356	1.823	0.071

3. CONCLUSION

The first hypothesis results showed that there is a relationship between the cognitive emotion regulation and counterproductive behavior. This regard, it is explained that, according to Ellsworth & Scherer (2003), emotional situations psychologically, can also be built based on introvert and subjective thoughts. Both the outer and inner situations have been considered and evaluations in various ways, such as the similarities, the value and importance of this position among other situations will be motivated. Different theorists have assumed dimensions or different stages for this assessment, but in a sense, there is a broad agreement among them that this is the evaluation that led to evoke the emotional response.

Produced responses by these assessments can lead to changes in experimental response system, behavioral, and neuro- physiological. The key idea is that the excitements have a return dimension, i.e. they can lead to changes in the environment in which they occurred, and with this change excitements can affect the subsequent events possibility of exciting (Gross et al., 1995). The problem occurs when a vulnerable person as biologically, places in an unfavorable and abnormal environment. Invalid unfavorable environments induce to the person that his specific responses to events (especially his emotional responses) are incorrect, inappropriate or disease, or should not be taken seriously.

The environment with punishing the expressed negative experience and response indicate emotions when they get high to teach them that between the prohibition of emotions and expressing emotion have a fluctuating in an extreme form. Caused emotional disorder leads to interference in solving the problem and causes the problems automatically. Such inconsistent behavior, such as extreme and suicidal behavior, particularly in problem solving is done and

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especially by creating a kind of temporary relief caused the painful emotion problems (Garnefski et al., 2001).

In the second to sixth hypothesis was found that personality traits are related to counterproductive behavior and explained these results such a that people have neurosis who are bothered by the negative emotions such as fear, concern and insecurity (Salehi et al., 2012). Compared with their counterparts they indicate more mood swings and more unpleasant events with others that may be explained the reason their negative mood (Salehi et al., 2012). High neurotic person does not believe that he can change his excitement. Further he believes that his passion is too strong and out of his control (Garnefski et al., 2002). Such an evaluation may be caused that this person is less attempt to regulate his emotions and even if they attempt to regulate this behavior is likely to fail as a result of shows the counterproductive behavior. Empiricism features mean accepting the feelings as the real important things that worth an attention and to be regulate (Garnefski et al., 2001). That means empiricists as if the emotional arousal, do not use of a deterrent strategy too much.

On the other hand, they apply to selected strategies and situation modification as difficulty. Of course it depends on the kind of situation. An empiricist for his interest in acquiring the experience even with the possibility of a negative event wants to experience the opportunity and doesn't give away (Garnefski et al., 2004). People, who score high on their empiricism, value the imagination and aesthetic potential. On the contrary, those who take a low score in empiricism to worth for cleanliness, obedience and national security a great (Salehi et al., 2012). This factor is known as the most cognitive factor in the area the five- factor of personality and is recognized by desire to experience, broad, conceptual empirical depth and complexity of the person's subjective and empirical world. In terms of emotional processing, this feature with the aesthetic experience of excitement such as surprise and interest is mixed (Garnefski et al., 2002).

Perhaps these people due to the openness of the feelings can experience each excitement. Agreeability features are a display the interpersonal of personality. The Point against selfishness is the mistrust and hostility toward others and included the altruism, trust and humility. Agreeableness person has a gentle personality, loving and good-tempered, is compatible with others and stays from the hostility, friends know him as caring and good-hearted person, he has the values including benefits, forgiveness and love, in the event of conflict in interpersonal relationships he reports the fewer conflict, in case of conflict avoids to try for expressing the power as a means of conflict resolution, and according to Mac Kara and Costa (1987), he interests in cooperation and being the bold (Salehi et al., 2012).

To understand the reaction of these people in facing to emotional positions it must be known their social attitudes and feelings. For example, when somebody has a problem and needs help, agreeableness person helps him and to the extent that the act he throws him into trouble and he makes a negative emotion does not care. (Garnefski et al., 2001). Conscientiousness feature with the friendly impulse control is described, which shows the purpose and task-oriented behaviors such as thinking before acting, delaying satisfaction, adherence to norms, rules, planning and organizing (Garnefski et al., 2002).

The conscientiousness who value the cleanliness and ambition, have self-discipline, their colleagues describe them as organized, ambitious persons, conscientious people-oriented capabilities in planning and thinking about the possible consequences before acting, predispose them that in the first stage of the production process of excitement i.e. the choice of position, they come into practice and before starting, set their own emotional arousal. These people are able to avoid consciously entering into situations where they may cause negative emotions. So

feel regret and remorse less likely than others (Salehi et al., 2012). Or when they are wrong, they quickly realized their mistake and not repeat it. Overall, these results are consistent with the results of other research line (Golparavar et al., 2012, Appelbaum et al., 2007, Fine et al., 2010, Haaland et al, 2002, Garnefski et al, 2002, Avatefimonfarad et al, 2012, Arshadi et al, 2013). In this regard, it is recommended that

1. Employees who experience exclusion in the workplace will be involved in actions against production. Therefore, these individuals should be identified.
2. To enhance job security it is tried those involved in anti-production behavior in the environment not to deal with control and dispute on it.
3. Industrial and Organizational Psychology in the organizations and industries recognize the operational and objective role of anti-product behaviors types for managers and supervisors.
4. Recognizing the successful organizations alongside the counterproductive behaviors and modeling it as behaviorally
5. Accepting as the organizations are the open systems that are affected from their employees, so it is tried that the psychological health of individuals is manipulated inside the organization.

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