

ISSN 1117-9481



ILORIN JOURNAL OF SOCIOLOGY

**VOLUME 14, NUMBER 1,
FEBRUARY, 2024.**

**Published by the
DEPARTMENT OF SOCIOLOGY,
UNIVERSITY OF ILORIN, NIGERIA**

ILORIN JOURNAL OF SOCIOLOGY EDITORIAL BOARD

Editor-in-Chief	-	Prof. Deborah. S. Adekeye
Managing Editor	-	Prof. A. Y. Muhammed
Managing Editor	-	Dr. A. Raji
Secretary	-	Dr. S. Z. Abdulbaqi
Member	-	Dr. M. Issa
Member	-	Dr. O. D. Fagbamila

EDITORIAL ADVISERS

**Professor Mustapha C. Dutze,
Department of Sociology,
Bayero University, Kano.**

**Professor A.S. Jegede,
Department of Sociology,
University of Ibadan.**

**Professor Omololu Soyombo,
Department of Sociology,
University of Lagos.**

**Professor Salisu Abdullahi,
Department of Sociology,
Bayero University, Kano.**

**Professor Adewole Atere,
Department of Sociology,
Federal University,
Oye-Ekiti, Nigeria.**

LIST OF ARTICLES

1. Problems and coping strategies of the elderly in rural Nigeria: A study of Oruk Anam LGA, Akwa Ibom State.
Bich Nwoke Nwoke & Akor Sunday Joseph. 1 - 15
2. Cooking with conventional Biomass fuel: Nigerian rural women facing environmental and health risks.
Hussain Maimuna Bintu 16 - 33
3. Psychological ownership and workplace deviant behavior in Daraju Industries limited Lagos, Nigeria.
Dunmade, Emmanuel Olaniyi. & Ibojo, Bolanle Odunlami 34 - 53
4. Corruption Types in selected General Hospitals in Oyo State.
Badmus, A. I., Akanmu, D. B. & Adigun. A. P. 54 - 70
5. Perception of modern contraceptive use among married men in selected communities in Kastina State.
Amali, S., Ilim, M. M. & AbduRraheem . A. 71 - 84
6. Life histories and Imprisonment experiences of incarcerated women in selected custodian institution in Nigeria.
Okoh Aderoju 85 - 98
7. Sea Piracy and socioeconomic Challenges in the Niger-Delta Region.
Ene, Warikiente Robert & Ogini Wilson 99 - 114
8. Lack of decision making power as a factor affecting rural rural mothers' attitude towards seeking maternal health in Kano, Nigeria.
Hussani Maimuna Bintu 115 - 132

PSYCHOLOGICAL OWNERSHIP AND WORKPLACE DEVIANT BEHAVIOURS IN DARAJU INDUSTRIES LIMITED, LAGOS, NIGERIA

Corresponding Author: ¹ Emmanuel Olaniyi, **DUNMADE**. (Ph.D)

Department of Industrial Relations & Personnel Management,
Faculty of Management Sciences, University of Ilorin, P.M.B 1515, Ilorin,
Nigeria

Email: dunmade.co@unilorin.edu.ng

G.S.M: +2348035159320

² Bolanle Odunlami, **IBOJO**, (PhD),

Department of Business Administration, Faculty of Management Sciences,
Ajayi Crowther University, Oyo, Nigeria

Email: bo.ibojo@acu.edu.ng

ABSTRACT

Nowadays, for workplaces to become world-class establishment capable of competing globally, they must not only hire outstanding talents, but also have employees who are psychologically linked to their works and the organizations so as to reduce workplace deviant behaviors. The research looked into how psychological ownership impacted on workplace deviant behavior in Daraju Industries Limited, Lagos, Nigeria. The population of the study was 247, while the sample size stood at 153 as this was arrived at with the use of Taro Yamane's sample size determination formula. Descriptive and inferential statistical tools were utilized for the study. Inferential along descriptive statistics were employed for the data analysis. The descriptive tools included frequency tables and percentages, while the employed inferential statistics for the test of the study's hypotheses were Multiple Regression and Pearsion Product Movement Correlation Co-efficient(PPMCC). Result therefore ascertained a significant impact of self-efficacy on the production deviance; and also a significant link between self-identity and personal aggression in Daraju Industries. It was then concluded that there was a significant influence of psychological ownership on the workplace deviant bahaviour in the organization. The study, hence recommended provision of good atmosphere by the management of the workplace for employees so as for them to see their workplace as their home.

Keywords: *Creative behavior, psychological ownership, self – efficacy, sense of belonging and workplace's deviant behaviour.*

Introduction

The workplace is a location where a wide variety of varied behaviors occur, each of which has a different effect on the individuals who make up the organization and the workplace as a whole. Despite the fact that employers frequently expect their staff to manage a range of obligations and task at work, this expectation is frequently not satisfied. Although employees occasionally engage in unorthodox and inconsistent things that they are not supposed to engage in at work. These behaviors are often suitable for the norm of principles, languages, and claims that make the organization to function at a high level. However, the consequences of employees breaking organizational norms are severe as they have an impact on every business's aspect, which comprise procedures for decision-making, costs, reputation as well as employees' morale (Galperin & Burke, 2006). Therefore, it has been maintained that these types of misconduct share some fundamental characteristics that can be used to set them apart from the group misconducts (Robinson & Bennett, 1997).

In recent decades, researchers have become increasingly interested in the issue relating to deviant behavior at work, given that the rate at which studies have addressed problems such as theft, vandalism, fraud, spreading malicious rumors, lying, violent behavior and sexual harassment in the workplace has increased speedily. As a result, there exist many different points of view premised on dissimilar readings, clarifications, and renditions of deviant behavior as a term. This can have a variety of causes, but it almost always has negative outcomes for both the organization and individuals (Sanda. & Marta, 2021). However, as a result of industrialization and increasing technological innovation, understanding employees' behavior at work is now essential in the current economic climate. Deviant workplace behavior by employees is a serious issue that threatens the success of the organization and has grown to be a significant issue that impacts most enterprises, while understanding these abnormal behaviors has therefore become a crucial area of study and an emerging phenomenon (Yildiz, et al. 2015).

Deviant behavior is considered as intentional behaviors carried out by employees which are contradictory to the organization's principles and standards, posing a threat to the organization's survival and success (Robinson & Bennett, 1995). In other words, this refers to actions taken by members of staff that do not align with the general aim of the workplace. According to Hamilton, Ogbuigwe, and Gabriel (2017), it includes rumormongering, gossip, theft, vandalism, fraud, sabotage, aggressiveness, and sexual harassment. Griffin and Lopez (2005) also found that while some positions may have a larger risk of aberrant conduct than others, most employees in businesses have a predisposition to engage in activity that can harm the organization's performance.

Employees' psychological ownership of the place of work appears to be critical. As a result, an alienated employee considers the allocated job as an instrument meant for simply meeting requirements and doing everything to avoid responsibilities. This is because most of the time, employees do not care to participate in the organization's success and are not personally involved in the work; thus, it was observed that the goal is simply to get financial remuneration from the organization. Employees however feel alienated when they are not given enough freedom to choose their tasks and are not given enough opportunities to participate in decision-making (Gray et al., 2020).

However, workplace aberrant behavior has financial, cultural, and psychological repercussions. For instance, it has been calculated that employees' theft costs the US economy \$50 billion annually. In Nigeria, efforts are currently being made to recover billions of Naira in funds that have been stolen by officials (Adewumi, 2021). Additionally, workers who have been the target of such aberrant behavior are more likely to leave their jobs, suffer from stress-related illnesses, and have low morale. They also struggle with low self-esteem, heightened anxiety and insecurity at work, as well as physical and mental pain. Therefore, to lessen these negative impacts on businesses and society as a whole, it is necessary to identify factors that contribute to such behavior (Adewumi, 2021). Despite the fact that many researchers have looked at a variety of putative antecedents of deviant behaviors, it appears that very few studies, particularly in this part of the world, have empirically studied the link between psychological ownership and workplace deviance. Thus prompting this study into focusing further on workplace deviant behavior and psychological ownership in the Nigerian manufacturing sector.

Statement of the Problem

In today's world of work, employees' indulgence in non-standard behaviors including scamming, stealing, stifling work, violent behavior, and sensuous agitation, as these have become a big worry. Concern has grown over the incidence of abnormal behaviors in the workplace. In addition, dissatisfaction and disloyalty have increased as a result of technological developments, organizational and industrial changes, a rise in job turnover, and a number of other unfavorable factors (Iyalla, Tamunomiebi & Nwaeke, 2019). This decreases the social and human ties that encourage inappropriate employees' behaviors. So, as evidenced by the frequency and consistency of media reports on incidents involving employees' dishonesty, poor work attitude, sabotage, social and moral problems, fraud, and workplace fights, among many other problems, the manufacturing industry is not an exception to the rule when it comes to employees' misbehaviors (Iyalla, Tamunomiebi & Nwaeke, 2019).