

Abstract #: 305

Presented by: Jeremy Bauer, MA, Graduate Student

A Longitudinal Investigation of Emotions and Counterproductive Work Behaviors

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Keywords: Emotions, Counterproductive Behavior, Aggression, Longitudinal

Objective: Studies have established relationships between counterproductive work behaviors (CWB), behaviors that harm the organization, and negative emotions (e.g. Cohen-Charash & Mueller, 2007). Almost all CWB studies have been cross-sectional; the need for more longitudinal studies has been noted (e.g. Dalal et al, 2009). The goal of the current study was to investigate the relationships among specific negative emotions and specific types of CWB while using a longitudinal design.

Methods: Data were collected from 228 preschool teachers in Germany. The participants were instructed to complete two surveys, each completed after work on a Friday with a one-week time lag. The emotions of interest were hostility, fear, guilt, and sadness. The CWB facets of interest were production deviance, withdrawal, sabotage, theft, and abuse.

Results: Each time 2 CWB facet was regressed onto each time 1 emotion while controlling for the corresponding time 1 CWB facet. Then, each time 2 emotion was regressed onto time 1 CWB facet individually while controlling for the corresponding time 1 emotion. All emotions predicted an increase in future reports of production deviance and abuse. However, CWB facets did not predict future reports of negative emotions.

Conclusion: The results provide evidence that emotions from a previous week can predict displays of CWB during the next work week. However, previous displays of CWB did not appear to predict emotions over the following work week. These results are congruent with models that identify negative emotions as a precursor to CWB (i.e. Berkowitz, 1998), but they do not support the reverse. Both methodological and theoretical explanations for these findings are discussed.

Research supported by: USF Sunshine ERC

Abstract #: 306

Presented by: Bethany Brown, BS, Graduate Student

Chronic Diseases in the Workplace

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Keywords: Literature Review Chronic Disease

Objective: To review literature and research on chronic diseases in the workplace and how they influence health care costs. To investigate if employers' efforts to provide education and programs for employees with chronic diseases influences health care claims.

Methods: This was a review of literature that analyzed different employers' efforts to decrease health care claims for chronic diseases.

Results: The companies that were the most successful provided an onsite service to their employees that incorporated assistance with behavior modification. Some companies utilized telephonic and online services for employees instead of an onsite program.

Conclusion: More research needs to be done to prove to company leaders that chronic disease education and programs will decrease health care costs. These programs are benefits to employees but not necessarily proven cost reducers.

Research supported by: USF Sunshine ERC



Sunshine ERC Research Poster Session 2012

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February 24th, 2012

USF Marshall Center