

# A Bibliometric Analysis Of Workplace Deviance From 2004 To 2020

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## Abstract

**Purpose:** The primary goal is to offer a bibliometric study of the work on workplace deviation. Between 2004 and 2020 till December, 650 research publications were examined out of 259 finalised final considerations. The research aims to identify the most significant journals in this field, the most cited publications in a specific year, and notable authors. After that, an inter-country co-authorship network map is made available.

**Methodology:** Author used the Web of Sciences database to look at the information about the different papers in the study and also used the VOS viewer software to make maps of keyword occurrence, co-authorship network ship between countries, and maps of co-authorship.

**Findings:** The results of this study prove that the leading publication in the year 2017, the most influential journal, is the Journal of Business Ethics. The most cited paper is about developing a measure of workplace deviance. Furthermore, the most prominent authors are Bennett, R. J., and Robinson, S. L. (2000). The United States and the state university of Florida are the countries and schools with the most patents.

**Originality/Value:** This study provides comprehensive literature on workplace deviance and a reliable picture of this area using bibliometric techniques. The study results help future authors interested in researching this topic.

**Keywords** –Bibliometric analysis, Vosviewer, Workplace deviance.

## Introduction

Deviant workplace behavior among employees is a prevalent issue in organizations today. Workplace deviance is

defined as "voluntary behavior that violates significant organizational norms and threatens the well-being of an organization, its members, or both" (Robinson & Bennett,

1995, p.556). Robinson and Bennett (1995) identify two types of deviance: minor and severe, as well as interpersonal and organizational deviance. Examples of minor deviant behaviors include intentionally working slowly, showing favoritism, and leaving the office early, while severe deviant behaviors include stealing company assets, accepting kickbacks, and endangering co-workers (Robinson and Bennett, 2000). Deviant behavior may also involve employees abusing supervisory privileges (Ahmad and Omar). Other terms used to describe workplace deviance include ethical climate (Appelbaum, Deguire, and Lay 2005), workgroup structure (Ambrose, Schminke, and Mayer, 2013), organizational justice (Cherish and Mohappa, 2012), and anti-social behavior (Giacalone & Greenberg, 1997), and organizational cynicism (Giacalone & Greenberg, 1997).

Appelbaum, Icon, and Matousek (2007) further categorized deviant behavior into two types: constructive and destructive deviance. Constructive deviance refers to an employee being motivated to perform well for the organization, while destructive deviance involves intentional engagement in behavior that harms the organization and its members. Coffin (2003) stated that 33 to 75% of employees engage in deviant activities.

Research on workplace deviance is of significant importance in Western nations to understand its various causes, effects, and impact on organizational commitment and productivity. Diefendroff and Mehta (2007) estimate that workplace deviance causes firms to lose \$6–10 billion annually, accounting for 15–20 per cent of company failures.

While workplace deviance and counterproductive behavior are extensively studied in Western academics, there is a lack of research in the context of Asian nations, including India. In India, there have been rising concerns about theft, sabotage, information theft, and disrespectful behavior. Deviant behavior can be directed towards organizations or individuals, with adverse effects on the overall organization, leading to lower employee engagement, reduced productivity, higher turnover, and increased absenteeism (Hoel & Saline, 2003; Easy & Jagatic, 2003; Bennett & Robinson, 2000).

Employees dealing with such abnormal behavior are more likely to experience stress at work, leading to reduced confidence, increased fear, and psychological issues (O'leary-Kelly, Griffin, & Gilew, 1996).

### **This Paper tries to know the following questions:**

Which paper has published the maximum number of papers on workplace deviance?

In which year has the maximum number of papers been published?

Which studies on workplace deviation are the most frequently cited?

Who is the most active writer?

Which nations and organizations are the most successful?

Which authors have collaborated with other writers the most?

What keywords appear the most frequently?

The current paper is broken up into four sections: The study methods and procedure are covered in Section 2, the results and conclusions of the analysis are examined in Section 3, and the discussion, conclusion, and limits are covered in Section 4.

## Research Methodology

The bibliometric analysis conducted in this study aimed to explore the research landscape of workplace deviance from 2004 to 2019. The analysis involved visualizing the relationships between papers, publications, and authors using various techniques to gain insights into the patterns and trends within the literature. The Web of Science database was selected as the data source due to its comprehensive coverage of quality journals, ensuring a broad scope of workplace deviance literature for analysis. The keyword "workplace deviance" was used to identify relevant papers, and a total of 650 articles were initially retrieved. Through a manual review, the authors confirmed that 216 of these articles were either unrelated to the keywords or focused on significantly different topics, leading to their exclusion from the study. Ultimately, 292 papers were included in the bibliometric analysis.

To visualize the relationships between papers and other entities, the authors utilized methods such as direct citation networks, overlay visualization, and Vos's density visualization. In the direct citation network, nodes representing papers were connected by edges representing direct citations. This network likely showed variations in the number of edges among nodes, highlighting highly cited papers, influential publications, and prolific authors. To facilitate

comparisons between nodes, normalization techniques described by Waltman and Van Eck (2009) were applied. Overlay visualization was used to indicate particular properties of nodes, such as different journals, with colors representing the number of times a paper or journal was cited. This visualization likely provided insights into the distribution of citations across various journals and papers, revealing the impact and relevance of specific publications within the field of workplace deviance. Vos's density visualization, a two-dimensional space visualization, was also employed to identify dense areas where many nodes (papers or other entities) were closely clustered (Van Eck and Waltman, 2010). This visualization likely helped identify research clusters or topic areas with a high concentration of related papers, revealing patterns of research focus and collaboration within the literature. By utilizing bibliometric analysis techniques and the Web of Science database, this study comprehensively understood the workplace deviance research landscape, identifying key contributions, influential authors, and research trends within the field. The findings from this analysis could inform future research directions and provide valuable insights for scholars, practitioners, and policymakers interested in workplace deviance. Journals with a maximum publication

- Year-wise publication
- The paper with the most citations
- The most prolific writers
- The most prolific countries and institutions
- Co-authorship network analysis
- Inter-country co-authorship network analysis

- Co-occurrence network analysis is a keyword.

The Vos Viewer 1.6.9 software was used for co-authorship network analysis, inter-country co-authorship network analysis, and keyword co-occurrence network analysis.

Vos Viewer is a free software tool used for creating maps based on network data, and it also helps in visualising and exploring these maps.

## Result and findings

### Journal with the maximum publication



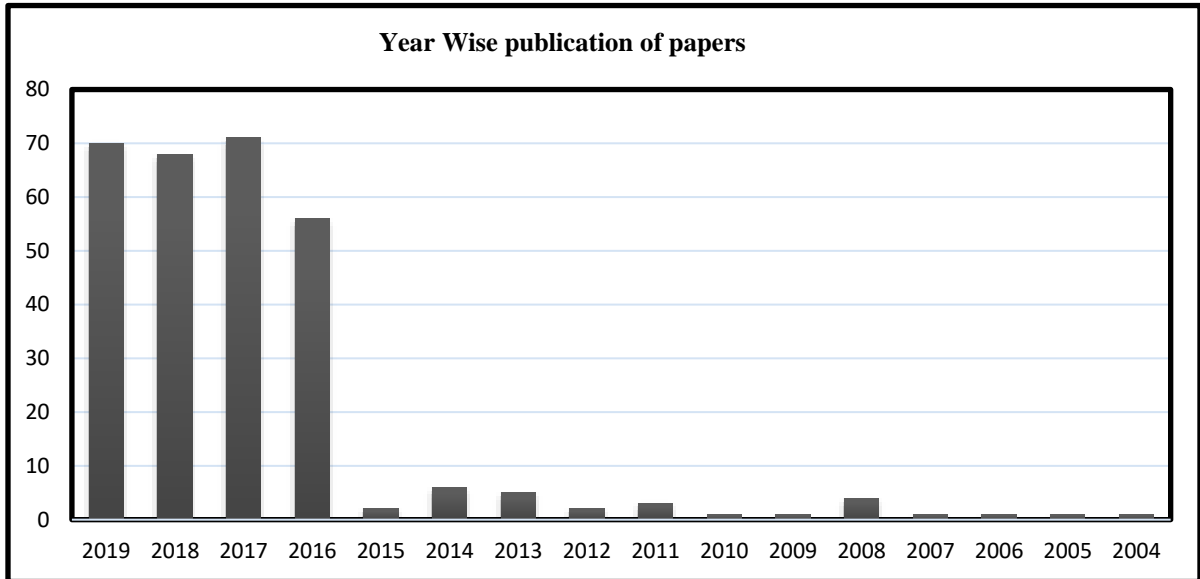
**Figure 1- Journal with the maximum publication**

In this bibliometric analysis, a total of 434 papers were examined, and these papers were published in more than 55 different journals. Among the journals analyzed, the top ten journals that published the highest number of papers on workplace deviance were identified. Notably, two of these top journals are from Taylor & Francis, and two are from Springer publishers. The remaining journals are from various other publishers, including

APA Publications, Elsevier, Wiley, Academy of Management, Sage, Frontiers, and more.

The leading journal in terms of publishing papers on workplace deviance is the Journal of Business Ethics, which has published 16 papers. This journal belongs to the Springer publishers, indicating its significant contribution to the research literature in the field of workplace deviance.

### Year Wise publication of papers

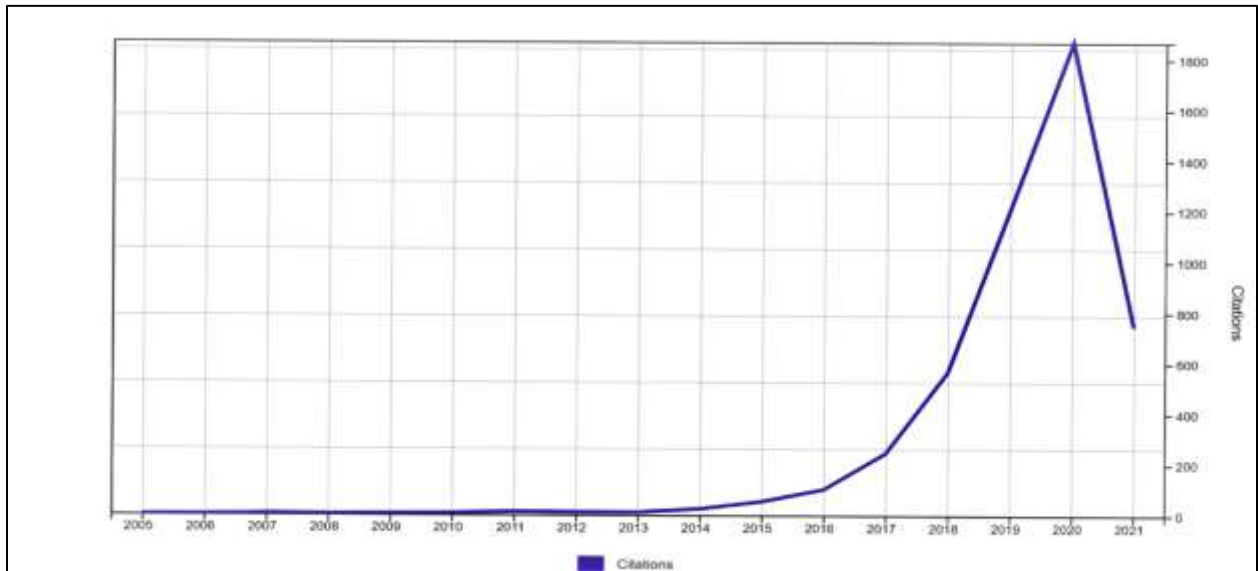


**Figure 2. Year Wise publication of papers**

From 2000 to 2018, the maximum number of published papers has been reached. It can be seen that the research on workplace deviance has been growing in the past few years. The number of published articles was very minimal from 2000 to 2007. Then, there was an impressive increase from the year 2014 to 2019. The number of documents rose from 1 to 71.

Furthermore, it can be seen that most papers have been published in the last four years. The number of documents exponentially increased from 5 to 71 from 2014 to 2019. This clearly shows that the interest of researchers has grown tremendously in this field in recent times.

### Most cited papers



**Figure 3. Most cited paper year wise**

Focusing on the Web of Science Database, a list of the ten most cited papers is presented. The most cited paper, totalling 3,294 citations, is "Development of a measure of workplace deviance" (Bennett, R. J., & Robinson, S. L. (2000)). This research paper initially developed a model of workplace deviance, which consists of a set of nineteen questions. Researchers across the globe widely use this questionnaire. The second most cited paper by Schilpzand, P., De Pater, I. E., & Erez, A. (2016) has 398 citations. This study was conducted in two parts. The first part consists of a review of the literature published from 1999 to 2013, and the second part describes research findings published in various journals. Also, the researcher highlighted three types of incivility (experienced, witnessed, and instigated incivility). Further, the third most cited paper by Cropanzano, R., Anthony, E. L., Daniels,

S. R., & Hall, A. V. (2017) has 352 citations. This study tested the social exchange theory, and it is exciting today. Also, social exchange theory is directly related to workplace behavior and also identifies four critical issues within social exchange theory. Then, the fourth most cited paper by Trevio, L. K., Den Nieuwenboer, N. A., & Kish-Gephart, J. J. (2004), having 276 citations, examined the relationships between ethical and unethical behaviour in organisations, covering moral interpersonal influences, individual differences, and cognitive and affective processes. Furthermore, the fifth most cited paper by Tepper, B. J., Simon, L., & Park, H. M. (2017) has 224 citations. This study reviews the causes and consequences of work organization, categorized into three sections. The first section consists of research trends and provides clarification; the second section highlights the implications of the problem of

abusive supervision; and the third section explores the antecedent conditions, explaining when abusive management is more or less likely to occur. Furthermore, the sixth most-cited paper by Jetten, J., & Hornsey, M. J. (2014) has 195 citations. This paper highlighted motivation as a tool to remove deviance and dissent's functional and dysfunctional effects. The seventh most cited paper by Lim, Vivien K. G., and Teo, Thompson S. H. (2009) has 94 citations; a study was conducted in the workplace of Singapore; data were collected from 192 employees to examine the impact on

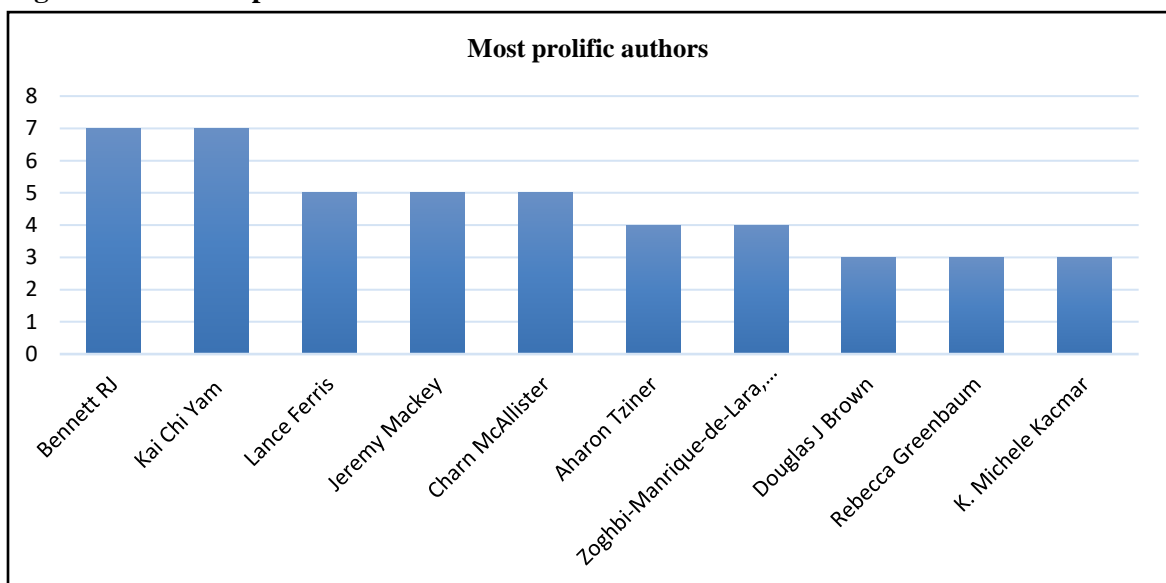
employee job satisfaction, organisation commitment, quit intention, and workplace deviance. Further, the last three papers Zhang, Yucheng; Bednall, Timothy C. (2016) have 86 citations; Jiang, Lixin; Lavaysse, Lindsey M. (2018) has 71 citations; Mo, Shenjiang; Shi, Junqi (2017) has 55 citations, find the antecedents of abusive supervision through meta-analytic review. Also, subsequent studies try to determine the ethical leadership role in employee burnout and reduce workplace deviance.

| S.no | Author name  | Paper Title  | Year | Total citation |
|------|--|--|------|----------------|
| 1    | Bennett, R. J., & Robinson, S. L. (2000).                            | Development of a measure of workplace deviance.  | 2000 | 3249           |
| 2    | Schilpzand, P., De Pater, I. E., & Erez, A. (2016).                  | A review of the literature and agenda for future research Workplace incivility           | 2016 | 398            |
| 3    | Cropanzano, R., Anthony, E. L., Daniels, S. R., & Hall, A. V. (2017) | Social exchange theory: A critical review with theoretical remedies                      | 2017 | 352            |
| 4    | Treviño, L. K., Den Nieuwenboer, N. A., & Kish-Gephart, J. J.        | (Un) ethical behavior in organizations.  | 2004 | 276            |
| 5    | Tepper, B. J., Simon, L., & Park, H. M. (2017).                      | Abusive supervision  | 2017 | 224            |
| 6    | Jetten, J., & Hornsey, M. J. (2014)                                  | Deviance and dissent in groups   | 2014 | 195            |
| 7    | Lim, Vivien K. G.; Teo, Thompson S. H. (2009)                        | Mind your E-manners: Impact of cyber incivility on employees' work attitude and behavior | 2009 | 94             |

|    |  |   |      |    |
|----|--|---|------|----|
| 8  | Zhang, Yucheng; Bednall, Timothy C.( 2016) | Antecedents of Abusive Supervision: a Meta-analytic Review  | 2016 | 86 |
| 9  | Jiang,Lixin; Lavaysse, Lindsey M.( 2018)   | Cognitive and Affective Job Insecurity: A Meta-Analysis and a Primary Study   | 2018 | 71 |
| 10 | Mo, Shenjiang; Shi, Junqi ( 2017)          | Linking Ethical Leadership to Employee Burnout, Workplace Deviance and Performance: Testing the Mediating Roles of Trust in Leader and Surface Acting | 2017 | 55 |

### Most prolific authors

Figure 4. Ten most prolific authors.



The 682 writers of each of the 282 publications in the study are the owners of each one. After the data was analysed, a list of the top ten writers with the most publications was created. Further research revealed Prof. Bennett RJ to be the author of the most studies on workplace deviation, totaling seven. At the University of Central Florida, the author is an assistant professor of management at the moment. His areas of interest in research include disruptive

behaviour at work and workplace deviance. Professor Kai Chi Yam comes in at number two with seven publications. At the moment, the author is a professor at the National University of Singapore. His research primarily focuses on organisational behaviour, social psychology, and corporate ethics. Lance Ferris, Jeremy Mackey, and Charn McAllister are the next three writers, and they each have five works on the web of science. A measure for measuring workplace

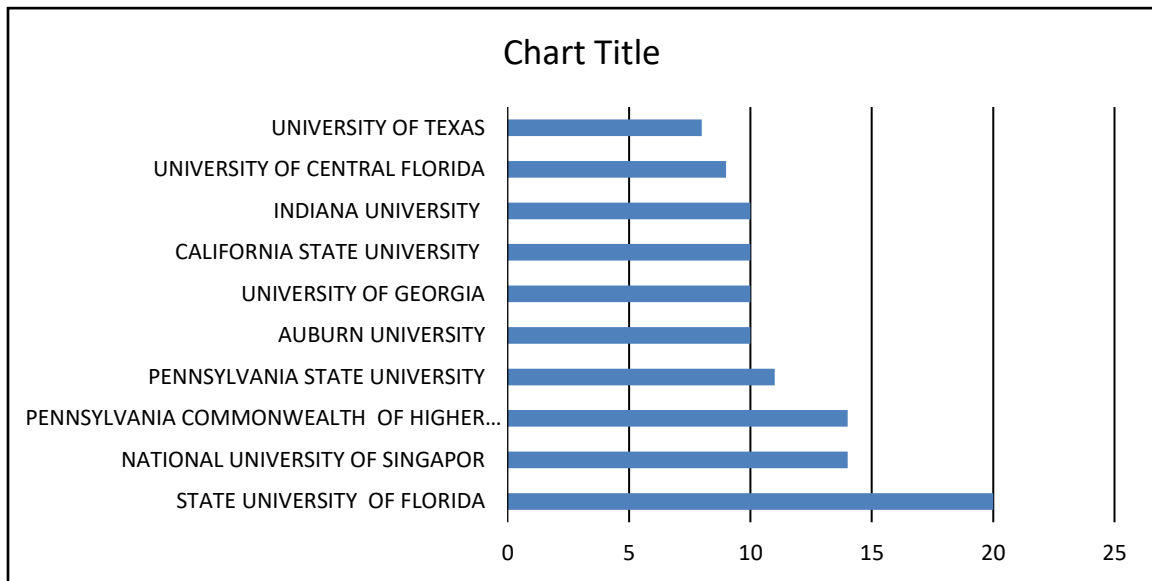


ostracism has been created by Lance Ferris of Michigan State University's Eli Broad College of Business. Professor Jeremy Mackey teaches at Auburn University in the US. He researches abusive management and interpersonal mistreatment.

Aharon Tziner and Zoghbi-Manrique-de-Lara Pablo, who each have four works on the web of science, are the next two significant writers. Professor of organisational staffing and workplace attitude at Press Academic Center and Netanya academic colleges is Aharon Tziner. Zoghbi-Manrique-de-Zog Associate Professor Lara Pablo specialises in

civic engagement and cyberloafing at the Universidad de Las Palmas de Gran Canaria. There are three papers by the final three authors, Douglas J. Brown, Rebecca Greenbaum, and K. Michele Kacmar. At the University of Waterloo, professor of psychology Douglas J. Brown specialises on organisational behaviour and leadership. Professor Rebecca Greenbaum studies business ethics and justice at Rutgers University. The final author, University of South Alabama professor K. Michele Kacmar, specialises in work-family, impression management.

**Most prolific institutions**



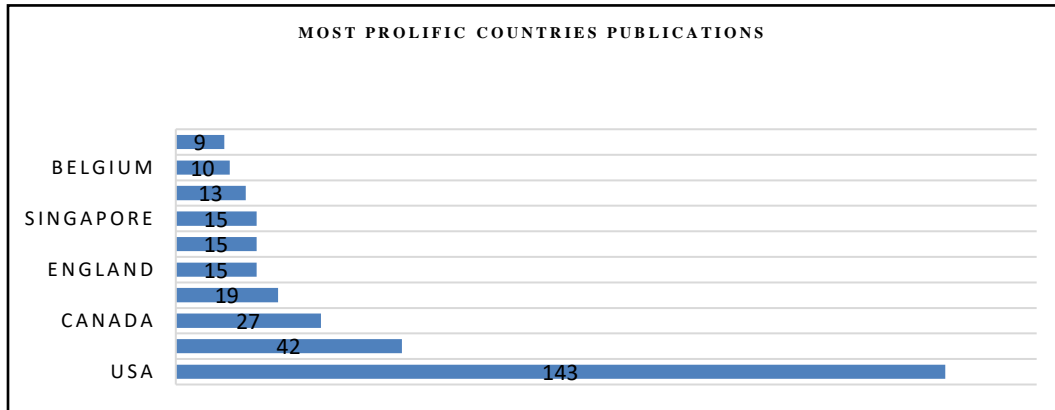
**Figure 5: Most prolific institutions**

The top ten institutions with the maximum number of papers on workplace deviance are listed below. The most published institution for the paper, the State University of Florida, tops the list with 20 total articles. The top two countries, with fourteen publications each, are Pennsylvania State University and the National University of Singapore.

Subsequent to the eleven papers published on workplace deviance by Pennsylvania State University, the next leading institutions have published ten articles each, namely: Auburn University, University of Georgia, California State University, and Indiana University. Here is the most recent research paper that the University of Central Florida and the

University of Texas have written about bad behaviour at work.

### Most prolific countries publications

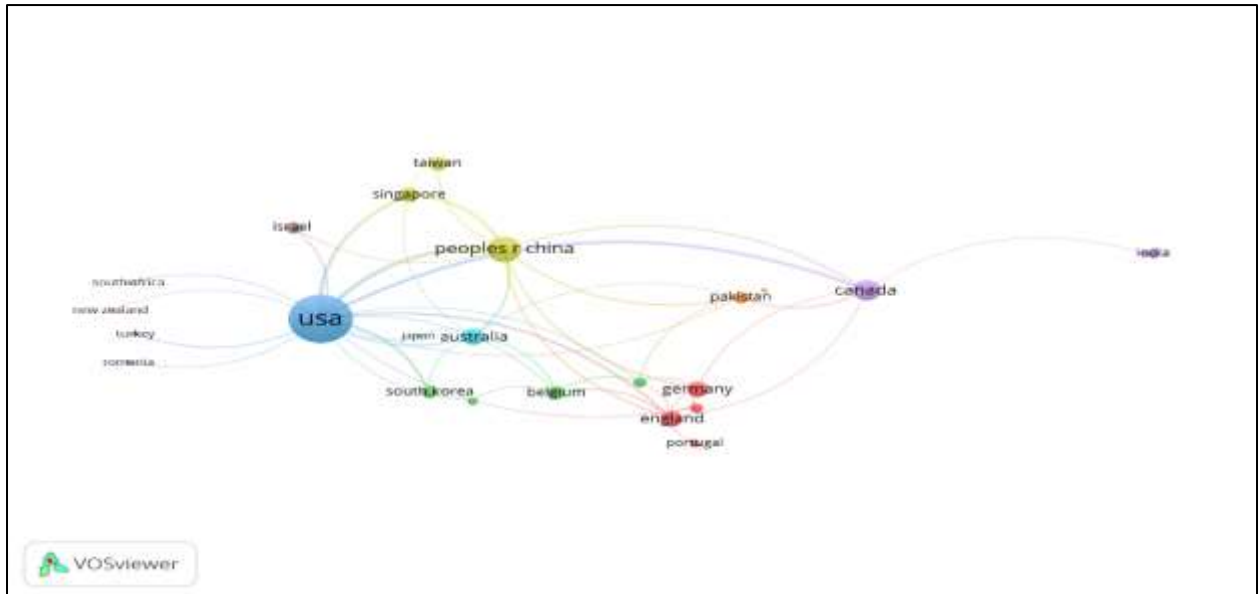


**Figure 6: Most prolific countries publications**

The Web of Science result shows the top ten countries with the maximum number of papers on workplace deviance. The first author's country was recognised as the country of origin for the paper. The United States of America tops the list with 140 total papers. China, Canada, Australia, and England are the top countries with the highest number of documents. It is essential to notice that out of 392 articles in the study, more than half, i.e., 308 total papers, are contributed by the authors of the top ten countries. This highlights the various countries whose

authors contributed more than two papers. Looking forward to the major institutions with a higher number of published articles on workplace deviance, the most crucial institute is the State University of Florida, with a total of 20 papers. Figure 5 shows that the National University of Singapore, the Pennsylvania Commonwealth of Higher Education, Auburn University, and the University of Georgia are among the other schools that have contributed more than ten papers.

### Co-authorship network analysis

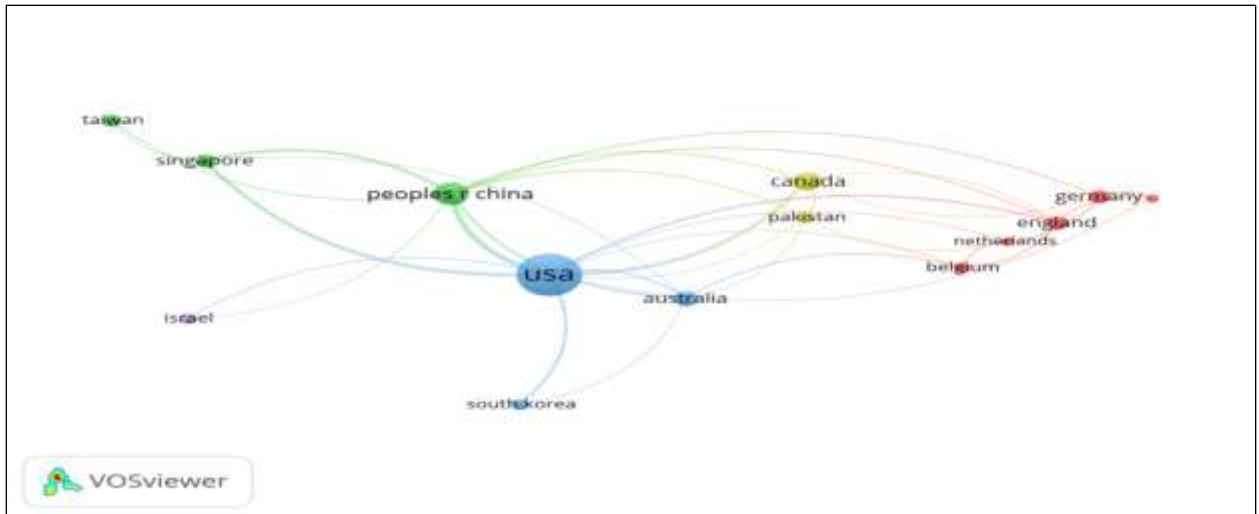


**Figure 7**

The VOSviewer 1.6.9 programme was used to analyse the co-authorship network. A tool called VOSviewer is used to create and display bibliometric maps. It can be applied to the creation of maps of journals, authors, or keywords based on co-citation or co-occurrence data (Van Eck et al., 2010). Visualization of Similarities is referred to as VOS. The programme uses the VOS mapping method (Van Eck and Waltman, 2007). See Van Eck and Waltman (2007, 2009), Van Eck et al. (2010) for a thorough mathematical description of the VOS method and VOSviewer software (2010). The co-authorship network analysis helps identify the writers who have collaborated with the most other authors in the data set by visualising the co-authorship networks

among the different authors. There were 139 authors in the data set for the current study. The software only included authors who had co-authored with at least two additional authors in the data set. Following this criterion, the software discovered that the largest group of authors who had collaborated together consisted of 32 authors. The co-authorship network map created by the VOSviewer software is displayed in Figure 7. A number of lines connect the large and small circles that make up the figure. Larger circles are given to authors who have collaborated with more authors.

### Intercountry co-authorship network analysis



**Figure 8. inter-country occurrence map of various countries author, who researched workplace deviance**

Inter-co-authorship is discussed in this section. This analysis has to determine which countries have the maximum number of co-authored with other countries. There were a total of 38 countries in the data set. The Vos viewer software has been used to find out how many countries have connected to each other; 31 countries were connected in terms

of co-authorship. Also, it was found that authors from the United States of America, China, Canada, Australia, and England have co-authored with the authors of other countries

**Keywords co-occurrences network analysis**

**Keywords**

**O.C**

|                                     |      |
|-------------------------------------|------|
| workplace deviance                  | 1223 |
| abusive supervision                 | 659  |
| performance                         | 485  |
| organizational citizenship behavior | 461  |
| work                                | 444  |
| deviance                            | 443  |
| counterproductive work behavior     | 408  |
| model                               | 405  |
| moderating role                     | 366  |
| personality                         | 351  |
| consequences                        | 304  |
| job-satisfaction                    | 271  |
| antecedents                         | 271  |
| mediating role                      | 267  |
| Meta-analysis                       | 248  |

|                                  |     |
|----------------------------------|-----|
| perceptions                      | 228 |
| job-performance                  | 224 |
| workplace                        | 223 |
| behavior                         | 198 |
| citizenship behavior             | 197 |
| leadership                       | 187 |
| justice                          | 178 |
| organizational justice           | 173 |
| emotional exhaustion             | 173 |
| aggression                       | 165 |
| leader-member exchange           | 162 |
| impact                           | 153 |
| interpersonal deviance           | 149 |
| organizations                    | 147 |
| procedural justice               | 143 |
| ethical leadership               | 140 |
| organizational deviance          | 134 |
| social-exchange                  | 132 |
| perceived organizational support | 116 |
| employees                        | 116 |
| psychological contract breach    | 110 |
| organizational citizenship       | 109 |
| motivation                       | 109 |
| burnout                          | 107 |
| satisfaction                     | 104 |
| incivility                       | 104 |
| self                             | 102 |
| perspective                      | 100 |
| self-esteem                      | 99  |
| work behavior                    | 98  |
| attitudes                        | 98  |
| resources                        | 96  |
| management                       | 93  |
| self-regulation                  | 93  |
| individual-differences           | 93  |
| commitment                       | 91  |
| dimensionality                   | 90  |
| trust                            | 89  |
| interactional justice            | 89  |
| unethical behavior               | 76  |

|                                  |    |
|----------------------------------|----|
| outcomes                         | 73 |
| support                          | 69 |
| stress                           | 68 |
| dark triad                       | 68 |
| turnover intentions              | 66 |
| stressors                        | 66 |
| citizenship                      | 66 |
| anger                            | 65 |
| identity                         | 64 |
| 5-factor model                   | 64 |
| negative affect                  | 63 |
| mediation                        | 63 |
| social identity                  | 62 |
| behaviors                        | 62 |
| counterproductive work behavior  | 62 |
| employee deviance                | 61 |
| task-performance                 | 61 |
| negative affectivity             | 60 |
| job satisfaction                 | 60 |
| destructive leadership           | 59 |
| creativity                       | 58 |
| self-control                     | 56 |
| constructive deviance            | 56 |
| work engagement                  | 56 |
| self-reports                     | 56 |
| ethical decision-making          | 55 |
| emotional intelligence           | 55 |
| job-attitudes                    | 54 |
| emotional labor                  | 54 |
| validity                         | 52 |
| counterproductive work behaviors | 51 |
| voice                            | 51 |
| ego depletion                    | 51 |
| autonomy                         | 51 |
| normative commitment             | 51 |
| intrinsic motivation             | 50 |

**Table 2. Keywords occurred a maximum number of times in various related to workplace deviance**

The keyword co-occurrence network analysis aims to find out which terms have been used frequently in the different papers in this study. This analysis aids in giving a more in-depth understanding of the subjects and ideas the scholars have primarily concentrated on in the current situation. To examining is a process that VOSviewer uses often. It makes a map where the distance between different terms is used to show how related different keywords are (Laudano et al., 2018). The relationship between two or more words is stronger when there is less space between them. The cooccurrences in the articles were examined to ascertain how closely the periods were related (Van Eck et al., 2010). The top fifty terms that appeared the most frequently in the data set are listed in Table 1. The terms "workplace deviance" and "deviance" are used a combined 1223 times in the data collection. The data collection contained numerous other keywords that were interchangeable with "workplace deviance," such as "abusive supervision," "justice," "ethical leadership," etc. By totaling up all of these terms, it was discovered that the data set had 263 keywords with entrepreneurial objectives. This implies that, out of the 650 of the 282 papers included

in the analysis, 282 contain the keyword "workplace deviance" or similar terms. The network map of keyword cooccurrences is shown in Figure 9. The data collection had 550 keywords in total. Only the 263 terms that appeared more than three times in the data set were chosen to create the network map. The display multiples lines connecting various terms

The lines show that these keywords have appeared together in different papers in the data set. The network map (Figure 9) in the VOSviewer. The software was looked at more, and Table 1 had just about every other maxim. Figure 9's keyword occurrence shows that the words that are used together with "workplace deviance," "deviance," or "deviant" are used more often. This map can offer a quick glimpse into the many subjects, geographic regions, and study techniques the researchers are currently using. For instance, the fact that the terms "meta-analysis" and "mediating"

Business workplace deviance The words "antecedents" and "five factor model" bshow that researchers used SEM to make a model of bad behaviour at work.

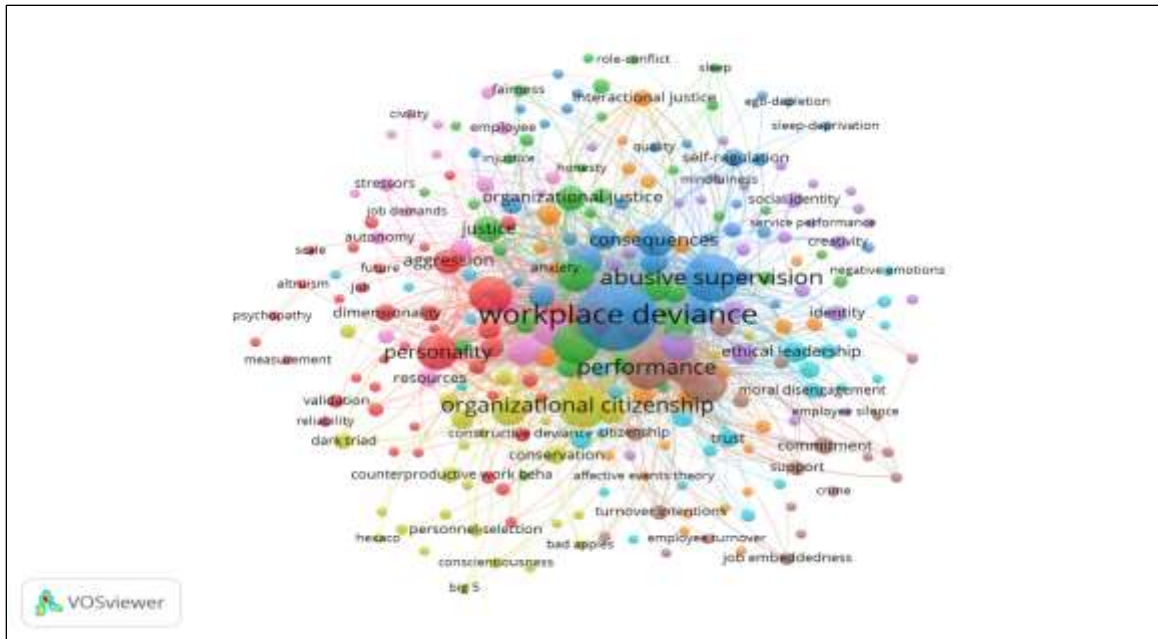


Figure 9. keywords occurrence network, map of various keywords, which occurred in different Paper related to workplace deviance

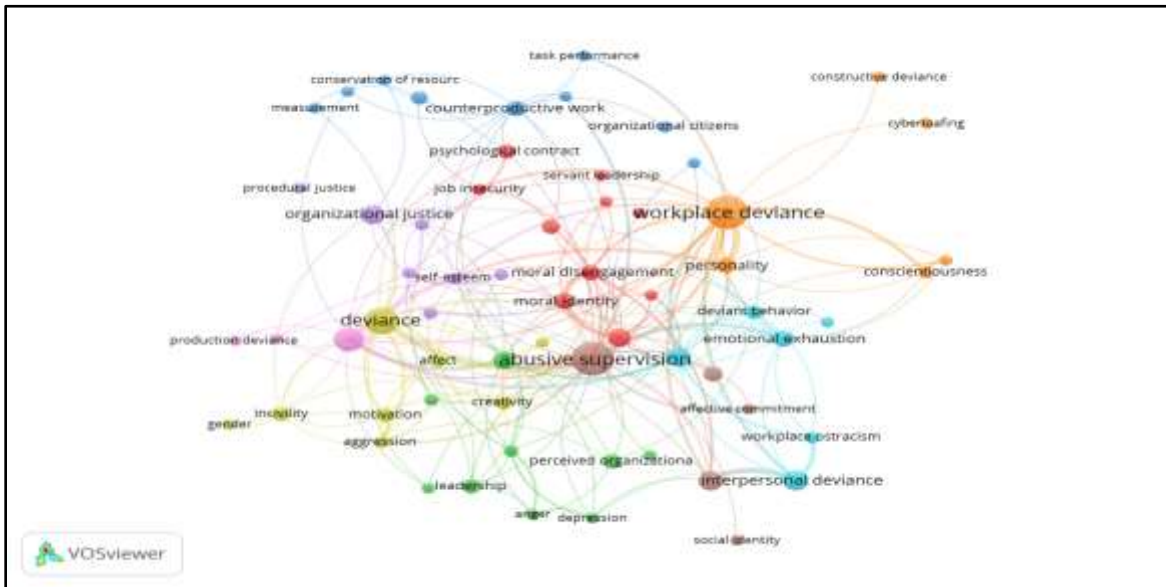


Figure 10. keywords occurrence network, highlighting various keywords, which occurred in different Paper related to workplace deviance

**Discussion and Conclusion**

This study shows that there has been a wide range of studies on workplace deviation over the last nineteen years. Based on the study's



research questions, it was discovered that the Springer-published Journal of Business Ethics is the journal that has published the most articles on workplace deviation. The most research has been done in the previous six years, especially in 2017. The study with the most citations discusses creating a scale for workplace misbehaviour. Robinson, S. L., and Bennett, R. J. (2000). creation of a measurement for workplace deviation. The most prolific authors are Bennett, R. J., and Robinson, S. L. (2000). The nation with the most papers submitted by its writers in the United States of America is Authors from the same nation have regularly collaborated with authors from other nations.

Additionally, the keyword co-occurrence network analysis revealed that "workplace deviance," "antecedents," "abusive supervision," "performance," and "consequences" are the keywords that appear most frequently. The limitations of this study might also be seen as suggestions for future research. First, this study has only considered papers that were published between January 2000 and November 2020. The breadth of prospective analysis can be increased. Second, because the Web of Science database was employed in this study's paper search, papers whose journals were not indexed in Scopus were left out of the analysis. In the future, other databases like Wiley and Inderscience will be able to perform comparable studies. Third, articles produced in other languages were not included in our analysis; only those papers written exclusively in English were. The next constraint is that no master's theses, doctorate dissertations, or unpublished publications on workplace deviance were included in the data set used in this study; instead, only the results

from the Web of Science database were used as a source. As a result, in future studies, data gathered from such sources can be compared to outcomes of analysis. Despite this, it is still thought that a thorough bibliometric analysis was given, and numerous significant papers were included in this study. It is claimed that this research endeavour sheds fresh light on the literature on workplace deviation. This study is anticipated to be a useful source of knowledge for the scientific community interested in undertaking further research in this field.

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