

Committed and deviant?

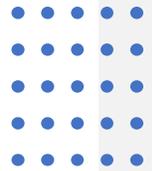
The moderating role of organizational commitment in the process linking job demands to workplace deviance through burnout

Jasmina Tomas, Darja Maslić Seršić, Una Mikac

Summary

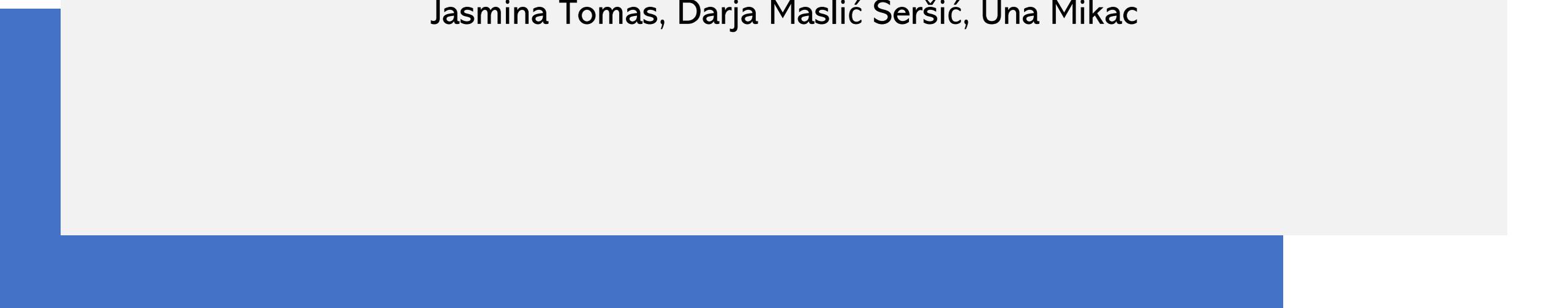
- Part 1
 - empirical study using BAT-12
- Part 2:
 - preliminary results of a Croatian version of BAT-23 and BAT-12 on a representative sample



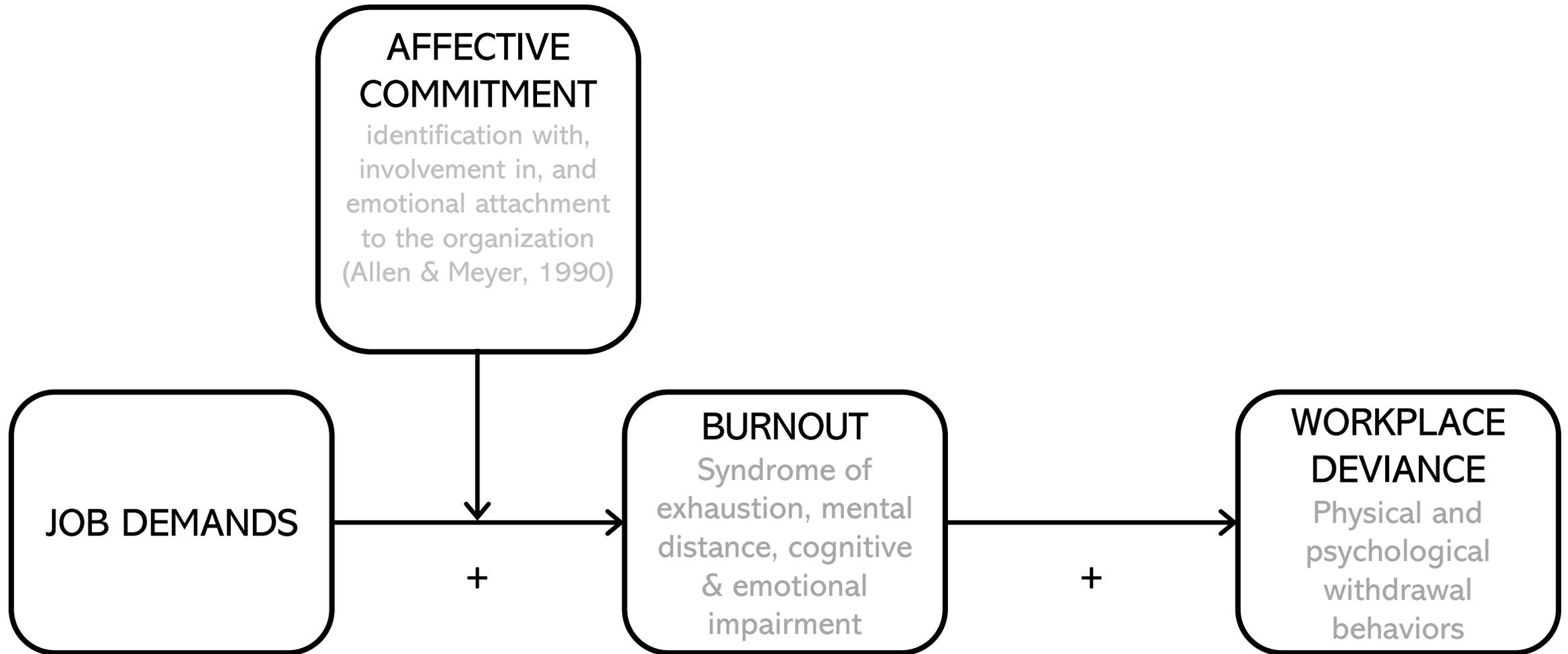


Part 1

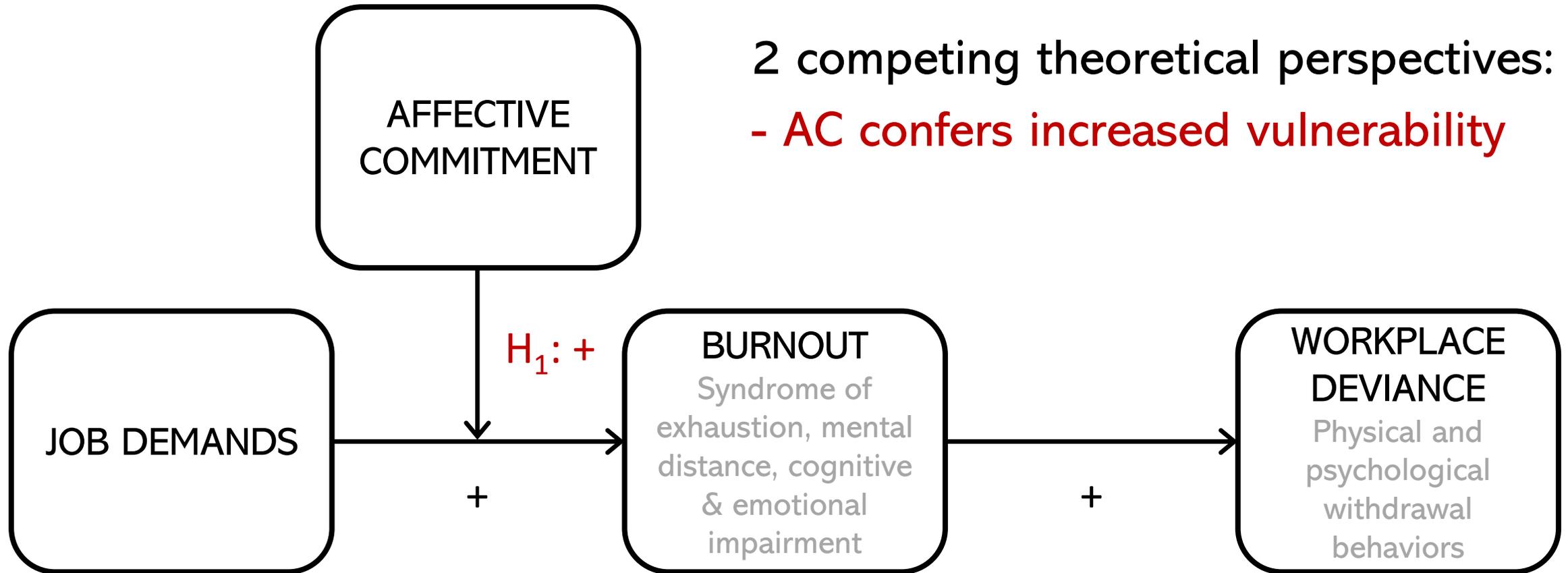
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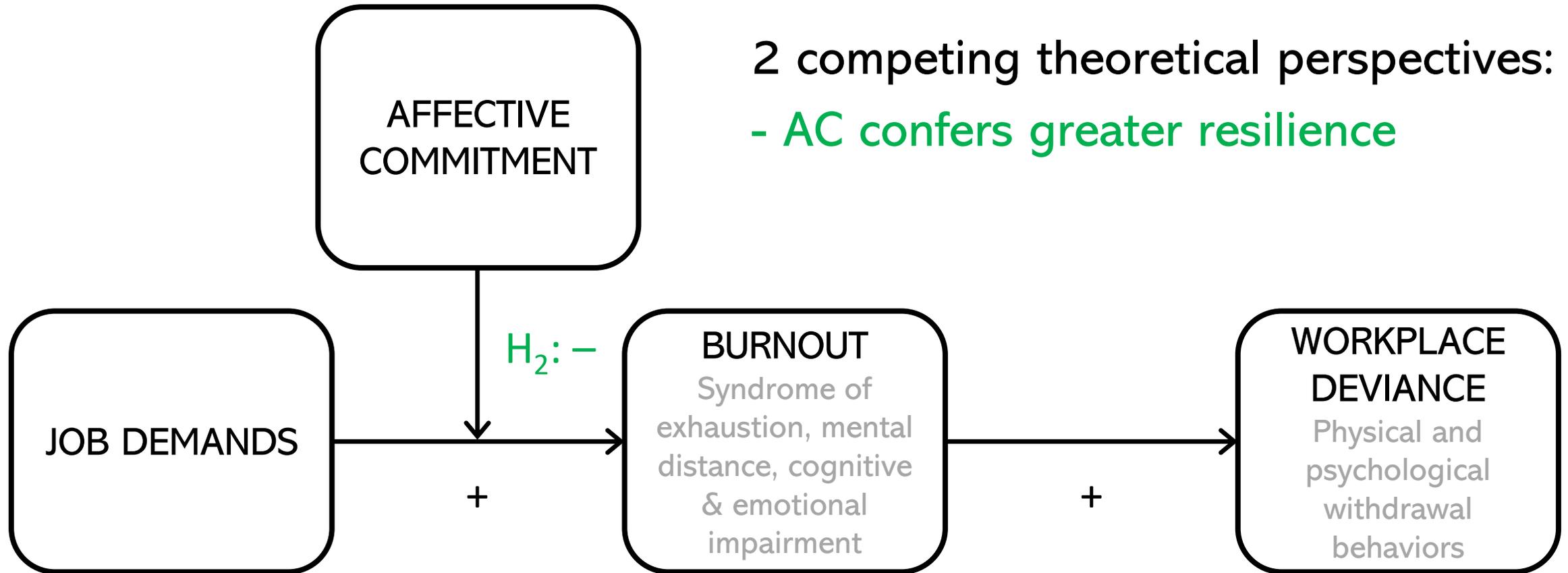
Affective commitment: friend or foe?



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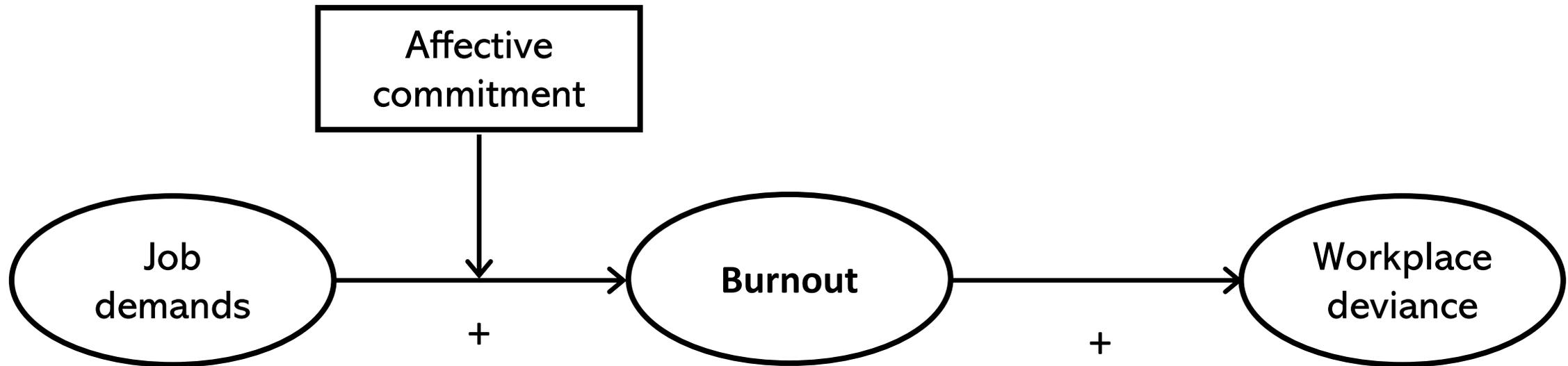
Method

	Study 1	Study 2
Sample	Convenience sample ($N = 557$)	Representative sample ($N = 936$)
gender (F)	83.7%	57.4%
age	41.47 (9.58)	41.57 (9.62)
education (primary/intermediary/higher)	0%/17.1/82.9%	0.9%/44.5%/54.5%
Data collection	Online (snowball sampling method)	Online (data collection agency)
	November/December 2020	July 2022

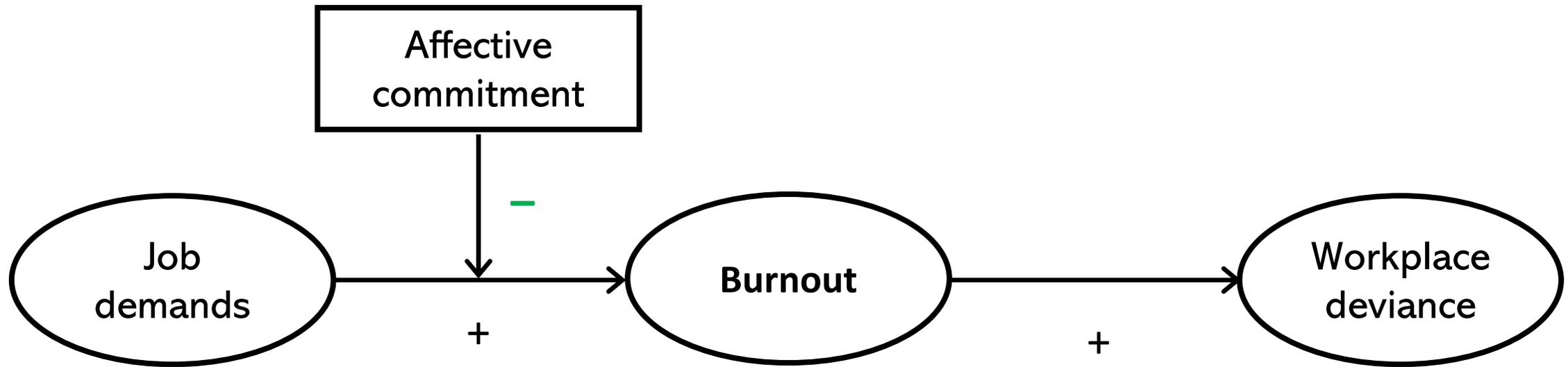
Results of the latent moderated structural equations (LMS) approach

Job demand	Moderation by AC	
	Study 1	Study 2
Work overload	X	✓
Role ambiguity	X	✓
Quantitative job insecurity	X	✓
Qualitative job insecurity	X	X
Emotional demands	NA	✓
Work life conflict	NA	✓
Interpersonal conflicts	NA	X

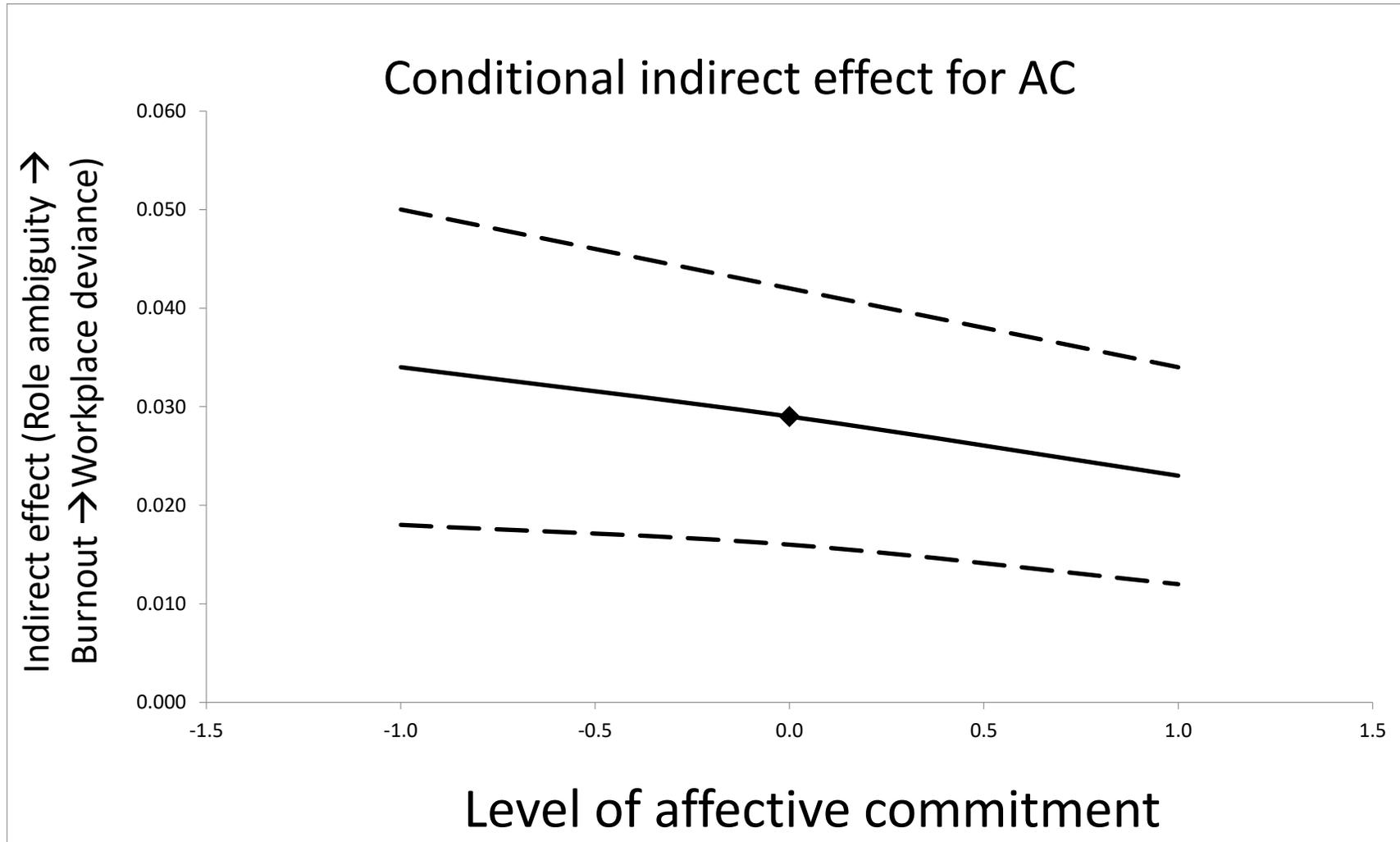
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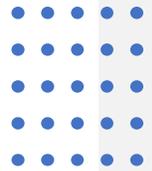


Affective commitment: friend or foe?



Conclusion and future research

- 3-way interaction (moderated moderation)
- longitudinal data collection (mediation)
- other commitment dimensions (e.g., continuance commitment)

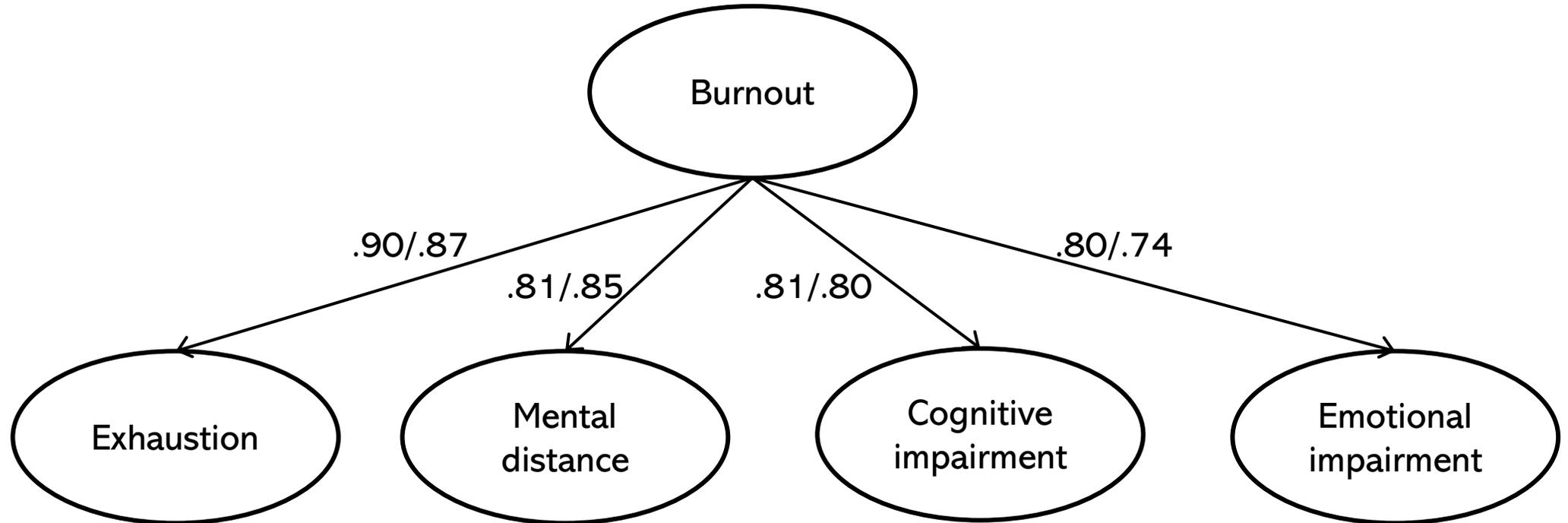


Part 2

Jasmina Tomas, Darja Maslić Seršić, Una Mikac, Vesna Buško, Blaž Rebernjak,
Hans De Witte



Results of second-order CFA



Global fit indices

	BAT-23	BAT-12
$\chi^2(df)$	1398.50*** (50)	209.98*** (50)
CFI	.880	.961
RMSEA	.074	.058
SRMR	.063	.038

Exhaustion		
	BAT-23	BAT-12
1. At work, I feel mentally exhausted*	.83	.84
2. Everything I do at work requires a great deal of effort.	.63	
3. After a day at work, I find it hard to recover my energy*	.79	.81
4. At work, I feel physically exhausted*	.71	.72
5. When I get up in the morning, I lack the energy to start a new day at work.	.66	
6. I want to be active at work, but somehow I am unable to manage.	.55	
7. When I exert myself at work, I quickly get tired.	.69	
8. At the end of my working day, I feel mentally exhausted and drained.	.74	
Mental distance		
9. I struggle to find any enthusiasm for my work*	.84	.83
10. At work, I do not think much about what I am doing and I function on autopilot.	.46	
11. I feel a strong aversion towards my job*	.80	.79
12. I feel indifferent about my job.	.68	
13. I'm cynical about what my work means to others*	.54	.53
Cognitive impairment		
14. At work, I have trouble staying focused*	.86	.82
15. At work I struggle to think clearly.	.80	
16. I'm forgetful and distracted at work.	.80	
17. When I'm working, I have trouble concentrating*	.76	.80
18. I make mistakes in my work because I have my mind on other things*	.61	.60
Emotional impairment		
19. At work, I feel unable to control my emotions*	.77	.81
20. I do not recognize myself in the way I react emotionally at work*	.73	.75
21. During my work I become irritable when things don't go my way.	.57	
22. I get upset or sad at work without knowing why.	.67	
23. At work I may overreact unintentionally*	.63	.61

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If we omit EXH6
 $\chi^2(205) = 1117.67$
CFI = .901
RMSEA = .069
SRMR = .057

And some more results...

	<i>M (SD)</i>	α	<i>r</i> with job demands
BAT EXH (23/12)	2.41 (0.67)	.88/.83	.29 - .51
BAT MD (23/12)	2.09 (0.72)	.80/.75	.11 - .52
BAT CI (23/12)	1.99 (0.61)	.88/.78	.20 - .57
BAT EI (23/12)	1.86 (0.58)	.80/.76	.19 - .52
BAT-23	2.13 (0.55)	.93	.29 - .59
BAT-12	2.05 (0.57)	.89	.29 - .56

Thank you for your attention!

jasmina.tomas@ffzg.hr

darja.maslic@ffzg.hr

umikac@ffzg.hr