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| **Title:** |
| **A study focusing on organizational antecedents of workplace incivility** |
| **Abstract:** |
| Workplace incivility includes behaviors that violate the workplace norms for mutual respect and is characterized by low-intensity and ambiguous intent to harm the target (Andersson & Pearson, 1999). Several authors argue that there has been an increase in workplace incivility in recent years and that changing working life, downsizing and stress may be some of the factors explaining the increase. The deleterious effects of workplace incivility have been discussed, such as lower productivity, mental health problems, decreased satisfaction and increased intention to leave the organization. In addition, a culture of workplace incivility may be created that can have long-term effects on both the individuals and the organization.  In a recently started project the aim is to contribute further knowledge about workplace incivility as a social process in the organization, including the instigators, the targets as well as the bystanders. In the first part of the project, focusing on the perspective of the instigators, the aim is to study aspects that can be seen as antecedents of the process. The hypothesis is that there will be an increase in instigated workplace incivility when employees have recently been exposed to organizational changes, have perceived job insecurity, stress, lack of control, low social support and high demands. A further hypothesis is that there will be an increase in instigated workplace incivility when the instigators themselves have perceived workplace incivility from the supervisor or coworkers.  Members of “The Teachers’ Federation”, a Swedish union of employees working in the school sector, were invited to participate in the first part of the project. Along with their monthly information letter from their union, they received a presentation of the project and a link to an internet survey. Responses from 355 employees were received.  The results show, partly in line with the hypothesis, that perceived low social support from coworkers, high demands and stress are related to instigated workplace incivility. The results also show that the main predictors of instigated workplace incivility are perceived incivility from supervisor or coworkers.    The results will be discussed in relation to the hypotheses and the focus will be on implications for further research and practice.  **ACKNOWLEDGEMENT**  The project is financed by the Swedish Research Council for Health, Working Life and Welfare (dnr 2012-0138). |