

# Relationships among workaholism, psychological contract breach and workplace deviance behavior / 蔡瑞玲 撰 - 彰化縣大村

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## ABSTRACT

Following the trend of globalization, the competition among enterprises is fiercer than ever, this also makes the employees to enhance their competitiveness and work harder, workaholic phenomenon will subsequently become more significant. In the past years, either enterprise or academies has different views that workaholic impact is crisis or opportunity. Deviant behavior is also a common problem in today's workplace, and brings negative impact for the whole organization. This study is aimed to understand the relationship between the workaholism and workplace deviance behavior for the employees of enterprises, and to explore the intermediary results of psychological contract breach between the workaholism and workplace deviance behavior. This study used questionnaires, through convenience sampling method to obtain 342 valid samples to explore the influence of workplace deviance behavior caused by the workaholism. The results show: (1) workaholic nature has a significant positive impact to deviant behavior in the workplace; (2) workaholic nature has a significant positive impact to psychological contract breach; (3) when an employee has a high degree psychological contract breach, it also shows a high degree in organizational and inter-personal behavior in the workplace, both of them were associated with significantly positive nature; (4) psychological contract breach doesn't show intermediate results between the workaholism and the workplace deviance behavior. Finally, we summarize conclusions and theoretical and practical implications of this study and discuss the research limitations and proposals for the future research.

Keywords : workaholism、 psychological contract breach、 workplace deviance behavior

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