

TURNOVER INTENTIONS AS A MEDIATOR: UNDERSTANDING THE IMPACT OF PSYCHOLOGICAL CONTRACT VIOLATION ON WORKPLACE MISCONDUCT

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Abstract

In the past decade, there has been a growing focus on unethical behavior within organizations, driven by high-profile corporate scandals involving firms like WorldCom, Tyco, and Enron. These incidents have highlighted the severe repercussions of disreputable business practices, which can undermine public trust and corporate integrity. As a result, employee deviance—manifested through actions such as withholding effort, mistreating coworkers, and engaging in theft—has become a pressing concern for many organizations. This study explores the impact of unethical behavior on organizational dynamics and performance, emphasizing the critical need for effective strategies to mitigate such risks. By examining recent trends and case studies, the research aims to offer insights into the mechanisms driving employee deviance and propose measures for fostering a more ethical organizational culture.

INTRODUCTION Concept of Workplace Deviance (WPD)

The past ten years have witnessed firms increase their interest in the unethical behaviour displayed within their organizations. Large corporations including WorldCom, Tyco, and Enron have engendered public attention to the ultimate threats of discreditable business practices (Appelbaum & Dequire, 2005). Subsequently, employee deviance affiliated to withholding effort, maltreatment of coworkers, and theft, is a critical concern for most organizations (O'Neill et al., 2011).

Deviant behaviours within the workplace are proving to be the motive behind the noteworthy disquiet within organizations throughout the world (Restubog S. et al., 2010). An Australian national poll reported that approximately 35% of employees had been abused verbally by fellow workers, whereas around 31% of staff members had reported verbal abuse by their direct supervisor (Mayhew C. & Chappell D., 2001). The United States Chamber of Commerce estimates that 33% to 75% of all employees have participated in one or more divergent behaviours such as sabotage, fraud, vandalism, and theft, while 75% of all personnel steal at the least of once (Harper D., 1990; Shulman, 2005), and about 95% of all firms grapple with theft by employees (Case, 2000). Legal or illegal, deviant behaviour breaches the general social norms (Mohamed & Agwa, 2018). Organizations suffer enormous costs because of workplace deviance which may threaten their existence (Hussain & Sia, 2017).

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The Concept of Psychological Contract Violation (PCV)

The psychological contracts, according to Nadim et al. (2019), are sets of ‘expectations’ or ‘promises’ that are swapped between factions within an employment relationship. The expectations of the employee spark certain feelings regarding the organization that may be positive to motivate Job performance (Rahman et al., 2017), work engagement (Guo & Zhu, 2018; Rai & Agarwal, 2017), or may be negative such as employee turnover or workplace deviance (Nadim et al., 2019).

The psychological contract, according to Rousseau (2001), represents a substantial basis for comprehending employment relationships. It depicts the integral beliefs that involve the promises and obligations established between the employee and the employer (Rousseau, 1995). According to Sonnenberg et al. (2011), the contracts may include the fundamental norms of life within the organization including good and supportive work environment, courtesy, job security, open and direct communication, candid and fair treatment, and respect, just to mention but a few. The violation or breach of the psychological contract is perceived by the employees when the organization fails to honour these promises (Morrison & Robinson, 1997).

Undesirable effects have been witnessed on employees feeling that their psychological contract had been violated. The term violation portrays an experience of strong emotions encompassing deep psychological distress and betrayal, feelings of resentment, anger, wrongful harm and injustice (Rousseau, 1989). Violation is seen to supersede the ordinary cognizance of a broken promise to the discernment of an organizational failure to accomplish an obligation without experiencing the strong affective reaction allied with the term violation (Morrison & Robinson, 1997). The unique nature of psychological contracts and the perpetual changes in the business environment have made violation and breach common (Robinson & Morrison, 2000), or even unavoidable incidents (Low & Bordia, 2011; Kiewitz, Restubog, Zagenczyk, & Hochwarter, 2009) in the contemporary organizations.

Treatment with dignity, respect and fairness in a professional and social interaction is an employee’s implied belief in a give-and-take implementation of organization goals (Parzefall & Salin, 2010). According to Hobfoll (2001), fairness, respect and dignity are regarded as valuable resources within an organization, the loss of which triggers negative emotions (Kiazad et al., 2014). This resultant emotional distress from psychological contract violation is likely to overstrain the little remaining psychological resources (Robinson & Morrison, 2000), and make them vulnerable to additional resource loss (Hobfoll, 2001; Deng et al., 2017). Studies have revealed that in the struggle to reduce the violation of psychological contract, the remaining cognitive and psychological resources are drained by the employees (Hobfoll & Shirom, 2001). These employees would be lacking in the resources to engage in suitable behaviours and thereby amplify withdrawal coping mechanisms. This hypothetical loss of resources instigates employees’ withdrawal from the custom as a way to safeguard the remaining resources.

The Concept of Turnover Intention (TI)

Turnover intention is “a conscious and deliberate wilfulness to leave the organization (Tett & Meyer, 1993). Turnover intention is key to any organization since it can forecast the actual employee turnover (Kivimäki et al., 2007; Steel & Ovalle, 1984). Not all turnover intentions necessarily lead to employees leaving the organization (Griffeth et al., 2000; Jiang et al., 2012). This has led to more studies seeking answers why employees express the intent to leave but remain within the organization (Hom, Mitchell, Lee, & Griffeth, 2012). Studies have observed that an alternative to turnover from the organization is workplace deviance (Liu & Eberly, 2014). The employees with the intention to leave but are not leaving have been associated with counterproductive behaviours at work and branded “trapped stayers” (Hom et al., 2012).

Studies have linked workplace deviance with high intensity of turnover intentions (Salin & Notelaers, 2017). The exposure to negative actions at the place of work prepares the ground for turnover intention that may ultimately result in the real turnover (Griffeth et al., 2000; Kivimäki et al., 2007; Jiang et al., 2012). Turnovers, whether intended or actualized have cost organizations, thereby stressing the need to understand the

motivating factors (Salin & Notelaers, 2017). This study realised the presence of trapped stayers in the Agriculture and Food Directorates.

Studies indicate that exchange norms influence new employees' behaviour while those that have been in employment longer have stabilized their relations with their organizations and are likely steered by lasting commitments between the two parties (Rousseau, 1995; Wright & Bonett, 2002). The mutual relations therefore between work engagement, psychological contract and turnover intention are purported to be stronger for short tenured employees.

Studies in the past suggest that psychological contracts impact work productivity (Zhao et al., 2007). With this respect, a fulfilled employee responds with higher work engagement and lower intentions to leave the organization, as explained by the Social Exchange Theory (Blau, 1964), and the Norm of Reciprocity (Gouldner, 1960). These theories propose that reciprocal obligations are established with every act of exchange by the associating parties. This signifies that employee perception of employer's contract fulfilment translates to positive job attitudes and work conduct. Greater contract fulfilment is therefore expected to result in elevated work engagement and reduced turnover intention (Turnley, Bolino, Lester, & Bloodgood, 2003).

LITERATURE REVIEW Psychological Contract Violation and Workplace Deviance

Studies have demonstrated a substantial link between Psychological Contract Violation and Workplace Deviance confirming the earlier studies by Uhl-Bien & Maslyn (2003), Bordia et al (2008) and Su-Fen and Jei-Chen (2008). When an employee perceives a violation, he or she may relegate positive behaviours such as organizational citizenship and even display bad behaviours (such as employee deviance) to achieve cognitive balance with the organizational command. When promises made to employees are not met, they feel violated and driven by revenge may engage in organizational deviance. Anchored on these studies, the first hypothesis of this study states:

H01: Psychological contract violation has no significant effects on workplace deviance.

Psychological Contract Violation and Turnover Intention.

A number of studies have established that psychological contract violations can create negative work attitudes and turnover (Santhanam, et al., 2017; Arain et al., 2012; Bordia et al., 2008; Zhao, et al. 2007 and Raja, et al., 2004). The contrary has also been found to be true, according to Parzefall and Hakamen (2010), supposed psychological contract fulfilment led to reduced turnover intentions.

According to Zhao et al. (2007), turnover intentions designate a person's prejudiced likelihood of leaving his or her organisation and his/her psychological connection to it. Leaving is inspired by negative work events (Lum, et al., 1998, and Appollis, 2010). Turnover is increased by Psychological contract breaches, according to Turnley and Feldman (1999). A study by Dulac *et al.*, (2008) accounts that psychological contract violation commences with an employee assessing the importance of events within an organization, for his/her own wellbeing. The subsequent interpretation of the situation with regard to individual wellbeing is an emotional step preceding the feelings of violation. The study therefore hypothesizes as:

H02: Psychological contract violation has no significant influence on turnover intention.

Turnover Intention and Workplace Deviance

An employee with intentions to quit from the organization have the notion that they will no longer be subjected to organizational sanctions or supervisory abuse for their deviant reactions to violations instigated by the organization (Tepper et al., 2007). The violated employees have no fear for discipline or retaliation following their deviant acts, and are expected to be more deviant in the workplace. On the contrary, workers whose intentions to leave are lower feel dependent on their employing organization and therefore have the impression that they will lose more if they engage in deviance at work. These employees with reduced intentions to quit have less incidences of workplace deviance (Tepper et al 2009). As a result, the third hypothesis of this study states:

H03: Turnover intention has no significant effect on workplace deviance.

Mediating Role of Turnover Intention

Previous studies have cited the possibility of turnover intentions being intensified by psychological contract violation, and can gauge the employee's psychological attachment to the organization (Zhao et al., 2007; Lum et al., 1998). A negative relationship has been reported between commitment, an element of relationship quality and turnover (Nair N. & Vohra N., 2012; Mathieu & Zajac, 1990; Meyer et al., 2002). There is scarce literature however in the mediation of turnover intention on the relationship between workplace deviance and psychological contract violation. This leads to the fourth hypothesis of this study:

H04: Turnover intention has no significant mediating effect on the relationship between psychological contract violation and workplace deviance.

Conceptual Model

Figure 1 illustrates the relationships between the variables and the paths that were tested in data analysis. It is adopted and modified from Model 4 of Hayes (2018).

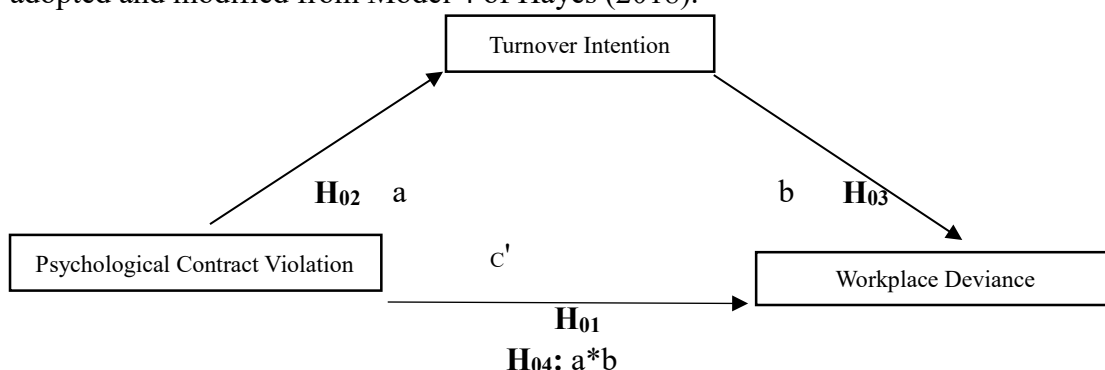


Figure 1: Conceptual Model

Source: Survey Data

MEASUREMENT OF VARIABLES Workplace Deviance (Dependent Variable)

The scales developed by Bennett and Robinson (2000) were used to measure workplace deviance variables. It measured how frequently a respondent was involved in activities that can be harmful to fellow employees and to the organization, using a 7-point Likert scale. Nineteen (19) items in total were used in measuring workplace deviance as shown below.

Workplace Deviance Measurement Items

Organizational Deviance Items

The organizational deviance was measured using several items stated as: Taken merchandise from work without permission; Spent too much time fantasizing or daydreaming instead of working; Falsified a receipt to get more money for work related expenses; and Taken an additional or longer break than is acceptable at your workplace. More items are: Came in late to work without permission; Littered your work environment; Neglected to follow your manager's instructions; and Intentionally worked slower than you could have worked. The last four items are: Discussed confidential company information with an unauthorized person; Used an illegal drug or consumed alcohol on the job; Put little effort into your work; and Dragged out work in order to get overtime.

Interpersonal Deviance Items

Seven items measured interpersonal deviance as follows: Made fun of someone at work; Said something hurtful to someone at work; Made an offensive ethnic, religious, or racial remark at work; and Cursed at someone at work. More items are: Played a mean prank on someone at work; Acted rudely toward someone at work; and Publicly embarrassed someone at work, a scale developed by Bennett and Robinson (2000).

Psychological Contract Violation (Independent Variable)

The Psychological Contract violation variable was measured using a four-item scale by Robinson and Morrison (2000). A 7-point Likert scale varying from 'strongly disagree' to

‘strongly agree’ was used in answering the four items. These items are: ‘I feel a great deal of anger toward my organization’; ‘I feel betrayed by my organization’; ‘I feel extremely frustrated by how I have been treated by my organization’; and lastly, ‘I feel that my organization has violated the contract between us.’ The alpha coefficient for this scale was $\alpha = .95$, corresponding that of Robinson and Morrison (2000) whose value was $\alpha = .94$.

Turnover Intention (Mediator)

The measurement of the turnover intention variable was done by the use of a 3-item scale established by Camman et al. (1979). The Cronbach alpha coefficient in the Camman et al. (1979) study was 0.77. The scale items are: I often think of leaving the organization; If I could choose again, I would choose to work for the current organization; and It is very possible that I will look for a new job next year.

Control Variables

The choice of control variables of this study was informed by previous studies. Age, gender, employment status, tenure and education were controlled. Hershcovis et al. (2007), Aquino et al. (2006), and Spielberger (1996) in their varied studies provided the indication that males are inclined to display explicit irate reactions more often than their female counterparts, hence the need to control for gender. The social psychological literature suggests that the prevalence of aggression at the workplace was common among younger employees compared to the older ones, who are less inclined to negative disruptive behaviours; therefore, age in years was controlled. According to Berry et al. (2007), Carstensen (1992), Geen (1990), age progression is complemented by increasing emotional maturity and reduced negative reactions. Tenure was part of the control variables since evidence denotes an association between tenure and antisocial behavior at work (Robinson & O’Leary-Kelly, 1998). The perception of full-time and part-time employees differed on the exhibited exchange relationships (Gakovic & Tetrick, 2003); therefore, the employment status was controlled. Sociological studies show that lack of education is connected with engagement in criminal activities (Douglas & Martinko, 2001; Campbell & Muncer, 1990), therefore stressing the need to control education.

A single item was used to measure gender (‘What is your gender?’). Tenure was captured through the number of years one has worked in the organization, and respondents were requested to specify their job grade and employment status.

RESEARCH METHODOLOGY

This study utilized explanatory research design using stratified and systematic random sampling methods to collect data from 443 out of 738 employees within the Agriculture and Food Directorates of Kenya, as indicated in Table 1 below. The nine directorates were used as clusters within which sampling was done across the country. Structured questionnaires that were self-administered based on a 7-point Likert scale were used in data collection. Cronbach Alpha and Factor Analysis were used to test reliability and validity respectively. Data transformation was performed using the items that were loading onto one construct. An average score of the items measuring each construct was calculated and used for the final correlation and multiple regression analysis. Hayes Process Macro through hierarchical regression models were used to analyze data and test hypotheses as follows:

H₀₁: Psychological contract violation has no effects on workplace deviance.

$$WPD = C_0 + \beta_1Cv + \beta_2PCV + \epsilon_y$$

H₀₂: Psychological contract violation does not influence turnover intention.

$$TI = C_0 + \beta_1Cv + \beta_2PCV + \epsilon_m$$

H₀₃: Turnover intention does not lead to workplace deviance.

$$WPD = C_0 + \beta_1Cv + \beta_2PCV + \beta_3TI + \epsilon_y$$

H₀₄: Turnover intention does not mediate the relationship between psychological contract violation and workplace deviance.

$$M = a_1 \times b_1 \quad \text{or} \quad M = C - C'$$

RESULTS

Response Rate and Demographic Profile of Respondents

The targeted sample of the study was 468 respondents. The results in Table 1 show that 443 were achieved. After preliminary screening and data cleaning, 415 questionnaires were used for further analysis. Twenty-eight (28) questionnaires were excluded listwise from data analysis, 21 were defective and a further 7 were found to be outliers.

Table 1: Questionnaires Collected **Item Description** **Number of Questionnaires** **Percenta**

Fully Completed Questionnaires	422	90.1%
Defective Questionnaires	21	4.4%
Outliers	7	1.5%
Total Collected	443	94.6%
Total used for Analysis	415	93.6%

Source: Research Data

Table 2 shows the details of target population, sample size and the response rate of the different directorates as captured by the study.

Table 2: Target Population, Sample Size and Response Rate

SR. NO	DIRECTORATE	POPULATION	SAMPLE	RESPONDENTS	PERCENTAGE
1.	Food crops directorate	10	10	7	70%
2.	Horticultural crops directorate	182	101	99	98%
3.	Tea directorate	50	42	39	92%
4.	Coffee directorate	52	43	39	90%
5.	Sugar directorate	111	75	72	96%
6.	Nuts and oil crops directorate	32	29	26	89%
7.	Fibre crops directorate	70	34	31	91%
8.	Pyrethrum and other industrial crops directorate	201	107	105	98%
9.	Commodities fund	30	27	25	92%
TOTAL		738	468	443	94%

Source: Survey Data

Tests of Normality

All assumptions underlying regression analysis were tested. Normality was tested by using skewness and kurtosis, Shapiro Wilks test, as well as bootstrapping. The tests of normal distribution of data involved the inspection of values of skewness and kurtosis (Table 3). Linearity was tested using correlations among variables. The variance inflation factor (VIF) index was used to test multicollinearity while homoscedasticity

was tested using skewness and kurtosis. The results in Table 2 below indicate that all assumptions were met by the study.

Table 3: Tests of Normality

	Collinearity Statistics	Shapiro-Wilk Statistic	Significance W	Minimum Variance Inflation Factor	Maximum Variance Inflation Factor	Mean Variance Inflation Factor	Standard Deviation of Variance Inflation Factor	Skewness	Kurtosis			
WPD	.578	1.730	.885	.000	19.00	112.00	43.1588	18.13583	1.313	.119	1.495	.237
PCV	.571	1.752	.957	.000	4.00	28.00	14.3507	6.23874	-.011	.119	-1.123	.237
TI	.517	1.935	.970	.000	3.00	21.00	12.5261	3.96996	-.248	.119	-.752	.237

Source: Survey Data

Descriptive Statistics

The results in Table 4 show the means, standard deviations, reliability and correlations of the three variables of the study. Turnover intention had the highest mean of 4.1880 with a standard deviation of 1.29867, while workplace deviance had the lowest mean at 2.2586 with a standard Deviation of .92775. The reliability statistics of all the variables met the threshold of $\geq .7$ (Pallant, 2011), with the highest being WPD at $\alpha = .946$ and lowest being TI with $\alpha = .714$. The correlation results showed that workplace deviance correlated with TI ($r = -.122^*$) but had a negative insignificant association with PCV ($r = -.017$).

Table 4: Means, Standard Deviations, Reliability and Correlation Results

	Mean	SD	Reliability	Correlations	PCVIOLATION	TURNOVINTNT
WPD	2.2586	.92775	.946	1		
PCVIOLATION	3.5794	1.54186	.925	-.017	1	
TURNOVINTNT	4.1880	1.29867	.714	-.122*	.635**	1

Source: Survey Data

Testing Mediation

The mediation analysis was guided by the procedures by Hayes (2013; 2018), applying Hayes Process Macro model 4. Figure 1 illustrates the paths tested. Path a, b shows the indirect effect of PCV on WPD and is labeled a*b in Figure 1. Testing mediation was done according to the steps outlined by Preacher and Hayes (2004). The first step was to predict the effect of the independent variable (psychological contract violation) on the mediating variable (turnover intention) whose result was ($\beta = .5382$, $p = .0000$, $CI = .4715$ to $.6050$). The second step was to estimate the effect of the intervening variable on the dependent variable, workplace deviance ($\beta = -.1307$, $p = .0036$, $CI = -.2183$ to $-.0430$) while controlling for the influence of mediator variable, which was later tested using model 59 ($\beta = .1041$, $p = .0033$, $CI = .0348$ to $.1734$). The final step was bootstrapping and sampling distribution of the indirect effect, generating a confidence interval which includes an empirically produced bootstrapped sampling distribution. Table 5 shows the details of the results.

Table 5: Mediation Analysis

	Turnover Intention	Work Place Deviance
Model 1	0.12	0.12
Model 2	0.11	0.11
Model 3	0.10	0.10
Model 4	0.09	0.09
Model 5	0.08	0.08
Model 6	0.07	0.07
Model 7	0.06	0.06
Model 8	0.05	0.05
Model 9	0.04	0.04
Model 10	0.03	0.03
Model 11	0.02	0.02
Model 12	0.01	0.01
Model 13	0.00	0.00
Model 14	0.00	0.00
Model 15	0.00	0.00
Model 16	0.00	0.00
Model 17	0.00	0.00
Model 18	0.00	0.00
Model 19	0.00	0.00
Model 20	0.00	0.00
Model 21	0.00	0.00
Model 22	0.00	0.00
Model 23	0.00	0.00
Model 24	0.00	0.00
Model 25	0.00	0.00
Model 26	0.00	0.00
Model 27	0.00	0.00
Model 28	0.00	0.00
Model 29	0.00	0.00
Model 30	0.00	0.00
Model 31	0.00	0.00
Model 32	0.00	0.00
Model 33	0.00	0.00
Model 34	0.00	0.00
Model 35	0.00	0.00
Model 36	0.00	0.00
Model 37	0.00	0.00
Model 38	0.00	0.00
Model 39	0.00	0.00
Model 40	0.00	0.00
Model 41	0.00	0.00
Model 42	0.00	0.00
Model 43	0.00	0.00
Model 44	0.00	0.00
Model 45	0.00	0.00
Model 46	0.00	0.00
Model 47	0.00	0.00
Model 48	0.00	0.00
Model 49	0.00	0.00
Model 50	0.00	0.00
Model 51	0.00	0.00
Model 52	0.00	0.00
Model 53	0.00	0.00
Model 54	0.00	0.00
Model 55	0.00	0.00
Model 56	0.00	0.00
Model 57	0.00	0.00
Model 58	0.00	0.00
Model 59	0.00	0.00
Model 60	0.00	0.00
Model 61	0.00	0.00
Model 62	0.00	0.00
Model 63	0.00	0.00
Model 64	0.00	0.00
Model 65	0.00	0.00
Model 66	0.00	0.00
Model 67	0.00	0.00
Model 68	0.00	0.00
Model 69	0.00	0.00
Model 70	0.00	0.00
Model 71	0.00	0.00
Model 72	0.00	0.00
Model 73	0.00	0.00
Model 74	0.00	0.00
Model 75	0.00	0.00
Model 76	0.00	0.00
Model 77	0.00	0.00
Model 78	0.00	0.00
Model 79	0.00	0.00
Model 80	0.00	0.00
Model 81	0.00	0.00
Model 82	0.00	0.00
Model 83	0.00	0.00
Model 84	0.00	0.00
Model 85	0.00	0.00
Model 86	0.00	0.00
Model 87	0.00	0.00
Model 88	0.00	0.00
Model 89	0.00	0.00
Model 90	0.00	0.00
Model 91	0.00	0.00
Model 92	0.00	0.00
Model 93	0.00	0.00
Model 94	0.00	0.00
Model 95	0.00	0.00
Model 96	0.00	0.00
Model 97	0.00	0.00
Model 98	0.00	0.00
Model 99	0.00	0.00
Model 100	0.00	0.00

<i>B</i>	<i>SE</i>	<i>P</i>	<i>B</i>	<i>SE</i>	<i>P</i>
Antecedent			Consequent		
BC Bootstrap 95 % CI			BC Bootstrap 95% CI		
-	.06	.92	to		
.0058	.01	.38	to	.05	.72
	.04	.65		.019	.43
.0184	.17	.88		3	.03
	.07	.79		-	.77
	.0196	.38		.131	.06
		.11		4	.66
					.40
Age					
Education				.086	
Length of				7	
	.5382	.03	to		
X (PCV)	.40	.00			
-	-	-			
M (TI)				.04	.00
				.130	.46
				7	.36
Constant				2.91	.25
				59	.28
					.00
					[2.4189 to 3.4128]

N = 415

Source: Survey Data

The resultant tests of indirect effect of psychological contract violation on workplace deviance through turnover intention are at $\beta = -.0703$, $SE = .0270$ and $CI = [-.1257 \text{ to } -.0200]$, as shown in Table 6. These results indicate that there is a mediating effect of TI on the relationship between PCV and WPD. As a consequence of the findings, H_{04} of this study that states, "Turnover intention does not mediate the relationship between psychological contract violation and workplace deviance" is rejected.

Table 6: Indirect Effect of PCV on WPD through Turnover Intention_

Indirect effects of Psychological Contract Violation (PCV) on
ORG Workplace Deviance

Mediator	<i>B</i>	<i>SE</i>	Bootstrap 95% <i>CI</i>
Turnover Intention	-.0703	.0270	[-.1257 to -.0200]

N = 415a

Source: Survey Data

SUMMARY OF RESEARCH HYPOTHESES AND RESULTS

A summary of the research hypotheses of the study is tabulated in Table 6 below. The synopsis of hypothesis to hypothesis based on the analytical model and the test statistic applied, the actual results realized, the interpretation of the results and the final verdict in the hypothesis is presented in Table 7 below. All the four null hypotheses were rejected.

Table 7: Summary of Research Hypotheses and Results

	Hypothesis Statement	Analytical Model and Test Statistic	Actual Results	Interpretation	Verdict
H ₀₁	Psychological Contract Violation has no effects on Workplace Deviance	<ul style="list-style-type: none"> Regression Beta Values P Values Process Macro Model 59 	<ul style="list-style-type: none"> $\beta = .1041$ $P < 0.05$, $p = .0033$, CI = [.0348 to .1734] 	<ul style="list-style-type: none"> PCV has effects on WPD 	<ul style="list-style-type: none"> Reject the H₀
H ₀₂	Psychological contract violation does not influence Turnover Intention.	<ul style="list-style-type: none"> Regression Beta Values P Values Process Macro Model 4 	<ul style="list-style-type: none"> $\beta = .5382$ $P < 0.05$, $p = .0000$, CI = (.4715 to .6050) 	<ul style="list-style-type: none"> PCV influences TI. 	<ul style="list-style-type: none"> Reject the H₀
H ₀₃	Turnover Intention does not lead to Workplace Deviance.	<ul style="list-style-type: none"> Regression Beta Values P Values Process Macro Model 4 	<ul style="list-style-type: none"> $\beta = -.1307$ $P < 0.05$ $p = .0036$ CI = (-.2183 to .0430) 	<ul style="list-style-type: none"> TI leads to WPD 	<ul style="list-style-type: none"> Reject the H₀
H ₀₄	Turnover intention does not mediate the relationship between Psychological Contract Violation and Workplace Deviance.	<ul style="list-style-type: none"> Process Macro Model 4 Beta Coefficients (β Values) Confidence Intervals 	<ul style="list-style-type: none"> $\beta = -.0703$, CI = [-.1257 to -.0200], SE = .0270 	<ul style="list-style-type: none"> TI mediates the relationship between PCV and WPD. 	<ul style="list-style-type: none"> Reject the H₀

Source: Survey Data

DISCUSSION

The purpose of this study was to determine the mediation of turnover intention on the relationships between PCV and WPD. The initial step was to determine the effects of psychological contract violation on workplace deviance, followed by the effects of psychological contract violation on turnover intention. The third step was to establish how turnover intention affected workplace deviance, and finally ascertain the mediating effects of turnover intention on the relationships between PCV and WPD.

H01: The study found that PCV has effects on WPD. The expectations by employees may prompt varied positive or negative feelings towards the organization, such as workplace deviance (Nadim et al., 2019). The findings of H01 of this study demonstrated the effects that psychological contract violation has on workplace

deviance, in agreement with previous studies. Increasingly, research has shown that psychological contract violation is viewed by employees as losing valuable resources at work, leading to strong negative emotions (Kiazad et al., 2014).

H02: The findings of H02 of this study show that there is a relationship between psychological contract violation and turnover intention. This agrees with a previous study by Arshad (2016), where psychological contract violation was found to be positively related to turnover intention. These results additionally correspond with the work of Zhao et al. (2007) and Lum et al. (1998) that turnover intentions can be intensified by psychological contract violation.

H03: The findings of the third hypothesis of this study, the effects of turnover intention on workplace deviance, showed significance. A study by Rizvi et al., (2017) showed similar results that determined a direct relationship between turnover intention and workplace deviance.

H04: The findings of the fourth hypothesis determined that turnover intention mediated the relationship between psychological contract violation and workplace deviance. This furthered the work by Tepper et al. (2007; 2009), which appreciated the role played by turnover intention on workplace deviance. Previous studies have established a relationship between psychological contract violation and turnover intention (Shahnawaz & Goswami, 2011).

THEORETICAL AND MANAGERIAL IMPLICATIONS

This empirical study contributed to the literature in several ways. The first contribution is on methodological literature, through the choice of the mediation model 4 by Hayes (2013; 2018). This allowed testing the relationships of three variables all at once. Their interaction gave a clearer picture of the web of interrelations within the organization. The findings revealed that a lot beyond the three variables is in play in the decision to resort to deviant behavior.

The second contribution was on the literature in the fields of psychological contract violation, turnover intention, and workplace deviance. The study revealed new insights that the effect of psychological contract violation on workplace deviance is mediated by turnover intention in the Kenyan public sector.

The study findings were supported by the anchoring theories: psychological contract (Argyris, 1962) and social exchange (Blau, 1964) thereby asserting these theories. The theories postulate the psychological contract built by the employees when they join the organization and their expected reciprocation from the organization, a situation that was confirmed by the study.

The levels of turnover intention in organizations require a close observation. This study established that turnover intention can be triggered by several factors and therefore the probable causes and their solutions need to be carefully established.

This study also established that the root causes of workplace deviance may be exclusive to the affected organization. It is therefore essential that every organization determines the genesis of the problem in order to get a suitable solution. Misdiagnosis of the problem can be costly to the organization.

The findings of this study advise on the reality of psychological contract violation and word of caution on the handling of change in an organization, such as the restructuring that occurred in Agriculture and Food Authority Directorates and by extension, the public sector in Kenya.

CONCLUSION

This study offers a significant research model that aids the understanding of the role of turnover intention in the psychological contract violation and workplace deviance in the public sector. On the basis of these results, it has been elucidated that turnover intention is a powerful driver of workplace deviance. The study further determined that the interaction between turnover intention, psychological contract violation and workplace deviance determine employees' behaviors at work.

FUTURE RESEARCH

The use of longitudinal research designs may give a better view of all the variables, given the advantage of time. This study collected data from the public sector and suggests that the same study be replicated in the private sector for better understanding of the dynamics of the private sector.

The research tools have advanced over time and can accommodate multiple variables and a large number of respondents, which is favorable for mediation. This study therefore recommends an increased population and sample size to enhance the sensitivity of the mediation model.

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