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25th Anniversary



**SELF-CORRECTING SCIENCE:
THE CASE OF
COUNTERPRODUCTIVE
WORK BEHAVIOR (CWB) AND
ORGANIZATIONAL CITIZENSHIP
BEHAVIOR (OCB)**



Prof. Paul E. SPECTOR

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Date : February 24, 2022

Time: 19.00

Link : <https://zoom.us/j/95079343067>

In this seminar simultaneous translation into
Turkish will be provided.



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Abstract

The idea that science is self-correcting is based on the assumption that erroneous conclusions will be discovered and corrected in print. Although this can happen, too often beliefs that get widely accepted can be hard to change. One such belief is that counterproductive work behavior (CWB) and organizational citizenship behavior (OCB) are strongly and negatively related and that they relate oppositely to the same criteria. In this talk I will explore the connection between CWB and OCB by tracing a decade of our own work on the topic. We began with the common assumption that the two are reciprocal, but subsequent empirical work led us to the conclusion that these forms of behavior are if anything, positively correlated. We presented several mechanisms that account for the same people engaging in both behaviors under certain conditions.



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Paul E. Spector is a distinguished professor emeritus of business and I-O psychology at the University of South Florida where he currently teaches in the executive Doctor of Business Administration (DBA) program. He is the former director of the USF I-O psychology PhD program and the founding director of the NIOSH-funded Sunshine Education and Research Center's Occupational Health Psychology doctoral training program. He is an associate Editor for *Work & Stress* and is on the editorial board for *International Journal of Stress Management* and *Journal of Occupational Health Psychology*. For more than 40 years he has studied the negative things people do at work (counterproductive work behavior) and the negative things that happen to them (accidents/injuries, mistreatment, stress, and violence). He also does work on research methodology, with a particular interest in the nature of inference, most notably effects of method variance, and issues dealing with data-based conclusions, such as the proper use of control variables. His work has appeared in major research outlets in the field of I-O Psychology, Occupational Health Psychology, and Management. He maintains a website devoted to I-O psychology <https://paulspector.com/> and blogs weekly about I-O topics: <https://paulspector.com/subscribe-to-paul-spectors-blog/>