

The Influence of Enviousness in the Workplace on Both the Productivity of Individuals and the Behavior of the Organization
Qusay Hameed Al-Salami, Omar A. Alsanmarraie

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ABSTRACT

The harmful effects of workplace envy on college academics are important to study. The goal of this research is to examine how envy impacts counterproductive work behavior (CWB) and organizational citizenship behavior (OCB) in Iraqi colleges. Envy can be constructive or destructive, and both types are investigated in terms of their effects on individual productivity and organizational behavior. The study surveyed 145 lecturers at Cihan University - Erbil and found that workplace envy had a positive impact on (CWB) and a negative impact on (OCB). The results of this study have implications for Erbil and Iraqi colleges.

Keywords— Workplace Enviousness; CWB; OCB; Iraqi Universities.

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