

Abstract

A qualitative and quantitative review of the relationship between various counterproductive behavior (CPB) and their antecedents is presented. The qualitative review organized antecedents identified in past research into four broad categories: personal, organizational, work, and contextual factors. Meta-analyses were conducted on 40 published studies with a combined sample size of 42,359. The results indicated that both demographic variables such as age, sex, and marital status, and job satisfaction were moderate predictors of CPBs. Besides, a wide range of predictors were associated with absenteeism. In light of these results, suggestion for future research on the antecedent-CPB relationship is provided.