

## **Impact of Workplace Envy on Counterproductive Work Behaviour of the Executive Level Employees in Sri Lankan Apparel Industry**

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In this research, the predisposition of workplace envy was defined, addition to counterproductive work behaviour, with the theoretical background there should be a relationship between these two variables, for this research, researcher consider executive level employees in Sri Lankan apparel industry. In addition to that, the study examined moderating effect of self-control on relationship between workplace envy and counterproductive work behaviour. And also expected to present the suggestions to overcome those barriers successfully. Although very few studies have examined these with employee Counterproductive Work Behaviour in the Western and Sri Lankan context, especially in executive level employees in apparel industry. This study considered the relationship and impact of those variables among executive level employees who work in an apparel industry in Sri Lanka. This research is deductive research. This research was conducted using quantitative research method. Executive level employees in Sri Lankan apparel industry were chosen as the population of the study. Convenience sampling technique was used calculate the sample size. Accordingly, sample size was 400 observations and used primary data as data source, data collection was done through a standard questionnaire. A Google form was created and distributed to collect data. The number of employees who responded was 360 among 400 employees. Statistical Package for Social Science (SPSS), version 23.0 was used as tool for data analysis and descriptive statistics, namely correlation and regression were used to analyzed data. The results indicate that workplace envy have significant impact on Counterproductive Work Behaviour. In addition to that, Self-Control (significant moderator) strengthen the impact of workplace envy on counterproductive work behaviour.

**Keywords:** *Counterproductive work behaviour, Deviant workplace behaviour, Negative relationship at work, Self-control, Social exchange theory, Workplace envy*

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