

**THREAT OF LOSING THE JOB AND DEVIANT BEHAVIOURS AS CONSEQUENCE: COMPARING  
SOCIAL EXCHANGE PERSPECTIVE AND JUSTICE CONTROL MODEL AS THEORETICAL  
EXPLANATIONS**

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**ABSTRACT**

In the current context of economic crisis, more flexibility from the workforce and organizations is required by the labour market. Job insecurity is a major source of psychological strain during these organizational changes. Research suggests that stressful working conditions may contribute to employees engaging in counterproductive work behaviours in an attempt to regain control over their environment. Alternatively, the fear for uncertainty may lead to avoid any behaviour increasing the likelihood of job loss. In this study we compare two different mediating mechanisms to investigate the relationship job insecurity and deviant behaviours in order to understand the psychological processes underlying. Specifically, psychological contract, rooted in the exchange perspective, and procedural justice, explained by the control model, are the theoretical explanations that we propose. In a sample of 322 blue-collar workers, the results showed that job insecurity is positively related to deviant behaviours indirectly (full mediation) through both breach of psychological contract and procedural injustice: both indirect effects have the same strength in explaining the relationship. The consequences of these findings for theory and practice are highlighted in the discussion.

*Keywords: Job Insecurity; Deviant Behaviours; Psychological Contract Breach; Social Exchange Theory; Procedural Injustice; Justice Control Model; Multiple Mediation Model.*