WORK CHARACTERISTICS, RISK PROPENSITY, AND PROSOCIAL RULE BREAKING AT WORK. A CASE OF SELECTED PRIVATE SECONDARY SCHOOLS IN WAKISO DISTRICT

Abstract

This study had three specific objectives which included, to examine the relationship between work characteristics and prosocial rule breaking, to examine the relationship between risk propensity and prosocial rule breaking, and then to examine the interaction effect of risk propensity and work characteristics on prosocial rule breaking.

The study was conducted using a cross sectional design which involved a quantitative approach. Questionnaires were used for the purpose of data collection. The population for the study included Teachers of selected private Secondary Schools in Wakiso district. A sample of 15 schools was selected and through a convenience technique, 242 were selected as the sample for the study. A response of 210 representing an approximately 87% of the targeted sample size was realised and analysed.

The correlation results showed positive relationships between variables examined, thus there was a positive relationship between work characteristics and prosocial rule breaking, and also a positive relationship between risk propensity and prosocial rule breaking. The regression results

on the other hand showed that work characteristics was a statistically significant predictor of prosocial rule breaking but risk propensity was not a statistically significant predictor of prosocial rule breaking. The results finally showed that there was no moderation effect of risk propensity on the relationship between work characteristics and prosocial rule breaking.

Given the results of the study, it can be concluded that work characteristics is a good predictor of prosocial rule breaking. The study has given an insight of prosocial rule breaking concept in Ugandan context. Finally, further research is needed especially to examine the part played by risk propensity in explaining prosocial rule breaking since it was not found to be significant in this study.