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Reciprocal Relationship between Workplace Incivility and Deviant Silence: The Moderating Role of Moral Attentiveness

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Abstract

In this research, we examine the reciprocal relationship between perceptions of workplace incivility and deviant silence. We also explore the moderating role of individual’s moral attentiveness for this relationship. Utilizing three-wave longitudinal data from 297 full-time employees working in different sectors in the United States, we find support for the reciprocal model as the best fit to data, thus validating over time relationships between our study variables. Taken together, our results suggest that workplace incivility at T1/T2 significantly predicted deviant silence at T2/T3. The results also reveal that deviant silence at level T1/T2 significantly predicts workplace incivility at T2/T3, thus reciprocal relationships were supported. Importantly, reflective but not perceptual moral attentiveness significantly influenced the impact of workplace incivility on deviant silence in following periods. We close by offering implications for research and practice.

Keywords: Workplace incivility, deviant silence, moral attentiveness, reciprocity

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