



EFPA Work and Organization Working Group Report 2021-2023 #3

3. Relevant literature to the report

The concept

Bakker, A. B., Albrecht, S. L., & Leiter, M. P. (2011). Key questions regarding work engagement. *European journal of work and organizational psychology*, 20(1), 4-28.

Bakker, A. B., & Albrecht, S. (2018). Work engagement: current trends. *Career Development International*.

Schaufeli, W. B. (2013). What is engagement?. In *Employee engagement in theory and practice* (pp. 29-49). Routledge.

The Job Demands-Resources Theory

Bakker, A. B., & Demerouti, E. (2017). Job demands–resources theory: taking stock and looking forward. *Journal of occupational health psychology*, 22(3), 273.

Lesener, T., Gusy, B., & Wolter, C. (2019). The job demands-resources model: A meta-analytic review of longitudinal studies. *Work & Stress*, 33(1), 76-103.

Antecedents and consequences

Halbesleben, J. R. (2011). The consequences of engagement: The good, the bad, and the ugly. *European journal of work and organizational psychology*, 20(1), 68-73.

Lesener, T., Gusy, B., Jochmann, A., & Wolter, C. (2020). The drivers of work engagement: A meta-analytic review of longitudinal evidence. *Work & Stress*, 34(3), 259-278.

Xanthopoulou, D., & Bakker, A. B. (2021). Antecedents and consequences of work engagement: a multilevel nomological net. In *A Research Agenda for Employee Engagement in a Changing World of Work*. Edward Elgar Publishing.

Intervention studies

Knight, C., Patterson, M., & Dawson, J. (2019). Work engagement interventions can be effective: a systematic review. *European Journal of Work and Organizational Psychology*, 28(3), 348-372.

Knight, C., Patterson, M., & Dawson, J. (2017). Building work engagement: A systematic review and meta-analysis investigating the effectiveness of work engagement interventions. *Journal of Organizational Behavior*, 38(6), 792-812.

Schaufeli, W. B., & Salanova, M. (2008). 18 Enhancing work engagement through the management of human resources. *The individual in the changing working life*, 380.

Vîrgă, D., Maricuțoiu, L. P., & Iancu, A. (2021). The efficacy of work engagement interventions: A meta-analysis of controlled trials. *Current Psychology*, 1-18

Counterproductive work behaviours

Association of Certified Fraud Examiners Inc. (2020). *2020 Report to the Nations*.

<https://acfepublic.s3-us-west-2.amazonaws.com/2020-Report-to-the-Nations.pdf>

Bandura, A. (1990). Selective activation and disengagement of moral control. *Journal of Social Issues*, 46(1), 27–46. <https://doi.org/10.1111/j.1540-4560.1990.tb00270.x>

Bandura, A. (2016). *Moral disengagement: How people do harm and live with themselves*. Worth Publishers.

Belschak, F. D., Muhammad, R. S., & Den Hartog, D. N. (2018). Birds of a feather can butt heads: When Machiavellian employees work with Machiavellian leaders. *Journal of Business Ethics*, 151(3), 613–626.

Berghoff, H. (2018). “Organised irresponsibility”? The Siemens corruption scandal of the 1990s and 2000s. *Business History*, 60(3), 423–445.

<https://doi.org/10.1080/00076791.2017.1330332>

Bhattacharjee, Y. (2013). The Mind of a Con Man. *The New York Times Magazine*.

<https://www.nytimes.com/2013/04/28/magazine/diederik-stapels-audacious-academic-fraud.html>

Bushey, C. (2021). Boeing to pay \$2.5bn to resolve criminal case over 737 Max crashes. *Financial Times*. <https://www.ft.com/content/1e64a9ea-4659-4513-b82f-0a4b5e7cae1c>

Campbell, J. P., & Wiernik, B. M. (2015). The Modeling and Assessment of Work Performance. *Annual Review of Organizational Psychology and Organizational Behavior*, 2(1), 47–74. <https://doi.org/10.1146/annurev-orgpsych-032414-111427>

Chugh, D., & Kern, M. C. (2016). A dynamic and cyclical model of bounded ethicality. *Research in Organizational Behavior*, 36, 85–100.

Ethics Resource Center - ERC. (2013). *National Business Ethics Survey of the U.S.*

Workforce. http://lowellmilkeninstitute.law.ucla.edu/wp-content/uploads/2015/10/Thomas-Jordan_Ethics-Resource-Center-National-Business-Ethics-of-the-U.S.-Workplace.pdf

Fida, R., Paciello, M., Tramontano, C., Fontaine, R. G., Barbaranelli, C., & Farnese, M. L. (2015). An integrative approach to understanding counterproductive work behavior: The roles of stressors, negative emotions, and moral disengagement. *Journal of Business Ethics*, 130(1), 131–144.

Fida, R., Tramontano, C., Paciello, M., Guglielmetti, C., Gilardi, S., Probst, T. M., & Barbaranelli, C. (2018). “First, do no harm”: The role of negative emotions and moral disengagement in understanding the relationship between workplace aggression and misbehavior. *Frontiers in Psychology*, 9, 671.

<https://doi.org/10.3389/fpsyg.2018.00671>

- Katz, B., & Dalton, M. (2020). Airbus Agrees to Monitoring in \$4 Billion Settlement of Bribery Charges. *The Wall Street Journal*. <https://www.wsj.com/articles/airbus-bribery-charges-unveiled-after-4-billion-settlement-11580480153>
- Lievens, F., Conway, J. M., & Corte, W. (2008). The relative importance of task, citizenship and counterproductive performance to job performance ratings: Do rater source and team-based culture matter? *Journal of Occupational and Organizational Psychology*, *81*(1), 11–27. <https://doi.org/10.1348/096317907X182971>
- Moore, C., & Gino, F. (2013). Ethically adrift: How others pull our moral compass from true North, and how we can fix it. *Research in Organizational Behavior*, *33*, 53–77. <https://doi.org/https://doi.org/10.1016/j.riob.2013.08.001>
- Newman, A., Le, H., North-Samardzic, A., & Cohen, M. (2020). Moral Disengagement at Work: A Review and Research Agenda. *Journal of Business Ethics*, *167*(3), 535–570.
- Paciello, M., Fida, R., Skovgaard-Smith, I., Barbaranelli, C., & Caprara, G. V. (2022). Withstanding moral disengagement: Moral self-efficacy as moderator in counterproductive behavior routinization. *Group & Organization Management*, *10596011221078664*.
- PricewaterhouseCoopers LLP. (2014). *Global Economic Crime Survey*. <https://www.pwc.at/de/publikationen/global-economic-crime-survey-2014.pdf>
- Sackett, P. R., & DeVore, C. J. (2002). *Counterproductive behaviors at work*.
- Searle, R. H., & Rice, C. (2020). Making an impact in healthcare contexts: insights from a mixed-methods study of professional misconduct. *European Journal of Work and Organizational Psychology*, 1–12.
- Spector, P. E., & Fox, S. (2005). The Stressor-Emotion Model of Counterproductive Work Behavior. In S. Fox & P. E. Spector (Eds.), *Counterproductive work behavior: Investigations of actors and targets*. American Psychological Association.
- Spector, P. E., Fox, S., Penney, L. M., Bruursema, K., Goh, A., & Kessler, S. (2006). The dimensionality of counterproductivity: Are all counterproductive behaviors created equal? *Journal of Vocational Behavior*, *68*(3), 446–460.