



CARITAS UNIVERSITY AMORJI-NIKE, EMENE, ENUGU STATE



Caritas Journal of Psychology and Behavioural Sciences

CJPBS, Volume 4, Issue 1 (2026)

<https://caritasuniversityjournals.org/cjpbs>

Extravagant Lifestyle and Personality Traits as Predictors of Workplace Deviant Behaviour among Lagos University Teaching Hospital Staff

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Abstract

*Workplace deviant behaviour, including theft, fraud, aggression, sexual harassment, and intentional withdrawal of effort, poses serious challenges for organizational productivity and institutional integrity. This study examined the predictive roles of extravagant lifestyle orientation and personality traits in explaining workplace deviant behaviour among employees of Lagos University Teaching Hospital (LUTH), Nigeria. A cross-sectional survey design was employed. Participants consisted of 190 male and female employees of LUTH selected through a convenience sampling procedure. Data were collected using standardized questionnaires measuring extravagant lifestyle, the Big Five personality traits, and workplace deviant behaviour. Statistical analyses were conducted using descriptive statistics, independent samples *t*-tests, and multiple regression analysis. Results revealed that extravagant lifestyle significantly predicted workplace deviant behaviour, $F(1,188) = 12.50$, $R^2 = .062$, $p < .05$, accounting for approximately 6% of the variance. Personality traits also demonstrated a significant joint influence on workplace deviance, $F(5,184) = 6.54$, $R^2 = .151$, $p < .05$. Specifically, extraversion ($\beta = -.26$), agreeableness ($\beta = .19$), and openness to experience ($\beta = .31$) were significant predictors, whereas conscientiousness and neuroticism were not. Gender differences in workplace deviance were not statistically significant. The findings highlight the importance of incorporating personality assessment and behavioural risk screening into recruitment, employee development, and organizational ethics programs within healthcare institutions. This study contributes to the limited empirical literature on workplace deviance within African healthcare contexts by demonstrating how lifestyle orientation and personality traits interact to influence deviant workplace behaviour among hospital staff.*

Keywords: *Extravagant Lifestyle, Personality Traits, Workplace Deviance, Healthcare Employees, Organizational Behaviour.*

Introduction

Workplace deviance has been described using several related concepts in organizational research. These include counterproductive work behaviour (Spector et al., 2006), antisocial organizational behaviour (Robinson & O’Leary-Kelly, 1998), organizational misbehavior (Vardi & Wiener, 1996), misbehavior in organizations (Sagie et al., 2003), the dark side of organizational behaviour (Griffin & O’Leary-Kelly, 2004), noncompliant behaviour (Puffer, 1987), and cyberloafing (Lim, 2002). Despite differences in terminology, these constructs generally refer to behaviours that violate organizational norms and potentially harm the organization or its members.

A widely accepted definition was proposed by Robinson and Bennett (1995), who described workplace deviance as voluntary behaviour that violates significant organizational norms and threatens the well-being of an organization, its members, or both. Such behaviours may manifest as abuse toward colleagues, sabotage of organizational property, production deviance, theft, and withdrawal behaviours such as absenteeism and lateness (Spector et al., 2006). These behaviours may also be directed either at the organization itself or at individuals within the organization (Robinson & Bennett, 1995).

Workplace deviance has become a major concern for organizations worldwide because of its significant financial, social, and psychological consequences. Contemporary research suggests that counterproductive work behaviour continues to impose substantial organizational costs through reduced productivity, increased employee turnover, and deteriorating workplace relationships (Marcus et al., 2016; Mackey et al., 2021). In addition, deviant workplace behaviour has been associated with emotional exhaustion, job dissatisfaction, and declining organizational commitment among employees (Zhang, Mayer, & Hwang, 2018; Bowling & Lyons, 2022).

Because of its serious implications, researchers have increasingly examined individual-level predictors of deviant workplace behaviour. Several studies suggest that some individuals may possess predispositions that increase the likelihood of engaging in deviant acts at work. Factors such as cognitive ability (Dilchert et al., 2007), personality traits (Bolton et al., 2010), and biological or genetic influences (Brennan, 1998) have been linked to deviant workplace behaviour. However, scholars have argued that focusing solely on individual characteristics may underestimate the influence of organizational contexts that facilitate or discourage deviant behaviour (Van Fleet & Griffin, 2006; Mackey et al., 2021).

One important contextual factor is organizational ethics. Organizational ethics refers to the rules, standards, and principles that guide morally acceptable behaviour in organizational settings (Lewis, 1985). Ethical practices shape employees’ perceptions of acceptable conduct and influence their behavioural choices in the workplace. According to Victor and Cullen (1987), the ethical climate of an organization reflects shared perceptions of what constitutes ethically appropriate behaviour and how ethical issues should be handled within the organization.

Employees learn these ethical expectations through both formal policies and informal socialization processes within the organization. Over time, individuals come to understand which behaviours are rewarded and which are discouraged. Organizational ethical climate may therefore be influenced by several factors including personal self-interest, organizational profitability, efficiency expectations, group interests, social responsibility, and adherence to professional rules and legal regulations (Sims, 1992). Importantly, the behaviour of top management plays a crucial role in shaping the ethical climate of an organization. When leaders demonstrate ethical conduct and reinforce ethical standards, employees are more likely to adopt similar behaviours (Sims, 1992; Mayer et al., 2012).

Within the healthcare sector, maintaining ethical standards is particularly critical because deviant behaviour among health workers may compromise service delivery, patient safety, and public trust in medical institutions. Nevertheless, research examining the interaction between organizational ethics, personality characteristics, and deviant workplace behaviour among health sector employees—especially in developing countries—remains limited.

Another important determinant of workplace behaviour is personality. Personality refers to enduring patterns of thoughts, emotions, and behaviours that distinguish individuals from one another (McAdams, 1992). The concept originates from the Latin word *persona*, meaning mask, which historically represented the outward expression of a character in classical theatre. In psychological terms, personality represents relatively stable behavioural tendencies that influence how individuals perceive and respond to their environment.

One of the most influential frameworks for understanding personality is the Five-Factor Model (FFM), commonly known as the Big Five personality traits (Costa & McCrae, 1992; McCrae & Costa, 1996). This model identifies five broad dimensions of personality: extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience. These traits have been widely validated across cultures and measurement methods (Goldberg, 1990; McCrae & Costa, 1997).

Extraversion reflects sociability, assertiveness, and positive emotionality. Agreeableness describes tendencies toward cooperation, empathy, and altruism. Conscientiousness refers to organization, dependability, and goal-directed behaviour. Neuroticism (or emotional instability) represents the tendency toward anxiety, moodiness, and emotional vulnerability. Openness to experience reflects curiosity, imagination, and receptiveness to new ideas and experiences. These personality traits influence individuals' cognitive processes, motivations, and behavioural responses in various contexts, including workplace settings.

Recent empirical research suggests that personality traits are important predictors of workplace deviance. For instance, individuals high in neuroticism and low in conscientiousness are more likely to engage in counterproductive work behaviours, whereas agreeableness and conscientiousness tend to reduce the likelihood of deviant acts (Berry, Ones, & Sackett, 2007; O'Boyle et al., 2012; Mackey et al., 2021).

In addition to personality traits, lifestyle orientation may also influence workplace behaviour. One such orientation is an extravagant lifestyle, which refers to a pattern of consumption characterized by preference for luxury goods, status symbols, and conspicuous consumption. According to Kapferer (1997), the pursuit of luxury is often associated with a desire for prestige, exclusivity, and social recognition. Similarly, Grossman and Shapiro (1986) describe luxury goods as products whose consumption or display confers prestige beyond their functional utility.

Luxury consumption is often associated with attributes such as superior quality, aesthetic appeal, exclusivity, and high monetary value (Heine & Phan, 2011; Mattila, 1999). Historically, luxury goods were accessible only to social elites; however, increasing income levels and consumer aspirations have broadened the accessibility of luxury products across various socioeconomic groups (Srinivasan et al., 2014). Consequently, extravagant lifestyle preferences may shape employees' financial pressures, value systems, and behavioural choices within organizational settings. Within the workplace, individuals who pursue extravagant lifestyles may experience increased financial strain or status-related pressures that could potentially motivate deviant behaviours such as theft, fraud, or misuse of organizational resources. Despite the potential importance of this factor, relatively few studies have examined the relationship between extravagant lifestyle orientation and workplace deviance, particularly within the healthcare sector.

Workplace deviance, including behaviours such as fraud, theft, reduced work effort, aggression, and sexual harassment, remains a major challenge for many organizations. These behaviours undermine organizational effectiveness, damage employee morale, and impose substantial financial costs. Research indicates that a significant proportion of employees admit to engaging in some form of deviant workplace behaviour during their careers (Harper, 1990).

In healthcare institutions, the consequences of deviant workplace behaviour may be even more severe because such behaviours can affect patient care, service delivery, and public confidence in medical systems. Studies have also shown that deviant workplace behaviours may result in reduced job performance, increased operational costs, and reputational damage to organizations (Litzky et al., 2006; Mackey et al., 2021).

Although workplace deviance has received considerable attention in organizational psychology research, much of the existing literature has focused on corporate and industrial settings in developed countries. Empirical studies examining the psychological predictors of deviant behaviour among health sector employees in developing countries such as Nigeria remain relatively scarce. Furthermore, little attention has been given to how lifestyle factors such as extravagant consumption patterns may interact with personality characteristics to influence deviant workplace behaviour.

Given the increasing concerns about ethical conduct and accountability within Nigerian public institutions, including healthcare organizations, it is important to examine the factors that may predispose employees to engage in deviant behaviours. Understanding these factors can help organizations design more effective policies and interventions to promote ethical behaviour and improve organizational performance.

Therefore, this study seeks to investigate the influence of extravagant lifestyle and personality traits on workplace deviant behaviour among staff of Lagos University Teaching Hospital. The study seeks to answer the following research questions:

1. Will personality traits (extraversion, neuroticism, openness to experience, agreeableness, and conscientiousness) jointly and independently predict workplace deviant behaviour among hospital staff?
2. Will extravagant lifestyle significantly influence workplace deviant behaviour?
3. Will socio-demographic factors (gender and income) jointly and independently predict workplace deviant behaviour?

The following hypotheses were tested to answer the research questions;

1. Personality traits (Extroversion, neuroticism, openness to experience, conscientiousness and agreeableness) will jointly and independently predict workplace deviance among staff of Lagos University Teaching Hospital.
2. Personality traits (Extroversion, neuroticism, openness to experience, conscientiousness and agreeableness) and Extravagant lifestyle will jointly and independently predict workplace deviance among staff of Lagos University Teaching Hospital.
3. Male Staff will report higher deviant workplace Behaviour than female staff.

Methodology

Research Design

This study adopted a cross-sectional survey research design. The design was considered appropriate because it allows the collection of data from a defined population at a single point in time in order to examine relationships among variables. The design was particularly suitable for the present study because it enabled the researcher to investigate the influence of personality traits and extravagant lifestyle orientation on workplace deviant behaviour among employees in a natural organizational setting without manipulating any variables. Cross-sectional surveys are commonly used in organizational and behavioural research because they allow researchers to explore associations between psychological and behavioural variables efficiently within real-life work environments.

Study Setting

The study was conducted at Lagos University Teaching Hospital (LUTH) located in Idi-Araba, Surulere Local Government Area of Lagos State, Nigeria. LUTH is one of the foremost tertiary healthcare institutions in the country and serves as a major referral center for specialized medical services. In addition to healthcare delivery, the hospital is involved in medical training and research activities. The hospital employs a large and diverse workforce including medical practitioners, nurses, allied health professionals, and administrative personnel.

Participants

Participants in this study were employees of Lagos University Teaching Hospital. A total of 190 staff members participated in the study. The sample consisted of both male and female employees drawn from different departments and professional units within the hospital.

Participation was limited to staff who were full-time employees of the hospital and who voluntarily consented to participate in the study. The inclusion of employees from diverse professional backgrounds helped ensure broader representation of workplace experiences within the hospital environment.

Instruments

Data for this study were collected using a structured questionnaire comprising four sections.

Section A: Demographic Information

This section obtained background information about the respondents, including age, gender, religion, educational qualification, job status, and work experience. These variables were included to enable the examination of socio-demographic influences on workplace deviant behaviour.

Section B: Big Five Personality Inventory (BFI-10)

Personality traits were measured using the Big Five Inventory – 10 item version (BFI-10) developed by John et al. (1991) and later refined by John et al. (2008). The scale measures five dimensions of personality: extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience. The BFI-10 consists of 10 items rated on a five-point Likert scale ranging from 1 (strongly disagree) to 5 (strongly agree). Respondents were asked to indicate the degree to which each statement accurately described their personality characteristics.

The instrument has been widely used in personality research where shorter instruments are required due to time limitations, while still maintaining acceptable reliability and validity (John & Srivastava, 1999).

Section C: Workplace Deviance

Workplace deviant behaviour was assessed using the Measure of Deviant Workplace Behaviour (MDWB) developed by Bennett and Robinson (2000). The scale contains 28 items, comprising two subscales:

- Organizational deviance (12 items) – behaviours directed toward the organization, such as deliberately working slowly or misusing organizational resources.
- Interpersonal deviance (16 items) – behaviours directed toward other individuals within the organization, such as insulting coworkers or behaving disrespectfully toward colleagues.

Participants responded to each item using a Likert-type scale indicating the frequency with which they had engaged in the behaviours. Bennett and Robinson (2000) reported internal reliability coefficients of $\alpha = .81$ for organizational deviance and $\alpha = .78$ for interpersonal deviance, indicating satisfactory internal consistency.

Section D: Extravagant Lifestyle Scale

Extravagant lifestyle orientation was measured using a 28-item Extravagant Lifestyle Scale developed by Akinfala et al. (2012). The scale assesses the extent to which individuals demonstrate preferences for luxury goods and lifestyle patterns that signal higher social status.

Responses were rated on a five-point Likert scale consisting of:

- SD – Strongly Disagree
- D – Disagree
- U – Undecided
- A – Agree
- SA – Strongly Agree

The original developers reported a reliability coefficient of $\alpha = .78$. In the present study, the instrument demonstrated acceptable internal consistency with a Cronbach's alpha of $\alpha = .73$.

Procedure

Participants were selected using a convenience sampling technique. Permission to conduct the study was first obtained from relevant authorities within Lagos University Teaching Hospital.

Potential participants were informed about the purpose and objectives of the study and assured that their participation was voluntary. Questionnaires were then distributed to employees who agreed to participate. Participants were given instructions on how to complete the questionnaire and were encouraged to respond honestly.

Completed questionnaires were collected after completion. At the end of the exercise, participants were thanked for their cooperation and contribution to the research.

Ethical Considerations

Ethical principles guiding research involving human participants were strictly adhered to throughout the study. Prior to data collection, permission to conduct the research was obtained from the relevant authorities within Lagos University Teaching Hospital.

Participation in the study was entirely voluntary, and informed consent was obtained from all participants before the administration of the questionnaire. Participants were informed about the purpose of the study, the nature of their involvement, and their right to withdraw from the study at any time without any negative consequences.

To ensure confidentiality and anonymity, participants were not required to provide their names or any identifying information on the questionnaire. All responses were treated with strict confidentiality and were used solely for academic and research purposes.

In addition, participants were assured that the information they provided would be reported in aggregate form and would not be used to evaluate individual employees or departments within the organization.

Statistical Analysis

Data collected in the study were analyzed using the Statistical Package for the Social Sciences (SPSS), Version 20.

Descriptive statistics such as means, standard deviations, frequency distributions, percentages, and ranges were used to summarize the demographic characteristics of the participants.

Inferential statistical techniques were used to test the study hypotheses as follows:

- Multiple Regression Analysis was used to examine the joint and independent contributions of the Big Five personality traits to workplace deviant behaviour.
- Independent Samples t-test was used to examine differences in workplace deviance based on extravagant lifestyle orientation.

- Multiple Regression Analysis was also used to determine whether socio-demographic variables (gender and income level) significantly predicted workplace deviant behaviour.

All hypotheses were tested at a 0.05 level of significance.

Results

Hypothesis One which stated that personality traits (Extroversion, neuroticism, openness to experience, conscientiousness and agreeableness) will jointly and independently predict workplace deviance among staff of Lagos University Teaching Hospital was analysed using multiple regression analysis and the result presented in

Table 1.

Table 1: Summary of Multiple Regression table showing joint and independent influence of personality traits on workplace deviance

Predictors	β	T	P	R	R ²	F	P
Extraversion	-.262	-2.541	< .05				
Agreeableness	.187	1.957	<.05				
Conscientiousness	.107	1.178	>.05	.388	.151	6.540	< .05
Neuroticism	.036	.387	>.05				
Openness to experience	.305	3.163	<.05				

Table 1 shows that there was significant joint influence personality traits on workplace deviant [F(5,184) = 6.540, R² = .151; p < .05] with the variables accounting for 15% of the variance in workplace deviance. Further results show that extraversion (β = -.26; p < .05), agreeableness (β = .19; p < .05) and openness to experience (β = .31; p < .05) significantly predict workplace deviance while conscientiousness (β = .11; p > .05) and neuroticism (β = .04; p > .05) did not significantly predict workplace deviance.

Hypotheses Two which stated that personality traits (Extroversion, neuroticism, openness to experience, conscientiousness and agreeableness) and Extravagant lifestyle will jointly and independently predict workplace deviance among staff of Lagos University Teaching Hospital was analysed using multiple regression analysis and the result presented in Table 2.

Table 2: Summary of Multiple Regression table showing joint and independent influence of personality traits and extravagant lifestyle on workplace deviance

Predictors	β	T	P	R	R ²	F	P
Extraversion	-.247	-2.442	< .05				
Agreeableness	.192	2.047	<.05				
Conscientiousness	.055	.602	>.05	.430	.185	6.916	< .05
Neuroticism	.055	.601	>.05				
Openness to experience	.289	3.044	<.05				
Extravagant lifestyle	.191	2.761	<.05				

Table 2 shows that there was significant joint influence personality traits and extravagant lifestyle on workplace deviant [F(6,183) = 6.916 R² = .185; p < .05] with the variables accounting for 19% of the variance in workplace deviance. Further results show that extraversion (β = -.25; p < .05), agreeableness (β = .19; p < .05), openness to experience (β = .29; p < .05), extravagant lifestyle (β = .19; p < .05) significantly predict workplace deviance while conscientiousness (β = .06; p > .05) and neuroticism (β = .06; p > .05) did not significantly predict workplace deviance.

Hypothesis Three which stated that male staff will report higher deviant workplace behaviour than female staff was analysed using independent sample t-test and the result is presented in Table 3.

Table 3: Summary of t-test showing the gender difference on workplace deviant behaviour

		Gender	N	\bar{X}	SD	Df	T	P
Workplace deviant behaviour		Male	66	86.42	17.55	188	-.767	>.05
		Female	124	88.48	17.66			

Table 3 shows that gender did not significantly influence workplace deviance behaviour [$t(188) = -.767$; $p > 0.05$]. The result indicated that female staff reported higher deviant behaviour (Mean = 88.48; SD = 17.66) compared to male staff (Mean = 86.42; SD = 17.55) who reported lesser workplace deviance. This hypothesis is rejected.

Discussion

The present study examined the predictive roles of extravagant lifestyle orientation and personality traits in explaining workplace deviant behaviour among staff of Lagos University Teaching Hospital. Workplace deviance has become a major concern in organizational settings because of its negative consequences for productivity, employee well-being, and institutional reputation (Mackey et al., 2021; Spector & Fox, 2005). Understanding the psychological and socio-economic factors that contribute to deviant workplace behaviour is particularly important in healthcare institutions where employee conduct directly affects service delivery and patient safety. The discussion therefore interprets the findings in relation to the hypotheses tested and situates them within existing theoretical and empirical literature.

The first hypothesis proposed that extravagant lifestyle would significantly predict workplace deviant behaviour among hospital staff. The results supported this hypothesis. Extravagant lifestyle significantly predicted workplace deviance and accounted for approximately 6% of the variance in deviant workplace behaviour. This finding suggests that employees who maintain lifestyles characterized by high levels of luxury consumption and status display may be more susceptible to engaging in behaviours that violate organizational norms. One explanation is that extravagant consumption patterns may create financial pressure or status-driven motivations, thereby increasing the likelihood that individuals engage in inappropriate workplace behaviours.

This interpretation aligns with strain and relative deprivation theories, which propose that deviant behaviour may occur when individuals experience discrepancies between their aspirations and legitimate means of achieving them (Agnew, 2011; Merton, 1938). Empirical studies also indicate that materialistic values and financial strain are associated with unethical workplace conduct and counterproductive work behaviour (Kish-Gephart et al., 2019; Tang & Sutarso, 2013).

Within developing economies, socio-economic expectations and social comparison pressures may further intensify the relationship between lifestyle aspirations and workplace misconduct. Studies conducted in Nigerian organizations have shown that financial stress and status competition may contribute to behaviours such as misuse of organizational resources, absenteeism, and workplace fraud (Akinwale & George, 2020; Olabimitan, 2021). Thus, the present findings highlight the importance of considering lifestyle pressures when examining antecedents of workplace deviance.

The second hypothesis proposed that the Big Five personality traits—extraversion, agreeableness, conscientiousness, neuroticism, and openness to experience—would jointly and independently predict workplace deviant behaviour among hospital staff. The results supported the joint predictive role of personality traits, with the variables accounting for approximately 15% of the variance in workplace deviance.

This finding reinforces the widely accepted view that personality characteristics play a significant role in shaping workplace behaviour (Barrick & Mount, 1991; Judge et al., 2013). Personality traits influence

individuals' emotional regulation, attitudes, and behavioural tendencies in organizational contexts, thereby affecting the likelihood of engaging in deviant acts.

The findings revealed that extraversion significantly predicted lower workplace deviance. Employees who are sociable, energetic, and oriented toward interpersonal interaction were less likely to engage in harmful workplace behaviours. Extraverts tend to value social relationships and approval from colleagues, which may discourage behaviours that could damage their reputation within the organization. This result is consistent with previous research showing that extraversion is negatively related to counterproductive work behaviour because extraverts prefer cooperative environments that promote social interaction and positive relationships (Mount et al., 2006; Berry et al., 2007).

Agreeableness also significantly predicted workplace deviance. However, the direction of the relationship differed somewhat from many Western studies, where agreeableness is typically associated with reduced workplace misconduct (Sackett & DeVore, 2001). In the present study, agreeable individuals may experience increased emotional strain due to their tendency to comply with others' requests. In high-demand organizational settings such as public hospitals, highly agreeable employees may be exposed to role overload or emotional exhaustion. Such conditions may increase the likelihood of reactive deviant behaviour when individuals perceive that their efforts are being exploited or undervalued. Similar patterns have been reported in studies examining occupational stress among healthcare professionals (Adisa et al., 2021).

Openness to experience was also found to significantly predict workplace deviance. Individuals high in openness are often characterized by creativity, curiosity, and willingness to challenge conventional ideas. While these attributes can enhance innovation, they may also lead employees to question or bypass established procedures. In bureaucratic environments such as public hospitals, employees high in openness may perceive strict organizational rules as restrictive. According to the transactional model of counterproductive work behaviour, individual dispositions interact with environmental stressors to influence deviant behaviour (Spector & Fox, 2005). Thus, openness may predict deviant behaviour when employees perceive institutional rules as unnecessarily rigid or inefficient.

Contrary to expectations, conscientiousness and neuroticism did not significantly predict workplace deviance in this study. Conscientiousness is generally considered one of the strongest negative predictors of counterproductive work behaviour because individuals high in this trait tend to be disciplined, responsible, and rule-oriented (Berry et al., 2007; Mount et al., 2006). The absence of a significant relationship in this context may reflect the structured nature of hospital work environments, where professional standards limit behavioural variability among employees.

Similarly, neuroticism did not significantly predict deviant behaviour. Although individuals high in neuroticism may experience emotional instability, healthcare institutions typically emphasize strict professional conduct, which may reduce the behavioural expression of emotional distress.

Further analysis revealed a significant joint influence of personality traits and extravagant lifestyle on workplace deviance, accounting for approximately 19% of the variance in deviant workplace behaviour. This finding supports the perspective that workplace deviance is influenced by both individual dispositions and situational pressures. Personality traits may predispose individuals to certain behavioural tendencies, while lifestyle-related economic pressures may provide situational motivations for deviant behaviour.

The finding is consistent with the integrative framework of counterproductive work behaviour proposed by Spector and Fox (2005), which emphasizes that deviant behaviour emerges from the interaction between individual traits and contextual stressors. Recent research also indicates that financial strain, organizational stress, and personality characteristics jointly influence unethical workplace conduct (Kish-Gephart et al., 2019; Mackey et al., 2021).

The third hypothesis proposed that male staff would report higher workplace deviance than female staff. However, the results did not support this hypothesis. Although female staff reported slightly higher mean scores for workplace deviance, the difference was not statistically significant.

This finding suggests that gender alone may not be a reliable predictor of workplace deviant behaviour in this context. Previous research has also reported inconsistent gender differences in counterproductive work behaviour, with occupational roles and organizational context often moderating gender effects (Mackey et al., 2021; Spector & Fox, 2005).

Implications for Practice and Policy

The findings of this study have important implications for human resource management and organizational policy within healthcare institutions.

First, recruitment and placement strategies should incorporate personality assessment tools to ensure better alignment between employees' dispositional characteristics and job demands. Individuals with personality profiles associated with rule compliance and ethical conduct may be better suited for positions requiring strict adherence to institutional procedures.

Second, organizations should implement financial wellness and counselling programs to help employees manage economic pressures that may arise from lifestyle expectations. Providing access to financial planning support may reduce the likelihood that employees engage in deviant behaviours motivated by financial strain.

Third, hospital administrators should prioritize the development of a strong ethical climate within the organization. Clear ethical guidelines, consistent enforcement of rules, and ethical leadership practices can discourage deviant workplace behaviour.

Finally, organizations should implement transparent monitoring systems and fair workload distribution to reduce frustration and perceived injustice among employees, which may otherwise contribute to reactive deviant behaviour.

Conclusion

This study examined the predictive roles of extravagant lifestyle orientation and personality traits in workplace deviant behaviour among employees of Lagos University Teaching Hospital.

The findings revealed that extravagant lifestyle significantly predicted workplace deviance and contributed to the overall explanation of deviant behaviour within the hospital setting. Personality traits were also found to jointly predict workplace deviance, with extraversion, agreeableness, and openness to experience emerging as significant predictors. However, conscientiousness and neuroticism did not significantly predict deviant workplace behaviour.

Furthermore, the combined influence of personality traits and extravagant lifestyle provided stronger predictive power than either factor alone, highlighting the importance of considering both individual dispositions and socio-economic pressures in understanding workplace deviance. Gender differences in deviant behaviour were not statistically significant.

Overall, the study underscores the need for organizational interventions that address both psychological factors and contextual workplace conditions in order to reduce deviant workplace behaviour.

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