

Life Science Journal 2014 vol.11 N9, pages 400-408

Main causes of staff labor opportunism in organizations

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Abstract

This article provides an analysis of the reasons for the occurrence of opportunism amongst staff in organizations. Using the results of a staff survey, research was carried out into correlation-regression dependencies of the factors that cause different forms of labor opportunism amongst different categories of workers: managers and their subordinates. On the basis of a quantitative assessment of the level of labor opportunism, the article estimates the inclination towards opportunism in the context of different categories of staff, and ascertains conditions of stability in the occurrence of labor opportunism in the organization. The research conducted into the nature of interference of labor opportunism between managers and subordinates provides evidence that the opportunism of the staff is a response to the opportunism of their superiors.

Keywords

Analysis of the elasticity of opportunism, Labor opportunism, Leading causes of labor opportunism, Quantitative analyses of opportunistic behavior, Regression analysis