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The Service Industries Journal ›
Volume 38, 2018 - Issue 9-10

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Articles

Tolerance for workplace incivility, employee cynicism and job search behavior

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Pages 629-643 | Received 20 Mar 2017, Accepted 16 Dec 2017, Published online: 11 Jan 2018

Cite this article https://doi.org/10.1080/02642069.2017.1420171 Check for updates

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ABSTRACT

Workplace incivility is a source of predominant stress in organizations, and a vital cause for job search behavior (JSB). Drawing upon conservation resource theory, this paper examines the relationship between tolerance for workplace incivility (TWI), JSB and cynicism among employed individuals. Utilizing data obtain from n = 331 hotel employees in Jordan, a structural equation modeling was applied. The data revealed that (1) TWI has a positive impact on JSB; (2) that cynicism has a positive impact on JSB and (3) and that cynicism does not moderate the relationship between TWI and JSB. Theoretical and practical implications are discussed.

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