

## **Aggressive Driving Behavior and Workplace Deviance, The Role of Self-Control Depletion and Peer Positive Humor**

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### **Abstract**

**Purpose:** This study aims to empirically investigate the relationship between aggressive driving behavior and workplace deviation while considering the mediating stance of self-control depletion and the moderating role of peer-positive humor. The Driving behavior of individuals contains a broad range of behavioral categories, whereas deviant behaviors are quite prevalent among employees.

**Design/Methodology/Approach:** Due to time and resource constraints, the time-lagged data of 355 respondents was collected from the manufacturing and service industry employees using a convenience sampling technique.

**Findings/Results:** The data shows that employees' aggressive driving behavior supports adverse outcomes, the more deviant behavior in workplace settings. Results further depict that the indirect relationship between Aggressive driving behavior and organizational workplace deviance through self-control depletion is moderated by peer-positive humor, such that the indirect relationship is weaker among employees with a higher level of peer-positive humor.

**Practical Implications:** This study identifies a key mechanism for organizations through which workplace deviance can weaken negative behaviors; this mechanism is more powerful for workforces with a high level of peer-positive humor. Numerous theoretical and practical suggestions are also described.

**Keywords:** *Aggressive driving behavior, workplace Deviance, Self-Control Depletion, Peer Positive Humor*