

# Despotic Leadership and Organizational Deviance: The Moderating Role of Value Congruence

5= Strongly Agree	4= Agree	3= neutral	2 = Disagree	1= Strongly Disagree	Items
					<b>Despotic leadership</b>
					1. My supervisor is punishing; has no pity
					2. My supervisor is in charge; intolerant to disagreement, gives orders
					3. My supervisor acts like a tyrant or despot; imperious
					4. My supervisor tends to be unwilling to relinquish control of projects.
					5. My supervisor expects unquestioning obedience from subordinates
					6. My supervisor is unforgiving; seeks revenge when wronged
					<b>Organizational Deviance</b>
					1. Taken property from work without permission
					2. Spent too much time fantasizing or daydreaming instead of working
					3. Falsified a receipt to get reimbursed for more money than you spent on business expenses
					4. Taken an additional or longer break than is acceptable at your workplace
					5. Come in late to work without permission
					6. Littered your work environment
					7. Neglected to follow your boss's instructions
					8. Intentionally worked slower than you could have worked
					9. Discussed confidential company information with an unauthorized person
					10. Used an illegal drug or consumed alcohol on the job
					11. Put little effort into your work
					12. Dragged out work in order to get overtime
					<b>Value Congruence:</b>
					1. The things that I value in a job are very similar to the things that my immediate manager values
					2. My work values match my immediate manager's work values
					3. My immediate manager's work values provide a good fit with the things that I value in a job