

## **ABSTRACT**

This master thesis aims to explore and predict counterproductive work behavior (CWB) targeted to the employer within a framework of the Theory of Planned Behavior (TPB). The question is examined by quantitative questionnaire survey, assessing attitudes, subjective norms, perceived behavioral control, intention and actual behavior. The aim of this study is to verify the psychometric properties of a non-standardized questionnaire designed in the theoretical framework of the Theory of Planned Behavior, analysis of functionality of the proposed model and the proposal of its possible improvements to be given. Unrepresentative sample (n = 71 in the first phase of research, n = 41 in the second phase) consists of working adults with a work history of at least one year. The proposed model of the Theory of Planned Behavior is analyzed using the method of multiple linear regression analysis, which shows a statistically significant relationship between the dependent variable and some of the independent variables in the first phase of the research. In the second phase, no significant relationships between variables are found. Since the psychometric properties of the measuring instrument are not satisfactory, the item analysis using principal component analysis is conducted, which identifies some problematic parts, preventing the adoption of the hypotheses about the functionality of the model. In the end of the thesis is presented a possible approach to constructing a questionnaire in the theoretical framework of the Theory of Planned Behavior and a draft of a new questionnaire.

## **KEYWORDS**

Theory of Planned Behavior, attitudes, subjective norms, perceived behavioral control, intention, counterproductive work behavior