

FOREWORD

The Journal of Industrial and Organisational Behaviour in Africa (JIOBA) is an official Journal of the Nigerian Association of Industrial and Organisational Psychologists (NAIOP), which is one of the Divisions of the Nigerian Psychological Association (NPA). Membership of the Association is classified into categories spanning across Honoured (Honourary) Fellows, Professional (Academic/Practitioner) Fellows, Full Members, Associate Members, Graduate Members, Affiliate Members and Student Members.

JIOBA is a medium where findings from scientific researches about work employees and organisational management are disseminated to the public in general, with the aim of enhancing employee wellbeing and performance across organisations. Also included is the application of the knowledge of psychological theories and principles in explaining work behaviour in organisations.

The present issue is the maiden edition which covers 11 articles centering on work behaviours of employees in the public sector such as Civil Servants, Nigerian Correctional Services employees, the Police, Bank Workers, Nurses, Private Sector employees, Educational Institutions workers, and Road Safety workers.

The dependent variables mostly covered by the authors in this maiden edition of JIOBA include unethical workplace behaviour, workplace deviance, organisational deviance, depression, academic misconduct, workplace commitment, organisational commitment, work enthusiasm, and psychological well-being. The precursors of these work behaviour consequences focused by the authors include job demands, pay satisfaction, interactional injustice, perceived organisational justice, perceived organisational support, general self-esteem, organisational based self-esteem, organisational cynicism, organisational culture, workplace incivility, work overload, occupational burnout, proactive behavior, moral disengagement, and moral awareness.

The articles in this edition are majorly scientific and scholarly papers presented at the maiden Conference and General Meeting of NAIOP, held at the University of Ibadan in 2017. The conference was held between 19 and 22 July, 2017. Among over 100 papers submitted for the conference about 70 were qualified for the conference presentations out of which the 11 papers published in this maiden edition are the ones deemed of quality and accepted for this publication.

The Editorial Team for this journal is made up of seasoned academics, carefully selected by the National Executive of NAIOP, across various institutions in Nigeria for now, but the scope would be expanded to other institutions in Africa in due course. It is believed that articles accepted for publication in this journal would basically address issues on employee wellbeing and performance in Nigerian organisations in particular, and in Africa as a whole. We appreciate the indefatigable effort of members of the Editorial Team in making the dreams of the NAIOP a reality.

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