Factors Influencing Co-Worker’s Attribution of Workplace Romance Motives

Neetha Azeez ¹
Unnikrishnan K Nair ² (Corresponding Author)
S. Jeyavelu ³

¹ Doctoral Student (Graduated), Organizational Behavior and Human Resource, Indian Institute of Management Kozhikode, email: neethaazeez@gmail.com

² Professor, Organizational Behavior and Human Resource at the Indian Institute of Management Kozhikode, Kozhikode, India. IIMK Campus P.O., Kozhikode, Kerala 673570, India; Email: unni@iimk.ac.in, Phone: +91-495-2809247

³ Dean, VIT-AP School of Business, Amaravati, Andhra Pradesh.
ABSTRACT

Co-workers make sense of workplace romance (WR) by attributing different motives to the parties involved in WR. However, the attributed WR motive(s) for a WR participant may not be always the same as the WR participant’s actual motive(s). Co-workers base their attribution on the limited information they have. The present study seeks to understand the factors influencing the attribution of these motives. Six factors are proposed to influence the co-worker’s attribution of WR motives. Based on the data collected using questionnaire survey from individuals who have observed at least one romantic relationship in their organization(s) in the previous two years, it was found that WR participant’s gender, organizational status of the WR partner, marital status of WR participants, team affiliation of WR participants, and co-worker’s gender influenced the attribution of WR motives. Limitations and future directions are discussed.

Keywords: Workplace romance, Perceived motives, Motive attribution, Quinn’s typology