TIME

**Time banditry: Examining the purloining of time in organizations**

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### Abstract

Time banditry, a variant of counterproductive work behavior, is defined as the propensity of employees to engage in non-work related activities during work time. We extend past research on time banditry in two ways. First, we develop a model of time banditry. It is posited that a significant number of employees engage in time banditry despite their level of engagement with their job and even when productivity levels remain at an acceptable level. Implications of the model are described and testable propositions are developed. Second, we suggest that time bandits as a group are not monolithic, but instead there are at least four types of bandits. Supervisors need to manage each type with different human resource management practices.