**Counterproductive Work Behavior Checklist (CWB-C-10)**

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Translated by Lupano Perugini, M.L., 2024, Argentina

**Instrucciones: Indique con qué frecuencia ha realizado alguna de las siguientes acciones en su trabajo actual.**

|  | ***Nunca*** | ***Una o dos veces en el tiempo que lleva en su trabajo*** | ***Una o dos veces por mes*** | ***Una o dos veces por semana*** | ***Todos los días*** |
| --- | --- | --- | --- | --- | --- |
| 1. Desperdició intencionalmente los materiales o suministros provistos por su jefe/a. |  |  |  |  |  |
| 1. Se quejó en su trabajo por cosas sin importancia. |  |  |  |  |  |
| 1. Le dijo a personas fuera de su organización que trabaja en un lugar terrible. |  |  |  |  |  |
| 1. Llegó tarde al trabajo sin permiso. |  |  |  |  |  |
| 1. Se quedó en su casa sin ir a trabajar y dijo que estaba enfermo/a cuando no lo estaba. |  |  |  |  |  |
| 1. Insultó a alguien sobre su desempeño en su trabajo. |  |  |  |  |  |
| 1. Se burló de la vida personal de alguien. |  |  |  |  |  |
| 1. Ignoró a alguien en su trabajo. |  |  |  |  |  |
| 1. Inició una discusión con alguien en su trabajo. |  |  |  |  |  |
| 1. Insultó o se burló de alguien en su trabajo. |  |  |  |  |  |

**Results from Argentina:**

1. **Means per subscale and total score**: Considering the total score, the mean CWB in the sample used for validation was 14.3 (SD = 3.7). No gender differences were observed [t(866) = -.815, p = .415]. A significant negative association was found between age and CWB (r = -.07, p = .046).
2. **Sample size:** 874 workers from Argentina
3. **Brief description of sample:** The average age was 37.5 years (SD = 12.2, Min. = 18, Max. = 75). Regarding sex, 54.7% (n = 478) of the participants were women, 44.6% (n = 390) were men, 0.5% (n = 4) identified as non-binary, and 0.2% (n = 2) chose not to respond. The place of residence was as follows: 46.6% (n = 407) lived in the Autonomous City of Buenos Aires, 35% (n = 306) in Greater Buenos Aires, and the remaining 18.4% (n = 161) resided in other provinces. Regarding educational level, 13.9% (n = 121) had completed primary and secondary education, 72.6% (n = 635) had completed tertiary education, and 13.5% (n = 118) had completed postgraduate studies.
4. **Name of country where collected, and if outside of the U.S., the language used:** Argentina. Language: Spanish
5. **Standard deviations per subscale and total score** (optional): See point 1
6. **Coefficient alpha per subscale and total score** (optional): The internal consistency of the scale was examined through the calculation of Cronbach's alpha and McDonald's omega. The obtained values indicated that the scale is reliable: α = .75, ω = .78.

Spector, P. E., Bauer, J. A., & Fox, S. (2010). Measurement artifacts in the assessment of counterproductive work behavior and organizational citizenship behavior: Do we know what we think we know? Journal of Applied Psychology, 95(4), 781-790. doi: <http://dx.doi.org/10.1037/a0019477>

The Argentine adaptation can be found in the following paper: Lupano Perugini, M.L. & Fabara, M. (2024). Argentine Adaptation of the Counterproductive Work Behavior Checklist - Short Version. *Revista Evaluar*. In press.