

Table 2. Simple Regression Results Using Work-Relevant Cannabis Measures and Leader-Rated Criterion.

Predictor-criterion	R^2	Adjusted R^2	b	SE	t
Predictor: Before-work cannabis use					
Task performance	.04	.04	-.11	.03	-3.42**
OCBi	.00	.00	-.01	.04	-0.16
OCBo	.03	.02	-.10	.04	-2.75**
Production deviance	.09	.08	.21	.04	5.14***
Property deviance	.13	.13	.29	.05	6.39***
Predictor: During-work cannabis use					
Task performance	.09	.09	-.14	.03	-5.35***
OCBi	.00	.00	-.02	.03	-0.51
OCBo	.02	.02	-.08	.03	-2.56*
Production deviance	.13	.12	.23	.04	6.30***
Property deviance	.31	.31	.41	.04	11.23***
Predictor: After-work cannabis use					
Task performance	.01	.01	-.05	.03	-1.60
OCBi	.00	.00	-.03	.03	-0.77
OCBo	.01	.01	-.06	.03	-1.85
Production deviance	.01	.00	.06	.04	1.41
Property deviance	.00	.00	.05	.05	0.99

Note. b is the unstandardized regression coefficient. Subordinate employees provided rating of cannabis use and supervisors provided assessments of employee performance. OCBi = organizational citizenship behaviors aimed at individuals within the organization; OCBo = organizational citizenship behaviors aimed at the organization.

* $p < .05$. ** $p < .01$. *** $p < .001$.

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