

**"THE STUDY OF UNETHICAL BEHAVIOUR AFFECTS
EMPLOYEE PERFORMANCES at JABATAN
KASTAM DIRAJA MALAYSIA "KELANA JAYA"**

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ABSTRACT

This research is about the behaviour among the staff at Jabatan Kastam Diraja Malaysia Kelana Jaya about *Unethical Behaviour Affects Employee Performances*. The factor that affects employee performances in an organization that leading to unethical behaviour consist of workplace bullying, employee theft, absenteeism and whistle blowing.. The main purpose of this study is to identify the relationship between unethical behaviour and employee performance in the selected organization which are in Jabatan Kastam Diraja Malaysia Kelana Jaya. The data of this research was gathered through the distribution of questionnaires to a group of respondents which are 120 respondents, conveniently select respondent from the six department of Jabatan Kastam Diraja Malaysia. In this research, the researcher used descriptive statistic and Pearson Correlation Coefficient. All data collected were processed by using the Statistical Package for Social Science (SPSS) version 20.0 software. The result from the beginning of the study identified that unethical behaviour can affect employee performance in the organization.

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CHAPTER 1
INTRODUCTION

Introduction

Unethical behaviours that apply at organizations bring a negative impact to employee’s performances. There are many unethical behaviour apply in the organization such as workplace bullying, whistleblowing, corporate scandals, fraudulent bookkeeping, theft or using company property for personal purpose, and may thus extent to a deliberate effort to redress perceived injustices or restore equity and others. Unethical behaviour and employee performances can be defines as:

Table 1.1
Definition of Unethical Behaviour and Employee Performances

Term	Definition	Author
Unethical Behaviour	Unethical Behaviour in the workplace, defined as behaviour in and by organizations that violates generally accepted moral norms of behaviour, is a widespread phenomenon.	(Jones, 1991)
	Unethical Behaviour is occur when an “organization’s customs, policies, or internal regulations are violated by an individual or a group that may jeopardize the well-being of the organization or its citizens”	(Robinson & Bennett, 1995)
	Unethical behaviour is defined as voluntary behaviour that violates significant organizational norms and in so doing threatens the well-being of an organization, its members, or both.	(Kaplan, 1975).