

**"THE STUDY OF UNETHICAL BEHAVIOUR AFFECTS  
EMPLOYEE PERFORMANCES In UNIVERSITY  
MALAYSIA TERENGGANU, TERENGGANU"**

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## ABSTRACT

The purpose of this study was to investigate the relationship between Unethical Behaviour and Employee Performances. Unethical Behaviour was independent variables in this study and Employee Performances was a dependent variables. The Unethical Behaviour comprised four dimensions which were Workplace Bullying, Employee Theft, Absenteeism and Whistle Blowing. The respondent involved in this study was non-academic employees in University Malaysia Terengganu, Gong Badak, Terengganu. The researcher had chosen 10 faculties in University Malaysia Terengganu, Gong Badak, Terengganu. The population of this study was 168 and sample size was 113.

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**CHAPTER 1**  
**INTRODUCTION**

Unethical behaviours that apply at organizations bring a negative impact to employee performances. There were 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 amount to a deliberate effort to redress perceived injustices or restore equity and others. Unethical behaviour and employee performances can be defined as:

**Table 1.1**  
*Definition of Unethical Behaviour and Employee Performances*

<b>Term</b>	<b>Definition</b>	<b>Author</b>
<b>Unethical Behaviour</b>	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 may attributable to individual characteristics, to organizational climates that encourage unethical decision, to other factors or to a combination of all of them. Unethical Behaviour in organizations has shown that employees may engage in unethical acts in order to benefits themselves, to retaliate against the organization or to harm co-workers.	(Kish-Gephart et al., 2010)  (Umphress et al., 2010)

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**Employee  
Performance**

Employee performance is originally what an employee does or does not do. Performance of employees could include: quantity of output, quality of output, timeliness of output, presence at work, cooperativeness and others. (Armstrong, M. 2003)

The performance management is a systematic process of the workload planning and expectations setting, of the continuous performance monitorization, development of the performing capacity, periodically performance evaluation and high performance compensation. (United States Office of Personnel Management, 2001).

Employee performance means one's general attitude to the job. The higher the employee performance, the more they will hold a positive attitude toward his job (Wang and Feng, 2003). Employee performance has been linked to positive workplace outcomes such as increased organizational commitment (Brown and Peterson, 1993). Employees with high levels of performance are more likely to be committed to the organization. Furthermore, workers with higher levels of performance demonstrate decreased propensity to search for a new job and decreased propensity to leave (Wright& Bonett, 2007).

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