

UNIVERSITI TEKNOLOGI MARA

**THE RELATIONSHIPS BETWEEN
THE DARK TRIAD, ANOMIA, AND
NEGATIVE AFFECTIVITY WITH
COUNTERPRODUCTIVE WORK
BEHAVIOURS (CWBs) AMONG
MUNICIPAL COUNCIL
EMPLOYEES IN SELANGOR: THE
MODERATING EFFECTS OF LOCUS
OF CONTROL AND JOB GRADES**

AZWAN SHAH AMINUDDIN

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ABSTRACT

Despite the fact that some researchers have gained notoriety by employing certain approaches and focusing on particular Counterproductive Work Behaviours (CWBs), the study focused on the differences discovered in individual personalities that motivate people to engage in CWBs. Locus of Control (LoC) and job grades were also investigated to determine their impacts on the existing link between individual differences and work-related behaviours in order to have a better understanding of how CWBs and individual differences are connected to one another; hence, three main hypotheses were developed for this study. The Dark Triad, which consists of Machiavellianism, Narcissism, and Psychopathy, together with Anomia and Negative Affectivity were the independent variables in this study. Meanwhile, Locus of Control, which is categorised into External (LoC-E) and Internal (LoC-I), as well as job grades (Grades 1, 2, and 3) were employed as the moderating variables. Finally, CWBs that consist of Types S, O, and D misbehaviours were treated as the dependent variable. The stratified quota sampling technique involving 588 respondents was used and their responses were collected via online questionnaires. The findings of this study revealed that the above-mentioned variables exhibited significant relationships with one another. Hierarchical Regression Analysis was conducted and LoC-I was found to moderate the relationships between Narcissism, Psychopathy, and Anomia with Type D CWB as well as psychopathy with Type O CWB, while LoC-E moderated the relationships between Psychopathy and Anomia with Type D CWB. In addition, only Category 2 job grade was found to significantly moderate the relationships between Narcissism and Anomia with Type O CWB and anomia with Type D CWB. The findings of this study should help other scholars to conduct research in this field using other factors and comprehend the topic of Counterproductive Work Behaviours (CWBs) more thoroughly. It is recommended that further investigation needs to explore the influence of other job factors such as reward programmes or job characteristics. Longitudinal study also suggested to employ for future studies by expanding the samples to other categories with larger samples pertaining to higher-ranking employees. With an assessment to categorise the unethical action among the employees, the ICUREM Model can be used in handling employee misbehaviours.

Keywords: Counterproductive Work Behaviours, The Dark Triad, Anomia, Negative Affectivity, Locus of Control, Job Grades, ICUREM

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CHAPTER ONE

INTRODUCTION

The introduction part consists of several sections, which include the background of the study, problem statement, research objectives, and research questions. In addition, this chapter also includes the significance of the study, the limitations of the study, and the definition of terms.

1.1 Background of the Study

Companies can be recognised as institutions that practise strict ethical standards to ensure that their professional image is maintained. Therefore, each of these institutions has its own ethical code of conduct, which is compulsory to be obliged by both the employers and specifically the employees. In fact, before joining a company as an employee, necessary rules and procedures are first outlined by the employer to ensure that the employees can obey and follow them. This is important to ensure that any unethical behaviours practised in the organisation can be avoided. Thus, the employee needs to be treated with dignity and they should also be clear from any misinformation and strictly follow the rules and regulations stated by the company.

In Malaysia, there are many discussions about the issue of integrity, especially among civil servants, including the abuse of power, breach of trust, corruption, and embezzlement. Although ethical misconduct was done by a few civil servants, the consequences are affecting all public officers (Muzaffar Syah, 2016). In fact, most civil servants still uphold the principles of integrity in carrying out their respective duties to provide the best services to people from different walks of life to the best of their ability (Article Integrity Management and Conduct of Civil Servants, 2019).

Behaviours with an intention to cause harm towards the organisation or individuals can be referred to as Counterproductive Work Behaviours (CWBs) (Sacket and Devore, 2001; Shoss, Witt, and Vera, 2012). This definition is similar to the definition of organisational misbehaviours coined by Vardi and Wiener (1996), which refers to intentional action by members of organisations that violates the core organisational and/or societal norms. Dalal (2005) conceptualised Counterproductive