

عنوان مقاله:

Predicting Organizational Ethics and Justice based on Managers' Narcissism according to the Behavioral Approach

محل انتشار:

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خلاصه مقاله:

Introduction: Managers' narcissism as one of the most important personality dimensions can affect the decisions and behaviors of managers. The purpose of this study is to predict organizational ethics and justice based on managers' narcissism according to the behaviorist approach. Material and Methods: Based on the purpose of the research, this is an applied research. The method of this research is descriptive-correlational. The statistical population of the present study is the managers and employees of all companies under the National Pension Fund. Using Morgan table and simple random method, ۳۸۴ people were selected as the final sample of the study. In order to measure the narcissism of managers, organizational justice and organizational ethics, the standard questionnaires of Ames narcissistic personality (۲۰۰۶), Niehoff and Moorman questionnaire (۱۹۹۳) and the questionnaire of Chyekoh et al. (۲۰۰۴) were used, respectively. In order to evaluate the validity, the construct validity method was used and also the reliability of the research tool was evaluated through Cronbach's alpha coefficient. Analytical methods using SPSS software were used to analyze the research hypotheses. Results: The results showed that managers' narcissism has a negative and significant relationship with organizational ethics and justice. Conclusion: With increasing narcissism in managers, organizational ethics and justice decreases significantly. The tendency to self-grandiose makes power and management an attractive occupation for the narcissist, and this leads to the break of ethics and justice in order to obtain and maintain this position.

کلمات کلیدی:

Narcissism, Organizational ethics, Organizational justice

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