Abstract

The present study was conducted in order to investigate the link between the Dark Triad traits (Machiavellianism, Psychopathy and Narcissism) and Employee job-related outcome behaviors i.e., Organizational Citizenship Behavior (OCBs), Counterproductive Work Behaviors (CWBs) and Turnover Intentions (TIs). Also, to investigate the mediating role of Supervisor Acceptance-Rejection and Control Behavior between the Dark Triad traits and Employee job-related outcomes. A total of 336 employees from local organizations, who worked directly under their supervisors and belonged to one of the selected sectors, were taken as a sample. A questionnaire form, consisting of The Dirty Dozen Scale (Jonason & Webster, 2010), The Organizational Acceptance-Rejection/Control Questionnaire (OAR/CQ; Rohner, 2018), Organizational Citizenship Behavior Checklist, Counterproductive Behavior Checklist (CWB-C, OCB-C; Spector et al., 2010) and Turnover Intention Scale (TIS-6; Roodt, 2004) was filled by the participants. It was assumed that Dark Triad traits will be a positive predictor of Counterproductive Work Behavior and Turnover Intentions, while they will be a negative predictor of Organizational Citizenship Behavior. Moreover, Perceived Supervisor Acceptance-Rejection and Control will mediate the relationship between 'Dark Triad' and job-related outcomes. The results showed, there exists a relation between Machiavellianism and Organizational Citizenship Behavior, in the presence of Supervisor Acceptance-Rejection and Supervisor Control behavior and between Machiavellianism and Counterproductive Work Behavior, in the presence of Supervisor Acceptance-Rejection behavior; amongst the mediators, Supervisor Control, accounts for a partial moderation in the relationship between Machiavellianism and Turnover Intentions.

Keywords: Dark Triad, Machiavellianism, Narcissism, Psychopathy, Supervisor Acceptance-Rejection and Control behavior, Organizational Citizenship Behavior, Counterproductive Work Behaviors, Turnover Intentions