

Abstract

The present study investigated the impact of dark triad on job satisfaction among employees of SME's and startup industry. The objectives of study were to identify the relationship between dark triad and job satisfaction and to explore the impact of gender differences in terms of dark triad and job satisfaction. The objectives also included determining whether dark triad traits predict job satisfaction and investigating the dark triad traits among startup and SME employees with varying levels of job satisfaction. Sample of study consisted of 127 employees with a distribution of 90 males and 37 females. Dark triad and job satisfaction were measured through standardized scales, the Dark Triad Scale (D3) and Generic Job Satisfaction Scale. Pearson product moment correlation, multivariate analysis and multiple regression were used to analyze the results. The results indicated no significant gender differences in terms of Machiavellianism and Narcissism. However, significant gender differences were found in terms of psychopathic traits. Regression analysis indicated that dark triad is a predictor of low job satisfaction. Furthermore, the study also indicated that startup and SME employees with varying levels of job satisfaction scored high on Machiavellianism. The study has wide implications in the area of I/O psychology. The findings give a broader view of how dark triad plays a role in Pakistani culture, particularly for startups and SME's.

Keywords: dark triad, Machiavellianism, narcissism, psychopathy, job satisfaction, SME, startups