

ABSTRACT

The main objective of this study is to explore that how interpersonal conflicts mediate the relationship between dark tetrad traits and their influence on counterproductive work behavior and job well-being. a sample was collected from 201 employees from a pharmaceutical company. The study was conducted using a purposive sampling technique. The Short Dark Tetrad (SD4) (Delroy L. et al. 2020), Interpersonal Conflict at Work Scale (ICAWS) (Spector, P. E., & Jex, S. M. 1998), Counterproductive Work Behavior(CBW) Checklist (Spector, P. E., Bauer, J. A., & Fox, S. 2010) and Job-related Affective Well-being Scale (JAWS) (Van Katwyk, P. T., Fox, S., Spector, P. E., & Kelloway, E. K. 2000) were used as the assessment measures in this study. The study followed all codes of ethics including permission from the relevant authors of the scales used in the study, university authorities and consent from all the participants prior to the study. For data analyses, SPSS-23 and Structural Equation Modelling SEM with AMOS were used. The results also indicated that a significant positive association between Dark Tetrad Category 4 and interpersonal conflict. Additionally, a significant association between interpersonal conflict and CWB was seen. Moreover, the Dark Tetrad Category 4 showed a significant negative association with job well-being. Although interpersonal conflicts mediate the association between Dark Tetrad category 4 and CWB, they did not significantly affect job well-being, as evidenced by the lack of a significant direct effect of interpersonal conflict on job well-being. This suggests that interpersonal conflict did not significantly mediate the association between the Dark Tetrad category 4 and job well-being.

Keywords: *Interpersonal Conflicts, Dark Tetrad Traits, Counterproductive Work Behavior, Job Well-being*