

Narcissism at Work: Does Narcissism Promote Employee Voice Behavior?

Dr. M. Gokhan Bitmis, Prof. Azize Ergeneli

Ankara HBV University, Hacettepe University

ABSTRACT

Understanding the role of narcissism at work becomes crucial for today's organisations in order to increase employee performance. This research investigates the effect of employee's narcissistic personality trait on the voice, which is a form of employee proactive behavior in work settings. Data is collected from a survey of 159 search and rescue teams, who are working for disaster and emergency management. The Results revealed that narcissism positively affected employee voice behavior. Some suggestions for future research are proposed.

Keywords: dark triad; emergency management; narcissism; performance; voice