

NARCISSISTIC BEHAVIOR AMONG COWORKERS AND ITS IMPACT ON INTEGRITY IN THE WORKPLACE

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ABSTRACT

Both narcissism's positive and bad traits have been researched. A person with this personality condition is fixated with power, oneself, and vanity. Narcissists frequently seek positions of leadership and further their own interests, which has an adverse effect on the welfare of others. Employee performance is affected, which increases turnover. This study aims to investigate how narcissistic leadership may affect the results of employees. The impact of narcissistic conduct on workplace integrity can be discussed and data collected on in this topic.

KEYWORDS: *Narcissistic Behavior, Coworkers, Influences, Integrity, Workplaces, Development, Employees.*

INTRODUCTION

There is a connection between narcissism and employee work outcomes, according to recent studies. Although narcissism has been studied for a long time, little is known about how it affects employee work outcomes, especially in the setting of Uzbekistan. A rapidly expanding industry in Uzbekistan is the banking sector, and research reveals that during the past ten years, mental discomfort among banking employees has significantly increased. Their performance is impacted, which increases turnover. Although there may be other elements contributing to this frightening trend, ineffective leadership is thought to be one of the key causes. Consequently, the goal of this study is to investigate how narcissistic leadership affects the productivity of employees (job satisfaction, job performance, well-being, stress and intentions to quit).

Both narcissism's positive and bad traits have been researched. People with narcissistic personalities, according to their proponents, are bright, extremely creative, and have high self-esteem. However, some experts contend that narcissistic individuals despise themselves and their high self-esteem is merely a defensive strategy. A narcissist's behavior is mostly self-centered, meaning that they prioritize their own needs over those of those who are close to them or who may be negatively impacted by their actions. People with narcissistic personalities, according to Campbell et al. and Fahy, are poor team players because they tend to place responsibility elsewhere when they fail.

The creativity of a team is negatively impacted by narcissistic leadership as well. People strive to avoid them since they don't like them. Studies have revealed that narcissists try to take more than others when given the option, make competitive decisions, and attempt to do good when they see a greater potential. Only those with high rank are attractive to them, claims Campbell. On the other side, due of their vitality and extraversion, they initially dazzle people, but this impression lasts just a short time. This phase of attraction probably diminishes when people come to realize how self-centered they are. Narcissists' partners claim that although their relationships started out excitingly, they eventually lost their connection. When scolded, they most likely exhibit unstable and hostile behavior. In general, a narcissist can benefit from numerous outcomes for himself, but there are many unfavorable effects of his or her behavior on individuals who are in relationships with him or her.

It has been noted that narcissistic leaders tend to act according to their own preferences rather than considering the needs of their subordinates. Narcissists are more inclined than other people to nominate and promote themselves for management positions. In order to obtain desired positions, managers of this personality type use their skills in persuasion, intimidation, and dishonesty. They use these tactics more often than their actual skills and take extra credit for success than they actually deserve; and if they fail, they blame others for it. There are certain psychological problems related to narcissistic leadership like inferiority feelings, unquenchable need for power, hypersensitivity, anger, lack of empathy and inflexibility.

Employee job satisfaction will suffer dramatically under narcissistic leadership. Any organization's potential to succeed depends on its leader's capacity to maximize its human resource. A competent leader is aware of how crucial employees are to achieving the objectives of the company and the value of inspiring them to work toward these objectives. It is thought that a boss's leadership style has a substantial impact on how well employees perform at work. In order to examine the relationship between leadership style and employee work satisfaction, commitment, and performance, Fang et al. conducted a study on hospital staff. The findings showed that a strong direct positive impact of leadership style on job satisfaction. On the other hand, there is a favorable indirect association between leadership and employment. This suggests that leadership style effects job performance of employees through job satisfaction.

Employee job performance is greatly harmed by narcissistic leadership. Stress brought on by inadequate supervision frequently compromises wellbeing and has either mental or physical side effects. According to the literature, leadership has a direct impact on employee wellbeing by acting as a tool to influence it. Gilbreath and Benson contend that both the physical and psychosocial aspects of the workplace have an impact on employees' well-being. According to Godkin and Allcorn, narcissists will spend any amount of time necessary to achieve. They accuse and take advantage of those who work for them during this process. When a narcissistic leader puts in extra effort, he or she expects the same of their team members without giving any thought to how it may affect their wellbeing. Negative leadership styles include narcissistic leadership. As a result, research on the connection between narcissistic leadership and employee wellbeing is necessary.

Employee happiness is substantially harmed by narcissistic leadership. One of the key factors contributing to employee stress is leadership. Employees are said to experience distress if they work for an abusive or apathetic leader. The arrogance of narcissistic executives tends to destroy the sense of community in an organization and leaves workers depressed, worried, and alienated

from their jobs. It is believed from the explanation above that narcissistic leadership would have a substantial impact on staff.

Employee stress levels are dramatically positively impacted by narcissistic leadership. One of the most crucial elements in determining whether or not staff morale is higher or lower is the behavior of the boss. Manager sets high standards for employees' output and quality of work, but fails to foster a sense of community among them. It makes people feel ill toward the leader. Employees must leave the company and look for new employment in order to restart and have a fresh start. Grier claims that a few employees were forced to leave the company and start again because of the narcissistic boss. Employees don't leave firms; they leave managers, according to a proverb. Employees that are happy in their occupations feel more positively about their work, have higher levels of responsibility and accountability, and tend to stick around.

One of the key factors that significantly affects an organization's effectiveness is its leadership style. It can affect an employee's motivation and dedication levels, making it a crucial factor in determining job happiness. The study's findings did show that there is a strong inverse association between a boss's narcissistic leadership style and employee satisfaction. The study also shows a strong correlation between narcissistic leadership and employees' inclinations to leave the company. This suggests that narcissistic employers are more likely to alienate dedicated workers due to their excessive sense of superiority and inflated sense of self.

Narcissism exists in some degree in all of us, and since it is linked to self-esteem, it is not necessarily a harmful trait. Such people have a higher level of extraversion, according to reports. As long as you are conscious, aware of what you are doing, and aware of the types of ways you are reacting, the issue does not arise. When self-indulgence goes beyond what is considered normal and develops into self-absorption, verbal or physical abuse, paranoia, and other humiliating behaviors, it becomes a problem. Every year, a substantial sum of money is spent on training and development initiatives, yet boss narcissism is still not taken seriously. Organizations must realize that all training is ineffective unless attitudes and behaviors are changed. Employees get de-motivated when they see the same behaviors and narcissistic tendencies in their bosses.

CONCLUSION

The effectiveness of the organization is ultimately determined by the performance of the subordinates under the leader's direction. The degree to which employees in Pakistan's banking industry are satisfied with their jobs is significantly correlated with narcissistic leadership. Based on the results of this study, it can be concluded that managers who boast about their achievements and have narcissistic personalities are unable to satisfy their staff members. Leaders shouldn't use others for their own gain but should instead encourage them if management wants their workers to perform better. Employee stress levels increase under narcissistic leadership, which negatively impacts the workplace environment.

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