

An explorative study regarding the relationship between the Light Triad of personality, counterproductive work behavior and organizational citizenship behaviour

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Abstract

The research aims to explore the relationships between the Light Triad of personality, Counterproductive Work Behaviors, and Organizational Citizenship Behaviors. This study is based on a quantitative, cross-sectional, and correlational design. The sample consists of 115 participants (89 females and 26 males) aged between 22 and 45 years ($M=28.33$, $AS=10.14$). The participants were invited to answer a series of research instruments: the Counterproductive Work Behavior Checklist (CWB-C, Spector et al., 2006), the Organizational Citizenship Behavior Checklist (OCB-C, Fox et al., 2012), and the Light Triad Scale (LTS, Kaufman et al., 2019). The results indicate significant negative correlations between the Light Triad and Counterproductive Work Behaviors ($\rho=-.255$, $p<.01$) and significant positive correlations between the Light Triad and Organizational Citizenship Behaviors ($r=.283$, $p<.01$). Finally, the practical implications, the limits of research, and future research directions are discussed.
