DARK TRIAD SUPERVISORS IN WORKPLACE BULLYING AND WORK ALIENATION OF EMPLOYEES: AN EXPLORATORY STUDY

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ISLAMABAD, PAKISTAN

2019

DARK TRIAD SUPERVISORS IN WORKPLACE BULLYING AND WORK ALIENATION OF EMPLOYEES: AN INVESTIGATIVE STUDY

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IS ACCEPTED BY THE BAHRIA UNIVERSITY ISLAMABAD

IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR THE

DEGREE OF MASTERS OF SCIENCE IN CLINICAL PSYCHOLOGY

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Syeda Batool Baqir

DEDICATED

TO

Dedicated to my beloved parents; my mother **Mrs Farah Anjum Baqir** and my father **Mr. Muhammad Humayun Baqir**. Their prayers brought the best in me. Thank you for always being there and believing in me.

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ABBREVIATIONS

DT	Dark Triad
NPD	Narcissistic Personality Disorder
PD	Personality Disorder
MACH	Machiavellianism
NAQR	Negative Act Questionnaire Revised
WDQ	Work Design Questionnaire

Abstract

The current study was conducted to explore the impact of dark triad personality traits of supervisors in creating workplace bullying and work alienation created among employees with moderating role of task autonomy. Total sample was 200, comprised of male and female supervisors and employees of different service sector organizations of Islamabad. For the assessment of Dark Triad Personality in supervisors; Short Dark Triad Scale (SD3) was used, and for the assessment of Workplace Bullying; Negative Act Questionnaire Revised (NAQ-R) was used, for the assessment of Work Alienation among employees; Work Alienation Scale was used and for the assessment of Task Autonomy among Employees; Work Design Questionnaire was used. It was hypothesized that dark triad personality traits in supervisors and workplace bullying will predict work alienation in employees. Moreover, it was hypothesized that there will be a moderating role of task autonomy between dark triad personality traits of supervisors and workplace bullying. Results supported our hypotheses showing a significant moderation of task autonomy between dark triad and workplace bullying and significant prediction of work alienation by dark triad and workplace bullying.