Dark Triad and Workplace Incivility: A Mediating Role of Cognitive Empathy In Lawyers

Zainab Bibi

03-275231-031

A thesis submitted in fulfillment of the

requirements for the award of the degree of

Master of Science (Clinical Psychology)

Department of Professional Psychology

BAHRIA UNIVERSITY LAHORE

March 2025



Bahria University

Discovering Knowledge

MS-13

THESIS COMPLETION CERTIFICATE

Student Name Zainab Bibi**Registration Number**83638 .

Programme of the StudyMS Clinical Psychology

Thesis Title: Dark Triad and Workplace Incivility:A Mediating Role Of Cognitive Empathy In Lawyers

It is to certify that the above student's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for Evaluation. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 15% and from single source is 1% that is within the permissible limit set by the HEC for the MS/MPhil/Equivalent degree thesis. I have also found the thesis in a format recognized by the BU for the MS/MPhil/Equivalent thesis

Principal Supervisor's Name, Signature with Date: _____



Bahria University

Discovering Knowledge

MS-14A

AUTHOR'S DECLARATION

I,**Zainab Bibi**herebystate that my MS/MPhil thesis titled **"Dark Triad and Workplace Incivility:A Mediating Role Of Cognitive Empathy In Lawyers"** is my own work and has not been submitted previously by me for taking any degree from this university **Bahria University** or anywhere else in the country/world.

At any time if my statement is found to be incorrect even after my Graduate the university has the right to withdraw/cancel my MS/MPhil degree.

Name of Student: Zainab Bibi

Date: March 13, 2025

Bahria University

Discovering Knowledge

MS-14B

PLAGIARISM UNDERTAKING

I, solemnly declare that research work presented in the thesis titled **Dark Triad and Workplace Incivility:A Mediating Role Of Cognitive Empathy In Lawyers"** is solely my research work with significant contribution from any other person. Small contribution / help wherever taken has been duly acknowledged and that complete thesis has been written by me.

I understand the zero tolerance policy of the HEC and Bahria University towards plagiarism. Therefore, I as an Author of the above titled thesis declare that no portion of my thesis has been plagiarized and any material used as reference is properly referred/ cited.

I undertake that if I am found guilty of any formal plagiarism in the above titled thesis even after award of MS/MPhil degree, the university reserves the right to withdraw / revoke my MS/MPhil degree and that HEC and the University has the right to publish my name on the HEC / University website on which names of students are placed who submitted plagiarized thesis.

Name of Student: Zainab Bibi

Dedication

Dedicated to my loving **Baba Jani**

Mama Jani

Nano Ami

For always believing in me, inspiring me, and encouraging me to reach higher in order to achieve my goals

Acknowledgement

First of all, I would want to express my gratitude to Allah Almighty for providing me with tremendous possibilities and giving me the strength to work patiently; without these blessings, I would be unable to complete the thesis. Furthermore, I would like to thank my supervisor, Dr. Fatima Naeem Malik, for all of his efforts and encouragements. All of his recommendations and remarks helped me to make better this research. I would like to express my gratitude to my Siblings for their unwavering love and support for my study; they have always believed in my skills and achievement. Also, many thanks to friends (Especially Iqra, Abeeha, Ghufran) for their assistance and guidance. Lastly, I will thank to Law Firms for allowing me to gather data from there.

Zainab Bibi

Table of Contents

Thesis Completion Certificate II

Author'sDeclaration..... III

Plagiarism Undertaking IV

List of Tables VIII

List of Figures X

List of Abbreviations XI

List of Symbols XII

List of Appendices XII

Abstract ..... **Error! Bookmark not defined.**

Chapter 1 ..... Error! Bookmark not defined.

Introduction 1

Background of the Study 1

Rationale 12

Objectives *14*

Hypotheses……...15

Chapter 2 16

Literature Review *16*

Theoretical Framework *26*

Conceptual Framework *27*

Chapter 3 28

Methodology 28

Research Design *28*

Population and Sampling……28

Data Collection 29

Operational Definitions *35*

Procedure of the Study 35

Data Analysis *36*

Ethical Considerations *37*

Chapter 4 ..... **38**

Results 38

Summary of Findings *49*

Chapter 5 ..... **50**

Discussion 50

Conclusion *56*

Limitations *57*

Recommendations *57*

Implications *60*

References **62**

List of Tables

Table No.	Title	Page No.
1	Descriptive Statistics of the Demographic Characteristics of Sample (N =300)	39
2	Reliability Analysis and Descriptive Statistics of Dark Triad (Machiavellianism, Narcissismand Psychopathy) workplace incivility and cognitive empathy (N =300)	41
3	Pearson Product Moment Correlation Between Dark Triad (Machiavellianism, Narcissismand Psychopathy) workplace incivility and cognitive empathy (N =300)	42
4	Hierarchical Regression Analysis of Dark Triad (Machiavellianism, Narcissismand Psychopathy) workplace incivility and cognitive empathy (N =300)	43
5	Direct Effect and indirect effect of Dark Triad (Machiavellianism, Narcissismand Psychopathy) workplace incivility and cognitive empathy (N =300)	45
6	Independent Samples T-test Dark Triad (Machiavellianism, Narcissismand Psychopathy) workplace incivility and cognitive empathy comparing gender (N =300)	46
7	One-way ANOVA Dark Triad (Machiavellianism, Narcissismand Psychopathy) workplace incivility and cognitive empathy Comparing experience level (N=300)	47

List of Figures

Figure No.	Title	Page No.
1	Visual Representation Conceptual Framework of Study	27
2	statistical Model of Mediation Between of Dark Triad (Machiavellianism, Narcissismand Psychopathy) workplace incivility and cognitive empathy.	45

List of Abbreviations

Abbreviations	Full Form
DT	Dark Triad
APA	American Psychological Association
NPI	Narcissistic Personality Assessment
CWBs	Counterproductive Work Behaviour
CE	Cognitive Empathy
EI	Emotional Intelligence
WPI	Workplace Incivility

List of Symbols

Symbols	Definitions
α	Cronbach's index of internal consistency
N	Number of items
f	Frequency
N	Total sample
M	Mean
S.D	Standard Deviation
%	Percentage
p	Significance Value
R^2	R Square Value
β	Standardized Beta
B	Unstandardized Beta
S.E	Standard Error
LL	Lower Limit
UL	Upper Limit
CI	Confidence Interval
DV	Dependent Variable
IV	Independent Variable

List of Appendices

Appendix No.	Title	Page No.
Appendix A	Permissions	78
Appendix B	Informed Consent Form	83
Appendix C	Demographic Form	85
Appendix D	Sample Copy of Questionnaires	87
Appendix E	Plagiarism Report	90

Abstract

The aim of current study is to investigate the correlation between Dark Triad traits and Workplace Incivility among attorneys. The study also aims to evaluate whether cognitive empathy has a mediating role that affects the dark triad traits of lawyers. The Correlational research design was used and sample (N=300) having age range 18-59 was collected through purposive sampling from Lawyers of different Law Firms. The Short Dark Triad (SD3) Scale, created by Jones and Paulhus in 2014, contains 27 items intended to measure the three traits of the Dark Triad, which are Machiavellianism, Narcissism, and Psychopathy, Instigated Workplace Incivility scale was used to measure deviant work place, Cognitive, Affective, and Somatic Empathy Scale (CASES) was used to measure the capability to comprehend and anticipate the feelings and viewpoints of other people. The descriptive statistic was run to assess mean and SD, frequencies and percentages. The Shapiro Wilk test was run to check skewness of data, Pearson product moment correlation was run to find the relationship between Dark Triad,Workplace Incivility and Cognitive Empathy. Mediation analysis (Hayes PROCESS Macro) was performed to find out the mediation role of Cognitive Empathy between Dark Triad traits and Workplace Incivility**.**Psychopathy, a component of the Dark Triad, significantly predicted workplace incivility. Additionally, Cognitive Empathy partially mediated the relationship between the Dark Triad and Workplace Incivility.

Key Words: Cognitive Empathy, Dark Triad traits, Workplace Incivility,Lawyers