

Evaluating Relationship between Managers Narcissism and Administrative Offence in Administrative Agencies of Kerman City

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Abstract

This study was conducted in order to evaluate the relation between manager, s narcissism and administrative offence in administrative agencies of Kerman city. The research method was descriptive – correlational. The Statistical population included total employee (67240 individuals), managers and their assistants (134 individuals) in administrative agencies existed in Kerman. According to Morgan table, statistical sample included 382 employee and 97 managers. The Sampling method was Stratified random sampling. In order to collect data, administrative offence questionnaire with 0.88 validity and 0.87 reliability and narcissistic questionnaire with 0.81 validity and 0.81 reliability were used. Data were analyzed with SPSS20. Descriptive and inferential statistics such as Average, Standards deviation, Pearson-Spearman correlation coefficient and multivariate regression were used. Results indicated that there is a direct and significant relationship between narcissism of managers and administrative offence in administrative agencies in Kerman. There is a direct and significant relationship between adaptive and maladaptive narcissism of managers and administrative offences level in these agencies. The best predictor factor for employee administrative offences is maladaptive narcissism of managers.

Key Words: Narcissism, Managers, Administrative Offences, Employee

Introduction

Deterioration (corruption) is one of the social behavior manifestations which gives advantages to its perpetrators in a way that is out of rule and opposite of illegal and ethical norms and in contrast makes improving the power of other people life conditions weak (Rabiei, 2004.29). It means that employee have chances for earning incomes obtained from administrative offence as one of their exclusive situation functions for a service or practice, their power for making decision about determining who must earn money and how much money he must get and degree which reply to their actions (Sharif Besyuni and Veter, 2001. 104).

Administrative offence or Bureaucratic applied to behavior that individual acts out of formal principals (forms) of a governmental (government) role duties (Scot, 2003.55). The Administrative offence has negative effects on growth and capital investment. Paying bribe (manure) to receive a degree for capital investment clearly decreases stimulant of it. Administrative offence decreases economic growth by decreasing private capital investment and public costs deviation. Of course, East Asia experiences shows that administrative offence intensity necessarily has not an inverse relationship with economic growth. In some themes, administrative offence results in economic growth through facilitating internal capital investment and increasing tax collecting domain by its determining which is done subordinately (Robinson, 2004:5). However, deviation in a place that there is administrative offence along with economic growth, results in disturbance and cost. Administrative offence reduces the effectiveness of industrial politics and encourages firms flinch from tax and regulating rules. Direct external capital investment wanes because of high level of administrative offence. These findings are in under doubt in East Asia because they have growth and desirable capital investment with administrative offence existence.

In spite of high corruption, China, Brazil, Thailand and Mexico attract huge flows of external direct capital investment. If such countries with high levels of administrative offence have lower administrative offence and more effective industrial politics, will undoubtedly attract more external capital investment (Zahedi et al. 2009:44).

Different factors effect on forming and extension of corruption which is changing from one condition to another. Some reasons of corruption forming includes : organizational and administrative factors (unrealistic or unnecessary rules, vague operational definitions and standards in laws and provisions, complex administrative trends, low salary and wag of government employee) , social-cultural factors (collusion among politicians, government officials, business men, social structure that supports from administrative and government officials and privileges, cultural environment which encourages

unreasonable behaviors such as excessiveness to gift, offer ones congratulation and condolence, psychological and orientation (low level of morals in government administrations, Egoism prevails and narcissism, relative orientation , regionalism and scientific groups in society) (Lahv and Kaboy, 2005:78).

Narcissism is personality trait that many psychologists believed it is appears during youth and if it is not controlled and removed, it will continue. Narcissism is set of emotional features that finally individual understands itself as superior being and extremely focuses on its value and position in eyes of people.

A New conceptualization of narcissism not only focuses on appearance arrogant self-attitude of narcissistic people but also focused on their stimulant for appearing more positive and better than others and also positive evaluation from them.

Several researchers reminded adaptive narcissism has a strong relationship with psychological welfare high self-confidence and optimism (Bary ET al.2009).

Narcissism has long background in psychological and social concepts came back to late 18th century (Campbell and Foster, 2007:116). In physical psychology, Narcissism started to be outstanding with records of Freud, Krnberg and Kohat and resulted in narcissistic personality disorder. Narcissism which has been extensively studied as a personality disorder, has these traits: depth feeling of personality importance, preoccupation with successful imaginations, believed in being important person or unique, unreal feeling of being entitled, exploitation from interpersonal relationships, lack of empathy with others, to be jealous of another people, having proudly sight (Shafiee and Safarinia, 2011: 73).

The Narcissistic manager needs to kindness, confirmation and attention of others and abstains doing anything without assurance of others admiration. These weakness has resulted in “Adulation prevalence “in organization and weakness points and decisions of manager are never appeared.

One of the most important duty of organization manager is creating desirable environment for employee to can be effective in proceeding of organization goals with his creativity, power and perseverance. If manager is desirous to development and progress of organization, he must enter employee into partnership in important decisions.

Narcissistic manager always delays to create and strength independent spirit and self-confidence, innovation and using employee abilities therefore

there will no signs of human real development and progress (Baron, Karimi, 2009: 64).

Pynkus et al (2010:430) believes that by increasing refractoriness and offence, narcissism pathology goes from narcissism personality disorder to malignant narcissism and sociopathy.

According to Bushman and Baumeister results (543:2002), one of the effective psychological and personality factor in appearing of offence and refractoriness in organization is narcissism of managers and employee. So with attention to above subjects, main question in this research is that are there relationship between managers narcissism and administrative offences?

Research Methodology

The present study is descriptive research in which has been using the correlation method. The research population consisted of all executive staff, city Kerman (67240 people) and managers and their deputies (134 persons). Stratified random sampling method using Morgan table, has been determined, 382 employees and 97 managers.

In this research, has been used two questionnaire that one of them is administrative violations questionnaire that have 29 researcher made questions and is based on Kaufman (2009) with the components of inappropriate job behavior, abusive, fraudulent activities, discrimination and negligence with validity of 0/88 and reliability of 0/87 and another one is narcissistic personality questionnaire (NPI) 32 and a questions based on the Washburn et al model (2004) with maladaptive narcissism components and adaptive narcissism with validity of 0/81 and reliability of 0/81. Collected data were analyzed using spss20 software with Pearson-spearman correlation coefficient and multivariate regression.

Findings

A. describe the situation of variables

Table 1: Frequency distribution, descriptive statistics of status narcissistic manager and the administrative violations

| status variables | Freque ncy | Percentage | Mean | Standar d deviatio n | Skewnes s | Kurtosi s | Scores range |
|------------------|---------------|------------|------|-------------------------------|--------------|--------------|-----------------|
| narcissistic Low | 14 | 16.9 | | | | | |
| managers | 63 | 75.9 | 3/73 | 0/379 | -0/370 | -0/247 | 2/8 - |
| Medium | 6 | 7/2 | | | | | 4/5 |
| High | | | | | | | |
| Administrative | | | | | | | |
| very low | 4 | 1/0 | | | 0/033 | 0/034 | 2/1 - |
| Violations | 83 | 21/7 | | | | | 4/8 |
| low | 228 | 59/7 | 3/75 | 0/502 | | | |
| medium | 67 | 17/5 | | | | | |
| high | | | | | | | |

B. Research hypotheses

1: there is a relationship between narcissism (adaptive narcissism and maladaptive narcissism) of managers and administrative violations in Kerman executive organizations.

Table 2: Pearson and Spearman correlation test statistics relating to the relationship between narcissism (adaptive narcissism and maladaptive narcissism) of manager and Administrative Violations

| Variables | Administrative Violations | | | |
|------------------------|--------------------------------------------|-------|-------|------|
| tests | Pearson significance spearman significance | | | |
| Narcissism | | | | |
| Adaptive narcissism | 0/218 | 0/001 | 0/172 | 0/01 |
| Maladaptive narcissism | 0/176 | 0/001 | 0/128 | 0/01 |
| | 0/212 | 0/001 | 0/190 | 0/01 |

Data analysis shows that Pearson and Spearman correlation coefficients test between two variables of narcissism and administrative violations respectively are 0/218 and 0/172, and with the size of p-value (significantly) is less than 0/001 and smaller than the significance level of 0/05, therefore, at this level, the null hypothesis is rejected and as a result there is a significant relationship between managers narcissism and administrative violations in Kerman executive organizations.

Pearson and Spearman correlation coefficients test between two variables of adaptive narcissism and administrative violations respectively are 0/176 and 0/128 and with size of p-value (significantly) is less than 0/001 and 0/012 and smaller than the significance level of 0/05, therefore, at this level, the null hypothesis is rejected and as a result there is a significant relationship between managers adaptive narcissism and administrative violations in Kerman executive organizations. Also Pearson and Spearman correlation coefficients test between two variables of maladaptive narcissism and administrative violations respectively are 0/212 and 0/190 and with significant of 0/001 that is smaller than significance level of 0/05, therefore, at this level, the null hypothesis is rejected and as a result there is a significant relationship between maladaptive narcissism and administrative violations in Kerman executive organizations. (Table2)

2. Narcissistic manager’s dimensions (adaptive and maladaptive) predicts the administrative violations in Kerman Executive organizations.

Table 3: Regression coefficients and analysis of variance regression model of relationship between manager’s adaptive and maladaptive narcissism and Administrative violations

| Source of change | Sum squares | ofDegrees of freedom | Mean Squared | R Squared | F sig |
|------------------|-------------|----------------------|--------------|-----------|------------|
| Regression | 4219/83 | 2 | 2109/92 | | |
| Remaining | 76763/13 | 379 | 202/54 | 0/228 | 0/047 |
| Sum | 80982/97 | 381 | | | 10/410/001 |

| variable | Estimated B | Standard error | Standard estimated β | t value | p- sig |
|-------------|-------------|----------------|----------------------|---------|--------|
| Stable | 71/491 | 8/527 | - | 8/384 | 0/001 |
| Adaptive | 0/163 | 0/095 | 0/098 | 1/716 | 0/087 |
| Maladaptive | 0/466 | 0/161 | 0/165 | 2/898 | 0/004 |

According to the calculated p-value from test (0/001) is less than significant level of 0/05, therefore, at this level, H0 rejected, and as a result the linear regression model is a significant, it means that there is relationship between manager’s adaptive narcissism and maladaptive narcissism of administrative violations in Kerman executive organizations. Also according to the calculated p-value in test of regression coefficients model H02 (maladaptive narcissism), in the 0/05 is rejected, so maladaptive narcissism, along with other variables has the significant effect of Administrative Violations, thus, the best predictor of the Administrative Violations, is maladaptive narcissism (table 3).

Discussion and conclusion

Abuse is a disease that is corrupt the procedures and persons progress criteria in bureaucracy government. The World Bank, is considered the violation as the biggest obstacle to economic and social development. Abuse by violating the equality of individuals against the law and weakened the institutional foundation that economic growth depends on it, prevents the development. Abuse is a serious problem that affects all sectors of society. Narcissistic people because of the imbalance in the personality trait with various behavioral outcomes creates problems for individual, and others and the community and leads to the tension and conflict that continuing the relation to be faced with the problem. If there are narcissistic people in an organization, due to the prevailing relations of domination and others persecution and also because in such organizational, decisions is based on emotion and not based on problem solving, as a result of

continuing working in this organization will be faced with difficulties and certainly not stay in place (legal charismatic, 25: 2002).

The results of this research showed that there is a relationship between manager's narcissism and administrative violations in Kerman executive organizations. It means that the more managers narcissistic, leads to the increasing the administrative violations in executive organizations. This results with the findings of Bushman and Bamister (545: 2002), showed that, one of the psychology and personality factors that influencing in the violations and rogue organizations is the narcissism employees and managers and is consistent with Lho and Cabuay findings (96: 2005), which mentioned effecting psychological factors of low-level administrative violations and in government departments, rampant egoism and narcissism, relative orientation and.... . The Narcissistic managers are trying to dominate subordinates and compel them to obedience and then, for his employees it happens delusion that they had no role in governance and decision making of the organizations.

As a result, avoid of teamwork and in this way, arises "feelings of inferiority" on staff. It's natural that people without financial and material incentives, also attempt to overcome the physiological needs, social needs, requirement belongs to groups and organizations, and organization knows their survival and growth due to the arduous efforts of staff but, narcissistic director, consider the success of the organization is for their ambition and effort and ignores employees' participation and the role of employee to achieve organizational objectives. So is provided "disappointment and Staff frustration" and it would be committing and their willingness to administrative violations. The results of another research hypothesis showed that there is a significant relationship between director adaptive narcissism and administrative violations in Kerman executive organizations.

That's mean, if managers feel that they are doing a very useful and constructive activity, consequently, will increase the nature of administrative violations in the organization and these results are consistent with findings of Lho and Cabuay (96: 2005) that mentioned, psychological factors contributing to administrative violations is low level of ethics in government, rampant egoism and narcissism, relative orientation and...

And findings of Pincus et al (2008) is consistent with our results who believe that with increasing the rebellion and abuse, Pathological narcissism from narcissistic personality disorder changed to the malignant narcissism and leads to the sociopathy so,

when managers valuing the others for follow commands, to think that they are very successful people, they think that has a specific position among others and trying to have authority, in that case, to pave the way of Administrative Violations in organization and officials and employees are experiencing more violation and in other hypothesis results showed that there is a significant relationship between directors maladaptive narcissism and administrative violations in Kerman executive organizations. It means that, the more maladaptive narcissism of managers, the higher administrative violations in the executive organization will be, that this results is consistent with the results of the Pincus et al, studies (435: 2008), which is believed that with increasing the rebellion and abuse, Pathological narcissism from narcissistic personality disorder changed to the malignant narcissism and leads to the sociopathy, and findings of Bushman and Bamister (545: 2002) showed that, one of the psychology and personality factors that influencing on the violations and rogue in organization, is employees and directors narcissistic and is consistent with findings of Lho and Cabuay (96: 2005) that psychological affecting factors that contributing to administrative violations is low level of ethics in government, rampant egoism and narcissism, relative orientation and... So, when in government organization, managers have high expectations of others to themselves, more care about being at the center of attention and to think that they are special and unique humans and because they had special and exceptional abilities and managing is their inalienable right, eventually their staff and deputies ostracized them and this condition will lead them to administrative violations and damage the organization property. Therefore, it is suggested that Provincial officials if diagnosed a manager is a narcissistic person, dismissed him from the governmental organization's management or have more control over his behavior and organizational management and prepared brochures about narcissism, signs of narcissism and its disadvantages and presented them to the public administration management.

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