

## The Influence of Narcissism and Job Insecurity on Counterproductive Work Behavior with Negative Emotions as Mediator (Study on Generation Z Employees)

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#### ABSTRACT

The aim of this study is to examine the impact of job insecurity and narcissism on counterproductive work behavior with negative emotions as mediators. This study employs quantitative techniques that are derived from purposive sampling on Generation Z workers at Company X, located in Kaliurang, Yogyakarta, Indonesia. The number of respondents was 70 employees. Data collection was carried out using questionnaires and interviews. This research used statistical analysis with SEM (Structural Equation Modeling) with Smart PLS 4.0. The research results show that (1) Narcissism has a positive and significant effect on counterproductive work behavior; (2) Narcissism has a positive and significant effect on negative emotions; (3) Narcissism has a positive and significant effect on counterproductive work behavior mediated by negative emotions; (4) Job insecurity has a positive and significant effect on counterproductive work behavior significantly towards counterproductive work behavior; (5) Job insecurity has a positive and significant impact on negative emotions; and (6) Job insecurity has a positive and significant impact on counterproductive work behavior mediated by negative emotions.

**Keywords:** Counterproductive, Generation Z, Job Insecurity, Narcissism, Negative Emotions, Work Behavior

## **INTRODUCTION**

The challenge companies currently have is the entry of a new generation, namely Generation Z. Generation Z has different characteristics from previous generations. According to Jenkins (2017), Putra (2020), and Murniati, Sulisnaningrum, & Priyanto (2023), Generation Z has distinct expectations, viewpoints, and preferred methods of working because they feel more at ease expressing their uniqueness. This uniqueness is often shown in the form of superiority, usually called narcissistic traits. People who have a tendency to feel superior, require adulation, and show no concern for the feelings of others. According to several observation and employees, a workplace that is unable to tolerate narcissistic behavior. People who tend to be narcissistic at work always have a high sense of selfishness, which results in negative emotions and, as a result, frustration in their work. This is consistent with research from Penney and Spector (2002), who found that people with high levels of narcissism are more likely to act or behave aggressively toward other people who they perceive as a source of ego threat rather than other targets like props or third parties.

While working, the company hopes that employees will behave in a way that can benefit the company. Still, in reality, some employees have the potential for behavior that should not be done that can harm the company, such as theft or negative actions, aggressive actions, and ignoring duties/instructions from superiors. Behavior carried out intentionally by employees is a reason for carrying out counterproductive work behavior (CWB), and this behavior has a bad/detrimental impact on the company or organization or other people. Fox, Spector, and Miles (2001) state that this behavior is harmful to the organization because it can directly affect its functions or property, or it can hurt employees in a way that will reduce its effectiveness.

This uniqueness is often shown by forms of superiority such as a sense of arrogance, feeling that one is the greatest and most important; this is usually called narcissism. However, often, in reality, employees in Generation Z find many things that are not in accordance with expectations; for a narcissist, it will threaten his ego, for example, a work environment that is not supportive of using his abilities and motivation.

The influence of narcissism on counterproductive work behavior has a positive effect (Nugraheni & Wahyuni, 2016) because selfish people usually want to be dominant in their environment but are often not accepted by their environment and will threaten their ego in the form of anger and hostility as a result will reduce work which leads to counterproductive work behavior. Such individuals will logically grasp that criticism is a threat given by superiors. The occurrence of counterproductive work behavior is caused by the functional limitations of HR in understanding the character of narcissism, so it can be wrong to take a relevant attitude in solving HR problems.

Kang, Gold, and Kim (2012) define job insecurity as an employee's fear or anxiety about their present employment's viability. It makes Gen Z workers' employment uncertainty worse. Since termination of employment is a trigger that can occur at any time, employees who experience high job insecurity typically feel less content with their positions because they fear that their emotions of uncertainty will materialize into a reality. Increasing anxiety, insecurity and threat affect working conditions (Siswanti, 2022; Meria, 2019).

Studies by Anderson & Bushman (2002) and Berkowitz (1990) show that a range of negative emotional states are reactions to circumstances and events that lead to frustration and other outcomes. Negative emotional are frequently felt by employees at work as a reaction to circumstances in the workplace. Dwidienawati and Gandasari (2018) showed that Generation Z in Indonesia is more realistic in work and requires stability and security.

## **LITERATURE REVIEW**

According to Piar Chand & Chand (2014) and Portovedo, Veloso, & Portela (2023), counter productive work is any activity that is funded or supported by individual and has the potential to hinder one's own, others', or an organization's performance. Counterproductive work behavior also refers to actions that have the potential to be destructive or that are deliberate in harming oneself, others, or organizational resources. This encompasses behaviors that go beyond limits, such as aggression and theft, or even more subdued actions like intentionally disregarding instructions or performing a task inadequately (Dumonda, Saptono, & Suparno, 2023).

Narcissism is a type of self-glorification characterized by traits like an inclination to overvalue, a desire to be the center of attention, and a defense of oneself when criticized. Relationships between people with narcissists are associated with feelings of exploiting and lacking empathy (Ames, Rose, & Anderson, 2006).

Research from Rohanah and Rahman (2021) show that psychological disorder known as "job insecurity" can make workers feel uncomfortable at work because of risks to their jobs' continuity from both internal and external sources, including shifting work environments. According to Audina and Kusmayadi (2018), job insecurity or job insecurity is a form of work-related uncertainty that can cause anxiety and insecurity about job consequences such as work results, placement, and salary uncertainty to the repetition of promotions or training. Employees who experience conditions in the form of threats and the emergence of discomfort and security at their jobs can be called Job Insecurity.

Negative emotions are unpleasant individual feelings (fear, anxiety, anxiety, hatred, anger) that can cause people to behave extremely irrationally or uncontrollably (Barsky & Kaplan, 2007). Anderson & Bushman (2002) and Berkowitz (1990) suggest a range of negative emotional states are reactions to environmental events and situations that cause frustration. According to Nugraheni and Wahyuni's (2016) research, narcissism can influence counterproductive work behavior. This research studies the impact of job stresses and narcissism on counterproductive work behavior with negative emotional reactions (angler) as a mediator.

Khafiana (2022) conducted research titled Counterproductive Work Behavior Factor Analysis. Method Study Used using a purposive sampling technique. According to the research, job insecurity positively influences a negative emotion, job satisfaction negatively impacts CWB, negative emotion positively impacts CWB, and employment inequality negatively influences CWB.

Research conducted by Siswanti (2022), with the research title Job Insecurity to Counterproductive Work Behavior, moderated leader-member exchange. The research method used uses an explanatory method with a quantitative approach. According to the study's findings, LMX quality mitigates the impact of job insecurity on CWB and has a considerable impact on CWB itself.

Research by Penney and Spector (2002) found that, in general, people with high narcissism are more hostile toward rivals than people or coworkers with low narcissism; strong narcissists are also more likely to participate in harmful work practices. The results of Sahi and Ahmad's (2019) research show that job insecurity has a positive effect on counterproductive work behavior. Researches by Eaton & Bradely (2008) and O'Brien, Terry, and Jimmieson (2008) show that intense negative emotions experienced by an individual can lead to impulsive behavior, rage, and unproductive behaviors. Thus, it can be concluded that negative emotions have a positive effect on CWB.

## RESEARCH METHOD

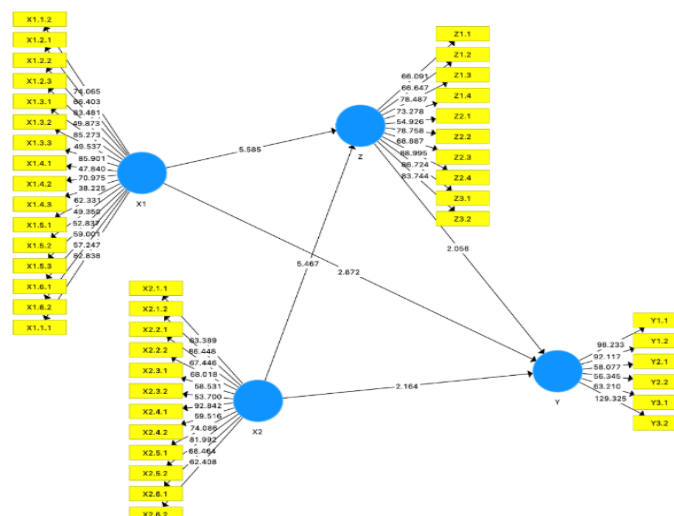
The research method uses quantitative methods. The sampling technique used to determine respondents in this research was purposive. The respondents used in this research were 70 Generation Z employees from 83 employees of the company question. The data analysis technique uses Partial Least Square (PLS). The stages were carried out using the Partial Least Square (PLS) evaluation model, measurement model (outer model) and structural model (inner model).

## RESULTS

The quantitative analysis used in this research uses the Partial Least Square (PLS) analysis technique with the SmartPLS 4.0 program tool. According to Ghazali and Latan (2015), the Partial Least Square (PLS) analysis technique is a type of Structural Equations Modelling (SEM) based variant created to overcome the problems caused by SEM-based covariance. The results of the PLS analysis are reported through two testing steps. First, it focuses on the outcomes of testing the measurement model, or outer model, which was tested with 70 respondents. The second focuses on measuring the inner model (structural model), which was tested with 70 respondents.

In order to satisfy the validity and reliability assumptions in the outer model, outliers were used. Eliminating one or more indicators that show little or no correlation with the latent variable is the first step in addressing outliers.

Figure 1. Inner Model After Outliers



Source: Processed Data (2023).

### Measurement Model Analysis (Outer Model)

#### **Convergent Validity**

According to Ghazali and Latan (2015), an outer loading value of 0.5 – 0.6 is considered sufficient. Based on the results of the outer loading test, all indicators have a value of > 0.7. This demonstrates the validity of each evaluated indication and the suitability of the research data for additional testing.

#### **Discriminant Validity**

The factor cross loading value on the indicator of a variable must be greater than the factor cross loading value with other variables (Ghozali and Latan, 2015). Based on the results of the discriminant validity test, in comparison to the factor cross loading value of each indicator on the other variables, the factor cross loading value of each indicator on each variable has the highest value. This indicates that the variable indicators utilized in the study satisfy the requirements for discriminant validity.

#### **Average Variance Extracted (AVE)**

According to Ghazali and Latan (2015), AVE is used to determine convergent validity. The expected AVE value is > 0.5 and if the expected AVE value is < 0.5 then it means it is not convergent valid. The following is the AVE value for each variable.

**Table 1. Average Variance Extracted**

Variables	AVE	Criteria	Information
Narcissism	0.862	> 0.5	Valid
Job Insecurity	0.873	> 0.5	Valid
Negative Emotions	0.874	> 0.5	Valid
Counterproductive Work Behavior	0.890	> 0.5	Valid

Source: Processed Data, (2023).

Based on the result set test shown in Table 1, it can be seen that the value of each variable has an AVE value > 0.5. This shows that each variable in the research is valid.

#### **Composite Reliability**

A variable can be declared to meet the requirements if the composite reliability value is > 0.7. The following are composite values and reliability of each variable. Based on the composite reliability test results shown all of the variables in this study are deemed reliable and meet composite reliability standards, as can be seen from the results displayed in the table above, where the composite reliability value for each variable is greater than 0.7.

**Table 2. Composite Reliability**

Variable	Composite Reliability	Criteria	Information
Narcissism	0.990	> 0.7	Reliable
Job Insecurity	0.988	> 0.7	Reliable
Negative Emotions	0.986	> 0.7	Reliable
Counterproductive Work Behavior	0.980	> 0.7	Reliable

Source: Processed Data, (2023).

Based on the composite reliability test results shown in the table above, it can be seen that the composite reliability value for each variable is > 0.7. It shows that each variable in this study is declared reliable and meets composite reliability.

### ***Cronbach's Alpha***

Cronbach's alpha is used to measure the lower limit of the reliability value of a construct. The Cronbach's alpha value of a variable must be  $> 0.7$  to meet the reliability measurement criteria. The following are the values of *Cronbach's alpha* for each variable.

**Table 3. Cronbach's Alpha**

Variable	Cronbach's Alpha	Criteria	Information
Narcissism	0.989	$> 0.7$	Reliable
Job Insecurity	0.987	$> 0.7$	Reliable
Negative Emotions	0.984	$> 0.7$	Reliable
Counterproductive Work Behavior (CWB)	0.975	$> 0.7$	Reliable

Source: Processed Data, (2023).

Based on the results of the Cronbach's alpha test shown in the table, it can be seen that the Cronbach's alpha value for each variable is  $> 0.7$ . It shows that each variable used in this research is reliable and meets Cronbach's alpha.

### **Structural Model Analysis (Inner Model)**

According to Ghazali and Latan (2015), a structural (inner) model shows the relationship between independent and dependent latent variables.

**Table 4. Structural Model (Inner Model)**

Testing	Variables	Test Results	Criteria	Category
Coefficient Determinant (R-Square)	Negative Emotions	0.972	$> 0.67$	Strong
	Counterproductive Work Behavior	0.964	$> 0.67$	Strong
Predictive Relevance (Q-Square)	Negative Emotions	0.853	$> 0.35$	Big
	Counterproductive Work Behavior	0.833	$> 0.35$	Big

Source: Processed Data, (2023).

### ***R-Square Test (R2)***

Based on the results of the R-Square calculation in Table 4, it is known that the negative emotion variable is influenced by the narcissism and job insecurity variables by 97.2%, and the remaining 2.8% is influenced by other variables not included in this research model. Thus, the factors of narcissism and job insecurity have a significant impact on the variable of negative emotions.

The variable of counterproductive work behavior was influenced by narcissism and job insecurity variables by 96.4% and the remaining 3.6% was influenced by other variables that were not included in this research model. Therefore, the variables narcissism and job insecurity have a strong influence on the variables of counterproductive work behavior.

### ***Predictive Relevance Test (Q-Square)***

Negative emotions variable has a Q-Square of 0.853 and is included in the large category. The counterproductive work behavior variable has a Q-Square of 0.833 and is included in the large category (Ghozali & Latan, 2015).

### ***Hypothesis Test Results***

**Table 5. Path Coefficient Results**

	<b>Original Sample</b>	<b>Sample Average</b>	<b>Standard Deviation</b>	<b>T-Statistic</b>	<b>P Values</b>
$X_1 \rightarrow Y$	0.386	0.379	0.132	2,917	0.004
$X_1 \rightarrow Z$	0.503	0.502	0.090	5,591	0,000
$X_1 \rightarrow Z \rightarrow Y$	0.154	0.170	0.077	2,014	0.045
$X_2 \rightarrow Y$	0.299	0.277	0.119	2,510	0.012
$X_2 \rightarrow Z$	0.482	0.483	0.088	5,468	0,000
$X_2 \rightarrow Z \rightarrow Y$	0.148	0.161	0.067	2,204	0.028

Source: Processed Data, 2023

Based on the calculation results in Table 5, the hypothesis testing for each research variable is explained as follows.

#### **Test Results of Hypothesis 1**

Based on Table 7, the p-value is  $0.004 < 0.05$ , so Hypothesis 1 is accepted. The original sample value of 0.386. It means that narcissism positively and significantly affects CWB among Gen Z employees at Company X, Yogyakarta.

#### **Test Results of Hypothesis 2**

Based on Table 7, the p-value is  $0.000 < 0.05$ , so Hypothesis 2 is accepted. The original sample value of 0.503. It means that narcissism positively and significantly affects negative emotions in Gen Z employees at Company X, Yogyakarta.

#### **Test Results of Hypothesis 3**

Based on Table 7, the p-value obtained is  $0.045 < 0.05$ , so Hypothesis 3 is accepted. The original sample value of 0.154. It means that narcissism positively and significantly affects CWB, mediated by negative emotions in Gen Z employees at Company X, Yogyakarta.

#### **Test Results of Hypothesis 4**

Based on Table 7, the p-value is  $0.012 < 0.05$ , so Hypothesis 4 is accepted. The original sample value of 0.299. It means that job insecurity positively and significantly affects CWB behavior among Gen Z employees at Company X, Yogyakarta.

#### **Test Results of Hypothesis 5**

Based on Table 7, the p-value is  $0.000 < 0.05$ , so Hypothesis 5 is accepted. The original sample value of 0.482. It means that job insecurity positively and significantly affects negative emotions among Gen Z employees at Company X, Yogyakarta.

#### **Test Results of Hypothesis 6**

Based on Table 7, the p-value is  $0.028 < 0.05$ , so Hypothesis 6 is accepted. The original sample value of 0.148. It means that job insecurity positively and significantly affects CWB, mediated by negative emotions in Gen Z employees at Company X, Yogyakarta.

## DISCUSSION

This study aims to determine the effect of narcissism and job insecurity variables on counterproductive work behavior mediated by negative emotions in Generation Z employees in Company X. Each variable in the study was measured using several indicators consisting of several question items. The data that has been collected is then analyzed by researchers to get the results (output) of the study.

### **The Influence of Narcissism on Counterproductive Work Behavior**

Based on the analysis results in Table 7, a significance level of variable narcissism on CWB of 0.004 was obtained.  $H_a$  is accepted due to  $\text{sig} \leq 0.05$  ( $0.004 < 0.05$ ). The results of these calculations, narcissism positively and significantly influences CWB among Gen Z employees of Company X in Yogyakarta. In the workplace, Gen Z workers are narcissistic. That individual overly believes that he is the most significant person, constantly seeks admiration, and ignores other people's feelings.

The results of this study support those of Nugraheni and Wahyuni (2016), who described narcissism as a dynamic, socially defined condition that has two essential components: exaggeration and a high self-view, which is a self-regulatory mechanism for preserving and enhancing a positive viewpoint. People with narcissistic tendencies believe they are unique and should be seen favorably by others.

### **The Effect of Narcissism on Negative Emotions**

Narcissism significantly affects negative emotions in Gen Z employees at Company X, Yogyakarta. Selfishness is often stated as behavior that harms the individual. The results of this research are in line with research conducted by Smalley & Stake (1996) and Bushman & Baumeister (1998), which was explained again by Penney and Spector (2002). Their study show that narcissists were more likely to experience increased hostility and the emergence of negative emotions due to raters deviating in response to or receiving negative feedback to overemphasize their self-evaluations.

### **Negative Emotions Mediate the Influence of Narcissism on Counterproductive Work Behavior**

Negative emotions can mediate narcissism in CWB among Gen Z employees at Company X. Generation Z feels more suited when showing their identity based on their uniqueness. The results of this research align with previous research done by Putra (2020) and Nugraheni & Wahyuni (2016). Gen Z believes that showcasing their individuality makes them feel more at secure. Superiority, or the conceit that one is the best and most significant, is a common way for this uniqueness to be expressed. It is commonly referred to as a narcissistic trait. A work atmosphere that does not encourage selfish behavior will create an ego threat and influence negative emotional responses.

When negative emotions are heightened and not accompanied by solution from the organization will increase CWB behavior. Counterproductive work behavior can be characterized by behavior that can harm the company. This is supported by research by Eaton & Bradley (2008) and O'Brien, Terry, & Jimmieson (2008) that state that high negative emotions of individuals can result in anger, impulsive tendencies, and adverse actions.



### **The Effect of Job Insecurity towards Counterproductive Work Behavior**

Job insecurity significantly affects CWB among Gen Z employees at Company X, Yogyakarta. It will certainly have an impact on employee performance. The results of this research align with research by Siswanti (2022), it illustrates how workers who feel insecure at work indiscipline. These practices include losing work time for unproductive activities, raising absence rates, and lowering employee morale.

### **The Effect of Job Insecurity on Negative Emotions**

Job insecurity significantly affects negative emotions among Gen Z employees at Company X, Yogyakarta. Job insecurity can lead to negative feelings including rage, dissatisfaction, anxiety, pessimism, sadness of underestimated by superiors and coworkers, and disappointment.

This research's results align with Khafiana's (2022) research, showing how different negative emotional states are reactions to objects and circumstances. A scenario that might lead to frustration and other environmental events is employment uncertainty. The influence of increasing job insecurity will influence negative emotions.

### **Negative Emotions Mediate the Influence of Job Insecurity on Counterproductive Work Behavior**

Negative emotions can mediate narcissism on CWB in Gen Z employees at Company X, Yogyakarta. Negative emotions can lead to employees reacting more aggressively and influencing CWB, such as straightening out a company, arriving late for work, and dissolving the company or organization.

The results of this research align with research by Wang, Le Blanc, Demerouti, Lu, & Jiang (2019) and Yu, Wu, Liu, & Gong (2021), which revealed that job insecurity is an inhibiting event or situation which promotes the elimination of employee job insecurity at work. It is a phenomenon or event that inhibits the removal of job insecurity among employees in the workplace. They highlight the negative impacts that job insecurity can have on one's physical and mental health, happiness, attitudes, and behavior at work, among other things. This shows that having a job insecurity can increase negative emotions including sadness, anger, and hopelessness. Researchers Sahi and Ahmad (2019) pointed out that there is a strong likelihood that workers will engage in CWB when there is uncertainty about their future at work.

## **CONCLUSION**

Based on the results of data analysis and discussion regarding the influence of narcissism and job insecurity variables on CWB mediated by negative emotions in Generation Z employees at Company X, Yogyakarta: (1) Narcissism positively and significantly affects CWB of generation Z employees at Company X, Yogyakarta; (2) Narcissism has a positive and significant effect on the negative emotions of Generation Z employees at Company X, Yogyakarta; (3) Narcissism positively and significantly affects CWB, mediated by negative emotions in Generation Z employees at Company X, Yogyakarta; (4) Job insecurity positively and significantly affects CWB in Generation Z employees at Company X, Yogyakarta; (5) Job insecurity has a positive and significant effect on negative emotions in Generation Z employees at Company X, Yogyakarta; and (6) Job insecurity positively and significantly affects CWB, mediated by negative emotions in Generation Z employees at Company X, Yogyakarta.

## LIMITATIONS

This research has several limitations, namely: (1) Conducted with a small sample of respondents at one organization. This study was carried out in a business that offers relevant products including laptops, cell phones, and accessories. Further studies in manufacturing, service, and public sector organizations should be conducted given the high rate of narcissism, job insecurity, negative emotions, and counterproductive work behavior in these settings—particularly given that majority of employees in these sectors are millennials and Generation Z; (2) Data collection in this study used cross-sectional, so the data obtained and processed can only be used briefly. Should be conducted using the time series approach to determine the consistency of the respondent's condition when filling out the questionnaire; and (3) Further research suggest to research Narcissism and counterproductive work behavior all type employees not only in Generation X employees.

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## DECLARATION OF CONFLICTING INTERESTS

The author claims no potential conflicts of interest.

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