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**Book Proposal:**

**The cyber predators:**

**Dark personalities and cyber misconduct, and crime**

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**1. Statement of aims**

Over the past 20 years, digital communication has become increasingly important in the workplace and individuals' personal lives. Social media has grown in popularity, particularly with younger people, as more diverse platforms have become available. In this era of technology, the popularity of online social networks is increasing among technologically strong and nontechnical people. Availability of the Internet is one of the primary reasons behind the high utilization of online social networking. In addition to the stimulating advantages and benefits of social networking sites, there is a negative side to these profound developments. Information systems have ''flattened'' the world and facilitated communication and trade in ways that had been impossible without them; however, maladaptive innovations using new technologies have followed on the heels of legitimate transactions.

The evolution of human behavior due to technological innovations has created unparalleled opportunities for crime and misuse. Over the last three decades, there has been a substantive increase in the use of Technology by street criminals and novel applications of technology to create new forms of crime that did not previously exist. The World Wide Web and the Internet also provide a venue for individuals who engage in crime and deviance to communicate and share information, which is not otherwise possible in the real world.

Cybercrime is now a growing threat because, as aforementioned, the number of people using the Internet is increasing worldwide, and digital technology tools do not require specialist knowledge. Cybercrimes are committed not only by individuals but also by organized criminal groups. Among them, special attention should be paid to individuals exhibiting psychopathic personality traits, which pose an exceptionally high threat to Internet users. This group of people, also known as the dark triad traits, (i.e., Machiavellianism, psychopathy, and narcissism) has the high potential to use the Web primarily for malevolence purposes. Their behavior on social networking sites will be the focus of this book.

To understand how to respond to and manage online antisocial behavior, research has focused on predictors of this behavior, and psychopathy, as well as the other two dark traits, have emerged as a subclinical trait strongly related to both cyber abuse and cybercrime. A systematic review synthesizing the research on the dark triad personality traits concluded that all the traits have a range of antisocial online behavior. there is a clear qualitative difference in personality profiles between cyber-deviants and people in the general population who often use digital technology. People classified as cyber-deviants generally have a higher level of features such as a tendency to manipulate and exploit others and no moral inhibitions. Many studies indicate the presence of a solid connection between the dark triad and cyber-harassment, which means that the features of dark triad personalities occupy a central place in the personality profile of individuals making such offenses.

The media reports more and more on a variety of crimes performed using cyber. This issue has become a severe problem for society across the globe. The need to constrain cyber abuse and crime has become vital in modern society. In order to better succeed in this mission, there is also a need to understand it better and the personalities behind it, many of them dark personalities. This book responds to this challenge. The goal of this book will be to expose and explore the role of dark triad personalities in performing cyber misbehavior and crime. The chapters of the book will attempt to cover the issue thoroughly.

This book provides a valuable perspective on one of the most important issues in modern society, cyberspace, and cyber misbehavior and cybercrime. Delving into these issues has become all the more vital now that rapid technological changes in cyberspace have had substantial effects on the current society around the globe. In this new world of cyberspace, cybercrime and misbehavior have emerged as fundamental phenomena around the globe. Therefore, there is no surprise that this book relies on conceptual and empirical studies performed in recent years. Dark triad traits are considered as personalities that are behind many of cybercrimes and cyber misbehaviors. Therefore, better understanding of this stunnable and worrying phenomenon can provide essential guides and tools to cope with the enormous potential damages of cybercrime and misbehavior performed by dark triad personalities. While there are books that cover the issue of cybercrimes and cyber misconduct there are hardly any kooks that focuses on the personalities behind this phenomenon in general and the dark triad traits particularly. Therefore, the contribution of this book is unique and important to both scholars and practitioners.

**2. Detailed synopsis and chapter headings. Schedule & Word Length.**

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**Explanation of the chapetrs**

The first chapter, the introduction, will present, define and explain the two main concepts of the book. Then, it will elaborate on each dark triad's main characteristics. Later it will present the primary forms of cyber misbehavior and cybercrime and their adverse outcomes. In its last comments, the chapter will present some main theories explaining why dark triad personalities are attracted to social media networks as a tool for perming their malicious behaviors. The next chapter will focus on social media addiction. The chapter will argue that while a certain level of extra time spent on social media networks can occur for many individuals, an addiction above normal behavior can characterize dark triad personalities. Finally, the chapter will cover issues levels of addiction of dark triad to social network media, theories that explain the causes for this addiction, and the adverse outcomes of being addicted to social media networking.

The third chapter will focus on the potential role of dark triad personalities on Facebook. In the first part, the importance and the usage of Facebook in modern life will be described. Then, the chapter will portray the benefits and potential damages included in Facebook. Next, theories that explain the attraction of dark triad personalities to Facebook will be presented. Chapter 3 will review the relationship to Facebook for each dark triad personality. The assumption is that each of the three personalities has its view and approach regarding the usage of Facebook. The chapter will also cover an important issue discussed in the literature: predicting dark triad personalities based on Facebook profiles and activities. Chapter 4 will focus on cyberbullying and aggression of dark triad personalities on social networking sites. Bullying and aggression are severe problems in society, and cyberbullying are no different in this regard. Cyberbullying can be viewed as rude/discourteous behaviors through Information and Communication Technologies. The chapter will review the different approaches and definitions of cyberbullying. It will later review the devastating outcomes of cyberbullying. The main parts of the chapter will be to discuss the role and why dark triad personalities are involved in cyberbullying. This will be reviewed separately for each of the dark personalities. Finally, the chapter will review the latest research findings on the relationship between dark triad personalities and cyberbullying.

Chapter 5 will present another vital aspect regarding dark triad involvement in cyberspace: dark triad and "romantic" relationship. First, the chapter will review the different forms of cyber abuse in romantic relationships, such as cyber dating, revenge pornography, and ghosting. Next, the chapter will review the specific role of each dark triad personality in cyber relationship abuse and the motives behind their behavior in this setting. Finally, the chapter will present research findings on this relationship. Chapter 6 will focus on the involvement of dark triad personalities in cyberstalking and cyber surveillance. Cyberstalking is the stalking of another through methods of electronic access and communication, such as the use of hidden webcams, GPS devices, and SpyWare to monitor the victim's behavior and pursuit and contact under anonymity through fake online profiles. First, the chapter discusses the differences between stalking and cyberstalking. The following section will review conceptual explanations for the involvement of dark triad personalities in cyber stalking and surveillance. The final section will present studies on the relationship between dark triad personalities, cyberstalking, and cyber surveillance.

Cyber trolling and their relationship too dark triad personalities will be the focus of chapter 7. Trolling is an interpersonal antisocial behavior prominent within Internet culture across the world. Trolling behavior includes starting aggressive arguments and posting inflammatory, malicious messages in online comment sections to deliberately provoke, disrupt, and upset others. First, the chapter will review definitions and descriptions of cyber trolling. Theories about the reasons behind each of the dark triad traits and motives to use trolling behavior will follow. The chapter will later present research findings on the relationship between the three dark personalities and trolling.

Chapter 8 will cover one of the most critical and devastating issues in cyber misbehavior, namely cybercrime. The chapter will start by describing the different forms of cybercrime, such as cyber hacking, cyber-attacks, phishing, insurance fraud, online consumer fraud, and more. The following section will present theories regarding the reasons behind each dark triad motive to perform cybercrimes. The final section of the chapter will present findings about the relationship between each dark triad trait and the different forms of cybercrime. Chapter 9 will focus on the work setting. The importance of understanding cyber misbehavior in the workplace will be presented first as the devastating outcomes of cyber misbehavior in the workplace. After that, a description of the different ways cyber misconduct in the work setting will be reviewed, such as cyber loafing, cyber aggression, and cyberbullying. Theories about dark triad personalities' motives for cyber misconduct in the workplace will follow. Finally, the chapter will present research findings about the relationship between the three dark personalities and cyber misbehavior in the workplace.

The book will end with chapter 10, presenting the previous chapters' conclusions. The chapter will start with a brief review of the main findings presented in the earliest chapters. The conceptual contribution of the book will be presented later. The next section of the chapter will discuss the practical implications that result from understanding the implications of dark triad cyber misbehaviors in the different settings presented in the book. This will be followed by suggestions on better coping with dark triad cyber misconduct. The final section of the chapter will suggest future research agenda on this critical issue.

* **Two sample chapters attached**.
* The length of the book will be between 80,000-100,000 words. It will include references. The book will also include about 8-10 tables that will provide summaries of research findings for chapters 2-9.
* I anticipate that I will be able to deliver the completed typescript by no longer that January 1, 2024. There is a high probability that the book will be delivered several months before that.

**3. Definition of the market**

A: Scholars who their research interests include: Cybercrime, cyber abuse, dark triad personalities. These scholars work in a variety of disciplines such as criminology, psychology, business administration ad management. This includes students with PhDs as well as advanced graduate students doing research on this issue. If you need a book for tenure, the book usually has to address this type of scholarly audience.

B: Mostly higher-level students, PhD students, advance students. The book might also be of interest to undergraduate and upper-level undergraduate students who participate in courses dealing with personalities, cybercrime, and cyber abuse as well as the scholars who assign reading to them. Such books can also be appealing to advanced scholars from outside your field who may need a primer or introduction to your topic in the course of producing their own scholarship. Research on cybercrime and or dark triad is gaining more and more attention and this is demonstrated by the fact that most of the references for this book are studies in recent years. This trend is only in its earliest stage and books like this one might attract a lot of interest in both research and practice.

Practitioners: The topic of cyber-crime becomes very widespread and might interest law enforcement employees, journalists, policy-makers, public educators, and others who have a strong connection cybercrime and cyber abuse as well as to dark personalities. The book might provide them with information and knowledge that will assist them in the course of their daily work.

General readers: Considering the growing popularity of cyber-crime and cyber abuse the book might be very appealing to the general public. There are numerous cases of cyber crime and cyber abuse in almost every neighborhood in every country and many of them might be interest in getting more knowledge about this issue that concerns almost every person in the community. The book might be of interest in every speaking English country.

**Keywords**: Cybercrime, Cyber abuse, Cyber misconduct, Social networking, Dark triad personalities (psychopaths, narcissists, Machiavellians).

**4. What are the main competing books?**

The main competing books are books that cover the issue co cyber crimes and cyber abuse. However, none of these books discuss the personalities behind cyber-crime.

There is an edited book on cybercrime and its victims {(Martellozzo, E., & Jane, E. A. (Eds.). (2017). *Cybercrime and its victims*. Taylor & Francis)}. I also found a Master Thesis entitled Cyberbullying in the Workplace and the Dark Triad (by Iris Van Nuffel, 2015, Universiteit Antwerpen).There are more than several books on different aspects of cybercrime and or abuse (for example: Cybercrime and Digital Forensics: An Introduction

By Thomas J. Holt, Adam M. Bossler, Kathryn C. Seigfried-Spellar

2022, Routledge). However, I was not able to find a book that its focus is on how personalities such as the dark triad are related to cyber misconduct, cybercrime and cyber abuse. Based on my search this book covers cybercrime from a perspective that is unique and new‏.

**5. Product category**

The book can be categorized as supplementary text that would be of interest to postgraduate students. I anticipate that the book will be used as a supplementary reading on academic courses about cybercrime, cyber abuse, social networking sites and the like. There are universities that offer a degree in cyber criminology (FLORIDA STATE UNIVERSITY; MS in Criminal Justice, Cybercrime Investigation & Cybersecurity Concentration at [Boston University Metropolitan College](https://www.bu.edu/met/)) and this book might be used in the courses of such programs. In almost every criminology department cybercrime courses are offered and the book might be used there as a supplementary one (see for example Simon Fraser University.

**Curriculum vitae**

**AARON COHEN** July 21, 2022

**1. PERSONAL DETAILS**

Name: **AARON COHEN**

Date of Birth: August 13, 1952

Country of Birth: Haifa, Israel

Citizenships: Israeli, Romanian.

Identity Card Number (Israel): 05152348/8

Permanent Home Address: HaNassi Blvd, Haifa, Israel 3464418

Home Telephone Number: 972777834157; Mobile: 972-52-4703093

Office Telephone Number: 972-4-8240041

E-mail: ACOHEN@POLI.HAIFA.AC.IL

Fax Number: Office: 972-4-8257785

Personal Website: http://poli.haifa.ac.il/~acohen/

**2. HIGHER EDUCATION**

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| **Period of Study** | **Name of Institution and department** | **Degree** | **Date of Degree** |
| 1974-1976 | University of Haifa, Political Science & Sociology | B.A. | 30.10.1977 |
| 1977-1982 | Technion - Israel Institute of Technology, Faculty of Industrial Engineering & Management | M.Sc. | 11.08.1982 |
| 1985-1989 | Technion - Israel Institute of Technology, Faculty of Industrial Engineering & Management | D.Sc. | 24.09.1989 |

**3. ACADEMIC RANKS AND TENURE IN INSTITUTIONS OF HIGHER**

**EDUCATION**

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| **Dates** | **Name of Institution and Department** | **Rank/Position** |
| 1978-1982 | Faculty of Industrial Engineering & Management, Technion-Israel Institute of Technology | Instructor (MA) |
| 1985-1989 | Faculty of Industrial Engineering & Management, Technion-Israel Institute of Technology | Instructor (DSc) |
| 1990-1992 | Faculty of Management, University of Lethbridge, Alberta, Canada | Assistant Professor |
| 1992-1994 | Department of Political Science, University of Haifa, Israel | Lecturer |
| 1994-2000 | Department of Political Science, University of Haifa, Israel | Senior Lecturer  (with tenure) |
| 2000-2018 | Department of Political Science, University of Haifa, Israel | Associate Professor |
| 2018-present | Department of Political Science, University of Haifa, Israel | Full Professor |

**Visiting Positions**:

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| **Dates** | **Name of Institution and Department** | **Rank/Position** |
| 1989-1992 | Faculty of Management, University of Lethbridge, Alberta, Canada | Visiting Professor |
| 2003 | Sydney Graduate School of Management, University of Western Sydney, Australia (Summer Sabbatical). | Visiting Professor |
| 2004 | Department of Management and Organization, National University of Singapore, Singapore (Summer  Sabbatical). | Visiting Fellow |
| 2006 | Institute of Technology and Education (ITB), University of Bremen, Bremen, Germany (Summer Sabbatical). | Visiting Professor |
| 2007 | Department of Management, ESADE, Barcelona, Spain (Summer Sabbatical). | Visiting Professor |
| 2008 | Department of Organizational Psychology, School of Psychology, Psychiatry and Psychological Medicine, Monash University, Australia (Summer Sabbatical) | Visiting Professor |

**4. OFFICES IN UNIVERSITY ACADEMIC ADMINISTRATION**

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| **Years** | **Names of Institutions or Departments** | **Role** |
| 1990 | University of Lethbridge, Alberta, Canada. | Research Committee |
| 1990 | University of Lethbridge, Alberta, Canada. | Coordinator of Organizational Behavior Area, Faculty of Management. |
| 1990-1992 | University of Lethbridge, Alberta, Canada. | Computer Needs Committee, Faculty of Management. |
| 1990-1992 | University of Lethbridge, Alberta, Canada. | University Human Subject Research Committee. |
| 1991-1992 | University of Lethbridge, Alberta, Canada. | Chair of University Research Committee. |
| 1993-1997 | Department of Political Science, University of Haifa, Israel. | Chair of Undergraduate Committee. |
| 1994-1997 | Department of Political Science, University of Haifa, Israel. | Member of M.A. Committee. |
| 1997-2000 | Department of Political Science, University of Haifa, Israel. | Chair, Department of Political Science |
| 2000- 2015 | Department of Political Science, University of Haifa, Israel. | Chair of the Master's program of Public Administration. |
| 2003-2013 | Department of Political Science, University of Haifa, Israel. | Member of Ph.D. Committee |
| 2010-2013 | Department of Political Science, University of Haifa, Israel. | Chair of Ph.D. Committee |
| 2017-present | Faculty of Social Sciences, University of Haifa, Israel. | Member of Research Ethic Committee. |

**5. SCHOLARLY POSITIONS AND ACTIVITIES OUTSIDE THE UNIVERSITY**

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| **Years** | **Memberships in Academic Professional Associations** |
| 1989-present | Academy of Management. |
| 2015-2017 | International Association of Applied Psychology. |

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| **Years** | **Offices in Professional Associations** |
| 1991-1993 | Academy of Management Placement Committee. |

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| **Years** | **Editorial Assignments** |
| 2003-present | Member of the Editorial Board of the journal: *Journal of Organizational Behavior* (Ranked 27/193 Q1 in Management; 26/121 Q1 in Business; 18/80 Q1 in Psychology, Applied in ISI 2016). |
| 2011-present | Consulting Editor: *Journal of Business and Psychology* (Ranked 41/121 in Business; 15/80 Q1 in Psychology, Applied in ISI 2016). |
| 2012-present | Member of the Editorial Board of the journal: *Group & Organization Management* (Ranked 88/193 Q2 in Management; 34/80 Q2 in Psychology, Applied in ISI 2016). |

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| **Years** | **Reviewing for Refereed Journal** |
| 1992-present | Academy of Management Journal; Human Relations; Journal of Organizational Behavior; Journal of Business Research; Journal of Occupational and Organizational Psychology; Psychological Reports; Applied Psychology: An International Review; Political Psychology; Organizational Behavior and Human Decision Processes; Journal of Managerial Psychology; Political Behavior; Personnel Review; Group and Organization Management; Journal of Management Studies; European Journal of Work and Organizational Psychology; Career Development International; Human Resource Management; International Journal of Hospitality Management; International Journal of Human Resources Development and Management; Canadian Journal of Administrative Sciences; Social Forces; Sociological Inquiry; Personality and Individual Differences; School Effectiveness and School Improvement; Social Science & Medicine; The Service Industries Journal; Cross Cultural Management: an International Journal; International Journal of Data Mining and Bioinformatics (IJDMB); Social Behavior and Personality: An International Journal; Policing: an International Journal of Police Strategies & Management; African Journal of Business Management; Sociological Focus; Review of Social Psychology; Journal of Applied Social Psychology; Review of Public Personnel Administration; The Leadership Quarterly; Human Performance; Journal of Public Administration Research and Theory; Journal of Public Administration and Policy Research; International Journal of Psychology; European Review of Applied Psychology; Environmental Engineering and Management Journal; International Review of Administrative Sciences; British Journal of Psychology; Journal of Management & Organization, Industrial Health; International Journal of Human Resources Development and Management; (IJHRDM); Contemporary Economics; International Journal of Auditing, International Journal of Healthcare Technology and Management (IJHTM); Teaching and Teacher Education, Current Psychology, עיונים במנהל ובארגון החינוך, Management Decision, International Journal of Health Planning and Management; Zeitschrift für Psychologie. |

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| **Years** | **Reviewing for Fund Agencies** |
| 1995 | Social Sciences and Humanities Research Council of Canada (SSHRC). |
| 2005-2006 | Israel Science Foundation (ISF). |
| 2006-present: | Reviewers' board of the European Science Foundation (ESF). |
| 2008 | GIF: The German Israeli Foundation. |
| 2009 | Austrian Science Fund (FWF). |
| 2014 | Social Sciences and Humanities Research Council of Canada (SSHRC). |
| 2016-2019 | Three years membership as Expert Reviewer for the European Science Foundation. |
| 2016 | GIF: The German Israeli Foundation. |
| 2017 | Social Sciences and Humanities Research Council of Canada (SSHRC). |

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| **Years** | **Reviewing for Other Scholarly Activities** |
| 1990-1992 | Organizational Behavior Division of the Annual Meetings of the Administrative Sciences Association of Canada (ASAC). |
| 1990, 1992 | Book Series Studies in Technological Innovation and Human Resources (Editor: Urs E. Gattiker) for Volume 3 and Volume 4. |
| 1994 | Second World Conference on Management of the International Federation of Scholarly Associations of Management (IFSAM). |
| 1996 | Reviewer for the book: *Managing Organizational Behavior* - 1st Canadian Edition. Publisher: John Wily & Sons. |
| 1994-2002 | Reviewer for the Organizational Behavior Division of the Annual Meetings of the Academy of Management. |
| 2011-2013 | Israeli Organizational Behavior Conference (IOCB) Sponsored by the Academy of Management. |
| 2014 | Advisor for the Open University book “The local government – Between the state, the community and the market economy” (Edited by Yagil Levy and Eti Sarig). (2014, Vol. A, Chapter 5). |
| 2014 | Reviewer for the conference on commitment,held in[The Ohio State University](http://www.osu.edu/), Columbus, Ohio (USA). |
| 2018 | Reviewer for the II Incubator Commitment Meeting held in University of São Paulo, Brazil, 2019. |

**6. PARTICIPATION IN SCHOLARLY REFEREED CONFERENCES**

(In the vast majority of the conferences, I gave lectures)

1. **Active Participation**

**A.1 International Conferences – Held Abroad.**

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| **Date** | **Name of Conference** | **Place of Conference** | **Subject of Lecture** |
| 1980 | 40th Annual Meeting of the Academy of Management | USA | "Public Sector Interest Arbitration when Strike Prohibition is not Enforced: The Israeli Experience". |
| 1981 | 76th Annual Meeting of the American Sociological Association | Toronto | "The Power of Social Collectivities". |
| 1989 | 49th Annual Meeting of the Academy of Management Organizational Behavior Division | Washington D.C. USA | "A Reexamination of the Side-Bet Theory as Applied to Organizational Commitment: A Meta-Analysis". |
| 1990 | 18th Annual Meeting of the Administrative Sciences Association of Canada, Organizational Behavior Division | Whistler, British Columbia, Canada | 1. "Antecedents of Organizational Commitment: A Meta-Analysis".  2. "Gender and Income Inequality: The Israeli Case". |
| 1990 | 50th Annual Meeting of the Academy of Management, Organizational Behavior Division | San Francisco, USA | "An Empirical Assessment of Organizational Commitment Using the Side-bet Theory Approach: A Study of Employees in Canada and the USA". |
| 1991 | 32nd Annual Meeting of the Western Academy of Management, Personnel and Human Resources Management Division | Santa Barbara, California, USA | "Attitudinal Militancy and Propensity to Strike Among Three Occupational Groups". |
| 1991 | 28th Annual Meeting of the Eastern Academy of Management, Organizational Behavior Division | Hartford, Connecticut, USA | "Determinants of Organizational Commitment across Occupational Groups: A Meta-Analysis". |
| 1991 | 19th Annual Meeting of the Administrative Sciences Association of Canada | Niagara Falls, Ontario, Canada | 1. "Gender Based Wage Differences: Job Segregation and Occupation Effect".  2. "The effect of Career and Reward Variables on Work Commitment". |
| 1991 | 51st Annual Meeting of the Academy of Management, Power, Negotiation and Conflict Management Division | Miami, Florida,  USA | 1. "Multicultural Groups: Tapping their creative potential with Constructive Conflict".  2. "Gender Based Wage Differences: The effects of Occupation and Job Segregation". |
| 1992 | 20th Annual Meeting of the Administrative Sciences Association of Canada | Quebec City, Quebec, Canada | 1. "Organizational Commitment-Turnover Relationship Across Occupational Groups: A Meta-Analysis".  2. "Income and Pay Satisfaction in Relations to Organizational Commitment: A Meta-Analysis". |
| 1992 | 3rd Annual Meeting of the International Personnel and Human Resources Management | Berkhamsted, Hertfordshire UK | "An Empirical Assessment of the Multi dimensionality of Union Participation". |
| 1993 | 53rd Annual Meeting of the Academy of Management, Human Resources Division | Atlanta, Georgia, USA | "Unions and Ethnic Diversity: The Israeli Case of East European Immigrants". |
| 1993 | 21st Annual Meeting of the Administrative Sciences Association of Canada | Lake Louise, Alberta, Canada | "On the discriminant validity of the Meyer and Allen (1984) measure of organizational commitment: How does it fit with the work commitment construct?" |
| 1994 | 54th Annual Meeting of the Academy of Management, Organization Behavior Division | Dallas, Texas, USA | "A multidimensional approach to the relationship between organizational commitment and nonwork participation". |
| 1994 | 2nd Meeting of the International Federation of Scholarly Associations of Management (IFSAM) | Dallas, Texas,  USA | "Relationships between organizational commitment and aspects of nonwork among nursing personnel". |
| 1995 | 55th Annual Meeting of the Academy of Management, Women in Management Division | Vancouver, British Columbia, Canada | "Two directions of conflict between work and nonwork: A test of their unique determinants and outcomes". |
| 1996 | 56th Annual Meeting of the Academy of Management, Organizational Behavior Division | Cincinnati,  USA | "Do good citizens make good organizational citizens? An empirical examination of the effects of citizenship behaviors and orientations on Organizational Citizenship Behavior". |
| 1996 | 56th Annual Meeting of the Academy of Management, Human Resources Division | Cincinnati,  USA | 1. "Turnover in the legal profession: An empirical investigation of voluntarily leaving in an overlooked occupational group".  2. "Politics and the work place: An empirical examination of the relationships between political behavior and work outcomes". |
| 1997 | 15th Annual Conference of the Association of Management | Montreal,  Canada | "Organizational politics and employee performance: A literature review and proposed model". |
| 1997 | 57th Annual Meeting of the Academy of Management, Women in Management Division | Boston,  USA | "The work/nonwork relationship: A cross-cultural study of women over time". |
| 1998 | 58th Annual Meeting of the Academy of Management, International Management Division | San Diego, USA | 1. "A cross-cultural examination of the relationship between commitment forms and work and nonwork outcomes: A comparison of Arab and Jewish nurses in Israel".  2."The relationship between commitment forms and work outcomes: A comparison of three models". |
| 1999 | 59th Annual Meeting of the Academy of Management, Public and Non-Profit Division | Chicago,  USA | 1. "The role of public sector image and personal characteristics in determining tendency to work in the public sector".  2. "Influence tactics and perceptions of organizational politics: A longitudinal study"**.** |
| 2002 | 62nd Annual Meeting of the Academy of Management, Healthcare Management Division | Denver,  USA | 1.“Professionalism and Organizational Citizenship Behavior (OCB): An empirical examination among Israeli nurses"  2. “Does climate matter? An empirical examination of the relationship between organizational climate (OC) and organizational citizenship behavior (OCB)". |
| 2004 | 64th Annual Meeting of the Academy of Management, Organizational Behavior Division | New Orleans,  USA | 1. "A longitudinal analysis of the relationship between multiple commitments and withdrawal cognitions"  2. Symposium, "Commitment is Commitment is Commitment, or is it? A Contemplation of Commitment Constructs". |
| 2005 | 65th Annual Meeting of the Academy of Management, Human Resource Management Division | Honolulu, Hawaii,  USA | “Dual commitment to the organization and the union: A multidimensional approach". |
| 2008 | 68th Annual Meeting of the Academy of Management, Organizational Behavior Division | Anaheim, California,  USA | "Group characteristics as moderators of the relationship between exchange variables and OCB". |
| 2009 | 68th Annual Meeting of the Academy of Management, International Management Division. | Chicago, Illinois,  USA. | 1. "The relationship between values and commitment: A comparison between Chinese and Israeli employees". |
| 2012 | 71th Annual Meeting of the Academy of Management, Gender and Diversity in Organizations Division. | Boston, Massachusetts,  USA | "The role of values and leadership style in developing OCB among Arab teachers in Israel" |
| 2014 | 2nd Biennial Africa Academy of Management (AFAM). | Gaborone, Botswana. | “Relationship between emotional intelligence and burnout with OCB: An Examination among Arab Teachers” |
| 2014 | 2nd Biennial Africa Academy of Management (AFAM). | Gaborone, Botswana. | Session Chair - Track 2 - “Emotional intelligence, Leadership & Motivation”. |
| 2014 | 28th International Congress of Applied Psychology (ICAP). (Invited Symposium: *Employee Commitment: An International Perspective*. Convener: Professor John Meyer, Western Ontario, Canada). | Paris, France. | “The role of principals’ values and perceived leadership style in developing organizational commitment among Arab teachers in Israel”. |
| 2014 | 2014 Conference on Commitment. | The Ohio State University, Columbus, Ohio, USA. | (Symposium: Commitment across cultures: research challenges, opportunities, and strategies. Facilitator: Professor John Meyer, Western Ontario, Canada). |
| 2015 | 75th Annual Meeting of the Academy of Management, International Management Division. | Vancouver, BC, Canada | "The Role of the Principal's Values in Developing Organizational Commitment among Arab Teachers" |
| 2016 | EAWOP Small Group Meeting: “The Future of Workplace Commitment”. | University of Bath, School of Management, UK. | Panel Discussion (with Kathleen Bentein). |
| 2017 | European Association of Work and Organizational Psychology | University College,  Dublin, Ireland. | Position paper: Future of workplace commitment: key questions and directions (with van Rossenberg, Y.G.T., Klein, H., Asplund, K., Bentein, K., Breitsohl, H., Chavanovanich, J., Cross, D., Rodrigues, A. C., Duflot, V., Kilroy, S., Ali N. O., Rapti, A., Ruhle, S., Solinger, O., Swart, J., and Yalabik, Z.) |
| 2017 | International Conference on Performance Management for Public Universities and Hospitals. | University of Renmin, Beijing, China | Member of Roundtable on the theme: Performance Management of Public Universities. |
| 2019 | the II Incubator Commitment Meeting | University of São Paulo, Brazil | Commitment and counterproductive work behaviors |
| 2020 | AOM Specialized Conference: Advancing Management Research in Latin America | Mexico City, Mexico | The relationship between dark triad traits, situational variables, and counterproductive work behaviors among nurses in China |
| 2022 | Between narcissism and entitlement: Self enhancement in a cross-cultural perspective Ⅱ | Warsaw, Poland. | The rise (and fall?) of dark personalities: The effect of perceived success on the relationship between the Dark Triad and CWB |
| 2022 | Between narcissism and entitlement: Self enhancement in a cross-cultural perspective Ⅱ | Warsaw, Poland. | Session Chair: Session 6 - Dark personality |

**A.2 Local Conferences**

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| **Date** | **Name of Conference** | **Place of Conference** | **Subject of Lecture** |
| 1983 | 13th Annual Meeting of the Industrial Relations Research Association of Israel | Tel-Aviv | "The definition and measurement of Power in Shop Committees". |
| 1987 | 17th Annual Meeting of the Industrial Relations Research Association of Israel | Tel-Aviv | "The Power of Social Collectivities: A Follow-up Study". |
| 1988 | 19th Annual Meeting of the Israel Sociological Association | Tel-Aviv | "Organizational Commitment and Personal Variables: A Meta-Analysis". |
| 1989 | 20th Annual Meeting of the Israel Sociological Association | Tel-Aviv | "Worker's Commitment to Union and Work: Dual or Unilateral Commitment?" |

**B. Organization of Conferences or Sessions**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **Name of Conference** | **Place of Conference** | **Subject of Conference** | **Role** |
| 2010 | Commitment conference | The Blackwell Inn Fisher College of Business, The Ohio State University Columbus, Ohio, USA | Advances and debates surrounding workplace commitments | Program Committee |
| 2014 | Commitment conference | The Blackwell Inn Fisher College of Business, The Ohio State University Columbus, Ohio, USA | Commitment in Organizational Contexts | Program Committee |
| 2016 | Commitment conference | School of Management, University of Bath, UK. | EAWOP Small Group Meeting on: ‘The Future of Workplace Commitment’ | Program Committee |
| 2017 | Commitment conference | The Blackwell Inn Fisher College of Business, The Ohio State University Columbus, Ohio, USA. | Commitment in Organizational Contexts | Program Committee |

**7. Colloquium Talks**

|  |  |  |  |
| --- | --- | --- | --- |
| **Date** | **Place of Lecture** | **Name of Forum** | **Presentation** |
| 2003 | Graduate School of management, University of Western Sydney, Australia | Faculty | "Multiple commitments in the workplace. A multidimensional approach". |
| 2003 | The University of Queensland, Business School, Queensland, Australia. | Faculty and PhD students | "Multiple commitments in the workplace. A multidimensional approach". |
| 2004 | Department of Management and Organization, National University of Singapore, Singapore | Faculty and Ph.D. students | “The relationship between individualism, collectivism, the perception of justice, and demographic characteristics and organizational citizenship behavior (OCB)”. |
| 2006 | Institute of Technology and Education (ITB), University of Bremen, Bremen, Germany. | Faculty and Ph.D. students | "Dynamics between Occupational and Organizational Commitment in the Context of Flexible Labor Markets: A Review of the Literature and Suggestions for a Future Research Agenda". |
| 2007 | ESADE, Barcelona, Spain. | Ph.D. students | "How to Publish in top Journals". |
| 2008 | Monash University, Melbourne, Australia, Psychology Department. | Faculty and PhD students | "The Relationship between Individual Values, Psychological Well-being, and Organizational Commitment among Israeli Police Officers". |
| 2011 | University of Rouen, Business School, Rouen, France | Faculty | "Commitment in the workplace" |
| 2013 | University of Caen, Business School,  Caen, France. | Faculty | “Some ideas as to better succeed in research and publications”. |
| 2014 | University of Iasi, Department of Political Science, Romania. | Faculty and students | “Organizational citizenship behavior- What do we know about it and where do we go from here”. |

Research seminars were also given in Bar Ilan University (School of Business and Psychology Department), Tel Aviv University (School of Management), Jerusalem University (Business School), University of Haifa (Center for the Study of Organizations and Human Resource Management).

**8. RESEARCH GRANTS**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Role in Research** | **Other Researchers** | **Title** | **Funded by** | **Amount** | **Years** |
| PI |  | Social Power in Organizations | Histadrut" - General Federation of Labor in Israel (D. Ben Gurion Fund) | $2,000 | 1979 |
| PI |  | Commitment to Trade Union | Histadrut" - General Federation of Labor in Israel (D. Ben Gurion Fund) | $750 | 1985 |
| PI |  | Commitment to Trade Union | Israel Foundations Trustees (Ford Foundations) | $7,000 | 1986 |
| PI |  | Commitment to Trade Union | The National Council for Research and Development | $6,000 | 1988 |
| PI |  | The Effects of Dual and Unilateral Commitment to Organization and Union on Work Behavior Outcomes | University of Lethbridge, Alberta, Canada, Research Fund Award | $3,000 | 1990 |
| PI |  | Work Commitment: Its determinants and outcomes among Israeli employees | Ministry of immigration in Israel | $1,700 | 1993 |
| PI |  | Work commitment among Israeli Employee | University of Haifa research grant | $5,500 | 1994 |
| PI |  | Determinants of intentions to use Employees Assistant Programs (EAP): A comparison between Israel and Canada | Israel Association for Canadian Studies | $2,500 | 1997 |
| PI |  |  | University of Haifa research grant for excellence | $4,000 | 1998 |

**9. SCHOLARSHIPS, AWARDS, AND PRIZES**

**SCHOLARLY AWARDS**

1981: Tab J.Y. Prize for Achievements in Industrial Relations, Technion - Israel Institute of Technology.

1985: Gutwirth Scholarship for Doctoral Studies, Technion - Israel Institute of Technology.

1987: Excellence Prize in Doctoral Studies, Technion - Israel Institute of Technology.

1989: "Hevrat Ha'Ovdim" (The Economic Branch of the "Histadrut" - General Federation of Labor in Israel) Research Prize for the Doctoral Dissertation.

1991: Selected among the best six papers out of 177 submissions at the 28th Annual Conference of the Eastern Academy of Management, Hartford, Connecticut, USA, for the paper "Determinants of Organizational Commitment Across Occupational Groups: A Meta-Analysis".

1992: The Honorable Mention Award in the 20th Annual Conference of the Administrative Sciences Association of Canada (Organizational Behavior Division), Quebec City, Quebec, with coauthor Nadine Hudecek, for the paper "Organizational Commitment-Turnover Relationship Across Occupational Groups: A meta-Analysis".

1995: Faculty Enrichment Award-Department of External Affairs - Canada.

1997: Selected among the best six papers in the 57th Annual Meeting of the Academy of Management, Women in Management Division, August 1997, Boston, for the paper, "The work/nonwork relationship: A cross-cultural study of women over time" (with Catherine Kirchmeyer).

1998: Meritorious Reviewer Award for 1997: Selected as one of the three best reviewers of the journal *Human Relations* for the year 1997.

2008: Outstanding Reviewer for *Journal of Organizational Behavior*.

2016: Highly Commended Paper in the 2016 Emerald Literati Network Awards for Excellence. The paper *“The mediating role of burnout on the relationship of emotional intelligence and self-efficacy with OCB and performance.”* published in *Management Research Review*,2015, 38(1) (with co-author Mohamed Abedallah)

2016: Outstanding contribution in reviewing for *Journal of Vocational Behavior*.

2022: Nominated for the 2022 Best Teaching and Learning Paper Award for the *Organization Management Journal*. The paper “Examining correlates of organizational citizenship behavior and counterproductive work behavior in a collectivist culture: the case of Arab teachers in Israel” (with co-author Mohamed Abedallah).

**10. TEACHING**

**A. Courses taught in recent years**

**University of Haifa**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **Name of Course(s)** | **Type of Course** | **Degree** | **Number of Students** |
| 2017-2018 | Introduction to Management and Organization | Lecture | Graduates and Undergraduates | About 40 |
| 2010-present | Organizational Behavior in the Movies | Seminar | Undergraduates | About 20 |
| 2000-present | Organizational Behavior | Lecture and Seminar | Graduates and Undergraduates | About 20 |
| 1992-present | Human Resource Management | Lecture | Graduates and Undergraduates | About 30 |
| 1992-present | Organizational Development and Change | Lecture and Seminar | Graduates and Undergraduates | About 15-20 |
| 1992-present | Research Methods | Seminar | Graduates | About 15-30 |
| 1992-1998 | Industrial Relations System in Israel | Lecture and Seminar | Undergraduates | About 25 |

**Sydney Graduate School of Management, University of Western Sydney, Australia**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **Name of Course(s)** | **Type of Course** | **Degree** | **Number of Students** |
| 2003 (summer) | Contemporary Organizational Behavior | Lecture | Graduates | 35 |

**University of Lethbridge, Alberta, Canada**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Year** | **Name of Course(s)** | **Type of Course** | **Degree** | **Number of Students** |
| 1989-1992 | Human Resource Management | Lecture | Undergraduates | About 60 |
| 1989-1992 | Organizational Development and Change | Lecture | Undergraduates | About 60 |
| 1989-1992 | Organizational Behavior | Lecture | Undergraduates | About 60 |

**B. Supervision of Graduate Students**

**M.A.**

|  |  |  |  |
| --- | --- | --- | --- |
| **Name of Student** | **Title of Thesis** | **Degree** | **Date of Completion** |
| Eran Vigoda | "Organizational Citizenship Behavior: A new model for evaluating performance in the Israeli public sector" | M.A. | 1995 |
| Aliza Samorly | "The relationship between socioeconomic status, personal psychological variables and political participation" | M.A. | 1996 |
| Hani Davidesko | "Is there a tendency for a sectorial selection among students who are looking for a job?" (With Yair Zalmanovitch). | M.A. | 1999 |
| Hanit Schwartz | "Determinants of employees willingness to participate in Employee Assistance Programs (EAP)" | M.A. | 1999 |
| Lilach Granot | "The relationship between personal, role and organizational determinants on women's promotion to managerial positions in high schools in Israel" | M.A. | 1999 |
| Dany Keren | "The relationship between organizational climate and organizational citizenship behavior (OCB)". | M.A. | 1999 |
| Anat Avrahami | “The relationship between individualism/collectivism and organizational citizenship behavior (OCB)” | M.A. | 2003 |
| Yariv Horev | "Establishing public policy inside the Israeli health system" (with David Nachmias) | M.A. | 2004 |
| Ziva Rozen Bachar | "The effect of mergers and acquisitions on labor" | M.A. | 2004 |
| Ronit Golan | "The relationship between past absences, multiple commitments, tendencies toward leaving and prediction of absence" | M.A. | 2005 |
| Efrat Liani | "Factors affecting home-work/work-home conflicts among female hospital employees in Israel: the role of organization in aiding this interaction" | M.A. | 2006 |
| Orit Shamai | "The relationship between individual values and subjective well-being among Israeli police officers" | M.A. | 2008. |
| Ebrahem Abedel majid | "The relation between individual values and organizational commitment among Arab teachers" | M.A. | 2008 |
| Aya Veled-Hecht | "The relationship between organizational socialization and organizational justice to commitment in the workplace" | M.A. | 2008 |
| Osnat Mordechi | "The relationship between organizational and occupational commitment to organizational citizenship behavior in the Israeli educational system" | M.A. | 2008 |
| Tali Buhadana | “The relationship between values, accountability, and performance in the public service”. | M.A. | 2009 |
| Avi Veinberg | "The relationship between organizational justice, organizational citizenship behavior (OCB), and creativity in an organization". | M.A. | 2010 |
| Lilach Caspari | "Individual values, commitment and intention to leave among teachers during the introduction of the "New Horizon" reform". | M.A. | 2010 |
| Abedalphatah Abedallah | "Organizational Citizenship Behavior (OCB) among female Arab teachers in Israel" | M.A. | 2011 |
| Sari Ehrlich | "The relationship between individual values and psychological contracts with innovative work behavior". | M.A. | 2011 |
| Mohamad Abedallah | "The mediating role of burnout on the relationship between emotional intelligence and self-efficacy with OCB and In role Performance: An examination among Arab teachers". | M.A. | 2012 |
| Alon Diamant | “The ‘dark side’ of organizational behavior: Organizational and situational determinants counterproductive behavior of employees in the public sector. | M.A. | 2014 |
| Geries Abdo | “The effects of dark triad personality (DTP) on counterproductive work behavior (CWB)”. | M.A. | 2022 |
| **Ph.D.** |  |  |  |
| Eran Vigoda | "Politics at work: Intra organizational influences tactics, their antecedents and implications on employees behavior and performance at work" | Ph.D. | 1998 |
| Anat Froind | "Multiple work commitments: A longitudinal study to examine their effect on employee's turnover in the public sector" | Ph.D. | 2000 |
| Yardena Kol | "Organizational citizenship in health care organizations: The relationship between professionalism and OCB" | Ph.D. | 2000 |
| Avi Carmeli | "The relationship between organizational resources and capabilities and organizational performance - failure and success - of municipalities authorities in Israel" | Ph.D. | 2000 |
| Itai Gilboa | "Urban Democracy in Israel: Citizens and interest groups in the local political process" (with Yael Yishai). | Ph.D. | 2001 |
| Ben Ztion Panso | "The functioning of high school principals in the environment of the organization". | Ph.D. | 2004 |
| Avishag Gordon | "The status of terrorism in the academy: Comparative aspects and the role of periodicals" (with Avraham Brichta and Irene Sever). | Ph.D. | 2004 |
| Danny Keren | “The influence of organizational culture’s dimensions on organizational citizenship behavior (OCB) in educational organizations” | Ph.D. | 2007 |
| Eli Ben-Tura | "Group characteristics as mediating and moderating variables between social exchange commodities (organizational commitment, trust, organizational justice) and extra-role and in-role behavior" | Ph.D. | 2007. |
| Anat Avrahami | "The relationship between leadership, empowerment, perceptions of justice and Organizational Citizenship Behavior (OCB) | Ph.D. | 2008 |
| Edith Levints-Gilai | "Attachment style- the organizational glue: The relationship between attachment style and organizational commitment"(with Abraham Kluger -Hebrew University, the sponsor institution). | Ph.D. | 2008 |
| Gabriel Sayag | "Internal audit effectiveness in organizations: The Israeli case". | Ph.D. | 2008 |
| Ziva Rosen-Bachar | "Multinational enterprises in the global era: The impact of economic, political, technological, and cultural factors on labor market policy on inward and outward FDI and their implications for national labor markets at the global level". | Ph.D. | 2011 |
| Ebrahem Abedel-majid | "Individual values, leadership, and commitment and their effect on Organizational Citizenship Behavior among Arab teachers in Israel". | Ph.D. | 2011 |
| Efrat Liani | "The relationship between individual values and work/nonwork conflict among Israeli employees". | Ph.D. | 2013 |
| Yehudit Reuveni | "Shared mental models in multidisciplinary teams in public and private organizations: The role of leadership style (with Dr. Dana Vashdi)". | Ph.D. | 2013 |
| Osnat Mordechi (Eyal). | The psychological contract in public organizations: Its mediating contribution to workers' attitudes and their performance in Jewish and Arab sectors. | Ph.D. | 2014 |
| Lilach Shoval | Deeper connections-stronger reactions: psychological contract type as a mediating factor in the relationship between personal, social, and organizational factors and organizational misbehaviors in the Israeli educational system. | Ph.D. | 2017 |
| Sari Erlich | Constructive deviance in the public sector: The relationship between moral identity, organizational justice, and “construction deviance” and the role of mediating variables (organizational commitment, psychological contract violation, and organizational climate for innovation) in this relationship. | Ph.D. | 2018 |
| Avi Veinberg | The Relationship between the type of psychological contract, its violation, and creativity among teachers in the public sector in Israel. | Ph.D. | 2019 |
| Mohammad  Abedallah | Burnout and Organizational Justice as Mediating Variables in the Relationship between Personality Variables and Counterproductive Work Behavior (CWB) | Ph.D. | 2020 |

**PUBLICATIONS**

**A. D.Sc. Dissertation**

"Commitment to Trade Union: Its Measurement, Antecedents and its Salience to Other Commitments in the Work Environment among Union Members in Israel"; Hebrew; 299 pages; date of the Dissertation: 29.5.1989.

**M.Sc. Thesis**

"Social Power in Organizations: Building an Index and Testing its Validity on Shop Committees and Management"; Hebrew; 166 pages; date of the Thesis: 9.7.1982.

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**Note: The order of the listed authors appears according to their relative contribution and their appearance in the publications.**

**B. SCIENTIFIC BOOKS (REFEREED).**

**AUTHORED BOOKS- PUBLISED**

**1. Aaron Cohen**, *Multiple Commitments in the Workplace: An Integrative Approach*. Mahwah, NJ: Lawrence Erlbaum Associates, 2003.

**2. Aaron Cohen**, *Fairness in the workplace: A global perspective*. New York, Palgrave McMillan, 2015.

**3. Aaron Cohen**, *Counterproductive work behaviors: Understanding the dark side of personalities in organizational life,* New York, Routledge, 2018.

**EDITED BOOKS- PUBLISHED**

1. Eran Vigoda, **Aaron Cohen** (Editors), *Citizenship and Management in Public Administration: Integrating Behavioral Theories and Managerial Thinking*. Edward Edgar Publishing LTD, 2004.

**D. ARTICLES IN REFEREED JOURNALS**.

**PUBLISHED**

1. Gedaliahu H. Harel and **Aaron Cohen**, "Public Sector Interest Arbitration in Israel", *The Arbitration Journal*, 1980, 35, 27-32.

2. Chanoch Jacobsen and **Aaron Cohen**, "The power of Social Collectivities: Towards and Integrative Conceptualization and Operationalization," *British Journal of Sociology*, 1986, 37, 106-121.

3. **Aaron Cohen** and Chanoch Jacobsen, "The Power of Social Collectivities: A Follow-up Study," *British Journal of Sociology*, 1987, 38(1), 101-105.

4. **Aaron Cohen** and Geula Lowenberg, " A Reexamination of the Side-Bet Theory as Applied to Organizational Commitment: A Meta-Analysis," *Human Relations*, 1990, 43(10), 1015-1050.

5. **Aaron Cohen**, "Career Stage as a Moderator of the Relationships between Organizational Commitment and Its Outcomes: A Meta-Analysis", *Journal of Occupational Psychology* (currently Journal of Occupational and Organizational Psychology), 1991, 64, 253-268.

6. Kirchmeyer Catherine and **Aaron Cohen**, "Multicultural Groups: Their performance and reactions with constructive conflict", *Group and Organization Management*, 1992, 17(2), 153-170.

7. **Aaron Cohen** and Urs E. Gattiker, "An empirical assessment of organizational commitment using the Side-Bet theory approach," *Relations Industrielles/ Industrial Relations*, 1992, 47(3), 439-461.

8. **Aaron Cohen**, "Antecedents of Organizational Commitment across Occupational Groups: A Meta-Analysis," *Journal of Organizational Behavior*, 1992, 13(6), 539-558.

9. **Aaron Cohen**, "Attitudinal Militancy and Propensity to Strike among Engineers and X-Ray Technicians," *Human Relations*, 1992(12), 45, 1333-1366.

10. **Aaron Cohen**, "Work Commitment in Relations to Withdrawal Intentions and Union Effectiveness," *Journal of Business Research*, 1993(1), 26, 75-90.

11. **Aaron Cohen** and Nadine Hudecek, "Organizational Commitment-Turnover Relationship across Occupational Groups: A Meta-Analysis," *Group and Organization Management* (formerly - Group and Organization Studies), 1993, 18(2), 188-213.

12. **Aaron Cohen**, "Age and Tenure in Relation to Organizational Commitment: A Meta-Analysis," *Basic and Applied Social Psychology*, 1993, 14(2), 143-159.

13. **Aaron Cohen**, "Organizational Commitment and Turnover: A Meta-Analysis", *Academy of Management Journal*, 1993, 36 (5), 1140-1157.

14. **Aaron Cohen**, "An Empirical Assessment of the Multi dimensionality of Union Participation," *Journal of Management*, 1993, 19(4), 749-773.

15. **Aaron Cohen** and Catherine Kirchmeyer, "Unions and Ethnic Diversity: The Israeli Case of East European Immigrants", *Journal of Applied Behavioral Science*, 1994, 30 (2), 141-158.

16. **Aaron Cohen** and Urs E. Gattiker, "Rewards and Organizational Commitment across Structural Characteristics: A Meta-Analysis," *Journal of Business and Psychology*, 1994, 9(2), 137-157.

17. **Aaron Cohen**, "An Examination of the Relationship between Work Commitment and Nonwork Domains", *Human Relations*, 1995, 48 (3), 239-263.

18. **Aaron Cohen** and Catherine Kirchmeyer, "A Multidimensional Approach to the Relationship between Organizational Commitment and Nonwork Participation", *Journal of Vocational Behavior*, 1995, 46 (2), 189-202.

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19. **Aaron Cohen**, "On the discriminant validity of the Meyer and Allen (1984) measure of organizational commitment: How does it fit with the work commitment construct?" *Educational and Psychological Measurement*, 1996, 56 (3), 494-503.

20. Yael Yishai and **Aaron Cohen**. (Un) Representative bureaucracy: Women in the Israeli Senior Civil Service. *Administration and Society*, 1997, 28(4), 441-465.

21. **Aaron Cohen**, "Personal and Organizational Responses to Work/nonwork Interface as Related to Organizational Commitment", *Journal of Applied Social Psychology*, 1997, 27(12), 1085-1114.

22. Urs E. Gattiker and **Aaron Cohen**, "Gender-based wage differences: The effects of occupation and job segregation", *Relations Industrielles/Industrial Relations*, 1997, 52(3), 507-530.

23. **Aaron Cohen**, "Nonwork influences on withdrawal cognitions: An empirical examination of an overlooked issue", *Human Relations*, 1997, 50(12), 1511-1536.

24. **Aaron Cohen** and Eran Vigoda, "An empirical assessment of the relationship between general citizenship and work outcomes", *Public Administration Quarterly*, 1998, 21(4), 401-431.

25. **Aaron Cohen**, "An examination of the relationship between work commitment and work outcomes among hospital nurses", *Scandinavian Journal of Management*, 1998, 14(1/2), 1-17.

26. **Aaron Cohen** and Eran Vigoda "The growth value of good citizenship: An examination of the relationship between civic behavior and involvement in the job", *Applied Psychology: An International Review*, 1998, 47, (4), 559-570.

27. Eran Vigoda and **Aaron Cohen**, "Organizational politics and employee performance: A review and theoretical model" *Journal of Management Systems*, 1998, 10(3), 359-372.

28. **Aaron Cohen**, "Relationships among five forms of commitment: An empirical assessment", *Journal of Organizational Behavior*, 1999, 20(3), 285-308.

29. **Aaron Cohen**, "Turnover among professionals: A longitudinal study of American lawyers", *Human Resource Management Journal*, 1999, 38(1), 61-75.

30. **Aaron Cohen** and Eran Vigoda, "Politics and the work place: An empirical examination of the relationships between political behavior and work outcomes", *Public Productivity & Management Review*, 1999, 20(3), 389-406.

31. **Aaron Cohen** "The relation between commitment forms and work outcomes in Jewish and Arab culture". *Journal of Vocational Behavior*, 1999, 54 (3), 371-391.

32. Catherine Kirchmeyer and **Aaron Cohen**, "Different strategies for managing the work/nonwork interface: A test for unique pathways to work outcomes", *Work and Stress*, 1999, 13, (1) 59-73.

33. **Aaron Cohen** "The relationship between commitment forms and work outcomes: A comparison of three models" *Human Relations*, 2000, 53(3), 387-418.

34. **Aaron Cohen** and Eran Vigoda "Do good citizens make good organizational citizens? An empirical examination of the relationship between general citizenship and organizational citizenship behavior in Israel", *Administration & Society*, 2000, 32(5), November, 596-624.

35 Abraham Carmeli and **Aaron Cohen**, “Organizational reputation as a source of sustainable competitive advantage and above-normal performance: An empirical test among local authorities in Israel” *Public Administration & Management: An Interactive Journal*, 2001, 6(4), pp. 122-165.

36. Abraham Carmeli and **Aaron Cohen**, “The financial crisis of local authorities in Israel: A resource-based analysis”, *Public Administration*, 2001, 79, (4), 871-891.

37. **Aaron Cohen**, Eran Vigoda, and Aliza Samorly "Analysis of the mediating effect of personal-psychological variables on the relationship between Socioeconomic status and political participation: A structural equation framework", *Political Psychology*, 2001, 22(4), 727-757.

38. Eran Vigoda and **Aaron Cohen** "Influence tactics and perceptions of organizational politics: A longitudinal study", *Journal of Business Research*, 2002, 55 (4): 311-324.

39. **Aaron Cohen** and Hanit Schwartz, "An empirical examination among Canadian teachers of determinants of the need for employees' assistance programs", *Psychological Reports/Perceptual and Motor Skills*, 2002, 90, 1221-1238.

40. Eran Vigoda and **Aaron Cohen**, “Work congruence and excellence in Human resource management: Empirical evidence from the Israeli non-profit sector” *Review of Public Personnel Administration*, 2003, 23(3), 192-216.

41. **Aaron Cohen** and Yardena Kol, “Professionalism and Organizational Citizenship Behavior (OCB): An empirical examination among Israeli nurses, *Journal of Managerial Psychology*, 2004, 19(4), 386-405.

42 **Aaron Cohen** and Anat Avrahami, “Soccer fans motivation as a predictor of participation in soccer related activities: An empirical examination in Israel”, *Social Behavior and Personality: An International Journal*, 2005, 33(5), 419-434.

43. **Aaron Cohen** and Anat Freund, “A longitudinal analysis of the relationship between multiple commitments and withdrawal cognitions”, *Scandinavian Journal of Management*, 2005, 21(3), 329-351.

44. **Aaron Cohen** and Catherine Kirchmeyer, "A cross-cultural study of the work/nonwork interface among Israeli nurses", *Applied Psychology: An International Review*, 2005, 54(4), 538-568.

45. **Aaron Cohen**, “Dual commitment to the organization and the union: A multidimensional approach”, *Relations Industrielles/Industrial Relations (RI/IR)*, 2005, 60(3), 432-454.

46. **Aaron Cohen**, Yair Zalmanovitch and Hani Davidesko "The role of public sector image and personal characteristics in determining tendency to work in the public sector", *Public Administration Quarterly*, 2006, 29(3), 445-480.

47 **Aaron Cohen**, "The relationship between multiple commitments and organizational citizenship behavior (OCB) in Arab and Jewish culture". *Journal of Vocational Behavior*, 2006, 69(1), 105-118.

48 **Aaron Cohen** and Anat Avrahami, “The relationship between individualism, collectivism, the perceptions of justice, and demographic characteristics and organizational citizenship behavior (OCB)”, *The Service Industries Journal*, 2006 (December), Volume 26(8), 889-901.

49 **Aaron Cohen**, "An examination of the relationship between commitments and culture among five cultural groups of Israeli teachers", *Journal of Cross-Cultural Psychology*, 2007, 38(1), 34-49.

50. **Aaron Cohen**, Lilach Granot-Shilovsky, and Yael Yishai, “The relationship between personal, role, and organizational variables and promotion to managerial positions in the Israeli educational system”, *Personnel Review*, 2007, 36(1), 6-22.

51 **Aaron Cohen**, "One nation, many cultures: A cross-cultural study of the relationship between personal cultural values and commitment in the workplace to in-role performance and organizational citizenship behavior", *Cross-Cultural Research*. 2007, 41(3), 271-300.

52 **Aaron Cohen** and Ronit Golan, "Predicting absenteeism and turnover intentions by past absenteeism and work attitudes: An empirical examination of employees in long term nursing care facilities", *Career Development International*, 2007, 12(5), 416-432.

53 **Aaron Cohen**, "Commitment before and after: An evaluation and reconceptualization of organizational commitment", *Human Resource Management Review*, 2007, 17(3), 336-354

54 **Aaron Cohen** and Danny Keren, “Individual values and social exchange variables - Examining their relationship to and mutual effect on in-role performance and organizational citizenship behavior”, *Group & Organization Management*, 2008, 33(4), 425-452.

55 **Aaron Cohen** and Efrat Liani, "Work-Family Conflict among Female Employees in Israeli Hospitals", *Personnel Review*, 2009, 38(1&2), 124-141.

56. **Aaron Cohen**, "A value based perspective of commitment in the workplace: An examination of Schwartz's basic human values theory among bank employees in Israel**",** *International Journal of Intercultural Relations*, 2009, 33, 332-345.

57. **Aaron Cohen**, "Individual Values and the Work/Family Interface: An Examination of High Tech Employees in Israel", *Journal of Managerial Psychology*, 2009, 24(8), 814-832.

58**. Aaron Cohen** and Danny Keren, “Does climate matter? An empirical examination of the relationship between organizational climate (OC) and organizational citizenship behavior (OCB)”, *The Service Industries Journal*, 2010, 30, 247-263.

59. **Aaron Cohen** and Orit Shamai, "The Relationship between Individual Values, Psychological Well-being, and Organizational Commitment among Israeli Police Officers", *Policing: An International Journal of Police Strategies & Management*, 2010, 33(1), 30-51 (Impact factor = 0.646(0.869); Times cited = 6).

60. **Aaron Cohen** and Yehuda Baruch, "An agency theory perspective of the Israeli labor market segmentation: Past, present, and future", *Human Resource Management Review*, 2010, 20(3), 186-193.

61. A**aron Cohen**, "Values and Commitment: A test of Schwartz's Human Values Theory among Arab teachers in Israel", *Journal of Applied Social Psychology*, 2010, 40(8), 1921-1947.

62. **Aaron Cohen** and Gabriel Sayag, "The Effectiveness of Internal Auditing in Organizations: An Empirical Examination of its Determinants in Israeli Organizations", *Australian Accounting Review*, 2010, 20(3), 296-307.

63. Liu Ying and **Aaron Cohen**, "Values, Commitment, and OCB among Chinese Employees", *International Journal of Intercultural Relations*, 2010, 34, 493-506.

64. **Aaron Cohen** and Aya Veled-Hecht, "An Examination of the Relationship between Organizational Socialization and Commitment in the Workplace among Newcomers in Long-term Nursing Care Facilities", *Personnel Review*, 2010, 39(5), 537-556.

65. **Aaron Cohen** and Liu Ying, “Relationships between in-role performance and individual values, commitment, and organizational citizenship behavior among Israeli teachers", *International Journal of Psychology,* 2011, 46(4), 271-287.

66. **Aaron Cohen** and Lilach Caspari, "Individual Values, Organizational Commitment, and Participation in a Change: Israeli Teachers’ Approach to an Optional Educational Reform", *Journal of Business and Psychology*, 2011, 26(3), 385-396.

67. **Aaron Cohen**, Zehava Rosenblatt, and Tali Buhadana, "The relationship between individual values and organizational learning culture among Israeli civil service employees", *Administration & Society*, 2011, 43(4), 446-473.

68. **Aaron Cohen**, "Values and Psychological Contracts in their Relationship to Commitment in the Workplace: An Empirical Examination among Bank Employees in Israel", *Career Development International*, 2011, 16(7), 646-667.

69. **Aaron Cohen**, "The Relationship between Individual Values and Psychological Contracts", *Journal of Managerial Psychology*, 2012, 27(3), 283-301.

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**Sample Chapters**

**Preface**

Online communication has become essential in modern society (Nocera et al., 2022), with nine in 10 U.S. adults using the Internet (Pew Research Center, 2019). Today, most of the world depends on computers, the Internet, and cellular technology. Individuals own laptops connected via Wi-Fi, smartphones, and one or more video game systems that may be networked. Cell phones have become a preferred method of communication for most people, especially text messages. In addition, people have multiple email accounts and social networking profiles on multiple platforms for both personal and business use (Holt, Bossler & Seigfried-Spellar, 2022, Chapter 1). Social networking sites are a fundamental part of individuals' lives. People use social networking sites to preserve their relationships with others, establish new relationships, and to connect with events, people, and organizations.

Online social networking has no generalized definition, but it is defined by Boyd et al. (2008) as a web service that allows an individual to do three things: (A) Generate a public or semipublic profile in a specific system, (B) Create a list of users to interact with and browse through the list of contacts and (C) See what was done by others within the system. There are many benefits of using social networking sites. They (1) elevate the ease in which individuals may form and create online communities, (2) improve collaboration and sharing of information, (3) can lead to the creation of new job roles, and (4) allow users to be constantly connected to friends, (5) allow for ease of communication, information transfer, and (6) help break down social boundaries (Hussain, Wegmann & Griffiths, 2021). People are fond of online social networking for entertainment, social contacts, fun, fame, advertisement, and business. However, some people use social networking sites for malicious purposes.

Over the past 20 years, digital communication has become increasingly important in the workplace and individuals' personal lives. Social media has grown in popularity, particularly with younger people, as more diverse platforms have become available (Holt et al., 2022, Chapter 1; Hand & Scott, 2022). In this era of technology, the popularity of online social networks is increasing among technologically strong and nontechnical people. Availability of the Internet is one of the primary reasons behind the high utilization of online social networking (Boyd et al., 2008). Social networking sites, in particular, provide users with unique platforms that allow them to share their information through personalized web pages and interact with others using the Internet. These characteristics enable many people to use social networking sites to satisfy their self-expression needs. On the one hand, "weak tie" network platforms, i.e., less reciprocal platforms that lack close emotional support, such as Twitter, satisfy the need of people to get the attention of many users while averting direct communication. On the other hand, the asynchrony of the Internet allows individuals to elaborate on their information (Kong et al., 2021).

Compared to the past, making use of cyberspace and communication has increased, and it has been expanding in the last decade due to the increasing growth of virtual social networks and free membership in them, as well as the facilitation of intelligent communication devices such the seen increase in the number of advanced mobile phones leading to a gradual surge in the number of their users. The statistical information regarding this phenomenon is astonishing. Research suggests that 24% of teenagers use social networking sites almost constantly, and 71% use more than one social networking site. Recent statistics indicate that one-third of the individuals worldwide and two-thirds of entire internet users are active social media users (Nikbin, Taghizadeh & Rahman, 2022). As of early 2017, about 2.8 billion people were members of at least one of these virtual social networks, while in 2010, only 0.97 billion of the world's population were members of one of these networks. It is also estimated that by 2020, the number of users of these social networks will increase to 2.95 billion (Soleimani & Abolghasemi, 2021).

In current society, the Internet plays a fundamental role in interpersonal relationships. The Internet became a social environment that could boost positive self-views and had the exceptional ability to integrate into people's lives. There are now 4.57 billion Internet users worldwide, comprising 58.7 percent of the world's population (Holt et al., 2022, Chapter 1). The Internet has changed human connection in profound ways, facilitating a range of diverse and new social connections and interactions. (Hand & Scott, 2022). Many people around the world utilize social media as a means to connect and engage with others in different ways. For instance, 69 percent of American adults use Facebook, though there has been a substantial increase in the use of Instagram and LinkedIn as a means to communicate. By contrast, WhatsApp is much more popular globally and is the number one messaging application across much of South America, Western Europe, Africa, and some parts of Asia (Holt et al., 2022, Chapter 1).

Facebook is the largest social media site with 2.85 billion monthly users, while Twitter is also popular with 340 million users. On Twitter, users can broadcast 'tweets' of up to 280 characters, and other users can like, comment on, or 'retweet' (share) them. Two ways in which Twitter differs from some other popular social media sites are the extent to which it is utilized heavily by celebrities as well as lay-users and the fact that often on, Twitter users who communicate do not know each other offline, in contrast to the majority of Facebook users/ 'friends' (Hand & Scott, 2022). The invention of the Internet and the advancement of its technologies have changed the world and human communication in profound ways.

Today various online services and the ever-evolving social networking sites are ubiquitous in the Western world and keep gaining popularity worldwide: in most European countries and North America, Internet penetration is as high as 90% of the total population (Bogolyubova et al., 2018). Each day, more than a billion people access social networking services to broadcast their personal life, socialize with fellow users, or procrastinate. Furthermore, the heightened importance of social networking sites for social and political discourse has motivated users to join public discussions by expressing their viewpoints on different issues. The above information emphasizes the massive use of social networking sites around the globe. While these instances can be seen as advantages, some experiences can make using mobile phones and the Internet more devastating than enjoying the spontaneity they offer (Grigg, 2010). Unfortunately, this development has paved the way for new forms of virtual abuse, often leading to severe real-life consequences for their victims (Koban et al., 2018).

In addition to the stimulating advantages and benefits of social networking sites, there is a negative side to these profound developments. Information systems have ''flattened'' the world and facilitated communication and trade in ways that had been impossible without them (Harrison et al., 2018); however, maladaptive innovations using new technologies have followed on the heels of legitimate transactions. The evolution of human behavior due to technological innovations has created unparalleled opportunities for crime and misuse. Over the last three decades, there has been a substantive increase in the use of Technology by street criminals and novel applications of technology to create new forms of crime that did not previously exist. The World Wide Web and the Internet also provide a venue for individuals who engage in crime and deviance to communicate and share information, which is not otherwise possible in the real world. As a result, we must begin to understand how and why these changes are occurring (Holt et al., 2022, Chapter 1). What makes this new revolution of Technology so appealing to misbehavior and crime?

Papapicco and Quatera (2019) provide compelling logic to the above question. According to then, following the great Digital Revolution, the "fluid" woman/man changes not only the perception of what s/he lives but also the very essence of the experience, that is, the "Who is," hence her/his identity: a re-written identity using the computer. Redefining your identity in a digital context is, in many ways, beneficial because it allows you to take time to rethink and choose descriptions, photos, or videos best suited to the desire to be constantly visible. In particular, the strong wave of social networks has initially differentiated the virtual and digital identity constructs. Virtual identity is the set of potentials, expectations, and imaginations that have not yet materialized in the online environment: on the contrary, digital identity is the result of the process of "rethinking in an online context." Subsequently, as mentioned earlier, the distinction was canceled with the predominance of the digital identity over the virtual one. It is multiple digital identities because it can be confirmed or disconfirmed, accurate but also fake, where the subjects can choose different ways to express themselves and interact with other subjects. Indeed, it is above all thanks to the endless possibilities of freedom offered by the Net and to this constant man-machine relationship, which gives rise to a new fragmented "Who," incapable also of distinguishing reality from virtuality, driven by the uncontrollable fantasy of being able to become another from her/himself (Papapicco & Quatera, 2019).

Undoubtedly, on the one hand, the Net multiplies the possibilities of creating digital identities. On the other, lacking distinctive indices to depict, such as the tone of the voice or particular facial expressions, traits, that is, that belongs only to the person as dematerialized (a physical Chi), virtual spaces provide more freedom to avoid being identified. On the one hand, digital identity is in extreme need of anonymity because it allows open discussion of very intimate topics in relative security; on the other hand, however, the mere omission of the name could give rise to hostile behavior, it can be to encourage aggression because it makes the behavior more uninhibited, less conditioned by conventions and social norms. Anonymity is characterized by the desire not to authenticate, to act in an invisible and sometimes provocative manner: this is one of the darkest sides of the Web (Papapicco & Quatera, 2019).

The spread of the Internet has fundamentally changed the forms of interaction that people enter with each other and has created new opportunities for building their identity and self-esteem. On the one hand, by hiding their physical appearance, people can express themselves more freely and openly, while on the other, they can hide or fabricate their data, such as gender, education level, financial situation, and many others. This way, Internet users can express their "other self," often fundamentally different from the one that dominates in real life. This also applied to pathological personality traits projected into cyberspace and treated as a specific social environment. Its structural and functional properties, such as anonymity, the lack of non-verbal interaction indicators, asynchrony of interaction, and the lack of clearly defined standards, favor this. Unfortunately, these properties are also used to commit punishable offenses (Kong et al., 2021).

Another reason that makes cybercrime so attractive is the ubiquity of this technology that makes it easy for individuals to gain access to the tools necessary to offend with relative ease. The prices of computers have dropped substantially over the last decade, making it very easy to acquire such equipment. In addition, smaller portable computers, like the iPad and smartphones, which can connect to the Internet through cellular Technology, have also become quite common. As a result, offenders can readily acquire and access information from anywhere through these resources. If people cannot afford to buy these devices on their own, they can always use computers in Internet cafes and public libraries for free or at a small cost. Thus, there are minimal barriers to computer technology globally. Also, Technology acts as a force multiplier in that computers and computer-mediated Technology allow a single person to engage in crimes that otherwise would involve multiple people and complex schemes to target such a significant number of victims. In online environments, offenders can target thousands of victims at a time, worldwide, within seconds (Holt et al., 2022, Chapter 1).

Although these online connections are associated with positive social benefits enabling quick and easy social interaction, the Internet also promotes a sense of anonymity and decreased accountability, self-awareness, and inhibition, which can promote deindividuation. Online deindividuation may foster the manifestation of negative, online antisocial behavior, including cyberbullying, trolling, cyberstalking, and online aggression, collectively referred to as cyber abuse (March et al., 2022). Further, some online antisocial behaviors may be illegal, criminal activity, such as cyber fraud and child pornography use, and thus approximate the definition of cybercrime. The online antisocial behaviors that characterize cyber abuse and cybercrime are not specific to a single culture and are considered a global issue (March 2022). Online social networking has also become a significant platform for cybercriminals to perform several types of crimes. A considerable amount of data on social media is being utilized for several criminal purposes. The attacks' rate, types, and complexity are increasing drastically due to such big platforms where people are available relentlessly (Boyd et al., 2008). Some harmful acts identified within these communication media are bullying, harassment, assault, abuse, and stalking. In the United Kingdom, for instance, cyberbullying has been used as a common phrase for most of these subsets of aggressive acts (Grigg, 2010).

Computers and computer networks (i.e., an interconnected collection of autonomous computers that allow an easy exchange of information between users) have become an integral part of American industry, business, and government. Consequently, their efficient operation is increasingly critical to the survival of the USA and its organizations. However, next from supporting legitimate business activities and facilitating opportunities to interact with employees, clients, and vendors, the heavy reliance of large organizations on computers and computer networks increases their vulnerability to a wide range of cyber-dependent crimes (i.e., all these crimes that emerge as a direct result of computer technology and the Internet and that could not exist without it). Indeed, numerous reports suggest that large corporations and governmental agencies experience a wide range of computer-focused crimes, including system-trespassing (or hacking), website defacement, Distributed Denial of Service attacks, and malicious software infections, with an estimated $400 billion annual cost to the global economy from these crimes (Maimon et al., 2017).

Cybercrime is now a growing threat because, as aforementioned, the number of people using the Internet is increasing worldwide, and digital technology tools do not require specialist knowledge. Cybercrimes are committed not only by individuals but also by organized criminal groups. Among them, special attention should be paid to individuals exhibiting psychopathic personality traits, which pose an exceptionally high threat to Internet users. This risk is greater if the axial symptoms of the psychopathy group are accompanied by high intelligence. That is why Internet users who meet these criteria more often commit cybercrimes, and their offenses are more harmful to victims. It should be remembered that victims of antisocial online behavior experience at least similar material and mental effects as victims of criminals operating in real life. Some scholars even claim that cybercrime leads to more severe and longer-lasting consequences, especially for the mental health of victims, e.g., depression, chronic anxiety, and low self-esteem (Nicol, 2012; Park et al., 2014). This group of people, also known as the dark triad traits, has the high potential to use the Web primarily for malevolence purposes. Their behavior on social networking sites will be the focus of this book.

**The dark triad and cyber misbehavior**

The dark triad traits present three personalities that are related but also independent of each other. Narcissism is described as someone needing admiration and who lacks empathy for others. Other aspects are feelings of grandiosity, self-centeredness, and a sense of entitlement, through which they take advantage of others (VandenBos et al., 2007, APA Psychology Dictionary). Psychopathic personalities had been a synonym for "antisocial personality disorder […] the presence of a chronic and pervasive disposition to disregard and violate the rights of others. Manifestations include repeated violations of the law, exploitation of others, deceitfulness, impulsivity, aggressiveness, reckless disregard for the safety of self and others, and irresponsibility, accompanied by lack of guilt, remorse, and empathy" (VandenBos et al., 2007, APA Psychology Dictionary). Machiavellianism is defined as "a personality trait marked by a calculating attitude toward human relationships and a belief that ends justify means, however ruthless. Machiavellian views other people more or less as objects to be manipulated in pursuit of his or her goals, if necessary, through deliberate deception" (VandenBos et al., 2007, APA Psychology Dictionary). The next chapter will present a detailed description of the three personalities.

To understand how to respond to and manage online antisocial behavior, research has focused on predictors of this behavior, and psychopathy, as well as the other two dark traits, have emerged as a subclinical trait strongly related to both cyber abuse and cybercrime. A systematic review synthesizing the research on the dark triad personality traits (i.e., Machiavellianism, psychopathy, and narcissism) concluded that all the traits have a range of antisocial online behavior (March 2022). There is a reason for the attraction of dark triad personalities to social networking sites. Cyberspace creates conditions for creating a specific social environment in which the lack of face-to-face contact favors the appearance of the "disinhibition effect," as mentioned above. In such conditions, personality traits responsible for antisocial behavior can be enhanced in terms of diversity and frequency. In addition, the essential features of cyberspace can affect "psychological distancing" in some people, the essence of which is to perceive other Internet users as unreal, abstract beings (Perence, 2022).

"The environment of computers, the Cloud and the Internet make cyber fraudsters even more elusive than before. This behavior differs from what investigators are used to, and it is something they will have to adapt their methods to. Nevertheless, even cyber-crimes are still likely to be driven by the same psychological profiles found previously; only the behavior may have changed" (the Survey of Corporate responsibility reporting 2013, p. 17 as mentioned in Harrison, Summers & Mennecke, 2018). Recent interest for social and personality psychologists and law enforcement defenses is the relationship between the dark triad traits and subversive behaviors that occur online via social networking sites, apps, and related websites (Moor & Anderson, 2019).

Perence (2022) elaborates on why psychopaths favor cyberspace and its potential use for purposes that are not following an applicable legal order. These features are also relevant to narcissists as well as Machiavellians.

1. *The anonymity of cyberspace*. This trait is used by a psychopath to hide or change her/his identity to avoid responsibility for her/his actions. In this context, while feeling "invisible" in cyberspace, s/he is convinced of the low probability of being caught and exposed to criminal sanctions. Although some psychopaths may realize that online activity leaves some traces that may identify them, they think that the amount of these traces are small enough to give them anonymity and a sense of impunity.

2. *The lack of non-verbal indicators of interaction between communicating people, such as physical appearance, eye contact, facial expressions, mime, and manner of expression*. In such circumstances interacting partners only need to rely on written words, which can often lead to misunderstandings and conflicts. For example, the mere lack of eye contact in interactions in cyberspace makes it difficult to identify a person committing a particular offense.

3. *Asynchrony of interactions*. This refers to an unavoidable delay in the communication process that occurs in some online environments that use elements such as permanent messages, photo albums, and information that does not require their recipients to react in real-time. Asynchrony makes cyberspace users less sensitive to current social norms because there are currently no "guards" who can stop someone's inappropriate behavior online. In addition, the absence of an internet audience that could monitor the course of interaction means that users do not feel pressured to force them to comply with commonly accepted standards.

4. *The lack of clearly defined norms*. This promotes the occurrence of reprehensible behavior. Although some social networking sites require compliance with specific laws and policies, most users treat cyberspace as an open area for everyone that can be "conquered" without looking at legal regulations and social norms. Difficulties with implementing universally applicable social norms in cyberspace mean that, at present, one cannot speak of universal internet culture. One consequence of this is the existence of social networking sites that allow anonymous users to publish all kinds of offensive content, such as calls for the persecution of specific groups of people, the promotion of racist theories, or the unlawful sharing of personal data (Perenc, 2022).

The abovementioned four essential features of cyberspace work in a complementary manner, promoting the expression of psychopathic features possessed by specific Internet users. In some people, structural features of cyberspace may also be conducive to adverse changes in the moral sphere, which in turn facilitates their involvement in socially unacceptable behavior. In this respect, they resemble the dark triads. It primarily relates to the role played by psychological distancing, which limits the influence of moral principles observed daily in direct contact between people. The lack of clearly defined social norms, typical of online contacts, is also essential, contributing to disregarding the potential consequences of offenses committed in cyberspace. This leads to the conclusion that, in the case of many people, there is a violation of moral norms in relationships with others in cyberspace, although these people generally follow these norms in genuine relationships (Perenc, 2022).

However, the intensity of violations in cyberspace is much more vigorous among dark triad personalities. The above features of cyberspace seem to suit them perfectly, and they feel very comfortable performing cyber misbehavior and cybercrime that give them a tool with a lower likelihood of being exposed and perhaps accountable and punished. Therefore, the interest in the role of personality traits in determining offenses and deviant behavior in cyberspace has increased in recent years. According to Perenc (2022), there is a clear qualitative difference in personality profiles between cyber-deviants and people in the general population who often use digital technology. People classified as cyber-deviants generally have a higher level of features such as a tendency to manipulate and exploit others and no moral inhibitions. Many studies indicate the presence of a solid connection between the dark triad and cyber-harassment, which means that the features of dark triad personalities occupy a central place in the personality profile of individuals making such offenses (Perenc, 2022).

The media reports more and more on a variety of crimes performed using cyber. This issue has become a severe problem for society across the globe. The need to constrain cyber abuse and crime has become vital in modern society. In order to better succeed in this mission, there is also a need to understand it better and the personalities behind it, many of them dark personalities. This book responds to this challenge. The goal of this book will be to expose and explore the role of dark triad personalities in performing cyber misbehavior and crime. The chapters of the book will attempt to cover the issue thoroughly.

The first chapter, the introduction, will present, define and explain the two main concepts of the book. Then, it will elaborate on each dark triad's main characteristics. Later it will present the primary forms of cyber misbehavior and cybercrime and their adverse outcomes. In its last comments, the chapter will present some main theories explaining why dark triad personalities are attracted to social media networks as a tool for perming their malicious behaviors. The next chapter will focus on social media addiction. The chapter will argue that while a certain level of extra time spent on social media networks can occur for many individuals, an addiction above normal behavior can characterize dark triad personalities. Finally, the chapter will cover issues levels of addiction of dark triad to social network media, theories that explain the causes for this addiction, and the adverse outcomes of being addicted to social media networking.

The third chapter will focus on the potential role of dark triad personalities on Facebook. In the first part, the importance and the usage of Facebook in modern life will be described. Then, the chapter will portray the benefits and potential damages included in Facebook. Next, theories that explain the attraction of dark triad personalities to Facebook will be presented. Chapter 3 will review the relationship to Facebook for each dark triad personality. The assumption is that each of the three personalities has its view and approach regarding the usage of Facebook. The chapter will also cover an important issue discussed in the literature: predicting dark triad personalities based on Facebook profiles and activities. Chapter 4 will focus on cyberbullying and aggression of dark triad personalities on social networking sites. Bullying and aggression are severe problems in society, and cyberbullying are no different in this regard. Cyberbullying can be viewed as rude/discourteous behaviors through Information and Communication Technologies. The chapter will review the different approaches and definitions of cyberbullying. It will later review the devastating outcomes of cyberbullying. The main parts of the chapter will be to discuss the role and why dark triad personalities are involved in cyberbullying. This will be reviewed separately for each of the dark personalities. Finally, the chapter will review the latest research findings on the relationship between dark triad personalities and cyberbullying.

Chapter 5 will present another vital aspect regarding dark triad involvement in cyberspace: dark triad and "romantic" relationship. First, the chapter will review the different forms of cyber abuse in romantic relationships, such as cyber dating, revenge pornography, and ghosting. Next, the chapter will review the specific role of each dark triad personality in cyber relationship abuse and the motives behind their behavior in this setting. Finally, the chapter will present research findings on this relationship. Chapter 6 will focus on the involvement of dark triad personalities in cyberstalking and cyber surveillance. Cyberstalking is the stalking of another through methods of electronic access and communication, such as the use of hidden webcams, GPS devices, and SpyWare to monitor the victim's behavior and pursuit and contact under anonymity through fake online profiles. First, the chapter discusses the differences between stalking and cyberstalking. The following section will review conceptual explanations for the involvement of dark triad personalities in cyber stalking and surveillance. The final section will present studies on the relationship between dark triad personalities, cyberstalking, and cyber surveillance.

Cyber trolling and their relationship too dark triad personalities will be the focus of chapter 7. Trolling is an interpersonal antisocial behavior prominent within Internet culture across the world. Trolling behavior includes starting aggressive arguments and posting inflammatory, malicious messages in online comment sections to deliberately provoke, disrupt, and upset others. First, the chapter will review definitions and descriptions of cyber trolling. Theories about the reasons behind each of the dark triad traits and motives to use trolling behavior will follow. The chapter will later present research findings on the relationship between the three dark personalities and trolling.

Chapter 8 will cover one of the most critical and devastating issues in cyber misbehavior, namely cybercrime. The chapter will start by describing the different forms of cybercrime, such as cyber hacking, cyber-attacks, phishing, insurance fraud, online consumer fraud, and more. The following section will present theories regarding the reasons behind each dark triad motive to perform cybercrimes. The final section of the chapter will present findings about the relationship between each dark triad trait and the different forms of cybercrime. Chapter 9 will focus on the work setting. The importance of understanding cyber misbehavior in the workplace will be presented first as the devastating outcomes of cyber misbehavior in the workplace. After that, a description of the different ways cyber misconduct in the work setting will be reviewed, such as cyberloafing, cyber aggression, and cyberbullying. Theories about dark triad personalities' motives for cyber misconduct in the workplace will follow. Finally, the chapter will present research findings about the relationship between the three dark personalities and cyber misbehavior in the workplace.

The book will end with chapter 10, presenting the previous chapters' conclusions. The chapter will start with a brief review of the main findings presented in the earliest chapters. The conceptual contribution of the book will be presented later. The next section of the chapter will discuss the practical implications that result from understanding the implications of dark triad cyber misbehaviors in the different settings presented in the book. This will be followed by suggestions on better coping with dark triad cyber misconduct. The final section of the chapter will suggest future research agenda on this critical issue.

This book provides a valuable perspective on one of the most important issues in modern society, cyberspace, and cyber misbehavior and cybercrime. Delving into these issues has become all the more vital now that rapid technological changes in cyberspace have had substantial effects on the current society around the globe. In this new world of cyberspace, cybercrime and misbehavior have emerged as fundamental phenomena around the globe. Therefore, there is no surprise that this book relies on conceptual and empirical studies performed in recent years. A better understanding of this stunnable and worrying phenomenon can provide essential guides and tools to cope with the enormous potential damages of cybercrime and misbehavior.

**Chapter 1: Introduction - The new territory is dark personalities and cyber misconduct.**

**The dark triad traits**

At first, a more elaborated description of dark triad personalities is in place. However, the book is about their behavior, and to better understand their role in performing cyber misconduct and misbehavior, there is a need to recognize their main characteristics. Therefore, a thorough description of their primary qualities was advanced by Cohen (2016, 2018) and will be presented here.

The dark triad is a constellation of three theoretically separable, albeit conceptually and empirically overlapping, personality constructs typically construed as interpersonally maladaptive: psychopathy, narcissism, and Machiavellianism (Smith & Lilienfeld, 2013). The narcissistic personality is marked by grandiosity, entitlement, and a lack of empathy (Smith & Lilienfeld, 2013). Extreme self-aggrandizement is the hallmark of narcissism, which includes an inflated view of self, fantasies of control, success, and admiration, and a desire to have this self-love reinforced by others (O'Boyle et al., 2012). Machiavellianism, another constituent of the dark triad, is associated with disregarding the importance of morality and using craft and dishonesty to pursue and maintain power (Smith & Lilienfeld, 2013). Three interrelated beliefs define the Machiavellian personality: an avowed conviction in the effectiveness of manipulative tactics in dealing with other people, a cynical view of human nature and a moral outlook that puts expediency above principle (O'Boyle et al., 2012). Psychopathy, the third element, has been described as impulsivity and thrill-seeking, combined with low empathy and anxiety (Spain et al., 2014). Psychopathy is marked by the person's lack of concern for others and social regulatory mechanisms, impulsivity, and a lack of guilt or remorse when his/her actions harm others (O'Boyle et al., 2012).

The frequently used approach, which is applied here too, is to conceptualize the dark triad as being multidimensional, i.e., comprised of multiple traits (Wu & Lebreton, 2011). Indeed, most research on the dark triad personality in the workplace was based on the multidimensional model (Schyns, 2015; Furtner, Maran & Rauthmann, 2017). The characteristics common to the three dark triad constructs are highly salient: they all include the tendency to deceive, manipulate, and exploit others to pursue selfish gains. However, as mentioned above, each of these three constructs has unique characteristics (Lee et al., 2013; Wu & Lebreton, 2011). The somewhat modest correlations among measures of the dark triad (e.g., ranging from 0.25 to 0.50 in Paulhus and Williams (2002) suggest that each contains a substantial amount of specific variance (Lee et al., 2013). This does not say there is still a debate on whether to treat the dark triad traits as unidimensional versus multidimensional. Some of this debate will be presented in the following section. This book will continue with the approach that each dimension should be treated separately, despite their similarities. For this purpose, the following sections review in depth the main characteristics of each of the constituents of the dark triad.

**Narcissism**

The term narcissism, developed initially by Freud (1914/1991), was derived from the story of Narcissus, who, according to mythology, fell in love with his image in a reflecting pool. So moved was Narcissus by his reflection that he did not eat, drink, or sleep, resulting in his demise. Freud incorporated this term into his psychoanalytic theory to identify individuals who exhibit excessive self-admiration because of an unhealthy relationship between their ego and libido (Freud, 1914; 1991). Since Freud coined the term, narcissists have been regarded as people who love themselves too much for their good (Boddy, 2011). Today the term narcissism often refers to a psychological personality disorder in the Diagnostic and Statistical Manual (DSM–IV) or a subclinical version of the trait, which is often studied by personality and social psychologists (Jonason et al., 2012).

Narcissism is a personality characteristic used to describe individuals ranging from those who can function normally in society to those who are clinically impaired by their grandiose perception of themselves and their willingness to exploit others (Wu & Lebreton, 2011). A core dysfunction related to managing intense needs for validation and admiration is central to the clinical description of pathological narcissism. When individuals fail or struggle to effectively manage these needs because of extreme or rigid behavior or impaired regulatory capacities, the frequent result is many negative psychological consequences that may be characteristically grandiose or vulnerable (Wright et al., 2013).

The psychoanalytic tradition regards narcissism as a defense against feelings of insecurity, inadequacy, or other psychic wounds. While Hogan and Fico (2011) found this view excessively speculative, they contended that the dark side tendencies originate in childhood. They framed the origins of these tendencies as something resembling attachment theory. Hogan and Fico (2011) cited Millon and Grossman (2005), who noted that the narcissistic personality reflects the attainment of a self-image of superior worth, learned mainly in response to admiring and devoted parents. Destructive narcissism is a reaction to prolonged abuse and trauma in early childhood or adolescence. Narcissism is a defense mechanism that deflects hurt and trauma from the victim's "true self" into a "false self" that is omnipotent, invulnerable, and omniscient. This "false self" concept refers to individuals who present a self-concept that is not who they are but rather a facade of whom they feel society thinks they should be. The false self is used to obtain any form of positive or negative attention to satisfy the narcissist's labile sense of self-worth. The false self is a "fabricated personality" that serves as a defense mechanism to avoid conflict or rejection (Herbst, 2014).

Thus, narcissists possess feelings of dominance, entitlement, and exploitation and display exhibitionism. As such, narcissism has been associated with self-enhancement, which involves convincing oneself and others that one is worthwhile, attractive, competent, and lovable (Wu & Lebreton, 2011). Schyns (2015) cited Babiak and Hare (2006), who put it but clearly: "Narcissists think that everything that happens around them, in fact, everything that others say and do, is or should be about them (p. 40)". Narcissism is not necessarily pathological but has an independent developmental sequence that stretches from infancy to adulthood. In its healthy form, mature narcissism produces behaviors such as humor and creativity. However, pathological narcissism occurs when one cannot integrate the idealized beliefs one has about oneself with the realities of one's inadequacies. Pathological narcissists spend the balance of their lives seeking recognition from idealized parental substitutes as an emotional salve for their shortcomings (Rosenthal & Pittinsky, 2006).

It is helpful to think of narcissism as having three components: the self, interpersonal relationships, and self-regulatory strategies (Brunell et al., 2008). As for the self, the narcissist self is characterized by positive "specialness," uniqueness, vanity, a sense of entitlement, and a desire for power and esteem. Regarding personal relationships, narcissistic relationships contain low levels of empathy and emotional intimacy. In their place, there are many shallow relationships than can range from exciting and engaging to manipulative and exploitative. Narcissists have several additional interpersonal strategies for maintaining self-esteem beyond simply controlling others or taking credit from them. For example, narcissists seek the admiration of others. They also strive to associate with high-status individuals from whom they can gain status by association. They will brag, show off, and otherwise draw attention to themselves or act colorfully to gain notoriety. When there is an opportunity for glory, narcissists will shine, but they will underperform when the opportunity for glory is not available. As for self-regulatory strategies, these are strategies for maintaining inflated self-views. For example, narcissists seek out opportunities for attention and admiration, brag, steal credit from others, and play games in relationships. When narcissists are good at this, they feel good; they report high self-esteem and positive life satisfaction. When they are unsuccessful, however, they evidence aggression and sometimes anxiety and depression (Brunell et al., 2008; Campbell, Hoffman, Campbell, & Marchisio, 2011).

As a construct, narcissism appears widely in the social-personality, clinical psychology, and psychiatric literature. The social-personality literature conceptualizes narcissism as a normally distributed trait in the population, for which there is no qualitative cut-off (taxon) for elevated narcissism. As mentioned in Grijalva and Harms (2014), the Diagnostic and Statistical Manual of Mental Disorders describes narcissism as a grandiose preoccupation with one's self-importance, that is, the belief that one is unique and more important than others. Additional diagnostic criteria for a narcissistic personality disorder include "fantasies of unlimited success," "hypersensitivity to criticism," "entitlement," "exploitativeness," and "a lack of empathy." Like other personality traits, narcissism exists along a continuum from high to low levels (Grijalva & Harms, 2014). In addition, narcissism relates to other "normal" variables, like Machiavellianism and psychopathy.

According to Campbell et al. (2011), the clinical and psychiatric literature conceptualizes narcissism as a narcissistic personality disorder (NPD), which refers to a continuing and flexible character structure associated with grandiosity, lack of empathy, and a desire for admiration. According to the "Diagnostic and Statistical Manual of Mental Disorders" (DSM) advanced by the American Psychiatric Association and the DSM-IV version of it, there are nine specific symptoms of narcissism (e.g., "Shows arrogant, haughty behaviors or attitudes"; "Believes that he or she is 'special' and unique and can only be understood by, or should associate with, other special or high-status people [or institutions]" (American Psychiatric Association, 2000). To be diagnosed with NPD, an individual must have five traits. Moreover, narcissism must also cause distress or damage. For example, if an individual feels good about him or herself, has good relationships, and is performing at work reasonably well, he/she would not be considered to have an NPD. These criteria result in a relatively low prevalence for NPD, while the prevalence of those with narcissistic symptoms (but without causing sufficient distress to cross the line into the clinical disorder) is much larger. This pattern of characteristics is sometimes known as subclinical narcissism (Campbell et al., 2011).

The core aspects of trait narcissism are similar to those of pathological narcissism: egotism, low concern for others, and dominant, aggressive, or manipulative behavior. However, trait narcissism is characterized by fewer neurotic and significant self-enhancing tendencies than pathological narcissism (Treadway, Yang, Bentley, Williams, & Reeves, 2017). Derived from the presence of an over-idealized and grandiose self-concept, narcissists experience high yet unstable self-esteem, which drives their self-enhancing and narcissistic tendencies; these tendencies, however, may be maladaptive in the long term. While high self-esteem is often theorized and measured as stable, narcissism is a variant of unstable self-esteem, the general category of which is believed to explain many of the maladaptive reactions exhibited by individuals with high self-esteem (Treadway et al., 2017).

Barry and Kauten (2014) found in a sample of at-risk adolescents that pathological narcissism was associated with reactive and proactive aggression, low self-esteem, anxiety, depression, social stress, and high contingent self-worth, even when controlling for nonpathological narcissism and exploitativeness. Pathological narcissism was also associated with negative perceptions regarding the quality of one's interpersonal relationships. Their findings showed that pathological and nonpathological factors were associated in opposite directions with self-esteem, anxiety, social stress, and the perceived quality of interpersonal relationships. Nonpathological narcissism was also associated with perceived positive relationships, a sense of self-reliance, and low social stress. They concluded that neither of the two forms of narcissism stood out as clearly adaptive or advantageous, although nonpathological narcissism was suggestive of fewer emotional difficulties. Barry and Kauten (2014) suggested that perhaps the two forms capture different underlying characteristics that influence a more personally insecure form of narcissism versus a more outwardly boastful and exploitative form of narcissism, which would be consistent with emerging research on adults.

**Psychopathy**

In common usage, a psychopath is a person with a personality disorder characterized by extreme callousness, liable to behave anti-socially or violently to get his or her way (Davidson, Higgleton, Sargeant, & Seaton, 1994). Psychologists define psychopathy as a particular constellation of antisocial behaviors and emotions, including shallow effect, low remorse, low fear, low empathy, egocentrism, exploitativeness, manipulativeness, impulsivity, aggression, and criminality (Jonason et al., 2012; Wu & Lebreton, 2011; Lee et al., 2013). Board and Fritzon (2005) contended that psychopathy, initially described by Cleckley (1941), is a form of personality disorder. According to many researchers, psychopathy includes two factors. The first is called primary or instrumental psychopathy (Lykken, 1995). This factor contains facets of psychopathy such as shallow effect, low empathy, and interpersonal coldness, and individuals with profound levels of these traits are sometimes referred to as "emotionally stable" psychopaths. Broadly corresponding to primary psychopathy are interpersonal and affective domains. Interpersonally, individuals are superficial, grandiose, and deceitful. Affectively, they lack remorse or empathy and do not accept responsibility. Lifestyle and antisocial domains equate with secondary psychopathy. In the first, individuals are impulsive and lack goals; in the other, they exhibit poor self-control and antisocial behavior. Hanson & Baker (2017) mentioned Babiak and Hare (2006), who call attention to "a predatory stare and empty eyes" in the psychopath that can unsettle observers, "suggestive of a primitive, autonomic, and fearful response to a predator."

The second factor is secondary or hostile/reactive psychopathy. It is composed of the socially manipulative and deviant facets of psychopathy and has been variously referred to as aggressive, impulsive, and neurotic psychopathy (Lykken, 1995; Jonason et al., 2012; Blickle & Schütte, 2017). Individuals with high levels of this factor tend to "act impulsively, "without thinking," without giving themselves time to assess the situation, to appreciate the dangers, to foresee the consequences, or even to anticipate how they will feel about their actions when they have time to consider it (Lykken, 1995). This self-centered impulsivity factor indicates that such individuals seek thrills, lack diligence, and are unconcerned with deadlines or responsibilities. Others have applied a four-factor model of psychopathy, consisting of interpersonal, affective, lifestyle, and antisocial factors (Williams, Paulhus, & Hare, 2007).

Researchers argue that the construct of the psychopathic personality should not be contaminated with the factors of criminality and socially deviant behavior because these elements are correlates of psychopathy rather than its core characteristics (Boddy, 2011). This fits with the view of psychopathy held by leading researchers in the field, such as Hare (1999), who have stressed that there are psychopaths who do not engage in criminal behavior and can function well in society. Other researchers distinguish between unsuccessful psychopaths, those who have criminal convictions, and successful psychopaths, those who have no criminal convictions or engage in no illegal, antisocial behavior. There is some empirical support for this viewpoint, especially from recent investigations of the concept of ''successful'' psychopaths (Board & Fritzon, 2005). ''Successful'' or "Corporate" psychopaths are said to be people with psychopathic personality disorder patterns but without the characteristic history of arrest and incarceration. Corporate psychopaths are thus opportunistic corporate careerists who lack any concern for the consequences of their actions and are ruthless in pursuing their aims and ambition (Board & Fritzon, 2005; Boddy, 2011; Fennimore & Sementelli, 2016; Cleckley (1941; 1988). The "successful" or "Corporate" psychopaths will be reviewed in length in chapter 4, as well as other aspects of psychopathy in the workplace.

Wu and Lebreton (2011) cited Cooke and Michie (2001), who presented a three-factor model, conceptualizing the multidimensionality of psychopathy. The latter authors argued that psychopathy is comprised of (1) an arrogant and deceitful interpersonal style, (2) a deficient affective experience, and (3) an impulsive and irresponsible behavioral style. Following the first factor, highly psychopathic individuals believe they are superior to others and constantly engage in self-promoting behaviors. In addition, they are egocentric and put their interests before those of others. Such people believe that rules do not apply to them and that they deserve special treatment and are often critical of those they believe pose a potential threat to them. The second characteristic is the psychopath's unique experience of affect. According to Wu and Lebreton (2011), researchers have suggested that a lack of guilt and the absence of conscience are the telltale signs of a psychopath. In addition, psychopaths do not experience anxiety or fear to the same extent as others, tend to be malicious toward others, are unlikely to experience embarrassment, and reside at the end of the dishonesty and manipulativeness spectrum. The final factor highlights that psychopaths are impulsive and irresponsible. They are described as thrill seekers who often struggle to maintain long-term romantic, platonic, and work-related relationships. In particular, these individuals are ego-driven and seek immediate gratification for their needs.

**Machiavellianism**

The third component of the dark triad is Machiavellianism. Although somewhat related to narcissism and psychopathy, Machiavellianism is a trait in its own right (Jonason et al., 2012). Its name was inspired by the writings of Niccolo Machiavelli, a 16th-century Italian political theorist who outlined the strategies a new prince could use to establish and maintain political power (Lee et al., 2013). Jones and Paulhus (2009; 2014) drew attention to a neglected predecessor, the 1st-century military strategist Sun Tzu. To themes that resemble Machiavelli's, Sun Tzu added planning, coalition formation, and reputation building. The strategies, highly pragmatic and devoid of traditional social virtues, eventually became associated with an opportunistic and deceptive "Machiavellian" personality (Jonason et al., 2012). Wu and Lebreton (2011) cited in their review Wilson, Near, and Miller's (1996) definition of Machiavellianism: "A strategy of social conduct that involves manipulating others for personal gain, often against others' self-interest (p. 285)."

Machiavellianism describes a personality construct characterized by a cynical view of human nature and a deceitful and calculated interpersonal style (Christie & Geis, 1970). A person not concerned with conventional morality has no interpersonal effect and gross psychopathology, has a low ideological commitment, and is willing and able to manipulate others by any means, including the use of deceit, is called Machiavellian. Machiavellianism has also been described as a strategy of socially manipulating other people for personal gain (Boddy, 2011). The main characteristics of the Machiavellian personality are also demonstrated in the Mach-IV scale, developed by Christie and Geis (1970), which has been widely used to assess this construct. The MACH–IV scale is comprised of 20 items that are phrased as recommendations, quasi-facts, or statements (e.g., "Anyone who completely trusts anyone is asking for trouble"). People who endorse such items have been found to (a) think in a cold, strategic, and pragmatic way, (b) have cynical, misanthropic, and negativistic views, (c) be emotionally detached and callous, (d) be genetically (e.g., for money, power, status) rather than communally (e.g., for love, family, harmony) motivated, and (e) use duplicity, exploitation, and manipulation tactics to push through their self-beneficial goals (Rauthmann, 2013.

Machiavellians were characterized as people who generally negatively perceive others as weak and untrustworthy, while their pragmatic morality enables them to follow the rule that "the end justifies the means." The dominant symptom is coldness, implying emotional detachment, lack of empathy, and disregard for the needs and aims of a partner. Research showed that Machiavellians not only have a standard perception system but also eagerly try to manipulate their partners, and use lies, deception, and cheating in situations where it is profitable for them to do so and when it increases the chances of reaching their goals. It could be said that Machiavellians can act unethically whenever it pays off (Bańka & Orłowski, 2012).

Wu and Lebreton cited Christie and Geis (1970), who argued that individuals high in Machiavellianism could be identified using four key characteristics. First, these individuals lack empathy for others and are instead suspicious of them. This tendency toward suspiciousness may make these individuals less likely to be swayed by social influence, as they anticipate exploitation and selfishness during interpersonal interactions. Furthermore, high Machiavellians perceive others as less cooperative and generous than those low in Machiavellianism. Second, high Machiavellians have lower levels of affect when interacting with others. They not only experience difficulties in identifying their own emotions but also lack basic interpersonal skills. Third, high Machiavellians approach others with a sense of detachment and lack emotional involvement. Thus, these individuals can approach problems logically without affecting affective states. Because they are prone to emotional detachment, it has been suggested that high Machiavellians are less cooperative and compliant than low Machiavellians. Third, high Machiavellians possess an aberrant view of morality and are willing to engage in immoral and unethical acts that go against convention, including manipulating, deceiving, and exploiting others.

Research has suggested that high Machiavellians are less likely to help others in emergencies. Finally, high Machiavellians focus on their agendas with no regard for others. Machiavellians are willing to do whatever is necessary to achieve their own goals and are goal- rather than people-oriented. These individuals are not motivated by concern for others but by their own goals; they are willing to manipulate others for personal gain. High Machiavellians are also more ambitious, adept at lying, seek to dominate others, and are more likely to assume control over situations than low Machiavellians (Wu & Lebreton, 2011).

**Similarities and differences among the dark triad traits.**

One of the issues that evoked researchers' interest is the similarities and differences among the three traits. This issue has given rise to many debates as to whether the three traits should be treated as multidimensional because of their differences or merged into one construct because of their similarity among them. According to the overall approach, the dark triad consists of three overlapping but distinct personality variables: narcissism, Machiavellianism, and psychopathy (Boddy, 2011; Furtner et al., 2017). Psychopaths differ from people classified as having a narcissist personality in that narcissists have emotions, feelings, and thus a conscience and are therefore troubled by their behavior. Psychopaths, on the other hand, with their lack of emotions or conscience, are not. Machiavellianism, similar to corporate psychopathy, has no regard for moral standards and promotes the idea that the end justifies the means. It also advocates a cynical, political approach to management, including using a fraudulent persona when necessary and using force, if necessary, as a means to achieve desired ends. Finally, corporate psychopaths have the ruthlessness, charm, and cunning to get to the top of any organization they are in. Therefore, it is the corporate psychopaths who may be the successful ones in the organizational setting (Boddy, 2011).

Machiavellians may also achieve success, but they may not quite make it because they lack the total ruthlessness of the corporate psychopath. A Machiavellian personality does not imply that the individual lacks the conscience displayed by psychopaths, but it has broad similarities to many definitions of a psychopathic personality (Boddy, 2011). While narcissism involves excessive self-aggrandizement and psychopathy involves an antisocial nature lacking in empathic concern, Machiavellianism is characterized by a manipulative, self-serving social strategy comprised of three main components: cynicism, manipulation, and the view that the ends justify the means (Jonason et al., 2012). Robertson et al. (2016) also discussed the similarities and differences between the three traits. According to them, all three dark triad traits share a lack of honesty and humility (e.g., sincerity and fairness), but each trait adds additional components. Machiavellian individuals are adept at skillful manipulation and are cynical about other people. The narcissism component of the dark triad emerged from the clinical research studies of individuals who lack empathy and display inflated self-worth and need for admiration. Individuals with high levels of psychopathy exhibit high impulsivity and low anxiety about the consequences of their behavior.

According to Jones and Paulhus (2014), whereas psychopaths act impulsively, abandon friends and family, and pay little attention to their reputation, Machiavellians plan ahead, build alliances and do their best to maintain a positive reputation. The element of impulsivity is crucial in distinguishing psychopathy from Machiavellianism. When overlap was controlled in research studies, these assertions were supported: Machiavellians are strategic rather than impulsive, and they avoid manipulating family members (Barber, 1998) and any other behavioral tactics that might harm their reputation, such as feigning weakness. The critical elements of Machiavellianism appear to be (a) manipulation, (b) callous effect, and (c) a strategic-calculating orientation. Narcissists may always be too obviously egotistical in their efforts to get promoted unopposed. Narcissistic behavior is marked by manipulation and callousness, like Machiavellianism and psychopathy (Jones & Paulhus, 2014).

Research that has specifically discussed and examined whether the three traits should be treated as unidimensional or multidimensional is not entirely conclusive, and this should be considered by scholars who study the dark triad. Jones and Figueredo (2013) concluded from their two studies that manipulation and callousness are necessary and sufficient components of a malevolent personality. This assertion is supported by the fact that it was found that the latter two traits (i.e., the traits called the "dark core") accounted for all the non-within-scale inter-relationships in the dark triad. This malevolent core seems to be a common element in all antagonistic variables. Jones and Figueredo contended that, while all malevolent traits have a dark core of covariance, their behavioral, attitudinal, and belief-related components make them unique. For example, Machiavellians have a dark personality with a cold, calculating, long-term, and strategic style. Psychopathy is a dark personality with an impulsive and antisocial style, while narcissism is a dark personality with an egotistical style.

Rauthmann and Kolar (2012) examined the perceived "darkness" of the Dark Triad traits of narcissism, Machiavellianism, and psychopathy. Their findings showed that narcissism was perceived more favorably than Machiavellianism and psychopathy. Their explanation of the finding was that some narcissistic attributes might alter people's perceptions, such as narcissists' (a) charmingness, (b) physical attractiveness, and (c) relatively higher conscientiousness and achievement motivation. This could help explain narcissism's perceived desirability. Moreover, themes such as seeking attention, admiration, and status (as covered in the Dirty Dozen scale) may be inherently more desirable than Machiavellian and psychopathic themes of exploitation and callousness. Their findings also showed that people's judgments of what pertains to others versus themselves differed. While all three traits were less desirable for the self than for others, this was interestingly reversed for consequences for others: people tended to judge the consequences of their behavior as less detrimental to others than when others in general enacted the same behavior.

McHoskey, Worzel, and Szyarto (1998) found that Machiavellianism is associated with psychopathy in general and specifically with both primary and secondary psychopathy. They concluded that Machiavellianism is a global measure of psychopathy that assesses but confounds the unique and familiar sources of variance associated with primary and secondary psychopathy. According to them, this finding provides a framework for understanding seemingly inconsistent findings in the literature on Machiavellianism that has precluded its integration with psychopathy. For example, the consistent positive association between Machiavellianism and anxiety has precluded its smooth integration with psychopathy because anxiety is an antithetical characteristic of psychopathy. However recognizing the implications of the distinction between primary and secondary psychopathy concerning anxiety and the nature of Machiavellianism relative to the distinction between primary and secondary psychopathy erodes the mystery surrounding this association (McHoskey et al., 1998).

Wisse, Barelds, and Rietzschel (2015) found based on data collected from 306 pairs of Dutch employees and their direct supervisors (Most worked in commercially oriented (service) organizations (e.g., shops, financial institutions, health care organizations, etc.) a positive relationship between employee narcissism and supervisor ratings of (all subscales of) employee innovative behavior. They also found that employee Machiavellianism was negatively related, and employee psychopathy was unrelated to supervisor ratings of innovative employee behavior. They contended that this testifies to the importance of differentiating between the dark triad personality traits. One factor that may explain these differential findings is that Machiavellians and psychopaths, more strongly than narcissists, lack communal tendencies and interpersonal orientations and generate more negative perceptions of others. An exciting study by Jonason (2014) on a sample of American employees found that narcissism and psychopathy were linked to political conservatism. On the other hand, Machiavellianism was associated with low rates of political liberalism, not political conservatism. Jonason concluded that political conservatism is informed by traits, such as those of the dark triad, predisposing individuals to desire social dominance.

While the above findings support some discriminant validity among the three traits, it should be noted that there is evidence to suggest otherwise. In their study, Bertl, Pietschnig, Tran, Stieger, and Voracek (2017) tested the factorial structure of the dark triad in a large community-based sample (N = 2463). Structural equation modeling indicated a better fit for a single latent dark core is obtained than when assuming that the dark triad traits are independent constructs. The researchers concluded that the assumption that the three traits represent conceptually distinct but overlapping constructs appears to be questionable. If indeed these traits could be best characterized as distinct yet overlapping, then modeling the dark triad as a three-trait hierarchical factor structure should show the best fit. However, their results indicate that this is not the case.

In addition, meta-analysis findings (Muris, Merckelbach, Otgaar, & Meijer, 2017) did not yield a compelling reason to include all three traits when studying their role in transgressive human behavior. Muris et al. found that correlations among the dark triad constituents were quite substantial, suggesting conceptual redundancy. Therefore, while the dominant approach is to treat the dark triad as multidimensional, there is evidence that in some cases and samples, one dimension represents the concept better than three. This means that, before researchers analyze their data, they would be best advised to examine the dimensionality of the concept in their specific data to decide whether they should treat the concept as multi- or unidimensional.

**Cyber misconduct and its consequences**

**Meaning of cyber misconduct**

Harmful online behavior can take a variety of forms. One of the principal terms used here, cyber misconduct, is not the only one for this behavior. There are many of them, such as antisocial online behaviors (Moor & Anderson, 2019). Cyber aggression is the most general term given to describe socially undesirable online behaviors in the existing research literature; cyber-bullying is usually used to describe bullying behaviors in cyberspace; and other terms such as online harassment and trolling have been used to describe malicious behaviors carried out with modern technologies (Bogolyubova et al., 2018). Cyber abuse and cybercrime are global issues, as both are associated with significant negative impacts. Harrison et al. (2018) mentioned that online consumer fraud was reported to cost individuals almost $1 billion annually (IC3, 2015). Online interactions facilitate online consumer fraud through various communication media. Standard online consumer fraud practices include misrepresenting assets during the sale and non-delivery of goods or services.

Moor and Anderson (2019) mentioned seven popular mobile phone applications (Facebook, Instagram, Pinterest, Snapchat, LinkedIn, Twitter, & WhatsApp) that provide immediate and readily available social connectivity and can result in variations in negative online behaviors such as trolling and harassment, and the sending of non-consensual re-distribution of explicit images. It also should be noted that there is some overlap among the different cyber misconducts discussed here. Sometimes it is not easy to differentiate between them. However, each of the cyber misbehaviors mentioned here has some unique characteristics in terms of usage and features. These variations affect how the dark triad uses them for cyber misconduct as each kind of cyber application leads to some specific unique features in the way the dark triad utilizes it for abuse.

Experiencing online antisocial behaviors has similar psychopathological outcomes as experiencing traditional harassment, including depression, anxiety, and low self-esteem. Unlike more traditional, face-to-face antisocial behaviors, victims of online antisocial behavior are often targeted in the perceived safety of their home, aggravating the victim's perceived vulnerability and wellbeing. Online antisocial behaviors are considered more pervasive than traditional antisocial behaviors and have a longer-lasting impact on the victim (March, 2022). Many individuals who use social media sites for malicious purposes have dark personalities. As mentioned above, this book focuses on three personalities known as the dark triad traits: psychopaths, narcissists, and Machiavellians, and their relationship to cyber misbehavior and cybercrime.

**Consequences of Cyber misconduct**

Antisocial online behaviors are any deviant behavior (or the purposeful absence of any expected behavior) that is perpetrated online that has negative online or offline consequences for the target (including self-directed behaviors) (Moor &, 2019). The spread of digital communications, especially the Internet, has created new opportunities for psychopaths to engage in criminal activity, which may vary in the frequency and extent of damage it can cause to its victims. The most serious is the dissemination of computer viruses, cyberbullying, and impersonation of another person or institution for phishing. However, offenses using the Internet and mobile telephony (cyber-offenses) are also committed by people belonging to the general population (Perenc, 2022).

According to Jabłońskaand and Zajdel (2020), "Problematic Internet use" refers to a condition where people's difficulty controlling their Internet use negatively influences their social life, relationships, and mental health. The risk factors related to problematic internet use remain unclear, but psychological traits are seen as potential vulnerability factors for this phenomenon. Hayes et al. (2020) contended that research with adolescents supports an association between excessive use of the Internet for social connection, accompanied by feeling unable to control internet usage as "internet attachment," and find it leads to greater loneliness and irritability when offline, as well as greater cyber-victimization. In addition, greater media use at night is associated with disturbed sleep and depression and anxiety symptoms in adolescents (Hayes et al., 2020).

One of the main negative consequences of cyber misconduct is the damage it costs to the victims. The negative consequences for the victims of cyberbullying mirror those of traditional bullying, increasing rates of depression, anxiety, and alcohol dependence (Moor & Anderson, 2019). Hayes et al. (2020) informed based on their study that in terms of psychopathology symptoms, cyber-aggressors/victims reported higher levels of emotion dysregulation, depression, and anxiety. Slonje and Smith (2008) found the high impact of picture/video clip bullying. This cyberbullying is public and can show the victim embarrassing or hurtful situations. This is because of the large audience size (if the picture/clip was on the Internet) and the concreteness effect, i.e., actually seeing the picture/clip. The fear of not knowing who had seen the picture/clip is also a reason for some participants (Slonje & Smith, 2008). Email and text messages seem to be less harmful than traditional bullying. This is because email bullying is not as personal since the victims often did not know who the bully was and thought that the email could have been meant for anyone and not specifically for them. In addition, possibly emails are less used and less salient for this adolescent age group than text messaging and mobile phone calls (Slonje & Smith, 2008).

Revenge porn proclivity and the non-consensual dissemination of 'sexts' are behaviors contingent on the non-consenting dissemination of confidential, sensitive material, and the perpetrators of such behaviors can cause severe and damaging consequences to their victims (who are most commonly women). This behavior captures the unempathetic callousness exercised by the trait psychopath in their affinity for short-term action for instant gratification and cruel relationship abandonment (Moor & Anderson, 2019).

A growing body of research demonstrates that exposure to cyberbullying in children and adolescents is associated with emotional distress, adverse changes in body image, depression, substance use, and suicidal behaviors. In adults, there are indications that victims of such behaviors are more likely to experience psychological distress, develop symptoms of depression and exhibit problematic alcohol use. Moreover, it has been demonstrated that victimization and engagement in harmful online behaviors, such as cyberbullying, may be associated with maladjustment (Bogolyubova et al., 2018).

Cyber misconduct has severe damages when performed in the workplace. Charlier et al. (2017) mentioned Randazzo and colleagues (2004). They report that cyber misconduct in work organizations is often associated with a financial loss, either direct theft or cost incurred in repairing the damage done to online systems due to this misconduct. Other reported harm to organizations included damages to business operations and reputations. Charlier et al. (2017) mentioned that it is essential to note that these cases are drawn from examples where individuals were caught and subsequently charged with a crime. There are undoubtedly many more instances of cyber misconduct in the workplace where perpetrators have not been caught or have not been formally charged with a crime. It is also possible that many employees who are caught engaging in cyber misconduct experience a variety of administrative sanctions, including warnings, probation, or termination, rather than facing criminal charges.

Another aspect of cyber misconduct in the workplace is the damage it causes to employees. According to Charlier et al. (2017), such cyber misconduct that takes place using information and communication technologies, such as email, text messaging, or other computer technologies, violates workplace norms and either threatens to harm or results in harm to individual employees. Charlier et al. (2017) further contended that cyber misconduct in the workplace could be categorized as involving communication (such as communicating mistreatment in the form of bullying, incivility, aggression, or sexual harassment) or the acquisition of information or objects (such as identity theft or fraud).

**The dark triad and the inclination to perform cyber misconduct**

The rising popularity of social networking sites raises the question of whether and how personality differences are manifested in them. As will be demonstrated in this book, personality differences play an essential role in the motivations behind social networking sites' use and how users create and maintain their identity on them (Kapidzic, 2013). Harmful online behavior is a multifaceted problem and can be approached differently. One of the most notable psychological approaches to this problem is assessing the so-called dark traits. (Bogolyubova et al., 2018). The domain of dark personality traits is an area of investigation relating to interpersonal online misconduct due to strong links between these traits and socially destructive and malevolent behavior (Craker & March, 2016).

The online environment includes various social networks, such as Facebook, Twitter, Instagram, LinkedIn, WhatsApp, Messenger, etc. Dark triad, by their nature, has a higher motivation to perform misbehaviors and crime activities. However, to perform illegal and/or unethical behaviors, one has to be capable of deceiving the other party. Consequently, individuals, dark triads personalities in our case, must believe that they have the capabilities to deceive victims into committing misbehaviors successfully. The effects of the capabilities of a perpetrator are rooted in how they increase various forms of power and influence exchanges. Thus, technical capabilities may aid in misbehavior, whereas interpersonal communication skills may be helpful in other contexts. To perform cyber misbehaviors and crimes, dark triads should have the capabilities to be able to use the Internet in a way that will foster in their victims a false sense of trust so that they may gain some advantage and influence over their victims (Harrison et al., 2018).

Even when an individual possesses the skills necessary to commit an act of fraud, that person must recognize that some exploitable opportunity exists. As predators, dark triad personalities always ensure that the environment provides the best conditions to attack (Cohen, 2018). In the case of cyber misconduct, first, the individual should be able to identify specific applications and channels that will provide an excellent opportunity to exploit the trust of another for gain intentionally, and the likelihood of being caught or punished seems remote. The predators should also recognize naivety, gullibility, or a lack of cleverness in potential victims they may exploit (Harrison et al., 2018). This might be easier for the dark triad in direct interpersonal, face-to-face interaction but requires different capabilities when identifying the potential victims' weaknesses on the Internet.

Finally, the Internet provides the predators with attractive opportunities for misbehaviors, often resulting from weak controls and procedures that may mask or mask the perpetrator's misbehaviors and crimes. For example, the anonymity of individuals engaged in multiple transactions on the Internet can increase the opportunity for fraud by reducing the likelihood that the perpetrator can be subsequently identified and held accountable (Harrison et al., 2018).

The following section will present the unique characteristics of each dark triad trait in performing cyber misconducts and crimes.

**Narcissists**. Social media is where people with narcissistic traits can meet their psychological needs, such as the need to be admired and receive constant positive feedback on physical appearance. Narcissism refers to a grandiose sense of self-importance, superiority, and entitlement, which may direct individuals to problematic social media use via preoccupation with self-promotion in social media via selfies and other tools. Concerning cyber aggression, narcissists are expected to function well in online environments because of the shallowness of online relations and the controllability of online self-presentation. Narcissism is also associated with more intense use of social network sites and more extensive online networks (Pabian, De Backer & Vandebosch, 2015).

The personality trait of narcissism, which involves a grandiose but unstable view of one's abilities, uniqueness, and social attraction, contributes to different exhibitionistic and self-centered thoughts and actions in social media. The Dynamic Self-Regulatory Processing Model explains how narcissists pursue and maintain their inflated self-concept by gaining attention and admiration from others on social network sites. Narcissistic social media users benefit from the large audience of social networking platforms, seeking positive feedback to recover from perceived social rejection. As a result, online social behavior such as frequently posting photographs, status updates, and self-promotional and sexually provocative content increases due to operant conditioning. Thus, the number of likes has become the secondary reinforcement for experiencing a positive emotional effect (Hernández et al., 2021).

Vaknin (2008, December 28) argued that to the narcissist, the Internet is an alluring and irresistible combination of playground and hunting grounds, the gathering place of numerous potential sources of narcissistic supply, a world where false identities are the norm and mind games the bon ton. Furthermore, it is beyond the reach of the law, the pale of social norms, and the strictures of civilized conduct. The Internet is an extension of the real-life Narcissistic Pathological Space but without its risks, injuries, and disappointments. In the virtual universe of the Web, the narcissist vanishes and reappears with ease, often adopting myriad aliases and nicknames. S/he can thus fend off criticism, abuse, disagreement, and disapproval effectively and in real-time - and, simultaneously, preserve the precarious balance of his infantile personality. As a result, narcissists are prone to Internet addiction (Vaknin 2008, December 28).

**Machiavellians.** Individuals scoring high in Machiavellianism tend to be assimilative and self-oriented, generally showing little concern for others, and may therefore not be interested in serving as a role model. Machiavellians showed more significant concern for themselves (self-oriented secondary goals), as opposed to for the interaction, likely due to their self-oriented and manipulative streak. Machiavellians are characterized by manipulating and exploiting others, which involves the need to obtain much information about potential victims. Since Facebook users often publish confidential personal data on their sites, individuals with high Machiavellianism are eager to collect this type of information to use it for malicious purposes at the appropriate time. This also applies to cyberspace rumors (Rosenberg & Egbert, 2011).

Machiavellian adults use manipulation tactics, such as making others feel ashamed, embarrassed, or guilty to navigate their offline social world. Protective self-monitoring may facilitate this manipulation and allow the Machiavellian man or woman to avoid detection and associated consequences such as loss of reputation or retaliation. Both men and women with high levels of Machiavellianism also employ self-monitoring in an online environment. For example, the use of impression management strategies by Machiavellian men and women on Facebook may reflect a conscious effort to avoid being perceived as manipulative or exploitative. The dual nature of these friendships may increase the importance of online self-monitoring as offline friends may detect false or misleading information (Abell & Brewer, 2014; Rosen et al. (2013)).

**Psychopaths**. Psychopaths have less compassion towards others, lie more, enjoy lying, and take more risks. In an online context, it has been found that individuals high in psychopathy tend to make unpleasant and aggressive comments to others. Psychopathy has a significant relationship with online gaming motives. Additionally, individuals with high psychopathy use social media to engage in cybersex to fulfill their extra stimulation and sensation needs. Thus, it can be said that individuals high in psychopathy have the desire to seek pleasure and enjoyment by using social networking sites such as Instagram.

Moreover, psychopaths do not like uncertain feelings and are thus motivated to reduce such feelings. A way to reduce such uncertainty is to gather information about a person's surrounding environment to enhance feelings of control. Increased uncertainty makes the person uncomfortable and motivates him/her to act in a way to reduce it. Individuals with higher scores in psychopathy have higher uncertainty feelings; therefore, they engage in surveillance on social networking sites to reduce such feelings of uncertainty. Thus, it can be said that individuals high in psychopathy are motivated to use social networking sites such as Instagram for social motives (achieve social benefits), coping motives (as a desire to escape from pressure or discomfort from uncertainty), and enhancement motives (seek for pleasure and enjoyment) (Nikbin, 2022).

Psychopathy has been positively correlated with many deviant behaviors on social networks, such as creating conflicts, provoking discussions that offer erroneous information to create chaos, and violating rules or regulations. Psychopaths may engage in cybersex using social media to fulfill their need for sensation and extra stimulation (Perenc, 2022). In the light of the latest research, a prototype troll is a man with a high level of psychopathic traits, accompanied by a tendency to sadism and a defect in empathy. These features, combined with high intelligence and proficiency in using digital technology, mean that trolls are often masters in manipulating others because they can use their knowledge to inflict emotional and moral suffering on victims while distancing themselves emotionally from their behavior (Necula, 2020; Stiff, 2019; Kircaburun, Jonason & Griffiths, 2018; Jabłońska & Zajdel, 2020).

Using a comparative perspective, psychopaths determine surveillance on Facebook for reasons other than Machiavellianism. Individuals with high intensity of this trait badly bear the feeling of uncertainty, so they are strongly motivated to remove or reduce it. One way to achieve this is to collect as much information about the surrounding environment as possible, which gives them control over it. Therefore, it should be assumed that people with high-intensity psychopathic traits will often surveil and supervise others on Facebook, with a sense of uncertainty as an intermediary variable. Different factors determine the activity on Facebook of people with high narcissism.

As is known, narcissism is associated with manipulating one's identity to achieve specific goals and a low level of empathy for others. Besides their deceptive, manipulative, and exploitative nature, Machiavellians fear social rejection, which may canalize them to prefer online communication, where they can manipulate others more easily. As a result, Machiavellians can feel more comfortable carrying out activities on the Internet rather than communicating with other people face to face. Another intriguing effect of research on the discussed issues was the discovery of the relationship between the features of psychopathy and narcissism and sending autographs to cyberspace, the so-called "selfie." It turned out that people promoting themselves on the Web (e.g., on Facebook) show a greater than average intensity of narcissism, which also belongs to the psychopathic personality traits. (Ibrahim, 2010; Perenc, 2022).

**Research evidence**

There is strong evidence for the relationship between dark triad personality and cyber misconduct. Moor and Anderson (2019) performed a systematic literature review of the evidence for these relationships and found 26 studies that reveal these traits are related to many forms of cyber misconduct. Their findings show that psychopathy was the trait most strongly and consistently correlated with the majority of the explored antisocial online behaviors. Psychopathy predicted trolling, cyber aggression, cyberbullying, and Technology facilitated sexual violence. The relationship between cyberaggression and trolling with psychopathy reflects trait psychopathy as a manifestation of high impulsivity and unempathetic characteristics. Psychopathy was also related to revenge porn proclivity and the non-consensual dissemination of 'sexts. Machiavellianism predicted trolling, sending unsolicited explicit images, and problematic social media usage. Narcissism was a trait least strongly and least consistently correlated with these behaviors (only weakly correlated with trolling, cyber-aggression, cyber-loafing, sending unsolicited explicit images, the non-consensual dissemination of 'sexts,' cyberbullying, problematic social media usage, problematic online gaming, problematic internet use, and intimate partner cyberstalking (Moor & Anderson, 2019). Based on their literature review, Moor and Anderson (2019) concluded that despite commonly covarying with their fellow triad, all three traits could predict antisocial behavior uniquely.

There is more empirical evidence for the relationship between the dark triad and cyber misbehavior. Hayes et al. (2020) found that students who reported engagement in cyber aggression showed higher levels of maladaptive personality traits and psychopathology symptoms compared to students who did not report aggression. Dark They concluded that triad traits are consistently shown to predict aggressive behavior in frequency and severity. These traits are associated with impulsiveness, frustration, intolerance, and lack of empathy, which place individuals at risk for harming others and thus could explain opportunistic cyber aggression. Jabłońska and Zajdel (2020) found in a sample of 384 online users from Poland that higher levels of dark triad traits are associated with higher problematic internet use. All the dark triad's components were associated linearly with problematic internet use: their highest levels were displayed by respondents with high problematic internet use.

# 6. COURSE QUESTIONNAIRE

d) Societies and Organisations.

1. American Psychological Association.

2. American Sociological Association.

3. The American Society of Criminology (ASC).

e) Journals

1. *Computers in Human Behavior*

**2.** *Cognitive Computation*

3. *Addictive behaviors*

4. *Computers in Human Behavior*

5. *Computers & Security*

6. *Personality and Individual Differences*

7. *Aggressive behavior*

8. *Journal of Computer-Mediated Communication*

9. *Psychiatry research*

10. *Cyberpsychology, Behavior, and Social Networking*

11. *Personality and social psychology bulletin*

12. *Journal of interpersonal violence*

13. *Journal of personality disorders*

14. *Current Psychology*

15. *Aggression and violent behavior*

16. *Cyberpsychology, Behavior, and Social Networking*

17. *Legal and criminological psychology*

18. *Cyberpsychology, Behavior, and Social Networking*

19. *Acta Psychologica*

20. *Journal of Personality Psychology*

f) Conferences

All conferences of the above professional associations are very relevant.