The Role of Moral Disengagement in the Relationships between Ethical Ideology and Unethical Pro-Organizational Behaviour

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ABSTRACT

There is growing research by a group of researcher on unethical pro-organisation behaviour (UPB) especially after the misconduct of carbon emission by Volkswagen, the researchers have trying to understand why, how and when employees would conduct UPB by using various theories (Mishra et al., 2021) including moral disengagement theory (Mishra et al., 2021). Drawing from moral disengagement theory (Bandura, 1990) we argue that moral disengagement mechanism mediates the relationships between ethical ideology and UPB. As the literature of moral disengagement in unethical behaviour and UPB heavily tested and rely on moral disengagement as unidimensional construct, so less is known which mechanisms of moral disengagement influence employees behaviour (Ogunfowora et al., 2021). So, this paper will examine how idealist and relativist adopting moral disengagement mechanisms in justifying their immoral act of UPB. The study is a cross sectional study which the data was collected through paper and pencil survey. A total of 387 responses were collected from private sectors employees in Klang Valley, Kuala Lumpur, Malaysia. The respondents received RM10 KFC voucher as a token. The data quality measures were used by including attention check questions and marker variable (Moore et al., 2021). All the responses were measured using 7-likert scale, where 1 – strongly disagree and 7-strongly agree. Employees ethical ideology was measured using 20 items by (Forsyth, 1980), moral disengagement was measured using 32 items by (Bandura, 1990), and UPB was measure using 6 items by (Umphress et al., 2010), The analysis was conducted using SPSS Version 27, and the mediation analysis was tested using PROCESS.

Keywords: Unethical pro-organizational behaviour, moral disengagement, ethical ideology