

ROLE OF HIGH-PERFORMANCE WORK SYSTEMS IN MANAGING NARCISSIST BEHAVIOUR

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Abstract

The objective of the current study is to identify the underlying mechanisms that explain the relationship between narcissism and managerial derailment. Drawing from the trait activation theory, we explore a model of high-performance work systems as moderator in the relationship between narcissism and managerial derailment. Based on multiple-rater responses from peers, subordinates, and supervisors on 562 employees, the findings show support for moderating relationships. The study has important implications for managerial derailment, uncovering how people management practices can reduce managerial derailment in the workplace.

Keywords: Narcissism, Managerial Derailment, High-performance Work Systems.

