

**THE EFFECT ORGANIZATIONAL INTEGRITY OF IN REDUCING SOME  
NEGATIVE BEHAVIORS IN THE WORKPLACE: A SURVEY OF A SAMPLE OF  
WORKERS AT THE DIWANIYAH BRANCH OF THE GENERAL AUTHORITY  
FOR TAXATION**

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**Abstract**

The current research aims to develop a set of proposed measures derived from the organizational integrity portal in order to reduce negative behaviors at work. organizations whose integrity is consistent with the goals are more successful and advanced because integrity reduces the chances of committing violations and reveals unethical behaviors in organizations and enables them to respond to negative behaviors at work resulting in several disadvantages, including leaving work, absence and late at work. in this context, those interested realized the strong link that connects organizational integrity aggressiveness.

It should be noted that establishing a culture of organizational integrity in any organization includes a set of stages, including understanding the importance of organizational integrity, its necessity and benefits for the individual and the organization, clarifying the positives of its application and realizing the danger of the absence of organizational integrity from the organization. the study also recommended the need to apply honest practices within the organization.

**Keywords:** organizational integrity, negative behaviors, workplace.

**Introduction**

The topic of organizational integrity is one of the topics that has occupied a wide place in administrative thought nowadays because of the need for transparency and ethical handling in business, which some individuals and organizations lack, as organizational integrity or ethical

behavior is not only intended to fight corruption or fraud, but also lies in the quality or excellence in individual or organizational behavior, which represents the quality of acting in accordance with the values, standards and ethical rules accepted by members of the organization and society (Bauman, 2013: 422), so Integrity is one of the virtues that is strongly related to established performance and the Prevention of corrupt ethical behaviors in organizations and the negative consequences associated with these behaviors (Hernández et al., 2012: 284) among these behaviors with negative effects are the ones addressed by our current research (aggression in the workplace, social loafing, withdrawn behavior)

Aggressive behavior is considered among emotional behavioral disorders, and among the problems that have negatively affected an individual's life, which may cause physical and psychological injury or harm in a way that leads to death or permanent disability, and also can cost the organization Direct or indirect costs, such as loss of production rates due to employees' unwillingness to work, as well as the costs of repairing damage and judicial expenses (Roderick, 2010 : 1 ) Another behavior whose negative effects can be reduced through organizational integrity is the phenomenon of social loafing, which is the tendency to reduce individual effort when working in a cohesive manner in a collective environment compared to the individual effort expended when working alone or independently in the presence of others only, which has several negative effects on the success of the organization, including first, it affects the efficiency of the work of employees by reducing the effort they make.

Secondly, members who reduce their efforts at work may have lower expectations of success. In addition, social hanging out also leads to a decrease in commitment to the total (Luo et al., 2013: 457) the above statement applies in terms of negative effects and dealing with it through organizational integrity on non-withdrawing behavior, which is any employee behavior related to withdrawal from duties and responsibilities as a result of the distance that grows between the employee and the organization (Erdemli, 2015: 201).

Absenteeism, delays, and work turnover are withdrawal behaviors at work that pose a significant cost to many organizations . while organizational leaders seek to maximize profits and productivity and reduce organization costs, these behaviors reduce profits and productivity in organizations because employees lose working hours by covering absent employees, thereby expanding their workload. Moreover, employees who do not report on the distributed days may expose the enterprise to the risk of losing profits.

As a result, organizations become understaffed or have to pay salaries to additional employees, so absenteeism and deliberate turnover are expensive for organizations, and the deficit of key personnel can negatively affect the competitiveness of the organization (Alexander, 2016: 13)

## **METHODOLOGY**

### **Research Problem**

Organizational integrity is one of the vital concepts in the field of organization management, as it contributes significantly to enhancing the confidence of employees and increasing the effectiveness of the systems and procedures followed in the organization. However, organizations may face challenges and negative variables that may affect the degree of success

and effectiveness of the organizational integrity system, and our research has addressed some of these variables (aggression in the workplace, social loitering, withdrawn behavior).

So the research problem can be formulated as follows :

### **How can negative work behaviors be minimized through organizational integrity?**

As for the research questions, they are as follows:

What is organizational integrity in the Diwaniyah tax department.

Find out if organizational integrity has a role in reducing negative work behaviors in the General Authority for taxes / Diwaniyah branch

What are the most important responses of individuals in the research sample about the availability of organizational integrity mechanisms and their role in reducing negative work behaviors in terms of (social loafing, withdrawn behavior, workplace aggressiveness)

### **The importance of research**

1-The current research presents a proposal about two important proposals in management literature, namely organizational integrity and negative work behaviors.

This research is presented to provide a new addition to the literature related to this topic.

2-providing many alternatives and solutions to individuals research sample on the adoption of organizational integrity methods to reduce negative work behaviors

3-research contributes to the objective provision of scientific libraries ( organizational integrity and negative behaviors).

### **Research Objectives**

1. definition of the concept of organizational integrity of the research sample organization.

2-disclosure of the level of negative work behaviors of individuals research sample.

3-to know the opinions of the researchers in the organization about the causes of negative behaviors at work.

4-propose a set of recommendations that support the organizational integrity of the research sample individuals.

### **The Research Hypothetical**

#### **First. Correlation hypotheses**

The first main hypothesis states that there is a significant relationship between workplace aggression (hostility, anger, physical aggression, and psychological aggression) and the dimensions of organizational integrity (operating controls, purpose and principles, core values, and culture). The following sub-hypotheses flow from this main hypothesis:

- There is a significant correlation between operating controls and aggression in the workplace.
- There is a morally significant correlation between purpose, principles and aggression in the workplace.
- There is a significant correlation between core values and aggression in the workplace.
- There is a significant moral correlation, between culture and aggression in the workplace.

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**The second major hypothesis states that there is a strong relationship between** the dimensions of organizational integrity (operating controls, purpose and principles, core values, culture) and social idleness.

**The third main hypothesis:** there is a significant correlation between the dimensions of organizational integrity (operating controls

Purpose and principles, core values, culture) and withdrawal behavior with its dimensions (lateness, absence, work turnover), and the following sub-hypotheses emerge from them:

- There is a significant correlation relationship between operating controls and withdrawal behavior.
  - There is a significant correlation relationship between purpose, principles and withdrawn behavior.
  - There is a significant correlation between intrinsic values and withdrawal behavior.
- A significant correlation relationship exists between culture and withdrawn behavior.

**The fourth main hypothesis /** there is a significant impact relationship between the dimensions of organizational integrity (operating controls

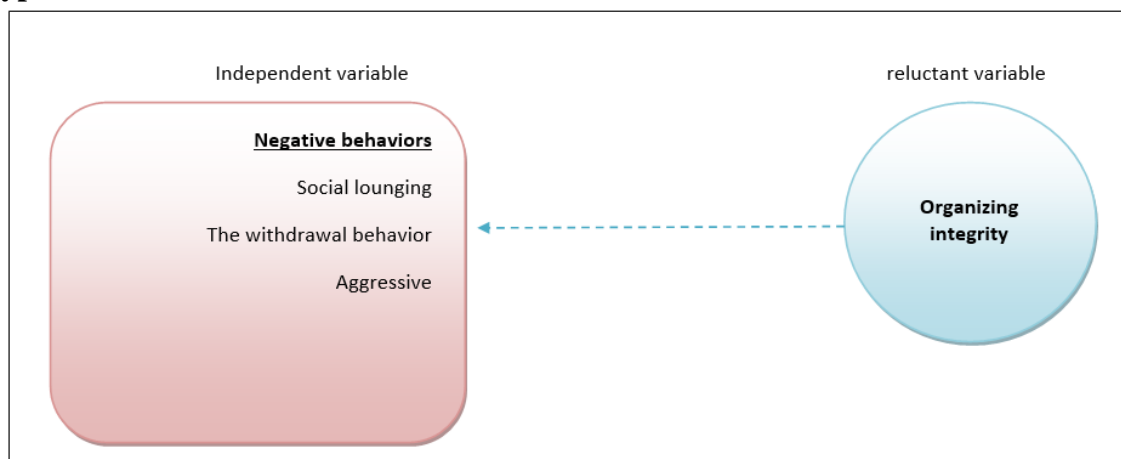
Purpose and principles, core values, culture) and aggression in the workplace with its dimensions (hostility, anger, physical aggression, psychological aggression) and the following sub-hypotheses emerge from them:

- A significant influence relationship exists between operating controls and workplace aggression.
- There is a morally significant influence relationship between purpose, principles and aggression in the workplace.
- A morally significant influence relationship exists between intrinsic values and workplace aggression.
- There is a significant influence relationship between culture and aggression in the workplace.

**The fifth main hypothesis /** there is a significant impact relationship between the dimensions of organizational integrity (operating controls, purpose and principles, core values, culture) and social idleness.

- A significant influence relationship exists between operating controls and withdrawal behavior.
- There is a significant influence relationship between purpose, principles and withdrawn behavior.
- A significant influence relationship exists between intrinsic values and withdrawn behavior.
- A significant influence relationship exists between culture and withdrawn behavior.

The hypothesis of the research



The form of the hypothesis of the research

Source: prepared by researchers

Measurement Instrument

The measurement tool is composed of two primary components: the research variables form the second portion, and the demographic or work data comprise the first part.

Table 1: Coding and characterization of the questionnaire form

Variable	Source	The type of the scale
Organizational integrity	(Kayes et al 2007).	A five-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree), is used to gauge respondents' level of agreement .(.with the statement
<u>Negative behaviors</u> Social hanging out Withdrawn behavior Workplace aggressiveness	(George,1992)	A five-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree), is used to gauge respondents' level of agreement .with the statement
	(Erdemli,,2015)	
	.(Buss, & Perry,1992)	

Source: Prepared by researchers

Research Community and Sample

forms were given to the General Authority of Taxation's Diwaniyah branch employees. Following an examination of the recovered forms, two of them were deemed invalid, resulting in a total of (70) valid forms for analysis and study. These forms were intended to gauge the degree of organizational integrity and its contribution to the decrease of unfavorable work behaviors.

**(Literature Review)**

**Conceptt of organizational integrity**

With the expansion of the market and the increase of customers, the customer's question comes here about the extent of transparency of the organization and trust in dealing, we find that lack of trust will lead to a decline in the growth of the organization in the long term, so organizations must prioritize the application of organizational integrity within their strategies and business practices

(Ponomarenko, 2016:23). Therefore, organizations should strive to build leaders with integrity at all hierarchical levels and include integrity standards as a feature in their evaluation system .at the same time, we find that the integrity of a leader can have a positive impact on the work environment in the organization. (Wijanarko,2020 ,9)

Thus, we conclude that organization is a process by which organizations create a set of rules defined by obligations, values and guidelines and entrench these basic rules among stakeholders within the organization and from one organization to another so that these obligations confer a kind of normative rationality that legitimizes organizational choices to indicate the mission and values of the organization and maintain organizational integrity .( Ekberg, 2017 p38-39): organizational integrity refers to the ethical integrity of working individuals and the ethical quality of their interactions with each other and also includes the prevailing norms, activities, decision-making procedures and its results within the organization.

He pointed out ( Molina, 2016:6 ) that the key to effective management and the possibility of enhancing organizational integrity within the culture of the organization is to achieve the right balance between two tools that represent the basic base in organizational integrity, namely:

The focus on compliance is on the control mechanisms used in the organization to ensure legal compliance by adhering to codes of ethical conduct, monitoring employees, following the necessary procedures and enacting disciplinary measures, and focusing on values to ensure that core values are reflected in the daily activities of the organization . Organizational integrity is also defined as the individual and collective ability of an organization to exercise self-loyalty in the sense that its activities are based on established principles within the organization through which they reflect the extent to which the subjective legislative norms and legal standards in force within the organization are implemented. (Fuerst, & Luetge, 2023: 30)

**Dimensions of organizational integrity**

The framework of this research was based on the work of Max Weber ( 1946), whose ideas about bureaucracy had a significant impact on the development of a methodological framework for the study of organizations , and influenced by Max Weber in relying on the experiences of organizations, he proposed to build organizational integrity on four organizational practices : (operating controls , principles and purpose, core values and culture ( Kayes, et al, 2007, 64). My agencies:

**Operating controls:**

All organizations require formal controls represented by the functions of compliance, control, accounting and auditing, where these controls form the basis, and therefore the Basic Rules must



be established in the organization and not to be tolerated, regardless of the size of the organization, no organization can reduce its risks without effective operational controls . Kayes, et al, 2007, 64). Therefore, organizational controls can be considered an important element of operational controls in the organization, as they depend mainly and accurately on the procedures and practices of organizational integrity , on the one hand, and on the other hand, they depend on the efficiency and integrity of individuals working in the organization( Carton & Adam, 2014:52) and Malmi, 2008:290) & (Brown, explained that operational controls include not only employee-oriented control, but also extend to strategic and operational controls in the organization.

### **Principles and purpose**

Regardless of the size of the organization , we find that transparent organizations operate according to the principle of disclosure, and transparency means that information will be withheld from the public for legitimate legal and privacy reasons . That is, information may be available to the public. organizations that adopt legal and organizational privacy correctly find themselves in a better position to respond to the change in business expectations. the expansion of previous controls and legislation to integrate the principles and purpose at the core of organizational practices, as well as organizations seeking to define business principles to integrate with the measures of results. This results in a great way to build harmony and compatibility between principles, purpose and performance metrics resulting in supporting the climate of integrity within bb. (Kayes, et al , 2007, 69) thus, the application of organizational integrity within organizations enhances the importance of adherence to principles and purpose that give employees of the organization a sense of belonging and help them focus on the actions and goals of the organization (Eschenbach,2012, 376).

### **Core values:**

They indicate the personal values of managers and leaders.Badaracco and Ellsworth (1992) describe integrity as consisting of a manager's personal values, daily actions, and basic organizational goals .Simons (2002) actually demonstrates integrity by the consistency of the values adopted by the leader against the actual values. (Lichtenstein, et al, 2011:5)in addition, ethics can be defined as the collection of values and norms, acting as criteria or benchmarks for assessing the integrity of individual behavior the ethical nature of these values and norms indicates what is judged as correct, fair or good behavior. Values are principles that carry a certain weight in an individual's choice of action what is good to do , or what is bad to refrain from doing ( Huberts, et al, 2007:589)

### **Culture :**

Organizational culture is defined as a set of values , symbols and rituals shared by the organization's personnel that describe the way things are going in the organization in order to find solutions to all management problems within the organization and its relationship with customers, suppliers and the environment (Spencer- & Franklin, 2012: 2).

Many researchers pointed out that the culture of integrity is of great importance for the individual within the organization in order to achieve personality and professionalism in the job, and most of the research on companies that have a culture of integrity showed that it provides:

Support for employees through building relationships with colleagues and processes that take place in the workplace and encourage them to consult with others as that culture is a source of strength and not a weakness that supports work-life balance, reduces work pressures, balances views between individuals and contributes to job satisfaction. (Shahid, & Azhar, 2013: 67) organizational integrity can thus be supported through ad hoc initiatives linked to organizational culture that are difficult to change.

An organizational culture that accepts integrity issues, is flexible in the face of political pressure, and is willing and open to address and discuss ethical issues is extremely important for organizing integrity. (Hoekstra, & Kaptein, 2012:21)

### **Negative behaviors in the workplace:**

Negative behaviors in the workplace within this research are represented by three concepts that include social loafing, withdrawn behavior and workplace aggressiveness and will be explained in detail and agencies:

#### **1-the concept of social hanging out**

Researchers have been interested in the phenomenon of social loafing for almost a century, starting with Maximilien Ringelmann in 1913 (Alnuaimi et al.,2010: 206) who illustrated this phenomenon for the first time when he compared the degree of physical effort invested by the people involved in the rope pulling task. He found a certain pattern, namely, that as the group grows, the individual effort of each individual decreases (Hamburger,2003:80). Steiner (1972) has proposed two explanations to explain his influence . One theory was that when a group gets bigger, people become less motivated, which lowers the level of effort. An alternative rationale could be because the group is incapable of effectively coordinating and synchronizing the work of its members. Additionally, if there were insufficient synchronization actions, others might have cancelled out the individual's contribution, which would have decreased the individual's average effort as the group size increased (Zhu& Wang, 2018:9).

Additionally, the researchers demonstrated that social loafing occurs in physical tasks; but, are cognitive group tasks susceptible to the same findings? According to a 1977 study by Petty, Harkings, Williams, and Latane, cognitive tasks were just as prone to social loafing as physical tasks (Simms & Nichols, 2014:59).The findings provided evidence that social loafing happens in cognitive tasks and that it can occur in a range of tasks, such as evaluative, physical, cognitive, and work-related tasks. Additionally, social loafing in academics has been observed, for instance, in assignments that call for idea generation and group paper preparation. (Tekle et al.,2020:11) According to harkings, Williams, and Latane (1979), social loafing is a type of social disease that has negative consequences for individuals and organizations, so it is important to look for factors that would discourage or motivate individuals within social contexts and to know the causes and conditions under which social loafing is influenced and eliminated(Karau & Williams, 1993:681)



So the work of (Liden et al.,2004: 287) on the antecedent examination of social loafing at the individual and group level which should be addressed by organizations. The degree to which people believed that their occupations needed close connection with other group members, task coherence, task salience, and people's judgments of distributive and procedural justice were all individual-level precursors of social loafing. The antecedents that represent Group level are, group size, cohesion, and perceptions of the prevalence of social loafing among group members. Social loafing also has a direct impact on performance, efficiency and satisfaction at the individual and group levels, and the intrinsic participation of an individual is negatively related to social loafing. This can be explained by the fact that the individual does not have the same widespread scope of responsibility as other members of the group. Thus, this affects their effort and contribution to the group's mission. Furthermore, it affects Group Performance, Group efficiency and the satisfaction of other group members (Dheenoseeni et al.,2022:9)

And social loafing was defined that when people are in a group they are likely to make less effort than if they were working alone, because all members of the group combine their efforts to achieve a common goal, each member of the group contributes less than if he was individually responsible. (Rich et al.,2014:9) As for Tekle et al.,2020:11) social loafing has been offered by certain members who are frequently absent, disengaged, and insufficiently or not at all fulfill their work obligations (Williams & Karau, 1991:681) defined it as the tendency to reduce individual effort when working interdependently in a group environment compared to individual effort when working alone or independently in the presence of others only .

When and why social loafing happens has been a mystery to researchers. Given the significant role that groups play in everyone's lives, what can be done to stop this from occurring? Although the researchers described social loafing in such harsh terms, they acknowledged in their discussion that people likely chose to prefer being in groups because they wanted to save their energy for the times when they needed to work as individuals and they would be able to. They concluded that social loafing is a kind of social disease that has negative consequences for individuals, social institutions, and societies because of the far-reaching implications of these results. Thirty years later, this adaptive perspective on social loafing—earning rewards—was comprehensively investigated. (Simms & Nichols,2014:59).

## **2-. Aggression in the workplace**

### **First: the concept of aggression in the workplace**

Aggression is one of the important and dangerous behavioral manifestations that are widespread in societies and organizations because of the negative impact and risks that it entails for the individual himself, for other individuals and even for the organization. It is a behavior that appeals to the individual when there are difficulties and obstacles that stand in the way of achieving the goals, needs and desires of the individual, no matter how different the methods of expressing it, it is a behavior aimed at causing harm and harm. Due to the effects caused by the occurrence of this phenomenon, the efforts and trends of scientists and researchers have been successful in determining its nature, causes and factors underlying its occurrence.

There is no single agreed definition of aggressive behavior due to its complexity and the complexity of its causes. However, the vast majority have come to the conclusion that this type of behavior is aimed at harming oneself and others, and we will try below to address it by reviewing a set of definitions related to it. It is defined as those acts and actions issued by the aggressor that are planned and approved with the intention and intent to harm the corresponding individual: 28) et al., 1994jorkqvist).

He considers (Hogh, 2003: 11) that it is an intentional and conscious act that leads to the harm of another person who wants to avoid. (Dupre et al., 2006: 987) is considered as that behavior issued by one particular individual with the intention of causing harm to people within the workplace, which may be normal behavior (beatings, damage to property) in addition to psychological and verbal behavior (verbal insults, neglect of goals), as well as it can be overt or covert (in other words, explicit or anonymous acts of aggression), direct or indirect. (, 2008:165Corney ) sees aggressive behavior in the workplace as any action or behavior that may be offensive or verbal, which is not reciprocated and undesirable.

Barling et al , 2009(: 672) defines aggressive behavior in the workplace as behavior initiated by the worker and aimed at harming the corresponding individual in the organization or the organization itself, and may be psychological or physical.(Ferris, 2016:1779) says that aggressive behavior is a set of negative actions that are planned and intentional, as they work to cause harm to the other party. It is also defined by (Pacheco et al, 2016: 28) as a behavior that is natural and psychological, as it can be clearly active or passive (overt or covert), indirect or direct, against the organization and is called (organizational aggression) or against any person working in the organization and is called (personal aggression).

It is also defined as the behavior of an individual or a group of individuals, from outside or inside the organization that intends to harm an employee or worker physically or psychologically, which occurs in the workplace” (Pacheco et al., 2016:29. According to this definition , it is considered appropriate and agreed by researchers for three reasons (Barling et al , 2009: 637 ; Roncalez, 2017: 8-7) ) .

### **I. appropriate and consistent with other definitions.**

Secondly-the definition is broad enough as it includes a wide variety of natural and psychological behavior. Third-all organizational strangers as well as internals are allowed as perpetrators, although violence and aggression in the workplace are often used interchangeably in literature. Hence, we note that some researchers focused only on direct natural aggression, as defined by (673: Barling et al , 2009) as behavior that intends to cause natural harm, while others focused on threats, attacks and unnatural aggressive actions. Thus, it becomes clear that there is a lot of overlap between some of these definitions, and therefore aggressive behavior may be verbal or non-verbal, direct or indirect, explicit or implicit, directed against others, oneself or the organization, but ultimately results in causing harm and physical, psychological or physical harm to the person himself or to others.

## **Secondly .Banishing aggression in the workplace**

The majority of research on aggression in the workplace used a scale (Buss& Perry, 1992), which is a scale consisting of four sub-dimensions represented by (hostility, anger, physical aggression, verbal aggression)

### **1. hostility**

Hostility is a behavior that seeks to commit non-material harm in nature and the most common are those hostility observed in organizations, it is a style characterized by rudeness, curiosity and disrespect for others (Keng, 2017:5). Workplace hostility includes behaviors that can cause harm to the target and therefore the target is motivated to avoid them. However, hostility in the workplace includes only unambiguous bouts of hostility that occur repeatedly at the hands of a person or a group of people (Selden&Downey, 2012:2). Hostility is a persistent personality trait that is best indexed by a set of beliefs that reflect the idea that others are unworthy and are likely to be sources of frustration and aggression (Gyll& Madon,2003:681)

### **2.Anger**

It is a passively indulged emotion, experienced subjectively as a state of arousal from hostility towards someone or something perceived as the source of an hated event. It is triggered or provoked by events that are perceived as constituting deliberate harm by an instigator towards himself or towards those whom one loves. It can also be a product of goal blocking or frustration, be a reactive reaction to pain physically or psychologically. Provocations usually take the form of insults, unfair treatment or intentional frustration. Anger is usually considered as a justified response to some "mistake" that has been done. While anger arises outwardly through nearby acute events, it is shaped and facilitated according to the context by circumstances that influence the cognitive, physiological and behavioral systems that comprise anger reactions and the social rules that govern the expression of anger. Anger activation is also centrally related to threat perception and survival response (Novaco,2016:285).

### **3. Physical aggressiveness**

Physical aggressiveness is defined as behavior directed at another person that results in physical harm or can cause physical harm, and represents a diagnostic sign of social dysfunction. Engaging in physical aggression is associated with a high likelihood of developing mood disorders and anxious personality. Moreover, physical aggressiveness is a characteristic sign of many psychological diagnoses (antisocial personality disorder, borderline personality disorder, intermittent explosive disorder. It also represents the fundamental feature of the external spectrum of psychopathology (Brennan & Sommers,2021:1).

### **4. Verbal aggressiveness**

Verbal aggressiveness is conceived as a personality trait that predisposes people to attack other people's self-concepts rather than their attitudes towards communication topics or adding to them (Infante, D. A., & Wigley,1986:61).It is an aggressive form of communication that has devastating effects on interpersonal relationships (Bekiari, A., & Spyropoulou,2016:2)

**3- Withdrawn behavior ;**

Based on the theory of social exchange, it was found that cognitive Trust has a positive effect on employees' perceptions and avoids threats of withdrawal ( Tiany et al., 2021:6) and it was found that change, absenteeism and work turnover are one of the main manifestations of withdrawal in the workplace, arguing that each behavior is a way for employees to withdraw from work in response to favorable work situations such as job dissatisfaction and organizational commitment on the basis of which withdrawal is made ( berry et al al, 2021: 679) the employee's withdrawn behavior indicates that he is late or has left work, and all these elements represent withdrawal from the workplace (Berry et al, 2012: 678) where withdrawn behavior is one of the negative behaviors experienced by organizations, represented by the withdrawal of part of the workers who hate the work environment (carpenter& berry, 2017: 835) and finally, we proceed to define withdrawn behavior in the workplace as a set of behaviors of dissatisfaction aimed at moving away from participation in work. ( haiscn& hulin, 1990:63)

**Data collection**

Seventy-one of the 72 questionnaires that were sent to (4) were found to be legitimate for examination and analysis with the aim of assessing an effect; these details are presented in Table2.

Table 2: Questionnaire coding and characterisation

The ratio	the number	Categories	Variable	Sequence
50%	35	Male	Sex	1
50%	35	Female		
4.3%	3	(26-)	the age	2
22.8%	16	(36-27)		
48.6%	34	(46-37)		
24.3%	17	(-47)		
7.2%	5	Primary	Academic achievement	3
1.4%	1	Medium		
18.6%	13	Preparatory		
7.2%	5	diploma		
42.8%	30	Bachelor's		
22.8%	16	Master's		

**Method****measuring instruments**

The demographic and functional components make up the first half of search measuring tools, while the study variables make up the second. Table 3 offers a thorough explanation.

**Table3: description of the questionnaire form**

Scale	Source		code	Variable
The five -point Likert consisting of 1 (I do not agree with 5 (I agree with a tension)	(George,1992)	5	SO	Social lounging
The five -point Likert consisting of 1 (I do not agree with 5 (I agree with a tension)	(Erdemli,.2015)	5	WI	withdrawal behavior
The five -point Likert consisting of 1 (I do not agree with 5 (I agree with a tension)	(Kayes et al 2007)	4	OP	Organizing integrity Operating controls
		4	PU	purpose and principles
		4	VA	Values
		4	CU	Culture
The five -point Likert consisting of 1 (I do not agree with 5 (I agree with a tension)	(Buss, & Perry,1992)	4	HO	Aggression Hostility
		4	AN	Anger
		4	PH	Physical aggression
		4	VE	Psychological aggression

Table 3 shows the descriptive statistics (the size of the sample and the average mathematical averages, where it follows the pentagonal Likert degree and the standard deviations of the variables that were included in the slope model

**Choose the scales**

The scale safety test is a crucial step in obtaining accurate findings, and in order to do so, two fundamental criteria must be verified: safety and reliability. Several stable and highly credible criteria that are employed in administrative literature have been depended upon.

The research was validated by using the Facronbach laboratory as shown in Table (4)

**Table 4 : Walcarronbach Transactions for Search Variables**

Variable	Cranach's Alpha for variable	Dimension	Cranach's Alpha for Dimension
Organizing integrity	0.816	OP	0.820
purpose and principles		PU	0.812
Values		VA	0.809
Culture		CU	0.810
Social lounging	0.814		
withdrawal behavior	0.822		
Aggression	0.805	HO	0.813
Anger		AN	0.809
Physical aggression		PH	0.801
Psychological aggression		VE	0.804
Social lounging		SO	0.802

Because its value is larger than 75%, the preceding table indicates that the standards are characterized by internal stability.

**An explanation of statistics**

The study has established the level of answers in light of mathematical averages by determining its affiliation with any category and determining the values of the average mathematical at any level of comparison, as shown in Table 5. This paragraph covers two fundamental aspects of the first regulatory integrity variable and the second independent variables (4). Table 5: the degrees of mean values of arithmetic levels

Answer estimates	1-1.80	1.81-2.60	2.61-3.40	3.41-4.20	4.21-5.00
Levels of answers	Very low percentage	Low percentage	Normal percentage	High percentage	Very high percentage

It is noted in Table 5, the averages, their deviations, and the internal association of the research variables

**Table 6: mathematical averages, deviations and connections matrix**

SO1	VE	PH	AN	HO	WI	SO	CU	VA	PU	OP	
										1	<b>OP</b>
									1	0.76*	<b>PU</b>
								1	0.78*	0.61*	<b>VA</b>
							1	0.62*	0.52*	0.74*	<b>CU</b>
					1	0.75*	0.87*	0.54**	0.95*	0.95*	<b>SO</b>
				1	0.39**	0.83**	0.59**	0.95*	0.51*	0.51*	<b>WI</b>
			1	0.81**	0.61*	0.71*	0.61*	0.96**	0.59*	0.59*	<b>HO</b>
		1	0.53*	0.84**	0.73**	0.87*	0.52*	0.84*	0.83*	0.83*	<b>AN</b>
	1	0.37*	0.51*	0.44*	0.68*	0.50**	0.69*	0.74*	0.95**	0.95**	<b>PH</b>
	1	0.49*	0.45**	0.49*	0.88*	0.95**	0.92**	0.88*	0.79*	0.81*	<b>VE</b>
1	0.55*	0.57*	0.44*	0.57**	0.81*	0.84*	0.80*	0.86*	0.88*	0.84*	<b>SO</b>
2.94	3.45	2.42	4.31	3.88	4.03	2.96	3.74	3.77	3.07	3.57	<b>Means</b>
0.05	0.76	0.40	0.06	0.28	0.16	0.34	0.65	0.58	0.69	0.63	<b>S.D</b>

Table 6 displays the normative deviations and mathematical averages of the research sample's responses to the organizational integrity dimensions. The dimension (VA) received the highest ranking based on the research sample's responses, with an average account of 3.77 and a standard deviation of 0.58, while the dimension (PU) received the lowest level, with an average account of 3.07 and a standard deviation of 0.69.

Regarding the housing variable, I obtained a standard deviation of 0.34 and the center of my account (2.96). Because the value of the calculation runs between (1.81-2.60), the level given in the table (6), the overall mathematical milieu of this variable implies a poor awareness among participants of the research sample regarding its presence.

My account received a withdrawal behavior variable of 4.03 and a standard deviation of 0.16. Since the value of the calculation ranges between the (3.41-4.20) level given in the table (6), the overall mathematical milieu of this variable shows a strong awareness among participants of the research sample towards its availability.



Regarding the aggression variable, the research sample's responses placed the dimension (AN) at the top since it had the highest average account (4.31) and standard deviation (0.06).

The majority of the links showed a direct relationship between the organizational integrity variable and other variables (softening and behavior, withdrawal of aggression), which implies that the more the organizational integrity variable increases the other variables (softening, withdrawal behavior, and aggression) and vice versa. This correlation between the search variables offered preliminary support for the research assumptions.

## Conclusions and recommendations

### Conclusions

1-we conclude from the above that organizational integrity is one of the basic values that must be available in every successful organization because it depends on transparency, credibility and fair dealing with all individuals

2-the research has shown that organizational integrity significantly affects negative behaviors (aggression in the workplace, social loafing, withdrawn behavior). when there is a work environment full of credibility and transparency, employees feel confident and respected, which reflects positively on their behavior and interactions with their colleagues and managers.

3-organizational integrity encourages and promotes making sound decisions and providing constructive speeches instead of expressing anger and hostility.

### Recommendations

1-following organizations reward and punishment policies play a big role in enhancing organizational integrity and reducing negative behaviors in the workplace, when there is a fair system that rewards employees for their good performance and punishes them for undesirable behavior, it will leave a positive impression on the work group and on all members of the organization.

2-building strong organizational integrity and applying the principles of organizational integrity in organizations by following policies and procedures that adopt and promote social interaction and cooperation to promote a positive and healthy work environment that promotes social adaptation among individuals to spread the spirit of cooperation between individuals and identify their problems that they face and the negative behaviors that they may be exposed to and how to deal with them, through holding seminars, conferences and extension programs

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