

The Individual Antecedents of Impulsive Behavior

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Abstract

This study aims to investigate some individual antecedents of impulsive behavior. Within the literature, studies suggest that dark side of personality and self-efficacy belief considered an effective factors on employees' impulsive behaviors. For this purpose, the data were collected via survey method from 201 employees who are working in four and five star hotels in Antalya and Bursa provinces. Accordingly exploratory and confirmatory factor analyses, correlation and structural equation modelling were used for the data analyses. The results of the study indicate that while psychopathy has a significant and positive effect on employees' impulsive behaviors, narcissism has a significant and negative effect on the impulsivity. However, Machiavellianism has no significant effect on impulsive behaviors. On the other hand, it is found that self-efficacy has a significant and negative effect on employees' impulsive behaviors.

Keywords: Impulsive Behavior, Dark Personality Traits, Self-Efficacy