

[Keynote Talk]: Role of Leaders in Managing Employees' Dysfunctional Behavior at Workplace

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Abstract : The objective of this theoretical study is to explore in depth the role of leaders in managing employees' dysfunctional behavior at workplace in an effort to recommend strategies and solutions for these destructive behaviors that affect employees' performance. The significance of the study lies in the fact that dysfunctional behavior has been widely spread in almost all organizations, public and private, with its very destructive manifestations. Dysfunctional behavior may be classified into thefts, sabotage, sexual harassment, jealousy, envy, revenge, vulgarity all of which affect employees' moral, self-esteem and satisfaction level drastically which will be reflected negatively on their performance and productivity. The main research question will focus on the role of leaders in managing employees' dysfunctional behavior effectively at the workplace through the different strategies and control measures. In this study, the data will be collected from different academic literature and through some primary data by conducting interviews with some public and private employees from different managerial levels and fields.

Keywords : dysfunctional behavior, employees deviant behavior, employees moral, leaders role

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