

Effect of Job Security on Unethical Pro-Organizational Behavior in Selected Commercial Banks in Abuja Metropolis, Nigeria: The Mediating Role of Obsessive Work Passion

Samuel O. Oyediran, Danjuma N. Kusa

Department Business Administration, University of Jos

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Abstract: This study investigates the impact of job security on unethical pro-organizational behavior in selected commercial banks within the Abuja metropolis, Nigeria, with a focus on the mediating role of obsessive work passion. Drawing upon Social Exchange Theory and Self-Determination Theory, the research aims to understand how the perception of job security affects employees' passion for their work, which subsequently influences their ethical decision-making processes. Utilizing an explanatory research design, this study adopted a quantitative methodology to collect data via a cross-sectional descriptive survey. The sample comprised 354 employees from five selected banks in Abuja. To test the research hypotheses, Structural Equation Modeling Partial Least Squares (PLS) was employed using SMART PLS 4.1 software. The results indicate a significant negative relationship between job security and unethical pro-organizational behavior, suggesting that higher levels of perceived job security are associated with lower incidences of unethical actions intended to benefit the organization. Conversely, the study found no significant relationship between job security and obsessive work passion, implying that job security does not necessarily drive an unhealthy fixation on work. However, a significant correlation was identified between obsessive work passion and unethical pro-organizational behavior, indicating that a strong, albeit unhealthy, attachment to work can lead to unethical practices aimed at benefiting the organization. Additionally, it was revealed that obsessive work passion does not mediate the relationship between job security and unethical pro-organizational behavior. These findings underscore the vital role job security plays in shaping employees' attitudes and behaviors at work, highlighting the importance of fostering a secure work environment to promote ethical conduct and positive work passions.

I. Introduction

The success of any organization is dependent on balancing the social and ethical goals of the employees (Amaeshi & Adi, 2006). However, Nwaghodoh (2022) argued that only economic values should determine its success this leads to unethical pro-organizational behavior (UPB) in the organization. Unethical pro-organizational behavior is work behavior that is done to benefit the organization, but violates core societal values, norms, laws or standards of proper conduct. UPB includes behaviors such as exaggerating the benefits of a product to entice customers or falsifying customer feedback to foster an image of success. Such behaviors are common among employees in service organizations because of frequent interactions with a large number of customers, challenging customer demands, pressure to meet financial targets, and a commission-based compensation approach for rewards (Schwepker & Good, 2017; Tang et al., 2022).

Kelebek and Alniacik (2022) asserted that unethical behavior has proliferated the business world and is now a typical occurrence, endangering the viability of successful companies. For instance, the Volkswagen emission scandal in 2015, in which employees manipulated emission tests to supported the firm's viability, UPB can have disastrous effects on the company. Such incidents ultimately can impact employees, management and shareholders (Alniacik et al., 2021). Following the scandal, Volkswagen's stock was by 30%, and it took considerable time to recover from the resulting decrease in sales. Another noteworthy case is the Wells Fargo account fraud scandal of 2016, where employees created millions of fake savings and checking accounts for clients without their consent to project a stable image on Wall Street. This scandal led to losses of nearly US\$3 billion for the bank, with 5,300 employees dismissed between 2011 and 2016 due to fraudulent activities.

Furthermore, some branch-level bankers at Wells Fargo faced challenges in securing employment at other financial institutions. Some of these activities stay secret within the company, but others are discovered and become dramatic corporate scandals. Unethical activities, such as lying, embezzling money, and stealing office supplies occur in work organizations (Umphress & Bingham, 2011). Most unethical activities are not intended to harm organizations, but engagement in some of these unethical activities such as the, misrepresentation of factual information that enhances the organization image and fake representation of numbers to save organization money on taxes violates standards of proper conduct (Umphress & Bingham, 2011).

In Nigeria, the Deposit money banks are the key players in the country's financial sector, and they operate within a highly regulated and competitive landscape. As such, maintaining ethical conduct and fostering a positive work environment are essential for the sustained success and integrity of these financial institutions. Chami and Fullenkamp (2002) argue that trustworthiness is crucial for the survival of any bank. Banks must therefore be able to act in a way that merits public trust, confidence and a good reputation by infusing values such as honesty, trust, respect and fairness into the decision-making process. The Nigerian banking institutions have continuously posted stellar growth and performance in the past decade, tax payments from the sector have not been consistent

with the magnitude of profit declared based on effective tax rate (ETR) and book tax gap disclosures in their published financial statements (Folorunso & Lokanan, 2022).

The studies such as (Zhang et al., 2018; Zhang & Xiao, 2020; Mishra et al., 2021; Kelebek & Alniacik, 2022; Vem et al., 2022; Dadaboyev et al., 2023) have investigated how and why employees commit unethical behavior intended to aid the organization. Lawrence and Kacmar (2017), and Elshaer et al. (2022) found job security as a critical factor that affect employee behavior and performance within organizations and they have a significant impact on their attitudes and behaviors, including unethical pro-organizational. However, Chuanyan Qin et al. (2021) confirmed negative a relationship between job security and employees' deviant behaviors in the workplace, such as counterproductive work behavior (CWB).

While existing literature has extensively examined the impact of job insecurity on various work-related outcomes, there remains a notable gap in understanding the intricate dynamics between job security, work passion, and unethical pro-organizational behavior. Previous studies predominantly focus on the negative consequences of job insecurity, neglecting to explore the potential positive influences of job security on employees' psychological states and subsequent behavioral outcomes. Several scholars have investigated the adverse effects of job insecurity on employee well-being, organizational commitment, and job satisfaction (e.g., Lawrence & Kacmar, 2017; Liu & Qiu, 2015). However, limited attention has been given to the mediating role of work passion, in the relationship between job security and employees' engagement in unethical pro-organizational behavior. Existing literature lacks a comprehensive understanding of how job security, as a positive organizational attribute, may foster work passion and, consequently, mitigate or exacerbate unethical behaviors that ostensibly benefit the organization.

Additionally, the scarcity of research specifically exploring the mediating effect of Obsessive Work Passion in the context of job security and unethical pro-organizational behavior implies a need for more nuanced investigations. Understanding the mechanisms through which job security influences employees' passion for their work and, subsequently, their ethical decision-making processes could provide valuable insights for both scholars and practitioners.

This study aims to bridge this gap by investigating the mediating role of Obsessive Work Passion in the relationship between job security and unethical pro-organizational behavior. By examining the positive aspects of job security and their potential influence on employees' passion for their work, this research seeks to contribute to the broader literature on organizational behavior, job security, and ethical decision-making.

Despite the extensive body of research examining the causes and consequences of UPB, there exists a significant gap in the relationship between job security, work passion, and unethical pro-organizational behavior. Thus, this study seeks to investigate the impact of job security on unethical pro-organizational behavior, with the role of obsessive work passion in selected commercial banks in Abuja metropolis, Nigeria.

II. Theoretical Review

Social Exchange Theory (SET) is a social psychological framework that explains social change and stability as a process of negotiated exchanges between parties. SET posits that human relationships are formed through subjective cost-benefit analyses and comparisons of alternatives (Homans, 1958). According to Blau (1964), social exchange involves "voluntary actions of individuals that are motivated by the returns they expect to receive from others." Based on this premise, employees who positively perceive human resource (HR) practices are likely to reciprocate by exhibiting attitudes and behaviors that are valued by the organization (Eisenberger et al., 1990; Gould-Williams, 2007; Van de Voorde et al., 2012). Numerous pro-organizational behaviors, particularly organizational citizenship behaviors, have been studied within the framework of social exchange theory (Blau, 1964; Konovsky & Pugh, 1994).

The relationship between employees and organizations exemplifies a type of social exchange (March & Simon, 1958), where organizations rely on employee assistance to achieve their goals, while employees depend on organizations for economic and non-economic rewards. The principle of reciprocity suggests that when employees perceive support from the organization, they are inclined to enhance their behaviors in return (Blau, 1956).

Obsessive work passion can significantly influence the relationship between job security and unethical pro-organizational behavior (UPB). Employees characterized by obsessive work passion experience an overwhelming and uncontrollable urge to engage in work-related activities, which may make them more susceptible to engaging in UPB when their job security is threatened. Their intense focus on work and fear of job loss could lead them to rationalize unethical actions that ostensibly benefit the organization at the expense of ethical standards.

Self-Determination Theory (SDT) is a psychological theory that examines human motivation and the extent to which behaviors are self-determined and self-motivated (Ryan & Deci, 2000). The theoretical conceptualization of work passion is partially derived from this theory (Vallerand et al., 2003; Ahmed et al., 2016). Understanding these propositions is essential, as SDT posits that humans possess an inherent tendency toward self-growth and development, continually striving to improve themselves (Ryan & Deci, 2002). This theory suggests that certain components in an individual's life motivate them to engage in specific activities and influence their feelings toward those activities, as well as the time and energy they invest in them (Thibault-Landry et al., 2018).

In the context of job security, employees who feel secure in their positions are more likely to experience a sense of autonomy in their work, as they possess stability and control over their professional futures. However, obsessive work passion may arise from extrinsic motivators or a need for validation, which can undermine the fulfilment of the basic psychological needs outlined in Self-Determination Theory (SDT). When employees enjoy a high level of job security, they are more inclined to exhibit ethical behaviors and resist engaging in unethical pro-organizational behavior (UPB) (Ryan & Deci, 2017). Conversely, when employees with obsessive work passion perceive threats to their job security, they may feel compelled to engage in UPB to protect their positions or seek recognition within the organization. This motivation may become extrinsically driven, shifting the focus toward external rewards rather than internal satisfaction, potentially leading to ethical lapses and misconduct.

Empirical Review and Hypotheses Development

Job Security and UPB

Job security is defined as "an employee's subjective anticipation of employment stability and job continuity within an organization" (Probst, 2003). It serves as a predictor of employee behavior in the workplace (Reisel et al., 2010). It is important to note the differences between the constructs of job security and job insecurity, which frequently appear in the literature. Although they may seem similar, job insecurity primarily highlights employees' negative experiences stemming from the potential loss of their job, which includes feelings of frustration and panic (Greenhalgh & Rosenblatt, 1984; Debus et al., 2012). In contrast, job security refers to an employee's expectations regarding the stability and longevity of their position within the organization (Greenhalgh & Rosenblatt, 1984; Davy et al., 1997; Kraimer et al., 2005).

Job security is essentially a component of job satisfaction, although job satisfaction encompasses a broader range of factors (Mohapatra et al., 2017). Duo et al. (2018) found that individuals with a high level of job satisfaction are more likely to engage in unethical pro-organizational behavior (UPB) through a sense of belongingness, particularly when corporate ethical values are low. Additionally, previous studies have shown that psychological safety positively influences unethical conduct, felt obligations for constructive change, and organization-based self-esteem (Liang et al., 2012). When individuals experience psychological safety, they do not fear negative consequences to their self-image, societal status, or career advancement (Kahn, 1990).

Previous research has demonstrated that job insecurity can trigger employees' UPB (Aliedan et al., 2022; Wang et al., 2022; Elshaer et al., 2021; Lawrence & Kamac, 2017; Ghosh, 2017). Managers should be aware that employees who perceive a risk of job loss might be inclined to perform pro-organizational behaviors that could be unethical (Ghosh, 2017). Conversely, we believe that job security can also lead to employees' UPB for the following reasons.

The relationship between employees and organizations is akin to a social exchange (March & Simon, 1958), where organizations rely on employees' contributions to achieve objectives, and employees depend on organizations for economic and non-economic rewards. The principle of reciprocity suggests that when employees perceive support from the organization, they are motivated to improve their behavior in return (Blau, 1956). Therefore, we expect that when organizations provide support in the form of job stability and continuity, this perception fosters a positive exchange between the employee and the organization. Consequently, employees may feel a moral obligation or a sense of social contract to reciprocate by engaging in behaviors that enhance the organization. However, this positive relationship can potentially lead to unethical pro-organizational behavior (UPB) if individuals prioritize organizational interests over ethical considerations. Employees may engage in behaviors that, while beneficial to the organization, contravene ethical standards. This may arise from a perceived obligation to reciprocate the security provided by the organization, even at the expense of compromising ethical principles. For these reasons, we hypothesize that employees with higher levels of job security will engage in UPB as a means of reciprocating to their organizations. Based on the preceding discussion, we hypothesize that:

H01: There is no significant relationship between job security and unethical pro-organizational behavior.

Job Security and Obsessive Work Passion

Previous studies have established a relationship between job security and work passion. For instance, Vallerand et al. (2003) found that job security was positively associated with harmonious passion, which is a healthier form of work passion characterized by the internalization of the activity into one's identity. This indicates that a secure job environment may foster a more positive and sustainable form of work passion. Additionally, Forest et al. (2012) discovered that job insecurity was negatively associated with work engagement, which relates to the concept of work passion.

One relevant theory that can explain the relationship between job security and obsessive work passion is Self-Determination Theory (SDT). According to this theory, individuals are motivated by the need for autonomy, competence, and relatedness. Job security provides a sense of stability and control over one's work environment, contributing to feelings of autonomy and competence, potentially leading to increased work passion. This highlights the significant role job security plays in shaping employees' attitudes and behaviors towards their work. Based on this discussion, we hypothesize that:

H02: There is no significant relationship between job security and obsessive work passion

Obsessive work passion and UPB

Employees with obsessive work passion (OWP) may be more inclined to engage in unethical pro-organizational behavior (UPB) due to the influence of SDT and specific psychological mechanisms associated with OWP. SDT suggests that motivation exists on a spectrum from autonomous to controlled, with OWP representing a form of controlled motivation characterized by an overwhelming urge to engage in work-related activities—often at the expense of other life domains—leading to a lack of balance and potential ethical compromises.

Previous literature supports this view. For instance, Vallerand et al. (2010) found that OWP is associated with negative outcomes such as workaholism, emotional exhaustion, and conflicts with colleagues. This suggests that individuals with OWP may be more prone to engage in behaviors aimed at advancing their careers or organizational goals, even at the cost of compromising ethical standards, driven by an uncontrollable urge to fulfill their work-related desires. Furthermore, research by Forest et al. (2012) indicated that individuals with OWP tend to experience negative work outcomes and emotional exhaustion. These negative outcomes can result in heightened competition, diminished empathy, and a readiness to engage in UPB for advantages in the workplace. Based on this discussion, we hypothesize that:

H0₃: There is no significant relationship between obsessive work passion and unethical pro-organizational Behavior

Mediating role of Obsessive Work Passion

Obsessive work passion mediates the relationship between job security and unethical pro-organizational behavior. Job security fosters the development of obsessive work passion, which, in turn, increases the likelihood of engaging in unethical behaviors to achieve personal and organizational goals. Research supports this relationship, indicating a positive association between job security, job satisfaction, organizational commitment, and engagement (Burke & Astakhova, 2014; Duo, 2018). Work passion is linked to job involvement, workaholism, and organizational citizenship behavior (Forest et al., 2012; Astakhova, 2014; Jachimowicz et al., 2018). While some studies suggest that obsessive work passion can serve as a mediating factor (e.g., Vallerand, 2008), others challenge this notion by highlighting inconsistent effects or suggesting alternative mediators. For instance, a study by Gagné and Deci (2005) argues that while obsessive passion may drive individuals to work hard, it can also lead to negative outcomes such as burnout or decreased job satisfaction, which could heighten unethical behaviors. They emphasize that the passion driving behavior does not always correlate with positive ethical decision-making in the workplace. Similarly, Roberts et al. (2012) indicate that obsessive passion can lead to an overemphasis on work to the detriment of personal values, potentially fostering unethical behaviors rather than mitigating them. also, Hassan & Ahmed (2011) found that intrinsic motivations, rather than obsessive passion, are more positively linked with ethical behavior in professional settings, suggesting that promoting a healthy work-life balance and intrinsic motivation may be more effective than fostering obsessive work passion.

Moreover, the role of organizational support and ethical climate has been emphasized by researchers like Schminke et al. (2013), who argue that external factors play a crucial role in shaping how passion manifests in behaviors, including unethical ones. This implies that focusing solely on an individual's obsessive work passion may overlook crucial contextual elements that mediate or influence the relationship between job security and unethical behavior. Based on the foregoing discussion, we hypothesize that:

H0₄: obsessive work passion does not mediate the relationship between job security and unethical pro-organizational behavior.

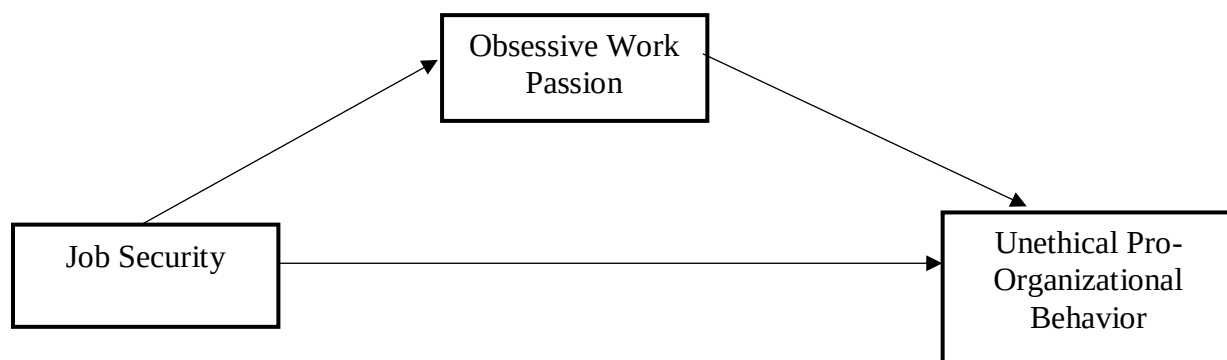


Figure 1: Conceptual Framework of Job Security and Unethical Pro-organizational behavior

III. Methods

Participant and Procedure

This study adopted an explanatory design and quantitative approach to gather data based on a cross-sectional descriptive survey, and the data was collected through the distribution questionnaire.

The target population for the study is the staff of five selected banks in the Abuja metropolis, namely FirstBank of Nigeria Plc, Zenith Bank, GT Bank Plc, Access Bank Plc, and United African Bank Plc. The justification for choosing the above banks is that they are among the largest and most established banking institutions in Nigeria, with extensive operations nationwide, including in Abuja, and their staff strength.

The Krejcie and Morgan's sample size table was used to determine the sample size. The sample size for this study was 354 from the population of 4,918. A proportionate stratified random sampling technique was employed to select participants randomly from the population, which is 4,918 employees of five selected banks within the Abuja metropolis. The nature of the questionnaire used for this study was a seven-point Likert scale, ranging from "strongly agree" to "strongly disagree" (7 = 'Strongly Agree,' 4 = 'Agree,' 3 = 'Undecided,' 2 = 'Disagree,' and 1 = 'Strongly Disagree').

Data analysis was conducted using Partial Least Squares. Structural Equation Modeling (PLS-SEM) is a statistical technique used in social sciences, marketing, and other fields to analyze complex relationships among variables. PLS-SEM was initially proposed by Hair, Ringle, and Sarstedt (2011), building on the work of earlier scholars. The PLS-SEM in the study tested for the measurement model and the structural model.

Measurements

Unethical Pro-Organizational Behavior:

Unethical Pro-Organizational Behavior was assessed using Umphress et al. (2010) 7-item measure. One item was 'If it would help my organization, I would misrepresent the truth to make my organization look good' Responses were on a 7-point scale from 1 (strongly disagree) to 7 (strongly agree). Cronbach's alpha was 0.719.

Job security:

Job security was assessed using Caplan et al. (1975) 5-item measure. One of the items was, 'How certain are you about what your future career picture looks like in this organization?' Responses were on a 7-point scale from 1 (extremely uncertain) to 7 (extremely certain). Cronbach's alpha was 0.848.

Obsessive work passion:

Obsessive work passion was assessed using Vallerand et al. (2003) 7-item measure. One of the items was 'I have difficulties controlling my urge to do my work.' Responses were on a 7-point scale from 1 (extremely uncertain) to 7 (extremely certain). Cronbach's alpha was 0.815.

Control variables. To conduct a conservative test of our hypotheses and rule out alternative explanations, we controlled for gender, age, tenure, educational qualification, and department (Zhu & Zhang, 2019).

Measurement model

The measurement model assesses the constructs involved in the study, which is to determine whether the indicators such as, Composite reliability (CR), convergent validity, average variance extracted (AVE) and discriminant validity, as described by Hair et al. (2011), Hair et al (2012) and Henseler et al (2009) met their required threshold.

Table 1: Convergent Validity

Construct	Items	Loadings	AVE	CR
Job Security	JS1	0.853	0.748	0.899
	JS3	0.891		
	JS4	0.850		
Obsessive Work Passion	OWP1	0.790	0.583	0.807
	OWP2	0.766		
	OWP4	0.733		
Unethical Pro-Organizational Behavior	UPB1	0.775	0.656	0.884
	UPB3	0.869		
	UPB5	0.814		
	UPB6	0.777		

The result in Table 1 shows the convergent validity for the constructs under study. The results thus demonstrated a high level of convergent validity of the latent construct and used in the model. An AVE value of at least 0.5 indicates sufficient convergent validity, meaning that a latent variable can explain at least half of the variance of its indicators on average.

Table 2: Heterotrait-Monotrait Ratio (HTMT) Discriminant Validity

	JS	OWP	UPB
JS			
OWP	0.207		
UPB	0.157	0.423	

Table 2 show the discriminant validity result. According to Henseler, Ringle, & Sarstedt (2015: 121), a well-fitting model should indicate that the heterotrait correlations should be smaller than monotrait correlations, meaning that the HTMT ratio should be below 1.0, Henseler, Ringle, & Sarstedt (2015: 121) suggested that if the HTMT value is below 0.90, discriminant validity has been established. Results in Table 2 indicated that discriminant validity was established.

The structural model

Structural model fitness is examined after the measurement model assessment has been met and fitness is shown to be acceptable. The structural or inner model consists of the factors and the arrows that connect one factor to another. The loadings of the direct paths connecting factors are standardized regression coefficients. To ensure that the final estimated result from the PLS is true, it is important to determine the fitness of the model. The fitness of the model can be assessed in the following ways: testing for collinearity of the structural model, assessing the significance and relevance of the structural model relationships, the level of the R^2 values, and the f^2 effect size (Tenenhaus, Vinzi, Chatelin & Lauro 2005). Hock & Ringle (2006) described results above the cutoffs 0.67, 0.33, and 0.19 to be “substantial,” “moderate,” and “weak,” respectively. The R-square here would be considered to be of moderate strength or effect. To assess multicollinearity in the structural model, tolerance or VIF criteria may be applied, discussed, and illustrated. The VIF benchmark should be less than 4.

The f-square effect size measure is another name for the R-square change effect. The f-square coefficient can be constructed equal to $(R^2_{\text{original}} - R^2_{\text{omitted}})/(1 - R^2_{\text{original}})$. The denominator in this equation is “Unexplained”. The f-square equation expresses how large a proportion of unexplained variance is accounted for by R^2 change (Hair et al., 2014). Following Cohen (1988), .02 represents a “small” f^2 effect size, .15 represents a “medium” effect, and .35 represents a “high” effect size.

Table 3: Structural Fitness Indices

Construct	Items	VIF	R^2	f^2	Q^2	SRMR
Job Security	JS1	2.326		0.030		
	JS3	1.915				
	JS4	1.855				
Obsessive Work Passion	OWP1	1.377	0.006	0.178	0.003	
	OWP2	1.585				
	OWP4	1.211				
Unethical Pro-Organizational Behavior	UPB1	1.801	0.166		0.004	0.074
	UPB3	1.880				
	UPB5	1.795				
	UPB6	1.895				

From Table 3, it revealed that the VIF values are less than 4.0, indicating no multicollinearity. Job security influences OWP and UPB by 0.6% and 16.6%. The f^2 which measures the effect size for the structural model indicated that Job security and obsessive work passion have “small” and “medium” effect on UPB. The value of the SRMR indicated a good fit which is within the threshold of than .08 which 0.080. The Q^2 was estimated by the blindfolding method. The values of the Q^2 are 0.003 and 0.004 indicated that since they are greater than zero, they have predictive relevance for this study.

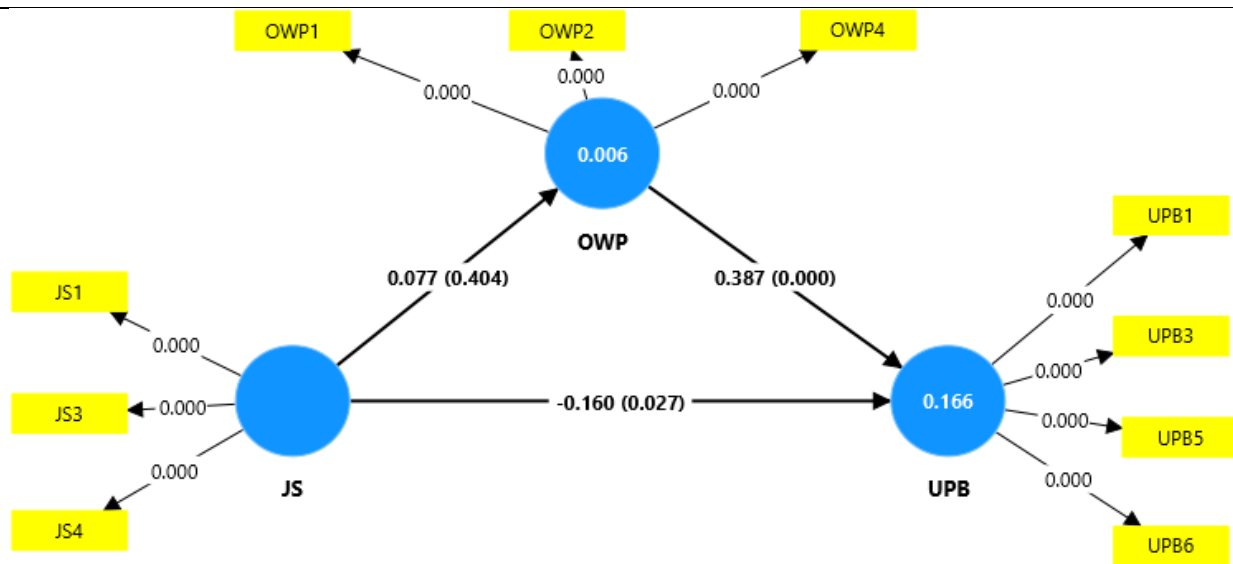


Figure 2: PLS-SEM structural model

Table 4: PLS-SEM Result

Variables	Coeff. B	Std err	t-test	P-value	Decision
JS -> OWP	0.077	0.092	0.835	0.404	insignificant
JS -> UPB	-0.160	0.072	2.206	0.027	Significant
OWP -> UPB	0.387	0.056	6.936	0.000	Significant

H0₁: There is no significant relationship between job security and unethical pro-organizational behavior.

It was found in hypothesis one that there is a significant relationship between job security and unethical pro-organizational behavior. This result is consistent with the study of Duo et al. (2018), who found that individuals with a high level of job satisfaction are more likely to engage in UPB through belongingness when corporate ethical values are low. On the other hand, there is no consistency with the study of Liang et al. (2012), who found that psychological safety has a favorable influence on unethical conduct, felt obligation for constructive change, and organization-based self-esteem. People believe in psychological safety and do not fear negative consequences to their self-image, status in society, or career advancement.

H0₂: There is no significant relationship between job security and obsessive work passion.

For hypothesis two, there is no significant relationship between job security and obsessive work passion. This is not in agreement with the result of Vallerand et al. (2003); they found that job security was positively associated with harmonious passion, a healthier form of work passion characterized by an internalization of the activity into one's identity. This suggests that a secure job environment may foster a more positive and sustainable form of work passion. Similarly, the findings do not agree with the study of Forest et al. (2012), who found that job insecurity was negatively associated with work engagement, which is related to the concept of work passion.

Job security provides a sense of stability and control over one's work environment, which can contribute to feelings of autonomy and competence, potentially leading to increased work passion. This provides further evidence that job security plays a significant role in shaping employees' attitudes and behaviors towards their work.

H0₃: There is no significant relationship between obsessive work passion and unethical pro-organizational behavior.

In the case of hypothesis three, there is a significant relationship between obsessive work passion and unethical pro-organizational behavior. This does agree with the findings of Forest et al. (2012), who demonstrated that individuals with HWP are more likely to experience positive work outcomes, such as higher job satisfaction, lower emotional exhaustion, and greater psychological well-being. These factors are known to be negatively associated with engaging in unethical behaviors, as employees experiencing job satisfaction and well-being are less likely to engage in behaviors that could jeopardize these positive work-related states. Also, the result does not agree with the study of Vallerand et al. (2010), who found that OWP is associated with negative outcomes such as workaholism, emotional exhaustion, and conflict with colleagues. This suggests that individuals with OWP may be more prone to

engage in behaviors aimed at advancing their careers or organizational goals, even if it involves compromising ethical standards, as they are driven by an uncontrollable urge to fulfill their work-related desires.

Mediating role of obsessive work passion

Two conditions must be met for mediation to occur:

The first condition requires that the t-value be ≥ 1.65 for a one-tailed test.

The second condition based on the contributions of Preacher and Hayes (2008) there must be non-zero linking the upper-class interval (UCI) and lower-class interval (LCI).

Table 5: PLS-SEM Result Mediation

	Coeff.β	Std err	T test	LCI	UCI	Decision
JS>OWP> UPB	0.030	0.033	0.897	0.051	0.079	Insignificant

From Table 5, based on the first condition, the t-test value is 0.897, which is less than 1.65, while the LCI is -0.051, and the UCI is 0.079, which does have zero (0) between the upper- and lower-class intervals. In the case of hypothesis 4, it was found that obsessive work passion does not mediate the relationship between job security and unethical pro-organizational behavior. There is no consensus between the present study and the outcome of Burke & Astakhova (2014) and Dou et al. (2018), who concluded that obsessive work passion mediates the relationship between job security and unethical pro-organizational behavior. Gagné and Deci (2005) posited that an intrinsic motivation, derived from a harmonious passion rather than an obsessive one, is more likely to lead to positive outcomes, including ethical behavior. In contrast, the current study's finding suggests that obsessive work passion may not serve as a conduit for enhancing unethical behavior and pro-organizational behavior stemming from job security perceptions, aligning with the notion that obsessive passion can have mixed effects.

IV. Conclusion

In conclusion, this research has shed light on the intricate relationship between job security, obsessive work passion, and unethical pro-organizational behavior within selected commercial banks in Abuja Metropolis, Nigeria. The findings have provided valuable insights into the factors influencing employee attitudes and behaviors in the workplace, highlighting the importance of understanding the nuances of organizational contexts and cultural influences. The results suggested that job security plays a crucial role in shaping employees' work attitudes and behaviors, influencing the development of both positive and potentially harmful work passions.

The banking sector in Nigeria operates within a unique economic and regulatory environment that can greatly influence employee perceptions of job security and ethical behavior. For instance, the macroeconomic stability, inflation rates, and overall economic growth can impact employees' sense of security in their positions. According to Obi and Okwelle (2020), a turbulent economic environment often leads to job insecurity, which may drive employees to engage in unethical behaviors to secure their positions or achieve performance targets. Additionally, the competitive nature of the banking industry may encourage risk-taking behaviors among employees, leading to unethical conduct as they navigate job pressures.

Individual attributes, such as personality traits and work attitudes, play a crucial role in shaping employee behavior. Research by Caza et al. (2018) indicates that employees with high levels of conscientiousness are less likely to engage in unethical pro-organizational behavior, whereas those with heightened anxiety or fear related to job security may resort to such behaviors as coping mechanisms. In the context of Nigerian banks, personal behaviors influenced by cultural norms—such as collectivism and a strong emphasis on familial responsibility—may compel employees to prioritize organizational success over ethical standards, leading to higher incidences of unethical practices.

The internal policies and practices of Nigerian banks also significantly shape employee behavior. Organizations that promote a culture of transparency and ethical behavior through robust ethical guidelines and employee training programs are more likely to cultivate an environment where unethical pro-organizational behavior is discouraged (Khan & Ali, 2021). In contrast, banks that emphasize aggressive performance metrics and rewards without considering ethical implications may inadvertently encourage employees to compromise on ethics. This aligns with the findings of the study, suggesting that job security perceptions and organizational culture are intimately linked to observed employee behaviors.

Based on the findings of this study, the following recommendations: Establish clear and open communication channels within the organization to keep employees informed about their job security status, organizational changes, and expectations. Investing in employee growth can increase job satisfaction and reduce the likelihood of engaging in unethical behaviors. Promote ethical leadership practices at all levels of the organization to set a positive example for employees, and Monitor employees' levels of work passion to identify individuals at risk of engaging in unethical behaviors. Proactively addressing excessive work passion can help prevent negative outcomes and protect employee well-being.

Limitations and Future Research Directions

While this study provides valuable insights into the relationship between job security, obsessive work passion, and unethical pro-organizational behavior in the context of commercial banks in Abuja Metropolis, Nigeria, certain limitations must be acknowledged. First, the research employed a cross-sectional design, which restricts the ability to infer causal relationships over time. This limitation highlights that the findings may not reflect changes in attitudes and behaviors that could occur as job security fluctuates or as employees develop new work passions over an extended period. Second, the study relied solely on quantitative data gathered through surveys, potentially limiting the depth of understanding regarding individual experiences and the complexities of human behavior in organizational settings. By not incorporating qualitative data, nuanced factors influencing employee motivations and ethical decision-making might have been overlooked. Additionally, the sample was limited to five selected commercial banks, which may not represent the broader banking sector in Nigeria or other industries, thereby impacting the generalizability of the results. Finally, external variables such as economic conditions, cultural factors, and organizational policies were not accounted for, which could also play significant roles in shaping the dynamics of job security and employee behavior.

Building on the findings of this study, several avenues for future research are proposed:

This study could be replicated in the manufacturing industry or other sectors to conduct a comparative analysis of job security perceptions, work passion levels, and ethical behaviors. Exploring different industries may reveal sector-specific trends and challenges related to job security and unethical pro-organizational behavior. Secondly, undertaking longitudinal research would allow for an examination of the long-term impact of job security on employee well-being, job performance, and organizational outcomes over time. Such studies could better capture the dynamic nature of these relationships. Third, future research should consider a mixed-methods approach, combining quantitative surveys with qualitative interviews or focus groups. This combination would allow for richer data collection, uncovering deeper insights into employee motivations and perceptions related to job security and ethical behavior. Fourth, investigating the connection between employee engagement levels and adherence to ethical standards within organizations could provide valuable insights into enhancing commitment to ethical principles. Further studies could explore strategies for improving employee engagement and its correlation with ethical behavior. Fifth, a comparative analysis of pro-organizational behavior trends in Nigerian banks versus those in other countries could be enlightening. Lastly, further research could examine how cultural influences and regulatory frameworks shape employees' behavior differently across various contexts, contributing to a more comprehensive understanding of unethical pro-organizational behavior worldwide.

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