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| **THE STEPS OF THE RESEARH DESIGN (Academic)** |
| **Topics of the research** | Unethical behavior, Deviant behavior |
| **The topic that you want to research** | Unethical behaviors of human |  |
| Science try to find an answer to the question “why”. I explain the reasons of a concept that I want to investigate.  | What is the reason of unethical behavior? Why people exhibit the unethical behavior? |  |
| Science only investigates the variability. If I want to research a phenomenon/concept, this phenomenon/concept must vary.  | Is there any variation of n behavior among people? **YES** |  |
| How can I explain “unethical behavior” is vary?  | Defining independent and dependent variables… |  |
| **DEPENDENT VARIABLE** (The concept that I want to research) | Unethical behavior |  |
| **DEFINITIONS OF DEPENDENT VARIABLES FROM THE LITERATURE** | Etik olmayan iş davranışı, küçük ihlallerden (uzun molalar, devamsızlık, dedikodu vb.) suç işleme davranışına (soygun, yolsuzluk, dolandırıcılık vb.) kadar çok çeşitli davranışlardan oluşur[[1]](#footnote-1). Etik olmayan davranış “çalışanın a) paylaşılan örgütsel normlar, beklentiler ve / veya (b) temel toplumsal değerler, adetler ve uygun davranış standartlarını ihlal eden tüm davranışlarıdır[[2]](#footnote-2). |  |
| **INDEPENDENT VARIABLE** (Which other independent variables vary , for that reason dependent variable) is vary? ) |  |  |
|  | **THE WAYS TO FIND INDEPENDENT VARIABLES** |
|  | **1. The suggestions by experts about the topic** |  |  |
|  | **2. Focus the topic onto a specific historical period or narrow the topic to a specify society**  | MBA students, Homeless, Children, Immigrant etc. |  |
|  | **3. Literature Review** (Replicate a previous research with slight variations, Extend an explanation or theory to a new topic or setting, Follow suugestions an author gives for future research at the end of the article, Explore unexpected findings discovered in previous research, Challenge findings to refute a relationship, Specify the intervening process and consider linking relation) | In previous researches, which independent variables did explain the unethical behavior (dependent variable)?**Love of money[[3]](#footnote-3), machiavellism[[4]](#footnote-4), personality disorder[[5]](#footnote-5) [[6]](#footnote-6), ethical leadership[[7]](#footnote-7), ethical climate[[8]](#footnote-8) [[9]](#footnote-9) ….** |  |
|  | **DEFINITIONS OF INDEPENDENT VARIABLES FROM THE LITERATURE** | Para SevgisiPara, çalışanların çalışması karşılığında elde ettiği bir nesnedir. Öte yandan para, psikolojik ve sosyolojik konulara duygusal ve anlamlı açıklamalar sunar[[10]](#footnote-10). Bu açıklamalara paralel olarak, yönetim literatüründe para, çoğunlukla çalışanların motivasyonu ve memnuniyeti temelinde araştırılırmıştır[[11]](#footnote-11). Para bazı bireylere göre motive edici, bazı bireylere göre zenginlik ve gücün simgesi[[12]](#footnote-12), bazı bireylere göre ise kötülük simgesi[[13]](#footnote-13) bir durumdur. MakyavelizmMakyavelizmi araştıran ilk psikolog olan Christie ve Geis, "Makyavelizmi tamamen çıkar, manipülasyon, sömürü, aldatmaya dayanan ve geleneksel güven, onur ve dürüstlük erdemlerinden yoksun olma eğilimi” olarak tanımlamışlardır[[14]](#footnote-14). Kişiliğin Karanlık ÜçlüsüKişiliğin Karanlık Üçlüsü, sosyal açıdan caydırıcı ve kötü niyetli kişilik özellikleri olan narsisizm, makyavelizm ve psikopatlıktan oluşur[[15]](#footnote-15).Etik liderlikEtik liderlik, kuruluşun misyonunu ve vizyonunu yerine getirmesi ve beyan ettiği hedeflere ulaşmasında yön gösteren bir liderlik tipidir[[16]](#footnote-16). Örgüt İklimiÖrgütsel iklim, bir sistemin uygulamalarını ve prosedürlerini belirleyen, insanların hemfikir olabileceği "psikolojik olarak anlamlı normlar çerçevesi” olarak, çalışanların örgüt kültüründen algıladıklarıdır[[17]](#footnote-17). |  |
| **DRAW A DIAGRAM TO ILLUSTRATE ALL INDEPENDENT AND DEPENDENT VARIABLES AS WELL AS THEIR RELATİONS OR CAUSALITY LINKAGES** | Love of moneyMachiavellismPersonality disorderUnethical behaviorEthical leadershipEthical climate |  |
| **THE RESEARCH QUESTION** |  |  |
|  | **1. NARROWING THE TOPIC FOR A RELEVANT SAMPLE** | Topic: Unethical behavior of MBA Students  |  |
|  | **2. DETERMINING INDEPENDENT AND DEPENDENT VARIABLES OF THE RESEARCH** (Select 2 or 3 variables from the diagram, so specify your research model) | **Dependent Variable:** Unethical behavior, machiavellism, personality disorder, ethical leadership, ethical climate**Independent Variables:** Love of Money  |  |
| **THE LAST VERSION FOR THE RESEARCH QUESTION** | **1. Love of Money – Unethical Behavior:** Does love of money effect the unethical behavior of MBA students?**2. Machiavellism – Unethical Behavior:** Does machiavellism effect the unethical behavior of MBA students?**3. Personality disorder – Unethical Behavior:** Does personality disorder effect the unethical behavior of MBA students?**4. Ethical leadership – Unethical Behavior:** Does ethical leadership effect the unethical behavior of MBA students?**5. Ethical climate – Unethical Behavior:** Does ethical climate effect the unethical behavior of MBA students? |  |
| **DEVELOPING HYPOTHESIS (Temporary response for the Research Question)** | **1. Love of Money – Unethical Behavior:** H0: Love of money does not affect the unethical behavior of MBA students. H1: Love of money effects the unethical behavior of MBA students.**2. Machiavellism – Unethical Behavior:** H0: machiavellism does not affect the unethical behavior of MBA students. H1: machiavellism effects the unethical behavior of MBA students.**3. Personality disorder – Unethical Behavior:** H0: Personality disorder does not affect the unethical behavior of MBA students. H1: Personality disorder effects the unethical behavior of MBA students.**4. Ethical leadership – Unethical Behavior:** H0: Ethical leadership does not affect the unethical behavior of MBA students. H1: Ethical leadership effects the unethical behavior of MBA students.**5. Ethical climate – Unethical Behavior:** H0: Ethical climate does not affect the unethical behavior of MBA students. H1: Ethical climate effects the unethical behavior of MBA students. |  |

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