

ABSTRACT

The purpose of this study is to examine the causes of employee dysfunctional behavior. Specifically, this study examines the effects of financial control, informal control, business management accountant orientation on employee dysfunctional behavior.

The data collection in this study used a questionnaire survey. The questionnaire was submitted to 529 management accountants. Return questionnaires were 259 questionnaires (48.96%). The number of questionnaires that could be processed were 248 questionnaires (46.88%). The data collected was processed using multiple regression analysis techniques with SPSS software.

The results of this study indicate that financial control has a significant positive effect on employee dysfunctional behavior. While informal control and business orientation of management accountants have a significant negative effect on employees' dysfunctional behavior. The results of this study support the agency theory which states that with tight financial outcome control, agents tend to perform dysfunctional behavior to prosper themselves and protect themselves from loss of budget targets and receive poor performance evaluations.

Keywords: financial control, informal control, business orientation of management accountants, employee dysfunctional behavior.