

## Abstract

“Relationship between Work Values, Machiavellian Personality and Work Ethics : A case study in Auditor Company “ is a survey research. The propose of the study are as follows : to study levels of Work values, Machiavellian Personality and Work Ethics in an Auditor Company ; to study the relationships between Work Values, Machiavellian Personality and Work Ethics in an Auditor Company and to design an equation for predict Work values by Work values and Machiavellian Personality.

The sample consisted of 101 staff in an Auditor company. The instrumentals were questionnaire consisted 4 parts ; Part 1 : Three items of Personal Factors ; Part 2 : Twenty four items measuring Work Ethics (reliability coefficient .917) ; Part 3 : Thirty five items measuring Work Values (reliability coefficient .904) and Part 4 : Twenty four items measuring Machiavellian Personality (reliability coefficient .850)

The statistical measures used are frequency, percentage, arithmetic mean, standard deviation, Pearson’s product moment correlation and Stepwise multiple regression analysis. The results of this study were as follows :

1. Staff had a moderate level of four factors of Work Ethics : honesty, fairness, accountability and endeavor
2. Staff had a high level of achievement, prestige, intellectual stimulation management. The moderate levels of staff are supervisory - associate relation, economic return and surrounding.
3. Staff had a moderate level of four factors of Machiavellian Personality : charismatic, perfidious, hedonistic and delusive
4. The work values was insignificant and had no correlation with the four factors of work ethics.
5. The four factors of machiavellian personality was insignificant and had no correlation with the four factors of work ethics.
6. The four factors of machiavellian personality was insignificant and had no

correlation with work value but there is negative correlation among machiavellian personality : hedonistic and work values : surrounding  $r = -.230$  ( $p < .05$ )

In conclusion, above revealed that there were relationships between work values machiavellian personality and work ethics. Thus, the organization could utilize this information as guidelines to create the work ethics training programs. Enhance appropriate personalities and support work ethics. This should lead to great benefit which will facilitate organizational growth in the long run.