

# Influence of materialism, job satisfaction, and perceived managerial trustworthiness on attitude towards fraudulent behaviours in selected Nigerian Universities

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## Abstract

The current study examined the influence of materialism, job satisfaction, and perceived managerial trustworthiness on attitude towards fraudulent behaviors among finance officers of selected universities across the south-west, Nigeria. Therefore, it is hoped that this paper will help to reduce employees' favorable disposition towards fraudulent behaviors within the Nigerian educational sector, especially among the finance officers of selected universities across south-west Nigeria. This paper adopted a quantitative research approach, as well as a cross-sectional research design. The empirical findings revealed that job satisfaction, materialism, and perceived managerial trustworthiness jointly and significantly influence attitude towards fraudulent behaviors. They all had a substantial main effect on attitude towards fraudulent behaviors among finance officers of designated universities across south-west Nigeria. Similarly, the current findings showed that among the six demographic factors (marital status, age, gender, the highest educational level, name of the university, and work experience) that significantly jointly influence attitude towards fraudulent behaviors; only gender, age, and marital status exhibited a significant independent (leading) influence on attitude towards fraudulent behaviors. Besides, this paper concluded that attitude towards fraudulent behaviors is a factor of how materialistic employees are, their level of satisfaction on the job, trust in their organization, gender, age, and marital status of the employees. Notably, this study is distinctive, as it significantly adds to knowledge concerning the appropriate management strategies of getting reorientation about materialism, increasing job satisfaction and managerial trust, which increases attitude towards fraudulent behaviors, specifically amongst the finance officers of designated universities across south-west Nigeria. Hence, the study highlighted the importance of materialism, job satisfaction, perceived managerial trustworthiness, gender, age, and marital status on attitude towards fraudulent behaviors.

**Keywords:** Influence, materialism, job satisfaction, perception, managerial-trustworthiness, attitude, fraud, behavior, finance-officers, universities, South-West, Nigeria.

## Introduction

Webster's New Dictionary described employee fraud as a form of employee dishonesty that leads to organizational loss. Besides, it is an intentional deception that makes someone give up his/her belongings, properties, or some lawful right. Employees' fraudulent act remains a considerable problem encountered by organizations of all sizes. However, the nature of fraud varies by the type of employees and organizations involved (Moorthy *et al.*, 2009). In some organizations, employees engage in fraudulent acts to make up for extra personal expenses or status maintenance. Hence, the tendency for an employee to be fraudulent or steal seems to be associated with his/her opportunity, needs, skills, and attitude towards committing an illegal act (Wright, Johnson & Dorr, 2006).

Nonetheless, all forms of occupational fraud are concealed, committed for a direct or an indirect financial benefit to the culprit, cost organizations some revenues, assets, profits, and reserves, and violate the employee's fiduciary duties to his/her work organization (Wright *et al.*, 2006). Organizational behavior researchers are attracted to addressing the issues of fraudulent behaviors. It poses disruption to work and brings about some costly problems in terms of the emotional toll it takes on employees and the financial toll it brings to the organization (Grober, 2010). Besides, fraudulent behavior (such as theft, fraud, and withholding effort) is a big challenge for work organizations (Fields, 2002). Hence, it is becoming increasingly important to organizational behavior researchers and managers to work on how to prevent workplace fraudulent behaviors. Also, Fields (2002) opined that employees engaged more in retail thefts than customers did. Studies further showed that 33 to 75 percent of all employees have engaged in some forms of fraudulent behaviors (McKenna, 2000). Bolton and Hand (2002) suggested that fraudulent behaviors may

include misappropriation of assets, misuse of accounting policies, manipulation, recording transactions without substance, forgery of records, and suppressing the effects of transactions from documents. Attitude towards fraudulent behavior is a positive or negative disposition of an individual, which could have a favorable or unfavorable effect on his/her intention to engage in fraudulent activities. Hence, an attitude has many components that can help predict human behavior, especially in work settings (Lawrence & Robinson, 2007). In his explanation, Noak (1995) noted that an attitude includes three major and potent components that influence an individual's cognitive, conative, and emotional behaviors. The combination of these components predicts the strength of an attitude resulting in behavior or not. For instance, when a worker perceives an imbalance between demands and personal or environmental resources, he/she might exhibit a behavioral reaction such as theft, abuse of organizational facilities, fraudulent acts, absenteeism, and other counterproductive behaviors. Ajayi (2003) opined that fraud is rampant in a nation like Nigeria, and reflects in almost all areas of the nation. Nevertheless, to impede the negative impacts of fraudulent behaviors on work organizations and society, it is critical to identify the factors contributing to such behaviors. Hence, the reasons for fraudulent workplace behaviors are individual, organizational, sociological, environmental, and economic factors (O'Fallon & Butterfield, 2005).

Ponchio and Aranha (2008) initially referred to materialism as the philosophic belief that nothing exists except for matter and movement, while Richins and Dawson (1992) referred to materialism as the importance people accord their belongings. Muncy and Eastman (1998) also described materialism as the supremacy that individuals' belongings maintain in their lives, making materialistic individuals keener to breaking ethical rules in gaining possessions. Similarly, Mukherjee (2016) describes materialism as a controlling sense of yearning to

pursue or acquire wealth and other tangible things that give physical comforts regardless of any cultural, spiritual, and social values. Besides, materialism is placing high and significant value on material possession and income (Promislo *et al.*, 2010). In contemporary empirical research, there are two critical methods to materialism: materialism is an individual's personality trait; and should also be considered as a side to a personal value system (Bindah & Othman, 2011). Materialism is the cause of greed, corruption, crime, injustice, inequality, poverty, and other forms of social vices (Richins & Dawson, 1992). Presently, some of the teething problems confronting Nigeria as a nation that needs a concerted effort to resolve are corruption and materialism. These problems have beclouded the reasoning of several Nigerians so much that various virtues that promote nation-building like patriotism, selflessness, integrity, loyalty, and justice to mention but a few are being continuously eroded (Rotimi, Obasaju, Lawal & Ise, 2013). Rotimi *et al.* (2013) described the menace of corruption and materialism in Nigeria as endemic and on the increase, notwithstanding quite a lot of attempts made by the presents and the previous governments to revolutionize the defacement. Also, Rotimi *et al.* (2013) observed that in Nigeria, materialism has eaten deep into all systems, become the order of the day, practiced among the politician and the non-politician, the young and the old, academic and non-academic staff.

Job satisfaction shows a person's appraisal about the extent his/her job fulfills his values and how satisfied he/she is on the job, which could result in a satisfactory state of mind or a sense of displeasure (McKenna, 2000). Locke (1976) described job satisfaction as an individual's positive emotive state from assessing his/her job or experiences. Also, job satisfaction is a multidimensional construct examining an individual's satisfaction with different job elements (for example, tasks, pay, and relationships) (McKenna, 2000). In the recent challenging global business environment, functional organizations have the challenge of delivering high-quality services and increasing customer satisfaction with limited resources. This event makes employees' job satisfaction an essential and strategic tool for achieving existence, success, and satisfaction (Spagnoli & Caetano 2012; Coetzee & Schreuder 2014). Job satisfaction levels influence an increase in employees' good performances, which vary from one job to the other and from one employee to another. Hence, employees' job nature, attitudes towards assigned obligations, behaviors, and how their colleagues in the organization assess them influence job satisfaction (Rane, 2011). Furthermore, Rane (2011) opined that job satisfaction is an essential instrument in controlling deviant workplace behaviors, job-induced tension, and the adverse effects of role conflicts. High job satisfaction influences a favorable job disposition, while low job satisfaction is associated with a negative attitude to an employee's job in an organization (Evans, Pucik & Bjorkman 2011).

Trustworthiness is a precursor of trust. Besides, researchers noted trust as a management resource, and trustworthiness as its antecedent, for instance, integrity, consistency, competence, fairness, benevolence, openness, value congruence, and loyalty (Fairbrother & Warn, 2003; Ellenbecker & Byleckie, 2005). Notably, Harrington *et al.* (2001) categorized the elements of trustworthiness into three fundamental elements: ability, integrity, and benevolence. Ability is the competence of the trustee in his/her role within the work organization. Ability is also an essential foundation for building trust. Kline (2011) described integrity mainly by encompassing issues such as the steadiness of the trustee's previous actions, the certainty that the trustee has a solid sense of justice, the credible third-party communications about the trustee, and the extent of trustee's words/actions congruency. Concerning benevolence, it reflects the constructive personal intimacy with a trustor. An example of altruistic behaviors is giving personalized care to the trustors and being attentive to their wellbeing. Hence, the worth of

a trustworthy manager is a precursor of trust, which in sequence results in positive attitudes and behaviors within work organizations. Besides, trust within work organizations increases subordinates' acquiescence with voluntary respect and rules (Kline, 2011).

In the case of the tertiary institutions in Nigeria, can someone attribute fraudulent behavior to an individual's level of materialism, a lack of job satisfaction, or a low level of perceived managerial trustworthiness? Needless to rely on an armchair report or argument, it is germane to examine the influence of these factors on attitudes towards fraudulent behaviors, with an intent to propose strategies of reducing such behaviors, mainly in Nigeria's tertiary institutions. Hence, the purposes of the current paper are:

- To determine the influence of materialism, job satisfaction, and perceived managerial trustworthiness on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria;
- Examine the influence of demographic factors on attitude towards fraudulent behaviors among selected universities' finance officers across south-west Nigeria;
- To develop an empirical model useful for effectively reducing fraudulent behaviors within Nigeria's tertiary institutions.

## Literature Review

This section expounds on a few theories of materialism, job satisfaction, perceived managerial trustworthiness, and other concepts. Besides, it reviews the current work on the relationship between the variables, as mentioned earlier.

### An institutional theory of materialism

Concerning this theory, Scott (2013) suggests that the members of society's compliant behaviors result from their observations that other behaviors are absurd. As such, cultural behavior patterns emerge as a result of individuals acting automatically, concluding the behaviors as ways of typically doing things (Briley & Aaker, 2006). Besides, variations in the societal behavior patterns could happen at the instance of a more thoughtful assessment of the behavior (Briley & Aaker, 2006). Hence, the theory postulates that society's materialistic values come from the social institutions existing in such society and that in transforming those materialistic values, what must change is the institutional structure, for instance, the instructions that govern satisfactory behavior amongst the members of society. This viewpoint suggests that, by adjusting and giving reorientation about the traditional morals that inspire materialism, societies and organizations can modify materialistic values into less-dangerous standards that give equilibrium and perhaps discourage a favorable disposition towards deviant behaviors and enhancing subjective wellbeing.

### The Two-Factor theory of job satisfaction

According to Koys (2001), the two-factor theory depends on the factors of motivation and hygiene. The motivating factors consist of constructive essentials that add towards job satisfaction and motivation, while hygiene factors comprise negative essentials that are capable of triggering discontentment at work. In achieving employee job satisfaction within an organization, employers are encouraged to increase the provision of motivating factors. Besides, Hulin (1991) opined that the Cornell model of job satisfaction shows that job satisfaction comes from a balance between employees' work inputs and what he/she receives as outcomes (for instance, work conditions, intrinsic factors, pay, and status). As further stated by Hulin (1991), the

Cornell model proposes that an individual's past experiences about the outcomes that he or she has received affect how he/she perceives the present outcomes.

### Equity theory of job satisfaction

Globally, employees want to feel a significant recompense measure for their performances and contributions at work performances. Should they feel unrewarded or underpaid, they remain dissatisfied and, consequently, become deviant or hostile towards their organizations and their colleagues, resulting in a lack of motivation and reduced job satisfaction (Dugguh & Dennis, 2014). Nevertheless, equity in nature is multidimensional. For example, equity does not only depend on our input-to-output but others' assessment of our input-output ratio and theirs. So, equity has to do with perception. Consequently, when employees perceive rewards in tangent with their outputs, they become satisfied and are better motivated to fulfill their duties. Nevertheless, they become dissatisfied with their job and organizations when they perceive that their proportion of input-outputs is unequal to the one enjoyed by the referent others (Schultz & Schultz, 2010).

### Social exchange theory of managerial trustworthiness

This theory originates from Thibaut and Kelley (1959) study, and it postulates that every human relationship comes by using a personal examination of reward-cost and the evaluation of disparities or substitutes. They further opined that *"for a dyadic relationship to be viable, it must provide rewards and economies in costs which compare favorably with those in other competing relationships or activities available to the two individuals"* (p. 49). The essential functional principle in social exchange is that shared favor of equal worth should follow the same favor received. Hence, Blau (1964) noted that social reward is entirely dependent on the individual relationship. Molm (1991) opined that contemporary social exchange theory specifies that managerial trust develops from the motivation perceived by employees within their work organization, as well as the leadership styles espoused within the organization. Thus, the social exchange theory sees managerial trustworthiness as emanating from the relationship between employees and their employers, and the amount of reward they perceived they have received from the management for their contributions. Trust could be implausible if organizational policies and the decision-making process are defective and unfair. Employees could perceive the management of their organization as trustworthy according to the extent to which their managers give value and treat them, significantly reduce reasons to doubt them, and according to the welfare package provided for them (Brinkmann & Stapf, 2005).

The theories stated above will be applied to the current study, as the current paper will like to investigate the suppositions of Briley and Aaker (2006). They proposed that society's materialistic values come from the social institutions existing in such society and that in transforming those materialistic morals, what must change is the institutional structure, for instance, the instructions that govern satisfactory behavior amongst the members of society. Hence, this viewpoint suggests that, by adjusting and giving reorientation about the established values that inspire materialism, societies and organizations can modify materialistic standards into less-dangerous standards that give equilibrium and perhaps discourage a favorable disposition towards deviant behaviors and enhancing subjective wellbeing. The current paper will also investigate the proposition of Koys (2001), stating that the two-factor theory depends on two groups of factors, namely, the motivating factors and the hygiene factors, and that to achieve employee job satisfaction within organizations employers are encouraged to increase the provision of motivating factors. Hence,

motivated employees repay the organization with positive behaviors. The present paper will also examine Dugguh and Dennis (2014)'s suggestion, who highlighted that employees want to feel a significant recompense measure for their performances and contributions to work performances. However, if they feel unrewarded or underpaid, they remain dissatisfied and, consequently, become deviant or hostile towards their organizations and their colleagues. Furthermore, the current paper will examine the suggestion of Brinkmann and Stapf (2005), stating that employees could perceive the management of their organization as trustworthy according to the extent to which their managers give value and treat them, significantly reduce reasons to doubt them, and according to the welfare package provided for them.

### The concepts of materialism, job satisfaction, perceived managerial trustworthiness, demographic factors, and attitude towards fraudulent behaviors.

Studies have shown that personality variables such as Machiavellianism influenced fraudulent behaviors (Tang & Chen 2008), materialism (Tang & Liu 2012; Chen *et al.*, 2014; Tang, 2016), relational impacts, such as parents (Cabrera *et al.*, 2011), peers (O'Fallon & Butterfield, 2011, 2012; Lee 2013), and religiosity (Chen & Tang 2013). Besides, Barrett (1992) opined that certain unethical behaviors (such as fraudulent behavior) link with increased levels of materialism. Empirical results indicated that humans owning excessive materialism were more attracted to fraudulent and questionable practices (Lu & Lu, 2010). Lui *et al.* (2010) tested the connection between materialism and the untrustworthy/deviant conduct, and a strong association existed amongst materialism and fraudulent behaviors. Besides, materialistic individuals are indeed the most supportive of fraud, bribery, and tax evasion, but in contrast, non-materialistic individuals have the weakest degree of fraud support (Swader, 2016). The above literature has therefore triggered the following hypothesis:

**H<sub>1</sub>:** Materialism significantly influences attitude towards fraudulent behaviors among selected universities' finance officers across the south-west, Nigeria.

In their study, Clarke and Hill (2012) opined that satisfied employees are less likely to exhibit negative behavior such as fraudulent behavior. Amabile (2009) researched 407 employees of auditing firms, accounting industries, and accounting section of Oil & Gas companies in Uganda. The researcher discovered that job satisfaction importantly affected employees' attitudes towards fraudulent behaviors. Amabile found that less satisfied employees reported a more favorable attitude towards fraudulent behaviors than their counterparts with higher job satisfaction. Besides, Crain (2015) reported that job satisfaction contributed significantly to a change in employees' attitudes towards fraudulent behaviors among bank tellers. Corrigan, Markowitz & Watson (2003) also suggested a negative relationship between attitude towards fraudulent behaviors and job satisfaction among Lebanese nurses. Their study further revealed the leading cause of the employees' dissatisfaction with the hospital's extrinsic reward system (such as compensation and incentives), which predicted their fraudulent behaviors. Purani and Sahadev (2007) suggested that satisfied employees would not be favorably disposed to fraudulent behavior. Dissatisfaction with one's job is a gateway to fraudulent behavior in organizations, as dissatisfied employees, together with some organization's processes, might want to indulge in fraudulent behaviors to punish the organization. Such employees may persuade their colleagues whose assistance or involvement cannot be overlooked, by appealing to the greed in them (Okoli & Omolayo, 2015). The research of Chen and Wells (2001) found a link between job satisfaction and fraud tendency. The most common motive for employees committing



fraud had more to do with motivation/pressure. The more dissatisfied employees are in their workplaces, the more likely they are to engage in fraudulent behavior (Albrecht *et al.*, 2011). Similar to this study with particular emphasis on the tertiary institution, Ruankaew (2012) stated that when employees are not satisfied, their attitudes may change, leading to negative behaviors, including fraud. Brown (2009) asserted that companies whose employees feel that their contribution is welcome and have high employee job satisfaction levels engage less in fraudulent behaviors as they find it difficult to justify such behaviors. Besides, Hagan (2008) stated that rationalization is among employees who would not typically exhibit fraudulent behavior to be able to justify their actions. Hence, if employees feel underpaid or unappreciated, they might believe they are only engaging in fraudulent behaviors to get what is rightfully theirs. The following hypothesis comes from this literature:

**H<sub>2</sub>:** Job satisfaction significantly influences attitude towards fraudulent behaviors among selected universities' finance officers across the south-west, Nigeria.

Chong *et al.* (2015) found that perceived managerial trustworthiness had a relationship framework for employees' ethical behavior and fraudulent intention. They further noted that managerial trustworthiness is a more reliable predictor of attitude towards fraud. Blair and Phillips (1983) corroborated their study as they suggested that perceived managerial trustworthiness predict fraudulent behavior. Tzeng (2002) also observed the influence of motivational factors and perceived organizational trustworthiness as predictors of fraudulent intent. He opined that decreased motivation perceived organizational trustworthiness and burnout jointly predicted attitude and intention to fraudulent behaviors in Taiwan's hospitals. Research has also revealed a significant relationship between managerial trustworthiness, job stress, and attitude towards fraudulent behavior (Weber, Kurke & Pentico, 2003). Smith *et al.* (2005) also claimed that employee trust in management strongly relates to fraudulent behaviors. Therefore, this information has inspired the following hypothesis within the Nigerian tertiary institution:

**H<sub>3</sub>:** Perceived managerial trustworthiness significantly influences attitude towards fraudulent behaviors among selected universities' finance officers across south-west Nigeria.

Studies showed that workplace employee demographic factors cause unethical behaviors, such as gender, age, and education (Rawwas & Singhapakdi, 1998; Tang & Chen, 2008; Lu & Lu, 2010; Robertson *et al.*, 2012; Tang & Sutarso 2013). Spector (2011) noted that education did not significantly affect men's attitude towards fraudulent behavior within the hospital setting, whereas the influence was positive on women's attitude towards fraudulent behavior. Besides, Smith *et al.* (2005) noted that education induced changes in employees' attitudes towards fraudulent behaviors among health workers. A study also revealed that less-educated women had a negative attitude towards fraudulent behavior, while more educated women were similar to men in their attitude towards fraudulent behavior (Tang & Sutarso 2013). Also, Davey *et al.* (2001) opined that age, sex, monthly income, and education level had a significant joint influence on attitude towards fraudulent behaviors. Roznowski and Hulin (1992) suggested that employee demographic factors (for instance, gender and educational qualifications) had no significant influence on the attitude towards criminal/fraudulent behaviors among political office holders and top management employees.

Furthermore, Kieffer and Mottola (2017) noted that employees' marital status influences fraudulent behaviors. Besides, Attila (2008) found that women were less involved in corruption and fraudulent

practices than men. So, this information stimulated the following hypothesis:

**H<sub>4</sub>:** Employee's demographic factors significantly influence attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria.

## Research methodology

A research design responds to inquiries that decide the route that a researcher should take in his/her research trip (Kumar, 2019). Therefore, a research design needs to connect with the purpose of the research (Denscombe, 2014). The current paper adopted a cross-sectional survey design and a quantitative research approach to investigate the influence of materialism, job satisfaction, and perceived managerial trustworthiness on attitude towards fraudulent behaviors among finance officers of designated universities across south-west Nigeria. Research methods comprise methods for collecting data. Thus, the current paper utilized a survey research method. The current researcher gathered data through a self-administered instrument; namely, a questionnaire is an official list of questions designed to collate responses from participants on a specific topic of study (Babbie & Mouton, 2010). Besides, in the current study, the participants included 250 workers (finance officers) from selected universities (private and public) across south-west Nigeria sampled in the Obafemi Awolowo University, Covenant University, University of Lagos, Ladoké Akintola University of Technology, University of Ibadan, Bowen University, Olabisi Onabanjo University, Babcock University, Lead City University, Redeemers University. Twenty-five (25) participants were sampled from each university, making 250 University finance officers.

## Instrumentation

In the current investigation, the researcher merged the measuring scales adopted to measure the constructs under study, thus generating a questionnaire comprising different segments.

### Section A: Demographic Questions

This segment of the questionnaire is for the employee demographic data (for instance, age, gender, the highest level of education, marital status, name of the university, and work experience in years).

### Section B: Materialism

The current researcher adapted the Richins and Dawson (1992)'s a 13-item measuring instrument for measuring materialism. The initial Cronbach's alpha of the 13-item scale was 0.946. This scale consists of a five-scale Likert format of Strongly agree (5), Agree (4), Not sure (3), Disagree (2), Strongly disagree (1). In the current paper, the researcher realized a reliability coefficient of 0.835 for this scale.

### Section C: Job satisfaction

The current researcher adopted Weiss *et al.* (1967)'s 20-item Minnesota Satisfaction Questionnaire (MSQ) in measuring job satisfaction. It has a 5-point Likert type scale of very dissatisfied (1) to very satisfied (5) to which the respondents expressed their degree of satisfaction. The Cronbach's alpha of these items was 0.94. A high score on this scale infers a high level of satisfaction, whereas a low score suggests a low level of satisfaction. In this paper, the reliability of this scale is 0.91.

### Section D: Perceived managerial trustworthiness.

In measuring perceived managerial trustworthiness in the current investigation, the present researcher adopted Mayer and Davis's (1999)

4-items measuring perceived managerial trustworthiness. This scale is a five-point Likert scale, having a reliability coefficient of 0.90. Also, the author reported the construct validity of this scale. High scores on this scale indicate high trust in the management and vice-versa. In this paper, it has a Cronbach's alpha reliability of 0.82.

#### Section D: Attitude towards fraudulent behaviors

The current researcher adapted a 13-item measuring scale developed by Robinson and Bennett (1995) in measuring attitude towards fraudulent behaviors. As stated by the originator of the measuring scale, the reliability coefficient for the scale was 0.887. In the current paper, the reliability of this scale is 0.788. To authenticate the efficiency of the measuring scales, the current researcher adopted a pilot study. This study was to spot, beforehand, any likely hitches.

The current researcher chooses finance officers of some carefully chosen universities across the southwestern states of Nigeria, to investigate the influence of job satisfaction, materialism, and perceived managerial trustworthiness on attitude towards fraudulent behaviors. This fact made the researcher conduct a pilot study on the questionnaire to be used in sieving information from the participants, in an attempt to get it fit for use. The current researcher distributed 250 questionnaires to participants from ten (10) public and private universities across some south-west states (Oyo, Lagos, Osun, and Ogun) of Nigeria. The current researcher sought twenty-five (25) participants from each university, resulting in a total of two-hundred and fifty (250) respondents from all the universities. The participants' anonymity was well-maintained in the process of the inquiry. This practice was inclusive of the main research; for example, the current researcher provided boxes to retrieve completed questionnaires, which protected the participants' interests and image. The current researcher retrieved a total number of 234 valid questionnaires, and these questionnaires were analyzed.

## Results

The current researcher utilized the statistical package for social sciences (SPSS v 26) to analyze the data sieved from the participants. These data were inspected and cleaned before going on to the analysis. The results of the data analyzed are in the sections below:

### Descriptive Summary

Table 1 above shows the participants' demographic factors and the frequency and percentage of responses to the questionnaire.

#### Inferential Statistics (Hypothesis testing)

This section reports the inferences about the observed population.

The multiple regression summary that focuses on attitude towards fraudulent behaviors among finance officers of selected universities across the south-west, Nigeria, as influenced by materialism, job satisfaction, and perceived managerial trustworthiness, is stated in Table 2.1.

Table 2 above shows the joint and independent influence of materialism, job satisfaction, and perceived managerial trustworthiness on attitude towards fraudulent behaviors. The result suggests that the independent variables (materialism, job satisfaction, and perceived managerial trustworthiness) have a substantial joint influence on job satisfaction at  $\{R=.876; R^2=.767; F(3, 230) = 251.894; P<.01\}$ . This finding implies that materialism, job satisfaction, and perceived managerial trustworthiness collectively accounted for about 77% of the change in attitude towards fraudulent behaviors amongst finance officers of selected universities across the south-west, Nigeria. In contrast, the remaining 23% may be due to other separate factors not

**Table 1:** Demographic variables

Characteristics	Category	Frequency	Percent (%)
Gender	Male	132	56.4
	Female	102	43.6
	<b>Total</b>	<b>234</b>	<b>100</b>
Age	20-29	114	48.7
	30-39	82	35.0
	40-49	24	10.3
	50 and Above	14	6.0
	<b>Total</b>	<b>234</b>	<b>100</b>
Marital Status	Single	97	41.5
	Married	137	58.5
	Divorced/Separated/ Widow(er)	-	-
	<b>Total</b>	<b>234</b>	<b>100</b>
Highest Level of Education	SSCE	-	-
	OND/NCE	40	17.1
	HND/BSc	124	53.0
	MSc/PGD	47	20.1
	Others	23	9.8
	<b>Total</b>	<b>234</b>	<b>100</b>
Name of the University	University of Ibadan	25	10.7
	University of Lagos	23	9.8
	Obafemi Awolowo University	23	9.8
	Olabisi Onabanjo University	24	10.3
	Ladoke Akintola University of Technology	24	10.3
	Covenant University	23	9.8
	Bowen University	23	9.8
	Babcock University	22	9.4
	Lead City University	24	10.3
	Redeemers University	23	9.8
	<b>Total</b>	<b>234</b>	<b>100</b>
Work Experience in years	1-3	78	33.3
	4-6	108	46.2
	7-10	48	20.5
	<b>Total</b>	<b>234</b>	<b>100</b>

Source: Author's fieldwork

measured in this research. Then, a continuous analysis indicated that materialism, job satisfaction, and perceived managerial trustworthiness had a significant, independent (main) influence on attitude towards fraudulent behaviours ( $\beta = .317; t = 6.011; P<.01, \beta = -.239; t = -5.373; \text{ and } \beta = -.444; t = -9.973; P<.01$  respectively). Besides, the results indicate that materialism positively influences attitude towards fraudulent behaviors while job satisfaction and perceived managerial trustworthiness negatively influence attitude towards fraudulent behaviors. Consequently, the above results addressed hypotheses one, two, and three, as well as attained the first aim of the present investigation which is to investigate the influence of job satisfaction, materialism, and perceived managerial trustworthiness on attitude towards fraudulent behaviors among finance officers of designated universities across south-west Nigeria.

The multiple regression summary focuses on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria, as influenced by demographic factors, as stated in Table 3.1.

Table 3 shows the joint and independent influence of demographics on attitude towards fraudulent behaviors among selected universities'

**Table 2:** Coefficients

Coefficients										
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	30.828	1.917		16.077	.000	27.050	34.606		
	Materialism	.142	.024	.317	6.011	.000	.095	.188	.365	2.737
	Job Satisfaction	-.074	.014	-.239	-5.373	.000	-.101	-.047	.513	1.950
	Perceived Managerial Trustworthiness	-.753	.076	-.444	-9.973	.000	-.902	-.604	.513	1.951

a. Dependent Variable: ATFB

**Table 2.1:** Summary of the multiple regression table showing the values of the model

	R <sup>2</sup>	β	B	Standard Error (SE)	Confidence Interval (CI) for 95% (B)
<b>Model</b>	.767				
Materialism		.317	.142	.024	.095 / .188
Job Satisfaction		-.239	-.074	.014	-.101 / -.047
Perceived Managerial Trustworthiness		-.444	-.753	.076	-.902 / -.604

**Table 3:** Coefficients

Coefficients										
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B		Collinearity Statistics	
		B	Std. Error	Beta			Lower Bound	Upper Bound	Tolerance	VIF
1	(Constant)	32.770	2.095		15.643	.000	28.642	36.898		
	Gender	1.405	.599	.146	2.345	.020	.224	2.585	.703	1.422
	Age	-1.233	.339	-.226	-3.641	.000	-1.900	-.566	.713	1.402
	Marital Status	-3.830	.589	-.397	-6.502	.000	-4.991	-2.670	.737	1.357
	Highest Level of Education	-.546	.296	-.097	-1.846	.066	-1.128	.037	.995	1.005
	Name of the University	-.140	.088	-.085	-1.589	.114	-.314	.034	.957	1.045
	Work Experience	.479	.391	.073	1.225	.222	-.291	1.248	.779	1.283

a. Dependent Variable: ATFB

**Table 3.1:** Summary of the multiple regression table showing the values of the model

	R <sup>2</sup>	β	B	Standard Error (SE)	Confidence Interval (CI) for 95% (B)
<b>Model</b>	.378				
Gender		.146	1.405	.599	.224 / 2.585
Age		-.226	-1.233	.339	-1.900 / -.566
Marital Status		-.397	-3.830	.589	-4.991 / -2.670

finance officers across south-west Nigeria. The results further suggest that employees' demographic factors have a substantial, joint influence on attitude towards fraudulent behaviors among finance officers of designated universities across south-west Nigeria at {R=.615, R<sup>2</sup> = .378, F (6, 227)= 22.979; p <.05}. These results indicate that demographic factors (for instance, age, gender, marital status, the highest level of education, name of the university, and work experience) collectively account for about 38% of the change experienced in attitude towards fraudulent behaviors. Whereas the other 62% could be to other factors not considered in the current study. Furthermore, the continuous analysis showed that only gender, age, and marital status had a significant main influence on attitude towards fraudulent behaviours (β = .146; t = 2.345; P<.01, β = -.226; t = -3.641; and β = -.397; t = -6.502; P<.01 respectively). Therefore, the above results addressed the fourth hypothesis and achieved the second aim of this paper, investigating the influence of demographic factors on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria.

However, it is imperative to know if there is a substantial difference between possible groups of the model factors (for instance, the gender,

age, and marital status). Therefore, a t-test for independent samples and a stepwise one-way ANOVA analysis is expedient.

The current researcher carried out an independent sample t-test to relate the attitude towards fraudulent behavior scores with male and female finance officers. Hence, Table 4 above indicates that gender and marital status difference significantly influence attitude towards fraudulent behaviours among finance officers of designated universities across south-west Nigeria, and the differences in score between the two gender groups (male and female) are (t(232) = -4.848, p <.05, t(232) = 10.448, p <.05 respectively) two-tailed with female finance officers (M = 26.5, SD = 4.04) scoring higher than male finance officers (M = 23.7, SD = 4.93) and single finance officers (M = 28.01, SD = 3.12) scoring higher than married finance officers (M = 22.77, SD = 4.53). Nevertheless, this paper adopted the following formula to derive the size of the differences in the means of the gender and marital status groups:

$$\text{Eta squared} = \frac{t^2}{t^2 + (N_1 + N_2 - 2)}$$

According to Cohen (1988), .01 suggests a small effect, .06 a medium effect, while .14 indicates a large effect. Hence, in the current study, the following score is derived:

$$\text{Eta squared} = \frac{-9.696}{222.304} = 0.04 \text{ (for age groups)}$$

$$\text{Eta squared} = \frac{20.896}{252.896} = 0.08 \text{ (for marital status groups)}$$

Therefore, the sizes of the differences in the means of the gender and marital status groups (mean difference = -2.84, 95% CI: -4.00 to -1.69; mean difference = 5.32, 95% CI: 4.25 to 6.22) were small (eta squared = .04) and moderate (eta squared = .08) respectively.

These results suggest that female finance officers across the south-west private and public universities in Nigeria are slightly more favorably disposed to fraudulent behaviors (Mean = 26.5) than their male counterparts (Mean = 23.7). They also indicate that single finance officers across the south-west private and public universities in Nigeria are moderately more disposed to fraudulent behaviors (Mean = 28.1) compared to their married counterparts (Mean = 22.77). The results above have also achieved the second objective of the present investigation, which is to study the influence of demographic factors on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria. Therefore, marital status and gender significantly influence attitude towards fraudulent behaviors among designated universities' finance officers across south-west Nigeria.

Table 5 above expresses a significant difference between age groups on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria ( $p < .05$ ). However, this does not specify the possible differences within each set of groups. Hence, the statistical implication of the differences between each pair of these groups is in table 5.1 (multiple comparisons) below. It provides the outcomes of the Posthoc tests.

Table 5.1 above shows that groups 1-4 (20-29 years old, 30-39 years old, 40-49 years old, and 50 years old and above) are all significantly dissimilar from one another at  $p < .05$  level. These results then infer that all the four groups differ significantly in terms of their attitude towards fraudulent behaviors among selected universities' finance officers across the south-west, Nigeria.

Meanwhile, table 5.2 below shows the real difference in the mean scores between all the sets of groups, which should corroborate the differences explained above.

Table 5.2 above corroborates the facts that there is a significant difference between the mean scores of groups 1 (20-29 years old = 27.90), group 2 (30-39 years old = 21.51), group 3 (40-49 years old = 24.62), and group 4 (50 years old and above = 21.50).

However, concerning the effect size, which is the strength of the difference between groups, or the influence of age groups on attitude

**Table 4:** T-Test summary that shows the influence of gender and marital status on attitude towards fraudulent behaviors

DV	Gender and Marital Status	N	Mean	SD	df	t	P
Attitude towards fraudulent behaviors	Male	132	23.7045	4.92964	232	-4.848	<.05
	Female	102	26.5490	4.04095			
	Single	97	28.0103	3.12748	232	10.448	<.05
	Married	137	22.7737	4.53903			

**Table 5:** One-Way ANOVA (between age groups)

ANOVA					
ATFB					
(between age groups)					
	Sum of Squares	df	Mean Square	F	Sig.
Between Groups	2132.726	3	710.909	51.653	.000
Within Groups	3165.551	230	13.763		
Total	5298.278	233			

**Table 5.1:** Multiple Comparisons (age groups and educational qualification groups)

Multiple Comparisons						
Dependent Variable: ATFB						
Tukey HSD						
(I) Age	(J) Age	Mean Difference (I-J)	Std. Error	Sig.	95% Confidence Interval	
					Lower Bound	Upper Bound
20-29	30-39	6.39131	.53719	.000	5.0011	7.7815
	40-49	3.27851	.83319	.001	1.1223	5.4347
	50 and Above	6.40351	1.05063	.000	3.6846	9.1224
30-39	20-29	-6.39131	.53719	.000	-7.7815	-5.0011
	40-49	-3.11280	.86100	.002	-5.3410	-.8846
	50 and Above	.01220	1.07282	1.000	-2.7642	2.7885
40-49	20-29	-3.27851	.83319	.001	-5.4347	-1.1223
	30-39	3.11280	.86100	.002	.8846	5.3410
	50 and Above	3.12500	1.24762	.062	-.1037	6.3537
50 and Above	20-29	-6.40351	1.05063	.000	-9.1224	-3.6846
	30-39	-.01220	1.07282	1.000	-2.7885	2.7642
	40-49	-3.12500	1.24762	.062	-6.3537	.1037

\*. The mean difference is significant at the 0.05 level.



**Table 5.2: Descriptive**

Descriptive								
ATFB								
	N	Mean	Std. Deviation	Std. Error	95% Confidence Interval for Mean		Minimum	Maximum
					Lower Bound	Upper Bound		
20-29	114	27.9035	3.40476	.31888	27.2717	28.5353	18.00	35.00
30-39	82	21.5122	3.87217	.42761	20.6614	22.3630	14.00	29.00
40-49	24	24.6250	4.63271	.94565	22.6688	26.5812	16.00	31.00
50 and Above	14	21.5000	3.36841	.90024	19.5551	23.4449	17.00	26.00
Total	234	24.9444	4.76858	.31173	24.3303	25.5586	14.00	35.00

towards fraudulent behaviors among finance officers of individual universities across south-west Nigeria, the following formula is adopted (Cohen, 1988):

$$\text{Eta Squared} = \frac{\text{Sum of squares between groups}}{\text{Total sum of squares}}$$

The effect of the difference between the age groups on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria, according to Cohen's (1988) classification of effect sizes, is .01 as a small .06 as a medium effect and .14 as a large effect. Hence, the following effect sizes are determined:

$$\text{Eta Squared} = \frac{2132.726}{5298.278} = .40$$

The results above suggest a statistically substantial difference at  $p < .05$  in the attitude towards fraudulent behaviors for all age groups:  $F(3, 230) = 51.65$ ,  $p < .05$ . The effect size for the age groups, using the eta squared, was .40, which indicates a large significant difference between age groups. These differences largely influence attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria. Therefore, there is an indication of a noteworthy difference in employees 20-29 years old, those who are 30-39 years old, 40-49 years old, and those who are 50 years old and above disposed to fraudulent behaviors within selected universities across south-west Nigeria. Nevertheless, the results suggest that employees who are 20-29 years old ( $M = 27.90$ ) will be more favorably disposed to fraudulent behaviors compared with their older counterparts (for instance, those who are 30-39 years old ( $M = 21.51$ ), 40-49 years old ( $M = 24.63$ ), and those who are 50 years old and above ( $M = 21.50$ ) within selected universities across south-west Nigeria. Notably, age significantly and negatively influences attitude towards fraudulent behaviors ( $\beta = -.226$ ,  $p < .05$ ) among finance officers of selected universities across the south-west, Nigeria, which infers that the younger the finance officers, the more they will be favorably disposed to fraudulent behaviors.

## Discussions

Firstly, the hypothesis of the current research, which states that materialism significantly influences attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria, was verified with a multiple regression analysis. Hence, the current results reveal that materialism significantly and positively influences attitude towards fraudulent behaviors among finance officers of carefully chosen universities across south-west Nigeria. Besides, the results submit that the finance officers within the universities across south-west Nigeria who are more materialist tend to have a more favorable attitude towards fraudulent behaviors than their less materialistic colleagues. The institutional theory of materialism, as earlier explained, further suggests that by adjusting and giving reorientation about the established values that inspire materialism, societies and organizations can modify materialistic standards into less-dangerous standards that give equilibrium and perhaps discourage a

favorable disposition towards deviant behaviors (Briley & Aaker, 2006). Therefore, the current paper confirms the position of institutional theory of materialism concerning the influence of materialism on attitude towards fraudulent behaviors among selected universities' finance officers across south-west Nigeria. The current results sustain the perspectives (Tang & Liu 2012; Chen *et al.*, 2014; Tang 2016), positing that personality variables such as materialism influenced fraudulent behaviors. Besides, the current results support the positions of Barrett (1992), who noted that certain unethical behaviors (such as fraudulent behavior) relate with increased materialism and Lu and Lu (2010), who indicated that humans owning excessive materialism were more attracted to fraudulent and questionable practices. Also, the current findings corroborate the positions of Lui *et al.* (2010) who tested the connection between materialism and the untrustworthy/deviant conduct and found a strong association amongst materialism and fraudulent behaviors, and Swader (2016) who opined that materialistic individuals are indeed the most supportive of fraud, bribery and tax evasion, whereas, non-materialistic individuals have the weakest degree of fraud support. Above and beyond, the stated results achieved a part of the first objective of the present investigation, which is to examine the influence of job satisfaction, materialism, and perceived managerial trustworthiness on attitude towards fraudulent behaviors among finance officers of designated universities across south-west Nigeria. Hence, the findings indicate a significant main influence of materialism on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria.

Concerning the second hypothesis, which proposes that job satisfaction significantly influences attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria, the current research conducted a multiple regression analysis to verify this hypothesis. The current findings indicate that job satisfaction has a substantial adverse influence on attitude towards fraudulent behaviors. Likewise, the results show that the finance officers within the universities across south-west Nigeria with high job satisfaction are less favorably disposed towards fraudulent behaviors than the finance officers who indicate a low job satisfaction level. This paper accepts this hypothesis. The two-factor theory of job satisfaction, as stated earlier, depends on two factors, namely, the motivating factors (constructive essentials that add to job satisfaction and motivation) and the hygiene factors (negative essentials that are capable of triggering discontentment at work). This theory further explained that in achieving employee job satisfaction within an organization, employers are encouraged to increase the provision of motivating factors. Hence, motivated employees repay the organization with positive behaviors (Koys, 2001).

Furthermore, the equity theory of job satisfaction, as earlier explained, further suggests that employees want to feel a significant recompense measure for their performances and contributions at work. However, if they feel unrewarded or underpaid, they remain dissatisfied



and become deviant or hostile towards their organizations and their colleagues (Dugguh & Dennis, 2014). Therefore, the current findings confirm the position of the two-factor and equity theories concerning the influence of materialism on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria. The current results at this moment reaffirm the assertion of Clarke and Hill (2012), who opined that satisfied employees are less likely to exhibit negative behavior such as fraudulent behavior. According to Amabile (2009), less satisfied employees reported a more favorable attitude towards fraudulent behaviors than their counterparts with higher job satisfaction. The current findings affirm the position of Corrigan, Markowitz & Watson (2003) noted a negative correlation between attitude towards fraudulent behaviors and job satisfaction among Lebanese nurses. Besides, the current results corroborate the position of Okoli and Omolayo (2015) who noted that dissatisfied employees and some organization's processes might want to indulge in fraudulent behaviors as a way of punishing the organization, and may even persuade their colleagues whose involvement cannot be overlooked, by appealing to the greed in them. The current investigation corroborates Ruankaew (2012) perspective, who stated that when employees are not satisfied, their attitudes may change, leading to negative behaviors, including fraud. Hence, the results show a significant main influence of job satisfaction on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria.

Regarding the third hypothesis, which proposes that perceived managerial trustworthiness significantly influences attitude towards fraudulent behaviors among finance officers of designated universities across south-west Nigeria, the current researcher conducted a multiple regression analysis, and its outcome shows that perceived managerial trustworthiness has a noteworthy negative influence on attitude towards fraudulent behaviors. Similarly, the results indicate that the finance officers within the universities across south-west Nigeria who perceive their managers as more trustworthy are less favorably disposed towards fraudulent behaviors than the finance officers who indicate a low perception of managerial trustworthiness. The social exchange theory of perceived managerial trustworthiness, as aforementioned, postulates that managerial trust develops from the motivation perceived by employees within their work organization, as well as the leadership styles espoused within the organization. Hence, managerial trustworthiness emanates from the relationship between employees and their employers, and the amount of reward they perceived they have received from the management for their contributions (Molm, 1991). The theory further states that employees could perceive the management of their organization as trustworthy according to the extent to which their managers give value and treat them, significantly reduce reasons to doubt them, and according to the welfare package provided for them (Brinkmann & Stapf, 2005). Besides, the current findings support the assertions of Chong *et al.* (2015), who found that managerial trustworthiness is a more reliable predictor of attitude towards fraud, and Blair and Phillips (1983), who opined that perceived managerial trustworthiness predicts fraudulent behavior. The current findings reaffirm the position of Weber, Kurke, and Pentico (2003), which indicated a significant relationship between managerial trustworthiness, job stress, and attitude towards fraudulent behavior within the organization. Notably, the current findings show a significant main influence of perceived managerial trustworthiness on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria.

Concerning the fourth hypothesis, which states that employee's demographic factors significantly influence attitude towards fraudulent behaviors among finance officers of selected universities across

south-west Nigeria, the current researcher carried out a multiple regression analysis. The findings show that employees' demographic factors (marital status, age, gender, the educational level, name of the university, and work experience) have a significant joint influence on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria. The results suggest that employees' demographic factors collectively account for about 38% of the change experienced in attitude towards fraudulent behaviors. The results revealed that only gender, age, and marital status had a substantial independent influence on attitude towards fraudulent behaviors. Thus, the results show that gender contributed about 15%, age about 23%, and marital status about 40% change in employees' attitudes towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria. The results further indicate that female finance officers in the designated universities across south-west Nigeria have a more favorable attitude to fraudulent behaviors than their male colleagues. These results support the position of Lu and Lu (2010) who posited that gender significantly influences unethical workplace behaviors, but could not support the assertion of Roznowski and Hulin (1992) who suggested that demographic factor such as gender had no significant influence on the attitude towards criminal/fraudulent behaviors. Also, the current findings suggest that female finance officers across the south-west universities in Nigeria are slightly more favorably disposed to fraudulent behaviors compared to their male counterparts, and hence could not confirm the assertion of Attila, (2008) who opined that women were less involved in corruption and fraudulent practices than men. The current results show that younger finance officers in the selected universities across the south-west, Nigeria have a more favorable attitude towards fraudulent behaviors than their older colleagues. The current results corroborated Tang and Chen (2008) position, who noted that age influences workplace unethical behaviors. Besides, the current findings suggest that marital status influences fraudulent behaviors within individual universities across south-west Nigeria. This finding confirms Kieffer and Mottola's (2017) position, who noted that employees' marital status influences fraudulent behaviors. Therefore, the above results addressed the fourth hypothesis and achieved the second objective of this paper, which is to study the influence of demographic factors on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria.

Furthermore, figure 1 shown below is derived from the current findings and thus meets the third objective of the current investigation, which is to develop an empirical model useful for reducing fraudulent behaviors within Nigeria's tertiary institutions.

## Practical implications

Going by the results of the present paper, germane practical inferences exist for work organizations.

The findings of the current paper apply to the management of the Nigerian educational sector. Therefore, the management and leadership of the bursary or finance department of the Universities in Nigeria need to espouse some more specific approaches to ensuring employees' unfavorable disposition towards fraudulent behaviors, job satisfaction, and building trust in the management of the universities where they work. These steps would help the finance officers of these universities achieve a significantly less disposition towards fraudulent behaviors within the universities.

## Limitations

The current paper has explored the influence of materialism, job satisfaction, and perceived managerial trustworthiness on attitude



**Figure 1:** Empirical model of reducing fraudulent behaviors within Nigeria's tertiary institutions

Source: author's findings

towards fraudulent behaviors among finance officers of some particular universities across south-west Nigeria, and the outcomes have been explicated above. Nevertheless, the paper has some limitations. First, the sample focused on finance officers within the universities across south-west Nigeria; therefore, the findings may not embody finance officers within the universities across other regions of the country. Another limitation of the current paper is that it adopted only a quantitative approach, of which a mixed-method approach could have given a piece of more robust information on the phenomenon under study. Nonetheless, these limitations did not affect the objectivity of this paper.

## Conclusion and recommendations

This paper's focal goal was to investigate the influence of materialism, job satisfaction, and perceived managerial trustworthiness on attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria. Based on its results, materialism positively and significantly predicts attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria, and job satisfaction and perceived managerial trustworthiness negatively and significantly predict attitude towards fraudulent behaviors among finance officers of designated universities across south-west Nigeria. The paper further concluded that employees' gender significantly and positively predicts attitude towards fraudulent behaviors, whereas age and marital status significantly and negatively predict attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria. Hence, this paper would like to assert that materialism, job satisfaction, and perceived managerial trustworthiness significantly predict attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria; and that employees' gender, age, and marital status predict attitude towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria. The current findings have contributed significantly to the psychological and social roles of leaders and management in addressing organizational issues, such as achieving a reduction in fraudulent behaviors within the educational sector of a growing economy. Thus, the following recommendations are crucial for the future:

It is proposed for employees to attend financial literacy and debt prevention seminars and training. In particular, vulnerable finance officers who are frequently bombarded with materialistic media messages, conveying that happiness, belongingness, and popularity can be purchased needs to attend such seminars and training. Financial literacy education may increase positive financial attitudes and decrease

materialism. Hence, money-management education is expedient within Nigeria's education sector. The universities in Nigeria can also apply the materialism theory (for instance, the institutional theory) to significantly curtail employees' disposition towards fraudulent behaviors and other negative attitudes towards the organization.

Furthermore, the leadership and management of the universities across south-west Nigeria should consider employee motivation and job satisfaction as vital factors of influence, safeguarding the institutions from fraudulent behaviors experienced by employees. Therefore, the leadership and management of universities in Nigeria should adopt job satisfaction principles such as granting incentives, housing and car loan, prompt payment of salaries, training of employees and effective promotion scheme and exercise, while researching on other factors that could lead to high job satisfaction among finance officers within the universities. Besides, organizational managers and human resources practitioners should encourage ways of eliciting employees' job satisfaction, which reduces their favorable disposition towards fraudulent behaviors. Above and beyond, the leadership and management of the universities in Nigeria can apply the job satisfaction theories (for instance, the two-factor and equity theories) to significantly reduce and sustain the employees' disposition towards fraudulent behaviors and other negative attitudes towards the organization.

Also, this paper recommends that the finance-management team of the universities across south-west Nigeria be conscious of the policies and information that are made available to the employees, especially the finance officers. Since employees' trust in the management has a significant influence on their work attitude and behaviors, building managerial trust will save Nigeria's educational sector some substantial amount of naira, due to employees' fraudulent behaviors. Hence, the university management should avoid any form of leadership and motivational style, lacking consistency and fairness. Besides, the universities in Nigeria can apply the perceived managerial trustworthiness theory (for instance, the social exchange theory) to significantly reduce and sustain the employees' disposition towards fraudulent behaviors and other negative attitudes towards the organization.

The current paper also suggests that the money-management education as aforementioned should be made more critical among single and female finance officers employed in Nigeria's universities, as the current findings indicate that the single and female finance officers within Nigeria's universities are more favorably disposed towards fraudulent behaviors compared to their married and male counterparts. Also, the management of academic institutions should encourage the

practice of having older finance officers of the universities mentor, train and advise the younger ones in different positive work attitudes and behaviors, and in developing helpful personal attributes, values, and work ethics which could help reduce the inclination towards fraudulent behaviors.

Besides, although the current paper has offered references based on the empirical findings as to reducing favorable disposition towards fraudulent behaviors among finance officers of selected universities across south-west Nigeria, there is a need to conduct the same study in other cosmopolitan Nigerian higher institutions of learning across other regions of the nation. It is essential to conduct the same study in other sectors apart from educational sectors, including other ministries and industries.

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