

SUMMARY

This study aims to investigate the relation between narcissism and organizational performance especially the effect of narcissistic CEO on performance. To evaluate the relationship between Portuguese CEOs narcissism and performance, subjective and objective measures were used. The data for the study collected from an online questionnaire sent by e-mail and using the Qualtrics software and the contacts were all registered Portuguese limited companies requested to Inform D&B and 11,828 e-mail addresses provided and sent.

The results do not show any relation between narcissism and performance. As such, in line with some previous studies for Portuguese reality (e.g. Guedes, 2017) and with Filipe (2016), it seems that narcissist CEOs do not have any effects on organizational performance.

The study contributes to the literature review in several ways. First, the results are in contrast with the results of Chatterjee & Hambrick (2007) that showed that narcissistic CEOs is positively correlated with performance volatility and can positively impact on organization's strategic progress and its achievements, or with the results findings by Ham et al. (2014) who found a negative relationship between narcissism and performance. And next, the study finds not to support that narcissism is a bad personality trait (Blickle et al., 2006; O'Connor et al., 1995; Nevicka et al., 2011), or that it affects the judgements of managers.

This study also offers for future study, different financial measurements such as the growth performance, market- share growth or net revenue growth can be used. Also, studying this issue that when the managers face with the results between perceived and real performance, they would accept it or they would reject and blame others can be an interesting subject for future research.

Keywords: Narcissism; Organizational Performance; Portuguese Companies; Narcissistic Admiration and Rivalry Questionnaire; Narcissistic Personality Inventory