

**Analysis and Assessment of Employee Theft:
Demographics, Integrity, and Attitudes**

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Abstract

A self-analysis and assessment experiential exercise employing instrumented feedback for confidential individual self-assessment and group discussion is provided to yield sensitive information on attitudes, perceptions, and behaviors of self and others regarding employee petty theft. Results from administering this self-contained training instrument in a pilot study of anonymous production/assembly workers in a medium-size manufacturing and packaging firm generally revealed a very high propensity toward integrity with consistently favorable attitudes toward anti-theft training but with two distinctly different patterns of interaction between training attitudes and assessment of petty theft propensity. Dynamics of these differences are explained as having promising potential for conducting experiential exercise training programs designed to facilitate unthreatening and professionally responsible interventions into problems of theft and accelerate a more rapid integration and accommodation of honesty in empowering the work force.