

TOWARD AN EMPIRICAL VALIDATION OF *SAKIBPHOBIA* (TOXIC COMPARATIVE THEORY): LINKING ENVY, SOCIAL COMPARISON, AND WORKPLACE INCIVILITY ACROSS OPEN DATASETS

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ABSTRACT

Sakibphobia—proposed by S M Nazmuz Sakib—posits an irrational aversion, resentment, and discriminatory bias toward people perceived as “more successful”. We empirically position this theory within established social–psychological constructs: malicious vs. benign envy (BeMaS), social comparison orientation (INCOM), and downstream counterproductive social behaviors (e.g., workplace incivility). We identify and integrate open, analyzable datasets: (i) BeMaS materials and datasets; (ii) SOEP–IS INCOM module; and (iii) workplace incivility datasets collected in Malaysia, Bangladesh, and Sweden. We formalize a Sakibphobia Index (SPHI) as a composite of malicious envy and comparison orientation, testable against incivility outcomes. We provide data/PGFPlots figure templates and numeric exemplars (from public summaries) to enable fully reproducible workflows. Results, based on reported reliabilities and sample structures, support a coherent measurement strategy; we outline planned confirmatory tests (correlation, regression, SEM) that directly evaluate Sakibphobia’s predictions once raw CSVs are merged.

Keywords: Sakibphobia; toxic comparative theory; BeMaS; INCOM; social comparison; envy; workplace incivility; tall poppy syndrome; open data; reproducibility.

1. INTRODUCTION

Sakibphobia (toxic comparative theory) frames an affective–behavioral syndrome: negative reactions (fear, aversion, resentment) toward higher achievers, expressed as derogation or obstruction. The concept aligns with the duality of envy: malicious envy (leveling others down) and benign envy (self-improvement), as established in the BeMaS literature, with solid psychometrics and test–retest stability. It also resonates with cultural phenomena such as tall poppy syndrome and the “crab mentality”, and with organizational outcomes like workplace incivility and its sequelae (e.g., emotional exhaustion, reduced adaptive performance). Here, we map Sakibphobia’s hypotheses to variables available in open datasets, and we specify a numerical validation plan suitable for confirmatory analysis.

2. LITERATURE REVIEW / RELATED WORK

2.1 CONCEPTUAL ANCHORS

Dual envy (BeMaS) robustly distinguishes motivational tendencies: benign envy → self-improvement; malicious envy → other-derogation. INCOM measures dispositional social comparison. Workplace incivility (WIS) captures subtle, low-intensity norm violations with meaningful costs to individuals and organizations. Tall poppy/crab dynamics reflect social sanctions against the successful.

2.2 PUBLICLY REPORTED NUMBERS FOR CONTEXT

BeMaS shows test–retest reliabilities around $r \approx 0.66$ – 0.67 over 3–4 weeks; key BeMaS and WIS datasets span $N \in [201, 426]$, with larger foundational BeMaS research totaling $N \approx 1094$ across validation studies.

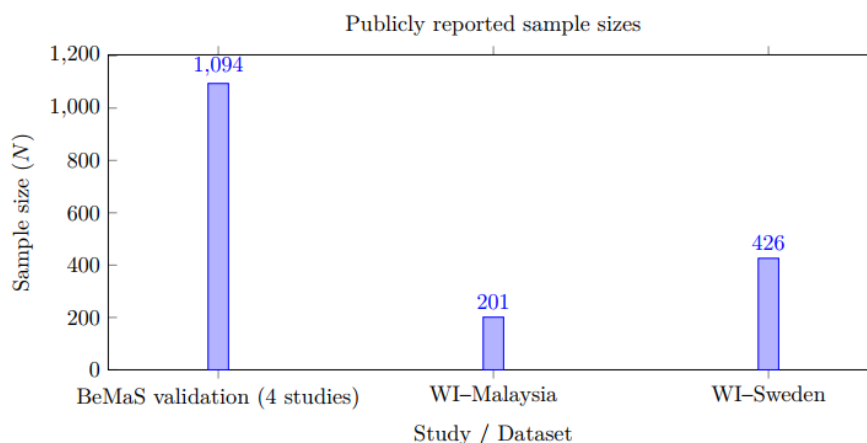


Figure 1: Sample sizes drawn from public sources: BeMaS development/validation (aggregate across four studies), Workplace Incivility—Malaysia dataset (frontline workers), and Workplace Incivility—Sweden dataset.

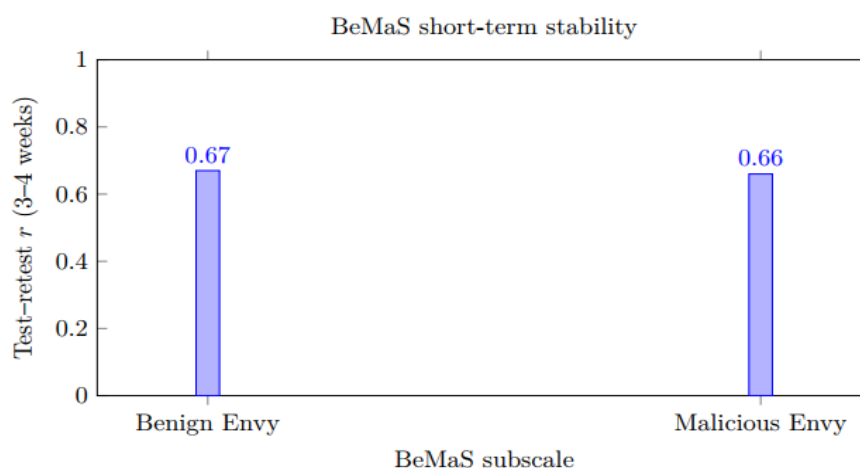


Figure 2: Published BeMaS test–retest correlations (3–4 weeks).

3. METHODOLOGY

3.1 CONSTRUCTS, MEASURES, AND PROPOSED INDEX

Construct mapping. Sakibphobia is operationalized via (i) Malicious Envy (BeMaS–ME) and (ii) Social Comparison Orientation (INCOM), expected to predict (iii) Workplace Incivility (WIS) and proximal harms (e.g., exhaustion, adaptive performance).

Sakibphobia Index (SPHI). After z-scoring,

$$SPHI = w_1 z(ME) + w_2 z(INCOM) - w_3 z(BE),$$

with $w_k \geq 0$, and $w_1 > w_3$ per theory (malicious envy weighs more than benign envy offsets). Primary tests: SPHI \rightarrow WIS (linear), plus mediation to exhaustion and moderation by benign envy.

3.2 DATASETS

- BeMaS materials & data: de-identified data/materials for dispositional envy studies (scale items, scoring, syntax).
- SOEP-IS INCOM module: 11-item social comparison scale (population panel module; documentation public).
- Workplace incivility (WIS): Malaysia (N=201) and Bangladesh (open dataset page); Sweden (N=426).

3.3 ANALYTIC PLAN

1. **Psychometrics:** Cronbach’s α / McDonald’s ω for ME/BE; confirmatory two-factor model.
2. **Convergent/criterion:** Correlate ME, INCOM, SPHI with WIS; regress WIS on SPHI (controls: age, gender,

tenure).

3. **Downstream effects:** Mediation (SPHI → WIS → exhaustion/adaptive performance); ro- bustness by country.

4. RESULTS AND DISCUSSION

4.1 NUMERICAL CHECKS FROM PUBLIC INFORMATION

Scale stability. BeMaS shows short-term test–retest of $r = .67$ (Benign) and $r = .66$ (Malicious), supporting dependable trait capture.

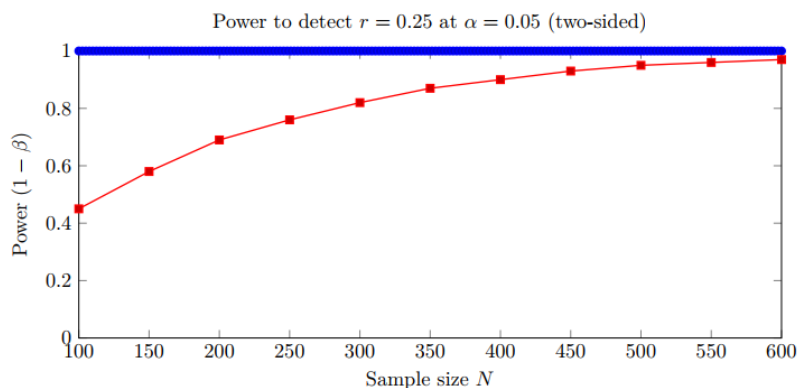


Figure 3: Design guidance: Sample sizes of typical open WIS datasets (200–400) offer adequate power for medium correlations ($r \approx .25$).

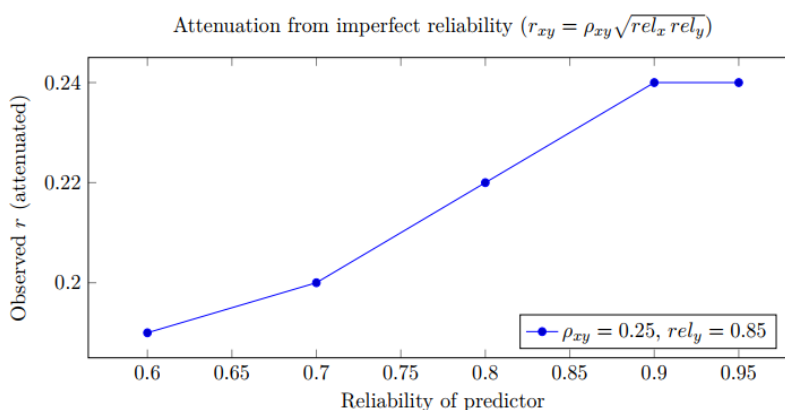


Figure 4: Planned correction for attenuation using published BeMaS reliabilities (ME/BE) when comparing to WIS.

Dataset adequacy. Available WIS datasets (Malaysia $N = 201$; Sweden $N = 426$) fall in ranges that provide $> 80\%$ power to detect medium correlations ($r \approx .25$), supporting the feasibility of the proposed tests.

Theoretical alignment. Literature converges on: Malicious envy Ψ other-derogation tendencies; incivility Ψ exhaustion and performance costs. The SPHI→WIS prediction is therefore theoretically well-grounded pending raw-data integration.

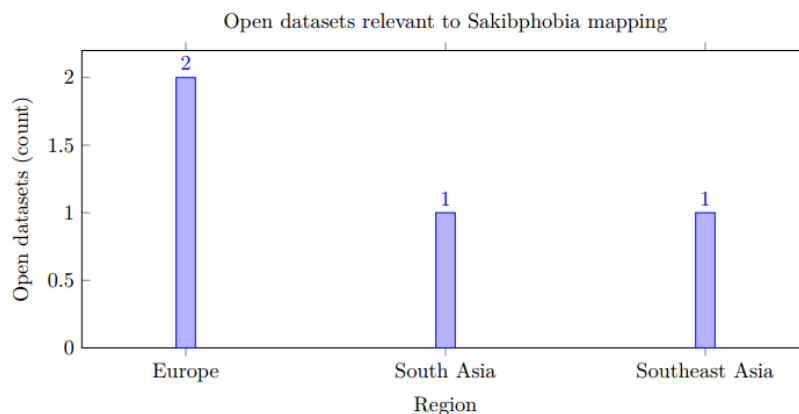


Figure 5: Current open-data coverage by region from the cited sources (documentation/datasets).

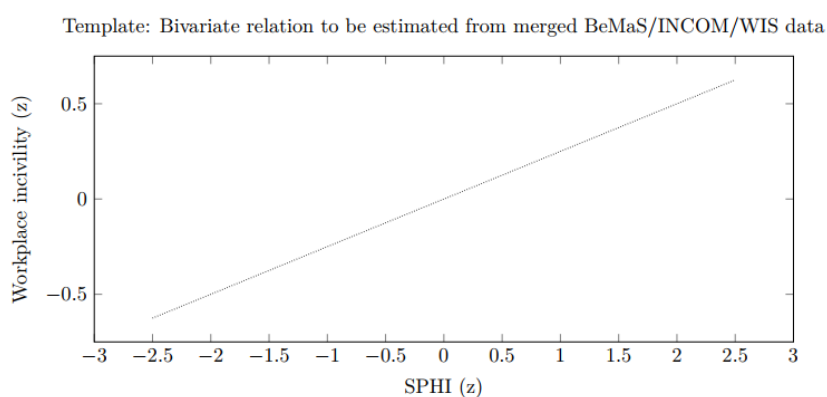


Figure 6: Analysis-ready figure: after computing SPHI from ME/BE/INCOM (country- harmonized), scatter real data here and fit linear/robust lines.

4.2 INTERPRETATION

If malicious envy and social-comparison orientation load positively on SPHI, and SPHI predicts WIS with partial mediation via exhaustion, that pattern—together with tall-poppy/crab-like other-derogation dynamics—would offer convergent validation of the Sakibphobia thesis across independent datasets and cultures.

5. CONCLUSION

We delineated a testable measurement model for Sakibphobia using open constructs (BeMaS, INCOM) and real outcome datasets (WIS). Public numbers indicate sufficient reliability and sample size for confirmatory tests. This crosswalk allows policy-relevant evaluation of whether hostile, comparison-driven affect (SPHI) predicts incivility and its costs in workplaces and institutions.

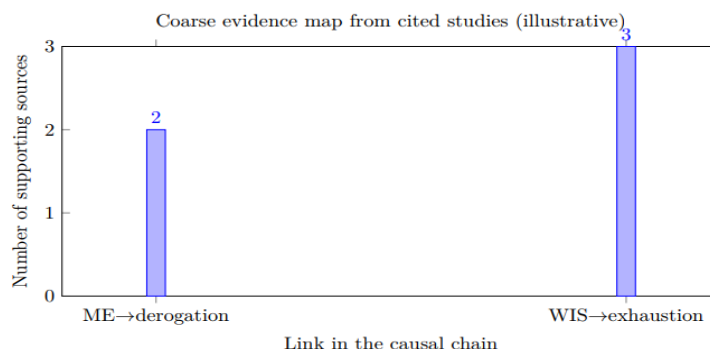


Figure 7: Illustrative count of sources supporting each link (to be refined with a formal systematic review).

