

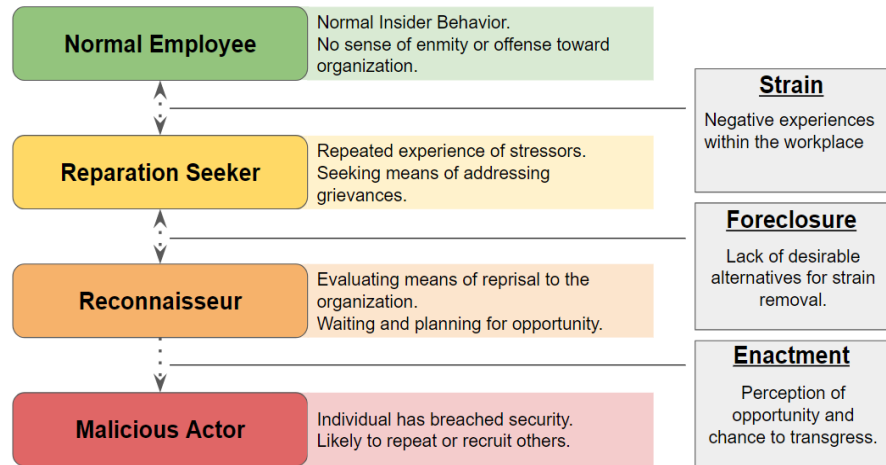
# Thwarting the Malicious Insider Evolution Process: The Theory of Strained Betrayal

## Challenge:

- Preventing insider data theft is critical to protecting intellectual property and national secrets.
- Detecting insider threat before exfiltration can help reduce the damage.

## Solution:

- The Theory of Strained Betrayal formalizes a model of the process of a loyal employee transforming into a malicious one that captures the dynamics of job strain manifestation and its culmination in malicious insider activity.
- A series of experimental studies designed to induce strain and measure people's willingness to exfiltrate insider data as a function of the amount of strain induced and any methods, they must release the strain, along with the dispositional factors described above.
- The team will also develop emotion-focused and problem-focused interventions aimed at disrupting the manifestation of malicious behavior originating from strain.



## Scientific Impact:

- This research help clarify the evolution of the malicious insider, and how situational and dispositional factors associated with employees and their workplace contribute to this evolution.
- Further, this body of research suggests both emotion-focused and problem-focused interventions aimed at disrupting this evolution.

## Broader Impact:

- This work can assist in reducing strain on employees in organization and improving quality of work.
- The outcomes of this work can help protect organizational intellectual property and national secrets.
- This research on insider threat evolution will be integrated into two new courses.

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