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THE EFFECT OF RATIONAL BASED BELIEFS AND AWARENESS ON EMPLOYEE COMPLIANCE WITH INFORMATION SECURITY PROCEDURES: CASE STUDY OF A FINANCIAL FIRM [ABSTRACT]

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ABSTRACT

Aim/Purpose	This paper examines the behavior of financial firm employees with regard to information security procedures instituted within their organization. Furthermore, the effect of information security awareness and its importance within a firm is examined.
Background	The study focuses on employees' attitude toward compliance with information security policies (ISP), combined with various norms and personal abilities.
Methodology	A self-reported questionnaire was distributed among 202 employees of a large financial institution.
Contribution	As far as we know, this is the first paper to thoroughly examine employees' awareness of information system procedures, among financial organizations in Israel and also the first to develop operative recommendations for these organizations aimed at increasing ISP compliance behavior.
Findings	Our results indicate that employees' attitudes, normative beliefs and personal capabilities to comply with firm's ISP, have positive effects on the firm's ISP compliance. Also, employees' general awareness of IS, as well as awareness to ISP within the firm, positively affect employees' ISP compliance.
Impact on Society	This study offers another level of understanding of employee behavior with regard to information security in organizations and comprises a significant contribution to the growing knowledge in this area. The research results form an important basis for IS policymakers, culture designers, managers, and those directly responsible for IS in the organization.

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Future Research Future work should sample employees from other financial institutions and also institutions from other fields and also should apply qualitative analysis to explore other pillars of behavioral patterns related to the subject matter.

Keywords information security awareness, information security policy, employee compliance, organizational culture, human behavior

BIOGRAPHIES



Dr. Golan Carmi is a head of Information Technologies and Systems fields at the faculty of Faculty of Management in the Jerusalem College of Technology. He has investigated various aspects of virtual environments and information security and has published articles in this field. His professional interests include virtual environments, e-business, ICT technologies, mobile and internet security, knowledge management and web innovation.



Dr. Dan Bouhnik is the head of the Computer Science Department at the Faculty of Engineering in the Jerusalem College of Technology. His research focuses on the connection between the worlds of computer technology, information and education. He is the author of a number of books used for teaching advanced computer science. His latest research deals with information security and privacy.