INSIDERS: THE BEHAVIOUR OF OUTSOURCED EMPLOYEES AS SOURCES OF INFORMATION SYSTEM SECURITY THREATS

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Abstract - In recent times, organizations in developing countries rely heavily on information systems to successfully execute their daily activities. These systems are essentially the life-blood of organizations. Anecdotal discourse traces information systems threats to insiders and in the recent past, outsourced employees. There is therefore an increased need for information systems to be protected against unauthorized access and retrieval particularly from legitimate 'insider' outsourced employees. Recent studies have presented useful methodologies and technologies which examine information system vulnerabilities and threats from insider perspectives. While most of the studies have focused on organization's employees as threats few have focused on the role the outsourced employees' play as a potential threat. This study uniquely seeks to investigate the behavioral motive behind outsourced employees' as security threats to information systems by virtue of privileged access. The study adopts the social bonding theory for this purpose. A conceptual framework has been developed and tested in order to best represent the security threat posed to information systems by outsourced employee. The research is quantitative with hypotheses formulated and tested. The research sample was judgmental, while placing focus on outsourced employees. Close-ended questionnaires were used to collect data. Data processing and analyses procedures will be carried out using SPSS prediction analytics software. The outcome of the proposed model will be used to provide insights regarding how management might mitigate the security threat to information security posed by outsourced employee.

Keywords - Insider threat; outsourced employee; risk; Developing countries