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Negative Workplace Gossip as a Predictor of Emotional Exhaustion and Knowledge Hiding among University Teachers

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KEYWORDS	ABSTRACT
Emotional Exhaustion, Workplace Gossip, Knowledge Hiding	The proposed research aims to explore negative workplace gossip as a predictor of emotional exhaustion and knowledge hiding among university teachers. A cross cultural research was used for the present study. This study looked at how targets' knowledge-hiding behavior was affected by gossip at work. It has been seen that the association between perceived negative workplace gossip and knowledge-hiding behaviors, as well as the mediating function of emotional exhaustion. A total sample of (N = 275) was taken in which (Male=128, Female=147), the study consist on two parts. Part I was the pilot study with sample of (N=100) included (Male=44, Female=65) and Part II was the main study with sample of (N=275) which was taken from university teachers through purposive sampling techniques. Regression analysis indicated that negative workplace gossip positively predicts the knowledge hiding behavior. Emotional exhaustion has a substantial mediating impact between negative workplace gossip and knowledge hiding behavior. There has been discussion on the limitations of the current study and its future implications. This research focuses the need for a proactive approach in addressing the challenges posed by negative workplace dynamics and fostering a healthier work environment..
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